SCOMM

#49:1

SPECIAL COMMITTEE REPORTS

SCR 19

"December 20, 1985

Dear Mr. President:

We, the Joint Special Committee on Legislative Salaries, hereby submit our recommendations to the Alaska Legislature as required by SCR 19.

After considerable analysis, we are recommending the introduction of the attached two bills and one resolution.

We recommend a State Officers Compensation Commission be established by constitutional amendment to be put before the voters in the 1986 general election. This commission will set the compensation for the legislature, the governor, lieutenant governor, justices and judges of the court system and the head of each principal department. We believe a constitutional amendment would avoid abolition by legislative action as was the case with the 1976 Alaska Salary Commission. We have recommended there be some veto power over the commission's actions, requiring two-thirds vote of the legislature to reject the commission's recommendations.

We recommend enabling legislation to take effect if the constitutional amendment is approved by the voters. This bill sets forth the duties and guidelines we feel would answer the public's concern about state officials setting their own salaries.

Finally, we recommend after extensive comparisons with all state legislatures and many other facets of our economy, a new legislative salary to take effect until a commission is established. We are submitting this new salary bill in response to the public reaction to the pay raise and in accordance with SCR 19. We do however, believe that repeal of the current salary would not provide fair and adequate compensation to the legislators.

Respectfully submitted,

/s/ Mitch Abood

Senator Mitch Abood
Senate Co-Chairman
Joint Special Committee on Legislative Salaries

lf/enclosures

SCR 19 cont'd

CC: Committee Members:
Co-Chairman Representative Ron Larson
Representative John Sund
Representative Randy Phillips
Senator Bettye Fahrenkamp
Senator Bill Ray
Mr. Lew Williams
Mr. George Sullivan
Mr. Frank Chapados"

Senator Halford moved and asked unanimous consent that the report accompanying the above letter be spread in the Senate and House Joint Supplement. Without objection, it was so ordered and will appear in Senate and House Joint Supplement No. 12.

INTRODUCTION AND REFERENCE OF SENATE BILLS

SB 341

SENATE BILL NO. 341 by the Rules Committee by request of the Senate Select Interim Committee on Procurement Practices and Procedures, entitled:

"An Act relating to state procurement practices and procedures; and providing for an effective date."

was read the first time and referred to the Judiciary Committee and the Finance Committee.

Senator Halford moved and asked unanimous consent that the letter accompanying SENATE BILL NO. 341 be spread in the journal. Without objection, it was so ordered.

"SENATE SELECT INTERIM COMMITTEE ON
PROCUREMENT PRACTICES AND PROCEDURES

January 13, 1986

Senator Don Bennett, President
Alaska State Senate
Pouch V
Juneau, Alaska 99811

Dear Mr. President:

Pursuant to Senate Resolution Number 6, a Senate Select Interim Committee on Procurement Practices and Procedures

SENATE JOURNAL

ALASKA STATE LEGISLATURE

FOURTEENTH LEGISLATURE - FIRST SESSION

JUNEAU, ALASKA THURSDAY June 20, 1985

FINAL SUPPLEMENT

As Secretary of the Senate I wish to certify for the First Supplement of the Fourteenth Legislature, First Session.

MESSAGES FROM THE HOUSE

SCR 19

Message received May 20, stating the Speaker has appointed the following members to the Joint Special Committee on Legislative Salaries:

Representative Szymanski, Chairman
Representative Sund
Representative Phillips

Senate members appointed May 20 are:

Senator Abood, Chairman
Senator Ferguson
Senator Ray

COMMUNICATIONS

HB 195

Memo of May 21 from David Dierdorff, Revisor of Statutes, Legislative Affairs Agency to Rosemary Kimlinger, Enrolling Secretary stating "It has come to our attention that a clerical error was made in sec. 758, on page 151, line 7 of the referenced bill. The citation to sec. 2. ch. 22, SLA 1984, page 5, 'line 13' should be to 'line 14'. Line 14 is the line that contains the described appropriation of $4,000,000 for Raspberry Road.

Under Rule 43 of the Uniform Rules of the Alaska Legislature, this is the type of error that may be corrected in enrolling. I would advise that you prepare a corrected page 151 for the chief clerk so that the bill will be correct when it is transmitted to the Governor."

RECOMMENDATIONS AND FINDINGS
AS REPORTED BY THE
JOINT SPECIAL COMMITTEE ON
LEGISLATIVE SALARIES

TO THE ALASKA LEGISLATURE ON
JANUARY 13, 1986

SENATOR MITCH ABOOD, CO-CHAIRMAN

REPRESENTATIVE RON LARSON, CO-CHAIRMAN

SENATOR BETTIE FAHRENKAMP

SENATOR BILL RAY

REPRESENTATIVE JOHN SUND

REPRESENTATIVE RANDY PHILLIPS

PUBLIC MEMBERS

Mr. Frank Chapadoe, Fairbanks
Mr. Law Williams, Ketchikan
Mr. George Sullivan, Anchorage

EXECUTIVE SUMMARY

This report contains the recommendations and findings submitted to the Alaska Legislature as required by SCR 19, "Establishing a Joint Special Committee on Legislative Salaries." The members of the Committee were: Senator Mitch Abood, Co-Chairman; Representative Ron Larson, Co-Chairman; Senator Bettye Fahrenkamp; Senator Bill Ray; Representative John Sund; Representative Randy Phillips; and serving as public members, Mr. George Sullivan; Mr. Lew Williams; and Mr. Frank Chapados.

In keeping with the directive of SCR 19 the Committee has: examined the streamlining of expenditures and the reduction of operating costs; examined legislative salaries, per diem, and allowances; compared the approach taken by the State of Alaska regarding salaries with the approaches taken by other states.

Along with the above directive, the Committee kept paramount in its considerations the public concern for legislators setting their own salaries and the desire to reduce the retirement benefits of legislators. With this in mind, the Committee, after much deliberation, recommends that a constitutional amendment be placed on the November 1986 ballot to establish a State Officers Compensation Commission to set the salaries of legislators along with other state officials. To accompany this, is the enabling legislation which would take effect when the Commission is established.

The Committee recommends introduction of a salary legislation which will lower the retirement benefits of legislators, as well as save many thousand of dollars in future operating costs. We are recommending that the Legislature set a base salary of $30,000 and reinstate the per diem system for session only and reimbursement for expenses only during the interim. The Committee does maintain that adequate compensation is essential if public service in the legislature is be obtainable for the "average citizen" and not just a reality for an elite few.

SUMMARY OF MAJOR AREAS ANALYZED BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

Due to the wide disparities in legislative salaries, benefits, retirement programs, populations, members, budgets, cost of living differentials, and size differences of all fifty states, the committee had to narrow the scope of analysis. Consideration was given to the fact that Alaska has the highest cost of living and at first glance pays the highest compensation. Therefore, in most of the extensive comparisons four states paying comparable legislative compensation were used. The average cost of living for these states is as follows:[1]

Alaska 29% above national average
California 3% above national average
New York 1% above national average
Michigan 3% below national average
Pennsylvania 1% above national average

RETIREMENT

A comparison of the above states with Alaska was made by individually contacting each state. Alaska was found to be well within the norm in this comparison.

The EPORS (Elected Public Officials Retirement System) was established effective January 1, 1976, but was repealed by voter referendum on October 14, 1976. However, the Supreme Court later ruled that the repeal should not affect those elected officials who were at that time participating in the EPORS. Covered under this system are the governor, lieutenant governor, and legislators who were participating prior to the October 14, 1976 repeal.

The Alaska PERS (Public Employees' Retirement System) was established effective January 1, 1961. The PERS provides retirement coverage to public employees of the state and participating political subdivisions.

Of the 60 current legislators in Alaska, 42 have elected coverage under the PERS, three are covered under the TRS (Teachers' Retirement System), 10 are covered under the EPORS, and five have waived participation in the PERS and, therefore, have no coverage. In the Senate 17 members are currently vested and only 10 House members are vested. In 1982 the Alaska House of Representatives suffered a 55% turnover rate which was the highest turnover rate of all the states in that year.[2]

ALASKA PROPOSED BASE SALARY AND PER DIEM VS OTHER STATES

In order to reduce the retirement benefits of legislators the base salary needed to be reduced thereby making per diem and a lower base pay a possible solution.

In determining a reasonable per diem rate for Alaska legislators all four comparable states were closely examined. An estimate for each state was based not only on per diem but personal expense accounts used for such things as car leasing and unlimited gas, etc., the average per diem and extras totaled as follows:

	AV. PER DIEM	+ BASE PAY		TOTAL
California	$20,448	$33,732	=	$54,180
New York	$12,835	$43,000	=	$55,825
Michigan	$ 6,700	$36,520	=	$43,220
Pennsylvania	$15,250	$35,000	=	$50,250
Alaska				
Non-Juneau	$14,170	$30,000	=	$44,170
Juneau	$ 9,880	$30,000	=	$39,880

These totals do not reflect additional compensation given to legislators in New York, Michigan, and Pennsylvania. The compensation in these states range from the low end of the scale being Michigan with seven positions in each House receiving extra compensation ranging from $15,680 to $4,900 to New York with 82 positions in the Senate and 102 positions in the House receiving from $30,000 to $6,500.[3]

According to the Alaska House Research Agency, when session length and potential per diem are factored into a ranking of legislative salaries (using the current legislative salary) in various states, Alaska ranks sixth.

LEGISLATIVE COMPENSATION COMPARED WITH EXECUTIVE AND JUDICIAL BRANCHES

Alaska legislative salaries along with the forementioned states were used as a gauge to measure pay scale differentials between the Executive and Judicial branches and to determine whether or not Alaska was within an acceptable range. All salaries included per diem if applicable and as with the last comparison no additional compensation was considered. For Alaska, the current salary of $46,800 was used. The results were that each legislature received less than the combined average wage of the governor, lieutenant governor, attorney general, supreme court judges, and intermediate appellate court judges. Those differences were as follows:

Alaska	$31,058 less
California	$ 3,565 less
Michigan	$28,748 less
New York	$28,284 less
Pennsylvania	$17,460 less

SALARIES OF OTHER ALASKA STATE EMPLOYEES

The Committee examined research comparing legislative salaries to those received by Alaska teachers, University of Alaska employees, Alaska Railroad employees, and other state employees.

Alaska Teachers' Salaries

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, 654 (about 9 percent) earn salaries greater than $49,500 per year.

University of Alaska Salaries

According to the University Statewide Budge Office most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the university system is $33,374. There are 544 employees (about 14 percent of the total staff) who make over $50,000 a year.

Alaska Railroad Salaries

The Alaska Railroad Corporation has 541 employees. Between 189 and 195 (about 35 percent) earn more than $50,000 per year.

Alaska State Employees

During 1984, 19,304 state employees in Alaska earned an average salary of $32,403. There are 1,531 (about 8 percent of the total) who earn salaries greater than $50,000 per year.

A LOOK AT HOW OTHER STATES SET LEGISLATIVE COMPENSATION

Current research indicates:

8 states set compensation by the constitution
21 states set compensation by a compensation commission
21 state legislatures set their own compensation

The consensus of the Committee was to draft legislation to establish a compensation commission that would not only set the salaries of legislators, but other state officials as well. The Michigan constitutional amendment to establish their State Officers Compensation Commission was used as a basic guide and enabling legislation was drafted to accompany this amendment. This enabling legislation will take affect when the constitutional amendment is approved by the voters.

FOOTNOTES

[1]These figures were derived by using a formula supplied by the Institute of Social and Economic Research, University of Alaska, Anchorage to update the 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas prepared by the U. S. Bureau of Labor Statistics. The 1981 Urban Family Budgets were updated to 1983 by using the 1983 Consumer Price Index-Selected Cities.

[2]Book of the States 1984-85 (Lexington, Kentucky: The Council of State Governments, 1984), p. 103.

[3]Ibid., pp. 95-102. In addition, each of the four states were individually contacted for current information.

[4]Ibid., pp. 66-71 and p. 150.

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#49:2

A G E N D A

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

1. CALL HEARING TO ORDER AND STATE DATE AND TIME.
   (AUGUST 13, 1985 10:00AM)

2. STATE MEMBERS PRESENT:

   ANCHORAGE: YOURSELF CO-CHAIR
   REPRESENTATIVE RON LARSON, CO-CHAIR
   REPRESENTATIVE RANDY PHILLIPS

   VIA TELECONFERENCE

   JUNEAU: SENATOR BILL RAY

   FAIRBANKS: SENATOR BETTY FAHRENKAMP

   KETICHIKAN: REPRESENTATIVE JOHN SUND

3. STATE THE PURPOSE OF HEARING: TO ELECT THREE PUBLIC MEMBERS TO THE COMMITTEE.
   (NOTE: 5 MEMBERS FOR A QUORM AND AT LEAST 3 VOTES TO ELECT EACH MEMBER)

4. REVIEW APPLICANTS: THE COMMITTEE HAS 6 RESUMES ON FILE. CONSIDER RESUMES AND CALL FOR NOMINATIONS. CALL FOR DISCUSSION AND VOTE ON EACH NOMINEE.

5. ANY UNFINISHED BUSINESS TO COME BEFORE THE COMMITTEE.

6. ANNOUNCE THE NEXT PLANNED HEARING: AUGUST ~~16~~ 18, 1985 FRIDAY AT ~~10:00~~ 3:30 A.M., ANCHORAGE INFORMATION OFFICE.

   AGENDA FOR THIS HEARING:

   1. SET GOAL AND DIRECTION OF COMMMITTEE
   2. REVIEW DATA COLLECTED TO DATE AND POSSIBLE RESOLUTION

7. ADJOURN

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

AGENDA

1. CONSIDER POSSIBLE CANDIDATES FOR PUBLIC MEMBER POSITIONS ON COMMITTEE.
2. CALL FOR NOMINATIONS.
3. ELECTION OF THREE PUBLIC MEMBERS TO COMMITTEE.
4. UNFINISHED BUSINESS TO COME BEFORE THE COMMITTEE.
5. ANNOUNCEMENT OF NEXT HEARING.
6. ADJOURNMENT.

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

A G E N D A

AUGUST 18, 1985

CALL MEETING TO ORDER AND STATE TIME AND DATE

ROLL CALL FOR THE RECORD

1. OVERVIEW OF COMMITTEE DUTIES
2. REVIEW LEGAL OPINION ON ALTERNATE PUBLIC MEMBER
3. DISCUSS COMMITTEE RESEARCH GATHERED TO DATE:
   a) SUMMARY OF LEGAL OPINION ON INITIATIVE PETITION
   b) SPECIAL SESSION COST SUMMARY (IMPEACHMENT)
   c) BILL STATUS OF CURRENT LEGISLATION ON SALARIES
   d) DATA GATHERED ON OTHER STATES COMPENSATION AND METHOD OF SETTING THIS: LEGISLATURE
      COMMISSION
      CONSTITUTION
4. REPORT ON PROPOSED RESEARCH TO BE UNDERTAKEN BY COMMITTEE AND PLAN HEARING SCHEDULE
5. IDEAS AND SUGGESTIONS ON FURTHER RESEARCH BY COMMITTEE
6. COMMITTEE TO SET DIRECTION AND AGENDA FOR HEARINGS AND FINAL RESOLUTION

ANY FURTHER BUSINESS TO COME BEFORE THE COMMITTEE

ADJOURNMENT (STATE TIME FOR THE RECORD)

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

AGENDA

OCTOBER 4, 1985

1. CALL MEETING TO ORDER (STATE DATE AND TIME)

2. INTRODUCE MEMBERS OF COMMITTEE THAT ARE PRESENT

3. STATE FOR THE RECORD THAT REP. PHILLIPS AND SUND WILL BE CALLING IN.

   STATE (OR READ) FOR THE RECORD
   LETTER RECEIVED FROM ALPAC (SUPPORTING RAISE)

4. PUBLIC TESTIMONY (MIGHT WANT TO GIVE THEM OPPORTUNITY TO TESTIFY NOW OR WAIT UNTIL AFTER REVEIWING THE FILES)

5. REVIEW FILES:

   - COMPARATIVE SALARIES-STATE EMPLOYEES
   - COMPARATIVE SALARIES-LEGISLATURES
   - ALASKA LEGISLATIVE PAY HISTORY
   - SALARY COMMISSIONS
   - 1976 PAY RAISE-REPEALED
   - CONSTITUTIONAL AMENDMENTS
   - RETIREMENT
   - CURRENT INITIATIVE TO REPEAL PAY

6. PUBLIC TESTIMONY (IF NOT GIVEN EARLIER)

7. JIM BALDWIN (APPROXIMATELY 1:15 P.M.)
   ATTORNEY GENERAL'S OFFICE

   WILL PRESENT ADDITIONAL OPINIONS FROM HIS OFFICE AND ANSWER QUESTIONS FROM THE COMMITTEE

8. DISCUSS SOLUTIONS

5. SET NEXT HEARING DATE

6. UNFINISHED BUSINESS TO COME BEFORE THE COMMITTEE

7. ADJOURNMENT (STATE TIME FOR THE RECORD)

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

AGENDA

OCTOBER 4, 1985

1. REVIEW FILES:
   - COMPARATIVE SALARIES-STATE EMPLOYEES
   - COMPARATIVE SALARIES-LEGISLATURES
   - ALASKA LEGISLATIVE PAY HISTORY
   - SALARY COMMISSIONS
   - 1976 PAY RAISE-REPEALED
   - CONSTITUTIONAL AMENDMENTS
   - RETIREMENT
   - CURRENT INITIATIVE TO REPEAL PAY
2. PUBLIC TESTIMONY (IF ANY)
3. JIM BALDWIN (APPROXIMATELY 1:15 P.M.)
   ATTORNEY GENERAL'S OFFICE

   WILL PRESENT ADDITIONAL OPINIONS FROM HIS OFFICE AND ANSWER QUESTIONS FROM THE COMMITTEE
4. DISCUSS SOLUTIONS
5. SET NEXT HEARING DATE
6. UNFINISHED BUSINESS TO COME BEFORE THE COMMITTEE

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

NOVEMBER 5, 1985

HEARING AGENDA

I. TESTIMONY FROM REPRESENTATIVE TERRY MARTIN

II. REVIEW DRAFTS PREPARED ON LEGISLATIVE COMPENSATION

III. REVIEW DRAFT PREPARED ON CONSTITUTIONAL AMENDMENT TO ESTABLISH A COMPENSATION COMMISSION

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#49:3

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

August 13, 1985
10:02 a.m.

Members Present: Senator Mitch Abood, Co-Chair
Representative Ron Larson, Co-Chair
Representative Randy Phillips

Via Teleconference: Fairbanks
Senator Bettye Fahrekamp
Juneau
Senator Bill Ray
Ketchikan
Representative John Sund

Nominees:
Lew Williams-Ketchikan

COMMITTEE CALENDAR

ELECT THREE PUBLIC MEMBERS TO COMMITTEE

SET COMMITTEE PROCEDURE AND AGENDA

WITNESS REGISTER

None

ACTION NARRATIVE

Tape 1
Side A

Number 1.2 Chairman Abood called the meeting to order at 10:02 a.m., indicated the members present and the purpose of the hearing is to elect three public members.

Each person that the committee received a resume from was discussed. The first person being Jo Finity. It was mentioned that there might be a conflict of interest concerning her employment to obtain signatures for the inititive petition to repeal the pay raise.

Number 2.9 Frank Port, Jean Parsons and Jerry Jones were discussed next as nominees. Harold Moening, Former Mayor George Sullivan, Former Senator John Butrovich, and Lew Williams, Jr. were all acquinted with at least one member of the committee and were reviewed next. Chairman Abood noted that due to a possible conflict of interest because of Mr. Butrovich's enrollment in the Elected Public Officials Retirement System (EPORS), he would have to decline as a nominee. EPORS members are directly affected by any salary changes.
Senator Fahrenkamp recommended Frank Chapados from

Fairbanks. She stated that he was active in the Fairbanks Chamber of Commerece and is a former legislator.

Number 8.0 It was noted by Representative Phillips that resumes weren't on file for Lew Williams of Ketchikan and Frank Chapados. Chairman Abood explains that attempts had been made but the contacts had note been made in time to receive the resumes.

Number 9.8 Co-Chairman Larson states that he is not avocating Jo Finity, but if selected he felt she would be a strong member. Chairman Abood agrees.

Number 11.7 Senator Fahrenkamp nominates Lew Williams from Ketchikan. Senator Ray nominates Frank Chapados from Fairbanks. Chairman Abood nominates Harold Moening and George Sullivan of Anchorage. Co-Chair Larson nominates Jo Finitiy of Anchorage.

Number 14 Co-Chair Larson begins discussion regarding an understanding that one member should be selected from the three areas of the state i.e., Southeast, Southcentral and Interior/Bush.

Number 15.4 Senator Ray moved to close nominations and Senator Fahrenkamp seconds the motion, without objection the motion carried.

Number 15.9 Rep. Phillips moved to place another motion on the previous motion. The motion was that the committee should select one member per area. The committee discusses this.

Number 17.7 Rep. Phillips brings up his motion again and Senator Faharenkamp seconds it and hearing no objections the motion carries.

Number 18.2 Chairman Abood asks for unanimous consent to select George Sullivan as the public member from Anchorage. Rep. Phillips objects and a roll call vote is taken. Voting yes were: Chairman Abood, Senators Ray and Fahrenkamp, and Rep. Sund. Co-Chair Larson asked to obstain and was denied. Voting no were: Co-chair Larson and Rep. Phillips. The vote carried.

Number 18.5 Senator Fahrenkamp moves that the committee cast a unanimous vote for Frank Chapados and Lew Williams and with no objections it carried.

Number 19.6 Co-Chair Larson and Rep. Sund begin discussion on the committee quorum requirements. Senator Ray suggestd that, as in conference committee, nothing should pass without two votes from the House and

two votes from the Senate and one vote from public members. The committee agrees.

Number 20.6 Senator Ray moves to void the last roll call vote. Chairman Abood moves to rescind the last roll call votes and hearing no objections the motion carries.

Number 22.6 The committee discuss how to select from the Anchorage area and it is decided to take one vote from each member and the nominee receiving at least four votes is elected. The vote was as follows: Co-Chair Larson-Jo Finity, Senator Ray-Sullivan, Senator Fahrenkamp-Sullivan, Rep. Sund-Sullivan, Rep. Phillips-Finity, Chairman Abood-Sullivan. Sullivan is elected.

Number 25.9 Co-Chair Larson changes his vote from Finity to Sullivan, making the vote five to one.

Chairman Abood states that the newly elected members are: Lew Williams of Ketchikan, Frank Chapados of Fairbanks, and George Sullivan of Anchorage. He also thanks all interest parties for their participation.

Senator Ray made the motion to elect Jo Finity as an alternate for the committee, to attend when no other members could.

Number 28.0 Representative Larson seconds the motion and with on objections the motion carries.

Number 30.8 The committee members discuss attendence of the next hearing.

Senator Ray discusses quorm requirements and makes the motion for two senate, two house, and one public member to be present at each hearing. Senator Fahrenkamp seconds the motion and hearing no objection it was adopted.

Number 35.7 Committee members again discuss attendence of the next hearing.

Number 36.3 End of Side One

Number 00.0 Side Two of Tape #1

Number 19.8 The committee agrees to set the next hearing date for Sunday, August 18, 1985 at 3:00 p.m. in the Anchorage LIO office

The agenda for the next meeting is read and Senator Ray asks that for the next hearing we have on hand information on: all states perks, cost of living

analysis and federal per deim rate.

The committee adjourn at 3:30 p.m.

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

August 18, 1985
3:22 p.m.

Members Present: Senator Mitch Abood, Co-Chair
Senator Bettye Fahrenkamp

Representative Ron Larson, Co-Chair
Representive John Sund

Public Members:
George Sullivan
Frank Chapados
Lew Williams

COMMITTEE CALENDAR

Review accumulated research to date
Discuss solutions to pay raise issue

WITNESS REGISTER

None

ACTION NARRATIVE

Tape #2
Side A

Number 1.0 Chairman Abood calls the meeting to order and introduces the committee members and states that the purpose of this hearing is to review SCR 19 and how it came about review what guidelines had been discussed at the August 13 hearing.

Number 5.9 Chairman Abood discusses the first order of business which is the appointment of the alternative member, Jo Finity. He summarizes the legal opinion prepared for the committee which states that not only is there no provision for an alternative member to the committee, but there is a conflict of interest due to Ms. Finity's previous employment (i.e. receiving compensation to obtain signatures on the inititive to repeal legislative pay). He mades the motion to rescind the action of the last hearing appointment an alternative member. After the committee discusses if Ms. Finity understands this action and if rescinding the action was necessary due to the fact that there was no such positon the motion carried with unanimous consent.

Number 11.5 Chairman Abood takes up the next item on the agenda

which is the quorm and majority requirements adopted at the August 13 hearing. The legal opinion on this was reviewed stating that a quorm would be any five of the nine members and a majority of those five (three) to conduct business.

Number 12.8 Senator Fahrenkamp states her concern in keeping with the legal advise because as she had experienced in prior committees anything other than the above mentioned could needlessly tie up the committee.

Number 15 Co-Chairs Abood and Larson discuss the committee's prior actions and specifically Senator Ray's desire to keep with the previous action.

Number 17.3 Mr. Williams brings up the legality of all three public members being able to conduct business in the absence of the other members. It was agreed that this would not be possible. Representative Sund points out that a minority report is inorder if all members do not agree on the committee report.

Number 21 The next item to be discussed is the inititive petition to repeal the legislative pay raise. Senator Fahrenkamp discusses the legal options such as, enacting a statute that would satisfy the legal requirement to remove the petition from the ballet. Senator Abood reads the legal opinion which stipulates only repeal of the current salary (i.e. rolling it back to original salary) with very minor changes would be reason enough for the Lt. Governor to remove it from the ballet.

Number 25 Mr. Sullivan asks that the committee members receive a copy of the petition prior to the next hearing. Senators Abood and Fahrenkamp resolve that the purpose of the committee is not to void the petition but to solve the problem that inspired the petition. Representative Sund questions the constitutionality of repealing an appropriation. The committee will request a legal opinion on this.

Number 29.7 Mr. Williams states that it is his understanding that if repealed nothing that the committee does can effect the legislators salaries anyway. The committee agrees that this is the case but Senator Fahrenkamp points out the the committee is to issue an advisory opinion in any case.

Number 33.1 Mr. Sullivan submits to the committee a copy of the regulations governoring the Municipality of Anchorage Salary and Emollents Commission. It was noted that the committee has this information and is reveiwing it.

Number 33.8 Chairman Abood briefly reviews the summary on special

session costs and a brief overview of SCR 19 and other bills relating to legislative compensation.

Number 37.5 End Side A, Tape 2

Tape 2
Side B Due to technical difficulties this side begins at Number 19.7

Number 19.7 The chairman reviews the material prepared for the committee on compensation to other states.

Number 22.6 Representative Sund states that the solution should include adequate pay to allow any member of society the opportunity to serve. He also noted that many states determine who should serve by setting an adequate salary or a low salary. Senator Fahrenkamp agrees and notes that some states meet only every other year. The subject of paying per dium was discussed and the possible abuses that might happen.

Number 27.5 Senator Abood discuss the question of "are legislators full or part-time?" and in what situations should a legislator be paid per dium.

Number 29.5 Mr. Williams states that he has much of this controversy and the public needs to be educated on the facts.

Number 30.9 Representive Larson addresses the issue of limiting terms of legislators and feels that this is not something the committee should deal with. He also outlines for the committee why Alaska is different from any other states in such areas as travel etc.

Number 33 Senator Abood states that the issue of full or part-time should not really be a concern because if a legislator does not do his or her job they will not be re-elected. He feels that the job is definitely full-time.

Number 34.9 Senator Fahrenkamp states she agrees with Mr. Williams on the issue of establishing part or full-time status and also with Representative Larson that the committee should not deal with limiting terms.

Number 36 Mr. Sullivan points out that the public doesn't want the pay hike and therefore the public needs to have a better understanding of the situation.

Number 38.8 Representative Sund still feels the compensation should not pre-empt anyone from serving and he would like clarification and an opinion from the Attorney General on the inititive.

Number 42.3 Senator Fahrenkamp address the issue of per dium and the fact that maybe those that work full-time should be compensated and those that don't should receive less. She also notes that some legislators have received as much as $54,000 on the old system and it is too easy to abuse as it is.

Mr. Chapados suggests that the committee should look into reducing expenses by consolidating interim offices and suggests the idea of daily compensation based on actual time worked.

Number 49.9 Chairman Aboods points out that in the beginning there was much formulation and it was much less time consuming as compared to now with all the special interest groups, etc. Representative Larson restates his view on part and full-time status and the fact that the voters with take care of that issue at the polls.

Mr. Williams states that he would like to look into reducing operating expenses and the retirement system.

End of Side B, Tape #2

Tape #4
Side A
Number 00.0 The committee continues discussion.

Number 2.0 Senator Fahrenkamp brings up the history of the Salary Commission and why it failed. It failed because even though the salary was set by the commission legislators had to vote for or against it and that put them in the same position as if they had set it themselves. The retirement system was discussed (PERS and EPORS).

Number 6.8 Representative Larson recommends repealing the pay raise and establishing a commission.

Number 8.3 Senator Aboods discusses this and suggests that the committee take a look at the research to be presented to the committee. He also feels a commission is most likely the solution and adds that it would be good to take it out of the hands of the legislature altogether.

Number 10.6 Representative Sund would like to see the language of the old commission and suggests that maybe the per diem rate should be changed to what is acceptable by the IRS, and they should look into the possibility of raising the expense allowance.

The question is raised as to what the committee might do, that is reasonable, to have the initative removed from the ballet and if not what amendments would be

acceptable.

Number 16.2 Senator Fahrenkamp discusses looking closer at federal taxes before and after the pay raise. Her suggestion is for a base salary with per diem based on actual time spent doing the job.

Number 18 The committee continues to discuss various aspects of the data at hand and Representative Sund suggests that we have someone on hand at the next hearing from the Division of Retirement to answer questions.

Number 18.9 Mr. Sullivan suggests that they have a scale on the retirement system and before raise and after raise taxes.

Number 23.5 Chairman Abood reviews the agenda for the next hearing and asks that each member prepare a solution for the next hearing.

Number 28 Representative Sund requests on behalf of Mr. Sullivan and himself that legal research prepare a draft on a constitutional amentment.

Number 31.3 The committee recesses for five minutes inorder to have copies made.

Senator Faharenkamp states that the legislature is not paid too much.

Representative Larson feels that the old system was not fair in relation to the abuses of the majority/minority and the public perception of the pay issue must be changed.

Senator Abood feels at least part of the solution would be to educate the public.

Number 37.2 Representative Sund also feels present salary is adequate and this is the sentiment of the new members. He notes that the state lost many good people under the old salary because they could not afford to serve.

Number 41 Chairman Abood discusses the next hearing and points out that it will be statewide.

Number 42 Mr. Sullivan suggest that maybe a press conference might be inorder soon.

Number 42.2 End of Side A, Tape 3

Tape 3
Side B Senator Fahrenkamp makes a motion to rescind the action

of the last hearing concerning what the committee requirements would be for quorm and voting, she asks unanimous consent. Representative Larson objects in order to make a statement to the fact that only three members could take action. Senator Fahrenkamp states that the committee should consider the time constraints and the fact that they are advisory, only which in itself is an exception to the rule.

Senator Abood again reads the legal opinion on quorm and voting requirements and suggest that it should be followed. Representative Larson removes his objection and hearing no other objections the motion is adopted.

The committee agrees to set the next hearings for September 13 at 9:00 a.m. and October 18th, Anchorage LIO.

Number 6.9 Senator Fahrenkamp questions the legality of participation via teleconference. It is agreed that it is indeed legal.

Number 8.1 Representative Larson questions who is paying the travel of the public members. Committee aide, Linda Firestone states that the costs are being split by each house.

Representative Larson states that he will provide staff if help is needed for a day or two.

Number 10.7 Representative Sund requests copy of pay statutes and pay history for the next hearing.

Number 12.4 Chairman Abood thanks the Daily News reporter for attending on a Sunday and thanks all the members of the committee and adjourns the hearing at 5:48 p.m.

Number 12.8 End of tape.

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

October 4, 1985
10:07 a.m.

Members Present: Senator Mitch Abood, Co-Chair
Senator Bettye Fahrenkamp

Representative Ron Larson, Co-Chair

Public Members:
George Sullivan
Frank Chapados
Lew Williams

Members Absent: Senator Bill Ray
Representative John Sund

VIA TELEPHONE Representative Randy Phillips
(for approximately the first hour)

COMMITTEE CALENDAR

Review research and solutions and begin drafting a resolution

WITNESS REGISTER

Representative Marco Pignalberi
Anchorage, Alaska

Mr. Jim Baldwin
Assistant Attorney General
Juneau, Alaska

ACTION NARRATIVE

Tape #4
Side A

Chairman Abood calls the hearing to order at 10:07 a.m. He reads, for the record, a letter from ALPAC in support of the current legislative pay.

He states that according to research Alaska is not out of line with the other states. Mr. Sullivan discusses what type of comparison was made. Chairman Abood states that due to the immense diversity of so many states, it was necessary to compare like states and narrow the numbers and review the top five.

Mr. Sullivan brings up the cost of living analysis provided to the committee by staff and also retirement benefits.

Chairman Abood also brings up the legal problems with the ballet initiative. Mr. Williams states that it is up to the

committee to decide whether to solve the problem now or wait until it's passed.

Chairman Abood brings up the commission and the committee discusses why the last commission, that was abolished in 1980 failed and what needed to be changed to make this proposed commission successful. The committee agrees that the setting of the salaries should be taken out of the legislators hands, but they should have some control, say to reject, just as the Michigan commission does.

The committee discusses how the commission will set salaries for and if the legislature is a full-time commitment or not. Mr. Chapados feels that it is full-time and that the current compensation is therefore appropriate. Co-Chairs Abood and Larson agree that the job is full-time and if some work part-time their constituency suffers.

Mr. Sullivan states that many legislators do work full-time but others maintain jobs in the private sector and the committee discusses this. Senator Fahrenkamp agrees with Mr. Sullivan and adds that the legislators that 'get things done' also generate more work for themselves in the process.

Community involvement and protection of minority members are discussed by the committee. Mr. Chapados points out that we have a legislature with full-time responsibilities but it this should still be evaluated, but feels per diem is necessary during session. Mr. Williams states that the legislators' responsibility is definitely full-time and if there is any blame it should be on society and their lack of understanding as to the workings of government.

Tape 4
Side B

Chairman Abood points out that the legislature must have a system to check the commission and the administration.

Mr. Jim Baldwin, Assistant Attorney General advises the committee on the initiative petition to repeal the legislative pay that will appear on the November 1986 ballot and any other legal questions they might have. He begins by reviewing what an initiative and referendum are and why a referendum is used when it appears that an initiative should be used instead. Case histories are reviewed relating to those initiatives used to repeal laws.

It is agreed that the topic of the initiative is very narrow but there is room to go beyond the four corners of the initiative. The courts do give quite a bit of latitude to the legislature. Amendments can be made to the initiative if it does pass. The committee discusses this further and it is concluded that amounts can be increased, say to reflect an increase in the cost of living.

Representative Larson brings up retirement benefits and the fact that it takes five years to be vested and currently there are 43 legislators in the PERS system, 2 in the teachers retirement system, 10 in the EPORS system and 5 that have waived any coverage. The requirements for each system is discussed.

Tape 5
Side A

The committee agrees that time is running out and reviews SCR 19 establishing the committee. Chairman Abood asks Mr. Baldwin what he would suggest the committee do-have both the constitutional amendment (to establish the salary commission) and initiative to repeal the pay on the same ballet.

Mr. Sullivan suggests that maybe a comparison by population and budget should be done.

The committee asks Mr. Baldwin if a establishing a commission does need to be a constitutional amendment.

Senator Fahrenkamp states that the house and senate would probably prefer to have someone other than the administration handle it.

The discussion returns to full or part-time legislature and what are the duties. Mr. Sullivan adds that maybe the leaders of each house should establish what positions are full or part-time, Senator Fahrenkamp agrees. She feels that a base should be established and added to depending on the duties involved. Representative Larson brings up the minority issue, and who will protect?

Mr. Chapados states that the responsibilities have increased 100 fold over the years, but with the addition of LAA and the LIO's is a full-time legislature really necessary. What should be done with the non-active legislator. He also agrees with base plus more depending on duties.

Mr. Williams states that those that are not full-time will get voted out and as an example Representative Sund is not in attendance because he is at a timber conference in Idaho.

The committee asks Mr. Baldwin about the legality of using an initiative rather than a referendum. He says that referendums are slowing being used less and less and initiative are being used to repeal laws because they are easier to deal with. Mr. Baldwin adds that if the initiative does pass he believes that the courts will give the legislature broad guidelines to deal with such a quick response from the public. He adds that the legality in total will have to go to the courts case by case. The legislature will be afforded a very broad power to amend in his judgement.

Representative Larson and the committee discuss exactly what they would have to do in order to have the initiative removed from the ballet. It was concluded that it would basically have to be returned to the old salary and have very little room for variation. A different range might be acceptable. Representative Larson states that the public should be educated on the EPORS system and the fact that only a few are in it and no others are eligible.

Mr. Chapados states that the bottom line is the retirement and changes should be made in this area.

Mr. Sullivan and Senator Fahrenkamp say that now is the time to act as time is running out. Mr. Sullivan questions using the federal per diem.

Chairman Abood asks the committees opinion on what to do about the initiative, ignore it or introduce a bill in order to have it removed from the ballet. The committee debates.

Mr. Baldwin is asked again if both initiative and constitutional amendment can appear on ballet at the same time. It is agreed that they can.

Representative Ron Larson adds that the options are: do nothing, create and interim committee, or come up with a comparable bill that would take effect pending passage of the initiative. Senator Abood adds that a bill sent through the legislature should be strong enough to cancel out the initiative, the committee agrees.

Chairman Abood excuses the committee for a lunch break at 12:13 p.m.

The committee returns at 1:40 p.m.

The committee begins by discussing a base salary of $2000 and $2500. Mr. Sullivan suggested the $2000. Senator Fahrenkamp adds that per diem is needed and the Juneau legislators should receive less. It was discussed as to whether they receive 60% less or what. Federal per diem rates were reviewed and it was decided that the Juneau rate of $109 per day should be used while the legislature is in session. After discussion it was also agreed to that when traveling home during session legislators should not received per diem but just have travel paid if it's for committee business.

Representative Marco Pignalberi comes before the committee to testify (time 1:50 p.m.). He has developed an idea and presented it to the committee. He feels that the private sector should determine the legislators salary. Each member would submit W-2's for the three prior years before taking office and the average of those years would be the salary

for that particular legislator. There would need to be an upper and lower limit to cover those making extremely low or high salaries.

Senator Abood states that this system would not be fair and Senator Fahrenkamp adds that it would be almost impossible to budget for.

The committee takes a 5 minute break.

Senator Abood discusses the duties of the committee again.

Mr. Williams brings up the idea of a base salary of $30,000.

Representative Pignalberi states to the committee that the last raise and the way it was handled was not good and that he favors a commission als

Senator Fahrenkamp asks R. resentative Pignalberi if he finds the current legislative pay adequate. He answers that he does not it an adequate income.

Representative Larson asks Representative Pignalberi if a base salary plus more compensation for more time or responsibility would be a solution. Rep. Pignalberi states that this would not protect the minority and he feels very sensitive to their problems and this would always be subject to majority approval.

End of testimony for Representative Pignalberi.

Senator Abood returns the discussion to per diem and Mr. Sullivan brings up the subject of pension.

Tape 5
Side B

Representative Larson asks the committee if $4,000 office expense is adequate or should it be raised. Mr. Williams states that with a base of $30,000 and the $109 per diem maybe the expense should also be raised.

Senator Abood and Mr. Chapados agree that the current salary of $46,800 is good, but now the decision is to return to a base with per diem and decide how that should be handled. Mr. Williams, Sullivan and Senator Fahrenkamp agree that only expenses should be paid while traveling. And Senator Fahrenkamp adds that the lower base salary would reduce the retirement benefits, which seems to be of concern to many.

All members agree that there has been a big abuse with per diem in the interim and that only expenses should be paid.

Mr. Williams makes the motion for a base salary be set at $30,000 and Mr. Sullivan objects. Chairman Abood asks that all in favor of $30,000 signify by saying "I". Senators

Abood, Fahrenkamp, Representative Larson, Mr. Chapados, and Mr. Willams all say "I" and Mr. Sullivan objects. He states that the operating expenses will still not be reduced. Mr. Chapados asks him to look at the total operating budget and feel that trimming can be done elsewhere.

Representative Larson make the motion to set the per diem at the federal per diem rate of $109 and 60% of that for Juneau legislators with up to five days before and after session allowable. Hearing no objection the motion carried.

Mr. Williams makes the motion to raise the expense allowance from $4,000 to $6,000. Mr. Sullivan states that he doesn't see the justification. The committee discusses what that allowance is used for. Senator Fahrenkamp begins up the fact that her office receives (during session) some 5,000 public opinion messages a week and if the $4,000 were used for that it would be gone in two months. Those mailings (referred to) are usually covered under committee expense.

Mr. Sullivan asks the committee what it wants to do about the initiative. The committee agrees that it should solve the problem of salaries and retirement and not be concerned about removing the initiative from the ballet as that this not the charge of the committee.

The committee continues discussing reducing the budget and who covers the costs of interim offices. And the fact that returning to a lower base pay this will reduce the retirement benefits.

Tape 6
Side A

(time 2:45 p.m.)
Discussion continues on where to set base pay. Chairman Abood moves to rescind the committee action on the last two actions. Hearing no objections it is do ordered.

Mr. Sullivan is given the floor since he did not approve of the base at $2500 a month. The committee discusses the possible ranges and if it should be tied to the state pay schedule. Representative Larson points out that if it is legislators are more likely to vote for state pay raises and the committee agrees.

Mr. Chapados suggests that maybe the leadership should be compensated in lump sums as many states do. (New York has 82 leadership positions paid anywhere from $3,500 to $30,000) The $2,000 a month would seem more acceptable with this and raising the allowance from $4,000 to $6,000 he states.

The committee continues and Mr. Chapados suggests that maybe a sub-committee should be appointed. The committee decides to work it out now. Mr. Chapados is excused as he has

another meeting to attend (3:10 p.m.). Before leaving he states that he feels the committee has made great progress and compliments the committee staff for a job well done.

After considerable discussion the committee agrees on additional compensation for the following leadership positions:

President and Speaker	$7,000
Majority Leaders (H&S)	$5,000
Minority Leaders (H&S)	$2,500
Committee Chairs (H&S)	$3,000

Also agreed upon is the increase in the expense allowance from $4,000 to $6,000 annually. The federal per diem is to be used also instead of the state rate. Current Juneau rate is $109 per day.

The committee agrees that fiscal notes are needed with a breakdown over a 10 year period. Guidelines also need to be established.

The chairman asks the committee if they all agree with the commmittee so far and they do approve. But it is pointed out that it is just a draft at this point.

Chairman Abood begins discussion on the commission. Mr. Williams suggests that the committee use the Michigan constitutional amendment as a guideline.

Tape 6
Side B (time 3:33 p.m.)

The discussion continues on the amendment and all agree that some veto power is necessary. An example is given that if they wanted a raise and there was no money to fund it the legislature would have to veto. Senator Fahrenkamp suggests a professional negotiating team and then withdraws her suggestion due to the fact that it would be too political.

The committee agrees that guidelines are needed and the wording that the legislature is to administer will elevate that problem. A letter of intent should be issued also.

The committee agrees that the next meeting will be November 5th at 9:00 a.m. at the Anchorage LIO.

Senator Abood concludes by stating that for the next meeting the committee will have drafts on a constitutional amendment and a new pay scale available.

Senator Fahrenkamp adds that she appreciated Mr. Sullivan's opinion and feels that the committee should all agree on any decision.

Chairman Abood adjourns the hearing at 3:45 p.m.

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

November 5, 1985
9:06 a.m.

Members Present: Senator Mitch Abood, Co-Chairman
Senator Bettye Fahrenkamp (arrived 9:15 a.m.)

Representative Ron Larson, Co-Chairman
Representative John Sund
Representative Randy Phillips

Public Members:
George Sullivan
Frank Chapados
Lew Williams

Members Absent: Senator Bill Ray

COMMITTEE CALENDAR

Review drafts for: revised legislative salary bill

SJR for constitutional amendment to establish a state officers compensation commission

WITNESS REGISTER

Representative Terry Martin
Anchorage, Alaska

Representative Pat Pourchot
Anchorage, Alaska

ACTION NARRATIVE

Tape #7
Side A Chairman Abood calls the hearing to order at 9:06 a.m. For the record he states that 11 members are present except Senator Fahrenkamp and Senator Ray, who is in Juneau and unable to attend. He also notes the presence of Representatives Martin and Pourchot; Tom Morier, aide to Senator Fahrenkamp; and committee aide, Linda Firestone.

The chairman explains that the purpose of the hearing is to review drafts on the salary bill and the SJR for the constitutional amendment.

Representative Terry Martin is called upon for his testimony. Before his testimony begins, it is decided that Chairman Abood will present the final committee recommendations to the Senate and Co-Chairman Larson will do the same in the House.

Mr. Sullivan points out a recent editorial in the Anchorage Daily News and that is was somewhat off track, in that no reference was made to the reduced retirement benefits proposed or the reasoning for the added compensation for legislative leaders was not included. But he informed the committee that a more accurate editorial should have already come out.

Representative Martin begins his testimony by stating that the legislative salaries are a very controversial issue and having private citizens on the committee certainly enhanced it's credibility. In a study he has undertaken comparing Alaska with other states, he has concluded that a solution should contain three major principles.

The first one, is that a formula should be simple and straight forward keeping away from backdoor increases.

The second principle, is equal pay for all legislators. Special compensation for leaders will tend to encourage more committees and sub-committees to be formed. Chairman Abood states that he agrees and that as a result of a pole he took in the legislature, he found overwhelming support for dropping any additional compensation for leaders and therefore a new salary bill is before the committee. This bill has no extra compensation for leadership positions except for the current $500.00 for the Senate President and Speaker of the House.

The third principle, is the use of per diem and the many ways it can be abused. He sites longer sessions and special sessions as examples, and refers to a report that is presented to the committee on constituent population and length of sessions in other states.

(Senator Fahrenkmap arrives at 9:15 a.m.)

Chairman Abood states that the committee has already dealt with many of these issues and in order to discuss the actual bill drafts before the committee he invites Representative Martin to join the hearing as a non-voting member. Representative Martin agrees but adds that he does not agree with the original low base salary and per diem, as a family man, and sites Canada as being much like Alaska in many respects but having a much higher salary to compensate for their full-time responsibility.

Mr. Sullivan asks Representative Martin if he is advocating a higher salary then the current ($46,800). In reply, Representative Martin confirms that the old salary was too low (Range 10A) and the proposed salary by the committee ($30,000 base + per diem) is maybe a bit high.

The committee considers the fact that if the legislative salary is too low many good people would prefer a position

with the executive branch due to their considerably higher salaries.

Representative Phillips states that if the salaries are not lowered a significant amount the ballot initiative will not be removed. Chairman Abood states that according to Jim Baldwin, Assistant Attorney General, the new draft may be enough to have it removed. Co-Chairman Larson adds that the decision rests with the Lt. Governor based on the Attorney General's opinion.

The committee discusses all the different possibilities and some of the time frames. Representative Sund asks what will happen if both the repeal initiative and the constitutional amendment pass. He feels that the commission would still have power to establish a new salary or change the old salary quite extensively. He adds that the clean solution would be to have the amendment on the ballot without the initiative to repeal the pay. As it stands no appointments will even be made until 1987 with the recommendation out of the committee no sooner than August or September of 1987 and probably no funding available until the fiscal year of 1988 (July).

Chairman Abood notes the presence of Senator Bettye Fahrenkamp at 9:15 a.m.

Mr. Sullivan makes the comment that at the last hearing the committee decided to set aside the issue of the initiative to repeal the pay and solve the legislative pay controversy as this is the reason the committee was established. Chairman Abood agrees.

The committee now looks at the revised salary bill. Chairman Abood and Mr. Williams discuss why added compensation was dropped from the previous committee draft.

Co-Chairman Larson adds that the new salary draft reduces retirement benefits and therefore state expenditures, which is of paramount concern to the voters.

The Juneau per diem rate is discussed. Mr. Sullivan, Representative Phillips and Senator Fahrenkamp feel that 75% of the Juneau rate is too high for the Juneau legislators.

Committee aide, Linda Firestone explains to the committee how the 75% rate came about and that legislators did receive this amount under the previous per diem system.

Representative Sund explains why he feels 75% is too high and that he doesn't like the per diem system and would rather see a straight salary system. He feels that the pay should be left as it is now.

Mr. Chapados reconfirms that at the last hearing the committee decided to not pay per diem during the interim. Chairman Abood adds that he would like to see per diem for interim, but only for committee hearings.

Representative Martin states that he foresees many abuses taking place with a per diem system. Chairman Abood and Senator Fahrenkmap discuss this abuse and agree that no special session will be called in order to collect per diem as implied by Representative Martin. Both senators agree that per diem should only be used for committee business.

Tape 7
Side B

Representative Pourchot asks the committee why the federal per diem rate is used. The reply was that legislators do not receive automatic increases as to other state workers and this would be more equitable.

Representative Phillips asks the public members what their feelings are on the new salary bill.

Mr. Chapados states that it is not right to expect a legislator to have aides on staff that make more than they do. He understands the public concern over the last pay raise but feels the new salary bill would ease the minds of the public. The bill also lowers the retirement benefits and saves the state money and still gives legislators a tax break. He is concerned that maybe the chair positions may need more compensation than they will be receiving.

Mr. Sullivan states that he is concerned with reducing the budget and a rough estimate of $400,000 is already saved, not including the savings with reduced retirement benefits. Representative Phillips asks how he feels about a full or part-time legislature. Mr. Sullivan states that some are full and some are part-time depending on the legislator and area. He agrees that the most equitable bill is the current ($30,000/yr) one being considered by the committee.

Mr. Williams agrees that the best bill is the current one and he had recommended the $2,500 monthly base originally. The per diem system is good and he feels that most legislators are honest and therefore very little abuse will be found. A commission should be appointed and this will put a lid on runaway state salaries as well as cover the legislature. To set up a commission he feels it will not work unless it is established by a constitutional amendment.

Representative Martin states that once a commission is established 90% of the problems are over. Mr. Sullivan agrees and adds that a vouchered system is best for expenses.

Representative Sund reviews the issue of full or part-time status and concludes the current salary is the best. He also mentions the problems with a large square mile area like his, and the cost of adequately covering such an area in the interim. He feels that with the proposed voucher system legislators in the same situation will suffer.

Discussion continues on full or part-time status with Representative Phillips and Chairman Abood. Mr. Chapados states that the legislature is a victim of statehood and the state is now big business and the legislators have to be responsible for the system and they should not be expected to be compensated at a lower rate than their clerks. There are plenty of areas to trim the state budget, but the legislators salaries should not be cut.

The committee, at the chairman's direction return to section one of the salary draft. A vote is taken on this section and Representative Sund objects when unanimous consent is asked. He states that for the record he does want it noted that he opposes. He feels that so few legislators actually qualify for retirement benefits that it should not be of much concern.

Mr. Williams states that the committee is trying to be as fair as possible and sill keep the public's concerns foremost. He feels that if the salary is not lowered and the retirement not reduced the voters will take care of it themselves at the polls.

Senator Fahrenkamp states that Anchorage voters are very concerned with the pay repeal, whereas in other areas of the state it doesn't seem to be an issue. Therefore, the committee must address the pay issue and try to reach a fair compromise and this bill seems to be the best answer. She adds that this bill goes along way towards solving the problem and may even take the initiative off the ballot.

Mr. Sullivan states the committee purpose is to:

1. Cut expenses
2. Find the most equitable salary solution
3. Possibly solve the initiative problem.

Mr. Sullivan also adds that with the initiative on the ballot it would hold up the commission for two years.

Co-Chair Larson addresses what he feels are the committee's concerns and points out that the Attorney General's office has stated that the committee is working within the possible guidelines that may result in removing the initiative from the ballot.

Representative Martin states that with the proposed bill before the committee it will save him approximately $5,000 on his income taxes.

Mr. Sullivan asks Chairman Abood if the last motion was to adopt the whole bill. Chairman Abood replied that it was for only one section and there was an objection. He then asked for a roll call vote and Representative Sund removed his objection and section one was thereby adopted.

Senator Fahrenkamp makes the motion for the adoption of Section two, paragraph (a) and asks unanimous consent. Hearing no objections it was adopted.

The committee moved to adopt Section 2, paragraph (b) with unanimous consent and Mr. Sullivan objected. Representative Phillips made the motion to reduce the 75% per diem for Juneau legislators to 60% and Representative Sund objected. Representative Sund explained that even though Juneau legislators don't have to relocate they are not in a hometown routine during session and incur added expenses.

Senator Fahrenkamp makes a friendly amendment to change it from 75% to 70% and discussion follows.

Chairman Abood recalls Senator Fahrenkamp's amendment and asks if there is unanimous consent. Mr. Sullivan objects stating that he feels 60% is best and Representative Sund states that 75% is best. A roll call vote is taken all members present voting yes except Mr. Sullivan and Representative Sund. The motion is adopted.

Representative Martin addresses the issue of per diem abuse during special session and Chairman Abood, Representative Sund and the committee in general disagree.

Senator Fahrenkamp discusses the language on line 2, page 2 and the committee discusses interim expenses.

Representative Phillips states that he must leave (10:50 a.m.), and thanks the public members for their service and says he will sign off on the committee bills.

Representative Sund makes the motion to raise the expense allowance from $6,000 to $8,000. Mr. Sullivan objects and discussion follows. Co-Chairman Larson says that he agrees with the idea but a line must be drawn somewhere and he does not support an increase to $8,000.

Mr. Chapados calls for the question. Representative Martin is opposed to any increase, and calls it a backdoor expense.

Representative Sund withdraws his motion to raise the expense allowance to $8,000.

Section 3, after discussion, was changed to read that 'each member of the legislature is entitled to an annual allowance for $6,000 for postage, stationery, and other related legislative expenses.' Unanimous consent was asked on this section and Representative Sund objected. He later removed his objection after discussion when it was decided that legal services would make sure it was in proper form.

Senator Fahrenkamp asked for unanimous consent in adopting Section 4, with no objections it was adopted.

The committee reverted back to Section 2, paragraph (c). The meaning of 'official duty' was discussed and they agreed that since legislative council has defined it already it would be redundant and too time consuming to reestablish this. Therefore, Section 2, paragraph (c) was reworded and Chairman Abood asked for adoption of this with unanimous consent. Representative Sund objected stating that for the record is is against this and the current system is the best and simplest method. Chairman Abood says he will rescind the action and Representative Sund removes his objection and the motion carries.

The committee is recess for five minutes at 11:15 a.m. and returns at 11:15 a.m.

Co-Chairman Larson reverts back to Section 2, paragraph (c) and states that the chair will have legal services be sure the committee's intent relating to 'official duty' is correctly stated.

The committee now turns its attention to the constitutional amendment draft. The committee discussion includes, it's length, enabling legislation if it is passed. Mr. Sullivan is concerned about the ballot wording and it is agreed that that is taken care of by the Lt. Governor. Representative Sund and Mr. Williams agree that the amendment should be as 'clean' as possible and the details should be in the enabling legislation. Representative Pourchot and Mr. Sullivan agree that the commission should meet at least once a year.

Chairman Abood sites an October 15, 1985 letter from Jim Baldwin of the Attorney General's office.

End of Side B, Tape 7

Tape 8
Side A

The committee continues to discuss exactly what the wording should be. The committee considers the opinions received to date from the Attorney General's office.

Co-Chair Larson expresses his concern that maybe the committee is getting too complicated. Senator Fahrenkamp and Mr. Sullivan agree that enabling legislation should be drafted to take care of the details of the commission.

Mr. Sullivan states that maybe only the salaries of elected officials should be set by the commission. Mr. Williams disagrees and feels the original intent of the committee would help put a lid on runaways state salaries.

Chairman Abood asks the committee if they feel the committee itself should draft enabling legislation to take effect if the constitutional amendment passes. All committee members agree that the committee should draft a bill. Mr. Chapados states that the bill should include details of the scope of responsibility and the committee's recommendations.

Discussion continues and the committee reviews what positions should be included and the scope of power for the commission.

Mr. Sullivan sited the Municipality of Anchorage's Charter for the Salaries and Emoluments Commission and noted that the commission is not allowed to lower the salary of the Mayor while he is still in office.

The committee was asked by Chairman Abood if they felt the committee should establish a commission and the enabling legislation or just make the recommendation. The committee agreed that they should follow through a draft the bills including the enabling legislation.

Co-Chairman Larson makes the motion to delete the wording 'department heads' and add a new section three with the general wording that the legislature shall implement this section by law. There was no objection and the motion carried.

Chairman Abood reviews with the committee al the changes proposed to the amendment draft.

After discussion on how to handle a cover letter from the committee, Chairman Abood assigns Mr. Williams and Representative Sund to a sub-committee to draft it and present it to the committee via mail.

The committee discusses the possibility of one more meeting and Co-Chair Larson states that January 9 or 10 might be a possibility. The committee agrees that if all the revised bills, enabling legislation, and cover letter are acceptable the committee can avoid another hearing. The cover letter, enabling legislation, and revised bill drafts will be prepared by the committee and submitted to the members for approval.

Chairman Abood adjourned the hearing at 12:15 p.m.

INDEX OF DISKETTE CONTENTS

DISKETTE: SALARY **Available: 72%** **Unusable: 0%**

DOCUMENT NAME: min1 ✓ minutes
DOCUMENT TYPE: Document
COMMENT: for aug 13 hearing

DOCUMENT NAME: min4 ✓
DOCUMENT TYPE: Document
COMMENT: minutes of 10/4/85 hearing

DOCUMENT NAME: min5 ✓
DOCUMENT TYPE: Document
COMMENT: minutes for Nov 5 hearing

DOCUMENT NAME: p/hist
DOCUMENT TYPE: Document
COMMENT: calhoon's monthly salary

DOCUMENT NAME: pd
DOCUMENT TYPE: Document
COMMENT: pre-raise and current per diem

DOCUMENT NAME: port
DOCUMENT TYPE: Document
COMMENT: frank port resume summary

DOCUMENT NAME: press
DOCUMENT TYPE: Document
COMMENT: first press release

DOCUMENT NAME: press2
DOCUMENT TYPE: Document
COMMENT: public members

DOCUMENT NAME: press3
DOCUMENT TYPE: Document
COMMENT: psa & release for oct 4 hearing

DOCUMENT NAME: press4
DOCUMENT TYPE: Document
COMMENT: press release for nov 5

DOCUMENT NAME: project
DOCUMENT TYPE: Document
COMMENT: project summary

DOCUMENT NAME: resumes
DOCUMENT TYPE: Document
COMMENT: all resumes/public members

INDEX OF DISKETTE CONTENTS

DISKETTE: SALARY Available: 72% Unusable: 0%

DOCUMENT NAME: enable
DOCUMENT TYPE: Document
COMMENT: outline for constitutional amend. back-up

DOCUMENT NAME: expenses
DOCUMENT TYPE: Document
COMMENT: list of committee expenses

DOCUMENT NAME: f report
DOCUMENT TYPE: Document
COMMENT: final committee report

DOCUMENT NAME: federal per diem rate
DOCUMENT TYPE: Document
COMMENT:

DOCUMENT NAME: final
DOCUMENT TYPE: Document
COMMENT: final letter to committee

DOCUMENT NAME: final 1
DOCUMENT TYPE: Document
COMMENT: final letter to committee

DOCUMENT NAME: final 3
DOCUMENT TYPE: Document
COMMENT: final letter to committee

DOCUMENT NAME: graph
DOCUMENT TYPE: Document
COMMENT: lines

DOCUMENT NAME: info
DOCUMENT TYPE: Document
COMMENT: memo to members with packet

DOCUMENT NAME: intent
DOCUMENT TYPE: Document
COMMENT: rough draft of Williams intent

DOCUMENT NAME: john
DOCUMENT TYPE: Document
COMMENT: letter to j butrovich

DOCUMENT NAME: minutes2
DOCUMENT TYPE: Document
COMMENT: minutes for aug 18 hearing

INDEX OF DISKETTE CONTENTS

DISKETTE: SALARY Available: 72% Unusable: 0%

DOCUMENT NAME: schedules
DOCUMENT TYPE: Document
COMMENT:

DOCUMENT NAME: schedules1
DOCUMENT TYPE: Document
COMMENT: house schudeles

DOCUMENT NAME: split
DOCUMENT TYPE: Document
COMMENT: public member expenses

DOCUMENT NAME: termination
DOCUMENT TYPE: Document
COMMENT: termination letter to j fries

DOCUMENT NAME: thanks
DOCUMENT TYPE: Document
COMMENT: public member resume

DOCUMENT NAME: thanks2
DOCUMENT TYPE: Document
COMMENT: members selected

DOCUMENT NAME: ALPAC
DOCUMENT TYPE: Document
COMMENT: reply to alpac support memo

DOCUMENT NAME: COLA
DOCUMENT TYPE: Document
COMMENT: cola for ak and 4 states

DOCUMENT NAME: H MEMO#1
DOCUMENT TYPE: Document
COMMENT: July 26 Hearing Memo

INDEX OF DISKETTE CONTENTS

DISKETTE: SALARY Available: 72% Unusable: 0%

DOCUMENT NAME: #2
DOCUMENT TYPE: Document
COMMENT: result of 11/5 hearing

DOCUMENT NAME: ag
DOCUMENT TYPE: Document
COMMENT: agenda for 10/4 hearing

DOCUMENT NAME: agenda
DOCUMENT TYPE: Document
COMMENT: aug 13 agenda

DOCUMENT NAME: agenda2
DOCUMENT TYPE: Document
COMMENT: for members

DOCUMENT NAME: agenda4
DOCUMENT TYPE: Document
COMMENT: nov 5 hearing agenda

DOCUMENT NAME: agree
DOCUMENT TYPE: Document
COMMENT: summary of 10/4 hearing findings

DOCUMENT NAME: amend
DOCUMENT TYPE: Document
COMMENT: proposed constitiutional amendment

DOCUMENT NAME: approve
DOCUMENT TYPE: Document
COMMENT: letter to members on 3 bills +int

DOCUMENT NAME: contacts
DOCUMENT TYPE: Document
COMMENT: committee contact list

DOCUMENT NAME: draft
DOCUMENT TYPE: Document
COMMENT: rough cover letter

DOCUMENT NAME: draft 1
DOCUMENT TYPE: Document
COMMENT: rough cover letter

DOCUMENT NAME: draft 2
DOCUMENT TYPE: Document
COMMENT: cover letter to speaker

1/5/05

Tawney —

These minutes are on the diskette named 'Salary' that was in the Salary box.

If Senate/House records needs them they will have to edit a few things here + there

Otherwise - I have copies of them on my diskett + I'll edit + send them down a week after session starts

No - one has wanted them yet - 1 week shouldn't make too much of a difference.

Besides my plane leaves in 2 hrs. + I'm not even packed. (I know its all my fault!)

I'll Call - Linda

SCOMM

#49:4

COMMITTEE MEMBERS UNAVAILABLE IF LISTED BELOW

SUNDAY	MONDAY	TUESDAY	WEDNEDSAY	THURSDAY	FRIDAY	SATURDAY
	July 1 Ray Larson	2 Ray Larson	3 Larson Ray	4 Ray Larson	5 Ray Larson	6 Ray Larson
7 Ray Larson	8 Ray LaRson	9 Ray Larson	10 Ray Larson	11 Ray Larson	12 Ray Larson	13 Ray Larson
14 Ray Larson	15 Special Session Ray Larson	16 Ray Larson	17 Larson	18 Larson	19 Larson	20 Larson
21 Larson	22 Larson	23 Larson	24 Larson	25	26	27
28	29	30 (Cancelled)	31	August 1 Sund	2 Sund	3 Sund
4 Sund	5 Ray Sund Larson Phillips	6 Ray Sund Larson Acad Phillips	7 Ray Phillips Larson Sund	8 Ray Phillips Larson Sund	9 Ray Sund Larson	10 Sund
11 Sund	12 Sund	13 Hearing 10 A.M.	14	15	16	17
18 Hearing 3:30	19	20	21	22	23	24
25	26	27 (Subsistence) Acad Ray	28 (Subsistence) Acad Ray	29	30	31
Sept 1	2 Labor Ray	3	4 Larson	5 (Cancelled)	6 Legislative Budget Audit	7
8	9 Larson	10	11 Larson	12	13	14
15	16 Larson	17	18 Larson	19 APSC Sund Ray Acad	20 Sund	21 Sund
22	23 Larson	24	25 Larson FA	26 FA	27 FA	28 Fahrenkamp
29 Fahrenkamp	30 Fahrenkamp Larson					

COMMITTEE MEMBERS UNAVAILABLE IF LISTED BELOW

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
		OCT 1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	NOV 1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
DEC 1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SCOMM

#49:5

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y · STATE CAPITOL
JUNEAU, ALASKA 99811
907 465-3800

CONTRACT BETWEEN

STATE OF ALASKA
LEGISLATIVE AFFAIRS AGENCY

AND

FRANK BICKFORD
634 Harris
Juneau, Alaska 99801

CONTRACT AMOUNT $15,000

The parties to this agreement are the Legislative Affairs Agency, on behalf of the Joint Special Committee on Legislative Salaries, hereinafter referred to as the "Agency," and Frank Bickford, hereinafter referred to as The "Consultant."

CLAUSE I - STATEMENT OF WORK

(A) The Consultant shall research and analyze all methods of legislative salaries, per diem and allowances.

(B) The Consultant shall produce a concise written report on all findings, and shall submit said report to the Project Director on or before September 30, 1985.

CLAUSE II - PERIOD AND DATES OF PERFORMANCE

(A) The work under this contract shall be performed from May 31, 1985 to September 30, 1985.

(B) Unless extended by written agreement, this contract expires on September 30, 1985.

CLAUSE III - PROJECT DIRECTOR

The Project Director shall be Senator Bill Ray, member of the Joint Special Committee on Legislative Salaries.

CLAUSE IV - COMPENSATION AND METHOD OF PAYMENT

(A) For the work specified in this contract, the Consultant shall be compensated as follows:

(1) Seven Thousand Dollars ($7,000) upon the execu ion of the contract; and

(2) Two Thousand Dollars ($2,000) per month, beginning June 30, 1985.

(B) Billings must be accompanied by a statement and must be approved by the Project Director.

(C) Total payments under this contract shall not exceed Fifteen Thousand Dollars ($15,000).

CLAUSE V - LIABILITY

The Consultant shall indemnify, save harmless, and defend the State, its officers, agents and employees from liability of any nature and kind, including costs and expenses for or on account of any and all legal actions or claims of any character whatsoever resulting from injuries or damages sustained by any person or persons or property as a result of any error, omission or negligences of the Consultant relating to its performance of this contract. All legal actions or claims including defense costs resulting from injuries or damages sustained by any person or persons or property arising from the Consultant's performance of this contract which will result in joint liability of the Agency and Consultant shall be apportioned on a comparative fault basis. Any such joint liability on the part of the Agency must be due to active negligence on the part of the Agency.

CLAUSE VI - OFFICE SPACE, EQUIPMENT

Office space, supplies, equipment and personnel of the Consultant that will be necessary to carry out his obligations under this contract shall be supplied by the Consultant at no cost to the Agency.

CLAUSE VII - RECORDS, DOCUMENTS, AUDIT

The Consultant shall maintain accurate records, including detailed time records, as may be required by the Project Director. The records are subject to inspection by the Agency or the Project Director at all reasonable times. All documents, reports and writings generated as a consequence of work done under this contract shall become the property of the State of Alaska and, on completion of the work or at the termination of this contract shall be delivered to the Project Director.

CLAUSE VIII - TERMINATION

This contract may be terminated by the Agency upon delivery of written notice to the Consultant delivered to the following address: 634 Harris, Juneau, Alaska 99801.

If this contract is terminated, the Consultant shall be compensated for services provided under the terms of this contract to the date of termination if the Consultant provides the Agency with a written report containing a description of any research or analyses performed, a statement of the result or conclusions formed based upon the research or analyses and a copy of all data acquired by the Consultant or his agents in conjunction with this contract.

CLAUSE IX - REPORTS

The Consultant shall keep the Project Director informed as to the

progress of the work performed under this agreement and shall provide progress reports as specified by the Project Director.

CLAUSE X - CERTIFICATION

Execution of this contract by the Executive Director or his designee, hereby constitutes a certification that funds have been appropriated and encumbered for the amount of this contract. Funds will be taken from Senate Contracts, Account No. 31-922-023.

CLAUSE XI - MODIFICATION AND PREVIOUS AGREEMENTS

This agreement contains all the terms and conditions agreed upon by the parties. No other understandings, oral or otherwise, regarding the subject matter of this agreement shall be deemed to exist or to bind either of the parties of this agreement. This contract may not be enlarged, modified, or altered except upon written agreement signed by all parties to the contract. The Consultant may not assign this contract without the prior written approval of the Agency.

IN WITNESS WHEREOF, the parties have executed this agreement on the dates indicated below.

CONSULTANT

FRANK BICKFORD Date
SS No. 267-15-8629

LEGISLATIVE AFFAIRS AGENCY

WARREN W. ENDICOTT Date
Executive Director

Accepted:

SENATOR BILL RAY 5/30/85 Date
Project Director

Approved as to form:

BILLY G. BERRIER 5/31/85 Date
Agency Legal Council

CONTRACT BETWEEN

STATE OF ALASKA
LEGISLATIVE AFFAIRS AGENCY

AND

LINDA D. FIRESTONE

CONTRACT AMOUNT $25,000

The parties to this agreement are the Legislative Affairs Agency, on behalf of the Senate Leadership, hereinafter referred to as the "Agency", and Linda D. Firestone, hereinafter referred to as the "Consultant".

THE PURPOSE OF THIS AGREEMENT is to provide the Senate Special Committee on Legislative Salaries with administrative assistance.

IT IS THEREFORE MUTUALLY AGREED THAT:

CLAUSE I - STATEMENT OF WORK

The Consultant shall provide the Senate Special Committee on Legislative Salaries with administrative assistance. The Consultant will be available at the request of the Project Director to do research on projects designated by the Project Director, as well as provide general secretarial assistance, and other office duties as assigned.

CLAUSE II - PERIOD AND DATES OF PERFORMANCE

(A) The work under this contract shall be performed from June 16, 1985 to December 1, 1985.

(B) This contract may be terminated by either party upon written notice to the other.

CLAUSE III - PROJECT DIRECTOR

The project Director shall be Senator Mitch Abood, Chairman, Senate Special Committee on Legislative Salaries.

CLAUSE IV - COMPENSATION AND METHOD OF PAYMENT

(A) For the work specified in this contract, the Consultant shall be compensated at the state salary schedule established under AS 39.27.001 at Range 19, Step B, at the salary established for that step and range as that salary presently exists or is subsequently modified. At the present time Range 19, Step B is $3,303.00 per month. The established classification is subject to annual review and step increases may be given at the discretion of the Project Director. The Consultant shall receive all state benefits normally paid to a state employee.

(B) The Consultant shall be reimbursed for any expenses that may be incurred and authorized by the Project Director.

(C) Billings may be submitted by the Consultant on a monthly basis, and must be approved by the Project Director.

(D) Total payments under this contract shall not exceed $25,000 (Twenty-five Thousand Dollars).

CLAUSE V - OFFICE SPACE AND EQUIPMENT

Office space and equipment necessary for the Consultant to carry out her obligations under this contract shall be supplied by the Agency at no cost to the Consultant.

CLAUSE VI - RECORDS, DOCUMENTS, AUDITS

The Consultant shall maintain accurate records, including detailed time records, as may be required by the Project Director. The records are subject to inspection by the Agency or the Project Director at all reasonable times. All documents, reports and writings generated as a consequence of work done under this contract shall become the property of the State of Alaska and, upon completion of the work or at the termination of this contract shall be delivered to the Project Director.

CLAUSE VII - CERTIFICATION

Execution of this contract by the Executive Director or his designee, hereby constitutes a certification that funds have been appropriated and encumbered for the amount of this contract.

CLAUSE VIII - ALL WRITINGS CONTAINED HEREIN

This agreement contains all the terms and conditions agreed upon by the parties. No other understandings, oral or otherwise, regarding the subject matter of this agreement shall be deemed to exist or to bind either of the parties of this agreement.

IN WITNESS WHEREOF, the parties have executed this agreement on dates indicated below.

CONSULTANT

Linda Firestone 6/10/85
LINDA D. FIRESTONE Date

Accepted:

Senator Mitch Abood 6/10/85
SENATOR MITCH ABOOD Date
Project Director

SENATOR DON BENNETT Date
Senate President

LEGISLATIVE AFFAIRS AGENCY

WARREN W. ENDICOTT Date
Executive Director

Approved as to form:

BILLY G. BERRIER Date
Agency Legal Counsel

SCOMM

#49:6

COMMITTEE MEMBER CONTACT LIST

SENATE

SENATOR ABOOD, CHAIRMAN
1024 W. 6TH AVENUE
ANCHORAGE AK 99501

COMMITTEE AIDE: LINDA FIRESTONE
274-7648

SENATOR BILL RAY
POUCH V
JUNEAU AK 99811

COMMITTEE AIDE: FRANK BICFORD 586-6665
465-4922 JUNEUA OFFICE

SENATOR BETTYE FAHRENKAMP
515 7Th
FAIRBANKS AK 99701

COMMITTEE AIDE: EDDIE OR ~~MARK~~ Tom
452-4882

HOUSE

REPRESENTATIVE RON LARSON, CHAIRMAN
BOX 53
PALMER AK 99645
745-3826 (HOME)

AIDE: GENE ANNAS
376-8628 PALMER OFFICE
WANDA COOKEY
465-3727 JUNEAU OFFICE

REPRESENTATIVE JOHN SUND
2504 SECOND AVENUE
KETCHIKAN AK 99901
225-9292 (PRIVATE BUSINESS)
225-9461 (HOME)

AIDE: HOWARD
225-5552 KETCHIKAN OFFICE
111 Steedman
Suite 100
anchorage ak 99901

REPRESENTATIVE RANDY PHILLIPS
BOX 142
EAGLE RIVER AK 99577
279-4949 (BUSINESS-FAMILY VIDEO)

AIDE: JANET SEITZ
694-4949 (MESSAGE)

PUBLIC MEMBERS

GEORGE SULLIVAN
1345 WEST 12Th AVENUE
ANCHORAGE AK 99501

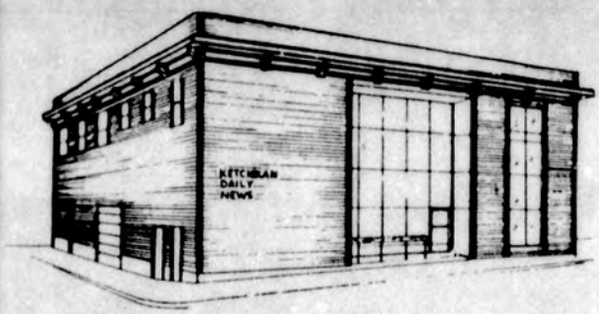
272-2918 (HOME)

FRANK CHAPADOS
P.O. BOX 73798
FAIRBANKS AK 99707

452-7913 (BUSINESS)
456-4125 (HOME)

LEW WILLIAMS
755 GRANT STREET
KETCHIKAN AK 99901

225-3157 (BUSINESS)
225=4643 (HOME)



PIONEER PRINTING CO.
KETCHIKAN DAILY NEWS
SOUTHEASTERN LOG

RECEIVED
DEC 11 1985

Dear Mitch,

Thanx for the drafts on the salary bill, const. amend., enabling leg., and cover letter.

They look fine to me so I see no reason to meet again. You and Rep. Larson can report to the legislature.

Thanx for the chance to help.

Regards,

Lew

P.O. BOX 7900, 501 DOCK STREET, KETCHIKAN, ALASKA 99901 (907)225-3157

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
(907) 274-2843

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(907) 465-4747



CHAIRMAN
STATE AFFAIRS

MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

January 5, 1986

TO: Jan Fries
Personnel Director

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Committee Aide Termination

This memo is your official notice that Linda Firestone, Committee Aide for the Joint Special Committee on Legislative Salaries, will complete her last day of employment with the committee today.

Funds to cover her salary for the period since December 1, 1985 should be taken from the committee account. If enough funds are not available they are to come from the senate leadership funds.

Alaska State Legislature

House of Representatives

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

December 20, 1985

The Honorable Ben Grussendorf
Speaker of the House
Alaska State Legislature
Pouch V
Juneau, Alaska 99811

Dear Mr. Speaker:

We, the Joint Special Committee on Legislative Salaries, hereby submit our recommendations to the Alaska Legislature as required by SCR 19.

After considerable analysis, we are recommending the introduction of the attached two bills and one resolution.

We recommend a State Officers Compensation Commission be established by constitutional amendment to be put before the voters in the 1986 general election. This commission will set the compensation for the legislature, the governor, lieutenant governor, justices and judges of the court system and the head of each principal department. We believe a constitutional amendment would avoid abolition by legislative action as was the case with the 1976 Alaska Salary Commission. We have recommended there be some veto power over the commissions actions, requiring two-thirds vote of the legislature to reject the commission's recommendations.

We recommend enabling legislation to take effect if the constitutional amendment is approved by the voters. This bill sets forth the duties and guidelines we feel would answer the public's concern about state officials setting their own salaries.

Finally, we recommend after extensive comparisons with all state legislatures and many other facets of our economy, a new legislative salary to take effect until a commission is established. We are submitting this

new salary bill in response to the public reaction to the pay raise and in accordance with SCR 19. We do however, believe that repeal of the current salary would not provide fair and adequate compensation to the legislators.

Respectfully submitted,

Representative Ron Larson
House Chairman
Joint Special Committee on Legislative Salaries

lf/enclosures

cc: Committee Members:
Co-Chairman Senator Mitch Abood
Representative John Sund
Representative Randy Phillips
Senator Bettye Fahrenkamp
Senator Bill Ray
Mr. Lew Williams
Mr. George Sullivan
Mr. Frank Chapados

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

December 27, 1985

TO: Senator Bill Ray
Joint Special Committee on Legislative Salaries

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Report to Legislature from the Joint Special Committee on Legislative Salaries

Please find enclosed the cover letter, report and the final drafts of the two bills and one resolution that Co-Chairman Ron Larson and I will be presenting to the Senate President and Speaker of the House on the first day of second session of the fourteenth legislature.

I would like to thank you for your participation on the committee. Unfortunately, because you were only able to attend one hearing most of your ideas were not relayed to the committee. And as a result, you have stated that you do not agree with what the committee is trying to do. However, I hope you will agree that the committee has done a commendable job in reaching a most difficult resolution considering all that is involved.

Senator Ray, I hope we can work together in Juneau to resolve some of the problems you feel there are with the bills and hopefully get the bills through the necessary committees. I hope you have had a good holiday season and I'll see you in Juneau.

enclosures

cc: Co-Chairman Representative Ron Larson

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS

MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

September 24, 1985

Mr. David E. Johnson, M.D.
Alaska Medical Political Action Committee
4107 Laurel Street, Suite 1
Anchorage, Alaska 99508

Dear Dr. Johnson:

On behalf of the Joint Special Committee on Legislative Salaries, I would like to express my appreciation to you and the membership of ALPAC for taking an interest in and expressing your support for our current legislative compensation. Public opinion is one of our prime concerns.

I will bring this letter to the attention of all committee members and enter it as part of the record.

Best personal regards,

Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

ALPAC ALASKA MEDICAL POLITICAL ACTION COMMITTEE
4107 Laurel Street, Suite 1, Anchorage, Alaska 99508
(907) 562-2862

Synda
see me pls.
W

August 29, 1985

Dear Senator Abood:

I am writing on behalf of the membership of the Alaska Medical Political Action Committee to inform you of our support for the current salary format for legislators. The matter was a topic of debate at our annual meeting, and a motion supporting the recent raises passed handily.

In the course of the discussion several speakers pointed out that appropriate pay made it possible for more individuals to consider running for office. Others mentioned that a flat salary encourages keeping sessions responsibly short. Still others hoped aloud that more livable salaries would permit legislators to concentrate on matters at hand, and be less subject to outside influences. We all recognized the considerable sacrifice of time and effort involved, and the necessity for two homes for most legislators.

We believe that many Alaskans support higher legislative salaries, but remain silent. We wanted to break the silence with our support.

Yours truly,

DJ

David E. Johnson, M.D.
Chairman

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Senator Bill Ray

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

Enclosed please find the following information that we will review at our October 4, 1985 hearing:

- Legislative Research Request 86-024
  -salaries
  -retirement
  -commission history
- Attorney General Opinion to the Lt. Governor on the initiative
- Legal drafts on a constitutional amendment Chapter 23 Alaska Salary Commission (abolished)
- Letter received from ALPAC
- Completed committee research

I hope you will take the time to review this data before the hearing. If time permits, any further information received before the hearing will also be sent to you.

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

M E M O

DATE: September 26, 1985

TO: Senator Bettye Fahrenkamp

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

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CHAIRMAN
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TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Mr. George Sullivan

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood

SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Mr. Frank Chapados

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

Enclosed please find the following information that we will review at our October 4, 1985 hearing:

- Legislative Research Request 86-024
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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Representative Ron Larson
Co-Chairman
Joint Special Committee on Legislative Salaries

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

Enclosed please find the following information that we will review at our October 4, 1985 hearing:

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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Representative John Sund

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

Enclosed please find the following information that we will review at our October 4, 1985 hearing:

- Legislative Research Request 86-024
  -salaries
  -retirement
  -commission history
- Attorney General Opinion to the Lt. Governor on the initiative
- Legal drafts on a constitutional amendment Chapter 23 Alaska Salary Commission (abolished)
- Letter received from ALPAC
- Completed committee research

I hope you will take the time to review this data before the hearing. If time permits, any further information received before the hearing will also be sent to you.

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
(907) 274-2843

WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

M E M O

DATE: September 26, 1985

TO: Representative Randy Phillips

FROM: Senator Mitch Abood
Co-Chairman
Joint Special Committee on Legislative Salaries

Enclosed please find the following information that we will review at our October 4, 1985 hearing:

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

DATE: September 12, 1985

TO: Senator Bettye Fahrenkamp

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

RE: October 4, 1985 Hearing

This memo is to confirm with you our next hearing set for 10:00 a.m. on Friday, October 4, 1985 to be held in the Anchorage Legislative Information Office downstairs conference room.

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Senator Mitch Abood
SENATE DISTRICT G-A

DATE: September 12, 1985

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Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

DATE: September 12, 1985

TO: Senator Bill Ray

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

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CHAIRMAN
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Senator Mitch Abood

SENATE DISTRICT G-A

DATE: September 12, 1985

TO: Representative John Sund

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

RE: October 4, 1985 Hearing

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Senator Mitch Abood

SENATE DISTRICT G-A

DATE: September 12, 1985

TO: Mr. George Sullivan

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

DATE: September 12, 1985

TO: Mr. Frank Chapados

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
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BUDGET & AUDIT
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DATE: September 12, 1985

TO: Mr. Lew Williams

FROM: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
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December 2, 1985

TO: Representative Randy Phillips
Joint Special Committee on Legislative Salaries

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Final Versions of Committee Bills and Cover Letter for Committee Approval

Enclosed please find the final drafts for:

- Salary bill (14-1390)
- SJR for constitutional amendment to establish a compensation commission (14-1391)

and the draft for:

- the enabling legislation to take effect when/if the constitutional amendments is approved by the voters (14-1455)
- Cover Letter

Please note a minor change in the wording of the resolution. On line 29 the words "at a time established by the commission" have been changed to read "on the first day of the next legislative session." With this revised wording, many of the changes recommended by the compensation commission will affect the next legislative body rather than the current body. This subject was not sufficiently covered by legal services in the first draft.

At the committee's direction, the enclosed enabling legislation is a consensus between Co-Chairman Larson and myself. We used, as a model, the old salary commission established in 1976 and HB 129 sponsored by Pignalberi, Jenkins, Phillips taking the most appropriate language from each one. (A copy of each is enclosed.)

Also enclosed is the committee cover letter. After discussion with legal services it was determined that a cover letter best suits the committee's purposes rather than a letter of intent. The draft of this letter was submitted by Mr. Lew Williams and Representative John Sund and finalized by committee staff.

Unless the committee objects to the enclosed three bills and the cover letter there will be no need to meet again before session. If not, the only possible meeting times would be December 16 - 23 or January 16 - 10. Therefore, please contact my office (274-7648) if you have any objections or comments. If we do not hear from you by December 11th committee staff will be in touch with you regarding approval of the enclosed and the possibility of another hearing.

Thank you for attending to the final committee details at this late date.

lf

enclosures

cc: Co-Chairman Ron Larson

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS

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Senator Mitch Abood
SENATE DISTRICT G-A

December 2, 1985

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Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

December 2, 1985

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CHAIRMAN
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Senator Mitch Abood
SENATE DISTRICT G-A

December 2, 1985

TO: Senator Bettye Fahrenkamp
Joint Special Committee on Legislative Salaries

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

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cc: Co-Chairman Ron Larson

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

September 24, 1985

Mr. David E. Johnson, M.D.
Alaska Medical Political Action Committee
4107 Laurel Street, Suite 1
Anchorage, Alaska 99508

Dear Dr. Johnson:

On behalf of the Joint Special Committee on Legislative Salaries, I would like to express my appreciation to you and the membership of ALPAC for taking an interest in and expressing your support for our current legislative compensation. Public opinion is one of our prime concerns.

I will bring this letter to the attention of all committee members and enter it as part of the record.

Best personal regards,

Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

ALPAC ALASKA MEDICAL POLITICAL ACTION COMMITTEE
4107 Laurel Street, Suite 1, Anchorage, Alaska 99508
(907) 562-2662

Synda
see me pls.
W

August 29, 1985

Dear Senator Abood:

I am writing on behalf of the membership of the Alaska Medical Political Action Committee to inform you of our support for the current salary format for legislators. The matter was a topic of debate at our annual meeting, and a motion supporting the recent raises passed handily.

In the course of the discussion several speakers pointed out that appropriate pay made it possible for more individuals to consider running for office. Others mentioned that a flat salary encourages keeping sessions responsibly short. Still others hoped aloud that more livable salaries would permit legislators to concentrate on matters at hand, and be less subject to outside influences. We all recognized the considerable sacrifice of time and effort involved, and the necessity for two homes for most legislators.

We believe that many Alaskans support higher legislative salaries, but remain silent. We wanted to break the silence with our support.

Yours truly,

DJ

David E. Johnson, M.D.
Chairman

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
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TRANSPORTATION

August 19,1985

Ms. Jo Finity
4050 Woronzof Drive
Anchorage, Alaska 99503

Dear Ms. Finity:

Enclosed please find the legal opinion from the Division of Legal Services relating to your appointment as an alternate public member to the Joint Special Committee on Legislative Salaries.

Upon consideration of this opinion we had no choice but to rescind our action on appointing an alternate public member. This action was adopted mainly due to the fact that SCR 19 does not provide for an alternate member, only three public members. And as you will note, your previous joint contract with the Anchorage Chamber of Commerce and First Associates may not constitute a conflict of interest but at the very least could raise questions. Under common law, as pointed out in the opinion, not only must a public official avoid impropriety, but even the appearance of impropriety is to be avoided.

Unfortunate as it may be that we will not have your expertise on the committee, I would like to thank you on behalf of all members of the committee for taking the time and effort to volunteer for this public service endeavor. We would certainly appreciate your continued interest and if I can be of any assistance, please call.

Best personal regards,

Senator Mitch Abood
Senate Co-Chairman
Joint Special Committee on Legislative Salaries

enclosure

cc: Representative Ron Larson
House Co-Chairman

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

The Honorable John Butrovich
1039 5th Avenue
Fairbanks, Alaska 99701

Dear John:

I would like to thank you for initially agreeing to volunteer as a public member of the Joint Special Committee on Legislative Salaries.

But as you so wisely pointed out to Senator Fahrenkamp, due to your enrollment in the Elected Public Officials Retirement System, which is directly increased or decreased with current legislative salaries, there is indeed a conflict of interest. This is unfortunate, as the committee could have benefited from your vast knowledge and experience relating to legislative salaries.

The committee would certainly appreciate any input or expertise you would care to share with us on this matter.

Again, thank you for taking the time and effort on behalf of public service.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/CS SCR 19 am H

cc: Representative Ron Laron
House Chairman

Senator Betty Fahrenkamp

Alaska State Legislature

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CHAIRMAN
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Senator Mitch Abood
SENATE DISTRICT G-A

August 15, 1985

Mr. Frank Chapados
3060 Riverview Drive
Fairbanks, Alaska 99701

Dear Mr. Chapados:

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

The committee is charged with comparing the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses.

The next meeting of the committee will be Sunday, August 18, 1985 at 3:30 p.m. at the Anchorage Legislative Information Office. This meeting will be a work session and will set the committee agenda.

Thank you again for taking the time and effort to serve on this committee.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

June 7, 1985

Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries
Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

I spoke with Paula Scavera after your conversation with her on the subject of research responsibility on this project.

This week I have done preliminary research at the legislative library, going through Senate & House Finance Committee minutes concerning salary increases (they are enclosed). Next week more detailed backup on this subject will be provided to me from the library.

The State library has also provided me with a detailed list of publications. These publications deal with the area that Linda Firestone is working on, that of Comparison of salaries, benefits and "perks" paid to legislators from the other 49 states. The publications will be picked up next week and I will then send them to Linda.

Next week I will send you information concerning accounting records of Legislative Finance, as well as the Legislative Affairs Agency concerning Points 1&2 of the May 31, 1985 Memo to you from Senator Ray.

Please feel free to contact me if you have any questions.

Sincerely,

Frank Bickford
634 Harris
Juneau, Ak 99801
(907) 586-6665

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
(907) 274-2843

WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



CHAIRMAN
STATE AFFAIRS

MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

August 15, 1985

Mr. Lew Williams, Jr.
755 Grant Street
Ketchikan, Alaska 99901

Dear ~~Mr. Williams:~~ Lew

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

The committee is charged with comparing the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses.

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Thank you again for taking the time and effort to serve on this committee.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

August 15, 1985

Mr. George Sullivan
1345 West 12th Avenue
Anchorage, Alaska 99501

Dear Mr. ~~Sullivan~~ George

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

The committee is charged with comparing the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses.

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Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

Alaska State Legislature

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ANCHORAGE, ALASKA 99501
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WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Mr. Harold J. Moening
3200 Brookside Drive
Anchorage, Alaska 99517

Dear Mr. Moening: Harry

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

Again thank you for taking the time to respond to our need for public members. Your continued interest is welcomed and if you have any concerns that I can help you with, please contact me.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
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WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Mr. Jerry P. Jones
6844 Town & Country
Anchorage, Alaska 99502

Dear Mr. Jones:

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

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Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

Alaska State Legislature

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(907) 274-2843

WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Ms. Jean M. Parsons
P. O. Box 3-414
Anchorage, Alaska 99501

Dear Ms Parson: Jean

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

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Senate Chairman
Joint Special Committee on Legislative Salaries

Alaska State Legislature

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(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Mr. Frank A. Port
Pouch 7-027
Anchorage, Alaska 99510

Dear Mr. Port:

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

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Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS

MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

DATE: June 26, 1985

TO: Senator Frank Ferguson

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Committee Hearing July 26, 1985

This memo is to confirm our up-coming hearing of the Joint Special Committee on Legislative Salaries. The hearing will be held here at the Anchorage Information Office in the first floor conference room, at 9:30 a.m., Friday, July 26, 1985.

The purpose of this meeting will be to determine the procedure for selection of the public members, selection of the same, and a short work session. I have enclosed the legal opinion received from Mr. Billy Berrier outlining the recommended procedures.

I am recommending that each member of the committee submit two nominees for the public member positions and, if possible, submit a resume or a brief biography to the committee before the hearing date. The committee will have this information on file for all members.

Your travel requests are being arranged and should be received by you shortly after July 1, 1985. Please note that due to quorum requirements it is important that all members attend this first hearing.

If you have any questions, please contact me at 274-5941 or 274-7648.

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

X _____

DATE: June 26, 1985

SENATOR FRANK FERGUSON has been
(Senator, employee, witness)

authorized to travel from KOTZEBUE to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES HEARING
(committee meeting, conference, etc.)

on the following dates July 26, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIES

TR # issued _____

LAA/ Admin Svcs
Accounting

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
(907) 274-2843

WHILE IN SESSION
POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

DATE: June 26, 1985

TO: Senator Bill Ray

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Committee Hearing July 26, 1985

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Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

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TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

X _____

DATE: June 26, 1985

SENATOR BILL RAY has been
(Senator, employee, witness)

authorized to travel from JUNEAU to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES HEARING
(committee meeting, conference, etc.)

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TR # issued _____

LAA/ Admin Svcs
Accounting

Alaska State Legislature

INTERIM OFFICE
1024 WEST SIXTH AVENUE
ANCHORAGE, ALASKA 99501
(907) 274-2843

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POUCH V
JUNEAU, ALASKA 99811
(907) 465-4747



CHAIRMAN
STATE AFFAIRS

MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

DATE: June 26, 1985

TO: Representative Randy Phillips

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

RE: Committee Hearing July 26, 1985

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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

DATE: June 26, 1985

TO: Representative John Sund

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

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If you have any questions, please contact me at 274-5941 or 274-7648.

May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

As a member of the Joint Special Committee on Legislative Salaries, I would like to suggest that the following points be included as part of the research being done this interim:

Frank 1. Comparison of salaries, benefits and per diem paid to Alaskan state legislators now and what was paid to them the two years previously to the the increase.

Linda 2. Comparison of salaries, benefits and "perks" paid to Alaskan state legislators and with those paid to legislators from the other 49 states.

Linda 3. Comparison of the amount of federal tax paid on the salary and per diem prior to the increase and federal tax paid on the increased salary.

Frank I might also suggest that to get an accurate accounting of monies paid out in points 1 and 2 (above), that the accounting records of Legislative Finance should be looked at as well as those of the Legislative Affairs Agency.

Please feel free to contact me if you have any questions.

Sincerely

Senator Bill Ray
District C

June 7, 1985

Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries
Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

I spoke with Paula Scavera after your conversation with her on the subject of research responsibility on this project.

This week I have done preliminary research at the legislative library, going through Senate & House Finance Committee minutes concerning salary increases (they are enclosed). Next week more detailed backup on this subject will be provided to me from the library.

The State library has also provided me with a detailed list of publications. These publications deal with the area that Linda Firestone is working on, that of Comparison of salaries, benefits and "perks" paid to legislators from the other 49 states. The publications will be picked up next week and I will then send them to Linda.

Next week I will send you information concerning accounting records of Legislative Finance, as well as the Legislative Affairs Agency concerning Points 1&2 of the May 31, 1985 Memo to you from Senator Ray.

Please feel free to contact me if you have any questions.

Sincerely,

FKB

Frank Bickford
634 Harris
Juneau, Ak 99801
(907) 586-6665

Please tell Linda that letters to all 49 states are going out for more legislative pay info and that a more comprehensive backup to statts from "The book of States" info is also being done. I will also have "Cost of Living" info in the next several weeks. (From the lower 48)

ED

Alaska State Legislature
Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

As a member of the Joint Special Committee on Legislative Salaries, I would like to suggest that the following points be included as part of the research being done this interim:

FB 1. Comparison of salaries, benefits and per diem paid to Alaskan state legislators now and what was paid to them the two years previously to the the increase.

Called on 6/6 will have by 14th recd 6/14

L 2. Comparison of salaries, benefits and "perks" paid to Alaskan state legislators and with those paid to legislators from the other 49 states. 84-45 How can cite own salaries

IRS -

L 3. Comparison of the amount of federal tax paid on the salary and per diem prior to the increase and federal tax paid on the increased salary. → admin payroll - Jan

no tape paid

FB I might also suggest that to get an accurate accounting of monies paid out in points 1 and 2 (above), that the accounting records of Legislative Finance should be looked at as well as those of the Legislative Affairs Agency.

Please feel free to contact me if you have any questions.

Sincerely

Bill Ray

Senator Bill Ray
District C

Lynda

6-14-85

Dear Senator Abood:

Accounting records of Legislative Finance, as well as the Legislative Affairs Agency are still being researched and gathered by both at this time.

Articles for Linda Firestone are being rushed by inter-library loan through the State Library System. I've enclosed an article concerning a U.S. Senator's salary. Even though it's dated 1977 I believe some of the arguments used can be used by the committee.

Sincerely,

Frank Bickford

Frank Bickford
634 Harris
Juneau, AK 99801

RECEIVED
JUN 18 1985

Alaska State Legislature
Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

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L 2. Comparison of salaries, benefits and "perks" paid to Alaskan state legislators and with those paid to legislators from the other 49 states. 44-45

L 3. Comparison of the amount of federal tax paid on the salary and per diem prior to the increase and federal tax paid on the increased salary.

FB I might also suggest that to get an accurate accounting of monies paid out in points 1 and 2 (above), that the accounting records of Legislative Finance should be looked at as well as those of the Legislative Affairs Agency.

Please feel free to contact me if you have any questions.

Sincerely

Bill Ray

Senator Bill Ray
District C

FROM:

Joint Special Committee
on Legislative Salaries
1024 W. 6th Avenue
Anchorage ak 99501

Customer Number, if any:

TO:

Senator Bettye Fahrenkamp
515 7th
Fairbanks ak 99701

★ U.S.G.P.O. 1984 — 448-309 Label 11B (1-84)

EXPRESS MAIL NEXT DAY SERVICE — POST OFFICE TO ADDRESSEE

ORIGIN:

Initials of Receiving Clerk

P.O. ZIP Code

Date in | Time in

Return Receipt Service (Additional fee required)
☐ To Whom & Date Del.
☐ To Whom. Date & Address of Del.

Weight Lbs.

Postage & Fees: $

B 32773658

SERVICE GUARANTEE:
Domestic mailings under this service made at designated USPS facilities on or before a specified deposit time will be accepted for express shipment to a designated USPS delivery area having Express Mail Service for next day delivery to an addressee or agent on or before the time specified by the USPS at mailing. USPS will refund upon application to originating office, the postage for any shipments mailed under this service and not meeting the service standard except for those delayed by strike or work stoppage. See USPS Notice 43 for details.

INSURANCE COVERAGE:
See Sections 294 and 295 of the Domestic Mail Manual for exclusions of coverage.
(1) *Document Reconstruction Insurance* Non-negotiable documents are insured against loss, damage, or rifling up to $50,000 per piece, subject to a limit of $500,000 per occurrence.
(2) *Merchandise Insurance* Merchandise is insured against loss, damage, or rifling up to a maximum of $500.

- Signature is required upon delivery.
- Claims for delay, loss, damage or rifling must be made within 90 days. Claim forms may be obtained at the post office of mailing.
- This receipt must be presented when a claim is filed.

EXPRESS MAIL SERVICE
Customer Receipt

FROM:

Joint Special Committee on
Legislative Salaries
1024 W. 6th Ave
Anchorage ak 99501

Customer Number, if any:

TO:

Mr. Frank Chapados
P.O. Box 73798
Fairbanks ak 99707

★ U.S.G.P.O. 1984 — 448-309 Label 11B (1-84)

EXPRESS MAIL NEXT DAY SERVICE — POST OFFICE TO ADDRESSEE

ORIGIN:

Initials of Receiving Clerk

P.O. ZIP Code

Date in | Time in

Return Receipt Service (Additional fee required)
☐ To Whom & Date Del.
☐ To Whom. Date & Address of Del.

Weight Lbs.

Postage & Fees: $

B 32773657

SERVICE GUARANTEE:
Domestic mailings under this service made at designated USPS facilities on or before a specified deposit time will be accepted for express shipment to a designated USPS delivery area having Express Mail Service for next day delivery to an addressee or agent on or before the time specified by the USPS at mailing. USPS will refund upon application to originating office, the postage for any shipments mailed under this service and not meeting the service standard except for those delayed by strike or work stoppage. See USPS Notice 43 for details.

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EXPRESS MAIL SERVICE
Customer Receipt

FROM:
Joint Special Committee
on Legislative Salaries
1024 W. 6th
Anchorage AK 99501

Customer Number, if any:

TO:
Mr. Lew Williams
755 Grant Street
Ketchikan AK 99901

☆ U.S.G.P.O. 1984 — 448-389 Label 11B (1-84)

EXPRESS MAIL NEXT DAY SERVICE — POST OFFICE TO ADDRESSEE

ORIGIN:
Initials of Receiving Clerk
P.O. ZIP Code
Date in | Time in
Return Receipt Service (Additional fee required)
☐ To Whom & Date Del.
☐ To Whom, Date & Address of Del.
Weight Lbs.
Postage & Fees: $

B32773659

SERVICE GUARANTEE:
Domestic mailings under this service made at designated USPS facilities on or before a specified deposit time will be accepted for express shipment to a designated USPS delivery area having Express Mail Service for next day delivery to an addressee or agent on or before the time specified by the USPS at mailing. USPS will refund upon application to originating office, the postage for any shipments mailed under this service and not meeting the service standard except for those delayed by strike or work stoppage. See USPS Notice 43 for details.

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EXPRESS MAIL SERVICE
Customer Receipt

FROM:
Senator Abood
Jt Sp Comm. Leg. Sal.
1024 W. 6th Avenue
Anchorage AK 99501

Customer Number, if any:

TO:
Representative John Sund
2504 Second Avenue
Ketchikan AK 99901

☆ U.S.G.P.O. 1984 — 448-389 Label 11B (1-84)

EXPRESS MAIL NEXT DAY SERVICE — POST OFFICE TO ADDRESSEE

ORIGIN:
Initials of Receiving Clerk
P.O. ZIP Code
Date in | Time in
Return Receipt Service (Additional fee required)
☐ To Whom & Date Del.
☐ To Whom, Date & Address of Del.
Weight Lbs.
Postage & Fees: $

B32773653

SERVICE GUARANTEE:
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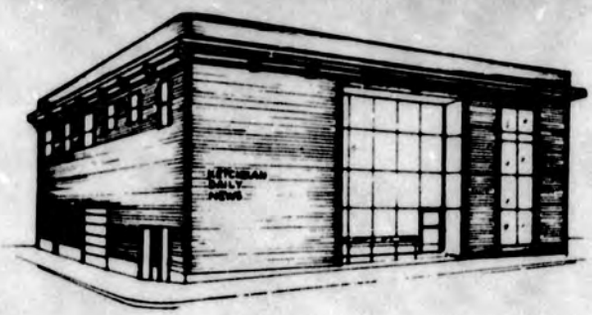
EXPRESS MAIL SERVICE
Customer Receipt

SCOMM

#49:7

PUBLIC MEMBER TRAVEL EXPENSES

HEARING	SENATE	HOUSE
AUG 18	CHAPADOS P.D. 80.00 TRAVEL 222.00 302.00	
	WILLIAMS P.D. 180.00 TRAVEL 304.00 484.00	
	TOTAL 786.00	
OCT 4		CHAPADOS -0- (NO TR NEEDED)
		WILLIAMS (HOUSE SENT TR ? NOT RECEIVED YET) P.D. ? (2 DAYS PD REQUESTED)
NOV 5	WILLIAMS -0- (NO TR NEEDED)	CHAPADOS ? (IF TR NEEDED HOUSE TO PROVIDE)



PIONEER PRINTING CO.
KETCHIKAN DAILY NEWS
SOUTHEASTERN LOG

Oct 7 '80

Linda! Here's the hotel charge for the trip to Anchorage for the committee on Legislative pay. If you can fund, fine. If not, no problem.

Also, I'll be in Anchorage Nov. 6-9 for Alaska Bar Assoc. meeting. So, I'll come up a day early for the legis. pay and the ABA can pay transp. That

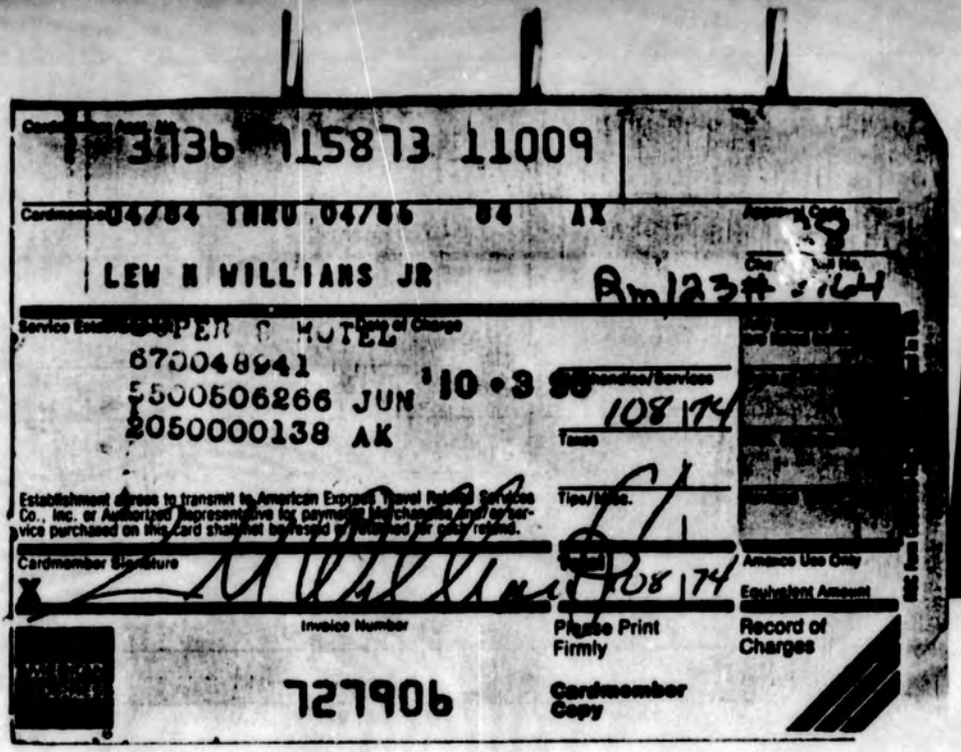
P.O. BOX 7900, 501 DOCK STREET, KETCHIKAN, ALASKA 99901 (907)225-3157

COMPT

way Mitch may look kindly on their travel budget next January, unless Mitch's committee wants to pay my way up and ABA the way back.

No per diem will be needed. I can stay with my daughter. But I may have another visit at Linear Super 8 to make the meeting schedule.

Lew Williams



Cardmember Acct. No. 3736 115873 11009

Cardmember 04/84 THRU 04/86 84 AX

LEW H WILLIAMS JR

Approval Code 8

Check Cardmember No. Rm123# 8764

Service Establishment SUPER 8 MOTEL

Date of Charge

670048941

5500506266 JUN '10 • 3 90

2050000138 AK

Merchandise/Services 108 74

Taxes

Tips/Misc.

Establishment agrees to transmit to American Express Travel Related Services Co., Inc. or Authorized Representative for payment Merchandise and/or service purchased on this card shall not be resold or returned for cash refund.

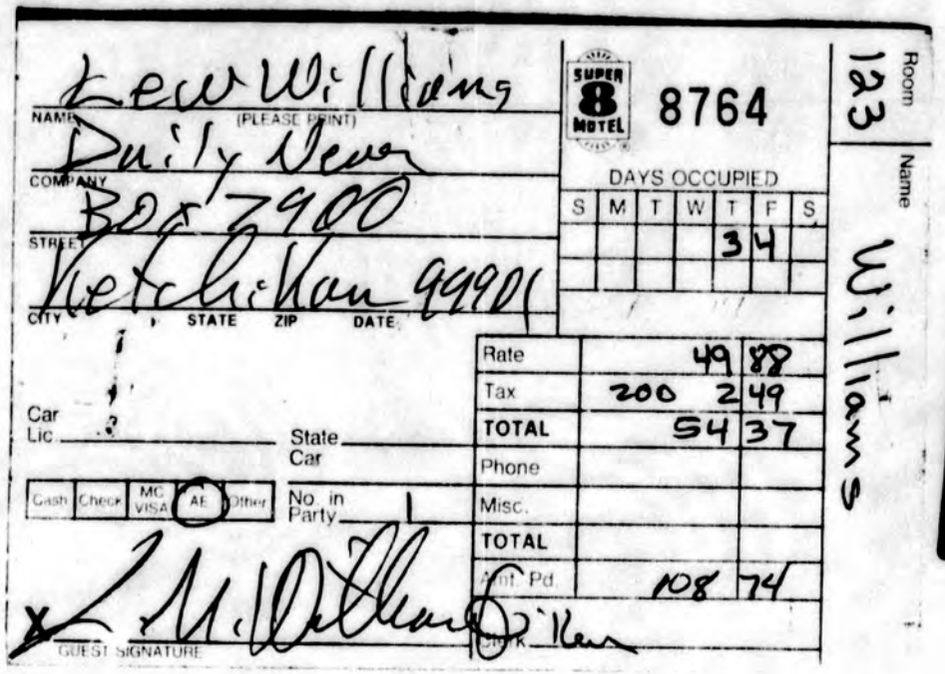
Cardmember Signature X L M Williams

Total 108 74

Amexco Use Only

Equivalent Amount

Invoice Number 727906



Please Print Firmly

Record of Charges

Cardmember Copy

Room 123

Name Williams

SUPER 8 MOTEL 8764

NAME Lew Williams (PLEASE PRINT)

COMPANY Daily News

STREET Box 7900

CITY Ketchikan STATE ZIP DATE 99901

DAYS OCCUPIED

S	M	T	W	T	F	S
				3	4	

Rate	49	88
Tax	200 2	49
TOTAL	54	37
Phone		
Misc.		
TOTAL		
Amt. Pd.	108	74

Car Lic.

State Car

Cash | Check | MC VISA | AE | Other

No. in Party 1

X L M Williams

GUEST SIGNATURE

Clerk Ken

SHIPPING

INVOICE

151227

ARCTIC OFFICE

The Arctic Office Machine and Furniture Company
Box 100083, Anchorage, Alaska 99510
Tel. (907) 277-3527, 277-3528

DATE 06/13/85 11403145
CASH CHARGE CREDIT
(* CUST. NO. *)
CUSTOMER NO.: 11403
SALES REP.
WRITTEN BY KMJ
SS

SOLD TO: Legis Affairs
LEGISLATIVE FINANCE - AK
ATTN: BECKY O'REILLY
POUCH WF
JUNEAU AK 99811
4653795

SHIP TO: SEN SPEC COMM ON LEG SALS
SENATOR ABOOD
1016 W. 6TH #305A
AK
4653795

ORDERED	QUANTITY SHIPPED	UNIT	CATALOGUE NUMBER	DESCRIPTION	UNIT PRICE		AMOUNT
1	1	EA	TENEX	JUNE SPECIAL ENDS JUNE 28, 1985 sub brown	3.99	NET	3.99
			410 MEDIUM WASTEBASKET *SALE*				
1	1	EA	BIBI		2.51		2.51
			1501 MAGNETIC PAPERCLIP CADDY		10% discount (		.25)
1	1	EA	AIGNER	JUNE SPECIAL ENDS JUNE 28, 1985	1.99	NET	1.99
			75500 DESK ORGANIZER TRAY *SALE*				
1	1	BX	DENNISO LABELS		3.41		3.41
			43-777 File Folder Labels Sheets Purple 3-1/2X19/32		10% discount (		.34)
1	1	BX	DENNISO LABELS		3.41		3.41
			43-772 File Folder Labels Sheets yellow 3-1/2X19/32		10% discount (		.34)
1	1	EA	KEITH C WALL CALENDARS		5.90		5.90
			PM-3 Plan A Month 15X23		10% discount (		.59)
1	1	RL	3M COMP TAPES		3.20		3.20
			665-1/2(25YD) 1/2" DOUBLE-SIDED TAPE 1"CORE		10% discount (		.32)
1	1	EA	GP TECH ELEMENT		24.85		24.85
			2003 PRIESTIGE ELITE 96 - 12 PITCH 10 POINT *WI*		10% discount (		2.49)
1	1	BX	GLOBE W FILE FOLDERS		15.65		15.65
			22-1/3 LEGAL SIZE 1/3 CUT ASST POS 11 PT MANILA		10% discount (		1.57)
1	1	EA	GP TECH ELEMENT		24.85		24.85
			141 ORATOR - 10 PITCH PICA *WI*		10% discount (		2.49)
1	1	EA	IDL		1.05		1.05
			175 Letter Opener Bent		10% discount (		.11)
2	2	EA	DENNISO HILITERS		.75		1.50
			07-742 (7742) yellow highlighter		10% discount (		.15)
1	0	EA			On Special Order		
			WEBSTERN NEW WORLD DICTIONARY				

RECEIVED BY X Carol C Dickason DATE
DECEMBER 30 DAYS

A 1½% PER MONTH SERVICE CHARGE WILL BE APPLIED TO ALL PAST DUE ACCOUNTS (18% PER ANNUM)

TOTAL

INVOICE TOTAL 83.66

SHIPPING

INVOICE

178519

ARCTIC OFFICE

The Arctic Office Machine and Furniture Company
Box 100083, Anchorage, Alaska 99510
Tel. (907) 277-3527, 276-2322

DATE 1-4-85

CASH CHARGE CREDIT

CUST. NO. 11347

CUST. P.O.:

SALES REP. KM J

WRITTEN BY ST

SOLD TO

SHIP TO Sen Special Comm on Leg Salaries

QUANTITY ORDERED	QUANTITY SHIPPED	UNIT	CATALOGUE NUMBER	DESCRIPTION	UNIT PRICE		AMOUNT	
13	13	ea		Duo Tang 53530 report cover	95		12	35
6	6	ea		K&M Clear Sheet port	45		2	70
							15	05

RECEIVED BY X [signature] DATE RECV'D / / 19

TERMS: NET - 30 DAYS
A 1½% PER MONTH SERVICE CHARGE WILL BE APPLIED TO ALL PAST DUE ACCOUNTS (18% PER ANNUM)

Tax 10 90 | 1 | 51

TOTAL 13 | 54

INVOICE

162017

ARCTIC OFFICE

The Arctic Office Machine and Furniture Company
Box 100083, Anchorage, Alaska 99510
Tel. (907) 277-3527, 276-2322

DATE 09/04/85 11347991
CASH (* CHARGE *) CREDIT
CUST. NO. 11347
CUST. P.O.:
SALES REP. KMJ
WRITTEN BY SS

SOLD TO
LEGISLATIVE AFFAIRS AGENC
ATTN: LANA
1024 W 6TH.
ANCHORAGE AK 99501
4653852

SHIP TO
SEN SPECIAL COMM ON LEG
SALERIES SEN ABOOD
1016 W. 6TH #305
AK
4653852

QUANTITY ORDERED	QUANTITY SHIPPED	UNIT	CATALOGUE NUMBER	DESCRIPTION	UNIT PRICE		AMOUNT
1	1	BX	GLOBE W	FILE FOLDERS 22-1/3 LEGAL SIZE 1/3 CUT ASST POS 11 PT MANILA	15.65	10% discount (	15.65 1.57)
1	1	BX	QUALITY	CLASP ENVELOPES ("cameo champion") 38298 #90 10X15 100/box 5 bx/cs	23.85	10% discount (	23.85 2.39)
1	1	EA	ACME UN	SCISSORS 1017-8 8" 1[illegible]ER SHEARS	4.40	10% discount (	4.40 .44)
1	1	DZ	PENTEL	PENS R204-A BLACK MICRO-FINE ROLLERBALL PEN	8.40		8.40
1	1	DZ	ACCO	BINDER CLIPS 72050 MEDIUM #50 5/8"CAP	2.30	10% discount (	2.30 .23)

RECEIVED BY X
DATE RECV'D 11/16/85

TERMS: NET - 30 DAYS
A 1½% PER MONTH SERVICE CHARGE WILL BE APPLIED TO ALL PAST DUE ACCOUNTS (18% PER ANNUM)

INVOICE TOTAL

TOTAL 49.97

SHIPPING

INVOICE

154484

ARCTIC OFFICE

The Arctic Office Machine and Furniture Company
Box 100083, Anchorage, Alaska 99510
Tel. (907) 277-3527, 277-3528

DATE 06/26/85 25807002
CASH CHARGE CREDIT
(* *)
CUST. NO. 25807
CUST. P.O.:
SALES REP. KMJ
WRITTEN BY SS

SOLD TO
SPECIAL JOINT COMM ON
LEG SALARIES SEN ABOOD
1024 W 6TH SUITE 305A
ANCHORAGE AK 99501
274-5941

SHIP TO
SPECIAL JOINT COMM ON
LEG SALARIES SEN ABOOD
1024 W 6TH SUITE 305A
ANCHORAGE AK 99501
274-5941

QUANTITY ORDERED	QUANTITY SHIPPED	UNIT	CATALOGUE NUMBER	DESCRIPTION	UNIT PRICE	AMOUNT
1	1	PK	3M 655 3X5 POST IT NOTES *SALE*	JUNE SPECIAL ENDS JUNE 28, 1985	8.75	8.75
1	1	DZ	FABER C 60151 UB120-BLACK UNIBALL MICRO POINT PEN	PENS	15.55	15.55
1	1	EA	LION L431 HAND-HELD PENCIL SHARPENER		2.56	2.56

RECEIVED BY X Carol Phillips DATE RECV'D / / 19

TERMS: NET - 30 DAYS
A 1½% PER MONTH SERVICE CHARGE WILL BE APPLIED TO ALL PAST DUE ACCOUNTS (18% PER ANNUM)

INVOICE TOTAL TOTAL 26.86

SHIPPING

INVOICE

151531

ARCTIC OFFICE

The Arctic Office Machine and Furniture Company
Box 100083, Anchorage, Alaska 99510
Tel. (907) 277-3527, 277-3528

DATE 06/17/85 11403149
CASH CHARGE CREDIT
(* *)
CUST. NO. 11403
CUST. P.O.:
SALES REP.
WRITTEN BY KMJ

SOLD TO
LEGISLATIVE FINANCE - AK
ATTN: BECKY O'REILLY
POUCH WF
JUNEAU AK 99811
4653795

SHIP TO
SEN SPEC COMM ON LEG SALS
SENATOR ABOOD
1016 W. 6TH #305A
AK
4653795

QUANTITY ORDERED	QUANTITY SHIPPED	UNIT	CATALOGUE NUMBER	DESCRIPTION	UNIT PRICE		AMOUNT
				SPECIAL ORDER			
				see invoice 151227 /11403145 from which this order was generated			
1	1	EA		WEBSTER NEW COLLEGIATE DICTIONARY	15.95		15.95

RECEIVED BY Linda Hectorne
DATE RECV'D / / 19

TERMS: NET - 30 DAYS
A 1½% PER MONTH SERVICE CHARGE WILL BE APPLIED TO ALL PAST DUE ACCOUNTS (18% PER ANNUM)

INVOICE TOTAL

TOTAL 15.95

SENATE COMMITTEE ON LEGISLATIVE SALARIES

COMMITTEE EXPENSES

DATE	DESCRIPTION	SUPPLIES	TELEPHONE	ADS	TRAVEL	MISC
	4 DRAWER FILE	220.00				
	PHONE INSTALL					
6/13	ARCTIC OFFICE	83.66				
6/17	ARCTIC OFFICE	15.95				
6/26		26.86				
8/2/85						537.09

Alaska State Legislature

Senate

Office of the President

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

Linda

MEMORANDUM

TO: Pam Stoops, Manager
Division of Administrative Services
Legislative Affairs Agency

FROM: Senator Don Bennett
Senate President

DATE: June 6, 1985

SUBJECT: Senate Special Committee on Legislative Salaries

This memorandum is to authorize you to establish an interim account in the amount of $15,000 for the Senate Special Committee on Legislative Salaries. The effective date of this account will be July 1, 1985. Purchases made prior to the effective date and related to this committee's work can be paid after the new fiscal year begins.

Funds within this account are to be used by this Committee for purposes germane to the Committee's activities as authorized by Legislative Resolve No. 21, SLA 85. Disbursement from the account will be authorized by the Senate Committee Chairman, Senator Mitch Abood and/or his designee.

DB/sgn

✓cc: Senator Mitch Abood

RECEIVED
JUN 10 1985

INQ-WR: REFERENCE/WARRANTS REPORT 10/15/85

WARRANT CLASS: GN REFERENCE: INV-274-7648

SEL	WARRANT NUMBER	PAYEE	PRINT DATE	AMOUNT
1	20025017	MUNICIPALITY OF ANCHORAG	07/26/85	49.63 Paid
2	20101415	MUNICIPALITY OF ANCHORAG	08/27/85	487.46 Paid

ENTER SELECTION==> __ (ENTER TO RETURN)

PF1=MAIN MENU PF3=FIRST PAGE

8.25 P.C 9/6 Bill 339.56

you have signed & will be paid

18.70 P.C 10/4 Bill total due attached 332.77

SCOMM

#49:8

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

M E M O R A N D U M October 3, 1985

SUBJECT: Annual Salaries for Legislators

TO: Senator Mitch Abood
Chairman, Legislative Salary Committee

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked for information concerning the development of the statutes concerning legislative salaries, allowances, per diem, and travel expenses. I have provided Linda Firestone of your staff with copies of the chapters that adopted or amended the appropriate statutes. The following table sets out the development of each of the relevant statutes.

AS 24.15.010. Legislative per diem.

Ch. 1 SLA 1959

Section 1. Legislative Per Diem. The rate of per diem in lieu of subsistence and other expenses for each member of the Legislature while in session shall be $40.00 per day.
Effective: Feburary 11, 1959.

Ch. 26 SLA 1961

Section 1. Legislative Per Diem. The rate of per diem in lieu of subsistence for each member of the legislature whose permanent residence is in Election District 5 is $25.00 for each day in session. The rate for all other members of the legislature is $35.00 for each day in session. This per diem shall also be payable for those days of necessary travel to and from sessions.
Effective: March 18, 1961.

Ch. 100 SLA 1963

Sec. 3 AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for each day in session. The per diem is also payable for those days of necessary travel to and from sessions.
Effective: May 2, 1963.

Ch. 193 SLA 1970

* Sec. 8. AS 24.15.010 is amended to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for the first 90 days of a legislative session. The per diem is also payable for those days of necessary travel to and from sessions.
Effective: July 16, 1970.

Ch. 87 SLA 1971

* Sec. 5. AS 25.15.010 is amended to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for each day of a legislative session. The per diem is also payable for those days of necessary travel to and from sessions.

Effective: Retroactive to April 10, 1971.

Ch. 205 SLA 1975

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) For each day of the legislative session and for each day on official legislative business between sessions, legislators (1) on travel status and

away from home overnight shall be allowed, instead of their actual expenses for subsistence a per diem allowance of $48 for each day; (2) not away from home overnight shall receive an allowance of $35 for each day. The per diem allowance is also payable for each day of necessary travel.
Effective: July 1, 1975

Ch. 263 SLA 1976

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.
Effective On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

Ch. 3 SLA 1980

* Sec. 13. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) Each member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if he does not live in his place of permanent residence during the session; and

(2) while he is on committee business for an interim committee of the legislature in a place which is not his place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if he lives in his place of permanent residence during the session; and

(2) while he is engaged in committee business for an interim committee of the legislature at his place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160.

Effective: Retroactive to January 1, 1979

Ch. 83 SLA 1983

* Sec. 7. AS 24.15.010 is repealed.
Effective: July 21, 1983

AS 24.15.020. Legislative Salaries.

Ch. 1 SLA 1959

Section 2. Annual Salaries. The annual salary for each member of the Legislature shall be $3,000.00, to be paid at the rate of $250.00 per month.
Effective: February 11, 1959

Ch. 26 SLA 1961

Sec. 2. Annual Salaries. The annual salary for each member of the legislature is $2,500.00 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives shall each be paid an additional $500.00 per year during tenure of office.
Effective: March 18, 1961

Ch. 149 SLA 1966

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is $6,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

Effective: January 23, 1967.

Ch. 193 SLA 1970

* Sec. 9. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is $9,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 16, 1970

Ch. 205 SLA 1975

* Sec. 4. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, to be paid in approximately equal monthly payments. The president of the sentate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 1, 1975

Ch. 148 SLA 1976

* Sec. 6. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 16, 1976

Ch. 263 SLA 1976

* Sec. 7. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.
Effective: On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

Ch. 3 SLA 1980

* Sec. 14. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE COMPENSATION. (a) The annual salary for each member of the legislature is $15,500, payable monthly in 12 equal installments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

(b) Except as provided by a general law applicable to all officials of the state, the compensation of a member of the legislature may not be reduced during his term of office.
Effective: Retroactive to January 1, 1979

Ch. 3 SLA 1980

* Sec. 28. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. The monthly salary for each member of the legislature is equal to Step A, Range 10 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: Retroactive to January 1, 1980

Ch. 83 SLA 1983

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 22 (10) of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 21, 1983

Ch. 87 SLA 1985

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The annual (MONTHLY) salary for each member of the legislature is $46,800 (EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA). The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 16, 1985

AS 24.15.030. Additional Allowances

Ch. 1 SLA 1959

Section. 3. Additional Allowances. In recognition of their extra duties the President of

the Senate and the Speaker of the House shall each be paid an additional allowance of $600.00 per year during tenure of office. These sums shall be paid at the rate of $50.00 per month.
Effective: February 11, 1959

Ch. 26 SLA 1961

Sec. 3. Additional Allowances. In addition, each member of the legislature shall receive an annual allowance of $300.00 for postage, stationery, stenographic services and other expenses.

Sec. 7. Special Provisions: First Session-Second Legislature. Members of the first session-second legislature shall receive the salary, per diem and allowances set out in Ch. 1, SLA 1959 until the effective date of this Act. On the effective date of this Act the salary, per diem and allowances set out in this Act shall apply, except that the additional allowance set out in Sec. 3 shall be reduced one-half for the first session of the second legislature. Payment of this special allowance may be made from the line item appropriation made for the per diem of legislators for the fiscal year ending June 30, 1961.
Effective: March 18, 1961

Ch. 8 SLA 1970

* Section 1. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance of $1,000 for postage, stationery, stenographic services and other expenses.
Effective: February 18, 1970

Ch. 193 SLA 1970

* Sec. 10. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance of $4,000 for

postage, stationery, stenographic services and other expenses.
Effective: July 16, 1970

Ch. 263 SLA 1976

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses.
Effective: On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

AS 24.15.050. Travel Allowance

Ch. 36 SLA 1959

Section 1. Each member of the Alaska State Legislature shall be entitled to receive one round trip first class airline fare, or its equivalent, from his place of residence in the election district from which elected or appointed to Juneau for purposes of attending regular, reconvened regular or special sessions of the State Legislature. When needed, an allowance up to fifty pounds for excess baggage each way is hereby authorized.

Sec. 2. This Act shall be effective upon its passage and approval or upon its becoming law without such approval.
Effective: March 13, 1959

Ch. 100 SLA 1963

Sec. 4. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. Transportation Allowance. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from

which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to a baggage allowance not to exceed the cost of 100 pounds excess baggage by air each way upon submission of proper documentation to substantiate the baggage shipment.
Effective May 2, 1963

Ch. 106 SLA 1975

* Section 1. AS 24.15.050 is amended to read:

Section 24.15.050. TRANSPORTATION ALLOWANCE. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment.
Effective June 4, 1975

Ch. 3 SLA 1980

* Sec. 29. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. LEGISLATIVE TRANSPORTATION. A member of the legislature is entitled to reimbursement for the expense of moving between his place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by regulations covering state employees adopted by the commissioner of administration under AS 39.20.160.
Effective Retroactive to January 1, 1980

ANNUAL LEGISLATIVE SALARIES ESTABLISHED BY AS 24.15.020

1959-1961	$ 3,000	Speaker & Senate President $500 extra. This amount has not changed since 1959.
1961-1966	$ 2,500	
1967-1970	$ 6,000	
1970-1975	$ 9,000	
1975-?	$14,705	Established at 33.3% of Range 28E of the salary schedule established in AS 39.27.010. Chapter 138 SLA 1975 establishes the monthly rate for Range 28E as $3,680. This salary remained in effect until the Alaska Salary Commission submitted its first recommendations to the legislature.
1979	$15,500	
1980-1982	$17,280	Set at Range 10A of the salary schedule in AS 39.27.011.
1982	$20,076	Chapter 50, SLA 1982 amended the salary schedule in AS 39.27.011.
1983	$46,800	Range 22A of the salary schedule in AS 39.27.011 from 1983 to 1985, then ch. 87 SLA 1985 set this amount by statute.

If I can be of further assistance, please advise.

TC:mkr
M1:026

Attachments

LAWS OF ALASKA

1975

Source

FCCS HCSSB 404

Chapter No.

205

AN ACT

Relating to the compensation and retirement of judicial officers, legislators, and public officers and employees; and legislative per diem; and providing for an effective date.

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

* Section 1. AS 22.05.140(a) is amended to read:

(a) The annual salary for the chief justice and each associate justice is 20 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The compensation is payable monthly in 12 equal installments. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 2. AS 22.10.190(a) is amended to read:

(a) The annual salary for each superior court judge is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.15.220(a) is amended to read:

(a) The annual salary for each district judge is 93 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments.

* Sec. 4. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is

33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 5. AS 39.20.080(a) is amended to read:

(a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. This salary shall be paid in equal monthly installments.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) For each day of the legislative session and for each day on official legislative business between sessions, legislators (1) on travel status and away from home overnight shall be allowed, instead of their actual expenses for subsistence a per diem allowance of $48 for each day; (2) not away from home overnight shall receive an allowance of $35 for each day. The per diem allowance is also payable for each day of necessary travel.

* Sec. 7. AS 22 is amended by adding a new chapter to read:

CHAPTER 28. CONTRIBUTORY JUDICIAL RETIREMENT SYSTEM.

Sec. 22.28.010. APPLICATION. Each justice or judge appointed before January 1, 1976 shall accrue benefits under the provisions of ch. 25 of this title. Each justice or judge appointed after that date and who has not accrued benefits under ch. 25 of this title shall accrue benefits under the system provided in this chapter.

Sec. 22.28.020. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 22.28.030. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 22.28.040. CONTRIBUTIONS. While participating in the system each justice and judge shall contribute seven per cent of his compensation to the retirement system.

Sec. 22.28.050. RETIREMENT OF JUSTICES AND JUDGES. (a) A justice or judge shall be retired on the date that he reaches the age of 70. He is eligible for retirement pay if he has had five or more years of service at the time of retirement as a justice or judge.

(b) A justice or judge may be retired for incapacity as provided by law. He is eligible for retirement pay if

he has had two or more years of service at the time of retirement for incapacity. The effective date of retirement under this subsection is the first day of the month coinciding with or after the date upon which the governor with respect to a justice, or the supreme court with respect to a judge files with the commissioner of administration a written declaration to the effect that a designated justice or judge was retired for incapacity. A duplicate copy of the declaration shall be filed with the judicial council.

(c) A justice or judge who served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his judicial duties may file with the governor a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, the governor shall appoint a board of three persons to inquire into the circumstances, and may, upon the board's recommendation, retire the justice or judge. The effective date of the retirement shall be as provided in (b) of this section.

(d) A justice or judge may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five or more years. Retirement pay shall not commence until he has reached age 60, except that an actuarially equivalent retirement pay may be commenced after he has reached age 55 or upon his serving 20 years as a justice or judge. The provisions of (b) of this section are an exception to this rule. A justice or judge desiring to retire under this subsection shall file with the commissioner of administration a notice of his desire. If a justice or judge is eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month coinciding with or after the date the notice is filed with the commissioner of administration. If a justice or judge is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month he reaches age 60 or the month he becomes eligible for an actuarial equivalent if he has applied for this option.

(e) In the computation of service for retirement under this chapter, the time served by a justice or judge of any court of the state is added to the time served by him, if any, on any other court of the state.

(f) The word "justice" means a supreme court justice, and the word "judge", unless the context clearly indicates otherwise, means a superior court or district court judge.

Sec. 22.28.060. RETIREMENT PAY. A retired justice or judge eligible for retirement pay shall receive from the date of his eligibility until his death monthly compensation equal to five per cent per year of service, to a maximum of 75 per cent, of the monthly salary authorized for justices and judges, respectively, at the time each retirement payment is made.

Sec. 22.28.070. SURVIVORS' BENEFITS. (a) Upon the death of a justice or judge who has served for at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay

the justice or judge would thereafter have been entitled to receive if retired at the time of death. If at death the justice or judge was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the salary authorized for justices or judges, respectively, at the time each monthly payment is made.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the justice or judge for at least two years immediately preceding the death of the justice or judge. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the justice or judge are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during the period of their dependency. Dependency exists with respect to any child of a justice or judge who is either (1) a minor under the laws of Alaska, (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education, or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse and dependent children will share equally in the benefits payable under (a) of this section.

Sec. 22.28.080. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 22.28.090. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 22.28.100. ACCOUNTING. (a) The contributory judicial retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each justice or judge to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited

with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to a justice or judge, the balance in his individual account shall be transferred to the contributory judicial retirement account.

Sec. 22.28.110. REFUNDS. Upon termination of judicial service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 22.28.120. PRIOR SERVICE CREDIT. In the event a justice or judge who has withdrawn the balance of his individual account returns to permanent active service, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

* Sec. 8. AS 39 is amended by adding a new chapter to read:

CHAPTER 37. ELECTED PUBLIC OFFICERS RETIREMENT SYSTEM.

Sec. 39.37.010. APPLICATION. This chapter applies to persons who are elected public officers on the effective date of this chapter and to persons who become elected public officers after the effective date of the chapter.

Sec. 39.37.020. RETIREMENT OF ELECTED PUBLIC OFFICERS. An elected public officer is eligible for retirement pay if he has had five or more years of service at the time of retirement as an elected public officer.

Sec. 39.37.030. RETIREMENT FOR INCAPACITY. An elected public officer who has served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his duties, may file a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, a board of three persons to inquire into the circumstances shall be appointed by the chief justice of the state supreme court, and the commissioner of administration upon the board's recommendation shall retire the elected public officer. The effective date of the retirement shall be the first day of the month following the recommendation of the board.

Sec. 39.37.040. VOLUNTARY RETIREMENT. (a) An elected public officer may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five years or more. Retirement pay shall not begin until he has reached age 60, except that an actuarially equivalent retirement pay may be begun after he has reached age 55 or upon attaining 20 years of creditable service. The provisions of sec. 30 of this chapter are an exception to this rule.

(b) An elected public officer desiring to retire under this section shall file with the commissioner of administration an application for retirement.

(c) If an elected public officer is eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month following termination of office. If an elected public officer is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month he reaches age 60 or at age 55 with an actuarially reduced benefit.

Sec. 39.37.050. BENEFIT FORMULA. (a) A person retired under the provisions of this chapter shall receive from the effective date of his retirement until his death monthly compensation equal to a per cent of either (1) the monthly salary and additional allowances established under AS 24.15.030 authorized for the office from which he retired at the time each retirement payment is made; or (2) his average monthly compensation as defined in AS 39.35.680. At the time the official applies for retirement, he shall elect to have his benefits computed under either (1) or (2) of this subsection. The election is irrevocable.

(b) The per cent shall be five per cent per year of membership service and the per cent per year of other creditable service equal to the benefit formula used for years of creditable service under ch. 35 of this title prevailing at the time of retirement.

(c) The total percentage under (b) of this section shall not exceed 75 per cent.

Sec. 39.37.060. SURVIVORS' BENEFITS. (a) Upon the death of an elected public officer who has served at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay the elected public officer would thereafter have been entitled to receive if retired at the time of death. If at death the elected public officer was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the monthly salary authorized for the office at the time each retirement payment is made or 30 per cent of his average monthly compensation as defined in AS 39.35.680.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the elected public officer for at least two years immediately preceding the death of the elected public officer. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the elected public officer are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during

the period of their dependency. Dependency exists with respect to any child of an elected public officer who is either (1) a minor under the laws of Alaska; (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education; or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse will receive one-half of the benefits payable under (a) of this section and the dependent children will share equally in the remainder of the benefits.

Sec. 39.37.070. CONTRIBUTIONS. (a) Each elected public officer shall contribute seven per cent of his compensation to the retirement system.

(b) An elected public officer participating in the retirement system established under this chapter is entitled to service credit for creditable service to the state, territory, or political subdivision before the effective date of this chapter for each year of such service for which he has accrued service credit under ch. 35 of this title.

(c) An elected public officer participating in the retirement system established under this chapter may become entitled to service credit for creditable service to the state, territory or political subdivision before the effective date of this chapter for which he has not accrued service credit under ch. 35 of this title by complying with the following:

(1) if the prior creditable service was covered under ch. 35 of this title at the time it was rendered, he shall pay contributions for each year of seven per cent of the compensation received at the time service was rendered; or

(2) if the prior creditable service was not covered under ch. 35 of this title at the time service was rendered, he shall pay contributions of seven per cent of his compensation at the time he makes application under (d) of this section; or

(3) if the service was as an elected public officer, he shall pay contributions at the rate of seven per cent of the amount of salary actually paid during the period.

(d) To receive service credit under (c) of this section, an elected public officer must make application within 60 days of becoming a participant in the retirement system established under this chapter.

(e) Each public officer who has accrued five years or more of membership service shall contribute to this retirement system seven per cent of compensation received thereafter for all creditable service and is entitled to benefits as provided in this chapter.

(f) The compensation applicable to a member of the legislature making a contribution under (a) of this section is the sum of the legislative salary and additional allowances established under AS 24.15.020 and 24.15.030.

(g) The contribution is made in the form of a payroll deduction and is made notwithstanding that the compensation paid in cash to the elected public officer is reduced below the minimum prescribed by law. Each elected public officer is considered to consent to the deduction made from his compensation. Payment of compensation less the deduction prescribed in (a) of this section and other payroll deductions constitutes a full and complete discharge and satisfaction of all claims and demands for the services rendered by him during the period covered by the payment, except as to the benefits provided for under this chapter.

Sec. 39.37.080. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 39.37.090. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 39.37.100. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 39.37.110. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 39.37.120. ACCOUNTING. (a) The elected public officers retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each elected public officer to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to an elected public officer, the balance in his individual account shall be transferred to the elected public officers retirement account.

(d) Upon commencement of participation in this retirement system, any balance in an elected public officer's

individual account under ch. 35 of this title is transferred to his individual account under this section.

Sec. 39.37.130. REFUNDS. Upon termination of creditable service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 39.37.140. PRIOR SERVICE CREDIT. In the event an elected public officer who has withdrawn the balance of his individual account returns to elected public office, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

Sec. 39.37.150. DEFINITIONS. In this chapter

(1) "elected public officer" means the governor, lieutenant governor, or a member of the legislature;

(2) "creditable service" means service as an elected public officer and other service to the state, territory, or political subdivision under which benefits presently accrue under ch. 35 of this title;

(3) "membership service" means service as an elected public officer.

* Sec. 9. AS 39.35.680(5)(B) is amended to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 10. AS 39.35.680(5)(C)(v) is amended to read:

(v) justices and judges of the supreme, superior and district courts of Alaska; or the governor and lieutenant overnor of Alaska; or the members of the Alaska State Legislature;

* Sec. 11. AS 39.35.380(a) is amended to read:

(a) An employee is eligible for an early retirement pension on or after his 50th birthday and after he completes five or more years of credited service.

* Sec. 12. AS 39.35.380 is amended by adding a new subsection to read:

(d) An employee who previously retired under (a) of this section shall be paid benefits computed under sec. 370(c) of this chapter from the effective date of this Act.

* Sec. 13. AS 39.35.410(d) is amended to read:

(d) The monthly amount of an occupational disability pension for a peace officer or a fireman shall be two-thirds of his gross monthly compensation at the time of his disability. For any other employee it shall be determined in

accordance with sec. 370(c) of this chapter, considering (1) the employee's compensation before his termination of employment, and (2) either the credited service that would have been accumulated if the employee's employment had continued until his 55th birthday after his disability or his actual credited service before his disability, whichever is greater; except that the amount so determined shall be reduced by assuming that a joint and survivor option of 75 per cent became immediately effective upon retirement, with the employee's spouse as contingent beneficiary. If no spouse exists at the time of actual retirement, the pension shall not be reduced.

* Sec. 14. AS 39.35.485 is amended to read:

Sec. 39.35.485. MINIMUM BENEFIT. (a) An employee whose terminaation occurred before July 1, 1975 and who is eligible for a benefit calculated in accordance with sec. 370(c) of this chapter is entitled to a benefit of at least $13.25 a month for each year of credited service, not including adjustments made under secs. 380, 410, 450, 475 and 480 of this chapter.

(b) An employee who retired under this section before July 1, 1975 shall be paid a benefit amount computed under sec. 370(c) of this chapter or under this section, whichever is greater.

* Sec. 15. AS 39.35.680(11) is amended to read:

(11) "normal retirement date" for a peace officer or a fireman means the first day of the month following either his 55th birthday and five years of credited service or his 20th year of credited service, whichever is earlier. For any other employee it means the first day of the month following either his 55th birthday and five years of credited service or his 30th year of credited service, whichever is earlier;

* Sec. 16. Sections 1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14 and 15 of this Act take effect July 1, 1975.

* Sec. 17. Sections 7 and 8 of this Act take effect January 1, 1976.

Permitted to become law without signature
Actual effective date: Secs. 1 - 6, 9 - 15: July 1, 1975
Secs. 7 and 8: January 1, 1976

LAWS OF ALASKA

1975

Source: FCCSSB 131

Chapter No.: 206

AN ACT

Relating to the boards of fisheries and game; and providing for an effective date.

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

* Section 1. AS 16.05.070 is amended to read:

Sec. 16.05.070. REGULATIONS AS EVIDENCE. Regulations of the boards of fisheries and game and of the commissioner, including emergency openings and closures, are admissible as evidence in the courts of the state in accordance with the Administrative Procedure Act (AS 44.62).

* Sec. 2. AS 16.05.080 is amended to read:

Sec. 16.05.080. LIMITATION OF POWER. Nothing in this chapter authorizes the department or the boards of fisheries and game to change the amount of fees or licenses.

* Sec. 3. AS 16.05 is amended by adding new sections to read:

ARTICLE 2. BOARDS OF FISHERIES AND GAME.

Sec. 16.05.221. BOARDS OF FISHERIES AND GAME. (a) For purposes of the conservation and development of the fishery resources of the state, there is created the Board of Fisheries composed of seven members appointed by the governor. The appointed members shall be residents of the state and shall be appointed without regard to political affiliation or geographical location of residence. The commissioner is not a member of the Board of Fisheries, but shall be ex officio secretary.

(b) For purposes of the conservation and development of the game resources of the state, there is created a Board of Game composed of seven members appointed by the governor.

Chapter 87

AN ACT

Relating to the compensation of state officers and employees not covered by collective bargaining; establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date.

---

* Section 1. AS 24.15.020 is amended to read:

24.15.020 Sec. 24.15.020. SALARY OF LEGISLATORS. The annual [MONTHLY] salary for each member of the legislature is $46,800 [EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 39.20.010 is amended to read:

39.20.010 Sec. 39.20.010. ANNUAL [MONTHLY] SALARY OF GOVERNOR. The annual [MONTHLY] salary of the governor is $81,648 [EQUAL TO STEP F, RANGE 30, OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 3. AS 39.20.030 is amended to read:

39.20.030 Sec. 39.20.030. ANNUAL [MONTHLY] SALARY OF LIEUTENANT GOVERNOR. The annual [MONTHLY] salary of the lieutenant governor is $76,188 [EQUAL TO STEP F, RANGE 28 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 4. AS 39.27.011(a) is repealed and reenacted to read:

39.27.011(a) (a) The following monthly basic salary schedule is approved as

Chapter 87

the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242
17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442

28	5,568	5,773	5,990	6,206	6,442	6,666
29	5,773	5,990	6,206	6,442	6,666	6,901
30	5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 5. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, shall be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 6. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The following employees are entitled to receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 4 of this Act:

(1) permanent and temporary employees of the judicial branch;

(2) permanent employees of the legislative branch, the chief clerk of the house of representatives and employees of the office of the chief clerk, and the senate secretary and employees of the office of the senate secretary;

(3) permanent and temporary employees of the executive branch who are in the exempt service under AS 39.25, who are not members of a collective bargaining unit established under the Public Employment Relations Act (AS 23.40), and who are not otherwise statutorily covered by AS 39.27.011(a).

(b) The employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 5 of this Act.

* Sec. 7. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the

University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 8. Sections 1 - 4, 6, and 7 of this Act take effect July 16, 1985.

* Sec. 9. Section 5 of this Act takes effect August 1, 1985.

§§ 1-4, 6 and 7 eff. 7/16/85; § 5 eff. 8/1/85

STATE OF ALASKA
THE LEGISLATURE

POUCH Y - STATE CAPITOL
JUNEAU, ALASKA 99811
907-465-3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM August 26, 1985

SUBJECT: Initiative petition regarding legislative salaries (Work Order No. 14-1355)

TO: Senator Mitch Abood
Chairman, Legislative Salary Commission

FROM: Teresa B. Cramer
Legislative Counsel

You have asked several questions regarding the initiative petition relating to the compensation for state legislators.

1. Is the initiative an appropriation and therefore an improper subject for an initiative?

Article XI, Section 7, of the constitution of the State of Alaska prohibits the use of initiatives to make or repeal appropriations. The Alaska Supreme Court has recognized that generally appropriations may be defined as

> The setting aside from the public revenue of a certain sum of money for a specified object, in such manner that the executive officers of the government are authorized to use that money, and no more, for that object, and no other. Thomas v. Rosen, 569 P2d 793 (1977) at 796. (Citations omitted.)

If the legislative compensation initiative withdrew a sum of money from the general fund then it would be an appropriation and prohibited by the constitution. However, the initiative merely sets the level of a legislator's salary if an appropriation bill is enacted. The initiative does not authorize expenditures and therefore is not an appropriation.

2. If the initiative petition is adopted, when does it take effect and when can the legislature amend it?

The state constitution provides that following an election, the lieutenant governor shall certify the results of the election. An initiated law becomes effective ninety days after the lieutenant governor's certification. The legislature may not repeal an initiated law for a period of two years after its effective date. There are no time restrictions on the power of the legislature to amend an initiated law. Article XI, Section 6.

This raises a question concerning the distinction between amending or repealing an initiated law. In Warren v. Thomas, 568 P.2d 400 (1977), the court considered whether legislative amendments to AS 39.50, the conflict of interest law which was enacted by initiative, were so substantial as to constitute a repeal of the initiative. The court held that although there were considerable language changes made by the amendments, they did not rise to the level of a legislative repeal. The court, citing Warren v. Boucher, 543 P.2d 731 (1975), stated:

> The central issue in the case at bar is whether the legislature has exceeded that broad power (to amend an initiative) by passing an amendment which so vitiates the initiative as to "constitute its repeal." Id at 737. Warren argues that the changes are so drastic that they make a mockery of the law, that the trial court erred in concluding the legislation was merely "housekeeping," and that the amendments to AS 39.50 amount to a repeal of the law. We disagree. "(A)n amendment of an act operates as a repeal of its provisions to the extent that they are materially changed by, and rendered repugnant to, the amendatory act." Meyers v. Board of Sup'rs of Los Angeles County, 110 Cal.App.2d 623, 243 P.2d 38, 42 (1952) . . .; The implied repeal of an act is disfavored and will be limited to that which is necessary to carry out the intent of the legislature. (Citations omitted). In the case at bar, one section and two subsections were expressly repealed in 1975 when the legislature amended the initiated law. Sec. 26, ch. 25, SLA 1975.
>
> Other sections were impliedly repealed by virtue of inconsistent amendatory provisions. However, this does not necessarily mean that the act as a whole was repealed. When AS 39.50 was amended certain of its provisions or portions thereof were repealed and reenacted

> in a modified form. Where it is reasonable to do so, these provisions are considered to be a continuation of the original law which is to be construed with amendments. (Citations omitted.)
>
> Of course there remains the question whether the amendments so emasculate the law that it is effectively repealed. We conclude that they do not. There are considerable language changes, but these clarify and render the law more precise. The fines for violations of the law have been reduced but the penalties are still significant. See AS 39.50.060(a) and AS 39.50.070. Finally, the amended law still imposes substantial disclosure requirements on public officials and effectuates the intent of the electorate that those in a position of public trust be held to a high standard of financial disclosure. Id at 403.

If the legislative compensation initiative is adopted, the legislature may amend it at any time but must wait two years before substantially changing it. The question of whether a change acts as an amendment or as a repeal of the initiated law would turn on how drastic the change was when considered in the context of the initiative as a whole. Since the initiative in question is itself a fairly short, straightforward document, it leaves less room for amendment than did the more complicated campaign financing initiative which was the basis of the Thomas and Boucher cases.

3. If the legislature enacts legislation establishing a commission to set legislative compensation before the initiative election, what effect will that have on the initiative petition?

Article XI, section 4 of the Alaska Constitution states that

> If, before the election (on an initiative), substantially the same measure has been enacted, the petition is void.

The question, then, is whether legislation implementing a compensation commission is substantially the same as the initiative. The initiative is straightforward. It reinstates the provisions for legislative salaries and per diem

that the legislature changed in 1983. Section 1 reenacts provisions for payment of per diem; section 2 reduces legislative salaries from range 22 to range 10; and section 3 requires the reporting of payments to legislators for salaries, per diem and additional allowances.

Creation of a legislative compensation commission would not have an effect "substantially the same as" the enactment of the initiative petition. The commission would presumably be given authority to determine the appropriate level of legislative salaries and allowances.

In Warren v. Boucher, 543 P.2d 731, (1975), the Alaska Supreme Court found that an initiative regarding campaign financing was substantially the same as an act that the legislature passed in the session following the filing of the petition. The court said

> If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative. (Emphasis added) Id at 736.

Boucher was decided by a 3 - 2 majority, with a strong dissent finding that the measures were not substantially similar.

In contrast, the intent of the initiative here is to reduce legislator's salaries to the 1983 level. An act establishing a compensation commission would not intend the same result necessarily. The two measures are dissimilar and therefore the initiative would still be placed before the voters for their consideration.

4. What provisions in the initiative could be changed in legislation adopted next session without removing the legislation from being "substantially similar" to the initiative?

Since the initiative is uncomplicated, very few changes could be made to its provisions to retain "substantial similarity." The legislature could certainly make changes to the language to conform the style to the drafting manual and also could make minor changes (such as adding to subsection (d) of section 1 that in no case could a legislator receive more than the appropriate per diem rate for expenses) or to section 3's system of reporting (changing dates, for example, or the organization of the report) as long as the basic information sought by the initiative continued to be included.

A change of the salary range set in section 2 of the initiative would be riskier. The section could not be less complicated. While the court will consider the entire package of the initiative, clearly section 2 is the centerpiece and evaluation of the complexity and of the intended substance must begin with it. Even a change of one salary range might be found unjustified.

5. If the legislature enacts legislation "substantially similar" to the initiative, thereby removing the initiative from the ballot, what restrictions are there on subsequent legislation concerning legislative compensation.

If the initiative does not pass, either because the legislature enacts measures found by the lieutenant governor to be substantially similar to the subject of the initiative or because the voters decide against the merits of the initiative, then the legislature may act in this subject area without regard to the proposed initiative. There would be no restrictions on subsequent legislation.

If I can be of further assistance please advise.

TC:lmb
L5/010

STATE OF ALASKA
THE LEGISLATURE

POUCH Y - STATE CAPITOL
JUNEAU, ALASKA 99811
907-465-3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM September 24, 1985

SUBJECT: Legislator's salaries (Work Orders No. 14-1373, 14-1374, and 14-1375)

TO: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

FROM: Teresa B. Cramer TBC
Legislative Counsel

Enclosed are drafts of three work orders addressing legislator's salaries and a copy of chapter 263, SLA 1976, creating the Alaska Salary Commission. I have some comments about each draft.

14-1373, 14-1374, and 14-1375. None of these drafts changes the current constitutional provisions permitting the legislature to establish a per diem allowance for session expenses, payment of travel expenses to and from sessions, and payment of additional compensation for presiding officers.

14-1373. The amount at which legislator's salaries are fixed is left blank.

14-1374. The amount at which legislator's salaries is set is left blank. The draft provides for a maximum percentage increase for salaries, regardless of the increase in the CPI. The amount of the maximum is left blank in the draft. (Line 16). The committee may wish to delete this provision. Any increase in salaries takes effect not more than 30 days after the release of the CPI. The draft sets June 30, 1986 as the reference base index. The committee may wish to set different dates.

14-1375. The committee may wish to remove retirement benefits from the scope of the responsibilities of the Commission on Compensation of Elected Officers. A resolution

which treats retirement in this fashion (SJR 15) is enclosed for your information.

If I may be of further assistance, please advise.

TC:lmb
M1/019

Enclosures

14-1373
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries of $_____. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1374
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries of $. For fiscal years beginning after June 30, 1987, the annual salary shall be increased one percent for each percent increase in the consumer price index of Anchorage, Alaska, as determined by the United States Department of Labor, Bureau of Labor Statistics, not to exceed an annual increase of percent. The increase, if any, takes effect not more than 30 days after the release of the consumer price index. The consumer price index that is published immediately after July 1, 1986, is the reference base index. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1375
Cramer
9/20/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of Alaska relating to establishment of compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. <u>The compensation of legislators shall be prescribed by the Commission on Compensation of Elected Officers under Section 14 of Article XII of the Constitution and may not be diminished during their term of office.</u>

* Sec. 2. Article III, Sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed <u>by the Commission on Compensation of Elected Officers under Section 14 of Article XII of this constitution</u> [BY LAW] and shall not be diminished during their term of office [, UNLESS BY GENERAL LAW APPLYING TO ALL SALARIED OFFICERS OF THE STATE].

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding a new section to read:

SECTION 14. COMMISSION ON COMPENSATION OF ELECTED OFFICERS. (a)

There is established a Commission on Compensation of Elected Officers. The commission is composed of five members appointed for staggered terms of four years. The commission shall be composed of at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization. The governor shall appoint the members subject to confirmation by a majority of the members of the legislature in joint session.

(b) A member of the commission may not be employed by the State during the term for which appointed or hold elective state office during the member's term or within one year thereafter.

(c) The commission shall establish the compensation, including salaries, benefits, and allowances, if any, of elected officials. A decision of the commission takes effect at the beginning of the next fiscal year.

(d) The commission shall afford an opportunity for the public to be heard before rendering a decision that changes the compensation of an elected official. Every two years, the commission shall review the compensation of elected officials. The commission shall render its decision with respect to salaries not later than ninety days before the date of the general election.

* Sec. 2. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

MEMORANDUM August 15, 1985

RECEIVED
AUG 15 1985

SUBJECT: Alternate public member

TO: Senator Mitch Abood, Chair
Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Legislative Counsel
Division of Legal Services

You have informed me that Ms. Jo Finity has been selected as an alternate public member on the Joint Special Committee on Legislative Salaries. From September 1, 1983 until January 31, 1984 she was employed by an organization called First Associates and was involved in an effort to repeal the recent legislative pay increase through the initiative and referendum process. First Associates was not successful and the move to repeal the pay increase was eventually taken over by another organization. Ms. Finity may not personally be committed to the repeal of the pay increase, but she was paid $2,500 monthly, together with reimbursement of expenses, for her efforts on the initiative. You have asked whether the appointment of Ms. Finity to the Joint Special Committee on Legislative Salaries creates a conflict of interest.

Ms. Finity's involvement in an effort to repeal the legislative pay increase does not in itself create a conflict of interest problem, although she may be perceived to represent a particular point of view rather than the interests of the general public. However, a difficulty is presented by the fact that Ms. Finity received money for this involvement and, thus, may have or have had a personal financial interest in the question of salaries for legislators. Her situation would not create a conflict of interest under AS 24.60.030, generally defining conflicts of interest for the legislative branch. Under AS 24.60.020(b) the provisions of the chapter dealing with legislative ethics supersede the common law relating to conflict of

interest that apply to a member of the legislature or an employee of the legislature or a legislator. However, Ms. Finity is not a legislator or employee covered by this provision, so the common law relating to conflict of interest would apply to her.

The common law controls judicial decisions unless legislation is enacted to modify it. (Surina v. Buckalew, 629 P.2d 969 (Alaska 1981)) Under the common law not only must a public official avoid impropriety, but even the appearance of impropriety is to be avoided. (Warwick v. State ex rel Chance, 548 P.2d 384 (Alaska 1976)) This notion has been incorporated into the statutes in AS 39.50.010(b)(1) which states "public office is a public trust which should be free from the danger of conflict of interest".

It cannot be determined whether the situation involved here would be held to constitute a conflict of interest by the court, because in making a determination under the common law the courts consider the particular facts of each case. (See Attorney General Opinion 366-255-83, 366-286-83, A66-393-81, J66-457-81, December 3, 1982) It is possible that the court, in view of the fact that Ms. Finity's financial connection with First Associates has ended, would find no conflict of interest. On the other hand, it is possible that a court faced with the facts outlined earlier in this memorandum would find the appearance of impropriety, and therefore, a conflict of interest. At best, this is a situation which could raise questions.

You have also asked what the role of an alternate public member on the Joint Special Committee on Legislative Salaries would be. The committee was established last session in CSSCR 19(Fin) am H. That resolution provides that the committee consists of three members of the House of Representatives, three members of the Senate, and three public members. There is no provision for alternate members. Only the nine members appointed to the committee in accordance with the resolution can exercise the powers of committee members, particularly the right to vote on committee business. While an alternate member may attend all meetings of the committee, just as any member of the public may, and could be granted the right to participate in discussions of the committee, the alternate could not vote or exercise any other power of a committee member.

TBC:mkr
031:J16

MEMORANDUM

State of Alaska

STATE OF ALASKA RECEIVED SEP 1 '83 LIEUTENANT GOVERNOR
RECEIVED AUG 31 1983 DIRECTOR OF ELECTIONS

TO: Honorable Steve McAlpine
Lieutenant Governor

DATE: August 31, 1983

FILE NO: 366-108-84

TELEPHONE NO: 465-3600

FROM: Norman C. Gorsuch
Attorney General

By: Diane T. Colvin
Assistant Attorney General

SUBJECT: Review of Application for Initiative Petition Regarding Compensation of Legislators

You have asked us to review the application for an initiative petition for a bill concerning salary and per diem payments for legislators. We find that the application and proposed bill meet the formal requirements of state law. We point out that there are questions regarding the effect of the proposed bill if adopted. [redacted]

The application meets the requirements of AS 15.45.030 in that it includes a proposed bill, a statement that the sponsors are qualified voters who signed the application with the proposed bill attached, and a designation of a three-member initiative committee. The remaining requirement of that section is that the application contain the signatures and addresses of not less than 100 qualified voters. Your office must determine that this requirement has been met before you issue a petition.

The proposed bill meets the requirements of AS 15.45.040, in that it is confined to one subject, the subject is expressed in the title, and the enacting clause is in proper form. We also conclude that the bill contains no subjects restricted by AS 15.45.010. That section restates the restrictions provided in article XI, section 7 of the state constitution, as follows:

> The law-making powers assigned to the legislature may be exercised by the people through the initiative. However, no initiative may be proposed to dedicate revenues, to make or repeal appropriations, to create courts, to define the jurisdiction of courts or prescribe their rules, or to enact local or special legislation.

AS 15.45.010.

[redacted]

[redacted] question whether the initiative may be made effective to prohibit expenditure of funds appropriated by the legislature because of this constitutional restriction on the use of the initiative to repeal an appropriation. [redacted] If the initiative may be used to prohibit expenditure of funds already appropriated, [redacted] It remains to be decided whether the initiative would be effective to bar expenditure of funds already appropriated at its effective date. In the meantime, we rely on the general rule that the right to enact legislation by initiative is to be interpreted liberally. Thomas v. Bailey, 595 P.2d 1 (Alaska 1979).

There is [redacted] The proposed bill would, if enacted, have the effect of repealing the salary currently set by law for legislators, and, in sec. 4, states:

> Any provisions of the Alaska Statutes inconsistent with this Act are hereby repealed.

Doubts regarding the ability to repeal by initiative are based on the plain language of Article XI, § 1:

> The people may propose and enact laws by the initiative, and [redacted]

An Opinion of this office dated April 14, 1975 finds that an initiative may be used to repeal a law. There is authority to the contrary, however, and the [redacted] See, e.g., Forman v. Eagle Thrifty Drugs and Markets, Inc., 516 P.2d 1234 (Nev. 1974).

These and other questions regarding the implementation or constitutionality of the proposed bill should not affect your review of the form of the application. Boucher v. Engstrom, 528 P.2d 456 (Alaska 1974). See also our memorandum dated April 15, 1977, [redacted]

A proposed ballot title and impartial summary is attached. If you have further questions, please contact us.

DTC:eja

"PRESCRIBING COMPENSATION FOR STATE LEGISLATORS"

If enacted, this proposed bill would amend state law providing for compensation to state legislators. It would establish the monthly salary for legislators at Step A, Range 10 of the salary schedule in AS 39.27.011(a), currently set at $1,757. The bill would also authorize per diem payments for legislators while the legislature is in session. When not in session, legislators on interim committee business would receive reimbursement of actual expenses only. In addition, the proposed bill would require the legislative fiscal officer to report annually to the Office of Management and Budget on all vouchers approving payments to legislators during the year.

OPINION NO. 24

STATE OF ALASKA

JAY S. HAMMOND, GOVERNOR

DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

POUCH K – STATE CAPITOL
JUNEAU 99811

August 4, 1978

The Honorable Lowell Thomas, Jr.
Lieutenant Governor
Pouch AA
Juneau Alaska, 99811

RE: Beirne Initiative, substantially the same. Our File J-66-035-79

Dear Lieutenant Governor Thomas:

You requested our advice regarding possible similarity between the proposed "Alaska Homestead Act" (referred to hereafter as "the proposed Act"), an initiative measure scheduled to go on the November 7, 1978 General Election Ballot, and Chapter 181, SLA 1978 (FCCS SCS CSHB 720), "An Act Relating to the disposal of State land; and providing for an effective date," enacted during the Second Session of the Tenth Alaska State Legislature and recently signed into law by Governor Hammond.

We assume that your specific concern is whether the proposed Act and Chapter 181, SLA 1978 are "substantially the same" within the meaning of Article XI, § 4 of the Alaska Constitution and AS 15.45.210.

Article XI, § 4 of the Alaska Constitution provides:

> An initiative petition may be filed at any time. The lieutenant governor shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than 120 days after adjournment of

> the legislative session following the filing. If, before the election, substantially the same measure has been enacted, the petition is void.

The legislature implemented this constitutional provision by enacting AS 15.45.210, which provides:

> If the lieutenant governor, with the formal concurrence of the attorney general, determines that an Act of the legislature that is substantially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee.

Under these provisions, if the proposed Act and Chapter 181, SLA 1978 are "substantially the same," the initiative measure may not appear on the General Election Ballot as now contemplated.

The analytic approach to be followed in making a determination whether a measure enacted by the legislature is "substantially the same" as a proposed law to be enacted by the initiative such that the initiative petition is void was the subject of the Alaska Supreme Court's decision in Warren v. Boucher, 543 P.2d 731 (Alaska 1975). In a 3-2 decision, the majority of the court in that case adopted a rather flexible test for substantial similarity, focusing on the general purposes of the legislative measure and the proposed law to be initiated:

> It is clear that the legislative Act need not conform to the initiative in all respects, and that the framers [of the Alaska Constitution] intended that the legislature should have some discretion in deciding how far the legislative Act should differ from the provisions of the initiative. The

> question, of course, is how great is the permitted variance before the legislative Act becomes no longer substantially the same.
>
> Upon reflection we have concluded that the legislature's discretion in this matter is reasonably broad. If in the main the legislative Act achieves the same general purpose as the initiative, if the legislative Act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.
>
> * * *
>
> . . . In short, we must interpret Art. XI, Sec. 4, broadly and not narrowly as to the scope of legislative power.

543 P.2d 736-737 (emphasis added).

The majority in Warren v. Boucher, supra, then proceeded to compare Chapter 76, SLA 1974 with an initiative for "An Act relating to campaign contributions, expenditures, and their limitiations." It concluded that both measures covered the same general subject matter--controlling election campaign financing--and therefore the initiative petition was void and the proposed measure should not be placed on the ballot. The court stated:

> In short, the statute is not a hollow gesture toward the regulation of election campaigns. It sets up workable machinery to ensure compliance. . . .
>
> * * *

> Viewing the two measures as a whole we find that they accomplish the same general goals. They adopt similar, although not identical, functional techniques to accomplish those goals. The variances in detail between the measures are no more than the legislature might have accomplished through reasonable amendment had the initiative become law. Nothing is present here to suggest that the Act was a subterfuge to frustrate the ability of the public to obtain consideration and enactment of a comprehensive system to regulate election campaign contributions and expenditures.

543 P.2d at 739.

The dissenters in Warren v. Boucher, supra, argued that a more indepth comparison of the enacted law and the initiative measure is necessary to determine whether they are "substantially the same." Following an exhaustive comparison of the Act's provisions with those of the initiative measure, the dissenters concluded that they were not "substantially the same" and that the initiative petition should not have been voided. Under this analysis, we believe there would be no question that Chapter 181, SLA 1978 and the proposed Act are not "substantially the same" within the meaning of Article XI, Sec. 4 of the Alaska Constitution and AS 15.45.210. See the enclosed comparison of the measures.

Under the majority's "test," on the other hand, it is difficult to predict with certainty the result a court would reach when comparing Chapter 181, SLA 1978 and the proposed "Alaska Homestead Act" since the "analysis" seems to be more of a question of general impression than a substantive comparison of two measures. However, for the reasons which follow, we believe (although we cannot be

certain) that a court would hold that the proposed "Alaska Homestead Act" and Chapter 181, SLA 1978 are not "substantially the same" within the meaning of Art. XI, Sec. 4 of the Alaska Constitution and AS 15.45.210.

At the onset, the general purpose of the proposed Act must be determined. Sec. 1 of the proposed "Alaska Homestead Act" states in part: "The people declare their purpose to make available to its citizens at least 30% or 30 million acres of state land for settlement and development, and further declares that a policy of private land ownership is in the best interests of the people of the state." Its purpose is twofold: (1) To make a minimum of 30% or 30 million acres of state land available for transfer to private ownership, and (2) to declare unequivocally a public policy favoring private land ownership. Other provisions in the proposed Act indicate that the drafters intend to give the transfer of state land to private ownership a priority over public use of the land, and to minimize state control over that land once it has been transferred to private ownership. For example, proposed AS 38.05.410(a) provides that all vacant, unappropriated, and unreserved general grant land is classified and available as homestead entry land except trust land and 500,000 acres which may be reclassified for public purposes. It remains available until 30% or 30 million acres, which ever comes first, has passed into private ownership. Under proposed AS 38.05.450, no improvements may be required or restrictions imposed on grants

under the proposed Act except as required by general law or home rule municipality (although certain restrictions are imposed for the first year after a grant of patent).

There is no clear-cut statement of purpose in Chapter 181, SLA 1978. However, review of its provisions indicates that it has several purposes: (1) To mandate that 30,000 acres of state land be designated by November 1, 1978 for disposal under the homesite entry program established in AS 38.08 and the open-to-entry program established in AS 38.05.077, and to require that not less than 25% of mental health land located in municipalities entitled to select land under AS 29.18 be designated for disposal in FY 79 (this would total approximately 225,000 acres); (2) to require the director of the Division of Land and Water Management in the Department of Natural Resources to assess the supply and demand for land under the homesite entry and open-to-entry programs; (3) to redesignate mental health land as general grant land, creating a mental health trust fund in its place to ensure that the state complies with the conditions under which the state received the affected land; (4) to declare that it is state policy "to plan and manage state-owned land to establish a balanced combination of land available for both public and private purposes," AS 38.04. 005(a) (in part), through inventory, planning, and classification processes set out in the Act, and to require that three land disposal options (less than 50,000 acres, 50,000 acres, and more than 50,000 acres) be presented annually to

the legislature; and (5) to make minor amendments to the existing statutes governing the homesite entry and open-to-entry programs. Of these, the first, second and fourth appear to bear some relationship to the purposes of the proposed "Alaska Homestead Act." However, they do not appear "substantially the same" and one (the fourth) actually appears incompatible with the proposed Act.

Making 30,000 acres of state land available for disposal by November 1, 1978 and 225,000 acres of state land available for disposal in FY 79 has the same general purpose as making 30% or 30 million acres of state land, whichever comes first, available for transfer to private ownership: Getting state land into private ownership. However, the tremendous disparity between the amounts of acreage involved lead us to believe that the means or systems to accomplish that purpose are not "fairly comparable," Warren v. Boucher, supra at 736, and therefore the measures are not "substantially the same" in this regard.

Regarding the second purpose of Chapter 181, SLA 1978, the framers of the initiative apparently have already concluded that the demand for land under programs permitting the transfer of state land to private ownership far exceeds the available supply, and that no assessment of that disparity is needed. Here again, the two measures (while not diametrically opposed) do not appear "substantially the same." (It also should be noted that proposed AS 38.05.410(a) requires that the land remain available until 30% or 30 million acres, whichever comes first, has passed into

private ownership "through the homestead program established [by this Act]." It apparently is intended to make land available for private ownership wholly apart from existing programs for that purpose, including the homesite entry and open-to-entry programs referred to in Chapter 181, SLA 1978. The only logical conclusion is that the drafters of the proposed Act do not believe existing land disposal programs are adequate, and this Act is intended to supplement them.)

The fourth purpose of Chapter 181, SLA 1978--to plan and manage state-owned land to establish a balanced combination of land available for both public and private purposes--appears to be in irreconcilable conflict with the second purpose of the proposed "Alaska Homestead Act," which would establish the availability of state-owned land for transfer to private ownership as the highest priority of state land use, subordinating general public use of state land to that overriding goal. The proposed Act permits the reservation of 500,000 acres for public purposes, and then makes <u>all</u> remaining state land available for homestead grants. Chapter 181, SLA 1978 mandates a continuous balancing of the need for private land with the need for continued public ownership. See generally AS 38.04.005-38.04.015 and 38.04.025. The proposed "Alaska Homestead Act" and Chapter 181, SLA 1978 thus appear to manifest two competing, incompatible philosophical approaches to the issue of state land management and disposition: The former favors transfer to private ownership over other uses, the

latter encourages a continuous reassessment and balancing of these competing interests. We do not believe they can be considered "substantially the same."

Summarizing, we do not believe that Chapter 181, SLA 1978 achieves the same general purpose as the proposed "Alaska Homestead Act." In addition, it is our opinion that the means or systems for accomplishing the purposes of Chapter 181, SLA 1978 and the proposed "Alaska Homestead Act" are not "fairly comparable" (see enclosed comparison). Thus, under the majority analysis of Warren v. Boucher, supra, we do not believe it can be concluded that Chapter 181, SLA 1978 and the proposed "Alaska Homestead Act" are "substantially the same" within the meaning of Art. XI, Sec. 4 of the Alaska Constitution and AS 15.45.210.

We feel obliged to point out, however, that a court will have considerable latitude in characterizing the general purposes of Chapter 181, SLA 1978 and the proposed Act under the majority test of Warren v. Boucher, supra. It is for this reason that we cannot state our conclusion with more certainty. It is possible that a court would find the two measures "substantially the same" within the meaning of the relevant constitutional and statutory provisions, and enjoin you from placing the initiative proposition on the ballot. However, for the reasons stated above, we do not recommend that you determine that they are "substantially the same." This is particularly true where "the requirements of the constitutional and statutory provisions relating to

the use of initiatives should be liberally construed so that 'the people [are] permitted to vote and express their will on the proposed legislation . . .'" Boucher v. Engstrom, 528 P.2d 456, 462 (Alaska 1974) (footnote omitted).

Sincerely,

AVRUM M. GROSS
ATTORNEY GENERAL

By; G. Thomas Koester
G. Thomas Koester
Assistant Attorney General

GTK;ap

Enclosures

A COMPARISON OF THE PROPOSED "ALASKA HOMESTEAD ACT" AND CH. 181, SLA 1978

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 720)
Title	"The Alaska Homestead Act"	"An Act Relating to the disposal of state land; and providing for an effective date."
Purpose	"The people declare their purpose to make available to its citizens at least 30 per cent or 30,000,000 acres of state land for settlement and development, and further declares [sic] that a policy of private land ownership is in the best interests of the people of the state." Section 1 (in part) of the proposed Act. This statement of purpose follows extensive legislative findings that only approximately one million acres of the 363 million total land acreage in Alaska is in private hands, that individual land ownership is integral to the material well-being of the people and encourages more citizen awareness and involvement in the affairs of the state that "the people are cognizant that all land was privately owned at the time of the nation's founding and believes that private land ownership is integral to the American system," that Art. VIII, § 1 of the Alaska Constitution establishes a state policy of encouraging settlement of state land and development of its resources by making them available for maximum use consistent with the public interest and that Art. VIII, § 9 of the Constitution permits the people to implement this policy by providing for grants of state land, that less than 75,000 acres of the approximately 104 million acres to which the state is entitled under the Statehood Act have been made available to citizens for settlement and development, and that the failure to make more land available is a failure to implement Art. VIII, §1 of the Constitution. (One of the plaintiffs' allegations in Bailey v. Thomas, 3 AN 78-1592 Civil, the lawsuit challenging the propriety of placing the initiative on the ballot, is that the above figures are so erroneous that they worked a constructive fraud on those signing the initiative petition.)	This Act contains no express statement of purpose. However, it (1) mandates that 30,000 acres of state land be designated by November 1, 1978 for disposal under the homesite entry and open-to-entry programs, AS 38.05.077 and 38.08 respectively, and 25% of former mental health land in municipalities be designated in FY 79 for disposal (approximately 225,000 acres); (2) mandates an assessment of the supply and demand for land under those programs; (3) redesignates mental health land as general grant land, creating a trust fund to take its place as a source of funds for mental health purposes; (4) establishes a state policy to plan and manage state-owned land to establish a balanced combination of land available for both public and private purposes; and (5) makes minor amendments to the existing homesite entry and open-to-entry statutes.

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 720)
Land Classified	All vacant, unappropriated, and unreserved general grant land is to be classified and available as homestead entry land (except trust land) until 30 percent or 30,000,000 acres has passed into private ownership through the homestead program established by the Act. (Note that this is in addition to land disposed of through any other disposal programs.) The director of the division of land and water management in the Department of Natural Resources may reclassify 500,000 acres of homestead entry land for public purposes. Proposed AS 38.05.410.	This Act mandates that 30,000 acres be designated by November 1, 1978 for disposal under homesite entry and open-to-entry programs. It also manates that 25% of mental health lands located within municipalities (approximately 225,000 acres) be designated for disposal in FY 79 under those programs and/or other programs authorized by the Act. It also mandates a continuing disposal program beginning with a minimum of 50,000 acres in FY 79 and three options presented to the legislature each year thereafter. It also reclassifies all mental health land as general grant land.
Eligibility	Three year residents who are 18 years of age or older and registered to vote are eligible for a homestead grant upon application; five year residents are eligible for two grants; ten year residents are eligible for four grants. Proposed AS 38.05.420 and 38.05.530.	No specific eligibility criteria are set out in this Act. However, eligibility for the homesite entry program requires three years residency and that the applicant have reached age 18. AS 38.08.030(a). Eligibility for the open-to-entry program requires one year of residency. AS 38.05.077. These are the two programs expressly referred to in this Act.
Application	An applicant must record a written application in prescribed form in the recording district in which the land is located, and file a copy of the application, proof of residency and a $100 filing fee (unless accompanied by a title search, which reduces the filing fee to $75) with the director of the division of land and water management in the Department of Natural Resources. Proposed AS 38.05.420(a).	No specific application procedure set out in this Act. However, an applicant under the open-to-entry program must file an application, a $10 filing fee, proof of residence, and a notarized statement that he has acquired no other land under this program. "AAC 54.720(b) An applicant under the homesite entry program must file an application, a $10 filing fee, and an affidavit stating the applicant's age, length of Alaska residency and intent to comply with the laws and regulations governing the program." 11 AAC 54.630.

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 720)
Cost	Other than the filing fee and the cost of having the land surveyed, there is no cost.	This Act expresses a policy of favoring disposal of state land at fair market value. AS 38.04.035(1). The open-to-entry program initially grants a lease to the entrant at $100 per year. 11 AAC 54.720(c). At the termination of the lease, the entrant may receive a patent to the land by payment of the fair market value of the land at the time of entry. AS 38.05.077(a)(8). Under the homesite entry program, there is no cost other than the filing fee and reimbursement to the state for the costs of surveying and platting. AS 38.08.060(a)(3).
Amount of Land	A homestead grant is equal to 40 acres of land except in Southeast Alaska where a homestead grant equals 20 acres.	No amount of acreage is specified in this Act. "State land to be conveyed in fee simple or less than fee simple estate shall be subdivided so that lots and tracts are of a size which fits the requirements of individual users and reflects the physical characteristics of the land, except that in locations where there is an inadequate margin between the demand for and the supply of vacant land, the state may make land available for public acquisition in parcels that are larger than required for individual use." AS 38.04.045. AS 38.05.077(3) provides that parcels conveyed under the open-to-entry program may not exceed five acres if not previously surveyed. AS 38.08.010(b) provides that homesite entry land is to be divided into parcels not exceeding five acres.

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 72
Priority	If two or more persons apply and qualify for the same parcel, priority is determined by the earliest date of recording; if more than one application is filed at the same time, priority is determined by lot.	No system for determining priority is set out in this Act. However, priority under the open-to-entry program is to be determined by lot. lot. 11 AAC 52.720(a). Priority under the homesite entry program is to be given to the applicant showing proof of the longest residency in the state. AS 38.08.040(b).
Notice	Each applicant must give notice of his application by either publishing it three times or posting the land.	There are no notice requirements in this Act. Under the open-to-entry program, public hearings must be held before land may be classified as open-to-entry. AS 38.05.077(1). Under the homesite entry program, the director of the division of lands must publish notice of the availability of land for at least three weeks in the electronic media and at least three newspapers. AS 38.08.020. (Under neither program must an applicant give notice.)
Survey	Applicants are required to have the land surveyed within five years.	Under the open-to-entry program, the entrant must have the land surveyed before he may purchase it. AS 38.05.077(4). Under the homesite entry program, the entrant must reinburse the state for the required survey and plat. AS 38.08.060(a)(3).
Improvements and Restrictions	No improvements may be required, nor may restrictions be imposed on grants made under this proposal, except by general law or a home rule municipality; however, no grantee of homestead entry land may extract timber or materials on a commercial basis, sell, subdivide or otherwise dispose of the land for one year after a grant of patent.	No improvements are required, nor are restrictions imposed, on grants made under the open-to-entry program, AS 38.05.077. A habitable dwelling must be erected on a parcel conveyed under the homestead entry program within five years of the issuance of a homesite entry permit. AS 38.08.060(a)(2) (amended by this Act, but only in a minor respect). These grants are subject to all restrictions imposed by general law or a home rule municipality.

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 72[illegible],
Taxes	Land acquiried under the homestead grant program is exempt from municipal property tax for a period of one year.	No new exemptions are created by this Act. (There are no exemptions from taxation under the open-to-entry program, AS 38.05.077, or the homesite entry program, AS 38.08.)
Borough and City Selections	Land subject to city and borough selection under AS 29.18.190 is also available for homestead entry.	Under this Act a municipality has standing to contest decisions by the commission of natural resources regarding disposal of land outside its boundaries to protect its interests. AS 38.04.900(b). State land subject to city and borough selection under AS 29.18.190 apparently would be available under the open-to-entry program if it was so classified by the director of the division of lands. AS 38.05.077. No state land within the boundaries of a municipality may be classified for homesite entry. AS 38.08.070. Land outside municipal boundaries may be reclassified for homesite entry; thereafter it is unavailable for municipal selection. Id.
Access to Public and Navigable Water	A tract 100 feet wide between each section of land acquired from the state under this program is dedicated for public access to public and navigable water. In addition, the access reservation in AS 38.05.127 is applicable to grants under this program.	This Act requires the commissioner of natural resources to adopt regulations relating to easements and access routes, AS 38.08.110, and requires that such easements and access routes be integrated with the overall area land use plan. AS 38.04.064(8)(f). The provisions of AS 38.05.127 are applicable in general.
State Services	The state is not obligated to provide any services for 15 years.	Neither this Act nor the statute governing the open-to-entry program, AS 38.05.077, address this issue. Under the homesite entry program, the state is not obligated to provide any services. AS 38.08.090.

Item	Proposed Alaska Homestead Act	Ch. 181, SLA 1978 (FCCS SCS CSHB 720)
Execution for Satisfaction of Debt	Grants are exempt from execution on a judgment to enforce a judicial lien, process or proceeding to collect an unsecured debt.	Neither this Act nor the statutes governing the the open-to-entry and homesite entry programs address this issue.
False Information	Intentionally filing false information for the purposes of obtaining a homestead grant is a felony punishable under AS 11.05.145 (one year imprisonment) and loss of all right, title and interest in land obtained under the program.	This Act provides that filing false information under the land discount program (a 5% discount on the purchase price for each year of Alaskan residence) which it establishes is a felony punishable by imprisonment for not more than five years or by a fine of not more than $50,000 or by both. Beyond this, neither this Act nor the open-to-entry and homesite entry programs address the issue.

MEMORANDUM

State of Alaska

TO: Hon. Jay S. Hammond
Governor

DATE: April 10, 1981

FILE NO: J-66-645-81

TELEPHONE NO: 465-3600

FROM: WILSON L. CONDON
ATTORNEY GENERAL

SUBJECT: Anti-subsistence initiative

By:
Rodger W. Pegues
Assistant Attorney General

You have asked whether a law which simply repeals existing laws on subsistence would void the anti-subsistence initiative.

Simple repeal probably would not suffice, and it appears likely that more would be required.

The constitution provides for voiding an initiative petition, if while it is pending, the legislature enacts substantially the same law. Alaska Const., art. XI, § 4. The purpose of this provision is to allow the legislature to act on the matter in a way which avoids any defects or ill-advised provisions in an initiative which might adversely affect the public or the workings of government. Warren v. Boucher, 543 P.2d 731, 737 (Alaska 1975). To achieve that end, the constitution has given the legislature broad discretion to substitute its judgment for that of framers of the initiative. Id. It is not necessary that the two measures be alike in all respects. Id. It suffices if they accomplish the same general goals through "similar, although not identical, functional techniques." Id., at 739.

Here, the goal of the proponents of the initiative can be inferred readily from its provisions. They wish to see fish and game be made available equally, without discrimination, to persons who hunt, fish, or trap for personal consumption. That is the general goal, and to void the initiative petition, the legislature must pass a law having the same general goal.

The functional technique used by the initiative's framers to achieve their goal are severalfold. First, they bar discrimination based on race or sex. That provision is superfluous in that discrimination on that basis is already barred by article I, sections 1 and 2, of the Alaska Constitution, as well as federal and state laws. Second, they reserve fish and wildlife to all the people of the state for

common use. That provision is also superfluous. Article VIII, section 3, of the Alaska Constitution reserves fish and wildlife to all the people for common use. Third, they single out "personal consumptive users */ of all fish or game" for equal treatment. This appears to be a key, if not the key, ingredient in the framers' functional techniques.

The provisions of the initiative are somewhat internally inconsistent here. At first they refer to "all the people," but this is then narrowed down to persons who personally consume fish or game, in the initiative's words, "consumptive users." "Consumptive" means "tending to consume . . . . of or having to do with the consumption of economic goods." WEBSTER'S THIRD NEW INTERNATIONAL DICTIONARY OF THE ENGLISH LANGUAGE (Unabridged 1976). With respect to fish and game, that would include people who use fish or game for food, clothing, tools, or the like and, apparently, would exclude those who use them purely for fun, trophies, or commerce. We are somewhat uncertain whether the framers intended that result. Nevertheless, that is what the words indicate, and laws, particularly initiatives, should generally be interpreted to mean what they say to the persons who read them.

Reading the initiative as not requiring equal access to fish and game for persons who hunt and fish purely for fun or profit rather than for personal consumption is also consistent with the use of the word "all" in the initiative to modify the words "fish and game" in the phrase "consumptive users of all fish and game."

The fourth mechanism the framers use in pursuit of their goal is to prohibit distinctions among consumers of fish and game based on (1) economic status, (2) land ownership, (3) local residency, (4) past use or past dependence on the resource, or (5) lack of alternative resources. At first blush, this prohibition appears to make any reasonable classification for subsistence hunting or fishing impossible. However, it is not all inclusive, and at any event, under the rule from Warren, the legislature need not conform its legislation in all particulars with the initiative. Total prohibition of classifications to provide for subsistence use is not necessary to

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*/ We assume that "consumptive users" means consumers and not tubercular hunters and fishermen.

achieve the goal of equality for persons who hunt, fish, or trap for personal consumption.

The final mechanism */ used by the framers in pursuit of their general goal is the repeal of existing laws on subsistence hunting and fishing.

Viewed as a whole, the functional techniques used by the initiatives' framers to achieve equal availability to fish and game for persons who hunt, fish, or trap for personal consumption are twofold: On the one hand they prohibit classifications which would distinguish between those persons. On the other, they repeal the existing law which provides for subsistence hunting, fishing, and trapping and which allows classifications which distinguish between persons who hunt, fish, or trap for personal consumption. It appears that each part is necessary to achieve the goal, and therefore, enactment of a law which only repealed the existing subsistence laws would probably not void the initiative.

However, enactment of a law which contained the same twofold approach to the problem -- even with significant differences in particulars -- would probably void the initiative, if it will accomplish the same general goals through "similar, although not identical, functional techniques." Warren v. Boucher 543 P.2d 731, 739 (Alaska 1975).

RWP/pjg

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*/ The initiative also provides for the boards of fisheries and of game to regulate to distinguish between commercial fishing, sport fishing, hunting and trapping. We do not perceive this provision as intended to further the framers' goal but rather as insurance against any overbreadth and as reassurance to the voters.

STATE OF ALASKA

DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

JAY S. HAMMOND, GOVERNOR

POUCH K–STATE CAPITOL
JUNEAU, ALASKA 99811

(907) 465-3600

June 24, 1980

The Honorable Terry Miller
Lieutenant Governor
State of Alaska
Pouch AA
Juneau, Alaska 99811

Re: Placement of Income Tax Initiative on the general election ballot. Our File J-66-676-80

Dear Lieutenant Governor Miller:

You have asked our department for an opinion regarding the necessity of placement on the November 4, 1980, general election ballot of Initiative No. 79-03, relating to the net income tax.

With the enactment of chapter 22, SLA 1980, "An Act relating to tax credits, exemptions and refunds for individuals under the Alaska Net Income Tax Act," the question has arisen whether this legislation is substantially similar to the act proposed by the initiative.

Under article XI, section 4, of the Alaska Constitution, an initiative petition is void if, before the election, "substantially the same measure has been enacted" by the legislature. The only case in Alaska interpreting this constitutional provision is Warren v. Boucher, 543 P.2d 731 (Alaska 1975). Under the Warren decision, the legislative act will be "substantially similar" to the initiative:

> [i]f in the main the legislative Act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity

> exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.

543 P.2d at 736.

With these general principles in mind, it is necessary to compare the purposes of the provisions of AS 43.20.017, enacted in chapter 21, SLA 1980, and the purposes of the proposed initiative. In addition, it is necessary to compare the means or systems chosen by the legislature to achieve those purposes with the means chosen in the initiative.

AS 43.20.017 provides for a system of graduated exemptions from payment of the Alaska individual net income tax. Individuals earning income in the state and filing a state income tax return for the first time are not entitled to an exemption under AS 43.20.017 and must pay the full amount of their net tax liability. Those who filed a tax return for the second time are entitled to an exemption from payment of one-third of their net income tax liability. Those who file a return for the third time receive an exemption from payment of two-thirds of net tax liability. Once a person has filed returns for three years, he or she is entitled to a full exemption from payment of individual income taxes and need not thereafter file a tax return under AS 43.20. These graduated exemptions apply equally to nonresident, resident, and part-year resident taxpayers. The tax exemption provisions of AS 43.20.017 were made retroactive to January 1, 1979, and an individual may claim a refund of Alaska net income taxes paid for tax year 1979 in accordance with the applicable graduated exemptions provided in the statute.

The initiative would amend AS 43.20.011, which currently provides for the progressive income tax rates on individual incomes varying from 3 percent to 14-1/2 percent as taxable income rises. The existing provisions of AS 43.20.011(a)-(d) would be repealed by the initiative.

The legislature did not adopt specific findings

when it enacted AS 43.20.017. It is, however, abundantly clear from a review of those provisions that the primary purpose was to provide substantial tax reduction for individuals under the Alaska Net Income Tax Act, and the elimination of state income taxes for large numbers of taxpayers. We believe the stated purposes of Initiative No. 79.03 are remarkably similar. The summary of the proposed initiative states in part:

> This proposal reduces income tax rates of all individuals and fiduciaries paying Alaska income taxes. Existing law increases tax rates from 3 percent to 14-1/2 percent as taxable income rises.
>
> This proposal would substitute a uniform rate of 1 percent of taxable income, thereby eliminating state income tax for most Alaskan taxpayers.

Thus, we believe it is fairly clear that the first element of the "substantially similar" test outlined in the Warren case has been met.

The next question is whether the means chosen by legislative enactment are "fairly comparable" to the means chosen to accomplish the purpose in the initiative. The primary difference between the methods chosen by the legislature on the one hand and by the proponents of the initiative on the other, is that the legislative enactment limits taxes by limiting the number of years during which a person earning income will be subject to the income tax. The initiative, on the other hand, limits taxation by reducing the rate at which incomes will be taxed. Further, the overall reduction in income taxes under each proposal would appear to be similar.

The primary difference in the practical effects of the enactment and of the initiative is the placement of ongoing tax liability. Under the initiative, the taxpaying burden would tend to fall upon persons with relatively high incomes and few deductions and credits. Under the legislative enactment, the tax burden will fall on persons who have never before paid the tax, regardless of the amount of their taxable incomes.

Because there is no precise means by which to determine whether the enactment and the proposed initiative are substantially similar, certainty cannot be had here.

"The words 'substantial' or 'substantially' are relative, inexact terms. Their meaning is quite elusive." Warren v. Boucher, 543 P.2d 731, 736 (Alaska 1975). However, on balance, we believe that the similarities between the enactment and the proposed initiative are extremely strong, and are sufficient to outweigh the dissimilarity in effect noted above. In our opinion, the two measures are "substantially similar."

As you know, the income tax exemptions provided in AS 43.20.017 have been challenged, and a decision by the superior court is pending as of this writing. The judge has indicated that he will rule very soon on the case. It is an absolute certainty that whatever the outcome at the superior court level, the case will be appealed to the Alaska Supreme Court. The court has been requested, and we believe it will grant, expedited hearing and decision when the case reaches that level.

In the event that the tax provisions of AS 43.20.017 are found to be invalid by the Alaska Supreme Court, then we would advise that the initiative measure should be placed on the November ballot. We anticipate that a final appellate decision will be forthcoming in time to place the initiative on the ballot, should the court invalidate the income tax exemption statute.

Very truly yours,

Wilson L. Condon
Attorney General

WLC:SB:dlm

STATE OF ALASKA

JAY S. HAMMOND, GOVERNOR

DEPARTMENT OF LAW

OFFICE OF THE ATTORNEY GENERAL

POUCH K–STATE CAPITOL
JUNEAU, ALASKA 99811

465-3674

September 24, 1980

The Honorable Terry Miller
Lieutenant Governor
State of Alaska
Pouch AA
Juneau, Alaska 99811

Re: Placement of Income Tax Initiative on the general election ballot.
Our File: J-66-232-81

Dear Lieutenant Governor Miller:

You have asked our department for an opinion regarding the necessity of placement on the November 4, 1980, general election ballot of Initiative No. 79-03, relating to the net income tax. We previously advised you that if the graduated tax exemption provisions of AS 43.20.017 (Sec. 1, ch. 20, SLA 1980) were found to be invalid by the Alaska Supreme Court, then the initiative should be placed on the ballot. AS 43.20.017 has been held invalid. However, it is our opinion that the action taken during the recent special session of the legislature repealing the net income tax for individuals and fiduciaries dictates the removal of the initiative from the ballot under article XI, section 4, of the Alaska Constitution.

Under that provision of the Constitution, an initiative petition is void if, before the election the legislature enacts "substantially the same measure." The initiative would amend AS 43.20.011, which before its recent repeal by the legislature provided for progressive income tax rates on individual and fiduciary incomes varying from 3 percent to 14-1/2 percent as taxable income rises. In the words of the initiative summary, the initiative proposal would "substitute a uniform rate of 1 percent of taxable income, thereby eliminating state income tax for most Alaskan taxpayers."

03-C8LH

The only case in Alaska interpreting this constitutional provision is Warren v. Boucher, 543 P.2d 731 (Alaska 1975). Under the Warren decision, the legislative act will be "substantially similar" to the initiative:

> [i]f in the main the legislative Act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.

543 P.2d at 7436.

The obvious purpose of the repeal of the income tax for individuals and fiduciaries in CSHB 1040 (Rules) am, was to eliminate the income tax for those taxpayers. Clearly this purpose is "substantially similar" to the initiative's purpose. The means chosen by the legislature (complete elimination of the tax burden) are somewhat different from the means chosen in the proposed initiative (imposition of a flat 1 percent tax on taxable incomes). Despite this slight difference, we believe the proposed initiative is substantially similar to the repeal enacted by the legislature. Accordingly, we would advise that the initiative should not be placed on the November 4, 1980, general election ballot.

Sincerely,

Wilson L. Condon
Attorney General

WLC/SAB/ab

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465-3800

MEMORANDUM June 13, 1985

SUBJECT: Joint Special Committee on Legislative Salaries (CSSCR 19(Fin) am H)

TO: Senator Mitch Abood, Chair, Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Deputy Director
Division of Legal Services

The legislature established a Joint Special Committee on Legislative Salaries last session in CSSCR 19(Fin) am H. You have asked several questions regarding that committee.

1. The resolution provides that three public members are to be selected by the Joint Special Committee on Legislative Salaries and you have asked how these public members should be chosen. Rule 21 of the Uniform Rules under which the joint special committee was established does not address the possibility of people serving on a legislative committee who are not legislators. The selection process, therefore, is a matter for the appointed legislator members of the committee to decide and the process should be approved by a majority vote of a quorum of the committee. Since the resolution requires that the public members are to be selected by the joint special committee, individuals finally chosen should be approved by majority vote of the committee, rather than simply appointed by the chairman, for instance.

2. What is a public ex officio member? Black's Law Dictionary defines ex officio as follows:

> From office; by virtue of the office; without any other warrant or appointment than that resulting from the holding of a particular office.

The term "ex officio" clearly contradicts the notion of public membership which is not based upon the holding of a

particular office, but, instead, is based upon a need to represent the public at large. Since there is no indication in the resolution from which office an ex officio member would come, it seems clear that the intent is to include three public members rather than three ex officio members.

A public member of a body is generally considered to be an individual who is not a member of the group regulated and does not have a direct financial interest in the activity being regulated or considered by the body. (See AS 08.01.025). A public member of the joint special committee under this reasoning cannot be a member of the legislature, an employee of the legislature, or a person with a direct financial interest involving the legislature, for example, a person under contract to perform services for the legislature. However, a person from another branch of state government, such as a judge, would probably have so few direct ties to the legislature that the person could qualify as a public member of this committee.

3. Can the public members vote? Since the Uniform Rules do not address the question of public members on legislative committees no guidance is provided by the Rules on this. The resolution itself provides for public members and does not indicate that these are to be members with fewer rights than the other members, although the resolution could have done so. Therefore, the best interpretation appears to be that the public members have all the rights of other members, including the right to vote.

4. What is the quorum for the Joint Special Committee on Legislative Salaries? There are nine members on the committee: three senators, three representatives, and three public members. Mason's Legislative Manual, Sec. 500(2) provides

> The majority of the membership of a body constituted of a definite number of members, constitutes a quorum for the purpose of transacting business.

Sec. 502(3) provides further

> Where the number required by statute or other rule to constitute a quorum is fixed at a definite number the diminution of the members of the body will not change the number necessary for a quorum.

Therefore, a quorum for the committee is 5 members, even if public members have not yet been selected or if a vacancy should occur for another reason. A particular number of senator members and representative members is not required to constitute a quorum. Sec. 665 provides in part

> A quorum of a joint committee is a majority of its combined membership and when a quorum is present a majority of that quorum is capable of transacting business.

TBC:ojb
J15/034

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM August 12, 1985

SUBJECT: Relation of initiative petition and statute

TO: Frank Bickford
Legislative Salary Commission

FROM: Billy G. Berrier
Director
Division of Legal Services

You have asked whether a vote on an initiative may be precluded by enactment of legislation and if so what is required in the statute.

If before the election substantially the same measure has been enacted the initiative petition is void.

Section 4 of Art. XI of the Constitution of the State of Alaska provides:

> SECTION 4. INITIATIVE ELECTION. An initiative petition may be filed at any time. The lieutenant governor shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. If, before the election, substantially the same measure has been enacted, the petition is void.

The determination of whether the enactment voids the petition is made by the lieutenant governor with formal concurrence of the attorney general under AS 15.45.210 which provides:

> Sec. 15.45.210. DETERMINATION OF VOID PETITION.
>
> If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the

> legislature that is substantially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee.

The question of what constitutes "substantially the same measure" has been before our Supreme Court in Warren v. Boucher, 543 P.2d 731 (Alaska 1975). In that case an initiative regarding campaign financing had been filed and an act was passed in the session following the filing on the same subject. The court held that the act, despite some differences, voided the petition saying:

> The words "substantial" or "substantially" are relative, inexact terms. Their meaning is quite elusive.
>
> Application of Scroggins, 103 Cal. App.2d 281, 229 P.2d 489 (1951). The meaning of such terms can be derived only be reference to all the circumstances surrounding the context in which they are used. Atcheson, T. & S.F. Ry. v. Kings county Water District, 47 Cal.2d 140, 302 P.2d 1, 3 (1956). So here, we believe that the term "substantially the same measure" must be viewed against the total structure contemplated in Art. XI of our constitution in the matter of direct legislation.
>
> . . .
>
> It is clear that the legislative act need not conform to the initiative in all respects, and that the framers intended that the legislature should have some discretion in deciding how far the legislative act should differ from the provisions of the initiative. The question, of course, is how great is the permitted variance before the legislative act becomes no longer substantially the same.
>
> Upon reflection we have concluded that the legislature's discretion in this matter is reasonably broad. If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The

broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.

The court in that case also held constitutional the delegation of the power to determine whether the petition was void to the lieutenant governor and the attorney general.

The case was decided on a 3 to 2 vote with the dissent taking the position that the act was not substantially the same measure.

A copy of the case is enclosed.

It is clear that an act need not be identical in order to void a petition. However, the degree of deviation allowed is a factual matter that must be determined by comparing the petition and the statute enacted.

BGB:ojb
J16/029

Enclosure

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

MEMORANDUM May 10, 1985

SUBJECT: Committee members in SCR 19

TO: Representative Mike Szymanski

FROM: Billy G. Berrier
Director
Division of Legal Services

You have asked whether the Joint Special Committee on Legislative Salaries established in CSSCR 19(Fin) and CSSCR 19(Fin) am H may include public members.

It is clear that a committee which may act as a committee of reference may include only members of one house under a bi-cameral legislative system. A committee which does not have that power may be constituted as the legislature directs in the absence of prohibition by law or rule.

The committee created under this resolution has the power to compare salaries and approaches of other states, develop recommendations and report its recommendations and findings to the legislature.

The resolution establishes the committee under Rule 21 of the Uniform Rules of the Alaska State Legislature. That rule provides:

> RULE 21. SPECIAL AND JOINT COMMITTEES. (a) A special committee is a committee of one house. A special committee may be established only by the adoption of a simple resolution. The presiding officer of each house appoints the members of a special committee and designates a member to chair the special committee unless otherwise ordered by the house. The persons who chair like committees of each house may arrange for the committees to meet jointly to receive testimony and deal with other matters which may be expedited by joint committee action.

(b) A joint committee is a committee of both houses. A joint committee may be established only by the adoption of a concurrent resolution. The presiding officer of each house appoints one-half of the members of a joint committee. The persons who co-chair a joint committee shall be chosen in the manner provided by the presiding officers.

(c) A resolution establishing a special or joint committee shall specify the date or conditions of termination of the committee. A standing committee may meet between sessions. A special or joint committee may meet during the session or between sessions, or both, as authorized by the resolution which establishes the committee. A standing, special, or joint committee which acts between legislative sessions may consider any legislative matter which is consistent with the jurisdiction of the committee. A standing, special, or joint committee which acts between legislative sessions constitutes a subcommittee of the Legislative Council for administrative purposes. A special or joint committee may expend money only in accordance with an appropriation made for the work of the committee.

(d) A committee may not be established unless authorized by law or by the Uniform Rules.

These are no provision by law for establishing a committee composed of legislators and public members. The only authorization in the Uniform Rules for establishing committees other than standing committees and conference committees is contained in Rule 21.

No direct statement is contained in the rule concerning membership. In context it could be argued that the rule only allows establishment of committees composed only of legislators and only creation of a special or joint committee. In that case a committee consisting of both legislators and non-legislators can only be created by law.

However, the legislature has frequently created groups with mixed membership. They are usually called commissions. It does not appear logical that by using a different name for a group performing the same functions the group would be taken out of operation of Rule 21 and, if there were

non-legislative members, could be created in any way desired which is what the rule was designed to prevent.

Therefore, while the question is close, in my opinion, the legislature is not prohibited from establishing a committee by concurrent resolution with legislative and non-legislative members.

BGB:ojb
J15/001

AN ACT

Relating to the compensation of state officers and employees not covered by collective bargaining; establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date.

---

* Section 1. AS 24.15.020 is amended to read:

24.15.020 Sec. 24.15.020. SALARY OF LEGISLATORS. The annual [MONTHLY] salary for each member of the legislature is $46,800 [EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 39.20.010 is amended to read:

39.20.010 Sec. 39.20.010. ANNUAL [MONTHLY] SALARY OF GOVERNOR. The annual [MONTHLY] salary of the governor is $81,648 [EQUAL TO STEP F, RANGE 30, OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 3. AS 39.20.030 is amended to read:

39.20.030 Sec. 39.20.030. ANNUAL [MONTHLY] SALARY OF LIEUTENANT GOVERNOR. The annual [MONTHLY] salary of the lieutenant governor is $76,188 [EQUAL TO STEP F, RANGE 28 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 4. AS 39.27.011(a) is repealed and reenacted to read:

39.27.011(a) (a) The following monthly basic salary schedule is approved as

the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242
17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442

28	5,568	5,773	5,990	6,206	6,442	6,666
29	5,773	5,990	6,206	6,442	6,666	6,901
30	5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 5. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, shall be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 6. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The following employees are entitled to receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 4 of this Act:

(1) permanent and temporary employees of the judicial branch;

(2) permanent employees of the legislative branch, the chief clerk of the house of representatives and employees of the office of the chief clerk, and the senate secretary and employees of the office of the senate secretary;

(3) permanent and temporary employees of the executive branch who are in the exempt service under AS 39.25, who are not members of a collective bargaining unit established under the Public Employment Relations Act (AS 23.40), and who are not otherwise statutorily covered by AS 39.27.011(a).

(b) The employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 5 of this Act.

* Sec. 7. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the

University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 8. Sections 1 - 4, 6, and 7 of this Act take effect July 16, 1985.

* Sec. 9. Section 5 of this Act takes effect August 1, 1985.

§§ 1-4, 6 and 7 eff. 7/16/85; § 5 eff. 8/1/85

LAWS OF ALASKA

CHAPTER 1

AN ACT

Setting the rate of per diem, annual salary and other allowances of members of the Legislature; and setting an effective date.

(H.B. 28)

Be it enacted by the Legislature of the State of Alaska:

Section 1. Legislative Per Diem. The rate of per diem in lieu of subsistence and other expenses for each member of the Legislature while in session shall be $40.00 per day.

Section 2. Annual Salaries. The annual salary for each member of the Legislature shall be $3,000.00, to be paid at the rate of $250.00 per month.

Section 3. Additional Allowances. In recognition of their extra duties the President of the Senate and the Speaker of the House shall each be paid an additional allowance of $600.00 per year during tenure of office. These sums shall be paid at the rate of $50.00 per month.

Section 4. Date of Entitlement. Members of the Legislature shall be entitled to salary, per diem and additional allowances from and including the date they are sworn in as members of the Legislature.

Section 5. **Method of Payment.** Salaries, per diem and additional allowances for members of the Legislature shall be paid by warrants drawn on vouchers approved by the Legislative Fiscal and Procurement Officer.

Section 6. **Effective Date.** This Act shall take effect immediately upon its passage and approval or upon its becoming law without such approval.

Approved February 10, 1959

CHAPTER 2

AN ACT

To appropriate the sum of $222,520.00 for the payment of the salary, per diem and other allowances of members of the Legislature; and setting an effective date.

(H.B. 29)

Be it enacted by the Legislature of the State of Alaska:

Section 1. **Appropriation.** That the sum of $222,520.00, or so much thereof as shall be found necessary, is hereby appropriated out of any monies in the Treasury of the State of Alaska not otherwise appropriated for the payment of the salaries, per diem and additional allowances of the members of the First Legislature — First Session for the period ending June 30, 1959.

Section 2. **Unencumbered Balances.** All unencumbered and unused balances shall revert to the General Fund.

Section 3. **Effective Date.** This Act shall take effect immediately upon its passage and approval or upon its becoming law without such approval.

Approved February 10, 1959

spawn for profit; providing, however, nothing herein shall be construed to prevent or prohibit the taking of herring spawn by residents of this State for (1) personal consumption or (2) barter or exchange for the necessities of life.

Sec. 2. The lease or sale of any state lands or tidelands shall contain a restrictive covenant in keeping with the intent of this Act.

Sec. 3. A violation of this Act shall be a misdemeanor and shall be punishable by imprisonment not to exceed six months or by a fine not to exceed $1,000.00, or by both such fine and imprisonment.

Sec. 4. This Act shall take effect upon its passage and approval or upon its becoming law without such approval.

Approved March 11, 1959

CHAPTER 35

AN ACT

Creating the Governor's Committee on Local Hire and Purchasing; setting qualifications of members; establishing duties of the Committee; calling for a report to the Governor; setting an expiration date; and making provision for an appropriation to finance the activities of the Committee.

(H.B. 16)

Be it enacted by the Legislature of the State of Alaska:

Section 1. A committee to be known as "The Governor's Committee on Local Hire and Purchasing" is hereby created.

The Governor shall serve as an ex-officio member of the committee, and members shall be chosen by the Governor as follows:

(a) Two members from the First State Legislature, one to be chosen from the House of Representatives and one from the Senate;

(b) Two persons representative of Alaskan labor and trade groups;

(c) Two persons representative of industry and management in Alaska;

(d) Two residents of Alaska from the general public who shall be considered public members.

Sec. 2. The Committee created by this Act shall be directly accountable to the Governor and shall have the following duties:

(a) To carefully investigate and evaluate the comparative extent of resident and non-resident hiring in Alaska by companies under contract to the Federal Government and other employers of all types, and to attempt to ascertain if there are problems and conflicts in the matter of resident, non-resident hiring, and the extent of and possible solutions to such conflicts and problems.

(b) To investigate and evaluate carefully the extent of out-of-state purchases of materials and products which are available for purchase within the State, and to further investigate the use of materials and products that have utilized Alaskan labor or materials in their manufacture, production or fabrication.

(c) To report its findings to the Governor at least 30 days before the convening of the 1960 session of the Legislature.

(d) The foregoing enumeration of duties shall not be exclusive; and the committee shall have such additional necessary and related duties, powers, functions and such additional areas of inquiry as may be designated by the Governor.

Sec. 3. The Committee shall be an agent of the Governor and shall have, at his direction, the powers of the Governor as regards obtaining the cooperation of State, public and private enterprises and persons in the course of the investigations authorized by this Act.

Sec. 4. The Governor shall name one of the members Chairman of the committee and the Chairman at the direction of the Governor shall call necessary meetings.

Sec. 5. Monies to cover per diem for members as allowed by law and when actually engaged in the duties set out in this Act, for travel and other necessary expenses of the Committee shall be provided in the bill setting out appropriations for the activities of the Executive Branch of the State government.

Sec. 6. Unless otherwise provided by law, the Committee as created by this Act shall cease to exist ten days after the convening of the Second Session of the First State Legislature.

Approved March 13, 1959

CHAPTER 36

AN ACT

Authorizing the payment of travel and certain baggage expenses for the members of the Alaska State Legislature; and providing for an effective date.

(H.B. 75)

Be it enacted by the Legislature of the State of Alaska:

Section 1. Each member of the Alaska State Legislature shall be entitled to receive one round trip first class airline fare, or its equivalent, from his place of residence in the election district from which elected or appointed to Juneau for purposes of attending regular, reconvened regular or special sessions of the State Legislature. When needed, an allowance up to fifty pounds for excess baggage each way is hereby authorized.

Sec. 2. This Act shall be effective upon its passage and approval or upon its becoming law without such approval.

Approved March 13, 1959

CHAPTER 37

AN ACT

Changing the age of majority from twenty-one years to nineteen years for certain purposes; amending Sec. 20-1-1, Sec. 55-2-15, and Sec. 62-1-4, ACLA 1949; and providing for an effective date.

(H.B. 51)

Be it enacted by the Legislature of the State of Alaska:

Section 1. Sec. 20-1-1. ACLA 1949, is hereby amended to read as follows:

Sec. 20-1-1. **Age of Majority: Rights and Liabilities.** In the State all persons shall be deemed to have arrived at majority at the age of nineteen years, and thereafter shall have control of their own actions and business and have all the rights and be subject to all the liabilities of citizens of full age, except as otherwise provided by statute.

Sec. 2. Sec. 55-2-15, ACLA 1949, is hereby amended to read as follows:

Sec. 55-2-15. **Exceptions as to Persons Under Legal Disability.** If any person entitled to bring an action mentioned in this article, or to recover real property, or for a penalty or forefeiture, or against a marshal or other officer for an escape, be at the time the cause of action accrued, either —

First. Under the age of nineteen years; or

Second. Insane; or

Third. Imprisoned on a criminal charge, or in execution under sentence

as the holder of any security interest in such vehicle, requires its obligor to insure the vehicle, shall, if the required insurance policy is obtained by the dealer or lending agency and the policy does not insure the transferee or obligor against damages resulting from the ownership or operation of the vehicle arising by reason of personal injury to or the death of any person, or from injury to property, notify the transferee or obligor of such fact and of the general scope of the insura. e required by such dealer or lending agency in writing on a document other than the insurance policy, and the transferee or obligor shall acknowledge such notice in writing on a document other than the insurance policy, but the notice or acknowledgment need not be given if the insurance is obtained by the dealer or lending agency because of the failure or refusal of the transferee or obligor to furnish insurance or to renew insurance in accordance with the terms of the contract of sale, encumbrance, or other loan agreement.

Sec. 2. This Act takes effect July 1, 1961.

Approved March 15, 1961

CHAPTER 26

AN ACT

Relating to the salary, per diem and other allowances of members of the legislature; repealing Ch. 1, SLA 1959; and providing for an effective date.

(C.S.H.B. 19)

Be it enacted by the Legislature of the State of Alaska:

Section 1. **Legislative Per Diem.** The rate of per diem in lieu of subsiste nce for each member of the legislature whose permanent residence is in Election District 5 is $25.00 for each day in session. The rate for all other members of the legislature is $35.00 for each day in session. This per diem shall also be payable for those days of necessary travel to and from sessions.

Sec. 2. **Annual Salaries.** The annual salary for each member of the legislature is $2,500.00 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives shall each be paid an additional $500.00 per year during tenure of office.

Sec. 3. **Additional Allowances.** In addition, each member of the legislature shall receive an annual allowance of $300.00 for postage, stationery, stenographic services and other expenses.

Sec. 4. **Method of Payment.** Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

Sec. 5. **Repeal.** Ch. 1, SLA 1959 is repealed.

Sec. 6. **Effective Date.** This Act takes effect on the day after its passage and approval or on the day it becomes law without such approval.

Sec. 7. **Special Provisions: First Session-Second Legislature.** Members of the first session-second legislature shall receive the salary, per diem and allowances set out in Ch. 1, SLA 1959 until the effective date of this Act. On the effective date of this Act the salary, per diem and allowances set out in this Act shall apply, except that the additional allowance set out in Sec. 3 shall be reduced one-half for the first session of the second legislature. Payment of this special allowance may be made from the line item appropriation made for the per diem of legislators for the fiscal year ending June 30, 1961.

Became law without signature March 17, 1961.

CHAPTER 27

AN ACT

Transferring between appropriations made to certain agencies for the fiscal year ending June 30, 1961; and providing for an effective date.

(H.B. 36)

Be it enacted by the Legislature of the State of Alaska:

Section 1. The sum of $50,000 is transferred to the line item appropriation for Juvenile Code made to the Division of Welfare, Department of Health and Welfare from the following line item appropriations for the fiscal year ending June 30, 1961:

(1) From Aid to Dependent Children, $40,000

(2) From Old Age Assistance, $10,000.

Sec. 2. The sum of $20,000 is transferred to the line item appropriation for contractual services, Probation and Parole, made to the Division of Youth and Adult Authority from the line item appropriation for Care of Prisoners, for the fiscal year ending June 30, 1961.

Sec. 3. The sum of $6,943 is transferred to the line item appropriation for Juvenile Conservation Camp made to the Division of Youth and Adult Authority from the line item appropriation for Care of Prisoners, for the fiscal year ending June 30, 1961.

Sec. 4. The sum of $22,500 is transferred to the line item appropriation for contractual services made to the Division of State Police, Department of Public Safety from the following line item appropriations for the fiscal year ending June 30, 1961:

(1) From personal services, Office of Commissioner, $1,500

(2) From commodities, Office of Commissioner, $1,000

(3) From commodities, Division of State Police, $20,000.

Sec. 5. The following transfers are made among the line item apppropriations made to the Division of Buildings, Department of Public Works for the fiscal year ending June 30, 1961:

To personal services, $16,000

To travel, $1,500

From contractual services, $5,500

From commodities, $12,000

Sec. 6. The sum of $10,000 is transferred to the line item appropriation for contractual services made to the Anchorage International Airport, Department of Public Works from the line item appropriation for commodities for the fiscal year ending June 30, 1961.

Sec. 7. The sum of $10,000 is transferred to the line item appropriation for contractual services made to the Fairbanks International Airport, Department of Public Works from the line item appropriation for commodities for the fiscal year ending June 30, 1961.

Sec. 8. The sum of $900 is transferred to the line item appropriation for Administration, contractual services made to the Division of Water and Harbor Facilities, Department of Public Works from the line item appropriation, emergency repair projects for the fiscal year ending June 30, 1961.

Sec. 9. The sum of $16,800 is transferred to the appropriation made to the Supreme Court from the appropriation made to the Magistrate's Courts for the fiscal year ending June 30, 1961.

Sec. 10. This Act takes effect on the day after its passage and approval or on the day it becomes law without such approval.

Approved March 22, 1961

CHAPTER 28

AN ACT

Appropriating from the general fund for the fiscal year ending June 30, 1961; and providing for an effective date.

(C.S.H.B. 37)

CHAPTER 100

AN ACT

Relating to the operation of the legislature; and providing for an effective date.

(C.S.H.B. 12)

Be it enacted by the Legislature of the State of Alaska:

Section 1. AS 24.05.170 is repealed and re-enacted to read:

Sec. 24.05.170. **Organization of Second and Special Sessions.** On the day set for the assembling of the second regular session or a special session of the legislature, the presiding officer elected at the first regular session shall administer the oath of office to new members and proceed with the business of the house in accordance with the rules of the legislature.

Sec. 2. AS 24.10.030 is repealed and reenacted to read:

Sec. 24.10.030. **Chief Clerk and Senate Secretary.** Each house shall select from outside its membership a person of known stenographic and administrative ability to serve as chief administrative clerk: a chief clerk in the house of representatives and a secretary in the senate. When nominated and elected in conformity with the uniform rules, they continue to serve for the duration of the legislature at the pleasure of the house to which assigned. Pending the organization of a new legislature, they may continue to serve at the request and direction of the Legislative Council until their respective houses formally reappoint or replace them. The chief clerk and senate secretary are responsible for the performance of duties provided for by law, the uniform rules, and orders of the house. They may be requested to report to the Legislative Council for duty for a period not to exceed two weeks immediately preceding the convening of the session and shall remain at the capital until the completion of their work is determined by the director of the council.

Sec. 3. AS 24.15.010 is repealed and reenacted to read:

Sec. 24.15.010. **Legislative Per Diem.** The rate of per diem instead of subsistence for each member of the legislature is $35 for each day in session. The per diem is also payable for those days of necessary travel to and from sessions.

Sec. 4. AS 24.15.050 is repealed and reenacted to read:

Sec. 24.15.050. **Transportation Allowance.** Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to a baggage allowance not to exceed the cost of 100 pounds excess baggage by air each way upon submission of proper documentation to substantiate the baggage shipment.

Sec. 5. AS 24.20.070 is repealed and reenacted to read:

Sec. 24.20.070. **Revision of Statutes.** (a) The legislature may direct the council to revise the laws of the state in the form of a bulk formal revision. At the direction of the legislature and within the limit of appropriations made, the council may enter into contracts for the printing, annotating, indexing, and distribution of a revision of the laws of the state. The council receives sufficient copies of a revision for exchange with other states and jurisdictions. A revision prepared by the council under authority of this section shall be referred to the legislature for enactment or adoption.

(b) Statute revision is a continuing responsibility of the council. The general and permanent acts of each regular and special session of the legislature shall be integrated with and published as annual supplements to or replacement pamphlets for the Alaska Statutes

Sec. 6. AS 24.05.120 is amended to read:

Sec. 24.05.120. **Rules.** At the beginning of the first regular session of each legislature, both houses shall adopt uniform rules of procedure for enacting bills into law and adopting resolutions. The rules in effect at the last regular session of the immediately preceding legislature serve as the temporary rules of the legislature until the adoption of permanent rules.

Sec. 7. AS 24.05.180(b) is repealed.

Sec. 8. This Act takes effect on the day after its passage and approval or on the day it becomes law without such approval.

Approved May 1, 1963

CHAPTER 101

AN ACT

Relating to hairdressing and beauty culture.

(C.S.H.B. 183)

Be it enacted by the Legislature of the State of Alaska:

Section 1. AS 08.28.030 is repealed and re-enacted to read:

Sec. 08.28.030. **Qualifications of Board Members.** (a) To qualify for membership on the board, a member must be an adult, a citizen of the United States, and a resident of the state.

(b) The governor shall appoint persons so that four members have at least five years' experience as an operator, manager-operator, or owner-operator, and one member has at least three years' experience as the owner, manager, or instructor of a beauty school licensed under this chapter. To remain on the board, a member must remain active in an activity that would qualify him for appointment under this subsection.

(c) Each member shall take the oath provided by law for public officers.

Sec. 2. AS 08.28.140 is repealed and reenacted to read:

Sec. 08.28.140. **Out-of-State Licensees.** (a) A person holding a current valid license from a board of cosmetology in another state is entitled to a license under this chapter without examination if he applies, accompanying his application with

(1) proof of a foreign license; and

(2) proof that he has completed at least 2,000 hours' training in a hairdressing and beauty culture school.

Approved May 1, 1963

CHAPTER 102

AN ACT

Providing retirement and other benefits for justices and judges of the supreme and superior courts of Alaska.

(H.C.S.S.B. 59)

Be it enacted by the Legislature of the State of Alaska:

Section 1. AS 22 is amended by adding a new chapter to read:

Chapter 25.

Retirement and Death Benefits.

Article 1. Justices and Judges.

Sec. 22.25.010. **Retirement of Justices and Judges.** (a) A supreme court justice or superior court judge shall be re-

LAWS OF ALASKA

1966

Source: HB 328

Chapter No.: 149

AN ACT

Relating to legislators' salaries; and providing for an effective date.

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

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is $6,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. This Act takes effect January 23, 1967.

Permitted to become law without Governor's signature
Actual effective date: January 23, 1967

LAWS OF ALASKA

1970

Source: HB 292

Chapter No.: 8

AN ACT

Relating to additional allowances for legislators; and providing for an effective date.

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

* Section 1. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance of $1,000 for postage, stationery, stenographic services and other expenses.

* Sec. 2. This Act takes effect on the day after its passage and approval or on the day it becomes law without approval.

Approved by governor: February 17, 1970
Actual effective date: February 18, 1970

LAWS OF ALASKA

1975

Source

FCCS HCSSB 404

Chapter No.

205

AN ACT

Relating to the compensation and retirement of judicial officers, legislators, and public officers and employees; and legislative per diem; and providing for an effective date.

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

* Section 1. AS 22.05.140(a) is amended to read:

(a) The annual salary for the chief justice and each associate justice is 20 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The compensation is payable monthly in 12 equal installments. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 2. AS 22.10.190(a) is amended to read:

(a) The annual salary for each superior court judge is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.15.220(a) is amended to read:

(a) The annual salary for each district judge is 93 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments.

* Sec. 4. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is

33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 5. AS 39.20.080(a) is amended to read:

(a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. This salary shall be paid in equal monthly installments.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) For each day of the legislative session and for each day on official legislative business between sessions, legislators (1) on travel status and away from home overnight shall be allowed, instead of their actual expenses for subsistence a per diem allowance of $48 for each day; (2) not away from home overnight shall receive an allowance of $35 for each day. The per diem allowance is also payable for each day of necessary travel.

* Sec. 7. AS 22 is amended by adding a new chapter to read:

CHAPTER 28. CONTRIBUTORY JUDICIAL RETIREMENT SYSTEM.

Sec. 22.28.010. APPLICATION. Each justice or judge appointed before January 1, 1976 shall accrue benefits under the provisions of ch. 25 of this title. Each justice or judge appointed after that date and who has not accrued benefits under ch. 25 of this title shall accrue benefits under the system provided in this chapter.

Sec. 22.28.020. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 22.28.030. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 22.28.040. CONTRIBUTIONS. While participating in the system each justice and judge shall contribute seven per cent of his compensation to the retirement system.

Sec. 22.28.050. RETIREMENT OF JUSTICES AND JUDGES. (a) A justice or judge shall be retired on the date that he reaches the age of 70. He is eligible for retirement pay if he has had five or more years of service at the time of retirement as a justice or judge.

(b) A justice or judge may be retired for incapacity as provided by law. He is eligible for retirement pay if

he has had two or more years of service at the time of retirement for incapacity. The effective date of retirement under this subsection is the first day of the month coinciding with or after the date upon which the governor with respect to a justice, or the supreme court with respect to a judge files with the commissioner of administration a written declaration to the effect that a designated justice or judge was retired for incapacity. A duplicate copy of the declaration shall be filed with the judicial council.

(c) A justice or judge who served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his judicial duties may file with the governor a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, the governor shall appoint a board of three persons to inquire into the circumstances, and may, upon the board's recommendation, retire the justice or judge. The effective date of the retirement shall be as provided in (b) of this section.

(d) A justice or judge may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five or more years. Retirement pay shall not commence until he has reached age 60, except that an actuarially equivalent retirement pay may be commenced after he has reached age 55 or upon his serving 20 years as a justice or judge. The provisions of (b) of this section are an exception to this rule. A justice or judge desiring to retire under this subsection shall file with the commissioner of administration a notice of his desire. If a justice or judge is eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month coinciding with or after the date the notice is filed with the commissioner of administration. If a justice or judge is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month he reaches age 60 or the month he becomes eligible for an actuarial equivalent if he has applied for this option.

(e) In the computation of service for retirement under this chapter, the time served by a justice or judge of any court of the state is added to the time served by him, if any, on any other court of the state.

(f) The word "justice" means a supreme court justice, and the word "judge", unless the context clearly indicates otherwise, means a superior court or district court judge.

Sec. 22.28.060. RETIREMENT PAY. A retired justice or judge eligible for retirement pay shall receive from the date of his eligibility until his death monthly compensation equal to five per cent per year of service, to a maximum of 75 per cent, of the monthly salary authorized for justices and judges, respectively, at the time each retirement payment is made.

Sec. 22.28.070. SURVIVORS' BENEFITS. (a) Upon the death of a justice or judge who has served for at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay

the justice or judge would thereafter have been entitled to receive if retired at the time of death. If at death the justice or judge was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the salary authorized for justices or judges, respectively, at the time each monthly payment is made.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the justice or judge for at least two years immediately preceding the death of the justice or judge. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the justice or judge are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during the period of their dependency. Dependency exists with respect to any child of a justice or judge who is either (1) a minor under the laws of Alaska, (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education, or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse and dependent children will share equally in the benefits payable under (a) of this section.

Sec. 22.28.080. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 22.28.090. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 22.28.100. ACCOUNTING. (a) The contributory judicial retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each justice or judge to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited

with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to a justice or judge, the balance in his individual account shall be transferred to the contributory judicial retirement account.

Sec. 22.28.110. REFUNDS. Upon termination of judicial service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 22.28.120. PRIOR SERVICE CREDIT. In the event a justice or judge who has withdrawn the balance of his individual account returns to permanent active service, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

* Sec. 8. AS 39 is amended by adding a new chapter to read:

CHAPTER 37. ELECTED PUBLIC OFFICERS RETIREMENT SYSTEM.

Sec. 39.37.010. APPLICATION. This chapter applies to persons who are elected public officers on the effective date of this chapter and to persons who become elected public officers after the effective date of the chapter.

Sec. 39.37.020. RETIREMENT OF ELECTED PUBLIC OFFICERS. An elected public officer is eligible for retirement pay if he has had five or more years of service at the time of retirement as an elected public officer.

Sec. 39.37.030. RETIREMENT FOR INCAPACITY. An elected public officer who has served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his duties, may file a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, a board of three persons to inquire into the circumstances shall be appointed by the chief justice of the state supreme court, and the commissioner of administration upon the board's recommendation shall retire the elected public officer. The effective date of the retirement shall be the first day of the month following the recommendation of the board.

Sec. 39.37.040. VOLUNTARY RETIREMENT. (a) An elected public officer may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five years or more. Retirement pay shall not begin until he has reached age 60, except that an actuarially equivalent retirement pay may be begun after he has reached age 55 or upon attaining 20 years of creditable service. The provisions of sec. 30 of this chapter are an exception to this rule.

(b) An elected public officer desiring to retire under this section shall file with the commissioner of administration an application for retirement.

(c) If an elected public officer is eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month following termination of office. If an elected public officer is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month he reaches age 60 or at age 55 with an actuarially reduced benefit.

Sec. 39.37.050. BENEFIT FORMULA. (a) A person retired under the provisions of this chapter shall receive from the effective date of his retirement until his death monthly compensation equal to a per cent of either (1) the monthly salary and additional allowances established under AS 24.15.030 authorized for the office from which he retired at the time each retirement payment is made; or (2) his average monthly compensation as defined in AS 39.35.680. At the time the official applies for retirement, he shall elect to have his benefits computed under either (1) or (2) of this subsection. The election is irrevocable.

(b) The per cent shall be five per cent per year of membership service and the per cent per year of other creditable service equal to the benefit formula used for years of creditable service under ch. 35 of this title prevailing at the time of retirement.

(c) The total percentage under (b) of this section shall not exceed 75 per cent.

Sec. 39.37.060. SURVIVORS' BENEFITS. (a) Upon the death of an elected public officer who has served at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay the elected public officer would thereafter have been entitled to receive if retired at the time of death. If at death the elected public officer was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the monthly salary authorized for the office at the time each retirement payment is made or 30 per cent of his average monthly compensation as defined in AS 39.35.680.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the elected public officer for at least two years immediately preceding the death of the elected public officer. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the elected public officer are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during

the period of their dependency. Dependency exists with respect to any child of an elected public officer who is either (1) a minor under the laws of Alaska; (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education; or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse will receive one-half of the benefits payable under (a) of this section and the dependent children will share equally in the remainder of the benefits.

Sec. 39.37.070. CONTRIBUTIONS. (a) Each elected public officer shall contribute seven per cent of his compensation to the retirement system.

(b) An elected public officer participating in the retirement system established under this chapter is entitled to service credit for creditable service to the state, territory, or political subdivision before the effective date of this chapter for each year of such service for which he has accrued service credit under ch. 35 of this title.

(c) An elected public officer participating in the retirement system established under this chapter may become entitled to service credit for creditable service to the state, territory or political subdivision before the effective date of this chapter for which he has not accrued service credit under ch. 35 of this title by complying with the following:

(1) if the prior creditable service was covered under ch. 35 of this title at the time it was rendered, he shall pay contributions for each year of seven per cent of the compensation received at the time service was rendered; or

(2) if the prior creditable service was not covered under ch. 35 of this title at the time service was rendered, he shall pay contributions of seven per cent of his compensation at the time he makes application under (d) of this section; or

(3) if the service was as an elected public officer, he shall pay contributions at the rate of seven per cent of the amount of salary actually paid during the period.

(d) To receive service credit under (c) of this section, an elected public officer must make application within 60 days of becoming a participant in the retirement system established under this chapter.

(e) Each public officer who has accrued five years or more of membership service shall contribute to this retirement system seven per cent of compensation received thereafter for all creditable service and is entitled to benefits as provided in this chapter.

(f) The compensation applicable to a member of the legislature making a contribution under (a) of this section is the sum of the legislative salary and additional allowances established under AS 24.15.020 and 24.15.030.

(g) The contribution is made in the form of a payroll deduction and is made notwithstanding that the compensation paid in cash to the elected public officer is reduced below the minimum prescribed by law. Each elected public officer is considered to consent to the deduction made from his compensation. Payment of compensation less the deduction prescribed in (a) of this section and other payroll deductions constitutes a full and complete discharge and satisfaction of all claims and demands for the services rendered by him during the period covered by the payment, except as to the benefits provided for under this chapter.

Sec. 39.37.080. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 39.37.090. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 39.37.100. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 39.37.110. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 39.37.120. ACCOUNTING. (a) The elected public officers retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each elected public officer to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to an elected public officer, the balance in his individual account shall be transferred to the elected public officers retirement account.

(d) Upon commencement of participation in this retirement system, any balance in an elected public officer's

individual account under ch. 35 of this title is transferred to his individual account under this section.

Sec. 39.37.130. REFUNDS. Upon termination of creditable service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 39.37.140. PRIOR SERVICE CREDIT. In the event an elected public officer who has withdrawn the balance of his individual account returns to elected public office, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

Sec. 39.37.150. DEFINITIONS. In this chapter

(1) "elected public officer" means the governor, lieutenant governor, or a member of the legislature;

(2) "creditable service" means service as an elected public officer and other service to the state, territory, or political subdivision under which benefits presently accrue under ch. 35 of this title;

(3) "membership service" means service as an elected public officer.

* Sec. 9. AS 39.35.680(5)(B) is amended to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 10. AS 39.35.680(5)(C)(v) is amended to read:

(v) justices and judges of the supreme, superior and district courts of Alaska; or the governor and lieutenant overnor of Alaska; or the members of the Alaska State Legislature;

* Sec. 11. AS 39.35.380(a) is amended to read:

(a) An employee is eligible for an early retirement pension on or after his 50th birthday and after he completes five or more yeers of credited service.

* Sec. 12. AS 39.35.380 is amended by adding a new subsection to read:

(d) An employee who previously retired under (a) of this section shall be paid benefits computed under sec. 370(c) of this chapter from the effective date of this Act.

* Sec. 13. AS 39.35.410(d) is amended to read:

(d) The monthly amount of an occupational disability pension for a peace officer or a fireman shall be two-thirds of his gross monthly compensation at the time of his disability. For any other employee it shall be determined in

accordance with sec. 370(c) of this chapter, considering (1) the employee's compensation before his termination of employment, and (2) either the credited service that would have been accumulated if the employee's employment had continued until his 55th birthday after his disability or his actual credited service before his disability, whichever is greater; except that the amount so determined shall be reduced by assuming that a joint and survivor option of 75 per cent became immediately effective upon retirement, with the employee's spouse as contingent beneficiary. If no spouse exists at the time of actual retirement, the pension shall not be reduced.

* Sec. 14. AS 39.35.485 is amended to read:

Sec. 39.35.485. MINIMUM BENEFIT. (a) An employee whose terminaation occurred before July 1, 1975 and who is eligible for a benefit calculated in accordance with sec. 370(c) of this chapter is entitled to a benefit of at least $13.25 a month for each year of credited service, not including adjustments made under secs. 380, 410, 450, 475 and 480 of this chapter.

(b) An employee who retired under this section before July 1, 1975 shall be paid a benefit amount computed under sec. 370(c) of this chapter or under this section, whichever is greater.

* Sec. 15. AS 39.35.680(11) is amended to read:

(11) "normal retirement date" for a peace officer or a fireman means the first day of the month following either his 55th birthday and five years of credited service or his 20th year of credited service, whichever is earlier. For any other employee it means the first day of the month following either his 55th birthday and five years of credited service or his 30th year of credited service, whichever is earlier;

* Sec. 16. Sections 1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14 and 15 of this Act take effect July 1, 1975.

* Sec. 17. Sections 7 and 8 of this Act take effect January 1, 1976.

Permitted to become law without signature
Actual effective date: Secs. 1 - 6, 9 - 15: July 1, 1975
Secs. 7 and 8: January 1, 1976

LAWS OF ALASKA

1975

Source: FCCSSB 131

Chapter No.: 206

AN ACT

Relating to the boards of fisheries and game; and providing for an effective date.

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

* Section 1. AS 16.05.070 is amended to read:

Sec. 16.05.070. REGULATIONS AS EVIDENCE. Regulations of the boards of fisheries and game and of the commissioner, including emergency openings and closures, are admissible as evidence in the courts of the state in accordance with the Administrative Procedure Act (AS 44.62).

* Sec. 2. AS 16.05.080 is amended to read:

Sec. 16.05.080. LIMITATION OF POWER. Nothing in this chapter authorizes the department or the boards of fisheries and game to change the amount of fees or licenses.

* Sec. 3. AS 16.05 is amended by adding new sections to read:

ARTICLE 2. BOARDS OF FISHERIES AND GAME.

Sec. 16.05.221. BOARDS OF FISHERIES AND GAME. (a) For purposes of the conservation and development of the fishery resources of the state, there is created the Board of Fisheries composed of seven members appointed by the governor. The appointed members shall be residents of the state and shall be appointed without regard to political affiliation or geographical location of residence. The commissioner is not a member of the Board of Fisheries, but shall be ex officio secretary.

(b) For purposes of the conservation and development of the game resources of the state, there is created a Board of Game composed of seven members appointed by the governor.

* Sec. 3. AS 05.30.080 is amended by adding a new paragraph to read:

(4) an exhaust muffler in good working order except at the operator's option when participating in an event permitted under AS 05.35.

Approved by governor: June 11, 1970
Actual effective date: September 9, 1970

LAWS OF ALASKA

1970

Source: FCCS SCS HB 853

Chapter No. 193

AN ACT

Relating to compensation of judicial, executive, and state employees; per diem and compensation of legislators; and providing for an effective date.

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

* Section 1. AS 22.05.140(a) is amended to read:

(a) The chief justice and each associate justice shall receive $36,000 annually as compensation. The compensation is payable monthly in 12 equal installments. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 2. AS 22.10.190(a) is amended to read:

(a) Each superior court judge shall receive $33,000 annually, as compensation, payable monthly in 12 equal installments. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.15.220(a) is amended to read:

(a) Each district judge shall receive $25,000 annually as compensation, payable monthly in 12 equal installments.

* Sec. 4. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor is $40,000. The salary shall be paid in equal monthly installments.

* Sec. 5. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL SALARY OF SECRETARY OF STATE. The annual salary of the secretary of state is $36,000. The salary shall be paid in equal monthly installments.

* Sec. 6. AS 39.20.080 is amended to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is $33,000. This salary shall be paid in equal monthly installments.

(b) The monthly salary of the deputy head of each principal executive department of the state, upon his appointment is not less than Step A, Range 28, nor shall it exceed Step F, Range 28, of Salary Schedule I, set out in AS 39.27.010(1), during the term of his appointment.

* Sec. 7. AS 39.27.010 is repealed and re-enacted to read:

Sec. 39.27.010. MONTHLY SALARY SCHEDULES. The following monthly salary schedules are approved as the pay plan for employees of the State of Alaska:

(1) SALARY SCHEDULE I, House Districts 1 - 5, 7 - 11:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	463	480	498	517	536	556
6	498	517	536	556	577	599
7	536	556	577	599	621	645
8	577	599	621	645	669	694
9	621	645	669	694	720	747
10	669	694	720	747	775	804
11	720	747	775	804	834	866
12	775	804	834	866	899	933
13	834	866	899	933	968	1,004
14	899	933	968	1,004	1,042	1,081
15	968	1,004	1,042	1,081	1,122	1,164
16	1,042	1,081	1,122	1,164	1,208	1,253
17	1,122	1,164	1,208	1,253	1,300	1,349
18	1,208	1,253	1,300	1,349	1,400	1,452
19	1,300	1,349	1,400	1,452	1,506	1,562
20	1,400	1,452	1,506	1,562	1,621	1,682
21	1,506	1,562	1,621	1,682	1,745	1,810
22	1,621	1,682	1,745	1,810	1,878	1,948
23	1,745	1,810	1,878	1,948	2,021	2,097
24	1,878	1,948	2,021	2,097	2,176	2,258
25	2,021	2,097	2,176	2,258	2,343	2,431
26	2,097	2,176	2,258	2,343	2,431	2,522
27	2,176	2,258	2,343	2,431	2,522	2,617
28	2,258	2,343	2,431	2,522	2,617	2,715

(2) SALARY SCHEDULE II, House Districts 6, 12, 13 - 19:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	498	517	536	556	577	599
6	536	556	577	599	621	645
7	577	599	621	645	669	694
8	621	645	669	694	720	747
9	669	694	720	747	775	804
10	720	747	775	804	834	86
11	775	804	834	866	899	933
12	834	866	899	933	968	1,004
13	899	933	968	1,004	1,042	1,081
14	968	1,004	1,042	1,081	1,122	1,164
15	1,042	1,081	1,122	1,164	1,208	1,253
16	1,122	1,164	1,208	1,253	1,300	1,349
17	1,208	1,253	1,300	1,349	1,400	1,452
18	1,300	1,349	1,400	1,452	1,506	1,562
19	1,400	1,452	1,506	1,562	1,621	1,682
20	1,506	1,562	1,621	1,682	1,745	1,810
21	1,621	1,682	1,745	1,810	1,878	1,948
22	1,745	1,810	1,878	1,948	2,021	2,097
23	1,878	1,948	2,021	2,097	2,176	2,258
24	2,021	2,097	2,176	2,258	2,343	2,431
25	2,176	2,258	2,343	2,431	2,522	2,617
26	2,258	2,343	2,431	2,522	2,617	2,715
27	2,343	2,431	2,522	2,617	2,715	2,817
28	2,431	2,522	2,617	2,715	2,817	2,923

(3) SALARY SCHEDULE III, Employees of the state assigned to positions in the Contiguous United States and Canada:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	371	385	400	414	430	446
6	400	414	430	446	463	480
7	430	446	463	480	498	517
8	463	480	498	517	536	556
9	498	517	536	556	577	599
10	536	556	577	599	621	645
11	577	599	621	645	669	694
12	621	645	669	694	720	747
13	669	694	720	747	775	804
14	720	747	775	804	834	866
15	775	804	834	866	899	933
16	834	866	899	933	968	1,004
17	899	933	968	1,004	1,042	1,081
18	968	1,004	1,042	1,081	1,122	1,164
19	1,042	1,081	1,122	1,164	1,208	1,253
20	1,122	1,164	1,208	1,253	1,300	1,349
21	1,208	1,253	1,300	1,349	1,400	1,452
22	1,300	1,349	1,400	1,452	1,506	1,562
23	1,400	1,452	1,506	1,562	1,621	1,682
24	1,506	1,562	1,621	1,682	1,745	1,810
25	1,621	1,682	1,745	1,810	1,878	1,948
26	1,682	1,745	1,810	1,878	1,948	2,021
27	1,745	1,810	1,878	1,948	2,021	2,097
28	1,810	1,878	1,948	2,021	2,097	2,176

* Sec. 8. AS 24.15.010 is amended to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature is $35 for the first 90 days of a legislative session. The per diem is also payable for those days of

necessary travel to and from sessions.

* **Sec. 9.** AS 24.15.020 is amended to read:

Sec. 24.15.020. **ANNUAL LEGISLATIVE SALARIES.** The annual salary for each member of the legislature is $9,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* **Sec. 10.** AS 24.15.030 is amended to read:

Sec. 24.15.030. **ADDITIONAL ALLOWANCES.** In addition, each member of the legislature is entitled to an annual allowance of $4,000 for postage, stationery, stenographic services and other expenses.

* Sec. 11. It is the intent of the legislature that all permanent employees of the legislative branch of the government shall receive pay increments as comparable as possible to those provided the classified employees in sec. 7 of this Act.

* **Sec. 12. This Act takes effect on July 16, 1970.**

Approved by governor: June 11, 1970
Actual effective date: July 16, 1970

LAWS OF ALASKA

1970

Source: FCCS SCS CSHB 814

Chapter No. 194

AN ACT

Relating to a program of state aid for municipal purposes; and providing for an effective date.

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

* Section 1. AS 43.18.010(a) is amended to read:

(a) During each fiscal year the state shall pay to a city or organized borough of any class which has power to provide the following services and exercises that power

(1) $10 per capita to cities and boroughs providing police protection, subject to the conditions of this paragraph and (g) of this section;

(A) municipal police protection shall be available 24 hours a day;

(B) municipal police officers shall be U. S. citizens who are at least 19 years of age and who have not been convicted of a crime involving moral turpitude within the past 10 years;

(2) $5 per capita to cities and boroughs providing fire protection;

(A) fire protection includes, but is not limited to, fire protection provided by a volunteer fire department registered with the state fire marshal which has official recognition and financial support from the city or borough in which it is located;

(B) in addition to the grants authorized under this section, the state shall pay to a volunteer fire department registered with the state fire marshal and serving an area not in an organized borough or a city a sum for protection purposes equal to $5 per

LAWS OF ALASKA

1971

Source

FCCS SCSHB 106

Chapter No.

87

AN ACT

Relating to compensation of state employees; and providing for an effective date.

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

* Section 1. AS 39.27.010 is repealed and re-enacted to read:

Sec. 39.27.010. BASIC SALARY SCHEDULE. The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees of the State of Alaska:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	--	--	--	--	--	584
6	--	--	--	584	606	629
7	--	584	606	629	652	677
8	606	629	652	677	702	729
9	652	677	702	729	756	784
10	702	729	756	784	814	844
11	756	784	814	844	876	909
12	814	844	876	909	943	978
13	876	909	943	978	1,015	1,053
14	943	978	1,015	1,053	1,092	1,133
15	1,015	1,053	1,092	1,133	1,176	1,220
16	1,092	1,133	1,176	1,220	1,266	1,313
17	1,176	1,220	1,266	1,313	1,362	1,413
18	1,266	1,313	1,362	1,413	1,466	1,521
19	1,362	1,413	1,466	1,521	1,579	1,638
20	1,466	1,521	1,579	1,638	1,699	1,763
21	1,579	1,638	1,699	1,763	1,829	1,898
22	1,699	1,763	1,829	1,898	1,969	2,043
23	1,829	1,898	1,969	2,043	2,119	2,199
24	1,969	2,043	2,119	2,199	2,281	2,367

25	2,119	2,199	2,281	2,367	2,455	2,547
26	2,199	2,281	2,367	2,455	2,547	2,648
27	2,281	2,367	2,455	2,547	2,648	2,742
28	2,367	2,455	2,547	2,648	2,742	--

* Sec. 2. AS 39.27.020 is repealed and re-enacted to read:

Sec. 39.27.020. PAY STEP DIFFERENTIALS BY ELECTION DISTRICT AND OUTSIDE THE STATE. The following pay step differentials are approved under AS 39.25.150(2) as an amendment to the basic pay schedule provided for in sec. 10 of this chapter for employees of the state.

House Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6	4
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15	9
16a (South of Arctic Circle)	3
16b (North of Arctic Circle)	9
17	9
18	7
19	8
Outside the State	minus 6

* Sec. 3. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.025. SWING AND GRAVEYARD SHIFT DIFFERENTIALS. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter.

* Sec. 4. It is the intent of the legislature that all permanent employees of the legislative branch of the government shall receive pay increments as comparable as possible to those provided the classified and partially exempt employees in secs. 10 - 20 of this chapter.

* Sec. 5. AS 24.15.010 is amended to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of

per diem instead of subsistence for [illegible] legislature is $35 for each day of [illegible]. The per diem is also payable for [illegible] travel to and from sessions.

* Sec. 6. Sec. 5 of this Act is retroactive to April 19, 1971.

* Sec. 7. Secs. 5 and 6 of this Act take effect on the day after their passage and approval or on the day they become law without approval.

* Sec. 8. Sec. 3 of this Act takes effect on January 16, 1972.

* Sec. 9. Secs. 1, 2 and 4 of this Act take effect on July 16, 1971.

Approved by governor: May [illegible], 1971
Actual effective date: Secs. [illegible] July [illegible], 1971; January 16, 1972; Secs. [illegible] July 16, 1971.

LAWS OF ALASKA

1971

Source

FCCS SCSHB 106

Chapter No.

87

AN ACT

Relating to compensation of state employees; and providing for an effective date.

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

* Section 1. AS 39.27.010 is repealed and re-enacted to read:

Sec. 39.27.010. BASIC SALARY SCHEDULE. The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees of the State of Alaska:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	--	--	--	--	--	584
6	--	--	--	584	606	629
7	--	584	606	629	652	677
8	606	629	652	677	702	729
9	652	677	702	729	756	784
10	702	729	756	784	814	844
11	756	784	814	844	876	909
12	814	844	876	909	943	978
13	876	909	943	978	1,015	1,053
14	943	978	1,015	1,053	1,092	1,133
15	1,015	1,053	1,092	1,133	1,176	1,220
16	1,092	1,133	1,176	1,220	1,266	1,313
17	1,176	1,220	1,266	1,313	1,362	1,413
18	1,266	1,313	1,362	1,413	1,466	1,521
19	1,362	1,413	1,466	1,521	1,579	1,638
20	1,466	1,521	1,579	1,638	1,699	1,763
21	1,579	1,638	1,699	1,763	1,829	1,898
22	1,699	1,763	1,829	1,898	1,969	2,043
23	1,829	1,898	1,969	2,043	2,119	2,199
24	1,969	2,043	2,119	2,199	2,281	2,367

25	2,119	2,199	2,281	2,367	2,455	2,547
26	2,199	2,281	2,367	2,455	2,547	2,648
27	2,281	2,367	2,455	2,547	2,648	2,742
28	2,367	2,455	2,547	2,648	2,742	--

* Sec. 2. AS 39.27.020 is repealed and re-enacted to read:

Sec. 39.27.020. PAY STEP DIFFERENTIALS BY ELECTION DISTRICT AND OUTSIDE THE STATE. The following pay step differentials are approved under AS 39.25.150(2) as an amendment to the basic pay schedule provided for in sec. 10 of this chapter for employees of the state.

House Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6	4
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15	9
16a (South of Arctic Circle)	3
16b (North of Arctic Circle)	9
17	9
18	7
19	8
Outside the State	minus 6

* Sec. 3. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.025. SWING AND GRAVEYARD SHIFT DIFFERENTIALS. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter.

* Sec. 4. It is the intent of the legislature that all permanent employees of the legislative branch of the government shall receive pay increments as comparable as possible to those provided the classified and partially exempt employees in secs. 10 - 20 of this chapter.

* Sec. 5. AS 24.15.010 is amended to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of

per diem instead of subsistence for each member of the legislature is $35 for each day of a legislative session. The per diem is also payable for those days of necessary travel to and from sessions.

* Sec. 6. Sec. 5 of this Act is retroactive to April 10, 1971.

* Sec. 7. Secs. 5 and 6 of this Act take effect on the day after their passage and approval or on the day they become law without approval.

* Sec. 8. Sec. 3 of this Act takes effect on January 16, 1972.

* Sec. 9. Secs. 1, 2 and 4 of this Act take effect on July 16, 1971.

Approved by governor: May 20, 1971
Actual effective date: Secs. 1, 2 & 4: July 16, 1971; Sec. 3: January 16, 1972; Secs. 5 & 6: May 21, 1971

LAWS OF ALASKA

1975

Source: CSSB 27 am

Chapter No. 106

AN ACT

Relating to the transportation allowance of legislators; and providing for an effective date.

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

* Section 1. AS 24.15.050 is amended to read:

Sec. 24.15.050. TRANSPORTATION ALLOWANCE. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment.

* Sec. 2. This Act takes effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 3, 1975
Actual effective date: June 4, 1975

LAWS OF ALASKA

1975

Source

CSSB 27 am

Chapter No.

106

AN ACT

Relating to the transportation allowance of legislators; and providing for an effective date.

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

* Section 1. AS 24.15.050 is amended to read:

Sec. 24.15.050. TRANSPORTATION ALLOWANCE. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment.

* Sec. 2. This Act takes effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 3, 1975
Actual effective date: June 4, 1975

This section does not prohibit (1) an officer, employee, partner, or principal of an organization from describing himself by the position, title, or office which he holds in the organization, (2) an act of a public official or public employee in the performance of his duties, or (3) any person from maintaining a bookkeeping or tax service.

* Sec. 24. AS 08.04.610 is amended to read:

Sec. 08.04.610. DECEPTIVE USE OF PARTNERSHIP OR CORPORATION TITLE. No person may assume or use the title or designation "certified public accountant" or "public accountant" or an abbreviation of them, in conjunction with a name indicating or implying that there is a partnership or corporation, or in conjunction with the designation "and Company" or "and Co." or any similar designation unless there is a bona fide partnership or corporation registered under that name. However, a sole proprietor or partnership lawfully using the title or designation "certified public accountant" or "public accountant" or an abbreviation of them in conjunction with such names or designation on April 26, 1960, may continue to do so if the person or partnership otherwise complies with this chapter.

* Sec. 25. AS 08.04.620(1) is amended to read:

(1) a person not a certified public accountant or public accountant from serving as an employee of or as an assistant to any person, partnership or corporation holding a live permit so long as the employee or assistant does not use his name in connection with any accounting or financial statement;

* Sec. 26. AS 08.04.690 is amended to read:

Sec. 08.04.690. SHORT TITLE. This chapter may be cited as the Accountancy Act.

* Sec. 27. This Act takes effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 8, 1976
Actual effective date: June 9, 1976

LAWS OF ALASKA

1976

Source: FCCS CSHB 877

Chapter No. 148

AN ACT

Providing a new salary schedule and cost-of-living increase for certain employees of the state not covered by a collective bargaining agreement; relating to the method of compensating state officers and employees; and providing for an effective date.

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

* Section 1. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary equal to that of a district court judge.

* Sec. 2. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The annual salary for the chief justice and each associate justice is 20 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The annual salary for each superior court judge is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The annual salary for each district judge is 93 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska.

* Sec. 5. AS 22.15.220(b) is repealed and re-enacted to read:

(b) Each magistrate shall receive annual compensation to be determined by the supreme court. Salary increases shall be determined on the basis of percentage of pay increase the legislature provides for state employees in the classified service.

* Sec. 6. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 7. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor is $50,000.

* Sec. 8. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor is $44,000.

* Sec. 9. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska.

(b) The monthly salary of the deputy head of each principal executive department of the state, upon his appointment is not less than Step A, Range 28, nor shall it exceed Step E, Range 28, of the salary schedule set out in AS 39.27.011 during the term of his appointment. AS 39.27.-022 may not be applied to the salary of a deputy department head in such a way that his salary would equal or exceed that of a department head.

* Sec. 10. AS 39.20.200 is repealed and re-enacted to read:

Sec. 39.20.200. COMPUTATION OF ANNUAL LEAVE. Officers and employees of the state are entitled to annual leave with pay which is credited at the conclusion of each pay period. Leave shall be credited as an appropriate portion of the following annual accrual rates:

(1) 112.5 hours in the case of officers and employees with less than two years of service;

(2) 157.5 hours in the case of officers and employees with two but less than five years of service;

(3) 180.0 hours in the case of officers and employees with five but less than 10 years of service;

(4) 225.0 hours in the case of officers and employees with 10 years or more of service.

* Sec. 11. AS 39.20.260(a) is repealed and re-enacted to read:

(a) Officers and employees are entitled to medical leave with pay which accrues at the equivalent of 112.5 hours per year. Medical leave which is not used during the 12-month period in which it accrues accumulates and is available for use in succeeding 12-month periods.

* Sec. 12. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.011. SALARY SCHEDULE. (a) Notwithstanding sec. 10 of this chapter, the following annual basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state not covered by a collective bargaining agreement negotiated under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	9,600	9,888	10,206	10,512	10,836	11,136
6	10,200	10,512	10,836	11,136	11,484	11,844
7	10,836	11,136	11,484	11,844	12,216	12,612
8	11,484	11,844	12,216	12,612	12,996	13,440
9	12,216	12,612	12,996	13,440	13,872	14,280
10	12,996	13,440	13,872	14,280	14,772	15,240
11	13,872	14,280	14,772	15,240	15,744	16,272
12	14,772	15,240	15,744	16,272	16,884	17,508
13	15,744	16,272	16,884	17,508	18,156	18,852
14	16,884	17,508	18,156	18,852	19,560	20,304
15	18,156	18,852	19,560	20,304	21,048	21,852
16	19,560	20,304	21,048	21,852	22,668	23,520
17	21,048	21,852	22,668	23,520	24,408	25,308
18	22,668	23,520	24,408	25,308	26,244	27,252
19	24,408	25,308	26,244	27,252	28,272	29,340
20	26,244	27,252	28,272	29,340	30,408	31,560
21	28,272	29,340	30,408	31,560	32,760	33,972
22	30,408	31,560	32,760	33,972	35,256	36,576
23	32,760	33,972	35,256	36,576	37,932	39,372
24	35,256	36,576	37,932	39,372	40,836	42,372
25	37,932	39,372	40,836	42,372	43,968	45,624
26	39,372	40,836	42,372	43,968	45,624	47,304
27	40,836	42,372	43,968	45,624	47,304	49,092
28	42,372	43,968	45,624	47,304	49,092	50,940
29	43,968	45,624	47,304	49,092	50,940	52,836
30	45,624	47,304	49,092	50,940	52,836	54,828

(b) The salary schedule set out in (a) of this section has no effect upon other provisions of law specifying the salary of the governor, lieutenant governor, legislators, judicial officers as defined in AS 22.20.010, department heads, and members of the Alaska Public Utilities Commission, the Alaska Transportation Commission, the Alaska Pipeline Commission, or the Alaska Commercial Fisheries Entry Commission.

* Sec. 13. AS 39.27.020(a) is repealed and re-enacted to read:

(a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in secs. 10 and 11 of this chapter:

Election District		Pay Steps Above Basic Salary Schedule
1		0
2		1
3		1
4		0
5		2
6a	(excluding Valdez Duty Station)	4
6b	(Valdez Duty Station)	5
7		1
8		0
9		2
10		2
11		2
12		7
13		7
14		8
15a	(excluding Nenana Duty Station)	9
15b	(Nenana Duty Station)	8
16a	(south of Arctic Circle)	4
16b	(north of Arctic Circle)	9
17		9
18		9
19		8
Outside the State	minus	6

* Sec. 14. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary equal to that of a district court judge.

* Sec. 15. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary equal to that of a district court judge.

* Sec. 16. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary equal to that of a district court judge.

* Sec. 17. Since the United States Department of Labor's Consumer Price Index for Anchorage rose 11.13 percentage points during calendar year 1975, the salaries under the salary schedule in AS 39.27.010, applicable during calendar year 1975 to classified and partially exempt state employees who are not covered by a collective bargaining agreement, shall be adjusted for those employees based on the increase of two full percentage points for calendar year 1975, retroactive to July 1, 1975 which is the

beginning of the calendar quarter in which the rise exceeded nine per cent.

* Sec. 18. It is the intent of the legislature that the permanent and temporary employees of the judicial branch (other than judicial officers) and the University of Alaska and the permanent employees of the legislative branch receive pay increases and cost-of-living adjustments comparable to those received by the classified and partially exempt employees under this Act.

* Sec. 19. Sections 12, 13, and 18 of this Act, and AS 39.20.080(b) as repealed and re-enacted by sec. 9 of this Act, are retroactive to January 1, 1976.

* Sec. 20. Sections 1 - 11 and 14 - 16 of this Act take effect July 16, 1976.

* Sec. 21. Sections 12, 13, and 17 - 19 of this Act take effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 8, 1976
Actual effective date: Secs. 12, 13, 17-19: June 8, 1976; (Secs. 1, 13 and 18 retroactive to January 1, 1976); Secs. 1-11 and 14-16: July 16, 1976; (AS 39.20.080(b) of sec. 9 retroactive to January 1, 1976)

LAWS OF ALASKA

1976

Source: FCCS HCS CSSB 499

Chapter No. 263

AN ACT

Relating to compensation, benefits and classifications of public officers and employees; creating the Alaska Salary Commission; and providing for an effective date.

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

* Section 1. AS 39 is amended by adding a new chapter to read:

CHAPTER 23. ALASKA SALARY COMMISSION.

Sec. 39.23.010. CREATION OF COMMISSION; COMPOSITION. There is established in the Department of Administration the Alaska Salary Commission consisting of five members appointed by the governor. No member of the commission may be a public officer or employee.

Sec. 39.23.020. TERM OF OFFICE; VACANCIES. (a) Commission members serve at the pleasure of the governor for four-year staggered terms. However, two of the initial members appointed to the commission shall serve one-year terms and the rest shall serve, respectively, for terms of two years, three years and four years, the term to be determined by lot at the first meeting of the commission.

(b) A vacancy shall be filled in the same manner as an original appointment for the balance of the unexpired term.

Sec. 39.23.030. OFFICERS; STAFF. The commission shall select a chairman from among its members annually. The director of the division of personnel and labor relations serves as ex officio secretary to the commission and provides research, technical and administrative services.

Sec. 39.23.040. MEETINGS; QUORUM. (a) A majority of the commission members constitutes a quorum to transact the business of the commission. A majority of the commission

members must approve the commission's recommendations to the legislature.

(b) The commission shall meet at the call of the chairman. Notice of meeting dates shall be mailed to each commission member at least 20 days before the date scheduled for a meeting.

(c) The commission shall meet to discuss its findings and recommendations at least twice before submitting its final report to the legislature under sec. 80 of this chapter.

Sec. 39.23.050. COMPENSATION. Members of the commission are entitled to per diem and travel expenses authorized by law for boards and commissions.

Sec. 39.23.060. REVIEW OF COMPENSATION AND BENEFITS; OFFICERS COVERED. The commission shall conduct an on-going review of compensation and retirement benefits for members of the legislature; the governor, the lieutenant governor; commissioners, deputy commissioners, and division directors of each executive department; members of the Alaska Public Utilities Commission; members of the Alaska Pipeline Commission; members of the Alaska Transportation Commission; members of the Alaska Commercial Fisheries Entry Commission; and the judiciary, to determine the appropriateness of compensation and benefits.

Sec. 39.23.070. STUDIES; REPORTS. (a) The commission may request reports or studies from any state agency concerning compensation and retirement benefits for officers listed in sec. 60 of this chapter. A state agency from which a report or study is requested shall furnish it within a period of time prescribed by the commission.

(b) The commissioner of administration shall make initial recommendations concerning compensation and retirement benefits for the officers listed in sec. 60 of this chapter.

Sec. 39.23.080. RECOMMENDATIONS. (a) Before November 15, 1976, and every two years thereafter, the commission shall submit its preliminary findings and recommendations to the governor, the presiding officers of each house of the legislature and the chief justice of the supreme court.

(b) The commission shall give reasonable public notice of its preliminary findings and recommendations, solicit public comments, and give due regard to the public comments, before submitting a final report under (c) of this section.

(c) The commission shall make a final report of its findings and recommendations as to the rate and form of compensation and retirement benefits for the officers listed in sec. 60 of this chapter within 10 days after the first regular session of a legislature convenes. The recommendations regarding compensation become effective, retroactive to January 1, only if approved by concurrent resolution before the end of a session. The recommendations regarding retirement become effective if enacted into law by the legislature.

(d) The commission may submit to the legislature amendments to the report submitted under (c) of this section.

(e) A commission member who does not concur in the proposed or final recommendations may attach written objections to the commission's report of its findings and recommendations.

Sec. 39.23.090. RECOMMENDATIONS RELATING TO THE JUDICIARY, GOVERNOR AND LIEUTENANT GOVERNOR. (a) No recommendations of the commission may have the effect of reducing the compensation or retirement benefits of any member of the judiciary who is a member of the judiciary on the effective date of the commission's recommendation; or reduce, unless by general law applied to all salaried officers of the state, the compensation and retirement benefits of the governor or lieutenant governor who are in office on the effective date of the commission's recommendation.

(b) The commission may recommend reduction in compensation or retirement benefits for individuals who become members of the judiciary or governor or lieutenant governor after the effective date of the commission's recommendation.

Sec. 39.23.100. FILING WITH LIEUTENANT GOVERNOR AND CERTIFICATION. The commission shall, upon transmitting its final recommendations to the legislature, file the recommendations in the office of the lieutenant governor, and upon the recommendations becoming effective the commission shall so certify on the copy of the recommendations on file in the office of the lieutenant governor.

Sec. 39.23.110. POLICY OF THE LEGISLATURE. It is the policy of the legislature that the commission determine the salary schedule and retirement benefits for public officers based upon equitable relationships being maintained among state positions.

Sec. 39.23.120. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings conducted under this chapter.

Sec. 39.23.130. DEFINITIONS. In this chapter

(1) "commission" means salary commission;

(2) "judiciary" means justices of the supreme court and judges of the superior and district courts.

* Sec. 2. AS 16.43.060 is amended to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The chief justice and each associate justice are entitled to receive annual compensation prescribed in

accordance with AS 39.23. Compensation of the chief justice or of an associate justice may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) Each superior court judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) Each district judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 7. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses.

* Sec. 9. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor shall be prescribed in accordance with AS 39.23.

* Sec. 10. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor shall be prescribed in accordance with AS 39.23.

* Sec. 11. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

(b) The salary of the deputy head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

* Sec. 12. AS 39.35.680(5)(B) is repealed and re-enacted to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 13. AS 39.35.680(5)(C)(v) is repealed and re-enacted to read:

(v) justices and judges of the supreme, superior, and district courts of Alaska; or the governor and lieutenant governor; or the heads, deputy or assistant heads, and division directors of each principal executive department of the state; or the members of the Alaska State Legislature.

* Sec. 14. AS 42.05.091 is amended to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 15. AS 42.06.090 is amended to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary as established under AS 39.23.

* Sec. 16. AS 42.07.071 is amended to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary as established under AS 39.23.

* Sec. 17. The first appointments to the Alaska Salary Commission shall be made within 30 days after the effective date of sec. 1 of this Act.

* Sec. 18. AS 39.50.200(9) is amended by adding a new subparagraph to read:

(LL) Alaska Salary Commission (AS 39.23)

* Sec. 19. AS 39.25.120(8) is repealed and re-enacted to read:

(8) the director and deputy director of the division of tourism in the Department of Commerce and Economic Development.

* Sec. 20. Section 19 of this Act is retroactive to July 1, 1975.

* Sec. 21. Sections 1, 12, 17, 18, 19, and 20 of this Act take effect immediately in accordance with AS 01.10.070(c). Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15 and 16 of this Act take effect on the effective date of the first recommendations submitted to the legislature under AS 39.23.080(c).

Approved by governor: June 24, 1976
Actual effective date: Secs. 1, 12, 17, 18, 19 and 20: June 25, 1976; Sec. 19 retroactive to July 1, 1975; Secs. 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15 and 16 take effect on the effective date of the first recommendation of the Alaska Salary Commission under AS 39.23.080(c)

LAWS OF ALASKA

1976

Source: HB 843

Chapter No.: 264

AN ACT

Relating to schools on military reservations; and providing for an effective date.

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

* Section 1. All contracts or other obligations for professional services created by a law amended by ch. 13, SLA 1975, and in effect on March 16, 1975, remain in effect unless revoked or modified under the provisions of that Act. It is the intent of the legislature that AS 14.20.147 apply to the transfer of teachers under a contract for the operation of on-base schools between the Department of Education and a borough school district under AS 14.14.110 and that in any event no teacher receive a salary less than he would have received under a contract in force on March 16, 1975, had he not been transferred.

* Sec. 2. This Act is retroactive to March 16, 1975.

* Sec. 3. This Act takes effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 26, 1976
Actual effective date: June 27, 1976 (retroactive to March 16, 1975)

Chapter 2

* Sec. 11. Sections 1 - 6, 9 and 10 of this Act take effect immediately in accordance with AS 01.10.070(c).

* Sec. 12. Sections 7 and 8 of this Act take effect on the effective dat of a version of an Act entitled, "An Act relating to the compensation of public officers and employees, to the compensation and allowances of legislators, and repealing the Alaska Salary Commission; and providing for an effective date."

LAWS OF ALASKA

1980

Source

FCCSSB 182

Chapter No.

3

AN ACT

Relating to the compensation of public officers and employees, to the compensation and allowances of legislators, and repealing the Alaska Salary Commission; and providing for an effective date.

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

THE ACT FOLLOWS ON PAGE 1, LINE 11

UNDERLINED MATERIAL INDICATES TEXT THAT IS BEING ADDED TO THE LAW AND BRACKETED MATERIAL IN CAPITAL LETTERS INDICATES DELETIONS FROM THE LAW; COMPLETELY NEW TEXT OR MATERIAL REPEALED AND RE-ENACTED IS IDENTIFIED IN THE INTRODUCTORY LINE OF EACH BILL SECTION.

Approved by the Governor: February 14, 1980
Actual Effective Date: Sections 1 - 29 and 31 - 41: February 15, 1980 with sections 1 - 15 and 36 retroactive to January 1, 1979 and sections 16 - 29 and 38 retroactive to January 1, 1980; section 30 effective January 1, 1981.

Chapter 3

AN ACT

Relating to the compensation of public officers and employees, to the compensation and allowances of legislators, and repealing the Alaska Salary Commission; and providing for an effective date.

Section 1. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	944	972	1,004	1,034	1,065	1,095
06	1,004	1,034	1,065	1,095	1,129	1,164
07	1,065	1,095	1,129	1,164	1,201	1,240
08	1,129	1,164	1,201	1,240	1,278	1,321
09	1,201	1,240	1,278	1,321	1,364	1,405
10	1,278	1,321	1,364	1,405	1,453	1,499
11	1,364	1,405	1,453	1,499	1,548	1,600
12	1,453	1,499	1,548	1,600	1,660	1,722
13	1,548	1,600	1,660	1,722	1,785	1,854
14	1,660	1,722	1,785	1,854	1,924	1,997
15	1,785	1,854	1,924	1,997	2,069	2,149

16	1,924	1,997	2,069	2,149	2,228	2,312
17	2,069	2,149	2,228	2,312	2,400	2,488
18	2,228	2,312	2,400	2,488	2,580	2,679
19	2,400	2,488	2,580	2,679	2,780	2,884
20	2,580	2,679	2,780	2,884	2,990	3,103
21	2,780	2,884	2,990	3,103	3,221	3,341
22	2,990	3,103	3,221	3,341	3,466	3,595
23	3,221	3,341	3,466	3,595	3,729	3,870
24	3,466	3,595	3,729	3,870	4,015	4,166
25	3,729	3,870	4,015	4,166	4,322	4,485
26	3,870	4,015	4,166	4,322	4,485	4,650
27	4,015	4,166	4,322	4,485	4,650	4,827
28	4,166	4,322	4,485	4,650	4,827	5,008
29	4,322	4,485	4,650	4,827	5,008	5,194
30	4,485	4,650	4,827	5,008	5,194	5,390

* Sec. 2. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The annual salary of the chief justice and of each associate justice is $65,000, payable monthly in 12 equal installments.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The annual salary for each superior court judge is $57,500, payable monthly in 12 equal installments.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The annual salary for each district judge is $49,000, payable monthly in 12 equal installments.

* Sec. 6. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor is $65,000, payable monthly in 12 equal installments.

* Sec. 7. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor is $58,500, payable monthly in 12 equal installments.

* Sec. 8. AS 39.20.080(a) is repealed and re-enacted to read:

(a) The annual salary of the head of each principal executive department of the state is $57,500, payable monthly in 12 equal installments.

* Sec. 9. AS 39.20.080(b) is repealed and re-enacted to read:

(b) The annual salary of a deputy head of a principal executive department of the state is $52,500, payable monthly in 12 equal installments.

* Sec. 10. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 11. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 12. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 13 AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) Each member of the legislature is entitled to receive per diem at the same rate allowed for

a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-ter rate

(1) during a legislative session if he does not live in his place of permanent residence during the session; and

(2) while he is on committee business for an interim committee of the legislature in a place which is not his place of permanen residence.

(c) A legislator is entitled to receive per diem at the long-ter rate

(1) during a legislative session if he lives in his place o permanent residence during the session; and

(2) while he is engaged in committee business for an interi committee of the legislature at his place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate esta lished in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administrat under AS 39.20.160.

* Sec. 14. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE COMPENSATION. (a) The annu salary for each member of the legislature is $15,500, payable monthly 12 equal installments. The president of the senate and speaker of th house of representatives are each entitled to an additional $500 a ye during tenure of office.

(b) Except as provided by a general law applicable to all offi

of the state, the compensation of a member of the legislature may not be reduced during his term of office.

* Sec. 15. AS 39.20.080 is amended by adding a new subsection to read:

(c) Except as provided by a general law applicable to all officers of the state, the compensation of the head of each principal executive department of the state may not be reduced during his tenure in office.

* Sec. 16. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,075	1,106	1,140	1,173	1,207	1,240
06	1,140	1,173	1,207	1,240	1,277	1,315
07	1,207	1,240	1,277	1,315	1,355	1,399
08	1,277	1,315	1,355	1,399	1,440	1,487
09	1,355	1,399	1,440	1,487	1,533	1,577
10	1,440	1,487	1,533	1,577	1,628	1,678
11	1,533	1,577	1,628	1,678	1,731	1,787
12	1,628	1,678	1,731	1,787	1,850	1,915
13	1,731	1,787	1,850	1,915	1,984	2,058
14	1,850	1,915	1,984	2,058	2,132	2,215
15	1,984	2,058	2,132	2,215	2,289	2,377
16	2,132	2,215	2,289	2,377	2,465	2,556
17	2 289	2,377	2,465	2,556	2,652	2,746
18	2,465	2,556	2,652	2,746	2,845	2,953
19	2,652	2,746	2,845	2,953	3,055	3,171

20	2,845	2,953	3,055	3,171	3,278	3,401
21	3,055	3,171	3,278	3,401	3,518	3,648
22	3,278	3,401	3,518	3,648	3,781	3,922
23	3,518	3,648	3,781	3,922	4,066	4,220
24	3,781	3,922	4,066	4,220	4,377	4,540
25	4,066	4,220	4,377	4,540	4,709	4,888
26	4,220	4,377	4,540	4,709	4,888	5,066
27	4,377	4,540	4,709	4,888	5,066	5,260
28	4,540	4,709	4,888	5,066	5,260	5,446
29	4,709	4,888	5,066	5,260	5,446	5,638
30	4,868	5,066	5,260	5,446	5,638	5,839

* Sec. 17. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 18. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The monthly salary of the chief justice and of each associa justice is equal to Step F, Range 30 of the salary schedule in AS 39. 27.011(a) for Juneau, Alaska.

* Sec. 19. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The monthly salary for each superior court judge is equal t Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Junea Alaska.

* Sec. 20. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The monthly salary for each district judge is equal to Ste Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alask

* Sec. 21. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. MONTHLY SALARY OF GOVERNOR. The monthly sala the governor is equal to Step F, Range 30 of the salary schedule in

AS 39.27.011(a) for Juneau, Alaska.

* Sec. 22. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. MONTHLY SALARY OF LIEUTENANT GOVERNOR. The monthly salary of the lieutenant governor is equal to Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 23. AS 39.20.080(a) is repealed and re-enacted to read:

(a) The monthly salary of the head of each principal executive department of the state is equal to Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 24. AS 39.20.080(b) is repealed and re-enacted to read:

(b) The monthly salary of a deputy head of a principal executive department of the state is not less than Step A nor more than Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 25. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 26. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 27. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 28. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. The monthly salary for each member of the legislature is equal to Step A, Range 10 of the salary schedule in AS 39.27.-011(a) for Juneau, Alaska. The president of the senate and the speaker

of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 29. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. **LEGISLATIVE TRANSPORTATION.** A member of the legislature is entitled to reimbursement for the expense of moving between his place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by regulations covering state employees adopted by the commissioner of administration under AS 39.20.160.

* Sec. 30. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,181	1,213	1,249	1,284	1,319	1,354
06	1,249	1,284	1,319	1,354	1,393	1,433
07	1,319	1,354	1,393	1,433	1,475	1,521
08	1,393	1,433	1,475	1,521	1,564	1,613
09	1,475	1,521	1,564	1,613	1,662	1,708
10	1,564	1,613	1,662	1,708	1,761	1,814
11	1,662	1,708	1,761	1,814	1,870	1,928
12	1,761	1,814	1,870	1,928	1,995	2,063
13	1,870	1,928	1,995	2,063	2,135	2,213
14	1,995	2,063	2,135	2,213	2,291	2,378
15	2,135	2,213	2,291	2,378	2,455	2,548
16	2,291	2,378	2,455	2,548	2,640	2,736
17	2,455	2,548	2,640	2,736	2,837	2,935
18	2,640	2,736	2,837	2,935	3,039	3,153
19	2,837	2,935	3,039	3,153	3,260	3,382
20	3,039	3,153	3,260	3,382	3,494	3,623
21	3,260	3,382	3,494	3,623	3,746	3,882
22	3,494	3,623	3,746	3,882	4,022	4,170
23	3,746	3,882	4,022	4,170	4,321	4,483
24	4,022	4,170	4,321	4,483	4,648	4,819
25	4,321	4,483	4,648	4,819	4,996	5,184
26	4,483	4,648	4,819	4,996	5,184	5,371
27	4,648	4,819	4,996	5,184	5,371	5,575
28	4,819	4,996	5,184	5,371	5,575	5,770
29	4,996	5,184	5,371	5,575	5,770	5,972
30	5,184	5,371	5,575	5,770	5,972	6,183

* Sec. 31. AS 39.27.011 is amended by adding a new subsection to read:

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which he is appointed, he is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director.

* Sec. 32. AS 39.27.020(a) is amended to read:

Sec. 39.27.020. **PAY STEP DIFFERENTIALS BY ELECTION DISTRICT AND IN OTHER STATES** [OUTSIDE THE STATE]. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in [AS 39.27.010 AND] AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule

1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9
17	9
18	9
19	8
In other states [OUTSIDE THE STATE]	minus 6

* Sec. 33. AS 39.27.020 is amended by adding a new subsection to read:

(c) The director shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska.

* Sec. 34. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. It is the intent of the legislature that the permanent and temporary employees of the judicial branch (other than justices and judges) and the permanent employees of the legislative branch receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that section is re-enacted in secs. 1, 16 and 19 of this Act.

* Sec. 35. EMPLOYEES OF THE UNIVERSITY OF ALASKA. In determining compensation for employees of the University of Alaska under AS 14.40.170(2), it is the intent of the legislature that the Board of Regents amend the salary schedules for employees of the university who are not covered by collective bargaining agreements

(1) to increase salaries by approximately seven percent, retroactive to January 1, 1979; and

(2) to increase salaries by an average of an additional 10 percent, effective January 1, 1980.

* Sec. 36. This Act may not be applied to reduce the compensation of a person during his tenure in the office or position he holds on the effective date of this Act.

* Sec. 37. AS 39.23 and AS 39.50.200(9)(LL) are repealed.

* Sec. 38. AS 39.27.011(b) is repealed.

* Sec. 39. Sections 1 - 15 and 36 of this Act are retroactive to January 1, 1979. Sections 16 - 29 and 38 of this Act are retroactive to January 1, 1980.

* Sec. 40. Section 30 of this Act takes effect January 1, 1981.

* Sec. 41. Sections 1 - 29 and 31 - 41 of this Act take effect immediately in accordance with AS 01.10.070(c).

SLA 1983

Chapter 33

AN ACT

Relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date.

---

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088

17	2,771	2,876	2,980	3,088	3,193	3,303
18	2,980	3,088	3,193	3,303	3,411	3,540
19	3,193	3,303	3,411	3,540	3,649	3,785
20	3,411	3,540	3,649	3,785	3,900	4,045
21	3,649	3,785	3,900	4,044	4,170	4,321
22	3,900	4,044	4,170	4,321	4,464	4,628
23	4,170	4,321	4,464	4,628	4,782	4,961
24	4,464	4,628	4,782	4,961	5,129	5,303
25	4,782	4,961	5,129	5,303	5,498	5,705
26	4,961	5,129	5,303	5,498	5,705	5,910
27	5,129	5,303	5,498	5,705	5,910	6,135
28	5,303	5,498	5,705	5,910	6,135	6,349
29	5,498	5,705	5,910	6,135	6,349	6,572
30	5,705	5,910	6,135	6,349	6,572	6,804

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 22 [10] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries [, PER DIEM] and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is

reenacted in sec. 1 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the Board of Regents of the University of Alaska.

* Sec. 6. RETROACTIVITY. Sections 1 and 4 of this Act are retroactive to January 1, 1983.

* Sec. 7. AS 24.15.010 is repealed.

* Sec. 8. Sections 1 - 4, 6 and 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

* Sec. 9. Section 5 of this Act takes effect July 1, 1983.

WORK ORDER REQUEST FORM

14 - 1355

KEYWORDS: salaries/allowances
legislature
initiatives

ASSIGNED TO Cramer

REQUEST FOR: BILL ☐ RESOLUTION ☐ RESEARCH ☒ OTHER ☐

SUBJECT Legislative Salaries

REQUESTED FOR Legislative Salary Commission BY Linda Firestone EXT. 274-7648

* DELIVER TO Senator Abood TAKEN BY Cramer

INSTRUCTIONS, EXPLANATIONS Legal opinion for Salary Commission.

1. Is the initiative an appropriation?
2. If petition passes, when does it go into effect; when can the legislature amend it?
3. If the legislature establishes a salary commission before the 86 election, what effect will that have on the initiative?
4. What changes could the legislature make to the initiative and meet "substantial similarity" standards?

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH _____

RETURN _____

_____ TO REQUESTER

APPROVED: BGD Director, Legal Services

REVIEWED _____

IN 2/21/85 DUE _____

TYPED - Draft _____ DATE _____

Final _____ DATE _____

PROOFED _____ DELIVERED _____

SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

DRAFT ☐ FINAL ☐

LA-L 10

MINER PUBLISHING CO

WORK ORDER REQUEST FORM

N14-1455

KEYWORDS: salaries/allowances
Boards and commissions
public officers

ASSIGNED TO Cramer

REQUEST FOR: BILL ☒ RESOLUTION ☐ RESEARCH ☐ OTHER ☐

SUBJECT State Officers Compensation Commission

REQUESTED FOR Joint Special Committee on Legislative Salaries BY Linda Firestone EXT. _____

* DELIVER TO Sen. Abood (Anchorage) TAKEN BY Cramer

INSTRUCTIONS, EXPLANATIONS Establish State Officers Compensation Commission
See HB129, WO 14-1391. Commission may employ staff; Division
of Personnel shall cooperate with commission and Director of
Personnel shall serve as secretary to commission if the
commission requests. Commission submits preliminary findings
by November 15 (See AS 39.23) and a report with any recommendations
by 10th Legislative Day.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH _____

RETURN _____

_____ TO REQUESTER

APPROVED: FGB Director, Legal Services

REVIEWED _____

IN 11/21/85 DUE _____

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Final _____ DATE _____

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SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

DRAFT ☐ FINAL ☐

LA-L 10

MINER PUBLISHING CO

WORK ORDER REQUEST FORM

N14 - 1373

KEYWORDS: constitutional amendment
salaries/allowances
legislators

ASSIGNED TO Cramer

REQUEST FOR: BILL ☐ RESOLUTION ☒ RESEARCH ☐ OTHER ☐

SUBJECT Salaries for Legislators - Flat Rate

REQUESTED FOR LSC BY Linda Firestone EXT. 274-7643

* DELIVER TO Senator Abood, Attn: Linda TAKEN BY Perrier

INSTRUCTIONS, EXPLANATIONS Constitutional amendment establishing salary for legislators at flat rate.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH _____

RETURN _____

_____ TO REQUESTER

APPROVED: BCB Director, Legal Services

REVIEWED _____

IN 9/20/85 DUE _____

TYPED - Draft _____ DATE _____

Final _____ DATE _____

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SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

Sponsor Blank

DRAFT ☒ FINAL ☐

LA-L 10

MINER PUBLISHING CO

WORK ORDER REQUEST FORM

№14 – 1974

KEYWORDS: constitutional amendment
salaries/allowances
legislators

ASSIGNED TO Cramer

REQUEST FOR: BILL ☐ RESOLUTION ☒ RESEARCH ☐ OTHER ☐

SUBJECT Salaries for Legislators - Flat Rate & Inflation

REQUESTED FOR LSC BY Linda Firestone EXT. 274-7043

* DELIVER TO Senator Abood, Attn: Linda TAKEN BY Berrier

INSTRUCTIONS, EXPLANATIONS Constitutional amendment establishing salary for legislators as flat rate plus inflation adjustment based on Anchorage CPI.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH

RETURN

TO REQUESTER

APPROVED: BGB Director, Legal Services

REVIEWED

IN 9/20/85 DUE

TYPED - Draft DATE

Final DATE

PROOFED DELIVERED

SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

SPONSOR BLANK

DRAFT ☒ FINAL ☐

LA-L 10

MINER PUBLISHING CO

WORK ORDER REQUEST FORM

N14 - 1075

KEYWORDS: constitutional amendment
salaries/allowances
legislators

ASSIGNED TO Cramer

REQUEST FOR: BILL ☐ RESOLUTION ☒ RESEARCH ☐ OTHER ☐

SUBJECT Salary Commission

REQUESTED FOR LSC BY Linda Firestone EXT. 274-7648

* DELIVER TO Senator Abood, ATTN: Linda TAKEN BY Kerrier

INSTRUCTIONS, EXPLANATIONS Constitutional amendment establishing Salary Commission to determine legislators' salaries.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH

RETURN

TO REQUESTER

APPROVED: BGB Director, Legal Services

REVIEWED

IN 8/20/85 DUE

TYPED - Draft DATE

Final DATE

PROOFED DELIVERED

SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

SPONSOR BLANK

DRAFT ☐ FINAL ☐

LA-L 10

MINES PUBLISHING CO

WORK ORDER REQUEST FORM

N14 - 1330

KEYWORDS: salaries/allowances
legislators

ASSIGNED TO Bradley

REQUEST FOR: BILL [X] RESOLUTION [ ] RESEARCH [ ] OTHER [ ]

SUBJECT Legislators' Pay

REQUESTED FOR LSC BY Linda Firestone EXT. 276-7648

* DELIVER TO Sen. Abood, Attn: Linda TAKEN BY Barnes

INSTRUCTIONS, EXPLANATIONS Draft bill relating to legislators' pay, per attached.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED [ ]

AUTHORIZED TO CONFER WITH

RETURN

TO REQUESTER

APPROVED: BGB Director, Legal Services

REVIEWED

IN 10/14/85 DUE

TYPED - Draft DATE

Final DATE

PROOFED DELIVERED

SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

DRAFT [X] FINAL [ ]

LA-L 10

MINER PUBLISHING CO

WORK ORDER REQUEST FORM

N14 - 1801

KEYWORDS: constitutional amendments
salaries/allowances
boards and commissions

ASSIGNED TO Bradley

REQUEST FOR: BILL ☐ RESOLUTION ☒ RESEARCH ☐ OTHER ☐

SUBJECT State Officers Compensation Commission

REQUESTED FOR LSC BY Linda Firestone EXT. 276-7648

* DELIVER TO Sen. Abood, Attn: Linda TAKEN BY Barnes

INSTRUCTIONS, EXPLANATIONS Draft constitutional amendment establishing a State Officers Compensation Commission, per attached.

OBTAIN

SPECIAL DRAFTING INSTRUCTIONS ATTACHED ☐

AUTHORIZED TO CONFER WITH _____

RETURN _____

_____ TO REQUESTER

APPROVED: BGE Director, Legal Services

REVIEWED _____

IN 10/14/85 DUE _____

TYPED - Draft _____ DATE _____

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SPECIAL INSTRUCTIONS TO TYPIST/PROOFREADER

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LA-L 10

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Alaska State Legislature

INTERIM OFFICE
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(907) 274-2843

WHILE IN SESSION
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JUNEAU, ALASKA 99811
(907) 465-4747



Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SETS OCTOBER 4TH HEARING

SENATOR MITCH ABOOD, SENATE CHAIRMAN, OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES ANNOUNCES THE NEXT COMMITTEE HEARING TO BE THIS FRIDAY, OCTOBER 4, 1985 BEGINNING AT 10:00 A.M. IN THE ANCHORAGE LEGISLATIVE INFORMATION OFFICE LOCATED AT 1024 W. 6TH AVENUE.

THE PURPOSE OF THE HEARING WILL BE TO TAKE PUBLIC TESTIMONY, EVALUATE WHAT ALASKAN LEGISLATORS RECEIVE IN COMPARISON WITH OTHER STATES, AND TRY TO REACH AN EQUITABLE SOLUTION CONCERNING LEGISLATIVE COMPENSATION.

THE PUBLIC IS INVITED AND ENCOURAGED TO PRESENT THEIR VIEWS ON THIS MATTER.

NOTE: FOR FURTHER INFORMATION CONTACT: LINDA FIRESTONE
274-7648

Alaska State Legislature

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SENATE DISTRICT G-A

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SETS PUBLIC HEARINGS

THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES, CHAIRED BY SENATOR MITCH ABOOD, HAS SET ITS FIRST TWO HEARING DATES. BOTH HEARINGS WILL BE IN ANCHORAGE AT THE LEGISLATIVE INFORMATION OFFICE AT 10:00 A.M.

THE PURPOSE OF THE FIRST MEETING SCHEDULED ON TUESDAY, AUGUST 13, 1985, IS TO SELECT THREE PUBLIC MEMBERS. THE NOMINEES HAVE BE RECRUITED FROM ALL AREAS OF THE STATE.

THE SECOND PUBLIC MEETING IS SCHEDULED FOR FRIDAY, AUGUST 16, 1985. THIS MEETING WILL SET THE COMMITTEE AGENDA AND SERVE AS A WORK SESSION.

THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES IS COMPRISED OF THE FOLLOWING LEGISLATORS: SENATOR MITCH ABOOD, CO-CHAIR; REPRESENTATIVE RON LARSON, CO-CHAIR; SENATOR BETTY FAHRENKAMP; SENATOR BILL RAY; REPRESENTATIVE RANDY PHILLIPS; AND REPRESENTATIVE JOHN SUND.

(NOTE: SCR 19 IS ATTACHED
CONTACT: LINDA FIRESTONE, COMMITTEE AIDE AT 274-7648)

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

PUBLIC SERVICE ANNOUNCEMENT

SENATOR MITCH ABOOD, SENATE CHAIRMAN OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES ANNOUNCES THE NEXT SCHEDULED COMMITTEE HEARING TO BE THIS SUNDAY, AUGUST 18TH, AT 3:30 P.M. AT THE ANCHORAGE LEGISLATIVE INFORMATION OFFICE LOCATED AT 1024 W. 6TH AVENUE. THE PUBLIC IS INVITED.

(FOR FURTHER INFORMATION CALL: 274-7648)

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

PRESS RELEASE

PUBLIC MEMBERS APPOINTED TO LEGISLATIVE SALARY COMMITTEE

SENATE CHAIRMAN MITCH ABOOD ANNOUNCED THAT GEORGE SULLIVAN, FORMER MAYOR OF ANCHORAGE, FRANK CHAPADOS, FORMER LEGISLATOR FROM FAIRBANKS, AND LEW WILLIAMS, JR., PUBLISHER OF THE KETCHIKAN DAILY NEWS WERE ELECTED AS PUBLIC MEMBERS TO THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES, AT A TELECONFERENCE HEARING IN ANCHORAGE ON AUGUST 13, 1985.

THE PUBLIC MEMBERS WERE RECRUITED FROM ALL AREAS OF THE STATE. THE COMMITTEE MADE ITS SELECTION FROM SEVEN APPLICANTS.

CANCELLED WAS THE HEARING SET FOR THIS FRIDAY, AUGUST 16, 1985. THIS SUNDAY, AUGUST 18, 1985 WILL MARK THE NEXT MEETING OF THE COMMITTEE. THE MEETING WILL BE HELD AT THE LEGISLATIVE INFORMATION OFFICE AT 1024 W. 6TH AVENUE AT 3:30 P.M. A WORK SESSION AND SETTING OF THE COMMITTEE AGENDA WILL BE THE TOPICS OF DISCUSSION.

THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES IS COMPRISED OF THE FOLLOWING LEGISLATORS: SENATOR MITCH ABOOD, CO-CHAIR; REPRESENTATIVE RON LARSON, CO-CHAIR; SENATOR BETTYE FAHRENKAMP, SENATOR BILL RAY, REPRESENTATIVE JOHN SUND, AND REPRESENTATIVE RANDY PHILLIPS. THE COMMITTEE IS COMPRISED OF THREE SENATE AND THREE HOUSE MEMBERS AS WELL AS THE THREE PUBLIC MEMBERS.

(CONTACT: LINDA FIRESTONE, COMMITTEE AIDE 274-7648)

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
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Cancelled

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SETS PUBLIC MEETING

THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES, CHAIRED BY SENATOR MITCH ABOOD, HAS SET IT'S FIRST MEETING FOR JULY 30, 1985. THE PURPOSE OF THIS PUBLIC MEETING IS TO ELECT THREE PUBLIC MEMBERS TO IT'S COMMITTEE.

THE PUBLIC MEMBERS ARE BEING RECRUITED FROM SOUTH EAST, SOUTH CENTRAL, AND THE INTERIOR/RURAL AREAS. ANYONE INTERESTED IN SERVING AS A PUBLIC MEMBER SHOULD SEND THEIR RESUME TO THE OFFICE OF SENATOR MITCH ABOOD, 1024 W. 6TH, ANCHORAGE, ALASKA 99501 OR PHONE 274-7648. THE MEMBERS OF THE COMMITTEE WILL ALSO MAKE THEIR OWN RECOMMENDATIONS FOR NOMINEES.

THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES IS COMPRISED OF THE FOLLOWING LEGISLATORS: SENATOR MITCH ABOOD, CO-CHAIR; SENATOR FRANK FERGUSON; SENATOR BILL RAY; REPRESENTATIVE RON LARSON, CO-CHAIR; REPRESENTATIVE RANDY PHILLIPS; AND REPRESENTATIVE JOHN SUND.

THE PUBLIC MEETING WILL BE EITHER HELD IN JUNEAU OR ANCHORAGE DEPENDING ON THE LENGTH OF THE CURRENT SPECIAL SESSION. THE COMMITTEE WILL NOTIFY THE PRESS OF THE TIME AND PLACE AS WELL AS NOTIFYING THE PUBLIC THROUGH PUBLC SERVICE ANNOUNCEMENT.

(NOTE: ATTACHED IS SCR 19
CONTACT: LINDA FIRESTONE, COMMITTEE AIDE)

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13

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Gene Henderson, General Manager

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~~272-9591~~
~~Ken Flynn~~, General Manager
Sandi Marsh, Public Service

~~420 G Street~~

750 W 2nd Ave
Suite 102

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1773

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#49:10

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM August 15, 1985

RECEIVED
AUG 15 1985

SUBJECT: Alternate public member

TO: Senator Mitch Abood, Chair
Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Legislative Counsel
Division of Legal Services

You have informed me that Ms. Jo Finity has been selected as an alternate public member on the Joint Special Committee on Legislative Salaries. From September 1, 1983 until January 31, 1984 she was employed by an organization called First Associates and was involved in an effort to repeal the recent legislative pay increase through the initiative and referendum process. First Associates was not successful and the move to repeal the pay increase was eventually taken over by another organization. Ms. Finity may not personally be committed to the repeal of the pay increase, but she was paid $2,500 monthly, together with reimbursement of expenses, for her efforts on the initiative. You have asked whether the appointment of Ms. Finity to the Joint Special Committee on Legislative Salaries creates a conflict of interest.

Ms. Finity's involvement in an effort to repeal the legislative pay increase does not in itself create a conflict of interest problem, although she may be perceived to represent a particular point of view rather than the interests of the general public. However, a difficulty is presented by the fact that Ms. Finity received money for this involvement and, thus, may have or have had a personal financial interest in the question of salaries for legislators. Her situation would not create a conflict of interest under AS 24.60.030, generally defining conflicts of interest for the legislative branch. Under AS 24.60.020(b) the provisions of the chapter dealing with legislative ethics supersede the common law relating to conflict of

interest that apply to a member of the legislature or an employee of the legislature or a legislator. However, Ms. Finity is not a legislator or employee covered by this provision, so the common law relating to conflict of interest would apply to her.

The common law controls judicial decisions unless legislation is enacted to modify it. (Surina v. Buckalew, 629 P.2d 969 (Alaska 1981)) Under the common law not only must a public official avoid impropriety, but even the appearance of impropriety is to be avoided. (Warwick v. State ex rel Chance, 548 P.2d 384 (Alaska 1976)) This notion has been incorporated into the statutes in AS 39.50.010(b)(1) which states "public office is a public trust which should be free from the danger of conflict of interest".

It cannot be determined whether the situation involved here would be held to constitute a conflict of interest by the court, because in making a determination under the common law the courts consider the particular facts of each case. (See Attorney General Opinion 366-255-83, 366-286-83, A66-393-81, J66-457-81, December 3, 1982) It is possible that the court, in view of the fact that Ms. Finity's financial connection with First Associates has ended, would find no conflict of interest. On the other hand, it is possible that a court faced with the facts outlined earlier in this memorandum would find the appearance of impropriety, and therefore, a conflict of interest. At best, this is a situation which could raise questions.

You have also asked what the role of an alternate public member on the Joint Special Committee on Legislative Salaries would be. The committee was established last session in CSSCR 19(Fin) am H. That resolution provides that the committee consists of three members of the House of Representatives, three members of the Senate, and three public members. There is no provision for alternate members. Only the nine members appointed to the committee in accordance with the resolution can exercise the powers of committee members, particularly the right to vote on committee business. While an alternate member may attend all meetings of the committee, just as any member of the public may, and could be granted the right to participate in discussions of the committee, the alternate could not vote or exercise any other power of a committee member.

TBC:mkr
031:J16

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

September 4, 1985

Ms. Jo Fenety
4050 Woronzof Drive
Anchorage, Alaska 99503

Dear Ms. Fenety:

Thank you for your letter of August 21, 1985 explaining your involvement in the move to repeal the legislative pay raise. In several important respects you corrected information contained in the first paragraph of a memorandum I prepared dated August 15, 1985. The facts I recited in that paragraph were relayed to me over the phone second or third hand. The reason I set those facts out in the memorandum was exactly because I have no actual knowledge of the situation. By setting out the facts as I understood them to be from my phone conversation I was hoping to make inaccuracies readily apparent. I knew at the time that there was a good probability that I might not be told accurately about what the situation was or that I would misinterpret information relayed over the phone.

I appreciate the effort you have made to set me straight on the facts. However, the fact that a joint venture of which you were a member received compensation for the work relating to the repeal of the legislative pay raises rather than you personally does not alter the conclusion I reached in the August 15 memorandum regarding the possibility of a conflict of interest should you serve on the Joint Special Committee on Legislative Salaries. Since you did, even if indirectly, receive some financial benefit the possibility of a conflict of interest could arise as a question.

I apologize for the errors contained in my memorandum and I hope they did not cause you any great inconvenience.

Sincerely,

Tamara B. Cook

Tamara B. Cook
Legislative Counsel

TBC:mkr
M1:002

cc: Senator Mitch Abood
Chairman, Joint Special Committee
on Legislative Salaries

Jo Fenety

4050 Woronzof Drive Anchorage, AK 99503
(907) 243-6467

August 21, 1985

Senator Mitch Abood
1024 West Sixth Avenue
Anchorage, AK 99501

Dear Mitch:

Thanks for your efforts in my behalf regarding the Legislative Salary Committee. I'm a bit disappointed that things worked out as they did but I understand that there were no provisions in the law to allow an official alternate.

Good luck as you deal with this challenging issue. I trust that common sense will prevail--and I feel that it will given the politically sensitive people who will be serving on the Committee.

Since I am interested in this issue, would you be good enough to have [redacted]

Sincerely,

Jo Fenety

enclosure

Jo Fenety

4050 Woronzof Drive Anchorage, AK 99503
(907) 243-6467

August 21, 1985

Ms. Tamara Brandt Cook
Legislative Affairs Agency
Pouch Y
Juneau, AK 99811

Dear Ms. Cook:

Senator Abood, Chair of the Joint Special Committee on Legislative Salaries, forwarded a copy of your memorandum of August 15, 1985 to me regarding the selection of an alternate public member for that committee.

While I will not argue with your conclusions, I want to clear up some misinformation which appears in the first paragraph of your memorandum --just for the record.

1. Jo Fenety d/b/a The Organizer and The First Associates formed a joint venture for the purpose of bidding on one contract. That contract was with the Anchorage Chamber of Commerce to manage the collection of signatures for the repeal of the legislative payraise.

2. I did not personally receive $2,500.00 per month for my work on the repeal effort. Instead, the joint venture received $2,500.00 per month plus reimbursement for expenses association with the work.

This information may seem inconsequential (as well as late) when it comes to the basic issue. However, I know that you share my commitment to accuracy--even after the fact.

Thank you for your patience.

Sincerely,

Jo Fenety

cc: Senator Abood

Alaska State Legislature

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ANCHORAGE, ALASKA 99501
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CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

August 19,1985

Ms. Jo Finity
4050 Woronzof Drive
Anchorage, Alaska 99503

Dear Ms. Finity:

Enclosed please find the legal opinion from the Division of Legal Services relating to your appointment as an alternate public member to the Joint Special Committee on Legislative Salaries.

Upon consideration of this opinion we had no choice but to rescind our action on appointing an alternate public member. This action was adopted mainly due to the fact that SCR 19 does not provide for an alternate member, only three public members. And as you will note, your previous joint contract with the Anchorage Chamber of Commerce and First Associates may not constitute a conflict of interest but at the very least could raise questions. Under common law, as pointed out in the opinion, not only must a public official avoid impropriety, but even the appearance of impropriety is to be avoided.

Unfortunate as it may be that we will not have your expertise on the committee, I would like to thank you on behalf of all members of the committee for taking the time and effort to volunteer for this public service endeavor. We would certainly appreciate your continued interest and if I can be of any assistance, please call.

Best personal regards,

Senator Mitch Abood
Senate Co-Chairman
Joint Special Committee on Legislative Salaries

enclosure

cc: Representative Ron Larson
House Co-Chairman

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

The Honorable John Butrovich
1039 5th Avenue
Fairbanks, Alaska 99701

Dear John:

I would like to thank you for initially agreeing to volunteer as a public member of the Joint Special Committee on Legislative Salaries.

But as you so wisely pointed out to Senator Fahrenkamp, due to your enrollment in the Elected Public Officials Retirement System, which is directly increased or decreased with current legislative salaries, there is indeed a conflict of interest. This is unfortunate, as the committee could have benefited from your vast knowledge and experience relating to legislative salaries.

The committee would certainly appreciate any input or expertise you would care to share with us on this matter.

Again, thank you for taking the time and effort on behalf of public service.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/CS SCR 19 am H

cc: Representative Ron Laron
House Chairman

Senator Betty Fahrenkamp

Alaska State Legislature

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CHAIRMAN
STATE AFFAIRS
MEMBER
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TRANSPORTATION

Senator Mitch Abood
SENATE DISTRICT G-A

August 15, 1985

Mr. Frank Chapados
3060 Riverview Drive
Fairbanks, Alaska 99701

Dear Mr. Chapados:

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

The committee is charged with comparing the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses.

The next meeting of the committee will be Sunday, August 18, 1985 at 3:30 p.m. at the Anchorage Legislative Information Office. This meeting will be a work session and will set the committee agenda.

Thank you again for taking the time and effort to serve on this committee.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

Alaska State Legislature

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CHAIRMAN
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TRANSPORTATION

Senator Mitch Abood

SENATE DISTRICT G-A

August 15, 1985

Mr. Lew Williams, Jr.
755 Grant Street
Ketchikan, Alaska 99901

Dear ~~Mr. Williams:~~ Lew

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

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Thank you again for taking the time and effort to serve on this committee.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

Alaska State Legislature

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CHAIRMAN
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Senator Mitch Abood
SENATE DISTRICT G-A

August 15, 1985

Mr. George Sullivan
1345 West 12th Avenue
Anchorage, Alaska 99501

Dear Mr. Sullivan: George

Congratulations on your appointment, as a public member, to the Joint Special Committee on Legislative Salaries.

The committee was established by the passage of CS for Senate Concurrent Resolution 19 (Finance) am H.

The committee is charged with comparing the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses.

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Thank you again for taking the time and effort to serve on this committee.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

enc/ CS SCR 19 am H

cc: Representative Ron Larson
House Chairman

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SUMMARY OF RESUMES RECEIVED FOR PULBIC MEMBER POSITIONS

RECEIVED	NAME & SUMMARY
8/1/85	JO FENETY OF ANCHORAGE RECOMMENDED BY REPRESENTATIVE LARSON OWNER OF TOP TEMPORARIES
8/1/85	FRANK PORT OF ANCHORAGE RESPONSE TO NEWS ARTICLE PIONEER HOME RESIDENT EXTENSIVE EXPERIENCE IN LABOR RELATIONS
8/5/85	JEAN MARILYN PARSONS OF ANCHORAGE RESPONSE TO NEWS ARTICLE EMPLOYED BY SOHIO AS LANDMAN, PERMIT COMPLIANCE, EMPLOYMENT AND EEO SUPERVISOR UNIV. OF ANCHORAGE, B.A. OFFICE ADMINISTRATION/ BUSINESS EDUCATION
8/5/85	JERRY P. JONES RESPONSE TO NEWS ARTICLE U.S. AIR FORCE AIR TRAFFIC CONTROL SPECIALIST
8/5/85	HAROLD J. MOENING RESPONSE TO NEWS ARTICLE PRIVATE BUSINESS/CONSULTING GEOLOGIST ENGINEER CURRENTLY WITH NORTEC UNIV. OF FAIRBANKS, B.S. GEOLOGY
8/6/85	FORMER MAYOR GEORGE SULLIVAN OF ANCHORAGE (1967-1982) RECOMMENDED BY SENATOR ABOOD GENERAL MANAGER OF MULTIVISIONS

Lynda

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SUMMARY OF RESUMES RECEIVED FOR PULBIC MEMBER POSITIONS

RECEIVED	NAME & SUMMARY
8/1/85	JO FENETY OF ANCHORAGE — alternate OWNER OF TOP TEMPORARIES
8/1/85	FRANK PORT OF ANCHORAGE PIONEER HOME RESIDENT EXTENSIVE EXPERIENCE IN LABOR RELATIONS
8/5/85	JEAN MARILYN PARSONS OF ANCHORAGE EMPLOYED BY SOHIO AS LANDMAN, PERMIT COMPLIANCE, EMPLOYMENT AND EEO SUPERVISOR UNIV. OF ANCHORAGE, B.A. OFFICE ADMINISTRATION/ BUSINESS EDUCATION
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8/6/85	FORMER MAYOR GEORGE SULLIVAN OF ANCHORAGE (1967-1982) GENERAL MANAGER OF MULTIVISIONS

Frank Chapados - Tok

Lew Williams - Ketchikan

Alaska State Legislature

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(907) 274-2843

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(907) 465-4747



CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

Senator Mitch Abood

SENATE DISTRICT G-A

August 15, 1985

Mr. Harold J. Moening
3200 Brookside Drive
Anchorage, Alaska 99517

Dear Mr. ~~Moening~~ Harry:

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

Again thank you for taking the time to respond to our need for public members. Your continued interest is welcomed and if you have any concerns that I can help you with, please contact me.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

Alaska State Legislature

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Mr. Jerry P. Jones
6844 Town & Country
Anchorage, Alaska 99502

Dear Mr. Jones:

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

Again thank you for taking the time to respond to our need for public members. Your continued interest is welcomed and if you have any concerns that I can help you with, please contact me.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Ms. Jean M. Parsons
P. O. Box 3-414
Anchorage, Alaska 99501

Dear Ms Parson: Jean

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

Again thank you for taking the time to respond to our need for public members. Your continued interest is welcomed and if you have any concerns that I can help you with, please contact me.

Best personal regards,

Mitch

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

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Senator Mitch Abood
SENATE DISTRICT G-A

CHAIRMAN
STATE AFFAIRS
MEMBER
BUDGET & AUDIT
TRANSPORTATION

August 15, 1985

Mr. Frank A. Port
Pouch 7-027
Anchorage, Alaska 99510

Dear Mr. Port:

I would like to thank you on behalf of the Joint Special Committee on Legislative Salaries for your interest and for volunteering to serve as a public member.

The committee felt it was important to have each public member selected represent a different area of the state. With that stipulation in mind the following public members were elected: Former Mayor George Sullivan of Anchorage, Lew Williams Jr. of Ketchikan, and Frank Chapados of Fairbanks.

Again thank you for taking the time to respond to our need for public members. Your continued interest is welcomed and if you have any concerns that I can help you with, please contact me.

Best personal regards,

Senator Mitch Abood
Senate Chairman
Joint Special Committee on Legislative Salaries

FRANK PORT RESUME SUMMARY

BORN NEW YORK CITY-MAY 5, 1910

WORKED ON MAYORAL CAMPAIGN IN NEW YORK

PLANT STEWARD FOR LOCAL 5 OF AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA

PRESIDENT AND BUSINESS REPRESENTATIVE OF LOCAL 334 NEW YORK

CONTRACTED WITH CORPS OF ENGINEERS AT OLD FT. RICHARDSON, ALASKA

U.S. AIR FORCE (ALASKA) 1963 - 1966/ HEATING EQUIPMENT REPAIR FOREMAN
PROMOTED TO SUPERVISORY CAPACITY

RETIRED DUE TO DEATH OF WIFE/4 CHILDREN

RECEIVED
AUG 1 1985

The Hon: Senator Mitchell Wood;

I am submitting the following information to qualify as a public member of the Wage Panel

Born New York City MAY 5th 1910

Served as Asst to Frank R. Horan Campaign Manager for the City Fusion Party for the election of F. LaGuardia as Mayor of the City of New York.

Was Plant Steward for local 5 of the Amalgamated Meat Cutters and Butcher Workmen of North America.

Won an Election under the o/d NRA (The so called Blue Eagle) This act was declared unconstitional by the Supreme Court. Congress the National Labor Relations Act. (The Wagner Act) I petitioned the International for a seperate Charter received same and proceeded to win another Election as President & Business Representative for local 334 of the Amalgamated it took four years to get a signed contract from the New York Butchers Dressed Meat Co Division of Armour & Co. The first from one of the big four Packers (Swift, Armour, Cudahy and Wilson).

I Quit as President & Business Representative of the local when the demands of the membership went beyond what the Company could meet as it was still recovering from a depleted Cattle Market Due to Drouth in the Mid & far West what Cattle could be bought was in a high live market

From Frank H. Abt
Route 7-027
Anchorage Ak 99510

July 31

Because I refused to represent their impossible demands I quit. They membership then went C.I.O and I left entirely because I would not support sit down Strikes on already impervished Cattle Market. Bechtel, Price and Callahan was hiring for the Canol Project at the time so I went to a spot 9 miles above Whitehorse and helped build a refinery. I Completed my Contract returned to New York in June of 1943 settled my affairs and signed a Contract with the Corps. of Engineers returned to Anchorage and was employ at Old Ft Richardson for the Post Utilities which amalgamated with the O/D used to form the Post Engineer setup which is still in existance today, transferred to Airforce in 1963 became Heating Equipment Repair Foreman 1966 Received my Administrative + Managerial Certificates through U.S.A.F.I. went to King Salmon as Heating Systems Soperviser for a year returned to 5073 ABS Shemya in same Supervisory Capacity resposible for the Waste Heat Recovery System, All High Pressure + Low Pressure Steam Boilers, Hot Water Boilers, Heat exchangers and Warm Air Furnaces. Retired upon the death of my wife due to Cancer of the Lungs and Emphysema myself 4 children Eldest Frank Honorably Discharged Navy Next Kenneth Honorably Discharged Army Next John Retired on Disability Coast Guard. All saw Service during Viet Nam Conflict, Resp

over

Senator Mitch Abood
Chairman, Legislative Salary Special Committee
Alaska State Senate
1024 W. 6th Avenue
Anchorage 99501

31 July 1985

Dear Senator Abood:

I would like to volunteer to serve as a public member of the Special Legislative Salary Committee.

A detailed (actually a lengthy) resume is enclosed. My previous salary comparison experience includes a special assignment to the school district where I evaluated all teachers when the wage classification system was changed some years ago to include years of service as well as degrees and years of education. Additionally, I worked with salary and compensation programs for Sohio in their Employee Relations Department.

During my thirty years in Alaska, I have served the community and the state and would like to continue in this important committee.

References: Jean vonDohrman, 501 D Street, Anchorage 99501
Jean Craciun, 808 E Street, Anchorage 99501
Larry Landry, Alaska Mutual Bank, Anchorage
Al Fleetwood, 3336 Princeton Way, Anchorage
Martha Galbreath, P. O. Box 6193, Anchorage 99501

I will be glad to provide additional information or references.

Jean Parsons

Jean M. Parsons
P. O. Box 3-414
Anchorage 99501
Day phone - 564-5137

RECEIVED
AUG 5 1985

SYNOPSIS of RESUME of
JEAN MARILYN PARSONS

Post Office Box 3-414
Anchorage, Alaska 99501
Telephone: 907 344-4006

EDUCATION

1973 University of Alaska, Anchorage, B.A. -
Office Administration/Business Education
(earned degree while employed full time)
Secondary Education Certificate, State of Alaska

1949 Fisher Junior College, Boston, Massachusetts
Professional Secretarial Certificate.

PROFESSIONAL EXPERIENCE

1977 - Sohio Alaska Petroleum Company, Prudhoe Bay and Anchorage:
Landman, Permit Compliance (also Camp Supervisor,
Employment and EEO Supervisor).

1975 - 1976 Green Construction Company, Prudhoe Bay:
Office Manager.

1970 - 1975 State of Alaska, Department of Labor, Anchorage and
Juneau: Program Coordinator, Employment Counselor.

1959 - 1969 Scandinavian Airlines System, Anchorage:
Senior Passenger Service Representative.

PRE-PROFESSIONAL EXPERIENCE

1956 - 1959 Alaska Communications System; Union Oil Corporation;
Greater Anchorage Chamber of Commerence - Anchorage.
Secretary and Administrative Assistant.

1955 - 1956 Palm Beach Biltmore Hotel, Palm Beach, Florida,
Secretary to the Manager.

1949 - 1955 Boston University School of Social Work, Boston,
Secretary to the Dean.

MEMBERSHIP in PROFESSIONAL ORGANIZATIONS

Past President of the Board of Directors, Employment and Training Center
of Alaska and Alaska Resources for the Moderately and Severely Impaired
Soroptimists of Cook Inlet
Alaska World Affairs Council
American Vivisection Association
Anchorage Society of Prevention of Cruelty to Animals

AMPLIFIED RESUME JEAN M. PARSONS

3/77 -
SOHIO ALASKA PETROLEUM COMPANY, Anchorage (formerly BP)

Accepted a Skilled Clerk assignment at Prudhoe Bay to gain a position. Organized the Controls System office, including files, maintenance records, dossiers; handled and processed purchase orders; received, unpacked and distributed all supplies, tools and equipment for Controls and Communications. Participated in establishing the original computerized preventive maintenance/ purchasing system.

Successfully applied for an upgrade through the company's Job Opportunity Program and began as Camp Supervisor, CC-1, July 1978. Prepared and administered contracts and budgets; health and safety programs; supervised camp staff - reservations and check-ins, catering, housekeeping and building maintenance; arranged entertainment; the same responsibilities for Sohio's main camp were added during 1979.

In September 1979, I again bid through the Job Opportunity Program for the position of Employment Supervisor, Anchorage, in charge of external recruitment. Supervised the Employee Relations Office, wrote job descriptions and vacancy announcements, interviewed, selected and referred applications and directed employment application processing for permanent exempt and non-exempt positions. Recruited, selected and administered a large temporary work force.

In June 1981, I was transferred to Equal Employment Opportunity Supervisor, responsible for preparing and administering the Affirmative Action Program for 1200 employees. Provided EEO policy and law interpretations to management and employees. Planned and directed an EEO training program. Designed and implemented an audit and reporting system to measure program effectiveness; identified potential problem areas and recommended remedies. Responded to formal complaints. Counseled employees. Conducted a community outreach program which included presenting career day programs to high school students around the State.

Through the Job Opportunity Program, I applied for a position August 1983 in the Lands Department as Landman, Permit Compliance. Responsible for providing comprehensive audit, monitoring, and reporting system for the majority of Sohio's operating permits. Responsible for developing permit awareness training to insure high company compliance response; for defining responsibilities and communications paths for permit compliance; for negotiating with regulatory agencies to mitigate the impact on operations of proposed or existing stipulations; for maintaining current knowledge of permit and regulatory burdens to prepare company position reports as needed.

11/75 - 8/76
GREEN CONSTRUCTION COMPANY, Prudhoe Bay

Accepted temporary job as clerk typist to satisfy curiousity about the Alaska Pipeline. Promoted to Office Manager after one month. Supervised clerical employees and supported the Project Manager and staff, plus three subcontractors, administering a $21,000,000. maintenance and service contract.

4/70 - 10/75
ALASKA DEPARTMENT of LABOR, Division of Employment Security
Anchorage, Juneau

Employed as Manpower Specialist Trainee interviewing, classifying, and placing applicants. Promoted to Manpower Specialist I in November 1970, as Selection and Referral Specialist working mainly with disadvantaged persons seeking job training, counseling, employment. Recommended individuals for training and followed them through a program leading to employment by providing needed supportive services including food, housing, transportation.

Promoted to Manpower Specialist III in January 1972, to Juneau. Involved in employment service technical functions -- including planning and implementing new programs; interpreting and revising methods or procedures to adapt State operations to Federal guidelines. Provided technical assistance and training to eleven statewide employment offices. Wrote manuals and directives, designed forms, conducted program audits and evaluations. Acted as supervisor for the Manpower Development and Training Act and Work Incentive Program Training Payment Unit, which was responsible for payment of tuition and allowances to trainees throughout the State.

From May through October 1973, was assigned to a special group of the Federal Division of Budget Development and Review to improve the ability of the Unemployment Insurance Service to budget and allocate resources. Participated in three phases of the study:

> Flowcharted all processes in unemployment insurance offices in the State; documented quality standards of the agency
> Trained monitors around the State, tested the design, and monitored recording of actual time expended and production counts on all processes in paying and adjudicating unemployment claims
> Analyzed and summarized time expenditures and production counts and constructed a cost model of budget procedures which is now the basis for budget preparation and allocation for the agency.

Promoted to Manpower Specialist IV in August 1974, in Anchorage, and under general direction of the Agency Director and Assistant Directors, performed special studies to identify, analyze and document management procedures and policy and recommend corrective action or change. Redesigned programs as required and trained staff statewide. Acted as liaison for the Director in Anchorage.

Was advanced to Program Coordinator in March 1975, with statewide responsibility to revitalize the Work Incentive Program and improve performance to achieve mandatory Federal goals or lose State funding. Reported directly to the Commissioners of Labor and Health and Social Services; coordinated program with Region X Federal WIN staff. Functioned as the Program Manager of the Anchorage WIN Office, which accounted for 80% of state goals. Able to bring WIN program up to the desired level and received Federal approval moving from the worst to the best state WIN program in Region X. Left the State agency to return to private industry.

August 5, 1985

Legislative Affairs Committee
Senator Mitch Abood
1024 W. 6th Street
Anchorage, AK 99501

Dear Sir:

I would like to volunteer to serve as a public member of the Legislative Salary Committee. My reasons are strictly to serve the publics interest and I believe my qualifications make me well suited for this endeavor.

I am 45 years old, married, and have four college age children. My family and I have been Alaska residents since 1964 having come here as an Air Force fighter pilot. In 1971, after eight years of active military duty, including Vietnam, I began working for the Federal Aviation Administration where I am currently a GS-13 Air Traffic Control Specialist Supervisor. Also, since 1970 I have served in the Alaska Air National Guard as a pilot and Director of Operations.

My personal life is devoted primarily to family, church activities, and private flying. I served for ten years as treasurer of the Anchorage Church of Christ, a congregation of approximately 600 members. I also served as an elder and teacher for that congregation. Since 1970 I have been a part-time flight instructor flying out of Merrill Field and Anchorage International Airport.

There are probably more than 25,000 military and civilian employees of the U. S. Government in Alaska. I believe these people need a voice in determining the salary of our elected representatives and my experience in the aviation community, the U. S. Government, and the Air National Guard gives me a broad background to serve on this committee.

My desire is to represent a large segment of Alaskas people while serving all Alaskans, so I ask your favorable consideration for this position. For personal references I would refer you to Judge Seaborn J. Buckalew, Mr. Ed Merdes, or Senator Rick Halford.

Thank you for your time and attention.

Sincerely,

Jerry P. Jones

Jerry P. Jones
6844 Town & Country
Anchorage, AK 99502
Phone 243-4490

RECEIVED
AUG 5 1985

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AUG 6 1985

August 6, 1985

Panel on Legislative Salaries
Senator Mitch Abood, Chairman
1024 W. 6th Avenue
Anchorage, Alaska 99501

Gentlemen,

Please consider me as a candidate for one of the three public members for the Panel on Legislative Salaries.

I am a 29-year resident of the State of Alaska and have a sincere interest in all matters affecting this State and its people.

Enclosed herewith is a brief resume' outlining my qualifications for this appointive position. Your consideration is appreciated.

Respectfully submitted,

Harold J. Moening

Harold J. Moening
3200 Brookside Drive
Anchorage, Alaska 99517

Enclosure

HJM/fbw

RESUME

HAROLD J. (HARRY) MOENING
3200 Brookside Drive
Anchorage, Alaska 99517

PERSONAL

U.S. Citizen, Born March 16, 1934 in Melrose, Minnesota.
Alaska Resident since June, 1956.

Graduate of University of Alaska, Fairbanks
Bachelor of Science Degree - Geology, 1960.

Married July 26, 1958 in Anchorage, Alaska.
Father of three children, all Alaskan residents.

MEMBERSHIPS

American Arbitration Association
Panel of Arbitrators

Alaska Bar Association
Non-Attorney Member of Disciplinary Committee

Municipality of Anchorage
Geotechnical Advisory Commission 1976-1980

Registered Professional Geologist
In States of Alaska, California, and Idaho

Member and former Chapter President of the
American Institute of Professional Geologists

Member of Association of Engineering Geologists

RELEVANT EXPERIENCE

Employed by State of Alaska, Dept. of Highways
1960 - 1964

Private Businessman and Employer in Alaska since 1964. Alaskans on my payroll during this time have varied from a few to over 150.

NAME: GEORGE M. SULLIVAN

RECEIVED
AUG 6 1985

HOME ADDRESS: 1345 West 12th Avenue
Anchorage, Alaska 99501

TELEPHONE: Residence (907) 272-2918

DATE OF BIRTH: March 31, 1922

EDUCATION: VALDEZ HIGH SCHOOL
BUSINESS ADMINISTRATION (SUMMER COURSE) AT STANFORD

MILITARY: U. S. Army - Aleutians, WW II

BUSINESS CAREER: MULTIVISIONS, LTD.
General Manager

WESTERN AIRLINES
Senior Vice President - Alaska

MAYOR OF ANCHORAGE, ALASKA
Oct, 1967 - Jan., 1982

ALASKA STATE LEGISLATOR

CONSOLIDATED FREIGHTWAYS - Alaska Manager

U. S. DEPUTY MARSHAL - ALASKA

MEMBERSHIPS: Anchorage Elks, #1351
Pioneers of Alaska
Knights of Columbus
Knights of the Holy Sepulcher, Alaska Council Member
First Federal Bank - Board of Directors
MultiVisions Cable - Board of Directors
First Service Corporation - Board of Directors

Former Member:
Anchorage Assembly
Anchorage City Council
Fairbanks City Council
Alaska VFW - Department Commander
Jaycees - State President
Executive Board, U. S. Conference of Mayors
Alaska Municipal League - Past President
National League of Cities - Board of Directors

SPOUSE'S NAME: MARGARET EAGAN SULLIVAN

CHILDREN:

1. Tim
2. Harvey
3. Dan
4. Kevin
5. Colleen
6. George, Jr.
7. Mike
8. Shannon
9. Casey

GRANDCHILDREN: EIGHT (8)

Jo Fenoty

4050 Woronzof Drive Anchorage, AK 99503
(907) 243-6467

RESUME

RECEIVED
AUG 1 1985

EMPLOYMENT BACKGROUND:

TOP TEMPORARIES Owner	2/83 to Present Anchorage
HERITAGE HOMES AND INVESTMENTS Director, Property Management	7/84 to 1/85 Anchorage
NEW CAPITAL SITE PLANNING COMMISSION Administrative Officer	11/81 to 12/82 Anchorage
DEPARTMENT OF TRANSPORTATION AND PUBLIC FACILITIES Leasing Manager - Anchorage/Fairbanks Airports	9/78 to 11/81 Anchorage
DEPARTMENT OF HEALTH AND SOCIAL SERVICES AND DEPARTMENT OF COMMUNITY AND REGIONAL AFFAIRS Administrative Assistant III	9/76 to 8/78 Juneau

FORMAL EDUCATION:

University of Florida - Liberal Arts
University of Alaska - Business

COMMUNITY SERVICE:

Cook Inlet Foundation, Inc., Past President (1981-82)
Women in State Employment, Co-Founder
Anchorage Chamber of Commerce, Member, Legislative Action Committee
Anchorage Republican Women's Club, Past President (1982-84)
Republican Association for Business and Professional Women

REFERENCES: Upon request

SCOMM

#49:11

COMMITTEE MEMBER CONTACT LIST

SENATE

SENATOR ABOOD, CHAIRMAN COMMITTEE AIDE: LINDA FIRESTONE
1024 W. 6TH AVENUE 274-7648
ANCHORAGE AK 99501

SENATOR BILL RAY COMMITTEE AIDE: FRANK BICFORD 586-6665
POUCH V 465-4922 JUNEUA OFFICE
JUNEAU AK 99811

SENATOR BETTYE FAHRENKAMP COMMITTEE AIDE: EDDIE OR MARK
515 7Th 452-4882
FAIRBANKS AK 99701

HOUSE

REPRESENTATIVE RON LARSON, CHAIRMAN
BOX 53 AIDE: GENE ANNAS
PALMER AK 99645 376-8628 PALMER OFFICE
745-3826 (HOME) WANDA COOKEY
465-3727 JUNEAU OFFICE

REPRESENTATIVE JOHN SUND
2504 SECOND AVENUE AIDE: HOWARD
KETCHIKAN AK 99901 225-5552 KETCHIKAN OFFICE
225-9292 (PRIVATE BUSINESS)
225-9461 (HOME)

REPRESENTATIVE RANDY PHILLIPS
BOX 142 AIDE: JANET SEITZ
EAGLE RIVER AK 99577 694-4949 (MESSAGE)
279-4949 (BUSINESS-FAMILY VIDEO)

PUBLIC MEMBERS

GEORGE SULLIVAN
1345 WEST 12Th AVENUE
ANCHORAGE AK 99501 272-2918 (HOME)

FRANK CHAPADOS
P.O. BOX 73798 452-7913 (BUSINESS)
FAIRBANKS AK 99707 456-4125 (HOME)

LEW WILLIAMS
755 GRANT STREET 225-3157 (BUSINESS)
KETCHIKAN AK 99901 225=4643 (HOME)

PUBLIC MEMBER TRAVEL EXPENSES

	SENATE	HOUSE
HEARING		
AUG 18	CHAPADOS P.D. 80.00 TRAVEL 222.00 302.00	
	WILLIAMS P.D. 180.00 TRAVEL 304.00 484.00	
	TOTAL 786.00	
OCT 4		CHAPADOS -0- (NO TR NEEDED)
		WILLIAMS (HOUSE SENT TR ? NOT RECEIVED YET) P.D. ? (2 DAYS PD REQUESTED)
NOV 5	WILLIAMS -0- (NO TR NEEDED)	CHAPADOS ? (IF TR NEEDED HOUSE TO PROVIDE)

Katie -

11-13-85

ATTACHED IS A COPY OF FRANK CHAPADOS' AIRLINE TICKET THAT HE WILL NEED REIMBURSEMENT ON PLUS ONE DAY PER DIEM (THAT'S HOW ACCOUNTING HANDLED IT LAST TIME). IF ACCOUNTING NEEDS THE ACTUAL TICKET LET ME KNOW AND I'11 HAVE IT SENT. THE CHECK SHOULD BE MAILED TO:

FRANK CHAPADOS
P.O. BOX 73798

FAIRBANKS AK 99707 PHONE: 452-7913 (BUSINESS)

THIS WAS FOR HIS ATTENDANCE AT OUR LAST HEARING--NOV 5

CALL IF YOU HAVE QUESTIONS 274-7648

Linda Frietze

ALASKA CAB

3607 SPENARD ROAD
ANCHORAGE, ALASKA 99503
DISPATCH NO: (907) 563-5353

[redacted]

DATE 11-5-85

Time Out _____ Time In _____

Charge To _____

Service Rendered airport

_____

_____ Charge $ 12.00

Authorized Signature _____

Driver's Name Luk Palich

Cab No. 107

[redacted]

ALASKA AIRLINES, INC. PASSENGER TICKET AND BAGGAGE CHECK

SUBJECT TO CONDITIONS OF CONTRACT ON PASSENGER'S COUPON

FLIGHT COUPON No 2

Frank X Chapados

(907)456-4125

CHAPADOS/FRANCHR

06 NOV

6NOV85

027:4461:239:778

ALASKA

FAIRBANKS ALASK

NW 362336 0300

361713

GOOD FOR PASSAGE BETWEEN POINTS OUTLINED	CARRIER	FLIGHT	CLASS	DATE	TIME	STATUS	FARE BASIS/TET. DESIGNATOR	NOT VALID BEFORE	NOT VALID AFTER	ALLOW

[redacted]

FAI AS ANC 73.00AS FAI 73.0

$146.00

146.00

035701923

2 027 4461239778 3 ¤ FRANK X CHAPADOS

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

DATE: OCTOBER 21, 1985

SENATOR BETTYE FAHARENKAMP has been
(Senator, employee, witness)

authorized to travel from FAIRBANKS to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARI
(committee meeting, conference, etc.)

on the following dates NOVEMBER 5, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARI

TR # issued 664069

Don Bennett/kpn

LAA/ Admin Svcs
Accounting

Please pouch to Fairbanks 210.

K

LEGISLATIVE AFFAIRS AGENCY

Pouch Y
Juneau AK 99811
(907) 465-3852

Convening Travel
First Session 1985
14th Legislature

TRAVEL & MOVING EXPENSES REIMBURSEMENT CLAIM

NAME: _____ Date _____

MOVING EXPENSES:	Claim	Accounting
1. Commercial mover _____	$ _____	$ _____
2. Rental of vehicles _____	$ _____	$ _____
3. Mileage _____ miles @25¢ per mi.	$ _____	$ _____
4. Excess Baggage _____	$ _____	$ _____
TRAVEL EXPENSES:		
1. Transportation (Self) _____	$ _____	$ _____
2. Transportation (Spouse) _____	$ _____	$ _____
3. Transportation (Dependents) ____	$ _____	$ _____
4. Per Diem (Self) _____ Number of Days _____ _____	$ _____	$ _____
5. Per Diem (Spouse) _____ Number of Days _____ _____	$ _____	$ _____
6. Per Diem (No. of Dependents) ___ Number of Days _____ _____	$ _____	$ _____
	_____	_____
TOTAL	$ _____	$ _____

_____
Signature

FOR OFFICE USE ONLY

Account Code: 31-92-1-002-281 - Travel _____ FW# _____

31-92-1-002-282 - Per Diem _____ FW# _____

TR# Issued:

31-92-1-002-283 - Other _____ FW# _____

_____
Date: _____ Date: _____

TRAVEL AUTHORIZATION

LEGISLATIVE AFFAIRS AGENCY

LAA/Admin Svcs
12/01/84

Trip Purpose: _____

_____

Charge to: _____
(Council, Subcommittee, Task Force, etc.)

ITINERARY

From _____ (Home Station) on _____ (Date)

and will overnight in _____ on _____

in _____ on _____

in _____ on _____

in _____ on _____

and return to _____ (Home Station) on _____ (Date) at _____ a.m. _____ p.m. (Indicate Time)

Travel Advance Request Yes ___ No ___

STAFF: Eligible for per diem reimbursement - **LEGISLATORS: Please attach actual lodging receipts.**

ACTUAL COSTS						
Date/ Year	Explanation	Miles x 25¢ rate	Mileage Allowance Cash Fare	Per Diem Actual Receipts	Other	
	SUB-TOTALS					

NOTE: Return all unused tickets to LAA Accounting.

TOTAL ACTUAL COST	
Less Travel Advance # _____	
Final Payment # _____	

FOR ACCOUNTING USE ONLY						
TRANSPORTATION REQUESTS						
TR No.		Voucher No		Vendor	Amount	Date
Dpt	Pro-gram	Div	Obj Rcpt	Vendor	FW No.	Amount

_____ _____
Printed name of traveler

_____
Printed name of person who is authorizing trip

_____ _____
Signature of traveler

_____
Signature of person who is authorizing trip

_____
Warrant mailing address

Date: _____

PLEASE DELIVER TO JUNEAU OFFICE

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

DATE: AUGUST 29, 1985

SENATOR BILL RAY has been
(Senator, employee, witness)

authorized to travel from JUNEAU to
(city, town)

ANCHORAGE to attend
(city, town(s))

HEARING OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES
(committee meeting, conference, etc.)

on the following dates SEPTEMBER 13, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIE

TR # issued _____

Hearing Cancelled
Voted via telephone

LAA/ Admin Svcs
Accounting

PLEASE POUCH TO FAIRBANKS LIO

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman X _____
Joint Special Committee on Legislative Salaries

DATE: AUGUST 29, 1985

SENATOR BETTYE FAHRENKAMP has been
(Senator, employee, witness)

authorized to travel from FAIRBNKS to
(city, town)

ANCHORAGE, to attend
(city, town(s))

HEARING OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES
(committee meeting, conference, etc.)

on the following dates SEPTEMBER 13, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIE

TR # issued _____

Hearing cancelled

LAA/ Admin Svcs
Accounting

MAIL TO: P.O. BOX 73798
FAIRBANKS AK 99707

LEGISLATIVE AFFAIRS AGENCY

Pouch Y
Juneau AK 99811
(907) 465-3852

Convening Travel
First Session 1985
14th Legislature

TRAVEL & MOVING EXPENSES REIMBURSEMENT CLAIM

NAME: FRANK CHAPADOS, PUBLIC MEMBER Date 8/13/85
JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

MOVING EXPENSES:	Claim	Accounting
1. Commercial mover _____	$ _____	$ _____
2. Rental of vehicles _____	$ _____	$ _____
3. Mileage _____ miles @25¢ per mi.	$ _____	$ _____
4. Excess Baggage _____	$ _____	$ _____
TRAVEL EXPENSES:		
1. Transportation (Self) _____	$ _____	$ _____
2. Transportation (Spouse) _____	$ _____	$ _____
3. Transportation (Dependents) ___	$ _____	$ _____
4. Per Diem (Self) _____ Number of Days 1 _____	$ 80.00	$ _____
5. Per Diem (Spouse) _____ Number of Days _____ _____	$ _____	$ _____
6. Per Diem (No. of Dependents) ___ Number of Days _____ _____	$ _____	$ _____
TOTAL	$ 80.00	$ _____

Senator Chapados
Signature

FOR OFFICE USE ONLY

Account Code: 31-92-1-002-281 - Travel _____ FW# _____

31-92-1-002-282 - Per Diem _____ FW# _____

TR# Issued:

31-92-1-002-283 - Other _____ FW# _____

_____
Date: _____

Date: _____

K

MAIL TO: 755 GRANT STREET
KETCHIKAN AK 99901

LEGISLATIVE AFFAIRS AGENCY

Pouch Y
Juneau AK 99811
(907) 465-3852

Convening Travel
First Session 1985
14th Legislature

TRAVEL & MOVING EXPENSES REIMBURSEMENT CLAIM

NAME: LEW WILLIAMS, PUBLIC MEMBER Date 8/13/85
JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

MOVING EXPENSES:	Claim	Accounting
1. Commercial mover	$	$
2. Rental of vehicles	$	$
3. Mileage ____ miles @25¢ per mi.	$	$
4. Excess Baggage	$	$
TRAVEL EXPENSES:		
1. Transportation (Self)	$ 304.00	$
2. Transportation (Spouse)	$	$
3. Transportation (Dependents)	$	$
4. Per Diem (Self) Number of Days	$	$
5. Per Diem (Spouse) Number of Days	$	$
6. Per Diem (No. of Dependents) Number of Days	$	$
TOTAL	$ 304.00	$

Signature

FOR OFFICE USE ONLY

Account Code: 31-92-1-002-281 - Travel _____ FW# _____

31-92-1-002-282 - Per Diem _____ FW# _____

TR# Issued:

31-92-1-002-283 - Other _____ FW# _____

Date: _____ Date: _____

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

DATE: June 26, 1985

SENATOR FRANK FERGUSON has been
(Senator, employee, witness)

authorized to travel from KOTZEBUE to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES HEARING
(committee meeting, conference, etc.)

on the following dates July 26, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIES

TR # issued

Cancelled

LAA/ Admin Svcs
Accounting

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

DATE: June 26, 1985

SENATOR BILL RAY has been
(Senator, employee, witness)

authorized to travel from JUNEAU to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES HEARING
(committee meeting, conference, etc.)

on the following dates July 26, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIES

TR # issued _____

Cancelled

LAA/ Admin Svcs
Accounting

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

X [signature]

DATE: AUGUST 8, 1985

SENATOR BETTY FAHRENKAMP has been
(Senator, employee, witness)

authorized to travel from FAIRBANKS to
(city, town)

ANCHORAGE to attend
(city, town(s))

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES HEARING
(committee meeting, conference, etc.)

on the following dates AUGUST 16, 1985 changed to 18th.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIES

TR # issued

LAA/ Admin Svcs
Accounting

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman X
Joint Special Committee on Legislative Salaries

DATE: AUGUST 8, 1985

SENATOR BILL RAY has been
(Senator, employee, witness)

authorized to travel from JUNEAU to
(city, town)

ANCHORAGE to attend
(city, town(s))

HEARING OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES
(committee meeting, conference, etc.)

on the following dates AUGUST 16, 1985 changed to 18th.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIE

TR # issued

LAA/ Admin Svcs
Accounting

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

X Sen Mitch Abood

DATE: AUGUST 13, 1985

(PUBLIC MEMBER) has been
(Senator, employee, witness)

authorized to travel from _____ to
(city, town)

ANCHORAGE to attend
(city, town(s))

HEARING OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES
(committee meeting, conference, etc.)

on the following dates AUGUST ~~16~~ 18 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIE

TR # issued _____

LAA/ Admin Svcs
Accounting

Rush -
Abood left town & had these signed without filling in names. Called Sandy with Chapados name & it should have been Williams. Chapados used his & Williams was reimbursed

Alaska State Legislature

Senate

Official Business

Pouch V
State Capitol
Juneau, Alaska 99811

TRAVEL AUTHORIZATION FORM

TO: Karla Ellis, Accounting Supervisor
Legislative Affairs Agency

FROM: Senator Mitch Abood, Co-Chairman
Joint Special Committee on Legislative Salaries

X Sen Mitch Abood

DATE: AUGUST 13, 1985

(PUBLIC MEMBER) has been
(Senator, employee, witness)

authorized to travel from _____ to
(city, town)

ANCHORAGE
(city, town(s))

to attend

HEARING OF THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES
(committee meeting, conference, etc.)

on the following dates AUGUST ~~16~~ 17, 1985.

Please charge these travel expenses to the SENATE COMMITTEE ON LEGISLATIVE SALARIE

TR # issued _____

LAA/ Admin Svcs
Accounting

SCOMM

#49:12

ALASKA LEGISLATIVE PAY HISTORY

DATES	MONTHLY SALARY	YEARLY SALARY	
3/17/61 - 1/22/67	208.33	2,499.96	
1/23/67 - 1/27/69	500.00	6,000.00	
1/28/69 - 7/15/70	541.66	6,499.92	
7/16/70 - 1/10/71	791.66	9,499.92	
1/11/71 - 6/30/75	750.00	9,000.00	
7/1/75 - 10/13/76	1,226.66	14,719.92	* #1
10/14/76 - 5/15/77	750.00	9,000.00	* #2
5/16/77 - 12/31/78	979.17	11,750.04	* #3
1/1/79 - 12/31/79	1,291.66	15,499.92	* #4
1/1/80 - 12/31/80	1,440.00	17,280.00	
1/1/81 - 12/31/81	1,564.00	18,768.00	
1/1/82 - 12/31/82	1,673.00	20,076.00	
1/1/83 - 7/20/83	1,757.00	21,084.00	* #5
7/21/83 - PRESENT	3,900.00	46,800.00	* #6

*1 CHAPTER 205 SLA 1975/INCLUDED LEGISLATIVE PAY RAISE REPEALED BY VOTERS--AUGUST 1976 PRIMARY

*2 SALARY RETURNED TO $750.00 PER MONTH 10/13/76

*3 SALARY COMMISSION ENACTED 6/25/76
THIS SALARY WAS RECOMMENDED BY COMMISSION AND ADOPTED BY LEGISLATURE.

*4 SALARY COMMISSION ABOLISHED IN 1980. THIS SALARY SET BY LEGISLATORS.

*5 1983 BASE + PER DIEM $34,684-162 DAYS.

*6 FIRST BASE SALARY WITH NO PER DIEM-EFFECTIVE 7/21/83
28% INCREASE ($12,756) OVER PRE-RAISE 1983 SALARY

ALASKA STATUTES

Title 24
Legislature

OCTOBER 1978

Sec. 24.10.060. Other officers. Provision for the election or appointment of other officers for either or both houses may be made in the rules. (§ 16(4) ch 157 SLA 1959)

Article 2. Employees.

Section
60. Legislative employees

Sec. 24.10.060. Legislative employees. The temporary employees of the legislature are hired for the duration of each session upon the recommendation of the rules committee of each house. Employees assigned to each house are under the supervision of the chief clerk and senate secretary. Employees assigned to the duplicating, distributing, mailing, and other centralized services are under the immediate supervision of the Legislative Affairs Agency. Permanent and temporary employees of the legislature and its agencies shall be employed subject to classification and wage plans based on the merit principle and adapted to the special needs of the legislature. Permanent employees are subject to the general state laws regarding leave and retirement. (§ 17 ch 157 SLA 1959; am § 4 ch 47 SLA 1961; am § 36 ch 32 SLA 1971)

Legislative committee report. — For report on ch. 32, SLA 1971 (HB 111 am), see 1971 House Journal, p. 138.

[redacted]

Article
1. Legislators (§§ 24.15.010 — 24.15.050)
2. Officers and Employees (§§ 24.15.060 — 24.15.070)

Article 1. Legislators.

Section
10. Legislative per diem
20. Annual legislative salaries
30. Additional allowances
40. Method of payment
50. Transportation allowance

Sec. 24.15.010. [redacted] The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23. (§ 1 ch 26 SLA 1961; am § 3 ch 100 SLA 1963; am § 8 ch 193 SLA 1970; am § 5 ch 87 SLA 1971; am § 6 ch 205 SLA 1975; am § 6 ch 263 SLA 1976)

Effect of amendment. — The 1976 amendment rewrote this section.
Editor's note. — Chapter 205, SLA 1975, which amended this section, was submitted to the voters by referendum and was rejected, effective October 14, 1976.

Legislative committee report. — For report on ch. 205, SLA 1975 (FCCS HCSSB 404), see 1975 House Journal, p. 1468.
Necessity of section. — This section was compelled by an awareness that members from the capital area incurred fewer traveling and living expenses than other members of the legislature as a result of their attending the legislative session. 1962 Op. Att'y Gen., No. 10.
Oath prerequisite for salary or per diem. — It is impossible for a newly appointed member of the legislature to receive salary or per diem until he is sworn in as a member of the legislature pursuant to AS 24.05.170. 1959 Op. Att'y Gen., No. 20.
Am. Jur., ALR and C.J.S. references. — 49 Am. Jur., States, Territories and Dependencies, § 46.
Per diem compensation of members and officers of legislature, 1 ALR 296.
81 C.J.S. States § 36.

Sec. 24.15.020. [redacted] Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23. (2 ch 26 SLA 1961; am § 1 ch 149 SLA 1966; am § 9 ch 193 SLA 1970; am § 4 ch 205 SLA 1975; am § 6 ch 148 SLA 1976; am § 7 ch 263 SLA 1976)

Effect of amendments. — The second 1976 amendment rewrote the first sentence and substituted "annual sum prescribed in accordance with AS 39.23" for "$500 a year during tenure of office" in the second sentence. Neither 1976 amendment gave effect to the other, and this section is set out as it appears in ch. 263, SLA 1976.
Editor's note. — Chapter 205, SLA 1975, which amended this section, was submitted to the voters by referendum and was rejected, effective October 14, 1976.
Oath prerequisite for salary or per diem. — See same catchline in note AS 24.15.010.
ALR reference. — Illegal election or appointment as affecting right to salary, 7 ALR 1682.

Sec. 24.15.030. [redacted] In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses. (§ 3 ch 26 SLA 1961; am § 1 ch 8 SLA 1970; am § 10 ch 193 SLA 1970; am § 8 ch 263 SLA 1976)

Effect of amendment. — The 1976 amendment substituted "prescribed in accordance with AS 39.23" for "of $4,000."

Sec. 24.15.040. Method of payment. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer. (§ 4 ch 26 SLA 1961)

Sec. 24.15.050. Transportation allowance. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled

to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment. (§ 1 ch 36 SLA 1966; am § 4 ch 100 SLA 1982; am § 1 ch 166 SLA 1975)

Effect of amendment. — The 1975 amendment in the second sentence, substituted "an allowance" for "a baggage allowance," and "200 pounds air freight" for "100 pounds excess baggage by air."

Article 2. Officers and Employees.

Section
60. Compensation
70. [Repealed]

Sec. 24.15.060. Compensation. (a) Temporary session employees of the legislature are compensated for each calendar day of the legislative session at the rate authorized by the Joint Rules Committee and upon approval of the house and senate.

(b) The daily compensation provided for in (a) of this section applies for each day of the session the employee is officially on the payroll. Session employees hired or retained on the payroll for pre-session or post-session work at the direction of the legislative council shall be paid on an hourly basis for hours actually worked as determined by dividing the authorized daily compensation for each position by seven, the number seven representing the average working hours each day. During sessions, all employees are employed with the understanding that they will work as many hours as may be required by their supervisors with the approval of the Rules Committees. All temporary employees are on call for duty every day of the session.

(c) Employees of agencies governed by permanent interim committees of the legislature under AS 24.20 are compensated in accordance with the general state salary schedule, including overtime payment and compensatory time policies, at levels budgeted and approved by the governing committees in accordance with law. The governing committees shall coordinate with each other on position levels and salary-related overtime and compensatory time policies to every extent possible consistent with the statutory duties and powers of each permanent committee and its agency. (§ 1 ch 13 SLA 1961; am § 1 ch 45 SLA 1965; am § 1 ch 22 SLA 1969; am § 1 ch 85 SLA 1978)

Effect of amendment. — The 1978 amendment added subsection (c).

Sec. 24.15.070. Conditions of compensation.

Repealed by § 9 ch 126 SLA 1966.

Editor's note. — The repealed section derived from § 2, ch. 13, SLA 1961.

Chapter 20. Agencies of the Legislature.

Article
1. Legislative Council (§§ 24.20.010 — 24.20.140)
2. Legislative Budget and Audit Committee (§§ 24.20.151 — 24.20.211)
3. Administrative Regulation Review Committee (§§ 24.20.400 — 24.20.440)
4. Legislative Board of Retirement Benefits (§§ 24.20.500 — 24.20.570)

Article 1. Legislative Council.

Section
10. Legislative council established
20. Membership
30. Term of membership
40. Vacancies
50. Executive director and staff
60. Powers
65. Examination of regulations and opinions
70. Revision of statutes
75. Code Revision Commission
80. Intergovernmental cooperation
90. Assignment of projects
100. Requests for service
110. Meetings
120. Reports
130. Budgets
140. Appropriations

Sec. 24.20.010. Legislative council established. The Alaska Legislative Council is established as a permanent interim committee and service agency of the legislature. The establishment of the council recognizes the need of the legislature for full-time technical assistance in accomplishing the research, reporting, bill drafting, and examination and revision of statutes, and general administrative services essential to the development of sound legislation in the public interest. (§ 1 ch 17 SLA 1960)

Am. Jur., ALR and C.J.S. references. — 49 Am. Jur., States, Territories and Dependencies, §§ 40 to 44.

Formalities and requisites of the creation of legislative committees, 28 ALR 1154.

Power of legislative body or committee to compel attendance of nonmember as witness, 50 ALR 21; 65 ALR 1518.

81 C.J.S., States, § 42.

Sec. 24.20.020. Membership. The legislative council is composed of the president of the senate and six other senators appointed by him, and the speaker of the house of representatives and six other representatives appointed by him. The membership from each house shall include at least one member from each of the two major political parties. The appointing authority in each house shall make and announce the appointment or reappointment of members of the council within 15 days after the convening of the first regular session of each legislature. (§ 2 ch 17 SLA 1960; am § 57 ch 69 SLA 1970; am § 1 ch 1 SLA 1973; am § 1 ch 1 SLA 1975)

Revisor's note (1972). — The election districts referred to in this section are those in existence before the legislative redistricting ordered by the Alaska Supreme Court, June 14, 1972. Egan v. Hammond, Sup. Ct. Op. No. 815 (File No. 1711), 502 P.2d 856 (1972).

personnel rule, of any employee of the state, if the employee does not purport to speak or act in an official capacity.

(b) The heads of the administrative departments of the state may adopt internal management regulations for their respective departments, specifying exceptions to (a) (5) of this section. These regulations shall be submitted for approval to the personnel board provided for in AS 39.25.060.

(c) The provisions of (a) of this section do not diminish the authority of an authorized law enforcement agency to conduct criminal investigations of state employees suspected of being involved in criminal activity. (§ 1 ch 102 SLA 1971)

Sec. 39.26.015. Dress codes and appearance standards. Dress codes and appearance standards adopted by a department, division, agency, official, or other employee of the state, that are to be applied to state employees shall be in the form of a regulation subject to legislative review under the Administrative Procedure Act (AS 44.62). (§ 1 ch 13 SLA 1976)

Sec. 39.26.020. Application of provisions. The provisions of AS 39.26.010 and 39.26.015 apply to those state employees in the classified and partially exempt services. (§ 1 ch 102 SLA 1971; am § 2 ch 13 SLA 1976)

Chapter 27. Pay Plan for State Employees.

Section
11. Salary schedule
12. Temporary salary schedules
20. Pay step differentials by election district and in other states
22. Pay increments for longevity in state service
25. Swing and graveyard shift differentials
30. Annual salary survey
35. Preparation and submission of pay schedules
40. University salary survey
45. Definition

Sec. 39.27.010. Basic salary schedule. [Repealed, § 12 ch 80 SLA 1978. For current law covering the subject matter, see AS 39.27.011.]

Sec. 39.27.011. Salary schedule. (a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088
17	2,771	2,876	2,980	3,088	3,193	3,303
18	2,980	3,088	3,193	3,303	3,411	3,540
19	3,193	3,303	3,411	3,540	3,649	3,785
20	3,411	3,540	3,649	3,785	3,900	4,045
21	3,649	3,785	3,900	4,044	4,170	4,321
22	3,900	4,044	4,170	4,321	4,464	4,628
23	4,170	4,321	4,464	4,628	4,782	4,961
24	4,464	4,628	4,782	4,961	5,129	5,303
25	4,782	4,961	5,129	5,303	5,498	5,705
26	4,961	5,129	5,303	5,498	5,705	5,910
27	5,129	5,303	5,498	5,705	5,910	6,135
28	5,303	5,498	5,705	5,910	6,135	6,349
29	5,498	5,705	5,910	6,135	6,349	6,572
30	5,705	5,910	6,135	6,349	6,572	6,804

(b) *[Repealed, § 38 ch 3 SLA 1980.]*

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which appointment has been made, the officer or employee is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director. (§ 12 ch 148 SLA 1976; am § 1 ch 92 SLA 1977; am §§ 1, 10 ch 80 SLA 1978; am §§ 1, 16, 30, 31, 38 ch 3 SLA 1980; am § 1 ch 50 SLA 1982; am § 1 ch 83 SLA 1983)

Cross references. — For applicability of the salary schedule in (a) of this section to employees of the judicial and legislative branches, see § 4, ch. 83, SLA 1983, in the Temporary and Special Acts; for the Public Employment Relations Act, see AS 23.40.

Effect of amendments. — Sections 1, 16, and 30, ch. 3, SLA 1980, all rewrote subsection (a). Section 1 of ch. 3 is retroactive to January 1, 1979 and applied to calendar year 1979; section 16 of ch. 3 is retroactive to January 1, 1980, and applies to calendar year 1980; and section 30 of ch. 3 is effective January 1, 1981. Sections 31 and 38 of ch. 3 repealed subsection (b) and added subsection (c).

The 1982 amendment rewrote subsection (a). Section 6, ch. 50, SLA 1982 provides that the salary increases for the governor and lieutenant governor made by the 1982 amendment through the operation of AS 39.20.010 and 39.20.030, respectively, take effect when the new governor and lieutenant governor take office following November 1982 general election.

The 1983 amendment rewrote subsection (a).

Editor's notes. — Section 6, ch. 83, SLA 1983, provides that the 1983 amendment is retroactive to January 1, 1983.

Sec. 39.27.012. Temporary salary schedules. The director of personnel may establish salary schedules providing lesser amounts than those in the basic salary schedule in order to meet salary limit requirements for receipt and expenditure of federal funds. Salary rates established under authority of this section do not affect the salaries of employees provided for by a collective bargaining agreement negotiated under the authority of the Public Employment Relations Act (AS 23.40). (§ 2 ch 138 SLA 1975)

Revisor's notes. — Section 6, ch. 138, SLA 1975, provides: "This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Sec. 39.27.015. Cost-of-living adjustments. [Repealed, § 12 ch 80 SLA 1978.]

Sec. 39.27.020. Pay step differentials by election district and in other states. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9

Election District	Pay Steps Above Basic Salary Schedule
17	9
18	9
19	8
In other states	minus 6

(b) For purposes of (a) of this section, "election district" means an election district designated in the governor's proclamation of reapportionment and redistricting of December 7, 1961.

(c) The director shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska. (§ 1 ch 158 SLA 1966; am § 8 ch 101 SLA 1969; am § 2 ch 87 SLA 1971; am § 3 ch 47 SLA 1974; am § 3 ch 138 SLA 1975; am § 13 ch 148 SLA 1976; am §§ 32, 33 ch 3 SLA 1980)

Revisor's notes. — Section 6, ch. 138, SLA 1975 provides: This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Effect of amendments. — The 1980 amendment deleted the reference to AS 39.27.010 in the introductory language of subsection (a), substituted "In other states" for "Outside the State" in the last-listed election district in the chart of pay step differentials in subsection (a), and added subsection (c).

Sec. 39.27.022. Pay increments for longevity in state service. (a) Pay increments, computed at the rate of 3.75 per cent of the employee's base salary, shall be provided after an employee has remained in the final step within a given range for two years, provided that the employee has worked continuously for the state for seven years and provided that the current annual rating by the employee's supervisors is designated as "good" or higher.

(b) Additional increments, each computed at the rate of 3.75 per cent of the employee's base salary, shall be provided under the same restrictions as provided in (a) of this section when the employee has remained in the final step for four, nine and thirteen years.

(c) Longevity pay increments provided for in (a) and (b) of this section are approved under AS 39.25.150(2) as an amendment to the pay plan for employees of the state. (§ 1 ch 163 SLA 1972)

Opinions of attorney general. — Interpretating the longevity pay increments provided for by this section, so as to suggest that these increments may not be salary steps and therefore employees receiving these longevity increments who are promoted to a higher job series are not entitled to the salary increases required by Personnel Rule 9.02.13 and article 7 of the agreement between the state of Alaska and Alaska Public Employees Association covering the general government unit would be at variance with the legislative intent expressed in this section. September 11, 1974, Op. Att'y Gen.

NOTES TO DECISIONS

The purposes of this section are twofold, namely: To provide a reward for longevity in state employ, and to reestablish an incentive for employees who have attained the final step within a given range to continue in their employment. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Legislative history. — See Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

The language of this section is not clear and unambiguous as to when the pay increments in either subsection (a) or (b) should be granted. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

But at least some increment intended for immediate implementation. — The language of this section is not clear and unambiguous as to when the pay increments should be implemented. However, the Free Conference Committee Report indicates an intention that at least some increment be implemented immediately. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

No basis for assigning different implementation times to increments of subsections (a) and (b). — Since the wording of subsections (a) and (b) is nearly identical, there would seem to be no basis for assigning different implementation times to the increments, unless an indication of such legislative intent is to be found elsewhere. The supreme court has discovered no such expression of contrary legislative intent. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Thus, employees entitled retroactively to pay increments in subsection (b). — As of July 1, 1972, state employees who otherwise met the statutory eligibility requirements and had been in the last step of their pay range for four, nine, or 13 years should have immediately received the pay increments provided by subsection (b) of this section. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Given an indication of retroactivity in the Free Conference Committee Report on the original bill and the similarity in the phrasing of subsections (a) and (b), the most intrinsically reasonable interpretation of the bill would seem to be that, in the absence of any indications of legislative intent to the contrary, if eligibility for the initial pay increase was to become effective on July 1, 1972, then eligibility for all the incremental increases should become effective on that date. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Sec. 39.27.025. Swing and graveyard shift differentials. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter. (§ 3 ch 87 SLA 1971)

Sec. 39.27.030. Annual salary survey. (a) The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.040, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall

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

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

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

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

(d) The director shall, on a regular basis, report to the state employees association by providing a summary of the information accumulated during the data-gathering process; the director shall consult with the employees association and consider its findings before any final recommendation. (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971)

Cross references. — For gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

Sec. 39.27.035. Preparation and submission of pay schedules. The director shall 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. The director shall also prepare annual pay schedules for persons in the state service in each election district. These annual pay schedules shall either add to or subtract from the base pay of the person in state service according to the data obtained by the annual salary survey conducted under AS 39.27.030 — 39.27.040. The base pay schedule and the election district differentials shall be prepared annually from data obtained by the annual salary survey provided for in AS 39.27.030 — 39.27.040. The salary schedule shall be reviewed by the personnel board before submission to the legislature. A report and recommended salary schedules shall be submitted to each regular session of the legislature no later than five days after the session convenes. (§ 1 ch 226 SLA 1970)

Sec. 39.27.040. University salary survey. The director shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.035, and make recommendations to the Board of Regents of the University of Alaska on pay ranges to be applied to all classes of positions excluding academic and research positions in the university system. The Board of Regents shall consider these recommendations when establishing pay schedules for employees. (§ 1 ch 226 SLA 1970)

Sec. 39.27.045. Definition. In AS 39.27.030 — 39.27.040, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970)

Chapter 30. Insurance and Supplemental Employee Benefits.

Article
1. Old Age and Survivors Insurance (§§ 39.30.010 — 39.30.080)
2. Group Life and Health Insurance (§§ 39.30.090 — 39.30.100)
3. Special Hazard Insurance (§ 39.30.130)
4. Supplemental Employee Benefits on Withdrawal from Social Security (§§ 39.30.150 — 39.30.180)

Article 1. Old Age and Survivors Insurance.

Section
10. Federal territorial agreement
20. Contributions by employees
30. Plans for coverage of employees of political subdivisions
40. Deposits and withdrawals
50. Administrative costs
60. Regulations
70. Studies and reports
80. Definitions

Sec. 39.30.010. Federal territorial agreement. (a) The director of finance, with the approval of the governor, may on behalf of the territory enter into an agreement with the Federal Security Administrator, consistent with AS 39.30.010 — 39.30.080, for the purpose of extending the benefits of the federal old age and survivors insurance system to employees of the territory or a political subdivision with respect to services specified in the agreement that constitute employment.

(b) The agreement may contain provisions relating to coverage, benefits, contributions, effective date, modification and termination of the agreement, administration, and other appropriate provisions that the parties agree upon, but, except as may be otherwise required under the Social Security Act as to the services to be covered, the agreement shall provide in effect that

(1) benefits will be provided for employees whose services are covered by the agreement, and their dependents and survivors, on the same basis as though the services constituted employment within the meaning of 42 U.S.C. 401 — 433 (Title II, Social Security Act);

SUBJECT	NUMBER	ABBREVIATED TITLE	SPONSOR	REQUESTED BY	CURRENT STATUS
RETIREMENT	HB 228	RETIREMENT BENEFITS FOR PART-TIME TEACHERS	SUND		(H) RLS
	HB 234	RETIREMENT CREDIT FOR MILITARY SERVICE	HESS		(H) SA
	HB 237	SPOUSE AS BENEFICIARY OF PENSION BENEFITS	RULES	THE GOVERNOR	(S) SA
	HB 252	PERS: CONTRIBUTIONS/RETIREMENT AGE/BENEFITS	MILLER.MM		(S) SA
	HB 282	TEMPORARY SERVICE CREDIT IN PERS	FULLER	BY REQUEST	(H) SA
	HB 292	PERS CREDITS; PART-TIME SCHOOL EMPLOYEES	KOPONEN		(H) HESS
	HB 382	ACCELERATED RETIREMENT IN PERS	DUNCAN		(H) SA
	SB 10	MILITARY RETIREMENT BENEFITS INCREASE	KELLY		(S) FIN
	SB 36	PERS RETIREMENT CREDIT; UNUSED SICK LEAVE	FISCHER.P		(S) C&RA
	SB 58	MAGISTRATES IN JUDICIAL RETIREMENT SYSTEM	ZIEGLER	BY REQUEST	(S) SA
	SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	RULES	THE GOVERNOR	(S) FIN
	SB 121	MISC. CHANGES IN VARIOUS RETIREMENT LAWS	RULES	THE GOVERNOR	(S) FIN
	SB 145	TRS POST-RETIREMENT PENSION ADJUSTMENTS	FISCHER.V		(S) SA
	SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	FINANCE		(H) SA
REVENUE	HB 60	APPROP: FY86 OPERATING BUDGET/LOAN PROGRAMS	RULES	THE GOVERNOR	CHAPTER 98 SLA 85
	HB 338	ESTABLISHING A STATE LOTTERY	THOMPSON		(H) L&C
	HB 353	TAXATION OF OIL AND GAS CORPORATIONS	FINANCE		(H) FIN
	SB 7	REINSTATING STATE INCOME TAX ON INDIVIDUALS	ZIEGLER	BY REQUEST	(S) JUD
	SB 68	REPEALING CERTAIN DEDICATED FUNDS	RULES	THE GOVERNOR	(S) FIN
REVENUE SHARING	SB 50	DETERMINING POPULATION FOR STATE AID PROGRAMS	FERGUSON		(S) C&RA
RIGHTS	HB 147	DIVISION OF EQUAL EMPLOYMENT OPPORTUNITY	RULES	THE GOVERNOR	CHAPTER 97 SLA 85
	HB 172	RIGHTS OF BLIND AND DISABLED PERSONS	DUNCAN		(S) HESS
	HB 359	AGENCY USE OF SOCIAL SECURITY NUMBERS	MARROU		(H) SA
	HB 377	HANDICAPPED ACCESS TO PUBLIC BUILDINGS	GOLL		(H) RLS
	HB 393	RIGHTS OF DISABLED PERSONS	JUDICIARY		(S) JUD
	HJR 32	CIVIL RIGHTS RESTORATION ACT OF 1985	GOLL		(S) SA
	HJR 45	CONSTITUTIONAL RIGHT TO KEEP AND BEAR ARMS	MARROU		(H) JUD
	SB 140	RIGHTS OF THE TERMINALLY ILL	ELIASON		(H) JUD
	SB 168	RIGHTS OF PERSONS WITH DISABILITIES	RODEY		(S) JUD
	SJR 16	USE OF COCAINE, HEROIN, MARIJUANA, ETC.	FISCHER.P		(S) HESS
SAFETY	HB 57	APPROP: ASBESTOS HAZARD ABATEMENT PROGRAM	GRUENBERG		(H) FIN
	HB 364	COMMERCIAL VEHICLE LICENSING & INSPECTION	TRANSPORTATION		(H) FIN
	HB 4[illegible]	REQUIRING CABOOSES ON CERTAIN TRAINS	CATO		(H) SA
	SB 253	HARMFUL PHYSICAL AGENTS IN WORKPLACES	JOSEPHSON		(S) L&C
	SB 256	WORKPLACE EXPOSURE TO MICROWAVE RADIATION	COGHILL		(S) L&C
	SB 310	NATURAL HAZARDS SAFETY COMMISSION	STURGULEWSKI		(S) SA
	SB 313	REQUIRING CABOOSES ON CERTAIN TRAINS	KERTTULA		(S) L&C
[redacted]	HB 45	REPEAL LEGIS PAY RAISE; REQ VOUCHER REPORT	MARROU		(H) SA
	HB 48	REPEAL LEGISLATIVE PAY RAISE	HURLEY		(H) JUD
	HB 62	PREVAILING WAGE/OVERTIME; PUBLIC CONSTRCTN	RULES	THE GOVERNOR	(H) FIN
	HB 107	REPEAL LEGIS PAY RAISE; SET UP COMMISSION	PIGNALBERI		(H) SA
	HB 129	LEGISLATORS' SALARY COMMISSION	PIGNALBERI		(H) SA
	HB 132	SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES	SZYMANSKI		(H) JUD
	HB 176	WAGE RATES; PUBLIC CONSTRUCTION CONTRACTS	HERRMANN		(H) L&C
	HB 225	COMPENSATION FOR BOARD OF FISHERIES	HERRMANN	BY REQUEST	(H) RES
	HB 243	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	RULES	THE GOVERNOR	CHAPTER 87 SLA 85
	HCR 28	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	RULES		(H) RLS
	HJR 10	FUTURE LEGIS PAY RAISES REQUIRE REFERENDUM	COLLINS		(H) SA
	HJR 47	CONST. AMDT: COMPENSATION OF LEGISLATORS	MARROU		(H) SA
	SB 5	REPEAL LEGISLATIVE PAY RAISE	FERGUSON		(S) SA

SUBJECT	NUMBER	ABBREVIATED TITLE	SPONSOR	REQUESTED BY	CURRENT STATUS
SALARIES & ALLOWANCE	SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	RULES	THE GOVERNOR	(S) FIN
	SB 100	LIMIT CERTAIN PUBLIC EMPLOYEES' SALARIES	FISCHER,P		(S) SA
	SB 161	COMMISSION TO SET PAY OF ELECTED OFFICIALS	JOSEPHSON		(S) JUD
	SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	FINANCE		(H) SA
	SB 225	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	RULES	THE GOVERNOR	(S) RLS
	SB 296	SALARY REDUCTION FOR STATE EMPLOYEES	FERGUSON		(S) SA
	SB 305	SALARY FREEZE FOR STATE EMPLOYEES	FINANCE		(S) SA
	SCR 19	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	RULES		LEGIS RESOLVE 21
	SJR 15	ELECTED OFFICIALS COMPENSATION COMMISSION	JOSEPHSON		(S) JUD
SANITATION	HB 134	DISASTER RELIEF FOR HAINES SEWER SYSTEM	RULES	THE GOVERNOR	CHAPTER 3 SLA 85
	HB 380	PUBLIC UTILITY WATER ASSESSMENTS	SZYMANSKI		(H) C&RA
	SB 307	HAZARDOUS SEWAGE TREATMENT FACILITIES	ELIASON		(S) RES
SCIENCE & TECHNOLOGY	HB 46	AVALANCHE/FIRE WEATHER FORECASTING SYSTEM	MILLER,MM		(H) SA
	HB 169	AVALANCHE/FIRE WEATHER FORECASTING SYSTEM	RULES	THE GOVERNOR	(H) RES
	HJR 13	SISTER STATE RELATION WITH HEILONGJIANG	RULES	THE GOVERNOR	LEGIS RESOLVE 2
	HR 4	HOUSE COMMITTEE ON TELECOMMUNICATIONS	GRUSSENDORF		HOUSE RESOLVE 4
	SB 262	PROCLAIM ANNUAL AMATEUR RADIO WEEK	FISCHER,P		(H) SA
	SJR 4	ALASKAN TEACHER TRAVELING ON SPACE SHUTTLE	FERGUSON		(S) HESS
SECURITIES	HB 126	EXTENDING COVERAGE OF SECURITIES ACT	RULES	THE GOVERNOR	(S) JUD
SENIOR CITIZENS	HB 37	APPROP: 50TH ANNIV OF AK RURAL REHAB CORP; PALMER	LARSON		(H) RLS
	HB 52	APPROP: PIONEERS' HOME IN KENAI	NAVARRE		(H) FIN
	HB 124	EXTENDING OLDER ALASKANS COMMISSION	RULES	THE GOVERNOR	CHAPTER 38 SLA 85
	HB 190	SENIOR CITIZEN HOUSING LOANS; FUND	MILLER,MM		(H) FIN
	HB 204	APPROP: HOUSING LOANS FOR DISABLED PERSONS	FURNACE		(H) LOAN
	HB 210	LONGEV. BONUS; PERM. FUND DIV.; ANNUITIES	TAYLOR		(H) SA
	HB 239	PHASING OUT THE LONGEVITY BONUS PROGRAM	FINANCE		(S) SA
	HB 265	APPROP: ANCHORAGE PIONEERS' HOME	UEHLING		(H) SA
	HB 275	APPROP: KETCHIKAN PIONEERS' HOME	SUND		(H) SA
	HB 398	EXTEND LONGEVITY BONUS PROGRAM ONE YEAR	RULES		(H) FIN
	HCR 16	DECLARING INTENTIONS AS TO LONGEVITY BONUS	HURLEY		(S) SA
	SB 32	SENIOR CITIZEN EMPLOYMENT PROGRAM	FISCHER,V		(S) SA
	SB 54	APPROP: 50TH ANNIV. OF AK RURAL REHAB CORP.	KERTTULA		(S) FIN
	SB 113	TAX EXEMPTIONS FOR PROPERTY AND VEHICLES	RULES	THE GOVERNOR	(H) C&RA
	SB 137	SENIOR CITIZEN HOUSING LOANS; FUND	RODEY		(S) FIN
	SB 160	APPROP: KODIAK PIONEERS' HOME	ZHAROFF		(S) SA
	SB 249	APPROP: SEN. CITIZEN HOMEOWNER TAX EXEMPT'N	RODEY		(S) FIN
	SB 261	APPROP: KENAI PIONEERS' HOME	FISCHER,P		(S) SA
	SB 287	EXTEND LONGEVITY BONUS PROGRAM ONE YEAR	FERGUSON		(S) SA
	SB 312	ALASKA RR/FREE PASSENGER SERV FOR SENIORS	KERTTULA		(S) L&C
	SCR 12	SENIOR CITIZENS' HOUSING; PIONEERS' HOMES	KERTTULA		(S) SA
SENTENCES	HB 446	RESCIND SENTENCE IF CONDUCT DECRIMINALIZED	MARROU		(H) JUD
SENTENCING	HB 17	PENALTY FOR MULTIPLE JOYRIDING OFFENSES	UEHLING		CHAPTER 15 SLA 85
	HB 54	INCREASE PENALTIES; DRUNK DRIVING (DWI)	COLLINS		(H) HESS
	HB 85	CORRECTIONAL RESTITUTION CENTERS	JUDICIARY		(H) HESS
	HB 137	HARM TO FETUS AS SENTENCING AGGRAVATOR	BINKLEY		(H) JUD
	HB 141	PAROLE PROCEDURES; BOARD OF PAROLE	RULES	THE GOVERNOR	CHAPTER 88 SLA 85
	HB 163	CAPITAL PUNISHMENT FOR FIRST DEGREE MURDER	PETTYJOHN		(H) HESS
	HB 164	DIVERSION PROGRAM; COURT APPROVAL REQUIRED	TAYLOR		(H) JUD
	HB 188	ALTERNATIVE CORRECTIONAL FACILITIES	MILLER,MM		(H) HESS

SCOMM

#49:13

ALASKA LEGISLATIVE PAY HISTORY

DATES	MONTHLY SALARY	YEARLY SALARY	
3/17/61 - 1/22/67	208.33	2,499.96	
1/23/67 - 1/27/69	500.00	6,000.00	
1/28/69 - 7/15/70	541.66	6,499.92	
7/16/70 - 1/10/71	791.66	9,499.92	
1/11/71 - 6/30/75	750.00	9,000.00	
7/1/75 - 10/13/76	1,226.66	14,719.92	* #1
10/14/76 - 5/15/77	750.00	9,000.00	* #2
5/16/77 - 12/31/78	979.17	11,750.04	* #3
1/1/79 - 12/31/79	1,291.66	15,499.92	* #4
1/1/80 - 12/31/80	1,440.00	17,280.00	
1/1/81 - 12/31/81	1,564.00	18,768.00	
1/1/82 - 12/31/82	1,673.00	20,076.00	
1/1/83 - 7/20/83	1,757.00	21,084.00	* #5
7/21/83 - PRESENT	3,900.00	46,800.00	* #6

*1 CHAPTER 205 SLA 1975/INCLUDED LEGISLATIVE PAY RAISE REPEALED BY VOTERS--AUGUST 1976 PRIMARY

*2 SALARY RETURNED TO $750.00 PER MONTH 10/13/76

*3 SALARY COMMISSION ENACTED 6/25/76
THIS SALARY WAS RECOMMENDED BY COMMISSION AND ADOPTED BY LEGISLATURE.

*4 SALARY COMMISSION ABOLISHED IN 1980. THIS SALARY SET BY LEGISLATORS.

*5 1983 BASE + PER DIEM $34,684-162 DAYS.

*6 FIRST BASE SALARY WITH NO PER DIEM-EFFECTIVE 7/21/83
28% INCREASE ($12,756) OVER PRE-RAISE 1983 SALARY

LEGISLATIVE SESSIONS SINCE STATEHOOD

		DATE CONVENED*	DAY/DATE ADJOURNED	ADJOURNMENT TIME SENATE	ADJOURNMENT TIME HOUSE	NUMBER OF DAYS
FIRST	1st Session	January 26, 1959	Tu April 16, 1959	9:50 pm	9:45 pm	81
	2nd Session	January 25, 1960	Tu March 29, 1960	12:00 pm	12:00 pm	65
SECOND	1st Session	January 23, 1961	Th April 6, 1961	2:01 am	2:20 am	74
	2nd Session	January 22, 1962	Th April 12, 1962	1:22 am	1:10 am	81
THIRD	1st Session	January 28, 1963	Sa April 13, 1963	10:46 am	10:45 am	76
	2nd Session	January 27, 1964	Sa May 30, 1964	1:00 am	1:00 am	85
	1st Special Session	August 31, 1964	We September 2, 1964	11:12 am	11:08 am	3
FOURTH	1st Session	January 25, 1965	Fr April 9, 1965	4:32 am	4:35 am	75
	2nd Session	January 24, 1966	Su April 17, 1966	1:14 am	1:28 am	84
FIFTH	1st Session	January 23, 1967	Su April, 9, 1967	11:35 am	11:32 am	77
	2nd Session	January 22, 1968	Tu April 16, 1968	8:05 am	8:00 am	86
	1st Special Session	September 29, 1967	We October 4, 1967	2:37 am	2:35 am	6
SIXTH	1st Session	January 27, 1969	Th May 1, 1969	4:18 am	4:30 am	95
	2nd Session	January 12, 1970	Su June 7, 1970	3:33 am	3:51 am	147
SEVENTH	1st Session	January 11, 1971	Tu May 11, 1971	3:23 am	3:26 am	121
	2nd Session	January 10, 1972	Su June 18, 1972	12:50 am	12:59 am	161
EIGHTH	1st Session	January 8, 1973	Sa April 7, 1973	5:45 pm	5:50 pm	90
	2nd Session	January 21, 1974	Fr April 27, 1974	8:21 pm	8:25 pm	96
	1st Special Session	October 17, 1973	Mo November 12, 1973	4:35 pm	4:35 pm	27
	2nd Special Session	June 17, 1974	Th June 20, 1974	6:17 pm	6:12 pm	4
NINTH	1st Session	January 20, 1975	Sa June 7, 1975	2:30 am	2:43 am	139
	2nd Session	January 12, 1976	Tu June 1, 1976	8:19 am	6:14 am	142
TENTH	1st Session	January 10, 1977	Mo May 30, 1977	10:41 am	12:33 pm	141
	2nd Session	January 9, 1978	Su June 18, 1978	9:32 pm	11:36 pm	161
ELEVENTH	1st Session	January 15, 1979	Su May 6, 1979	12:15 pm	3:00 pm	112
	2nd Session	January 14, 1980	Fr June 6, 1980	8:43 pm (6/5)	1:01 am	145
	1st Special Session	August 6, 1979	We August 8, 1979	2:16 pm	7:26 pm (8/7)	3
	2nd Special Session	September 22, 1980	We September 24, 1980	9:38 am	2:55 am (9/23)	3

		DATE CONVENED*	DAY/DATE ADJOURNED	ADJOURNMENT TIME SENATE	ADJOURNMENT TIME HOUSE	NUMBER OF DAYS
TWELFTH	1st Session	January 12, 1981	Th June 25, 1981	7:06 pm (6/24)	12:23 am	165
	2nd Session	January 11, 1982	Th June 3, 1982	5:35 pm	7:23 am (6/2)	144
	1st Special Session	July 13, 1981	We July 15, 1981	6:11 pm (7/14)	1:32 am	3
THIRTEENTH	1st Session	January 17, 1983	Mo June 27, 1983	9:39 am	9:28 pm (6/26)	162
	2nd Session	January 9, 1984	Fr June 8, 1984	4:38 pm	4:05 pm	152
FOURTEENTH	1st Session	January 14, 1985	Su May 12, 1985	9:42 pm	10:52 pm	119

* All sessions convened on a Monday, except the First Special Session of the Fifth Legislature, which convened on a Friday and the First Special Session of the Eighth Legislature, which convened on a Wednesday.

ALASKA STATUTES

Title 39
Public Officers and Employees

OCTOBER 1984

personnel rule, of any employee of the state, if the employee does not purport to speak or act in an official capacity.

(b) The heads of the administrative departments of the state may adopt internal management regulations for their respective departments, specifying exceptions to (a) (5) of this section. These regulations shall be submitted for approval to the personnel board provided for in AS 39.25.060.

(c) The provisions of (a) of this section do not diminish the authority of an authorized law enforcement agency to conduct criminal investigations of state employees suspected of being involved in criminal activity. (§ 1 ch 102 SLA 1971)

Sec. 39.26.015. Dress codes and appearance standards. Dress codes and appearance standards adopted by a department, division, agency, official, or other employee of the state, that are to be applied to state employees shall be in the form of a regulation subject to legislative review under the Administrative Procedure Act (AS 44.62). (§ 1 ch 13 SLA 1976)

Sec. 39.26.020. Application of provisions. The provisions of AS 39.26.010 and 39.26.015 apply to those state employees in the classified and partially exempt services. (§ 1 ch 102 SLA 1971; am § 2 ch 13 SLA 1976)

Chapter 27. Pay Plan for State Employees.

Section
11. Salary schedule
12. Temporary salary schedules
20. Pay step differentials by election district and in other states
22. Pay increments for longevity in state service
25. Swing and graveyard shift differentials
30. Annual salary survey
35. Preparation and submission of pay schedules
40. University salary survey
45. Definition

Sec. 39.27.010. Basic salary schedule. [Repealed, § 12 ch 80 SLA 1978. For current law covering the subject matter, see AS 39.27.011.]

Sec. 39.27.011. Salary schedule. (a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088
17	2,771	2,876	2,980	3,088	3,193	3,303
18	2,980	3,088	3,193	3,303	3,411	3,540
19	3,193	3,303	3,411	3,540	3,649	3,785
20	3,411	3,540	3,649	3,785	3,900	4,045
21	3,649	3,785	3,900	4,044	4,170	4,321
22	3,900	4,044	4,170	4,321	4,464	4,628
23	4,170	4,321	4,464	4,628	4,782	4,961
24	4,464	4,628	4,782	4,961	5,129	5,303
25	4,782	4,961	5,129	5,303	5,498	5,705
26	4,961	5,129	5,303	5,498	5,705	5,910
27	5,129	5,303	5,498	5,705	5,910	6,135
28	5,303	5,498	5,705	5,910	6,135	6,349
29	5,498	5,705	5,910	6,135	6,349	6,572
30	5,705	5,910	6,135	6,349	6,572	6,804

(b) *[Repealed, § 38 ch 3 SLA 1980.]*

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which appointment has been made, the officer or employee is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director. (§ 12 ch 148 SLA 1976; am § 1 ch 92 SLA 1977; am §§ 1, 10 ch 80 SLA 1978; am §§ 1, 16, 30, 31, 38 ch 3 SLA 1980; am § 1 ch 50 SLA 1982; am § 1 ch 83 SLA 1983)

Cross references. — For applicability of the salary schedule in (a) of this section to employees of the judicial and legislative branches, see § 4, ch. 83, SLA 1983, in the Temporary and Special Acts; for the Public Employment Relations Act, see AS 23.40.

Effect of amendments. — Sections 1, 16, and 30, ch. 3, SLA 1980, all rewrote subsection (a). Section 1 of ch. 3 is retroactive to January 1, 1979 and applied to calendar year 1979; section 16 of ch. 3 is retroactive to January 1, 1980, and applies to calendar year 1980; and section 30 of ch. 3 is effective January 1, 1981. Sections 31 and 38 of ch. 3 repealed subsection (b) and added subsection (c).

The 1982 amendment rewrote subsection (a). Section 6, ch. 50, SLA 1982 provides that the salary increases for the governor and lieutenant governor made by the 1982 amendment through the operation of AS 39.20.010 and 39.20.030, respectively, take effect when the new governor and lieutenant governor take office following November 1982 general election.

The 1983 amendment rewrote subsection (a).

Editor's notes. — Section 6, ch. 83, SLA 1983, provides that the 1983 amendment is retroactive to January 1, 1983.

Sec. 39.27.012. Temporary salary schedules. The director of personnel may establish salary schedules providing lesser amounts than those in the basic salary schedule in order to meet salary limit requirements for receipt and expenditure of federal funds. Salary rates established under authority of this section do not affect the salaries of employees provided for by a collective bargaining agreement negotiated under the authority of the Public Employment Relations Act (AS 23.40). (§ 2 ch 138 SLA 1975)

Revisor's notes. — Section 6, ch. 138, SLA 1975, provides: "This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Sec. 39.27.015. Cost-of-living adjustments. [Repealed, § 12 ch 80 SLA 1978.]

Sec. 39.27.020. Pay step differentials by election district and in other states. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9

Election District	Pay Steps Above Basic Salary Schedule
17	9
18	9
19	8
In other states	minus 6

(b) For purposes of (a) of this section, "election district" means an election district designated in the governor's proclamation of reapportionment and redistricting of December 7, 1961.

(c) The director shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska. (§ 1 ch 158 SLA 1966; am § 8 ch 101 SLA 1969; am § 2 ch 87 SLA 1971; am § 3 ch 47 SLA 1974; am § 3 ch 138 SLA 1975; am § 13 ch 148 SLA 1976; am §§ 32, 33 ch 3 SLA 1980)

Revisor's notes. — Section 6, ch. 138, SLA 1975 provides: This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Effect of amendments. — The 1980 amendment deleted the reference to AS 39.27.010 in the introductory language of subsection (a), substituted "In other states" for "Outside the State" in the last-listed election district in the chart of pay step differentials in subsection (a), and added subsection (c).

Sec. 39.27.022. Pay increments for longevity in state service. (a) Pay increments, computed at the rate of 3.75 per cent of the employee's base salary, shall be provided after an employee has remained in the final step within a given range for two years, provided that the employee has worked continuously for the state for seven years and provided that the current annual rating by the employee's supervisors is designated as "good" or higher.

(b) Additional increments, each computed at the rate of 3.75 per cent of the employee's base salary, shall be provided under the same restrictions as provided in (a) of this section when the employee has remained in the final step for four, nine and thirteen years.

(c) Longevity pay increments provided for in (a) and (b) of this section are approved under AS 39.25.150(2) as an amendment to the pay plan for employees of the state. (§ 1 ch 163 SLA 1972)

Opinions of attorney general. — Interpretating the longevity pay increments provided for by this section, so as to suggest that these increments may not be salary steps and therefore employees receiving these longevity increments who are promoted to a higher job series are not entitled to the salary increases required by Personnel Rule 9.02.13 and article 7 of the agreement between the state of Alaska and Alaska Public Employees Association covering the general government unit would be at variance with the legislative intent expressed in this section. September 11, 1974, Op. Att'y Gen.

NOTES TO DECISIONS

The purposes of this section are twofold, namely: To provide a reward for longevity in state employ, and to reestablish an incentive for employees who have attained the final step within a given range to continue in their employment. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Legislative history. — See Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

The language of this section is not clear and unambiguous as to when the pay increments in either subsection (a) or (b) should be granted. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

But at least some increment intended for immediate implementation. — The language of this section is not clear and unambiguous as to when the pay increments should be implemented. However, the Free Conference Committee Report indicates an intention that at least some increment be implemented immediately. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

No basis for assigning different implementation times to increments of subsections (a) and (b). — Since the wording of subsections (a) and (b) is nearly identical, there would seem to be no basis for assigning different implementation times to the increments, unless an indication of such legislative intent is to be found elsewhere. The supreme court has discovered no such expression of contrary legislative intent. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Thus, employees entitled retroactively to pay increments in subsection (b). — As of July 1, 1972, state employees who otherwise met the statutory eligibility requirements and had been in the last step of their pay range for four, nine, or 13 years should have immediately received the pay increments provided by subsection (b) of this section. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Given an indication of retroactivity in the Free Conference Committee Report on the original bill and the similarity in the phrasing of subsections (a) and (b), the most intrinsically reasonable interpretation of the bill would seem to be that, in the absence of any indications of legislative intent to the contrary, if eligibility for the initial pay increase was to become effective on July 1, 1972, then eligibility for all the incremental increases should become effective on that date. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Sec. 39.27.025. Swing and graveyard shift differentials. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter. (§ 3 ch 87 SLA 1971)

Sec. 39.27.030. Annual salary survey. (a) The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.040, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall

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

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

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

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

(d) The director shall, on a regular basis, report to the state employees association by providing a summary of the information accumulated during the data-gathering process; the director shall consult with the employees association and consider its findings before any final recommendation. (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971)

Cross references. — For gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

Sec. 39.27.035. Preparation and submission of pay schedules. The director shall 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. The director shall also prepare annual pay schedules for persons in the state service in each election district. These annual pay schedules shall either add to or subtract from the base pay of the person in state service according to the data obtained by the annual salary survey conducted under AS 39.27.030 — 39.27.040. The base pay schedule and the election district differentials shall be prepared annually from data obtained by the annual salary survey provided for in AS 39.27.030 — 39.27.040. The salary schedule shall be reviewed by the personnel board before submission to the legislature. A report and recommended salary schedules shall be submitted to each regular session of the legislature no later than five days after the session convenes. (§ 1 ch 226 SLA 1970)

Sec. 39.27.040. University salary survey. The director shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.035, and make recommendations to the Board of Regents of the University of Alaska on pay ranges to be applied to all classes of positions excluding academic and research positions in the university system. The Board of Regents shall consider these recommendations when establishing pay schedules for employees. (§ 1 ch 226 SLA 1970)

Sec. 39.27.045. Definition. In AS 39.27.030 — 39.27.040, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970)

Chapter 30. Insurance and Supplemental Employee Benefits.

Article
1. Old Age and Survivors Insurance (§§ 39.30.010 — 39.30.080)
2. Group Life and Health Insurance (§§ 39.30.090 — 39.30.100)
3. Special Hazard Insurance (§ 39.30.130)
4. Supplemental Employee Benefits on Withdrawal from Social Security (§§ 39.30.150 — 39.30.180)

Article 1. Old Age and Survivors Insurance.

Section
10. Federal territorial agreement
20. Contributions by employees
30. Plans for coverage of employees of political subdivisions
40. Deposits and withdrawals
50. Administrative costs
60. Regulations
70. Studies and reports
80. Definitions

Sec. 39.30.010. Federal territorial agreement. (a) The director of finance, with the approval of the governor, may on behalf of the territory enter into an agreement with the Federal Security Administrator, consistent with AS 39.30.010 — 39.30.080, for the purpose of extending the benefits of the federal old age and survivors insurance system to employees of the territory or a political subdivision with respect to services specified in the agreement that constitute employment.

(b) The agreement may contain provisions relating to coverage, benefits, contributions, effective date, modification and termination of the agreement, administration, and other appropriate provisions that the parties agree upon, but, except as may be otherwise required under the Social Security Act as to the services to be covered, the agreement shall provide in effect that

(1) benefits will be provided for employees whose services are covered by the agreement, and their dependents and survivors, on the same basis as though the services constituted employment within the meaning of 42 U.S.C. 401 — 433 (Title II, Social Security Act);

Table 7
ADDITIONAL COMPENSATION FOR SENATE LEADERS

State	President	President pro tem	Majority leader	Minority leader	Other
Alabama	$2/d(a)	0	...	...	
Alaska	$50/y	...	0	0	
Arizona	0	...	0	0	
Arkansas	(a)	$2,500/y(b)	...	...	
California	(a)	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	(a)	$5,000/y	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Caucus Chmn.: $1,000/y
Delaware	(a)	$193.50/m	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $120/m; Chmn., Joint Finance Cmte.: $161.30/m(c); Mbrs. Joint Finance Cmte.: $64.60/m
Florida	$13,000/y	0	0	0	
Georgia	(a)	$2,000/y	$2,400/y(d)	$2,400/y(d)	Admin. Flr. Ldr.: $2,400/y(d); Asst. Admin. Flr. Ldr.: $1,200/y(d)
Hawaii	(a)	0(e)	0	0	
Idaho	(a)	0	0	0	
Illinois	$10,000/y(f)	...	(f)	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $5,000/y
Indiana	(a)	$3,000/y	$1,500/y	$2,000/y	Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn., Min. Asst. Flr. Ldr.: $1,000/y
Iowa	$6,800/y(a)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y(c)	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d(a)	$25/d	$20/d	$20/d	Asst. Pres. Pro Tem, Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing and Interim Cmte. Chmn.: $10/meeting chaired; LRC Mbrs.: same as per diem in session per meeting attended, plus necessary expenses.
Louisiana	(g)	0	...	...	
Maine	(h)	...	(h)	(h)	Asst. Maj. Ldr., Asst. Min. Ldr.: (h)
Maryland	$5,000/y(i)	(i)	(i)	(i)	Major Cmte. Chmn.: (i)
Massachusetts	$35,000/y	...	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	(a)	0	$16,000/y	$8,000/y	Chmn. Appropriations Cmte.: $2,000/y
Minnesota	$7,400/y	...	$7,400/y	$7,400/y	Tax Cmte. Chmn., Finance Cmte. Chmn: $3,700/y
Mississippi	(a)	0	...	...	
Missouri	(a)	$2,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	(a)	0(j)	...	...	
Nevada	(a)	(k)	(k)	(k)	(k)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(l)	0	0	0	
New Mexico	(a)	0	0	0	
New York	(a)	$30,000/y(f)	(f)	$25,000/y	Dep. Maj. Ldr.: $24,500/y; Dep. Min. Ldr. $15,000/y; Maj. Whip: $13,000/y; Min. Whip: $3,000/y; Maj. Conf. Chmn.: $10,000/y; Min. Conf. Chmn.: $10,500/y; Maj. Conf. Secy.: $7,000/y; Min. Conf. Secy.: $3,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Finance: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Health, Cities, Corp.: $11,000/y & $7,000/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	(a)	$1,728/y(m)	$1,728/y(m)	$1,728/y(m)	
North Dakota	(a)	0	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $5/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y(f)	$9,500/y	(f)	$8,500/y	Asst. Min. Ldr.: $6,500/y; Asst. Pres. Pro Tem: $7,500/y; Min. Whip: $4,500/y; Chmn., Standing Cmtes.: $1,500/y; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	(a)	$9,330/y	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(n)	(a)	$19,600/y	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR SENATE LEADERS—Continued

State	President	President pro tem	Majority leader	Minority leader	Other
Rhode Island	(a)	0	0	0	
South Carolina	$1,575/y(a)	$3,600/y	...	...	
South Dakota	(a)	0	0	0	
Tennessee	(a)	...	0	0	
Texas	(a)	0	...	...	
Utah	(a)	...	(a)	(a)	
Vermont	(a)	(p)	0	0	
Virginia	(a)	0	0	0	
Washington	(a)	0	0	0	
West Virginia	$15/d	0	$15/d	$15/d	
Wisconsin	0	0	0	0	
Wyoming	$1/d	0(e)	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

A—year
d—day
y—year
b—biennium
m—month
...—Position does not exist or is not selected on a regular basis

(a) Lieutenant governor is president of the Senate. Additional compensation noted is that which the lieutenant governor receives for services as president of the Senate. In Georgia, receives extra $20/d for expenses. In Mississippi, constitution states that the salary of the lieutenant governor must be the same as that of the speaker of the House ($34,000), and that the lieutenant governor also receive the same per diem and expenses as members while in session. In Tennessee, lieutenant governor is a statutory title only, and person holding position receives $5,700/y allowance for office in home district, $4,134.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker. In Texas, lieutenant governor is furnished postage, telegraph, telephone, express, and all other expenses incident to the office. In Virginia, lieutenant governor also receives additional expense allowance.

(b) Receives a special public relations expense allowance of $6,650/y.

(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The vice-chairman also receives $161.30/m.

(d) This amount is provided by resolution of the Senate and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.

(e) Official title is vice-president.

(f) In Illinois and Ohio, president also serves as majority leader. In New York, president pro tempore also serves as majority leader.

(g) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.

(h) Additional compensation for Senate leaders is calculated according to the following percentages of the base salaries during sessions: president, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.

(i) Each receives an additional $600/y for district office expenses.

(j) Official title is speaker of the Senate.

(k) Supplemental allowance for postage and telephone not to exceed $300 during regular session or $40 for special session. Chairmen of standing committees also eligible to receive allowance.

(l) Equal to one-third of regular annual salary.

(m) Each receives additional $648/y expense allowance.

(n) Compensation shown effective December 1, 1984.

(o) Beginning January 1, 1985, president of the Senate will receive additional compensation of $1,000/y, and the majority and minority leaders will each receive $500/y.

(p) Receives $325/week during regular and adjourned sessions, $65/d during special sessions and $65/d during interim (when engaged in official duties).

Table 8
ADDITIONAL COMPENSATION FOR HOUSE LEADERS

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Alabama	$2/d	0	...	...	
Alaska	$500/y	...	0	0	
Arizona	0	0	0	0	
Arkansas	$2,500/y(a)	0	0	0	
California	0	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	$5,000/y	$3,000/y(b)	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Caucus Chmn.: $1,000/y
Delaware	$193.50/m	...	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Joint Finance Cmte. Mbrs.: $64.40/m; V-Chmn., Joint Finance Committee: $64.30/m(c)
Florida	$13,000/y	0	0	0	
Georgia	(d)	$2,000/y	$2,400/y(e)	$2,400/y(e)	Admin. Flr. Ldr.: $2,400/y(e)
Hawaii	0	0(f)	0	0	
Idaho	0	...	0	0	
Illinois	$10,000/y	...	$7,500/y	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Whips, Min. Whips, Maj. Conf. Chmn., Min. Conf. Chmn.: $5,000/y
Indiana	$3,000/y	$1,500/y	$1,500/y	$2,000/y	Maj. Whip, Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn., Asst. Min. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(g)	0	$2,300/y	$2,300/y	
Kansas	$6,200/y	$1,800/y	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d	$15/d	$20/d	$20/d	Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing & Interim Cmte. Chmn.: $10/meeting chaired; Mbrs., LRS, same as per diem in-session per meeting attended, plus necessary expenses
Louisiana	(h)	0	...	...	
Maine	(i)	...	(i)	(i)	Asst. Maj. Ldr., Asst. Min. Ldr.: (i)
Maryland	$5,000/y(j)	(j)	(j)	(j)	Major Cmte. Chmn.: (j); Major Delegations Chmn.: (j)
Massachusetts	$35,000/y	...	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	$18,000/y	0	0	$8,600/y(k)	Appropriations Cmte. Chmn.: $2,000/y
Minnesota	$7,400/y	...	$7,400/y	$7,400/y	
Mississippi	$25,900/y(l)	...	...	...	
Missouri	$2,500/y	$1,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	Unicameral Legislature				
Nevada	$2/d(m)	(m)	(m)	(m)	(m)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(n)	0	0	0	
New Mexico	0	...	0	0	
New York	$30,000/y	$18,000/y	$25,000/y	$25,000/y	Dep. Spkr.: $18,000/y; Min. Ldr. Pro Tem.: $15,000/y; Chmn., Cmte. on Cmtes.: $18,000/y; Dep. Maj. Ldr., Asst. Maj. Ldr.: $14,000/y; Asst. Min. Ldr., Dep. Min. Ldr., Ranking Min. Mbr., Cmte. on Cmtes.: Maj. Whip: $13,000/y; Min. Whip, Maj. Conf. Chmn.: $12,000/y; Min. Conf. Chmn.: $11,000/y; Maj. Conf. V-Chmn.: $9,000/y; Min. Conf. V-Chmn.: $8,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Ways & Means: $24,900/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Cities, Health, Local Govt., Corp.: $11,000/y & $7,000/y; Labor: $10,000/y & $6,500/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	$6,924/y(o)	$1,728/y(o,p)	(p)	$1,728/y(o)	
North Dakota	$5/d	...	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y	$9,500/y	$7,500/y	$8,500/y	Asst. Maj. Flr. Ldr.: $4,500/y; Mem. Whip, Min. Whip: $2,500/y; Asst. Min. Ldr.: $4,500/y; Chmn., Standing Cmtes.: $1,500/yr; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	$9,330/y	0	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(q)	$19,600/y	...	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR HOUSE LEADERS—Continued

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Rhode Island	$5/d	0	0	0	
South Carolina	$11,000/y	$3,000/y	0	0	Speaker Emeritus: $1,500/y
South Dakota	0	0	0	0	
Tennessee	(r)	0	0	0	
Texas	0	0	...	...	
Utah	0(s)	...	0(s)	0(s)	
Vermont	(t)	...	0	0	
Virginia	$17,000/y(u)	...	0	0	
Washington	0	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	$25/m	0	0	0	
Wyoming	$3/d	0	0	0	

Note. This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Receives a special public relations expense allowance of $6,450/y.
(b) Official title is deputy speaker.
(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The chairman also receives $161.30/m.
(d) Receives an annual salary of $22,800 plus a sum equal to the amount of salary over $30,000 per annum which is received by the lieutenant governor.
(e) This amount is provided by resolution of the House and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.
(f) Official title is vice speaker.
(g) Receives additional $20/d for expenses.
(h) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.
(i) Additional compensation for House leaders is calculated according to the following percentages of the base salaries during sessions: speaker, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.
(j) Speaker, speaker pro tempore, majority leader, minority leader and major committee chairmen receive an additional $1,150/y for district office expenses. Chairmen of major delegations receive an additional $700/y for district office expenses.
(k) Compensation indicated is for minority leaders. The minority floor leader receives no additional compensation.
(l) Total salary is $34,000/y.
(m) Supplemental allowance for postage and telephone, not to exceed $300 during a regular session or $40 during a special session. Chairmen of standing committees also eligible to receive allowance.
(n) Equal to one-third of regular annual salary.
(o) Speaker receives $2,028/y additional expense allowance; speaker pro tempore and minority leader each receive additional $648/y expense allowance.
(p) Speaker pro tempore is also majority leader.
(q) Compensation shown is effective December 1, 1984.
(r) Receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker.
(s) Beginning January 1, 1985, the speaker of the House will receive an additional $1,000/y, and the majority and minority leaders will each receive an additional $500/y.
(t) Receives compensation of $5,890/y, $325/week during regular and adjourned sessions, $65/d during special sessions, plus actual expenses.
(u) Speaker's office is allotted additional $28,500 for one or two aides and $17,500 for one or two clerical staff persons.

9/25/85

TO: Linda Firestone
Legislative Salaries Committee

From: Pam Stoops

Attached is a copy of the legislator's monthly salary from 3-17-61 to present. Any questions, pls give me a call.



Div of CC
276-8683

Legislator's Monthly Pay

Dates		Monthly Sal	Yearly Sal
3-17-61 to 1-22-67		208.33	2,499.96
1-23-67 to 1-27-69		500.00	6,000.00
1-28-69 to 7-15-70		541.66	6,499.92
7-16-70 to 1-10-71		791.66	9,499.92
1-11-71 to 6-30-75	chapter 205 law - July 1,75 33⅓ of 28E	750.00	9,000.00
7-1-75 to 10-13-76	Repealed 205 Now 1976 ch 263 ak Sal Comm 4/25 + Ch. 148 - 6/9 ED Deal w/ Sec 24	1226.66	14,719.92
10-14-76 to 5-15-77 7 mo.		750.00	9,000.00
5-16-77 to 12-31-78	Con amend	979.17	11,750.04
1-1-79 to 12-31-79	1980 Commission report	1291.66	15,499.92
1-1-80 to 12-31-80		1440.00	17,280
1-1-81 to 12-31-81	COLA	1564.00	18,768
1-1-82 to 12-31-82	COLA	1673.00	20,076
1-1-83 to 7-20-83	to 10A	1757.00	21,084
7-21-83 to present		3900.00	46,800

Pam Calhoon
8/30/84

1. Constitution says - Leg. Receive Annual Salaries + PD for exp. while in session — Article II
- g.o prescribed by law — Article III
- Salaries prescribed by law — Article IV

Alaska Statutes - title 24
Legislature

Chapter 15 Compensation of Legislature Officers & Employees

Sec. 24.15.010 Leg. Per D in accord AS 39.23
24.15.020 Annual Leg. Salaries " " "
24.15.030 Additional Allowances " " "

Title 39 Public Officers + Employees

AS 39.23 - Chapter 23 Alaska Salary Commission - ?
[Repealed §37(2) Chapter 3 SLA 1980]

- Statutes out-dated ?

Chapter 3, SLA 1980 begins w/
Section 1, AS 39.27.011 A

ALASKA LEGISLATIVE SALARY HISTORY

° CLEARING THE MISCONCEPTIONS

Throughout the entire 'pay raise' debate, the press has been consistently inaccurate in reporting legislative salaries both in Alaska and in other states. Much of the public furor, and perhaps and the major reason for the adoption of the repeal initiative, was the public's reaction to press reports of legislators' "doubling their salaries." In describing the pay raise, the press uses the base salary range 10 and compares this to the base salary of a range 22. What is consistently forgotten in these figures, is the addition of per diem which accounts for several thousands of dollars.

° HISTORY

1964-1975	GRADUAL INCREASE FROM $5,000 TO $18,000 (+$35 PER DIEM)
1976	SALARY INCREASED TO $29,440 (+PER DIEM) PUBLIC OUTCRY OVER INCREASE CAUSED LEGISLATURE TO LOWER SALARIES AND APPOINT A COMMISSION
1978	COMMISSION RECOMMENDS SALARY INCREASE TO $23,500
1980	COMMISSION RECOMMENDS SALARY INCREASE LEGISLATURE REACTS BY ABOLISHING COMMISSION AND ROLLING BACK PAY BY 50% TO $11,750
1982	SALARY INCREASED TO $21,084 (+PER DIEM $50-67) (1983 TOTAL SALARY $34,684-162 DAYS)
1983	ABOLISHED PER DIEM, ADOPTED SALARY OF $46,800 (EFFECTIVE 7/21/83) 28% INCREASE ($12,756) OVER PRE-RAISE 1983 SALARY 35% INCREASE ($16,116) OVER 120 DAY LIMIT ($30,684)

October 2, 1985

This could not be verified & was not read. Linda

TO: Senator Mitch Abood
Anchorage Office

ATTN: Linda Firestone

FROM: Frank Bickford

Session Years	Legislator's Salary	Travel Allowance	Per Diem	Allowance-Postage/Stationary	Number of Days Per Session
'64-'65	[redacted] 5,352.46 corrected wrong 2,499.96	0.15/mile 1 RTT*	$35/day	$ 30	'64 - 85 days 3 day S/S* '65 - 75 days No S/S
Preciding Officers received $500/year extra					
'66-'67	[redacted] wrong 6,000	(est. included travel, per diem, etc.)			'66 - 84 days No S/S '67 - 77 days 6 day S/S
Preciding Officers received $500/year extra					
'68-'69	[redacted] doesn't!	0.15/mile 1 RTT	$35/day	$ 300	'68 - 86 days No S/S '69 - 95 days No S/S
Preciding Officers received $500/year extra					
'70-'71	[redacted]	0.15/mile 1 RTT	$35/day	$ 300	'70 - 146 days No S/S '71 - 120 days No S/S
Preciding Officers received $500/year extra					
'72-'73	[redacted]	0.15/mi 1 RTT	$35/day	$4,000	'72 - 166 days No S/S '73 - 90 days 27 day S/S
Preciding Officers received $500/year extra					
'74-'75	[redacted]	0.12/mi	$35/day	$4,000	'74 - 96 days 4 day S/S '75 - 139 days No S/S
Preciding Officers received $500/year extra					

*1 RTT (1 Round Trip Ticket

*S/S (Special Session)

Session Years	Legislator's Salary	Travel Allowance	Per Diem	Allowance-Postage/Stationary	Number of Days Per Session
'76-'77	[redacted]	0.16/mi 1 RTT*	$48/day (overnight) $35/day (not overnight)	$4,000	'76 - 142 days No S/S* '77 - 141 days No S/S
		1 RTT			
Presiding Officers received $500/year extra					
'78-'79	[redacted]	0.20/mi 1 RTT	$50/day	$4,000	'78 - 161 days No S/S '79 - 112 days 3 day S/S
Presiding Officers received $500/year extra					
'80-'81	[redacted]	0.25/mi 1 RTT	$55/day	$4,000	'80 - 145 days 3 day S/S '81 - 165 days 3 day S/S
Presiding Officers received $500/year extra					
'82-'83	[redacted]	0.25/mi 1 RTT	$60-67 per day (depending on residency)	$4,000	'82 - 144 days No S/S '83 - 162 days No S/S
Presiding Officers received $500/year extra					
'84-'85	$48,000	1 RTT	None	$4,000	'84 - 120 No S/S
Presiding Officers received $500/year extra					

This information provided by "The Book of States," published by the Council of State Governments.

I will be sending summaries of magazine articles tomorrow.

*1 RTT (1 Round Trip Ticket

*S/S (Special Session)

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

RESULTS OF NOVEMBER 5, 1985 HEARING

RETURN TO BASE SALARY + PER DIEM

$2,500 per month	$30,000/yr
$109 per day-Per Diem x 120 days + 5 days before and 5 days after	$14,170/yr
Non-Juneau Legislator	$44,170
70% of Juneau P.D rate $76.30 x 130 days	$ 9,919
	+ $30,000
Juneau Legislator	$39,919

CURRENT SALARY	$46,800
SALARY COMMITTEE RECOMMENDATION	$44,170
	2,630

RETIREMENT BENEFITS CALCULATED ON $30,000/yr
REDUCED BY $16,800

ALASKA STATU

Title 24
Legislature

OCTOBER 1978

Sec. 24.10.060. Other officers. Provision for the election or appointment of other officers for either or both houses may be made in the rules. (§ 16(4) ch 157 SLA 1959)

Article 2. Employees.

Section
60. Legislative employees

Sec. 24.10.060. Legislative employees. The temporary employees of the legislature are hired for the duration of each session upon the recommendation of the rules committee of each house. Employees assigned to each house are under the supervision of the chief clerk and senate secretary. Employees assigned to the duplicating, distributing, mailing, and other centralized services are under the immediate supervision of the Legislative Affairs Agency. Permanent and temporary employees of the legislature and its agencies shall be employed subject to classification and wage plans based on the merit principle and adapted to the special needs of the legislature. Permanent employees are subject to the general state laws regarding leave and retirement. (§ 17 ch 157 SLA 1959; am § 4 ch 47 SLA 1961; am § 36 ch 32 SLA 1971)

Legislative committee report. — For report on ch. 32, SLA 1971 (HB 111 am), see 1971 House Journal, p. 138.

[redacted]

Article
1. Legislators (§§ 24.15.010 — 24.15.050)
2. Officers and Employees (§§ 24.15.060 — 24.15.070)

Article 1. Legislators.

Section
10. Legislative per diem
20. Annual legislative salaries
30. Additional allowances
40. Method of payment
50. Transportation allowance

Sec. 24.15.010. [redacted] The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23. (§ 1 ch 26 SLA 1961; am § 3 ch 100 SLA 1963; am § 8 ch 193 SLA 1970; am § 5 ch 87 SLA 1971; am § 6 ch 205 SLA 1975; am § 6 ch 263 SLA 1976)

Effect of amendment. — The 1976 amendment rewrote this section.

Editor's note. — Chapter 205, SLA 1975, which amended this section, was submitted to the voters by referendum and was rejected, effective October 14, 1976.

Legislative committee report. — For report on ch. 205, SLA 1975 (FCCS HCSSB 494), see 1975 House Journal, p. 1468.

Necessity of section. — This section was compelled by an awareness that members from the capital area incurred fewer traveling and living expenses than other members of the legislature as a result of their attending the legislative session. 1962 Op. Att'y Gen., No. 10.

Oath prerequisite for salary or per diem. — It is impossible for a newly appointed member of the legislature to receive salary or per diem until he is sworn in as a member of the legislature pursuant to AS 24.05.170. 1959 Op. Att'y Gen., No. 20.

Am. Jur., ALR and C.J.S. references. — 49 Am. Jur., States, Territories and Dependencies, § 46.

Per diem compensation of members and officers of legislature, 1 ALR 286.

81 C.J.S. States § 36.

Sec. 24.15.020. [redacted] Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23. (2 ch 26 SLA 1961; am § 1 ch 149 SLA 1966; am § 9 ch 193 SLA 1970; am § 4 ch 205 SLA 1975; am § 6 ch 148 SLA 1976; am § 7 ch 263 SLA 1976)

Effect of amendments. — The second 1976 amendment rewrote the first sentence and substituted "annual sum prescribed in accordance with AS 39.23" for "$500 a year during tenure of office" in the second sentence. Neither 1976 amendment gave effect to the other, and this section is set out as it appears in ch. 263, SLA 1976.

Editor's note. — Chapter 205, SLA 1975, which amended this section, was submitted to the voters by referendum and was rejected, effective October 14, 1976.

Oath prerequisite for salary or per diem. — See same catchline in note AS 24.15.010.

ALR reference. — Illegal election or appointment as affecting right to salary, 7 ALR 1682.

Sec. 24.15.030. Additional allowances. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses. (§ 3 ch 26 SLA 1961; am § 1 ch 8 SLA 1970; am § 10 ch 193 SLA 1970; am § 8 ch 263 SLA 1976)

Effect of amendment. — The 1976 amendment substituted "prescribed in accordance with AS 39.23" for "of $4,000."

Sec. 24.15.040. Method of payment. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer. (§ 4 ch 26 SLA 1961)

Sec. 24.15.050. Transportation allowance. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled

to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment. (§ 1 ch 36 SLA 1959; am § 4 ch 100 SLA 1963; am § 1 ch 106 SLA 1975)

Effect of amendment. — The 1975 amendment in the second sentence, substituted "an allowance" for "a baggage allowance," and "200 pounds air freight" for "100 pounds excess baggage by air."

Article 2. Officers and Employees.

Section
60. Compensation
70. [Repealed]

Sec. 24.15.060. Compensation. (a) Temporary session employees of the legislature are compensated for each calendar day of the legislative session at the rate authorized by the Joint Rules Committee and upon approval of the house and senate.

(b) The daily compensation provided for in (a) of this section applies for each day of the session the employee is officially on the payroll. Session employees hired or retained on the payroll for pre-session or post-session work at the direction of the legislative council shall be paid on an hourly basis for hours actually worked as determined by dividing the authorized daily compensation for each position by seven, the number seven representing the average working hours each day. During sessions, all employees are employed with the understanding that they will work as many hours as may be required by their supervisors with the approval of the Rules Committees. All temporary employees are on call for duty every day of the session.

(c) Employees of agencies governed by permanent interim committees of the legislature under AS 24.20 are compensated in accordance with the general state salary schedule, including overtime payment and compensatory time policies, at levels budgeted and approved by the governing committees in accordance with law. The governing committees shall coordinate with each other on position levels and salary-related overtime and compensatory time policies to every extent possible consistent with the statutory duties and powers of each permanent committee and its agency. (§ 1 ch 13 SLA 1961; am § 1 ch 45 SLA 1965; am § 1 ch 22 SLA 1969; am § 1 ch 85 SLA 1978)

Effect of amendment. — The 1978 amendment added subsection (c).

Sec. 24.15.070. Conditions of compensation.

Repealed by § 9 ch 126 SLA 1966.

Editor's note. — The repealed section derived from § 2, ch. 13, SLA 1961.

Chapter 20. Agencies of the Legislature.

Article
1. Legislative Council (§§ 24.20.010 — 24.20.140)
2. Legislative Budget and Audit Committee (§§ 24.20.151 — 24.20.211)
3. Administrative Regulation Review Committee (§§ 24.20.400 — 24.20.480)
4. Legislative Board of Retirement Benefits (§§ 24.20.500 — 24.20.570)

Article 1. Legislative Council.

Section
10. Legislative council established
20. Membership
30. Term of membership
40. Vacancies
50. Executive director and staff
60. Powers
65. Examination of regulations and opinions
70. Revision of statutes
75. Code Revision Commission
80. Intergovernmental cooperation
90. Assignment of projects
100. Requests for service
110. Meetings
120. Reports
130. Budgets
140. Appropriations

Sec. 24.20.010. Legislative council established. The Alaska Legislative Council is established as a permanent interim committee and service agency of the legislature. The establishment of the council recognizes the need of the legislature for full-time technical assistance in accomplishing the research, reporting, bill drafting, and examination and revision of statutes, and general administrative services essential to the development of sound legislation in the public interest. (§ 1 ch 17 SLA 1960)

Am. Jur., ALR and C.J.S. references. — 49 Am. Jur., States, Territories and Dependencies, §§ 40 to 44.

Formalities and requisites of the creation of legislative committees, 28 ALR 1154.

Power of legislative body or committee to compel attendance of nonmember as witness, 50 ALR 21; 65 ALR 1518.

81 C.J.S., States, § 42.

Sec. 24.20.020. Membership. The legislative council is composed of the president of the senate and six other senators appointed by him, and the speaker of the house of representatives and six other representatives appointed by him. The membership from each house shall include at least one member from each of the two major political parties. The appointing authority in each house shall make and announce the appointment or reappointment of members of the council within 15 days after the convening of the first regular session of each legislature. (§ 2 ch 17 SLA 1960; am § 57 ch 69 SLA 1970; am § 1 ch 1 SLA 1973; am § 1 ch 1 SLA 1975)

Revisor's note (1972). — The election districts referred to in this section are those in existence before the legislative redistricting ordered by the Alaska Supreme Court, June 14, 1972. Egan v. Hammond, Sup. Ct. Op. No. 815 (File No. 1711), 502 P.2d 856 (1972).

HCR 28 MEASURE HISTORY PAGE 01 OF 0

RELATING TO ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: (H) RLS

DATE		PAGE	ACTION
04/11/85	(H)	888	READ THE FIRST TIME
04/24/85	(H)	1052	FIN RPT W/CS 5DP 1DNP 5NR
04/24/85	(H)	1052	ZERO FISCAL NOTE
			RULES

SB 161 MEASURE HISTORY PAGE 01 OF 0

AN ACT RELATING TO COMPENSATION OF ELECTED OFFICIALS; AND PROVIDING FOR AN EFFECTIVE DATE.

PRIME SPONSOR: JOSEPHSON
CO-SPONSORS: FISCHER.V,KELLY,STURGULEWSKI

CURRENT STATUS: (S) JUD

DATE		PAGE	ACTION
02/18/85	(S)	320	READ THE FIRST TIME
03/21/85	(S)	599	SA RPT 2DP 3NR FY NOTE SS#23
			JUDICIARY
			FINANCE
			RULES

SUBJECT SUMMARY

THE CURRENT SUBJECT IS SALARIES & ALLOWANCES

BILL #	TITLE	CURRENT STATUS
HB 45	REPEAL LEGIS PAY RAISE; REQ VOUCHER REPORT	(H) SA
HB 48	REPEAL LEGISLATIVE PAY RAISE	(H) JUD
HB 62	PREVAILING WAGE/OVERTIME; PUBLIC CONSTRCTN	(H) FIN
HB 107	REPEAL LEGIS PAY RAISE; SET UP COMMISSION	(H) SA
HB 129	LEGISLATORS' SALARY COMMISSION	(H) SA
HB 132	SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES	(H) JUD
HB 176	WAGE RATES; PUBLIC CONSTRUCTION CONTRACTS	(H) L&C
HB 225	COMPENSATION FOR BOARD OF FISHERIES	(H) RES
HB 243	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	TRANSM TO GOVERNOR
HCR 28	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	(H) RLS
HJR 10	FUTURE LEGIS PAY RAISES REQUIRE REFERENDUM	(H) SA
HJR 47	CONST. AMDT: COMPENSATION OF LEGISLATORS	(H) SA
SB 5	REPEAL LEGISLATIVE PAY RAISE	(S) SA
SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	(S) FIN
SB 100	LIMIT CERTAIN PUBLIC EMPLOYEES' SALARIES	(S) SA
SB 161	COMMISSION TO SET PAY OF ELECTED OFFICIALS	(S) JUD
SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	(H) SA
SB 225	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	(S) RLS

SELECT A SUBJECT AND PRESS ENTER

SUBJECT SUMMARY

THE CURRENT SUBJECT IS SALARIES & ALLOWANCES

BILL #	TITLE	CURRENT STATUS
SB 296	SALARY REDUCTION FOR STATE EMPLOYEES	(S) SA
SB 305	SALARY FREEZE FOR STATE EMPLOYEES	(S) SA
SCR 19	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	TRANSM TO GOVERNOR
SJR 15	ELECTED OFFICIALS COMPENSATION COMMISSION	(S) JUD

SELECT A SUBJECT AND PRESS ENTER

SUBJECT	NUMBER	ABBREVIATED TITLE	SPONSOR	REQUESTER	CURRENT STATUS
	SB 81	SPEC APPROP/TASK FORCE/FIRE PREVENTION; ED	ZIEGLER	BY REQUEST	IN (H) FINANCE
	SB 163	RE: CHILD SAFETY DEVICES IN MOTOR VEHICLES; ED	FISCHER,V.		CHAPTER 0099 SLA 84
	SB 166	RE: CREATE AK ATHLETIC COMMISSION/REGULATE SPORTS	JOSEPHSON		IN (S) STATE AFFA
	SB 182	RE: ELEVATOR SAFETY STANDARDS	JOSEPHSON		CHAPTER 0031 SLA 83
	SB 223	RE: MOTOR VEHICLES; ED	JOSEPHSON		IN (S) LABOR & CO
	SB 263	RE: NOTICES/OCCUPATIONAL HEALTH & SAFETY VIOLATIONS	LABOR & COMMERCE		CHAPTER 0025 SLA 83
	SB 446	RE: PERSONAL SAFETY CURRICULUM/PUBLIC SCHOOLS	KERTTULA		IN (H) HESS
	SB 538	RE: MANDATORY SAFETY INSPECTIONS/COMMERCIAL VEHICLES	TRANSPORTATION		IN (S) TRANSPORTA
	SB 551	AUTHORIZE/$1,000,000/WATER AND SEWER SYSTEM FAILURES;ED	FINANCE		CHAPTER 0069 SLA 84
	SCR 28	DESIGNATE JUNE 26-JULY 2/SAFETY IN WORKPLACE WEEK	KERTTULA		IN (S) RULES
	SCR 30	RE: TRAFFIC CONTROL MEASURES/MAT-SU BOROUGH	KERTTULA		IN (H) TRANSPORTA
	SCR 40	RE: APPOINTMENT/TRANSPORTATION SAFETY TASK FORCE	LABOR & COMMERCE		IN (S) FINANCE
SALARIES	HB 82	SUPPL APPROP/OMBUDSMAN/SALARIES/FY 83; ED	RULES	LEGIS. COU	IN (S) FINANCE
	HB 83	SUPPL APPROPS/LEGIS AGENCIES/SALARIES/FY 83; ED	RULES	LEGIS. COU	WITHDRAWN BY SPONSR
	HB 171	RE: PAY LEGIS/PER DIEM/PAY LEGIS/EMPLOYEES; ED	TISCHER		IN (H) RULES
	HB 182	EXEMPT/PARTICIPATE/DRUG ABUSE TREATMENT/MIN WAGE	BARNES		CHAPTER 0058 SLA 83
	HB 191	RE: SCHOOL BOARD NEGOTIATIONS/CERTIFICATED EMPLOYEES	HURLBERT		IN (H) HESS
	HB 223	RE: METHODS FOR PAYMENT OF OVERTIME; ED	BUSSELL		IN (H) RULES
	HB 226	RE: COMPENSATE EMPLOYEES/NOT COVERED COL. BARGAIN; ED	RULES	GOVERNOR	IN (H) FINANCE
	HB 227	MISCELLANEOUS SUPPLEMENTAL APPROPRIATIONS; ED	RULES	GOVERNOR	IN (H) FINANCE
	HB 280	RE: PAYMENT/WAGES/OVERTIME/PUBLIC CONST CONTRACTS	RULES	GOVERNOR	IN (H) LABOR & CO
	HB 281	RE: PAYMENT OF WAGES	RULES	GOVERNOR	CHAPTER 0047 SLA 83
	HB 285	MISCELLANEOUS SUPPLEMENTAL APPROPRIATIONS; ED	C&RA		IN (H) FINANCE
	HB 304	RE: WAGE RATES ON PUBLIC CONSTRUCTION; ED	HERRMANN		IN (H) LABOR & CO
	HB 310	RE: SALARY OF LEGISLATORS	LACHER		IN (H) STATE AFFA
	HB 311	RE: WORKERS' COMPENSATION; ED	FURNACE		CHAPTER 0070 SLA 83
	HB 337	RE: PER DIEM/COASTAL RESOURCE SERVICE AREA BOARDS	FULLER		IN (H) RESOURCES
	HB 338	RE: PAYMENT FOR OVERTIME; ED	FRITZ		IN (H) LABOR & CO
	HB 378	RE: WAGE RATES/CONSTRUCTION	HURLBERT		WITHDRAWN BY SPONSR
	HB 431	RE: PAYMENT OF WAGES/COLLECTIVE BARGAINING; ED	LINDAUER		IN (H) STATE AFFA
	HB 513	RE: COMPENSATION OF LEGISLATORS; ED	PHILLIPS		IN (H) STATE AFFA
	HB 527	RE: INCREASES IN LEGISLATORS' COMPENSATION; ED	DAVIS		IN (H) STATE AFFA
	HB 532	SUPPL APPROP/LEGISLATORS' SALARIES; ED	RULES	LEGIS. COU	IN (H) FINANCE
	HB 577	RE: AWARDS FOR SUPERIOR ACCOMPLISHMENTS	WARD		IN (H) FINANCE
	HB 719	RE: RIGHTS OF CONTRACTORS ON PUBLIC WORKS PROJECTS	LABOR & COMMERCE		IN (H) LABOR & CO
	HJR 55	PROPOSE AMEND/AK CONSTITUTION/LEGISLATORS' REMUNERATION	CLOCKSIN		IN (H) STATE AFFA
	SB 36	RE: PAYMENT LEGISLATIVE PER DIEM; ED	FISCHER,P.		IN (S) STATE AFFA
	SB 82	APPROPS/TRANSFERS/SUPPL APPROPS; ED	ZIEGLER	BY REQUEST	CHAPTER 0034 SLA 83
	SB 171	RE: COMPENSATE STATE OFFICIALS AND EMPLOYEES	SACKETT		IN (S) FINANCE
	SB 172	RE: WAGE RATES/PUBLIC CONSTRUCTION	SACKETT		IN (S) LABOR & CO
	SB 207	RE: COMPENSATE MEMBERS/BOARDS/FISHERIES/GAME	FERGUSON	BY REQUEST	IN (S) RESOURCES
	SB 294	RE: COMPENSATION/STATE EMPLOYEES; ED	SACKETT		CHAPTER 0083 SLA 83
	SB 302	RE: SALARY OF LEGISLATORS; ED	FISCHER,P.		IN (S) JUDICIARY
	SB 359	RE: COMPENSATION OF LEGISLATORS	PETTYJOHN		IN (S) STATE AFFA
	SB 365	SUPPL APPROP/LEGISLATORS' SALARIES; ED	RULES	LEGIS. COU	CHAPTER 0081 SLA 84
	SJR 39	AMEND CONSTITUTION/AK/COMPENSATION/ELECTED OFFICIALS	ZIEGLER		IN (S) STATE AFFA
	SR 4	RE: FEES PAID TO JURORS	FISCHER,P.		IN (S) JUDICIARY
SALMON	HB 5	RE: MAX LENGTH/SALMON SEINE VESSELS; ED	GRUSSENDORF		IN (H) FISHERIES
	HB 15	RE: COMMERCIAL FISHING LOANS (AS 16.10.300-370); ED	HAYES		CHAPTER 0007 SLA 83

07/25/84

SUBJECT

SANITATION

SCHOLARSHIP FUND

SCHOOLS

SCR 19 MEASURE HISTORY PAGE 01 OF 03

CS SCR 19 FIN AMH
ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES.

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: LEGIS RESOLVE 21

DATE		PAGE	ACTION
04/11/85	(S)	766	READ THE FIRST TIME
04/22/85	(S)	870	FIN RPT CS 3DP 4NR NEW TITLE
04/22/85	(S)	870	FISCAL NOTE ZERO
04/23/85	(S)	890	RLS RPT CALENDAR TODAY
04/23/85	(S)	894	READ THE SECOND TIME
04/23/85	(S)	894	FIN CS ADOPTED UNAN CONSENT
04/23/85	(S)	895	PASSED Y13 N4 A3
04/23/85	(S)	896	TRANSMITTED TO (H)
04/24/85	(H)	1051	READ THE FIRST TIME
04/30/85	(H)	1179	RLS RPT 3DP 1DNP 1NR

SCR 19 MEASURE HISTORY PAGE 02 OF 03

DATE		PAGE	ACTION
05/01/85	(H)		RLS TO CALENDAR 5/1/85
05/01/85	(H)	1208	READ THE SECOND TIME
05/01/85	(H)	1209	AM NO 1 ADOPTED Y33 N6 X1
05/01/85	(H)	1209	PASSED Y24 N15 X1
05/01/85	(H)	1210	NAVARRE NOTICE OF RECONSIDERATION
05/02/85	(H)	1253	RECON HELD ONE DAY - TO 5/3/85
05/03/85	(H)	1270	RECON TAKEN UP - IN SECOND READING
05/03/85	(H)	1270	PASSED ON RECONSIDERATION Y22 N16 X2
05/03/85	(H)	1292	TRANSMITTED TO (S) AS AMENDED
05/04/85	(S)	1048	HELD TO 5/6/85
05/06/85	(S)	1065	FAILED CONCUR (H) AM Y- N19 A1
05/06/85	(S)	1065	CONFERENCE COMMITTEE APPOINTED
05/06/85	(S)	1065	ABOOD CHR, FERUGSON, RAY
05/07/85	(H)	1384	HELD UNDER UNFINISHED BUSINESS
05/08/85	(H)	1439	FAILED RECEDE (H) AM Y- N37 X1 A2
05/08/85	(H)	1439	CONFERENCE COMMITTEE APPOINTED
05/08/85	(H)	1439	SZYMANSKI,PHILLIPS,SUND
05/12/85	(S)	1331	CONCUR AM OF (H) Y16 N3 A1
05/12/85	(S)	1331	(S) CONFERENCE COMMITTEE DISCHARGED
05/15/85	(S)	1350	11:40AM, 5/15/85 TRANSMITTED TO GOVERNOR
05/20/85	(S)	1355	S COM ABOOD,CHR. FERGUSON, RAY

SCR 19 MEASURE HISTORY PAGE 03 OF 03

DATE		PAGE	ACTION
06/02/85	(S)		READ BY GOVERNOR LEGIS RESOLVE 21

CS SCR 19 FIN AMH
ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES.

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: TRANSM TO GOVERNOR

DATE		PAGE	ACTION
04/11/85	(S)	766	READ THE FIRST TIME
04/22/85	(S)	870	FIN RPT CS 3DP 4NR NEW TITLE
04/22/85	(S)	870	FISCAL NOTE ZERO
04/23/85	(S)	890	RLS RPT CALENDAR TODAY
04/23/85	(S)	894	READ THE SECOND TIME
04/23/85	(S)	894	FIN CS ADOPTED UNAN CONSENT
04/23/85	(S)	895	PASSED Y13 N4 A3
04/23/85	(S)	896	TRANSMITTED TO (H)
04/24/85	(H)	1051	READ THE FIRST TIME
04/30/85	(H)	1179	RLS RPT 3DP 1DNP 1NR

DATE		PAGE	ACTION
05/01/85	(H)		RLS TO CALENDAR 5/1/85
05/01/85	(H)	1208	READ THE SECOND TIME
05/01/85	(H)	1209	AM NO 1 ADOPTED Y33 N6 X1
05/01/85	(H)	1209	PASSED Y24 N15 X1
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05/03/85	(H)	1270	RECON TAKEN UP - IN SECOND READING
05/03/85	(H)	1270	PASSED ON RECONSIDERATION Y22 N16 X2
05/03/85	(H)	1292	TRANSMITTED TO (S) AS AMENDED
05/04/85	(S)	1048	HELD TO 5/6/85
05/06/85	(S)	1065	FAILED CONCUR (H) AM Y- N19 A1
05/06/85	(S)	1065	CONFERENCE COMMITTEE APPOINTED
05/06/85	(S)	1065	ABOOD CHR, FERUGSON, RAY
05/07/85	(H)	1384	HELD UNDER UNFINISHED BUSINESS
05/08/85	(H)	1439	FAILED RECEDE (H) AM Y- N37 X1 A2
05/08/85	(H)	1439	CONFERENCE COMMITTEE APPOINTED.
05/08/85	(H)	1439	SZYMANSKI,PHILLIPS,SUND
05/12/85	(S)	1331	CONCUR AM OF (H) Y16 N3 A1
05/12/85	(S)	1331	(S) CONFERENCE COMMITTEE DISCHARGED
05/15/85	(S)	1350	11:40AM, 5/15/85 TRANSMITTED TO GOVERNOR
05/20/85	(S)	1355	S COM ABOOD,CHR. FERGUSON RAY

SUBJECT SUMMARY

THE CURRENT SUBJECT IS SALARIES & ALLOWANCES

BILL #	TITLE	CURRENT STATUS
HB 45	REPEAL LEGIS PAY RAISE; REQ VOUCHER REPORT	(H) SA
HB 48	REPEAL LEGISLATIVE PAY RAISE	(H) JUD
HB 62	PREVAILING WAGE/OVERTIME; PUBLIC CONSTRCTN	(H) FIN
HB 107	REPEAL LEGIS PAY RAISE; SET UP COMMISSION	(H) SA —
HB 129	LEGISLATORS' SALARY COMMISSION	(H) SA —
HB 132	SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES	(H) JUD
HB 176	WAGE RATES; PUBLIC CONSTRUCTION CONTRACTS	(H) L&C
HB 225	COMPENSATION FOR BOARD OF FISHERIES	(H) RES
HB 243	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	(H) FIN
HCR 28	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	(H) RLS +
HJR 10	FUTURE LEGIS PAY RAISES REQUIRE REFERENDUM	(H) SA -
SB 5	REPEAL LEGISLATIVE PAY RAISE	(S) SA
SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	(S) FIN
SB 100	LIMIT CERTAIN PUBLIC EMPLOYEES' SALARIES	(S) SA
SB 161	COMMISSION TO SET PAY OF ELECTED OFFICIALS	(S) JUD +
SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	(H) SA
SB 225	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	(S) RLS
SB 296	SALARY REDUCTION FOR STATE EMPLOYEES	(S) SA

SELECT A SUBJECT AND PRESS ENTER

SUBJECT SUMMARY

THE CURRENT SUBJECT IS SALARIES & ALLOWANCES

BILL #	TITLE	CURRENT STATUS
SB 305	SALARY FREEZE FOR STATE EMPLOYEES	(S) SA
SCR 19	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	CONF COMM APPTD (H) +
SJR 15	ELECTED OFFICIALS COMPENSATION COMMISSION	(S) JUD —

SELECT A SUBJECT AND PRESS ENTER

SUBJECT SUMMARY

THE CURRENT SUBJECT IS LEGISLATURE

BILL #	TITLE	CURRENT STATUS
HB 22	LEGIS ADDITIONS TO CAPITAL APPROPRIATIONS	(H) FIN
HB 45	REPEAL LEGIS PAY RAISE; REQ VOUCHER REPORT	(H) SA
HB 48	REPEAL LEGISLATIVE PAY RAISE	(H) JUD
HB 65	COMPOSITION OF LEGISLATIVE ETHICS COMMITTEE	(H) SA
HB 107	REPEAL LEGIS PAY RAISE; SET UP COMMISSION	(H) SA
HB 156	COMPOSITION; LEGISLATIVE ETHICS COMMITTEE	(H) SA
HB 218	LEGISLATIVE ETHICS	(S) SA
HB 233	ROYALTY OIL SALES APPROVAL	(H) O&G
HB 299	INDEPENDENT COUNSEL/CONFLICTS OF INTEREST	(H) SA
HB 327	JOB RETALIATION AGAINST LEGISLATIVE WITNESS	(H) JUD
HB 354	SETTLEMENT OF ACTIONS INVOLVING THE STATE	(H) JUD
HB 420	REQUIRE PROPOSED REGS WITH GOVERNOR'S BILLS	(H) JUD
HCR 3	QUORUM REQUIREMENTS FOR JOINT SESSION	(H) JUD
HCR 6	OFFICE SPACE IN CAPITOL FOR EACH MEMBER	(S) JUD
HCR 23	JOINT COMMITTEE ON UNORGANIZED BOROUGH	(H) C&RA
HCR 25	CREATE EDUCATION COMMITTEES IN LEGISLATURE	(H) HESS
HCR 26	NOTICE OF COMMITTEE MEETINGS	TRANSMITTED TO (S)
HCR 29	STATEWIDE ENERGY POLICY	(H) RES

SELECT A SUBJECT AND PRESS ENTER

SUBJECT SUMMARY

THE CURRENT SUBJECT IS LEGISLATURE

BILL #	TITLE	CURRENT STATUS
HCR 32	PACIFIC FISHERIES LEGISLATIVE TASK FORCE	(H) RES
HCR 35	COMMITTTEE TO STUDY LOCAL OPTION ELECTIONS	(H) FIN
HJR 4	REAPPORTIONMENT OF LEGISLATURE	(H) SA
HJR 5	LIMIT ON LEGISLATORS' TERMS IN OFFICE	(H) SA
HJR 9	LIMIT LEGISLATORS' TERMS IN OFFICE	(H) SA
HJR 10	FUTURE LEGIS PAY RAISES REQUIRE REFERENDUM	(H) SA
HJR 44	LEGISLATIVE ANNULMENT OF AGENCY REGULATIONS	(H) JUD
SB 5	REPEAL LEGISLATIVE PAY RAISE	(S) SA
SB 43	ESTABLISHING A LEGISLATIVE RESEARCH AGENCY	(H) FIN
SB 152	ROYALTY OIL SALES APPROVAL	CHAPTER 6 SLA 1985
SB 185	LEGIS. DISAPPROVAL OF COASTAL MGT. PROGRAM	(S) RES
SCR 8	UNIFORM RULES: SESSION SCHEDULING	(S) JUD
SCR 11	ALLOCATION OF CAPITAL PROJECT APPROP'S	(S) FIN
SCR 23	COMMITTEE TO STUDY LOCAL OPTION ELECTIONS	(H) RLS

SELECT A SUBJECT AND PRESS ENTER

CS SCR 19 FIN AMH
ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES.

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: CONF COMM APPTD (H)

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05/08/85	(H)	1439	SZYMANSKI,PHILLIPS,SUND

AMENDMENT

* Sec. __. The sum of $15,400,700 is appropriated from the general fund and the sum of $16,338,900 is appropriated from other sources as set out in detailed budget papers prepared by the governor for the purpose of

(1) providing a salary increase to partially exempt or classified employees in the executive branch of state government which is comparable to the pay raise negotiated for the general government collective bargaining unit for the fiscal year ending June 30, 1986;

(2) making a compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, must be paid to each officer or employee covered by AS 16.43.060, AS 22.05.-140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.010, AS 39.20.030, AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period;

(3) making salary adjustments for the permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch comparable to those received by the classified and partially exempt employees of the executive branch under 1 and 2 of this section;

(4) making compensatory payments to legislative and judicial employees described in (3) of this section comparable to those received under 2 of this section; and

(5) making salary increases to the employees of the University of Alaska who are not members of a collective bargaining unit in accordance with the compensation policy of the board of regents of the University of Alaska.

Alaska State Legislature

House of Representatives

Representative Mike Szymanski

Finance Committee
Oil and Gas Committee

11920 Johns Road
Anchorage, Alaska 99515
Phone (907) 349-3373

While in Session:
Pouch V
State Capitol
Juneau, Alaska 99811
(907) 465-4978/4979

February 12, 1985

TO: **Representative Katie Hurley**

FROM: **Representative Mike Szymanski**

RE: **HB 132 Position Paper**

HB 132 proposes to limit all State employees' base salaries to a level equivalent to the Governor's (Range 30, Step F or approx. $81,600 annually). The definition of "base salary" contained in the bill excludes consideration of adjustments for cost-of-living, overtime compensation, geographical differentials, length-of-service increases, hazardous duty pay, travel per diem, and travel expenses.

A similar measure, SB 100 sponsored by P. Fischer, is currently being heard in Senate State Affairs. However, to avoid confusion, I would point out that the Senate version of the bill is much more comprehensive and takes most of the above mentioned variables into consideration when computing base salary.

The intent behind HB 132 is simple - to curb escalating state salaries by establishing the office of our state's chief executive, the Governor, as the pinnacle of our salary system. Still, given logistical realities in Alaska, my bill does not regulate total compensation, but only limits the base salary of state employees. Thus, even with passage of this measure there would be a number of state employees who would make greater annual salaries than the Governor.

Nonetheless, HB 132 is an important measure which will establish a precedent for curbing runaway state salaries. For once base salary is fixed, the process of determining and controlling salary variables becomes much easier.

Thank you for your consideration.

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

BY SZYMANSKI, MARROU AND BINKLEY

IN THE HOUSE

HOUSE BILL NO. 132

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act establishing a salary limit for certain public employees."

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

* Section 1. AS 39.20 is amended by adding a new section to read:

Sec. 39.20.095. SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES. (a) Notwithstanding the provisions of the Public Employment Relations Act (AS 23.40) and AS 14.20.550 - 14.20.610, the state may not pay an officer or employee a basic monthly salary that is greater than the monthly salary of the governor set out in AS 39.20.010.

(b) For purposes of this section,

(1) "basic monthly salary" is a person's monthly salary before the addition of adjustments including cost-of-living adjustments, overtime compensation, geographical differentials, length-of-service increases, hazardous duty pay, travel per diem, and travel allowances;

(2) "state" includes the executive, legislative, and judicial branches of state government; the University of Alaska; school boards; and state boards, commissions, and authorities.

* Sec. 2. AS 42.40.110 is amended by adding a new subsection to read:

(c) The board may not fix a basic monthly salary for the chief executive officer or approve basic monthly salaries for other executive officers that exceed the basic monthly salary of the governor set out in AS 39.20.010. For purposes of this section, "basic monthly salary" has the meaning given in AS 39.20.095 but includes adjustments

FACT SHEET: HB 132 (SALARY CAP BILL)

* APPLIES TO ALL STATE EMPLOYEES - EXEMPT AND CLASSIFIED

* DOES NOT APPLY TO GRANTS (SENATE BILL DOES)

* LIMITS BASE SALARIES TO LEVEL OF GOVERNOR ($81,600)

  - but excludes cosideration of:
    a) cost of living adjustments;
    b) overtime compensation;
    c) geographic differencials;
    d) merit/length of service increases;
    e) travel allowences and travel per diem; and
    f) hazardous duty pay.

* DOES HAVE "GRANDFATHER" CLAUSE (SEC. 3.) which states:
  "An officer or employee who is receiving a basic monthly salary higher than the limit set out in AS 39.20.095 (GOV's) on the effective date of this act is entitled to continue receiving the higher salary while employed in that position."

* A COMPUTOR RUN DONE BY PAYROLL (ADMIN) SHOWED THAT OF ALL CLASSIFIED AND EXPEMPT STATE EMPLOYEES, ONLY 15 POSITIONS WILL BE AFFECTED (ALL IN THE UNIVERSITY SYSTEM). THAT DOES NOT INCLUDE THE RAILROAD, WHICH HAS NOT BEEN CONFIRMED YET.

* NO POSITIONS WITHIN THE FERRY SYSTEM, AHFC OR THE PERMANENT FUND WOULD BE AFFECTED.

* SEE ATTACHEMENT FOR UNIVERSITY EMPLOYEES AFFECTED.

UNIVERSITY OF ALASKA

EMPLOYEES ANNUAL BASE SALARY OVER $81,648
(Excluding Geographical Differential)

	PCN	CAMPUS	TITLE	NAME	LOCATION	AMOUNT
1.	10000	Statewide	President	O'Dowd	Fairbanks	$90,938
2.	4000	UAF	Chancellor	O'Rourke	Fairbanks	88,060
3.	29678	Org. Research	Professor-Research	Akasofu	Fairbanks	88,020
4.	29689/52546	Org. Research	Professor-Research	Westcott	Fairbanks	88,174
5.	79200	Kodiak CC	Campus President	Flood	Kodiak	87,648
6.	10300	Statewide	Executive Vice President	Carter	Fairbanks	87,185
7.	05615	CCREE	Chancellor	Okeson	Anchorage	86,448
8.	60000	UAA	Chancellor	Outcalt	Anchorage	85,487
9.	80500	UAJ	Chancellor	Paradis	Juneau	85,487
10.	29652/52550	Org. Research	Professor-Research	Shapiro	Fairbanks	84,945
11.	72561	ACC	Chancellor	Lyon	Anchorage	83,203
12.	29675	Org. Research	Director	Roderer	Fairbanks	82,952
13.	40019	UAF	Vice Chancellor	Phillips	Fairbanks	82,745
14.	40461	UAF	Vice Chancellor	Mather	Fairbanks	82,613
15.	51530/32106	Org. Research	Professor-Research	Neland	Fairbanks	82,568
16.	33000	Org. Research	Director	Bligh	Fairbanks	82,153
17.	32200	Org. Research	Director	Drew	Fairbanks	81,742

rmb/2656

Rep Szymanski Re 1 of 1

Anchorage Daily News 1/8/85 editorial

Railroad salaries way out of line

Here's a couple of budget-busting wage settlements: The Alaska Railroad will pay its new general manager about $337,000 plus benefits for two years, and a new assistant general manager $93,000 per year. Those salaries are not only way out of line for comparable public officials, but also a poor precedent for running the railroad.

Some reports say the pay-and-benefits package for new general manager Frank Turpin will be more than double that of the governor himself. The contract includes a $125,000 annual salary and a 35 percent incentive bonus to complete the two years. The total — $337,000 plus benefits over two years — would put Mr. Turpin in the same league financially, with most professional athletes and corporate chief executives. New assistant general manager Marvin Yetter, at $93,000 per year, would earn more than the governor.

No doubt, both the genial Mr. Turpin and his new assistant bring years of high-quality management experience to the "new" Alaska Railroad. But whether Alaskans want, need or should pay so much for competent railroad management is another matter. James Campbell, chairman of the board of the new Alaska Railroad Corp., said last week that Mr. Turpin was paid "a hell of a lot" more as head of Alyeska Pipeline Service Co. until he retired recently. The implication, of course, is that in the private sector an executive of Mr. Turpin's experience and demonstrated ability would command even more.

That may be true, but it's irrelevant. The $337,000 is quite a bit more than what Alaskans pay the governor, the chief justice of the Alaska Supreme Court, the Commissioner of Transportation, the Commissioner of Natural Resources, or anyone else in state government.

Do those jobs go unfilled because they don't pay enough? Hardly. Will top railroad managers have bigger duties and challenges than top executives elsewhere in government? Not particularly. Should the couple dozen other public officials who ordinarily would be thought to outrank the railroad chief in state government be offered similar or better two-year packages? Not at all.

Private- and public-sector management are not the same, and should not be. Private executive management is essentially entrepreneurial activity; public service is public service, with considerable public power involved. The railroad salaries are too high, not because the new executives wouldn't be worth them in the private sector — undoubtedly they are — but because they are unnecessary and inappropriate in the public sector.

14-1112
Cramer
5/8/85

IN THE SENATE

SENATE CONCURRENT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Relating to reopening monetary terms of collective bargaining agreements with state employee bargaining organizations.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS state revenue has declined substantially because of the unexpected decline in the price of oil and this downward trend is expected to continue for several years; and

WHEREAS this reduction will require a significant curtailment of the operating and capital budgets for the next fiscal year and for several years thereafter; and

WHEREAS the legislature is seeking ways to reduce the state budget without reducing necessary services to the people of the state and without laying off state employees; and

WHEREAS the legislature recognizes and supports the rights granted in the Public Employment Relations Act to state employees to share in the decision-making process affecting wages and working conditions; and

WHEREAS the state and public employee bargaining organizations have entered into collective bargaining agreements that establish salaries and benefits to be paid to state employees in fiscal year 1985 and fiscal year 1986 and future years; and

WHEREAS the parties negotiated these contracts in good faith, but unfortunately using assumptions about future state revenue that are no longer valid; and

WHEREAS the legislature is in the process of fully funding the fiscal year 1985 and fiscal year 1986 monetary terms of the contracts;

BE IT RESOLVED that the Alaska State Legislature will not be able to fund the final phase of the contracts' monetary terms for subsequent years without substantial reductions in essential state services for all Alaskans; and be it

FURTHER RESOLVED that the parties to the contracts should renegotiate the monetary terms of those contracts for fiscal year 1986; and be it

FURTHER RESOLVED that the Governor is requested to report to the legislature by January 13, 1986, on the results of these renegotiations.

Cramer
4/23/85

Original sponsors: Josephson, V.Fischer, Kelly and Sturgulewski

IN THE SENATE BY THE JUDICIARY COMMITTEE

CS FOR SENATE JOINT RESOLUTION NO. 15 (Judiciary)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. Compensation of legislators shall be set by the Commission on Compensation of Elected Officials.

* Sec. 2. Article III, sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officials [LAW] and shall not be diminished during their term of office, unless by order of the commission consistent with a general law applying to all salaried officers of the State.

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding new sections to read:

SECTION 14. COMPENSATION COMMISSION. There is established a Commission on Compensation of Elected Officials. The commission is

composed of five members appointed by the governor, subject to confirmation by a majority of the members of the legislature in joint session. Members serve for staggered terms of six years. The governor shall appoint members without regard to political affiliation. A member of the commission may not be employed by the state during the member's term and may not hold an elective state office during the term or within one year thereafter.

SECTION 15. POWERS AND DUTIES OF THE COMMISSION. Except for retirement benefits, which shall be established by general law applicable to all officers of the state, the commission shall establish the compensation of the governor, lieutenant governor, and members of the legislature, including their salaries, benefits, per diem, and allowances, if any. An order of the commission takes effect at the beginning of the next fiscal year of the state. The commission shall hold a public hearing in each judicial district before issuing an order that changes the compensation of an elected official. At least every two years, but not more frequently than every year, the commission shall review the compensation of elected officials. The commission shall issue an order with respect to salaries not later than thirty days before the end of the fiscal year.

SECTION 16. FINALITY OF ORDER. An order setting the compensation of an elected official is not subject to veto by the governor. An order of the commission is subject to initiative and referendum in the same manner as an act of the legislature. The legislature shall appropriate money to fund the orders of the commission.

* Sec. 4. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Introduced: 2/18/85
Referred: State Affairs, Judiciary and Finance

IN THE SENATE BY JOSEPHSON

SENATE BILL NO. 161

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of elected officials; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. COMPENSATION OF LEGISLATORS. The Commission on Compensation of Elected Officials shall set the compensation of legislators.

* Sec. 2. AS 24.15.050 is amended to read:

Sec. 24.15.050. LEGISLATIVE TRANSPORTATION. A member of the legislature is entitled to reimbursement for the expense of moving between the legislator's [HIS] place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by order of the Commission on Compensation of Elected Officials [REGULATIONS COVERING STATE EMPLOYEES ADOPTED BY THE COMMISSIONER OF ADMINISTRATION UNDER AS 39.20.160].

* Sec. 3. AS 39.20.010 is repealed and reenacted to read:

Sec. 39.20.010. COMPENSATION OF THE GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the governor.

* Sec. 4. AS 39.20.030 is repealed and reenacted to read:

Sec. 39.20.030. COMPENSATION OF LIEUTENANT GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the lieutenant governor.

* Sec. 5. AS 39.20.050 is amended to read:

Sec. 39.20.050. EXCLUSIVE COMPENSATION. Retirement benefits established by law and the [THE] compensation fixed by the Commission on Compensation of Elected Officials [LAW] for the governor and lieutenant governor are full compensation [IS IN FULL] for all services rendered by each of them in any official capacity or employment whatsoever during their respective terms of office, and shall be paid throughout their respective terms of office unless the office becomes vacant.

* Sec. 6. The compensation of the governor, lieutenant governor, and legislators established by law on the day before the effective date of this Act shall remain in effect until the Commission on Compensation of Elected Officials has issued an order setting the compensation.

* Sec. 7. This Act takes effect on the effective date of an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

Cramer
4/23/85

Original sponsors: Josephson, V.Fischer, Kelly and Sturgulewski

IN THE SENATE BY THE JUDICIARY COMMITTEE

CS FOR SENATE BILL NO. 161 (Judiciary)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of elected officials; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. COMPENSATION OF LEGISLATORS. The Commission on Compensation of Elected Officials shall set the compensation of legislators.

* Sec. 2. AS 39.20.010 is repealed and reenacted to read:

Sec. 39.20.010. COMPENSATION OF THE GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the governor.

* Sec. 3. AS 39.20.030 is repealed and reenacted to read:

Sec. 39.20.030. COMPENSATION OF LIEUTENANT GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the lieutenant governor.

* Sec. 4. AS 39.20.050 is amended to read:

Sec. 39.20.050. EXCLUSIVE COMPENSATION. Retirement benefits established by law and the [THE] compensation fixed by the Commission on Compensation of Elected Officials [LAW] for the governor and lieutenant governor are full compensation [IS IN FULL] for all services rendered by each of them in any official capacity or employment whatsoever during their respective terms of office, and shall be paid throughout their respective terms of office unless the office becomes vacant.

New

* Sec. 5. In making initial appointments to the Commission on Compensation of Elected Officials, the governor shall appoint one member to a term of two years, one member to a term of three years, one member to a term of four years, one member to a term of five years, and one member to a term of six years.

* Sec. 6. The compensation of the governor, lieutenant governor, and legislators established by law on the day before the effective date of this Act shall remain in effect until the Commission on Compensation of Elected Officials has issued an order setting the compensation.

* Sec. 7. This Act takes effect on the effective date of an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

CORRECTION

Discard CSHCR 28 (FIN)

and retain this corrected version.

Offered: 4/24/85
Referred: Rules

Original sponsor: Rules Committee

IN THE HOUSE BY THE FINANCE COMMITTEE

CS FOR HOUSE CONCURRENT RESOLUTION NO. 28 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Relating to establishing a Joint Special Committee on Legislators' Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislators' salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislators' Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislators' salaries, per diem, and allowances; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding legislators' salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Original sponsor: Sackett

IN THE SENATE BY THE STATE AFFAIRS COMMITTEE

HOUSE CS FOR SENATE BILL NO. 294 (State Affairs)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,326	1,362	1,402	1,440	1,483	1,522
06	1,402	1,440	1,483	1,522	1,566	1,612
07	1,483	1,522	1,566	1,612	1,662	1,713
08	1,566	1,612	1,662	1,713	1,762	1,817
09	1,662	1,713	1,762	1,817	1,876	1,929
10	1,762	1,817	1,876	1,929	1,988	2,048
11	1,876	1,929	1,988	2,048	2,116	2,182
12	1,988	2,048	2,116	2,182	2,257	2,334
13	2,116	2,182	2,257	2,334	2,415	2,503
14	2,257	2,334	2,415	2,503	2,591	2,689
15	2,415	2,503	2,591	2,689	2,776	2,881
16						

17	2,776	2,881	2,985	3,093	3,198	3,308
18	2,985	3,093	3,198	3,308	3,416	3,545
19	3,198	3,308	3,416	3,545	3,654	3,790
20	3,416	3,545	3,654	3,790	3,905	4,049
21	3,654	3,790	3,905	4,049	4,175	4,326
22	3,905	4,049	4,175	4,326	4,469	4,633
23	4,175	4,326	4,469	4,633	4,787	4,966
24	4,469	4,633	4,787	4,966	5,134	5,308
25	4,787	4,966	5,134	5,308	5,503	5,710
26	4,966	5,134	5,308	5,503	5,710	5,915
27	5,134	5,308	5,503	5,710	5,915	6,140
28	5,308	5,503	5,710	5,915	6,140	6,354
29	5,503	5,710	5,915	6,140	6,354	6,577
30	5,710	5,915	6,140	6,354	6,577	6,809

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range <u>22</u> [10] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries [, PER DIEM] and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary increases comparable to those received by the classified and partially exempt

employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 1 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 1 of this Act.

* Sec. 6. AS 24.15.010 is repealed.

* Sec. 7. RETROACTIVITY. Sections 1, 4, and 5 of this Act are retroactive to January 1, 1983.

* Sec. 8. EFFECTIVE DATE. This Act takes effect immediately in accordance with AS 01.10.070(c).

Introduced: 5/9/83
Referred: Finance

IN THE SENATE BY SACKETT

SENATE BILL NO. SB 294

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,326	1,362	1,402	1,440	1,483	1,522
06	1,402	1,440	1,483	1,522	1,566	1,612
07	1,483	1,522	1,566	1,612	1,662	1,713
08	1,566	1,612	1,662	1,713	1,762	1,817
09	1,662	1,713	1,762	1,817	1,876	1,929
10	1,762	1,817	1,876	1,929	1,988	2,048
11	1,876	1,929	1,988	2,048	2,116	2,182
12	1,988	2,048	2,116	2,182	2,257	2,334
13	2,116	2,182	2,257	2,334	2,415	2,503
14	2,257	2,334	2,415	2,503	2,591	2,689
15	2,415	2,503	2,591	2,689	2,776	2,881
16	2,591	2,689	2,776	2,881	2,985	3,093

17		2,776	2,881	2,985	3,093	3,198	3,308
18		2,985	3,093	3,198	3,308	3,416	3,545
19		3,198	3,308	3,416	3,545	3,654	3,790
20		3,416	3,545	3,654	3,790	3,905	4,049
21		3,654	3,790	3,905	4,049	4,175	4,326
22		3,905	4,049	4,175	4,326	4,469	4,633
23		4,175	4,326	4,469	4,633	4,787	4,966
24		4,469	4,633	4,787	4,966	5,134	5,308
25		4,787	4,966	5,134	5,308	5,503	5,710
26		4,966	5,134	5,308	5,503	5,710	5,915
27		5,134	5,308	5,503	5,710	5,915	6,140
28		5,308	5,503	5,710	5,915	6,140	6,354
29		5,503	5,710	5,915	6,140	6,354	6,577
30		5,710	5,915	6,140	6,354	6,577	6,809

* Sec. 2. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 1 of this Act.

* Sec. 3. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 1 of this Act.

* Sec. 4. RETROACTIVITY. Sections 1 - 3 of this Act are retroactive to January 1, 1983.

* Sec. 5. EFFECTIVE DATE. This Act takes effect immediately in accordance with AS 01.10.070(c).

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Introduced: 2/27/85
Referred: State Affairs
and Finance

IN THE HOUSE

BY THE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

HOUSE BILL NO. 243

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531 30,372	2,623 31,476	2,715 32,580	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242

17		2,910 34,920	3,020 36240	3,129	3,242	3,353	3,468
18		3,129	3,242	3,353	3,468	3,582	3,717
19		3,353	3,468 41,616	3,582	3,717	3,831	3,974
20		3,582	3,717	3,831	3,974	4,095	4,246
21		3,831	3,974	4,095	4,246	4,379	4,537
22		4,095	4,246	4,379	4,537	4,687	4,859
23		4,379	4,537	4,687	4,859	5,021	5,209
24		4,687	4,859	5,021	5,209	5,385	5,568
25		5,021	5,209	5,385	5,568	5,773	5,990
26		5,209	5,385	5,568	5,773	5,990	6,206
27		5,385	5,568	5,773	5,990	6,206	6,442
28		5,568	5,773	5,990	6,206	6,442	6,666
29		5,773	5,990	6,206	6,442	6,666	6,901
30		5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 2. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,440	1,479	1,523	1,564	1,611	1,654
06	1,523	1,564	1,611	1,654	1,701	1,751
07	1,611	1,654	1,701	1,751	1,806	1,861
08	1,701	1,751	1,806	1,861	1,915	1,975
09	1,806	1,861	1,915	1,975	2,040	2,097
10	1,915	1,975	2,040	2,097	2,161	2,227
11	2,040	2,097	2,161	2,227	2,301	2,373

12		2,161	2,227	2,301	2,373	2,455	2,538
13		2,301	2,373	2,455	2,538	2,627	2,723
14		2,455	2,538	2,627	2,723	2,818	2,925
15		2,627	2,723	2,818	2,925	3,021	3,135
16		2,818	2,925	3,021	3,135	3,248	3,365
17		3,021	3,135	3,248	3,365	3,480	3,600
18		3,248	3,365	3,480	3,600	3,718	3,858
19		3,480	3,600 43,200	3,718 44,616	3,858	3,977	4,125
20		3,718	3,858	3,977	4,125	4,251	4,407
21		3,977	4,125	4,251	4,407	4,545	4,709
22		4,251	4,407	4,545	4,709	4,865	5,044
23		4,545	4,709	4,865	5,044	5,212	5,407
24		4,865	5,044	5,212	5,407	5,590	5,780
25		5,212	5,407	5,590	5,780	5,992	6,218
26		5,407	5,590	5,780	5,992	6,218	6,441
27		5,590	5,780	5,992	6,218	6,441	6,687
28		5,780	5,992	6,218	6,441	6,687	6,920
29		5,992	6,218	6,441	6,687	6,920	7,163
30		6,218	6,441	6,687	6,920	7,163	7,416

* Sec. 3. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, must be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.010, AS 39.20.030, AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary

adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in secs. 1 and 2 of this Act.

(b) The legislative and judicial employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 3 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 6. Sections 1, 4, and 5 of this Act take effect July 16, 1985.

* Sec. 7. Section 2 of this Act takes effect July 16, 1986.

* Sec. 8. Section 3 of this Act takes effect August 1, 1985.

adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in secs. 1 and 2 of this Act.

(b) The legislative and judicial employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 3 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 6. Sections 1, 4, and 5 of this Act take effect July 16, 1985.

* Sec. 7. Section 2 of this Act takes effect July 16, 1986.

* Sec. 8. Section 3 of this Act takes effect August 1, 1985.

3468
N2
41,616

Introduced: 2/9/84
Referred: State Affairs and
Judiciary

BY CLOCKSIN, DAVIS,
KOPONEN, MALONE, SZYMANSKI,
WENDTE, PHILLIPS, LACHER
AND PESTINGER

IN THE HOUSE

SPONSOR SUBSTITUTE FOR HOUSE JOINT RESOLUTION NO. 55

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to legislators' remuneration.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. <u>The remuneration of a legislator shall not be increased during the legislator's term of office.</u>

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Introduced: 1/13/84
Referred: State Affairs
and Finance

BY PHILLIPS, LACHER, FLOOD,
PESTINGER, LINDAUER,
SZYMANSKI AND FURNACE

IN THE HOUSE

HOUSE BILL NO. 513

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 10 [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 3. This Act takes effect July 1, 1984.

SCOMM

#49:14

1983 Earnings for Senators

Payroll earned as of 6-15-83	$10,038.00
Per diem (162 days @ $80 day)	12,960.00
Retro (not issued yet) 1-1-83 to 6-15-83	504.00
	$23,502.00

1982 EARNINGS FOR REPRESENTATIVES

Abood	19,983.60	Salary
	17,180.00	Per diem, Allowances
	37,163.60	Total
Adams	19,983.60	Salary
	20.151.00	Per diem, Allowances
	40,134.60	Total
Anderson	19,983.60	Salary
	16,000.00	Per diem, Allowances
	35,983.60	Total
Barnes	19,983.60	Salary
	17,222.92	Per diem, Allowances
	37,206.52	Total
Beirne	19,983.60	Salary
	15,200.00	Per diem, Allowances
	35,183.60	Total
Bettisworth	19,983.60	Salary
	15,920.00	Per diem, Allowances
	35,903.60	Total
Buchholdt	19,983.60	Salary
	16,275.00	Per diem, Allowances
	36,258.60	Total
Brown	19,983.60	Salary
	17,506.00	Per diem, Allowances
	37,489.60	Total
Bylsma	19,983.60	Salary
	15,814.00	Per diem, Allowances
	35,797.60	Total
Carney	19,983.60	Salary
	16,339.38	Per diem, Allowances
	36,322.98	Total
Cato	19,983.60	Salary
	18,681.00	Per diem, Allowances
	38,664.60	Total
Chuckwuk	19,983.60	Salary
	15,952.00	Per diem, Allowances
	35,935.60	Total
Clocksin	19,983.60	Salary
	16,148.32	Per diem, Allowances
	36,131.92	Total
Cotten	19,983.60	Salary
	17,431.00	Per diem, Allowances
	37,414.60	Total

Cuddy	19,983.60	Salary
	16,353.00	Per diem, Allowances
	36,336.60	Total
Duncan	19,983.60	Salary
	13,140.00	Per diem, Allowances
	33,123.60	Total
Fanning	19,983.60	Salary
	15,440.00	Per diem, Allowances
	35,423.60	Total
Freeman	19,983.60	Salary
	15,881.00	Per diem, Allowances
	35,864.60	Total
Fuller	19,983.60	Salary
	21,423.79	Per diem, Allowances
	41,407.39	Total
Gardiner	19,983.60	Salary
	15,680.00	Per diem, Allowances
	35,663.60	Total
Grussendorf	19,983.60	Salary
	15,847.00	Per diem, Allowances
	35,830.60	Total
Halford	19,983.60	Salary
	17,760.00	Per diem, Allowances
	37,743.60	Total
Haugen	19,983.60	Salary
	16,446.00	Per diem, Allowances
	36,429.60	Total
Hayes	20,483.60	Salary
	17,040.47	Per diem, Allowances
	37,524.07	Total
Hurlbert	19.983.60	Salary
	17,990.00	Per diem, Allowances
	37,973.60	Total
Malone	19,983.60	Salary
	17,173.89	Per diem, Allowances
	37,157.49	Total
Martin	19,983.60	Salary
	17,264.65	Per diem, Allowances
	37,248.25	Total
Meekins	19,983.60	Salary
	16,490.00	Per diem, Allowances
	36,473.60	Total

Metcalfe	19,981.60	Salary
	17,180.00	Per diem, Allowances
	37,161.60	Total
Miller	19,983.60	Salary
	13,380.00	Per diem, Allowances
	33,363.60	Total
Montgomery	19,983.60	Salary
	16,568.97	Per diem, Allowances
	36,552.57	Total
Moss	19,983.60	Salary
	17,181.01	Per diem, Allowances
	37,164.61	Total
O'Connell	19,983.60	Salary
	15,874.00	Per diem, Allowances
	35,857.60	Total
Phillips	19,983.60	Salary
	17,328.00	Per diem, Allowances
	37,311.60	Total
Randolph	19,983.60	Salary
	15,610.00	Per diem, Allowances
	35,593.60	Total
Rogers	19,983.60	Salary
	16,486.86	Per diem, Allowances
	36,470.46	Total
Smith	19,983.60	Salary
	17,643.32	Per diem, Allowances
	37,626.92	Total
Sutcliffe	19,983.60	Salary
	15,930.00	Per diem, Allowances
	35,913.60	Total
Vaska	19,983.60	Salary
	18,320.28	Per diem, Allowances
	38,303.88	Total
Zharoff	19,983.60	Salary
	17,699.36	Per diem, Allowances
	37,682.96	Total

jb/8

1981 EARNINGS FOR SENATORS

Don Bennett	17,556.79	Salary
	22,936.53	Per diem, Allowance
	40,493.32	Total
Brad Bradley	17,556.79	Salary
	20,795.16	Per diem, Allowance
	38,351.95	Total
Mike Colletta	17,556.79	Salray
	20,294.82	Per diem, Allowance
	37,851.60	Total
M.E. Dankworth	17,556.79	Salary
	18,781.11	Per diem, Allowance
	36,337.90	Total
Richard Eliason	17,556.79	Salary
	17,142.00	Per diem, Allowance
	34,698.79	Total
Bettye Fahrenkamp	17,556.79	Salary
	18,028.65	Per diem, Allowance
	35,585.44	Total
Frank Ferguson	17,556.79	Salary
	16,803.00	Per diem, Allowance
	34,359.79	Total
Vic Fischer	16,404.89	Salary
	20,190.00	Per diem, Allowance
	36,594.89	Total
Don Gilman	16,404.88	Salary
	18,277.56	Per diem, Allowance
	34,682.44	Total
Tim Kelly	17,556.79	Salary
	18,946.00	Per diem, Allowance
	36,502.79	Total
Jalmar Kerttula	18,026.14	Salary
	19,762.25	Per diem, Allowance
	37,788.39	Total
Bob Mulcahy	17,556.79	Salary
	20,571.59	Per diem, Allowance
	38,128.38	Total
Charles Parr	17,556.79	Salary
	18,481.21	Per diem, Allowance
	36,038.00	Total

Bill Ray	11,796.79	Salary w/deductions
	18,771.00	Per diem, Allowance
	30,567.79	Total
Pat Rodey	17,556.79	Salary
	18,443.22	Per diem, Allowance
	36,000.01	Total
John Sackett	17,556.79	Salary
	22,115.64	Per diem, Allowance
	39,672.43	Total
Terry Stimson	18,703.27	Salary
	21,518.50	Per diem, Allowance
	40,221.77	Total
A. Sturgulewski	13,236.79	Salary w/deductions
	17,879.49	Per diem, Allowance
	31,116.28	Total
Bob Ziegler	17,556.79	Salary
	16,854.00	Per diem, Allowance
	34,410.79	Total

PC:jb

jb/5

1982 EARNINGS FOR SENATORS

Nels Anderson	15,995.40	Salary
	14,486.81	Per diem, Allowances
	30,482.21	Total
Don Bennett	19,992.33	Salary
	24,504.40	Per diem, Allowances
	44,496.73	Total
Brad Bradley	19,983.60	Salary
	16,719.94	Per diem, Allowances
	36,703.54	Total
Mike Colletta	19,983.60	Salary
	17,948.52	Per diem, Allowances
	37,932.12	Total
M.E. Dankworth	19,983.60	Salary
	16,961.56	Per diem, Allowances
	36,945.16	Total
Richard Eliason	19,983.60	Salary
	18,797.00	Per diem, Allowances
	38,780.60	Total
Bettye Fahrenkamp	19,983.60	Salary
	18,263.00	Per diem, Allowances
	38,246.60	Total
Frank Ferguson	19,983.60	Salary
	20,629.14	Per diem, Allowances
	40,612.74	Total
Vic Fischer	19,983.60	Salary
	20,362.00	Per diem, Allowances
	40,345.60	Total
Don Gilman	19,983.60	Salary
	17,809.74	Per diem, Allowances
	37,793.34	Total
Tim Kelly	19,983.60	Salary
	18,284.00	Per diem, Allowances
	38,267.60	Total
Jalmar Kerttula	20,483.60	Salary
	20,071.00	Per diem, Allowances
	40,554.60	Total
Bob Mulcahy	19,983.60	Salary
	17,484.73	Per diem, Allowances
	37,468.33	Total
Charlie Parr	19,983.60	Salary
	16,925.36	Per diem, Allowances
	36,908.96	Total

Bill Ray	19,983.60	Salary
	16,958.00	Per diem, Allowances
	36,941.60	Total
Pat Rodey	19,983.60	Salary
	16,810.00	Per diem, Allowances
	36,793.60	Total
John Sackett	19,983.60	Salary
	21,126.16	Per diem, Allowances
	41,109.76	Total
Terry Stimson	19,983.60	Salary
	17,385.44	Per diem, Allowances
	37,369.04	Total
A. Sturgulewski	19,983.60	Salary
	18,621.10	Per diem, Allowances
	38,604.70	Total
Bob Ziegler	19,983.60	Salary
	15,450.95	Per diem, Allowances
	35,434.55	Total

PC:jb

jb/5/2nd

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 85 (JULY 1, 1984 TO DEC. 31, 1984)

NAME	AIR TRANS.	TAXI/CAR RENTAL	HOTEL	MEAL ALLOW.	OTHER
LEGISLATORS					
Abood, Mitch	352.00				
Adams, Al	4,608.30	167.76	1,103.67		
Bennett, Don	2,346.00	169.50	755.30	211.46	14.00 (Ferry)
Bettisworth, Robert	846.50				
Cato, Bette	556.00				
Cowdery, John	352.00				
Fuller, Jack	52.00				
Furnace, Walt	352.00				
Goll, Peter	482.00	10.00	65.00	20.00	
Grussendorf, Ben	1,224.00	24.00	79.18		
Lindauer, John	352.00				
Liska, John	352.00				
Martin, Terry	352.00				
Miller, Mike W.	846.50				
Sackett, John	10,036.78	1,164.54	751.67	2,888.25	
Shultz, Richard	1,802.02	855.05	1,162.76	775.00	
Szymanski, Mike	406.00				
Tischer, Mae	124.00				
Ward, Jerry	352.00				
Subtotal	25,794.10	2,390.85	3,917.58	3.894.71	14.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	OTHER
STAFF (Employer noted in parentheses)				
Berg, M. (Adams)	2,205.00		1,486.00	
Bergstrom, T. (Sackett)	1,790.40	120.01	1,580.00	
Brown, C. (LFD)	1,063.00	25.05	242.00	
Burton, M. (LFD)	2,204.00	217.02	1,070.30	
Blecker, Liz (LFD)	352.00	197.82	400.00	
Cutler, L. (Adams)	271.00			
Dhillon, P. (LFD)	704.00	88.90	400.00	
Earnest, M. (Sackett)	5,813.00			
Gifford, M. (Sackett)	2,099.30	127.70	1,885.00	
Greany, M. (LFD)	1,016.00	8.00	217.00	
Jackson, G. (Adams)	176.00	175.00	460.00	83.00 (Ferry)
Kunzelman, J. (Bennett)	422.00			
Lindahl, M. (Bennett)	222.00	103.25	965.00	
Lindstrom, E. (Adams)	1,462.00	56.00	1,191.00	
Maher, T. (LFD)	352.00	252.86	400.00	
Nusbaum, S. (Bennett)	30.00	185.19	390.00	
Perisich, P. (LFD)	462.00	10.00	1,504.16	
Roberts, N. (Sackett)	704.00		3,360.00	
Schilz, J. (Grussendorf)	120.00		220.00	
Schroeder, B. (LFD)		37.00	160.00	
Slocum, J. (LFD)	472.00	28.00	271.00	
Subtotal	21,939.70	1,631.80	16,201.46	83.00
NON-EMPLOYEE TRAVEL				
Senate Finance Committee				
R. Clark	352.00	56.00		
J. Shiveley	608.62			
Subtotal	960.62	56.00		

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 84 (JULY 1, 1983 - JUNE 30, 1984)

NAME	AIR TRANS.	PERSONAL VEHICLE TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOWANCE	OTHER
LEGISLATORS						
Abood, Mitch	352.00					
Adams, Al	6,475.29		160.00			
Barnes, Ramona	1,273.52					
Bennett, Don	950.00	592.70		424.48	639.90	201.00 (FERRY)
Bussell, Charles	836.52					
Cato, Bette	872.80					
Davis, Mike	101.00	20.00		64.80		
Duncan, Jim	336.00					
Faiks, Jan	202.00					
Flood, Joe	352.00					
Fritz, Milo	352.00					
Fuller, Jack	352.00					
Furnace, Walt	352.00					
Grussendorf, Ben	1,769.58			300.00	155.00	
Hurlbert, Vernon	404.00	685.00		128.00		
Larson, Ron	352.00					
Lindauer, John	352.00					
Martin, Terry	756.00					
Pestinger, Sam	352.00					
Sackett, John	10,811.01	1,890.07	245.00		2,460.77	100.00 (CONF.REG.)
Shultz, Richard	2,904.90	1,399.15		1,780.88	941.16	324.00 (CONF.REG.)
Sund, Jon	180.00					
Szymanski, Mike	412.00	101.67				
Tischer, Mae	756.00	11.00				
Uehling, Rick	404.00					
Vaska, Tony	678.00	17.00	80.00			
Ward, Jerry	748.00					
Wente, Ron	180.00					
Zharoff, Fred	572.00					
Subtotals	34,438.62	4,716.59	485.00	2,698.16	4,196.83	625.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
STAFF (Employer noted in parentheses)						
Bavilla, V. (Sackett)	754.00					
Bennett,R.(Bettisworth)	336.00	130.00			31.00	52.00 (FERRY)
Berg, M. (Adams)	5,158.16	10.00	1,190.00			
Bergstrom, T.(Sackett)	1,588.00					
Blecker, L. (LFD)	720.00	93.91	240.00			
Brown, C. (LFD)	452.00					
Burton, M. (LFD)	1,389.50	346.58	1,730.00			
Cortez, L. (Ward)	582.00	184.64		279.27		
Dhillon, P. (LFD)	704.00	158.07	400.00			
Cutler, L. (Adams)	1,138.00		247.50			
Dundy, P. (Sackett)	912.00		140.00			344.00 (FERRY)
Earnest, M. (Sackett)	695.00					
Fortier, K. (Bennett)	470.00		255.00			
Gates, S. (Shultz)	2,019.06	86.92	3,153.00			
Gibson, C. (Sackett)	13,858.25	1,664.79	2,710.00			429.00 (FERRY)
Gifford, M. (Sackett)	1,830.00	25.60	935.00			
Greany, M. (LFD)	2,248.00	28.80	880.00			
Goddard, J.(Shultz)	812.17					
Haring, W. (Shultz)	3,800.14	1,264.00	4,602.75			340.00 (CONF.REG.)
Hildebrand,I.(Sackett)	2,724.00	298.76	1,210.00			
Hill, N. (Shultz)	3,410.70	642.00	2,296.25			
Kunzelman, J. (Bennett)	437.00		220.00			
Lindstrom,E. (Adams)	4,458.00	112.00	1,400.00			
Norrgard, J. (Bennett)		480.00				150.00 (CONF.REG.)
Nusbaum, S. (Bennett)		575.25	845.46			100.00 (CONF.REG.)
Price, G. (LFD)	615.48	95.24	660.00			
Otness, T. (Pestinger)	448.00					
Robinett, D. (Bennett)	1,447.00		1,132.50			
Schilz, J.(Grussendorf)	1,005.00	421.11	740.00			
Schroeder, B. (LFD)	302.00		450.00			100.00 (CONF.REG.)
Schnell, D. (Adams)		51.75	180.00			69.00 (FERRY)
Stoops, L. (Sackett)	1,814.72	80.00	990.00			
Taggard, B. (Bennett)	417.00					
Twelker, P. (Bennett)	633.00					80.00 (CONF.REG.)
Wallis, K. (Hurlbert)	4,528.00		10,580.00			
Wertz, P. (Bennett)	221.00					
Subtotals	61,927.18	6,749.42	37,187.46	279.27	31.00	1,664.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
NON-EMPLOYEE TRAVEL						
Senate Finance Committee						
W. Parker	510.00					
Lawrence Calderone	477.00		160.00			
Louis Bitomer	821.54					
Subtotals	1,808.54		160.00			
TOTALS	98,174.34	11,466.42	37,832.46	2,977.43	4,227.83	2,289.00

REIMBURSEMENTS TO LEGISLATORS

	LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR CODE
1						
2	ALBERT ADAMS	4,205.00	61.00		4,266.00	APA 018
3						
4	DON BENNETT	7,528.40	1,756.37	8.73	9,293.50	DOB 23
5						
6	BOB BETTISWORTH	480.00			480.00	RHB 19
7						
8	THELMA BUCHHOLDT	83.00			83.00	THB 20
9						
10	PAT CARNEY	400.00			400.00	PJC 20
11						
12	JOE CHUCKWUK	400.00			400.00	JOC 01
13						
14	SAM COTTEN	400.00			400.00	SRC 20
15						
16	DAVID CUDDY	480.00			480.00	DAC 01
17						
18	ED DANKWORTH	400.00	50.00	87.56	537.56	MED 23
19						
20	JACK FULLER	400.00			400.00	JGF 20
21						
22	ERNIE HAUGEN	646.00			646.00	EJH 21
23						
24	VERN HURLBERT	1,440.00	235.08		1,675.08	VLH 21
25						
26	RUSS MEEKINS	480.00			480.00	RUM 21
27						
28	JOE MONTGOMERY	480.00			480.00	JOM 22
29						
30	JOHN SACKETT	639.00	25.00		664.00	JCS 25
31						
32						
33						
34						

State of Alaska
Division of Legislative Finance
Room 3rd Capitol Bldg., Pouch MF
Juneau, Alaska 99811
Fax 465-3796

Pat Williams

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REIMBURSEMENTS TO LEGISLATORS

COLUMN - WHITE

	1	2	3	4	5	6
	LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR CODE
1						
2	ALBERT ADAMS	4,205.00	61.00		4266.00	APA018
3						
4	DON BENNETT	7,528.40	1,756.37	8.73	9,293.50	DOB235
5						
6	BOB BETTISWORTH	480.00			480.00	RHB199
7						
8	THELMA BUCHHOLDT	83.00			83.00	THB202
9						
10	PAT CARNEY	400.00			400.00	PJC203
11						
12	JOE CHUCKWUK	400.00			400.00	JOC015
13						
14	SAM COTTEN	400.00			400.00	SRC204
15						
16	DAVID CUDDY	480.00			480.00	DAC015
17						
18	ED DANKWORTH	400.00	50.00	87.50	537.50	MED238
19						
20	JACK FULLER	400.00			400.00	JGF208
21						
22	ERNIE HAUGEN	646.00			646.00	EJH212
23						
24	VERN HURLBERT	1,440.00	235.08		1,675.08	VLH214
25						
26	RUSS MEEKINS	480.00			480.00	RUM218
27						
28	JOE MONTGOMERY	480.00			480.00	JOM222
29						
30	JOHN SACKETT	639.00	25.00		664.00	JCS250
31						
32						
33						
34						
35	State of Alaska Division of Legislative Finance					
36	Rm. 3rd Capitol Bldg., Pouch MF Juneau, Alaska 99811 Ph: 465-3795					
37						
38						
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REIMBURSEMENTS TO LEGISLATORS 1981

LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR code
ALBERT ADAMS	4193.00	250.67	⊖	4443.67	APA018
DON BENNETT	5604.00	1552.50	75.00	7231.50	DAB235
BOB BETTISWORTH	134.00	⊖	⊖	134.00	RHB199
THELMA BUCKHOLDT	617.00	⊖	⊖	617.00	THB202
JOE CHUCKWUCK	201.00	⊖	⊖	201.00	JOC015
SAM CATTEN	67.00	⊖	⊖	67.00	SRC204
DAVID CUDDY	134.00	292.00	⊖	426.00	DAC015
ED DANKWORTH	1402.44	336.34	17.92	1756.70	MED238
FRANK FERGUSON	167.50	⊖	⊖	167.50	FRF240
JACK FULLER	1675.00	30.50	⊖	1705.50	JGF208
ERNIE HAUGEN	650.00	182.00	⊖	832.00	EJH213
VERN HUMBERT	760.00	1319.78	⊖	2079.78	VLH214
JOE MONTGOMERY	337.00	14.00	⊖	351.00	JOM222
PAPPY MOSS	603.00	232.50	⊖	835.50	HPM223
BOB MULCAHY	402.00	⊖	⊖	402.00	BOM247
JOHN SACKETT	4057.00	1224.22	143.00	5424.22	JCS250
ARLISS STURGULEWSKI	225.00	⊖	⊖	225.00	ARS252

State of Alaska
Division of Legislative Finance
Room 516 Capitol Bldg. Pouch W
Juneau, Alaska 99811
Ph. 465-3795
Re: Pat Williams

Reimbursements TO LEGISLATORS

LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR Code
ALBERT ADAMS	4193.00	250.67	-0-	4443.67	APA018
DON BENNETT	5604.00	1552.50	75.00	7231.50	DAB235
BOB BETTISWORTH	134.00	-0-	-0-	134.00	RHB199
THELMA BUCKHOLDT	617.00	-0-	-0-	617.00	THB202
JOE CHUCKWUCK	201.00	-0-	-0-	201.00	JOC015
SAM COTTEN	67.00	-0-	-0-	67.00	SRC204
DAVID CUDDY	134.00	292.00	-0-	426.00	DAC015
ED DANKWORTH	1402.44	336.34	17.92	1756.70	MED238
FRANK FERGUSON	167.50	-0-	-0-	167.50	FRF240
JACK FULLER	1675.00	30.50	-0-	1705.50	JGF208
ERNIE HAUGEN	650.00	182.00	-0-	832.00	EJH212
VERN HURLBERT	760.00	1319.78	-0-	2079.78	VLH214
JOE MONTGOMERY	337.00	14.00	-0-	351.00	JOM222
PAPPY MOSS	603.00	232.50	-0-	835.50	HPM223
BOB MUHCAHY	402.00	-0-	-0-	402.00	BOM247
JOHN SACKETT	4057.00	1224.22	143.00	5424.22	JCS250
ARLISS STURGULEWSKI	225.00	-0-	-0-	225.00	ARS252

State of Alaska
Division of Legislative Finance
Room 506 Capitol Bldg., Pouch MP
Juneau, Alaska 99811
Ph: 465-3795
By Pat Williams

SCOMM

#49:15

Marrou to start donating pay raise

By Larry Persily
Times Juneau Bureau

Juneau — Putting his wallet where his campaign promise led him, Rep. Andre Marrou, L-Homer, this week will write the first check as he starts a year-long process of donating $13,000 of his legislative salary to charity.

The legislature's lone Libertarian promised in September during the election campaign to donate part of his salary to charity to demonstrate his dissatisfaction with the pay raise approved by lawmakers in 1983.

Marrou, serving his first year in office, said he will continue donating part of his salary to charity every year until the pay raise is repealed.

Before the pay raise, lawmakers earned about $21,000 a year, plus hotel and meal expenses while in Juneau. Marrou said legislative earnings totaled about $33,000 a year, after the per diem money was included.

Legislators now earn an annual salary of $46,800, with no per diem, and Marrou arrived at his campaign promise of about $13,000 by subtracting the old from the new pay scale.



Rep. Andre Marrou

The Homer representative said he is not aware of any other lawmaker joining his charitable effort.

In deciding how to distribute the money, Marrou said, "Most of it will go to private education . . . based on need, based on the number of students."

In addition to donating about 90 percent of the money to private schools in his Kenai Peninsula district, Marrou said he plans to give about 10 percent to non-profit community groups, including Crime Stoppers.

"We are planning to make the first distribution this week of a couple of thousand dollars," he said, with the final check to go out by the end of next year's legislative session in May.

Marrou expects to donate between $1,000 and $3,000 to each of six private schools. The only requirements for receipt of the money, he explained, are that the school be in his district and that it receive no federal or state aid of any kind.

He has yet to decide which schools will receive how much money, but the lawmaker said a school's religious affiliation will have no bearing on his disbursement of the money.

Marrou introduced legislation this year to repeal the pay raise, but the bill failed to win House approval. Similar efforts by Republican and Democratic lawmakers also have failed in the past two years.

The House and Senate did agree this year to appoint a joint special committee on legislative salaries. Chaired by Sen. Mitch Abood, R-Anchorage, the committee will hold its first meeting later this month, either in Anchorage or Juneau.

A proposition to repeal the pay raise will appear on the 1986 general election ballot, with political oddsmakers betting Alaskans will vote to send lawmakers back to their old salary.

One unexpected hitch in Marrou's donation plans is the special legislative session to consider impeachment of Gov. Bill Sheffield.

The Homer Libertarian said, "The only thing that might detract from it (the charitable donations), is that I have to live." If the impeachment issue moves from the Senate to the House and Marrou has to return to Juneau and pay additional living expenses out of his pocket, he said, he may not be able to afford the full $13,000 in donations.

Linda,
Please
make a
copy for
Sen. Abeow,
Frank B.

Legislatures as Unions

Robert E. McCormick
Texas A&M University

Robert D. Tollison
Virginia Polytechnic Institute and State University

We present a model of the legislature as a union, where in some states the legislative wage is set in the constitution (the analogue to competition) and in others it is set by the legislators (monopoly). We test the implications of the model with respect to relative legislator wages in the two types of states and with respect to other aspects of the legislature as a union. All of the implications hold up quite well in empirical tests. Indeed, as expected, we find an astonishingly large impact of the legislative union on relative wages, that is, on the order of a 225 percent increase.

I. Introduction

Good fences make good neighbors; so the saying goes. But since the most fertile ground often lies along the fence row, the cost of neighborliness is sometimes too high. So it has been with the modern colonization by economists of subjects usually reserved for other social sciences. Not untypically, the conventional views held by other disciplines have been strongly challenged by the application of economic methodology. While it is interesting that economists tend to generate different conclusions about social processes from those accepted in other social sciences, it suffices to say here simply that we write in this tradition.

We are grateful to Raymond Battalio, Mark Crain, Roy Gilbert, John Kagel, Thomas Saving, Richard Wagner, and an unidentified referee of this *Journal* for helpful comments on earlier drafts of this paper. George Stigler and Arleen Leibowitz deserve special thanks for help. The usual disclaimer applies.

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We address the problem of how state legislators are paid. Our explanation of legislative pay will seem familiar to economists. Nonetheless, it will contrast markedly with the explanations and approaches to the same problem offered by other expert observers of such matters. The following quotations provide a menu of competing hypotheses:

> Despite the fact that in recent years a few states have provided substantial salaries for their legislators, no public servant in relation to his responsibilities is more underpaid. [Maddox and Fuquay 1966, p. 135]
>
> Most states fail to pay their lawmakers anything approximating a living wage. [Straayer 1973, p. 93]
>
> To a large extent, legislators are paid according to the frequency of regular sessions. [Council of State Governments 1968, p. 45]
>
> Legislators in annual session States generally fare better than lawmakers in biennial States. [Council of State Governments 1972, p. 54]
>
> As many analysts have pointed out, the most significant variable in determining the size of legislative salaries appears to be state population. [Council of State Governments 1974, p. 59]

Our explanation of legislative pay is fueled by a completely different mental set than that implied in the initial two quotations. We also provide a more complete model of the determination of legislative pay with which the type of claims made by the last three sources can be evaluated.

In effect, we view legislators as participants in a labor market, and we try to explain differences in the legal pay of legislators by factors that affect the supply of and demand for their services. We present a model of the legislature as a labor union, where in some states the legislative wage is set in the constitution (the analogue to competition) and in others it is set by the legislators (monopoly). We test the implications of the model with respect to relative legislator wages in the two types of states and with respect to other aspects of the legislature as a union (e.g., size of the legislature). We also test an implication of the model which suggests that, where legislative pay is low, the market for legislator services clears by attracting more legislators, such as lawyers, for whom legislative service can be combined with other outside earning activities. All the implications of the model hold up quite well in empirical tests. We examine state legislators because legislative pay and procedures differ across states, yielding a natural cross section of data on such matters (Council of State Governments 1976). The implications of the model, as such, could be applied to any legislative setting.

Basically, we share Stigler's (1976) concern with modeling the central tasks of representation properly. He states that "the central task of

representation is to give efficient representation to the collection of group interests that express the desires of citizens who compose the state" (p. 17). We pose a corollary question, namely, "What is the legal payoff to the representative for performing those tasks?"

In Section II we present a model stressing the supply of and demand for legislator services under union and nonunion conditions. The model involves the solution of a unique problem of present value maximization. We perform an empirical test of the implications of the model regarding relative legislator wages using data for 1974 on state governments in Section III. In Section IV we test an inference of the model that more lawyers will be present in legislatures when legislative pay is low. Finally, we offer some brief concluding remarks in Section V on the relation between the pay of legislators and the prospects for malfeasance.

II. No Man Is Safe When the Legislature Is in Session: Theory and Preliminary Implications

The wide range in legislative pay among the 50 states is illustrated in table 1. Biennial pay for legislators in 1974–75 ranges from $200 in New Hampshire to $64,140 in California. Stigler's (1976) remarks about the small range of variation in the size of legislatures are reversed for legislative pay. This is a quite wide range of variation in wages across states, and this paper presents an explanation of this variation.

The supply of legislative services is analogous to the supply of any service where labor is extensively used in (roughly) fixed proportions to other inputs. The quantity supplied of legislative services (which we will measure in man-years per year) is therefore determined by the relative wage, the price of inputs other than labor, and technology. Each state has a separate supply function, but we do not expect the conditions of supply to vary greatly across states. Potential legislators are never a finite fraction of the available labor in a state, and the occupational composition of legislatures is highly similar across states (Jewell and Patterson 1966, pp. 44–48). These positions are held primarily by members of professions that can capitalize readily on certain aspects of being a legislator. Lawyers thereby avoid the professional ban on advertising (at least until the recent Supreme Court decision), and often continue to draw a wage from their law firms while serving. Farmers can be legislators where sessions are held between growing seasons. The reason that banking, insurance, and real estate people gravitate to these offices is not hard to discern. Our theory will lead us to expect relatively more legislators, such as lawyers, who can combine legislative service with outside earning opportunities in states where the legislative wage is low, but we defer this discussion until Section IV.

In each state there is some demand for legislative influence. The demand

TABLE 1

ESTIMATED BIENNIAL COMPENSATION OF LEGISLATORS, 1974–75

State	Biennial Compensation ($)	State	Biennial Compensation ($)
New Hampshire	200	Georgia	18,432
Rhode Island	600	Kansas	18,928
Utah	3,200	Arizona	19,170
Wyoming	3,348	Tennessee	19,909
Arkansas	3,600	Oklahoma	19,920
New Mexico	3,600	New Jersey	20,000
Maine	4,250	Oregon	20,010
North Dakota	6,540	Delaware	21,050
Montana	6,954	Indiana	21,420
South Dakota	7,475	Iowa	21,580
Idaho	7,535	Minnesota	23,862
Nevada	8,260	Maryland	25,000
Vermont	8,430	Virginia	25,850
Nebraska	10,000	Mississippi	26,480
Washington	11,200	Florida	27,125
Kentucky	12,350	Massachusetts	27,776
West Virginia	12,600	Hawaii	28,960
Alabama	12,940	Pennsylvania	31,200
Connecticut	13,000	Wisconsin	31,356
South Carolina	14,400	Ohio	35,000
Colorado	15,200	Michigan	38,000
Missouri	16,800	Alaska	43,920
Texas	17,400	Illinois	49,424
North Carolina	17,635	New York	57,500
Louisiana	18,000	California	64,140

SOURCE.—Council of State Governments 1976, p. 37.

NOTE.—Includes salary, daily pay, and unvouchered expense allowances. Excludes special session compensation, per diem business allowances, mileage and transportation, and all vouchered expenses. In instances where daily pay or expenses were provided, days in session were estimated on the basis of days in session in 1973–74.

for legislative influence implies a derived demand for legislators.[1] The technical relationship between influence and legislators is not one of proportionality because an excessive number of legislators would dilute the influence of each and might not be able to pass any laws. In fact, as Stigler points out, the influence of a legislator is a monotonically decreasing function of the size of the legislature. We further expect that, given the lack of low-cost substitutes for legislative action within a state, the elasticity of the demand for representation with respect to the legislative wage rate must be close to zero over the relevant range. We make no a priori estimate of the income elasticity. Across states, in contrast to the relative invariability of supply in this market, we expect that the demand for representation will shift as a function of state income, population, budget size, and so forth.

With this background in mind, we note that wage determination takes

[1] Stigler (1976) notes some other analogies between characteristics of consumer demand for privately produced goods and citizen demand for legislation.

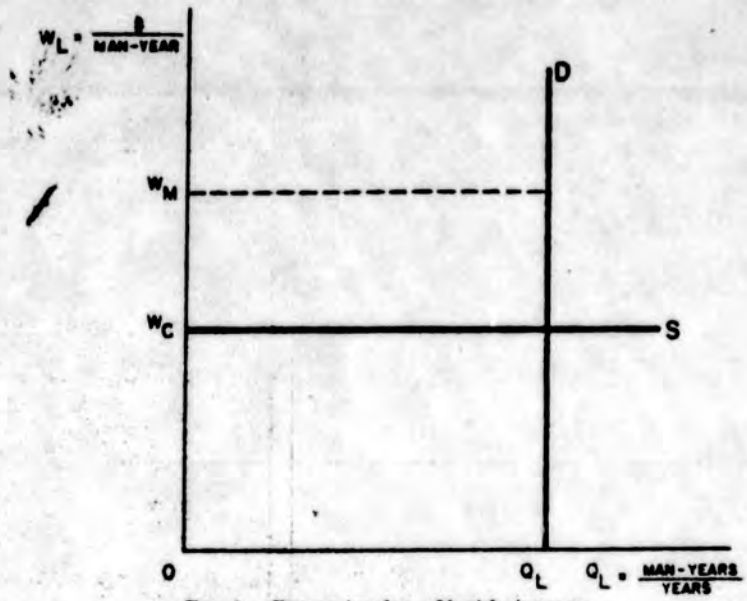

FIG. 1.—Determination of legislative pay

essentially two forms among states. In some states legislative pay is set in the constitution and is quite difficult to change. A new wage would require the passage of a constitutional proposal. Such proposals typically emanate from the legislature under relatively strict voting and quorum rules and must be signed by the governor and passed in a statewide referendum. In other states, pay is set by a statute passed by both houses of the legislature and signed by the governor. These pay bills are subject to legislative consideration under normal voting and quorum rules and do not require a statewide referendum.[2]

We contend that legislative determination of pay by statute amounts to a strong form of union power. Unions typically achieve higher relative wages by restricting entry. In this case entry is somewhat more loosely controlled via constitutional limitations on the size of the legislature and on the procedures for gaining a seat, and legislators are given a direct hand in wage determination. We would expect to observe the impact of this monopoly power in higher relative wages for legislators in these states.

The conditions in the legislative labor market for a single state are depicted in figure 1. Each legislature is treated as a separate labor market. A measure of legislative output (Q_L) in terms of man-years per year is on the horizontal axis, and annual legal pay (W_L) as dollars per man-year

[2] There is also some use of pay commissions among states. These commissions are appointed by the legislature, and no elaborate theory of regulation is needed to explain why we treat these states as cases where the legislature sets the wage.

is on the vertical axis. The competitive supply curve for successful applicants for these seats is given by S. This relationship represents the wage that must be forthcoming for a given level of output to persuade prospective legislators to run for and to accept office. Following our previous argument, we draw a completely inelastic demand curve over the relevant range for the services of legislators. In the absence of any contrary evidence, we assume that existing wages clear the market for the given constraint on legislative size in both union and nonunion states. That is, there is no excess supply.

In states where the legislative wage is constitutionally determined, some given wage, W_C, will prevail. Candidates will adjust to the given wage, and supply or marginal opportunity costs will shift accordingly as more- or less-qualified individuals seek election, so that the market clears. In states that allow legislative control over pay, the wage is adjusted by legislators to maximize the present value of a seat. This wage is, for the moment, arbitrarily drawn in figure 1 at W_M. There are no free rents in this case because higher pay will be dissipated in competition for seats. If W_M is high, more able individuals will compete for legislative seats, and in the long run they will receive a competitive rate of return by having higher opportunity costs and/or by spending more to capture seats. Thus, there will only be gains from unexpected increases in wage rates.

The main issue confronting this theory concerns the forces which constrain the legislator from setting an infinite wage in figure 1. Since we argue that the demand for legislator time is completely inelastic over the relevant range, this pay problem reduces to a question of what limits the wage-setting ability of the legislature under these conditions.

Think of the problem in this way. Imagine that the Wish Fairy makes you the following proposition: You may make a wish today, but one year from now the fairy will return and (*a*) grant you your wish and allow you to make another one, or (*b*) deny your wish and disallow you any more wishes.[3] The fairy's decision is predicated on the premise that the higher the wish, the more likely is option *b* (rejection at the polls). The question facing the typical legislator under these conditions, then, is what wage to wish for when the wage goes into effect after the next election. That is, how does he maximize

$$\text{present value } (PV) = \int_0^T We^{-rs}\, ds, \tag{1}$$

subject to the constraint that $T = T(W)$, $(\partial T/\partial W) < 0$?[4] Or in words, how does he maximize the present value of this stream of wishes subject to the constraint that the higher the wish, the shorter the stream?

[3] We rule out political comebacks for analytical simplicity.

[4] We employ the continuous form of the present value function as an approximation to the discrete case for mathematical simplicity.

We can rewrite (1) as

$$PV = W\left[-\frac{1}{r}e^{-r\cdot T(W)} + \frac{1}{r}\right]. \tag{2}$$

The first-order conditions for maximum present value with respect to W are thus

$$\frac{\partial PV}{\partial W} = e^{-r\cdot T(W)}\left(W\frac{\partial T}{\partial W} - \frac{1}{r}\right) + \frac{1}{r} = 0. \tag{3}$$

The result given by (3) merely states that the present value of the flow of services from the wish is maximized where W is chosen so that (3) holds. To solve for an optimum W, it is necessary to specify a functional form for $T(W)$.

An economically interesting case is

$$T(W) = \log\frac{a}{W}, \tag{4}$$

where a is some shift parameter, the determinants of which we will discuss presently. Two general properties of this function are useful. First,

$$\frac{\partial T}{\partial W} = -\frac{1}{W} < 0. \tag{5}$$

Second, the higher W, the slower $T(W)$ declines, since $(\partial^2 T/\partial W^2) = (1/W^2) > 0$.

By inserting this functional form in (3), we can solve for the optimum W. Thus,

$$\hat{W} = e^{\log a - \frac{\log[1 - \log(1 + r)]}{\log(1 + r)}}.^5 \tag{6}$$

So the optimum wage to set under the terms of the problem facing the typical legislator is given by equation (6). For illustration, we discuss two economic properties of this result.

First, as the discount rate increases, the optimum wage increases. That is, it can easily be shown that

$$\frac{\partial(\log \hat{W})}{\partial r} = \left\{\left[\log(1 + r) - \frac{r}{1 + r}\right]/r^2\right\} > 0. \tag{7}$$

As the terms of this pay problem make clear, the major influence on the durability of the wage payment is the prospect for reelection, which depends on factors such as closeness of party rivalry, age of the legislator, and so forth.

Second, the shift parameter, a, can be stated as a function of certain aspects of legislatures. In general, the change in the optimum W for a

[5] This result holds for $r > 0$, i.e., when the discount rate is positive, and for $a > e$ and $a > W$.

change in any of the arguments of a will have the same sign as the change in a for the change in any of its determinants. For example, as we argue below, the number of representatives (R) should affect the success of the legislative union in the predictable way. That is, a larger number of legislators will frustrate the success of the wage cartel. Thus, from equation (7) we expect that

$$\frac{\partial(\log \hat{W})}{\partial R} = \frac{1}{a}\frac{\partial a}{\partial R} < 0. \tag{8}$$

In our test of the model below, we employ this general interpretation of a to derive testable implications about aspects of legislatures that are likely to be important in the wage-setting process.

To recap somewhat, the economic analogue to the Wish Fairy problem is not hard to draw. We know that entry is not entirely barred in legislatures and that tenure extending beyond the present term is not guaranteed. This means that the present value of a seat will be inversely related to the wage rate after some point, because higher wages will attract new entrants and alienate voters, both of which dampen reelection prospects and offset the effect of increasing the wage on the present value of seats. Incumbents must thus trade off union wage gains and other benefits from being in office against the extra costs associated with increased competition to retain seats. This is precisely the economic content of the Wish Fairy problem, where legislative-pay bills apply after the next election. There is thus a determinate upper bound on the monopoly wage in our problem.

As a result of monopoly power in this labor market, then, wages in states where legislators can set their own wage will be higher on average (W_M in fig. 1) relative to states where the wage is set in the constitution (W_C). The legislative union predictably will have a substantial impact on relative wages because the demand for legislator services will be quite inelastic, as we posited earlier. This condition follows from the rules of derived demand in two related senses. First, there is only one legislature per state, so there is not a nonunion sector from which to buy output. Second, there are in general poor substitutes for the services of legislators (e.g., laws).

Furthermore, two aspects of legislatures which are related to the wage-setting process can be treated within the interpretation of the shift parameter, a, in our model.

First, the size of the legislature is analogous to the size of a cartel. A larger number of legislators should thus influence the success of the wage cartel in a negative manner. This is our expectation, although we recognize following Stigler (1976) that the range of variation in legislative sizes is not large and that as a result we may not be able to detect empirically the effect of the number of legislators on the wage-setting process.

Second, since members of this union must stand for reelection, they are not guaranteed lifetime tenure as union members. The relationship between tenure and pay is twofold: higher pay promotes entry, and incumbents pay themselves more. Where there is free competition in entry into legislatures, we expect that tenure will be lower at higher rates of pay. Where there are monopolistic restrictions on entry (e.g., gerrymandering by incumbents or by the judiciary), we expect that tenure will be longer at higher rates of pay. We argue, following Crain (1977), that the latter case is more likely to predominate in state legislatures and that therefore $[\partial(\log \hat{W})/\partial T] = (1/a)\,(\partial a/\partial T) > 0$. In other words, we expect that tenure will be longer at higher rates of pay.

The conceptual experiment in figure 1 consists of converting a state where the legislative wage is set in the constitution to one where the wage is set by statute. We contend that the conditions of supply in this market are relatively homogeneous across states, but that we can observe demand differences across states. We can thus estimate a locus of market-equilibrium points over states which can be interpreted as a Marshallian supply curve of labor, that is, the wage per man-year that is necessary to generate specific quantities of legislative services. This gives us an empirical means of testing the union metaphor and its implications with respect to the relative pay of legislators.

III. No Man Is Safe When the Legislature Is in Session: A Test of Relative Wage Implications

A test of the implications of our model regarding relative legislator wages in union and nonunion states is summarized in equation (9) and explained below.

$$\text{wage per man-year} = f(\text{man-years per biennium, pay method, date of state constitution, turnover, no. representatives}) \quad (9)$$

The dependent variable, wage per man-year, is the annual wage of a legislator. Annual pay is measured as the average of a 2-year period to overcome problems of annual versus biennial sessions. Biennial legislators would thus receive in 1 year twice the amount of this wage.

As in the case of other labor markets, the marginal product of labor will play a decisive role in wage determination. The practical problem for empirical purposes is to define the marginal product of a legislator (a task that continues to elude GNP accountants). We chose the number of legislators times the duration of the legislative session, which is simply man-years per biennium. As a supply variable, this measure picks up the duration of service. For example, in those cases where one legislator worked twice as long as the other at the same annual wage, his wage per man-year would be one-half that of his counterpart. In principle, this

measure of legislative output regressed against a measure of pay is analogous to an aggregate supply curve of legislative services across states.[6]

A dummy variable for pay method provides a direct test of the unionization hypothesis since it measures the degree of union power on average. It is anticipated that the dummy variable will have a positive sign. That is, states where legislators can set their own wage should exhibit higher wages.

The date of the state constitution is entered to check for the unionization effect in the following sense. The trend in more recent state constitutions is toward more effective cartelization of the political process. This variable may thus capture an effect on wages independently of the degree of union power. We expect newer constitutions to reflect higher wages, and since the date of the state constitution is entered as the year of adoption we expect the sign on this variable to be positive.

Our measure of union tenure is turnover in state senates and houses.[7] Turnover is defined as the number of new legislators in 1974 divided by the size of the chamber. Since lower turnover implies longer tenure for the average legislator, we expect the relationship between turnover and pay to be negative. Such a finding would support the argument that tenure is longer at higher rates of pay due to entry restraints.

The size of the senate or house is entered to check for the effect of numbers on union success. We expect that larger legislatures will be more difficult to organize and discipline as a wage cartel.

Conventional multiple-regression procedures were used to estimate the model. We present the results of only the logarithmic specification of the model because it offers a slightly better fit than the linear form, and we can thus economize in the presentation of results. The coefficients in equation (10) are estimated from 1974 data on the variables across states in the United States (Council of State Governments 1976).[8] A copy of the data is available from the authors on request.

Fitting the model by ordinary least squares yields the prediction equations for legislative compensation given in table 2. The results in table 2 can be interpreted as the wage necessary to fill the legislature for a given amount of output, that is, a quasi-supply curve of state legislators for the United States as a whole. There are two prediction equations, one for state houses of representatives and one for state senates.

The output variable, man-years per biennium, turns out to be a useful

[6] As a practical matter, however, other available proxies for the marginal product of a legislator (e.g., bills introduced) are highly correlated with man-years per biennium, and our results are not sensitive to the use of this particular definition.

[7] Turnover in unions is not an unheard consideration (Stigler 1966, pp. 267-68).

[8] Due to the lack of data on one or more variables for 1974, Kansas, Louisiana, Minnesota, Mississippi, Nebraska, New Hampshire, South Carolina, and Virginia are omitted from this test. We are thus analyzing 42 state legislatures.

TABLE 2

LOG COMPENSATION OF LEGISLATORS (1974)

Independent Variables	House	Senate
Man-years per biennium	.65	.71
	(2.85)*	(3.38)*
Pay method	1.09	1.25
	(3.86)*	(4.58)*
Date of state constitution	11.56	12.93
	(2.60)*	(3.03)*
Turnover	−.06	−.41
	(−.20)	(−2.17)*
No. representatives	−.46	−.61
	(−1.27)	(−1.43)
Intercept	−82.37	−92.97
	(−2.44)*	(−2.87)*
R^2	.53	.58
$F_{5,36}$	8.02*	9.75*

SOURCE.—Calculated from Council of State Governments 1976.
* t-values significant at the 5 percent level or better.

predictor of legislative wages. The elasticity of wages with respect to this measure of output is .71 in the senate equation and .65 in the house equation. This means that a 100 percent increase in output requires a 65–71 percent increase in pay and that this relationship is quite inelastic.

Direct evidence on union power can be found by examining the dummy variable for pay method. This variable appears at high levels of statistical significance, and in order to examine its impact more closely we convert the results into dollar terms. This is done in the following manner. Using the estimated coefficients in table 2 and the actual mean values of the other independent variables (calculated over all states), we let pay method take on the values 0 for constitutional states and 1 for union states and observe the change in ln wage.[9] We convert this change to dollars by taking antilogarithms. This procedure yields an estimate of an average effect of pay procedure in dollar terms, holding constant the levels of the other independent variables across states.[10] For the house equation this procedure predicts a wage of $5,802 for constitutional states and $17,257 for pay-by-statute states. This represents a 197 percent increase in legal pay. The results for the senate equation are analogous. The predicted

[9] This is equivalent in logarithms to letting pay method take on the values of 1 and e (i.e., ln pay method = 0 and 1), observing the change in ln wage.

[10] We chose to estimate the dollar results in this manner in order to present the "average" effect of unionization in this labor market. This obviously is not the only way to estimate the effect of unionization. It all depends on what is held in the pound of *ceteris paribus* in terms of the mean values of the other independent variables. For example, we could use values for only constitutional states and predict the effect of unionization of a "typical" constitutional state, or we could use values for a single constitutional state and estimate the effect of unionizing that particular state. The reader can easily derive such estimates, but we would happily make them available upon request.

senate wage is $5,170 in constitutional states and $18,045 in union states. This represents a 249 percent increase in legal pay. As we expected, then, given the extreme degree of inelasticity of demand in this labor market, the legislative union is astonishingly powerful. Compare these results, for example, to Lewis's (1963) finding that unionization in the United States led, on average, to a 10–15 percent excess of union over nonunion wages (as a percent of nonunion wages) as of the late 1950s.

The variable on the date of the state constitution has the expected sign and appears at high levels of statistical significance. Since we interpret this variable as more recent implying greater cartelization, the effect on wages is probably strengthened by the fact that, even in states where the legislative wage is set in the constitution, a new wage and other cartel measures (such as entry restrictions) can be suggested by the legislature when the constitution is changed.

The negative coefficients on turnover support the argument that tenure is longer at higher rates of pay (remember that lower turnover implies longer tenure), and the results are statistically strong in the senate equation. We have some evidence, then, that turnover measures the effects of monopolistic restrictions on entry.

We find the expected negative signs on the coefficients on the number of representatives at reasonable levels of statistical significance (at the 16 and 22 percent levels, respectively). Larger legislatures thus tentatively appear to frustrate the operations of the wage cartel.

Finally, we note that the model explains over half of the variation in legislative pay across states for both senates and houses and that this specification holds up remarkably well for other recent cross sections taken from the *Book of the States* (see Council of State Governments, various years).[11]

[11] Two additional aspects of our results should be reported. First, the inclusion of a variable (size of majority) to measure the degree of competitiveness among parties in our estimating equations adds nothing to the analysis. Such a variable does not affect the other results and shows no statistical credibility in its own right. We take this as evidence that parties do not play a prominent role in determining legislative wages and also as additional evidence that the appropriate analogue to competition in politics is not party competition but competition among incumbents and potential entrants. Second, governors must sign legislative-pay bills, and we expect that they will therefore be cut in on union wage gains. We did not tackle this problem rigorously, where, e.g., the Wish Fairy problem is extended to cover the case where, by analogy, the husband (legislator) and wife (governor) have to optimize the stream of wishes jointly. We did find empirically that the pay of governors is related to the method of pay determination, as in the case of legislators, but at a substantially lower order of magnitude. For example, the difference in relative gubernatorial pay due to union power was 18 percent in 1971, which is much smaller than the differential we found for legislators. It is possible, however, that governors secure favors from legislators for signing pay bills that do not show up in their legal pay. Thus, if governors are rent extractors as a group, they may be receiving payments in kind.

IV. No Man Is Safe When the Legislature Is in Session: The Incidence of Lawyers as Legislators

Where pay is fixed in the constitution and is therefore low, the market for legislators presumably clears by attracting more legislators, such as lawyers, for whom legislative service can be combined with other outside earning activities. This implies that there should be larger fractions of lawyers in legislatures where rates of wage pay are lower, for then the outside benefits are a larger fraction of total pay. However, two other considerations confound this effect. The typical labor-supply argument that, in a given state, more lawyers will seek to become legislators where wage pay is higher (especially those not willing or able to procure outside earnings) has the opposite effect. More important, as the tentacles of state government extend to increasing facets of state life, the potential outside gains to legislator-lawyers increase. State expenditures are, however, a proxy for the largesse of government and are highly correlated with legislative pay.[12] Consequently, increasing outside earning potential for legislator-lawyers is coincident with a high legislative wage, and thus the second confound effect is that increasing legislative wage pay should lead to an increased fraction of lawyers (because of higher outside pay). Empirically, however, we find that the argument that more lawyers will be in legislatures where the legislative wage is low dominates the two confounding effects. The following model is employed for our test.

$$\frac{\%\text{ lawyers in state legislatures}}{\%\text{ lawyers in state population}} = \begin{array}{l} f(\text{associate lawyers' average} \\ \text{income} - \text{legislative wage}, \\ \text{legislative wage, voter turnout}) \end{array} \qquad (10)$$

The dependent variable adjusts the percentage of lawyers in state legislatures by the percentage of lawyers in the state population. The first independent variable is a measure of the opportunity costs to a (young) lawyer for serving in the legislature. We expect a negative sign, since higher opportunity costs should be associated with a smaller percentage of a state's lawyers in the legislature. Legislative wage is the annual wage pay of legislators and provides a direct test of the outside earnings hypothesis. We expect a negative sign, since, other things being equal, we expect more legislator-lawyers where legislative pay is lower. Finally, voter turnout is entered in equation (10) to check a simple monitoring hypothesis, namely, that higher turnouts, measured as the percentage of voting-age population casting votes, reflect greater concern among voters about the outside earning activities of legislators. We therefore expect a negative sign.

[12] This is consistent with our earlier observation that man-years per biennium is highly correlated with state expenditures (see n. 7).

TABLE 3

ADJUSTED PERCENTAGE OF LAWYERS IN STATE LEGISLATURES (1974)

Independent Variables	
Associate lawyers' average income − legislative wage	−.011 (−2.71)*
Legislative wage	−.0067 (−1.62)*
Voter turnout	−11.48 (−6.31)*
Intercept	887.6 (9.22)*
R^2	.57
$F_{3,44}$	19.12*

SOURCES.—Calculated from *Census of Selected Service Industries* 1975; Council of State Governments 1976; Insurance Information Institute 1976; and *Statistical Abstract of the United States* 1976.
* *t*-values significant at the 8 percent level or better.

We estimate the model by ordinary least squares for state senates and houses combined.[13] Table 3 presents the results.

The results are as expected for the measure of lawyers' opportunity costs and for voter turnout. The sign on legislative wage is negative, reflecting the point that the relative outside earnings hypothesis overwhelms the other confounding considerations. The individual coefficients are all highly statistically significant, and the model explains a great deal of the variation in the adjusted percentage of legislator-lawyers across states.[14]

V. No Man Is Safe When the Legislature Is in Session: Wage Pay and Malfeasance

We find that the union metaphor is a useful means of analyzing and explaining legislative pay. Our metaphor, in effect, stresses a monopoly aspect of politics, and in this regard we should never forget what Knight (1951) said in his presidential address to the American Economic Association: "Most of the evils inherent in the market organization plainly inhere still more in political campaigning, legislative debates, and administration, perhaps even judicial trials. Especially the tendency to centralization and concentration of power—which can only go so far until voting and politi-

[13] Nebraska and Wyoming are excluded from this test due to lack of data on one or more variables for 1974.

[14] We note two additional aspects of our results in this section. First, the outside earnings hypothesis continues to overwhelm the confounding effects if voter turnout is excluded from the model. The general explanatory power of the model falls, but the direction and statistical credibility of the coefficients on the measure of lawyers' opportunity costs and legislative wage remain essentially unchanged. Second, we note but do not report here that the percentage of similar occupations in state legislatures, such as real estate professionals, can be readily explained by a similar model.

cal discussion will be empty forms if the boss allows them to go on at all" (p. 28).

Nonetheless, our discussion begs the question of why states differ in their method of setting legislative pay. Recent theories of the control of politicians and other public (and private) employees who must be "trusted" suggest an answer (Barro 1973; Becker and Stigler 1974).

Becker and Stigler (1974) stress that the way to control individuals in positions of trust, such as legislators, "is to raise the salaries of enforcers above what they could get elsewhere, by an amount that is inversely related to the probability of detection, and directly related to the size of bribes and other benefits from malfeasance. A difference in salaries imposes a cost of dismissal equal to the present value of the difference between the future earnings stream in enforcement and other occupations. This cost can more than offset the gain from malfeasance" (p. 6). Or, put somewhat differently, they argue that "trust calls for a salary premium not necessarily because better quality persons are thereby attracted, but because higher salaries impose a cost on violations of trust" (p. 12). Our results suggest that outside earning activities will be more important to politicians where legislative pay is lower, as in states where their pay is set in the constitution. In higher-pay states, individuals who will find it less in their self-interest to seek outside earnings (e.g., bribes) will be attracted to legislative service. In other words, politicians will steal less if they are paid more, and voters may view legislative determination of pay as a method of controlling malfeasance among politicians.

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WOW! Average U.S. Senator's Pay & Expenses Cost $2.8 Million a Year

When everything is figured in, the average U.S. senator costs taxpayers a whopping $2.8 million a year.

Although a senator's annual salary is only $75,100, he can draw up to $1.5 million yearly to run his office and travel back and forth between his home state and Washington, D.C.

Included in that $1.5 million figure are salaries and travel expenses for his staff.

One senator from an Eastern state, for example, pays his top aide $66,538.

On top of that, there are numerous committee staffs set up to help the senator do his job, such as Foreign Relations — and they amount to about $500,000 per senator yearly.

Other expenses for such things as janitors, post office, cabinet shop, parking, pages and security total another $800,000 a year each.

The actual amount of money available to each individual senator is based on a formula, explained Tim Wineman of the Senate Disbursing Office.

"The formula looks at several factors, including state population, but the basic factor is the distance between Washington, D.C., and the home state," explained Wineman.

Arthur Burditt, an analyst for the Tax Foundation Inc., said the total official Senate budget for fiscal year 1985 is $287 million.

"If you divide that by our 100 senators, you get a figure of $2.8 million spent in taxpayer money for every senator," he went on to say.

"I think that's a fair way of determining how much each senator costs the U.S. taxpayer."

— ED TROPEANO

A Lawmaker's Bills: A Senator's High Pay Can Prove To Be Amazingly Low, Leahy of Vermont Discovers

Continued From First Page

which had served only as a vacation retreat. Though some lawmakers have just a small apartment or nominal residence back home, the Leahys think it's important to keep a family home in Vermont to retain their sense of roots. "We want the kids to remember that they belong to Vermont," Marcelle says. "We don't want them to become Washingtonians."

Maintaining two homes is the main drain on Mr. Leahy's salary. Mortgage payments run $827 a month on their Virginia house and $369 a month on the Vermont farm. Property taxes are about $1,400 a year in Virginia and $2,000 a year in Vermont. Fuel and electric bills total about $150 a month in Virginia ("we wore our ski parkas in the house in January to save fuel," the Senator says) and about $550 for the full year on the farm. Insurance, repairs and other household bills likewise come in double doses.

The Leahy kids go to public schools in part because the budget won't permit costly private schooling. The Senator drives himself to work in his 1977 Dodge Aspen (payments: $205 a month), leaving the house a little after 6 a.m. to beat the rush-hour traffic to Washington, and normally returning between 7 p.m. and 8 p.m. He finds his early-morning hours in the office a good time to call Vermont farmers, who rise early, too, and to read every piece of mail from his constituents, who send him more than 100 letters a day.

"He calls me about 7:30 each day to say good morning," Marcelle reports.

Hefty Deductions

That $57,500-a-year annual salary doesn't look quite so princely when it's reduced to a once-a-month paycheck with hefty deductions. The gross monthly earnings of $4,791.66 shrink to a net take-home check of $2,673.01 after deductions of $2,118.65. More than one-third of the Senator's pay goes for withholding taxes -- $1,288 for the federal income tax and $351 for the state -- and another $383 a month is deducted for his government pension plan. (Under the plan, he'd get an annual pension of $8,625 at age 62 if he served only one six-year term, and at least $46,000 a year if he spent the next 30 years in Congress.)

The Senate salary is almost the entire family income for the Leahys. They own no stocks, bonds or income properties, and earn only a couple of hundred dollars a year in interest on their savings of about $7,000. Marcelle doesn't have a paying job; she feels she's needed at home by her young children.

The Senator last year earned about $1,900 in "honoraria" -- fees for giving speeches -- far less than the $25,000 or so that the Senate's big-name speechmakers talk themselves into each year.

The new congressional ethics code, which includes an $8,625 annual limit on outside earned income, won't really affect Mr. Leahy's finances. The Senate's big speechmakers are unhappy about the limit, and the Senate's rich men are glad that it won't apply to dividends, interest, business profits and other "unearned" income, but Sen. Leahy isn't in either group. The earnings limit won't take effect until 1979, anyway.

with Vermont's fiscally conservative voters. "Partly, it's pressure from home," admits a Leahy staff aide. "There is a feeling at home that congressional staffs are bloated." Of the $888,341 available for staff expense this year, Mr. Leahy is budgeting to return about $146,000 unspent, the same amount he turned back last year.

His staff consists of 16 aides in Washington and seven in his home-state office in Burlington. Salaries range from $37,241 for his top Washington aide down to $6,102 for a clerk.

Like all Senators, Mr. Leahy gets lots of fringe benefits. He's entitled to two free parking spaces in the Senate's underground garage, and special auto license tags that keep police from ticketing his car if it's parked illegally.

Free Medical Care

If he needs a prescription drug, an X-ray, a physical checkup or treatment for a routine ailment, he can get free medical care at a clinic in the Capitol staffed by three full-time physicians. (The free care is for members of Congress only, not their families, and doesn't cover hospital bills.) If he wants potted plants for his office, the government's Botanic Garden will provide them without charge, and if he'd like some wall maps, the U.S. Geological Survey will send them over, for free. But the free haircut, an old congressional tradition, has just disappeared; starting April 1, the Senate barbershop began charging $3.50 to trim Senators' hair.

In addition to his personal and official expenses, Sen. Leahy has a third set of finances to keep track of -- his political fund. He ended his $150,000 Senate campaign in 1974 with a $40,000 campaign debt, and has slowly been raising money to pay it off. At the start of 1977, his campaign committee still owed $5,819. Contributions from unions, environmental groups and many individuals are helping wipe out the debt. Sen. Leahy plans a fund-raising function this month in Burlington, Vt., starring his friend Edward Kennedy of Massachusetts, and hopes to wind up 1977 out of the red.

Though Sen. Leahy and his wife talk freely of their financial situation, they wonder if the average person can see it as they do. Says Mrs. Leahy: "It's really difficult to understand what is going on here with us, and to relate it to life back home." The Senator adds: "I suspect some people back home will think I'm crying poor-mouth, but I'm not. I can't think of anything I'd rather be doing."

Fighting a Pay Raise

Though [illegible] former $44,600-a-year Senate salary was [illegible]rely eaten up by living expenses, Mr. Leahy didn't feel comfortable with the $12,900 pay increase proposed this year for members of Congress. His mail ran strongly against it, and he knew that he soon would be voting for legislation demanding sacrifices from the voters, such as energy-tax increases. So he took a stand against the salary boost.

In February, Sen. Leahy joined 41 other Senators in voting to bring to the floor a motion to kill the pay increase, but the anti-pay raise move lost, 56 to 42. The House never voted on the pay boost, which automatically became effective in March.

Sen. Leahy doesn't believe the extra $12,900 will make much difference to him. Almost $6,000 of it will go to higher federal and state income-tax withholding, he notes, "and the rest will go to pay out-of-pocket expenses that everyone assumes are reimbursable, but aren't," he figures.

That comment reflects one of the oddities of the "billion-dollar Congress," so-called because this fiscal year's legislative-branch budget tops $1 billion, up sharply from $487 million five years ago. Although congressional staffs have grown, salaries have risen and expense allowances have increased, many lawmakers have found they must dig into their own pockets—or into privately donated funds—to supplement their official expense accounts.

Quirks in the Rules

Sen. Leahy figures that he had roughly $10,000 worth of unreimbursed expenses last year, including travel, entertainment and other items. By the quirks of Senate travel allowance rules, for example, transportation costs to and within his state are covered but food and hotel bills are not. A Senator may put newspapers and magazine subscriptions on his tab, but not books, reports or directories.

Vermont constituents visiting Washington often have lunch in the Senate dining room with Mr. Leahy, figuring it's on the house; but there's no such thing as a free lunch in Congress, and Sen. Leahy says such get-togethers cost him $1,500 to $2,000 last year. When he flies to Vermont for a weekend, local folks often complain that he should have brought his wife and children, he says. "I tell them that it would cost me $500," he adds, "and then they ask, 'Do you mean you don't come up in a government airplane?' "

Sen. Leahy is allowed 40 paid trips back to Vermont per year. He actually has made about 100 trips in two years, bringing his wife along (at his expense) about 15 times.

The Senator's total expense allowance, intended to cover travel, stationery, postage, telephone costs, subscriptions, expenses of a Vermont office and other items, amounts to $36,024. But he spends much more than that and makes up the difference himself. Unlike many Senators, Sen. Leahy doesn't have an "unofficial" office account, supported by private contributors, to help cover expenses; such "slush funds" have been abolished, effective next year, under the new ethics code.

Skimping on Staff

While overspending his expense account, he's underspending his staff allowance. Senators' staff allowances, based on state population, run from $449,083 for small states like Vermont, up to $902,301 for the most populous state, California. In addition to the $449,083, Mr. Leahy gets a separate committee staff allowance of $139,278 to hire aides to help with his committee work on the Agriculture and Appropriations panels.

But Sen. Leahy deliberately underspends on his staff so he can turn money back in each year—a move undoubtedly popular

VOL. CLXXXIX NO. 92

Wall St. Journal May 11, '77

A Lawmaker's Bills

Senator's High Salary Can Prove Very Low, Vermont's Leahy Finds

His $57,500 a Year Is Drained By Expense of 2 Homes, Travel, Big Withholding

But Will Voters Understand?

By James P. Gannon
Staff Reporter of The Wall Street Journal

WASHINGTON – Patrick and Marcelle Leahy would like you to know how it is to just scrape by on $57,500 a year.

It may sound absurd that a family with such a grand income could be budgeting carefully to make ends meet, but that's the way it is with the Leahys. In fact, they have been growing *poorer* in the two years since Mr. Leahy took his new job in Washington – as a U.S. Senator from Vermont. You'd think, then, that the 37-year-old Democrat would be overjoyed at the $12,900-a-year salary increase he has just received, but the fact is he tried to kill his pay boost.

If all this sounds a bit unreal, it's just that some of Washington's realities are rather odd. Members of Congress and their families don't live like ordinary people. They try to lead two lives, as participants in the high-cost of life of the nation's capital and as political figures and just-folks back in their home states. The result is an expensive, mobile life style, in which a salary considered excessive by many of their constituents just melts away.

The recent controversy over this year's fat congressional pay raise, and passage of an ethics code limiting outside earnings, have prompted many questions about our lawmakers' finances. Why do they need such big salaries? Why do so many members of Congress contend they need outside income, too? How do they spend their money? And where do all the funds appropriated for the "billion-dollar Congress" go?



To help provide some answers, Sen. Leahy agreed to let a reporter probe his personal finances as well as the allowances he gets for official use. The result isn't likely to trigger sympathetic tears from the average American family, which earns about $13,500 a year, but it does shed some light on the economics of serving in Congress and the politics of living off the public payroll.

What emerges is a picture of a comfortable way of life, but one with its own special pressures as well as special benefits. It is a life of free parking, paid travel, generous staff help and free medical care – balanced against leftover campaign debts, two sets of household bills, high taxes and a parade of constituents expecting to be entertained.

"I'm not complaining," Sen. Leahy declares. The youthful Democrat is delighted at his leap from prosecuting attorney in Burlington, Vt., to the venerable George Aiken's seat in the U.S. Senate. He had yearned for the job since boyhood, he claims. "If they cut the salary to $1 a year, I'd still want to be in the Senate," he remarks.

Typical to a Point

Mr. Leahy can't be called a "typical" member of Congress, because there isn't any such common denominator in a diverse body of 535 people who include millionaires, former blue-collar workers, priests, part-time farmers and lifelong politicians. But he is representative of the many lawmakers who primarily live off their congressional salaries rather than outside income or inherited wealth.

The Senate is sometimes called a rich man's club, and the House, too, has a sizable share of wealthy members, though in much smaller portion. Perhaps a third or more of the 100 Senators are millionaires, according to educated guesses on Capitol Hill. (Financial disclosure mandated by the just-passed ethics code won't take effect until next year.) To cite one example: Pennsylvania's Sen. John Heinz, the pickle-and-ketchup scion, draws a $400,000-plus annual income from some $13 million in family trust funds and lives in a $437,000 Georgetown home. He's unique only in voluntarily disclosing financial facts that most rich lawmakers have kept secret.

Mr. Leahy, the son of a Vermont printer, isn't wealthy. In fact, his net worth has declined during his two years in the Senate to $45,132 from nearly $100,000. The decline, the Senator says, reflects the costs of renovating their Vermont home, "enormous" expenses of moving, unreimbursed Senate expenses and other heavy transition costs that hit a man moving from private life into politics.

Seeing Double

Mr. Leahy and his wife Marcelle, an ex-nurse, have three children (aged 12, 11 and 7), two cars, two houses and two versions of every bill the average homeowner pays. "Everything for us is doubled," comments Mrs. Leahy, who handles the bill-paying. "Two mortgages, two electric bills, two telephone bills. I look at his salary and I think, 'My God, we've got it made' but then you sit down and start paying double everything and it's a juggling act," she says.

Their Washington-area home is a handsome, brick three-bedroom town house, with the Vermont state flag flying in front and a tiny yard in back, in a suburban development in McLean, Va. It cost them $82,000, and brought them a $70,000 mortgage. "For this amount in Burlington, I'd have a luxury home," the Senator laments.

Their Vermont home, which they use in summertime and on trips back home, is a 150-year-old farmhouse on more than 100 acres of land near Middlesex. After moving to Washington, the Leahys sold what had been their permanent home in Burlington (for about $54,000) and spent about $30,000 to modernize and winterize the farmhouse.

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Times
4/27/85

Observer got good treatment

by Dean Fosdick
Associated Press

Juneau — The American observer aboard a Japanese fishing boat seized by the Soviet Union in the Bering Sea said Friday she "was not in any way mistreated" by Soviet seamen before being released.

Becky Kruppenbach, 26, of Lancaster, Texas, made the comments to reporters during a radio-telephone conversation between U.S. Coast Guard headquarters in Juneau and the cutter Munro.

The cutter was about 400 miles northwest of Dutch Harbor in the Aleutian Islands when the radio dispatch was made, Coast Guard spokesman Dan Dewell said.

The Munro was expected to arrive in Dutch Harbor about 5 p.m. AST Saturday, he said.

"The Russians treated me well," Kruppenbach said. "I was never concerned about my safety.

"I believe there were four other Japanese vessels in the area," she said. "As far as I know, it's just the

See U.S., page A-14

Senators want to drop salary increase

by Dean Fosdick
Associated Press

Juneau — The $43.5 million intended for public employee pay increases next year should be used instead to plug a $35-$50 million hole in the state's overall spending plan for fiscal 1986, Senate leaders say.

Sen. Jan Faiks, R-Anchorage and co-chair of the Senate Finance Committee, said the way things were lining up Friday, 103 days into what's supposed to be a 120-day legislative session, lawmakers do not have a balanced budget for fiscal 1986.

"So the way things stand now, we're not going to fund employee pay hikes next year," Faiks said in an interview.

The House put its seal of approval on a $1.9 billion operating budget proposal Friday afternoon, but that spending plan does not carry any of the Senate's imprints for state programs and people.

"We do not have a balanced budget," Faiks said Friday night. "We're as much as $50 million off."

The 16-member Republican-dominated majority caucus met Friday to decide where they wanted to cut and patch, and the budget knife fell on public employee salaries, she said.

"To make up the $50 million deficit, we talked about cutting the capital budget, the Alaska housing (loan) program, the continuing hydro (Susitna-Bradley Lake) appropriation, school foundation funding and employee pay raises," Faiks said. "We decided to make our stand on the operating budget and the pay raises."

That sets up a possible confrontation with the House, which decided about a week ago to fund public employee pay hikes next year, the second year of a three-year contract.

The House served notice, however, that it may not appropriate the money for salary hikes in fiscal 1987 and that public employees may have to renegotiate their contracts — roll back salaries — or face layoffs.

"We're trying to prevent massive layoffs," Faiks said. "We're trying to save 650 jobs. The Senate chose today to keep people

See Salary, page A-14

Foresters will burn up Point MacKenzie timber

by Nancy Kilkeren
Times Writer

Part of Point MacKenzie may be seen going up in smoke in the next several weeks as foresters begin burning timber debris at the state-subsidized agricultural project.

The burning project is set to start as soon as weather conditions permit, state officials said Friday.

Bob Martin, special assistant to the commissioner of the state Department of Environmental Conservation, said the agency had issued a burn permit to the state Department of Natural Resources.

DEC granted the permit on condition that burning takes place only when wind patterns will carry the smoke away from heavily populated Anchorage areas just a few miles across Cook Inlet.

DEC will use high-volume air samplers, integrating nephelometers and a state-of-the-art meterological station to determine air quality in Anchorage, Eagle River, Palmer, Wasilla, Big Lake and at Point MacKenzie.

A DEC episode plan describes actions the state must take if air pollution from the wood smoke reaches certain levels.

It describes measures to control the fire as well as measures to lessen the effects of smoke inhalation on those with lung disease.

Action levels follow:

• Action Level I — Health Alert: If concentrations of suspended particulate matter from the burn reach or are predicted to exceed 150 micrograms per cubic meter of air, averaged over a 24-hour period, no new burn piles

See Point, page A-14

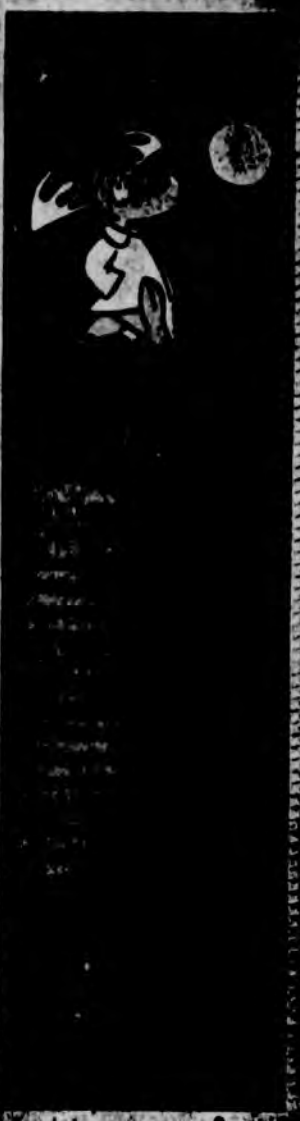
It's time to change

Associated Press

Americans who want to be on time for church, golf dates, work, or other appointments on Sunday should set their clocks ahead by an hour tonight.

The annual arrival of daylight-saving time occurs officially at 2 a.m. Sunday, when it will become 3 a.m. in all or part of 48 states. Only Hawaii, Arizona and parts of Indiana decline to participate.

The change means it will remain dark later into the morning, effectively moving an hour of sunlight to the other end of the day. That allows more time for outdoor activities in the summer, barbecues, recreation and



three people are in heaven. Although it's difficult to ascertain right now, they're actually better off."

Funeral home officials said the three would be placed in temporary vaults until ground in the area thawed sufficiently to permit their burial at Angelus Memorial Park Cemetery.

available on request, and the State Division of Public Health will announce further emergency measures.

• Action Level IV — Project Termination: If total particulate matter approaches 875 micrograms the state will make every available effort to extinguish remaining fires. The project will be

No added that the project required an extensive public information effort. Telephone hotlines will provide information about the direction of the smoke, what is happening in the burn project that day and what the air monitoring equipment is reporting.

In addition, the burn days will be announced through the media.

Foresters and DEC will decide daily whether to burn. They'll start by gathering weather information about 7 a.m. and make their decision around noon.

The burns are primarily scheduled in the afternoon. After May 31 all burning will cease.

U.S. observer

Continued from page A-1

one I was on that was boarded."

She was transferred Thursday from the Japanese fishing vessel Fukoho-Maru Number 18 to the Coast Guard cutter while it was in international waters between 20-80 miles south of Cape Olyutorsky in Siberia, the Coast Guard said.

Kruppenbach was aboard the Japanese fishing boat on behalf of the National Marine Fisheries Service to monitor compliance with catch quotas in U.S. territorial waters in the Bering Sea.

The seizure, carried out early Tuesday by seamen from a Soviet icebreaker, was in an area claimed by both the United States and the Soviet Union.

The disputed area, in the Navarin Basin near where the federal government has accepted bids for oil leases, is about 225 miles long and 25 miles wide, officials said.

Kruppenbach referred queries about whether the fishing boat was in U.S. waters when it was seized to the State Department.

"I have an idea, but you should ask the State Department," she said.

She also told reporters the Soviet officers never explained why they had seized the fishing boat.

"Nobody spoke much English and I don't speak any Russian, so the relationship was very businesslike," Kruppenbach said.

Salary

Continued from page A-1

working at current levels instead of laying them off."

The Senate proposal came too late Friday to get any reaction from House leaders or labor leaders.

What amounts to a policy dispute between the House and Senate most likely will await a joint conference committee that will be set up, probably next week, to work out the differences between both houses on the budget.



bar owners or patrons

measure after reading the report of Gov. Bill Sheffield's task force on drunken driving. One of the recommendations, she said, called for a better public-awareness campaign.

If the bill passes the Senate and is signed into law by Sheffield, the signs would be printed by the Department of Revenue and distributed around the state.

The cost of printing the signs is estimated at $3,000, Collins said.

The measure passed the House on a 38-to-1 vote, with Rep. Andre Marrou, L-Homer, being the lone dissenter.

"This bill shifts the responsibility from the drinker to the bartender," Marrou said. "That is just plain wrong."

Senate: Dip into savings for pay raise

By DEAN FOSDICK
The Associated Press

JUNEAU — Senate leaders said Monday that if the House an Gov. Bill Sheffield want to fund public employee pay raises next year, then they should declare an emergency and take the cash out of the state's Rainy Day Account.

But House Majority Leader Don Clocksin said there's enough general fund money available for pay raises, and it isn't necessary to dip into any of the state's savings accounts.

Sen. Jan Faiks, R-Anchorage and co-chairman of the Senate Finance Committee, said that body's GOP-led majority caucus wants a $238 million public construction budget for fiscal 1986, but they're willing to fund negotiated pay raises out of money that's being channeled into the $1.94 billion operating budget.

The Senate's capital budget would include another $250 million in continuing appropriations for two Southcentral hydro projects.

The governor, however, has said the operating budget already is too lean, and that any capital spending proposal over $187 million beyond the hydro projects "sounds like wishful thinking."

"We're willing to go into the Rainy Day Account for six months if the governor wants to declare an emergency on employee salaries," Faiks said today. "There's $273 million in there," she said. "They need something like $39 million for pay hikes.

"We don't feel that in this financial climate, we should be paying for (state) employee pay hikes — not when people in the private sector are feeling the pinch," Faiks said. "We're still negotiating with the House."

But Clocksin said the Democrat-dominated House isn't happy with that idea.

"I think we have the money available," said Clocksin, D-Anchorage. "There's Red Dog, the capital budget, AHFC (Alaska Housing Finance Corporation). It's not time yet to raid any of the savings accounts.

"We told them we'd come back when we had an adjournment plan to present and we don't have one yet," he said. "We're still negotiating. But that's (Rainy Day Account) not our position at this point."

Bill hikes student loan interest rate to 8%

By BRUCE SCANDLING
The Associated Press

JUNEAU — Students who borrow money from the state to attend school would see interest rates on their loans rise from 5 percent to 8 percent, if a bill that passed the House Monday becomes law.

Coupled with an earlier repayment schedule, the higher rates would pump an additional $186 million into Alaska's student loan program over the next 15 years, said Rep. Johne Binkley, a Bethel Republican who is the prime sponsor of the proposal.

The measure does not affect current loan holders, Binkley said.

With state oil wealth on the decline, he said, it's time the program is altered slightly to make sure enough money is available for future generations.

"This bill . . . makes those small adjustments that are necessary now to ensure that this opportunity for higher education is maintained," Binkley said. "Not only for students today, but for students 15, 20, even 50 years from now."

He said the higher interest rates would make the loan program self-supporting within eight years, funding annual appropriations solely from money being repaid.

"We're using a short-term revenue projection shortfall to make a long-term decision," said Rep. Walt Furnace, R-Anchorage.

The legislature has been forced to trim some $463 million from Gov. Bill Sheffield's proposed fiscal 1986 spending package.

ral Hazards Safety Commission; introduced by Sen. Arliss Sturgulewski, R-Anchorage.

• SB311; Would increase the bond authorization for airport revenue bonds; introduced by the Senate Finance Committee.

HOUSE:

• HB434; Would establish the Board of Behavioral Science Examiners; introduced by Rep. Marco Pignalberi, R-Anchorage.

• HB428; Relating to the royalty value of a natural gas lease on state land; introduced by Rep. Drue Pearce, R-Anchorage.

MPS ARE HERE

EXPERIENCE McKINLEY

Phillip's Pancake House

dozens of trucks carry gravel from Mat-Su pits to construction in Anchorage.

Last summer, troopers received up to 40 complaints a day from motorists whose vehicles were struck by flying gravel, according to Troutman. "It's going to happen forever as long there are gravel trucks out here," he added.

But Williams, stuck with a $1,200 trip to a body shop, has said she was told the law, which makes it illegal to carry uncovered material, is unenforceable.

The borough doesn't operate weigh scales, has no police, and doesn't regulate gravel.

"It's a toothless tiger," said Mat-Su Mayor Dorothy Jones. "I guess it's an honor system more than anything else."

To solve that, Williams has mounted a petition drive to put through with the law, I say bunk it," she said. "I'm going to push to get a gravel tax and get a gravel weigh station out here. I'm just going to take the next step. I don't want somebody else to go through what I did."

But at least one gravel hauler said he believes the gravel industry can coexist with the public without government interference or regulations.

See Page C-2, GRAVEL

Mat-Su Daily News



) tough but the clams plentiful.

o beaches



Lawmakers form a panel to study pay raise panel

By BRUCE SCANDLING
The Associated Press

JUNEAU — House and Senate leaders are arguing over whether the public should get a vote on an interim committee to study legislative pay, so they've set up a committee to study the committee.

Despite all the hoopla, one lawmaker said the interim committee might not meet, anyway.

"I'm prepared to let the committee die if we can't come to an agreement with the Senate" and seat three public members, said Rep. Mike Szymanski, D-Anchorage.

He wants the interim committee to include three members of the House, three senators — and the three public seats.

That's apparently three more members than the Senate wants on the panel.

But Szymanski said a committee on legislative pay is meaningless if it doesn't give the public a vote.

"I don't want to see a phoney committee put together that's just six legislators sitting there talking about how much they should be paid," said Szymanksi.

"It has no credibility without the public," he said. "It's the public that's taking issue to our compensation."

The Senate, meanwhile, voted down the House's proposal to allow public participation on the panel.

But Anchorage Republican Mitch Abood said there may be room to compromise.

Does that mean, then, that it's the intent of the Senate to seat three members of the public on the legislative pay committee?

"I'm not saying that's the Senate position," Abood said. "I'm saying I really think we can work it out."

He said he wants to talk with Szymanski about the legislative pay panel. The two lawmakers are chairing the respective halves of a joint House-Senate committee that will try to resolve whether to seat public members on the interim committee.

As of Thursday afternoon, Szymanski and Abood had not set a meeting date for their joint committee.

The uproar over legislative pay started in the waning hours of the 1983 session, when lawmakers raised their monthly salaries from $1,757 to $3,000 and elminated an $80 daily expense allowance.

Many legislators campaigned in 1984 to repeal the pay raise, but efforts to push pay-repeal bills through the legislature failed this year.

As a compromise, Senate and House leaders agreed to set up a committee to study the issue during the legislative off-season.

Baby Doe's mother steps forth to help

SCOMM

#49:16

T.A. Dorr
Managing Editor



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jeweler. But at least
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AR, THERE ARE
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Year debuts.
n the August pri-
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the November gen-
tion, are a couple of
candidates. [illegible]
f [illegible]

Letting emotions override facts

by Joan Beck

One of the Three Mile Island reactors was [illegible] permitted to begin [illegible] electricity last month — [illegible] after the nation's [illegible] power [illegible] disaster.

That [illegible] accident continues to cost the nation hundreds of lives a year and is still having an impact on the costs of electrical power.

No one died or was injured at Three Mile Island, of course. The Pennsylvania Health Department [illegible] last month [illegible] that [illegible]

[illegible] Three Mile Island [illegible]

[illegible] clear evidence

according to some estimates.

Even if all the electricity in the United States were produced by nuclear reactors, Cohen estimates, the risk to the average American would be equivalent to a regular cigarette smoker taking one [illegible] every 10 years [illegible]

[illegible] problems

vate closet of anxieties aren't always subject to rational control.

We ban cyclamates (which may have produced tumors in a few overdosed rats) but not cigarettes (which kill 350,000 Americans a year). We panic over EDB in muffin mix, but ignore the cholesterol in [illegible]. We push an anti-nausea [illegible] drug off the market with [illegible] no evidence it did harm, but do almost nothing about [illegible] known cause of serious birth defects.

Statistics that show how [illegible] airplane travel is don't [illegible] millions of people who can't shake their fear of flying. Data that [illegible]

[illegible] terminals — [illegible]

Panel urges $7,000 legislative pay cut



Mitch Abood

by Debbie Reinwand
Times Writer

State legislators would be paid about $7,000 less than they currently receive each year, under a draft bill approved Tuesday by a special legislative committee.

The new salary level would provide the state's 60 lawmakers with a $30,000 annual salary, plus $9,919 in per-diem payments during the legislative session. The per-diem rate would be $76.30 daily for the 120 days that lawmakers are in session, plus five days before convening and five days after adjournment.

The proposal would replace the current salary of $46,800 that the legislature approved in the closing days of the 1983 session. That move doubled lawmakers' pay from $21,000 to $46,800, but officials justified the increase by eliminating the $80 per-diem payments.

The new plan, which was unanimously approved, would reinstate per-diem payments. Originally, the group had proposed using the federal per-diem rate, which is $109 each day, but settled on $76.30, or 70 percent of the government rate. State workers receive $80 daily when they travel to Anchorage or Juneau, and $90 for trips to Fairbanks.

The joint legislative-public committee also approved a proposed constitutional amendment that would establish a salary commission to set the salaries of the governor, lieutenant governor, legislators, justices and judges, commissioners and deputy commissioners, and full-time board or commission members.

Alaskan voters would have to approve the proposal since it is a constitutional amendment.

The committee also axed a plan to give committee chairpersons and other legislative leaders

See Legislators, page A-16

Legislators face salary cut

Continued from page A-1

additional bonuses for performing extra duties. The plan, modeled after a reimbursement schedule used in other states, was opposed by both lawmakers and the public when it was debated in the fall.

Other changes approved by the group include increasing legislators' yearly expense account from $4,000 to $6,000. That account is used for postage, mailings and other related expenses and has been set at $4,000 per legislator since the late 1960s.

The recommendations approved by the committee will be subject to further public hearings and will be introduced when the legislature reconvenes Jan. 13, 1986, said committee chairman Mitch Abood, R-Anchorage.

"I think we've come up with a good package . . . one that the public will be pleased with. I think this was a milestone having public members on our committee. It shows we can all work together," said Abood.

The committee included three members from each house and three well-known Alaskans. Ketchikan newspaper publisher Lew Williams, former lawmaker Frank Chapados and former Anchorage mayor George Sullivan were the members of the public chosen to serve on the committee.

Legislative members were Abood; co-chairman Rep. Ron Larson, D-Palmer; Rep. John Sund, D-Ketchikan; Rep. Randy Phillips, R-Eagle River; Sen. Bill Ray, D-Juneau; and Sen. Bettye Fahrenkamp, D-Fairbanks.

The group was appointed after lawmakers this spring voted down legislation repealing their salary hike passed in 1984. The legislature is faced with a public vote on the repeal in 1986 unless they roll back the pay hike themselves.

A group of Alaskans, spearheaded by members of the Libertarian Party, successfully gathered enough signatures to place the pay repeal issue on the November, 1986 general election ballot. Under the initiative process, lawmakers are afforded an opportunity to deal with the issue first.

State lawmakers gather in Seattle

Thousands of state legislators are in Seattle today through Friday for the 11th annual National Conference of State Legislatures. Topics: health care, education, technology. Salaries and allotments for living expenses during legislative sessions:

State	Salary	Living expenses
Alabama	$10 a day	$85 a day
Alaska	$46,800 a year	none
Arizona	$15,000 a year	$60 a day[1]
Arkansas	$7,500 a year	$44-$84 a day
California	$33,732 a year	$86 a day
Colorado	$17,500 a year	$75 a day
Connecticut	$13,000 a year	$75 a day
Delaware	$12,196 a year	$2,500 a year
Florida	$12,000 a year	$50 a day
Georgia	$7,200 a year	$59 a day
Hawaii	$15,600 a year	$45 a day
Idaho	$30 a day	$35-$80 a day
Illinois	$28,000 a year	$89 a day
Indiana	$11,600 a year	$65 a day
Iowa	$14,600 a year	$25-$45 a day
Kansas	$49 a day	$50 a day
Kentucky	$100 a day	$75 a day[2]
Louisiana	$16,800 a year	$75 a day
Maine	$7,500 a year	$50 a day
Maryland	$21,000 a year	$72 a day
Massachusetts	$30,000 a year	none
Michigan	$34,860 a year	$6,700 a year
Minnesota	$21,140 a year	$32-$36 a day
Mississippi	$8,100 a year	$44 a day[3]
Missouri	$8,078 a year	$35 a day[4]
Montana	$50 a day	$45 a day
Nebraska	$4,800 a year	$25-$55 a day
Nevada	$6,240 a year	$56 a day
New Hampshire	$100 a year	none
New Jersey	$25,000 a year	none
New Mexico	$75 a day	none
New York	$43,000 a year	$55 a day
North Carolina	$8,400 a year	$60 a day
North Dakota	$40-$90 a day	$50 a day[5]
Ohio	$22,500 a year	none
Oklahoma	$20,000 a year	$35 a day[6]
Oregon	$8,400 a year	$44 a day
Pennsylvania	$35,000 a year	$75 a day
Rhode Island	$5 a day	none
South Carolina	$10,000 a year	$68 a day
South Dakota	$3,200 a year	$75 a day[6]
Tennessee	$12,500 a year	$71 a day
Texas	$7,200 a year	$30 a day
Utah	$85 a day	$25 a day
Vermont	$11,000 a year	$60 a day
Virginia	$11,000 a year	$65 a day
Washington	$13,750 a year	$44 a day
West Virginia	$6,500 a year	$20-$70 a day
Wisconsin	$27,222 a year	$20-$42 a day
Wyoming	$75 a day	$60 a day

[1] $36 a day for Maricopa County legislators — both are new allotments effective Wednesday
[2] per actual day of attendance
[3] for Jackson legislators, daily attendance only
[4] for daily attendance only
[5] for legislators outside Capitol
[6] five-day week

Source: National Conference of State Legislators 1985 survey

State pay rollbacks reviewed

[illegible] DEAN POSSICK
The Associated Press

JUNEAU — The Sheffield administration, told by the legislature to roll back a negotiated pay increase in fiscal 1987 or face massive [illegible], [illegible] to open [illegible] with state employee unions this week, an official said Monday.

Eleanor Andrews, the commissioner of administration, said the talks are prompted by a legislative resolution passed late last session which said lawmakers would not provide money for public employee pay raises the next fiscal year, the final year of a three-year contract.

"Nobody's knowingly going to walk away from the agreement," Andrews said. "It's not the kind of thing where you expect (state employee unions) to say they want to give it up. But there's a mutual awareness that something must be done."

Andrews, a former union negotiator, said she empathizes with labor.

"They're a party to the agreement," she said. "But circumstances have changed materially since then. So we're informally asking them to sit down and talk with us at the table. Maybe someone will come up with something innovative."

Legislators, feeling the squeeze of falling oil revenues, gave the Sheffield administration and state public employee unions a year to suggest where $22.3 million in cuts should be made — in salaries or layoffs affecting some 500 people.

The legislature "recognizes and supports the rights granted in the Public Employment Relations Act to state employees to share in the decision-making process affecting wages and working conditions," according to the resolution.

Because contracts were negotiated in good faith, "but [illegible]"

Pay rollback

Continued from Page C-1

The parties to the contracts should renegotiate the pay raises in the contracts for fiscal year 1987 and later, the resolution said. It asks the governor to report the results of the renegotiations to the legislature by Jan. 13, 1986.

Ray Gillespie, Gov. Bill Sheffield's chief of staff, said Monday the administration is caught in the middle — and in a bind during an upcoming election year.

"We have a legal obligation to pay those salaries," Gillespie said. "But it's clear the legislature meant what it said about not providing the money to pay the salaries. That gives us two conflicting sets of marching orders.

"The administration can't and won't formally reopen those negotiations," he said.

Cherrie Shelly, executive director of the 9,000-member Alaska Public Employees Association, said Monday she hasn't officially been approached about reopening salary negotiations.

"We have discussed the options," said Shelly, who declined to outline them.

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Associated Press

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Legislators consider cutting own pay raise

by Debbie Reinwand
Times Writer

JUNEAU — It's not often that public officials voluntarily take a pay cut, but that's what the Alaska Legislature will consider doing when it convenes in January.

But because of a legal twist, the legislators could end up lowering their own pay, only to see the salaries lowered even further by Alaska voters. Lawmakers hope to head off a possible statewide vote on the pay reduction issue by cutting their salaries themsleves.

Lawmakers will be faced with a bill drafted during the interim that rolls back their $46,800 yearly salaries to $30,000. A special legislative-citizen panel came up with the measure in response to a ballot initiative that would repeal a pay raise the legislature gave itself in 1983.

That pay increase boosted legislative salaries from $21,000 per year to $46,800, although an $80 daily living expense was eliminated when lawmakers approved the increase.

A group of citizens, under the leadership of the Libertarian Party, gathered enough signatures to place an initiative on the November 1986 ballot that would repeal the salary increase and roll the pay back to its original level.

Should the legislature pass the measure drafted by a special interim committee, it would theoretically knock the initiative question off the ballot.

Under the state constitution, the legislature has the option to enact legislation similar to the initiative proposal before the election, thus avoiding a public vote on the issue.

But, since legislators are proposing a bill that drops their salaries to $30,000 and the ballot initiative states it should return to the original $21,000 level, initiative sponsors say the new legislation may not do the trick.

"We are pleased the com-

See Legislators, page A-8

Congress gears up for Pentagon reform move

by Patricia O'Brien
Knight-Ridder Newspapers

WASHINGTON — Shaken by weapons procurement scandals and a military that hasn't always been ready when needed, Congress is gearing up for what could be the biggest Pentagon reform effort since the Defense Department was created after World War II.

Even those who have been the staunchest supporters of defense spending are joining the reform movement. Sen. Barry Goldwater, R-Ariz., chairman of the Senate Armed Services Committee, put it starkly in a speech on the Senate floor last month: "There will be those who say, 'The system ain't broke, so don't fix it.' However, it is broke and we need to fix it."

"The Pentagon is a morass," said Rep. Patricia Schroeder, D-Colo., a member of the House Armed Services Committee. "Up until now, a lot of people have studied it and then thrown up their hands and walked away. Now it's absolutely essential that we do something about it."

In a first step this week, the House voted by an overwhelming 383-27 to strip the Joint Chiefs of Staff of their presidential advisory powers, leaving only the chairman of the group as the

See Pentagon, page A-8

y agreement

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ommunist country's
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ministratio officials
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ement was signed
Washington D.C. af-
norage, Tokyo and
area control cen-
phones won't begin

to ring at the centers, however, for three to six months while the underwater cable between Japan and Russia is completed, said Jim Vaughan, facility manager of the Anchorage center and a member of the U.S. negotiating team.

The United States will share the cost of the system, although the final bill hasn't been decided upon. The Japanese-Russian por-

See Safety, page A-8

Sunny today, high in the low 20s. Clear tonight, low near 5.

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Legislators seek pay reduction

Continued from page A-1

mittee worked on the proposal, but we'd prefer the initiative stay on the ballot. It's quite a bit different than the plan they came up with," said repeal activist Duncan Scott. Scott is also managing Republican gubernatorial candidate Dick Randolph's campaign.

A 1980 attorney general's opinion says an initiative can be removed from the ballot if "substantially the same measure has been enacted by the legislature."

An Alaska Supreme Court decision further defined initiative guidelines to allow the legislature "some leeway when enacting a bill designed to eliminate the need for a ballot initiative," said assistant attorney general Jim Baldwin.

Baldwin testified before the interim committee that drafted the proposed legislation. He was reluctant to say whether the panel's bill meets the legal requirements for averting an initiative vote since the legislature could substantially change the bill before its passed.

"These things have to be taken on a case-by-case basis. The Supreme Court decision does provide legislators with some latitude, though," Baldwin said.

Scott said his group would consider a legal challenge to the legislature's proposal if it does not drop the pay rate substantially.

"We think the idea of moving the salary back to $21,000 with the per diem is not unreasonable," he said. "We further think the people should have the opportunity to vote on the issue."

The plan proposed by the committee, which was chaired by Sen. Mitch Abood, R-Anchorage, actually amounts to a $2,600 pay cut each year when per diem payments are added to the annual salary.

Lawmakers now receive a flat salary of $46,800. That amount would be reduced to $30,000 under the new bill. Coupled with a $109 daily allowance for the 120 days the legislature meets, plus five days before the session and five days after, would bring each legislator's total state income to about $44,000.

Missing

Continued from page A-1

"We are pleased that Vietnam has agreed with us on this point and has pledged to accelerate cooperation in resolving the POW-MIA matter without linkage to other issues," he said in a statement.

The group will leave Jan. 13 for an eight-day trip. After Hanoi, the group will also stop in Vientiane, Laos, for similar discussions about missing Americans in that country, and in Bangkok, Thailand.



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JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARY

DRAFT

LETTER OF INTENT

We, the Joint Special Committee on Legislative Salaries, hereby submit our recommendations to the Alaska Legislature as set forth in SCR 19.

After considerable analysis, we are recommending the introduction of the attached two bills and one resolution.

We recommend a State Officers Compensation Commission be established by constitutional amendment to be put before the voters in the 1986 general election. This commission will set the compensation for the legislature, the governor,lieutenant governor, justices and judges of the court system and the head of each principal department. We believe a constitutional amendment would avoid abolition by legislative action as was the case with the 1976 Alaska Salary Commission. We have recommended there be some veto power over the commissions actions, requiring two-thirds vote of the legislature to reject the commission's recommendations.

We recommend enabling legislation to take effect if the constitutional amendment is approved by the voters. This bill sets forth the duties and guidelines we feel would answer the public's concern about state officials setting their own salaries.

Finally, we recommend after extensive comparisons with all state legislatures and many other facets of our economy, a new legislative salary to take effect until a commission is established or another solution reached. We are submitting this new salary bill in response to the public reaction to the payraise. We do however, believe that repeal of the current salary would not provide fair and adequate compensation to the legislators.

Marrou to start donating pay raise

By Larry Persily
Times Juneau Bureau

Juneau — Putting his wallet where his campaign promise led him, Rep. Andre Marrou, L-Homer, this week will write the first check as he starts a year-long process of donating $13,000 of his legislative salary to charity.

The legislature's lone Libertarian promised in September during the election campaign to donate part of his salary to charity to demonstrate his dissatisfaction with the pay raise approved by lawmakers in 1983.

Marrou, serving his first year in office, said he will continue donating part of his salary to charity every year until the pay raise is repealed.

Before the pay raise, lawmakers earned about $21,000 a year, plus hotel and meal expenses while in Juneau. Marrou said legislative earnings totaled about $33,000 a year, after the per diem money was included.

Legislators now earn an annual salary of $46,800, with no per diem, and Marrou arrived at his campaign promise of about $13,000 by subtracting the old from the new pay scale.



Rep. Andre Marrou

The Homer representative said he is not aware of any other lawmaker joining his charitable effort.

In deciding how to distribute the money, Marrou said, "Most of it will go to private education . . . based on need, based on the number of students."

In addition to donating about 90 percent of the money to private schools in his Kenai Peninsula district, Marrou said he plans to give about 10 percent to non-profit community groups, including Crime Stoppers.

"We are planning to make the first distribution this week of a couple of thousand dollars," he said, with the final check to go out by the end of next year's legislative session in May.

Marrou expects to donate between $1,000 and $3,000 to each of six private schools. The only requirements for receipt of the money, he explained, are that the school be in his district and that it receive no federal or state aid of any kind.

He has yet to decide which schools will receive how much money, but the lawmaker said a school's religious affiliation will have no bearing on his disbursement of the money.

Marrou introduced legislation this year to repeal the pay raise, but the bill failed to win House approval. Similar efforts by Republican and Democratic lawmakers also have failed in the past two years.

The House and Senate did agree this year to appoint a joint special committee on legislative salaries. Chaired by Sen. Mitch Abood, R-Anchorage, the committee will hold its first meeting later this month, either in Anchorage or Juneau.

A proposition to repeal the pay raise will appear on the 1986 general election ballot, with political oddsmakers betting Alaskans will vote to send lawmakers back to their old salary.

One unexpected hitch in Marrou's donation plans is the special legislative session to consider impeachment of Gov. Bill Sheffield.

The Homer Libertarian said, "The only thing that might detract from it (the charitable donations), is that I have to live." If the impeachment issue moves from the Senate to the House and Marrou has to return to Juneau and pay additional living expenses out of his pocket, he said, he may not be able to afford the full $13,000 in donations.

Salary suggestions strike wrong target

A special committee created last session to resolve the legislative pay controversy has proposed salary reductions that are, unfortunately, a non-solution. In response to charges that legislators are overpaid, the Joint Special Committee on Legislative Salaries — three senators, three representatives, and three citizens — suggests rolling back legislators' pay to $24,000 in salary and about $14,000 in per diem. That's roughly an $8,000 cut from the $46,000 salary legislators receive now.

While the proposal may silence critics of the 1983 pay raise, it's poor public policy. The $46,000 legislators now receive is commensurate with their responsibilities. Lower wages don't attract better minds in any endeavor, and the quality of the legislature certainly won't improve if legislators' salaries are cut.

It makes no sense, moreover, to clutter the pay schedule with per diem. The elimination of legislative per diem was a major virtue of the 1983 pay bill. Legislators deserve a straightforward salary for their labor, not a salary and per diem stew.

The committee also suggests that legislators in leadership positions should be paid more than their colleagues. This makes no sense. Legislators by tradition show deference to members in leadership positions, but that shouldn't be institutionalized in the *salaries* of members. The speaker of the House and the president of the Senate don't deserve an extra $7,000 a year. Nor do the majority leaders merit an additional $5,000 and the committee chairmen $3,000. In the 20-member Senate, after all, this scheme would be nothing more than a system to dispense bonus money to majority members, 15 of whom chair committees.

If the special committee wants to make a contribution to reform, members ought to overhaul lawmakers' pension benefits, which were raised by more than 100 percent for all legislators in the 1983 pay raise, and by as much as 133 percent for veteran legislators who entered office before 1976. That sends legislative retirement schedules — depending on the years served — from the previous $8,000 up to approximately $20,000 a year.

Pensions can't be changed retroactively, but future legislators shouldn't enjoy such retirement benefits. The grossly self-serving 1983 pension plan was passed with virtually no discussion. It has no place in a citizen legislature.

Establishing fair compensation for legislators always is difficult but the changes offered by the committee so far promotes unfairness, confusion and legislative discord. They cut all legislators' salaries — and then immediately provide bonuses to those in leadership positions.

Better to establish a flat — and fair — salary, and a reasonable retirement system that realistically reflects the services of a citizen legislature.



Editorials

Per diem abuse

PROPOSALS to reduce legislative pay are causing a bit of a stir these days in legislative circles and talk accelerates as the time shortens before the convening of the 1986 session, now just a little more than nine weeks away.

A special committee, headed by Sen. Mitch Abood, R-Anchorage, has approved one plan that seems likely to receive serious consideration in the '86 session.

It proposes reducing the annual salary for each legislator by $2,600. At the same time, it would add nearly $14,000 in per diem payments to cover 120 days of the session and another five days at the beginning and end of each session.

NOT ALL MEMBERS of the legislature are happy about the committee's proposal, as you might guess. Three influential lawmakers were quoted the other day as being adamantly against any change in the current pay level, a base salary of $46,800 plus some hefty fringes.

Juneau's Democratic trio, Sen. Bill Ray and Reps. Jim Duncan and Mike Miller, like things just the way they are. They said a per diem system invites legislators to invent ways to do legislative business just to collect expense money.

THAT'S SOMETHING we've been saying here for years. So it's nice now to hear some legislators, especially those with whom we don't often agree, admit that some of their colleagues did take advantage of the per diem before it was abolished in 1983.

There is widespread dissat-isfaction among Alaskan voters with the high level of legislative pay, no matter how it's dished out. Some changes — and some relatively stiff cuts — simply must be made.

If the legislators don't do it in the next session, the people will take care of the job in a referendum vote in the 1986 election.

Legislative panel proposes pay cut for lawmakers

By JOHN LINDBACK 10/5
Daily News reporter

JUNEAU — Legislators' salaries and expense reimbursements would be rolled back from $46,000 a year to about $38,000 under a tentative plan approved Friday by a legislative committee.

The Joint Special Committee on Legislative Salaries was dealing with an issue created when legislators in 1983 voted themselves a significant pay raise and a citizens group later succeeded in placing a referendum on next year's ballot calling for repeal of the raise.

Meeting in Anchorage, the committee gave its tentative blessing to setting legislators' annual salaries at $24,000 a year. In addition, each lawmaker would be paid $109 per day during legislative sessions as compensation for the expense of establishing a second residence in Juneau.

Legislators would receive the $109 daily rate for the full 120-day regular session, five days prior to the session and five days after it. That would total $14,170 for the 130 days.

"As it came out, we were totally in accord with one another," Committee Chairman Sen. Mitch Abood, R-Anchorage, said about Friday's meeting. The tentative plan will be drafted in the form of a bill for discussion at the committee's Nov. 5

See Page C-3, COMMITTEE

Committee OKs plan to roll back legislative pay increase

Continued from Page C-1

meeting, Abood said.

"At that time, there'll probably be some changes," he said.

The plan also includes extra compensation for legislators in leadership positions. The speaker of the House and Senate president would each receive an extra $7,000 a year, majority leaders in both both houses would be paid an extra $5,000 and the chairmen of all standing committees would receive an additional $3,000, Abood said.

In addition, the annual $4,000 allowance legislators receive for office expenses would be raised to $6,000, he said.

Legislators currently receive an annual salary of about $46,000 a year with no extra compensation during sessions in Juneau. The only extra money provided for legislative leaders is an additional $500 a year for the House speaker and Senate president.

The legislature's approval of $46,000-a-year salary at the end of the 1983 session unleashed strong protest from the public and led to a referendum drive to overturn it. Until that pay plan was approved, legislators received salaries of $20,000 a year and expense payments of about $80 per day during legislative sessions and when they worked on state business between sessions.

At the time, the average legislator was paid about $35,000 in salary and expenses.

Because of the protest to the $46,000 annual salary vote, the legislature appointed the special joint committee — which includes three Senate members, three House members and three members of the public — to make a recommendation on the issue in January. Some legislators have called for repeal of the 1983 vote so that the politically sensitive referendum could be removed from the 1986 ballot.

Rep. Ron Larson, D-Palmer and another member of the joint committee, said the plan approved Friday is a compromise between a repeal of the 1983 vote and the $46,000-a-year salary the legislators gave themselves.

"All the numbers are subject to change within the committee," he said.

In addition to the the new salary plan, the committee called for drafting a proposed constitutional amendment that would establish a state salaries and emoluments commission. The commission would be composed of seven members of the public, Abood said.

Other members of the joint special committee are: Sen. Bettye Fahrenkamp, D- Fairbanks; Sen. Bill Ray, D-Juneau; Rep. Randy Phillips, R-Eagle River; Rep. John Sund, D-Ketchikan; Frank Chapados, businessman from Fairbanks; Lew Williams, publisher of the Ketchikan Daily News and George Sullivan, former mayor of Anchorage.

Legislative pay cut plan draws mixed reviews

by Debbie Reinwand
Times Writer

A plan unveiled last week to roll back legislators' salaries and restructure their pay system has already sparked differing opinions from the elected officials the proposal affects.

A special legislative salary committee is drafting a bill that will cut lawmakers yearly paychecks from the current level of $46,800 to $22,000. The new plan, however, reinstates a daily expense allowance of $109 and sets up a bonus payment plan for legislators who head committees or hold leadership posts.

Combined with the per diem payments, the new salary for legislators would be about $38,000 annually.

So far, the tentative plan has received mixed reviews from lawmakers. Some say providing additional payments for legislators in leadership positions will spawn a whole new array of committee posts, while others think the prospect of bringing back per diem payments is a way of hiding an increase to legislators' salaries.

"It seems like you're robbing Peter to pay Paul. The whole thing essentially comes out to a wash because if this bill flies, legislators are going to want per diem whenever they're working and there are a lot who will find work during the interim," said Sen. Bob Ziegler, D-Ketchikan.

The salary committee is proposing lawmakers receive per diem during the 120-day session, as well as five days prior to convening and five days after adjourning.

Ziegler, the legislature's senior member, believes the pay rate should stay where it is. "With the straight salary, you don't have as much room for people to beef up their per diem checks or find other little expenses," he said. "And I think I'm worth every damn nickel of it."

While they favor rolling back the pay rate, both Reps. Virginia Collins, R-Anchorage, and Terry Martin, R-Anchorage, think the proposal to award committee chairmen an extra $3,000 per year would result in a host of new committees being formed.

"The president of the Senate and House speaker have the ability to appoint committees whenever they please. I think what we'd see is most people in the majority would have a committee chairmanship and they'd be getting that extra amount," said Collins.

Lawmakers who head committees generally receive additional employees to handle the workload, and Collins thinks that is enough compensation.

Rep. Andre Marrou, a Libertarian from Homer, is skeptical of lawmaker's plans to roll back their salaries. It was due partially to the successful efforts of the Libertarian Party that an initiative to repeal the raise will be on the November 1986 ballot. Under state law, however, the initiative vote could be avoided if the legislature repeals the raise.

"I think what the legislature's doing is bypassing the public. I think it's important the public vote on the issue and I know they'd repeal the increase," Marrou said.

The Homer lawmaker this summer donated $13,000 of his salary to charity.

VOL. CLXXXIX NO. 92

Wall St. Journal May 11, '77

A Lawmaker's Bills

Senator's High Salary Can Prove Very Low, Vermont's Leahy Finds

His $57,500 a Year Is Drained By Expense of 2 Homes, Travel, Big Withholding

But Will Voters Understand?

By JAMES P GANNON
Staff Reporter of THE WALL STREET JOURNAL

WASHINGTON – Patrick and Marcelle Leahy would like you to know how it is to just scrape by on $57,500 a year.

It may sound absurd that a family with such a grand income could be budgeting carefully to make ends meet, but that's the way it is with the Leahys. In fact, they have been growing *poorer* in the two years since Mr. Leahy took his new job in Washington – as a U.S. Senator from Vermont. You'd think, then, that the 37-year-old Democrat would be overjoyed at the $12,900-a-year salary increase he has just received, but the fact is he tried to kill his pay boost.

If all this sounds a bit unreal, it's just that some of Washington's realities are rather odd. Members of Congress and their families don't live like ordinary people. They try to lead two lives, as participants in the high-cost of life of the nation's capital, and as political figures and just-folks back in their home states. The result is an expensive, mobile life style, in which a salary considered excessive by many of their constituents just melts away.

The recent controversy over this year's fat congressional pay raise, and passage of an ethics code limiting outside earnings, have prompted many questions about our lawmakers' finances. Why do they need such big salaries? Why do so many members of Congress contend they need outside income, too? How do they spend their money? And where do all the funds appropriated for the "billion-dollar Congress" go?



To help provide some answers, Sen. Leahy agreed to let a reporter probe his personal finances as well as the allowances he gets for official use. The result isn't likely to trigger sympathetic tears from the average American family, which earns about $13,500 a year, but it does shed some light on the economics of serving in Congress and the politics of living off the public payroll.

What emerges is a picture of a comfortable way of life, but one with its own special pressures as well as special benefits. It is a life of free parking, paid travel, generous staff help and free medical care – balanced against leftover campaign debts, two sets of household bills, high taxes and a parade of constituents expecting to be entertained.

"I'm not complaining," Sen. Leahy declares. The youthful Democrat is delighted at his leap from prosecuting attorney in Burlington, Vt., to the venerable George Aiken's seat in the U.S. Senate. He had yearned for the job since boyhood, he claims. "If they cut the salary to $1 a year, I'd still want to be in the Senate," he remarks.

Typical to a Point

Mr. Leahy can't be called a "typical" member of Congress, because there isn't any such common denominator in a diverse body of 535 people who include millionaires, former blue-collar workers, priests, part-time farmers and lifelong politicians. But he is representative of the many lawmakers who primarily live off their congressional salaries rather than outside income or inherited wealth.

The Senate is sometimes called a rich man's club, and the House, too, has a sizable share of wealthy members, though in much smaller portion. Perhaps a third or more of the 100 Senators are millionaires, according to educated guesses on Capitol Hill. (Financial disclosure mandated by the just-passed ethics code won't take effect until next year.) To cite one example: Pennsylvania's Sen. John Heinz, the pickle-and-ketchup scion, draws a $400,000-plus annual income from some $13 million in family trust funds and lives in a $437,000 Georgetown home. He's unique only in voluntarily disclosing financial facts that most rich lawmakers have kept secret.

Mr. Leahy, the son of a Vermont printer, isn't wealthy. In fact, his net worth has declined during his two years in the Senate to $45,132 from nearly $100,000. The decline, the Senator says, reflects the costs of renovating their Vermont home, "enormous" expenses of moving, unreimbursed Senate expenses and other heavy transition costs that hit a man moving from private life into politics.

Seeing Double

Mr. Leahy and his wife Marcelle, an ex-nurse, have three children (aged 12, 11 and 7), two cars, two houses and two versions of every bill the average homeowner pays. "Everything for us is doubled," comments Mrs. Leahy, who handles the bill-paying. "Two mortgages, two electric bills, two telephone bills. I look at his salary and I think, 'My God, we've got it made' but then you sit down and start paying double everything and it's a juggling act," she says.

Their Washington-area home is a handsome, brick three-bedroom town house, with the Vermont state flag flying in front and a tiny yard in back, in a suburban development in McLean, Va. It cost them $82,000, and brought them a $70,000 mortgage. "For this amount in Burlington, I'd have a luxury home," the Senator laments.

Their Vermont home, which they use in summertime and on trips back home, is a 130-year-old farmhouse on more than 100 acres of land near Middlesex. After moving to Washington, the Leahys sold what had been their permanent home in Burlington (for about $54,000) and spent about $30,000 to modernize and winterize the farmhouse.

Please Turn to Page 27, Column 1

A Lawmaker's Bills: A Senator's High Pay Can Prove To Be Amazingly Low, Leahy of Vermont Discovers

Continued From First Page

which had served only as a vacation retreat. Though some lawmakers have just a small apartment or nominal residence back home, the Leahys think it's important to keep a family home in Vermont to retain their sense of roots. "We want the kids to remember that they belong to Vermont," Marcelle says. "We don't want them to become Washingtonians."

Maintaining two homes is the main drain on Mr. Leahy's salary. Mortgage payments run $627 a month on their Virginia house and $369 a month on the Vermont farm. Property taxes are about $1,400 a year in Virginia and $2,000 a year in Vermont. Fuel and electric bills total about $150 a month in Virginia ("we wore our ski parkas in the house in January to save fuel," the Senator says) and about $550 for the full year on the farm. Insurance, repairs and other household bills likewise come in double doses.

The Leahy kids go to public schools in part because the budget won't permit costly private schooling. The Senator drives himself to work in his 1977 Dodge Aspen (payments: $205 a month), leaving the house a little after 6 a.m. to beat the rush-hour traffic to Washington, and normally returning between 7 p.m. and 8 p.m. He finds his early-morning hours in the office a good time to call Vermont farmers, who rise early, too, and to read every piece of mail from his constituents, who send him more than 100 letters a day.

"He calls me about 7:30 each day to say good morning," Marcelle reports.

Hefty Deductions

That $57,500-a-year annual salary doesn't look quite so princely when it's reduced to a once-a-month paycheck with hefty deductions. The gross monthly earnings of $4,791.66 shrink to a net take-home check of $2,673.01 after deductions of $2,118.65. More than one-third of the Senator's pay goes for withholding taxes -- $1,288 for the federal income tax and $351 for the state -- and another $383 a month is deducted for his government pension plan. (Under the plan, he'd get an annual pension of $8,625 at age 62 if he served only one six-year term, and at least $46,000 a year if he spent the next 30 years in Congress.)

The Senate salary is almost the entire family income for the Leahys. They own no stocks, bonds or income properties, and earn only a couple of hundred dollars a year in interest on their savings of about $7,000. Marcelle doesn't have a paying job; she feels she's needed at home by her young children.

The Senator last year earned about $1,900 in "honoraria" -- fees for giving speeches -- far less than the $25,000 or so that the Senate's big-name speechmakers talk themselves into each year.

The new congressional ethics code, which includes an $8,625 annual limit on outside earned income, won't really affect Mr. Leahy's finances. The Senate's big speechmakers are unhappy about the limit, and the Senate's rich men are glad that it won't apply to dividends, interest, business profits and other "unearned" income, but Sen. Leahy isn't in either group. The earnings limit won't take effect until 1979, anyway.

Fighting a Pay Raise

on Next page

with Vermont's fiscally conservative voters. "Partly, it's pressure from home," admits a Leahy staff aide. "There is a feeling at home that congressional staffs are bloated." Of the $568,341 available for staff expense this year, Mr. Leahy is budgeting to return about $146,000 unspent, the same amount he turned back last year.

His staff consists of 16 aides in Washington and seven in his home-state office in Burlington. Salaries range from $37,241 for his top Washington aide down to $6,102 for a clerk.

Like all Senators, Mr. Leahy gets lots of fringe benefits. He's entitled to two free parking spaces in the Senate's underground garage, and special auto license tags that keep police from ticketing his car if it's parked illegally.

Free Medical Care

If he needs a prescription drug, an X-ray, a physical checkup or treatment for a routine ailment, he can get free medical care at a clinic in the Capitol staffed by three full-time physicians. (The free care is for members of Congress only, not their families, and doesn't cover hospital bills.) If he wants potted plants for his office, the government's Botanic Garden will provide them without charge, and if he'd like some wall maps, the U.S. Geological Survey will send them over, for free. But the free haircut, an old congressional tradition, has just disappeared; starting April 1, the Senate barbershop began charging $3.50 to trim Senators' hair.

In addition to his personal and official expenses, Sen. Leahy has a third set of finances to keep track of -- his political fund. He ended his $150,000 Senate campaign in 1974 with a $40,000 campaign debt, and has slowly been raising money to pay it off. At the start of 1977, his campaign committee still owed $5,819. Contributions from unions, environmental groups and many individuals are helping wipe out the debt. Sen. Leahy plans a fund-raising function this month in Burlington, Vt., starring his friend Edward Kennedy of Massachusetts, and hopes to wind up 1977 out of the red.

Though Sen. Leahy and his wife talk freely of their financial situation, they wonder if the average person can see it as they do. Says Mrs. Leahy: "It's really difficult to understand what is going on here with us, and to relate it to life back home." The Senator adds: "I suspect some people back home will think I'm crying poor-mouth, but I'm not. I can't think of anything I'd rather be doing."

Fighting a Pay Raise

Though [illegible] former $44,600-a-year Senate salary was [illegible]-ely eaten up by living expenses, Mr. Leahy didn't feel comfortable with the $12,900 pay increase proposed this year for members of Congress. His mail ran strongly against it, and he knew that he soon would be voting for legislation demanding sacrifices from the voters, such as energy-tax increases. So he took a stand against the salary boost.

In February, Sen. Leahy joined 41 other Senators in voting to bring to the floor a motion to kill the pay increase, but the anti-pay raise move lost, 56 to 42. The House never voted on the pay boost, which automatically became effective in March.

Sen. Leahy doesn't believe the extra $12,900 will make much difference to him. Almost $6,000 of it will go to higher federal and state income-tax withholding, he notes, "and the rest will go to pay out-of-pocket expenses that everyone assumes are reimbursable, but aren't," he figures.

That comment reflects one of the oddities of the "billion-dollar Congress," so-called because this fiscal year's legislative-branch budget tops $1 billion, up sharply from $487 million five years ago. Although congressional staffs have grown, salaries have risen and expense allowances have increased, many lawmakers have found they must dig into their own pockets—or into privately donated funds—to supplement their official expense accounts.

Quirks in the Rules

Sen. Leahy figures that he had roughly $10,000 worth of unreimbursed expenses last year, including travel, entertainment and other items. By the quirks of Senate travel allowance rules, for example, transportation costs to and within his state are covered but food and hotel bills are not. A Senator may put newspapers and magazine subscriptions on his tab, but not books, reports or directories.

Vermont constituents visiting Washington often have lunch in the Senate dining room with Mr. Leahy, figuring it's on the house; but there's no such thing as a free lunch in Congress, and Sen. Leahy says such get-togethers cost him $1,500 to $2,000 last year. When he flies to Vermont for a weekend, local folks often complain that he should have brought his wife and children, he says. "I tell them that it would cost me $580," he adds, "and then they ask, 'Do you mean you don't come up in a government airplane?' "

Sen. Leahy is allowed 40 paid trips back to Vermont per year. He actually has made about 100 trips in two years, bringing his wife along (at his expense) about 15 times.

The Senator's total expense allowance, intended to cover travel, stationery, postage, telephone costs, subscriptions, expenses of a Vermont office and other items, amounts to $36,034. But he spends much more than that and makes up the difference himself. Unlike many Senators, Sen. Leahy doesn't have an "unofficial" office account, supported by private contributors, to help cover expenses; such "slush funds" have been abolished, effective next year, under the new ethics code.

Skimping on Staff

While overspending his expense account, he's underspending his staff allowance. Senators' staff allowances, based on state population, run from $449,063 for small states like Vermont up to $902,201 for the most populous state, California. In addition to the $449,063, Mr. Leahy gets a separate committee staff allowance of $139,278 to hire aides to help with his committee work on the Agriculture and Appropriations panels.

But Sen. Leahy deliberately underspends on his staff so he can turn money back in each year—a move undoubtedly popular

Alaska legisla

by Debbie Rainwand
News Writer

At $[illegible] a year, it may pay to be an Alaska legislator, but a recent survey shows California and New York lawmakers receive paychecks that top those in the 49th state.

While the base pay for a legislator in sunny California is $33,732, per diem payments amount to about $15,000 per year for the average elected representative. That means they receive more than $48,700 a year, according to a report issued by the National Conference of State Legislature.

Ranked second in annual earnings are New York legislators, who have a base pay of $43,000 with an average yearly per diem allowance of $4,000, for a total of $47,000. And while a New York lawmaker can expect to earn about $47,000, repre-

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Salaries

Continued from page A-1

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Chapados, a member of the Alaska Railroad board of directors, is active in the Fairbanks Chamber of Commerce.

The inclusion of public voting members on the committee is a first, according to an opinion drafted for Abood by legislative legal counsel Billy Berrier. Because there is no precedent, the legislators spent part of Tuesday's meeting setting up ground rules for the upcoming session.

Under the rules, the nine-member group will need two senators, two representatives and one public representative in order to do business, and a majority of any five members must agree in order for the panel to take any action.

Among the proposals the committee will review include the establishment of a salary commission independent from the legislature. More than 20 states have similar commissions, while another 20 legislatures set their own salaries.

Abood said the panel hopes to draft a bill that will diminish public concern over legislative pay raises. When lawmakers increased their pay from $22,000 a year to $46,800 a year in 1983, some public groups pushed for repeal of the raise.

Legislators' salaries

Continued from page A-1

daily allowances provided. That body generally meets for two months.

Other legislative bodies that receive minimal pay include those in Nebraska where the annual salary is $4,800 plus a $25 per diem allowance; Nevada, where lawmakers earn $6,240 a year, plus $56 a day living expenses; Georgia, where lawmakers receive $7,200 plus $59 a day during legislative sessions, and Maine with an annual salary of $7,500 plus $50 per diem.

The Alaska Legislature in 1983 voted to double yearly salaries from $22,000 to $46,800. In doing so, legislators terminated their $80 per diem payments which were the highest in the nation at that time.

Many lawmakers argued that dropping the per diem payments saved money because lawmakers could claim them during session, and during the interim when a legislator was on state business. However, the pay boost did substantially increase retirement benefits for the elected officials and was subject to public concern over the ability of a legislative body to give itself a hefty raise.

A special legislative salary committee was appointed this session to study the issue and report back to the Legislature in January of 1986. That panel had its first meeting Tuesday and will look at, among other things, an independent commission to regulate salaries.

In 21 states, a compensation commission provides that service, while in another 21 states lawmakers themselves decide when they need a raise. Eight states have constitutional provisions for increases in legislative pay.

In Alaska, many lawmakers say they don't particularly care who sets their pay, as long as it's "fair" and keeps up with inflation.

"The number one factor is whether or not it costs me money to do my job," said Sen. Mitch Abood, R-Anchorage. Abood chairs the joint salary committee.

"If I'm being paid $25,000 and it costs $50,000 to fly 800 miles to Juneau, set up a second home and operate out of there for 120 days, then that's not equitable," he said. "I'm interested in the salary commission idea, particularly if they use economic factors when determining what we should be paid."

Senate Minority Leader Bill Ray, D-Juneau, a member of the salary panel, agrees with Abood. "You have fishermen from Kodiak, businesswomen from Fairbanks and retired folks from all over serving in this legislature. You have to pay them enough so that they can support themselves and do a good job for the people," he said.

"The pay does not have to be excessive, it has to be reasonable. If a commission can do that, fine. If we can set up legal guidelines, that's acceptable, too," Ray said.

Alaska legislators among highest paid in nation

by Debbie Reinwand
Times Writer

At $48,800 a year, it may pay to be an Alaska legislator, but a recent survey shows California and New York lawmakers receive paychecks that top those in the 49th state.

While the base pay for a legislator in sunny California is $33,732, per diem payments amount to about $15,000 per year for the average elected representative. That means they receive more than $48,700 a year, according to a report issued by the National Conference of State Legislature.

Ranked second in annual earnings are New York legislators, who have a base pay of $43,000 with an average yearly per diem allowance of $4,000, for a total of $47,000. And while a New York lawmaker can expect to earn about $47,000, representatives in leadership positions take home an additional $25,000 to $50,000 a year.

Being selected presiding officer of either house in New York adds $30,000 to a legislator's paycheck, while the majority and minority leaders each garner an additional $25,000.

In contrast, the Alaska Senate president and speaker of the House of Representatives are given $800 compensation for holding leadership positions.

Of the 50 state legislatures, 43 receive per diem payments when lawmakers are in session, ranging from $15 a day in Utah to $85 each day in North Dakota.

While salaries in California, New York and Alaska top the legislative pay charts, officials in New Hampshire are on the bottom rung, earning $100 per year with no

See Legislators', page A-14

Legislative salary panel selected

by Debbie Reinwand
Times Writer

Former Anchorage Mayor George Sullivan and two other prominent Alaskans have been selected to help six elected officials examine the salaries of state legislators.

Sullivan, former Fairbanks lawmaker Frank Chapados and Ketchikan Daily News publisher Lew Williams were chosen from a field of eight candidates who had expressed interest in the committee or were nominated by legislators.

They will join three House and three Senate members on the committee, established by the legislature during the past regular session.

The committee will look over a controversial pay raise the Legislature voted for itself in the waning days of the 1983 session.

"I believe we had some really qualified people apply and the three chosen will do a fine job representing the views of the public in this endeavor," said committee chairman Sen. Mitch Abood, R-Anchorage.

Meeting Tuesday in a teleconference hearing, the legislators decided to choose one public member from Southeast, another from Southcentral and a third from the Interior-Bush regions of the state.

Williams, a longtime Alaska resident, has served on several statewide panels and is the lay member of the Alaska Judi-

See Salaries, page A-14

Salaries

Continued from page A-1

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economy from Japanese trade imbalance

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think Japan is will on its way to taking over our country, and because we are an uninformed people, we're paying them while they do it.

It's time for responsible newspapers like The Times, and others like it across the nation, to start informing the American people of the dangers we are facing from Japan.

If our senators, who are the upper branch fo the U.S. Congress, can't deal with this problem, then we should replace them with some who will.

This situation is not a time bomb that could come back and hurt us, it is seriously hurting the American people and our country now.

Let's all stop talking, and act now, before God forbid, it's too late.

As they remember Hiroshima, let us not forget Pearl Harbor.

Rena E. Griffin–Anchorage



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1,200 percent, steel and other materials, God only knows how much. Because of them, we're dependent on foreign countries, in the "friendly Arabs" for our oil and other products.

If they were actually in the pay of the Russians, they couldn't be doing a better job for them. After the environmentalists break us financially and get us more dependent on the foreign countries, all the Russians will have to do is walk in and own us.

Please people, wise up. Most of believe in conserving and tak-

Disappointed by choices

8/20/85 home

Dear Editor:

Several weeks ago, your newspaper carried a story — "Three public members are being recruited to serve on a special committee on legislative salaries, one from the Railbelt, one Southeast, and one from Interior-/rural regions of the state." I responded to the article — willing to serve instead of sitting back and complaining about the legislature.

Although I have lived in Alaska 30 years and have continuously served my community, your newspaper reported I was a candidate who was an employee of Sohio Alaska Petroleum Company. I did not apply for the position on my work record with an oil company but as a concerned citizen. My efforts were in vain — the "public" members are three of the good old boys, well-connected politically. (The selection from our area — the former mayor of Anchorage — recently withdrew from a campaign as governor.)

The legislators can count on their "public" members not to rock the boat, while the written record shows a wonderful innovation — a legislative committee with public members. Rubbish!

Jean Parsons
Anchorage

Misstatements of facts on AIDS

Dear Editor:

Norma Tillett's letter of Aug. 13 regarding AIDS has some misstatements of fact.

1. Research to date has shown that casual contact has not spread AIDS either among hospital employees or among household contacts. There is no evidence that sneezing or touching can transmit it.

2. While deadly once inside the body, the virus is easily killed outside the body and is difficult to transmit person-to-person.

3. Anyone, male or female, heterosexual or homosexual, can acquire the disease if the necessary intimate contact with a carrier takes place.

4. In other countries, especially in Africa, a high percentage of cases have occurred in allegedly heterosexual people.

5. The definition of 'homosexual' is not simple. Two out of five American men have had a

Are they 'homosexual'? Many men who self-identify as 'gay' are totally chaste, and many others in long-term male-male relationships are completely monogamous. Are they to be punished despite their chastity and fidelity?

It appears that Ms. Tillett is trying to stigmatize a serious medical disease. In the past a similar stigmatization was done with the plague, smallpox, tuberculosis, syphilis, and cancer. In each the stigma was compounded out of fear, ignorance and religious zeal. In each the stigma made more difficult both research into the disease and treatment of its victims, and it hurt a lot of innocent people needlessly.

If Ms. Tillett really wants to help in this major health crisis, she might consider writing to our three congressmen to urge their support for increased funding for

Panel seeks alternative to unpopular legislative pay system

8-19-85 (AP)

By GREG GADBERRY
Daily News reporter

If Alaska legislators are unable to replace their controversial pay system, Alaska voters will be happy to make the changes for them at the polls next year, members of a special legislative pay committee said Sunday.

To head off such a vote, the legislative committee agreed Sunday to suggest replacements for the pay system and find a less controversial method of setting pay in the first place.

The Joint Special Committee on Legislative Salaries, formed earlier this year, met Sunday in Anchorage to organize its work for the next several months. The committee — made up of three representatives, three senators and three members of the general public — is to report its findings on the first day of the 1986 session.

At issue is what one committee member, Rep. Ron Larson, D-Palmer, called the "most misunderstood" issue before Alaskans today — legislators' pay.

In 1983, state representatives earned a base salary of about $21,000 a year, coupled with an $80-a-day per diem during the legislative session and $4,000 in expenses. But in the last days of that year's session, that pay plan was abandoned.

Under the new system, per diem payments disappeared in favor of a base salary more than twice as large as before.

The plan was born amid howls of outrage. Since then, there have been moves aplenty both in and out of the capital to repeal the plan.

A repeal measure will probably make it onto the 1986 ballot unless the legislature finds a way of substantially altering the system, committee members agreed Sunday.

"I would guess it would pass quite handily," said former Anchorage mayor George Sullivan, one of three members of the public on t committee.

Legislators on the speci committee said they didn feel overpai 1 under the 19 pay system. Sen. Bettye Fa renkamp, D-Fairbanks, to committee members she pro ably earned less under th new plan than under the ol one. Per diem payments t legislators weren't taxabl legislators said. The increase base salary is.

See Page B-3, COMMITTE

Committee looks for alternatives to legislative pay system

Continued from Page B-1

"I don't know a single member on our side of the fence who thinks they make too much money," Fahrenkamp said. She added that members of the public would probably think legislators overpaid "even if we made only $10,000."

Each committee member agreed to bring forward their own recommended pay plans, plans that are modifications of both the old and new legislative salary systems.

Fahrenkamp, for example, said she favored a system where those legislators who work on more committees get more dollars. Larson, however, said that plan — like the old per diem system — was unfair to members of the minority in the legislature who may have fewer assignnments and dollars to take home.

Committee members did agree that the proposed new system should, as Rep. John Sund, D-Ketchikan suggested, provide enough cash so that almost anyone could afford to serve.



The committee will meet again Sept. 13 in Anchorage to discuss pay proposals



Pay-rate setting for members of Congress

By Jody Powell

JAMES MADISON tried to get the Constitutional Convention to recognize that having the Congress determine its own compensation "was an indecent thing" and suggested amendments that would avoid the problem.

Of course Madison's concern was that Congress might pay itself too much, and the present problem is just the reverse. But his apprehension that the members of Congress might be "too much interested to ascertain their own compensation" has turned out to be entirely valid. The basic problem is still, as Madison observed, "the seeming impropriety in leaving any set of men . . . to put their hands into the public coffers, to take out money to put in their pockets." The difference has turned out to be that the seeming "indecency" and "impropriety" of the system have resulted in a persistent refusal of the Congress to pay itself enough.

The latest Commission on Executive, Legislative, and Judicial Salaries recently heard former Senate Majority Leader Howard Baker say without equivocation that the Congress is "institutionally incapable" of setting its own salaries.

The problem facing the commission, which has wisely determined to focus on the mechanism for determining compensation rather than just the amount of the next raise, is that the average American is not inclined to feel sorry for someone making $75,000 a year. But the real consideration is not what is happening to the Congress, but what is happening to our system of government.

BAKER'S CONCERN is that we are altering the nature and function of representative government, that we are turning the members of Congress into "elected bureaucrats" and "career professionals" whose relationship with the institutions and interests of official Washington are broader and tighter than those with the constituencies they are elected to represent.

Since 1970 the cost of living, as measured by the Consumer Price Index, has increased almost 200 percent while congressional salaries have risen by only 76 percent.

A large portion of those in Congress circumvent the legal requirement that they maintain a residence in the district or state they represent. That "home" address often turns out to be the residence of a parent, sister or aunt. The real "home" for most senators and representatives is Washington because inadequate compensation makes it impossible for them to afford to do otherwise.

Increasingly, as commission chairman and former New Jersey Sen. Nicholas Brady pointed out, both houses are filled by individuals who are independently wealthy or have no families or both — for the simple reason that they are the only ones who can afford the privilege of serving.

FOR THOSE middle-class families who do try, the situation can be painful and humiliating. Lobbyists, who decry an underpaid Congress even though it increases their leverage, tell of sheepish requests from members who need a speaking engagement "to make ends meet this month." Interest groups find themselves setting up breakfasts and luncheons for the sole purpose of channeling speaking fees to members of Congress.

Though exact figures are impossible to come by for obvious reasons, it is widely reported that as many as 20 congressmen "live out of their offices." Most are members who have families back home and can't afford another house or apartment in Washington.

Baker's solution is a constitutional commission that would set salaries for senators and congressmen. He would also look with favor upon a constitutional amendment to allow the Supreme Court to set congressional salaries.

Though amending the Constitution sounds extreme, it is, in fact, the only way to remove the decision from the hands of those "too much interested" to make a rational judgment.

MARCH 4, 1985
ANCHORAGE TIMES

RECEIVED MAR 7 1985

Dear Colleague:

This newspaper article by a nationally syndicated columnist about congressional pay levels is directly analogous to the Alaska legislative pay issue.

Former Senate Majority Leader, Howard Baker, is proposing that an independent commission be established to set congressional pay. Alternatively, he suggests that the Supreme Court could do it. The point is, a legislative body should not set its own pay.

Please review HB 129, attached. It would establish an independent commission to set the pay of Alaskan legislators. I welcome your co-sponsorship and solicit your support to enact this bill as soon as practical.

Best regards,

Marco (mk)

Marco A. Pignalberi
State Representative

MAP:mk

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE

BY PIGNALBERI, PHILLIPS AND JENKINS

HOUSE BILL NO. 129

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators; establishing a commission on legislative compensation; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The compensation of a legislator shall be established in accordance with AS 24.15.080 - 24.15.110.

* Sec. 2. AS 24.15 is amended by adding new sections to read:

ARTICLE 3. COMMISSION ON LEGISLATIVE COMPENSATION.

Sec. 24.15.080. COMPENSATION COMMISSION ESTABLISHED. (a) The Commission on Legislative Compensation is established. The commission is composed of five members appointed jointly by the president of the senate and the speaker of the house for terms of four years. Commission membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration and one representative of a labor organization. A vacancy shall be filled for the balance of the unexpired term.

(b) The commission shall annually elect a member to chair its meetings. A majority of the commission members constitutes a quorum to transact business. A majority of the members must approve the commission's recommendations on legislative compensation.

(c) The commission shall meet at the call of the chair. Notice

effective date of this Act shall remain in effect until the commission has recommended a change and the legislature has adopted it in accordance with AS 24.15.100.

* Sec. 5. This Act takes effect immediately in accordance with AS 01.-10.070(c).

Alaska State Legislature
House of Representatives

Official Business

Office of the Majority Caucus

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(907) 452-3421

RECEIVED 3/1/85

MEMORANDUM

To: Rep. Mike Szymanski; Rep. Pat Pourchot
From: John Baker
Date: February 26, 1985

Re: Opinion in Anchorage on Legislative Pay Raise

I think you should be aware of a growing perception in Anchorage that nothing will be done this session about the legislative pay raise.

Not only are both Anchorage papers (refer to editorial in 2/25/85 Anchorage Daily News) now warning against legislative inaction, but "man in the street" opinion is moving toward the conclusion that legislators will "dump" the issue on the voters on the 1986 ballot. It seems likely that such an eventuality would represent a lost opportunity for legislators to demonstrate resolve, and responsiveness to public opinion.

Just thought you should be advised of the apparent mood up here. More as it develops.

Anchorage Daily News

Winner, 1976 Pulitzer Prize Gold Medal for Public Service

Gerald E. Grilly
Publisher

Howard Weaver
Managing Editor

Steve Lindbeck
Editorial Page Editor

Katherine Fanning, Editor and Publisher 1971 to
Lawrence Fanning, Editor and Publisher 1967 to 1971

Alaska's Only Morning Newspaper • Founded in 1946 by Norman C. Brunt

Feb. 26

Pension hike worst aspect of pay raise

It's disheartening to read about the apparent indifference of legislative leaders — House Speaker Ben Grussendorf and Senate Majority Leader Rick Halford, to name two — about Alaskans' widespread dissatisfaction with the 1983 legislative pay raise. This is a problem the legislature should deal with; indeed, it's a problem many legislators campaigned on a promise to deal with. But apparently they won't.

Rep. Grussendorf, perhaps unwittingly, revealed the problem pretty clearly the other day when he said the question would be on the ballot in 1986 and that, "Since it's going to be on the ballot, there's no rush to deal with it this session." Translated, that means something like: The voters can decide, so don't bother us now.

That's too bad, because the legislature can and should settle the flap on its own. All it really needs to do is remove the worst features of the pay raise bill.

The 1983 pay raise pushed legislative salaries from $20,000 to $46,800 while removing per diem payments. That was a pretty healthy raise, even in oil-rich Alaska. But the worst thing about the pay raise was that it considerably jacked up pension benefits for legislators of longstanding service — and that considerably changed a legislator's relationship toward the office by adding a major financial incentive for simple longevity.

Alaskans don't need legislators who remain in office because, on the margin, pension benefits are attractive. Alaskans need legislators with conviction, courage, brains and public spirit who will remain in office so long as they can contribute affirmatively — and no longer.

Alaskans should pay their legislators well — so that the job will attract high-quality candidates to an important, demanding job; so that legislators will have less need for outside sources of income; and so that Alaskans from all walks of life, and not just the independently wealthy, can afford to serve.

Legislators, for their part, shouldn't have to take such blatantly self-serving action as setting their own pay and benefits, a task that would be better suited to an independent salary commission charged with the task. Legislators should do their job strictly in service to public needs and public purposes — with no illusions or blandishments about what public service holds for them.

The pension system, particularly as it was inflated by the 1983 pay raise, is a corruption of all that. It tempts even the most public-spirited legislator to consider personal interests in legislative longevity quite apart from the craft of government and politics.

The ideal solution would preserve whatever part of the pay raise the public would stand for, banish pension benefits altogether, and create an independent salary commission to handle such matters in the future. Do those things and Alaskans surely would be willing to pay legislators adequately for doing a tough and vital job. Do nothing and Alaskans will surely revoke the 1983 pay and benefits hike altogether when that ballot question comes around in 1986. That would put everyone — except a few long-time legislators whose pensions had been hiked — back where the whole mess started.

Daily News
2/21/85

Legislative raise repeal unlikely soon

By ANN CONY
Daily News reporter

JUNEAU — Key members of the state legislature acknowledged Wednesday that it appears lawmakers are not likely to repeal their 1983 pay raise this session.

Many successful candidates for the legislature campaigned last fall against the pay raise, and several bills have been introduced to scale back legislative pay to its previous level.

The House majority coalition's stated goals for this session include "addressing the legislative pay raise," but apparently that doesn't necessarily mean repealing it.

"In the election of '86, the question (of repealing the pay raise) is going to be on the ballot," noted House Speaker Ben Grussendorf, D-Sitka. "Since it's going to be on the ballot, there's no rush to deal with it this session."

Grussendorf said the legislature has more pressing business to tackle, such as deciding where to cut the governor's proposed budget and how to resolve problems with the Alaska Longevity Bonus program.

See Back Page, REPEAL

Repeal of legislators' 1983 pay raise not likely during this session, key lawmakers say

Continued from Page A-1

"There are a lot more important things coming up right now," agreed Sen. Mitch Abood, R-Anchorage. "Given the problems we have now and the 120-day session limit, it doesn't seem likely we'll get something substantial done on that (repeal) bill."

Abood is chairman of the Senate State Affairs Committee, which has before it three bills aimed at repealing the pay raise and establishing a commission to deal with legislative salaries.

Before the pay hike, lawmakers drew an annual salary of $20,000 and were paid an $80-a-day expense allowance during the session. They also received $4,000 a year for miscellaneous office expenses, but were not required to show receipts for those expenses.

In 1983, lawmakers more than doubled their salary, to $46,800, and kept the additional $4,000 office allowance. They abolished the $80-a-day expense allowance and cited that as part of the justification for the pay increase.

But under the new system, lawmakers' pensions, which are based on the salary and office allowance, benefited.

For most lawmakers, pension payments are calculated on the highest average salary collected in any three consecutive years as a public employee.

If the pay raise were repealed this year, the old salary would bring down the high average of the last two years.

Abood and Grussendorf said it's likely the legislature will work on the pay raise, and the salary commission idea, in the interim between this session and next.

Senate Majority Leader Rick Halford said he hasn't paid much attention to bills aimed at repealing the pay raise but acknowledged that he would know about it if passage were a high priority for the Senate majority coalition this session.

Senate President Don Bennett, R-Fairbanks, said he didn't have time Wednesday to discuss repeal of the pay raise.

Rep. Katie Hurley, D-Wasilla, is the prime sponsor of a House bill to roll back the pay hike. Her bill and similar ones are in the House State Affairs Committee, which she chairs.

Hurley, who campaigned against the pay raise, said she wants to see the raise repealed this session, in part to assure the question can be removed from the 1986 ballot.

"If it's on the ballot in '86 it becomes a big campaign issue again when we ought to be talking about more substantive issues," she said.

Hurley estimated there's a 50-50 chance of the repeal passing the House this session but conceded that repeal is not likely to go anywhere without the support of the leadership in both houses of the legislature.

Grussendorf, as part of his duties as Speaker of the House, has referred the repeal and related bills to four committees, instead of the usual three, which will make it more difficult for those bills to reach the House floor for a vote this session.

State Affairs is the first of the four committees, and one of the next stops will be the House Judiciary Committee. Judiciary Chairman Mike Miller, D-Juneau, proposed the pay raise in 1983.

Grussendorf and Abood defended the pay raise, although Grussendorf said he voted against it in 1983 and Abood said he'd vote to repeal it if that's what his constituents demand.

Although the framers of the state constitution envisioned a part-time citizen legislature, the reality of handling billions of dollars a year in oil revenues and the problems accompanying state population growth have turned the job into year-round work, they said.

"You can't say to your constituents five months before the session starts, 'Hey, don't bother me now,' " Grussendorf said.

"There's a part of the public that wants to see the pay raise repealed," Abood said. "I don't believe they understand what the situation is . . . They want us to be part time legislators and deal with full-time problems. But it can't be done. The public has got to understand they can't have their cake and eat it too."

If repeal of the pay raise is put off until next year, Alaskans might see a virtual replay of events from the mid-1970s.

Lawmakers invoked public indignation in 1975, when they raised their salaries from $9,000 to $14,700.

In 1976, the legislature established a salary commission, and in the fall of that year voters took away the 1975 pay raise with a ballot initiative.

The salary commission was abolished in 1980.

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S-4-PS

Juneau

THE GENERAL view of this year's legislative session has been positive — at least from the standpoint that the deportment of the individual lawmakers has been good, in sharp contrast to many sessions of the past decade.

But deportment wasn't the issue Wednesday when the members of the House acted in a way that was both extremely disappointing and reflective of the reason so many Alaskans hold the legislature in low esteem.

On a 24-15 vote, the House decided to appoint an interim panel to study whether or not to roll back the huge pay raise members gave themselves at the end of the 1983 session. How ridiculous.

The legislators know good and well that a vast majority of Alaskans are upset with that pay raise — and almost certainly will vote next year, at their first opportunity to do so, to repeal the pay hike by a referendum vote.

The legislators also know fully well that Wednesday's vote was nothing more than a stalling mechanism to see to it that no bill to repeal the pay hike will be considered before this session ends a week from Monday.

It's a black mark on the '85 session that won't be easily rubbed away.

THERE ARE, it needs to be said, some members of the legislature who fought to bring about the roll-back. Some of them argued vigorously on the House floor against the proposal to pass the buck to an interim committee.

Their arguments were based on sound reasoning.

Why, they asked, must an interim panel research and review the pay raise?

Why should the state have to go to the effort to find out how much other states pay their legislators when the information is already at hand? (Indeed, copies of other-state pay rates for lawmakers were being circulated in the House while the debate was going on.)

The answers are obvious.

Some lawmakers like being the highest paid legislatos in the United States. Their hearts palpitate in anticipation of receiving generous pensions based on the high salary levels. At the same time, however, they don't want to be on record as being against the pay cut because they know how the voters view the pay raise. Thus they opted for a cop-out — the formation of an interim panel, as a means of disguising the fact they really want to keep the high pay in place.

WELL, A lot of Alaskans are smart enough to see through the ruse — a fact that might surprise some of the legislators when they get home after the session ends. Some voters may even remember by the time elections roll around again in 1986.

But for the moment, for your clip-and-save file, here's a list of those who voted in favor of the measure which effectively killed repeal of the legislative pay raise this session:

Yes: Reps. Red Boucher, D-Anchorage; Bette Cato, D-Valdez; Don Clocksin, D-Anchorage; Sam Cotten, D-Eagle River; Mike Davis, D-Fairbanks; Jim Duncan, D-Juneau; Steve Frank, R-Fairbanks; Walt Furnace, R-Anchorage; Max Gruenberg, D-Anchorage; Adelheid Herrmann, D-Naknek; Niilo Koponen, D-Fairbanks; Ron Larson, D-Palmer; Mike Miller, D-Juneau; Mike Miller, R-North Pole; Mike Navarre, D-Kenai; Marco Pignalberi, R-Anchorage; Steve Rieger, R-Anchorage; John Ringstad, R-Fairbanks; Dick Shultz, R-Tok; John Sund, D-Ketchikan; Mike Szymanski, D-Anchorage; Robin Taylor, R-Wrangell; Dave Thompson, R-Kodiak; Rick Uehling, R-Anchorage.

Rep. Pat Pouchot

Editoria

EDITORIAL, ANCHORAGE TIMES,
JANUARY 28, 1985

Delaying tactics

IT IS discouraging to learn that the chairman of the House State Affairs Committee plans additional hearings on a bill to repeal the pay increase Alaska legislators gave themselves in the closing days of the 1983 session.

The measure has been discussed to death. Thousands of Alaskans have signed petitions to bring the matter to a vote on next year's general election ballot, at which time the pay increase certainly will be repealed by referendum — unless the lawmakers show enough gumption before then to do the job themselves.

The committee held a hearing Saturday on proposed legislation to repeal the raise and got an earful of the public's feeling about the matter.

No more talk is necessary.

THE RAISE eliminated the $80 per diem payments legislators have been drawing for each day they are away from home on state business. It increased their annual salaries from $20,000 to $46,200. It made Alaska's lawmakers, who serve the smallest population in the nation, the highest paid in all the states. Because their salaries determine the amount of pensions legislators will receive, the raise ballooned the amounts that will appear on those retirement checks.

The raise was unnecessary, unearned and violently unpopular with a vast majority of Alaskans.

The legislators know good and well that it will be repealed overwhelmingly if they let this issue run its course and go to the 1986 ballot. Their reason to delay action now is to pocket the higher salaries — and credit toward their retirement benefits — that will accrue prior to the '86 repeal.

THE 1985 legislature, however, has the power to end all the monkey business by acting now to rescind the increase. Delaying action on any one of the five repeal bills that have been introduced only postpones the inevitable. A call for further hearings can only be construed as a way to delay a vote.

As one witness at Saturday's hearings pointed out, the state would save about $1 million a year if the raise is repealed.

Alaskans are ready for that to happen — not at the end of this session nor even in the middle, but now.

Early breakup

THE LATEST development in this crazy winter of '85, the big melt that took place over the weekend, has its bright side.

Those who were out and about Sunday were forced to dodge huge puddles in the streets, to take extra care walking on the slippery sidewalks and keep at least one eye alert to passing motorists whose vehicles were splashing water every which way.

Difficult as it might be to see anything good in all the sloppy mess, it should be remembered that for every drop of melt that goes into the drainpipes now, one less will be around for the big breakup in the spring.

Anchorage residents might even enjoy this year's breakup season. There might not be anything left to break up.

Pay raise repeal needed

EDITORIAL, FAIRBANKS DAILY NEWS-MINER, MARCH 25, 1985

With the legislative session now well past the halfway mark (today is the 71st day in the 120-day session), we're disappointed legislators haven't been more aggressive in addressing their own pay rates.

There's still time, though, for the 14th Alaska Legislature to repeal the exorbitant raise adopted by the 13th, set up a mechanism to determine future salary levels, and thereby take a large step toward restoring voter confidence in this branch of government.

Voters will take up the job of repealing the pay raise through an initiative vote scheduled for 1986 if lawmakers haven't done the job themselves. We think the outcome of the ballot issue is not much of a mystery, and charge legislators with setting their budget concerns onto this issue and passing the repeal themselves this year. Such an action would make moot the 1986 ballot issue and it would be removed from the ballot.

The House State Affairs Committee, chaired by Anchorage Rep. Katie Hurley, a supporter of the pay raise repeal, passed out a bill (HB 48) earlier this month. The bill's next stop, though, was the Judiciary Committee, where it is unlikely to see action unless Alaskans put some pressure on Chairman Mike Miller of Juneau. Miller was the sponsor of the 1983 amendment that raised legislative salaries from $20,000 plus $80 per day per diem during the session to $46,000 with no per diem.

It's too bad that legislators like Rep. Miller don't see the light of day on this issue.

Alaskans don't want a full-time Legislature earning full-time pay. We adopted a session limit in part to prevent that from happening. It should be obvious that the current pay schedule and retirement benefits are way out of step for the part-time citizen-legislator nature of the job.

What's really needed is an independent commission that could periodically examine legislative salaries and make recommendations that lawmakers could enact.

The first step, though, is to repeal the exorbitant raise of 1983. That action should come during this session.

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T.A. Durr
Managing Editor

Prudence in Juneau

ONE BRIGHT STAR is shining through the clouds of the Alaska political world. It is the performance of the 1985 legislature now in session at Juneau.

The legislators are behaving more nearly like statesmen than they have in recent years. Instead of fussing and fuming over the issues before them, they are searching for ways to resolve their differences and come up with constructive legislation.

This is a remarkable contrast to last year's session which, at times, set up a noisy din like that of a truck loaded with empty milk cans colliding with a train loaded with live geese.

This new attitude was reflected in the Senate action approving an amended version of its longevity bonus plan. The amendment stubbornly on their separate plans, the two houses made a deal. Each will pass its own plan and the two conflicting bills will then be referred to a conference committee where a compromise will be attempted.

This kind of legislative effort shines like a bright star although it should be a routine incident. The storms and turbulence of past sessions have given way to what appears to be a sincere effort to find solutions to problems rather than drawing battle lines and standing pat.

SOME LEGISLATORS attribute this new attitude to the voters. They say the returns in the last election showed they were not inclined to vote for those who engaged in fussing and fum-

ALASKA FEVER



MARCH 22, 1985
ANCHORAGE TIMES

The Anchorage Times

Editoria

Pensions at stake

THE WRITER of a Letter to the Editor published in this newspaper Tuesday called state lawmakers on the carpet for not fulfilling their campaign promises to repeal the pay raise legislators gave themselves in 1983.

The author, David M. Oathout, is one of many Alaskans who are coming to the realization that repeal is unlikely this session because it would deny some veteran lawmakers generous pensions in their retirement.

Legislators — some of them, anyway — are avoiding the issue by telling the voters that repeal of the pay raise will be on the ballot in 1986, so the session should concentrate on more pressing matters.

Legislators' pensions are based on their three highest years' earnings. By 1986 some of them will have drawn the higher salary for three years. So even if the voters repeal the pay raise next year, the higher base for pensions will apply for the rest of their lives.

THE PAY RAISE, which doubled legislators' salaries to $46,800 and made them the highest paid state lawmakers in the United States, was among the most unpopular actions of any legislature in Alaska's history. All across the state, Alaskans reacted with anger and disbelief. The raise made it clear to the voters that the politicians who were representing them in Juneau were self-serving individuals out to line their own pockets with some of the state's oil bonanza.

Not widely realized at the time was the effect the raise would have on legislators' pensions. They, too, would be doubled in some cases. Thus, their pockets would be lined for a long, long time.

REPEALING the raise effective July 1, the beginning of the next fiscal year, would save the state $1.1 million in legislative salaries next year and another $300,000 in pension payments down the line. Few would deny that such a move is appropriate at a time when state revenues are declining.

There are several bills in the hopper that deal with repeal, which indicates that some legislators are anxious to get rid of the raise. But the bills aren't moving. One of them, a House bill that received broad support during a hearing in Anchorage early in the session, has been stuck for weeks in the House Judiciary Committee.

Those with power in the legislature — generally those who've been there a long time and stand to benefit the most from a delay — are once again succeeding in thwarting the public interest in order to serve their own purposes.

If the legislature doesn't repeal the raise this year, the voters will certainly do it next year. That will be too late to stop today's legislators from retiring for life at the higher pension, but it certainly will block future legislators from enjoying the same plush retirement.

still under review. One fact that had impressed the Pentagon generals is that building costs at Fort Wainwright are ten times higher than those for construction at Fort Richardson.

The criteria for selecting the location for headquarters are such that Fort Richardson is favored over Fort Wainwright. They include proximity to the Alaskan Air Command headquarters and be concerned for their own welfare, regardless of the fact that their friends at Fairbanks interpret their concern as against Fairbanks' desires to enjoy substantial growth in the Fort Wainwright military establishment. There has never been local opposition to growth there. The opposition is only against removal of the military already here.

How to save a million

LEGISLATORS and the governor are perspiring heavily over some tough budget problems. It's beginning to appear the state spending program may be pared down considerably, just as many lawmakers had been forecasting at the beginning of the session.

Because oil income has dropped off significantly, there is talk about state employee layoffs, reductions in loan programs, retrenchment in departmental operating budgets and denial of pay increases already negotiated for state employees.

There also are discussions of a next-to-nothing capital budget for next year, in sharp contrast to the massive ones in recent years.

EACH OF THESE options is serious business.

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ONE OPTION not being seriously discussed by the legislators would be popular with many Alaskans. It also would save the state more than $1 million next year alone.

By simply by rolling back the exorbitant pay increase they gave themselves two years ago, the legislators not only would save a million bucks but also would set a nice tone for the remaining five weeks of the session. It would show Alaskans that their elected representatives are putting service above self as they come to grips with the most serious financial problem the legislature has had to face since it started going wild a few years ago when the oil money began to flow.

What others say

From The Fairbanks News-Miner

FOR THE THIRD time, Anchorage has been named an All-America city, an honor not many communities earn even once. Coping with growth of the scale Anchorage has seen has been a major challenge. Our congratulations to our neighbors for a well-deserved honor.

Mario Cu

By William A. Ru

4/5/85 Anchorage Times

New York — In his 1982 race New York, Mario, Cuomo was dis sion commercials surrounded by handsome Italian family, bragging devotion to the "family values."

Then came Cuomo's inaugural dropped the other shoe. The "famil talking about, it turned out, was New York" — all 18 million of us — new governor's expansive plans f various sorts not a single one of our or sisters was to be overlooked or sli

I WASN'T ESPECIALLY su Cuomo set the Democratic conventio cisco on its ear last summer with a br Ronald Reagan and his administrati old Politics of Envy, rancid and an with a passionate conviction that ha lshed on those themes since the depth Depression.

But now 1988 looms ahead, and moved to the right. In an article in public, reporter Fred Barnes tells us now aspires to be known simply as a pragmatist."

In the words of one close Cuomo ass heart is on the left, but his wallet's o Aides point to various speeches and p over the years in which Cuomo did inde atively conservative positions on certai tably crime.

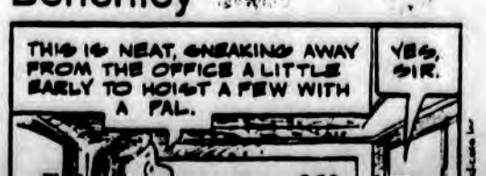
AND WHAT ABOUT that speech Francisco? Aw, shucks, that was just a campaign oratory.

Certainly Cuomo makes no bones wide gap between his raucous campaig what he regards as his commendably record as governor. "You campaign in p govern in prose," is his winning way of pu

According to Barnes, Cuomo's politica think that in foreign policy they have a their man can play whichever way looks in 1988. As one points out, if Cuomo's lil paint proves inconveniently hard to rem could come out and say, 'Sure, I'm liber mestic issues, but look how conservative foreign policy.'"

Just how much of all this tergiversatin can voters will buy is another question. Pe I am satisfied that at San Francisco last we saw the real Mario Cuomo, but will th remember that savage performance? Will only a shrewd, swivel-hipped opportunist, ging downfield toward the White House?

Benchley



Opinion

JUNEAU EMPIRE

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Saving money everyone's job

Just as an army depends on its foot soldiers, Alaska legislators depend on their staffers to take care of business. This year, the main order of business has been closely scrutinizing every nook and cranny of the state's budget. Each department and agency has been undergoing extensive review — and many cuts — as the state's leaders look for ways to save some $400 million.

During some previous sessions, such a task would have sent coalition leaders scrambling. This session, legislators have gone about this difficult job in a professional and level-headed manner, a point they can take pride in.

One issue, however, comes to mind. Just as each state department is undergoing close scrutiny and cuts, perhaps legislators should take a systematic look at their $46,000 annual salaries and the way their staffs' salaries, which range up to $5,000 a month, were determined. It isn't being critical to do this, and it's not a reflection on their performance. It's just asking that everyone realize the state's leaders can no longer pay what they want, only what they can afford.

Of equal concern is the administration's hiring freeze, which hasn't quite set. Early this year, the governor established a $70,000-a-year science adviser. Now the Department of Administration has hired a $50,000-a-year information officer. It would be difficult to argue that either job is necessary for state government to operate.

Again, this is not a tirade against legislative staffers or hiring people who are absolutely essential to the well-being of the state. It's just our belief that as long as belt-tightening is the order of the day, everyone should do it.

Stockr

Los Angeles Times Syndicate

David Stockman rang for one o assistants. "I'm going up on the H testify today. What segment of population haven't we offended y

"Let's see. You have the farr mad at you, the students up in a and the military want your scalp. about the American Indians?"

"I'm saving them for later. Ar veterans ticked off?"

"They certainly are, particularl ter you charged that the military more interested in protecting t pensions than their country."

"Can't anybody take a joke?"

"It's hard to get people to la Dave, when their ox is being gore

"My job is to gore oxen. What sa cows are left?"

"Would you want to take on lawy They cost the country billions of lars every year."

"No one gives you credit for att ing lawyers," Stockman repl

Letters

Subsistence and wolf control

Dear Editor:

With respect to aerial wolf hunt and Interior moose populations, we are concerned with the subsiste needs of rural Interior residents. I we find it unusual that they do not s port efforts other than wolf contro protect their own food supply. For ample, they do not want to temporar prohibit non-local sport hunters fr hunting moose in their local ar when moose populations are suppos ly so low as to require wolf contr Neither do they support efforts to r trict the use of aircraft and ATVs u for hunting at least until the moose a caribou populations have a change recover. They don't even seem v interested in having good populat data or in reducing rampant ille hunting. And, especially in view urban and rural Alaska's explod population and increasing access, th don't support steps to limit increase hunting activity while moose or ca

'ials

Robert B. Atwood
President and Publisher

Elaine Atwood
Assistant Publisher

V
Vice Pr

William J. Hofer
General Manager

T.A. Durr
Managing Editor

Clin
Edi

ALASKA FEVER



POLITICS TODAY



A valuable catch for the Republicans

By Jack W. Germond and Jules Witcover

Washington — The Republicans can be forgiven their display of enthusiasm at the decision of Jeane Kirkpatrick to switch parties and become a Republican in name as well as in behavior.

These are heady days for the Republicans in the aftermath of President Reagan's extraordinary triumph last Nov. 6. And from the White House on down, they are giving a high priority to persuading Democrats to abandon their party and join the winners of the moment.

Moreover, the Republicans are enjoying considerable success, at several levels. Opinion surveys show the number of voters who identify themselves as Republican rather than Democratic has increased rapidly in the last few months — to the point where the two parties are essentially even.

KIRKPATRICK, THE ambassador to the United Nations during Reagan's first term, is obviously a valuable catch. Her conversion can be used as further evidence that all the best people are changing parties these days. That special credential was reflected in the fact that Vice President George Bush joined the conversion ceremony, and that President Reagan sent a letter testifying that he had found his own decision to change parties eminently satisfying.

As a practical matter, however,

TV: contrasts and causes

OPINION

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APRIL 12, 1985
JUNEAU EMPIRE

What others say

Legislative pay should be cut

—The following is reprinted from the April 5, 1985 edition of the Anchorage Times.

Legislators and the governor are perspiring heavily over some tough budget problems. It's beginning to appear the state spending program may be pared down considerably, just as many lawmakers had been forecasting at the beginning of the session.

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There also are discussions of a next-to-nothing capital budget for next year, in sharp contrast to the massive ones in recent years.

Each of these options is serious business.

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Severe reductions in the capital budget deny communities and regions of needed facilities. They are a sharp blow to the construction industry and, therefore, to the economy of the state.

One option not being seriously discussed by the legislators would be popular with many Alaskans. It also would save the state more than $1 million next year alone.

By simply by rolling back the exorbitant pay increase they gave themselves two years ago not only would save a million bucks but also would set a nice tone for the remaining five weeks of the session. It would show Alaskans that their elected representatives are putting service above self as they come to grips with the most serious financial problem the legislature has had to face since it started going wild a few years ago when the oil money began to flow.

Editorials

Robert B. Atwood
President and Publisher

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General Manager

Politicians' paychecks

THE GOVERNOR has entered a bill in the legislature that provides for a 5 percent pay raise to the state's non-union employees.

And the same to legislators.

And to the lieutenant governor.

And to himself.

The bill doesn't mention legislators and the lieutenant governor and governor specifically. It merely refers to non-union workers.

Alaska's lawmakers aren't due for a raise for a long time. In fact, there is an overwhelming sentiment in the state that they're instead due for a reduction on the last raise they gave themselves.

The current situation which would give them another increase stems from the fact that some years ago legislators tied their own pay to that of non-union employees. They did this because previously they had found it awkward and embarrassing to have to increase their own wages separately.

They're therefore mired in a problem of their own making.

THE WORD from Juneau is that the legislators' raise won't be approved. That's fortunate.

But the fact that the state-worker pay-increase bill made no attempt to separate out elected politicians indicates that the governor's office cares little for how the people it serves view the high salaries of elected politicians.

It was almost by accident that some of the new legislators found out they were being set up for raises. They weren't aware of the history of how legislative pay has been set. When the bill got to the Senate State Affairs Committee for review, one of the alert members just happened to ask just who the non-union employees are. That's when it came out into the open that the members of the legislature were among them.

"Well," said one of the conservative senators, a rookie, "let's remove ourselves from this bill. We don't want to give ourselves another increase."

It would be too complicated, a staff member testified. The state's classification system is separated into steps and grades and leaving legislators out of the proposed pay raise would put them at a half step.

Goodness. How inconvenient.

THE FACT IS that lawmakers — already overpaid by at least double — aren't there to pass laws for the convenience of clerks who have to figure pay rates.

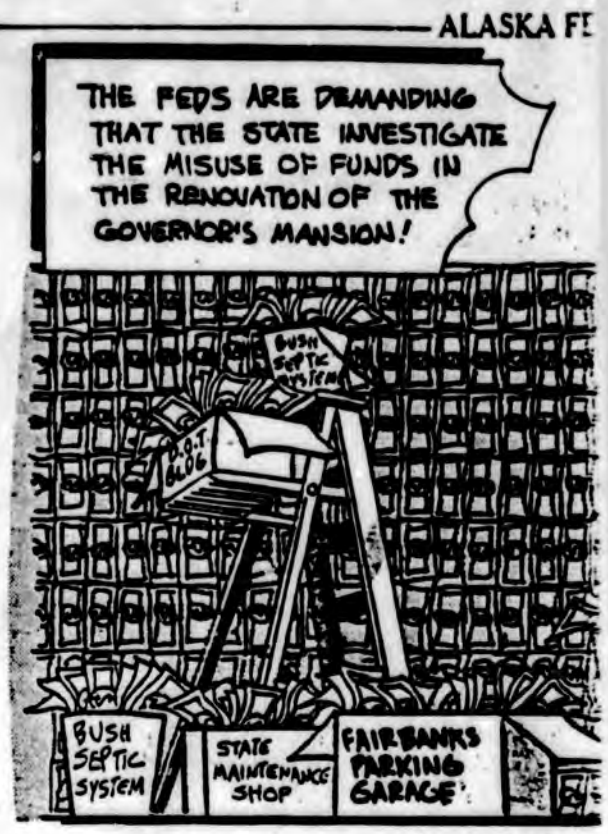
A simple amendment to the bill could remove them and the governor and his No. 2 man from consideration.

The last raise the legislators gave themselves — the one that lowered Alaskans' esteem for politicians to rock-bottom — went through under the same scenario. It was tied to a state employees' increase.

The pay system for elected official should be divorced from that of state employees. Forever.

Lawmakers and the governor and the lieutenant governor should be made to stand on their own feet — and performance records — when they think they deserve a raise. They shouldn't be allowed to hide behind the petticoats and coattails of state employees.

ALASKA FE



POLITICS TO



Reaga through

By Jack W

Washington — The controversy over President Reagan's plans for his visit to Germany next month underscores an intriguing contradiction in the president as politician.

In one sense, he is the undisputed heavyweight champion of American politics today. That cannot be disputed in light of his performance last fall in capturing 49 states and 59 percent of the popular vote. And his approval rating in opinion polls has

Lessons from the Vietnam conflict

By Don Graff

TEN YEARS after the last helicopter lifted off the roof of the embassy in Saigon, we're still fighting the war in Vietnam.

Was the American involvement in the conflict a "noble cause," as Ronald Reagan sees it, or a tragic mistake as so many other Americans, now as then, maintain?

— Chris Wenrich

Self-serving legislators violate trust

Your headline in the Anchorage Daily News hit the mark: Legislators ask all but selves to bite the bullet.

Our 60 legislators have the power not only to pass legislation doubling their own salaries and quadrupling their retirement benefits but to stall any legislation designed to roll back these unconscionable pay raises. And they are doing just that!

Anchorage legislators such as Tim Kelly would have you believe that only Anchorage voters are appalled by these outrageous pay increases. Kelly's statement is: "Only Anchorage cares."

Nothing could be further from the truth! Fairbanks cares and all Alaska cares!

We have spoken to dozens of Fairbanksans who share our views that the time has come to widely publicize the names of the legislators who voted to enact these exorbitant pay hikes.

Legislators voted themselves these pay increases at the end of last session hoping that the public would forget their dark deed during the summer and fall months. The electorate has not forgotten and we can and will throw out those legislators who have no scruples or principles and are in Juneau not to serve this great state of Alaska and all its citizens, but to advance their own selfish and greedy interests.

Legislators with self-serving mentalities are violating the trust which the electorate has placed in them. The sooner we point these people out and replace them, the better Alaska will be for it!

— Jerry and Ruth Bohms

Legislature in for surprise

The headline of April 10 was perfect! "Legislators ask all but selves to bite bullet." That one liner summed up the state of our state. Our legislators remind me of a group of snotty nosed kids who have spent all their allowance and lunch money on video games. They have become obsessed with the speed of the game; addicts for the pace; consumed by the quarter sucking monster. They have dug into their seemingly never ending supply of quarters only to find that not only is the supply getting low but my goodness, these quarters are no longer silver!

So, it's time once again to look to the never ending supply of the silver lined fix of revenue affectionately known as mother (in Alaska we call it oil). Mom please give me more, more, more. I'll just die if I can't play. What do you mean I need to be more responsible? What do you mean I'm getting older and need to learn to conserve and spend wisely? What do you mean you're not always going to be here? Mom, I don't care about all that junk, just give me one more quarter so I can play and I promise I won't ask again.

The moral of this story? You don't know what you've got till it's gone.

— Debbie Bennion

again.

But what party would he represent? While governor he failed to support the Republican candidate — his own party, and since then he seems too comfortable with the Democrat administration in Juneau to try to replace the incumbent Gov. Sheffield.

Personally, I suspect that "the old trapper" got off the trail and lost his compass about the time he failed to follow through on the voter's mandate to move the capital.

— Don Cameron

Separate accounting plan favored

The oil industry has a choice. They can take their profits elsewhere. The state of Alaska has no choice. Alaska must take profits from her resources.

I am not in favor of raising the rate of tax but I am in favor of reverting to the separate accounting system for figuring taxes. This system will allow Alaska to collect fair taxes on her resources by avoiding use of the present average accounting system which, in effect, subsidizes the oil industry for smaller profits extracted from marginal fields outside Alaska.

Since the oil industry argues that lower taxes will create more jobs I have to say one thing. The more jobs argument will gain credence with me when the oil industry stops the practice of importing labor to take jobs from Alaskans.

Many people feel that oil industry accounting systems are designed to avoid paying full taxes due under the present system. For those who would take a mile it seems illogical to give an inch.

— Don Kelly

Is melting plant a snow job?

It now seems that the city is deliberating the problem of where to dispose of snow removed from the streets of Anchorage.

Have no fear though. We can build a snow melting plant for an estimated $1.5 million (plus land costs) and above all, hire a consultant for 50 grand, so that the rationale of this project can somehow be justified. I wonder how many city emloyees will it take to run this marvel of modern technology?

apply for that c

Child pegean

The fact that Pageant even ex shallowness and our Alaskan soci tunately invited generation we lo ning our countr indiscriminately daughters on a path.

These children pets and put into that mom or dad vicariously throug

Few, if any of "naturally" choose show display. It directing them to t

Parents, please others like it throu daughter and you doing her a great attitudes that can and a lifetime of i ty. Think again. Ma

Birth site a mat

Birth, a wonde human function, an which I believe h medical profession, if they have their right to give birth in

Patton Pettijohn David attended to October 1984. They will, unless my right to deliver all of my expertise and gentle pain of an episioton stayed up with me al labor instead of an some kind of pain warmly received int by two who knew doing and what compl

I will not deny tha that need special and And I am aware tha hospital delivery. I p

the small society



Editorial Opinion and Comment of

FAIRBANKS
Daily News-Miner
"Independent in All Things . . . Neutral in None"

Other opinions expressed on this page do not necessarily reflect those of the Daily News-Miner.

Repeal pay raise

The 14th Alaska Legislature is moving toward its final day with a disappointing lack of progress on proposals to repeal the pay raise adopted in 1983.

Too many legislators apparently are opting to keep raking in the money as long as they can, knowing that voters are likely to repeal the pay raise when they get a chance on the 1986 ballot.

It would be far more fiscally responsible, though, for legislators to do the job themselves this year. They should repeal the 1983 bill that upped their salaries from $21,000 to $46,800 (and dropped their $80/day per diem payments).

If the revenue situation is as bad as we've been told, passage of the pay raise repeal would accomplish two goals. It would save the state some money (by one estimate, $1.5 million between now and the 1986 election) and it would demonstrate to the voters that lawmakers are using sound judgement in dealing with financial matters.

Since the pay raise also upped the stake legislators have in the retirement pay they'll someday get, it's not hard to figure out why some of them are reluctant to act on the repeal.

At $46,800, though, legislative pay simply does not reflect the nature of the citizen-legislature that was mandated by the drafters of our state Constitution and endorsed again by voters when we set the 120-day limit. Alaskans want our legislators to be members of the business, professional, labor or other work-a-day world first; members of the Legislature second.

What we need to do is repeal the 1983 pay raise and then establish an independent commission that can make recommendations on legislative pay. Without such a commission, we're only going to run into the same problem time and time again since the Legislature holds the power of the purse.

Action during the 1985 session would put the 14th Legislature on record as a body that responded responsibly to both fiscal concerns and voters wishes. The pay raise repeal should be passed this year.

Legislators introduce bills to cut state pay

By BRUCE SCANDLING
The Associated Press

JUNEAU — Fifteen University of Alaska administrators earn fatter paychecks than Gov. Bill Sheffield and would face salary cuts under two bills introduced by state lawmakers.

University President Donald O'Dowd tops the list, bringing home $90,938 a year in base pay. Sheffield earns $81,648 annually.

Proposals to limit state salaries to no more than the governor is paid have been introduced in both the state House and Senate. But trying to figure how many more state workers would be affected by the limit is posing a challenge to legislative staffers working on the measures.

A payroll supervisor said at least 21 state workers — not including university, Alaska Housing Authority and Alaska Railroad employees — earn more than the governor when various pay differentials are counted.

"And I'd say a majority of them are the judges," said Edna Caldwell.

Part of the problem in determining who would be affected revolves around differences in the two bills.

Rep. Mike Szymanski, D-Anchorage, drafted legislation that simply says no worker should earn a base salary greater than the governor.

Many state workers, however, especially those in rural areas, have geographic differentials and other pay-boosting factors added to their base salaries.

Szymanski's bill would not count those differentials as base pay, meaning fewer employees would out-earn the governor.

When the salary adjustments are not counted, a review of all classified and exempt state employees — not counting the university — showed no worker earning more than Sheffield, said Mark Higgins, a Szymanski aide.

But a Senate version of the measure would create a large list. The bill drafted by Sen.

See Page C-3, SALARY

Salary cuts for state employees proposed

Continued from Page C-1

Paul Fischer, R-Soldotna, and co-sponsored by six other senators, counts differentials when determining base salary.

Fischer said the practice of paying state workers more according to where they live is a major factor in skyrocketing state salaries.

"It's been somewhat abused over the years," Fischer said. "We have to get away from this thing where the community says it cost two, three or four times more to live in a certain place."

Caldwell said geographic differentials can increase an Alaska worker's salary by up to 33 percent. That's the extra amount an employee is paid for living in such areas as Barrow, Kobuk or the Yukon-Kuskokwim Delta.

A Fairbanks employee gets an automatic 10 percent geographic boost in salary.

The bill is co-sponsored by Senate President Don Bennett, R-Fairbanks, and Sens. Jack Coghill, R-Nenana; Mitch Abood, R-Anchorage; Frank Ferguson, D-Kotzebue; Pat Rodey, D-Anchorage; and Edna DeVries, R-Palmer.

Salary figures provided by the university don't include geographic differentials, longevity or other cost factors.

Budget Director Brian Rogers said more than 15 employees would top the governor's salary if those factors were counted. Figuring just base pay, these are the top wage earners in the university system:

- O'Dowd, $90,938;
- Patrick O'Rourke, Fairbanks campus chancellor, $88,060;
- Syun Akasofu, Fairbanks professor, $88,020;
- Carolyn Floyd, Kodiak Community College president, $87,648;
- Sherman Carter, executive vice president, $87,185;
- Al Okeson, CREE chancellor, $86,448;
- David Outcalt, Anchorage campus chancellor, $85,487;
- Michael Paradise, Juneau campus chancellor, $85,487;
- Herb Lyon, Anchorage Community College chancellor, $83,202;
- Juan Roderer, Geophysical Institute director, $82,953;
- William Phillips, Fairbanks vice chancellor, $82,745;
- Keith Mather, Fairbanks vice chancellor, $82,613;
- Bonita Neiland, Fairbanks professor, $82,568,
- John Bligh, director, Institute of Arctic Biology, $82,154;
- James Drew, dean, School of Agriculture and Land Resources, $81,743.

Pay hike repeal rejected

By JOHN LINDBACK
Daily News reporter

JUNEAU — A proposal to repeal the pay increase that legislators gave themselves in 1983 was rejected on a 21-19 vote Saturday in the House.

"This year we've been asking everyone but ourselves to bite the bullet," said Rep. Katie Hurley, D-Wasilla.

Hurley and five other House members pushed throughout the session for a floor vote on repealing the controversial pay increase for lawmakers. They got their chance Saturday when Hurley and others offered the repeal in a proposed amendment to a bill that adopted pay increases for non-union state employees.

Supporters of repealing the pay raise have argued that the legislature this session should address the issue before voters do it by passing a 1986 ballot referendum.

They proposed that legislators cut their $46,000 per year salary back to $20,000, the pay that lawmakers received before the 1983 vote. The proposal rejected Saturday would have also restored the $80-per-day expense payments legislators received during legislative sessions prior to the 1983 pay increase.

No advocates of the pay raise spoke out during floor debate.

After Hurley's proposal was rejected, House minority members tried but failed to push through smaller pay cuts for legislators. One proposal would have reduced the annual salary to $32,000 per year and restored the daily session expense allowances.

The House and Senate this session have passed slightly different bills to create a new legislative committee that would study the legislative pay raise issue this summer.

If the differences in the two bills are not resolved in this weekend's rush for adjournment, that legislation will also die.

Here is a breakdown on a vote to repeal the controversial legislative pay raise:

No: Al Adams, D-Kotzebue; Johne Binkley, R-Bethel; Bette Cato, D-Valdez; Don Clocksin, D-Anchorage; Jim Duncan, D-Juneau; Jack Fuller, D-Nome; Peter Goll, D-Haines; Ben Grussendorf, D-Sitka; Adelheid Herrmann, D-Dillingham; Niilo Koponen, D-Fairbanks; Ron Larson, D-Palmer; Mike Miller, D-Juneau; Mike Miller, R-North Pole; Mike Navarre, D-Kenai; Steve Rieger, R-Anchorage; John Ringstad, R-Fairbanks; Dick Shultz, R-Delta Junction; John Sund, D-Ketchikan; Robin Taylor, R-Ketchikan; David Thompson, R-Kodiak; Kay Wallis, D-Fort Yukon.

Yes: Red Boucher, D-Anchorage; Virginia Collins, R-Anchorage; Sam Cotten, D-Eagle River; Mike David, D-Fairbanks; Steve Frank, R-Fairbanks; Walt Furnace, R-Anchorage; Max Gruenberg, D-Anchorage; Alyce Hanley, R-Anchorage; Katie Hurley, D-Wasilla; Roger Jenkins, R-Anchorage; Andre Marrou, L-Kenai; Terry Martin, R-Anchorage; Drue Pearce, R-Anchorage; Fritz Pettyjohn, R-Anchorage; Randy Phillips, R-Eagle River; Marco Pignalberi, R-Anchorage; Pat Pourchot, D- Anchorage; Mike Szymanski, D-Anchorage; Rick Uehling, R-Anchorage.

ADN 5/12/85

Anch Daily News
5/10/85

Lawmakers form a panel to study pay raise panel

By BRUCE SCANDLING
The Associated Press

JUNEAU — House and Senate leaders are arguing over whether the public should get a vote on an interim committee to study legislative pay, so they've set up a committee to study the committee.

Despite all the hoopla, one lawmaker said the interim committee might not meet, anyway.

"I'm prepared to let the committee die if we can't come to an agreement with the Senate" and seat three public members, said Rep. Mike Szymanski, D-Anchorage.

He wants the interim committee to include three members of the House, three senators — and the three public seats.

That's apparently three more members than the Senate wants on the panel.

But Szymanski said a committee on legislative pay is meaningless if it doesn't give the public a vote.

"I don't want to see a phoney committee put together that's just six legislators sitting there talking about how much they should be paid," said Szymanksi.

"It has no credibility without the public," he said. "It's the public that's taking issue to our compensation."

The Senate, meanwhile, voted down the House's proposal to allow public participation on the panel.

But Anchorage Republican Mitch Abood said there may be room to compromise.

Does that mean, then, that it's the intent of the Senate to seat three members of the public on the legislative pay committee?

"I'm not saying that's the Senate position," Abood said. "I'm saying I really think we can work it out."

He said he wants to talk with Szymanski about the legislative pay panel. The two lawmakers are chairing the respective halves of a joint House-Senate committee that will try to resolve whether to seat public members on the interim committee.

As of Thursday afternoon, Szymanski and Abood had not set a meeting date for their joint committee.

The uproar over legislative pay started in the waning hours of the 1983 session, when lawmakers raised their daily salaries from $1,757 to $3,900 and elminated an $80 daily expense allowance.

Many legislators campaigned in 1984 to repeal the pay raise, but efforts to push pay-repeal bills through the legislature failed this year.

As a compromise, Senate and House leaders agreed to set up a committee to study the issue during the legislative off-season.

Houses lock horns over pay raise panel

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"I'm not saying that's the Senate position," Abood said. "I'm saying I really think we can work it out."

Abood called Szymanski's contention that there's no use appointing an interim committee if the public doesn't get a vote an "antagonist kind of approach."

"I don't like that kind of sabre-rattling," Abood said.

He said he wants to talk with Szymanski about the legislative pay panel. The two lawmakers are chairing the respective halves of a joint House-Senate committee that will try to resolve whether to seat public members on the interim committee.

As of Thursday afternoon, Szymanski and Abood had not set a meeting date for their joint committee.

The uproar over legislative pay started in the waning hours of the 1983 session, when lawmakers raised their monthly salaries from $1,757 to $3,900 and eliminated an $80 daily expense allowance.

SOHIO

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SATURDAY, MAY 18TH
beginning 10:00 A.M.

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Six lawmakers to work on employee pay issue

ADN 5/5/86

The Associated Press

JUNEAU — Six lawmakers have been named to a conference committee charged with reconciling differences between the House and Senate over an effort to delete state employee pay raises next year.

Three members from the House and three from the Senate will begin their meetings sometime next week in efforts to find a compromise on public pay increases and dozens of other spending issues.

The House and Senate have passed separate operating budgets for fiscal 1986, which begins July 1. While the totals are about the same — $1.94 billion — scores of priorities differ. Those differences must be ironed out before the bill is approved.

Named to the committee from the Senate are Sens. John Sackett, R-Ruby, Jan Faiks, R-Anchorage, and Don Bennett, R-Fairbanks.

Named to the panel from the House are Reps. Al Adams, D-Kotzebue, Jim Duncan, D-Juneau, and Rick Uehling, R-Anchorage.

Anchorage Times 5/3/85

State worker pay raises target of summer study

by Bruce Scandling
Associated Press

Juneau — A special panel to study legislative pay over the summer got the go-ahead from House lawmakers Wednesday, signaling the apparent end of efforts this session to repeal a controversial raise lawmakers gave themselves in 1983.

The special committee — which will be comprised of six legislators and three members of the public — was approved when the House endorsed a plan originally introduced in the Senate.

Opponents of the panel said it is just an obvious ploy by some lawmakers to bury the issue for another year.

It is possible, however, that the pay raise issue could come up for one more floor vote when lawmakers address a bill to give cost-of-living pay hikes to non-union state workers.

"This issue isn't going away," said Rep. Pat Pourchot, D-Anchorage. "I'm a little bit chagrined and disappointed that we may not have the opportunity to vote on repealing the pay raise."

He is the author of one of a handful of bills introduced this year to roll back the raise to $46,800 a year that lawmakers voted themselves in the waning hours of the 1983 session.

Legislators boosted their monthly salaries from $1,757 to about $3,900, but eliminated $80-a-day expense allowances they had been paying themselves.

A subsequent petition-drive collected signatures from some 25,000 Alaskans who said they want the pay raise repealed. The issue will go before voters in November 1986.

Many legislators were elected or re-elected last November after campaigning to repeal the pay raise this year.

Records indicate the higher pay scale will cost the state more than $1 million this year, and some lawmakers could qualify for heftier retirement benefits by earning higher wages for another year.

Many veteran lawmakers have said they deserve the higher pay because the legislature is not just a half-year job. They say they are expected to handle constituent concerns in the interim — and work long hours when the legislature is in session.

Supporters of establishing the interim committee said such action will give officials time to collect data from other states, information that would help them determine a fair pay scale.

Pourchot, however, protested such arguments.

"It's a poor excuse for what needs to be done," he said.

During speech on the House floor, Pourchot passed around a packet of information listing salaries and other compensation for lawmakers in all 50 states.

"I would submit to you that the information (the committee would gather) is already compiled," Pourchot said. "We have it right here."

Rep. H.A. "Red" Boucher, an Anchorage Democrat who campaigned vigorously against the pay raise, said the proposal to establish an interim committee is really a move to delay action on the issue.

"The entire approach was, 'Hey, let's see if we can end-run the public on this one," he said.

"I feel this legislation is a bunch of sop ... it's tokenism," Boucher said. "The entire structure of the committee smacks of the fox and the chicken coop theory."

Originally, the committee was to be compromised of three senators and three members of the House.

But Boucher and Rep. Mike Szymanski, D-Anchorage, successfully pushed through an amendment allowing three private citizens to sit on the panel.

House lawmakers passed the interim-committee measure by a 24-to-15 margin. Here's how they voted:

Yes: Reps. Red Boucher, D-Anchorage; Bette Cato, D-Valdez; Don Clocksin, D-Anchorage; Sam Cotten, D-Eagle River; Mike Davis, D-Fairbanks; Jim Duncan, D-Juneau; Steve Frank, R-Fairbanks; Walt Furnace, R-Anchorage; Max Gruenberg, D-Anchorage; Adelheid Herrmann, D-Naknek; Niilo Koponen, D-Fairbanks; Ron Larson, D-Palmer; Mike Miller, D-Juneau; Mike Miller, R-North Pole; Mike Navarre, D-Kenai; Marco Pignalberi, R-Anchorage; Steve Rieger, R-Anchorage; John Ringstad, R-Fairbanks; Dick Shultz, R-Tok; John Sund, D-Ketchikan; Mike Szymanski, D-Anchorage; Robin Taylor, R-Wrangell; Dave Thompson, R-Kodiak; Rick Uehling, R-Anchorage.

No: Reps. Al Adams, D-Kotzebue; Virginia Collins, R-Anchorage; Jack Fuller, D-Nome; Peter Goll, D-Haines; Ben Grussendorf, D-Sitka; Alyce Hanley, R-Anchorage; Katie Hurley, D-Wasilla; Roger Jenkins, R-Anchorage; Andre Marrou, L-Homer; Terry Martin, R-Anchorage; Drue Pearce, R-Anchorage; Fritz Pettyjohn, R-Anchorage; Randy Phillips, R-Eagle River; Pat Pourchot, D-Anchorage; Kay Wallis, D-Fort Yukon.

Times
5/2/85

Lawmakers ready for pay raise fight

by Dean Foedick
Associated Press

Juneau — The Senate scheduled floor action today on its version of a $1.94 billion operating budget for next year, and minority Democrats plan about a dozen amendments — including one to fund state employee pay raises.

The measure emerged Wednesday from the Senate Finance Committee without the $32 million in general fund money that had been set aside for public employee salary increases next year.

That puts the spending plan at roughly the same level as the operating budget passed Friday by the House, but with different priorities for people and programs. And it sets up a late-session, family feud between the two bodies over state employee pay policy.

If the salary money isn't slipped back into the budget, then it could mean public employee unions would have to renegotiate the last two years of a three-year contract, lawmakers said.

House leaders and Gov. Bill Sheffield are opposed to that idea. And Sen. Joe Josephson said Wednesday that policy decision by the 16-member Republican-dominated majority caucus also is giving him some heartburn.

"I'm very discontented about the state pay issue," Josephson said. "I plan to support the employees and the governor on that. It will be one of the amendments.

"In 1984, the legislature passed Chapter 10, which suggests if the legislature disapproves a contract, it does so by registering its disapproval within 60 days," the Anchorage Democrat said. "That was not done."

Josephson wouldn't discuss any of the other amendments he plans to introduce, other than to say they would impact education, health, human services, the arts and the legislative information office.

"Some of those you saw in the House," Josephson said.

Sen. John Sackett, R-Ruby and co-chair of the Senate Finance Committee, said the biggest issue between the houses is in where they reach for their revenue.

"We want to recover $32 million in general fund money by decreasing salaries on our side; they want $34 million from AHFC (the Alaska Housing Finance Corporation)," Sackett said. "It's a question of revenue sources.

"The loan programs are nearly identical," he said. "There's very little difference between the House and Senate in gross dollars. It's just in different places."

Under the Senate scenario, the overall operating budget for next year would amount to $2.6 billion. That includes $1.94 billion from the state's general fund, $225,000 in federal money and $430,000 from other sources.

The comparable figure for the current year was $2.7 billion, or 4 percent more than the total outlined for fiscal 1986, Sackett said.

Gov. Bill Sheffield had proposed in January that $2.4 billion be appropriated from the general fund to run government through the next fiscal year beginning July 1.

Daily News 5/2/85

The rest of the story

It is not often that we note significant problems with your paper's interpretation of legislative events. There was, though, a major oversight in your story headlined "House majority thwarts attempt to cut pay raise" in the Saturday, April 27, edition of the Daily News.

That story outlined the attempts of the House minority to amend the state operating budget bill (HB 60) so that legislators' pay would be decreased. We are very concerned that the article did not tell "the rest of the story."

While we applaud the intent of the amendments, we did not support the amendments because they could not have accomplished their stated objective. One of the amendments was misdirected, the other was illegal.

The first amendment would have reduced the amount of money appropriated to the legislature, by $1.1 million — the approximate total of the pay raise for all legislators. That amendment would not result in cutting a legislator's pay. Because legislative pay is determined by statute, the amendment would have only resulted in cutting the legislative budget in other discretionary areas. It would not cut pay — it would cut postage.

The second amendment proposed changing the legislative pay statutes to limit pay to $31,000 annually. However, an appropriation bill like HB 60 cannot be used to change statutes. In fact, it is unconstitutional. Article 2, Section 13 of the Alaska Constitution clearly states that "bills for appropriation shall be confined to appropriations." This constitutional prohibition is designed to prevent budget bills from turning into a "Christmas tree" that each legislator can adorn with his or her favorite cause.

The legal and appropriate way to cut salaries is by enactment of our bill, HB 48. This bill repeals the statutory authority for the 1983 pay raise and mandates a return to the legislative pay that prevailed prior to the ill-advised pay raise.

A more appropriate story on the pay raise issue would detail the roadblocks thrown in front of HB 48. Alaskans are truly justified in asking why it is taking more than four months to get a vote on pay repeal in 1985 when it took only a month to get a vote on the pay raise in 1983.

We are adamant in our opposition to the pay raise of 1983 and continue to press hard for the bst way to achieve this goal — passage of HB 48.

— Reps. Katie Hurley, Pat Pourchot, Red Boucher, Mike Szymanski, Sam Cotten, Max Gruenberg

Anch Daily News
4-27-85

House majority thwarts attempt to cut pay raise

By JOHN LINDBACK
Daily News reporter

JUNEAU — Proposals to roll back legislators' salaries and eliminate the $2 million discretionary funds controlled by a few powerful lawmakers were both stifled Friday by the 28-member House majority.

House minority members made the proposals in the form of amendments to the $1.94 billion state operating budget bill that was approved by the House.

They argued that legislative pay should be cut from the current $46,000 a year to no more than $31,000 a year. That proposal would trim legislative pay to what it was before the legislature gave itself a raise at the end of the 1983 session.

House minority members also argued that control of the discretionary funds — labeled last year by legislative candidates as slush funds ripe for abuse — should be shifted from the House speaker and Senate president to the 14-member Legislative Council. The council is a committee of House and Senate members that handles administrative business of the legislature.

House majority members, bound by a pre-legislative session agreement to vote against amendments proposed on the House floor to the budget approved by their Finance Committee, defeated the amendments without even bothering to debate them.

Rep. Virginia Collins, R-Anchorage, said she sponsored the amendment to roll back legislative pay because she campaigned against the

See Page C-3, PAY

Pay issue

Continued from Page C-1

pay raise legislators gave themselves in 1983.

Here is a tally of the House vote on a budget amendment that would have had the effect of cutting legislative pay from $46,000 a year to no more than $31,000.

Yes: Virginia Collins, R-Anchorage; Walt Furnace, R-Anchorage; Alyce Hanley, R-Anchorage; Roger Jenkins, R-Anchorage; Andre Marrou, L-Kenai; Terry Martin, R-Anchorage; Drue Pearce, R-Anchorage; Fritz Pettyjohn, R-Anchorage; Randy Phillips, R-Eagle River; Marco Pignalberi, R-Anchorage; Rick Uehling, R- Anchorage.

No: Al Adams, D-Kotzebue, Johne Binkley, R-Bethel; Red Boucher, D- Anchorage; Bette Cato, D-Valdez; Don Clocksin, D-Anchorage; Sam Cotten, D-Eagle River; Mike. Davis, D-Fairbanks; Jim Duncan, D-Juneau; Steve Frank, R-Fairbanks; Jack Fuller, D-Nome; Peter Goll, D-Haines; Max Gruenberg, D-Anchorage; Ben Grussendorf, D-Sitka; Adelheid Herrmann, D-Dillingham; Katie Hurley, D-Wasilla; Niilo Koponen, D-Fairbanks; Ron Larson, D-Palmer; Mike M. Miller, D-Juneau; Mike W. Miller, R-North Pole; Mike Navarre, D-Kenai; Pat Pourchot, D-Anchorage; Steve Rieger, R-Anchorage; John Ringstad, R-Fairbanks; Dick Shultz, R-Delta Junction; John Sund, D-Ketchikan; Mike Szymanski, D-Anchorage; Robin Taylor, R- Ketchikan; Kay Wells, D-Fort Yukon.

Panel to study legislative pay

By DEAN FOSDICK
The Associated Press

JUNEAU — A measure that would set up a legislative committee to look at pay and benefits for lawmakers was sent to the House on Tuesday, putting to rest — at least in the Senate — any efforts to roll back salaries this session.

The resolution (SCR19) was approved 13-4 despite contentions from Sen. Joe Josephson, D-Anchorage, that the public might view it as "a stall, a delay."

"There have been proposals to take this out of our hands . . . give it to a commission," Josephson said. "We have taken a lot of heat on this this year."

"I think it's time to get this issue out of our hair forever," he said. "It's a no-win situation. Now we're going to have no solution in 1985."

The resolution calls for three members from the Senate and three from the House to examine during the interim legislative salaries, per diem and allowances.

The committee would be "directed to take the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses."

Lawmakers earned $20,000-a-year plus $80-a-day in expenses until the waning days of the 1983 session, when they more than doubled their paychecks to $46,000 annually. Legislators eliminated their per diem pay but kept an extra $4,000-a-year "stamp and stationery allowance."

Libertarians, meanwhile, completed an initiative drive begun by the Anchorage Chamber of Commerce. That will give voters in next year's general election the option of rolling back legislative pay scales to 1983 levels.

Anch Daily News
4-24-85

Author Raps Alaska Education Salaries

RECEIVED APR

By Sentinel Staff

Those working in the field of public higher education in Alaska are being paid some of the highest education salaries in the world.

The product of the system, however, does not seem worth the price, says Fred Bigjim, of Sheldon Jackson College.

Bigjim, a social sciences instructor, recently completed a book, "We Talk, You Yawn — A Discourse on Education in Alaska."

"The salary schedule is out of whack in comparison with the accomplishments," said Bigjim this week. "Is a person worth $70,000 as an instructor in a rural college? Is a DOE (State Department of education) administrator worth $68,000 because of longevity?" Do you get an end product worth anything?

"There is no accountability to end results like there is in industry," he said.

Bigjim, an Inupiat Eskimo from Sinrock and Nome, spoke about his book, which has just been published by Press-22 in Portland, Ore. He was graduated from Sheldon Jackson College in the 1960s, and earned two graduate degrees at Harvard University.

"One of the things I was always told was, "Get an education, Fred, then all the doors will be opened,' " he said. "That turned out to be very false."

"Two of the largest employers of credentialed people are the University and State of Alaska. They have continually stated that once Natives earn the required credentials, opportunities would be available for them.... This is just rhetoric," writes Bigjim in his introduction.

Bigjim said he and other Natives are frustrated, but are not seeking to take over a large proportion of the government positions. They merely want to see a number of qualified Native employees in the state system proportional to the number of Natives in the Alaska population, about 20 percent. And the Natives do not expect non-Natives to be fired to make room for them, Bigjim said.

Bigjim contends the state wastes money and practices outright discrimination in hiring — noting very few Alaska Natives hold administrative positions with either the university or the State Department of Education.



Fred Bigjim

"The system feeds on itself," said Bigjim. "They still aren't listening to what the real areas of concern are in the Native community.... There is just a lot of lip service."

Bigjim claims that the mistakes that have occurred in Native education have been extremely costly, since education costs account for over 40 percent of the state budget.

"By increasing the proportion of Native and local teachers and administrators, the community increases its stake in the future education of its children," writes Bigjim in his book.

He blames education leaders, teachers and their unions, as well as Native communities.

He does not, however, blame particular individuals. "It is not the people's fault. The system shelters them and they do not have to do anything." He also admits that there are some individuals in the higher education system who are worth what they are paid and who do hold personal commitment and dedication.

"But some are just in it for the money," he said.

Bigjim believes that the salary schedule of both the state government and the university system need to be reworked and that unions need to be

"If you have dedicated people, they should not be at the whim of the administration," said Bigjim, noting a need for unions. But the unions should also be striving to maintain the quality of their membership, he said.

"The university could also cut ex- and salaries of university personnel," he says in his book. "An example of the waste which has often characterized the university's rural outreach would be the relocation expenses of many university administrators and instructors.

"The numerous workshops, conferences and meetings that are held in Anchorage or at other sites around the State, sometimes for an afternoon session only, could be held via the audioconference network at much less expense."

The higher education system is not monitored closely by the entire community because "not everybody wants to go to college," Bigjim notes.

"You ask the man on the street, 'What do you think of ICC (Islands Community College)?' and he will say, 'I don't know,' " Bigjim said. The system and the narrow group of interest in the community allows the community colleges to choose who will be on the advisory boards rather than require them to hold community-wide elections, he said.

He said he expects two types of reactions to his book: some will say it's about time, and others will label him an angry Alaska Native.

"I don't know if there will be any in between," he said.

True cultural aspects are not being presented in education programs, Bigjim adds. In his book, Bigjim noted some Native educators wonder why traditional dances are taught to Natives in the schools while non-Natives do not learn the foxtrot or waltz, why beading and basketry are taught, and not crocheting and quilting.

Officials rely on training developed in other parts of the country rather than develop training that would serve the uniqueness of Alaska, Bigjim says. He contends the state university should train teachers specifically for the rural areas, where there are only a few children at all different levels.

He also recommends more training for educators who head to rural Alaska as well as overall higher academic standards.

Bigjim said his book began as a position paper for a conference he expected to attend two years ago. He didn't attend the conference, however, but carried the manuscript along on a camping trip last summer, and decided to turn it into a book whose publication would coincide with this year's 100th anniversary of public education in Alaska.

AT 3-1-85

Legislature '85

Pay raise foes claim flak in House

by Bruce Scandling
Associated Press

Juneau — Legislation which would revoke a plump pay raise lawmakers gave themselves in 1983 sparked charges Thursday that House leaders are trying to quash the issue this year.

The accusations came as members of the House State Affairs Committee advanced a proposal to repeal the pay raise, which boosted lawmakers' monthly salaries from $1,757 to about $3,900.

It also eliminated $80-a-day per diem payments lawmakers were receiving.

An initiative to repeal the raise is already scheduled for the 1986 general election ballot. Many legislators, however, campaigned last year on promises to repeal the raise this session.

But at least one lawmaker wondered if the issue has the solid backing of House leaders this year.

"I'll be surprised to see this even reach the House floor this year," said Rep. Marco Pignalberi, R-Anchorage.

He is a leading proponent of the pay-raise repeal, and is one of several lawmakers who have introduced bills to revoke the raise.

Pignalberi, however, is also one of 11 Anchorage-area Republicans who comprise this year's House minority. That group has little control over cranking up the political clout necessary to push bills through the legislature.

Members of the House majority — who are mostly Democrats — have also drafted legislation to repeal the pay raise.

A measure sponsored by Reps. Katie Hurley, D-Wasilla; Pat Pourchot, D-Anchorage; H.A. "Red" Boucher, D-Anchorage; and Fritz Pettyjohn, R-Anchorage; passed out of the House State Affairs Committee Thursday.

At the hearing, Pignalberi said the matter is perceived as a largely Anchorage issue that is apparently not a priority of House leaders.

"Legislators from other parts of the state express wonder at why Anchorage is so vehement about repealing the pay raise," Pignalberi said. "They've told me that if Anchorage legislators would just shut up about it, the issue would go away."

That drew a quick reaction from Hurley, who chairs the House State Affairs Committee — and campaigned heavily on the raise-repeal issue.

"I have never been approached by the leadership and told to sit on any bill," Hurley said.

Boucher, another committee member, said House leaders have not tried to keep Anchorage Democrats from pushing through a measure to repeal the pay raise.

"There has been no shielding in our majority caucus," Boucher said.

In an interview after the meeting, House Speaker Ben Grussendorf, D-Sitka, said the issue is a top priority this year.

But repealing the pay raise has taken a back seat to drafting fiscal 1986 budget plans and reworking the state's Longevity Bonus Program, Grussendorf said.

"We are concerned about the pay raise, but we knew it was going to be on the 1986 ballot," he said.

A petition drive to repeal the raise — kicked off by the Anchorage Chamber of Commerce and completed by Alaska's Libertarian Party — collected about 26,500 signatures. That's enough to put the question before voters in 1986.

The only Libertarian lawmaker in this year's legislature said he wouldn't be surprised if House Democrats delay action on the proposal until next year.

"I've been told what they will do is wait until next year and pass a Democratic bill late in the session," said Rep. Andre Marrou, L-Homer. "Then the Democratic Party can keep it off the ballot and take credit for it."

Besides upping pay, the raise lawmakers approved in 1983 also provides legislators a much more lucrative retirement package — since state pension benefits are based on the three highest-paying years of government work.

If the pay raise is not repealed until 1986, many legislators would apparently qualify for a better retirement package.

"One can only speculate about the reason why (House leaders) would pass the bill in 1986 instead of 1985, when the issue will be on the ballot in 1986 anyway," Pignalberi said.

He said he is going to study what the extra year would mean for retirement packages, and plans to bring the issue before lawmakers again.

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ADN
2-25-85

Pension hike worst aspect of pay raise

It's disheartening to read about the apparent indifference of legislative leaders — House Speaker Ben Grussendorf and Senate Majority Leader Rick Halford, to name two — about Alaskans' widespread dissatisfaction with the 1983 legislative pay raise. This is a problem the legislature should deal with; indeed, it's a problem many legislators campaigned on a promise to deal with. But apparently they won't.

Rep. Grussendorf, perhaps unwittingly, revealed the problem pretty clearly the other day when he said the question would be on the ballot in 1986 and that, "Since it's going to be on the ballot, there's no rush to deal with it this session." Translated, that means something like: The voters can decide, so don't bother us now.

That's too bad, because the legislature can and should settle the flap on its own. All it really needs to do is remove the worst features of the pay raise bill.

The 1983 pay raise pushed legislative salaries from $20,000 to $46,800 while removing per diem payments. That was a pretty healthy raise, even in oil-rich Alaska. But the worst thing about the pay raise was that it considerably jacked up pension benefits for legislators of longstanding service — and that considerably changed a legislator's relationship toward the office by adding a major financial incentive for simple longevity.

Alaskans don't need legislators who remain in office because, on the margin, pension benefits are attractive. Alaskans need legislators with conviction, courage, brains and public spirit who will remain in office so long as they can contribute affirmatively — and no longer.

Alaskans should pay their legislators well — so that the job will attract high-quality candidates to an important, demanding job; so that legislators will have less need for outside sources of income; and so that Alaskans from all walks of life, and not just the independently wealthy, can afford to serve.

Legislators, for their part, shouldn't have to take such blatantly self-serving action as setting their own pay and benefits, a task that would be better suited to an independent salary commission charged with the task. Legislators should do their job strictly in service to public needs and public purposes — with no illusions or blandishments about what public service holds for them.

The pension system, particularly as it was inflated by the 1983 pay raise, is a corruption of all that. It tempts even the most public-spirited legislator to consider personal interests in legislative longevity quite apart from the craft of government and politics.

The ideal solution would preserve whatever part of the pay raise the public would stand for, banish pension benefits altogether, and create an independent salary commission to handle such matters in the future. Do those things and Alaskans surely would be willing to pay legislators adequately for doing a tough and vital job. Do nothing and Alaskans will surely revoke the 1983 pay and benefits hike altogether when that ballot question comes around in 1986. That would put everyone — except a few long-time legislators whose pensions had been hiked — back where the whole mess started.

AT 2-21-85

Proposal curbs state pay scale

by Bruce Scandling
Associated Press

Juneau — A proposal saying no state worker should earn more than the governor stalled in a legislative committee Tuesday. Lawmakers said they will consider amendments to toughen the measure.

The bill, introduced by Rep. Mike Szymanski, D-Anchorage, would limit the state's basic wage scale to that of Alaska's chief executive.

Currently, Gov. Bill Sheffield earns $81,648 annually.

At a hearing before the House State Affairs Committee, Szymanski said he wants to slow the steady escalation of state salaries.

"What has occurred over the past years . . . is an effort to slowly, but surely, push up salaries," Szymanski said. "There's really no restraint."

He said two Alaska Railroad workers and 15 University of Alaska administrators and top professors earn basic wages higher than the governor.

His bill, however, would not cut pay for those employees. Instead, any salaries above those of the governor would be frozen until employees retired or left those positions.

Szymanski said his measure defines "basic monthly salary" as base pay before cost-of-living, overtime compensation, geographic differentials and other salary boosters are added.

"This is probably more liberal than most people would want to have it," Szymanski said, "and I would consider any amendments."

Rep. Virginia Collins, R-Anchorage, said she wants to take a closer look at salary boosters, including the geographic differential paid to state workers.

Under that formula, for example, state workers in Fairbanks have their paychecks upped ten percent because of the higher cost of living.

Workers in more remote areas of Alaska earn even higher geographic differentials.

"Are those increments way out of whack?" Collins said.

A similar bill introduced in the Senate is tougher than the Szymanski measure, one state administrator said, because it counts salary boosters as part of base pay.

That means several more employees would be classified as earning more than the governor when overtime compensation, geographic differentials or other salary adjustments are added.

Mike McMullen, deputy director in the state's personnel division, said 40 workers in the executive and judicial branches of state government earned more than the governor last year when a variety of pay boosters were added to basic salaries.

That number doesn't include employees in the University of Alaska system or state corporations like the Alaska Railroad or Alaska Housing Finance Corp., McMullen said.



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ADN 2-21-85

Salary limit bill may be toughened

By BRUCE SCANDLING
The Associated Press

JUNEAU – A proposal saying no state worker should earn more than the governor stalled in a legislative committee Tuesday as lawmakers said they will consider amendments to toughen the measure.

The bill, introduced by Rep. Mike Szymanski, D-Anchorage, would limit the state's basic wage scale to that of Alaska's chief executive.

Currently, Gov. Bill Sheffield earns $81,648 annually.

At a hearing before the House State Affairs Committee, Szymanski said he wants to slow the steady escalation of state salaries.

"What has occurred over the past years . . . is an effort to slowly, but surely, push up salaries," Szymanski said. "There's really no restraint."

He said two Alaska Railroad workers and 15 University of Alaska administrators and top professors earn basic wages higher than the governor.

His bill, however, would not cut pay for those employees. Instead, any salaries above those of the governor would be frozen until employees retired or left those positions.

Szymanski said his measure defines "basic monthly salary" as base pay before cost-of-living, overtime compensation, geographic differentials and other salary boosters are added.

"This is probably more liberal than most people would want to have it," Szymanski said, "and I would consider any amendments."

Rep. Virginia Collins, R-Anchorage, said she wants to take a closer look at salary boosters, including the geographic differential paid to state workers.

Under that formula, for example, state workers in Fairbanks have their paychecks boosted 10 percent because of the higher cost of living.

A similar bill introduced in the Senate is tougher than the Szymanski measure, one state administrator said, because it counts salary boosters as part of base pay.

That means several more employees would be classified as earning more than the governor when overtime compensation, geographic differentials or other salary adjustments are added.

"It's
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Turpin's salary prompts cap proposal

Continued from page A-1

bell said Turpin was a real bargain, whose pay was "quite modest" compared with senior rail executives in other parts of the nation. Though extensively quoted in the media as $337,000 plus benefits for two years, Campbell insists Turpin's salary is $125,000 per year.

The difference is the 35 percent bonus which Campbell first announced was an incentive to keep Turpin on the railroad for the duration of his two-year contract, and would be paid at the end of the two years in a lump sum of $87,500.

Campbell recently explained the bonus as compensation in lieu of benefits Turpin is not receiving from the railroad. He said that Turpin will receive medical, dental, life insurance, and other retirement benefits from Exxon, his former employer, but that he must personally pay for the costs while employed by the railroad. Turpin said the railroad's cost for retirement benefits are comparable to the 35 percent bonus.

But Szymanski disputes that assumption.

"I can't imagine the benefits being more than 10 or 15 percent. That's a lot of dollars — $15,000 to $20,000 — to pay for some insurance."

Turpin's predecessor in the general manager position, Frank Jones, was paid more than $85,000 in salary, rail officials said Thursday. With benefits factored in, Jones' salary came to a little less than $130,000.

But Szymanski said such comparisons did not impress him since Jones' employer was the federal government. He believed no state employee should make more than the governor.

"Even their accountant (actually, the controller) is making more than the governor. I was shocked at his $83,000 salary," said Szymanski.

Szymanski said his proposed legislation capping the executive salaries of state-owned corporations may not affect Turpin's salary if his contract with the railroad corporation is that of an independent contractor, rather than a railroad employee.

Szymanski said he was concerned that such large salaries would set a precedent for other state-owned corporations whose chief executives now earn salaries in the $80,000 range.

"If they come to us and ask for commensurate salaries (to the $125,000 plus of Turpin), how can we say no?"

Board chairman Campbell was also concerned with precedent.

"The intention of the Transfer Act was to make the board fairly autonomous. I am going to fight like hell to keep it that way."

A spokesperson from the governor's office said the Sheffield administration had pushed for greater control over the Alaska Railroad during the drafting of the Transfer Act, but the lawmakers decided to make the railroad board more independent.

Szymanski expressed similar theme. "If they can assure me that the Alaska Railroad will not come to state coffers, they can do anything they want."

Lawmaker suggests state salary caps

See Turpin, page A-12

ADN 1/26/88

Lawmakers seek ceiling on salaries

by Bruce Scandling
Associated Press

Juneau — Several lawmakers think state salaries are skyrocketing out of control, and they have introduced measures saying no state worker should be paid more than the governor.

Rep. Mike Szymanski, D-Anchorage, said the payroll limit could affect up to 100 state employees earning more than Gov. Bill Sheffield.

Sheffield is paid $81,648 annually.

Szymanski introduced his bill in the House Friday, while a similar measure was authored in the Senate. It is co-sponsored by Sens. Paul Fischer, R-Soldotna; Jack Coghill, R-Nenana; Mitch Abood, R-Anchorage; Frank Ferguson, D-Kotzebue; and Senate President Don Bennett, R-Fairbanks.

What state workers make — page B-3, B-4

The Senate proposal goes a step farther. It would limit state grants to agencies not complying with the salary lid. But only those agencies receiving more than half of their annual budgets from the state would be affected.

Szymanski, who sits on the House Finance Committee, said lawmakers need to take the lead in capping the state payroll.

"We're seeing many exam-

See Ceiling, page A-12

Ceiling

Continued from page A-1

ples of very large salaries," Szymanski said. "And, from my perspective, they're excessive salaries."

He said his bill was prompted in part by a recent flap over pay for Frank Turpin, named executive director of the Alaska Railroad when the state took over the operation last month.

Turpin will earn $125,000 annually.

But Szymanski said Turpin's contract includes a bonus clause which could boost his total pay over the next two years to $337,000.

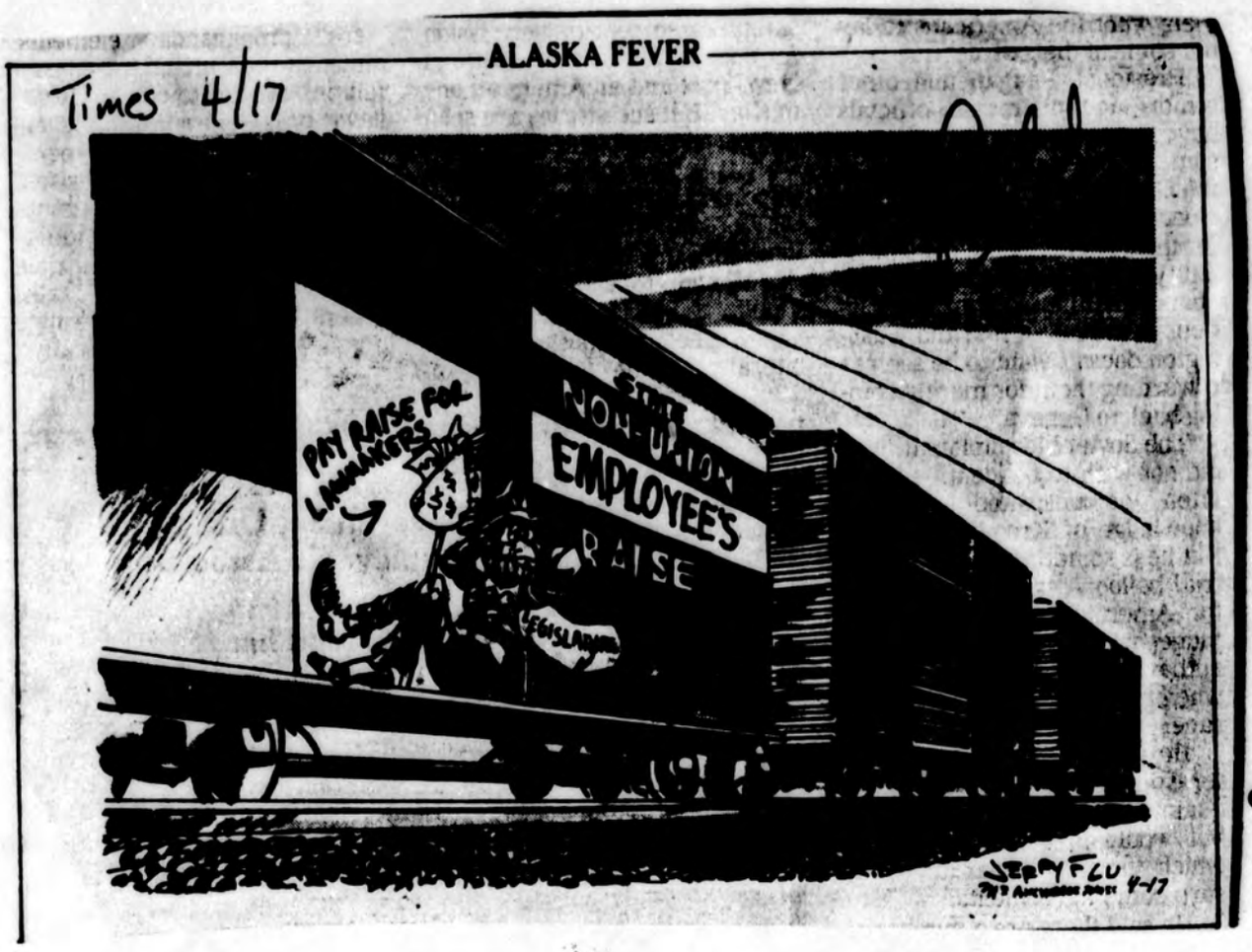
"I think they went grossly out of bounds on that one," he said.

Szymanski also attacked salaries for top administrators in the University of Alaska system, and said several top $100,000 annually.

He said "even Ivy League schools" pay their key officials $35,000 to $45,000 a year.

"This is setting a bad precedent," Szymanski said.

Times 4/17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ADN-Saturday January 26 1985

Measures seek limit on state workers' pay

By BRUCE SCANDLING
The Associated Press

JUNEAU — Several lawmakers think state salaries are skyrocketing out of control, and they have introduced measures saying no state worker should be paid more than the governor.

Rep. Mike Szymanski said the payroll limit could affect up to 100 state employees earning more than Gov. Bill Sheffield.

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Pay limit

Continued from Page A-1

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The Senate proposal goes a step farther. It would limit state grants to agencies not complying with the salary lid. But only those agencies receiving more than half of their annual budgets from the state would be affected.

Szymanski, who sits on the House Finance Committee, said lawmakers need to take the lead in capping the state payroll.

"We're seeing many examples of very large salaries," Szymanski said. "And, from my perspective, they're excessive salaries."

He said his bill was prompted in part by a recent flap over pay for Frank Turpin, named executive director of the Alaska Railroad when the state took over the operation last month.

Turpin will earn $125,000 annually.

Szymanski also attacked salaries for top administrators in the University of Alaska system, and said several earn more than $100,000 annually.

He said "even Ivy League schools" pay their key officials $35,000 to $45,000 a year.

"This is setting a bad precedent," Szymanski said. "I don't want a game to start where other agencies come in and say, 'How come we don't get it?'"

Legislators attack state pay issue

From The Associated Press

Two of the Kenai Peninsula's legislators, Rep. Mike Szymanski and Sen. Paul Fischer, attacked state employment practices late last week.

Szymanski, D-Ocean View, fearing that state salaries are getting out of sight, introduced a bill to limit all state employees to a maximum salary equal to the governor's — currently $81,648 a year.

Fischer, R-Soldotna, co-sponsored a Senate version of Szymanski's bill, which adds a provision to limit grants to any agencies that fail to comply with the salary limitation.

Fischer, meanwhile, also urged Sheffield to face the likelihood of impending state budget problems and freeze state hiring.

He said the state faces "serious fiscal crises of an emergency nature," because of declining oil revenue that threatens "necessary state programs."

John Greely, gubernatorial press secretary, dismissed Fischer's call for an executive order on hiring, and said the financial outlook does not amount to a crisis.

In discussing his salary ceiling bill, Szymanski cited the new Alaska Railroad manager's $125,000 salary and $100,000-plus salaries of some University of Alaska administrators as examples of excessive pay.

Lawmaker claims House committee stalling on pay cap bill

3/13/85 Daily News

By BRUCE SCANDLING
The Associated Press

JUNEAU — An Anchorage lawmaker says a House committee has stalled his proposal to cap state salaries.

Rep. Mike Szymanski, D-Anchorage, said the House State Affairs Committee could have passed his bill a step closer to a vote on the House floor Wednesday, but instead decided to sit on the proposal.

"Quite frankly, I'm mad as hell that State Affairs doesn't have the guts to stand up for the (salary cap) issue," Szymanski said.

But committee chairwoman Katie Hurley, D-Wasilla, said the bill was held over simply because committee members had more questions about the proposal.

"I have not deep-sixed any bill," she said. "That might be (Szymanski's) version of the story, but the committee is not going to pass out any bills that are not ready . . ."

The flap is over legislation proposed by Szymanski that says no state worker should earn more than the state's chief executive. Gov. Bill Sheffield earns $81,648 annually.

Szymanski said the measure would immediately affect 15 University of Alaska employees and two state judicial branch workers, but he's more concerned about the long-range policy aspects of the bill.

It's time for the legislature to send a signal to state agencies that it will no longer support unlimited salaries, Szymanski said.

"We need to pass some sort of legislation," he said. "It's absurd to assume it will happen just automatically."

Hurley said the measure could come up in committee again, but acknowledged that timetables set by House leaders to steer bills through the legislature don't bode well for the proposal.

Hurley and Szymanski are both members of the Democrat-led coalition that rules the House this year.

House Speaker Ben Grussendorf, D-Sitka, has said priority bills should appear on the House floor by the 75th legislative day — which is March 29 — in order to be sent to the Senate for consideration this session.

That means Szymanski's bill would have to pass out of the State Affairs Committee sometime next week.

The measure is not on next week's preliminary calendar, Hurley said, but individual committee members could bring it up at any time.

"I think that depends on what Rep. Szymanski wants to do about talking to other committee members," she said.

"Even if that doesn't happen, it isn't dead," Hurley said. "There's always next session."

Szymanski, however, said he thinks the issue deserves attention this year and the full House should have a say on his proposal.

Ferguson will study state pay differential for Bush

by Larry Persily
Times Juneau Bureau

Juneau — To either confirm or discredit the cost of living differential paid to state workers in the Bush, Sen. Frank Ferguson, D-Kotzebue, will have his staff conduct a survey of Kotzebue prices this week.

Ferguson said he believes the wage differential paid to state employees in the Bush may be too high, and he wants his staff to conduct a "market basket survey" of Kotzebue food prices for comparisnn to costs in Anchorage.

The University of Alaska Cooperative Extension Service already conducts a quarterly food price survey statewide, with utility bills and other items also included in the survey. Ferguson said he wants to conduct his own survey, "to make sure the (university) market basket is something we can depend on."

Prompted by recent publicity over state wages, specifically the number of workers who earn more than $50,000 a year, Ferguson said, "Those salaries have increased so much (due to the wage differential) that any time a job comes up in Kotzebue or Nome" state employees from Anchorage often apply for the position to take advantage of the higher wages.

"They know they can stash away a few dollars" by working in the Bush, he said, and competition from Anchorage state workers seeking jobs in the bush often crowds out local job applicants.

The senator cited as an example a recent job opening in Kotzebue for a local government specialist with the Department of Community and Regional Affairs. Ferguson said more than 40 persons applied for the job, with most from the state labor force in Anchorage. The community did get a local resident placed in the position, he said, adding, "We were lucky to do so."

However, Jeff Smith, deputy commissioner of community and regional affairs, said of the 42 applicants for the Kotzebue job, only nine were permanent state employees and every one of the nine declined to be interviewed for the job.

Ferguson said if his review of the cost of living in Kotzebue determines that the state salary differential is too high, he and House Finance Committee Chairman Al Adams, D-Kotzebue, will introduce legislation to remedy the situation.

According to figures from the Department of Administration, state workers in Nome earn about 25-30 percent more for the same position than do workers in Anchorage, with employees in Kotzebue earning a differential of about 30-35 percent.

Karen VanDusseldorp, a research analyst with the department's division of labor relations, said the state "is in the process of doing another geographic differential," with the wage revision proposal due in April.

She said the most recent survey available (March of 1983) with figures from Nome and Kotzebue shows Nome food prices at 78 percent above those in Anchorage, with Kotzebue coming in at 91 percent higher.

Bill to cut 15 UA officials' wages

By BRUCE SCANDLING
Associated Press Writer

JUNEAU — Fifteen University of Alaska administrators earn fatter paychecks than Gov. Bill Sheffield and would face salary cuts under two bills introduced by state lawmakers.

University President Donald O'Dowd tops the list, bringing home $90,938 a year in base pay. Sheffield earns $81,648 annually.

Proposals to limit state salaries to no more than what the governor is paid have been introduced in both the state House and Senate. But trying to figure how many more state workers would be affected by the limit is posing a challenge to legislative staffers working on the measures.

A payroll supervisor said at least 21 state workers — not including university, Alaska Housing Authority and Alaska Railroad employees — earn more than the governor when various pay differentials are counted.

"And I'd say a majority of them are the judges," said Edna Caldwell.

Part of the problem in determining who would be affected revolves around differences in the two bills.

Rep. Mike Szymanski, D-Anchorage, drafted legislation that simply says no worker should earn a base salary greater than the governor.

Many state workers, however, especially those in rural areas, have geographic differentials and other pay-boosting factors added to their base salaries.

Szymanski's bill would not count those differentials as base pay, meaning fewer employees would out-earn the governor.

When the salary adjustments are not counted, a review of all classified and exempt state employees — not counting the university — showed no worker earning more than Sheffield, said Mark Higgins, a Szymanski aide.

But a Senate version of the measure would create a large list. The bill drafted by Sen. Paul Fischer, R-Soldotna, and co-sponsored by six other senators, counts differentials when determining base salary.

Fischer said the practice of paying state workers more according to where they live is a major factor in skyrocketing state salaries.

"It's been somewhat abused over the years," Fischer said. "We have to get away from this thing where the community says it cost two, three or four times more to live in a certain place."

Mrs. Caldwell said geographic differentials [illegible] increase an Alaska worker's salary by up to 28 percent. That's the extra [illegible] employee is paid for living in such areas as Barrow, [illegible] or the Yukon-Kuskokwim Delta.

A Fairbanks employee [illegible] an automatic 10 percent geographic boost in salary.

Fischer said his bill counts a worker's total salary except overtime and hazardous duty pay.

"That means if the guy's making $87,000, he knows he's going to be trimmed back to $81,000," Fischer said.

The bill is co-sponsored by Senate President Don Bennett, R-Fairbanks, and Sens. Jack Coghill, R-Nenana; Mitch Abood, R-Anchorage; Frank Ferguson, D-Kotzebue; Pat Rodey, D-Anchorage; and Edna DeVries, R-Palmer.

See 15, Page 12

...15 UA workers top governor's wage

Continued from Page 3

Salary figures provided by the university don't include geographic differentials, longevity or other cost factors.

Budget Director Brian Rogers said more than 15 employees would top the governor's salary if those factors were counted. Figuring just base pay, these are the top wage earners in the university system:

—O'Dowd, $90,938;

—Patrick O'Rourke, Fairbanks campus chancellor, $88,060;

—Syun Akasofu, Fairbanks professor, $88,020;

—Carolyn Floyd, Kodiak Community College president, $87,648;

—Sherman Carter, executive vice president, $87,185;

—Al Okeson, CREE chancellor, $86,448;

—David Outcalt, Anchorage campus chancellor, $85,487;

—Michael Paradise, Juneau campus chancellor, $85,487;

—Herb Lyon, Anchorage Community College chancellor, $83,202;

—Juan Roderer, Geophysical Institute director, $82,953;

—William Phillips, Fairbanks vice chancellor, $82,745;

—Keith Mather, Fairbanks vice chancellor, $82,613;

—Bonita Neiland, Fairbanks professor, $82,568;

—John Bligh, director, Institute of Arctic Biology, $82,154;

—James Drew, dean, School of Agriculture and Land Resources, $81,743.

ALASKA'S LARGEST NEWSPAPER

Anchorage Times

SATURDAY MORNING, JANUARY 26, 1985 25¢

Bill would set limits on salaries

by Bruce Scandling
Associated Press

Juneau — Several lawmakers think state salaries are skyrocketing out of control, and they have introduced measures saying no state worker should be paid more than the governor.

Rep. Mike Szymanski, D-Anchorage, said the payroll limit could affect up to 100 state employees earning more than Gov. Bill Sheffield.

Sheffield is paid $81,648 annually.

Szymanski introduced his bill in the House Friday, while a similar measure was authored in the Senate. It is co-sponsored by Sens. Paul Fischer, R-Soldotna; Jack Coghill, R-Nenana; Mitch Abood, R-Anchorage; Frank Ferguson, D-Kotzebue; and Senate President Don Bennett, R-Fairbanks.

The Senate proposal goes a step farther. It would limit state grants to agencies not complying with the salary lid. But only those agencies receiving more than half of their annual budgets from the state would be affected.

Szymanski, who sits on the House Finance Committee, said lawmakers need to take the lead in capping the state payroll.

"We're seeing many examples of very large salaries," Szymanski said. "And, from my perspective, they're excessive salaries."

He said his bill was prompted in part by a recent flap over pay for Frank Turpin, named executive director of the Alaska Railroad when the state took over the operation last month.

Turpin will earn $125,000 annually.

But Szymanski said Turpin's contract includes a bonus clause which could boost his total pay over the next two years to $287,000.

"I think they went grossly out of bounds on that one," he said.

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Ceiling

Continued from page A-1

Szymanski also attacked salaries for top administrators in the University of Alaska system, and said several top $100,000 annually.

He said "even Ivy League schools" pay their key officials $35,000 to $45,000 a year.

"This is setting a bad precedent," Szymanski said. "I don't want a game to start where other agencies come in and say, 'How come we don't get it.' "

A recent report released by the state's Finance Division included salaries for other highly paid employees.

Dillingham District Attorney Charles Merriner earns $98,000 a year, according to the report. Nome District Attorney James Gould cashes in an annual paycheck totaling $96,000.

The report, however, does not cover the University of Alaska system or state workers earning an hourly wage.

Anchorage Daily News 1/8/85 Editorial

Railroad salaries way out of line

Here's a couple of budget-busting wage settlements: The Alaska Railroad will pay its new general manager about $337,000 plus benefits for two years, and a new assistant general manager $93,000 per year. Those salaries are not only way out of line for comparable public officials, but also a poor precedent for running the railroad.

Some reports say the pay-and-benefits package for new general manager Frank Turpin will be more than double that of the governor himself. The contract includes a $[illegible] annual salary and a 35 percent incentive bonus to complete the two years. The total — $337,000 plus benefits over two years — would put Mr. Turpin in the same bracket, financially, with most professional athletes and corporate chief executives. New assistant general manager Marvin Yetter, at $93,000 per year, would earn more than the governor.

No doubt, both the genial Mr. Turpin and his new assistant bring years of high-quality management experience to the "new" Alaska Railroad. But whether Alaskans want, need or should pay so much for competent railroad management is another matter. James Campbell, chairman of the board of the new Alaska Railroad Corp., said last week that Mr. Turpin was paid "a hell of a lot" more as head of Alyeska Pipeline Service Co. until he retired recently. The implication, of course, is that in the private sector an executive of Mr. Turpin's experience and demonstrated ability would command even more.

That may be true, but it's irrelevant. The $337,000 is quite a bit *more* than what Alaskans pay the governor, the chief justice of the Alaska Supreme Court, the Commissioner of Transportation, the Commissioner of Natural Resources, or anyone else in state government.

Do those jobs go unfilled because they don't pay enough? Hardly. Will top railroad managers have bigger duties and challenges than top executives elsewhere in government? Not particularly. Should the couple dozen other public officials who ordinarily would be thought to outrank the railroad chief in state government be offered similar or better two-year packages? Not at all.

Private and public-sector management are not the same, and should not be. Private executive management is essentially entrepreneurial activity; public service is public service, with considerable public power involved. The railroad salaries are too high, not because the new executives wouldn't be worth them in the private sector — undoubtedly they are — but because they are unnecessary and inappropriate in the public sector.

Railroad general manager to get $337,000 plus benefits

The Associated Press

FAIRBANKS — The general manager of the new Alaska Railroad Corp. will receive $337,000 plus benefits for the duration of his two-year contract, the chairman of the corporation's board said.

Frank Turpin, who will become head of the railroad when he retires in February as president of Alyeska Pipeline Service Co., will get a yearly salary of $125,000, said chairman James Campbell. If Turpin completes the contract, he'll get an incentive bonus of 35 percent, for a total of $337,000.

Campbell said Turpin also will receive the "typical kinds" of benefits, such as use of an automobile, travel expenses and costs of membership in professional organizations.

Campbell said the 35 percent bonus makes up for the benefits Turpin is not being provided and serves as an incentive for Turpin to complete his contract. Turpin did not need medical, dental or life insurance, so the Alaska Railroad Corp. did not provide it, Campbell said.

The railroad is scheduled to be transferred Saturday from federal to state hands. Although owned by the state, the railroad will be run as a profit-making corporation, under the direction of a board of directors appointed by the governor.



4/15/85

Pay raise repeal dead this year

by Larry Persily
Times Juneau Bureau

Juneau — Formation of a special committee to study legislative salaries is not what opponents to the 1983 pay boost had wanted this session, but a promise to report on the issue next year is better than nothing.

"Anchorage does not have a majority of legislators in the House or Senate and without the cooperation of members outside the area we're not going to take action" on the pay repeal issue this year, said Sen. Tim Kelly, R-Anchorage, a strong opponent of the pay increase.

Resolutions were introduced in the House and Senate this week to organize a joint special committee on legislative salaries. The committee report would be due on the first day of the 1986 session.

"It's not as strong as I'd like to see," Kelly said, "but it's preferable to doing nothing."

The senator added, "I'm still hopeful we can take action this year" to repeal the pay boost voted themselves by lawmakers in 1983, but if the effort fails he intends to come back next year — special committee report in hand — and push for the pay raise repeal.

"There is a split in both the House and the Senate caucus as to whether or not the legislature should repeal its salary (increase)," the senator said.

Anchorage residents are the only constituents putting pressure on their representatives to repeal the pay raise, Kelly noted. "Other legislators feel no need to act."

He added, "It's a divisive issue. . .both the House speaker and the Senate president have indicated they prefer to hold off to next year." A number of bills have been introduced in both chambers to repeal the pay increase.

House Speaker Rep. Ben Grussendorf, D-Sitka, was quoted earlier this week as predicting failure for the pay raise repeal this year. Senate President Don Bennett, R-Fairbanks, said he doesn't want to be rushed into the legislation, with the committee giving lawmakers and the public a chance to learn more about the issue.

Lawmakers in 1983 more than doubled their salaries to $46,000 a year. They did eliminate their $80 per diem payments for living expenses while in Juneau.

A petition drive by the Libertarian Party gathered enough signatures to have the pay raise repeal placed on the November, 1986 general election ballot.

If approved by the legislature, the special committee would be comprised of three House and three Senate members. The committee would "examine legislative salaries, per diem and allowances, as well as functions and staffing levels of legislative personal staff."

Members would be instructed to compare Alaska's legislative salaries with those of other states.

In a January report from the National Conference on State Legislatures, seven states are listed as paying legislative salaries of $30,000 or more a year: California, $33,732; Illinois, $32,500; Maine, $30,000; Michigan, $34,860; New York, $43,000; Ohio, $30,152; Pennsylvania, $35,000.

All but Ohio and Maine also pay a per diem to legislators while they are in session, in addition to their salaries: The per diems range from $55 to $75 a day.

The lowest paid legislators, according to the conference report, are in Rhode Island ($5 a day and no per diem) and New Hampshire ($100 a year and no per diem).

Legislators vote down raise repeal

by Bruce Scandling 5/11/85
Associated Press

Juneau — "The miracle could happen," Anchorage Republican Rep. Red Boucher said Saturday as the House considered a proposal to repeal a controversial pay raise lawmakers gave themselves in 1983.

In the end, Boucher's miracle didn't happen.

House lawmakers narrowly voted down a measure to

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Pay raise repeal

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scrap the 1983 raise, which more than doubled legislative salaries.

The 1983 action boosted lawmakers' pay from $1,757 a month to $3,900 — and eliminated the $80-a-day allowance lawmakers had been earning.

Saturday's vote came as the House appropriated $13 million to fund 5 percent pay raises for state workers not covered by union bargaining agreements.

That bill includes pay scales for legislators, prompting amendments from a group of Anchorage-area lawmakers who have lobbied all session to repeal the pay raise.

The main amendment — sponsored by Reps. Katie Hurley, D-Wasilla; Pat Pourchot, D-Anchorage; and Boucher — would have returned lawmakers to the $1,757 monthly pay scale and given them $80 a day for expenses.

"This year, we've been asking everybody but ourselves to bite the bullet," said Hurley.

State officials have said repeal of the pay raise would save $1.1 million in fiscal 1986, which starts July 1.

In the wake of declining oil revenues, legislative leaders have preached fiscal restraint as they chopped at least $463 million from the spending package first proposed by Gov. Bill Sheffield in December.

Hurley's amendment was voted down, 21-19.

Three other amendments were also defeated.

Rep. Marco Pignalberi, an Anchorage Republican who has urged lawmakers to repeal the pay raise, tried to set up a salary commission to study legislative compensation.

His plan called for a committee to be comprised of private citizens called together to determine fair wages and benefits.

Pignalberi said no legislators would sit on the committee.

"This is nothing we should be afraid of," he said. "I for one think we would stack up very highly in terms of the hours we carry into our jobs."

The House turned down his amendment, 23-17.

Saturday's action focuses attention on a proposal backed by the House and the Senate establishing an interim committee to study the pay issue.

The two chambers are at odds, however, over whether three members of the public should be allowed to sit on the panel.

The House version of the committee calls for nine voting members — three from the House, three from the Senate and three public members.

The Senate, meanwhile, wants no public seats on the committee.

Some House members want vote on pay raise

By JOHN LINDBACK
Daily News reporter

JUNEAU — Some House majority members from Anchorage and Mat-Su districts intend to force the House to vote before adjournment on repeal of a controversial pay raise the legislature gave itself in 1983.

Reps. H.A. "Red" Boucher, Mike Szymanski and Pat Pourchot, all Anchorage Democrats, predicted Friday after a closed-door caucus of the 28-member House majority that the floor vote in the 40-member House would be very close.

Rep. Katie Hurley, D-Wasilla, plans to introduce the repeal on the floor by proposing an amendment to a salary schedule for non-union state employees, they said. The vote could occur as early as today, they said.

"In my perspective, it's a foregone conclusion that the public's going to repeal the legislative pay raise in '86. I think it would be in our best interest and the public's interest if we dealt with the issue this year," Szymanski said.

If the House approves the repeal it would force the anti-repeal Senate to publicly vote on the matter this session when it considers the House's salary schedule. The salary schedule bill is an integral component of a negotiated package of legislation lawmakers have agreed to approve before adjournment.

The House members conceded that their plans could irritate the Senate, which "has been pretty adamant about not wanting to deal with the pay raise," Szymanski said. Both the House and Senate have voted, instead, to create a committee to study legislative pay this summer.

Pourchot said it was likely that the repeal, if approved by the House, would be rejected by the Senate.

Legislators at the end of the 1983 session increased their salaries from $20,000 to $46,000 per year and eliminated the $80-per-day expense allowance they had been receiving during sessions. Public protest resulted in a petition drive and a referendum on the 1986 election ballot.

The pay raise developed into a major issue in many Anchorage-area legislative campaigns last fall. House bills that would repeal it have been buried this session by House Judiciary Chairman Mike Miller, D-Juneau, an advocate of the pay raise who has refused to let the bills out of his committee.

Hurley, Boucher, Szymanski, Pourchot and Sam Cotten, D-Eagle River, are all majority members who were forced earlier this session to vote against floor amendments to the state operating budget that attempted to repeal the pay raise. The majority organization in a pre-session agreement bound its members to vote against all amendments to the budget that the House Finance Committee sends to the floor.

SCOMM

#49:17

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 84 (JULY 1, 1983 - JUNE 30, 1984)

NAME	AIR TRANS.	PERSONAL VEHICLE TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOWANCE	OTHER
LEGISLATORS						
Abood, Mitch	352.00					
Adams, Al	6,475.29		160.00			
Barnes, Ramona	1,273.52					
Bennett, Don	950.00	592.70		424.48	639.90	201.00 (FERRY)
Bussell, Charles	836.52					
Cato, Bette	872.80					
Davis, Mike	101.00	20.00		64.80		
Duncan, Jim	336.00					
Faiks, Jan	202.00					
Flood, Joe	352.00					
Fritz, Milo	352.00					
Fuller, Jack	352.00					
Furnace, Walt	352.00					
Grussendorf, Ben	1,769.58			300.00	155.00	
Hurlbert, Vernon	404.00	685.00		128.00		
Larson, Ron	352.00					
Lindauer, John	352.00					
Martin, Terry	756.00					
Pestinger, Sam	352.00					
Sackett, John	10,811.01	1,890.07	245.00		2,460.77	100.00 (CONF.REG.)
Shultz, Richard	2,904.90	1,399.15		1,780.88	941.16	324.00 (CONF.REG.)
Sund, Jon	180.00					
Szymanski, Mike	412.00	101.67				
Tischer, Mae	756.00	11.00				
Uehling, Rick	404.00					
Vaska, Tony	678.00	17.00	80.00			
Ward, Jerry	748.00					
Wente, Ron	180.00					
Zharoff, Fred	572.00					
Subtotals	34,438.62	4,716.59	485.00	2,698.16	4,196.83	625.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
STAFF (Employer noted in parentheses)						
Bavilla, V. (Sackett)	754.00					
Bennett,R.(Bettisworth)	336.00	130.00			31.00	52.00 (FERRY)
Berg, M. (Adams)	5,158.16	10.00	1,190.00			
Bergstrom, T.(Sackett)	1,588.00					
Blecker, L. (LFD)	720.00	93.91	240.00			
Brown, C. (LFD)	452.00					
Burton, M. (LFD)	1,389.50	346.58	1,730.00			
Cortez, L. (Ward)	582.00	184.64		279.27		
Dhillon, P. (LFD)	704.00	158.07	400.00			
Cutler, L. (Adams)	1,138.00		247.50			
Dundy, P. (Sackett)	912.00		140.00			344.00 (FERRY)
Earnest, M. (Sackett)	695.00					
Fortier, K. (Bennett)	470.00		255.00			
Gates, S. (Shultz)	2,019.06	86.92	3,153.00			
Gibson, C. (Sackett)	13,858.25	1,664.79	2,710.00			429.00 (FERRY)
Gifford, M. (Sackett)	1,830.00	25.60	935.00			
Greany, M. (LFD)	2,248.00	28.80	880.00			
Goddard, J.(Shultz)	812.17					
Haring, W. (Shultz)	3,800.14	1,264.00	4,602.75			340.00 (CONF.REG.)
Hildebrand,I.(Sackett)	2,724.00	298.76	1,210.00			
Hill, N. (Shultz)	3,410.70	642.00	2,296.25			
Kunzelman, J. (Bennett)	437.00		220.00			
Lindstrom,E. (Adams)	4,458.00	112.00	1,400.00			
Norrgard, J. (Bennett)		480.00				150.00 (CONF.REG.)
Nusbaum, S. (Bennett)		575.25	845.46			100.00 (CONF.REG.)
Price, G. (LFD)	615.48	95.24	660.00			
Otness, T. (Pestinger)	448.00					
Robinett, D. (Bennett)	1,447.00		1,132.50			
Schilz, J.(Grussendorf)	1,005.00	421.11	740.00			
Schroeder, B. (LFD)	302.00		450.00			100.00 (CONF.REG.)
Schnell, D. (Adams)		51.75	180.00			69.00 (FERRY)
Stoops, L. (Sackett)	1,814.72	80.00	990.00			
Taggard, B. (Bennett)	417.00					
Twelker, P. (Bennett)	633.00					80.00 (CONF.REG.)
Wallis, K. (Hurlbert)	4,528.00		10,580.00			
Wertz, P. (Bennett)	221.00					
Subtotals	61,927.18	6,749.42	37,187.46	279.27	31.00	1,664.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	HOTEL	MEAL ALLOW.	OTHER
NON-EMPLOYEE TRAVEL						
Senate Finance Committee						
W. Parker	510.00					
Lawrence Calderone	477.00		160.00			
Louis Bitomer	821.54					
Subtotals	1,808.54		160.00			
TOTALS	98,174.34	11,466.42	37,832.46	2,977.43	4,227.83	2,289.00

LEGISLATIVE FINANCE DIVISION
TRANSPORTATION/PER DIEM COSTS
FY 85 (JULY 1, 1984 TO DEC. 31, 1984)

NAME	AIR TRANS.	TAXI/CAR RENTAL	HOTEL	MEAL ALLOW.	OTHER
LEGISLATORS					
Abood, Mitch	352.00				
Adams, Al	4,608.30	167.76	1,103.67		
Bennett, Don	2,346.00	169.50	755.30	211.46	14.00 (Ferry)
Bettisworth, Robert	846.50				
Cato, Bette	556.00				
Cowdery, John	352.00				
Fuller, Jack	52.00				
Furnace, Walt	352.00				
Goll, Peter	482.00	10.00	65.00	20.00	
Grussendorf, Ben	1,224.00	24.00	79.18		
Lindauer, John	352.00				
Liska, John	352.00				
Martin, Terry	352.00				
Miller, Mike W.	846.50				
Sackett, John	10,036.78	1,164.54	751.67	2,888.25	
Shultz, Richard	1,802.02	255.05	1,162.76	775.00	
Szymanski, Mike	406.00				
Tischer, Mae	124.00				
Ward, Jerry	352.00				
Subtotal	25,794.10	2,390.85	3,917.58	3.894.71	14.00

NAME	AIR TRANS.	TAXI/CAR RENTAL	PER DIEM	OTHER
STAFF (Employer noted in parentheses)				
Berg, M. (Adams)	2,205.00		1,486.00	
Bergstrom, T. (Sackett)	1,790.40	120.01	1,580.00	
Brown, C. (LFD)	1,063.00	25.05	242.00	
Burton, M. (LFD)	2,204.00	217.02	1,070.30	
Blecker, Liz (LFD)	352.00	197.82	400.00	
Cutler, L. (Adams)	271.00			
Dhillon, P. (LFD)	704.00	88.90	400.00	
Earnest, M. (Sackett)	5,813.00			
Gifford, M. (Sackett)	2,099.30	127.70	1,885.00	
Greany, M. (LFD)	1,016.00	8.00	217.00	
Jackson, G. (Adams)	176.00	175.00	460.00	83.00 (Ferry)
Kunzelman, J. (Bennett)	422.00			
Lindahl, M. (Bennett)	222.00	103.25	965.00	
Lindstrom, E. (Adams)	1,462.00	56.00	1,191.00	
Maher, T. (LFD)	352.00	252.86	400.00	
Nusbaum, S. (Bennett)	30.00	185.19	390.00	
Perisich, P. (LFD)	462.00	10.00	1,504.16	
Roberts, N. (Sackett)	704.00		3,360.00	
Schilz, J. (Grussendorf)	120.00		220.00	
Schroeder, B. (LFD)		37.00	160.00	
Slocum, J. (LFD)	472.00	28.00	271.00	
Subtotal	21,939.70	1,631.80	16,201.46	83.00
NON-EMPLOYEE TRAVEL				
Senate Finance Committee				
R. Clark	352.00	56.00		
J. Shiveley	608.62			
Subtotal	960.62	56.00		

1982 EARNINGS FOR REPRESENTATIVES

Abood	19,983.60	Salary
	17,180.00	Per diem, Allowances
	37,163.60	Total
Adams	19,983.60	Salary
	20.151.00	Per diem, Allowances
	40,134.60	Total
Anderson	19,983.60	Salary
	16,000.00	Per diem, Allowances
	35,983.60	Total
Barnes	19,983.60	Salary
	17,222.92	Per diem, Allowances
	37,206.52	Total
Beirne	19,983.60	Salary
	15,200.00	Per diem, Allowances
	35,183.60	Total
Bettisworth	19,983.60	Salary
	15,920.00	Per diem, Allowances
	35,903.60	Total
Buchholdt	19,983.60	Salary
	16,275.00	Per diem, Allowances
	36,258.60	Total
Brown	19,983.60	Salary
	17,506.00	Per diem, Allowances
	37,489.60	Total
Bylsma	19,983.60	Salary
	15,814.00	Per diem, Allowances
	35,797.60	Total
Carney	19,983.60	Salary
	16,339.38	Per diem, Allowances
	36,322.98	Total
Cato	19,983.60	Salary
	18,681.00	Per diem, Allowances
	38,664.60	Total
Chuckwuk	19,983.60	Salary
	15,952.00	Per diem, Allowances
	35,935.60	Total
Clocksin	19,983.60	Salary
	16,148.32	Per diem, Allowances
	36,131.92	Total
Cotten	19,983.60	Salary
	17,431.00	Per diem, Allowances
	37,414.60	Total

Cuddy	19,983.60	Salary
	16,353.00	Per diem, Allowances
	36,336.60	Total
Duncan	19,983.60	Salary
	13,140.00	Per diem, Allowances
	33,123.60	Total
Fanning	19,983.60	Salary
	15,440.00	Per diem, Allowances
	35,423.60	Total
Freeman	19,983.60	Salary
	15,881.00	Per diem, Allowances
	35,864.60	Total
Fuller	19,983.60	Salary
	21,423.79	Per diem, Allowances
	41,407.39	Total
Gardiner	19,983.60	Salary
	15,680.00	Per diem, Allowances
	35,663.60	Total
Grussendorf	19,983.60	Salary
	15,847.00	Per diem, Allowances
	35,830.60	Total
Halford	19,983.60	Salary
	17,760.00	Per diem, Allowances
	37,743.60	Total
Haugen	19,983.60	Salary
	16,446.00	Per diem, Allowances
	36,429.60	Total
Hayes	20,483.60	Salary
	17,040.47	Per diem, Allowances
	37,524.07	Total
Hurlbert	19.983.60	Salary
	17,990.00	Per diem, Allowances
	37,973.60	Total
Malone	19,983.60	Salary
	17,173.89	Per diem, Allowances
	37,157.49	Total
Martin	19,983.60	Salary
	17,264.65	Per diem, Allowances
	37,248.25	Total
Meekins	19,983.60	Salary
	16,490.00	Per diem, Allowances
	36,473.60	Total

Metcalfe	19,981.60	Salary
	17,180.00	Per diem, Allowances
	37,161.60	Total
Miller	19,983.60	Salary
	13,380.00	Per diem, Allowances
	33,363.60	Total
Montgomery	19,983.60	Salary
	16,568.97	Per diem, Allowances
	36,552.57	Total
Moss	19,983.60	Salary
	17,181.01	Per diem, Allowances
	37,164.61	Total
O'Connell	19,983.60	Salary
	15,874.00	Per diem, Allowances
	35,857.60	Total
Phillips	19,983.60	Salary
	17,328.00	Per diem, Allowances
	37,311.60	Total
Randolph	19,983.60	Salary
	15,610.00	Per diem, Allowances
	35,593.60	Total
Rogers	19,983.60	Salary
	16,486.86	Per diem, Allowances
	36,470.46	Total
Smith	19,983.60	Salary
	17,643.32	Per diem, Allowances
	37,626.92	Total
Sutcliffe	19,983.60	Salary
	15,930.00	Per diem, Allowances
	35,913.60	Total
Vaska	19,983.60	Salary
	18,320.28	Per diem, Allowances
	38,303.88	Total
Zharoff	19,983.60	Salary
	17,699.36	Per diem, Allowances
	37,682.96	Total

jb/8

1982 EARNINGS FOR SENATORS

Nels Anderson	15,995.40	Salary
	14,486.81	Per diem, Allowances
	30,482.21	Total
Don Bennett	19,992.33	Salary
	24,504.40	Per diem, Allowances
	44,496.73	Total
Brad Bradley	19,983.60	Salary
	16,719.94	Per diem, Allowances
	36,703.54	Total
Mike Colletta	19,983.60	Salary
	17,948.52	Per diem, Allowances
	37,932.12	Total
M.E. Dankworth	19,983.60	Salary
	16,961.56	Per diem, Allowances
	36,945.16	Total
Richard Eliason	19,983.60	Salary
	18,797.00	Per diem, Allowances
	38,780.60	Total
Bettye Fahrenkamp	19,983.60	Salary
	18,263.00	Per diem, Allowances
	38,246.60	Total
Frank Ferguson	19,983.60	Salary
	20,629.14	Per diem, Allowances
	40,612.74	Total
Vic Fischer	19,983.60	Salary
	20,362.00	Per diem, Allowances
	40,345.60	Total
Don Gilman	19,983.60	Salary
	17,809.74	Per diem, Allowances
	37,793.34	Total
Tim Kelly	19,983.60	Salary
	18,284.00	Per diem, Allowances
	38,267.60	Total
Jalmar Kerttula	20,483.60	Salary
	20,071.00	Per diem, Allowances
	40,554.60	Total
Bob Mulcahy	19,983.60	Salary
	17,484.73	Per diem, Allowances
	37,468.33	Total
Charlie Parr	19,983.60	Salary
	16,925.36	Per diem, Allowances
	36,908.96	Total

Bill Ray	19,983.60	Salary
	16,958.00	Per diem, Allowances
	36,941.60	Total
Pat Rodey	19,983.60	Salary
	16,810.00	Per diem, Allowances
	36,793.60	Total
John Sackett	19,983.60	Salary
	21,126.16	Per diem, Allowances
	41,109.76	Total
Terry Stimson	19,983.60	Salary
	17,385.44	Per diem, Allowances
	37,369.04	Total
A. Sturgulewski	19,983.60	Salary
	18,621.10	Per diem, Allowances
	38,604.70	Total
Bob Ziegler	19,983.60	Salary
	15,450.95	Per diem, Allowances
	35,434.55	Total

PC:jb

jb/5/2nd

1981 EARNINGS FOR SENATORS

Don Bennett	17,556.79	Salary
	22,936.53	Per diem, Allowance
	40,493.32	Total
Brad Bradley	17,556.79	Salary
	20,795.16	Per diem, Allowance
	38,351.95	Total
Mike Colletta	17,556.79	Salray
	20,294.82	Per diem, Allowance
	37,851.60	Total
M.E. Dankworth	17,556.79	Salary
	18,781.11	Per diem, Allowance
	36,337.90	Total
Richard Eliason	17,556.79	Salary
	17,142.00	Per diem, Allowance
	34,698.79	Total
Bettye Fahrenkamp	17,556.79	Salary
	18,028.65	Per diem, Allowance
	35,585.44	Total
Frank Ferguson	17,556.79	Salary
	16,803.00	Per diem, Allowance
	34,359.79	Total
Vic Fischer	16,404.89	Salary
	20,190.00	Per diem, Allowance
	36,594.89	Total
Don Gilman	16,404.88	Salary
	18,277.56	Per diem, Allowance
	34,682.44	Total
Tim Kelly	17,556.79	Salary
	18,946.00	Per diem, Allowance
	36,502.79	Total
Jalmar Kerttula	18,026.14	Salary
	19,762.25	Per diem, Allowance
	37,788.39	Total
Bob Mulcahy	17,556.79	Salary
	20,571.59	Per diem, Allowance
	38,128.38	Total
Charles Parr	17,556.79	Salary
	18,481.21	Per diem, Allowance
	36,038.00	Total

Bill Ray	11,796.79	Salary w/deductions
	18,771.00	Per diem, Allowance
	30,567.79	Total
Pat Rodey	17,556.79	Salary
	18,443.22	Per diem, Allowance
	36,000.01	Total
John Sackett	17,556.79	Salary
	22,115.64	Per diem, Allowance
	39,672.43	Total
Terry Stimson	18,703.27	Salary
	21,518.50	Per diem, Allowance
	40,221.77	Total
A. Sturgulewski	13,236.79	Salary w/deductions
	17,879.49	Per diem, Allowance
	31,116.28	Total
Bob Ziegler	17,556.79	Salary
	16,854.00	Per diem, Allowance
	34,410.79	Total

PC:jb

jb/5

REIMBURSEMENTS TO 1982 LEGISLATORS

LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR CODE
ALBERT ADAMS	4,205.00	61.00		4,266.00	APA018
DON BENNETT	7,528.40	1,756.32	8.73	9,293.50	DOB235
BOB BETTISWORTH	480.00			480.00	RHB199
THELMA BUCHHOLDT	83.00			83.00	THB20
PAT CARNEY	400.00			400.00	PJC20
JOE CHUCKWUK	400.00			400.00	JOC01
SAM COTTEN	400.00			400.00	SRC20
DAVID CUDDY	480.00			480.00	DAC01
ED DANKWORTH	400.00	50.00	87.56	537.56	MED23
JACK FULLER	400.00			400.00	JGF20
ERNIE HAUGEN	646.00			646.00	EJH21
VERN HURLBERT	1,440.00	235.08		1,675.08	VLH21
RUSS MEEKINS	480.00			480.00	RUM21
JOE MONTGOMERY	480.00			480.00	JOM22
JOHN SACKETT	639.00	25.00		664.00	JCS25

State of Alaska
Division of Legislative Finance
Pat Williams

REIMBURSEMENTS TO LEGISLATORS 1981

	LEGISLATOR	PER DIEM	TRANSP	OTHER	TOTAL	VENDOR code
2	ALBERT ADAMS	4193.00	250.67	-0-	4443.67	APA018
4	DON BENNETT	5604.00	1552.50	75.00	7231.50	DOB235
6	BOB BETTISWORTH	134.00	-0-	-0-	134.00	RHB199
8	THELMA BUCKHOLDT	617.00	-0-	-0-	617.00	THB202
10	JOE CHUCKWUCK	201.00	-0-	-0-	201.00	JOC015
12	SAM CATTEN	67.00	-0-	-0-	67.00	SRC204
14	DAVID CUDDY	134.00	292.00	-0-	426.00	DAC015
16	ED DANKWORTH	1402.44	336.34	17.92	1756.70	MED238
18	FRANK FERGUSON	167.50	-0-	-0-	167.50	FRF240
20	JACK FULLER	1675.00	30.50	-0-	1705.50	JGF208
22	ERNIE HAUGEN	650.00	182.00	-0-	832.00	EJH212
24	VERN HURLBERT	760.00	1319.78	-0-	2079.78	VLH214
26	JOE MONTGOMERY	337.00	14.00	-0-	351.00	JOM222
28	PAPPY MOSS	603.00	232.50	-0-	835.50	HPM223
30	BOB MULCAHY	402.00	-0-	-0-	402.00	BOM247
32	JOHN SACKETT	4057.00	1224.22	143.00	5424.22	JCS250
34	ARLISS STURGULEWSKI	225.00	-0-	-0-	225.00	ARS252

State of Alaska
Division of Legislative Finance
Room 506 Capitol Bldg. Pouch W2
Juneau, Alaska 99811
Ph: 465-3795
By: Pat Williams

1-ACBT-4221 ACTIVE EMPLOYEES, YTD SALARY SEQUENCE DATE 12/31/84 PAGE 1

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1	[redacted]														
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	104,255.92
3	12	A	M	NYGREN	LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4	[redacted]														
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8	[redacted]														
9	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00

YEARLY = MONTHLY SALARY x 12

YTD = CAL 1984 TOTAL EARNINGS (INCLUDES EARNINGS THAT WERE DEFERRED THROUGH THE DEFERRED COMPENSATION OR SUPPLEMENTAL BENEFITS PLANS)

THE FOLLOWING ARE TYPES OF PAY THAT ARE PAID IN ADDITION TO REGULAR SALARY:

OVERTIME
OFFICER OF THE DAY COMPENSATION
SEA DUTY
STAND BY TIME - 3 TYPES
SHIFT DIFFERENTIAL
RETRO ACTIVE PAY
LEAVE PAY-OFF SEASONAL
EXCESSIVE LEAVE PAY-OFF
HAZARD PAY
TOOL ALLOWANCE
PENALTY PAY
WAIT TIME PAY
LEAVE DONATION
RECALL
FIELD TRAINING OFFICER
OFFICER IN CHARGE
REGULAR DAY OFF PAY
HOLIDAY DAY OFF PAY

TERMINAL LEAVE PAY
LEAVE CASH IN
GRIEVANCE SETTLEMENT

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1	06	G	M	MOY	VICTOR S	1291	PE	AWA	17	D	A	3,072.00	3,072.00	36,864.00	119,626.62
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	106,255.92
3	12	A	M	NYGREN	LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4	41	X	X	BOSSHARD	JOHN III	X013		EAA			9	7,209.00	7,209.00	86,508.00	100,944.49
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8	06	X	X	VEUTHEY	PIERRE L	X099		EBA	27	F	9	6,442.00	6,442.00	77,304.00	89,780.39
9	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	IUNLEY	CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00
17	12	S	M	DETEMPLE	JOSEPH F	7708	PE	DKA	22	K	G	6,646.00	6,646.00	79,752.00	86,039.76
18	03	X	M	DAVIS	HARRY L	7146	PX	JBA	25	K	E	7,074.00	7,074.00	84,888.00	84,888.00
19	06	X	X	SOUTH	HERMAN H	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	84,704.00
20	41	X	X	BLAIR	JAMES R	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
21	41	X	X	VANHOOMISSEN	GERALD	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
22	41	X	X	HODGES	JAY	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
23	41	X	X	TAYLOR	WARREN W	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
24	06	X	M	FRASER	ROBERT	5268	PX	AWA	29	L	A	7,339.00	7,339.00	88,068.00	83,849.79
25	25	X	M	GLENZER	HUBERT JR	1951	PX	JBA	28	E	E	7,055.00	7,055.00	84,660.00	83,656.00
26	06	X	X	DATTAN	CHRISTOP H	X099	PX	EBK	27	F	9	6,442.00	6,442.00	77,304.00	83,418.94
27	12	A	M	GRIMES	JAMES V	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	82,504.41
28	06	X	X	LIVINGSIONE	BRUCE L	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	82,504.00
29	25	C	F	THATCHER	JOHN F	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	82,335.34
30	03	X	M	WOOD	LARRY D	7146	PX	JBA	25	J	E	6,818.00	6,818.00	81,816.00	82,308.00
31	03	X	M	WARDELL	THOMAS M	7146	PX	DQA	25	L	D	6,852.00	6,852.00	82,224.00	82,224.00
32	10	S	M	EAKINS	GILBERT R	8345	PE	JBC	24	K	E	6,646.00	6,646.00	79,752.00	82,123.84
33	05	X	X	ROMESBURG	KERRY D	X099		AWA	28	K	A	6,834.00	6,834.00	82,008.00	82,008.00
34	03	X	M	HICKEY	DANIEL W	7150	PX	AWA	27	K	A	6,604.00	6,604.00	79,248.00	81,686.40
35	41	X	X	COMPTON	ALLEN T	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
36	01	X	X	SHEFFIELD	WILLIAM J	X001	PX	AWA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
37	41	X	X	MOORE	DANIEL A JR	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
38	41	X	X	MATTHEWS	WARREN W	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
39	41	X	X	BURKE	EDMOND W	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
40	25	S	M	SISK	STEPHEN	8924	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	81,285.60
41	12	A	M	COLE	GEORGE B III	7705	PE	AWA	78	L	A	4,663.00	4,663.00	55,956.00	81,045.95
42	25	G	M	MULCAHY	CLEMENT P	8913	PE	EAA	19	K	I	4,758.00	4,758.00	57,096.00	80,989.80
43	25	X	M	MORROW	JACK R	1901	PX	EAA	26	E	I	6,804.00	6,804.00	81,648.00	80,720.00
44	03	X	M	MERRINER	CHARLES M	7146	PX	DAA	25	L	F	8,169.00	8,169.00	98,028.00	80,189.79
45	02	X	M	HOVERSTEN	MELVIN L	1901	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	80,168.00
46	41	X	X	MADSEN	ROY H	X013	PX	CAA			9	6,779.00	6,779.00	81,348.00	79,950.50
47	25	S	M	VENUSTI	ROBERT R	8917	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	79,752.00
48	41	X	X	SNOWDEN	ARTHUR H II	X007	PX	EBA			9	6,637.00	6,637.00	79,644.00	79,644.00
49	06	S	M	SPENCE	DAVID A	5226	PE	AWA	27	K	A	6,646.00	6,646.00	79,752.00	79,513.20
50	25	S	M	LANE	JAMES M	8915	PE	HTA	22	J	G	6,424.00	6,424.00	77,088.00	79,459.84
51	05	X	M	ENGEN	RICHARD B	1901	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
52	03	X	M	KERNS	RICHARD P	7147	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
53	03	X	M	PETERSON	ARTHUR H	7147	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
54	12	A	M	PORT	ROLLIE A	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	79,175.85
55	25	C	F	SMITH	ROBERT W	0036		AWA	00		9	5,416.00	5,712.00	68,544.00	78,990.81
56	25	C	F	SCHOEPPE	KARL M	0037		AGA	00		9	4,736.00	1,952.00	23,424.00	78,870.13

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SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
57	08	X	X	CRAWFORD LARRY D	X201	PX	EBA	29	F	9	6,572.00	6,572.00	78,864.00	78,864.00
58	01	X	X	SHIVELY JOHN T	X078	PX	AWA	29	F	A	6,572.00	6,572.00	78,864.00	78,864.00
59	25	S	M	DAVENA RONALD S	9748	PE	HTA	22	K	G	6,646.00	6,646.00	79,752.00	78,864.00
60	03	X	M	DOOGAN JAMES P JR	7146	PX	JBA	25	F	E	6,572.00	6,572.00	78,864.00	78,864.00
61	25	C	F	WILLIAMS EDMOND W	0036		ACA	00		9	4,155.00	6,210.00	74,520.00	78,844.53
62	12	A	M	HARRIS GARY L	7703	PE	CAA	76	D	B	3,738.00	3,738.00	44,856.00	78,815.78
63	02	X	M	WHEELER MICHAEL H	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,802.80
64	41	X	X	CRANSTON CHARLES K	X013		DQA			9	6,564.00	6,564.00	78,768.00	78,768.00
65	25	X	M	SCRIBNER JONATHAN W	1951	PX	AWA	28	D	9	6,365.00	6,365.00	76,380.00	78,730.20
66	12	A	M	HENSLEE LAWRENCE	7703	PE	EZA	76	K	H	5,402.00	5,402.00	64,824.00	78,727.15
67	25	X	M	HORN JOHN D	1901	PX	JBA	26	E	E	6,572.00	6,572.00	78,864.00	78,641.00
68	03	X	M	LORENSEN RONALD W	7148	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	78,532.20
69	05	X	M	MORGAN MICHAEL C	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,148.40
70	25	B	F	BROOKSHIRE ARCHIE	0032		ACA	00		9	4,259.00	5,138.00	61,656.00	78,031.90
71	25	B	F	MACKEY CLEO W	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	77,433.18
72	25	C	F	JOHNSON ARTHUR L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,383.30
73	25	C	F	HAGERUP ERVIN L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,346.63
74	11	X	M	PENNOYER STEVEN	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	77,328.19
75	06	S	M	SCHULZ JEANETTE	5217	PR	EBA	27	K	A	6,646.00	6,646.00	79,752.00	77,310.00
76	12	A	M	KALLUS EUGENE A	7786	PE	DQD	79	K	D	5,206.00	5,206.00	62,472.00	77,302.11
77	25	S	M	MCCALEB DAVID L	8916	PE	JBA	24	J	E	6,424.00	6,424.00	77,088.00	77,299.84
78	25	C	F	ASPINWALL THOMAS H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	77,139.82
79	25	B	F	BROWN RICHARD R	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,993.93
80	12	A	M	SWANSON CARL W	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	76,927.52
81	25	B	F	BESELIN KENNETH E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,801.88
82	30	X	X	GOTTEHRER SHEILA K	X099		JBA	24	K	E	6,604.00	6,604.00	79,248.00	76,619.00
83	04	X	X	ROSE DAVID A	X099	PX	AWA			9	6,500.00	6,500.00	78,000.00	76,500.04
84	25	C	F	HOUTARY HERBERT H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	76,487.71
85	03	X	M	BALFE JOSEPH D	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
86	03	X	M	HAWLEY WILLIAM H JR	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
87	25	C	F	OGILVY GARY L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	76,346.79
88	12	A	M	HALL JAMES G	7703	PE	HCE	76	K	E	4,494.00	4,494.00	53,928.00	76,262.35
89	41	X	X	CRASKE DUANE K	X013	PE	ARA			9	6,350.00	6,350.00	76,200.00	76,200.00
90	41	X	X	KEENE HENRY C JR	X013		AKB	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
91	41	X	X	CUTLER BEVERLY W	X013	PX	ECF	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
92	01	X	X	MCALPINE STEPHEN A	X002	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
93	41	X	X	BRYNER ALEXANDER	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
94	41	X	X	COATS ROBERT G	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
95	41	X	X	SINGLETON JAMES K JR	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
96	02	X	M	SHEA JAMES R	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
97	25	C	F	JACKINSKY WALTER	0036		DWA	00		9	6,004.80	144.00	1,728.00	76,160.40
98	25	B	F	CROFT MICHAEL D	0032		DWA	00		9	5,333.00	9,990.00	119,880.00	76,059.53
99	08	X	M	SIMS JOHN F	2202	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	75,974.00
100	03	X	M	MELLOW WILLIAM G	7146	PX	AWA	25	K	A	6,141.00	6,141.00	73,692.00	75,959.40
101	30	X	X	CHENOWETH JOHN B	X099	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	75,885.00
102	03	X	M	MURPHREE BILL D	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	75,885.00
103	02	X	M	GRIGGS DALE	1842	PX	EBA	24	K	9	6,132.00	6,132.00	73,584.00	75,848.40
104	01	X	X	HOGAN J HARRIE	X066	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	75,848.40
105	01	X	X	KATZ JOHN W	X816	PX	MOA	28	F	9	6,349.00	6,349.00	76,188.00	75,760.00
106	10	G	M	PESSEL GARNETT H	8345	PE	JBA	24	K	E	6,539.00	6,539.00	78,468.00	75,673.61
107	25	C	F	JOHNSON ROBERT M	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	75,639.83
108	25	C	F	KLABO JOHN A	0036		DWA	00		9	6,004.80	144.00	1,728.00	75,461.30
109	12	S	M	SCHWANTES THOMAS L	7776	PE	CAA	22	D	B	4,849.00	4,849.00	58,188.00	75,140.81
110	25	C	F	DORAN JAMES W	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	75,074.78
111	12	A	M	RANKIN CHRISTOPHE	7705	PE	CAA	78	E	B	4,494.00	4,494.00	53,928.00	75,072.34
112	25	X	M	MC MULLEN WILLIAM B	1901	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	74,904.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
113	12	A	M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	6,031.00	6,031.00	72,372.00	74,876.95
114	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	6,349.00	6,349.00	76,188.00	74,797.00
115	12	A	M	HARVEY	RODERICK RJR	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	74,706.84
116	06	G	M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	6,104.00	6,104.00	73,248.00	74,656.50
117	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	5,333.00	9,990.00	119,880.00	74,645.27
118	03	X	M	HANLE	JAMES L	7145	PX	DQA	24	F	D	5,705.00	5,705.00	68,460.00	74,637.04
119	25	B	F	SOGGE	IRVIN N	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	74,518.05
120	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	6,208.00	6,208.00	74,496.00	74,496.00
121	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
122	25	S	M	SODEN	.URENCE L	2298	PE	JBA	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
123	12	A	M	BELDEN	MELVIN E	7703	PE	DKA	76	E	G	4,663.00	4,663.00	55,956.00	74,493.68
124	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	6,205.00	6,205.00	74,460.00	74,460.00
125	41	X	X	HANSON	JAMES A	X013		DQA			9	6,564.00	6,564.00	78,768.00	74,421.32
126	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	6,208.00	6,208.00	74,496.00	74,271.00
127	01	X	X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	74,227.20
128	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	5,605.00	5,605.00	67,260.00	74,188.85
129	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	74,094.11
130	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	74,036.00
131	41	X	X	BREMSON	FRANCIS L	X099	PR	EBA			9	6,125.00	6,125.00	73,500.00	73,791.67
132	25	B	F	OLSON	ERICK E	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	73,709.97
133	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,692.00
134	25	B	F	BROWN	DALE C	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	73,670.16
135	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	6,250.00	6,250.00	75,000.00	73,640.00
136	25	X	M	HAUGEN	DAVID W	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
137	31	X	X	CHARNEY	MYRTON R	X201	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
138	10	X	X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
139	41	X	X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
140	41	X	X	ROWLAND	MARK C	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
141	25	X	M	LIND	RONALD B	1901	PX	AWA	26	E	9	6,135.00	6,135.00	73,620.00	73,620.00
142	08	X	X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	6,135.00	6,135.00	73,620.00	73,620.00
143	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	73,620.00
144	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
145	41	X	X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
146	03	X	X	GORSUCH	NORMAN C	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
147	41	X	X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
148	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
149	18	X	X	NEVE	RICHARD A	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
150	08	X	X	LYON	RICHARD A	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
151	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
152	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
153	07	X	X	ROBISON	JIM E	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
154	02	X	X	RUDD	LISA S	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
155	41	X	X	PEGUES	RODGER W	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
156	41	X	X	SCHULZ	THOMAS E	X013		ACA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
157	41	X	X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
158	09	X	X	PAGANO	EDWARD G	X003		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
159	41	X	X	MOODY	RALPH E	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
160	21	X	X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
161	41	X	X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
162	12	X	X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
163	25	X	M	REDICK	ROWE D	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
164	25	X	M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
165	08	X	M	COOK	LOIS J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
166	33	X	X	WILKERSON	GERALD L	X039		AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
167	31	X	X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
168	03	X	M	FISCHER	STANLEY T	7147	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
169	12	A	M	YOUNGREN CURTIS D	7705	PE	CKC	78	F	F	5,402.00	5,402.00	64,824.00	73,470.14
170	25	X	M	SPARKS WARREN S	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,352.14
171	25	S	M	KELLER HARRY D	8917	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,269.75
172	03	X	M	KOPPERUD ROSS A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,248.00
173	04	X	M	KLEIN MYRON W	1269	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	73,213.20
174	10	X	M	BARNETT JAMES K	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
175	10	X	M	ARNOLD ROBERT D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
176	25	S	M	WILLIAMS WALLACE K	8924	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,146.00
177	25	C	F	MITCHELL WILLIAM W	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	73,143.82
178	12	A	M	ELLIS ROGER B	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	73,110.83
179	25	G	M	ROBITAILLE MARK E	8911	PE	EAA	16	K	9	3,971.00	3,971.00	47,652.00	73,075.71
180	25	B	F	WRAY CURTIS C	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	73,028.57
181	04	X	X	BUSHRE PETER	X099	PX	AWA	27	E	9	6,167.00	6,167.00	74,004.00	72,976.00
182	25	C	F	KUEHNY A WALT	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	72,908.29
183	20	X	X	ENDELL ROGER V	X099	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	72,741.38
184	12	S	M	BOYD JIMMIE L	7775	PE	ARA	20	D	C	3,962.00	3,962.00	47,544.00	72,697.50
185	12	A	M	FARBER WILLIAM C	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	72,692.89
186	06	X	M	BETIT RODERICK L	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	72,692.20
187	12	S	M	FUELLING RICHARD J	7775	PE	CAA	21	D	B	4,530.00	4,530.00	54,360.00	72,657.94
188	04	X	X	ALEXANDER RICHARD E	X099	PX	AWA			9	6,125.00	6,125.00	73,500.00	72,640.00
189	03	X	M	TENNANT RICHARD B	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	72,582.00
190	12	A	M	MERRILL KENNETH H	7703	PE	KRB	76	F	H	5,018.00	5,018.00	60,216.00	72,551.08
191	12	S	M	SORDEN RONALD E	7706	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	72,541.96
192	41	X	X	CRUICHFIELD HERSHEL	X014	PX	JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
193	41	X	X	CONNELLY HUGH H	X014		JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
194	41	X	X	KAUVAR JANE F	X014		JBA			9	6,044.00	6,044.00	72,528.00	72,528.00
195	10	X	M	SCHAFF ROSS G	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	72,474.00
196	25	B	F	LOWELL GALE H	0035		ACA	00		9	3,349.00	9,518.00	114,216.00	72,470.59
197	05	X	X	RAYNOLDS HAROLD JR	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	72,403.22
198	25	S	M	BUECHLER FRIEDRICH	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,272.48
199	25	B	F	WEST GLEN H	0033		DSA	00		9	4,957.00	8,710.00	104,520.00	72,250.71
200	25	S	M	PLATZKE RODNEY R	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,142.23
201	12	A	M	CASANOVAS DENNIS E	7705	PE	ECF	78	E	C	4,176.00	4,176.00	50,112.00	72,113.53
202	12	A	M	KITCHENMASTER DONALD	7704	PE	HTA	77	K	F	5,402.00	5,402.00	64,824.00	72,095.46
203	03	X	M	WOOD MARK I	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	72,045.00
204	11	X	M	LOGAN E RICHARD	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,945.00
205	12	X	M	VADEN JAMES D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	71,846.54
206	03	X	M	JONES CAROLYN E	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,472.00
207	25	S	M	URBACH DANIEL D	8634	PE	JBA	23	F	E	5,776.00	5,776.00	69,312.00	71,444.48
208	11	S	M	COADY JOHN W	6164	PE	HTA	22	D	G	5,776.00	5,776.00	69,312.00	71,444.48
209	12	S	M	LAWRENCE DONALD R	7708	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
210	25	S	M	RHODE JAMES J	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	71,444.48
211	25	S	M	ESCH DAVID C	8915	PE	JBC	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
212	25	X	M	SWIFT JUSTIN D	1901	PX	JBA	26	C	E	6,135.00	6,135.00	73,620.00	71,426.60
213	25	C	F	HOFSTAD RICHARD T	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	71,412.54
214	25	S	M	PATTERSON JOHN H	8634	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	71,382.00
215	10	S	M	SMITH THOMAS E	8345	PE	JBC	24	E	E	5,983.00	5,983.00	71,796.00	71,382.00
216	25	S	M	RASMUSSEN JAMES D	8387	PE	EAA	18	L	I	4,694.00	4,694.00	56,328.00	71,343.86
217	03	X	M	LEBLOND DAVID T	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,250.00
218	12	A	M	BARNES ROBERT L JR	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	71,215.08
219	05	X	M	POLLEY ERNEST	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,210.96
220	25	S	M	HALSTED DONALD E	8916	PE	AWA	24	L	A	5,983.00	5,983.00	71,796.00	71,175.00
221	03	X	M	PEGUES RICHARD I	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,173.60
222	31	X	X	BRADLEY RICHARD A	X402	PX	AWA	24	L	A	5,922.00	5,922.00	71,064.00	71,064.00
223	04	X	X	DAVIS PERRY T	X036	PX	EBA			9	5,921.53	5,921.53	71,058.36	71,058.36
224	03	X	M	MC GEE JACK B	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
225	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
226	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
227	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	70,994.60
228	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	5,881.00	5,881.00	70,572.00	70,982.00
229	12	A	M	MARTIN	THOMAS M	7703	PE	HTA	76	K	F	5,018.00	5,018.00	60,216.00	70,980.20
230	25	X	M	COOK	MORTON J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	70,921.82
231	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
232	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	5,910.00	5,910.00	70,920.00	70,920.00
233	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
234	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
235	05	X	M	THOMSON	WILLIAM D	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
236	25	B	F	COMER	LEO G	0032		ACA	00		9	4,470.00	3,540.00	42,480.00	70,890.44
237	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,751.77
238	02	X	M	STAACK	ANSELM	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,715.00
239	41	X	M	COLE	STEPHANIE	0162	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,715.00
240	06	X	X	PUGH	JOHN R	X033	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	70,696.00
241	10	X	X	EASON	JAMES E	X099	PX	EBA			9	5,910.00	5,910.00	70,920.00	70,691.78
242	12	A	M	SHORT	FLOYD W	7704	PE	CYB	77	L	C	4,494.00	4,494.00	53,928.00	70,636.41
243	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,584.58
244	05	I	I	BOOHER	ROBERT D	T999		DSA	00		9	5,986.40	5,986.40	71,836.80	70,573.30
245	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,554.00
246	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	70,551.53
247	11	G	M	PEGAU	ROBERT E	6143	PE	EZA	18	J	H	4,936.00	4,936.00	59,232.00	70,493.44
248	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	70,347.00
249	12	A	M	SMITH	JESSE G JR	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	70,340.38
250	12	A	M	MANN	RALPH E	7703	PE	EAA	76	K	I	4,663.00	4,663.00	55,956.00	70,324.84
251	12	A	M	MINZLAFF	ARLING G	7703	PE	EBA	76	J	A	3,738.00	3,738.00	44,856.00	70,316.19
252	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	70,288.29
253	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,919.32
254	25	C	F	HAMRICK	RONALD D	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	69,902.19
255	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	5,776.00	5,776.00	69,312.00	69,788.48
256	10	G	M	SMITH	WILLIAM H	8912	PE	EBA	18	F	A	3,522.00	3,522.00	42,264.00	69,735.07
257	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	69,699.87
258	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	69,634.48
259	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	F	A	6,349.00	6,349.00	76,188.00	69,626.31
260	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	69,613.24
261	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,587.50
262	02	X	M	GREENE	MARY E	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	69,587.50
263	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	69,530.00
264	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	F	G	5,206.00	5,206.00	62,472.00	69,512.79
265	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	69,485.00
266	25	B	F	WASHBURN	GLEN N	0032		DSA	00		9	4,470.00	4,100.00	49,200.00	69,376.16
267	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,312.00
268	06	S	M	LONDO	PATRICK J	5320	PE	EAA	22	J	I	5,776.00	5,776.00	69,312.00	69,312.00
269	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
270	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
271	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	69,288.00
272	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	69,279.07
273	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	5,705.00	5,705.00	68,460.00	69,211.80
274	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,145.93
275	12	A	M	STEWART	MARK A	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	68,984.21
276	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	5,748.00	5,748.00	68,976.00	68,976.00
277	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	5,206.00	5,206.00	62,472.00	68,951.32
278	12	A	M	MILLER	CHARLES E	7705	PE	EBA	78	L	A	4,663.00	4,663.00	55,956.00	68,898.14
279	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	68,896.51
280	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
281	11	S	M	HINMAN ROBERT A	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32
282	12	S	M	HILDRETH JOSEPH K	7734	PE	DKA	20	J	G	5,569.00	5,569.00	66,828.00	68,884.32
283	25	X	M	BLACK EUGENE H	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	68,870.00
284	03	X	M	OLSEN RANDY M	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	68,870.00
285	10	S	M	MCGEE DON L	8345	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	68,712.00
286	25	B	F	CASAVOLA JOHN M	0035		DSA	00		9	4,470.00	4,100.00	49,200.00	68,611.97
287	12	A	M	SAVAGE DON G	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	68,604.42
288	33	X	X	JENSON MERLE R	X050		AWA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
289	03	X	M	MURPHY EUGENE P	7145	PX	EBA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
290	08	X	M	BENESCH GEORGE L	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
291	25	X	M	DIXON MIM H	1901	PX	JBA	26	A	E	5,705.00	5,705.00	68,460.00	68,460.00
292	03	X	M	MAYNARD ROBERT M	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
293	03	X	M	KENNEDY ELIZABETH	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
294	01	X	X	HARRISON GORDON S	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
295	08	X	X	KUGLER HARRY W	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
296	04	X	M	SHARROCK PATRICK L	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
297	01	X	X	GROGAN ROBERT L	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
298	08	X	X	SMITH LONNIE C	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
299	02	X	M	RAYE FRANK H JR	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,253.00
300	03	X	M	SVOBODNY RICHARD	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,230.45
301	12	A	M	BELDEN RONNIE R	7704	PR	AWA	77	J	A	4,023.00	4,023.00	48,276.00	68,206.51
302	10	G	M	LYLE WILLIAM M	8345	PE	EBA	24	K	A	5,676.00	5,676.00	68,112.00	68,112.00
303	41	X	X	HORNADAY JAMES C	X014	PX	CYB			9	5,674.00	5,674.00	68,088.00	68,088.00
304	03	X	M	FOSTER GARY G	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	68,058.00
305	08	X	M	KIRKPATRICK WILLIS F	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,046.00
306	03	X	M	CYRUS EUGENE B	7145	PX	ECF	24	F	C	5,498.00	5,498.00	65,976.00	68,005.80
307	02	X	M	HAGEY JOHN W	7146	PX	JBA	25	D	E	6,135.00	6,135.00	73,620.00	67,953.51
308	10	X	X	BOND TED J JR	X099	PX	EBA	27	D	9	5,676.00	5,676.00	68,112.00	67,906.00
309	01	X	X	PRICE ROBERT E	X814	PX	MOA	25	F	9	5,705.00	5,705.00	68,460.00	67,839.00
310	06	S	M	BRANTON THOMAS R	5965	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	67,832.00
311	25	G	M	MOODY JAMES E	2296	PE	EBA	21	M	9	5,650.00	5,650.00	67,800.00	67,800.00
312	12	A	M	DALLY GARELD D	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	67,741.79
313	02	X	M	VALENSI JOHN P	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,632.00
314	06	X	M	SEARS LEWIS J JR	1980	PX	EBA	27	D	A	5,705.00	5,705.00	68,460.00	67,632.00
315	01	X	X	GILLESPIE RAYMOND A	X084	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,505.79
316	04	X	M	COPELAND DANIEL R	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,425.00
317	03	X	M	STARK MICHAEL J	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	67,417.00
318	05	X	M	LUTHER RICHARD J	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,407.53
319	12	A	M	MCMILLON WILLIAM	7704	PE	EBA	77	E	A	3,738.00	3,738.00	44,856.00	67,380.05
320	12	X	M	KOLIVOSKY MICHAEL C	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	67,303.35
321	12	A	M	BLANK ANDREW A	7703	PE	EQB	76	D	H	4,663.00	4,663.00	55,956.00	67,282.54
322	04	X	M	JONES ERVIN B	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,254.00
323	12	A	M	DYKEMA RICHARD H	7703	PE	CKC	76	K	F	5,018.00	5,018.00	60,216.00	67,248.92
324	18	X	M	PUBLICOVER WILLIAM A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,225.81
325	10	X	X	MULL CHARLES G	X099	PX	EBA	24	J	9	5,470.00	5,470.00	65,640.00	67,135.05
326	25	B	F	FITZTHUM TERRY L	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	67,087.72
327	25	S	M	COYLE CHARLES M	9441	PE	HTA	20	J	G	5,569.00	5,569.00	66,828.00	67,038.71
328	07	X	M	LANDAU ROBERT W	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,038.51
329	25	C	F	JANSEN GABRIEL	0038		DSA	00		9	4,646.40	9,392.00	112,704.00	67,016.47
330	08	X	M	TREAGER HARRY D	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
331	05	X	M	HANABLE WILLIAM S	3509	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
332	12	A	M	CORNWALL DAVID L	7703	PE	JBM	76	K	G	5,206.00	5,206.00	62,472.00	66,965.74
333	11	X	M	MOBERLY STANLEY A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	66,951.00
334	25	S	M	LARSON ROBERT W	8915	PR	EAA	22	F	I	5,569.00	5,569.00	66,828.00	66,943.64
335	25	B	F	LINDEMANN DWIGHT P	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,832.84
336	06	S	M	ARNOLD DAVID E	4102	PE	EBA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
337	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
338	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
339	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
340	25	S	M	GEORGE	JEROME R	8679	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
341	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
342	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	5,569.00	5,569.00	66,828.00	66,828.00
343	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,804.00
344	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,804.00
345	12	A	M	FLOTHE	GLENN M	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	66,789.16
346	25	B	F	HOLLINGSWORTH	ROBERT E	0033		DWA	00		9	3,793.00	3,790.00	45,480.00	66,687.93
347	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	66,622.75
348	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
349	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
350	25	G	M	ADAMS	JAMES I	8913	PE	HTA	19	J	G	5,103.00	5,103.00	61,236.00	66,574.25
351	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
352	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	5,373.00	5,373.00	64,476.00	66,460.00
353	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	66,460.00
354	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
355	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,436.00
356	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,390.00
357	25	C	F	SUND	WERNER	0033		AWA	00		9	4,084.00	3,288.00	39,456.00	66,357.53
358	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DQD	22	K	D	5,373.00	5,373.00	64,476.00	66,336.00
359	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,336.00
360	12	A	M	YATES	ROBERT W	7704	PE	HTA	77	F	F	5,018.00	5,018.00	60,216.00	66,311.92
361	25	B	F	WHALEN	RONALD E	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,310.28
362	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,285.00
363	12	A	M	STOGSDILL	JAMES A	7705	PE	DQD	78	J	D	4,663.00	4,663.00	55,956.00	66,123.26
364	12	A	M	WADMAN	JEFFREY A	7704	PE	HAA	77	K	C	4,331.00	4,331.00	51,972.00	66,059.17
365	12	A	M	PRESHAW	JOHN T JR	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	66,034.81
366	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,993.09
367	12	A	M	FOOTE	KENNETH D	7703	PE	JBU	76	L	E	4,663.00	4,663.00	55,956.00	65,985.19
368	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	5,498.00	5,498.00	65,976.00	65,976.00
369	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	65,976.00
370	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	5,498.00	5,498.00	65,976.00	65,976.00
371	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	65,962.60
372	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	65,945.15
373	18	X	M	NOAH	JOHN C	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,860.80
374	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,850.00
375	12	A	M	DOND	MICHAEL	7705	PE	HEB	78	F	E	4,837.00	4,837.00	58,044.00	65,831.71
376	12	A	M	LEWIS	GARY L	7705	PE	HCE	78	J	E	5,018.00	5,018.00	60,216.00	65,820.04
377	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	5,373.00	5,373.00	64,476.00	65,765.05
378	03	X	M	MILLS	MARTHA T	7145	PX	EBA	24	J	A	5,502.00	5,502.00	66,024.00	65,754.02
379	12	A	M	SCHOBER	WAYNE E	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	65,711.70
380	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	5,206.00	5,206.00	62,472.00	65,681.09
381	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	5,569.00	5,569.00	66,828.00	65,652.00
382	02	X	M	THOMAS	H CONNOR	7145	PX	HTA	24	B	H	6,349.00	6,349.00	76,188.00	65,616.37
383	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	5,206.00	5,206.00	62,472.00	65,601.46
384	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,593.80
385	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	5,303.00	5,303.00	63,636.00	65,593.80
386	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	5,498.00	5,498.00	65,976.00	65,586.00
387	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,586.00
388	25	X	M	RUSSO	GUY A	1901	PX	EBE	26	D	A	5,498.00	5,498.00	65,976.00	65,586.00
389	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,586.00
390	25	B	F	RENFROW	JAMES S	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	65,579.83
391	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,529.60
392	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,520.36

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
393	12	A	M	BOUTANG	ROBERT	7786	PE	EBA	79	J	A	4,663.00	4,663.00	55,956.00	65,506.03
394	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	5,569.00	5,569.00	66,828.00	65,456.00
395	25	B	F	STAATS	ROGER E	0033		DSA	00		9	3,793.00	3,790.00	45,480.00	65,411.73
396	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,391.00
397	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	65,349.08
398	25	L	H	CARR	RICHARD L	9316	PE	KEA	50	E	S	22.09	3,589.62	43,075.44	65,341.75
399	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	65,301.59
400	12	A	M	FARRELL	JAMES D	7703	PE	EBA	76	K	A	3,879.00	3,879.00	46,548.00	65,255.12
401	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	65,255.04
402	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	65,244.00
403	12	A	M	SCHADLE	ALVAN G	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	65,197.57
404	32	X	X	GREANY	MICHAEL J	X20	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,196.00
405	25	C	F	REESER	MAYNARD L	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	65,193.94
406	31	X	X	JEANS	BRAXTON	X757	PX	AWA	23	L	A	5,540.00	5,540.00	66,480.00	65,180.00
407	25	L	H	AMBUEHL	DUANE G	9316	PE	MBC	50	B	S	21.49	3,492.12	41,905.44	65,179.02
408	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,178.79
409	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	65,088.00
410	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	5,378.40	1,352.00	16,224.00	65,075.57
411	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	5,569.00	5,569.00	66,828.00	65,064.00
412	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	5,303.00	5,303.00	63,636.00	64,975.56
413	12	A	M	WILCOX	THURMAN E	7703	PE	EQB	76	E	H	4,837.00	4,837.00	58,044.00	64,923.82
414	12	A	M	STOCKARD	CHRISTOPHE	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	64,891.29
415	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	64,868.00
416	25	C	F	SANDE	JAN W	0037		ACA	00		9	4,127.00	1,114.00	13,368.00	64,847.61
417	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	5,402.00	5,402.00	64,824.00	64,824.00
418	12	A	M	LESTER	ROBERT B	7704	PE	ARA	77	F	C	4,023.00	4,023.00	48,276.00	64,807.18
419	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,806.00
420	25	L	H	HEYANO	NORMAN J	9316	PE	DAA	50	E	S	22.09	3,589.62	43,075.44	64,800.73
421	25	C	F	JULIAN	DALE L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	64,776.07
422	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,743.00
423	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,724.00
424	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,651.00
425	12	S	M	GILSON	PHILLIP V	7706	PE	CAA	21	J	B	5,030.00	5,030.00	60,360.00	64,560.56
426	12	A	M	GAUSE	WILLIAM R	7704	PE	JBA	77	F	E	4,494.00	4,494.00	53,928.00	64,540.87
427	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	5,470.00	5,470.00	65,640.00	64,529.15
428	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,512.21
429	25	C	F	RICE	CECIL H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	64,496.62
430	12	A	M	MAYBERRY	MICHAEL D	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	64,495.85
431	12	A	M	MCGINNIS	LEON D	7703	PE	JBA	76	K	E	4,494.00	4,494.00	53,928.00	64,491.93
432	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	64,483.47
433	12	A	M	BELL	SUSAN R	7703	PE	DKA	76	J	G	5,018.00	5,018.00	60,216.00	64,478.52
434	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
435	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
436	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
437	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	64,476.00
438	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
439	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
440	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
441	12	A	M	TANNER	WARREN M	7703	PE	CKC	76	E	F	4,494.00	4,494.00	53,928.00	64,473.44
442	20	G	M	DENNIS	ROY	7653	PE	JBA	13	F	T	3,262.00	3,262.00	39,144.00	64,471.30
443	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,470.36
444	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	64,440.00
445	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	64,416.00
446	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	64,380.00
447	25	C	F	LEE	ROBERT E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	64,369.48
448	06	S	M	BETIT	JOSEPH W	1933	PE	AWA	23	F	A	5,030.00	5,030.00	60,360.00	64,361.72

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
449	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,358.37
450	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	5,363.00	5,363.00	64,356.00	64,356.00
451	25	G	M	LESLIE	KENNETH A	8913	PE	JBA	19	K	E	4,605.00	4,605.00	55,260.00	64,342.97
452	25	B	F	JORGENSEN	DAMON R	0034		DSA	00		9	3,592.00	7,760.00	93,120.00	64,342.95
453	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	64,320.00
454	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	5,198.00	5,198.00	62,376.00	64,295.36
455	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
456	05	S	M	YOUNG	F PAT	3376	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
457	25	S	M	SLATER	WILLARD H	8389	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	64,295.36
458	25	B	F	BERNARDI	GEORGE	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	64,263.76
459	12	A	M	MEEK	DAVID	7705	PE	ECF	78	F	C	4,331.00	4,331.00	51,972.00	64,229.35
460	12	A	M	LEWIS	KENNETH J	7703	PE	HCE	76	L	E	4,663.00	4,663.00	55,956.00	64,226.48
461	02	X	M	RYALS	KENNETH	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,158.00
462	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	64,126.00
463	25	M	F	KINTNER	THOMAS P	0046		ACA	00		9	22.79	4,147.78	49,773.36	64,082.61
464	03	X	M	JAHNKE	THOMAS M	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	64,034.00
465	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,026.47
466	25	C	F	FORCHEMER	DAVID G	0038		ACA	00		9	4,084.00	3,288.00	39,456.00	63,996.69
467	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,984.00
468	12	A	M	WOLDSTAD	KENNETH J	7703	PE	CAA	76	B	B	3,472.00	3,472.00	41,664.00	63,930.50
469	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	5,373.00	5,373.00	64,476.00	63,976.00
470	12	A	M	STEELE	VERNON L	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	63,974.48
471	12	A	M	BOITNOTT	WILLIAM M	7705	PR	EBA	78	D	A	3,879.00	3,879.00	46,548.00	63,956.76
472	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	5,198.00	5,198.00	62,376.00	63,897.28
473	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,897.28
474	12	A	M	HAMM	GREGORY S	7703	PE	DWA	76	C	E	3,738.00	3,738.00	44,856.00	63,871.96
475	12	A	M	VANDERPOOL	ROY L	7705	PR	DWA	78	E	E	4,663.00	4,663.00	55,956.00	63,853.58
476	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	5,498.00	5,498.00	65,976.00	63,831.00
477	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,776.00
478	25	B	F	MCDONALD	JAMES R	0033		AWA	00		9	3,651.00	4,482.00	53,784.00	63,757.34
479	25	C	F	STOREY	HERBERT E JR	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,658.94
480	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
481	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
482	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
483	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	B	D	5,303.00	5,303.00	63,636.00	63,636.00
484	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
485	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
486	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
487	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
488	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
489	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
490	03	X	M	SEWRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
491	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
492	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
493	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
494	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
495	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
496	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
497	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
498	03	X	M	WHITE	MICHAEL N	7146	PX	ECF	25	C	C	5,303.00	5,303.00	63,636.00	63,636.00
499	08	X	X	TRIMBLE	JAMES K	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
500	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
501	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
502	08	X	X	SNOWDEN	DIANA E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
503	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
504	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
505	41	X	X	FINN	NATALIE K	X014		EBA			9	5,303.00	5,303.00	63,636.00	63,636.00
506	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
507	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
508	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
509	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,601.00
510	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,600.47
511	03	X	M	HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	5,129.00	5,129.00	61,548.00	63,543.45
512	25	S	M	ANDERSON	RODNEY D	8913	PE	JBA	19	K	E	4,694.00	4,694.00	56,328.00	63,504.20
513	03	X	M	WALTON	LINDA L	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	63,494.59
514	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
515	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
516	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,462.00
517	12	A	M	ENGLEMAN	GEOFFREY T	7703	PE	JBA	76	J	E	4,331.00	4,331.00	51,972.00	63,447.30
518	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	A	A	5,303.00	5,303.00	63,636.00	63,424.30
519	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	63,395.59
520	25	G	M	CRONK	JAMES J	8913	PE	HTA	19	F	G	4,936.00	4,936.00	59,232.00	63,394.06
521	05	T	T	RICHARDSON	ROBERT	1999		DSA	00		9	5,421.47	5,421.47	65,057.64	63,391.08
522	11	G	M	NELSON	MICHAEL L	6162	PE	DAA	18	M	F	5,103.00	5,103.00	61,236.00	63,380.29
523	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	5,206.00	5,206.00	62,472.00	63,357.72
524	12	A	M	BINSCHUS	DAVID L	7703	PE	CAA	76	J	B	4,176.00	4,176.00	50,112.00	63,348.83
525	12	A	M	MCGHEE	JOHN L	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	63,338.92
526	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,311.46
527	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	5,303.00	5,303.00	63,636.00	63,288.00
528	25	B	F	KINNEAR	RICHARD J.	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,214.18
529	12	A	M	GOODWIN	DANIEL	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	63,179.80
530	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,118.00
531	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,114.00
532	25	C	F	PAYNE	HAROLD	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,105.77
533	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	5,498.00	5,498.00	65,976.00	63,095.05
534	25	X	M	MOESER	HAROLD R	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,090.93
535	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,073.80
536	12	A	M	HOLLAND	ROY D	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	63,053.62
537	25	C	F	PORTER	GEORGE R	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	63,052.88
538	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	63,052.00
539	25	B	F	SULLIVAN	HOWARD E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,049.88
540	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,043.80
541	20	S	M	FRANK	GAIL FW	7657	PR	JBA	21	A	E	4,234.00	4,234.00	50,808.00	63,014.34
542	25	G	M	CHANDLER	JEFFREY S	8913	PR	HTA	19	E	G	4,758.00	4,758.00	57,096.00	62,986.75
543	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,981.01
544	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,952.97
545	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,940.00
546	25	C	F	LARSEN	JOHN L	0038		AWA	00		9	3,651.00	4,482.00	53,784.00	62,925.67
547	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	62,901.00
548	25	C	F	KUTZ	RONALD J	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	62,816.77
549	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	5,373.00	5,373.00	64,476.00	62,812.96
550	25	C	F	HA[illegible]OCK	GEORGE E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	62,793.60
551	25	G	M	SA[illegible]ER	EDWIN C	8618	PE	AWA	22	K	A	4,936.00	4,936.00	59,232.00	62,786.46
552	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
553	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	62,766.00
554	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
555	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	62,726.00
556	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	5,373.00	5,373.00	64,476.00	62,726.00
557	12	A	M	INGALLS	BARRY C	7704	PE	EBA	77	K	A	4,176.00	4,176.00	50,112.00	62,618.95
558	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	62,615.92
559	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,592.00
560	25	B	F	WYNN	JOHN	0034		AWA	00		9	3,420.00	2,440.00	29,280.00	62,587.68

[redacted]

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
1	03	X	M	MERRINER	CHARLES M	7146	PX	DAA	25	L	F	98,028.00
2	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	94,440.00
3	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	94,440.00
4	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	93,084.00
5	06	X	M	FRASER	ROBERT	5268	PX	AWA	29	L	A	88,068.00
6	25	M	F	ZELLWEGER	MARK F	0011		AWA	00		9	87,916.80
7	41	X	X	BOSSHARD	JOHN III	X013		EAA			9	86,508.00
8	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	86,508.00
9	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	86,508.00
10	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	86,508.00
11	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	86,508.00
12	03	X	M	DAVIS	HARRY L	7146	PX	JBA	25	K	E	84,888.00
13	25	X	M	GLENZER	HUBERT JR	1951	PX	JBA	28	E	E	84,660.00
14	41	X	X	BLAIR	JAMES R	X013		JBA			9	83,928.00
15	41	X	X	HODGES	JAY	X013		JBA			9	83,928.00
16	41	X	X	VANHOOMISSEN	GERALD	X013		JBA			9	83,928.00
17	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	82,800.00
18	03	X	M	WARDELL	THOMAS M	7146	PX	DQA	25	L	D	82,224.00
19	05	X	X	ROMESBURG	KERRY D	X099		AWA	28	K	A	82,008.00
20	03	X	M	DOOGAN	JAMES P JR	7146	PX	JBA	25	J	E	81,816.00
21	03	X	M	WOOD	LARRY D	7146	PX	JBA	25	J	E	81,816.00
22	41	X	X	BURKE	EDMOND W	X012		EBA	30	F	A	81,648.00
23	41	X	X	COMPTON	ALLEN T	X012		EBA	30	F	A	81,648.00
24	25	X	M	HORN	JOHN D	1901	PX	JBA	26	F	E	81,648.00
25	41	X	X	MATTHEWS	WARREN W	X012	PX	EBA	30	F	A	81,648.00
26	41	X	X	MOORE	DANIEL A JR	X012	PX	EBA	30	F	A	81,648.00
27	25	X	M	MORROW	JACK R	1901	PX	EAA	26	E	I	81,648.00
28	01	X	X	SHEFFIELD	WILLIAM J	X001	PX	AWA	30	F	A	81,648.00
29	41	X	X	MADSEN	ROY H	X013	PX	CAA			9	81,348.00
30	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	79,992.00
31	25	S	M	DAVENA	RONALD S	9748	PE	HTA	22	K	G	79,752.00
32	12	S	M	DETEMPLE	JOSEPH F	7708	PE	DKA	22	K	G	79,752.00
33	10	S	M	EAKINS	GILBERT R	8345	PE	JBC	24	K	E	79,752.00
34	06	S	M	SCHULZ	JEANETTE	5217	PR	EBA	27	K	A	79,752.00
35	25	S	M	SISK	STEPHEN	8924	PE	JBA	25	F	E	79,752.00
36	06	S	M	SPENCE	DAVID A	5226	PE	AWA	27	K	A	79,752.00
37	25	S	M	VENUSTI	ROBERT R	8917	PE	JBA	25	F	E	79,752.00
38	41	X	X	SNOWDEN	ARTHUR H II	X007	PX	EBA			9	79,644.00
39	30	X	X	GOTTEHRER	SHEILA K	X099		JBA	24	K	E	79,248.00
40	03	X	M	HICKEY	DANIEL W	7150	PX	AWA	27	K	A	79,248.00
41	05	X	M	ENGEN	RICHARD B	1901	PX	AWA	26	L	A	79,212.00
42	02	X	M	HOVERSTEN	MELVIN L	1901	PX	EBA	26	L	A	79,212.00
43	03	X	M	KERNS	RICHARD P	7147	PX	EBA	26	L	A	79,212.00
44	03	X	M	PETERSON	ARTHUR H	7147	PX	AWA	26	L	A	79,212.00
45	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	J	A	79,044.00
46	08	X	X	CRAWFORD	LARRY D	X201	PX	EBA	29	F	9	78,864.00
47	01	X	X	SHIVELY	JOHN T	X078	PX	AWA	29	F	A	78,864.00
48	08	X	M	SIMS	JOHN F	2202	PX	JBA	26	E	E	78,864.00
49	41	X	X	CRANSTON	CHARLES K	X013		DQA			9	78,768.00
50	41	X	X	HANSON	JAMES A	X013		DQA			9	78,768.00
51	10	G	M	PESSEL	GARNETT H	8345	PE	JBA	24	K	E	78,468.00
52	06	X	X	ROSE	DAVID A	X099	PX	AWA			9	78,000.00
53	06	X	X	DATTAN	CHRISTOP H	X099	PX	EBK	27	F	9	77,304.00
54	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	77,304.00
55	06	X	X	LIVINGSTONE	BRUCE L	X099	PX	EBA	27	F	9	77,304.00
56	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	77,304.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
57	06	X	X	SOUTH	HERMAN H	X099	PX	EBA	27	F	9	77,304.00
58	06	X	X	VEUTHEY	PIERRE L	X099		EBA	27	F	9	77,304.00
59	25	S	M	LANE	JAMES M	8915	PE	HTA	22	J	G	77,088.00
60	25	S	M	MCCALEB	DAVID L	8916	PE	JBA	24	J	E	77,088.00
61	03	X	M	BALFE	JOSEPH D	7146	PX	EBA	25	L	A	76,452.00
62	03	X	M	HAWLEY	WILLIAM H JR	7146	PX	EBA	25	L	A	76,452.00
63	03	X	M	MURPHREE	BILL D	7145	PX	JBA	24	J	E	76,380.00
64	25	X	M	SCRIBNER	JONATHAN W	1951	PX	AWA	28	D	9	76,380.00
65	08	X	M	COOK	LOIS J	1901	PX	AWA	26	K	A	76,344.00
66	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	76,344.00
67	05	X	M	MORGAN	MICHAEL C	1901	PX	AWA	26	K	A	76,344.00
68	02	X	M	WHEELER	MICHAEL H	1901	PX	AWA	26	K	A	76,344.00
69	25	M	F	DWYER	JOEL	0008		ACA	00		9	76,210.56
70	41	X	X	CRASKE	DUANE K	X013	PE	ARA			9	76,200.00
71	41	X	X	CUTLER	BEVERLY W	X013	PX	ECF	28	E	9	76,200.00
72	41	X	X	KEENE	HENRY C JR	X013		AKB	28	E	9	76,200.00
73	41	X	X	BRYNER	ALEXANDER	X012		EBA	29	E	A	76,188.00
74	41	X	X	COATS	ROBERT G	X012		EBA	29	E	A	76,188.00
75	01	X	X	KATZ	JOHN W	X816	PX	MOA	28	F	9	76,188.00
76	03	X	M	LORENSEN	RONALD W	7148	PX	AWA	28	F	A	76,188.00
77	25	X	M	MC MULLEN	WILLIAM B	1901	PX	JBA	26	D	E	76,188.00
78	01	X	X	MCALPINE	STEPHEN A	X002	PX	AWA	28	F	A	76,188.00
79	11	X	M	PENNOYER	STEVEN	1951	PX	AWA	28	F	A	76,188.00
80	03	X	M	SCHAEFER	GEORGE F	7146	PX	DKA	25	A	G	76,188.00
81	02	X	M	SHEA	JAMES R	1951	PX	AWA	28	F	A	76,188.00
82	41	X	X	SINGLETON	JAMES K JR	X012		EBA	29	E	A	76,188.00
83	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	76,188.00
84	03	X	M	VACEK	JOHN R	7145	PX	HTA	24	B	H	76,188.00
85	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	75,000.00
86	25	S	M	KELLER	HARRY D	8917	PE	AWA	25	K	A	74,496.00
87	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	74,496.00
88	25	S	M	SODEN	LAURENCE L	2298	PE	JBA	24	F	E	74,496.00
89	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	74,496.00
90	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	74,496.00
91	25	S	M	WILLIAMS	WALLACE K	8924	PE	AWA	25	K	A	74,496.00
92	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	74,460.00
93	04	X	X	BUSHRE	PETER	X099	PX	AWA	27	E	9	74,004.00
94	03	X	M	JONES	CAROLYN E	7146	PX	EBA	25	K	A	73,692.00
95	03	X	M	KOPPERUD	ROSS A	7146	PX	EBA	25	K	A	73,692.00
96	03	X	M	LEBLOND	DAVID T	7146	PX	EBA	25	K	A	73,692.00
97	03	X	M	MELLOW	WILLIAM G	7146	PX	AWA	25	K	A	73,692.00
98	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	73,692.00
99	03	X	M	TENNANT	RICHARD B	7146	PX	EBA	25	K	A	73,692.00
100	10	X	M	ARNOLD	ROBERT D	1951	PX	AWA	28	E	A	73,620.00
101	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	73,620.00
102	10	X	M	BARNETT	JAMES K	1951	PX	EBA	28	E	A	73,620.00
103	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	E	A	73,620.00
104	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	73,620.00
105	25	X	M	CAMP	JOE D	1951	PX	AWA	28	E	A	73,620.00
106	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	73,620.00
107	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	73,620.00
108	31	X	X	CHARNEY	MYRION R	X201	PX	AWA	28	E	A	73,620.00
109	30	X	X	CHENOWETH	JOHN B	X099	PX	AWA	28	E	A	73,620.00
110	41	X	M	COLE	STEPHANIE	0161	PX	EBA	28	E	A	73,620.00
111	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	73,620.00
112	20	X	X	ENDELL	ROGER V	X099	PX	AWA	28	E	A	73,620.00

SEQ	DEPT	B	U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
113	31	X		X	ENDICOTT	WARREN W	X201	PX	AWA	28	E	A	73,620.00
114	01	X		X	GILLESPIE	RAYMOND A	X084	PX	AWA	28	E	A	73,620.00
115	41	X		X	GONZALEZ	RENE J	X013		EBA			9	73,620.00
116	03	X		X	GORSUCH	NORMAN C	X003		AWA	28	E	A	73,620.00
117	02	X		M	HAGEY	JOHN W	7146	PX	JBA	25	D	E	73,620.00
118	41	X		X	HUNT	KAREN L	X013		EBA	28	E	A	73,620.00
119	41	X		X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	73,620.00
120	41	X		X	KATZ	JOAN M	X013		EBA			9	73,620.00
121	25	X		X	KNAPP	RICHARD J	X003		AWA	28	E	A	73,620.00
122	25	X		M	LIND	RONALD B	1901	PX	AWA	26	E	9	73,620.00
123	08	X		X	LOUNSBURY	LOREN H	X003	PX	AWA	28	E	A	73,620.00
124	04	X		X	NORDALE	MARY A	X003	PX	AWA	28	E	A	73,620.00
125	21	X		X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	73,620.00
126	02	X		M	OROURKE	RUTH E	7144	PX	MEA	22	E	H	73,620.00
127	09	X		X	PAGANO	EDWARD G	X003		EBA	28	E	A	73,620.00
128	41	X		X	PEGUES	RODGER W	X013		AWA	28	E	A	73,620.00
129	06	X		X	PUGH	JOHN R	X033	PX	AWA	28	E	A	73,620.00
130	05	X		X	RAYNOLDS	HAROLD JR	X003		AWA	28	E	A	73,620.00
131	41	X		X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	73,620.00
132	07	X		X	ROBISON	JIM E	X003		AWA	28	E	A	73,620.00
133	18	X		X	ROSS	WILLIAM R	X003	PX	AWA	28	E	A	73,620.00
134	02	X		X	RUDD	LISA S	X003	PX	AWA	28	E	A	73,620.00
135	41	X		X	SCHULZ	THOMAS E	X013		ACA	28	E	A	73,620.00
136	41	X		X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	73,620.00
137	41	X		X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	73,620.00
138	41	X		X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	73,620.00
139	25	X		M	SPARKS	WARREN S	1951	PX	AWA	28	E	A	73,620.00
140	01	X		X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	73,620.00
141	02	X		M	STAACK	ANSELM	1951	PX	AWA	28	E	A	73,620.00
142	12	X		X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	73,620.00
143	41	X		X	TAYLOR	WARREN W	X013		EBA			9	73,620.00
144	02	X		M	TILLERY	CRAIG J	7145	PX	HTA	24	A	H	73,620.00
145	12	X		M	VADEN	JAMES D	1951	PX	AWA	28	E	A	73,620.00
146	08	X		X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	73,620.00
147	03	X		M	WALTON	LINDA L	7145	PX	JBA	24	F	E	73,620.00
148	03	X		M	WOOD	MARK I	7145	PX	JBA	24	F	E	73,620.00
149	10	X		X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	73,620.00
150	31	X		X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	73,584.00
151	25	X		M	COOK	MORTON J	1901	PX	AWA	26	J	A	73,584.00
152	03	X		M	FISCHER	STANLEY T	7147	PX	EBA	26	J	A	73,584.00
153	02	X		M	GRIGGS	DALE	1842	PX	EBA	24	K	9	73,584.00
154	01	X		X	HOGAN	J HARRIE	X066	PX	AWA	26	J	A	73,584.00
155	25	X		M	REDICK	ROWE D	1901	PX	EBA	26	J	A	73,584.00
156	10	X		M	SCHAFF	ROSS G	1901	PX	EBA	26	J	A	73,584.00
157	25	X		M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	73,584.00
158	33	X		X	WILKERSON	GERALD L	X039		AWA	26	J	A	73,584.00
159	04	X		X	ALEXANDER	RICHARD E	X099	PX	AWA			9	73,500.00
160	41	X		X	BREMSON	FRANCIS L	X099	PR	EBA			9	73,500.00
161	06	G		M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	73,248.00
162	41	X		X	CONNELLY	HUGH H	X014		JBA			9	72,540.00
163	41	X		X	CRUTCHFIELD	HERSHEL	X014	PX	JBA			9	72,540.00
164	41	X		X	KAUVAR	JANE F	X014		JBA			9	72,528.00
165	12	A		M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	72,372.00
166	25	C		F	JACKINSKY	WALTER	0036		DWA	00		9	72,057.60
167	25	C		F	KLABO	JOHN A	0036		DWA	00		9	72,057.60
168	05	T		T	BOOHER	ROBERT D	T999		DSA	00		9	71,836.80

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
169	25	S	M	BUECHLER	FRIEDRICH	8679	PE	JBA	24	E	E	71,796.00
170	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	71,796.00
171	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	71,796.00
172	25	S	M	HALSTED	DONALD E	8916	PE	AWA	24	L	A	71,796.00
173	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	71,796.00
174	25	S	M	PATTERSON	JOHN H	8634	PE	JBA	23	J	E	71,796.00
175	25	S	M	PLATZKE	RODNEY R	8679	PE	JBA	24	E	E	71,796.00
17[illegible]	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	L	A	71,796.00
177	10	S	M	SMITH	THOMAS E	8345	PE	JBC	24	E	E	71,796.00
178	31	X	X	BRADLEY	RICHARD A	X402	PX	AWA	24	L	A	71,064.00
179	04	X	X	DAVIS	PERRY T	X036	PX	EBA			9	71,058.36
180	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	71,028.00
181	04	X	M	KLEIN	MYRON W	1269	PX	EBA	25	J	A	71,028.00
182	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	71,028.00
183	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	71,028.00
184	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	71,028.00
185	03	X	M	MAYNARD	ROBERT M	7146	PX	AWA	25	J	A	71,028.00
186	03	X	M	MC GEE	JACK B	7146	PX	AWA	25	J	A	71,028.00
187	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	71,028.00
188	06	X	M	BETIT	RODERICK L	1901	PX	AWA	26	F	A	70,920.00
189	25	X	M	BLACK	EUGENE H	1901	PX	AWA	26	F	A	70,920.00
190	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	70,920.00
191	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	70,920.00
192	10	X	X	EASON	JAMES E	X099	PX	EBA			9	70,920.00
193	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	70,920.00
194	01	X	X	HARRISON	GORDON S	X066	PX	AWA	26	F	A	70,920.00
195	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	70,920.00
196	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	70,920.00
197	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	70,920.00
198	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	70,920.00
199	07	X	M	LANDAU	ROBERT W	1951	PX	AWA	28	D	A	70,920.00
200	11	X	M	LOGAN	E RICHARD	1901	PX	AWA	26	F	A	70,920.00
201	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	70,920.00
202	03	X	M	OLSEN	RANDY M	7145	PX	JBA	24	E	E	70,920.00
203	03	X	M	PEGUES	RICHARD I	1901	PX	AWA	26	F	A	70,920.00
204	05	X	M	POLLEY	ERNEST	1901	PX	AWA	26	F	A	70,920.00
205	02	X	M	RAYE	FRANK H JR	1901	PX	AWA	26	F	A	70,920.00
206	04	X	M	SHARROCK	PATRICK L	1901	PX	EBA	26	F	A	70,920.00
207	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	70,920.00
208	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	70,572.00
209	01	X	X	NEVE	RICHARD A	X757	PX	AWA	28	E	9	69,996.00
210	11	S	M	COADY	JOHN W	6164	PE	HTA	22	D	G	69,312.00
211	25	S	M	ESCH	DAVID C	8915	PE	JBC	22	K	E	69,312.00
212	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	69,312.00
213	12	S	M	LAWRENCE	DONALD R	7708	PE	JBA	22	K	E	69,312.00
214	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	69,312.00
215	06	S	M	LO DO	PATRICK J	5320	PE	EAA	22	J	I	69,312.00
216	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	69,312.00
217	10	S	M	MCGEE	DON L	8345	PE	EBA	24	K	A	69,312.00
218	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	69,312.00
219	25	S	M	RHODE	JAMES J	8916	PE	EBA	24	K	A	69,312.00
220	25	S	M	URBACH	DANIEL D	8634	PE	JBA	23	F	E	69,312.00
221	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	68,976.00
222	33	X	X	JENSON	MERLE R	X050		AWA	24	K	A	68,496.00
223	03	X	M	MURPHY	EUGENE P	7145	PX	EBA	24	K	A	68,496.00
224	03	X	H	CHRISTIANSON	CYNTHIA P	7146	TE	EBA	25	F	A	68,464.44

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
225	03	X	H	MIRACLE	BARBARA J	7146	PX	EBA	25	F	A	68,464.44
226	02	X	H	STEINKRUGER	NIESJE J	7145	PX	JBA	24	D	E	68,464.44
227	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	68,460.00
228	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	68,460.00
229	08	X	M	BENESCH	GEORGE L	2338	PX	EBA	25	F	A	68,460.00
230	10	X	M	BROSSIA	JERRY L	6660	PX	JBA	26	A	E	68,460.00
231	20	X	M	BROWN	KENNETH E	1901	PX	JBA	26	A	E	68,460.00
232	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	68,460.00
233	25	X	M	DIXON	MIM H	1901	PX	JBA	26	A	E	68,460.00
234	03	X	M	FOSTER	GARY G	7145	PX	JBA	24	D	E	68,460.00
235	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	68,460.00
236	01	X	X	GROGAN	ROBERT L	X066	PX	AWA	26	E	A	68,460.00
237	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	68,460.00
238	05	X	M	HANABLE	WILLIAM S	3509	PX	EBA	26	E	A	68,460.00
239	03	X	M	HANLEY	JAMES L	7145	PX	DQA	24	F	D	68,460.00
240	04	X	M	HILLHOUSE	THERESA L	1269	PX	AWA	25	F	A	68,460.00
241	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	68,460.00
242	04	X	M	JONES	ERVIN B	1901	PX	AWA	26	E	A	68,460.00
243	03	X	M	KENNEDY	ELIZABETH	7146	PX	EBA	25	F	A	68,460.00
244	08	X	M	KIRKPATRICK	WILLIS F	1901	PX	AWA	26	E	A	68,460.00
245	08	X	X	KUGLER	HARRY W	X321	PX	EBA	27	D	9	68,46[illegible]0
246	03	X	M	MAYO	STEPHEN A	7146	PX	EBA	25	F	A	68,4[illegible]0
247	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	68,46[illegible]00
248	02	X	M	MCCUNE	GEORGE B	7145	PX	DKA	24	A	F	68,460.00
249	01	X	X	PRICE	ROBERT E	X814	PX	MOA	25	F	9	68,460.00
250	06	X	M	SEARS	LEWIS J JR	1980	PX	EBA	27	D	A	68,460.00
251	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	C	A	68,460.00
252	08	X	X	SMITH	LONNIE C	X321	PX	EBA	27	D	9	68,460.00
253	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	68,460.00
254	03	X	M	SVOBODNY	RICHARD	7146	PX	AWA	25	F	A	68,460.00
255	08	X	M	TREAGER	HARRY D	1901	PX	AWA	26	E	A	68,460.00
256	02	X	M	VALENSI	JOHN P	1901	PX	AWA	26	E	A	68,460.00
257	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	68,460.00
258	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	68,460.00
259	10	X	X	BOND	TED J JR	X099	PX	EBA	27	D	9	68,112.00
260	10	G	M	LYLE	WILLIAM M	8345	PE	EBA	24	K	A	68,112.00
261	41	X	X	HORNADAY	JAMES C	X014	PX	CYB			9	68,088.00
262	25	G	M	MOODY	JAMES E	2296	PE	EBA	21	M	9	67,800.00
263	08	X	X	BATT	WILLIAM H	X324	PX	EBA	26	D	9	67,500.00
264	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	67,260.00
265	06	S	M	ARNOLD	DAVID E	4102	PE	EBA	23	L	A	66,828.00
266	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	66,828.00
267	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	66,828.00
268	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	66,828.00
269	06	S	M	BRANTON	THOMAS R	5965	PE	AWA	23	L	A	66,828.00
270	25	S	M	COYLE	CHARLES M	9441	PE	HTA	20	J	G	66,828.00
271	25	S	M	GEORGE	JEROME P	8679	PE	EBA	24	J	A	66,828.00
272	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	66,828.00
273	12	S	M	HILDRETH	JOSEPH K	7734	PE	DKA	20	J	G	66,828.00
274	11	S	M	HINMAN	ROBERT A	6171	PE	AWA	23	L	A	66,828.00
275	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	66,828.00
276	25	S	M	LARSON	ROBERT W	8915	PR	EAA	22	F	I	66,828.00
277	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	66,828.00
278	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	66,828.00
279	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	66,828.00
280	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	66,828.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
281	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	66,828.00
282	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	66,828.00
283	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	66,744.00
284	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	66,744.00
285	03	X	M	JAHNKE	THOMAS T	7145	PX	AWA	24	J	A	66,024.00
286	03	X	M	MILLS	MARTHA /	7145	PX	EBA	24	J	A	66,024.00
287	03	X	M	STARK	MICHAEL J	7145	PX	AWA	24	J	A	66,024.00
288	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	65,976.00
289	03	X	M	CYRUS	EUGENE B	7145	PX	ECF	24	F	C	65,976.00
290	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	65,976.00
291	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	28	B	A	65,976.00
292	06	X	X	EVELAND	CHARLES L	X099	PX	EBA	25	E	9	65,976.00
293	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	65,976.00
294	02	X	M	GIBBONS	WILLIAM J	1901	PX	AWA	26	D	A	65,976.00
295	32	X	X	GREANY	MICHAEL J	X201	PX	AWA	26	D	A	65,976.00
296	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	65,976.00
297	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	65,976.00
298	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	65,976.00
299	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	65,976.00
300	12	X	M	KOLIVOSKY	MICHAEL C	1901	PX	EBA	26	D	A	65,976.00
301	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	65,976.00
302	05	X	M	LUTHER	RICHARD J	1901	PX	AWA	26	D	A	65,976.00
303	03	X	M	LYLE	PAUL R	7145	PX	JBA	24	C	E	65,976.00
304	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	65,976.00
305	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	C	D	65,976.00
306	25	X	M	MERRILL	JOSEPH S	1901	PX	EBA	26	D	A	65,976.00
307	11	X	M	MOBERLY	STANLEY A	1901	PX	AWA	26	D	A	65,976.00
308	08	X	X	MORRIS	EDWIN L	X324	PX	EBA	26	D	9	65,976.00
309	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	65,976.00
310	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	65,976.00
311	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	65,976.00
312	18	X	M	PUBLICOVER	WILLIAM A	1901	PX	AWA	26	D	A	65,976.00
313	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	65,976.00
314	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	65,976.00
315	25	X	M	RUSSO	GUY A	1901	PX	EBF	26	D	A	65,976.00
316	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	65,976.00
317	25	G	M	FREITAG	BRUCE R	9740	PR	AWA	24	J	A	65,640.00
318	10	X	X	MULL	CHARLES G	X099	PX	EBA	24	J	9	65,640.00
319	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	65,640.00
320	05	T	T	RICHARDSON	ROBERT	T999		DSA	00		9	65,057.64
321	25	C	F	HOFSTAD	RICHARD T	0036		DSA	00		9	65,001.60
322	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	65,001.60
323	25	C	F	SMITH	ROBERT W	0036		AWA	00		9	64,992.00
324	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	64,824.00
325	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	64,824.00
326	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	J	G	64,824.00
327	12	A	M	HENSLEE	LAWRENCE	7703	PE	EZA	76	K	H	64,824.00
328	12	A	M	KITCHENMASTER	DONALD	7704	PE	HTA	77	K	F	64,824.00
329	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	64,824.00
330	12	A	M	YOUNGREN	CURTIS D	7705	PE	CKC	78	F	F	64,824.00
331	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	64,540.80
332	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	64,476.00
333	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	64,476.00
334	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	64,476.00
335	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	64,476.00
336	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	64,476.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
337	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	64,476.00
338	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	64,476.00
339	07	S	M	FLEEKS	LOTTIE	4654	PE	JBA	21	K	E	64,476.00
340	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	64,476.00
341	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	64,476.00
342	10	S	M	GILBERT	WYATT G	8345	PE	AWA	24	F	A	64,476.00
343	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	64,476.00
344	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	64,476.00
345	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	64,476.00
346	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	64,476.00
347	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	64,476.00
348	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	64,476.00
349	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	64,476.00
350	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	64,476.00
351	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	64,476.00
352	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	64,476.00
353	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	64,476.00
354	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	64,476.00
355	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	64,476.00
356	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	64,476.00
357	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	64,476.00
358	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	64,476.00
359	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	64,476.00
360	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	64,476.00
361	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	64,476.00
362	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	64,476.00
363	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DOD	22	K	D	64,476.00
364	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	64,476.00
365	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	64,356.00
366	02	X	M	MCMULLEN	MICHAEL P	1495	PX	AWA	23	K	A	64,080.00
367	25	B	F	CROFT	MICHAEL D	0032		DWA	00		9	63,996.00
368	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	63,996.00
369	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	63,636.00
370	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	63,636.00
371	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	63,636.00
372	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	63,636.00
373	41	X	X	ASPER	LINN H	X014	PX	AWA	28	A	9	63,636.00
374	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	63,636.00
375	41	X	X	BECKWITH	MARTHA	X014		EBA			9	63,636.00
376	09	X	M	BORG	CHARLES T	1951	PX	EBA	28	A	A	63,636.00
377	21	X	M	BOSTON	CLARK D	1901	PX	EBA	26	C	A	63,636.00
378	01	X	X	BOSTON	LENORE W	X080	PX	AWA	24	F	A	63,636.00
379	10	X	M	BROWN	MARY K	1901	PX	EBA	26	C	A	63,636.00
380	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	63,636.00
381	02	X	M	CANARSKY	PAUL J	7145	PX	JBA	24	B	E	63,636.00
382	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	63,636.00
383	03	X	M	COLVIN	DIANE T	7146	PX	AWA	25	D	A	63,636.00
384	20	X	M	COREY	THEODORE MJR	1901	PX	EBA	26	C	A	63,636.00
385	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	63,636.00
386	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	63,636.00
387	41	X	M	DELAPLAIN	RICHARD W	0185	PX	EBA	24	F	A	63,636.00
388	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	63,636.00
389	03	X	M	EDWARDS	DONALD W	7146	PX	EBA	25	D	A	63,636.00
390	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	63,636.00
391	41	X	X	FINN	NATALIE K	X014		EBA			9	63,636.00
392	31	X	X	FISHER	DONALD P	X700	PX	AWA	27	B	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
393	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	63,636.00
394	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	63,636.00
395	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	63,636.00
396	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	63,636.00
397	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	63,636.00
398	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	63,636.00
399	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	63,636.00
400	21	X	M	HENDERSON	REMOND	1901	PX	AWA	26	C	A	63,636.00
401	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	63,636.00
402	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	63,636.00
403	02	X	M	HIEBERT	LESLIE A	7144	PX	KAA	22	A	H	63,636.00
404	03	X	M	HIGGINS	SHELLEY	7145	PX	EBA	24	F	A	63,636.00
405	02	X	M	HITCHCOCK	DONALD J	1901	PX	AWA	26	C	A	63,636.00
406	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	63,636.00
407	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	63,636.00
408	08	X	X	HUDSON	WILLIAM R	X201	PX	AWA	26	C	9	63,636.00
409	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	63,636.00
410	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	63,636.00
411	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	63,636.00
412	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	63,636.00
413	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	63,636.00
414	12	X	M	MAPRANATHUKARAN	JOS D	1901	PX	AWA	26	C	A	63,636.00
415	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	63,636.00
416	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	63,636.00
417	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	63,636.00
418	03	X	M	MILLER	THOMAS A	7145	PX	JBA	24	B	E	63,636.00
419	03	X	M	MINTZ	ROBERT E	7145	PX	EBA	24	F	A	63,636.00
420	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	63,636.00
421	02	X	M	NAVE	THOMAS G	7146	PX	AWA	25	D	A	63,636.00
422	03	X	M	NEVILLE	M FRANCIS	7145	PX	EBA	24	F	A	63,636.00
423	25	X	M	NUSBAUM	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
424	03	X	M	OBANNON	LINDA M	7146	PX	EBA	25	D	A	63,636.00
425	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	63,636.00
426	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	63,636.00
427	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	63,636.00
428	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	63,636.00
429	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
430	03	X	M	ROBERTSON	THOMAS H	7146	PX	AWA	25	D	A	63,636.00
431	08	X	X	ROCKER	ROBERT C	X004	PX	EBA	26	C	A	63,636.00
432	02	X	M	SALEMI	JOHN B	7146	PX	EBA	25	D	A	63,636.00
433	20	X	M	SCHMIDT	ARTHUR D	1951	PX	EBA	28	A	A	63,636.00
434	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	63,636.00
435	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	63,636.00
436	03	X	M	SEWRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	63,636.00
437	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	63,636.00
438	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	63,636.00
439	41	X	X	STEMP	DONALD R JR	X014		EBA			9	63,636.00
440	41	X	X	STEWART	DAVID C	X014	PX	EBA			9	63,636.00
441	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	63,636.00
442	08	X	M	SWANSON	JOSEPH L	1901	PX	EBA	26	C	A	63,636.00
443	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	63,636.00
444	03	X	M	THIE	BONNIE L	7145	PX	EBA	24	F	A	63,636.00
445	01	X	X	TUTEN	MERRY A	X087	PX	AWA	26	C	A	63,636.00
446	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	63,636.00
447	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	63,636.00
448	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
449	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	63,636.00
450	41	X	X	WHITE	MICHAEL N	X014		EBA	26	C	A	63,636.00
451	08	X	X	WHITEAKER	KATHLEEN L	X004	PX	EBA	26	C	9	63,636.00
452	04	X	M	WILLIAMS	THOMAS C	1901	PX	AWA	26	C	A	63,636.00
453	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	[illegible]	A	63,636.00
454	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	63,636.00
455	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	63,636.00
456	25	G	M	MURPHY	BERNARD M	8615	PE	EAA	20	K	9	62,832.00
457	12	A	M	CORNWALL	DAVID L	7703	PE	JBM	76	K	G	62,472.00
458	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	62,472.00
459	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	62,472.00
460	12	A	M	KALLUS	EUGENE A	7786	PE	DQD	79	K	D	62,472.00
461	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	62,472.00
462	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	62,472.00
463	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	62,472.00
464	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	62,472.00
465	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	62,472.00
466	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	62,376.00
467	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	62,376.00
468	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	62,376.00
469	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	62,376.00
470	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	62,376.00
471	12	S	M	GORHAM	FRANK N	7737	PE	AWA	23	J	A	62,376.00
472	25	S	M	GUENTHER	FREDRIC L	9748	PE	JBA	22	E	E	62,376.00
473	25	S	M	HAMILTON	RICHARD A	9748	PE	AWA	22	L	A	62,376.00
474	25	S	M	HEAD	ROGER D	8633	PR	EBA	23	J	A	62,376.00
475	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	62,376.00
476	12	S	M	JORDAN	JACK W	7708	PE	ECF	23	F	C	62,376.00
477	10	S	M	LE FEBVRE	RICHARD A	6657	PE	EBA	23	J	A	62,376.00
478	11	S	M	MCKNIGHT	DONALD E	6164	PE	AWA	22	L	A	62,376.00
479	25	S	M	MIELKE	KARL F	8915	PE	AWA	22	L	A	62,376.00
480	25	S	M	MORFIELD	DONALD D	8916	PE	EBA	24	E	A	62,376.00
481	02	S	M	MORRONE	JOHN C	8669	PE	EBA	23	J	A	62,376.00
482	25	S	M	SANDBERG	JAMES E	2716	PE	EBA	23	J	A	62,376.00
483	25	S	M	SLATER	WILLARD H	8389	PE	ERA	22	L	A	62,376.00
484	06	S	M	SMITH	EUGENE A	1465	PE	AWA	22	L	A	62,376.00
485	25	S	M	STETSON	HERBERT A JR	8694	PE	AWA	23	J	A	62,376.00
486	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	62,376.00
487	25	S	M	TYSON	ROBERT G	8915	PE	EBA	22	L	A	62,376.00
488	04	S	M	WRIGHT	VINCENT D	2210	PR	AWA	24	E	A	62,376.00
489	05	S	M	YOUNG	F PAT	3376	PE	AWA	23	J	A	62,376.00
490	05	X	X	PHIPPS	RONALD A	X099	PX	AWA	23	J	A	61,764.00
491	02	X	X	SCHROEDER	ROBERT	X034		AWA	23	J	A	61,764.00
492	03	X	M	ANDERSON	ROBERT C	7145	PX	MEA	24	A	E	61,548.00
493	03	X	M	ANTEL	HELENE M	7145	PX	EBA	24	E	A	61,548.00
494	08	X	M	ARNOLDT	PAUL B	1901	PX	AWA	26	B	A	61,548.00
495	07	X	M	BACOLAS	ROBERT J SR	1901	PX	AWA	26	B	A	61,548.00
496	08	X	M	BAKER	F GREGORY	2202	PX	AWA	26	B	A	61,548.00
497	11	X	M	BEHNKE	STEVEN R	1901	PX	AWA	26	B	A	61,548.00
498	02	X	M	BISCHOFF	KENNETH E	1901	PX	AWA	26	B	A	61,548.00
499	01	X	M	BRADLEY	JANET L	1901	PX	EBA	26	B	A	61,548.00
500	08	X	X	BURGH	RODNEY W	X351	PX	EBA	24	E	9	61,548.00
501	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	61,548.00
502	02	X	M	COCHRELL	BONNIE M	1901	PX	AWA	26	B	A	61,548.00
503	31	X	X	COOK	TAMARA B	X825	PX	AWA	25	C	A	61,548.00
504	25	X	M	DIECKMEYER	DONALD D	1901	PX	AWA	26	B	A	61,548.00

SEQ	DEPT	B	U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
505	31	X	X		DIERDORFF	DAVID R	X402	PX	AWA	24	E	A	61,548.00
506	10	X	X		FORTNEY	CATHERINE	X099	PX	EBA	24	E	A	61,548.00
507	08	X	M		GEORGE	JOHN L	1901	PX	AWA	26	B	A	61,548.00
508	08	X	M		HAMLEY	MARGARET I	1901	PR	AWA	26	B	A	61,548.00
509	10	X	M		HAWKINS	THOMAS J	1901	PX	EBA	26	B	A	61,548.00
510	18	X	M		HAYDEN	GARY L	1901	PX	AWA	26	B	A	61,548.00
511	03	X	M		HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	61,548.00
512	10	X	M		JOHANNSEN	NEIL C	1901	PX	EBA	26	B	A	61,548.00
513	02	X	M		KELLER	E LOUIS	1901	PX	AWA	26	B	A	61,548.00
514	10	X	X		KROUSKOP	DONOVAN L	X099	PX	EBA	24	E	A	61,548.00
515	01	X	X		KUYKENDALL	DALE E	X824	PX	HTA	21	B	H	61,548.00
516	08	X	X		LEHR	RONALD D	X350	PX	EBA	24	E	A	61,548.00
517	03	X	M		LEVY	MADELEINE	7145	PX	EBA	24	E	A	61,548.00
518	02	X	M		MA	LOUISE E	7145	PX	EBA	24	E	A	61,548.00
519	03	X	M		MCCONAHY	MICHAEL P	7144	PX	JBA	22	E	E	61,548.00
520	02	X	M		MCCOY	KEVIN F	7145	PX	DBA	24	C	D	61,548.00
521	10	X	X		MEYER	JOHN F JR	X099	PX	EBA	24	E	A	61,548.00
522	25	X	M		MOESER	HAROLD R	1901	PX	AWA	26	B	A	61,548.00
523	03	X	M		MUNSON	MYPA M	7144	PX	JBA	22	E	E	61,548.00
524	05	X	X		NASH	EDWARD J	X099		EBA	24	E	A	61,548.00
525	06	K	M		ODONNELL	TOM	1454	PE	AWA	22	L	A	61,548.00
526	03	X	M		PREZYNA	ANN E	7145	PX	EBA	24	E	A	61,548.00
527	06	X	M		PRICE	MICHAEL L	1901	PX	AWA	26	B	A	61,548.00
528	08	X	M		RODERICK	JOHN R	2202	PX	EBA	26	B	A	61,548.00
529	25	X	M		RUFF	DOYLE C	1900	PX	JBA	24	A	E	61,548.00
530	07	X	M		SHAY	JOHN W JR	1901	PX	AWA	26	B	A	61,548.00
531	03	X	M		SPENGLER	LARRI I	7145	PX	AWA	24	E	A	61,548.00
532	01	X	X		SPIVEY	GEORGE R	X080	PX	EBA	24	E	A	61,548.00
533	25	X	M		STASO	MICHAEL	1901	PX	AWA	26	B	A	61,548.00
534	25	K	M		THAYER	ROGER A	1454	PE	AWA	22	L	A	61,548.00
535	08	X	X		WILLIAMS	WAYNE A	X349	PX	EBA	24	E	9	61,548.00
536	02	X	H		FUNK	RAYMOND M	7145	PX	JBA	24	A	E	61,542.00
537	25	G	M		ADAMS	JAMES I	8913	PE	HTA	19	J	G	61,236.00
538	10	X	X		ARIEY	CATHERINE	X099	PX	EBA	25	C	9	61,236.00
539	02	G	M		ARNOLD	KENNETH R	1835	PR	JBA	21	J	E	61,236.00
540	25	G	M		BIRCH	CHRISTOPHE	8616	PE	JBA	22	E	E	61,236.00
541	25	G	M		BOCKMAN	FREDRIK M	8912	PE	HTA	18	L	G	61,236.00
542	04	G	M		BUE	ARNE L	1262	PR	EBA	22	L	A	61,236.00
543	25	G	M		ECKARDT	RONALD G	8616	PE	JBA	22	E	E	61,236.00
544	25	G	M		ENGLE	ELIZABETH	8616	PE	JBA	22	E	E	61,236.00
545	10	G	M		KORNBRATH	RICHARD W	8345	PE	EBA	24	E	A	61,236.00
546	25	G	M		LOWNEY	KENNETH C	8616	PE	EBA	22	L	A	61,236.00
547	11	G	M		NELSON	MICHAEL L	6162	PE	DAA	18	M	F	61,236.00
548	11	G	M		PEGAU	ROBERT E	6143	PE	EZA	18	K	H	61,236.00
549	07	G	M		THORN	ANNETTE S MD	5226	PR	AWA	27	A	A	61,236.00
550	05	T	T		HITCHCOCK	DONALD L	T999		DSA			9	60,435.96
551	07	S	M		ARAB	RICHARD R	4676	PE	AWA	23	F	A	60,360.00
552	11	S	M		BARRICK	LOWELL S	8915	PE	AWA	22	K	A	60,360.00
553	18	S	M		BAYLISS	RANDOLPH B	8357	PE	AWA	22	K	A	60,360.00
554	05	S	M		BEDARD	RONALD J	3171	PE	AWA	22	K	A	60,360.00
555	25	S	M		BENTLEY	JAMES E	2297	PE	AWA	22	K	A	60,360.00
556	06	S	M		BETIT	JOSEPH W	1933	PE	AWA	23	F	A	60,360.00
557	10	S	M		BURCH	JOSEPH C	6657	PE	EBA	23	F	A	60,360.00
558	11	S	M		BURKETT	ROBERT D	6187	PE	AWA	23	F	A	60,360.00
559	11	S	M		BURNS	JOHN J SR	6144	PE	JBA	20	K	E	60,360.00
560	25	S	M		CHOUINARD	ROBERT G	8607	PE	JB	20	K	E	60,360.00

Mike: 39.25.080(b) prohibits release of employee information other than budgeted salary. This is FY85 budget info on approximately 500 people.

Name	Title	Salary
STATEWIDE PROGRAMS AND SERVICES		
Ahoy	Director	77,880
Allen	Accountant	51,504
Benning	Director	50,232
Blakestad	Director	50,004
Bostic	Manager	56,904
Brown	Director	65,604
Burnet	Director	63,048
Carlson	Director	61,584
Carter	Executive Vice President	95,904
Charlton	Director	61,236
Demmert	Director	77,496
deParry	General Counsel	78,624
Dietz	Director	74,196
Dunn	Manager	50,832
Durst	Manager	50,484
Fica	Data Base Administrator	56,010
Gorham	Assistant Professor	52,692
Healy	Director	61,812
Houtchens	Accountant	61,092
Hyde	Manager	50,161
Johnson	Manager	51,480
Joy	Director	63,372
Kasperzak	Manager	58,344
King	University Achitect	61,356
Kraska	Fiscal Officer	52,980
Krishna	Manager	50,340
Langley	Director	56,576
Lynch	Director	67,536
McCaughan	Director	67,536
Morehouse	Director	61,692
Myers	Assistant	51,912
Neubert	Associate Director	71,700
Neumayr	Assistant General Counsel	52,692
Newell	Senior Analyst Programmer	50,652
Nickles	Contracting Officer	70,908
O'Dowd	President	100,032
Parkes	Architect	58,008
Peters	Director	55,392
Phelps	Auditor	58,368
Redman	Assistant	67,044
Rogers	Director	60,192
Schedler	Engineer	50,252
Tibor	Manager	53,292
Ulich	Assistant Director	65,499
Williams	Manager	51,168
Wolever	Architect	53,411
UA/FAIRBANKS		
Abrahams	Associate Prof (Non Res)	64,021
Accola	Supervisor	52,686
Aigner	Professor (Res)	77,563

Aigner	Professor (Non Res)	
Akasofu	Professor (Res)	96,822
Alexander	Director	89,414
Allen	Associate Prof (Res)	63,669
Allison	Professor (Non Res)	63,682
Aspnes	Professor (Non Res)	72,113
Aspnes	Professor (Non Res)	
Atamian	Professor (Non Res)	57,859
Aughenbaugh	Professor	80,538
Bailey	Director	69,784
Bailey	Master	54,973
Baldridge	Programmer Analyst III	54,244
Baranauskas	Carpenter	52,747
Barber	Assistant Prof (Non Res)	58,469
Barber	Assistant Prof (Res)	
Barr	Water Plant Operator	51,895
Behrish	Professor (Res)	73,680
Benesch	Professor (Non Res)	59,607
Benevento	Supervisor	55,659
Bennett	Professor (Non Res)	69,268
Benson	Professor (Res)	84,342
Bernet	Professor (Non Res)	57,033
Biesiot	Professor (Non Res)	65,242
Biswas	Professor (Res)	67,722
Bligh	Director	90,376
Borchert	Instruction Tech	50,690
Bowling	Assistant Prof (Res)	55,264
Brown	Associate Prof (Res)	53,829
Brown	Assistant Prof (Res)	65,373
Brundage	Professor (Res)	79,413
Burrell	Professor (Res)	76,044
Button	Professor (Res)	79,476
Carlson	Professor (Non Res)	81,078
Carr-Lundfelt	Director	60,008
Cedzo	Director	51,417
Chandler	Manager	55,660
Chapin III	Professor (Res)	72,217
Chapin III	Professor	
Choy	Prof (Non Res)	50,903
Coe	Launch Officer	52,144
Cole	Director	59,300
Comolli	Associate Prof (Non Res)	54,496
Cook	Acting Dean	80,496
Coon	Associate Prof	73,570
Coon	Associate Prof	
Cooney	Associate Prof (Res)	63,108
Copus	Associate Prof (Non Res)	50,449
Cornwall	Associate Prof (Non Res)	50,715
Cox	Carpenter	52,873
Cridge	Associate Prof (Non Res)	64,563
Crosby	Acting Director	53,995
Danels	Equipment Tech	53,766
Dean	Professor (Res)	84,385
Dean	Professor (Non Res)	

Decorso	Professor (Non Res)	50,076
Deehr	Professor (Res)	73,858
Degen	Associate Prof (Res)	64,561
Delana	Assistant Superintendent	57,948
Delana	Support Engineer	52,684
Demmert	Director	60,027
Dieter	Assistant Director	63,684
Dieterich	Professor (Res)	79,851
Dieterich	Professor (Res)	
Distad	Acting Dean	81,411
Dixon	Associate Prof (Res)	53,102
Dixon	Associate Prof (Res)	
Domke	Technician IV	54,26[illegible]
Drew	Director	89,917
Dubbs	Associate Prof (Non Res)	55,484
Earnest	Director	52,000
Egan	Director	59,010
Egnatoff	Director	61,006
Elsner	Professor (Res)	59,030
England	Supervisor	73,077
Ensign	Professor (Non Res)	53,335
Ernst	Director	64,917
Falk	Associate Prof (Non Res)	56,346
Fay	Professor (Res)	80,076
Feder	Professor (Res)	79,476
Fink	Professor (Non Res)	57,033
Flanagan	Professor (Res)	71,614
Flanagan	Professor (Non Res)	
Florian	Director	52,935
Follman	Research Associate	52,669
Fox	Assistant Prof (Res)	56,451
Fox	Assistant Prof (Non Res)	
Fox	Assistant Prof	54,808
Fuller	Associate Prof (Non Res)	50,215
Gedney	Associate Prof (Res)	65,955
Geiman	Director	77,146
Genaux	Associate Prof (Non Res)	50,215
Gislason	Associate Prof (Res)	75,008
Gislason	Professor (Non Res)	
Gleason	Professor (Non Res)	62,469
Goering	Professor (Res)	88,130
Goering	Professor (Res)	
Gosink	Research Associate	69,282
Grant	Assistant Super	51,625
Griener	Director	55,037
Groves	Carpenter	52,747
Grubis	Assistant Prof	55,348
Guthrie	Professor (Non Res	79,485
Guthrie	Professor (Res)	
Gutowski	Mech Maint Super	51,168
Hagala	Supervisor	54,746
Hales	Associate Prof (Non Res)	64,333
Hallinan	Associate Prof (Res)	62,524
Hamil	Professor (Non Res)	56,285

Haneman	Dean	83,053
Hanson	Accountant	53,165
Harbo	Professor (Non Res)	74,589
Harbo	Professor	
Harrision	Professor (Res)	74,046
Hartman	Executive Officer	63,690
Hassler	Associate Prof (Non Res)	62,482
Hawkins	Professor (Non Res)	62,010
Hawkins	Professor (Res)	
Head	Professor (Non Res)	69,498
Hedrick	Director	78,291
Helfferich	Manager	73,069
Hickock	Director	77,412
Hoch	Director	58,281
Holleman	Associate Professor (Res)	61,568
Hollerbach	Professor (Non Res)	58,998
Hoskins	Professor (Non Res)	61,401
Hunsucker	Professor (Res)	73,818
Husby	Associate Prof (Res)	56,346
Ittner	Assistant Professor	52,665
Jacobson	Associate Professor	52,250
Jayaweera	Acting Dean	77,875
Jayaweera	Acting Dean	
Jensen	Director	57,699
Johnson	Associate Prof (Res)	57,314
Johnson	Associate Prof (Non Res)	
Johnson	Associate Prof (Non Res)	
Johnston	Professor (Non Res)	51,448
Jubenville	Associate Prof (Res)	58,885
Jubenville	Associate Prof (Non Res)	
Juday	Associate Prof (Res)	58,884
Kan	Professor (Res)	69,867
Kan	Professor (Non Res)	
Kane	Associate Prof (Res)	58,615
Kane	Associate Prof (Non Res)	
Epps	Instructor (Res)	71,697
Kelley	Associate Prof (Res)	63,420
Keyes	Director	59,010
Kienle	Professor (Res)	68,786
Kienle	Professor (Non Res)	
Kinney	Associate Professor	65,711
Klebesadel	Professor	74,381
Kleinfeld	Professor (Res)	54,022
Kleinfeld	Professor (Non Res)	
Kokjer	Associate Prof (Non Res)	64,021
Kokjer	Associate Prof (Res)	
Koo	Professor (Non Res)	52,852
Kowalik	Associate Prof (Res)	54,704
Kowalik	Associate Prof	
Krejci	Professor (Non Res)	65,176
Krieg	Assist Prof (Non Res)	52,915
Lake	Manager	60,798
Lamb	Assistant Super	55,827
Lando	Professor (Non Res)	54,739

Lando	Associate Prof (Non Res)	51,229
Lane	Visiting Professor (Res)	65,146
Larsen	Coordinator	51,147
Lawrence	Director	58,718
Lawrence	Director	
Lee	Associate Professor (Res)	56,532
Lewis	Associate Prof (Res)	58,884
Lipka	Assistant Prof (Non Res)	60,736
Lu	Director	63,690
Lynch	Professor (Non Res)	64,521
MaClean	Professor (Res)	70,612
MaCLean	Professor (Non Res)	
Maneval	Professor (Non Res)	68,556
Mark-Anthony	Professor (Non Res)	56,628
Mather	Vice Chancellor	90,874
Matthews	Professor (Res)	73,818
McBeath	Assistant Prof (Res)	52,665
McCarthy	Professor (Non Res)	78,706
McFadden	Associate Prof (Non Res)	50,247
McKendrick	Associate Prof (Res)	57,676
McLaughlin	Assistant Director	52,437
McRoy	Professor (Res)	70,928
Mendenhall	Professor (Non Res)	65,831
Merritt	Professor (Non Res)	84,344
Metz	Assistant Prof (Res)	51,210
Metz	Assistant Prof (Non Res)	
Metz	Assistant Prof (Res)	
Milan	Professor (Res)	77,940
Miller	Systems Engineer	68,908
Miller	Associate Prof (Res)	71,053
Miller	Associate Prof (Res)	
Mitchell	Professor (Res)	78,249
Mohatt	Dean	75,649
Mohatt	Director	
Moore	Professor (Non Res)	75,395
Morack	Professor (Non Res)	72,384
Morack	Professor (Res)	
Morgan	Professor (Non Res)	50,076
Munson	Assistant Prof (Non Res)	51,150
Murray	Professor (Non Res)	73,861
Murray	Associate Prof (Non Res)	
Murray	Professor	51,448
Naidu	Associate Prof (Res)	61,608
Naske	Professor (Non Res)	74,963
Nava	Executive Officer	63,379
Nebert	Research Associate	54,036
Neiland	Professor (Non Res)	86,029
Neiland	Professor (Res)	
Nestor	Associate Prof (Non Res)	56,888
Nice	Professor (Non Res)	68,555
Nice	Professor (Res)	
Niebauer	Associate Prof (Res)	56,280
Nielsen	Professor (Res)	68,721
Nishiyama	Associate Prof (Res)	59,842

O'Brien	Associate Prof (Non Res)	53,109
O'Rourke	Chancellor	96,865
Ohtake	Professor (Res)	79,536
Oien	Professor (Non Res	60,865
Olson	Associate Prof (Res)	53,850
Orvik	Professor	55,790
Orvik	Professor (Res)	
Osterkamp	Professor (Res)	70,970
Osterkamp	Professor (Non Res)	
Oswood	Associate Prof (Res)	58,198
Oswood	Associate Prof (Res)	
Pennebaker	Associate Prof (Non Res)	52,743
Peterson	Support Engineer	61,087
Peyton	Assistant	60,699
Philip	Associate Prof (Non Res)	51,205
Philip	Associate Prof (Non Res)	
Phillips	Vice Chancellor	91,020
Possenti	Associate Prof (Non Res)	50,215
Powers	Associate Prof (Non Res)	63,398
Powers	Associate Prof (Non Res)	
Province	Supervisor	51,625
Pulpan	Associate Prof (Res)	61,277
Rao	Professor (Non Res)	59,141
Rao	Professor (Res)	76,918
Ray	Professor (Non Res)	88,587
Ray	Professor (Non Res)	
Reeburgh	Professor	78,336
Reeburgh	Director	
Rees	Professor (Res)	86,068
Reichardt	Professor (Non Res)	54,849
Rensenbrink	Executive Officer	55,788
Restad	Assistant Director	60,714
Rice	Dean	72,030
Roberts	Professor (non Res)	82,285
Roberts	Director	
Roederer	Director	91,248
Royer	Professor (Res)	74,220
Sackinger	Associate Prof (Res)	71,383
Salisbury	Professor (Non Res)	62,602
Schafer	Instructor	63,282
Schafer	Assistant Prof	
Schell	Associate Prof	62,400
Schell	Associate Prof	
Schilling	Coordinator	51,417
Senungetuk	Professor (Non Res)	80,391
Shapiro	Associate Prof (Res)	60,653
Shapiro	Associate Prof (Res)	
Sharma	Professor	81,827
Shaw	Professor (Res)	69,780
Shaw	Professor (Res)	69,865
Shechter	Fire Chief	57,573
Shelton	Dean	76,440
Sheridan	Professor (Res)	53,977
Shilling	Coordinator	61,900

Shinkwin	Associate Prof	61,900
Shinkwin	Associate Prof	
Siegrist	Program Development Spec	55,389
Sivjee	Professor (Non Res)	67,912
Sivjee	Professor (Non Res)	
Skudrzyk	Professor (Non Res)	62,664
Smith	Associate Prof (Non Res)	68,994
Smith	Associate Professor (Res)	50,814
Speel	Professor (Non Res)	54,205
Spell	Visiting Professor	
Spooner	Associate Director	53,434
Stenard	Assistant Dean	76,440
Stephens	Associate Prof (Non Res)	57,969
Stilkey	Executive/Officer	66,745
Stinson	Associate Prof (Non Res)	50,215
Stone	Professor (Res)	80,995
Stone	Professor (Res)	
Stringer	Associate Professor (Res)	62,398
Svenningson	Associate Prof (Non Res)	66,955
Swartz	Professor (Non Res)	61,120
Swift	Professor (Res)	89,002
Taylor	Counselor	52,146
Taylor	Associate Prof	50,497
Taylor	Professor	74,380
Thomas	Professor (Res)	71,157
Thompson	Support Engineer	61,087
Thorngren	Supervisor	53,455
Tiedemann	Professor (Non Res)	62,989
Tilsworth	Professor (Non Res)	69,683
Tremarello	Director	69,055
Triplehorn	Professor (Non Res)	64,331
Trojan	Vice Chancellor	73,673
Turner	Professor (Non Res)	52,681
Turner	Professor (Non Res)	73,859
Turner	Professor (Res)	
VanCleve	Professor (Res)	79,851
VanVeldhuizen	Professor (Non Res)	58,484
Walstad	Manager	52,083
Wasileski	Director	54,600
Weeden	Professor	83,510
Weeden	Professor	
Weller	Professor (Res)	89,032
Wendler	Professor (Res)	71,695
Wentink, Jr	Professor (Res)	79,080
Wescott	Professor (Res)	83,137
Wescott	Professor (Res)	
West	Associate Prof (Non Res)	57,469
White	Professor (Res)	68,594
Whitehead	Professor (Non Res)	50,310
Wilm	Secretary	54,600
Wilson	Assistant Prof (Res)	52,608
Wilson	Professor (Res)	86,899
Wise	Associate Prof (Res)	58,776
Witt	Coordinator	52,179

Wooding	Professor (Res)	68,722
Workman	Associate Prof	60,693
Workman	Associate Prof	
Wright	Professor (Non Res)	52,680
Yates	Executive Officer	54,204
Zach	Associate Prof (Non Res)	50,449
Zarling	Professor (Non Res)	77,562
Zarling	Professor (Non Res)	
Zielinski	Professor (Non Res)	57,859
Zybach	Supervisor	51,625
UA/ANCHORAGE		
Allen	Professor	65,021
Angell	Dean	74,423
Appel	Assist Vice Chancellor	52,700
Ard	Professor	55,817
Arvey	Assoc Prof	57,948
Bauce	Professor	51,074
Bergquist	Dean	67,018
Billaud	Professor	56,098
Brownell	Vice Chancellor	79,331
Carey	Professor	56,921
Chang	Assoc Prof	54,288
Conn	Professor	50,856
Cothren	Professor	56,214
Cromer	Dean	70,970
Dickason	Dean	66,144
Doyle	Professor	52,884
Edwards	Asst. Vice Chancellor	62,213
Gallagher	Assist Vice Chancellor	60,674
Goldsmith	Associate Professor	59,654
Gorsuch	Director	78,998
Green	Professor	50,356
Haines	Professor	60,090
Henry	Dean	68,732
Hilpert	Professor	61,620
Hippler	Associate Prof	68,805
Hotchkiss	Professor	50,574
Innes-Taylor	Assoc Prof	51,147
Janvrin	Director	55,952
Johnson	Professor	49,265
Jones	Professor	53,632
Knapp	Professor	65,145
Kruse	Associate Professor	59,654
Lautaret	Assoc Prof	51,147
Loflin	Professor	57,501
Madigan	Professor	52,135
Martin	Dean	72,592
McWilliams	Professor	51,480
Morehouse	Professor	73,715
Murphey	Manager	52,956
Nix	Professor	56,940
Norrell	Professor	55,817
Obar	Assoc Prof	67,850

Outcalt	Chancellor	85,488
Petro	Director	68,002
Piccard	Vice Chancellor	74,630
Reeves	Director	53,289
Risley	Professor	57,751
Rollins	Assoc Prof	52,998
Rosen	Director	50,199
Segal	Assoc Director	54,194
Selkregg	Professor	58,968
Sexton	Professor	50,731
Stauffer	Manager	50,190
Sullivan	Professor	53,118
Tuck	Dean	63,398
VanDusseldorp	Professor	53,382
Vaughn	Vice Chancellor	77,792
Walle	Assoc Prof	50,793
Workman	Professor	50,356
UA/JUNEAU		
Beeton	Vice Chancellor	76,419
Borrego	Dean	52,811
Cassel	Dean	60,569
D'Armand	Professor	51,979
Demmert	Dean	62,379
Green	Director	54,849
Hubbard	Associate Professor	54,774
Keim	Vice Chancellor	71,219
Lee	Dean	60,278
Mathisen	Dean	60,320
Olson	Professor	55,816
Paradise	Chancellor	85,488
Petersen	Associate Professor	59,134
Purvis	Professor	50,481
Stell	Assistant to	64,896
Taber	Director	51,329
ANCHORAGE COMMUNITY COLLEGE		
Appel	CC Teacher	57,454
Austin	CC Teacher	52,260
Babcock	CC Teacher	50,918
Blachman	Director	53,352
Blewett	CC Teacher	54,865
Brown	Assistant Dean	56,409
Burton	CC Teacher	50,928
Carlson	Director	50,650
Croft	CC Teacher	50,544
Doppelfeld	CC Teacher	52,135
Fernandez	Vice Chancellor	63,128
Gelardin	CC Counsel	52,260
Hanners	Director	50,835
Hoke	CC Teacher	54,865
Irany	Assistant Dean	73,465
Janis	CC Teacher	57,454
Johnson	CC Counsel	56,191

Joyner	CC Teacher	56,191
Kingry	Director	61,443
Kuhner	CC Teacher	52,260
Lynch	Director	50,272
Lyon	Chancellor	76,003
Mackey	CC Teacher	52,260
Mahaffey	CC Teacher	50,918
McGrath	CC Teacher	53,570
Miller	Director	55,286
Morley	CC Teacher	54,017
Morrow	Director	67,516
Nunnally	CC Teacher	50,965
Orr	CC Teacher	59,217
Owens	CC Teacher	53,570
Pearson	CC Teacher	59,196
Pond	CC Teacher	54,865
Pourny	CC Teacher	53,570
Sears	CC Teacher	50,413
Seppanen	Director	50,481
Shrawder	CC Teacher	51,209
Simmons	CC Teacher	50,965
Smith	Vice Chancellor	69,471
Spartz	CC Teacher	56,191
Spurr	Director	56,971
Turner	CC Counsel	62,732
Vasiljevic	CC Teacher	50,918
Williams	CC Teacher	53,976
Winey	CC Teacher	57,454
Wolfe	Director	57,636
Worsley	Vice Chancellor	75,129
CC-STATEWIDE		
Bomotti	Vice Chancellor	68,136
Danielson-Burger	Director	53,868
Desoer	Director	56,700
Healey	Director	62,484
Jones	Assistant to	55,896
Okeson	Chancellor	86,448
Rodda	Director	52,272
Steffy	Director	57,370
CHUKCHI COMMUNITY COLLEGE		
Anderson	CC Teacher	51,600
Bradfield	Campus President	66,912
Johnson	CC Teacher	63,990
KENAI PENINSULA COMMUNITY COLLEGE		
Clausen	Librarian	55,120
Hanrahan	CC Teacher	53,162
Morrison	CC Counselor	50,248
Vierra	Campus President	66,204
Wagoner	Dean	69,684

KETCHIKAN COMMUNITY COLLEGE		
Boyer	Director	53,558
Menzie	Campus President	60,024
Warner	Librarian	59,069
KODIAK COMMUNITY COLLEGE		
Cater	CC Teacher	57,096
Floyd	Campus President	87,648
Hagel	Director	58,620
Kramer	Associate Prof (Res)	68,077
Lee	Professor (Non Res)	72,132
Naughton	Manager	57,348
Pennington	Assist Prof (Non Res)	52,776
Stevens	CC Teacher	52,587
Stubbe	Director	57,348
White	CC Teacher	51,073
KUSKOKWIM COMMUNITY COLLEGE		
Alexie	CC Teacher	53,055
Bruneau-Gaber	Director	55,050
Carpenter	CC Teacher	62,181
Laughy	Campus President	73,611
Morgan	CC Teacher	62,182
Schmierbach	CC Teacher	51,219
Shuler	CC Teacher	65,286
Sparck	CC Counsel	63,396
Wade	CC Teacher	55,692
Whittaker	Manager	58,452
Wintersteen	Librarian	73,865
MATANUSKA-SUSITNA COMMUNITY COLLEGE		
Hayes	CC Counsel	56,722
Madsen	Librarian	59,220
Marsh	CC Teacher	50,967
Massay	Campus President	71,490
NORTHEWEST COMMUNITY COLLEGE		
Gabrielli	CC Teacher	57,611
Jackman	Campus President	70,308
Logan	CC Teacher	53,056
Payton	CC Teacher	57,611
PRINCE WILLIAM SOUND COMMUNITY COLLEGE		
Devens	Campus President	72,348
Johnson, Jr	Dean	54,371
Talmage	Director	51,563
ISLANDS COMMUNITY COLLEGE		
Griffin	Dean	51,376
Harris	Campus President	58,932

TANANA VALLEY COMMUNITY COLLEGE		
Bartlett	Director	57,585
Butzen	Director	50,940
Dallas	CC Teacher	50,292
Dyen	CC Teacher	54,317
Elias	CC Teacher	51,759
Jones	CC Teacher	54,920
Metty	Campus President	76,008
Rozell	CC Teacher	51,942
Schroeder	CC Teacher	54,585
Seppamaki	CC Teacher	60,028
Turner	CC Teacher	60,354
Weflen	CC Teacher	53,424
Workman	Dean	51,436
RURAL EDUCATION		
Blood	Coordinator	61,848
Kaplan	Associate Prof Non Res	54,660
Kari	Associate Prof Res	54,252
Krauss	Professor (Non Res)	52,960
Krauss	Professor	
Myers	Coordinator	60,408
Pelletier	Coordinator	54,804
Pulu	Manager	54,312
Reed	Coordinator	57,780
Walker	Dean	73,632
Wood	Coordinator	50,436
COOPERATIVE EXTENSION SERVICE		
Archer	Assoc Prof Non Res	53,556
Ayotte	Assoc Prof Non Res	66,264
Backman	Professor Non Res	65,146
Baker	Assoc Prof Non Res	59,484
Barker	Assoc Prof Non Res	69,912
Doyle	Professor Non Res	67,434
Eichner	Assoc Prof Non Res	57,096
Karmun	Professor Non Res	53,775
Larson	Assist Prof Non Res	50,400
Matthews	Director	84,384
Morgan	Assoc Prof Non Res	68,268
Peter	Director	50,003
Purser	Assoc Prof Non Res	58,136
Quarberg	Assist Prof Non Res	57,732
Schneider	Assist Professor	52,536
Severns	Professor (Non Res)	67,808
Smith	Professor Non Res	72,900
Stetson	Professor Non Res	68,100
Them	Assist Prof Non Res	47,127
Vandre	Assoc Prof Non Res	50,648

	Initials	Date
Prepared By	[illegible]	7/23/85
Approved By		

Summary of direct reimbursements to and/or paid on behalf of legislators by Div. of Legislative Audit, in the Calendar year 1985.

	Date 1985	Payee	Vendor Code	Trans-Portation	Hotel	Meals	Total
1	July						
2	10	Sen. Joe Josephson		222.00	74.20	-0-	296.20
3							
4		Rep. Kay Wallis		-0-	180.00	-0-	180.00
5							
6		Rep. Al Adams		79.30	-0-	-0-	79.30
7							
8		Rep. Terry Martin		222.00	-0-	-0-	222.00
9							
10							
11	15	Sen. Jalmer Kerttula		228.00	90.00	62.00	380.00
12							
13							
14							
15							
16							
17							
18							
19							
20							
21							
22							
23							
24							
25							
26							

Introduced: 1/13/84
Referred: State Affairs
and Finance

BY PHILLIPS, LACHER, FLOOD,
PESTINGER, LINDAUER,
SZYMANSKI AND FURNACE

IN THE HOUSE

HOUSE BILL NO. 513

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 10 [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 3. This Act takes effect July 1, 1984.

Introduced: 2/9/84
Referred: State Affairs and Judiciary

BY CLOCKSIN, DAVIS, KOPONEN, MALONE, SZYMANSKI, WENDTE, PHILLIPS, LACHER AND PESTINGER

IN THE HOUSE

SPONSOR SUBSTITUTE FOR HOUSE JOINT RESOLUTION NO. 55

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to legislators' remuneration.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. <u>The remuneration of a legislator shall not be increased during the legislator's term of office.</u>

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Table 7
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or jurisdiction	Salaries: Regular sessions: Amount per day	Salaries: Regular sessions: Limit on days	Salaries: Annual salaries	Salaries: Special sessions: Amount per day	Salaries: Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Round trips home to capital	Living expenses per day
.....	$10	105C	...	$10	30C	10¢	One	$65 up to 105C [unvouchered]
.....	...	...	$11,750	...	...	25¢	One	$55 [unvouchered]
.....	...	...	$6,000	...	...	17¢ by car; 25¢ by air	Unlimited	$40 ($20 for legislators from Maricopa County) for first 120 days of regular session; after that, $20 and $10 respectively [vouchered]
.....	$20	None	$7,500	$20	None	18¢	Weekly	$308/wk. [vouchered]
.....	...	...	$25,555 $28,110 (1981)	...	...	15e(a)	One	$46/7-day wk. except when in recess 4 or more days [unvouchered]
.....	...	...	$12,000	...	...	14¢	Weekly	$20 ($10 for legislators from Denver metro area) [unvouchered]
.....	...	...	$8,500 (1979) $6,500 (1980)	...	...	15¢	Unlimited	...
.....	...	...	$9,630	...	...	15¢	Unlimited	...
.....	...	...	$12,000	...	...	14¢	Weekly	$35/7-day wk. [unvouchered]
.....	...	...	$7,200	...	...	15¢	Weekly	$44/7-day wk. [unvouchered]
.....	...	...	$12,000	.M.	...	20¢	Unlimited	$20 for legislators from outside Oahu [unvouchered]
.....	...	...	$4,200	...	...	15¢	Five	$44 each calendar day of session if residence in capital ($25 if lives at home) [unvouchered]
.....	...	...	$25,000 (1979) $28,000 (1980)	...	...	20¢	Weekly	$36/L day [unvouchered]
.....	...	...	$6,000	$35	30L	16¢	Weekly	$44/7-day wk. [unvouchered]
.....	...	...	$12,000 (1980) $12,800 (1981) $13,700 (1982)	$40	None	15¢ 20e(1981)	Weekly	$30/7-day wk. for 120 days in odd years & for 100 days in even years [unvouchered]
.....	$35 (1980) $40 (1981)(b)	None (odd) 90C (even)	...	$35	None	17¢	Weekly	$44 ($50 in 1981)/7-day wk. [unvouchered]
.....	$50	60L(c)	...	$50	None	16¢	11	$75/7-day wk. [unvouchered]
.....	$5	60L(d)	...	$50	30C	19¢	Weekly	...
.....	...	...	$4,500(1979) $2,500(1980)	...	...	18¢	Weekly	$25 meals & housing or $12/day meals; mileage up to $13/day [vouchered] (e)
.....	...	...	$16,000(1979) $16,750(1980) $17,600(1981) $18,500(1982)	...	...	14¢	Daily if not lodging; weekly if lodging	$50 max. meals & lodging ($20 max. for meals); out of state: $75/diem max. lodging & meals actual & necessary for travel [vouchered]
.....	...	...	$17,840(1979) $20,334(1980) $21,050(1981) $21,764(1982)	...	...	Varies	Unlimited	Each member, depending on residence, receives per diem allowance for mileage, meals & lodging from $2 to $32 per L day [unvouchered]
.....	...	...	$25,500(1979) $27,000(1980)	...	...	17¢	Weekly	$4,900 max. ($5,200 in 1981) [vouchered]
.....	...	...	$16,500(1979) $18,500(1980)	...	...	19¢	Weekly	$17 metro; $27 out of state [unvouchered]
.....	...	...	$8,100	$30	...	12¢	Weekly	$30 actual daily attendance [unvouchered]
.....	...	...	$15,000	...	...	17¢	Weekly	$35 actual daily attendance [unvouchered]

C. Gramy
612-3200

Correct
figures,
Just need # of days
sessions
x per diem

MEMORANDUM

January 18, 1985

TO: The Honorable Katie Hurley
Chairman, House State Affairs Committee

FROM: Pam Calhoon, Manager
Division of Administrative Services

SUBJECT: Legislators Pay Increase

I have been asked by your committee to make an analysis of the legislators pay raise that went into effect 7/21/83 and a bill that is before your committee repealing the pay raise.

Prior to the pay increase legislators were earning $1,757 a month (range 10A), $80 a day per diem while in session and an annual $4,000 allowance.

The pay raise that went into effect 7/21/83 raised the legislators monthly salary to $3900 (Range 22A) and eliminated the per diem. The annual salary is $46,800, plus an annual $4,000 allowance.

The increase in salary helped the legislators retirement-wise but hurt themselves tax-wise. W-2's use to be reflected in the high teens. The W-2's are now reflected in the low forties.

On the next page is a chart showing the difference in monthly retirement benefits with the two pay scales. I have also included two retirement systems, the Public Employees' Retirement Sytem; and the Elected Public Officials' Retirement System. There are ten legislators in the Elected Public Officials Retirement System and with new legislators still signing up approximately forty-three in the Public Employees' Retirement System.

	PERS 10A 1757mo.	PERS 22A 3900mo.	EPORS 10A+allow 2090.33mo.	EPORS 22A+allow 4233.33mo
Assuming all legislative service				
5 Years of service	175.70	390.00	522.59	1058.33
10 Years of service	351.40	780.00	1045.17	2116.67
15 Years of service	527.10	1170.00	1567.75	3175.00
20 Years of service	702.80	1560.00	1567.75	3175.00

(EPORS 75% max)

Legislators are realizing a decrease in their net amount received during session with the pay increase. Before the pay increase and during session, legislators would net approximately $3400 month. With the pay raise and no per diem during session legislators net approximately $2600 month.

I hope the above information is helpful to you. If you have any questions, please give me a call at 465-3850.

Thank you.

PC:gsp

Copy to: Don Fisher, Deputy Executive Director
Legislative Affairs Agency

1983 Earnings for Senators

Payroll earned as of 6-15-83	$10,038.00
Per diem (162 days @ $80 day)	12,960.00
Retro (not issued yet) 1-1-83 to 6-15-83	504.00
	$23,502.00

TODAY IS: 01/25/85

553-64-9548 JEFFERY MICHAEL I MA
LOC MEA 1RES: BOX 808
PCN 412019 2MAIL ANBN ONE SEALASKA PLAZA
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP C
STATUS PX SCHEDULE 9N P

TODAY IS: 01/25/85

525-56-4931 JONES PAUL B MA
LOC KAA 1RES: BOX 264
PCN 412002 2MAIL BOX 143
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP 28E C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85

549-50-9622 MATTHEWS WARREN W MA
LOC EBA 1RES: 8916 GLORALEE ST
PCN 9005EX 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F C
STATUS PX SCHEDULE AN P

TODAY IS: 01/25/85

389-32-4189 MOORE JR DANIEL A
LOC EBA 1RES: 200 W 34TH AVE SUITE 737
PCN 419004 2MAIL 200 W 34TH AVE SUITE 737
CLAS X012 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F
STATUS PX SCHEDULE AN

TODAY IS: 01/25/85

574-05-8881 TAYLOR WARREN W MA
LOC JBA 1RES: 2708 RUBY ST
PCN 414001 2MAIL BOX 1230 FNB DD 10301796 806
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85
396-42-2754 BOSSHARD III JOHN M
LOC EAA 1RES: BOX 127
PCN 413136 2MAIL BOX 127
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85
562-46-0130 BURKE EDMOND W M
LOC EBA 1RES: 4440 EDINBURGH
PCN 9003EX 2MAIL
CLAS X012 RATE 6804.00 TA
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85
497-38-8969 COMPTON ALLEN T MAI
LOC EBA 1RES: 421 JUDY LANE
PCN 419002 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85
278-38-4359 COOKE CHRISTOPHE MA
LOC DKA 1RES: BOX 555
PCN 414007 2MAIL BOX 555
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP
STATUS PX SCHEDULE 9N

TODAY IS: 01/25/85
158-26-8908 HODGES JAY M
LOC JBA 1RES: 2523 RIVERVIEW
PCN 414063 2MAIL 604 BARNETTE ST RM 430
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

214-26-1578 FRASER ROBERT M
LOC AWA 1RES: 1117 W 12TH AVE
PCN 061001 2MAIL NBA 5TH AVE BOX 6127#023963
CLAS 5268 RATE 7339.00 TA
PAY TYPE M RNG-STEP 29L
STATUS PX SCHEDULE AN

[redacted]

TODAY IS: 01/25/85

396-12-9764 GLENZER JR HUBERT M
LOC JBA 1RES: 2301 PEGER RD
PCN 255634 2MAIL 407 STEESE HY AUSAFCU#6988
CLAS 1951 RATE 7055.00 TA
PAY TYPE M RNG-STEP 28E
STATUS PX SCHEDULE EN

[redacted]

TODAY IS: 01/25/85

539-36-2741 MORROW JACK R M
LOC EAA 1RES: BOX 507
PCN 259701 2MAIL BOX 507
CLAS 1901 RATE 6804.00 TA
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE IN

TODAY IS: 01/25/85

180-34-0316 SPRINGER HEINRICH K MA
LOC HTA 1RES: BOX 352
PCN 258701 2MAIL BOX 352
CLAS 1901 RATE 7870.00 TAX
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE EN

[redacted]

TODAY IS: 01/25/85

524-44-5736 BLAIR JAMES R M
LOC JBA 1RES: SR BOX 31448
PCN 414003 2MAIL 604 BARNETTE ST RM 425
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

[redacted] [redacted]

TODAY IS: 01/25/85

538-18-8102 SHEFFIELD WILLIAM J
LOC AWA 1RES: 716 CALHOUN AVE
PCN 01001X 2MAIL NBA BOX 100600 #34-120386
CLAS X001 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F

TODAY IS: 01/25/85

266-04-8271 DAVIS HARRY L
LOC JBA 1RES: 3154 RIVERVIEW DR
PCN 031003 2MAIL 604 BARNETTE RM 247
CLAS 7146 RATE 7074.00 T
PAY TYPE M RNG-STEP 25K
STATUS PX SCHEDULE EN

TODAY IS: 01/25/85

552-52-0073 GOULD JAMES V M
LOC HTA 1RES: BOX 160
PCN 031005 2MAIL BOX 160
CLAS 7146 RATE 7870.00 T
PAY TYPE M RNG-STEP 25F
STATUS PX SCHEDULE HN

TODAY IS: 01/25/85

301-36-1101 MERRINER CHARLES M
LOC DAA 1RES: BOX 3070
PCN 031191 2MAIL % BEHRENDS BK BOX 1367
CLAS 7146 RATE 8169.00 T
PAY TYPE M RNG-STEP 25L
STATUS PX SCHEDULE FN

TODAY IS: 01/25/85

526-66-1212 ROMESBURG KERRY D
LOC AWA 1RES: POUCH F
PCN 2MAIL ASE FDCR 127 S FRANKLIN-74
CLAS X099 RATE 6834.00 T
PAY TYPE X RNG-STEP 28K
STATUS SCHEDULE AN

TODAY IS: 01/25/85

728-09-7242 TUNLEY CHARLES R I
LOC HTA 1RES: BOX 100
PCN 412001 2MAIL BOX 100
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

543-34-7703 VANHOOMISSEN GERALD MA
LOC JBA 1RES: BOX 2059
PCN 414002 2MAIL 604 BARNETTE ST RM 426
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP CC
STATUS SCHEDULE 9N P/

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Special instructions:
D960031 JOURNAL SOCIAL, POLITICAL ECONOMIC STUDIES

? .REVIEW 2812

Ordered 6/17
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Special instructions:
D960031 ORDER#2810 CONT. V.7. PP. 281-292, FALL 82 ILL# (4722)

? .REVIEW 2814

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TITLE: (periodical or proceedings) JOURNAL OF SOCIAL, political & ECONOMIC STUDIES

Vol. 7 no. clss 3 pages 281-292 date Fall 82

AUTHOR(S): Bennett, James T.
Di Lorenzo, Thomas J.

TITLE: (book or article) Politicians, Policy & Public Opinion

PUBLISHER: Journal of Social Political & Economic Studies

SOURCE/VERIFICATION/REMARKS: (attach photocopy)
Needed for Legislative Salary Study

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Polity, V.7#4, Su.1975, pp.504-22

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State and Local Government Review, V.11#2, My,1979, pp.?

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"Compensation and turnover in state legislative and local chambers"

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TITLE: (periodical or proceedings) POLITY

Vol. 7 no. 4 pages 504-522 date Summer '75

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TITLE:(book or article) The Political Ambitions of Local Legislators.

PUBLISHER:

SOURCE/VERIFICATION/REMARKS: (attach photocopy)

Needed For Legislative Salary Study

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TITLE: (periodical or proceedings) State & Local Gov't Review

Vol. 11 no. 2 pages ____ date MAY '79

AUTHOR(S): OXENDALE, James R. Jr.

TITLE:(book or article) Compensation and Turnover in State legislative & Lower chambers

PUBLISHER:

Pub. date:

ISBN:

ISSN:

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Price:

SOURCE/VERIFICATION/REMARKS: (attach photocopy)
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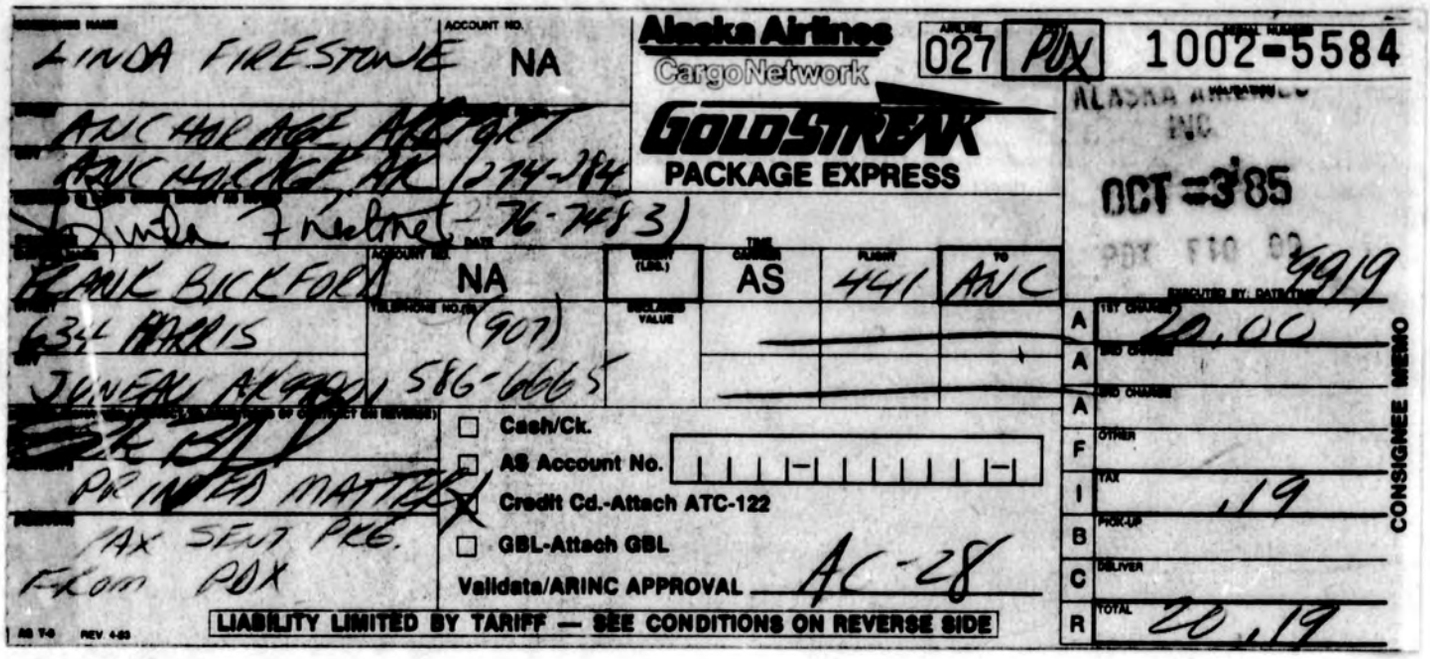

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AS T-0 REV. 4-83

Pay Raise SB 294

REASONS FOR VOTING FOR THE PAY RAISE

L. Reduces the possibility of unethical conduct by legislators(i.e. questionable construction contracts, consulting work, campaign contributions, real estate deals.

2. The pay raise makes it possible for "working People" to run for office. Many of the members of the House of Representatives are wealthy or near-wealthy, self-employed or retired Anchorage legislators (Joe Hayes, John Cowdery, Charlie Bussell, Ramona Barnes and more --the above by the way, voted for the bill).

The viewpoint which is not sufficiently represented is the wage earner with a family to support who has to work all year.

3. The state had made a committment to state employees in negotiations to give those who were not in the collective bargaining system a 5% raise. This is unfortunately included in the same bill as that for the legislators. To vote against the pay raise was thus breaking a committment.

~~4. Per~~

There were attempts to break the section regarding legislators pay raises out of the bill so that the vote would be on the one issue of state employees raises and Mike supported. Mike also voted on the vloor for an amendment by Lacher and Phillips to DELAY the effective date on the bill unil 1985 AFTER the next election so legislators would not be voting on their own salaries. Mike also co-sponsored HJR 55 and HB 527 which would have done the same thing. The Resolution would have put it before the voters. But all these alternatives failed.

4. Per Diem eliminated - & this eliminates temptation to keep session going.

October 19, 1984

¥title¥ ¥fname¥ ¥lname¥
/If Not Empty,address1/¥address1¥
/End If/¥address2¥
¥city¥, ¥state¥ ¥zip¥

Dear ¥fname¥,

In response to your expressed concern over the legislative pay raise issue, I thought I would clarify my position for you in more detail. I was <u>not</u> a supporter of the pay raise, did <u>not</u> support it being amended onto the state employee's pay raise bill, and voted against it being added on. Adding it onto the state employee's pay raise bill was the key vote on the whole issue, from my perspective, but the vote that was reported on by the newspapers was on the final passage of the whole bill, which included both state employee's and legislator's pay raises.

In retrospect, it was probably a mistake for me to vote for the state employee's pay raise bill to which the legislative pay raise became attached, but I felt that the state employee's pay raise came from a legitimately negotiated contract that had been agreed to after collective bargaining by the both the employees and the state.

To defeat the legislative pay raise would thus have meant a defeat of the state employee's pay raise, which would very likely have led to costly litigation and even a possible strike, as well as have undermined the credibility of the state at the bargaining table for all types of present and future negotiations. It was a hard choice to make.

That I was totally opposed to the legislative pay raise that was passed is better reflected in the bills I co-sponsored that had little or no pay increase. I have attached copies of these bills for your reference, along with SB 294, which was the pay raise bill that was actually passed. You may also be interested to know that I was a sponsor of the petition drive to put the pay raise <u>repeal</u> on the ballot for the <u>people</u> to vote on themselves.

Sincerely yours,

Representative Mike Szymanski

MS/rp
¥phone¥

Enclosures

Offered: 6/24/83
Referred: Rules

Original sponsor: Sackett

IN THE SENATE BY THE FINANCE COMMITTEE

HOUSE CS FOR SENATE BILL NO. 294 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088

17		2,771	2,876	2,980	3,088	3,193	3,303
18		2,980	3,088	3,193	3,303	3,411	3,540
19		3,193	3,303	3,411	3,540	3,649	3,785
20		3,411	3,540	3,649	3,785	3,900	4,045
21		3,649	3,785	3,900	4,044	4,170	4,321
22		3,900	4,044	4,170	4,321	4,464	4,628
23		4,170	4,321	4,464	4,628	4,782	4,961
24		4,464	4,628	4,782	4,961	5,129	5,303
25		4,782	4,961	5,129	5,303	5,498	5,705
26		4,961	5,129	5,303	5,498	5,705	5,910
27		5,129	5,303	5,498	5,705	5,910	6,135
28		5,303	5,498	5,705	5,910	6,135	6,349
29		5,498	5,705	5,910	6,135	6,349	6,572
30		5,705	5,910	6,135	6,349	6,572	6,804

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range <u>22</u> [10] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries [, PER DIEM] and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary increases comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) [AND THAT SUBSECTION IS

reenacted in sec. 1 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the Board of Regents of the University of Alaska.

* Sec. 6. RETROACTIVITY. Sections 1 and 4 of this Act are retroactive to January 1, 1983.

* Sec. 7. AS 24.15.010 is repealed.

* Sec. 8. Sections 1 - 4, 6 and 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

* Sec. 9. Section 5 of this Act takes effect July 1, 1983.

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM June 13, 1985

SUBJECT: Joint Special Committee on Legislative Salaries (CSSCR 19(Fin) am H)

TO: Senator Mitch Abood, Chair, Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Deputy Director
Division of Legal Services

The legislature established a Joint Special Committee on Legislative Salaries last session in CSSCR 19(Fin) am H. You have asked several questions regarding that committee.

1. The resolution provides that three public members are to be selected by the Joint Special Committee on Legislative Salaries and you have asked how these public members should be chosen. Rule 21 of the Uniform Rules under which the joint special committee was established does not address the possibility of people serving on a legislative committee who are not legislators. The selection process, therefore, is a matter for the appointed legislator members of the committee to decide and the process should be approved by a majority vote of a quorum of the committee. Since the resolution requires that the public members are to be selected by the joint special committee, individuals finally chosen should be approved by majority vote of the committee, rather than simply appointed by the chairman, for instance.

2. What is a public ex officio member? Black's Law Dictionary defines ex officio as follows:

> From office; by virtue of the office; without any other warrant or appointment than that resulting from the holding of a particular office.

The term "ex officio" clearly contradicts the notion of public membership which is not based upon the holding of a

particular office, but, instead, is based upon a need to represent the public at large. Since there is no indication in the resolution from which office an ex officio member would come, it seems clear that the intent is to include three public members rather than three ex officio members.

A public member of a body is generally considered to be an individual who is not a member of the group regulated and does not have a direct financial interest in the activity being regulated or considered by the body. (See AS 08.01.025). A public member of the joint special committee under this reasoning cannot be a member of the legislature, an employee of the legislature, or a person with a direct financial interest involving the legislature, for example, a person under contract to perform services for the legislature. However, a person from another branch of state government, such as a judge, would probably have so few direct ties to the legislature that the person could qualify as a public member of this committee.

3. Can the public members vote? Since the Uniform Rules do not address the question of public members on legislative committees no guidance is provided by the Rules on this. The resolution itself provides for public members and does not indicate that these are to be members with fewer rights than the other members, although the resolution could have done so. Therefore, the best interpretation appears to be that the public members have all the rights of other members, including the right to vote.

4. What is the quorum for the Joint Special Committee on Legislative Salaries? There are nine members on the committee: three senators, three representatives, and three public members. Mason's Legislative Manual, Sec. 500(2) provides

> The majority of the membership of a body constituted of a definite number of members, constitutes a quorum for the purpose of transacting business.

Sec. 502(3) provides further

> Where the number required by statute or other rule to constitute a quorum is fixed at a definite number the diminution of the members of the body will not change the number necessary for a quorum.

Therefore, a quorum for the committee is 5 members, even if public members have not yet been selected or if a vacancy should occur for another reason. A particular number of senator members and representative members is not required to constitute a quorum. Sec. 665 provides in part

> A quorum of a joint committee is a majority of its combined membership and when a quorum is present a majority of that quorum is capable of transacting business.

TBC:ojb
J15/034

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

February 5, 1985

MEMORANDUM

TO: Representative John Sund

FROM: Rob Waldman
Legislative Analyst

RE: Legislative Salaries and Expense Allowances
Research Request 85-145

You requested this agency to provide information on two issues:

- the adoption date of a $4,000 expense allowance for legislators; and
- the per diem limitations imposed by the proposed initiative on legislative salary and per diem.

Expense Allowance

Alaska Statute 24.15.030 states that each member of the legislature is entitled to receive an annual allowance for postage, stationary, stenographic services and other expenses. Allowances amounting to $4000 became effective in 1970. These allowances have not increased since that date. The following table provides the legislative history of expense allowances:

Session Law	Action
§3 ch 193 SLA 1961	Established AS 24.15.030 (Additional Allowances) and prescribed $300 as the annual allocation.
§1 ch 8 SLA 1970	Increased the allowance to $1,000.
§10 ch 193 SLA 1970	Increased the allowance to $4,000.
§8 ch 263 SLA 1976	Substituted "prescribed in accordance with AS 39.23" for the specific figure of $4,000.
§37 ch SLA 1980	Repealed AS 39.23, thereby eliminating the commission responsible for determining the allowance.

With the repeal of AS 39.23 in 1980, the legislature eliminated the Alaska Salary Commission. Among other duties, the commission was responsible for prescribing the amount of the expense allowances mentioned in AS 24.15.030. According to Bill Berrier, Director of the Legal Services Division of the Legislative Affairs Agency, the repeal of AS 39.23 did not repeal the allowances or prevent the distribution of the allowances. Although the commission no longer functions, the $4,000 allowance will stand until the legislature either specifically sets a new dollar figure or develops a new method to prescribe allowances.

Legislative Per Diem

The initiative "An act relating to the compensation for State legislators" will reestablish legislative per diem (legislative per diem was repealed by 7 ch SLA 1983) and amend AS 24.15.020 to decrease the salary of legislators. This initiative does not breach the topic of changing the methodology for determining per diem levels for State workers. Under regulatory authority set out in AS 39.20.160 (as amended), per diem for State officials and employees of State agencies is prescribed and determined by the Commissioner of Administration in consultation with the heads of agencies concerned.

Per diem levels can be raised following enactment of this initiative.[1] Per diem rates can be raised by the Commissioner of Administration at any time if the commissioner determines that increases are justified. In addition, methods for prescribing per diem rates can be modified by amending the initiative or by session law reinstating or amending statutes addressing legislative per diem.

I hope that this review is useful. If you need additional analysis or would like to discuss the initiative or HB 48 and its effects, please call.

Rw

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[1]Enactment of HB 48 (or similar legislation reinstating legislative per diem) would make the initiative void (Article XI, Sec. 4, Alaska Constution). The discussion also applies to the enactment of HB 48.

SB 293 AN ACT RELATING TO A JOINT VENTURE ALASKA BIDDER

PRIME SPONSORS: JOSEPHSON

CO-SPONSORS: FAHRENKAMP KERTTULA RODEY

DATE	SEQ. NO.	JOURNAL PAGE	SENATE ACTION
05/09/83	01	0927	FIRST READING -- COMMITTEE REPORTS
05/04/84	02	2926	L&C -- CS03
* 05/04/84	03	2926	L&C F/NOTE EQUALS ZERO
			RULES

SB 294 AN ACT RELATING TO THE COMPENSATION OF STATE OFFICERS AND EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING; AND PROVIDING FOR AN EFFECTIVE DATE

AMENDED TITLE: HCS*(FIN)

PRIME SPONSORS: SACKETT

DATE	SEQ. NO.	JOURNAL PAGE	SENATE ACTION
05/09/83	01	0927	FIRST READING -- COMMITTEE REPORTS
05/13/83	02	0976	FIN -- DP05
05/18/83	03	1019	RLS -- OTHER03
			TAKEN UP IMMEDIATELY
05/18/83	04	1021	SECOND READING
05/18/83	05	1021	ADVANCED TO 3RD READING BY UNAN CONSENT
05/18/83	06	1021	THIRD READING
05/18/83	07	1021	PASSED BY DIV 20-00-00
05/18/83	08	1022	EFFECTIVE DATE VOTE SAME AS PASSAGE
06/26/83	24	1549	FAILD TO CONC IN (H) AMS BY DIV 09-11-00
06/26/83	25	1549	ACTION NO. 024 RESCINDED BY UNAN CONSENT
06/26/83	26	1549	CONCURRED IN HOUSE AMS BY DIV 11-09-00
06/26/83	27	1550	EFFECTIVE DATE PASSED BY DIV 15-05-00
06/26/83	28	1550	NOTICE OF RECONSIDERATION GIVEN
06/26/83	29	1554	PASSED ON RECON BY DIV 11-09-00
06/26/83	30	1554	EFFECTIVE DATE PASSED BY DIV 15-05-00
06/27/83	31	1618	TRANSMITTED TO GOVERNOR

DATE	SEQ. NO.	JOURNAL PAGE	HOUSE ACTION
05/19/83	09	1424	FIRST READING -- COMMITTEE REPORTS
05/27/83	10	1558	S.A. -- CS06, NR01
06/24/83	11	1953	FIN -- DNP01, CS06, NR02, OTHER01
06/25/83	12	1996	SECOND READING
06/25/83	13	1996	FIN CS ADOPTED BY UNAN CONSENT
06/25/83	14	1997	AM01 NOT ADOPTED BY DIV 11-27-02
06/25/83	15	1998	AM02 NOT ADOPTED BY DIV 17-22-01
06/25/83	16	1999	ACTION 014 NOT RESCINDED BY DIV 16-24-00
06/25/83	17	1999	ADVANCED TO 3RD READING BY UNAN CONSENT
06/25/83	18	1999	THIRD READING
06/25/83	19	2000	PASSED BY DIV 28-12-00
06/25/83	20	2000	EFFECTIVE DATE VOTE SAME AS PASSAGE
06/25/83	21	2000	NOTICE OF RECONSIDERATION GIVEN
06/26/83	22	2030	PASSED ON RECONSIDERATN BY DIV 26-14-00
06/26/83	23	2030	EFFECTIVE DATE PASSED BY DIV 35-05-00

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Personal Cost-Benefit A Better Fit to Societal Needs?
Moroni Henry A. - Univ. of Maryland | Schwartz, William B. - Tufts Univ.
HARVARD BUSINESS REVIEW; Mar/Apr 1985; v. 160
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: General operations: Safety and health.

ABSTRACT:
Americans can contain soaring hospital costs only by sacrificing some of the technological benefits they have come to expect from medicine. The root of the intersection of the hospital-research system with the scientific revolution in medicine: which has produced a vast array of sophisticated and expensive medical technologies. Patients' out-of-pocket costs for health insurance, and doctors' paid on a fee-for-service basis: have fed little incentive to control costs. Some of the proposed solutions: Health maintenance organizations: cost-plus contracts: and reductions in excess unemployment benefits: procedures: see achieve larger one-time savings without sacrificing benefits: but these measures would only slow the trend rate of growth in hospital costs. Only mandatory controls: such as those enforced in Canada: can achieve substantial cost reductions.

Because of its unique characteristics: health raises many forms of health care. Physicians routinely withhold treatment when they believe that the costs of a procedure: in terms of suffering: will outweigh the benefits rendered in the United States. These include the Health Care Financing Administration: Health Insurance Plan of New York: Kaiser Permanente: and Group Health Cooperative of Puget Sound. Only an award for excellence in health insurance that workers can exclude from personal income tax. Two states in the US: Hawaii and Oregon: have mandated that all employers provide one-time benefits: governments: business: and physicians would work jointly to control costs. Only a system of national health insurance: NHI: can achieve limited success in controlling costs. Patients would have little beneficial care: as the British have done on the grounds that the benefits do not justify the costs.

SUBJECT DESCRIPTORS: #Cost control: #Medical care: #Health organizations management.
GEOGRAPHIC DESCRIPTORS: United Kingdom.
COMPANY/ORGANIZATION DESCRIPTORS: Caterpillar Tractor: Medicaid: Medicaid Consumers' Health Care Financing Administration: National Health Service: United Kingdom: Kaiser Permanente: Michael Business Group on Health.
INDUSTRY DESCRIPTORS: #Health care industry:
CORPORATE FUNCTIONS: General operations:

15/5/3 **INCOMPLETE TEXT AVAILABLE**
121175 851120
Business in Richmond Attacks Health Care Costs
Meisler Stanley - Univ. of Virginia Graduate School of Business
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 145
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: Government and business: General operations: Safety and health.

ABSTRACT:
Companies have begun to take steps to solve the problem of soaring medical costs: Employers' health insurance premiums increased 14% annually for employees: however: provide only temporary relief and do not induce the necessary changes in employee behavior: Government: Medicare's prospective payment system: which has retrospective Medicare payment is likely to shift costs to private insurance plans.

The IMO Healthcare Coalition of Richmond: can help cut costs by: Providers and consumers a common stake in reducing medical costs and to encourage utilization review programs: Employers: Richmond area to remove barriers stand in the way of common acceptance of HMOs: Local business leaders: Richmond area to form a coalition to control costs: The coalition's socialization: educational campaign: Its objectives: Employers: Richmond area require investment from the private sector and thus lack managers experienced in health care.

Richmond area's coalition: Its members: Business Organizations of Richmond: Chamber of Commerce: Its members: Richmond Area Business Council: Richmond Business Group on Health: Business Organizations of Richmond: Richmond Area Business Group on Health: Business Roundtable: U.S. Chamber of Commerce: Washington: D.C.

PERSONAL NAME DESCRIPTORS: Bloom: Richard K.: Sharpies: Irvine S.: Richmond Area Business Group on Health: Richmond Area Business Council: Barbara Cartland: Dr. Jack Kevorkian:

CITED REFERENCES:
Corporate Attitudes Toward Health Care Costs - Washington: Harvey M.: Jr. Health Insurance Association of America: 1983: 1-8.
Focusing the Health Care Debate - Washington: Jacobs Cindy: Meyers A.: et al.: Washington: DC: American Enterprise Institute for Public Policy Research: 1982: v.
Health Maintenance Organizations: Lull: Harold S.: NYI Press: New York: 1982: 1-10: 15-20.
American Cities: Toward Health Maintenance Organizations: NYI Lewis Harris and Associates: Health Maintenance Organizations: NYI Press: 1982: 1-10.
Physician Slot Will Force Hospitals to Look Outward. Ellwood: Paul M.: Ellwein Linda B.: Hospitals: 1983: 2(6): 1-10.

15/5/4 **INCOMPLETE TEXT AVAILABLE**
121105 851050
Turnaround for the Public School?
Nachimeyer Frank F. - Univ. of New York Tires Comeany Foundation
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 136
COMPANY/ORGANIZATION DESCRIPTORS:
CORPORATE FUNCTIONS: Personnel relational Training and education.

ABSTRACT:
Business has an interest in ensuring that the nation's public schools use their resources effectively and continue to be a source of skilled workers for business.

School reform should focus on developing communication skills: training good teachers: providing incentives for good performance: and involving parents to choose awards: and teaching an understanding of history and of the arts. The Tires Company Foundation: which has a long-standing interest in the arts: has helped institutions of education and community organizations with required units of instruction.

Successful reform requires that fosters overall education rather than narrowly specialized training is in the interest of business. It will need the support of business to succeed.

Business can help: Some of the ways: Business-education council: Giving financial support: and loaning personnel to work in schools.

Good schools for everyone are basic to an open society of the type we have in America.

GRAPHS AND EXHIBITS:
Recent reports on American education - Box.
Related readings.

SUBJECT DESCRIPTORS: #Education: #Education and industry: #Public education.
COMPANY/ORGANIZATION DESCRIPTORS: IBM: McGraw-Hill's General Motors: Bank of America: Alliance for Business Education: Committee for Economic Development: Gannett: Task Force on Education for Economic Growth: National Commission on Excellence in Education: Education Commission of the States: Carnegie Forum on Education and the Economy: Carnegie Foundation for the Advancement of Teaching: President's Commission on Foreign Language and International Studies: Common Cause: Carnegie Corporation of New York:
PERSONAL NAME DESCRIPTORS: Carey Frank T.: Hunt: James B.: Jr.: DuPont: Pierre S.: Gannett: Frank E.: Reagan: Ronald: Bell: Terrel H.: Secretary of Education: Bennett: Hazel: Harold II: Secretary of Education: Bell: John J.: Nunes: Senator Jefferson: Thomas Benn: Horace: Gardner: John W.:

15/5/5 **INCOMPLETE TEXT AVAILABLE**
121075 851020
Making Disputes over Dismissals Less Disruptive and Costly
Sherman: Leonard - Texas A&M | Ullman: Joseph C. - Texas A&M | Richardson: Richard - Texas A&M
HARVARD BUSINESS REVIEW; Jan/Feb 1985; v. 160
DOCUMENT TYPE: HBR Article
FEATURE DESCRIPTORS: For Action
CORPORATE FUNCTIONS: Personnel relations: Labor relations.

ABSTRACT:
Conciliators in the Division of Labor Management Services (LMS) of the Department of Labor: Investigate disputes between employers and employees: and find one solutions to allegedly unjust employee discharges with fairness for both parties: Conciliators: Their role: Their role: Their role

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Bureau of Labor Statistics  (Monthly Labor Review articles)
Bureau of Labor Statistics
Monthly Labor Review  SPO or BLS Regional Offices  $26.00 per six
single copy $5.00
Publication Info  ISSN 0098-1818  Vol. 1-  1918-  Monthly  P
LC-Hi-rate-Books
LC Card Number  12-26485
OCLC Number  1566/1  (Monthly Labor Review)
JOURNAL ANNOUNCEMENT  0461
@ 5/5/4  01/11/10  64-2722-1-364
State Labor Legislation Enacted in 1963 : Labor legislation enacted by
the States, its administration and Session reviews Homestead research
ISSUED 1964
@ 5/5/4
Library  Use 64-2722-1  P
Bureau of Labor Statistics  (Monthly Labor Review: current statistics and
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LC Card Number  12-26485
OCLC Number  1566/1  (Monthly Labor Review)
JOURNAL ANNOUNCEMENT  0313
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Most tables show monthly data for the past 12 months or in either 36 or
60 months in the case of some of the issues and annual averages for
current and previous years.
@ 5/5/4  02/02/01  02/03/01  03-5135-1-364
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ISSUED 1963
@ 5/5/4  02/02/01  02/03/02  03-5135-1-365
State Labor Legislation Enacted in 1963 : Labor legislation enacted by
the States, its administration and Session reviews Homestead research
ISSUED 1964
@ 5/5/4
Library  Use 64-2722-1  P
Bureau of Labor Statistics  (Monthly Labor Review: current statistics and
articles)
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Publication Info  ISSN 0098-1818  Vol. 1-  1918-  Monthly  P
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LC Card Number  12-26485
OCLC Number  1566/1  (Monthly Labor Review)
JOURNAL ANNOUNCEMENT  0313
@ 5/5/4  01/01/01  01/01/02  03-5135-1-
Most tables show monthly data for the past 12 months or in either 36 or
60 months in the case of some of the issues and annual averages for
@ 5/5/4  01/07/02  01/07/03  03-5135-1-364
State Labor Legislation Enacted in 1962 : Labor legislation enacted by
the States, its administration and Session reviews 1962 annual summary
ISSUED 1963
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May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

Dear Senator Abood,

As a member of the Joint Special Committee on Legislative Salaries, I would like to suggest that the following points be included as part of the research being done this interim:

Frank 1. Comparison of salaries, benefits and per diem paid to Alaskan state legislators now and what was paid to them the two years previously to the the increase.

Linda 2. Comparison of salaries, benefits and "perks" paid to Alaskan state legislators and with those paid to legislators from the other 49 states.

Linda 3. Comparison of the amount of federal tax paid on the salary and per diem prior to the increase and federal tax paid on the increased salary.

Frank I might also suggest that to get an accurate accounting of monies paid out in points 1 and 2 (above), that the accounting records of Legislative Finance should be looked at as well as those of the Legislative Affairs Agency.

Please feel free to contact me if you have any questions.

Sincerely

re: Becky
Xeroxcopies of payroll records.

Senator Bill Ray
District C

(Esther)
3830

Jan Free's - 3854

Per diem pd to Legislators by this office the last 3 yrs. Also tickets paid for.

May 31, 1985

Senator Mitch Abood, Chairman
Senate State Affairs
% Anchorage LIO
1024 W. Sixth
Anchorage, Alaska 99501

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Please feel free to contact me if you have any questions.

Sincerely

re: Becky Hancopins of Payroll Records.

Senator Bill Ray
District C

Jan Free's - 3854

June 11, 1983

¥Name¥
¥Address¥
¥City¥

Dear ¥Salutation¥:

I appreciate your writing to me to express your opinion about proposed pay increases to legislators. The pay raises for legislators comes under Senate Bill #294. This bill proposes a modest increase in legislators' annual salary to cover annual cost-of-living increases. When it reached the House State Affairs Committee, which I chair, a lengthy debated ensued over what was equitable pay for a legislator.

Currently, a legislator is paid at a Range 10, which means he gets the same pay as a Secretary I, Legislative Page, Library Assistant II, or Supply Technician I. In other words, he gets less for the work he is doing annually than his own office staff. This inequity is partially made up for by the fact that he gets $80 per diem to cover all his living expenses, which includes room and board, stamps, envelopes, phone calls, etc. while the legislature is in session.

What the House State Affairs Committee essentially voted unanimously to do was to eliminate this inequity in pay. Since the highest paid member of the Legislative Affairs Agency working directly for the legislators is paid at a range 22 in pay, it was felt appropriate to pay a legislator at at least a range 22 (roughly $46,000 a year), so that they would be at least getting more pay than anyone working for them. This jump in pay was for the most part cancelled out by elimination of the $80 per diem, so that a legislator under the new proposed legislation has to pay all his operating expenses, both at the capitol and at home, out of his own salary, which should make for wiser spending on his part. So you see, what came across in the press as sounding like a huge pay raise for the legislators was, in fact, not really a pay raise so much as a different way of paying them that made better sense.

Now you may believe that a short session would be cheaper under the present system because it would mean fewer days of per diem payments, but that overlooks the fact that being a legislator is essentially a year-around job. Do not think for a minute that once the legislature adjourns, the legislators do no more work until the beginning of the next session. There are many phone calls, constituent requests, mail to answer, meetings to attend, conferences, interim committees, and the

like that are a continual, year-around effort. There is no such thing as a part-time legislator any more. In fact, it is my considered opinion that eliminating per diem and making legislators have to pay session expenses out of their own pockets will help to ensure a shorter session!

Further, it was felt by the Committee that by making the position at a reasonable salaried level, it would make running for and becoming a legislator something that would be accessible to the general public. The system as it stands now practically requires a legislator to have a large independent income, meaning that the average man cannot easily afford to become a legislator. This legislation would help to change that, at no appreciable extra cost to the public.

Additionally, as far as the reasonableness of the raise is concerned, keep in mind that a Range 22 is considerably less than many people in the other two branches of government receive. In the executive branch, the Governor gets paid at range 30, Step F, Commissioners in the range 28, Step E, Deputy Commissioners in the range 28, Division Directors in the range of 24 to 26, and it is not until you get down to Section Chiefs at a range 19-23 (with the most typical being at a range 22), that you get into a pay range that is comparable to that being proposed for the legislators.

A range 22 in the executive branch is at the same level as, for example, the Deputy Director of Tourism, the State Alcoholism Program Coordinator, a state Fish Culturalist, an Assistant State Fire Marshall, a Building Maintenance Manager, or a State Supply Officer V.

In the judicial branch of government, Supreme Court Justices get a range 30 salary, Court of Appeals judges are at a range 29, Superior Court Justices at a range 28, District Court judges at a range 26, Clerks of the Appellate Court at a range 25, Area Trial Court Administrators at a range 24, and it is not until you get down to the level of local Committing Magistrates that you have a comparable range 22 in the state judicial system (just one step above local Coroners at a range 21).

In the judicial system statewide, there are, by my count, at least 60 people who are receiving pay at a range <u>exceeding</u> a range 22; another 16 are at a range 22. In the executive branch of government statewide, exact figures are harder to come by by pay ranges, but just counting those who earn in excess of $50,000 a year (roughly a range 23 or above), there are currently over 1,084 people in the executive branch making more money than that proposed for legislators.

These figures listed above do not include University of Alaska employees or state ferry system workers; otherwise the figure would be higher on the order of additional hundreds of people. Also, keep in mind that all of the above judicial and executive employees get per diem expenses when they travel.

Considering the fact that legislators are not asking for per diem, and are asked to pay many of their operating expenses out of their salaries, unlike executive and judicial branch employees, we have come to the

conclusion that the pay "raise" or pay "change" we are proposing is hardly exorbitant. I hope you will agree.

I apologize for the length of this letter, but felt it was important to go into some detail explaining my position on this issue. I appreciate your interest and concern in writing to me about this. Please do not hesitate to contact me again if you have questions or need assistance.

Sincerely yours,

Representative Mitch Abood

MA/rlp

Thinking Ahead



Alexander B. Trowbridge

Attracting the best to Washington

Can we continue to expect people of high quality to serve when the rewards are so few and the disincentives so many?

One thing all top managers know is that regardless of their brilliant strategies, if they do not have top-notch people running the company they will probably not prosper. Imaginative, intelligent, and resourceful top executives are essential to a company's growth. The same is true of an administration in Washington. Without loyal, dedicated, and competent people in the top jobs in Washington, an administration may not accomplish its task and even worse, government may get a bad name. The author discusses the disincentives to serve that potential presidential appointees face and shows how the Ethics in Government Act of 1978 may be one of the biggest hurdles to providing a government of effective public servants.

Mr. Trowbridge was assistant secretary and secretary of commerce under President Lyndon Johnson from 1965 to 1968, prior to which he was employed by California Texas Oil Company and was president of Esso Standard Oil Co. (Puerto Rico). After 1968 he was president of the Conference Board and vice chairman of Allied Chemical Corp. He is president of the National Association of Manufacturers. He was recently appointed to the Presidential Commission on Executive, Legislative, and Judicial salaries.

The importance of having competent and motivated managers is well known to top executives of U.S. companies. Business leaders spend much time and effort concentrating on the quality of their managers. Directors, chief executives, and senior managers all have a serious responsibility to choose, develop, and evaluate leaders for present and future corporate needs. If we in the United States expect to have efficient and effective government, the public sector too needs to devote a commensurate amount of time developing leaders.

Twenty-three centuries ago, Plato said he who refuses to rule is liable to be ruled by one who is worse than himself. Using Plato's wisdom as our guide, let us consider how we might develop a process to recruit and encourage wise men and women to take part in U.S. governmental affairs.

Americans can look back with pride. For over slightly more than two centuries, our democratic society has been blessed with truly remarkable leaders whose names are familiar to us all. The nation was fathered by an extraordinary group of citizen soldiers and civilian leaders who were elected to serve because their fellow citizens presumed them to be honest and competent people. The citizenry did not expect their government leaders to trade their financial security and reputations for the perquisites of power. In our early history, Americans entered public service when called, and returned to private life when permitted. They actively affirmed the importance of public service, but they valued being able to return, with enhanced prestige and wisdom, to the private sector.

This recycling of talent became the source of new approaches to and renewal of public leadership that not only served America well, but also earned the envy of nations overladen with closed bureaucracies. Harland Cleveland, former U.S. ambassador to NATO, once noted that "public service is keen competition between exhilaration and exhaustion." In the first hundred and fifty years or so of our history, competent executives continued to serve when called because, more often than not, exhilaration triumphed.

But since World War II, and especially since Watergate, as the demands on U.S. leaders have grown exponentially with the increase in our worldwide responsibilities, our capacity to recruit, develop, and retain exceptional executives for public service has steadily weakened. As a nation we seem to have built a series of disincentives, hurdles, and roadblocks that hamper the entry of top-quality people into high public-appointive office. We are not setting the stage for new generations of leadership. The future public servants of the 1980s, 1990s, and the twenty-first century threaten to be less dedicated and prepared to lead than were the political giants who appeared on the national scene in the 1940s and 1950s. We may indeed be running the risk of being ruled by one who is worse than ourselves.

It takes a planned program of selective recruiting to keep effective people in public service. Grover Cleveland said, "Public office is a public trust." So to recruit in the arena of public service is to take on a special task that requires us to find people of high ethical standards and exceptional competence.

Are we creating the conditions needed to attract the best executives to our public policy level jobs? Let's focus on presidential appoint-

Editor's note: All references are listed at the end of the article.

ments subject to Senate confirmation – that is, the five "executive-level" policy categories – which include cabinet secretaries, deputy and undersecretaries, assistant secretaries, agency administrators, commission members, general counsels, and agency unit heads. The president now appoints approximately 3,700 people to fill these posts, but only 600 or so have full-time, policy-making authority.

Current salaries for these positions range from $68,700 per year for level V executives to $86,200 per year for level I cabinet secretaries. The people who fill them are the political leaders of any administration. They are loyal to the president who appoints them and responsible for implementing his policies within the bureaucratic apparatus of the federal government. They are the spokespersons, the advocates, the managers, and the idea generators. When beckoned, they must come to Capitol Hill or appear on the "MacNeil-Lehrer Report." They are the writers of the newspaper op-ed pieces that often frame the debate of public issues. In these positions people are able to directly influence policy. The prospect of wielding such power is one of the chief attractions of executive-level appointments.

Candidates for presidential appointment usually have valued private sector roles or some choice of what they could do. They are recruited from all parts of the private sector – business, academia, labor, the media, legal and civic organizations – and, occasionally, from the civil service. Political loyalties and ties are often crucial requirements for appointment, but because this group serves as the backbone of the executive branch, a wise administration will look at a candidate's professional competence as well as at his or her creativity in making its selections.

Given that an administration is looking for this kind of person, how can it attract him or her?

Why the best aren't in Washington

In the spring of 1983 Fred Fielding, counsel to President Reagan, wrote:

"But to enter high-level public service today, one must successfully negotiate a maze of legal and other requirements, and do so while being exposed to levels of public and media scrutiny that can far exceed anything one is likely to encounter in corporate life. With bad luck – or bad judgment – the 'exciting prospect' of public service can become one of the most frustrating episodes of one's life."[1]

Why has the "exciting prospect" of public office become a frustrating process that discourages people from seeking or accepting public service appointments?

First, during the 1976 and 1980 campaigns for the presidency, both winning candidates heavily loaded their speeches with derogatory remarks about "the bureaucracy." They accused "big government" of being responsible for a host of ills. After discrediting the federal establishment during their campaigns, presidents should not be surprised when their rhetoric boomerangs and they have trouble convincing well-qualified people to serve in public office. Presidential candidates who disparage public service may gain votes, but should they win, they'll find themselves supporting a self-assumed albatross when recruitment begins.

Second, since the Watergate era the prestige of serving in high policy posts has been badly eroded. At the same time, the traditional disdain with which business leaders often view those who opt for government office has increased.

Third, except perhaps for cabinet members, those who become government officials usually have to take a reduction in pay that neither the prestige of the office nor value of the experience may balance. Supposedly, a presidential commission sets executive salary levels every four years. But because since 1964 salaries at the level II position have been linked to congressional pay scales, executive pay is captive to the politically determined compensation of legislators.

From 1969 to 1983, when the cost of living increased 150%, salary scales for assistant secretaries increased by 77%, while cabinet pay rose only 33%. During this same period managers' salaries in the private sector went up 116%. A recent commission report expressed "grave concern that the continued refusal to grant needed salary increases might lead us toward a government of the rich, the young, and the inexperienced."[2] Officials who direct major components of government departments are usually responsible for budgets and operations far greater than those of their private sector counterparts. Yet they receive a fraction of the salary that businesspeople expect for handling similar responsibilities.

Fourth, unlike most private sector organizations, the federal government gives its top executives minimal relocation allowances, no expense accounts other than for official travel, and no bonus or incentive awards. Government officials also have difficulty continuing their private pension or insurance programs and must forgo a commitment on the part of their employer to rehire them after federal service. Our society assumes that the "psychic income" of public service will compensate executives for these losses.

Fifth, while the fishbowl life may appeal to some, to many the constant probing by the media into the lifestyle of an appointee and his or her family seems extremely damaging. Scrutiny starts early – when both the IRS and the FBI require financial and personal background information in exhaustive detail. Clearly, close examination is necessary to spot conflicts of interest and to verify credentials, but a candidate's omission of any item can cause incredible complications. Although she wasn't technically being appointed to a government position, Geraldine Ferraro's experience in the fishbowl might serve as a good example. The vice presidential candidate, with her usual candor, said several times during her campaign and following, that had she known what the media and government scrutiny of her life would do to her family, she might have reconsidered her historic run. In a like manner, under current procedures, a government appointee's entire life becomes public property, and few rules regulate the ways in which the media (and political opponents) can use the details.

Sixth, and, to some degree, the most extraordinary disincentive to seeking public office, is the current application of the Ethics In Government Act of 1978. This act expands disclosure and/or divestiture requirements to cover both candidates for public office and their close family members and makes all information available for

programs such as the Federal Executive Exchange Program, which interchanges about 40 businesspeople in government and an equal number of civil servants in business to gain experience in different worlds. Some young business executives have gained the honor of being White House Fellows, a one-year stint in which, as cabinet officers' shadows, they have opportunities to watch them make policies. The Conference Board's Congressional Assistant Program gives eight to ten fast-track business executives a chance to work one year for congressional committees; they emerge with a great appreciation of the political process. The Brookings Institution offers short programs that give business leaders intensive exposure to government executives and expand their understanding of the problems and processes of public administration. These programs, which allow private sector employers to either continue or supplement salaries and certain fringe benefits, were approved under 1979 amendments to the Ethics in Government Act, but were limited to exchange or fellowship programs of one year or less.

Newly elected presidents should place a high priority on filling key political posts early in their administrations. Perhaps federal funding for a recruiting process could be provided. Republican and Democratic parties should—on a continuing basis—build talent banks of both potential appointees loyal to the party and president, and competent managers. Clearance procedures and background checks need to be expedited under tight schedules to avoid lengthy dislocations and uncertainty for appointees. The president would benefit from taking a personal interest in the screening and selection of key administration policy candidates.

One of the most difficult problems in recruiting executives for government positions is pay. The entire compensation structure needs tough-minded review. We now have the nine-member Commission on Executive, Legislative, and Judicial Salaries, which is set up during the last year of each presidential term. As originally planned, the commission's recommendations, approved by the president, were to take effect 30 days after submission to Congress, unless that body disapproved. But since 1969 everyone has been held hostage to the political difficulty Congress has in adjusting its own pay scale. And while members of Congress can supplement income with speaking fees, honorariums, and allowances, federal executives may receive little additional compensation from outside sources.

In 1976, the commission found that the average federal official accepted a 21% salary cut to enter government. The gap is undoubtedly greater today. We should untie the links between congressional and executive pay so that people asked to serve can afford to house their families and educate their children as they wish. In addition, the federal government should pay all expenses for executive appointees moving to Washington, just as it does for career civil servants and military personnel whom it relocates and as most corporations do.

Beyond paying more competitive salaries, we need to reexamine and refine the Ethics in Government Act of 1978. Assuming that outside income sources do not create conflicts of interest or demand excessive amounts of time, Congress could raise the 15% ceiling on outside earned income for high-level public servants. It seems correct to require full financial disclosure, but if the information passes review by appropriate government authorities, why must it be made entirely public? An alternative would be to require, as Neely suggests, public reporting without public disclosure.

Rules regarding blind trusts that don't require divestiture of assets placed in the trust would be sensible and salutary. If divestiture is required, why not relax our capital gains tax requirements? At the least, the tax liability federal executives face should be spread over several years.

In addition, we need a standardized financial reporting code to replace the multitude of complex accounting forms now used. Some waiver of minimal holdings should be permitted in the reporting procedure. Because no prudent candidate can walk safely through the maze of conflict-of-interest reports without professional help, let's consider either reimbursing federal appointees for the legal and accounting fees they incur to meet reporting requirements or allowing them to take a tax deduction.

Finally, business leaders could make it possible for executives to take a leave of absence without pay for a specified time to serve the government, so that they can retain a residual tie to vested pension plans, insurance programs, and other benefit plans.

How can we heed Plato's warning against living under the government of unwise men? In the early part of our own century, Winston Churchill cautioned that "men [women] often stumble over the truth, and most manage to pick themselves up and hurry off as if nothing had happened." Is the business community willing to apply the principles of management development in the private sector to the recruitment and retention of outstanding businesspeople to manage our public sector? If we have stumbled over the truth, are we merely going to hurry off as if nothing has happened?

Executives in corporate offices across the country will determine the answer. If leaders in the private sector support a public service with fewer barriers to entry and exit, they will improve opportunities for a government of wise men and women.

References

1 Fred F. Fielding, "What To Do When the White House Calls," *Directors and Boards*, Spring 1983, p. 6.

2 John W. Macy et al., *America's Unelected Government* (Cambridge, Mass.: Ballinger Publishing, 1983), p. 78.

3 Alfred S. Neely, IV, *Ethics in Government Laws: Are They Too 'Ethical'?* (Washington, D.C.: American Enterprise Institute Studies in Legal Policy, 1984), p. 25.

4 Questions are either paraphrased or quoted from the personal data statement used by the White House office of presidential personnel.

5 Stuart Taylor, Jr., "The Trials of a Top-Level Appointee," *New York Times*, June 15, 1983.

6 E. Pendleton James, "Lifting Barriers to Government Service," *Business Week*, April 19, 1982, p. 19.

7 Neely, *Ethics in Government Laws*.

8 Ibid., p. 49.

9 For more information, see Macy et al., *America's Unelected Government*.

public review. It also limits the outside earned income of presidential appointees to 15% of their salaries.

Stemming from Watergate, this law is a logical exercise in caution and probity, the intent of which is to ensure high-quality appointments. Who can debate the need for ethical conduct in public service? To carry out the public trust, high ethical standards are clearly necessary. As a nation we have experienced too many failures to meet those standards to dismiss the potential abuse of public trust. Do we, however, need the full force of this law if it carries some very negative, although perhaps unintended, side effects?

'And I'll show you an honest man'

For decades, the proper ethical conduct of government officials has been rightfully the object of policy and law. A series of restraints – rules against conflicts of interest, single source (government) compensation, prohibition of contacts with certain government agencies after departure from service – have proscribed the conduct of persons who hold or who have held public office. But the Ethics in Government Act of 1978 may have gone too far. In his American Enterprise Institute study, *Ethics in Government Laws – Are They Too Ethical?* Alfred Neely cites a number of hypothetical cases that illustrate the hurdles the 1978 act presents.[3]

☐ An industrialist, asked to join the Defense Department, not only has to take a large pay cut but also has to divest all her company stock or create a "blind trust," which may have to sell the company stock in order to be adequately blind.

☐ A labor relations manager is invited to take a policy post at the Labor Department, but because his current employer can't supplement his income, he loses compensation. Additionally, if the manager returns to his employer after government service and has any dealings with the Labor Department, he may run into postemployment conflict of interest.

☐ A young and successful entrepreneur in the computer software industry leaves his company to join the Commerce Department to work on trade policy for computer technology. Unable to sell his privately held stock, he weighs establishment of a blind trust. His business expertise and interests may prohibit him from contributing to policies that might help his former company; but his governmental effectiveness would be limited and his expertise rendered useless if he had to withdraw himself from computer policy decisions.

☐ The heir to an old and diversified trust must make a financial disclosure. She must, thereby, expose the size and content of all family holdings to full public scrutiny before she can fill a government position.

The Ethics in Government Act demands that potential employees provide a wealth of information – developed within a 28-part questionnaire – about their backgrounds. Let's look at a sampling of the issues posed by the White House to a person who is asked to serve the president and the nation:

1 The names of all corporations, firms, or other business enterprises, partnerships, nonprofit organizations, and educational and other institutions with which you are now or have ever been connected as an officer, owner, director, trustee, partner, adviser, or consultant.

2 Similar detail on stocks, stock options, bonds, trusts, creditors, real property, pension or retirement plans, stock bonuses, profit sharing, fringe benefits, contracts for future employment, violation of laws, tax liens, legal investigations, ethical disciplinary action, civil litigation, or legislative proceedings.

3 "Have you ever been publicly identified, in person or by organizational membership, with a particularly controversial national or local issue? Have you ever submitted oral or written views to any government authority or news media on any particularly controversial issue? Have you ever written any particularly controversial books or articles?

4 "Please provide any other information which you regard as pertinent or which could be the possible cause of embarrassment to you, or to the president, if publicly known."[4]

"It's [the Ethics in Government Act] horrendous, it's mind-boggling, it's intimidating, and it inhibits attracting good people to government," says President Reagan's chief talent scout, Pendleton James.[5] Because of its vague definitions and the climate of suspicion that governs its regulation, James asserts that the Ethics in Government Act may well be a "study in overkill."[6] In 1981, former Treasury secretary William Simon said, "It's just ridiculous. We're going to end up with nothing but academics and neuters."[7] And Neely observes that "even if [Simon's] statement is too strong, the government has suffered a loss; its options have been limited, as some persons who presumably were its first choice were excluded."[8]

It's clear that this problem needs to be addressed. What would be constructive suggestions for future consideration and for possible endorsement by private sector leadership?[9]

Important first steps

As a beginning, the president needs to create an atmosphere in which policymakers take pride in their roles. Presidential appointees stay in office an average of 18-20 months. Such turnover clearly is not conducive to continuity and professionalism in managing public policy.

The time has come for corporations to give more credit to veterans of public service. The experience of executives who have held public office is immensely valuable to companies that have frequent interaction with government departments and officials. Also, the more competent the government policymakers, the easier it is for businesses to deal with them.

Aware of the need for qualified government servants, business leaders should help develop and encourage those executives who are potential candidates for presidential appointments for short (up to four years or so) periods of time during their midcareers. Management should consider public service an important career development option and not an interruption in a corporate career path.

As shorter introductions to public service, business should support

SCOMM

#49:18

LAWS OF ALASKA

1976

Source

FCCS HCS CSSB 499

Chapter No.

263

AN ACT

Relating to compensation, benefits and classifications of public officers and employees; creating the Alaska Salary Commission; and providing for an effective date.

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

* Section 1. AS 39 is amended by adding a new chapter to read:

CHAPTER 23. ALASKA SALARY COMMISSION.

Sec. 39.23.010. CREATION OF COMMISSION; COMPOSITION. There is established in the Department of Administration the Alaska Salary Commission consisting of five members appointed by the governor. No member of the commission may be a public officer or employee.

Sec. 39.23.020. TERM OF OFFICE; VACANCIES. (a) Commission members serve at the pleasure of the governor for four-year staggered terms. However, two of the initial members appointed to the commission shall serve one-year terms and the rest shall serve, respectively, for terms of two years, three years and four years, the term to be determined by lot at the first meeting of the commission.

(b) A vacancy shall be filled in the same manner as an original appointment for the balance of the unexpired term.

Sec. 39.23.030. OFFICERS; STAFF. The commission shall select a chairman from among its members annually. The director of the division of personnel and labor relations serves as ex officio secretary to the commission and provides research, technical and administrative services.

Sec. 39.23.040. MEETINGS; QUORUM. (a) A majority of the commission members constitutes a quorum to transact the business of the commission. A majority of the commission

members must approve the commission's recommendations to the legislature.

(b) The commission shall meet at the call of the chairman. Notice of meeting dates shall be mailed to each commission member at least 20 days before the date scheduled for a meeting.

(c) The commission shall meet to discuss its findings and recommendations at least twice before submitting its final report to the legislature under sec. 80 of this chapter.

Sec. 39.23.050. COMPENSATION. Members of the commission are entitled to per diem and travel expenses authorized by law for boards and commissions.

Sec. 39.23.060. REVIEW OF COMPENSATION AND BENEFITS; OFFICERS COVERED. The commission shall conduct an on-going review of compensation and retirement benefits for members of the legislature; the governor; the lieutenant governor; commissioners, deputy commissioners, and division directors of each executive department; members of the Alaska Public Utilities Commission; members of the Alaska Pipeline Commission; members of the Alaska Transportation Commission; members of the Alaska Commercial Fisheries Entry Commission; and the judiciary, to determine the appropriateness of compensation and benefits.

Sec. 39.23.070. STUDIES; REPORTS. (a) The commission may request reports or studies from any state agency concerning compensation and retirement benefits for officers listed in sec. 60 of this chapter. A state agency from which a report or study is requested shall furnish it within a period of time prescribed by the commission.

(b) The commissioner of administration shall make initial recommendations concerning compensation and retirement benefits for the officers listed in sec. 60 of this chapter.

Sec. 39.23.080. RECOMMENDATIONS. (a) Before November 15, 1976, and every two years thereafter, the commission shall submit its preliminary findings and recommendations to the governor, the presiding officers of each house of the legislature and the chief justice of the supreme court.

(b) The commission shall give reasonable public notice of its preliminary findings and recommendations, solicit public comments, and give due regard to the public comments, before submitting a final report under (c) of this section.

(c) The commission shall make a final report of its findings and recommendations as to the rate and form of compensation and retirement benefits for the officers listed in sec. 60 of this chapter within 10 days after the first regular session of a legislature convenes. The recommendations regarding compensation become effective, retroactive to January 1, only if approved by concurrent resolution before the end of a session. The recommendations regarding retirement become effective if enacted into law by the legislature.

(d) The commission may submit to the legislature amendments to the report submitted under (c) of this section.

(e) A commission member who does not concur in the proposed or final recommendations may attach written objections to the commission's report of its findings and recommendations.

Sec. 39.23.090. RECOMMENDATIONS RELATING TO THE JUDICIARY, GOVERNOR AND LIEUTENANT GOVERNOR. (a) No recommendations of the commission may have the effect of reducing the compensation or retirement benefits of any member of the judiciary who is a member of the judiciary on the effective date of the commission's recommendation; or reduce, unless by general law applied to all salaried officers of the state, the compensation and retirement benefits of the governor or lieutenant governor who are in office on the effective date of the commission's recommendation.

(b) The commission may recommend reduction in compensation or retirement benefits for individuals who become members of the judiciary or governor or lieutenant governor after the effective date of the commission's recommendation.

Sec. 39.23.100. FILING WITH LIEUTENANT GOVERNOR AND CERTIFICATION. The commission shall, upon transmitting its final recommendations to the legislature, file the recommendations in the office of the lieutenant governor, and upon the recommendations becoming effective the commission shall so certify on the copy of the recommendations on file in the office of the lieutenant governor.

Sec. 39.23.110. POLICY OF THE LEGISLATURE. It is the policy of the legislature that the commission determine the salary schedule and retirement benefits for public officers based upon equitable relationships being maintained among state positions.

Sec. 39.23.120. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings conducted under this chapter.

Sec. 39.23.130. DEFINITIONS. In this chapter

(1) "commission" means salary commission;

(2) "judiciary" means justices of the supreme court and judges of the superior and district courts.

* Sec. 2. AS 16.43.060 is amended to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The chief justice and each associate justice are entitled to receive annual compensation prescribed in

accordance with AS 39.23. Compensation of the chief justice or of an associate justice may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) Each superior court judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) Each district judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 7. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses.

* Sec. 9. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor shall be prescribed in accordance with AS 39.23.

* Sec. 10. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor shall be prescribed in accordance with AS 39.23.

* Sec. 11. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

(b) The salary of the deputy head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

* Sec. 12. AS 39.35.680(5)(B) is repealed and re-enacted to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 13. AS 39.35.680(5)(C)(v) is repealed and re-enacted to read:

(v) justices and judges of the supreme, superior, and district courts of Alaska; or the governor and lieutenant governor; or the heads, deputy or assistant heads, and division directors of each principal executive department of the state; or the members of the Alaska State Legislature.

* Sec. 14. AS 42.05.091 is amended to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 15. AS 42.06.090 is amended to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary as established under AS 39.23.

* Sec. 16. AS 42.07.071 is amended to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary as established under AS 39.23.

* Sec. 17. The first appointments to the Alaska Salary Commission shall be made within 30 days after the effective date of sec. 1 of this Act.

* Sec. 18. AS 39.50.200(9) is amended by adding a new subparagraph to read:

(LL) Alaska Salary Commission (AS 39.23)

* Sec. 19. AS 39.25.120(8) is repealed and re-enacted to read:

(8) the director and deputy director of the division of tourism in the Department of Commerce and Economic Development.

* Sec. 20. Section 19 of this Act is retroactive to July 1, 1975.

* Sec. 21. Sections 1, 12, 17, 18, 19, and 20 of this Act take effect immediately in accordance with AS 01.10.070(c). Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15 and 16 of this Act take effect on the effective date of the first recommendations submitted to the legislature under AS 39.23.080(c).

Approved by governor: June 24, 1976
Actual effective date: Secs. 1, 12, 17, 18, 19 and 20: June 25, 1976; Sec. 19 retroactive to July 1, 1975; Secs. 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15 and 16 take effect on the effective date of the first recommendation of the Alaska Salary Commission under AS 39.23.080(c)

14-1391
Cramer
11/13/85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. A person who is an elected municipal official, an employee of the legislative, judicial, or executive branches of state government including the University of Alaska, or a member of another state board, commission, or authority may not serve as a member of the compensation commission. Members of the commission shall be appointed for four-year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, and the head of each principal department. The salaries, benefits, and expense allowances established by the commission take effect at ~~a time~~ the

(3)

beginning of the next legislature session
~~established by the commission~~ unless the legislature rejects the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature. The legislature shall implement this section by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

MEMORANDUM June 13, 1985

SUBJECT: Joint Special Committee on Legislative Salaries (CSSCR 19(Fin) am H)

TO: Senator Mitch Abood, Chair, Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Deputy Director
Division of Legal Services

The legislature established a Joint Special Committee on Legislative Salaries last session in CSSCR 19(Fin) am H. You have asked several questions regarding that committee.

1. The resolution provides that three public members are to be selected by the Joint Special Committee on Legislative Salaries and you have asked how these public members should be chosen. Rule 21 of the Uniform Rules under which the joint special committee was established does not address the possibility of people serving on a legislative committee who are not legislators. The selection process, therefore, is a matter for the appointed legislator members of the committee to decide and the process should be approved by a majority vote of a quorum of the committee. Since the resolution requires that the public members are to be selected by the joint special committee, individuals finally chosen should be approved by majority vote of the committee, rather than simply appointed by the chairman, for instance.

2. What is a public ex officio member? Black's Law Dictionary defines ex officio as follows:

> From office; by virtue of the office; without any other warrant or appointment than that resulting from the holding of a particular office.

The term "ex officio" clearly contradicts the notion of public membership which is not based upon the holding of a

particular office, but, instead, is based upon a need to represent the public at large. Since there is no indication in the resolution from which office an ex officio member would come, it seems clear that the intent is to include three public members rather than three ex officio members.

A public member of a body is generally considered to be an individual who is not a member of the group regulated and does not have a direct financial interest in the activity being regulated or considered by the body. (See AS 08.01.025). A public member of the joint special committee under this reasoning cannot be a member of the legislature, an employee of the legislature, or a person with a direct financial interest involving the legislature, for example, a person under contract to perform services for the legislature. However, a person from another branch of state government, such as a judge, would probably have so few direct ties to the legislature that the person could qualify as a public member of this committee.

3. Can the public members vote? Since the Uniform Rules do not address the question of public members on legislative committees no guidance is provided by the Rules on this. The resolution itself provides for public members and does not indicate that these are to be members with fewer rights than the other members, although the resolution could have done so. Therefore, the best interpretation appears to be that the public members have all the rights of other members, including the right to vote.

4. What is the quorum for the Joint Special Committee on Legislative Salaries? There are nine members on the committee: three senators, three representatives, and three public members. Mason's Legislative Manual, Sec. 500(2) provides

> The majority of the membership of a body constituted of a definite number of members, constitutes a quorum for the purpose of transacting business.

Sec. 502(3) provides further

> Where the number required by statute or other rule to constitute a quorum is fixed at a definite number the diminution of the members of the body will not change the number necessary for a quorum.

Therefore, a quorum for the committee is 5 members, even if public members have not yet been selected or if a vacancy should occur for another reason. A particular number of senator members and representative members is not required to constitute a quorum. Sec. 665 provides in part

> A quorum of a joint committee is a majority of its combined membership and when a quorum is present a majority of that quorum is capable of transacting business.

TBC:ojb
J15/034

SCR 19 MEASURE HISTORY PAGE 01 OF 03

CS SCR 19 FIN AMH
ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES.

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: LEGIS RESOLVE 21

DATE		PAGE	ACTION
04/11/85	(S)	766	READ THE FIRST TIME
04/22/85	(S)	870	FIN RPT CS 3DP 4NR NEW TITLE
04/22/85	(S)	870	FISCAL NOTE ZERO
04/23/85	(S)	890	RLS RPT CALENDAR TODAY
04/23/85	(S)	894	READ THE SECOND TIME
04/23/85	(S)	894	FIN CS ADOPTED UNAN CONSENT
04/23/85	(S)	895	PASSED Y13 N4 A3
04/23/85	(S)	896	TRANSMITTED TO (H)
04/24/85	(H)	1051	READ THE FIRST TIME
04/30/85	(H)	1179	RLS RPT 3DP 1DNP 1NR

SCR 19 MEASURE HISTORY PAGE 02 OF 03

DATE		PAGE	ACTION
05/01/85	(H)		RLS TO CALENDAR 5/1/85
05/01/85	(H)	1208	READ THE SECOND TIME
05/01/85	(H)	1209	AM NO 1 ADOPTED Y33 N6 X1
05/01/85	(H)	1209	PASSED Y24 N15 X1
05/01/85	(H)	1210	NAVARRE NOTICE OF RECONSIDERATION
05/02/85	(H)	1253	RECON HELD ONE DAY - TO 5/3/85
05/03/85	(H)	1270	RECON TAKEN UP - IN SECOND READING
05/03/85	(H)	1270	PASSED ON RECONSIDERATION Y22 N16 X2
05/03/85	(H)	1292	TRANSMITTED TO (S) AS AMENDED
05/04/85	(S)	1048	HELD TO 5/6/85
05/06/85	(S)	1065	FAILED CONCUR (H) AM Y- N19 A1
05/06/85	(S)	1065	CONFERENCE COMMITTEE APPOINTED
05/06/85	(S)	1065	ABOOD CHR, FERUGSON, RAY
05/07/85	(H)	1384	HELD UNDER UNFINISHED BUSINESS
05/08/85	(H)	1439	FAILED RECEDE (H) AM Y- N37 X1 A2
05/08/85	(H)	1439	CONFERENCE COMMITTEE APPOINTED
05/08/85	(H)	1439	SZYMANSKI,PHILLIPS,SUND
05/12/85	(S)	1331	CONCUR AM OF (H) Y16 N3 A1
05/12/85	(S)	1331	(S) CONFERENCE COMMITTEE DISCHARGED
05/15/85	(S)	1350	11:40AM, 5/15/85 TRANSMITTED TO GOVERNOR
05/20/85	(S)	1355	S COM ABOOD,CHR. FERGUSON, RAY

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DATE		PAGE	ACTION
06/02/85	(S)		READ BY GOVERNOR LEGIS RESOLVE 21

Legislatures as Unions

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We present a model of the legislature as a union, where in some states the legislative wage is set in the constitution (the analogue to competition) and in others it is set by the legislators (monopoly). We test the implications of the model with respect to relative legislator wages in the two types of states and with respect to other aspects of the legislature as a union. All of the implications hold up quite well in empirical tests. Indeed, as expected, we find an astonishingly large impact of the legislative union on relative wages, that is, on the order of a 225 percent increase.

I. Introduction

Good fences make good neighbors; so the saying goes. But since the most fertile ground often lies along the fence row, the cost of neighborliness is sometimes too high. So it has been with the modern colonization by economists of subjects usually reserved for other social sciences. Not untypically, the conventional views held by other disciplines have been strongly challenged by the application of economic methodology. While it is interesting that economists tend to generate different conclusions about social processes from those accepted in other social sciences, it suffices to say here simply that we write in this tradition.

We are grateful to Raymond Battalio, Mark Crain, Roy Gilbert, John Kagel, Thomas Saving, Richard Wagner, and an unidentified referee of this *Journal* for helpful comments on earlier drafts of this paper. George Stigler and Arleen Leibowitz deserve special thanks for help. The usual disclaimer applies.

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We address the problem of how state legislators are paid. Our explanation of legislative pay will seem familiar to economists. Nonetheless, it will contrast markedly with the explanations and approaches to the same problem offered by other expert observers of such matters. The following quotations provide a menu of competing hypotheses:

> Despite the fact that in recent years a few states have provided substantial salaries for their legislators, no public servant in relation to his responsibilities is more underpaid. [Maddox and Fuquay 1966, p. 135]
>
> Most states fail to pay their lawmakers anything approximating a living wage. [Straayer 1973, p. 93]
>
> To a large extent, legislators are paid according to the frequency of regular sessions. [Council of State Governments 1968, p. 45]
>
> Legislators in annual session States generally fare better than lawmakers in biennial States. [Council of State Governments 1972, p. 54]
>
> As many analysts have pointed out, the most significant variable in determining the size of legislative salaries appears to be state population. [Council of State Governments 1974, p. 39]

Our explanation of legislative pay is fueled by a completely different mental set than that implied in the initial two quotations. We also provide a more complete model of the determination of legislative pay with which the type of claims made by the last three sources can be evaluated.

In effect, we view legislators as participants in a labor market, and we try to explain differences in the legal pay of legislators by factors that affect the supply of and demand for their services. We present a model of the legislature as a labor union, where in some states the legislative wage is set in the constitution (the analogue to competition) and in others it is set by the legislators (monopoly). We test the implications of the model with respect to relative legislator wages in the two types of states and with respect to other aspects of the legislature as a union (e.g., size of the legislature). We also test an implication of the model which suggests that, where legislative pay is low, the market for legislator services clears by attracting more legislators, such as lawyers, for whom legislative service can be combined with other outside earning activities. All the implications of the model hold up quite well in empirical tests. We examine state legislators because legislative pay and procedures differ across states, yielding a natural cross section of data on such matters (Council of State Governments 1976). The implications of the model, as such, could be applied to any legislative setting.

Basically, we share Stigler's (1976) concern with modeling the central tasks of representation properly. He states that "the central task of

representation is to give e cient representation to the collection of group interests that express the desires of citizens who compose the state" (p. 17). We pose a corollary question, namely, "What is the legal payoff to the representative for performing those tasks?"

In Section II we present a model stressing the supply of and demand for legislator services under union and nonunion conditions. The model involves the solution of a unique problem of present value maximization. We perform an empirical test of the implications of the model regarding relative legislator wages using data for 1974 on state governments in Section III. In Section IV we test an inference of the model that more lawyers will be present in legislatures when legislative pay is low. Finally, we offer some brief concluding remarks in Section V on the relation between the pay of legislators and the prospects for malfeasance.

II. No Man Is Safe When the Legislature Is in Session: Theory and Preliminary Implications

The wide range in legislative pay among the 50 states is illustrated in table 1. Biennial pay for legislators in 1974–75 ranges from $200 in New Hampshire to $64,140 in California. Stigler's (1976) remarks about the small range of variation in the size of legislatures are reversed for legislative pay. This is a quite wide range of variation in wages across states, and this paper presents an explanation of this variation.

The supply of legislative services is analogous to the supply of any service where labor is extensively used in (roughly) fixed proportions to other inputs. The quantity supplied of legislative services (which we will measure in man-years per year) is therefore determined by the relative wage, the price of inputs other than labor, and technology. Each state has a separate supply function, but we do not expect the conditions of supply to vary greatly across states. Potential legislators are never a finite fraction of the available labor in a state, and the occupational composition of legislatures is highly similar across states (Jewell and Patterson 1966, pp. 44–48). These positions are held primarily by members of professions that can capitalize readily on certain aspects of being a legislator. Lawyers thereby avoid the professional ban on advertising (at least until the recent Supreme Court decision), and often continue to draw a wage from their law firms while serving. Farmers can be legislators where sessions are held between growing seasons. The reason that banking, insurance, and real estate people gravitate to these offices is not hard to discern. Our theory will lead us to expect relatively more legislators, such as lawyers, who can combine legislative service with outside earning opportunities in states where the legislative wage is low, but we defer this discussion until Section IV.

In each state there is some demand for legislative influence. The demand

TABLE 1

ESTIMATED BIENNIAL COMPENSATION OF LEGISLATORS, 1974–75

State	Biennial Compensation ($)	State	Biennial Compensation ($)
New Hampshire	200	Georgia	18,432
Rhode Island	600	Kansas	18,928
Utah	3,200	Arizona	19,170
Wyoming	3,348	Tennessee	19,909
Arkansas	3,600	Oklahoma	19,920
New Mexico	3,600	New Jersey	20,000
Maine	4,250	Oregon	20,010
North Dakota	6,540	Delaware	21,050
Montana	6,954	Indiana	21,420
South Dakota	7,475	Iowa	21,580
Idaho	7,535	Minnesota	23,862
Nevada	8,260	Maryland	25,000
Vermont	8,430	Virginia	25,850
Nebraska	10,000	Mississippi	26,480
Washington	11,200	Florida	27,125
Kentucky	12,350	Massachusetts	27,776
West Virginia	12,600	Hawaii	28,960
Alabama	12,940	Pennsylvania	31,200
Connecticut	13,000	Wisconsin	31,356
South Carolina	14,400	Ohio	35,000
Colorado	15,200	Michigan	38,000
Missouri	16,800	Alaska	43,920
Texas	17,400	Illinois	49,424
North Carolina	17,635	New York	57,500
Louisiana	18,000	California	64,140

SOURCE.—Council of State Governments 1976, p. 37.

NOTE.—Includes salary, daily pay, and unvouchered expense allowances. Excludes special session compensation, per diem business allowances, mileage and transportation, and all vouchered expenses. In instances where daily pay or expenses were provided, days in session were estimated on the basis of days in session in 1973–74.

for legislative influence implies a derived demand for legislators.[1] The technical relationship between influence and legislators is not one of proportionality because an excessive number of legislators would dilute the influence of each and might not be able to pass any laws. In fact, as Stigler points out, the influence of a legislator is a monotonically decreasing function of the size of the legislature. We further expect that, given the lack of low-cost substitutes for legislative action within a state, the elasticity of the demand for representation with respect to the legislative wage rate must be close to zero over the relevant range. We make no a priori estimate of the income elasticity. Across states, in contrast to the relative invariability of supply in this market, we expect that the demand for representation will shift as a function of state income, population, budget size, and so forth.

With this background in mind, we note that wage determination takes

[1] Stigler (1976) notes some other analogies between characteristics of consumer demand for privately produced goods and citizen demand for legislation.

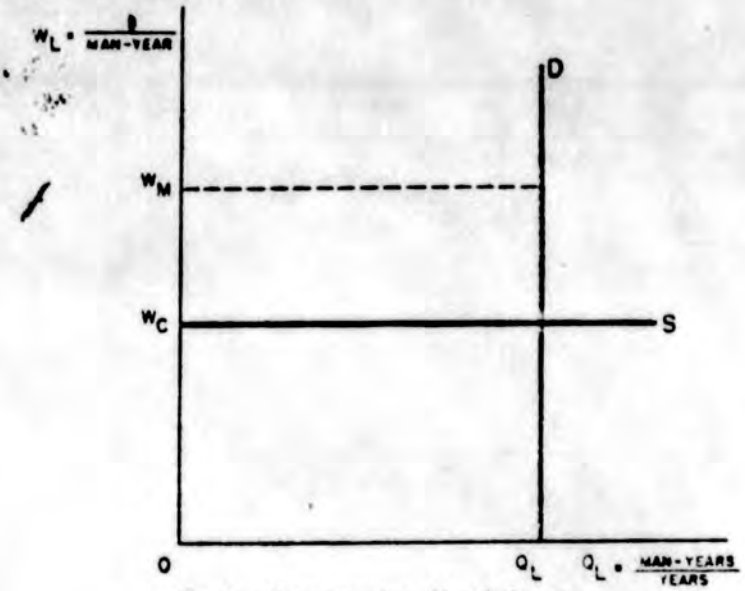

FIG. 1.—Determination of legislative pay

essentially two forms among states. In some states legislative pay is set in the constitution and is quite difficult to change. A new wage would require the passage of a constitutional proposal. Such proposals typically emanate from the legislature under relatively strict voting and quorum rules and must be signed by the governor and passed in a statewide referendum. In other states, pay is set by a statute passed by both houses of the legislature and signed by the governor. These pay bills are subject to legislative consideration under normal voting and quorum rules and do not require a statewide referendum.[2]

We contend that legislative determination of pay by statute amounts to a strong form of union power. Unions typically achieve higher relative wages by restricting entry. In this case entry is somewhat more loosely controlled via constitutional limitations on the size of the legislature and on the procedures for gaining a seat, and legislators are given a direct hand in wage determination. We would expect to observe the impact of this monopoly power in higher relative wages for legislators in these states.

The conditions in the legislative labor market for a single state are depicted in figure 1. Each legislature is treated as a separate labor market. A measure of legislative output (Q_L) in terms of man-years per year is on the horizontal axis, and annual legal pay (W_L) as dollars per man-year

[2] There is also some use of pay commissions among states. These commissions are appointed by the legislature, and no elaborate theory of regulation is needed to explain why we treat these states as cases where the legislature sets the wage.

is on the vertical axis. The competitive supply curve for successful applicants for these seats is given by S. This relationship represents the wage that must be forthcoming for a given level of output to persuade prospective legislators to run for and to accept office. Following our previous argument, we draw a completely inelastic demand curve over the relevant range for the services of legislators. In the absence of any contrary evidence, we assume that existing wages clear the market for the given constraint on legislative size in both union and nonunion states. That is, there is no excess supply.

In states where the legislative wage is constitutionally determined, some given wage, W_C, will prevail. Candidates will adjust to the given wage, and supply or marginal opportunity costs will shift accordingly as more- or less-qualified individuals seek election, so that the market clears. In states that allow legislative control over pay, the wage is adjusted by legislators to maximize the present value of a seat. This wage is, for the moment, arbitrarily drawn in figure 1 at W_M. There are no free rents in this case because higher pay will be dissipated in competition for seats. If W_M is high, more able individuals will compete for legislative seats, and in the long run they will receive a competitive rate of return by having higher opportunity costs and/or by spending more to capture seats. Thus, there will only be gains from unexpected increases in wage rates.

The main issue confronting this theory concerns the forces which constrain the legislator from setting an infinite wage in figure 1. Since we argue that the demand for legislator time is completely inelastic over the relevant range, this pay problem reduces to a question of what limits the wage-setting ability of the legislature under these conditions.

Think of the problem in this way. Imagine that the Wish Fairy makes you the following proposition: You may make a wish today, but one year from now the fairy will return and (*a*) grant you your wish and allow you to make another one, or (*b*) deny your wish and disallow you any more wishes.[3] The fairy's decision is predicated on the premise that the higher the wish, the more likely is option *b* (rejection at the polls). The question facing the typical legislator under these conditions, then, is what wage to wish for when the wage goes into effect after the next election. That is, how does he maximize

$$\text{present value } (PV) = \int_0^T We^{-rs}\,ds, \tag{1}$$

subject to the constraint that $T = T(W)$, $(\partial T/\partial W) < 0$?[4] Or in words, how does he maximize the present value of this stream of wishes subject to the constraint that the higher the wish, the shorter the stream?

[3] We rule out political comebacks for analytical simplicity.

[4] We employ the continuous form of the present value function as an approximation to the discrete case for mathematical simplicity.

We can rewrite (1) as

$$PV = W\left[-\frac{1}{r}e^{-r\cdot T(W)} + \frac{1}{r}\right]. \tag{2}$$

The first-order conditions for maximum present value with respect to W are thus

$$\frac{\partial PV}{\partial W} = e^{-r\cdot T(W)}\left(W\frac{\partial T}{\partial W} - \frac{1}{r}\right) + \frac{1}{r} = 0. \tag{3}$$

The result given by (3) merely states that the present value of the flow of services from the wish is maximized where W is chosen so that (3) holds. To solve for an optimum W, it is necessary to specify a functional form for $T(W)$.

An economically interesting case is

$$T(W) = \log\frac{a}{W}, \tag{4}$$

where a is some shift parameter, the determinants of which we will discuss presently. Two general properties of this function are useful. First,

$$\frac{\partial T}{\partial W} = -\frac{1}{W} < 0. \tag{5}$$

Second, the higher W, the slower $T(W)$ declines, since $(\partial^2 T/\partial W^2) = (1/W^2) > 0$.

By inserting this functional form in (3), we can solve for the optimum W. Thus,

$$\hat{W} = e^{\log a - \frac{\log[1 - \log(1 + r)]}{\log(1 + r)}}.^5 \tag{6}$$

So the optimum wage to set under the terms of the problem facing the typical legislator is given by equation (6). For illustration, we discuss two economic properties of this result.

First, as the discount rate increases, the optimum wage increases. That is, it can easily be shown that

$$\frac{\partial(\log \hat{W})}{\partial r} = \left\{\left[\log(1 + r) - \frac{r}{1 + r}\right]/r^2\right\} > 0. \tag{7}$$

As the terms of this pay problem make clear, the major influence on the durability of the wage payment is the prospect for reelection, which depends on factors such as closeness of party rivalry, age of the legislator, and so forth.

Second, the shift parameter, a, can be stated as a function of certain aspects of legislatures. In general, the change in the optimum W for a

[5] This result holds for $r > 0$, i.e., when the discount rate is positive, and for $a > e$ and $a > W$.

change in any of the arguments of a will have the same sign as the change in a for the change in any of its determinants. For example, as we argue below, the number of representatives (R) should affect the success of the legislative union in the predictable way. That is, a larger number of legislators will frustrate the success of the wage cartel. Thus, from equation (7) we expect that

$$\frac{\partial(\log \hat{W})}{\partial R} = \frac{1}{a}\frac{\partial a}{\partial R} < 0. \tag{8}$$

In our test of the model below, we employ this general interpretation of a to derive testable implications about aspects of legislatures that are likely to be important in the wage-setting process.

To recap somewhat, the economic analogue to the Wish Fairy problem is not hard to draw. We know that entry is not entirely barred in legislatures and that tenure extending beyond the present term is not guaranteed. This means that the present value of a seat will be inversely related to the wage rate after some point, because higher wages will attract new entrants and alienate voters, both of which dampen reelection prospects and offset the effect of increasing the wage on the present value of seats. Incumbents must thus trade off union wage gains and other benefits from being in office against the extra costs associated with increased competition to retain seats. This is precisely the economic content of the Wish Fairy problem, where legislative-pay bills apply after the next election. There is thus a determinate upper bound on the monopoly wage in our problem.

As a result of monopoly power in this labor market, then, wages in states where legislators can set their own wage will be higher on average (W_M in fig. 1) relative to states where the wage is set in the constitution (W_C). The legislative union predictably will have a substantial impact on relative wages because the demand for legislator services will be quite inelastic, as we posited earlier. This condition follows from the rules of derived demand in two related senses. First, there is only one legislature per state, so there is not a nonunion sector from which to buy output. Second, there are in general poor substitutes for the services of legislators (e.g., laws).

Furthermore, two aspects of legislatures which are related to the wage-setting process can be treated within the interpretation of the shift parameter, a, in our model.

First, the size of the legislature is analogous to the size of a cartel. A larger number of legislators should thus influence the success of the wage cartel in a negative manner. This is our expectation, although we recognize following Stigler (1976) that the range of variation in legislative sizes is not large and that as a result we may not be able to detect empirically the effect of the number of legislators on the wage-setting process.

Second, since members of this union must stand for reelection, they are not guaranteed lifetime tenure as union members. The relationship between tenure and pay is twofold: higher pay promotes entry, and incumbents pay themselves more. Where there is free competition in entry into legislatures, we expect that tenure will be lower at higher rates of pay. Where there are monopolistic restrictions on entry (e.g., gerrymandering by incumbents or by the judiciary), we expect that tenure will be longer at higher rates of pay. We argue, following Crain (1977), that the latter case is more likely to predominate in state legislatures and that therefore $[\partial(\log \hat{W})/\partial T] = (1/a)\,(\partial a/\partial T) > 0$. In other words, we expect that tenure will be longer at higher rates of pay.

The conceptual experiment in figure 1 consists of converting a state where the legislative wage is set in the constitution to one where the wage is set by statute. We contend that the conditions of supply in this market are relatively homogeneous across states, but that we can observe demand differences across states. We can thus estimate a locus of market-equilibrium points over states which can be interpreted as a Marshallian supply curve of labor, that is, the wage per man-year that is necessary to generate specific quantities of legislative services. This gives us an empirical means of testing the union metaphor and its implications with respect to the relative pay of legislators.

III. No Man Is Safe When the Legislature Is in Session: A Test of Relative Wage Implications

A test of the implications of our model regarding relative legislator wages in union and nonunion states is summarized in equation (9) and explained below.

$$\text{wage per man-year} = f(\text{man-years per biennium, pay method, date of state constitution, turnover, no. representatives}) \quad (9)$$

The dependent variable, wage per man-year, is the annual wage of a legislator. Annual pay is measured as the average of a 2-year period to overcome problems of annual versus biennial sessions. Biennial legislators would thus receive in 1 year twice the amount of this wage.

As in the case of other labor markets, the marginal product of labor will play a decisive role in wage determination. The practical problem for empirical purposes is to define the marginal product of a legislator (a task that continues to elude GNP accountants). We chose the number of legislators times the duration of the legislative session, which is simply man-years per biennium. As a supply variable, this measure picks up the duration of service. For example, in those cases where one legislator worked twice as long as the other at the same annual wage, his wage per man-year would be one-half that of his counterpart. In principle, this

measure of legislative output regressed against a measure of pay is analogous to an aggregate supply curve of legislative services across states.[6]

A dummy variable for pay method provides a direct test of the unionization hypothesis since it measures the degree of union power on average. It is anticipated that the dummy variable will have a positive sign. That is, states where legislators can set their own wage should exhibit higher wages.

The date of the state constitution is entered to check for the unionization effect in the following sense. The trend in more recent state constitutions is toward more effective cartelization of the political process. This variable may thus capture an effect on wages independently of the degree of union power. We expect newer constitutions to reflect higher wages, and since the date of the state constitution is entered as the year of adoption we expect the sign on this variable to be positive.

Our measure of union tenure is turnover in state senates and houses.[7] Turnover is defined as the number of new legislators in 1974 divided by the size of the chamber. Since lower turnover implies longer tenure for the average legislator, we expect the relationship between turnover and pay to be negative. Such a finding would support the argument that tenure is longer at higher rates of pay due to entry restraints.

The size of the senate or house is entered to check for the effect of numbers on union success. We expect that larger legislatures will be more difficult to organize and discipline as a wage cartel.

Conventional multiple-regression procedures were used to estimate the model. We present the results of only the logarithmic specification of the model because it offers a slightly better fit than the linear form, and we can thus economize in the presentation of results. The coefficients in equation (10) are estimated from 1974 data on the variables across states in the United States (Council of State Governments 1976).[8] A copy of the data is available from the authors on request.

Fitting the model by ordinary least squares yields the prediction equations for legislative compensation given in table 2. The results in table 2 can be interpreted as the wage necessary to fill the legislature for a given amount of output, that is, a quasi-supply curve of state legislators for the United States as a whole. There are two prediction equations, one for state houses of representatives and one for state senates.

The output variable, man-years per biennium, turns out to be a useful

[6] As a practical matter, however, other available proxies for the marginal product of a legislator (e.g., bills introduced) are highly correlated with man-years per biennium, and our results are not sensitive to the use of this particular definition.

[7] Turnover in unions is not an unheard consideration (Stigler 1966, pp. 267-68).

[8] Due to the lack of data on one or more variables for 1974, Kansas, Louisiana, Minnesota, Mississippi, Nebraska, New Hampshire, South Carolina, and Virginia are omitted from this test. We are thus analyzing 42 state legislatures.

TABLE 2

LOG COMPENSATION OF LEGISLATORS (1974)

Independent Variables	House	Senate
Man-years per biennium	.65	.71
	(2.85)*	(3.38)*
Pay method	1.09	1.25
	(3.86)*	(4.58)*
Date of state constitution	11.56	12.93
	(2.60)*	(3.03)*
Turnover	−.06	−.41
	(−.20)	(−2.17)*
No. representatives	−.46	−.61
	(−1.27)	(−1.43)
Intercept	−82.37	−92.97
	(−2.44)*	(−2.87)*
R^2	.53	.56
$F_{5,36}$	8.02*	9.75*

SOURCE.—Calculated from Council of State Governments 1976.
* t-values significant at the 5 percent level or better.

predictor of legislative wages. The elasticity of wages with respect to this measure of output is .71 in the senate equation and .65 in the house equation. This means that a 100 percent increase in output requires a 65–71 percent increase in pay and that this relationship is quite inelastic.

Direct evidence on union power can be found by examining the dummy variable for pay method. This variable appears at high levels of statistical significance, and in order to examine its impact more closely we convert the results into dollar terms. This is done in the following manner. Using the estimated coefficients in table 2 and the actual mean values of the other independent variables (calculated over all states), we let pay method take on the values 0 for constitutional states and 1 for union states and observe the change in ln wage.[9] We convert this change to dollars by taking antilogarithms. This procedure yields an estimate of an average effect of pay procedure in dollar terms, holding constant the levels of the other independent variables across states.[10] For the house equation this procedure predicts a wage of $5,802 for constitutional states and $17,257 for pay-by-statute states. This represents a 197 percent increase in legal pay. The results for the senate equation are analogous. The predicted

[9] This is equivalent in logarithms to letting pay method take on the values of 1 and e (i.e., ln pay method = 0 and 1), observing the change in ln wage.

[10] We chose to estimate the dollar results in this manner in order to present the "average" effect of unionization in this labor market. This obviously is not the only way to estimate the effect of unionization. It all depends on what is held in the pound of *ceteris paribus* in terms of the mean values of the other independent variables. For example, we could use values for only constitutional states and predict the effect of unionization of a "typical" constitutional state, or we could use values for a single constitutional state and estimate the effect of unionizing that particular state. The reader can easily derive such estimates, but we would happily make them available upon request.

senate wage is $5,170 in constitutional states and $18,045 in union states. This represents a 249 percent increase in legal pay. As we expected, then, given the extreme degree of inelasticity of demand in this labor market, the legislative union is astonishingly powerful. Compare these results, for example, to Lewis's (1963) finding that unionization in the United States led, on average, to a 10–15 percent excess of union over nonunion wages (as a percent of nonunion wages) as of the late 1950s.

The variable on the date of the state constitution has the expected sign and appears at high levels of statistical significance. Since we interpret this variable as more recent implying greater cartelization, the effect on wages is probably strengthened by the fact that, even in states where the legislative wage is set in the constitution, a new wage and other cartel measures (such as entry restrictions) can be suggested by the legislature when the constitution is changed.

The negative coefficients on turnover support the argument that tenure is longer at higher rates of pay (remember that lower turnover implies longer tenure), and the results are statistically strong in the senate equation. We have some evidence, then, that turnover measures the effects of monopolistic restrictions on entry.

We find the expected negative signs on the coefficients on the number of representatives at reasonable levels of statistical significance (at the 16 and 22 percent levels, respectively). Larger legislatures thus tentatively appear to frustrate the operations of the wage cartel.

Finally, we note that the model explains over half of the variation in legislative pay across states for both senates and houses and that this specification holds up remarkably well for other recent cross sections taken from the *Book of the States* (see Council of State Governments, various years).[11]

[11] Two additional aspects of our results should be reported. First, the inclusion of a variable (size of majority) to measure the degree of competitiveness among parties in our estimating equations adds nothing to the analysis. Such a variable does not affect the other results and shows no statistical credibility in its own right. We take this as evidence that parties do not play a prominent role in determining legislative wages and also as additional evidence that the appropriate analogue to competition in politics is not party competition but competition among incumbents and potential entrants. Second, governors must sign legislative-pay bills, and we expect that they will therefore be cut in on union wage gains. We did not tackle this problem rigorously, where, e.g., the Wish Fairy problem is extended to cover the case where, by analogy, the husband (legislator) and wife (governor) have to optimize the stream of wishes jointly. We did find empirically that the pay of governors is related to the method of pay determination, as in the case of legislators, but at a substantially lower order of magnitude. For example, the difference in relative gubernatorial pay due to union power was 18 percent in 1971, which is much smaller than the differential we found for legislators. It is possible, however, that governors secure favors from legislators for signing pay bills that do not show up in their legal pay. Thus, if governors are rent extractors as a group, they may be receiving payments in kind.

IV. No Man Is Safe When the Legislature Is in Session: The Incidence of Lawyers as Legislators

Where pay is fixed in the constitution and is therefore low, the market for legislators presumably clears by attracting more legislators, such as lawyers, for whom legislative service can be combined with other outside earning activities. This implies that there should be larger fractions of lawyers in legislatures where rates of wage pay are lower, for then the outside benefits are a larger fraction of total pay. However, two other considerations confound this effect. The typical labor-supply argument that, in a given state, more lawyers will seek to become legislators where wage pay is higher (especially those not willing or able to procure outside earnings) has the opposite effect. More important, as the tentacles of state government extend to increasing facets of state life, the potential outside gains to legislator-lawyers increase. State expenditures are, however, a proxy for the largesse of government and are highly correlated with legislative pay.[12] Consequently, increasing outside earning potential for legislator-lawyers is coincident with a high legislative wage, and thus the second confound effect is that increasing legislative wage pay should lead to an increased fraction of lawyers (because of higher outside pay). Empirically, however, we find that the argument that more lawyers will be in legislatures where the legislative wage is low dominates the two confounding effects. The following model is employed for our test.

$$\frac{\%\text{ lawyers in state legislatures}}{\%\text{ lawyers in state population}} = \begin{matrix} f(\text{associate lawyers' average} \\ \text{income} - \text{legislative wage}, \\ \text{legislative wage, voter turnout}) \end{matrix} \qquad (10)$$

The dependent variable adjusts the percentage of lawyers in state legislatures by the percentage of lawyers in the state population. The first independent variable is a measure of the opportunity costs to a (young) lawyer for serving in the legislature. We expect a negative sign, since higher opportunity costs should be associated with a smaller percentage of a state's lawyers in the legislature. Legislative wage is the annual wage pay of legislators and provides a direct test of the outside earnings hypothesis. We expect a negative sign, since, other things being equal, we expect more legislator-lawyers where legislative pay is lower. Finally, voter turnout is entered in equation (10) to check a simple monitoring hypothesis, namely, that higher turnouts, measured as the percentage of voting-age population casting votes, reflect greater concern among voters about the outside earning activities of legislators. We therefore expect a negative sign.

[12] This is consistent with our earlier observation that man-years per biennium is highly correlated with state expenditures (see n. 7).

TABLE 3

ADJUSTED PERCENTAGE OF LAWYERS IN STATE LEGISLATURES (1974)

Independent Variables	
Associate lawyers' average income − legislative wage	−.011 (−2.71)*
Legislative wage	−.0067 (−1.62)*
Voter turnout	−11.48 (−6.31)*
Intercept	837.6 (9.22)*
R^2	.57
$F_{3,44}$	19.12*

SOURCES.—Calculated from *Census of Selected Service Industries* 1975; Council of State Governments 1976; Insurance Information Institute 1976; and *Statistical Abstract of the United States* 1976.
* *t*-values significant at the 6 percent level or better.

We estimate the model by ordinary least squares for state senates and houses combined.[13] Table 3 presents the results.

The results are as expected for the measure of lawyers' opportunity costs and for voter turnout. The sign on legislative wage is negative, reflecting the point that the relative outside earnings hypothesis overwhelms the other confounding considerations. The individual coefficients are all highly statistically significant, and the model explains a great deal of the variation in the adjusted percentage of legislator-lawyers across states.[14]

V. No Man Is Safe When the Legislature Is in Session: Wage Pay and Malfeasance

We find that the union metaphor is a useful means of analyzing and explaining legislative pay. Our metaphor, in effect, stresses a monopoly aspect of politics, and in this regard we should never forget what Knight (1951) said in his presidential address to the American Economic Association: "Most of the evils inherent in the market organization plainly inhere still more in political campaigning, legislative debates, and administration, perhaps even judicial trials. Especially the tendency to centralization and concentration of power—which can only go so far until voting and politi-

[13] Nebraska and Wyoming are excluded from this test due to lack of data on one or more variables for 1974.

[14] We note two additional aspects of our results in this section. First, the outside earnings hypothesis continues to overwhelm the confounding effects if voter turnout is excluded from the model. The general explanatory power of the model falls, but the direction and statistical credibility of the coefficients on the measure of lawyers' opportunity costs and legislative wage remain essentially unchanged. Second, we note but do not report here that the percentage of similar occupations in state legislatures, such as real estate professionals, can be readily explained by a similar model.

cal discussion will be empty forms if the boss allows them to go on at all" (p. 28).

Nonetheless, our discussion begs the question of why states differ in their method of setting legislative pay. Recent theories of the control of politicians and other public (and private) employees who must be "trusted" suggest an answer (Barro 1973; Becker and Stigler 1974).

Becker and Stigler (1974) stress that the way to control individuals in positions of trust, such as legislators, "is to raise the salaries of enforcers above what they could get elsewhere, by an amount that is inversely related to the probability of detection, and directly related to the size of bribes and other benefits from malfeasance. A difference in salaries imposes a cost of dismissal equal to the present value of the difference between the future earnings stream in enforcement and other occupations. This cost can more than offset the gain from malfeasance" (p. 6). Or, put somewhat differently, they argue that "trust calls for a salary premium not necessarily because better quality persons are thereby attracted, but because higher salaries impose a cost on violations of trust" (p. 12). Our results suggest that outside earning activities will be more important to politicians where legislative pay is lower, as in states where their pay is set in the constitution. In higher-pay states, individuals who will find it less in their self-interest to seek outside earnings (e.g., bribes) will be attracted to legislative service. In other words, politicians will steal less if they are paid more, and voters may view legislative determination of pay as a method of controlling malfeasance among politicians.

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A Lawmaker's Bills

Senator's High Salary Can Prove Very Low, Vermont's Leahy Finds

His $57,500 a Year Is Drained By Expense of 2 Homes, Travel, Big Withholding

But Will Voters Understand?

By James P Gannon
Staff Reporter of The Wall Street Journal

WASHINGTON – Patrick and Marcelle Leahy would like you to know how it is to just scrape by on $57,500 a year.

It may sound absurd that a family with such a grand income could be budgeting carefully to make ends meet, but that's the way it is with the Leahys. In fact, they have been growing *poorer* in the two years since Mr. Leahy took his new job in Washington – as a U.S. Senator from Vermont. You'd think, then, that the 37-year-old Democrat would be overjoyed at the $12,900-a-year salary increase he has just received, but the fact is he tried to kill his pay boost.

If all this sounds a bit unreal, it's just that some of Washington's realities are rather odd. Members of Congress and their families don't live like ordinary people. They try to lead two lives, as participants in the high-cost of life of the nation's capital, and as political figures and just-folks back in their home states. The result is an expensive, mobile life style, in which a salary considered excessive by many of their constituents just melts away.

The recent controversy over this year's fat congressional pay raise, and passage of an ethics code limiting outside earnings, have prompted many questions about our lawmakers' finances. Why do they need such big salaries? Why do so many members of Congress contend they need outside income, too? How do they spend their money? And where do all the funds appropriated for the "billion-dollar Congress" go?



To help provide some answers, Sen. Leahy agreed to let a reporter probe his personal finances as well as the allowances he gets for official use. The result isn't likely to trigger sympathetic tears from the average American family, which earns about $13,500 a year, but it does shed some light on the economics of serving in Congress and the politics of living off the public payroll.

What emerges is a picture of a comfortable way of life, but one with its own special pressures as well as special benefits. It is a life of free parking, paid travel, generous staff help and free medical care – balanced against leftover campaign debts, two sets of household bills, high taxes and a parade of constituents expecting to be entertained.

"I'm not complaining," Sen. Leahy declares. The youthful Democrat is delighted at his leap from prosecuting attorney in Burlington, Vt., to the venerable George Aiken's seat in the U.S. Senate. He had yearned for the job since boyhood, he claims. "If they cut the salary to $1 a year, I'd still want to be in the Senate," he remarks.

Typical to a Point

Mr. Leahy can't be called a "typical" member of Congress, because there isn't any such common denominator in a diverse body of 535 people who include millionaires, former blue-collar workers, priests, part-time farmers and lifelong politicians. But he is representative of the many lawmakers who primarily live off their congressional salaries rather than outside income or inherited wealth.

The Senate is sometimes called a rich man's club, and the House, too, has a sizable share of wealthy members, though in much smaller portion. Perhaps a third or more of the 100 Senators are millionaires, according to educated guesses on Capitol Hill. (Financial disclosure mandated by the just-passed ethics code won't take effect until next year.) To cite one example: Pennsylvania's Sen. John Heinz, the pickle-and-ketchup scion, draws a $400,000-plus annual income from some $13 million in family trust funds and lives in a $437,000 Georgetown home. He's unique only in voluntarily disclosing financial facts that most rich lawmakers have kept secret.

Mr. Leahy, the son of a Vermont printer, isn't wealthy. In fact, his net worth has declined during his two years in the Senate to $45,132 from nearly $100,000. The decline, the Senator says, reflects the costs of renovating their Vermont home, "enormous" expenses of moving, unreimbursed Senate expenses and other heavy transition costs that hit a man moving from private life into politics.

Seeing Double

Mr. Leahy and his wife Marcelle, an ex-nurse, have three children (aged 13, 11 and 7), two cars, two houses and two versions of every bill the average homeowner pays. "Everything for us is doubled," comments Mrs. Leahy, who handles the bill-paying. "Two mortgages, two electric bills, two telephone bills. I look at his salary and I think, 'My God, we've got it made' but then you sit down and start paying double everything and it's a juggling act," she says.

Their Washington-area home is a handsome, brick three-bedroom town house, with the Vermont state flag flying in front and a tiny yard in back, in a suburban development in McLean, Va. It cost them $82,000, and brought them a $70,000 mortgage. "For this amount in Burlington, I'd have a luxury home," the Senator laments.

Their Vermont home, which they use in summertime and on trips back home, is a 130-year-old farmhouse on more than 100 acres of land near Middlesex. After moving to Washington, the Leahys sold what had been their permanent home in Burlington (for about $54,000) and spent about $30,000 to modernize and winterize the farmhouse.

Please Turn to Page 37, Column 1

A Lawmaker's Bills: A Senator's High Pay Can Prove To Be Amazingly Low, Leahy of Vermont Discovers

Continued From First Page

which had served only as a vacation retreat. Though some lawmakers have just a small apartment or nominal residence back home, the Leahys think it's important to keep a family home in Vermont to retain their sense of roots. "We want the kids to remember that they belong to Vermont," Marcelle says. "We don't want them to become Washingtonians."

Maintaining two homes is the main drain on Mr. Leahy's salary. Mortgage payments run $627 a month on their Virginia house and $369 a month on the Vermont farm. Property taxes are about $1,400 a year in Virginia and $2,000 a year in Vermont. Fuel and electric bills total about $150 a month in Virginia ("we wore our ski parkas in the house in January to save fuel," the Senator says) and about $550 for the full year on the farm. Insurance, repairs and other household bills likewise come in double doses.

The Leahy kids go to public schools in part because the budget won't permit costly private schooling. The Senator drives himself to work in his 1977 Dodge Aspen (payments: $205 a month), leaving the house a little after 6 a.m. to beat the rush-hour traffic to Washington, and normally returning between 7 p.m. and 8 p.m. He finds his early-morning hours in the office a good time to call Vermont farmers, who rise early, too, and to read every piece of mail from his constituents, who send him more than 100 letters a day.

"He calls me about 7:30 each day to say good morning," Marcelle reports.

Hefty Deductions

That $57,500-a-year annual salary doesn't look quite so princely when it's reduced to a once-a-month paycheck with hefty deductions. The gross monthly earnings of $4,791.66 shrink to a net take-home check of $2,673.01 after deductions of $2,118.65. More than one-third of the Senator's pay goes for withholding taxes -- $1,288 for the federal income tax and $351 for the state -- and another $383 a month is deducted for his government pension plan. (Under the plan, he'd get an annual pension of $8,625 at age 62 if he served only one six-year term, and at least $46,000 a year if he spent the next 30 years in Congress.)

The Senate salary is almost the entire family income for the Leahys. They own no stocks, bonds or income properties, and earn only a couple of hundred dollars a year in interest on their savings of about $7,000. Marcelle doesn't have a paying job; she feels she's needed at home by her young children.

The Senator last year earned about $1,900 in "honoraria" -- fees for giving speeches -- far less than the $25,000 or so that the Senate's big-name speechmakers talk themselves into each year.

The new congressional ethics code, which includes an $8,625 annual limit on outside earned income, won't really affect Mr. Leahy's finances. The Senate's big speechmakers are unhappy about the limit, and the Senate's rich men are glad that it won't apply to dividends, interest, business profits and other "unearned" income, but Sen. Leahy isn't in either group. The earnings limit won't take effect until 1979, anyway.

Fighting a Pay Raise

See next page

with Vermont's fiscally conservative voters. "Partly, it's pressure from home," admits a Leahy staff aide. "There is a feeling at home that congressional staffs are bloated." Of the $588,341 available for staff expense this year, Mr. Leahy is budgeting to return about $146,000 unspent, the same amount he turned back last year.

His staff consists of 16 aides in Washington and seven in his home-state office in Burlington. Salaries range from $37,241 for his top Washington aide down to $6,102 for a clerk.

Like all Senators, Mr. Leahy gets lots of fringe benefits. He's entitled to two free parking spaces in the Senate's underground garage, and special auto license tags that keep police from ticketing his car if it's parked illegally.

Free Medical Care

If he needs a prescription drug, an X-ray, a physical checkup or treatment for a routine ailment, he can get free medical care at a clinic in the Capitol staffed by three full-time physicians. (The free care is for members of Congress only, not their families, and doesn't cover hospital bills.) If he wants potted plants for his office, the government's Botanic Garden will provide them without charge, and if he'd like some wall maps, the U.S. Geological Survey will send them over, for free. But the f[illegible] haircut, an old congressional tradition, has just disappeared; starting April 1, the Senate barbershop began charging $3.50 to trim Senators' hair.

In addition to his personal and official expenses, Sen. Leahy has a third set of finances to keep track of -- his political fund. He ended his $150,000 Senate campaign in 1974 with a $40,000 campaign debt, and has slowly been raising money to pay it off. At the start of 1977, his campaign committee still owed $5,819. Contributions from unions, environmental groups and many individuals are helping wipe out the debt. Sen. Leahy plans a fund-raising function this month in Burlington, Vt., starring his friend Edward Kennedy of Massachusetts, and hopes to wind up 1977 out of the red.

Though Sen. Leahy and his wife talk freely of their financial situation, they wonder if the average person can see it as they do. Says Mrs. Leahy: "It's really difficult to understand what is going on here with us, and to relate it to life back home." The Senator adds: "I suspect some people back home will think I'm crying poor-mouth, but I'm not. I can't think of anything I'd rather be doing."

Fighting a Pay Raise

Though [illegible] former $44,600-a-year Senate salary was [illegible]-ely eaten up by living expenses, Mr. Leahy didn't feel comfortable with the $12,900 pay increase proposed this year for members of Congress. His mail ran strongly against it, and he knew that he soon would be voting for legislation demanding sacrifices from the voters, such as energy-tax increases. So he took a stand against the salary boost.

In February, Sen. Leahy joined 41 other Senators in voting to bring to the floor a motion to kill the pay increase, but the anti-pay raise move lost, 58 to 42. The House never voted on the pay boost, which automatically became effective in March.

Sen. Leahy doesn't believe the extra $12,900 will make much difference to him. Almost $6,000 of it will go to higher federal and state income-tax withholding, he notes, "and the rest will go to pay out-of-pocket expenses that everyone assumes are reimbursable, but aren't," he figures.

That comment reflects one of the oddities of the "billion-dollar Congress," so-called because this fiscal year's legislative-branch budget tops $1 billion, up sharply from $467 million five years ago. Although congressional staffs have grown, salaries have risen and expense allowances have increased, many lawmakers have found they must dig into their own pockets—or into privately donated funds—to supplement their official expense accounts.

Quirks in the Rules

Sen. Leahy figures that he had roughly $10,000 worth of unreimbursed expenses last year, including travel, entertainment and other items. By the quirks of Senate travel allowance rules, for example, transportation costs to and within his state are covered but food and hotel bills are not. A Senator may put newspapers and magazine subscriptions on his tab, but not books, reports or directories.

Vermont constituents visiting Washington often have lunch in the Senate dining room with Mr. Leahy, figuring it's on the house; but there's no such thing as a free lunch in Congress, and Sen. Leahy says such get-togethers cost him $1,500 to $2,000 last year. When he flies to Vermont for a weekend, local folks often complain that he should have brought his wife and children, he says. "I tell them that it would cost me $360," he adds, "and then they ask, 'Do you mean you don't come up in a government airplane?' "

Sen. Leahy is allowed 40 paid trips back to Vermont per year. He actually has made about 100 trips in two years, bringing his wife along (at his expense) about 15 times.

The Senator's total expense allowance, intended to cover travel, stationery, postage, telephone costs, subscriptions, expenses of a Vermont office and other items, amounts to $36,094. But he spends much more than that and makes up the difference himself. Unlike many Senators, Sen. Leahy doesn't have an "unofficial" office account, supported by private contributors, to help cover expenses; such "slush funds" have been abolished, effective next year, under the new ethics code.

Skimping on Staff

While overspending his expense account, he's underspending his staff allowance. Senators' staff allowances, based on state population, run from $449,063 for small states like Vermont up to $902,301 for the most populous state, California. In addition to the $449,063, Mr. Leahy gets a separate committee staff allowance of $139,278 to hire aides to help with his committee work on the Agriculture and Appropriations panels.

But Sen. Leahy deliberately underspends on his staff so he can turn money back in each year—a move undoubtedly popular

SCOMM

#49:19

LEGISLATIVE SALARIES COMPARED WITH EXECUTIVE & JUDICIAL BRANCH

THE FOLLOWING SALARIES ARE AVERAGED AND COMPARED WITH LEGISLATIVE SALARIES: GOVERNOR
LT. GOVERNOR
ATTORNEY GENERAL
SUPREME COURT JUDGE
IMTERMEDIATE APPELLATE COURT JUDGE

ALASKA

AVERAGE 77,858

LEGISLATURE 46,800

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE & JUDICIAL BRANCH

CALIFORNIA

AVERAGE 57,745

LEGISLATURE 54,180

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

MICHIGAN

AVERAGE 70,308

LEGISLATURE 41,560 (DOES NOT INCLUDE UNLIMITED TRAVEL AND MILEAGE)

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

NEW YORK

AVERAGE 84,109

LEGISLATURE 55,825

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICAIAL BRANCH

PENNSYLVANIA

AVERAGE 67,700

LEGISLATURE 50,240

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

NOTE: LEGISLATIVE SALARIES ARE BASE PLUS PER DIEM AND ADDITIONAL EXPENSES (CAR). THESE SALARIES DO NOT INCLUDE ADDITIONAL LEADERSHIP SALARIES THAT MOST STATES HAVE.

COMPENSATION DATA FOR ALASKA & FOUR OTHER STATES

STATE	SALARY	ADDITIONAL
ALASKA	46,800	PRES. (500) SPEA. (500)

PER DIEM: NONE
TRIPS HOME: NONE
TRAVEL ALLOWANCE: NONE
SESSION: 120 DAYS
MEMBERS: HOUSE: 40 SENATE: 20
COMPENSATION SET BY: LEGISLATURE

CALIFORNIA	33,732	NONE
	15,708 PD	
	4,740 T	
TOTAL EST.	57,745	

PER DIEM: 66/d UNVOUCHERED (238 DAYS) 15,708 (EST.)
TRIPS HOME: ONE EVERY TWO YEARS IF NOT USING LEASED CAR
TRAVEL ALLOWANCE: LEASED CAR (265/m) AND CREDIT CARD
ESTIMATED VALUE: 4,740
SESSION: JAN 6 - AUG 31 (238 DAYS)
MEMBERS: HOUSE 80 SENATE: 40
COMPENSATION SET BY: LEGISLATURE

NEW YORK	43,000	PRES. (30,000)
	12,835 PD	SPEA. (30,000)
TOTAL EST.	55,825	*see attached

PER DIEM: 75/d VOUCHERED (171 DAYS) 12,835
TRIPS HOME: WEEKLY AT BEGINNING OF SESSION
TRAVEL ALLOWANCE: .23 PER MILE
SESSION: JAN 8 - END OF JUNE (171 DAYS)
MEMBERS: HOUSE: 150 SENATE: 61
COMPENSATION SET BY: LEGISLATURE

MICHIGAN	36,520	S.MAJ.L. (16,000)
	6,700 PD	H SPEA. (18,000)
TOTAL EST.	43,220	*see attached

PER DIEM: 6,700 VOUCHERED
TRIPS HOME: ONE PER WEEK
TRAVEL ALLOWANCE: 30.25 PER MILE
SESSION: JAN 8 - ALL YEAR
MEMBERS: HOUSE: 110 SENATE: 38
COMPENSATION SET BY: COMMISSION

PENNSYLVANIA

35,000		PRES. (19,600)
5,250	PD	SPEA. (19,600)
10,000	PE	*see below
50,250		

PER DIEM: 75/d (EACH DAY IN ATTENDANCE)
10,000 EXPENSE ACCT. ALL MEMBERS HAVE A LEASED CAR ON THIS ACCT. (AL PERSONAL, BUT BUSINESS RELATED)
TRIPS HOME: WEEKLY (at .20 per mile only)
TRAVEL ALLOWANCE: .20 PER MILE
SESSION: JAN 7 - ALL YEAR (1984 HOUSE 70/D SENATE 65/D)
MEMBERS: HOUSE: 203 SENATE: 50
COMPENSATION SET BY: LEGISLATURE

HOUSE & SENATE

MAJORITY LEADER.....15,680
MINORITY LEADER.....15,680
MAJ.& MIN. WHIP.....11,900
MAJ.& MIN. CAUCUS CH.....7,420
MAJ.& MIN. CAUCUS SECY.....4,900
MAJ.& MIN. POLICY CH.....4,900
MAJ.& MIN. ADMIN.....4,900

SUMMARY

ALASKA.....46,800
CALIFORNIA.....57,745
NEW YORK.....55,825
MICHIGAN.....43,220
PENNSYLVANIA.....50,240

BASIC ONLY-DOES NOT INCLUDE
ADDITIONAL LEADERS COMPENSATION

JK
5857
.M55
1984

MICHIGAN

Determinations

Of The

State Officers Compensation Commission

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LANSING, MI 48913

1984

APPENDIX A

AMENDMENT TO SECTION 12 OF ARTICLE 4 OF THE STATE CONSTITUTION

"Sec. 12. The state officers compensation commission is created which shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court. The commission shall consist of 7 members appointed by the governor. The commission shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court which determinations shall be the salaries and expense allowances unless the legislature by concurrent resolution adopted by 2/3 of the members elected to and serving in each house of the legislature reject them. The commission shall meet each 2 years for no more than 15 session days. The legislature shall implement this section by law."

Approved by vote of the people
August 6, 1968

SUMMARY OF DETERMINATIONS

1. SALARY

	Current	1985(a)	1986(a)
Governor	$78,000	$81,900	$85,800
Lieutenant Governor	53,500	56,175	58,850
Justices of the Supreme Court	74,000	77,700	81,400
Legislators	33,200	34,860	36,520

(a) Commissioner Parks asked that his negative vote be noted.

2. SUPPLEMENTAL SALARIES

	Current	1985(a)	1986(a)
Speaker of the House	$18,000	$18,000	$18,000
Senate Majority Leader	16,000	16,000	16,000
Senate Minority Leader	8,600	14,000	14,000
House Minority Leader	8,600	14,000	14,000
Senate Majority Floor Leader	0	7,500	7,500
House Majority Floor Leader	0	7,500	7,500
Senate Minority Floor Leader	0	6,000	6,000
House Minority Floor Leader	0	6,000	6,000
Senate Appropriations Committee Chairperson	2,000	3,000	3,000
House Appropriations Committee Chairperson	2,000	3,000	3,000

(a) Commissioner Parks asked that his negative vote be noted.

3. EXPENSES

	Current	1985	1986
Governor	$20,000	$20,000	$20,000
Lieutenant Governor	7,000	7,000	7,000
Chief Justice	5,000	5,000	5,000
Justices	2,000	2,000	2,000
Legislators	6,700	6,700	6,700

Mileage Rate - The mileage rate for legislators shall be fixed at the same rate as for the state classified employees. Changes in the rate shall be effective at the same time and in the same amounts as the rate for state classified employees.

4. SPECIAL RECOMMENDATIONS TO THE GOVERNOR AND LEGISLATORS

A. The Commission's authority be extended to include the Attorney General and Secretary of State.

B. The Commission be allowed to make its determinations annually, without the legislative requirement to delay the report until December 1st, and the fifteen meeting limitation be removed.

C. The Commission's authority be extended to include fringe benefits, as well as salaries.

Effective January 1, 1985

by a judge or justice in the court or location to which he is assigned, whichever is higher.

§ 14. Subdivision (f) of section one hundred ten of the New York city civil court act, as amended by chapter three hundred ten of the laws of nineteen hundred seventy-eight, is amended to read as follows:

(f) The housing judges shall be appointed by the administrative judge from a list of persons selected annually as qualified by training, interest, experience, judicial temperament and knowledge of federal, state and local housing laws and programs by the advisory council for the housing part. The annual salary of a housing judge shall be sixty-six thousand two hundred fifty dollars.

§ 15. The salary payable to any judge or justice of the unified court system for judicial service during a period commencing prior to January first, nineteen hundred eighty-five shall be determined in accordance with the applicable provision of law with respect to judicial salaries in effect for such period.

§ 16. In the event that the salary to be paid to any judge or justice of the unified court system set forth in section two hundred twenty-one-i of the judiciary law, as added by section ten of this act, is lower than the salary being paid to any such judge or justice immediately prior to the effective date of this act, such judge or justice shall receive such higher salary until the expiration of the term of office of such judge or justice. Upon the commencement of the next succeeding term of office, such salary shall be the amount set forth in such section.

§ 17. Section seven hundred of the county law is amended by adding a new subdivision eleven to read as follows:

11. (a) In addition to the state aid provided in subdivision ten hereof, each county, the salary of the district attorney of which is determined pursuant to section one hundred eighty-three-a of the judiciary law, shall be entitled to receive state aid in an amount equal to the difference between: (i) the salary required to be paid to the district attorney of such county pursuant to such section one hundred eighty-three-a on January first, nineteen hundred eighty-five, not including any additional compensation which may have been provided by local law pursuant to such section one hundred eighty-three-a, and (ii) the salary required to be paid to such district attorney pursuant to such section one hundred eighty-three-a immediately prior to such date, or the salary actually paid, if higher.

(b) Commencing with the nineteen hundred eighty-five calendar year, the comptroller shall annually determine the amount of state aid payable to each county pursuant to paragraph (a) hereof for each calendar year and shall pay such amount on his audit and warrant to the chief fiscal officer of each such county during the month of September in each such year.

§ 18. Section five of the legislative law is REPEALED and a new section five is added to read as follows:

§ 5. Compensation of members. Each member of the legislature shall receive a salary of forty-three thousand dollars per annum. The salary of a member of the legislature shall be payable in twenty-six bi-weekly installments.

§ 19. Section five-a of such law is REPEALED and a new section five-a is added to read as follows:

§ 5-a. Allowances for member serving as an officer of either house of the legislature or in a special capacity therein. 1. Any member of

either house of the legislature serving as an officer of his house or in any other special capacity therein or directly connected therewith shall be paid an allowance in accordance with the following schedule:

SENATE OFFICERS

Temporary president of the senate	30,000
Deputy majority leader of the senate	24,500
Minority leader of the senate	25,000
Deputy minority leader of the senate	15,000
Chairman of the senate majority conference	18,000
Chairman of the senate minority conference	12,000
Assistant majority leader of senate	18,000
Assistant minority leader of senate	12,000
Majority whip of the senate	16,000
Minority whip of the senate	10,500
Chairman of the senate majority committee on conference operations	16,000
Chairman of the senate minority committee on conference operations	10,500
Chairman of senate majority program committee	16,000
Chairman of senate minority program committee	10,500
Vice chairman of the senate majority conference	16,000
Vice chairman of the senate minority conference	10,500
Secretary of the senate majority conference	16,000
Secretary of the senate minority conference	10,500
Assistant senate majority whip	11,000
Assistant senate minority whip	7,000

SENATORS SERVING IN SPECIAL CAPACITY

Chairman of senate finance committee	24,500
Ranking minority member of senate finance committee	15,000
Chairman of senate judiciary committee	13,000
Ranking minority member of senate judiciary committee	8,000
Chairman of senate aging committee	9,000
Ranking minority member of senate aging committee	6,500
Chairman of senate child care committee	9,000
Ranking minority member of senate child care committee	6,500
Chairman of senate codes committee	13,000
Ranking minority member of senate codes committee	8,000
Chairman of senate banks committee	11,000
Ranking minority member of senate banks committee	7,000
Chairman of senate education committee	13,000
Ranking minority member of senate education committee	8,000
Chairman of senate energy committee	9,000
Ranking minority member of senate energy committee	6,500
Chairman of senate ethics committee	9,000
Ranking minority member of senate ethics committee	6,500
Chairman of senate health committee	11,000
Ranking minority member of senate health committee	7,000
Chairman of senate local government committee	9,000
Ranking minority member of senate local government committee	6,500
Chairman of senate labor committee	9,000
Ranking minority member of senate labor committee	6,500

Chairman of senate mental hygiene and addiction control committee 9,000
Ranking minority member of senate mental hygiene and addiction control committee 6,500
Chairman of senate insurance committee 9,000
Ranking minority member of senate insurance committee 6,500
Chairman of senate social services committee 9,000
Ranking minority member of senate social services committee 6,500
Chairman of senate investigations, taxation and government operations committee 9,000
Ranking minority member of senate investigations, taxation and government operations committee 6,500
Chairman of senate corporations, authorities and commissions committee 11,000
Ranking minority member of senate corporations, authorities and commissions committee 7,000
Chairman of senate transportation committee 9,000
Ranking minority member of senate transportation committee 6,500
Chairman of senate agriculture committee 9,000
Ranking minority member of senate agriculture committee 6,500
Chairman of senate consumer protection committee 9,000
Ranking minority member of senate consumer protection committee 6,500
Chairman of senate cities committee 11,000
Ranking minority member of senate cities committee 7,000
Chairman of senate civil service and pensions committee 9,000
Ranking minority member of senate civil service and pensions committee 6,500
Chairman of senate commerce, economic development and small business committee 9,000
Ranking minority member of senate commerce, economic development and small business committee 6,500
Chairman of senate environmental conservation committee 9,000
Ranking minority member of senate environmental conservation committee 6,500
Chairman of senate crime and correction committee 9,000
Ranking minority member of senate crime and correction committee 6,500
Chairman of senate elections committee 9,000
Ranking minority member of senate elections committee 6,500
Chairman of senate higher education committee 9,000
Ranking minority member of senate higher education committee 6,500
Chairman of senate housing and community development committee 9,000
Ranking minority member of senate housing and community development committee 6,500
Chairman of senate tourism, recreation and sports development committee 9,000
Ranking minority member of senate tourism, recreation and sports development committee 6,500
Chairman of senate veterans committee 9,000
Ranking minority member of senate veterans committee 6,500
Co-chairman of administrative regulations review commission 9,000

ASSEMBLY OFFICERS

Speaker of the assembly 30,000

Speaker pro tempore of the assembly	18,000
Majority leader of the assembly	25,000
Minority leader of the assembly	25,000
Deputy speaker of the assembly	18,000
Minority leader pro tempore of the assembly	15,000
Chairman of the committee on standing committees	18,000
Ranking minority member of the committee on standing committees	13,000
Deputy majority leader of the assembly	14,000
Deputy minority leader of the assembly	13,000
Assistant majority leader of the assembly	14,000
Assistant minority leader of the assembly	13,000
Assistant minority leader	13,000
Majority whip of the assembly	13,000
Minority whip of the assembly	12,000
Assistant majority whip of the assembly	12,000
Assistant minority whip of the assembly	11,000
Chairman of the assembly majority conference	12,000
Chairman of the assembly minority conference	11,000
Vice chairman of the assembly majority conference	9,000
Vice chairman of the assembly minority conference	8,000
Secretary of the assembly majority conference	8,000
Secretary of the assembly minority conference	7,000
Chairman of the assembly majority steering committee	11,000
Chairman of the assembly minority steering committee	10,000
Chairman of the assembly majority program committee	11,000
Chairman of the assembly minority program committee	10,000

ASSEMBLYMEN SERVING IN SPECIAL CAPACITY

Chairman of assembly ways and means committee	24,500
Ranking minority member of assembly ways and means committee	15,000
Chairman of assembly judiciary committee	13,000
Ranking minority member of assembly judiciary committee	8,000
Chairman of assembly codes committee	13,000
Ranking minority member of assembly codes committee	8,000
Chairman of assembly banks committee	11,000
Ranking minority member of assembly banks committee	7,000
Chairman of assembly committee on cities	11,000
Ranking minority member of assembly committee on cities	7,000
Chairman of assembly education committee	13,000
Ranking minority member of assembly education committee	8,000
Chairman of assembly health committee	11,000
Ranking minority member of assembly health committee	7,000
Chairman of assembly local governments committee	11,000
Ranking minority member of assembly local governments committee	7,000
Chairman of assembly agriculture committee	9,000
Ranking minority member of assembly agriculture committee	6,500
Chairman of assembly commerce, industry and economic development committee	9,000
Ranking minority member of assembly commerce, industry and economic development committee	6,500
Chairman of assembly environmental conservation committee	9,000
Ranking minority member of assembly environmental conservation committee	6,500

Chairman of assembly corporations, authorities and commissions committee 11,000
Ranking minority member of assembly corporations, authorities, and commissions committee 7,000
Chairman of assembly ethics and guidance committee 9,000
Ranking minority member of assembly ethics and guidance committee 6,500
Chairman of assembly governmental employees committee 9,000
Ranking minority member of assembly governmental employees committee 6,500
Chairman of assembly governmental operations committee 9,000
Ranking minority member of assembly governmental operations committee 6,500
Chairman of assembly housing committee 9,000
Ranking minority member of assembly housing committee 6,500
Chairman of assembly insurance committee 9,000
Ranking minority member of assembly insurance committee 6,500
Chairman of assembly labor committee 10,000
Ranking minority member of assembly labor committee 6,500
Chairman of assembly racing and wagering committee 9,000
Ranking minority member of assembly racing and wagering committee 6,500
Chairman of assembly social services committee 9,000
Ranking minority member of assembly social services committee 6,500
Chairman of assembly small business committee 9,000
Ranking minority member of assembly small business committee 6,500
Chairman of assembly transportation committee 9,000
Ranking minority member of assembly transportation committee 6,500
Chairman of assembly veterans' affairs committee 9,000
Ranking minority member of assembly veterans' affairs committee 6,500
Chairman of assembly aging committee 9,000
Ranking minority member of assembly aging committee 6,500
Chairman of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 9,000
Ranking minority member of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 6,500
Chairman of assembly higher education committee 9,000
Ranking minority member of assembly higher education committee 6,500
Chairman of assembly real property taxation committee 9,000
Ranking minority member of assembly real property taxation committee 6,500
Chairman of assembly election law committee 9,000
Ranking minority member of assembly election law committee 6,500
Chairman of assembly children and families committee 9,000
Ranking minority member of assembly children and families committee 6,500
Chairman of assembly consumer affairs and protection committee 9,000
Ranking minority member of assembly consumer affairs and protection committee 6,500
Chairman of the assembly energy committee 9,000
Ranking minority member of assembly energy committee 6,500
Chairman of assembly tourism, arts and sports development committee 9,000

Ranking minority member of assembly tourism, arts and sports development committee 6,500
Chairman of assembly oversight, analysis and investigation committee 9,000
Ranking minority member of assembly oversight, analysis and investigation committee.....6,500
Chairman of assembly office of state-federal relations.....9,000
Chairman of majority house operations 9,000
Chairman of minority house operations 6,500
Co-chairman of the administrative regulations review commission ...9,000

2. a. No member of the legislature may, at the same time, receive payment of more than one allowance provided for in this section.

b. The allowances set forth in this section shall be paid at such time or times as the temporary president of the senate or speaker of the assembly shall direct for their respective houses.

3. Any member of either house of the legislature serving in a special capacity in a position set forth in the following schedule shall be paid the allowance set forth in such schedule only for the legislative term commencing January first, nineteen hundred eighty-five and terminating December thirty-first, nineteen hundred eighty-six:

SENATORS SERVING IN SPECIAL CAPACITY

Co-chairman of the legislative commission on water resource needs of Long Island 9,000

ASSEMBLYMEN SERVING IN SPECIAL CAPACITY

Chairman of legislative commission on economy and efficiency in government.....9,000

Chairman of legislative commission on science and technology.....9,000

Co-chairman of the legislative commission on water resource needs of Long Island 9,000

Chairman of the assembly task force on farm, food and nutrition.....9,000
Ranking minority member of the assembly task force on farm, food and nutrition 6,500

§ 20. Subdivision three of section five-a of such law, as added by bill section nineteen of this act, is REPEALED effective January first, nineteen hundred eighty-seven.

ROBERT L. CABLE
DIRECTOR

CARL L. MEASE
ASSISTANT DIRECTOR

LEGISLATIVE REFERENCE BUREAU
POST OFFICE BOX 1127
HARRISBURG, PENNSYLVANIA 17120

September 17, 1985

Ms. Tammy Davis
c/o Senator Mitch Abood
1024 W. 6th Avenue
Anchorage, Alaska 99501

Dear Ms. Davis:

This letter comes in response to your phone call to me last week. You had inquired after the compensation of Pennsylvania's legislators.

Please be advised of the following information: House members receive the following compensations: $35,000 per year base salary, $10,000 per year in accountable expense account, $8,000 per year for home office expenses and $1,000 per year for postage. They also receive 20¢ per mile roundtrip for each session week between their home and the Capitol. If you are in need of more detailed information, contact the Bipartisan Management Committee at 717/787-2093.

Senators in Pennsylvania receive the following compensation:$35,000 per year base salary, $10,000 per year accountable expense account and $15,000 per year for district office expenses. For more information on the Senate you may contact the Chief Clerk of the Senate at 717/787-7163.

I hope this information proves helpful to you.

Sincerely,

Susan K. Zavacky

Susan K. Zavacky
Librarian

by a judge or justice in the court or location to which he is assigned, whichever is higher.

§ 14. Subdivision (f) of section one hundred ten of the New York city civil court act, as amended by chapter three hundred ten of the laws of nineteen hundred seventy-eight, is amended to read as follows:

(f) The housing judges shall be appointed by the administrative judge from a list of persons selected annually as qualified by training, interest, experience, judicial temperament and knowledge of federal, state and local housing laws and programs by the advisory council for the housing part. The annual salary of a housing judge shall be sixty-six thousand two hundred fifty dollars.

§ 15. The salary payable to any judge or justice of the unified court system for judicial service during a period commencing prior to January first, nineteen hundred eighty-five shall be determined in accordance with the applicable provision of law with respect to judicial salaries in effect for such period.

§ 16. In the event that the salary to be paid to any judge or justice of the unified court system set forth in section two hundred twenty-one-i of the judiciary law, as added by section ten of this act, is lower than the salary being paid to any such judge or justice immediately prior to the effective date of this act, such judge or justice shall receive such higher salary until the expiration of the term of office of such judge or justice. Upon the commencement of the next succeeding term of office, such salary shall be the amount set forth in such section.

§ 17. Section seven hundred of the county law is amended by adding a new subdivision eleven to read as follows:

11. (a) In addition to the state aid provided in subdivision ten hereof, each county, the salary of the district attorney of which is determined pursuant to section one hundred eighty-three-a of the judiciary law, shall be entitled to receive state aid in an amount equal to the difference between: (i) the salary required to be paid to the district attorney of such county pursuant to such section one hundred eighty-three-a on January first, nineteen hundred eighty-five, not including any additional compensation which may have been provided by local law pursuant to such section one hundred eighty-three-a, and (ii) the salary required to be paid to such district attorney pursuant to such section one hundred eighty-three-a immediately prior to such date, or the salary actually paid, if higher.

(b) Commencing with the nineteen hundred eighty-five calendar year, the comptroller shall annually determine the amount of state aid payable to each county pursuant to paragraph (a) hereof for each calendar year and shall pay such amount on his audit and warrant to the chief fiscal officer of each such county during the month of September in each such year.

§ 18. Section five of the legislative law is REPEALED and a new section five is added to read as follows:

§ 5. Compensation of members. Each member of the legislature shall receive a salary of forty-three thousand dollars per annum. The salary of a member of the legislature shall be payable in twenty-six bi-weekly installments.

§ 19. Section five-a of such law is REPEALED and a new section five-a is added to read as follows:

§ 5-a. Allowances for member serving as an officer of either house of the legislature or in a special capacity therein. 1. Any member of

either house of the legislature serving as an officer of his house or in any other special capacity therein or directly connected therewith shall be paid an allowance in accordance with the following schedule:

SENATE OFFICERS

Temporary president of the senate	30,000
Deputy majority leader of the senate	24,500
Minority leader of the senate	25,000
Deputy minority leader of the senate	15,000
Chairman of the senate majority conference	18,000
Chairman of the senate minority conference	12,000
Assistant majority leader of senate	18,000
Assistant minority leader of senate	12,000
Majority whip of the senate	16,000
Minority whip of the senate	10,500
Chairman of the senate majority committee on conference operations	16,000
Chairman of the senate minority committee on conference operations	10,500
Chairman of senate majority program committee	16,000
Chairman of senate minority program committee	10,500
Vice chairman of the senate majority conference	16,000
Vice chairman of the senate minority conference	10,500
Secretary of the senate majority conference	16,000
Secretary of the senate minority conference	10,500
Assistant senate majority whip	11,000
Assistant senate minority whip	7,000

SENATORS SERVING IN SPECIAL CAPACITY

Chairman of senate finance committee	24,500
Ranking minority member of senate finance committee	15,000
Chairman of senate judiciary committee	13,000
Ranking minority member of senate judiciary committee	8,000
Chairman of senate aging committee	9,000
Ranking minority member of senate aging committee	6,500
Chairman of senate child care committee	9,000
Ranking minority member of senate child care committee	6,500
Chairman of senate codes committee	13,000
Ranking minority member of senate codes committee	8,000
Chairman of senate banks committee	11,000
Ranking minority member of senate banks committee	7,000
Chairman of senate education committee	13,000
Ranking minority member of senate education committee	8,000
Chairman of senate energy committee	9,000
Ranking minority member of senate energy committee	6,500
Chairman of senate ethics committee	9,000
Ranking minority member of senate ethics committee	6,500
Chairman of senate health committee	11,000
Ranking minority member of senate health committee	7,000
Chairman of senate local government committee	9,000
Ranking minority member of senate local government committee	6,500
Chairman of senate labor committee	9,000
Ranking minority member of senate labor committee	6,500

Chairman of senate mental hygiene and addiction control committee 9,000
Ranking minority member of senate mental hygiene and addiction control committee 6,500
Chairman of senate insurance committee 9,000
Ranking minority member of senate insurance committee 6,500
Chairman of senate social services committee 9,000
Ranking minority member of senate social services committee 6,500
Chairman of senate investigations, taxation and government operations committee 9,000
Ranking minority member of senate investigations, taxation and government operations committee 6,500
Chairman of senate corporations, authorities and commissions committee 11,000
Ranking minority member of senate corporations, authorities and commissions committee 7,000
Chairman of senate transportation committee 9,000
Ranking minority member of senate transportation committee 6,500
Chairman of senate agriculture committee 9,000
Ranking minority member of senate agriculture committee 6,500
Chairman of senate consumer protection committee 9,000
Ranking minority member of senate consumer protection committee 6,500
Chairman of senate cities committee 11,000
Ranking minority member of senate cities committee 7,000
Chairman of senate civil service and pensions committee 9,000
Ranking minority member of senate civil service and pensions committee 6,500
Chairman of senate commerce, economic development and small business committee 9,000
Ranking minority member of senate commerce, economic development and small business committee 6,500
Chairman of senate environmental conservation committee 9,000
Ranking minority member of senate environmental conservation committee 6,500
Chairman of senate crime and correction committee 9,000
Ranking minority member of senate crime and correction committee 6,500
Chairman of senate elections committee 9,000
Ranking minority member of senate elections committee 6,500
Chairman of senate higher education committee 9,000
Ranking minority member of senate higher education committee 6,500
Chairman of senate housing and community development committee 9,000
Ranking minority member of senate housing and community development committee 6,500
Chairman of senate tourism, recreation and sports development committee 9,000
Ranking minority member of senate tourism, recreation and sports development committee 6,500
Chairman of senate veterans committee 9,000
Ranking minority member of senate veterans committee 6,500
Co-chairman of administrative regulations review commission 9,000

ASSEMBLY OFFICERS

Speaker of the assembly 30,000

Speaker pro tempore of the assembly	18,000
Majority leader of the assembly	25,000
Minority leader of the assembly	25,000
Deputy speaker of the assembly	18,000
Minority leader pro tempore of the assembly	15,000
Chairman of the committee on standing committees	18,000
Ranking minority member of the committee on standing committees	13,000
Deputy majority leader of the assembly	14,000
Deputy minority leader of the assembly	13,000
Assistant majority leader of the assembly	14,000
Assistant minority leader of the assembly	13,000
Assistant minority leader	13,000
Majority whip of the assembly	13,000
Minority whip of the assembly	12,000
Assistant majority whip of the assembly	12,000
Assistant minority whip of the assembly	11,000
Chairman of the assembly majority conference	12,000
Chairman of the assembly minority conference	11,000
Vice chairman of the assembly majority conference	9,000
Vice chairman of the assembly minority conference	8,000
Secretary of the assembly majority conference	8,000
Secretary of the assembly minority conference	7,000
Chairman of the assembly majority steering committee	11,000
Chairman of the assembly minority steering committee	10,000
Chairman of the assembly majority program committee	11,000
Chairman of the assembly minority program committee	10,000

ASSEMBLYMEN SERVING IN SPECIAL CAPACITY

Chairman of assembly ways and means committee	24,500
Ranking minority member of assembly ways and means committee	15,000
Chairman of assembly judiciary committee	13,000
Ranking minority member of assembly judiciary committee	8,000
Chairman of assembly codes committee	13,000
Ranking minority member of assembly codes committee	8,000
Chairman of assembly banks committee	11,000
Ranking minority member of assembly banks committee	7,000
Chairman of assembly committee on cities	11,000
Ranking minority member of assembly committee on cities	7,000
Chairman of assembly education committee	13,000
Ranking minority member of assembly education committee	8,000
Chairman of assembly health committee	11,000
Ranking minority member of assembly health committee	7,000
Chairman of assembly local governments committee	11,000
Ranking minority member of assembly local governments committee	7,000
Chairman of assembly agriculture committee	9,000
Ranking minority member of assembly agriculture committee	6,500
Chairman of assembly commerce, industry and economic development committee	9,000
Ranking minority member of assembly commerce, industry and economic development committee	6,500
Chairman of assembly environmental conservation committee	9,000
Ranking minority member of assembly environmental conservation committee	6,500

Chairman of assembly corporations, authorities and commissions committee 11,000
Ranking minority member of assembly corporations, authorities, and commissions committee 7,000
Chairman of assembly ethics and guidance committee 9,000
Ranking minority member of assembly ethics and guidance committee 6,500
Chairman of assembly governmental employees committee 9,000
Ranking minority member of assembly governmental employees committee 6,500
Chairman of assembly governmental operations committee 9,000
Ranking minority member of assembly governmental operations committee 6,500
Chairman of assembly housing committee 9,000
Ranking minority member of assembly housing committee 6,500
Chairman of assembly insurance committee 9,000
Ranking minority member of assembly insurance committee 6,500
Chairman of assembly labor committee 10,000
Ranking minority member of assembly labor committee 6,500
Chairman of assembly racing and wagering committee 9,000
Ranking minority member of assembly racing and wagering committee 6,500
Chairman of assembly social services committee 9,000
Ranking minority member of assembly social services committee 6,500
Chairman of assembly small business committee 9,000
Ranking minority member of assembly small business committee 6,500
Chairman of assembly transportation committee 9,000
Ranking minority member of assembly transportation committee 6,500
Chairman of assembly veterans' affairs committee 9,000
Ranking minority member of assembly veterans' affairs committee 6,500
Chairman of assembly aging committee 9,000
Ranking minority member of assembly aging committee 6,500
Chairman of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 9,000
Ranking minority member of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 6,500
Chairman of assembly higher education committee 9,000
Ranking minority member of assembly higher education committee 6,500
Chairman of assembly real property taxation committee 9,000
Ranking minority member of assembly real property taxation committee 6,500
Chairman of assembly election law committee 9,000
Ranking minority member of assembly election law committee 6,500
Chairman of assembly children and families committee 9,000
Ranking minority member of assembly children and families committee 6,500
Chairman of assembly consumer affairs and protection committee 9,000
Ranking minority member of assembly consumer affairs and protection committee 6,500
Chairman of the assembly energy committee 9,000
Ranking minority member of assembly energy committee 6,500
Chairman of assembly tourism, arts and sports development committee 9,000

Ranking minority member of assembly tourism, arts and sports development committee 6,500
Chairman of assembly oversight, analysis and investigation committee 9,000
Ranking minority member of assembly oversight, analysis and investigation committee.....6,500
Chairman of assembly office of state-federal relations.....9,000
Chairman of majority house operations 9,000
Chairman of minority house operations 6,500
Co-chairman of the administrative regulations review commission ...9,000

2. a. No member of the legislature may, at the same time, receive payment of more than one allowance provided for in this section.

b. The allowances set forth in this section shall be paid at such time or times as the temporary president of the senate or speaker of the assembly shall direct for their respective houses.

3. Any member of either house of the legislature serving in a special capacity in a position set forth in the following schedule shall be paid the allowance set forth in such schedule only for the legislative term commencing January first, nineteen hundred eighty-five and terminating December thirty-first, nineteen hundred eighty-six:

SENATORS SERVING IN SPECIAL CAPACITY

Co-chairman of the legislative commission on water resource needs of Long Island 9,000

ASSEMBLYMEN SERVING IN SPECIAL CAPACITY

Chairman of legislative commission on economy and efficiency in government.....9,000

Chairman of legislative commission on science and technology.....9,000

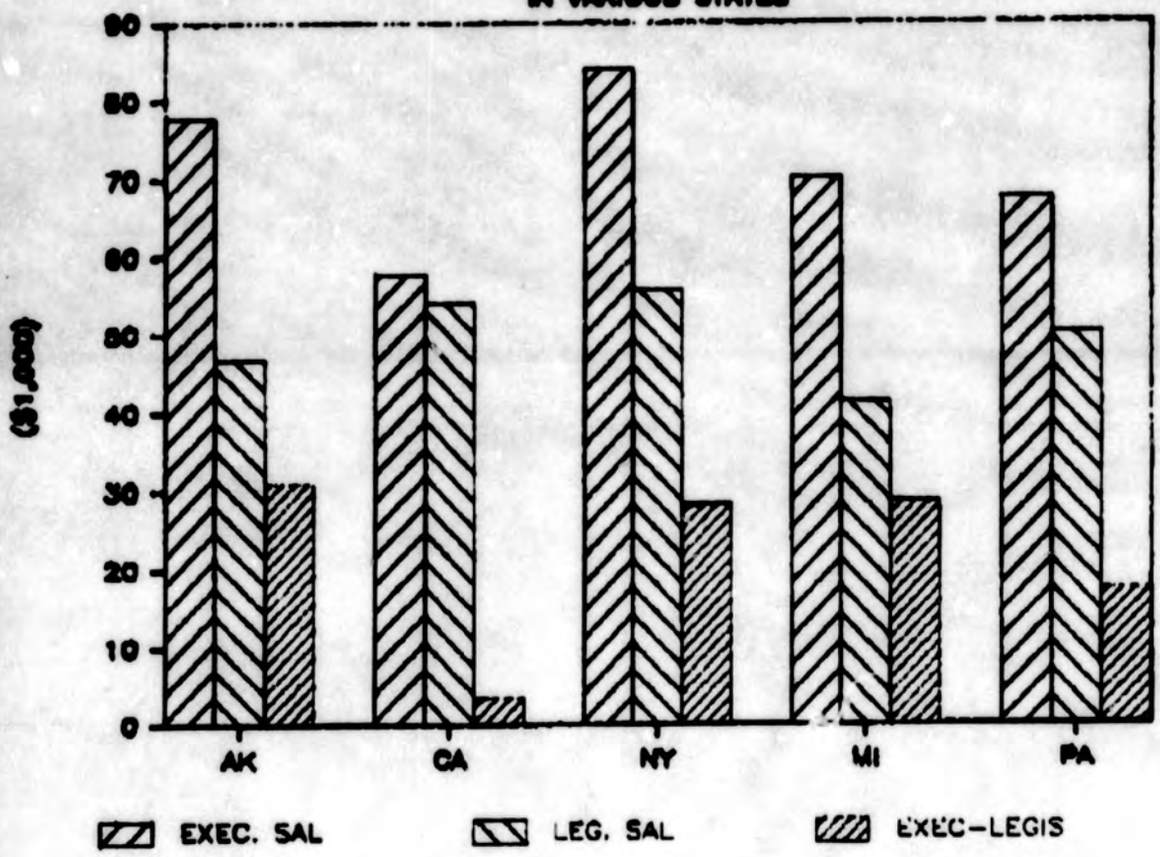
Co-chairman of the legislative commission on water resource needs of Long Island 9,000

Chairman of the assembly task force on farm, food and nutrition.....9,000
Ranking minority member of the assembly task force on farm, food and nutrition 6,500

§ 20. Subdivision three of section five-a of such law, as added by bill section nineteen of this act, is REPEALED effective January first, nineteen hundred eighty-seven.

EXECUTIVE AND LEGISLATIVE SALARIES

IN VARIOUS STATES



ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Room Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 3, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: David Teal, Director

RE: Legislative Salaries
Research Request 86-031, Supplemental Information

You provided a set of numbers on legislative and top executive salaries in various states and asked us to graph them. The graph is attached. You also asked me to briefly explain my comment on the impact of dedicated revenues on the fiscal responsibility of legislators. I was referring to Alaska's constitutional prohibition of many of the dedicated funds that are common in other states. [redacted]

Unfortunately, we do not have readily available data on the amount of dedicated revenue in each state so I am unable to verify this line of reasoning within your time frame.

DT

Attachment

SCOMM

#49:20

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 2, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: Brad Pierce
Legislative Analyst BP

RE: Legislative Salaries
Research Request 86-031

Your staff requested this office to do some follow-up [redacted] s. In addition, we were asked to compare Alaska legislative salaries to those received by legislators in other states.

Alaska [redacted]

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the average teacher's salary is $38,266 per year, or $44,350 when all benefits are included. The statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, [redacted]

[redacted] of Alaska Salaries

We contacted Brian Rogers, Director of the University Statewide Budget Office for information on salaries. According to Mr. Rogers, most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the University system is $33,374. There are [redacted]

Alaska [redacted] Salaries

The Alaska Railroad Corporation has 541 employees. [redacted]

Alaska State Employees

During 1984, the 19,304 State employees in Alaska earned an average salary of $32,403. [redacted]

[redacted]er States

Differences in session length, interim responsibilities and in the philosophy of compensation for public service make it difficult to compare between legislative salaries in various states. Some states, including Alaska, pay their legislators on a straight salary basis. Other states pay salaries and per diem (often prorated to reflect the amount of travel time from an individual's district) and some states pay on a strictly per diem basis. [redacted]

We caution that the 1982 data used to compile these tables is for a particular legislative session and may not accurately reflect an average legislative year for any given state. For example, the Alaska legislature is now limited to a 120-day session which would raise their salary to $400 per day and move it up to fourth in rank. In addition, the expenses used for states with per diem allowances are probably uniformly overestimated. Many states have some sort of voucher reimbursement policy. The per diem calculations used in these tables should be considered the maximum amount possible for each state.

Another method of ranking the Alaska Legislature pay scale with that in other states is to look at the ratio of total legislative salaries to the average teacher's salary in each state. In an attempt to correct for salary differences between states, we have also compared legislators salaries with the average salaries of teachers and state employees in each state. [redacted] Alaska ranks fifth when legislative salaries are compared to state employee wages.

The printouts attached to this memorandum give a fair description of how Alaska legislative salaries compare to those in other states. We hope we have provided sufficient information for your purposes. Please feel free to call us if you have any questions

BP

Attachments

A RANKING OF [redacted]

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	[redacted]
1	[redacted]	35,000	75	84	0	39,800	[redacted]
2	New York	32,760	55	73	5	37,250	
3	Illinois	28,000	36	65	0	30,340	
4	Indiana	9,600	65	30	0	11,550	
5	Minnesota	18,500	36	34	23	20,552	
6	[redacted]	48,000	0	144	0	48,000	
7	Tennessee	8,308	66	32	0	10,420	326
8	New Jersey	25,000	0	76	1	25,000	325
9	Maryland	21,000	68	90	1	27,188	299
10	Oklahoma	20,000	35	86	0	23,010	268
11	Virginia	11,000	75	61	1	15,650	252
12	Georgia	7,200	59	40	6	9,914	216
13	Ohio	22,500	0	108	0	22,500	208
14	Missouri	15,000	35	70	19	18,115	204
15	Florida	12,000	50	67	19	16,300	190
16	Washington	13,750	44	90	7	18,018	186
17	Wisconsin	22,631	42	130	43	29,897	173
18	Iowa	13,700	30	104	0	16,820	162
19	South Carolina	10,000	50	90	0	14,500	161
20	Arkansas	7,500	44	66	0	10,404	158
21	Hawaii	13,650	20	99	2	15,670	155
22	California	28,110	62	257	56	47,516	152
23	South Dakota	3,200	50	35	0	4,950	141
24	Colorado	14,000	40	139	0	19,560	141
25	West Virginia	5,136	50	60	2	8,236	133
26	Massachusetts	30,000	50	364	0	48,200	132
27	Connecticut	10,500	0	63	27	10,500	117
28	Mississippi	8,100	44	96	16	13,028	116
29	North Carolina	6,936	50	127	5	13,536	103
30	Idaho	4,200	44	73	0	7,412	102
31	Alabama	4,800	65	105	29	13,510	101
32	Michigan	33,200		351	0	33,200	95
33	Arizona	15,000	40	103	177	26,200	94
34	Oregon	8,400	44	203	39	19,048	79
35	Louisiana		75	60	0	4,500	75
36	Kentucky		75	60	0	4,500	75
37	Delaware	12,255	0	170	1	12,255	72
38	Nebraska	4,800	0	60	7	4,800	72
39	Wyoming		60	20	0	1,200	60
40	Nevada		56	101	0	5,656	56
41	Kansas		50	66	0	3,400	50
42	Texas	7,200	0	140	8	7,200	49
43	Maine		45	83	0	3,385	45
44	Montana		45	70	6	4,320	45
45	Vermont		33	66	0	1,848	28
46	Utah		25	20	5	625	25
47	New Mexico		0	30	19	0	0
48	New Hampshire		0	47	13	0	0
49	Rhode Island		0	66	3	0	0
50	North Dakota			60	0	0	0
	Average					15,570	

Source 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985

A RANKING OF LEGISLATORS' SALARIES TO STATE EMPLOYEES' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982 AVERAGE STATE EMPLOYEE SALARY	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	30	364	0	48,200	132	17,700	2.68
2	[redacted]	35,000	75	64	0	39,800	622	18,840	2.11
3	[redacted]	28,110	62	257	50	47,516	152	24,756	1.92
4	[redacted]	32,960	55	73	5	37,250	478	20,940	1.78
5	[redacted]	48,000	0	144	0	48,000	333	28,084	[redacted]
6	Maryland	21,000	68	90	1	27,188	299	17,856	1.52
7	Illinois	28,000	36	65	0	30,340	467	20,806	1.46
8	Michigan	33,200		351	0	33,200	95	22,836	1.45
9	Wisconsin	22,631	42	130	43	29,897	173	20,592	1.45
10	Oklahoma	20,000	35	86	0	23,010	268	18,060	1.27
11	Arizona	15,000	40	103	177	26,200	94	21,360	1.23
12	New Jersey	25,000	0	76	1	25,000	325	20,568	1.22
13	Missouri	15,000	35	70	19	18,115	204	15,612	1.16
14	Ohio	22,500	0	108	0	22,500	208	20,040	1.12
15	Oregon	8,400	44	203	39	19,048	79	19,764	0.96
16	Colorado	14,000	40	139	0	19,560	141	20,760	0.94
17	Florida	12,000	50	67	19	16,300	190	17,628	0.92
18	Mississippi	8,100	44	96	16	13,028	116	14,292	0.91
19	Minnesota	18,500	36	54	23	20,552	361	22,944	0.90
20	Washington	13,750	44	90	7	18,018	186	20,856	0.86
21	Virginia	11,000	75	61	1	15,650	252	18,240	0.86
22	South Carolina	10,000	50	90	0	14,500	161	16,944	0.86
23	Iowa	13,700	30	104	0	16,820	162	19,860	0.85
24	North Carolina	6,936	50	127	5	13,536	103	16,800	0.81
25	Hawaii	13,650	20	99	2	15,670	155	19,740	0.79
26	Alabama	4,800	65	105	29	13,510	101	18,240	0.74
27	Delaware	12,255	0	170	1	12,255	72	17,172	0.71
28	Arkansas	7,500	44	66	0	10,404	158	16,332	0.64
29	Tennessee	8,308	66	32	0	10,420	326	17,712	0.59
30	Georgia	7,200	59	40	6	9,914	216	17,232	0.58
31	Connecticut	10,500	0	63	27	10,500	117	18,252	0.58
32	Indiana	9,600	65	30	0	11,550	385	20,664	0.56
33	West Virginia	5,136	50	60	2	8,236	133	15,264	0.54
34	Idaho	4,200	44	73	0	7,412	102	19,140	0.39
35	Texas	7,200	0	140	8	7,200	49	19,728	0.36
36	Nebraska	4,800	0	60	7	4,800	72	15,516	0.31
37	South Dakota	3,200	50	35	0	4,950	141	17,184	0.29
38	Louisiana	0	75	60	0	4,500	75	16,728	0.27
39	Kentucky	0	75	60	0	4,500	75	17,004	0.26
40	Nevada	0	56	101	0	5,656	56	22,404	0.25
41	Montana	0	45	90	6	4,320	45	20,388	0.21
42	Kansas	0	50	68	0	3,400	50	17,736	0.19
43	Maine	0	45	50	3	2,385	45	17,640	0.14
44	Vermont	0	28	66	0	1,848	28	18,036	0.10
45	Wyoming	0	60	20	0	1,200	60	22,500	0.05
46	Utah	0	25	20	5	625	25	18,936	0.03
47	New Mexico	0	0	30	19	0	0	17,676	0.00
48	New Hampshire	0	0	47	13	0	0	15,540	0.00
49	Rhode Island	0	0	66	3	0	0	19,140	0.00
50	North Dakota	0	0	60	0	0	0	19,392	0.00
	Average					15,570		19,050	0.82

Source: 1984-1985 Book of the States

Prepared by the House Research Agency October 1985

A RANKING OF STATE LEGISLATORS' SALARIES TO TEACHERS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982/83 AVERAGE TEACHERS' SALARIES	TOTAL LEGISLATOR SALARY/ TEACHER SALARY
1	[redacted]	30,000	50	364	0	48,200	132	19,000	2.54
2	[redacted]	28,110	62	257	56	47,316	152	23,555	2.02
3	[redacted]	35,000	75	64	0	39,800	622	21,000	1.90
4	[redacted]	32,960	55	73	5	37,250	478	25,100	1.48
5	[redacted]	22,631	42	130	43	29,897	173	20,940	1.43
6	[redacted]	48,000	0	144	0	48,000	333	33,953	[redacted]
7	Arizona	15,000	40	103	177	26,200	94	18,849	1.39
8	Michigan	33,200		351	0	33,200	95	23,965	1.39
9	Illinois	28,000	36	65	0	30,340	467	22,618	1.34
10	Oklahoma	20,000	35	86	0	23,010	268	18,110	1.27
11	Maryland	21,000	68	90	1	27,188	299	22,786	1.19
12	New Jersey	25,000	0	76	1	25,000	325	21,642	1.16
13	Ohio	22,500	0	108	0	22,500	208	20,360	1.11
14	Missouri	15,000	35	70	19	18,115	204	17,726	1.02
15	Minnesota	18,500	36	34	23	20,552	361	22,296	0.92
16	Mississippi	8,100	44	96	16	13,028	116	14,285	0.91
17	Colorado	14,000	40	139	0	19,560	141	21,500	0.91
18	Iowa	13,700	30	104	0	16,820	162	18,709	0.90
19	South Carolina	10,000	50	90	0	14,500	161	16,380	0.89
20	Florida	12,000	50	67	19	16,300	190	18,538	0.88
21	Oregon	8,400	44	203	39	19,048	79	22,334	0.85
22	Virginia	11,000	75	61	1	15,650	252	18,707	0.84
23	Washington	13,750	44	90	7	18,018	186	23,413	0.77
24	North Carolina	6,936	50	127	5	13,536	103	17,836	0.76
25	Alabama	4,800	65	105	29	13,510	101	17,850	0.76
26	Arkansas	7,500	44	66	0	10,404	158	15,156	0.69
27	Hawaii	13,650	20	99	2	15,670	155	24,796	0.63
28	Tennessee	8,308	66	32	0	10,420	326	17,425	0.60
29	Delaware	12,255	0	170	1	12,255	72	20,665	0.59
30	Indiana	9,600	65	30	0	11,550	385	20,067	0.58
31	Georgia	7,200	59	40	6	9,914	216	17,412	0.57
32	Connecticut	10,500	0	63	27	10,500	117	20,300	0.52
33	West Virginia	5,136	50	60	2	8,236	133	17,370	0.47
34	Idaho	4,200	44	73	0	7,412	102	17,549	0.42
35	Texas	7,200	0	140	8	7,200	49	19,500	0.37
36	South Dakota	3,200	50	35	0	4,950	141	15,595	0.32
37	Nebraska	4,800	0	60	7	4,800	72	17,412	0.28
38	Nevada		56	101	0	5,656	56	20,944	0.27
39	Kentucky		75	60	0	4,500	75	18,400	0.24
40	Louisiana		75	60	0	4,500	75	19,265	0.23
41	Montana		45	90	6	4,320	45	19,463	0.22
42	Kansas		50	68	0	3,400	50	18,299	0.19
43	Maine		45	50	3	2,385	45	15,722	0.15
44	Vermont		28	66	0	1,848	28	15,338	0.12
45	Wyoming		60	20	0	1,200	60	24,000	0.05
46	Utah		25	20	5	625	25	19,677	0.03
47	New Mexico		0	30	19	0	0	20,600	0.00
48	New Hampshire		0	49	13	0	0	15,353	0.00
49	Rhode Island		0	66	3	0	0	23,175	0.00
50	North Dakota			60	0	0	0	18,390	0.00
	Average					15,570		19,867	0.78

Source: 1984-1985 Book of the States

SCOMM

#49:21

THE

CONSTITUTION

of the

STATE OF ALASKA



Sen. Abood

ARTICLE XI

INITIATIVE, REFERENDUM, AND RECALL

[redacted] and [redacted]

SECTION 1 [redacted]

Application

SECTION 2. An initiative or referendum is proposed by an application containing the bill to be initiated or the act to be referred. The application shall be signed by not less than one hundred qualified voters as sponsors, and shall be filed with the lieutenant governor. If he finds it in proper form he shall so certify. Denial of certification shall be subject to judicial review.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Petition

SECTION 3. After certification of the application, a petition containing a summary of the subject matter shall be prepared by the lieutenant governor for circulation by the sponsors. If signed by qualified voters, equal in number to ten per cent of those who voted in the preceding general election and resident in at least two-thirds of the election districts of the State, it may be filed with the lieutenant governor.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Initiative Election

SECTION 4 [redacted]

[redacted], and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. [redacted]

[redacted] was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Referendum Election

SECTION 5. A referendum petition may be filed only within ninety days after adjournment of the legislative session at which the act was passed. The lieutenant governor shall prepare a ballot title and proposition summarizing the act and shall place them on the ballot for the first statewide election held more than one hundred eighty days after adjournment of that session.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant gover[redacted])

Enactment

SECTION 6. If a majority of the votes cast on the proposition favor its adoption, the initiated measure is enacted. If a majority of the votes cast on the proposition favor the rejection of an act referred, it is rejected. The lieutenant governor shall certify the election returns. [redacted] An act rejected by referendum is void thirty days after certification. Additional procedures for the initiative and referendum may be prescribed by law.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Restrictions

SECTION 7. [redacted] to create courts, define the jurisdiction of courts or prescribe their rules, or enact local or special legislation. The referendum shall not be applied to dedications of revenue, to appropriations, to local or special legislation, or to laws necessary for the immediate preservation of the public peace, health, or safety.

ing to, or returning from legislative sessions are not subject to civil process and are privileged from arrest except for felony or breach of the peace.

[redacted]

Regular Sessions

SECTION 8. The legislature shall convene in regular session each year on the fourth Monday in January, but the month and day may be changed by law. The legislature shall adjourn from regular session no later than one hundred twenty consecutive calendar days from the date it convenes except that a regular session may be extended once for up to ten consecutive calendar days. An extension of the regular session requires the affirmative vote of at least two-thirds of the membership of each house of the legislature. The legislature shall adopt as part of the uniform rules of procedure deadlines for scheduling session work not inconsistent with provisions controlling the length of the session. [Amendment approved November 6, 1984]

Special Sessions

SECTION 9. Special sessions may be called by the governor or by vote of two-thirds of the legislators. The vote may be conducted by the legislative council or as prescribed by law. At special sessions called by the governor, legislation shall be limited to subjects designated in his proclamation calling the session, to subjects presented by him, and the reconsideration of bills vetoed by him after adjournment of the last regular session. Special sessions are limited to thirty days.

(The amendment of this section was approved by the voters of the state November 2, 1976 and became effective December 23, 1976. This amendment deleted "or" preceding "to subjects" in the third sentence and added "and the reconsideration of bills vetoed by him after adjournment of the last regular session.")

Adjournment

SECTION 10. Neither house may adjourn or recess for longer than three days unless the other concurs. If the two houses cannot agree on the time of adjournment and either house certifies the disagreement to the governor, he may adjourn the legislature.

Title and Authority

SECTION 14. When the lieutenant governor succeeds to the office of governor, he shall have the title, powers, duties and emoluments of that office.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

[redacted]

[redacted] was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Governor: Authority

SECTION 16. The governor shall be responsible for the faithful execution of the laws. He may, by appropriate court action or proceeding brought in the name of the State, enforce compliance with any constitutional or legislative mandate, or restrain violation of any constitutional or legislative power, duty, or right by any officer, department, or agency of the State or any of its political subdivisions. This authority shall not be construed to authorize any action or proceeding against the legislature.

Convening Legislature

SECTION 17. Whenever the governor considers it in the public interest, he may convene the legislature, either house, or the two houses in joint session.

Message to Legislature

SECTION 18. The governor shall, at the beginning of each session, and may at other times, give the legislature information concerning the affairs of the State and recommend the measures he considers necessary.

Military Authority

SECTION 19. The governor is commander-in-chief of the armed forces of the State. He may call out these forces to execute the laws, suppress or prevent insurrection or lawless violence, or repel

elected by the justices and judges of state courts; three members who have practiced law in this state for ten years, appointed by the governor from nominations made by the governing body of the organized bar and subject to confirmation by a majority of the members of the legislature in joint session; and three persons who are not judges, retired judges, or members of the state bar, appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. In addition to being subject to impeachment under Section 12 of this article, a justice or judge may be disqualified from acting as such and may be suspended, removed from office, retired, or censured by the supreme court upon the recommendation of the commission. The powers and duties of the commission and the bases for judicial disqualification shall be established by law. [Amendment approved November 2, 1982]

Retirement

SECTION 11. Justices and judges shall be retired at the age of seventy except as provided in this article. The basis and amount of retirement pay shall be prescribed by law. Retired judges shall render no further service on the bench except for special assignments as provided by court rule.

Impeachment

SECTION 12. Impeachment of any justice or judge for malfeasance or misfeasance in the performance of his official duties shall be according to procedure prescribed for civil officers.

[redacted]

STATE OF ALASKA
THE LEGISLATURE

POUCH Y · STATE CAPITOL
JUNEAU ALASKA 998
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM September 24, 1985

SUBJECT: Legislator's salaries (Work Orders No. 14-1373, 14-1374, and 14-1375)

TO: Senator Mitch Abood, Chairman
Joint Special Committee on Legislative Salaries

FROM: Teresa B. Cramer TBC
Legislative Counsel

Enclosed are drafts of three work orders addressing legislator's salaries and a copy of chapter 263, SLA 1976, creating the Alaska Salary Commission. I have some comments about each draft.

14-1373, 14-1374, and 14-1375. None of these drafts changes the current constitutional provisions permitting the legislature to establish a per diem allowance for session expenses, payment of travel expenses to and from sessions, and payment of additional compensation for presiding officers.

14-1373. The amount at which legislator's salaries are fixed is left blank.

14-1374. The amount at which legislator's salaries is set is left blank. The draft provides for a maximum percentage increase for salaries, regardless of the increase in the CPI. The amount of the maximum is left blank in the draft. (Line 16). The committee may wish to delete this provision. Any increase in salaries takes effect not more than 30 days after the release of the CPI. The draft sets June 30, 1986 as the reference base index. The committee may wish to set different dates.

14-1375. The committee may wish to remove retirement benefits from the scope of the responsibilities of the Commission on Compensation of Elected Officers. A resolution

which treats retirement in this fashion (SJR 15) is enclosed for your information.

If I may be of further assistance, please advise.

TC:lmb
M1/019

Enclosures

14-1373
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries of $_____. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1374
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries of $. For fiscal years beginning after June 30, 1987, the annual salary shall be increased one percent for each percent increase in the consumer price index of Anchorage, Alaska, as determined by the United States Department of Labor, Bureau of Labor Statistics, not to exceed an annual increase of percent. The increase, if any, takes effect not more than 30 days after the release of the consumer price index. The consumer price index that is published immediately after July 1, 1986, is the reference base index. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1375
Cramer
9/20/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of Alaska relating to establishment of compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. The compensation of legislators shall be prescribed by the Commission on Compensation of Elected Officers under Section 14 of Article XII of the Constitution and may not be diminished during their term of office.

* Sec. 2. Article III, Sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officers under Section 14 of Article XII of this constitution [BY LAW] and shall not be diminished during their term of office [, UNLESS BY GENERAL LAW APPLYING TO ALL SALARIED OFFICERS OF THE STATE].

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding a new section to read:

SECTION 14. COMMISSION ON COMPENSATION OF ELECTED OFFICERS. (a)

There is established a Commission on Compensation of Elected Officers. The commission is composed of five members appointed for staggered terms of four years. The commission shall be composed of at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization. The governor shall appoint the members subject to confirmation by a majority of the members of the legislature in joint session.

(b) A member of the commission may not be employed by the State during the term for which appointed or hold elective state office during the member's term or within one year thereafter.

(c) The commission shall establish the compensation, including salaries, benefits, and allowances, if any, of elected officials. A decision of the commission takes effect at the beginning of the next fiscal year.

(d) The commission shall afford an opportunity for the public to be heard before rendering a decision that changes the compensation of an elected official. Every two years, the commission shall review the compensation of elected officials. The commission shall render its decision with respect to salaries not later than ninety days before the date of the general election.

* Sec. 2. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Introduced: 2/18/85
Referred: State Affairs, Judiciary and Finance

IN THE SENATE BY JOSEPHSON

SENATE JOINT RESOLUTION NO. 15

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. Compensation of legislators shall be set by the Commission on Compensation of Elected Officials.

* Sec. 2. Article III, sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officials [LAW] and shall not be diminished during their term of office, unless by order of the commission consistent with a general law applying to all salaried officers of the State.

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding new sections to read:

SECTION 14. COMPENSATION COMMISSION. There is established a Commission on Compensation of Elected Officials. The commission is

with art. XIII, sec. 1, Constitution of the State of Alaska, and the elec-
tion laws of the state.

SCOMM

#49:22

The entire sample of contributed data is used in averaging the rates. For purposes of computation, hourly rates were multiplied by 173.33 to determine monthly salaries based on a 40-hour week.

Monthly salaries and hourly rates for governmental agencies are listed without adjustment, even though most State of Alaska employees are on a 37½-hour week while other public agencies operate on a 40-hour week, and not withstanding the tax-free effect of the 22.5% cost-of-living adjustment granted Federal employees in Anchorage. The tax-free salary benefits of Federal employees are offset by the shorter work day of State employees.

Salaries of State government employees in surveyed job classes in California, Oregon and Washington have been averaged to arrive at a mean salary and adjusted by a graduated cost-of-living differential. The differential is derived from the U.S. Department of Labor, Bureau of Labor Statistics report, "Autumn 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas." This report compares costs of living in specific urban areas for precisely defined families at three (3) budget levels. The cost-of-living adjustments used in this survey have been derived from the three (3) budget levels presented in the B.L.S. report, with Anchorage compared to Seattle as a base of 100 for percentage figures.

Explain Formula

83 average		81	83		83		83
	Average	100		100		100	
		Lower		Mid		Upper	
129	Alaska	150	147	126	123	119	[redacted] 116
103	Calif	107	107	102.5	100	102.3	102
101	NY	96	97	104	105	102	103
97	Mich	99	96	99	97	99	97
101 (100.6)	Penn	100.5	103	101	102	100	97

81

~~U.S. 272.4~~

~~City 298.4~~

~~Av~~ [redacted]

(24%)

This is actual formula used to figure 1983 up date using CPI.

8:00

	CPI 83	÷ 81	=	↑	81 LB	83	LB
Anchorage, Ak	264.8	246.5	= 1.0742	x	22,939	= *24,641	146.8
					IB		IB
					31,890	= 34,256	123.1
					HB		HB
					45,119	= 48,466	116.3
						107363 ÷ 3 = 35,788	
Buffalo - NY	284.5	÷ 257.6	= 1.1044	x (LB)	14710	= 16,245	97
					(MB) 26,473	= 29,237	105.05
					(HB) 38,919	= 42,982	103.09
Michigan, Detroit	296.5	÷ 277.1	= 1.0700	x (LB)	15,107	= 16,164	96
					(MB) 25,208	= 26,972	97
					(HB) 37,721	= 40,361	97
Pennsylvania	297.8	÷ 269.3	= 1.1058	x (LB)	15,649	= 17,305	1.030
					(MB) 25,642	= 28,354	1.018
					(HB) 38,137	= 40,348	96.7

	83	81	↑	LB	
US. average	298.4	÷ 272.4	= 1.0954	x 15,323	= 16,785
				IB	
				25,407	= 27,830
				HB	
				38,060	= 41,690
					86,305 ÷ 3 = 28,768 Av.
					— Anch

Formula Anch ÷ US %

CPI

83 ÷ 81 ↑

Calif LA 292.7 ÷ 271.4 = 1.0784

SmD. 334.6 ÷ 304.6 = 1.0984

S7 302.5 ÷ 279.0 = 1.0842

3.261 ÷ 3 = 1.087

	LB	IB	HB
LA	16,618	25,025	38,516
SD	15,690	24,776	37,722
S7	17,080	27,082	40,906
	49,388 ÷ 3	76,883	117,144
	16,463	25,628	39,048
× 1.087 =	17,895	27,857	42,445
	LB		
Calif.	106.6	100.09	101.81

Cost of Living - Up-Date Formula

CPI - City average LB, IB + HB

83 ÷ 81 = 0.000 x $ 00,000. (81) = 00,000 new 83 prices

other citys same as above

new city prices _____ ÷ city average = % above or below average

much [÷] u s [%] 146.8
larger smaller

CPI

		1981		1983		Ranked
Alaska	Anchorage	246.5	÷	264.8	= [redacted] 1.0742	~~18~~
NY	Buffalo, NY	257.6		284.5	= ~~26.9~~	~~27~~
Michigan	Detroit, MI	277.1		296.5	= ~~19.4~~	19
California	LA, LB, Anaheim	271.4		292.7		
	San Diego	304.6		334.6		
	San F + Oakland	279.0		302.5		
		855 ÷ 3		929.8		
		285		309.9	= ~~24.9~~	~~25~~
Pennsylvania	Philadelphia-NJ	266.0		287.1		
	Pittsburgh	272.5		308.4	=	
		538.5 ÷ 2		595.5 ÷ 2		
		269.25		297.8	= ~~28.5~~	~~29~~
city average		272.4		298.4	= 1.0954 ~~26~~	~~26~~

Institute of Social & Economic Research
Scott Goldsmith (278-4621) U. of AA
707 A St. upstairs

CoL NY
Calif
Mich
Penn

Anchorage CPI + selected communities
use to up-date (81-84 little change)

U.S. - Dept of Labor Bureau of Labor Stats - 1981 Anchorage & Selected Cities
3 family budget

Alaska - State differential & alaska as a whole?

COST OF LIVING ANALYSIS

ALASKA	29%	ABOVE NATIONAL AVERAGE
CALIFORNIA	3%	ABOVE NATIONAL AVERAGE
NEW YORK	1%	ABOVE NATIONAL AVERAGE
MICHIGAN	3%	BELOW NATIONAL AVERAGE
PENSYLVANIA	1%	ABOVE NATIONAL AVERAGE

NOTE: THIS FIGURES ARE UPDATED TO 1983 USING THE NATIONAL CPI. NO CPI IS AVAILABLE AFTER 1983.

NO. 794. CONSUMER PRICE INDEXES—SELECTED CITIES OR SMSA'S: 1970 TO 1983

[1967 = 100, except as noted. Annual averages of monthly figures. For coverage details, see headnote, table 789, and text, p 466. Area is generally the standard metropolitan statistical area (SMSA), exclusive of farms. Los Angeles-Long Beach, Anaheim, CA is a combination of two SMSA's, and New York, NY-Northeastern NJ, and Chicago, IL-Northwestern IN are the more extensive standard consolidated areas. Area definitions are those established by the Office of Management and Budget in 1973, except for Denver-Boulder, CO which does not include Douglas County. Definitions do not include revisions made since 1973]

CITY/SMSA	ALL ITEMS									
	1970	1973	1974	1975	1976	1977	1978	1979	1980	1981
City average [1]	116.3	133.1	147.7	161.2	170.5	181.5	195.4	217.4	246.8	272.4
[redacted]	(NA)	120.8	133.9	152.3	164.1	175.0	187.5	207.0	228.2	[redacted]
Atlanta, GA	116.5	133.7	148.5	161.7	169.2	179.6	192.6	212.7	242.3	272.0
Baltimore, MD	117.0	134.9	152.4	165.2	173.9	185.9	199.6	218.2	250.3	273.6
Boston, MA	116.7	134.7	148.7	162.1	174.5	183.4	193.1	212.9	240.0	266.7
[redacted]	116.1	134.8	149.5	161.8	170.6	181.7	193.0	211.3	235.6	[redacted]
Chicago, IL-Northwestern IN	116.3	132.0	146.1	157.6	165.1	175.6	190.7	214.6	245.5	269.0
Cincinnati, OH-KY-IN	115.7	132.1	146.3	160.3	170.1	182.2	199.1	223.8	254.0	272.1
Cleveland, OH	119.3	134.1	147.8	160.9	169.0	180.5	193.9	219.5	252.9	279.3
Dallas-Fort Worth, TX	117.8	132.0	145.3	158.2	167.7	180.2	194.0	218.6	255.6	284.9
Denver-Boulder, CO	(NA)	131.9	146.5	161.3	170.3	184.7	202.1	233.5	261.5	290.8
[redacted]	117.4	134.5	149.0	160.1	168.8	180.4	194.1	218.8	253.5	[redacted]
Honolulu, HI	114.2	128.3	141.9	155.0	162.6	171.0	184.1	204.6	228.5	252.4
Houston, TX	116.8	132.3	147.8	164.9	177.3	190.2	208.2	235.7	265.4	291.9
Kansas City, MO-KS	115.8	130.3	144.2	157.9	166.5	178.3	191.8	219.2	248.1	268.6
[redacted]	114.3	129.2	142.5	157.6	168.0	179.6	192.8	213.7	247.3	[redacted]
Miami, FL [2]	(NA)	(NA)	(NA)	(NA)	(NA)	(NA)	104.5	114.8	130.8	145.8
Milwaukee, WI	115.8	131.5	144.1	157.0	167.1	177.9	192.3	218.8	251.5	280.1
Minneapolis-St. Paul, MN-WI	117.5	133.0	148.3	160.9	170.9	183.0	199.7	222.6	247.8	278.3
New York, NY-Northeast NJ	119.0	139.7	154.8	166.6	176.3	185.5	196.1	213.1	237.2	260.5
Northeast PA	116.3	134.7	151.1	164.7	170.9	179.9	191.9	210.7	237.1	264.1
[redacted]	117.8	135.5	151.6	164.2	172.4	183.5	194.3	213.6	241.4	[redacted]
Portland, OR-WA	116.4	132.9	147.3	160.0	168.3	179.8	195.5	217.3	247.2	[redacted]
St. Louis, MO-IL	113.2	127.3	142.8	156.5	167.0	180.2	198.4	225.4	255.4	278.2
[redacted]	115.2	129.3	142.2	156.1	165.1	176.6	191.5	215.8	244.9	267.5
Seattle-Everett, WA	115.3	132.5	147.2	160.8	170.7	182.0	200.1	233.1	268.5	[redacted]
Washington, DC-MD-VA	115.8	131.5	144.4	159.1	168.0	180.8	197.8	214.6	247.3	[redacted]
	114.0	127.5	141.5	155.8	164.5	177.6	194.8	216.3	252.1	279.7
	117.6	135.0	150.0	161.6	171.1	183.0	197.0	218.6	244.7	267.3

CITY/SMSA	1982, all items	1983							
		All items	Food and beverages	Housing	Fuel and other utilities	Apparel and upkeep	Transportation	Medical care	Entertainment
City average [1]	289.1	298.4	284.4	323.1	370.3	196.5	298.4	357.3	246.0
[redacted]	260.1	[redacted]	291.2	261.4	247.2	201.8	269.2	359.2	259.7
Atlanta, GA	289.5	301.3	290.5	333.8	330.0	194.6	282.1	356.5	201.8
Baltimore, MD	285.8	298.8	282.4	329.9	346.4	211.7	291.2	337.6	243.7
Boston, MA	277.7	290.0	285.2	307.9	378.3	214.7	323.7	328.4	250.3
[redacted]	287.2	[redacted]	276.5	303.6	496.1	221.7	[redacted]	293.4	250.4
Chicago, IL-Northwestern IN	287.4	296.8	273.8	332.5	339.3	165.5	295.7	361.4	259.3
Cincinnati, OH-KY-IN	293.5	312.0	298.8	341.9	414.1	223.8	278.0	375.3	232.6
Cleveland, OH	301.2	324.3	289.0	363.2	405.6	193.5	293.5	402.0	241.5
Dallas-Fort Worth, TX	301.3	312.6	295.1	347.4	350.4	204.8	298.3	357.9	248.2
Denver-Boulder, CO	317.0	335.1	267.9	411.5	344.9	184.4	301.4	340.1	279.4
[redacted]	288.3	[redacted]	270.0	327.7	402.6	166.6	293.7	365.5	221.4
Honolulu, HI	267.6	276.5	296.0	257.5	339.9	207.7	253.7	357.6	257.6
Houston, TX	312	320.6	314.3	355.9	455.2	236.3	274.9	406.5	266.8
Kansas City, MO-KS	282.0	298.4	280.6	322.4	383.1	215.1	287.0	372.4	230.6
[redacted]	287.6	[redacted]	280.9	314.9	322.4	171.7	305.7	381.8	213.5
Miami, FL [3]	155.6	161.9	152.9	164.6	153.7	133.9	172.9	174.5	129.0
Milwaukee, WI	298.3	309.5	275.4	347.4	413.3	222.3	301.1	349.6	256.8
Minneapolis-St. Paul, MN-WI	306.2	312.6	288.9	362.1	387.0	191.4	279.0	329.4	271.3
New York, NY-Northeast NJ	275.6	288.6	285.4	300.5	390.8	184.7	317.8	352.4	254.3
Northeast PA	273.8	283.8	269.2	301.7	450.5	196.5	285.2	363.1	231.6
[redacted]-NJ	279.0	[redacted]	291.2	294.3	369.3	181.4	304.7	376.3	233.7
[redacted]	288.0	[redacted]	289.8	343.9	355.8	197.6	315.7	375.7	245.8
Portland, OR-WA	287.0	290.1	284.0	300.1	372.5	195.4	288.7	363.0	233.6
St. Louis, MO-IL	286.9	297.2	284.0	326.8	330.9	192.3	281.3	339.6	241.7
[redacted]	325.3	[redacted]	295.6	404.1	344.6	201.5	296.4	335.6	241.1
Seattle-Everett, WA	300.0	302.8	283.2	334.9	359.5	201.9	301.5	348.2	236.5
Washington, DC-MD-VA	297.8	302.8	279.3	335.6	359.7	193.8	280.1	346.8	248.5
	281.9	294.7	295.4	306.9	349.0	206.7	291.0	375.8	226.6

NA Not available. [1] Based on 56 urban areas and 65 areas beginning 1978. Includes medium and small sized cities, not shown separately. 1970–1978, excludes Portland. [2] October 1967 = 100. [3] November 1977 = 100.

Source: U.S. Bureau of Labor Statistics, *Monthly Labor Review*, and in *Consumer Price Indexes, Detailed Report*, monthly.

No. 794. Consumer Price Indexes—Selected Cities or SMSA's: 1970 to 1983

[1967 = 100, except as noted. Annual averages of monthly figures. For coverage details, see headnote, table 789, and text, p. 466. Area is generally the standard metropolitan statistical area (SMSA), exclusive of farms. Los Angeles-Long Beach, Anaheim, CA is a combination of two SMSA's, and New York, NY-Northeastern NJ, and Chicago, IL-Northwestern IN are the more extensive standard consolidated areas. Area definitions are those established by the Office of Management and Budget in 1973, except for Denver-Boulder, CO which does not include Douglas County. Definitions do not include revisions made since 1973]

CITY/SMSA	ALL ITEMS									
	1970	1973	1974	1975	1976	1977	1978	1979	1980	1981
City average [1]	**116.3**	**133.1**	**147.7**	**161.2**	**170.5**	**181.5**	**195.4**	**217.4**	**246.8**	**272.4**
Anchorage, AK [2]	(NA)	120.8	133.9	152.3	164.1	175.0	187.5	207.0	228.2	246.5
Atlanta, GA	116.5	133.7	148.5	161.7	169.2	179.6	192.6	212.7	242.3	272.0
Baltimore, MD	117.0	134.9	152.4	165.2	173.9	185.9	199.6	218.2	250.3	273.6
Boston, MA	116.7	134.7	148.7	162.1	174.5	183.4	193.1	212.9	240.0	266.7
Buffalo, NY	116.1	134.8	149.5	161.8	170.6	181.7	193.0	211.3	235.6	257.6
Chicago, IL-Northwestern IN	116.3	132.0	146.1	157.6	165.1	175.6	190.7	214.6	245.5	269.0
Cincinnati, OH-KY-IN	115.7	132.1	146.3	160.3	170.1	182.2	199.1	223.8	254.0	272.1
Cleveland, OH	119.3	134.1	147.8	160.9	169.0	180.5	193.9	219.5	252.9	279.3
Dallas-Fort Worth, TX	117.8	132.0	145.3	158.2	167.7	180.2	194.0	218.6	255.6	284.9
Denver-Boulder, CO	(NA)	131.9	146.5	161.3	170.3	184.7	202.1	233.5	261.5	290.8
Detroit, MI	117.4	134.5	149.0	160.1	168.8	180.4	194.1	218.8	253.5	277.1
Honolulu, HI	114.2	128.3	141.9	155.0	162.8	171.0	184.1	204.6	228.5	252.4
Houston, TX	116.8	132.3	147.8	164.9	177.3	190.2	208.2	235.7	265.4	291.9
Kansas City, MO-KS	115.8	130.3	144.2	157.9	166.5	178.3	191.8	219.2	248.1	268.6
Los Angeles-Long Beach-Anaheim, CA	114.3	129.2	142.5	157.6	168.0	179.6	192.8	213.7	247.3	271.4
Miami, FL [3]	(NA)	(NA)	(NA)	(NA)	(NA)	(NA)	104.5	114.8	130.8	145.8
Milwaukee, WI	115.8	131.5	144.1	157.0	167.1	177.9	192.3	218.8	251.5	280.1
Minneapolis-St. Paul, MN-WI	117.5	133.0	148.3	160.9	170.9	183.0	199.7	222.6	247.8	278.3
New York, NY-Northeast NJ	119.0	139.7	154.8	166.6	176.3	185.5	198.1	213.1	237.2	260.5
Northeast PA	116.3	134.7	151.1	164.7	170.9	179.9	191.9	210.7	237.1	264.1
Philadelphia, PA-NJ	117.8	135.5	151.6	164.2	172.4	183.5	194.3	213.6	241.4	266.0
Pittsburgh, PA	116.4	132.9	147.3	160.0	168.3	179.8	195.5	217.3	247.2	272.5
Portland, OR-WA	113.2	127.3	142.8	156.5	167.0	180.2	198.4	225.4	255.4	278.2
St. Louis, MO-IL	115.2	129.3	142.2	156.1	165.1	176.6	191.5	215.8	244.9	267.5
San Diego, CA	115.3	132.5	147.2	160.8	170.7	182.0	200.1	233.1	268.5	304.6
San Francisco-Oakland, CA	115.8	131.5	144.4	159.1	168.0	180.8	197.8	214.6	247.3	279.0
Seattle-Everett, WA	114.0	127.5	141.5	155.8	164.5	177.6	194.8	218.3	252.1	279.7
Washington, DC-MD-VA	117.6	135.0	150.0	161.6	171.1	183.0	197.0	218.6	244.7	267.3

CITY/SMSA	1982, all items	1983							
		All items	Food and beverages	Housing	Fuel and other utilities	Apparel and upkeep	Transportation	Medical care	Entertainment
City average [1]	**289.1**	**298.4**	**284.4**	**323.1**	**370.3**	**196.5**	**298.4**	**357.3**	**246.0**
Anchorage, AK [2]	260.1	264.8	291.2	261.4	247.2	201.8	269.2	359.2	259.7
Atlanta, GA	289.5	301.3	290.5	333.8	330.0	194.6	282.1	356.5	201.8
Baltimore, MD	285.8	298.8	282.4	329.9	346.4	211.7	291.2	337.6	243.7
Boston, MA	277.7	290.0	265.2	307.9	378.3	214.7	323.7	328.4	250.3
Buffalo, NY	267.2	284.5	278.5	303.6	496.1	221.7	278.2	293.4	250.4
Chicago, IL-Northwestern IN	287.4	298.8	273.6	332.5	339.3	165.5	295.2	361.4	259.3
Cincinnati, OH-KY-IN	293.5	312.0	298.8	341.9	414.1	223.8	278.0	375.3	232.6
Cleveland, OH	301.2	324.3	289.0	363.2	405.6	193.5	293.5	402.0	241.5
Dallas-Fort Worth, TX	301.3	312.6	295.1	347.4	350.4	204.8	298.3	357.9	248.2
Denver-Boulder, CO	317.0	335.1	287.9	411.6	344.9	184.4	301.4	340.1	279.4
Detroit, MI	288.3	296.5	270.0	327.7	402.6	166.6	293.7	365.5	221.4
Honolulu, HI	267.6	273.5	296.0	257.5	339.9	207.7	253.7	357.6	257.6
Houston, TX	312.2	320.6	314.3	355.9	455.2	236.3	274.9	406.5	266.8
Kansas City, MO-KS	282.0	298.4	280.6	322.4	383.1	215.1	287.0	372.4	230.6
Los Angeles-Long Beach-Anaheim, CA	287.6	292.7	280.9	314.0	322.4	171.7	305.7	381.8	213.5
Miami, FL [3]	155.8	161.0	152.9	164.0	153.7	133.9	172.9	174.5	129.0
Milwaukee, WI	296.3	309.5	275.4	347.4	413.3	222.3	301.1	349.6	256.8
Minneapolis-St. Paul, MN-WI	306.2	312.6	288.9	362.1	387.0	191.4	279.0	329.4	271.3
New York, NY-Northeast NJ	275.6	288.6	285.4	300.5	390.8	184.7	317.8	352.4	254.3
Northeast PA	273.8	283.6	269.2	301.7	450.5	196.5	285.2	363.1	231.6
Philadelphia, PA-NJ	279.0	287.1	291.2	294.3	369.3	181.4	304.7	376.3	233.7
Pittsburgh, PA	238.0	308.4	289.8	343.9	355.8	197.6	315.7	375.7	245.8
Portland, OR-WA	287.0	290.1	284.0	300.1	372.5	195.4	288.7	363.0	233.6
St. Louis, MO-IL	286.9	297.2	284.0	326.8	330.9	192.3	281.3	339.6	241.7
San Diego, CA	325.3	334.6	295.6	404.1	344.6	201.5	296.4	335.6	241.1
San Francisco-Oakland, CA	300.0	302.5	283.2	334.9	359.5	201.9	301.5	348.2	236.5
Seattle-Everett, WA	297.8	302.8	279.3	335.6	359.7	193.8	280.1	346.8	248.5
Washington, DC-MD-VA	281.9	294.7	295.4	306.9	349.0	206.7	291.0	375.8	226.6

NA Not available. [1] Based on 56 urban areas and 85 areas beginning 1978. Includes medium and small sized cities, not shown separately. 1970–1978, excludes Portland. [2] October 1967 = 100. [3] November 1977 = 100.

Source: U.S. Bureau of Labor Statistics, *Monthly Labor Review*, and in *Consumer Price Indexes, Detailed Report*, monthly.

Table 4. Indexes of comparative costs based on a [redacted] for a 4-person family, 1/ autumn 1981
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption											Personal income taxes
		Total consumption	Food		Housing		Transportation 5/		Clothing	Personal care	Medical care 6/	Other family consumption 7/	
			Total	Food at home	Total 2/	Renter 3/	Total	Automobile owners					
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	101	101	101	101	102	103	95	103	100	100	103	103	104	102
Nonmetropolitan areas 9/	95	96	95	97	93	87	121	91	99	88	88	83	91
Northeast:													
Boston, Mass.	107	105	98	99	119	125	113	138	106	102	91	112	124
[redacted]	[redacted]	96	99	101	88	85	99	104	119	97	88	102	96
New York-Northeastern N.J.	103	101	109	108	99	100	83	105	88	102	100	109	113
Philadelphia [redacted]-N.J.	[redacted]	99	109	105	89	88	94	116	71	93	106	101	128
Pittsburgh, [redacted]	[redacted]	97	102	101	90	88	102	104	94	98	91	99	114
Nonmetropolitan areas 9/	99	99	98	100	94	93	132	99	97	83	87	81	99
North Central:													
Chicago, Ill.-Northwestern Ind.	102	102	101	103	99	102	104	122	89	101	109	120	101
Cincinnati, Ohio-Ky.-Ind.	99	98	104	106	86	84	87	90	119	94	96	102	105
Cleveland, Ohio [redacted]	[redacted]	99	102	99	89	89	97	99	109	121	100	105	98
[redacted]	[redacted]	97	102	102	89	90	94	95	89	106	101	99	112
Kansas City, Mo.-Kans.	97	98	100	100	89	86	95	97	106	121	99	102	94
Milwaukee, Wis.	101	100	97	97	100	101	95	97	113	109	97	102	116
Minneapolis-St. Paul, Minn.	99	98	98	97	101	103	94	96	101	110	86	105	106
St. Louis, Mo.-Ill.	99	99	106	108	92	90	98	102	94	111	91	98	97
Nonmetropolitan areas 9/	97	97	95	97	100	99	115	87	109	92	82	86	94
South:													
Atlanta, Ga.	94	95	95	95	90	85	96	92	110	101	89	104	85
Baltimore, Md.	100	97	92	90	110	108	94	98	94	97	93	102	122
Dallas, Tex.	94	97	95	91	95	95	94	96	92	101	113	98	70
Houston, Tex.	97	100	99	95	92	88	88	93	111	119	117	97	75
Washington, D.C.-Md.-Va.	109	105	100	100	120	126	95	98	101	106	102	112	141
Nonmetropolitan areas 9/	90	91	92	94	83	72	119	89	87	85	89	81	75
West:													
Denver, Colo.	98	99	97	96	95	91	98	100	133	97	92	102	95
[redacted]	[redacted]	109	100	98	124	114	107	109	98	101	131	91	98
[redacted]	[redacted]	104	99	96	108	115	102	101	100	100	121	101	85
Seattle-Everett, Wash.	112	112	103	103	129	135	104	114	114	116	116	104	105
Honolulu, Hawaii	133	113	102	102	136	143	101	105	118	121	113	109	102
Nonmetropolitan areas 9/	107	126	134	141	143	150	98	105	111	118	110	116	184
		104	99	100	110	111	124	93	119	96	95	85	130
Anchorage, Alaska	150	146	118	121	195	201	168	126	120	123	160	101	183

See footnotes following table 6.

Footnotes for 3 budgets, autumn 1981

1/ The family consists of an employed husband, age 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

2/ Total budget costs include personal income taxes, social security, other items, and total consumption.

3/ Housing includes shelter, housefurnishings and household operations. The higher budget also includes an allowance for lodging away from home city.

4/ The average costs of shelter were weighted by the following proportions: Lower budget, 100 percent for families living in rented dwellings; intermediate budget, 25 percent for renters, 75 percent for homeowners; higher budget, 15 percent for renters, 85 percent for homeowners.

5/ Renter costs include average contract rent plus the costs of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

6/ Homeowner costs include interest and principal payments plus taxes; insurance on house and contents; water, refuse disposal, heating fuel, gas, electricity, and specified equipment; and home repair and maintenance costs.

7/ The average costs of automobile owners and nonowners in the lower budget were weighted by the following proportions of families: Boston, Chicago, New York, and Philadelphia, 50 percent for both automobile owners and nonowners; all other metropolitan areas, 65 percent for automobile owners, 35 percent for nonowners; nonmetropolitan areas, 100 percent for automobile owners. The intermediate budget proportions are: Boston, New York, Chicago, and Philadelphia, 80 percent for owners, 20 percent for nonowners; Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C., with populations of 1.4 million or more in 1960, 95 percent for automobile owners and 5 percent for nonowners; all other areas, 100 percent for automobile owners. The higher budget weight is 100 percent for automobile owners in all areas.

8/ In total medical care, the average costs of medical insurance were weighted by the following proportions: 30 percent for families paying full cost of insurance; 26 percent for families paying half cost; 44 percent for families covered by noncontributory insurance plans paid by employer.

9/ Other family consumption includes the average costs for reading, recreation, tobacco products, alcoholic beverages, education, and miscellaneous expenditures.

10/ Other items includes allowances for gifts and contributions, life insurance, and occupational expenses.

11/ As defined in 1960-61. For a detailed description of these and previous geographical boundaries, see the 1967 edition of Standard Metropolitan Statistical Areas, prepared by the Office of Management and Budget.

Table 5. Indexes of comparative costs based on an [redacted] for a 4-person family, 1/ autumn 198[illegible]
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption: Total consumption	Food: Total	Food: Food at home	Housing: Total 2/	Housing: Renter 3/	Housing: Homeowner 4/	Transportation: Total	Transportation: Automobile owners	Clothing	Personal care	Medical care 5/	Other family consumption 7/	Personal income taxes
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	102	102	101	100	102	104	103	102	102	100	102	103	103	104
Nonmetropolitan areas 9/	91	93	94	98	91	82	87	96	94	98	93	88	88	84
Northeast:														
Boston, Mass.	115	112	101	103	127	119	137	117	132	109	100	91	111	131
[redacted]		101	101	103	99	93	100	106	101	120	96	80	102	120
New York-Northeastern N.J.	124	109	113	110	121	110	131	91	103	89	102	100	109	148
Philadelphia, [redacted]-N.J.	[redacted]	102	112	107	101	86	106	92	111	77	90	106	102	115
Pittsburgh, [redacted]	[redacted]	97	103	103	89	83	87	105	104	95	96	91	101	97
Nonmetropolitan areas 9/	102	101	99	102	109	90	116	105	100	105	88	87	86	105
North Central:														
Chicago, Ill.-Northwestern Ind	100	102	99	100	101	105	103	105	118	90	93	109	117	92
Cincinnati, Ohio-Ky.-Ind.	100	100	102	103	97	81	101	97	93	121	92	96	98	101
Cleveland, Ohio	101	102	100	98	100	84	107	99	98	110	120	100	105	97
Detroit, [redacted]	[redacted]	99	101	101	101	93	106	96	95	90	106	101	97	99
Kansas City, [redacted]-Kans.	[redacted]	98	98	99	89	80	96	104	99	107	119	99	100	92
Milwaukee, Wis.	106	102	97	95	106	99	111	102	97	114	106	87	103	122
Minneapolis-St. Paul, Minn.	102	97	96	95	96	103	95	99	94	102	108	87	104	121
St. Louis, Mo.-Ill.	96	98	104	105	90	86	88	103	103	95	106	91	96	91
Nonmetropolitan areas 9/	91	93	93	97	92	96	89	96	91	107	98	83	88	83
South:														
Atlanta, Ga.	92	93	96	95	82	82	76	97	93	112	99	90	101	85
Baltimore, Md.	99	97	95	92	99	112	89	97	96	97	97	93	102	108
Dallas, Tex.	89	95	95	92	86	99	82	103	98	93	99	113	96	65
Houston, Tex.	93	98	100	96	87	86	84	99	94	113	117	117	88	70
Washington, D.C.-Md.-Va.	108	103	102	103	105	117	103	99	98	102	111	102	110	127
Nonmetropolitan areas 9/	86	89	93	97	83	68	75	97	93	87	90	89	83	71
West:														
Denver, Colo.	93	99	94	93	97	90	93	102	97	129	99	92	101	92
Los Angeles-Long Beach, [redacted]	[redacted]	100	98	95	98	125	94	104	103	94	100	132	93	89
San Diego, [redacted]	[redacted]	99	95	91	98	105	100	101	96	96	92	100	101	87
San Francisco-Oakland, [redacted]	[redacted]	107	101	100	109	153	101	107	107	110	115	116	108	105
Seattle-Everett, Wash.	102	106	101	99	109	140	102	103	98	112	120	112	109	83
Honolulu, Hawaii	126	115	131	137	117	146	112	102	97	107	116	112	118	142
Nonmetropolitan areas 9/	96	95	94	97	92	95	86	95	91	115	104	98	87	100
Anchorage, Alas.a	126	127	113	116	142	189	122	124	118	[illegible]	137	162	122	124

See footnotes following table 6.

Table 6. Indexes of comparative costs based on a [redacted] for a 4-person family, 1/ autumn 1981
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption: Total consumption	Food: Total	Food: Food at home	Housing: Total 2/	Housing: Renter 3/	Housing: Homeowner 4/	Transportation 5/	Clothing	Personal care	Medical care 6/	Other family consumption 7/	Personal income taxes
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	103	102	102	100	103	108	103	102	101	101	103	104	105
Nonmetropolitan areas 9/	88	90	91	98	88	66	86	93	98	96	88	84	77
Northeast:													
Boston, Mass.	118	114	100	101	128	118	141	127	112	99	91	110	133
Buffalo, N.Y.	102	98	99	101	96	81	95	97	120	96	80	102	114
New York-Northeastern N.J.	124	112	113	108	123	145	130	105	91	104	100	109	163
Philadelphia, Pa.-N.J.	104	103	111	105	101	121	100	109	72	89	106	103	103
Pittsburgh, Pa.	96	95	103	102	93	71	91	103	96	95	91	105	91
Nonmetropolitan areas 9/	96	96	95	100	100	69	109	100	104	93	87	85	93
North Central:													
Chicago, Ill.-Northwestern Ind	98	102	100	101	98	103	98	113	90	95	108	117	88
Cincinnati, Ohio-Ky.-Ind.	96	96	102	105	93	66	95	90	121	90	96	96	91
Cleveland, Ohio	98	101	101	99	93	75	103	95	110	118	100	105	92
Detroit, Mich.	99	100	101	103	104	100	107	92	90	102	102	98	97
Kansas City, Mo.-Kans.	97	99	101	100	92	81	89	101	107	118	98	101	92
Milwaukee, Wis.	106	101	99	98	101	84	104	95	114	104	96	101	116
Minneapolis-St. Paul, Minn.	102	97	99	96	95	96	91	93	102	106	87	104	116
St. Louis, Mo.-Ill.	94	97	105	106	88	74	82	104	96	100	91	96	86
Nonmetropolitan areas 9/	88	91	91	98	89	73	89	88	109	101	83	85	78
South:													
Atlanta, Ga.	91	93	97	95	82	75	76	95	114	98	90	98	84
Baltimore, Md.	100	98	97	92	99	93	91	94	99	99	92	102	107
Dallas, Tex.	89	96	97	92	91	124	86	101	95	98	112	97	65
Houston, Tex.	91	99	102	97	88	80	85	97	115	116	117	96	69
Washington, D.C.-Md.-Va.	108	103	102	103	103	107	102	100	104	117	101	109	124
Nonmetropolitan areas 9/	83	87	90	97	82	58	75	93	87	91	89	81	67
West:													
Denver, Colo.	97	99	97	94	96	105	90	97	124	100	92	103	91
Los Angeles-Long Beach, Calif.	101	102	101	96	101	137	98	105	92	100	130	90	99
San Diego, Calif.	99	100	97	92	103	120	107	94	93	96	122	104	95
San Francisco-Oakland, Calif.	107	106	104	101	107	134	100	106	107	119	117	103	112
Seattle-Everett, Wash.	98	105	101	100	107	128	104	96	108	118	112	109	79
Honolulu, Hawaii	132	120	132	138	121	136	124	105	103	116	110	118	175
Nonmetropolitan areas 9/	92	92	90	99	90	76	84	88	110	109	95	90	89
Anchorage, Alaska	119	122	110	117	135	152	122	113	108	149	159	101	113

See footnotes at end of table.

News
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This is the last release of four-person family budget data. The Bureau of Labor Statistics eliminated the program as part of the recent budget reduction. The expenditure data on which the budgets are based are now 20 years old. Continuation of the program would have required revision of concepts and expenditure data and extensive price collection, for which funding was not available.

AUTUMN 1981 URBAN FAMILY BUDGETS AND COMPARATIVE INDEXES FOR SELECTED URBAN AREAS

The Bureau of Labor Statistics of the U.S. Department of Labor today issued updated estimates for three hypothetical annual family budgets and the comparative indexes that can be used to compare the cost of these budgets in selected urban areas. This updating reflects changes in prices and personal taxes from autumn 1980 to autumn 1981.

In autumn 1981, the U.S. average cost of the lower budget for an urban family of four was $15,323 a year, while the intermediate and higher levels were $25,407 and $38,060, respectively, as shown in table A. (Costs for 24 metropolitan areas, four nonmetropolitan regions, and Anchorage, Alaska, are shown in tables 1-3, and comparative indexes for these areas are shown in tables 4-6.)

Method of Updating

The 1981 consumption budgets were estimated by applying price changes for individual areas from autumn 1980 to autumn 1981, as reported in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W), to the appropriate autumn 1980 budget costs for each main class of goods and services. The budgets have been updated by the CPI since 1969 when the last direct pricing took place. This method of updating is only approximate because the CPI reflects spending patterns and prices paid for commodities and services purchased by urban wage earners and clerical workers generally, without regard to their family type and level of living, and because the updating is done at a relatively aggregated level.

Table A. Summary of annual budgets for a four-person family at three levels of living, urban United States, autumn 1981

	Budget level		
	Lower	Intermediate	Higher
Total budget	$15,323	$25,407	$38,060
Total family consumption	12,069	18,240	25,008
Food	4,545	5,843	7,366
Housing	2,817	5,546	8,423
Transportation	1,311	2,372	3,075
Clothing	937	1,333	1,947
Personal care	379	508	719
Medical care	1,436	1,443	1,505
Other family consumption	644	1,196	1,972
Other items	621	1,021	1,718
Social security & disability	1,036	1,703	1,993
Personal income taxes	1,596	4,443	9,340

Note: Because of rounding, sums of individual items may not equal totals.

Changes in Budgets, 1980-81

From autumn 1980 to autumn 1981, the total cost of the lower budget rose 9.1 percent, the intermediate budget rose 9.8 percent, and the higher budget rose 10.6 percent. The increases in 1981 were approximately 3 percentage points less than those in 1980. Consumption costs rose approximately 7.5 percent at all three levels with the largest increases among consumption components occurring in transportation and medical care.

Personal income taxes shown in the three budgets include estimated 1981 Federal, State, and local tax payments. The large increases in personal income taxes, approximately 19 percent at the lower level and 18 percent at both the intermediate and higher levels, are a result of the Federal income tax structure, as well as that of many States, which calls for higher tax rates as income rises. Although the increases in taxes were quite large, they are approximately 10 percentage points less than in 1980 at the lower level and approximately 7 percentage points less at both the intermediate and higher levels. This was due to the more moderate price increases for consumption items and the rate reduction in Federal income tax rates in 1981. While the percent increase in income taxes for the lower budget was higher than for the other levels, the impact of the increase is more pronounced at the higher levels because taxes constitute a larger share of the total budget at these levels. Changes in State tax codes occurred in a number of States.

Table 8. Percent change in four-person family budgets, autumn 1980 to autumn 1981

Component	Budget level		
	Lower	Intermediate	Higher
Food	5.2	4.9	4.9
Housing	8.0	8.6	8.7
Shelter 1/	7.9	8.8	8.7
Renter costs	7.9	7.9	7.9
Homeowner costs 2/	--	8.9	8.8
Housefurnishings & operations	8.2	8.2	8.1
Transportation	13.0	12.1	11.8
Clothing	3.3	3.2	3.1
Personal care	7.7	7.9	7.6
Medical care	10.6	10.7	10.7
Other family consumption	7.9	7.8	7.8
Total consumption less shelter	7.2	7.1	7.1
Total consumption	7.3	7.5	7.5
Other items	6.5	6.7	6.7
Social security	17.6	19.3	23.9
Personal income taxes	19.4	17.5	17.9
Total budget	9.1	9.8	10.6

1/ Includes only rental housing in the lower budget.
2/ On the assumption that the home was purchased 6 years ago, these costs reflect changes in purchase prices and mortgage interest rates from 1974 to 1975 and changes in property taxes, insurance, fuels and utilities, and repairs and maintenance from 1980 to 1981.

Social security deductions increased approximately 18 percent at the lower level, 19 percent at the intermediate level, and 24 percent at the higher level. The large increases were the result of both an increase in the social security contribution rate from 6.13 percent in 1980 to 6.65 percent in 1981 and an increase from $25,900 to $29,700 in the maximum income on which contributions are made into the social security system.

The shelter component of housing includes only rental housing in the lower budget and shows an increase of 8 percent at that level. Both homeownership and rental housing are included in the intermediate and higher budgets with homeownership costs based on the assumption that the budget family bought its home 6 years ago. The 9 percent increase in shelter costs for the intermediate and higher budgets is the result of combining the increase in rental costs with increases in homeowner costs. For the homeowner component, large increases in fuels and utilities from 1980 to 1981 were offset somewhat by modest increases in interest costs from 1974 to 1975.

The budget costs are annual estimates reflecting autumn 1981 price levels. During the period from October 1981 to February 1982, the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) rose 1.1 percent. However, the change in the total family budget differs from the change in the All Items CPI-W for at least three important reasons: (1) The CPI-W does not include changes in personal taxes and social security contributions; (2) the weights used in the CPI-W are different from the weights used in the budgets; and (3) the treatment of homeowner costs is different.

Differences in Budgets among Urban Areas

Area indexes reflect not only differences among the areas in price levels, but also regional variations in consumption patterns and differences in climate, types of transportation facilities, and taxes.

For the lower budget, costs were 5.9 percent higher in the metropolitan areas than in the nonmetropolitan urban areas. The metropolitan-nonmetropolitan differences were 11.4 percent for the intermediate budget and 17.3 percent for the higher. Total budget levels were lowest in small cities in the South.

Detailed indexes are presented in tables 4, 5, and 6.

Description of the Three Budgets

The budgets represent the costs of three hypothetical lists of goods and services that were specified in the mid-1960's to portray three relative standards of living--described as lower, intermediate, and higher.

These budgets are for a precisely defined urban family of four: A 38-year-old husband employed full time, a non-working wife, a boy of 13, and a girl of 8. After about 15 years of married life, the family is settled in the community, and the husband is an experienced worker. The family has, for each budget level, average inventories of clothing, housefurnishings, major durables, and other equipment. The budgets pertain only to an urban family with the specified characteristics. (Estimates of family consumption budgets for urban families of different size and composition are shown in table C.) No budgets are available for rural families.

The budgets do not represent how families of this type actually do or should spend their money, nor are they intended to represent a minimum level of adequate income or a subsistence level of living. Rather, they reflect the assumptions made about the manner of living at each of the three hypothetical levels. The geographic indexes do not measure cost differences associated with moving from one area to another or the living costs of newly arrived residents in a given community. Information on actual spending patterns is available from the 1972-73 Consumer Expenditure Survey. Preliminary data for 1980 from the

Table C. Annual consumption budgets for selected family types, urban United States, autumn 1981 1/

Family size, type, and age	Budget Level		
	Lower	Intermediate	Higher
Single person, under 35 years	$4,220	$6,380	$8,750
Husband and wife under 35 years:			
No children	5,910	8,940	12,250
1 child under 6	7,480	11,310	15,500
2 children, both under 6	8,690	13,130	18,010
Husband and wife 35-54 years:			
1 child, 6-15 years	9,900	14,960	20,510
2 children, older 6-15 years 2/	12,069	18,240	25,008
3 children, oldest 6-15 years	14,000	21,160	29,010
Husband and wife, 65 years and over 3/	6,160	9,300	12,750
Single person, 65 years and over 4/	3,380	5,110	7,000

1/ For details on estimating procedures, see "Revised Equivalence Scale," BLS Bulletin 1570-2.

2/ Costs for the BLS budgets for a four-person family from which estimates for other family types are derived.

3/ Estimated from the equivalence scale value of 51 percent of the base (four-person) family. Costs based on detailed BLS budgets for a retired couple may differ slightly from estimates obtained by the scale values.

4/ Estimated from the equivalence scale value of 28 percent of the base (four-person) family. May differ slightly from estimates obtained by applying a ratio of 55 percent to the BLS budget for a retired couple.

ongoing Consumer Expenditure Survey is expected to be available in 1982, and for later periods on a regular basis thereafter.

Food-at-home costs in the budgets are based on quantities in the 1964 low-, moderate-, and liberal-cost food plans developed by the U.S. Department of Agriculture in accordance with nutritional standards formulated by the National Research Council of the National Academy of Sciences. The food total also includes an allowance for a specified number of meals away from home at each level.

Total housing costs include not only shelter, but also housefurnishings and household operations. At the lower level, the shelter component provides only for a rented dwelling unit. Rental costs include contract rent, estimated costs for fuels and utilities where these are not part of the rent, and insurance on household contents. At the intermediate and higher levels, shelter reflects primarily homeowner costs which include average mortgage interest and principal payments for a house purchased 6 years ago. Also included are costs for

property taxes, homeowner insurance, repairs and maintenance, and heating fuels and utilities.

Medical care costs at the three budget levels include a family membership in a group hospital and surgical insurance plan, a specified number of visits to physicians, provisions for dental and eye care, and prescriptions. The higher budget also provides for major medical insurance coverage.

The source of data, methods of calculation, and quantities of goods and services for each budget level are described in detail in BLS Bulletin 1570-5, "Three Standards of Living for an Urban Family of Four Persons" (spring 1967). Copies may be obtained under accession number PB 227542/LK at a cost of $10.50 from the National Technical Information Service, U.S. Department of Commerce, Springfield, Virginia 22151. Supplements, with budgets for spring 1969-70 and autumn 1971 through 1980 are available from any BLS Regional Office listed below. Selected publications from the 1972-73 Consumer Expenditure Survey may also be obtained from these offices.

Region I
1603 JFK Federal Bldg.
Boston, MA 02203

Region II
1515 Broadway
New York, NY 10036

Region III
P. O. Box 13309
Phila., PA 19101

Region IV
1371 Peachtree St., N.E.
Atlanta, GA 30309

Region V
230 South Dearborn St.
Chicago, IL 60604

Region VI
555 Griffin Sq. Bldg.
Dallas, TX 75202

Regions VII and VIII
911 Walnut St.
Kansas City, MO 64106

Regions IX and X
Box 36017
San Francisco, CA 94102

Table 1. Annual costs of a lower budget for a 4-person family, 1/ autumn 1981

Area	Total budget 2/	Family consumption						
		Total consumption	Food			Housing 3/		
			Total	Food at home	Food away from home	Total 4/	Shelter 5/ (Renter)	House-furnishings & operations
U.S. urban areas	$15323	$12069	$4545	$3894	$651	$2817	$2114	$783
Metropolitan areas 11/	15481	12179	4597	3922	674	2863	2175	688
Nonmetropolitan areas 12/	14619	11579	4313	3768	546	2612	1842	770
Northeast:								
Boston, Mass.	16402	12687	4444	3872	572	3353	2646	787
Buffalo, N.Y.	14710	11579	4517	3968	549	2477	1787	690
New York-Northeastern N.J.	15705	12197	4956	4222	734	2796	2105	691
Philadelphia, Pa.-N.J.	15593	11892	4964	4104	860	2508	1861	647
Pittsburgh, Pa.	15116	11684	4618	3938	680	2530	1854	676
Nonmetropolitan areas 12/	15160	11919	4447	3894	553	2652	1962	690
North Central:								
Chicago, Ill.-Northwestern Ind.	15587	12306	4604	3996	608	2790	2147	643
Cincinnati, Ohio-Ky.-Ind.	15110	11820	4737	4117	620	2427	1779	648
Cleveland, Ohio	15176	11986	4623	3854	769	2496	1886	610
Detroit, Mich.	15107	11699	4638	3987	651	2508	1899	609
Kansas City, Mo.-Kans.	14925	11825	4565	3894	651	2502	1811	691
Milwaukee, Wis.	15505	12011	4431	3774	657	2811	2144	667
Minneapolis-St. Paul, Minn.	15118	11809	4444	3775	669	2858	2180	678
St. Louis, Mo.-Ill.	15112	11947	4830	4216	614	2596	1907	689
Nonmetropolitan areas 12/	14852	11758	4320	3796	524	2825	2100	725
South:								
Atlanta, Ga.	14419	11497	4335	3689	646	2537	1797	748
Baltimore, Md.	15315	11738	4175	3511	664	3089	2273	816
Dallas, Tex.	14392	11704	4317	3559	758	2666	2001	665
Houston, Tex.	14810	12016	4479	3705	774	2581	1867	714
Washington, D.C.-Md.-Va.	16702	12709	4565	3897	668	3370	2665	705
Nonmetropolitan areas 12/	13741	11033	4200	3660	540	2343	1525	818
West:								
Denver, Colo.	15093	11952	4391	3742	649	2690	1927	763
Los Angeles-Long Beach, Calif.	16618	13210	4549	3835	714	3501	2826	675
San Diego, Calif.	15690	12569	4485	3720	765	3040	2426	614
San Francisco-Oakland, Calif.	17080	13511	4683	4022	661	3621	2864	757
Seattle-Everett, Wash.	17124	13683	4640	3964	676	3825	3020	805
Honolulu, Hawaii	20319	15240	6108	5501	607	4022	3171	851
Nonmetropolitan areas 12/	16410	12601	4488	3903	585	3105	2343	762
Anchorage, Alaska	22939	17612	5377	4718	659	5492	4258	1234

See footnotes following table 3.

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Lower budget continued:

Area	Family consumption						Other items 10/	Social Security & disability payments	Personal income taxes
	Transportation 7/		Clothing	Personal care	Medical care 8/	Other family consumption 9/			
	Total	Automobile owners							
U.S. urban areas	$1311	$1740	$937	$379	$1436	$644	$621	$1036	$1596
Metropolitan areas 11/	1248	1795	938	389	1475	670	624	1049	1629
Nonmetropolitan areas 12/	1591	1591	932	333	1266	532	606	981	1453
Northeast:									
Boston, Mass.	1478	2394	995	388	1310	719	640	1091	1984
Buffalo, N.Y.	1293	1817	1112	369	1154	657	606	993	1532
New York-Northeastern N.J.	1087	1829	827	387	1443	701	625	1074	1809
Philadelphia, Pa.-N.J.	1226	2019	668	351	1525	650	616	1048	2037
Pittsburgh, Pa.	1338	1814	878	370	1312	638	610	1004	1818
Nonmetropolitan areas 12/	1729	1729	1003	316	1251	521	617	1039	1585
North Central:									
Chicago, Ill.-Northwestern Ind.	1364	2115	831	382	1565	770	628	1037	1616
Cincinnati, Ohio-Ky.-Ind.	1144	1562	1119	357	1377	659	614	1005	1671
Cleveland, Ohio	1275	1723	1025	459	1431	677	619	1011	1560
Detroit, Mich.	1234	1659	837	403	1451	636	610	1003	1795
Kansas City, Mo.-Kans.	1250	1693	992	459	1418	659	614	991	1495
Milwaukee, Wis.	1249	1680	1063	412	1387	658	619	1031	1844
Minneapolis-St. Paul, Minn.	1228	1679	969	416	1240	674	613	1004	1692
St. Louis, Mo.-Ill.	1287	1771	877	420	1506	631	617	1005	1543
Nonmetropolitan areas 12/	1510	1510	1024	347	1181	551	612	988	1494
South:									
Atlanta, Ga.	1258	1602	1035	381	1283	668	604	958	1360
Baltimore, Md.	1233	1697	885	369	1329	658	611	1017	1949
Dallas, Tex.	1226	1679	860	381	1622	632	610	958	1120
Houston, Tex.	1157	1625	1041	452	1682	624	619	984	1191
Washington, D.C.-Md.-Va.	1244	1703	947	401	1461	721	640	1110	2243
Nonmetropolitan areas 12/	1557	1557	813	324	1273	523	590	920	1198
West:									
Denver, Colo.	1281	1744	1250	369	1317	654	618	1004	1519
Los Angeles-Long Beach, Calif.	1402	1893	914	383	1874	587	655	1193	1560
San Diego, Calif.	1339	1759	937	379	1739	650	636	1133	1352
San Francisco-Oakland, Calif.	1361	1976	1069	440	1667	670	664	1226	1679
Seattle-Everett, Wash.	1330	1827	1103	457	1624	704	669	1137	1635
Honolulu, Hawaii	1288	1827	1042	448	1585	749	716	1424	2939
Nonmetropolitan areas 12/	1624	1624	1113	365	1361	545	637	1091	2081
Anchorage, Alaska	2198	2198	1124	467	2304	650	787	1616	2924

See footnotes following table 3.

Table 7. Annual costs of an intermediate budget for a 4-person family, 1/ autumn 1981

Area	Total budget 2/	Family consumption: Total consumption	Food: Total	Food: Food at home	Food: Food away from home	Housing 3/: Total	Housing 3/: Shelter: Total 4/	Housing 3/: Shelter: Renter 5/	Housing 3/: Shelter: Homeowner 6/	Housing 3/: Household operations & furnishings
Urban United States	$25407	$18248	$5243	$4866	$977	$5546	$4345	$2732	$4806	$1199
Metropolitan areas 11/	25293	18523	5415	4589	1026	5659	4434	2842	5031	1175
Nonmetropolitan areas 12/	23238	16978	5321	4762	759	5045	3740	2245	4239	1305
Northeast:										
Boston, Mass.	29213	20353	5918	5025	893	7043	5844	3261	6705	1199
Buffalo, N.Y.	26473	18342	5290	5016	874	5476	4300	2551	4883	1176
New York-Northeastern N.J.	29560	19910	6578	5368	1210	6717	5540	3002	6386	1177
Philadelphia, Pa.-N.J.	26567	18625	6516	5206	1310	5621	4489	2354	5201	1132
Pittsburgh, Pa.	24717	17766	6040	5026	1014	4939	3768	2266	4269	1171
Nonmetropolitan areas 12/	25639	18417	5772	4969	802	6019	4853	2458	5651	1166
North Central:										
Chicago, Ill.-Northwestern Ind	25358	18552	5779	4872	907	5607	4497	2866	5041	1110
Cincinnati, Ohio-Ky.-Ind.	25475	18290	5939	5024	915	5392	4273	2226	4955	1119
Cleveland, Ohio	25598	18567	5859	4769	1090	5566	4485	2300	5213	1081
Detroit, Mich.	25208	18115	5086	4913	973	5604	4531	2546	5192	1073
Kansas City, Mo.-Kans.	24528	17822	5727	4801	926	4951	3765	2406	4218	1186
Milwaukee, Wis.	26875	18651	5660	4634	1026	5889	4730	2694	5408	1159
Minneapolis-St. Paul, Minn.	25799	17701	5697	4605	1002	5336	4175	2819	4627	1161
St. Louis, Mo.-Ill.	24498	17814	6081	5127	954	5014	3796	2348	4276	1218
Nonmetropolitan areas 12/	23191	16969	5434	4702	732	5098	3870	2623	4286	1228
South:										
Atlanta, Ga.	23273	16974	5614	4640	974	4551	3326	2235	3689	1225
Baltimore, Md.	25114	17636	5526	4467	1059	5476	4023	3059	4344	1453
Dallas, Tex.	22670	17302	5548	4475	1093	4772	3670	2709	3990	1102
Houston, Tex.	23801	17931	5016	468	1135	4839	3656	2355	4090	1183
Washington, D.C.-Md.-Va.	27352	18866	5969	4992	977	5027	4077	3136	5041	1250
Nonmetropolitan areas 12/	21829	16248	5450	4706	744	4592	3206	1870	3651	1386
West:										
Denver, Colo.	24820	18049	5480	4535	945	5379	4037	2465	4561	1342
Los Angeles-Long Beach, Calif.	25025	18298	5700	4623	1077	5636	4285	3430	4571	1151
San Diego, Calif.	24776	18133	5569	4449	1120	5415	4307	2873	4092	1028
San Francisco-Oakland, Calif.	27080	19474	5905	4873	1032	6064	4732	4106	4914	1332
Seattle-Everett, Wash.	25231	19395	5200	4007	1073	6031	4697	3020	4909	1334
Honolulu, Hawaii	31893	21530	7626	6649	977	6693	5030	3791	5427	1395
Nonmetropolitan areas 12/	24402	17361	5518	4734	784	5103	3803	2598	4204	1305
Anchorage, Alaska	31290	23130	6256	5642	944	7865	5763	5174	5959	2102

See footnotes following table 8.

Intermediate budget continued:

Area	Family consumption: Transportation 7/: Total	Transportation 7/: Automobile owners	Clothing	Personal care	Medical care 8/	Other family consumption 9/	Other items 10/	Social Security and taxes 11/ payments	Personal income taxes
Urban United States	$2372	$2403	$1333	$509	$1443	$1196	$1021	$1703	$4443
Metropolitan areas 11/	2380	2524	1337	516	1401	1226	1021	1736	4602
Nonmetropolitan areas 12/	2333	2333	1312	473	1274	1020	970	1551	3730
Northeast:									
Boston, Mass.	2782	3293	1458	509	1316	1327	1095	1942	5823
Buffalo, N.Y.	2513	2513	1574	488	1159	1272	1025	1778	5328
New York-Northeastern N.J.	2160	2554	1190	518	1446	1301	1060	1964	6586
Philadelphia, Pa.-N.J.	2334	2770	949	459	1530	1216	1035	1779	5128
Pittsburgh, Pa.	2501	2596	1265	409	1319	1213	1005	1643	4303
Nonmetropolitan areas 12/	2492	2492	1396	443	1256	1034	1028	1748	4646
North Central:									
Chicago, Ill.-Northwestern Ind	2498	2926	1204	499	1566	1399	1032	1688	4086
Cincinnati, Ohio-Ky.-Ind.	2312	2312	1613	469	1387	1178	1023	1694	4468
Cleveland, Ohio	2358	2450	1468	611	1443	1262	1033	1702	4296
Detroit, Mich.	2266	2354	1199	537	1460	1163	1017	1677	4399
Kansas City, Mo.-Kans.	2474	2474	1421	606	1426	1217	1007	1632	4067
Milwaukee, Wis.	2424	2424	1519	537	1395	1227	1036	1789	4399
Minneapolis-St. Paul, Minn.	2349	2349	1365	548	1249	1247	1003	1716	5179
St. Louis, Mo.-Ill.	2455	2562	1264	536	1313	1151	1006	1631	4047
Nonmetropolitan areas 12/	2273	2273	1425	496	1192	1051	977	1542	3703
South:									
Atlanta, Ga.	2307	2307	1498	503	1296	1205	977	1549	3773
Baltimore, Md.	2292	2385	1298	494	1335	1215	1000	1669	4309
Dallas, Tex.	2437	2437	1239	502	1631	1153	909	1510	2877
Houston, Tex.	2349	2349	1509	595	1685	1130	1011	1569	3090
Washington, D.C.-Md.-Va.	2358	2446	1359	566	1467	1320	1043	1819	5624
Nonmetropolitan areas 12/	2308	2308	1166	456	1282	994	952	1457	3172
West:									
Denver, Colo.	2423	2423	1723	502	1331	1211	1015	1649	4107
Los Angeles-Long Beach, Calif.	2464	2558	1249	507	1576	1066	1023	1752	3952
San Diego, Calif.	2392	2392	1284	498	1755	1220	1018	1738	3887
San Francisco-Oakland, Calif.	2544	2655	1465	601	1673	1222	1065	1891	4652
Seattle-Everett, Wash.	2445	2445	1496	612	1633	1298	1062	1722	3702
Honolulu, Hawaii	2421	2421	1432	590	1590	1378	1137	2049	3137
Nonmetropolitan areas 12/	2263	2263	1536	527	1365	1042	941	1623	4427
Anchorage, Alaska	2949	2949	1541	698	2300	1191	1193	2060	5491

See footnotes following table 8.

Table 3. Annual costs of a higher budget for a 4-person family, 1/ autumn 1981

Area	Total budget 2/	Family consumption: Total consumption	Food: Total	Food: Food at home	Food: Food away from home	Housing 3/: Total	Housing 3/: Shelter: Total 4/	Housing 3/: Shelter: Renter 5/	Housing 3/: Shelter: Homeowner 6/	Housing 3/: Household furnishings & operations
Urban United States	$38060	$25008	$7366	$5788	$1578	$10423	$5751	$4332	$6124	$2246
Metropolitan areas 11/	39117	25560	7512	5814	1699	8652	4166	4631	6320	2039
Nonmetropolitan areas 12/	33333	22545	6713	5674	1037	7403	4117	3334	5293	2022
Northeast:										
Boston, Mass.	44821	28492	7371	5870	1501	10273	5075	5063	8609	2354
Buffalo, N.Y.	38919	24581	7258	5853	1405	8075	5472	3501	5820	2257
New York-Northeastern N.J.	47230	28128	8340	6246	2094	10391	4142	6249	7979	2305
Philadelphia, Pa.-N.J.	39560	25726	8170	6070	2100	9534	5967	3567	6103	2221
Pittsburgh, Pa.	36714	24517	7562	5892	1670	7502	4453	3049	5572	2262
Nonmetropolitan areas 12/	36482	24129	6975	5806	1169	6424	3129	2978	6625	2171
North Central:										
Chicago, Ill.-Northwestern Ind	37368	25440	7353	5860	1493	8255	5761	4424	5997	2148
Cincinnati, Ohio-Ky.-Ind.	36599	24422	7486	6057	1429	7532	5217	2320	5817	2119
Cleveland, Ohio	37687	25178	7453	5754	1705	8033	4807	3226	6292	2060
Detroit, Mich.	37721	24985	7476	5955	1521	8718	4218	4300	6578	2136
Kansas City, Mo.-Kans.	36988	24729	7464	5797	1667	7765	4367	3465	5449	2268
Milwaukee, Wis.	39709	25162	7320	5644	1676	8494	4857	3630	6363	2191
Minneapolis-St. Paul, Minn.	38698	24182	7272	5541	1731	7960	5368	4118	5568	2046
St. Louis, Mo.-Ill.	35965	24232	7769	6162	1607	7427	4748	3175	5922	2130
Nonmetropolitan areas 12/	33509	22685	6691	5689	1002	7510	5084	3160	5423	2302
South:										
Atlanta, Ga.	34623	23209	7146	5523	1623	6940	4413	3209	4625	2181
Baltimore, Md.	38090	24463	7172	5342	1830	8341	5334	3998	5572	2659
Dallas, Tex.	33769	24032	7139	5330	1809	7646	5266	5345	5252	2034
Houston, Tex.	34728	24637	7488	5598	1890	7456	4968	3450	5236	2140
Washington, D.C.-Md.-Va.	41137	25809	7525	5981	1544	8655	4219	4605	6268	2230
Nonmetropolitan areas 12/	31473	21647	6621	5599	1022	6574	4302	2486	4620	2460
West:										
Denver, Colo.	36979	24772	7115	5455	1660	8121	5174	4534	5502	2401
Los Angeles-Long Beach, Calif.	38516	25464	7476	5563	1893	8306	4002	5912	6015	2160
San Diego, Calif.	37722	25047	7146	5331	1815	8639	4367	5164	6577	1926
San Francisco-Oakland, Calif.	40906	26603	7624	5862	1762	9334	6077	5762	6125	2353
Seattle-Everett, Wash.	37396	26239	7463	5300	1663	9217	4214	5469	6344	2255
Honolulu, Hawaii	50317	29952	9708	7972	1736	10000	7355	5836	7623	2419
Nonmetropolitan areas 12/	34933	23040	6660	5715	945	7550	4267	3267	5142	2365
Anchorage, Alaska	45119	30493	8077	6776	1301	11150	7327	6320	7481	3319

See footnotes at end of table.

Higher budget continued:

Area	Family consumption: Transportation 7/: Total	Transportation 7/: Automobile owners	Clothing	Personal care	Medical care 8/	Other family consumption 9/	Other items 10/	Social Security & disability payments	Personal income taxes
Urban United States	$3075	$3075	$1947	$719	$1505	$1972	$1718	$1993	$9340
Metropolitan areas 11/	3126	3126	1957	726	1544	2043	1746	1995	9817
Nonmetropolitan areas 12/	2847	2847	1903	692	1331	1657	1595	1984	7215
Northeast:									
Boston, Mass.	3918	3918	2172	709	1375	2169	1893	1975	12461
Buffalo, N.Y.	2994	2994	2338	690	1211	2015	1697	1991	10650
New York-Northeastern N.J.	3228	3228	1763	746	1511	2149	1874	2007	15221
Philadelphia, Pa.-N.J.	3345	3345	1403	639	1599	2036	1754	1987	10093
Pittsburgh, Pa.	3160	3160	1868	683	1375	2067	1694	1975	8528
Nonmetropolitan areas 12/	3064	3064	2021	669	1308	1668	1674	2005	8674
North Central:									
Chicago, Ill.-Northwestern Ind	3464	3464	1758	686	1623	2301	1740	1975	8213
Cincinnati, Ohio-Ky.-Ind.	2763	2763	2351	644	1446	1900	1689	1975	8513
Cleveland, Ohio	2923	2923	2141	850	1506	2061	1727	1975	8607
Detroit, Mich.	2840	2840	1754	735	1531	1931	1717	1975	9064
Kansas City, Mo.-Kans.	3097	3097	2076	850	1477	2000	1704	1975	8580
Milwaukee, Wis.	2936	2936	2221	746	1446	1999	1726	1975	10844
Minneapolis-St. Paul, Minn.	2855	2855	1989	760	1303	2043	1677	1975	10864
St. Louis, Mo.-Ill.	3192	3192	1865	722	1366	1897	1680	1975	8078
Nonmetropolitan areas 12/	2712	2712	2114	728	1244	1686	1602	1975	7247
South:									
Atlanta, Ga.	2906	2906	2228	706	1350	1933	1628	1975	7811
Baltimore, Md.	2892	2892	1934	713	1391	2020	1691	1975	9961
Dallas, Tex.	3091	3091	1847	707	1691	1911	1670	1975	6092
Houston, Tex.	2970	2970	2242	835	1759	1889	1700	1975	6416
Washington, D.C.-Md.-Va.	3080	3080	2034	839	1525	2151	1758	1975	11595
Nonmetropolitan areas 12/	2849	2849	1701	657	1342	1603	1550	1981	6295
West:									
Denver, Colo.	2972	2972	2422	721	1384	2037	1707	1975	8525
Los Angeles-Long Beach, Calif.	3234	3234	1783	720	1963	1782	1741	2064	9247
San Diego, Calif.	2882	2882	1814	688	1835	2043	1720	2064	8891
San Francisco-Oakland, Calif.	3272	3272	2075	856	1754	2038	1798	2064	10441
Seattle-Everett, Wash.	2957	2957	2106	848	1693	2155	1780	1975	7402
Honolulu, Hawaii	3220	3220	2010	834	1657	2323	1956	2049	16350
Nonmetropolitan areas 12/	2712	2712	2132	782	1425	1779	1620	1975	8298
Anchorage, Alaska	3484	3484	2096	1072	2388	1996	1993	2068	10565

See footnotes at end of table.

Table 4. Indexes of comparative costs based on a lower budget for a 4-person family, 1/ autumn 1981
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption												Personal income taxes
		Total consumption	Food		Housing		Transportation 5/		Clothing	Personal care	Medical care 6/	Other family consumption 7/		
			Total	Food at home	Total 2/	Renter 3/	Total	Automobile owners						
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	101	101	101	101	102	103	95	103	100	103	103	104	102	
Nonmetropolitan areas 9/	95	96	95	97	93	87	121	91	99	88	88	83	91	
Northeast:														
Boston, Mass.	107	105	98	99	119	125	113	138	106	102	91	112	124	
Buffalo, N.Y.	96	96	99	101	88	85	99	104	119	97	88	102	96	
New York-Northeastern N.J.	102	101	109	108	99	100	83	105	88	102	108	109	113	
Philadelphia, Pa.-N.J.	102	99	109	105	89	88	94	116	71	93	106	101	128	
Pittsburgh, Pa.	99	97	102	101	90	88	102	104	94	98	91	99	114	
Nonmetropolitan areas 9/	99	99	98	100	94	93	132	99	107	83	87	81	99	
North Central:														
Chicago, Ill.-Northwestern Ind	102	102	101	103	99	102	104	122	89	101	109	120	101	
Cincinnati, Ohio-Ky.-Ind.	99	98	104	106	86	84	87	90	119	94	96	102	105	
Cleveland, Ohio	99	99	102	99	89	89	97	99	109	121	100	105	98	
Detroit, Mich.	99	97	102	102	89	90	94	95	89	106	101	99	112	
Kansas City, Mo.-Kans.	97	98	100	100	89	86	95	97	106	121	99	102	94	
Milwaukee, Wis.	101	100	97	97	100	101	95	97	113	109	97	102	116	
Minneapolis-St. Paul, Minn.	99	98	98	97	101	103	94	96	101	110	86	105	106	
St. Louis, Mo.-Ill.	99	99	106	108	92	90	98	102	94	111	91	98	97	
Nonmetropolitan areas 9/	97	97	95	97	100	99	115	87	109	92	82	86	94	
South:														
Atlanta, Ga.	94	95	95	95	90	85	96	92	110	101	89	104	85	
Baltimore, Md.	100	97	92	90	110	108	94	98	94	97	93	102	122	
Dallas, Tex.	96	97	95	91	95	95	94	96	92	101	113	98	70	
Houston, Tex.	97	100	99	95	92	88	88	93	111	119	117	97	75	
Washington, D.C.-Md.-Va.	109	105	100	100	120	126	95	98	101	106	102	112	141	
Nonmetropolitan areas 9/	90	91	92	94	83	72	119	89	87	85	89	81	75	
West:														
Denver, Colo.	98	99	97	96	95	91	98	100	133	97	92	102	95	
Los Angeles-Long Beach, Calif.	108	109	100	98	124	134	107	109	98	101	131	91	98	
San Diego, Calif.	102	104	99	96	108	115	102	101	100	100	121	101	85	
San Francisco-Oakland, Calif.	111	112	103	103	129	135	104	114	114	116	116	104	105	
Seattle-Everett, Wash.	112	113	102	102	136	143	101	105	118	121	113	109	102	
Honolulu, Hawaii	133	126	134	141	143	150	98	105	111	118	110	116	184	
Nonmetropolitan areas 9/	107	104	99	100	110	111	124	93	119	96	95	85	130	
Anchorage, Alaska	150	146	118	121	195	201	168	126	120	123	160	101	183	

See footnotes following table 6.

Footnotes for 3 budgets, autumn 1981

1/ The family consists of an employed husband, age 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

2/ Total budget costs include personal income taxes, social security, other items, and total consumption.

3/ Housing includes shelter, housefurnishings and household operations. The higher budget also includes an allowance for lodging away from home city.

4/ The average costs of shelter were weighted by the following proportions: Lower budget, 100 percent for families living in rented dwellings; intermediate budget, 25 percent for renters, 75 percent for homeowners; higher budget, 15 percent for renters, 85 percent for homeowners.

5/ Renter costs include average contract rent plus the costs of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

6/ Homeowner costs include interest and principal payments plus taxes; insurance on house and contents; water, refuse disposal, heating fuel, gas, electricity, and specified equipment; and home repair and maintenance costs.

7/ The average costs of automobile owners and nonowners in the lower budget were weighted by the following proportions of families: Boston, Chicago, New York, and Philadelphia, 50 percent for both automobile owners and nonowners; all other metropolitan areas, 65 percent for automobile owners, 35 percent for nonowners; nonmetropolitan areas, 100 percent for automobile owners. The intermediate budget proportions are: Boston, New York, Chicago, and Philadelphia, 80 percent for owners, 20 percent for nonowners; Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C., with populations of 1.4 million or more in 1960, 95 percent for automobile owners and 5 percent for nonowners; all other areas, 100 percent for automobile owners. The higher budget weight is 100 percent for automobile owners in all areas.

8/ In total medical care, the average costs of medical insurance were weighted by the following proportions: 30 percent for families paying full cost of insurance; 26 percent for families paying half cost; 44 percent for families covered by noncontributory insurance plans (paid by employer).

9/ Other family consumption includes the average costs for reading, recreation, tobacco products, alcoholic beverages, education, and miscellaneous expenditures.

10/ Other items includes allowances for gifts and contributions, life insurance, and occupational expenses.

11/ As defined in 1960-61. For a detailed description of these and previous geographical boundaries, see the 1967 edition of Standard Metropolitan Statistical Areas, prepared by the Office of Management and Budget.

12/ Places with population of 2,500 to 50,000.

Table 5. Indexes of comparative costs based on an intermediate budget for a 4-person family, 1/ autumn 1981
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption												Personal income taxes
		Total consumption	Food		Housing			Transportation 5/		Clothing	Personal care	Medical care 6/	Other family consumption 7/	
			Total	Food at home	Total 2/	Renter 3/	Homeowner 4/	Total	Automobile owners					
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	102	102	101	100	102	104	103	103	102	100	102	103	103	104
Nonmetropolitan areas 9/	91	93	94	98	91	82	87	98	94	98	93	85	85	84
Northeast:														
Boston, Mass.	115	112	101	103	127	119	137	117	132	109	100	91	111	131
Buffalo, N.Y.	104	101	101	103	99	93	100	106	101	120	96	80	102	120
New York-Northeastern N.J.	116	109	113	110	121	110	131	91	103	89	102	122	109	148
Philadelphia, Pa.-N.J.	105	102	112	107	101	86	106	92	111	71	92	106	102	115
Pittsburgh, Pa.	97	97	103	103	89	83	87	105	104	95	96	91	101	97
Nonmetropolitan areas 9/	102	101	99	102	109	90	116	105	100	105	85	87	86	105
North Central:														
Chicago, Ill.-Northwestern Ind	100	102	99	100	101	105	103	105	118	90	98	109	117	92
Cincinnati, Ohio-Ky.-Ind.	100	100	102	103	97	81	101	97	93	121	92	96	98	101
Cleveland, Ohio	101	102	100	98	100	84	107	99	98	110	120	100	104	97
Detroit, Mich.	99	99	101	101	101	93	106	96	95	90	106	101	97	99
Kansas City, Mo.-Kans.	97	98	98	99	89	83	86	104	99	107	114	99	102	92
Milwaukee, Wis.	106	102	97	95	106	99	111	102	97	114	106	87	103	122
Minneapolis-St. Paul, Minn.	102	97	96	95	96	103	95	99	96	102	103	87	104	121
St. Louis, Mo.-Ill.	96	98	104	105	90	86	88	103	103	95	106	91	96	91
Nonmetropolitan areas 9/	91	93	93	97	92	96	88	96	91	107	98	83	88	83
South:														
Atlanta, Ga.	92	93	96	95	82	82	76	97	93	112	99	90	101	85
Baltimore, Md.	99	97	95	92	99	112	89	97	96	97	97	93	102	108
Dallas, Tex.	89	95	95	92	86	99	82	103	98	93	99	113	96	65
Houston, Tex.	93	98	100	96	87	86	84	99	94	113	117	117	93	70
Washington, D.C.-Md.-Va.	108	103	102	103	105	117	103	99	98	103	111	102	110	127
Nonmetropolitan areas 9/	86	89	93	97	83	68	75	97	93	87	90	89	83	71
West:														
Denver, Colo.	98	99	94	93	97	90	93	102	97	129	99	92	107	92
Los Angeles-Long Beach, Calif.	93	100	98	95	98	125	94	104	103	94	100	130	89	89
San Diego, Calif.	98	99	95	91	98	105	100	101	96	96	92	122	102	87
San Francisco-Oakland, Calif.	107	107	101	100	109	153	101	107	107	110	118	116	102	105
Seattle-Everett, Wash.	102	106	101	99	109	140	102	103	98	112	120	112	109	83
Honolulu, Hawaii	126	118	131	137	117	146	112	102	97	107	116	102	115	162
Nonmetropolitan areas 9/	96	95	94	97	92	95	86	95	91	115	104	95	87	100
Anchorage, Alaska	126	127	113	116	142	189	122	124	119	116	137	162	122	124

See footnotes following table 6.

Table 6. Indexes of comparative costs based on a higher budget for a 4-person family, 1/ autumn 1981
(U.S. urban average cost=100)

Area	Total budget	Cost of family consumption											Personal income taxes
		Total consumption	Food		Housing			Transportation 5/	Clothing	Personal care	Medical care 6/	Other family consumption 7/	
			Total	Food at home	Total 2/	Renter 3/	Homeowner 4/						
Urban United States	100	100	100	100	100	100	100	100	100	100	100	100	100
Metropolitan areas 8/	103	102	102	100	103	108	103	102	101	101	103	104	105
Nonmetropolitan areas 9/	88	90	91	98	88	66	86	93	98	96	88	84	77
Northeast:													
Boston, Mass.	118	116	100	101	128	118	141	127	112	99	91	110	133
Buffalo, N.Y.	102	98	99	101	96	81	95	97	120	96	80	102	114
New York-Northeastern N.J.	124	112	113	108	123	145	130	105	91	104	100	109	163
Philadelphia, Pa.-N.J.	104	103	111	105	101	121	100	109	72	89	106	103	108
Pittsburgh, Pa.	96	98	103	102	93	71	91	103	96	95	91	105	91
Nonmetropolitan areas 9/	96	96	95	100	100	69	109	100	104	93	87	85	93
North Central:													
Chicago, Ill.-Northwestern Ind	98	102	100	101	98	103	98	113	90	95	108	117	88
Cincinnati, Ohio-Ky.-Ind.	96	98	102	105	93	66	95	90	121	90	96	96	91
Cleveland, Ohio	98	101	101	99	98	75	103	95	110	118	100	105	92
Detroit, Mich.	99	100	101	103	104	100	107	92	90	102	102	98	97
Kansas City, Mo.-Kans.	97	99	101	100	92	81	89	101	107	118	98	101	92
Milwaukee, Wis.	104	101	99	98	101	84	104	95	114	104	96	101	116
Minneapolis-St. Paul, Minn.	102	97	99	96	95	96	91	93	102	106	87	104	116
St. Louis, Mo.-Ill.	96	97	105	106	88	74	82	104	96	100	91	96	86
Nonmetropolitan areas 9/	88	91	91	98	89	73	89	88	109	101	83	85	78
South:													
Atlanta, Ga.	91	93	97	95	82	75	76	95	114	98	90	98	84
Baltimore, Md.	100	98	97	92	99	93	91	94	99	99	92	102	107
Dallas, Tex.	89	96	97	92	91	124	86	101	95	98	112	97	65
Houston, Tex.	91	99	102	97	88	80	85	97	115	116	117	96	69
Washington, D.C.-Md.-Va.	108	103	102	103	103	107	102	100	104	117	101	109	124
Nonmetropolitan areas 9/	83	87	90	97	82	58	75	93	87	91	89	81	67
West:													
Denver, Colo.	97	99	97	94	96	105	90	97	124	100	92	103	91
Los Angeles-Long Beach, Calif.	101	102	101	96	101	137	98	105	92	100	130	90	99
San Diego, Calif.	99	100	97	92	103	120	107	94	93	96	122	104	95
San Francisco-Oakland, Calif.	107	106	104	101	107	134	100	106	107	119	117	103	112
Seattle-Everett, Wash.	98	105	101	100	107	128	104	96	108	118	112	109	79
Honolulu, Hawaii	132	120	132	138	121	136	124	105	103	116	110	118	175
Nonmetropolitan areas 9/	92	92	90	99	90	76	84	88	110	109	95	90	89
Anchorage, Alaska	119	122	110	117	135	152	122	113	108	149	159	101	113

See footnotes at end of table.

Footnotes for tables 4-6

1/ The family consists of an employed husband, age 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

2/ Housing includes shelter, housefurnishings and household operations. The higher budget also includes an allowance for lodging away from home city.

3/ Renter costs include average contract rent plus the cost of required amounts of heating fuel, gas, electricity, water, specified equipment, and insurance on household contents.

4/ Homeowner costs include interest and principal payments plus taxes; insurance on house and contents; water, refuse disposal, heating fuel, gas, electricity, and specified equipment; and home repairs and maintenance costs.

5/ The average costs of automobile owners and nonowners in the lower budget were weighted by the following proportions of families: Boston, Chicago, New York, and Philadelphia, 50 percent for both automobile owners and nonowners; all other metropolitan areas, 65 percent for automobile owners, 35 percent for nonowners; nonmetropolitan areas, 100 percent for automobile owners. The intermediate budget proportions are: Boston, New York, Chicago, and Philadelphia, 80 percent for owners, 20 percent for nonowners; Baltimore, Cleveland, Detroit, Los Angeles, Pittsburgh, San Francisco, St. Louis, and Washington, D.C., with populations of 1.4 million or more in 1960, 95 percent for automobile owners and 5 percent for nonowners; all other areas, 100 percent for automobile owners. The higher budget weight is 100 percent for automobile owners in all areas.

6/ In total medical care, the average costs of medical insurance were weighted by the following proportions: 30 percent for families paying full cost of insurance; 26 percent for families paying half cost; 44 percent for families covered by noncontributory insurance plans (paid by employer).

7/ Other family consumption includes average costs for reading, recreation, tobacco products, alcoholic beverages, education, and miscellaneous expenditures.

8/ As defined in 1960-61. For a detailed description of these and previous geographical boundaries, see the 1967 edition of Standard Metropolitan Statistical Areas, prepared by the Office of Management and Budget.

9/ Places with population of 2,500 to 50,000.

SCOMM

#49:23

Linda

STATE OF ALASKA
THE LEGISLATURE

POUCH Y · STATE CAPITOL
JUNEAU, ALASKA 99811
907-465-3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM August 26, 1985

SUBJECT: Initiative petition regarding legislative salaries (Work Order No. 14-1355)

TO: Senator Mitch Abood
Chairman, Legislative Salary Commission

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked several questions regarding the initiative petition relating to the compensation for state legislators.

1. [redacted]

Article XI, Section 7, of the constitution of the State of Alaska prohibits the use of initiatives to make or repeal appropriations. The Alaska Supreme Court has recognized that generally appropriations may be defined as

> The setting aside from the public revenue of a certain sum of money for a specified object, in such manner that the executive officers of the government are authorized to use that money, and no more, for that object, and no other. Thomas v. Rosen, 569 P2d 793 (1977) at 796. (Citations omitted.)

If the legislative compensation initiative withdrew a sum of money from the general fund then it would be an appropriation and prohibited by the constitution. However, the initiative merely sets the level of a legislator's salary if an appropriation bill is enacted. [redacted]

2. If the initiative petition is adopted, when does it take effect and when can the legislature amend it?

The state constitution provides that following an election, the lieutenant governor shall certify the results of the election. [redacted] Article XI, Section 6.

This raises a question concerning the distinction between amending or repealing an initiated law. In Warren v. Thomas, 568 P.2d 400 (1977), the court considered whether legislative amendments to AS 39.50, the conflict of interest law which was enacted by initiative, were so substantial as to constitute a repeal of the initiative. The court held that although there were considerable language changes made by the amendments, they did not rise to the level of a legislative repeal. The court, citing Warren v. Boucher, 543 P.2d 731 (1975), stated:

> The central issue in the case at bar is whether the legislature has exceeded that broad power (to amend an initiative) by passing an amendment which so vitiates the initiative as to "constitute its repeal." Id at 737. Warren argues that the changes are so drastic that they make a mockery of the law, that the trial court erred in concluding the legislation was merely "housekeeping," and that the amendments to AS 39.50 amount to a repeal of the law. We disagree. "(A)n amendment of an act operates as a repeal of its provisions to the extent that they are materially changed by, and rendered repugnant to, the amendatory act." Meyers v. Board of Sup'rs of Los Angeles County, 110 Cal.App.2d 623, 243 P.2d 38, 42 (1952) . . .; The implied repeal of an act is disfavored and will be limited to that which is necessary to carry out the intent of the legislature. (Citations omitted). In the case at bar, one section and two subsections were expressly repealed in 1975 when the legislature amended the initiated law. Sec. 26, ch. 25, SLA 1975.
>
> Other sections were impliedly repealed by virtue of inconsistent amendatory provisions. However, this does not necessarily mean that the act as a whole was repealed. When AS 39.50 was amended certain of its provisions or portions thereof were repealed and reenacted

> in a modified form. Where it is reasonable to do so, these provisions are considered to be a continuation of the original law which is to be construed with amendments. (Citations omitted.)
>
> Of course there remains the question whether the amendments so emasculate the law that it is effectively repealed. We conclude that they do not. There are considerable language changes, but these clarify and render the law more precise. The fines for violations of the law have been reduced but the penalties are still significant. See AS 39.50.060(a) and AS 39.50.070. Finally, the amended law still imposes substantial disclosure requirements on public officials and effectuates the intent of the electorate that those in a position of public trust be held to a high standard of financial disclosure. Id at 403.

If the legislative compensation initiative is adopted, the legislature may amend it at any time but must wait two years before substantially changing it. [redacted]

3. If the legislature enacts legislation establishing a commission to set legislative compensation before the initiative election, what effect will that have on the initiative petition?

Article XI, section 4 of the Alaska Constitution states that

> If, before the election (on an initiative), substantially the same measure has been enacted, the petition is void.

The question, then, is whether legislation implementing a compensation commission is substantially the same as the initiative. The initiative is straightforward. It reinstates the provisions for legislative salaries and per diem

that the legislature changed in 1983. Section 1 reenacts provisions for payment of per diem; section 2 reduces legislative salaries from range 22 to range 10; and section 3 requires the reporting of payments to legislators for salaries, per diem and additional allowances.

Creation of a legislative compensation commission would not have an effect "substantially the same as" the enactment of the initiative petition. The commission would presumably be given authority to determine the appropriate level of legislative salaries and allowances.

In Warren v. Boucher, 543 P.2d 731, (1975), the Alaska Supreme Court found that an initiative regarding campaign financing was substantially the same as an act that the legislature passed in the session following the filing of the petition. The court said

> If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative. (Emphasis added) Id at 736.

Boucher was decided by a 3 - 2 majority, with a strong dissent finding that the measures were not substantially similar.

[redacted]

4. What provisions in the initiative could be changed in legislation adopted next session without removing the legislation from being "substantially similar" to the initiative?

[redacted] The legislature could certainly make changes to the language to conform the style to the drafting manual and also could make minor changes (such as adding to subsection (d) of section 1 that in no case could a legislator receive more than the appropriate per diem rate for expenses) or to section 3's system of reporting (changing dates, for example, or the organization of the report) as long as the basic information sought by the initiative continued to be included.

[redacted] The section could not be less complicated. While the court will consider the entire package of the initiative, clearly section 2 is the centerpiece and evaluation of the complexity and of the intended substance must begin with it. [redacted]

5. If the legislature enacts legislation "substantially similar" to the initiative, thereby removing the initiative from the ballot, what restrictions are there on subsequent legislation concerning legislative compensation.

If the initiative does not pass, either because the legislature enacts measures found by the lieutenant governor to be substantially similar to the subject of the initiative or because the voters decide against the merits of the initiative, then the legislature may act in this subject area without regard to the proposed initiative. There would be no restrictions on subsequent legislation.

If I can be of further assistance please advise.

TC:lmb
L5/010

INITIATIVES AND REFERENDA

INFORMATION

The initiative and referendum procedures appear in AS 15.45.010-15.45.460. The information contained in these sheets is taken from the statutes, however, interested sponsoring committees should still read the statutes.

DEFINITIONS

The initiative is the procedure by which the law-making powers of the legislature are exercised by the people. It enables a specified number of voters to propose the enactment or repeal of a law and secure its submission to the general electorate.

The referendum is the procedure by which the people approve or reject a measure passed by the legislature. The referendum petition must be filed within 90 days after the adjournment of the legislative session at which the act was passed.

RESTRICTIONS

Initiative

No initiative may be proposed:

(1) to dedicate revenues;
(2) to make or repeal appropriations;
(3) to create courts;
(4) to define the jurisdiction of courts or prescribe their rules; or
(5) to enact local or special legislation.

Referendum

No referendum may be applied:

(1) to dedication of revenues;
(2) to appropriation;
(3) to local or special legislation; or
(4) to laws necessary for the immediate preservation of the public peace, health, or safety.

FILING OF APPLICATION PROCEDURES

Initiative

An initiative is proposed by filing an application with the lieutenant governor. A deposit of $100 must accompany this application. The form of an application must include:

(1) the proposed bill to be initiated;
(2) a statement that the sponsors are qualified voters who signed the application with the proposed bill attached;
(3) the designation of an initiative committee of three sponsors who represent all sponsors relating to the initiative; and
(4) the signatures and addresses of no less than 100 qualified voters.

The form of the proposed bill must conform to the following specifications:

(1) it must be confined to one subject;
(2) the subject of the bill must be expressed in the title;
(3) the enacting clause of the bill must be: "Be it enacted by the People of the State of Alaska"; and
(4) the bill must not include restricted subjects. (See "Restrictions" outlined above.)

Referendum

A referendum is proposed by filing an application with the lieutenant governor. A deposit of $100 must accompany the application. The form of the application must include:

(1) the act to be referred;
(2) a statement that the sponsors are qualified voters who signed the application with the proposed bill attached;
(3) the designation of a referendum committee of three sponsors who represent all sponsors relating to the referendum; and
(4) the signatures and addresses of no less than 100 qualified voters.

REVIEW OF APPLICATIONS

Initiative

After review of the application by the Department of Law, the lieutenant governor either certifies the application or denies certification. In either case, he notifies the initiative sponsoring committee of his action.

The lieutenant governor must deny certification if he determines:

(1) that the proposed bill to be initiated is not in the required form;
(2) the application is not substantially in the required form; or
(3) there is an insufficient number of qualified sponsors.

Referendum

Within seven calendar days after the date the application is received, the lieutenant governor must canvass the application. Legal advisement from the Department of Law is obtained. The lieutenant governor either certifies or denies certification and informs the referendum committee of his action.

The lieutenant governor must deny certification if he determines:

(1) the application is not substantially in the required form;
(2) there is an insufficient number of qualified sponsors; or
(3) more than 90 days have expired since the adjournment of the legislative session at which the referred act was passed.

PREPARATION OF PETITIONS

Initiative

If the application is certified, the lieutenant governor prepares petitions containing:

(1) a copy of the proposed bill (if 500 words or less);
(2) an impartial summary of the subject matter of the bill;
(3) a statement of warning;
(4) sufficient space for signatures and addresses; and
(5) other specifications prescribed by lieutenant governor.

The impartial summary will be forwarded to the sponsoring committee for review. If the committee does not like the proposed language, the committee may suggest language for further review. This summary will appear on the ballot if the petition is properly filed.

Referendum

If the application is certified, the lieutenant governor, within 7 calendar days after the date of certification, prepares petitions containing:

(1) a copy of the act to be referred (if 500 words or less);
(2) an impartial summary of the subject matter of the act;
(3) a statement of warning;
(4) sufficient space for signatures and addresses; and
(5) other specifications prescribed by lieutenant governor.

For both the initiative and the referendum, petition books are printed in a quantity which will allow full circulation throught the state. The lieutenant governor keeps a record of the petitions delivered to each sponsor.

FILING OF PETITIONS

Before either an initiative or referendum petition is filed, the petition book must be certified by an affidavit by the sponsor who circulated the petition. This affidavit states:

(1) the person signing the affidavit is a sponsor;
(2) the person is the only circulator of the petition;
(3) the signatures were made in his actual presence; and
(4) the signatures, to the best of the sponsor's knowledge, are those of the persons whose names are signed.

Initiative

The sponsors must file the petition within one year from the time the sponsors received notice from the lieutenant governor that the petitions were ready for delivery to them. If the petition is not filed within one year, the petition has no force or effect.

The petition must be signed by qualified voters:

(a) equal in number to 10% of those who voted in the preceding general election; and

(b) resident in at least two-thirds of the election districts of the state.

(213,173 persons voted in the 1984 General Election. There are 27 election districts in Alaska.)

Referendum

The sponsors must file the petition only within 90 days after the adjournment of the legislative session at which the act was passed.

The petition must be signed by qualified voters:

(a) equal in number to 10% of those who voted in the preceding general election; and

(b) resident in at least two-thirds of the election districts of the state.

REVIEW OF PETITIONS

For either an initiative or a referendum, the lieutenant governor must review it within 60 days from the date the petition was filed. The lieutenant governor then notifies the committee whether the petition was properly or improperly filed and also at which election the proposition will appear on the ballot.

IMPROPER FILING

Initiative

An initiative is improperly filed if:

(1) there is an insufficient number of qualified subscribers; or

(2) the subscribers were not resident in at least two-thirds of the election districts of the state.

Referendum

A referendum is improperly filed if:

(1) there is an insufficient number of qualified subscribers;

(2) the subscribers were not resident in at least two-thirds of the election districts of the state; or

(3) the petition was not filed within 90 days after the adjournment of the legislative session at which the act was passed.

FILING OF SUPPLEMENTARY PETITION

Initiative

If an initiative is improperly filed, the sponsoring committe may amend and correct the petition by circulating and filing a supplementary petition within 30 days of the date the notice was given by the lieutenant governor.

Referendum

If a referendum is improperly filed, the sponsoring committee may amend and correct the petition by circulating and filing a supplementary petition within 10 days of the date that notice was given by the lieutenant governor. However, 90 days must not have expired since the adjournment of the legislative session at which the act was passed.

If the initiative or referendum is properly filed, the $100 deposit will be refunded.

PLACING PROPOSITION ON BALLOT

Initiative

The proposition will be placed on the election ballot of the first statewide general, special or primary election that is held after:

(1) the petition and any supplementary petition has been filed;
(2) a legislative session has convened and adjourned; and
(3) a period of 120 days has expired since the adjournment of the legislative session.

Referendum

The proposition will be placed on the election ballot for the first statewide general, special or primary election that is held more than 180 days after adjournment of the legislative session at which the act was passed.

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM August 12, 1985

SUBJECT: Relation of initiative petition and statute

TO: Frank Bickford
Legislative Salary Commission

FROM: Billy G. Berrier
Director
Division of Legal Services

You have asked whether a vote on an initiative may be precluded by enactment of legislation and if so what is required in the statute.

If before the election substantially the same measure has been enacted the initiative petition is void.

Section 4 of Art. XI of the Constitution of the State of Alaska provides:

> SECTION 4. INITIATIVE ELECTION. An initiative petition may be filed at any time. The lieutenant governor shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. If, before the election, substantially the same measure has been enacted, the petition is void.

The determination of whether the enactment voids the petition is made by the lieutenant governor with formal concurrence of the attorney general under AS 15.45.210 which provides:

> Sec. 15.45.210. DETERMINATION OF VOID PETITION.
>
> If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the

> legislature that is substantially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee.

The question of what constitutes "substantially the same measure" has been before our Supreme Court in Warren v. Boucher, 543 P.2d 731 (Alaska 1975). In that case an initiative regarding campaign financing had been filed and an act was passed in the session following the filing on the same subject. The court held that the act, despite some differences, voided the petition saying:

> The words "substantial" or "substantially" are relative, inexact terms. Their meaning is quite elusive.
>
> Application of Scroggins, 103 Cal. App.2d 281, 229 P.2d 489 (1951). The meaning of such terms can be derived only be reference to all the circumstances surrounding the context in which they are used. Atcheson, T. & S.F. Ry. v. Kings county Water District, 47 Cal.2d 140, 302 P.2d 1, 3 (1956). So here, we believe that the term "substantially the same measure" must be viewed against the total structure contemplated in Art. XI of our constitution in the matter of direct legislation.
>
> . . .
>
> It is clear that the legislative act need not conform to the initiative in all respects, and that the framers intended that the legislature should have some discretion in deciding how far the legislative act should differ from the provisions of the initiative. The question, of course, is how great is the permitted variance before the legislative act becomes no longer substantially the same.
>
> Upon reflection we have concluded that the legislature's discretion in this matter is reasonably broad. If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The

> broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.

The court in that case also held constitutional the delegation of the power to determine whether the petition was void to the lieutenant governor and the attorney general.

The case was decided on a 3 to 2 vote with the dissent taking the position that the act was not substantially the same measure.

A copy of the case is enclosed.

It is clear that an act need not be identical in order to void a petition. However, the degree of deviation allowed is a factual matter that must be determined by comparing the petition and the statute enacted.

BGB:ojb
J16/029

Enclosure

659

FREE COPY

[redacted]

The above Sponsor is duly authorized to circulate

INITIATIVE PETITION

ENTITLED "PRESCRIBING COMPENSATION FOR STATE LEGISLATORS"

PROPOSITION #83-04

If enacted, this proposed bill would amend state law providing for compensation to state legislators. It would establish the monthly salary for legislators at Step A, Range 10 (currently equal to $1,757) of the salary schedule in AS 39.27.011(a). The bill would also authorize per diem payments for legislators while the legislature is in session. When not in session, legislators on interim committee business would receive reimbursement of actual expenses only. In addition, the proposed bill would require the legislative fiscal officer to report annually to the Office of Management and Budget on all vouchers approving payments to legislators during the year.

WARNING

"A PERSON WHO SIGNS A NAME OTHER THAN HIS OWN ON THIS PETITION, OR WHO KNOWINGLY SIGNS HIS NAME MORE THAN ONCE FOR THE SAME PROPOSITION AT ONE ELECTION, OR WHO SIGNS THE PETITION KNOWING HE OR SHE IS NOT A QUALIFIED VOTER, UPON CONVICTION IS PUNISHABLE BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH. (AS 15.45.100)"

(See next page for text of bill.)

AN INITIATIVE

For An Act Entitled: "An Act relating to the compensation for state legislators."

BE IT ENACTED BY THE PEOPLE OF THE STATE OF ALASKA:

*Section 1. AS 24.15.010 is reenacted to read:

Sec. 24.15.010. Legislature per diem.

(a) During the legislative session each member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate during a legislative session if he does not live in his place of permanent residence during the session.

(c) A legislator is entitled to receive per diem at the long-term rate during a legislative session if he lives in his place of permanent residence during the session.

(d) When the legislature is not in session, instead of receiving per diem a legislator is entitled to be reimbursed for actual expenses incurred while he is on committee business for an interim committee of the legislature in a place which is not his place of permanent residence.

(e) In this section
(1) "long-term rate" means the long-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160;
(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160.

*Section 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. Salary of legislators. The monthly salary for each member of the legislature is equal to Step A, Range 10, [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

*Section 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. Method of Payment. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer. The Legislative fiscal officer shall, by January 31 of each calendar year, file with the Office of Management and Budget a report of all vouchers approved for payment pursuant to this section during the preceding calendar year. The report shall provide, by legislator, the date of each voucher, the amount paid and the basis for approval for payment.

*Section 4. Any provisions of the Alaska Statutes inconsistent with this Act are hereby repealed.

MEMORANDUM

State of Alaska

RECEIVED
STATE OF ALASKA
SEP 1 '83
LIEUTENANT GOVERNOR

RECEIVED
DIRECTOR OF ELECTIONS

TO: Honorable Steve McAlpine [redacted]

DATE: August 31, 1[redacted]

FILE NO: 366-108-84

TELEPHONE NO: 465-3600

FROM: Norman C. Gorsuch [redacted]

By: Diane T. Colvin
Assistant Attorney General

SUBJECT: Review of Application for Initiative Petition Regarding Compensation of Legislators

You have asked us to review the application for an initiative petition for a bill concerning salary and per diem payments for legislators. [redacted]

The application meets the requirements of AS 15.45.030 in that it includes a proposed bill, a statement that the sponsors are qualified voters who signed the application with the proposed bill attached, and a designation of a three-member initiative committee. The remaining requirement of that section is that the application contain the signatures and addresses of not less than 100 qualified voters. Your office must determine that this requirement has been met before you issue a petition.

The proposed bill meets the requirements of AS 15.45.040, in that it is confined to one subject, the subject is expressed in the title, and the enacting clause is in proper form. We also conclude that the bill contains no subjects restricted by AS 15.45.010. That section restates the restrictions provided in article XI, section 7 of the state constitution, as follows:

> The law-making powers assigned to the legislature may be exercised by the people through the initiative. [redacted] to create courts, to define the jurisdiction of courts or prescribe their rules, or to enact local or special legislation.

AS 15.45.010.

[redacted] repeal of an appropriation, since it could

[redacted] There is a question whether the initiative may be made effective to prohibit expenditure of funds appropriated by the legislature because of this constitutional restriction on the use of the initiative to repeal an appropriation. [redacted] If the initiative may be used to prohibit expenditure of funds already appropriated, then the constitutional limitation on the use of the initiative to repeal appropriations would appear to have no real meaning. It remains to be decided whether the initiative would be effective to bar expenditure of funds already appropriated at its effective date. In the meantime, we rely on the general rule that the right to enact legislation by initiative is to be interpreted liberally. Thomas v. Bailey, 595 P.2d 1 (Alaska 1979).

There is also a question as to whether an initiative may be used to repeal a law. The proposed bill would, if enacted, have the effect of repealing the salary currently set by law for legislators, and, in sec. 4, states:

> Any provisions of the Alaska Statutes inconsistent with this Act are hereby repealed.

Doubts regarding the ability to repeal by initiative are based on the plain language of Article XI, § 1:

> The people may propose and enact laws by the initiative, and approve or reject acts of the legislature by referendum.

An Opinion of this office dated April 14, 1975 finds that an initiative may be used to repeal a law. There is authority to the contrary, however, and the question has yet to be decided by the Alaska Supreme Court. See, e.g., Forman v. Eagle Thrifty Drugs and Markets, Inc., 516 P.2d 1234 (Nev. 1974).

These and other questions regarding the implementation or constitutionality of the proposed bill should not affect your review of the form of the application. Boucher v. Engstrom, 528 P.2d 456 (Alaska 1974). See also our memorandum dated April 15, 1977, stating that the constitutionality of a proposed initiative is not to be decided until it is enacted.

A proposed ballot title and impartial summary is attached. If you have further questions, please contact us.

DTC:eja

"PRESCRIBING COMPENSATION FOR STATE LEGISLATORS"

If enacted, this proposed bill would amend state law providing for compensation to state legislators. It would establish the monthly salary for legislators at Step A, Range 10 of the salary schedule in AS 39.27.011(a), currently set at $1,757. The bill would also authorize per diem payments for legislators while the legislature is in session. When not in session, legislators on interim committee business would receive reimbursement of actual expenses only. In addition, the proposed bill would require the legislative fiscal officer to report annually to the Office of Management and Budget on all vouchers approving payments to legislators during the year.

AN INITIATIVE

For An Act Entitled: "An Act relating to the compensation for state legislators."

BE IT ENACTED BY THE PEOPLE OF THE STATE OF ALASKA:

*Section 1. AS 24.15.010 is reenacted to read:

Sec. 24.15.010. Legislature per diem.

(a) During the legislative session, each member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate during a legislative session if he does not live in his place of permanent residence during the session.

(c) A legislator is entitled to receive per diem at the long-term rate during a legislative session if he lives in his place of permanent residence during the session.

(d) When the legislature is not in session, instead of receiving per diem a legislator is entitled to be reimbursed for actual expenses incurred while he is on committee business for an interim committee of the legislature in a place which is not his place of permanent residence.

(e) In this section
(1) "long-term rate" means the long-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160;
(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160.

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*Section 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. Method of Payment. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer. The Legislative fiscal officer shall, by January 31 of each calendar year, file with the Office of Management and Budget a report of all vouchers approved for payment pursuant to this section during the preceding calendar year. The report shall provide, by legislator, the date of each voucher, the amount paid and the basis for approval for payment.

*Section 4. Any provisions of the Alaska Statutes inconsistent with this Act are hereby repealed.

659

FILE COPY

[redacted]

The above Sponsor is duly authorized to circulate

INITIATIVE PETITION

ENTITLED "PRESCRIBING COMPENSATION FOR STATE LEGISLATORS"

PROPOSITION #83-04

If enacted, this proposed bill would amend state law providing for compensation to state legislators. It would establish the monthly salary for legislators at Step A, Range 10 (currently equal to $1,757) of the salary schedule in AS 39.27.011(a). The bill would also authorize per diem payments for legislators while the legislature is in session. When not in session, legislators on interim committee business would receive reimbursement of actual expenses only. In addition, the proposed bill would require the legislative fiscal officer to report annually to the Office of Management and Budget on all vouchers approving payments to legislators during the year.

WARNING

"A PERSON WHO SIGNS A NAME OTHER THAN HIS OWN ON THIS PETITION, OR WHO KNOWINGLY SIGNS HIS NAME MORE THAN ONCE FOR THE SAME PROPOSITION AT ONE ELECTION, OR WHO SIGNS THE PETITION KNOWING HE OR SHE IS NOT A QUALIFIED VOTER, UPON CONVICTION IS PUNISHABLE BY A FINE OF NOT MORE THAN $1,000 OR BY IMPRISONMENT FOR NOT MORE THAN ONE YEAR, OR BOTH. (AS 15.45.100)"

(See next page for text of bill.)

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

INITIATIVE PETITION

ENTITLED "PRESCRIBING COMPENSATION FOR STATE LEGISLATORS"

PROPOSITION #83-04

IF ENACTED, THIS PROPOSED BILL WOULD AMEND STATE LAW PROVIDING FOR COMPENSATION TO STATE LEGISLATORS. IT WOULD ESTABLISH THE MONTH SALARY FOR LEGISLATORS AT STEP A, RANGE 10 (CURRENTLY EQUAL TO $1,757) OF THE SALARY SCHEDULE IN AS 39.27.011(a). THE BILL WOULD ALSO AUTHORIZE PER DIEM PAYMENTS FOR LEGISLATORS WHILE THE LEGISLATURE IS IN SESSION. WHEN NOT IN SESSION, LEGISLATORS ON INTERIM COMMITTEE BUSINESS WOULD RECEIVE REIMBURSEMENT OF ACTUAL EXPENSES ONLY. IN ADDITION, THE PROPOSED BILL WOULD REQUIRE THE LEGISLATIVE FISCAL OFFICER TO REPORT ANNUALLY TO THE OFFICE OF MANAGEMENT AND BUDGET ON ALL VOUCHERS APPROVING PAYMENTS TO LEGISLATORS DURING THE YEAR.

personnel rule, of any employee of the state, if the employee does not purport to speak or act in an official capacity.

(b) The heads of the administrative departments of the state may adopt internal management regulations for their respective departments, specifying exceptions to (a) (5) of this section. These regulations shall be submitted for approval to the personnel board provided for in AS 39.25.060.

(c) The provisions of (a) of this section do not diminish the authority of an authorized law enforcement agency to conduct criminal investigations of state employees suspected of being involved in criminal activity. (§ 1 ch 102 SLA 1971)

Sec. 39.26.015. Dress codes and appearance standards. Dress codes and appearance standards adopted by a department, division, agency, official, or other employee of the state, that are to be applied to state employees shall be in the form of a regulation subject to legislative review under the Administrative Procedure Act (AS 44.62). (§ 1 ch 13 SLA 1976)

Sec. 39.26.020. Application of provisions. The provisions of AS 39.26.010 and 39.26.015 apply to those state employees in the classified and partially exempt services. (§ 1 ch 102 SLA 1971; am § 2 ch 13 SLA 1976)

Chapter 27. Pay Plan for State Employees.

Section
11. Salary schedule
12. Temporary salary schedules
20. Pay step differentials by election district and in other states
22. Pay increments for longevity in state service
25. Swing and graveyard shift differentials
30. Annual salary survey
35. Preparation and submission of pay schedules
40. University salary survey
45. Definition

Sec. 39.27.010. Basic salary schedule. [Repealed, § 12 ch 80 SLA 1978. For current law covering the subject matter, see AS 39.27.011.]

Sec. 39.27.011. Salary schedule. (a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,321	1,357	1,397	1,435	1,478	1,517
06	1,397	1,435	1,478	1,517	1,561	1,607
07	1,478	1,517	1,561	1,607	1,657	1,708
08	1,561	1,607	1,657	1,708	1,757	1,812

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
09	1,657	1,708	1,757	1,812	1,871	1,924
10	1,757	1,812	1,871	1,924	1,983	2,043
11	1,871	1,924	1,983	2,043	2,111	2,177
12	1,983	2,043	2,111	2,177	2,252	2,329
13	2,111	2,177	2,252	2,329	2,410	2,498
14	2,252	2,329	2,410	2,498	2,586	2,684
15	2,410	2,498	2,586	2,684	2,771	2,876
16	2,586	2,684	2,771	2,876	2,980	3,088
17	2,771	2,876	2,980	3,088	3,193	3,303
18	2,980	3,088	3,193	3,303	3,411	3,540
19	3,193	3,303	3,411	3,540	3,649	3,785
20	3,411	3,540	3,649	3,785	3,900	4,045
21	3,649	3,785	3,900	4,044	4,170	4,321
22	3,900	4,044	4,170	4,321	4,464	4,628
23	4,170	4,321	4,464	4,628	4,782	4,961
24	4,464	4,628	4,782	4,961	5,129	5,303
25	4,782	4,961	5,129	5,303	5,498	5,705
26	4,961	5,129	5,303	5,498	5,705	5,910
27	5,129	5,303	5,498	5,705	5,910	6,135
28	5,303	5,498	5,705	5,910	6,135	6,349
29	5,498	5,705	5,910	6,135	6,349	6,572
30	5,705	5,910	6,135	6,349	6,572	6,804

(b) *[Repealed, § 38 ch 3 SLA 1980.]*

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which appointment has been made, the officer or employee is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director. (§ 12 ch 148 SLA 1976; am § 1 ch 92 SLA 1977; am §§ 1, 10 ch 80 SLA 1978; am §§ 1, 16, 30, 31, 38 ch 3 SLA 1980; am § 1 ch 50 SLA 1982; am § 1 ch 83 SLA 1983)

Cross references. — For applicability of the salary schedule in (a) of this section to employees of the judicial and legislative branches, see § 4, ch. 83, SLA 1983, in the Temporary and Special Acts; for the Public Employment Relations Act, see AS 23.40.

Effect of amendments. — Sections 1, 16, and 30, ch. 3, SLA 1980, all rewrote subsection (a). Section 1 of ch. 3 is retroactive to January 1, 1979 and applied to calendar year 1979; section 16 of ch. 3 is retroactive to January 1, 1980, and applies to calendar year 1980; and section 30 of ch. 3 is effective January 1, 1981. Sections 31 and 38 of ch. 3 repealed subsection (b) and added subsection (c).

The 1982 amendment rewrote subsection (a). Section 6, ch. 50, SLA 1982 provides that the salary increases for the governor and lieutenant governor made by the 1982 amendment through the operation of AS 39.20.010 and 39.20.030, respectively, take effect when the new governor and lieutenant governor take office following November 1982 general election.

The 1983 amendment rewrote subsection (a).

Editor's notes. — Section 6, ch. 83, SLA 1983, provides that the 1983 amendment is retroactive to January 1, 1983.

Sec. 39.27.012. Temporary salary schedules. The director of personnel may establish salary schedules providing lesser amounts than those in the basic salary schedule in order to meet salary limit requirements for receipt and expenditure of federal funds. Salary rates established under authority of this section do not affect the salaries of employees provided for by a collective bargaining agreement negotiated under the authority of the Public Employment Relations Act (AS 23.40). (§ 2 ch 138 SLA 1975)

Revisor's notes. — Section 6, ch. 138, SLA 1975, provides: "This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Sec. 39.27.015. Cost-of-living adjustments. [Repealed, § 12 ch 80 SLA 1978.]

Sec. 39.27.020. Pay step differentials by election district and in other states. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9

Election District	Pay Steps Above Basic Salary Schedule
17	9
18	9
19	8
In other states	minus 6

(b) For purposes of (a) of this section, "election district" means an election district designated in the governor's proclamation of reapportionment and redistricting of December 7, 1961.

(c) The director shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska. (§ 1 ch 158 SLA 1966; am § 8 ch 101 SLA 1969; am § 2 ch 87 SLA 1971; am § 3 ch 47 SLA 1974; am § 3 ch 138 SLA 1975; am § 13 ch 148 SLA 1976; am §§ 32, 33 ch 3 SLA 1980)

Revisor's notes. — Section 6, ch. 138, SLA 1975 provides: This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Effect of amendments. — The 1980 amendment deleted the reference to AS 39.27.010 in the introductory language of subsection (a), substituted "In other states" for "Outside the State" in the last-listed election district in the chart of pay step differentials in subsection (a), and added subsection (c).

Sec. 39.27.022. Pay increments for longevity in state service. (a) Pay increments, computed at the rate of 3.75 per cent of the employee's base salary, shall be provided after an employee has remained in the final step within a given range for two years, provided that the employee has worked continuously for the state for seven years and provided that the current annual rating by the employee's supervisors is designated as "good" or higher.

(b) Additional increments, each computed at the rate of 3.75 per cent of the employee's base salary, shall be provided under the same restrictions as provided in (a) of this section when the employee has remained in the final step for four, nine and thirteen years.

(c) Longevity pay increments provided for in (a) and (b) of this section are approved under AS 39.25.150(2) as an amendment to the pay plan for employees of the state. (§ 1 ch 163 SLA 1972)

Opinions of attorney general. — Interpretating the longevity pay increments provided for by this section, so as to suggest that these increments may not be salary steps and therefore employees receiving these longevity increments who are promoted to a higher job series are not entitled to the salary increases required by Personnel Rule 9.02.13 and article 7 of the agreement between the state of Alaska and Alaska Public Employees Association covering the general government unit would be at variance with the legislative intent expressed in this section. September 11, 1974, Op. Att'y Gen.

NOTES TO DECISIONS

The purposes of this section are twofold, namely: To provide a reward for longevity in state employ, and to reestablish an incentive for employees who have attained the final step within a given range to continue in their employment. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Legislative history. — See Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

The language of this section is not clear and unambiguous as to when the pay increments in either subsection (a) or (b) should be granted. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

But at least some increment intended for immediate implementation. — The language of this section is not clear and unambiguous as to when the pay increments should be implemented. However, the Free Conference Committee Report indicates an intention that at least some increment be implemented immediately. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

No basis for assigning different implementation times to increments of subsections (a) and (b). — Since the wording of subsections (a) and (b) is nearly identical, there would seem to be no basis for assigning different implementation times to the increments, unless an indication of such legislative intent is to be found elsewhere. The supreme court has discovered no such expression of contrary legislative intent. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Thus, employees entitled retroactively to pay increments in subsection (b). — As of July 1, 1972, state employees who otherwise met the statutory eligibility requirements and had been in the last step of their pay range for four, nine, or 13 years should have immediately received the pay increments provided by subsection (b) of this section. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Given an indication of retroactivity in the Free Conference Committee Report on the original bill and the similarity in the phrasing of subsections (a) and (b), the most intrinsically reasonable interpretation of the bill would seem to be that, in the absence of any indications of legislative intent to the contrary, if eligibility for the initial pay increase was to become effective on July 1, 1972, then eligibility for all the incremental increases should become effective on that date. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Sec. 39.27.025. Swing and graveyard shift differentials. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter. (§ 3 ch 87 SLA 1971)

Sec. 39.27.030. Annual salary survey. (a) The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.040, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall

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

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

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

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

(d) The director shall, on a regular basis, report to the state employees association by providing a summary of the information accumulated during the data-gathering process; the director shall consult with the employees association and consider its findings before any final recommendation. (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971)

Cross references. — For gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

Sec. 39.27.035. Preparation and submission of pay schedules. The director shall 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. The director shall also prepare annual pay schedules for persons in the state service in each election district. These annual pay schedules shall either add to or subtract from the base pay of the person in state service according to the data obtained by the annual salary survey conducted under AS 39.27.030 — 39.27.040. The base pay schedule and the election district differentials shall be prepared annually from data obtained by the annual salary survey provided for in AS 39.27.030 — 39.27.040. The salary schedule shall be reviewed by the personnel board before submission to the legislature. A report and recommended salary schedules shall be submitted to each regular session of the legislature no later than five days after the session convenes. (§ 1 ch 226 SLA 1970)

Sec. 39.27.040. University salary survey. The director shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.035, and make recommendations to the Board of Regents of the University of Alaska on pay ranges to be applied to all classes of positions excluding academic and research positions in the university system. The Board of Regents shall consider these recommendations when establishing pay schedules for employees. (§ 1 ch 226 SLA 1970)

Sec. 39.27.045. Definition. In AS 39.27.030 — 39.27.040, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970)

Chapter 30. Insurance and Supplemental Employee Benefits.

Article
1. Old Age and Surviviors Insurance (§§ 39.30.010 — 39.30.080)
2. Group Life and Health Insurance (§§ 39.30.090 — 39.30.100)
3. Special Hazard Insurance (§ 39.30.130)
4. Supplemental Employee Benefits on Withdrawal from Social Security (§§ 39.30.150 — 39.30.180)

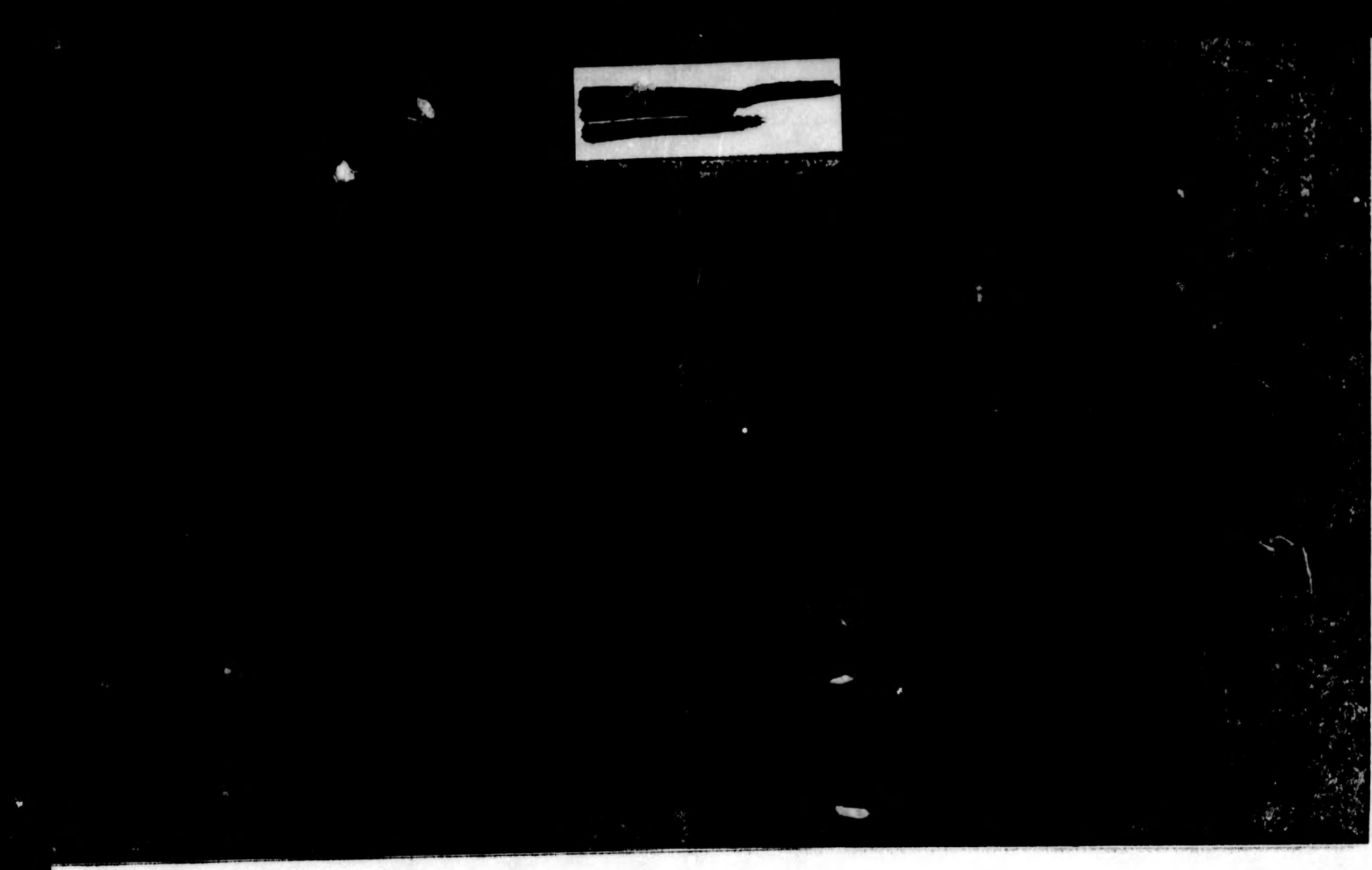
Article 1. Old Age and Survivors Insurance.

Section
10. Federal territorial agreement
20. Contributions by employees
30. Plans for coverage of employees of political subdivisions
40. Deposits and withdrawals
50. Administrative costs
60. Regulations
70. Studies and reports
80. Definitions

Sec. 39.30.010. Federal territorial agreement. (a) The director of finance, with the approval of the governor, may on behalf of the territory enter into an agreement with the Federal Security Administrator, consistent with AS 39.30.010 — 39.30.080, for the purpose of extending the benefits of the federal old age and survivors insurance system to employees of the territory or a political subdivision with respect to services specified in the agreement that constitute employment.

(b) The agreement may contain provisions relating to coverage, benefits, contributions, effective date, modification and termination of the agreement, administration, and other appropriate provisions that the parties agree upon, but, except as may be otherwise required under the Social Security Act as to the services to be covered, the agreement shall provide in effect that

(1) benefits will be provided for employees whose services are covered by the agreement, and their dependents and survivors, on the same basis as though the services constituted employment within the meaning of 42 U.S.C. 401 — 433 (Title II, Social Security Act);



MEMORANDUM August 16, 1985

Subject: Summary of August 12, 1985 Billy Berrier Memo

From: Frank Bickford FB
Legislative Salary Committee

The determination of whether the enactment voids the petition is made by the lietutenant governor with formal concurrence of the attorney general under AS 15.45.210 which provides:

> Sec. 15.45.210 DETERMINATION OF VOID PETITION.
>
> If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the legislature that is substanially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee.

If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems that are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the iniatiative.

It is clear that an act need not be identical in order to void a petition. However, the degree of deviation allowed is a factual matter that must be determined by comparing the petition and the statue enacted.

Clifford E. WARREN, Appellant,
v.
H. A. (Red) BOUCHER and State of Alaska, Appellees.
No. 2315.

Supreme Court of Alaska.
Nov. 28, 1975.

Plaintiff sued for declaratory and injunctive relief to compel lieutenant governor to place initiative proposal on ballot, although lieutenant governor had determined that initiative was void since substantially similar to an act of the legislature. The Superior Court, Third Judicial District, Anchorage, Victor D. Carlson, J., rendered summary judgment for defendant and plaintiff appealed. The Supreme Court, Connor, J., held that the statute permitting lieutenant governor to determine substantial similarity between act and proposal is not an unconstitutional delegation of judicial power to the executive and that the measures were substantially similar within constitutional provision permitting legislature to void an initiative by passing a substantially similar measure.

Affirmed.

Erwin, J., dissented and filed opinion in which Burke, J., joined.

1. Statutes ⇐301

Constitutional provisions for determination of election contests as prescribed by law and defining "by law" as identical with "by the legislature," gave legislature power to enact method of determining whether act and initiative provision are substantially the same, so as to void initiative. AS 15.45.210; Const. art. 5, § 3; art. 11, § 4; art. 12, § 11.

2. Constitutional Law ⇐70.1(1)

Court is disinclined to pass judgment on means selected by legislature to accomplish legitimate purposes unless such means clearly violate Constitution.

3. Constitutional Law ⇐80(1)
Statutes ⇐302

Statute authorizing lieutenant governor to determine whether act is substantially the same as initiative proposal, so as to void initiative, is not unconstitutional delegation of judicial function to executive officer. AS 15.45.210; Const. art. 11, § 4.

4. Constitutional Law ⇐12

Purposes and intentions of framers of Constitution must be inferred from language of Constitution itself, with careful regard for apparent aim framers had in mind.

5. Statutes ⇐301

Under constitutional provision permitting legislature to void initiative petition by enacting "substantially the same measure," legislature's discretion is reasonably broad; there is substantial similarity if in the main the act achieves same general purposes as initative and accomplishes purpose by means or systems which are fairly comparable; it is not necessary that the two measures correspond in minor particulars or even as to all major features and the broader the reach of the subject matter, the more latitude must be allowed legislature. Const. art. 11, § 4.

See publication Words and Phrases for other judicial constructions and definitions.

6. Statutes ⇐301

Legislative act relating to election campaigns was substantially similar to initiative proposal relating to compaign contributions, expenditures, and their limitations, despite differences between the measures, and act effectively displaced initiative. AS 15.13.010 et seq., 15.45.210; Const. art. 11, § 4.

Clifford E. Warren, pro se.

Timothy G. Middleton, Asst. Atty. Gen., Anchorage, Norman C. Gorsuch, Atty. Gen., Juneau, for appellees.

OPINION

Before RABINOWITZ, C. J., and CONNOR, ERWIN, BOOCHEVER and BURKE, JJ.

CONNOR, Justice.

This case raises issues regarding the initiative procedure in Alaska. Specifically, it is concerned with the process and conditions, if any, by which enactments of the legislature can operate to prevent an initiative from appearing on the ballot.

I.

The procedural history antedating this appeal is undisputed. Prior to the regular 1974 session of the Alaska legislature, an initiative petition entitled "An Act relating to campaign contributions, expenditures, and their limitations" was filed with the lieutenant governor. During that session, the legislature enacted Ch. 76, SLA 1974. That act is entitled, "An Act relating to the election campaigns; and providing for an effective date."

Pursuant to AS 15.45.210,[1] the lieutenant governor, H. A. (Red) Boucher, sought to determine whether the act and the initiative were substantially the same. An opinion of the attorney general, Norman C. Gorsuch, was sent to the lieutenant governor in a letter dated June 17, 1974. The attorney general's opinion was that the measures were substantially the same and, therefore, the initiative was void. The lieutenant governor concurred and notified the initiative committee that the initiative would not appear on the ballot.

This case was initiated on June 25, 1974, when Clifford E. Warren filed a "Complaint for Declaratory Judgment" in the superior court. Warren sought a preliminary injunction requiring the lieutenant governor to place the initiative on the primary ballot of August 27, 1974, or, alternatively, on the general election ballot.

Oral argument was heard on June 2[illegible] 1974, and the preliminary injunction was denied.

On July 16, 1974, Warren brought a petition for review to this court. The petition was initially denied, but on motion for reconsideration review was granted and, on August 20, 1974, we remanded the case to the superior court with directions to proceed to a final determination of the action as expeditiously as possible.

On September 6, 1974, Judge Carlson granted summary judgment for defendant in a memorandum decision. From this judgment this appeal has been taken.

II.

Warren offers two significant arguments in contending that the initiative should be placed before the voters. He asserts that

(1) AS 15.45.210[2] is unconstitutional because the legislature has improperly delegated a judicial function to an executive officer;

(2) Ch. 76, SLA 1974 and the initiative are not substantially similar;

Several additional arguments are offered by appellant, though not all of them warrant extended analysis.

III.

Appellant strongly urges that AS 15.45.210 improperly delegates to the lieutenant governor the duty of determining, in the first instance, whether an act and an initiative are "substantially the same." He argues that this law violates the separation of powers doctrine by vesting the construction of constitutional language in an executive officer of the state, rather than

1. AS 15.45.210 provides:

"If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the legislature that is substantially the same as the proposed law was enacted after the petition had been filed, and before the date of election, the petition is void and the lieutenant governor shall so notify the committee."

2. *Id.*

the courts.[3] The statute, enacted in 1960, provides:

> "*Determination of void petition.* If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the legislature that is substantially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee."

Obviously, the statute was enacted to effectuate Art. XI, Sec. 4, of the Alaska Constitution. That provision states:

> "*Initiative Election.* An initiative petition may be filed at any time. The lieutenant governor shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. If, before the election, substantially the same measure has been enacted, the petition is void."

[1] At the outset, we note that Art. XI, Sec. 4, does not expressly confer on any branch or agency the power to determine whether an act and an initiative are "substantially the same." However, Alaska Constitution, Art. V, Sec. 3, declares in part:

> "The procedure for determining election contests, with right of appeal to the courts, shall be prescribed by law."

Alaska Constitution, Art. XII, Sec. 11, provides, in part:

> "As used in this constitution, the terms 'by law' and 'by the legislature,' or variations of these terms, are used interchangeably when related to law-making powers."

We conclude that these constitutional provisions, when read in harmony, give the legislature the power to enact a method of determining whether two provisions are "substantially the same," as used in Art. XI, Sec. 4, of the Alaska Constitution.

[2] The legislature has expressly delegated its power in this regard to the lieutenant governor,[4] subject to review by the courts.[5] In reviewing that delegation of power, we reiterate that we are disinclined to pass judgment on the means selected by the legislature to accomplish legitimate purposes, unless such means clearly violate the Constitution. *DeArmond v. Alaska State Development Corp.*, 376 P.2d 717, 724 (Alaska 1962).

Courts in modern times have been reluctant to declare legislation unconstitutional on the ground of improper delegation of power.[6] Indeed, Professor Louis L. Jaffe, in commenting on the United States Supreme Court's attitude toward such challenges, has noted:

> "The Court has given the Congress a latitude broad enough for almost any administrative experiment presently believed necessary."[7]

3. Warren also contends that AS 15.45.210 violates Alaska Constitution, Art. III, Sec. 22.
> "All executive and administrative offices, departments, and agencies of the state government and their respective functions, powers, and duties shall be allocated by law among and within not more than twenty principal departments, so as to group them as far as practicable according to major purposes. Regulatory, quasi-judicial, and temporary agencies may be established by law and need not be allocated within a principal department."

4. *See* AS 15.45.210, n. 1, *supra*.

5. AS 15.45.240 provides:
> "Any person aggrieved by a determination made by the lieutenant governor may bring an action to have the determination reviewed within 30 days of the date on which notice of the determination was given by any appropriate remedy in the superior court."

6. *See generally*, Jaffe, *An Essay on the Delegation of Legislative Power*, 47 Colum.L.Rev. 359 and 561 (1947).

7. *Id.* at 581.

And Professor Kenneth C. Davis has stated:

> "We have learned that the danger of tyranny or injustice lurks in unchecked power, not in blended power."[8]

This does not mean that the legislature has an unlimited right to delegate its responsibilities. But where it would be impractical or cumbersome for the legislature to undertake the task in question, a limited delegation, subject to appropriate review, has been upheld.[9]

[3] Turning to the case at bar, the legislature has divested itself of a fact finding task which has no direct relation to that body's law making functions. Comparative analysis of varying pieces of legislation can be an arduous and time consuming endeavor. We find that the delegation in this case is based on sound, practical considerations.

In delegating the responsibility to the lieutenant governor,[10] the legislature has assigned the task to the person who is in charge of administering and supervising the conduct of all state elections.[11] In addition, the lieutenant governor performs extensive ministerial functions related to the initiative process.[12] Thus, the legislature has delegated its authority to a logical governmental officer.

The delegated function, in this instance, is definitionally narrow. The lieutenant governor, aided by the attorney general, must make a simple factual determination. Are two documents substantially the same in their content? In carrying out this determination, the lieutenant governor is not formulating policy. The framers of the Alaska Constitution have already decided that an initiative is void if legislation which is substantially the same, exists. By determining whether two documents are substantially the same, the lieutenant governor is simply effectuating constitutional policy.

Similar non-discretionary delegations have been upheld in other jurisdictions.[13] The Alaska legislature has expressly afforded an aggrieved party the right to judicial review.[14] In these circumstances, we hold the delegation of power in AS 15.45.210 to be both reasonable and constitutional.

IV.

Warren also urges that the superior court erred in ruling that the initiative and the act are "substantially the same."

In his memorandum decision of September 6, 1974, the trial judge undertook to define the phrase "substantially the same" as used in Article XI, Sec. 4, of the Alaska Constitution. He concluded that the phrase is broad enough to include a statute which "treats the same problem as that sought to be reached by the proposed initiative." He then granted summary judgment for the state because he found that

8. K. Davis, *Administrative Law Text* § 1.08, at 25 (1972).

9. *See, e. g., Union Bridge Co. v. United States*, 204 U.S. 364, 387, 27 S.Ct. 367, 51 L.Ed. 523 (1907); *Meadowlark Farms, Inc. v. Ill. Pollution Control Bd.*, 17 Ill.App.3d 851, 308 N.E.2d 829, 832 (1974); *Leininger v. Alger*, 316 Mich. 644, 26 N.W.2d 348, 352 (1948).

10. The delegation initially went to the secretary of state, but that office was supplanted by the creation of the lieutenant governor's post in 1970.

11. *See* AS 15.15.010 *et seq.*

12. *See* AS 15.45.010 *et seq.*

13. *See, e. g., Adams v. Bolin*, 74 Ariz. 269, 247 P.2d 617, 627–28 (1952); *Hodges v. Dawdy*, 104 Ark. 583, 149 S.W. 656, 658 (Ark.1912); *Leininger v. Alger*, 316 Mich. 644, 26 N.W.2d 348, 352 (1948); *Schmidt v. Gronna*, 68 N.D. 488, 281 N.W. 57, 60 (1938); *Brazell v. Ziegler*, 26 Okl. 826, 110 P. 107 (1910); *White v. Welling*, 89 Utah 335, 57 P.2d 703, 705 (1936).

Cf. Union Bridge Co. v. United States, 204 U.S. 364, 385–86, 27 S.Ct. 367, 51 L.Ed. 523 (1907); *Meadow Lark Farms, Inc. v. Illinois Pollution Control Bd.*, 17 Ill.App. 851, 308 N.E.2d 829, 832 (Ill.App.1974); *Joseph E. Seagrams & Sons, Inc. v. Hostetter*, 45 Misc.2d 956, 258 N.Y.S.2d 442, 451 (Sup. Ct.1965).

14. *See* n. 5, *supra*.

...e statute and the initiative "attempt to ...each the same results, more effective elec...on campaigns."

In reaching his definition, the trial judge ...lied, in part, on commentary which ac...mpanied the Constitutional Convention ...ommittee's Proposal No. 3, concerning ...itiatives and referendums. That propos..., in pertinent part, stated:

". . . Laws proposed by the initiative shall be submitted to the voters by ballot title at an election not later than 180 days after the adjournment of the legislative session following the filing of the petition, *unless the legislature enacts the measure initiated during the session.* . . ." (emphasis added)

The commentary, which did not refer to ...y specific phrase within Proposal No. 3, ...tated:

"If the legislature adopts a measure that is the subject of the initiative, the measure does not have to be submitted to the people."

Subsequent to the introduction of Proposal No. 3, several amendments to it were made. Article XI, Sec. 4, now reads:

"An initiative petition may be filed at any time. The lieutenant governor shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. *If, before the election, substantially the same measure has been enacted, the petition is void.*" (emphasis added)

In view of the changes which this provision underwent after its introduction, we find the committee commentary which guided the trial court to be less than conclusive. As we stated in *Walters v. Cease*, 388 P.2d 263, 266 (Alaska 1964):

"While such a statement might have been a valuable aid for ascertaining the intention of the convention with respect to the constitutional provision then under consideration, it loses any value it may have had because Proposal No. 3 . . . was later amended so as to materially change its meaning." (footnotes omitted)

The committee proposal was first taken up by the constitutional convention as a committee of the whole. Later the proposed article was considered a number of times through floor discussions of some length, and numerous amendments were adopted. However, there is no helpful discussion of what was the intended scope of the words "substantially the same measure." Thus the ultimate construction of this critical language devolves upon this court.

[4] Our dissenting colleagues rightly observe that the article on direct legislation was the subject of extensive debate at the constitutional convention. They read the term "substantially the same measure" as permitting legislative displacement of an initiative only within rather narrow confines. However, we find nothing in the legislative history of the article, or in the vigorous floor debates thereon, which points to an agreed upon meaning or a consciously adopted definition of what this critical language should mean. Many views were expressed by individual delegates, but these expressions do not in this instance provide a reliable guide to what the constitutional convention as a whole intended by the adoption of the phrase in question, or what it meant to the voters who ratified the constitution. In order to interpret this language we must analyze its functional relationship to other constitutional provisions. We must infer the purposes and intentions of the framers from the language of the constitution itself, with careful regard for the apparent aims which the framers had in mind.[15]

15. The dissent refers to the frustrations experienced by Alaskans under territorial government, and the deeply felt need for self-government which led to convening the con-

The words "substantial" or "substantially" are relative, inexact terms. Their meaning is quite elusive. *Application of Scroggins*, 103 Cal.App.2d 281, 229 P.2d 489 (1951). The meaning of such terms can be derived only be reference to all the circumstances surrounding the context in which they are used. *Atcheson, T. & S.F. Ry. v. Kings County Water District*, 47 Cal.2d 140, 302 P.2d 1, 3 (1956). So here, we believe that the term "substantially the same measure" must be viewed against the total structure contemplated in Art. XI of our constitution in the matter of direct legislation.

It is evident that the framers wanted to avoid a constitutional system in which any and all types of law could be enacted by direct legislation. Thus they placed a number of specific restrictions upon its use. Art. XI, Sec. 7, states:

> "The initiative shall not be used to dedicate revenues, make or repeal appropriations, create courts, define the jurisdiction of courts or prescribe their rules, or enact local or special legislation. The referendum shall not be applied to dedications of revenue, to appropriations, to local or special legislation, or to laws necessary for the immediate preservation of the public peace, health, or safety."

A less absolute, more relative restriction on the use of the initiative comes about by reason of the language which must be construed in the case at bar. By providing that the legislative enactment of substantially the same measure could have the effect of voiding an initiative, the framers empowered the legislature to cut off initiated legislation from consideration and vote by the general public. The manner in which Art. XI, Sec. 4, was amended in the constitutional convention makes this clear. The original proposal at the convention would have required that an initiative could be voided only by legislative enactment of "the measure initiated". Read literally, this would require that the language of both measures be identical. However, as discussed above, the final constitutional language requires merely that "substantially the same measure" be enacted by the legislature in order to void an initiative petition.

It is clear that the legislative act need not conform to the initiative in all respects, and that the framers intended that the legislature should have some discretion in deciding how far the legislative act should differ from the provisions of the initiative. The question, of course, is how great is the permitted variance before the legislative act becomes no longer substantially the same.

[5] Upon reflection we have concluded that the legislature's discretion in this matter is reasonably broad. If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems which are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the initiative.

We are fortified in this understanding of the constitutional language, and the intention of the framers, by a companion provision of the constitution. Under Art. XI, Sec. 5, an initiative, once enacted, cannot be repealed by the legislature within two years of its effective date. But it may be amended at any time. Here, as with Art. XI, Sec. 4, a considerable change occurred in the constitutional convention in the language first proposed and that finally adopted. Committee Proposal No. (Committee on Direct Legislation, Amend-

stitutional convention as part of the statehood movement. Nothing in that background, however, has any direct bearing on how the term "substantially the same measure" should be interpreted.

ment and Revision, December 9, 1965), provided:

> "No law passed by initiative may be vetoed by the Governor nor amended or repealed by the legislature for a period of three years."

The final constitutional provision states in pertinent part:

> "An initiated law . . . is not subject to veto, and may not be repealed by the legislature within two years of its effective date. It may be amended at any time . . . ."

The constitution thus vests broad authority in the legislature to vary the terms of an initiated law, after its adoption, by the process of amendment. This power amounts to a check or balance against the initiative process. No doubt the legislature was given this power to assure that initiatives which were ill-advised, which might seriously cripple or frustrate the sound workings of government, or which might be impracticable, could be altered or corrected rapidly by the legislature. It was obviously intended by the framers that the initiative process should not be permitted to disrupt vital governmental functions or to impose intolerable burdens upon established administrative systems. To this end the legislature was given the ability to substitute its judgment for that of the proponents of an initiative.[16]

What is significant to us here is the effect which the amendatory power of the legislature has upon our interpretation of the words "substantially the same measure." For if the legislature has broad power of amendment, it follows that it has broad power to change an initiative by an enactment covering the same subject as the initiated measure. In short, we must interpret Art. XI, Sec. 4, broadly and not narrowly as to the scope of legislative power. We, of course, are not passing here on the question of whether an amendment so vitiates an act passed by initiative as to constitute its repeal.

Turning now to the initiative and legislative act before us, it is clear that they both cover the same general subject matter. Both are aimed at the control of election campaign contributions and expenditures. The main points of similarity in the two measures are these: The amount a candidate may spend on his campaign is limited; contributions and expenditures must be reported; contributions of $100 or more under the act, and all contributions under the initiative, must be reported; the persons covered include candidates for governor, lieutenant governor, and state legislature;[17] criminal misdemeanor penalties are imposed for the violation of the respective provisions of both measures;[18] acceptance of anonymous contributions is prohibited; a responsible campaign treasurer must be appointed by each candidate; certain violations under each measure work a forfeiture of nomination or election; required reports must be made available for inspection by the public; and provision is made for citizen enforcement of the law, by court action under the initiative, and under the act by a complaint to the elec-

16. The discussions on the floor of the constitutional convention reveal a belief by a number of framers that a countervailing consideration would act as a balance against legislative arbitrariness in this respect. It was believed that the natural desire of many legislators to be re-elected, or at least to demonstrate creditable performance as public officials, would cause them to think carefully before amending an initiative out of existence, because of the effect which such action might have on the electorate in the future.

17. The initiative covers all municipal elections. The act permits a municipality to exempt itself from the coverage of the law. The initiative covers candidates for Congress, while the act does not. It should be noted that candidates for federal office are regulated extensively by the federal election campaign disclosure act passed in 1972. *See* 2 U.S.C. §§ 431–454.

18. AS 15.13.120(a) imposes penalties of up to one year of imprisonment or a fine up to $5,000 for violation of the act. We do not view the act, as does the dissent, as eliminating almost all individual penalties for enforcement.

tion compaign commission and appeal to the supreme court.

Under the initiative a watchdog committee is created, composed of three members of each major political party and three independent persons, plus one member from any other recognized political party. The ultimate appointive authority as to the committee is in the governor. Under the act there is created an election campaign commission. The governor appoints to the commission two members from each major political party, and they select by majority vote a fifth member.

There are certain points of contrast between the two measures. The initiative places most of the supervisory and administrative responsibilities on the lieutenant governor. The act places these functions in the election campaign commission. The initiative requires commercial advertisers to file reports of political advertising; the act does not require this. The initiative attempts to place out-of-state contributors under the jurisdiction of the Alaska courts; the act is silent on this subject.[19] The act defines and regulates political groups formed to support or oppose a political candidacy; the initiative does not reach such groups. Under the act a $1,000 limit is placed upon individual contributions; the initiative imposes no limit. Under the initiative candidates for governor and lieutenant governor cannot use more than 40% of their expenditures for "communications media." The act contains no such limitation.

The dissent views the act as eliminating all subpoena or investigatory power of the watchdog committee. However, the act, AS 15.13.030, requires that the commission must receive and hold open for public inspection the reports filed under the act. The commission is empowered to adopt regulations necessary to effectuate and clarify the act, and to conduct investigations of claimed violations of the act. AS 15.13.030(10) and .120(d). If the commission finds that violations have occurred it must report them to the attorney general for action. The attorney general may, of course, obtain subpoenas by resort to grand jury proceedings. We do not view the act as hampering investigation and prosecution of prohibited activities. Therefore, the elimination of the watchdog committee's subpoena power does not, in our opinion, create a significant difference between the two measures.

We are unable to accept the view, expressed in the dissent, that enforcement of the act will be less effective because violations must be referred to the attorney general. The practical or political problems posed by that method of enforcement, as contrasted with the watchdog committee envisaged by the initiative, may not in actuality operate as a serious barrier to enforcement. To some extent such problems inhere in the process of criminal prosecution generally. The countervailing forces are an aroused public opinion and the constitutional obligation resting on the executive to see that the laws are faithfully executed. These forces are operative in the processing of criminal matters of all types. We will not assume that practical or political considerations will frustrate effective enforcement.

The act does not place limitations on media spending, does not impose reporting requirements on media, does not require permits for media advertising, and does not provide for the reporting of surplus funds collected, in the same manner as does the initiative. But that is not to say that these subjects are unregulated. Under AS 15.13.110(d) all persons supplying services to any candidate must maintain a record of each transaction and must file appropriate reports with the commission. While the act does not limit the amount of media

19. This does not mean that out-of-state contributions go unregulated. Under the act these contributions must be reported; they may not exceed $1,000 in the aggregate per annum for any one candidate; and it is a criminal offense to accept a contribution in violation of the act. See AS 15.13.040, .070, and .120(a)(6).

[6] It is our opinion that substantial similarity exists between the two measures. The act effectively displaced the initiative. The lieutenant governor was correct in withholding the initiative from the ballot. We affirm the judgment of the superior court.

Affirmed.

ERWIN and BURKE, JJ., dissent.

ERWIN, Justice, with whom BURKE, Justice joins, dissenting.

I dissent.

The power of initiative and referendum is the basic recognition that under our republican form of government the ultimate political power exists with the people and not in some legislative body.[1] These provisions permit the people to enact laws when the legislature refuses to act, or repeal acts of the legislature which are unpopular or unfair. Moreover, it is an additional check and balance on the governmental process because it acts upon the legislative awareness that such power exists with the people[2]

One set of critics at the constitutional convention claimed, however, that its limitations make it less than effective as a popular tool of government. They argued that the requirement of obtaining a large number of signatures from residents in order to put the issue before the voters significantly limited the use of the initiative process in all but a few cases.[3]

Now the majority opinion further restricts this process by countenancing substantial legislative limitation of the initiative procedure. When this court determines that the legislature may decide how much of the legislation supported by the people they want, the basic political right of initiative disappears, for it is not the will of the people that is paramount, it is the will of the legislature.

I find that the minutes of the Alaska constitutional convention and the commentary thereon are not as limited as the majority opinion indicates.

The initial proposal filed by the Committee on Direct Legislation contained the following language:

> . . . Laws proposed by the initiative shall be submitted to the voters by ballot title at an election not later than 180 days after the adjournment of the legislative session following the filing of the petition, unless the legislature enacts the measure initiated during the session. . . .[4]

In the accompanying commentary the committee explained the content of the legislative enactment in the following terms:

> If the legislature adopts a measure *that is the subject of the initiative*, the measure does not have to be submitted to the people. [emphasis added][5]

The discussion and amendment of this initiative proposal was perhaps the most extensive and hotly contested[6] of the entire constitution, covering 7½ days of proposals and counter proposals.[7] This discussion included an extensive debate on the power to amend as being the power to amend and not the power to destroy.[8]

1. 2 Alaska Constitutional Convention Proceedings, 931–975. See particularly the statements of Delegates Marston and Taylor, 959–961, before defeat of the motion to delete all reference to referendum in the article on 973.

2. Fischer, Alaska Constitutional Convention, 79–81 (University of Alaska Press, 1975).

3. *Id.* at 79.

4. 6 Alaska Constitutional Convention Proceedings, 19.

5. *Id.* at 23; 2 Alaska Constitutional Convention Proceedings, 929.

6. Fischer, *supra* note 2, at 79–81.

7. 2 Alaska Constitutional Convention Proceedings, 928–1200; 3 Alaska Constitutional Convention Proceedings, 2960–2993.

8. 2 Alaska Constitutional Convention Proceedings, 1173–1177.

Subsequently the convention changed the proposal to provide as follows:

> A referendum petition may be filed at any time. The secretary of state shall prepare a ballot title and proposition summarizing the proposed law, and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing. If, *before* the election, *substantially the same measure has been enacted*, the petition is void.[9] [emphasis added]

The majority opinion finds this constitutional history inclusive and suggests that it may be supportive of the conclusion that the convention intended to give wide latitude to the legislature to change the initiative. I find it supports the exact opposite conclusion because of the extensive debate on the convention floor concerning the need for the initiative process, which was the subject of public hearings during the Christmas recess of the constitutional convention.

Further, the political climate of Alaska preceding, during and after the constitutional convention does not support a theory of distrust of the popular electorate or the legislation it would sponsor. Alaska's history is replete with instances of frustration to get an absentee government in Washington to deal with pressing problems.[10] In fact, such inaction was the greatest single boost to statehood. The members of the Alaska constitutional convention understood, more than most, the necessity of the initiative process for unpopular acts—for without it, the long years of struggle to achieve local control over our political destiny would have been cheapened.

In this case the legislature took the initiative title and enacted a measure which clearly was more politically palatable to them, but which is definitely not "substantially the same" as the initiative sponsored by the people.

In reviewing the referendum and the statute, I find that of the 19 separate sections of the initiative, only six are the same as the statute, and as part of the six I am including the section dealing with the powers and duties of the watchdog committee and the reporting system, which is only 50% of that stated in the initiative.

Seven sections have been eliminated entirely by the statute. This includes:

1. All references to United States senators and congressmen.[11]
2. Coverage of local elections is changed to local option.[12]
3. The requirement that out-of-state contributors submit themselves to Alaska jurisdiction.[13]
4. Almost all individual penalties for enforcement of the provisions of the act.[14]
5. All subpoena or investigatory power of the watchdog committee.[15]
6. All limitations on media spending.[16]
7. All requirements for equal charges by media and for equal time to candidates.[17]
8. Almost all reporting requirements by media, as well as all requirements that permits be obtained before media advertising is undertaken by a candidate.[18]
9. All requirements for the reporting and disposition of surplus funds collected.[19]

9. Section 4, Article XI, Alaska Constitution.
10. Gruening, *Many Battles*, pp. 281–396 (Liveright 1973); Gruening, *The State of Alaska*, Chapter 28; "Self Government: The Quest for Statehood," p. 460 (Random House 1954).
11. Section 2 of Initiative.
12. Section 18 of Initiative.
13. Section 13 of Initiative.
14. Sections 7 and 19 of Initiative.
15. Section 4 of Initiative.
16. Section 2 of Initiative.
17. Section 16 of Initiative.
18. Sections 5, 6 and 15 of Initiative.
19. Section 10 of Initiative.

10. Most definitions and the statement of purpose.[20]

In addition, the dollar amount of expenditures has been changed in every instance to a higher figure.

Governor/Lt. Governor	$125,000 to	$130,000
House	6,000 to	7,500
Senate	8,000 to	15,000[21]

Whereas the initiative required the disclosure of persons who contributed in excess of $50 to a candidate, the measure passed by the legislature requires only contributors of $100 or more need to be identified and reported.[22] Moreover, every section dealing with failure to report, false reports, or perjury in reporting has been deleted, together with those provisions which provide for substantial fines for all people who refuse access to the records of a candidate.[23] In addition, all sections permitting citizens to sue to enforce the provisions of the initiative have been eliminated.[24]

All power of the watchdog committee to delay certification of candidates or to bring charges requiring a delay of certification has been eliminated,[25] as has the power of the court to declare the second highest vote-getter elected where expenditure violations were found.[26]

Additionally, the legislature removed most enforcement teeth by requiring that any violation found by the commission must be referred to the Attorney General for a decision of whether or not the violator would be prosecuted.[27] The discretion to prosecute is an area of [illegible] versy, but such clearly depend[illegible] tors outside the issue of whet[illegible] violation has occurred.[28] [illegible] the manpower of the office, th[illegible] work, and the seriousness [illegible] problems[29] can combine to ma[illegible] ment of this area somewhat [illegible] To these practical problems is a [illegible] litical reality which casts sh[illegible] the decision to prosecute or n[illegible] cute. The Attorney General [illegible] by the Governor; thus there [illegible] known political factor which ca[illegible] decision where the candidate [illegible] one approved by the political p[illegible] er.

While the act does not expl[illegible] watchdog committee will obta[illegible] of violations without investigat[illegible] poena power, the statute is cle[illegible] is no method of delaying cer[illegible] removing a candidate who is [illegible] without a court proceeding[illegible] any case for voiding the elec[illegible] the Attorney General must th[illegible] by the Supreme Court of A[illegible] original proceeding,[31] rather [illegible] normal way of all other cases [illegible] trict or Superior Court. Su[illegible] preme Court must sit as five [illegible] cumbersome body to hear [illegible] particularly in view of its [illegible] graphic situs and other work[illegible] process becomes even more [illegible] and somewhat questionable if [illegible] rights of jury trial in certain [illegible]

20. Sections 1 and 20 of Initiative.

21. Section 2 of Initiative. The majority refers to the last decennial census of 1970 to suggest $120,000 as the figure for Governor. However, constantly new census figures are validated to show changes for federal-state revenue-sharing purposes. The latest figures for 1975 make the $130,000 figure conservative.

22. Section 9 of Initiative.

23. Section 7 of Initiative.

24. Section 19 of Initiative.

25. Section 3 of Initiative.

26. Section 19 of Initiative.

27. AS 15.13.120(d).

28. See *Public Defender Agency [illegible] Court of Third Judicial District*, [illegible] 949–951 (Alaska 1974), for a [illegible] the Attorney General's discretion [illegible] prosecution in child support case[illegible]

29. Fischer, *supra* note 3, at 949.

30. AS 15.13.120(b).

31. AS 15.13.120(b).

32. See *Baker v. City of Fairbanks*, [illegible] 386, 401–402 (Alaska 1970), for a [illegible] of cases where jury trial is requir[illegible]

...ntory rights[33] to appeal all cases to the ...preme Court are considered.

...The initiative recognized these problems ...permitting the commission and private ...ties to bring suit to enforce its provi... and gave to the committee investiga... and subpoena power to insure compli...ce. The elimination of these provisions ... to the heart of the enforcement provi... and leaves, to a large extent, an illu...y remedy. The initiative and the mea...re passed by the legislature have the ...e title and some similar reporting re...rements, but by no stretch of the imagi...tion are they substantially the same.[34] ...The majority attempts to excuse the ...l for a number of the deleted sections ...noting that certain federal reporting re...rements or court decisions make them ...ecessary. While disregarding the prop...tion that federal laws can provide effec... regulation for Alaska elections when ...omplaints must be filed in Washington, ... I submit that this argument misses ... point. The question is not whether the ...ovisions are wise, but whether the legis...ve act is *substantially* the same as the ...tiative. It is for the people to provide ...y decision in situations such as this be...se the legislature failed to act until ...olded by the electorate. By their inaction the legislators simply lost their ability to challenge the utility of the provisions. Their only power was to nearly duplicate the initiative, for that is just what the words "substantially the same" mean.

The majority's final suggestion that the powers and duties referred to in several of the eliminated sections can be implied from other provisions of AS 15.13 flies in the face of two canons of construction which have been adopted in almost every jurisdiction: (1) criminal statutes are to be strictly construed, and (2) where there has been a material change in language of an act, it is presumed that the legislature intended to indicate a change in legal rights and obligations thereunder.[35]

I agree with the implication of the majority opinion that the sections eliminated affect the workings of the commission and various other provisions throughout the statute. However, I am unable as a matter of logic to find the flexibility in the act passed by the legislature to cover the gaps left by those sections deleted from the original initiative.

I would reverse the decision of the trial court and remand this case with instructions to place the initiative on the ballot of the next general election.

...AS 22.05.010.

...The only similar sections found in AS 15.-...010–110 provide for
(1) a monitoring committee (.020 to .030);
(2) the reporting of contributions over $100.00 (.040);
(3) the registration of groups and the appointment of a treasurer (.050 and .060);
(4) limitations of spending by candidates in various races (.070);
(5) certain reporting requirements of contributors and a schedule for candidates (.080 to .110).

Additionally, the legislature added a tax credit of $50.00 from state income tax for political contributions. Also, publication of an election pamphlet containing background information on the candidates, costing each House candidate $25.00 and each Senate candidate $50.00.

35. *See* Horack, Sutherland Statutory Construction, Vol. 1, § 1930, p. 412–414 (3rd Ed.1943).

MEMORANDUM August 16, 1985

Subject: Summary of August 12, 1985 Billy Berrier Memo

From: Frank Bickford FB
Legislative Salary Committee

The determination of whether the enactment voids the petition is made by the lietutenant governor with formal concurrence of the attorney general under AS 15.45.210 which provides:

> Sec. 15.45.210 DETERMINATION OF VOID PETITION.
>
> If the lieutenant governor, with the formal concurrence of the attorney general, determines that an act of the legislature that is substanially the same as the proposed law was enacted after the petition had been filed, and before the date of the election, the petition is void and the lieutenant governor shall so notify the committee.

If in the main the legislative act achieves the same general purpose as the initiative, if the legislative act accomplishes that purpose by means or systems that are fairly comparable, then substantial similarity exists. It is not necessary that the two measures correspond in minor particulars, or even as to all major features, if the subject matter is necessarily complex or if it requires comprehensive treatment. The broader the reach of the subject matter, the more latitude must be allowed the legislature to vary from the particular features of the iniatiative.

It is clear that an act need not be identical in order to void a petition. However, the degree of deviation allowed is a factual matter that must be determined by comparing the petition and the statue enacted.

THE

CONSTITUTION

of the

STATE OF ALASKA



Sen. Abood

ARTICLE XI

INITIATIVE, REFERENDUM, AND RECALL

[redacted] and [redacted]

SECTION 1. [redacted]

Application

SECTION 2. An initiative or referendum is proposed by an application containing the bill to be initiated or the act to be referred. The application shall be signed by not less than one hundred qualified voters as sponsors, and shall be filed with the lieutenant governor. If he finds it in proper form he shall so certify. Denial of certification shall be subject to judicial review.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Petition

SECTION 3. After certification of the application, a petition containing a summary of the subject matter shall be prepared by the lieutenant governor for circulation by the sponsors. If signed by qualified voters, equal in number to ten per cent of those who voted in the preceding general election and resident in at least two-thirds of the election districts of the State, it may be filed with the lieutenant governor.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Initiative Election

SECTION 4. [redacted] The lieutenant governor shall prepare a [redacted] and shall place them on the ballot for the first statewide election held more than one hundred twenty days after adjournment of the legislative session following the filing [redacted]

[redacted] was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Referendum Election

SECTION 5. A referendum petition may be filed only within ninety days after adjournment of the legislative session at which the act was passed. The lieutenant governor shall prepare a ballot title and proposition summarizing the act and shall place them on the ballot for the first statewide election held more than one hundred eighty days after adjournment of that session.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Enactment

SECTION 6. If a majority of the votes cast on the proposition favor its adoption, the initiated measure is enacted. If a majority of the votes cast on the proposition favor the rejection of an act referred, it is rejected. The lieutenant governor shall certify the election returns. [redacted]. An act rejected by referendum is void thirty days after certification. Additional procedures for the initiative and referendum may be prescribed by law.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Restrictions

SECTION 7. [redacted] create courts, define the jurisdiction of courts or prescribe their rules, or enact local or special legislation. The referendum shall not be applied to dedications of revenue, to appropriations, to local or special legislation, or to laws necessary for the immediate preservation of the public peace, health, or safety.

ing to, or returning from legislative sessions are not subject to civil process and are privileged from arrest except for felony or breach of the peace.

[redacted]

Regular Sessions

SECTION 8. The legislature shall convene in regular session each year on the fourth Monday in January, but the month and day may be changed by law. The legislature shall adjourn from regular session no later than one hundred twenty consecutive calendar days from the date it convenes except that a regular session may be extended once for up to ten consecutive calendar days. An extension of the regular session requires the affirmative vote of at least two-thirds of the membership of each house of the legislature. The legislature shall adopt as part of the uniform rules of procedure deadlines for scheduling session work not inconsistent with provisions controlling the length of the session. [Amendment approved November 6, 1984]

Special Sessions

SECTION 9. Special sessions may be called by the governor or by vote of two-thirds of the legislators. The vote may be conducted by the legislative council or as prescribed by law. At special sessions called by the governor, legislation shall be limited to subjects designated in his proclamation calling the session, to subjects presented by him, and the reconsideration of bills vetoed by him after adjournment of the last regular session. Special sessions are limited to thirty days.

(The amendment of this section was approved by the voters of the state November 2, 1976 and became effective December 23, 1976. This amendment deleted "or" preceding "to subjects" in the third sentence and added "and the reconsideration of bills vetoed by him after adjournment of the last regular session.")

Adjournment

SECTION 10. Neither house may adjourn or recess for longer than three days unless the other concurs. If the two houses cannot agree on the time of adjournment and either house certifies the disagreement to the governor, he may adjourn the legislature.

Title and Authority

SECTION 14. When the lieutenant governor succeeds to the office of governor, he shall have the title, powers, duties and emoluments of that office.

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

[redacted]

[redacted]

(The amendment to this section was approved by the voters of the state August 25, 1970 and became effective October 10, 1970. The words "secretary of state" were changed to "lieutenant governor".)

Governor: Authority

SECTION 16. The governor shall be responsible for the faithful execution of the laws. He may, by appropriate court action or proceeding brought in the name of the State, enforce compliance with any constitutional or legislative mandate, or restrain violation of any constitutional or legislative power, duty, or right by any officer, department, or agency of the State or any of its political subdivisions. This authority shall not be construed to authorize any action or proceeding against the legislature.

Convening Legislature

SECTION 17. Whenever the governor considers it in the public interest, he may convene the legislature, either house, or the two houses in joint session.

Message to Legislature

SECTION 18. The governor shall, at the beginning of each session, and may at other times, give the legislature information concerning the affairs of the State and recommend the measures he considers necessary.

Military Authority

SECTION 19. The governor is commander-in-chief of the armed forces of the State. He may call out these forces to execute the laws, suppress or prevent insurrection or lawless violence, or repel

elected by the justices and judges of state courts; three members who have practiced law in this state for ten years, appointed by the governor from nominations made by the governing body of the organized bar and subject to confirmation by a majority of the members of the legislature in joint session; and three persons who are not judges, retired judges, or members of the state bar, appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. In addition to being subject to impeachment under Section 12 of this article, a justice or judge may be disqualified from acting as such and may be suspended, removed from office, retired, or censured by the supreme court upon the recommendation of the commission. The powers and duties of the commission and the bases for judicial disqualification shall be established by law. [Amendment approved November 2, 1982]

Retirement

SECTION 11. Justices and judges shall be retired at the age of seventy except as provided in this article. The basis and amount of retirement pay shall be prescribed by law. Retired judges shall render no further service on the bench except for special assignments as provided by court rule.

Impeachment

SECTION 12. Impeachment of any justice or judge for malfeasance or misfeasance in the performance of his official duties shall be according to procedure prescribed for civil officers.

[redacted]

SCOMM

#49:24

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

MEMORANDUM

TO: Representative Larson

ATTN: Linda Firestone

FROM: David Teal, Director

RE: Legislative Salaries
Research Request 86-024

You asked us to assist the Legislative Salary Commission gather information for hearings concerning legislative salaries. Commission staff suggested the following four topics for research:

- comparable salaries in the government and private sector;
- cost of retirement benefits for the current legislative salaries and for salaries in effect before 1983;
- the effect of the salary increase on total State costs and on legislators' income; and
- a brief history of the Alaska Salary Commision, which existed from 1976 through 1980.

Salary Comparison

Work on a government/private sector salary comparison was halted at the direction of staff after preliminary research showed that relevant information for experienced personnel was not readily available. Commission staff will continue salary research, but will focus on other state legislatures and on state positions that pay salaries comparable to legislators' salaries. In discussing this subject with staff, I noted that legislators' salaries are fixed while most State workers receive annual merit pay increases. It became clear during the discussions that the center of any legislative salary controversy will be whether being a State legislator is a part-time or a full-time occupation.

Retirement Benefits/Cost to the State

The attached computations prepared by the Legislative Affairs Agency show that retirement benefits are directly related to individuals' highest salary; when legislative salaries increased by 133 percent ($1,673 per month to $3,900 per month), potential retirement benefits increased by the same percentage. However, because per diem was eliminated when the salary increase became effective, the net effect of the salary increase on legislators' current income was substantially less than 133 percent. As the table below shows, the salary increase raised State costs for legislators' compensation and expenses (other than retirement) by about 58 percent (from $41,009 to $64,840). Legislators' annual taxable income increased by about 60 percent, plus an additional amount of untaxed income for those whose cost of maintaining a household in Juneau is less than $109 per day. The following table compares cost to the State (gross compensation) and taxable income under the current system and the system in effect prior to 1983.

	Pre-1983 System	Current System
Salary	$21,084	$46,800
Benefits	6,325	14,040
Expense Allowance	4,000	4,000
Per Diem	9,600	0
Gross Compensation	41,009	64,840
Deductions for Living Expenses	0	13,080
Taxable Income	21,084	33,720

Assumptions

120 day session
no payments during interim
1985 salary schedule in effect [$1,757/month (10A) vs. $3,900/month (22A)]
benefits are 30 percent of salary
per diem is $80 and is included in compensation
cost of maintaining a second household is $80 per day
allowable deduction for living expenses is $109 per day

SCOMM

#49:25

14-1390
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.10.100 is amended to read:

Sec. 24.10.100. SALARY OF LEGISLATORS. The monthly [ANNUAL] salary for each member of the legislature is $2,000 [$46,800]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $7,000 [$500] a year during tenure of office. The majority leaders of the senate and house of representatives are each entitled to an additional $5,000 a year during tenure of office. The minority leaders of the senate and the house of representatives are each entitled to an additional $2,500 a year during tenure of office. The chair of each standing committee of the senate and the house of representatives is each entitled to an additional $3,000 a year during tenure of office.

* Sec. 2. AS 24.10 is amended by adding a new section to read:

Sec. 24.10.105. LEGISLATIVE PER DIEM. (a) Each member of the legislature who is not a permanent resident of Juneau is entitled to per diem at the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular or special session.

(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at 60 percent of the rate

established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

* Sec. 3. AS 24.10.110 is amended to read:

Sec. 24.10.110. ADDITIONAL ALLOWANCES. Each [IN ADDITION, EACH] member of the legislature is entitled to an annual allowance of $6,000 [PRESCRIBED IN ACCORDANCE WITH AS 39.23] for postage, stationery, stenographic services and other expenses.

* Sec. 4. This Act takes effect January 19, 1987.

14-1390
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

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(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at 60 percent of the rate

75%

established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

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* Sec. 4. This Act takes effect January 19, 1987.

1st day of 15 leg.

& other related expenses of the Legislature

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date:

REQUEST Work Draft Bill 14-1390
Bill/Resolution No.: dated 10/16/85
Title: An Act Relating to Compensation for Legislators
Sponsor:
Requestor:
Date of Request:

FISCAL DETAIL
Agency Affected:
Program Category Affected: EPORS
BRU, Program or Subprogram(s) Affected:

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
100 PERSONAL SERVICES						
100 RTMNT & BNFTS						
200 TRAVEL						
300 CONTRACTUAL						
400 SUPPLIES						
500 EQUIPMENT						
600 LAND & STRUCT						
700 GRANTS, CLAIMS	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
700 TRS MATCH						
TOTAL OPERATING	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
FEDERAL FUNDS						
OTHER						
TOTAL	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
POSITIONS:	-0-	-0-	-0-	-0-	-0-	-0-
FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

(See attached)

DRAFT

Prepared By: J.K. Humphreys
Phone: 465-4470
Division: Retirement & Benefits
Date: 10/30/85

Approved by Commissioner: Eleanor Andrews
Date:
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Rev. 9/16/85

Work Draft Bill 14-1390 (10/16/85 version)
Fiscal Note Analysis
Prepared by Division of Retirement & Benefits

October 30, 1985

Analysis: Passage of this bill would decrease the current monthly salary for legislators and would consequently reduce monthly benefit payments to some members of the Elected Public Officers Retirement System (EPORS). Seventeen current EPORS retirees would receive reduced benefits and, for this analysis, we have estimated that three of the six members eligible to retire in FY 87 would also be affected by this bill.

The FY 87 savings to the state of $80.6 is calculated by applying the reduction in salary to the EPORS benefit formula and recalculating the FY 87 cost for each EPORS retiree.

The savings for FY 87 are projected for five months. Savings in successive fiscal years are for full years and increase at a rate of 8%.

This fiscal note reflects cost savings relating to EPORS only. Savings in PERS and TRS benefits will presumably be reflected in the fiscal note prepared by Legislative Affairs Agency in the Personal Services Component since these costs are charged as a percent of salary.

DRAFT

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: ____

REQUEST

Bill/Resolution No.: SB No.
Title: An Act relating to the compensation of legislators; and providing for an e.d.

Sponsor: Joint Spec. Comm. on Legis. Salaries
Requester: Senator Mitch Ahgeak
Date of Request: 10/23/85

FISCAL DETAIL

Agency Affected: Legislative Affairs Agency
BRU: General Government

Component: Legislative Council, Salaries & Allowances

EXPENDITURES/REVENUES : (Thousands of Dollars)

OPERATING	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
PERSONAL SERVICES	-0-	<536.1>	<1,569.0>	<1,569.0>		
TRAVEL	-0-	833.2	833.2	833.2		
CONTRACTUAL	-0-	120.0	120.0	120.0		
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	-0-	417.1	<615.8>	<615.8>		
CAPITAL	-0-	417.1	<615.8>	<615.8>		
REVENUE						

FUNDING : (Thousands of Dollars)

GENERAL FUND	-0-	417.1	<615.8>	<615.8>		
FEDERAL FUNDS						
OTHER						
TOTAL						

POSITIONS :

FULL-TIME		60	60	60		
PART-TIME						
TEMPORARY						

ANALYSIS : Attach a separate page if necessary

This bill reduces the monthly salary of legislators from $3,900 to $2,000; reinstates per diem during session at a higher rate; raises the annual allowance from $4,000 annually to $6,000 annually for postage, stationery, stenographic services and other expenses; and raises the additional compensation of the Senate President and Speaker of the House from $500 annually to

(Continued)

Prepared by: Pamela A. Stoops, Manager — Phone: 465-3850
Division: Administrative Services — Date: 10/28/85

Approved by Executive Director: Warren W. Endicott — 10/28/85
Agency: Legislative Affairs Agency

Distribution (by Agency preparing fiscal note):
- Legislative Finance
- Legislative Sponsor
- Requester
- Office of Management and Budget
- Impacted Agency(ies)

10/25/85

CONTINUATION of FISCAL NOTE ANALYSIS

For Bill/Resolution No. _____

$7,000 annually. This bill also adds additional compensation to the majority leaders of the House and Senate $5,000 a year, minority leaders of the House and Senate $2,500 a year, and the chair of each standing committee of the Senate and House $3,000 a year.

FY 87 shows an increase over existing law because this bill goes into effect January 19, 1987, and the higher salary is in effect for 6½ months plus per diem going into effect January 19, 1987.

The legislative per diem in this bill is the rate established for employees of the federal government in Juneau. Currently that rate is $109 a day. Before July 21, 1983 when the legislators were eligible for per diem, the rate according to law was using the State per diem rate which currently is $80 a day.

STATE OF ALASKA
THE LEGISLATURE

POUCH Y - STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 16, 1985

SUBJECT: Compensation of legislators
(Work Order No. 14-1390)

TO: Senator Mitch Abood
Chairman Joint Special Committee on
Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

Linda Firestone has requested a bill relating to legislative compensation. The bill is enclosed.

Let me note first a threshold issue regarding the numbering of the sections. The revisor has eliminated AS 24.15 and renumbered the sections as a part of AS 24.10. Accordingly, the numbering contained within this bill will conform to the supplement of the Alaska Statutes when issued this fall. They should be available in the very near future.

For your convenience, note that AS 24.10.100 is former AS 24.15.020. AS 24.10.105 is similar to former AS 24.15.010, repealed. AS 24.10.110 is former AS 24.15.030.

Please note that I have not dealt with the question of per diem during the interim, apart from the five days before and after a session. I am advised that there is presently no legislation dealing with the question and that the legislative council has authorized members to submit requests for reimbursement based on the costs of accommodations and $31 a day as a meals allowance.

If I were to propose language that would otherwise be consistent with the general scheme of the enclosed bill, I would suggest that a new subsection be added to Sec. 24.10.105, a section itself added in the bill, to read:

> (c) When the legislature is not in session, a member of the legislature on official duty as a member of the

legislature in a community that is not the place of residence of the member is entitled to per diem at the rate set under (a) of this section; a member of the legislature on official duty as a member of the legislature in a community that is the place of residence of the member is entitled to per diem at the rate set under (b) of this section.

If I may be of further assistance, please advise.

RAB:mkr
M1:047

Enclosure

SCOMM

#49:26

14-1390
Cramer
11/13/85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.10.100 is amended to read:

Sec. 24.10.100. SALARY OF LEGISLATORS. The monthly [ANNUAL] salary for each member of the legislature is $2,500 [$46,800]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.10 is amended by adding a new section to read:

Sec. 24.10.105. LEGISLATIVE PER DIEM. (a) Each member of the legislature who is not a permanent resident of Juneau is entitled to per diem at the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular or special session.

(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at 70 percent of the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

(c) Except as provided in (a) or (b) of this section, a member of the legislature on official duty as a member of the legislature, as

determined by the legislative council, is entitled to reimbursement for actual expenses for meals and lodging.

* Sec. 3. AS 24.10.110 is amended to read:

Sec. 24.10.110. ADDITIONAL ALLOWANCES. Each [IN ADDITION, EACH] member of the legislature is entitled to an annual allowance of $6,000 [PRESCRIBED IN ACCORDANCE WITH AS 39.23] for postage, stationery, [STENOGRAPHIC SERVICES] and other related legislative expenses.

* Sec. 4. This Act takes effect January 19, 1987.

14-1390
Bradley
10/24/85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.10.100 is amended to read:

Sec. 24.10.100. SALARY OF LEGISLATORS. The monthly [ANNUAL] salary for each member of the legislature is $2,500 [$46,800]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.10 is amended by adding a new section to read:

Sec. 24.10.105. LEGISLATIVE PER DIEM. (a) Each member of the legislature who is not a permanent resident of Juneau is entitled to per diem at the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular or special session.

(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at ~~75~~ 70 percent of the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

(c) ~~Except as provided in (a) or (b) of this section,~~ a member of the legislature on official duty ~~as a member of the legislature in~~

A member of the legislature on official duty as defined by leg council during interim is entitled to reimbursement ~~of~~ actual expenses.
transportation & related, meals

See letter

~~a community that is not the place of residence of the member is entitled to per diem at the rate set under (a) of this section; a member of the legislature on official duty as a member of the legislature in a community that is the place of residence of the member is entitled to per diem at the rate set under (b) of this section.~~ [during interim is entitled to actual expenses.]

* Sec. 3. AS 24.10.110 is amended to read: ~~while on~~

Sec. 24.10.110. ADDITIONAL ALLOWANCES. Each [IN ADDITION, EACH] member of the legislature is entitled to an annual allowance of $6,000 [PRESCRIBED IN ACCORDANCE WITH AS 39.23] for postage, stationery, [STENOGRAPHIC SERVICES] and other related legislative expenses.

* Sec. 4. This Act takes effect January 19, 1987. - adopted

Fah - leave
Phillips - raise more
Sund - up to 8
Sull. - leave at 6
Larson - leave at 6

Martin - doesn't like 6 back door financing

Motion to up to 8 by Sund
Motion withdrawn

Fah moved - sec C & add. allow - un-conc.

Fuller - leg council direct to have gen policy or case by case

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: 10/30/85

REQUEST
Bill/Resolution No.: Work Draft Bill 14-1390 dated 10/24/85
Title: An Act Relating to Compensation for Legislators
Sponsor:
Requestor:
Date of Request:

FISCAL DETAIL
Agency Affected:
Program Category Affected: EPORS
BRU, Program or Subprogram(s) Affected:

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
100 PERSONAL SERVICES						
100 RTMNT & BNFTS						
200 TRAVEL						
300 CONTRACTUAL						
400 SUPPLIES						
500 EQUIPMENT						
600 LAND & STRUCT						
700 GRANTS, CLAIMS	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
700 TRS MATCH						
TOTAL OPERATING	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
FEDERAL FUNDS						
OTHER						
TOTAL	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
POSITIONS:	-0-	-0-	-0-	-0-	-0-	-0-
FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

(see attached)

DRAFT

Prepared By: J.K. Humphreys, Director Phone: 465-4470
Division: Retirement & Benefits Date: 10/30/85

Approved by Commissioner: Eleanor Andrews Date:
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Rev. 9/16/85

Work Draft Bill 14-1390 (10/24/85 version)
Fiscal Note Analysis
Prepared by Division of Retirement & Benefits

October 30, 1985

Analysis: Passage of this bill would decrease the current monthly salary for legislators and would consequently reduce monthly benefit payments to some members of the Elected Public Officers Retirement System (EPORS). Seventeen current EPORS retirees would receive reduced benefits and, for this analysis, we have estimated that three of the six members eligible to retire in FY 87 would also be affected by this bill.

The FY 87 savings to the state of $59.2 is calculated by applying the reduction in salary to the EPORS benefit formula and recalculating the FY 87 cost for each EPORS retiree.

The savings for FY 87 are projected for five months. Savings in successive fiscal years are for full years and increase at a rate of 8%.

This fiscal note reflects cost savings relating to EPORS only. Savings in PERS and TRS benefits will presumably be reflected in the fiscal note prepared by Legislative Affairs Agency in the Personal Services Component since these costs are charged as a percent of salary.

DRAFT

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date : _____

REQUEST

Bill/Resolution No. : SB No.
Title : An Act relating to the compensation of legislators; and providing for an e.d.

Sponsor : Joint Spec. Comm. on Legis. Salaries
Requestor : Senator Mitch Abood
Date of Request : 10/23/85

FISCAL DETAIL

Agency Affected : Legislative Affairs Agency
BRU : General Government

Components : Legislative Council, Salaries & Allowances

EXPENDITURES/REVENUES : (Thousands of Dollars)

OPERATING	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
PERSONAL SERVICES	-0-	<322.2>	<1,213.1>	<1,213.1>		
TRAVEL	-0-	839.6	839.6	839.6		
CONTRACTUAL	-0-	120.0	120.0	120.0		
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	-0-	637.4	<253.5>	<253.5>		
CAPITAL	-0-	637.4	<253.5>	<253.5>		
REVENUE						

FUNDING : (Thousands of Dollars)

GENERAL FUND	-0-	637.4	<253.5>	<253.5>		
FEDERAL FUNDS						
OTHER						
TOTAL						

POSITIONS :

FULL-TIME		60	60	60		
PART-TIME						
TEMPORARY						

ANALYSIS : Attach a separate page if necessary

This bill reduces the monthly salary of legislators from $3,900 to $2,500; reinstates per diem during session at a higher rate; and raises the annual allowance for postage, stationery, stenographic services and other expenses from $4,000 to $6,000. (Continued)

Prepared by : Pamela A. Stoops, Manager Pamela A. Stoops Phone : 465-3850
Division : Administrative Services Date : 10/28/85

Approved by Executive Director: Warren W. Endicott Warren W. Endicott Date: 10/28/85
Agency : Legislative Affairs Agency

Distribution (by Agency preparing fiscal note) :
Legislative Finance
[redacted]
Requestor
Office of Management and Budget
Impacted Agency(ies)

10/25/85

CONTINUATION of FISCAL NOTE ANALYSIS

For Bill/Resolution No. _____

FY 87 shows an increase over existing law because this bill goes into effect January 19, 1987 and the higher salary is in effect for 6½ months plus per diem going into effect January 19, 1987.

The legislative per diem in this bill is the rate established for employees of the federal government in Juneau. Currently that rate is $109 a day. Before July 21, 1983 when the legislators were eligible for per diem, the rate according to law was using the State per diem rate which currently is $80 a day.

SCOMM

#49:27

14-1455
Cramer
11-25-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to compensation of state officers; establishing a commission on compensation of state officers; and providing for an effective date."

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

* Section 1. AS 39.23 is amended by adding new sections to read:

ARTICLE 1. STATE OFFICERS COMPENSATION COMMISSION.

Sec. 39.23.200. COMPENSATION COMMISSION ESTABLISHED. (a) The State Officers Compensation Commission is established. The commission is composed of seven members appointed by the governor subject to confirmation by a majority of the legislature in joint session. Members serve for staggered terms of four years. Commission membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration and one representative of a labor organization. A vacancy shall be filled for the balance of the unexpired term.

(b) The commission shall annually elect a member to chair its meetings. A majority of the commission members constitutes a quorum to transact business. The affirmative vote of four members is required to approve the commission's recommendations on compensation.

(c) The commission shall meet at the call of the chair. Notice of a meeting shall be mailed to each member at least 15 days before the date scheduled for the meeting.

(d) The commission shall hold a public hearing to discuss its findings and recommendations before submitting its final report to the

legislature.

Sec. 39.23.210. PROHIBITIONS AGAINST STATE OR MUNICIPAL SERVICE. A member of the commission may not be employed by the state or hold elective state or municipal office during membership on the commission.

Sec. 39.23.220. COMPENSATION. Members of the commission serve without compensation but are entitled to per diem and travel expenses authorized for members of boards and commissions under AS 39.20.180.

Sec. 39.23.230. STAFF. (a) The commission may contract for professional services and may employ staff as it considers necessary.

(b) If requested by the commission, the director of personnel in the Department of Administration shall serve as secretary to the commission.

Sec. 39.23.240. DUTIES OF THE COMMISSION. (a) The commission shall review the salaries, benefits, and allowances of members of the legislature, the governor, lieutenant governor, members of the judiciary, and the head of each principal department and submit a report on its findings at least once every two years, but not more frequently than every year.

(b) The commission shall submit its preliminary findings and recommendations by November 15. The commission shall give reasonable public notice of its preliminary findings and recommendations, solicit public comments, and give due regard to the public comments, before submitting a final report under (c) of this section.

(c) The commission shall make a final report of its findings and recommendations as to the rate and form of compensation, benefits, and allowances for state officers no later than the 10th day of a legislative session. A recommendation has the force of law and becomes effective on the first day of the next regular legislative session

unless rejected by a concurrent resolution adopted by two-thirds of the members in each house of the legislature.

(d) The commission may submit to the legislature amendments to the report submitted under (c) of this section.

(e) A commission member who does not concur in the proposed or final recommendations may attach written objections to the commission's report of its findings and recommendations.

Sec. 39.23.250. RECOMMENDATIONS RELATING TO THE JUDICIARY, GOVERNOR, AND LIEUTENANT GOVERNOR. (a) A recommendation of the commission may not have the effect of reducing the compensation or benefits of a member of the judiciary who is a member of the judiciary on the effective date of the commission's recommendation; or reduce, unless consistent with general law applicable to all other salaried officers of the state, except incumbent members of the judiciary, the compensation and benefits of the governor or lieutenant governor who are in office on the effective date of the commission's recommendation.

(b) The commission may recommend reduction in compensation or benefits for individuals who become members of the judiciary or governor or lieutenant governor after the effective date of the commission's recommendation.

Sec. 39.23.260. FILING WITH LIEUTENANT GOVERNOR AND CERTIFICATION. The commission shall, upon transmitting its final recommendations to the legislature, file the recommendations in the office of the lieutenant governor, and upon the recommendations becoming effective the commission shall certify the copy of the recommendations on file in the office of the lieutenant governor.

Sec. 39.23.270. POLICY OF THE LEGISLATURE. It is the policy of the legislature that the commission determine the salary schedule and

retirement benefits for state officers based upon equitable relationships being maintained among state positions.

Sec. 39.23.280. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings of the commission.

Sec. 39.23.400. DEFINITIONS. In AS 39.23.200 - 39.23.400

(1) "commission" means the State Officers Compensation Commission;

(2) "judiciary" means justices of the supreme court and judges of the court of appeals and the superior and district courts;

(3) "state officer" means members of the legislature, the governor, lieutenant governor, members of the judiciary, and the head of each principal department in the executive branch.

* Sec. 2. AS 22.05.140(a) is repealed and reenacted to read:

(a) The State Officers Compensation Commission shall set the compensation and geographic cost-of-living adjustment, if any, of each justice under AS 39.23.200 - 39.23.400.

* Sec. 3. AS 22.07.090(a) is repealed and reenacted to read:

(a) The State Officers Compensation Commission shall set the compensation of each judge of the court of appeals under AS 39.23.-200 - 39.23.400.

* Sec. 4. AS 22.10.190(a) is repealed and reenacted to read:

(a) The State Officers Compensation Commission shall set the compensation and geographic cost-of-living adjustment, if any, of each judge of the superior court under AS 39.23.200 - 39.23.400.

* Sec. 5. AS 22.15.220(a) is repealed and reenacted to read:

(a) The State Officers Compensation Commission shall set the compensation and geographic cost-of-living adjustment, if any, of each judge of the district court under AS 39.23.200 - 39.23.400.

* Sec. 6. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. COMPENSATION OF LEGISLATORS. The State Officers Compensation Commission shall set the compensation of legislators under AS 39.23.200 - 39.23.400.

* Sec. 7. AS 39.20.010 is repealed and reenacted to read:

Sec. 39.20.010. COMPENSATION OF THE GOVERNOR. The State Officers Compensation Commission shall set the compensation of the governor under AS 39.23.200 - 39.23.400.

* Sec. 8. AS 39.20.030 is repealed and reenacted to read:

Sec. 39.20.030. COMPENSATION OF LIEUTENANT GOVERNOR. The State Officers Compensation Commission shall set the compensation of the lieutenant governor under AS 39.23.200 - 39.23.400.

* Sec. 9. AS 39.20.050 is amended to read:

Sec. 39.20.050. EXCLUSIVE COMPENSATION. The compensation fixed by <u>the State Officers Compensation Commission</u> [LAW] for the governor and lieutenant governor is <u>full compensation</u> [IN FULL] for all services rendered by each of them in any official capacity or employment whatsoever during their respective terms of office, and shall be paid throughout their respective terms of office unless the office becomes vacant.

* Sec. 10. AS 39.20.080(a) is repealed and reenacted to read:

(a) The State Officers Compensation Commission shall set the compensation of the head of each principal executive department under AS 39.23.200 - 39.23.400.

* Sec. 11. Notwithstanding AS 39.05.055(5) and AS 39.23.200, one of the initial members appointed to the commission shall serve a one-year term, two members shall serve two-year terms, two members shall serve three-year terms, and two members shall serve four-year terms.

* Sec. 12. Notwithstanding secs. 2 - 10 and 13 of this Act, the salary

for justices of the supreme court established in AS 22.05.140, judges of the court of appeals established in AS 22.07.090, judges of the superior court established in AS 22.10.190, judges of the district court established in AS 22.15.220, legislators established in AS 24.15.020, the governor established in AS 39.20.010, the lieutenant governor established in AS 39.-20.030, and heads of each principal executive department established in AS 39.20.080, as those sections existed immediately before the effective date of this Act shall remain in effect until the commission has recommended a change in the salary of that office in accordance with AS 39.23.-200 - 39.23.400.

* Sec. 13. AS 22.05.140(c); AS 22.10.190(c); AS 22.15.220(d); and AS 39.20.080(c) are repealed.

* Sec. 14. This Act takes effect on the effective date of an amendment to the Constitution of the State of Alaska creating a State Officers Compensation Commission.

SCOMM

#49:28

14-1391
Cramer
11/25/85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. A person who is an elected municipal official, an employee of the legislative, judicial, or executive branches of state government including the University of Alaska, or a member of another state board, commission, or authority may not serve as a member of the compensation commission. Members of the commission shall be appointed for four-year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, and the head of each principal department. The salaries, benefits, and expense allowances established by the commission take effect on the first day

of the next regular legislative session. However, the legislature may reject the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature. The legislature shall implement this section by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1391
Cramer
11/13/85

See 1391 dated 11/25 - it is revised

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. A person who is an elected municipal official, an employee of the legislative, judicial, or executive branches of state government including the University of Alaska, or a member of another state board, commission, or authority may not serve as a member of the compensation commission. Members of the commission shall be appointed for four-year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, and the head of each principal department. The salaries, benefits, and expense allowances established by the commission take effect at a time

established by the commission unless the legislature rejects the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature. The legislature shall implement this section by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1391
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. Members of the commission shall be appointed for four year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, the head and the deputy head of each principal department, and full-time members of a state board or commission. The salaries, benefits, and expense allowances established by the commission take effect at a time established by the commission unless the legislature rejects the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature.

The legislature shall implement this section by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1391
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven public members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. Members of the commission shall be appointed for four year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, ~~the head and the deputy head of each principal department, and full-time members of a state board or commission.~~ The salaries, benefits, and expense allowances established by the commission take effect at a time established by the commission unless the legislature rejects the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature.

amendment

The legislature shall implement this ~~section~~ by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

→ Sec. 3

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE

BY PIGNALBERI, PHILLIPS AND JENKINS

HOUSE BILL NO. 129

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators; establishing a commission on legislative compensation; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The compensation of a legislator shall be established in accordance with AS 24.15.080 - 24.15.110.

* Sec. 2. AS 24.15 is amended by adding new sections to read:

ARTICLE 3. COMMISSION ON LEGISLATIVE COMPENSATION.

Sec. 24.15.080. COMPENSATION COMMISSION ESTABLISHED. (a) The Commission on Legislative Compensation is established. The commission is composed of five members appointed jointly by the president of the senate and the speaker of the house for terms of four years. Commission membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration and one representative of a labor organization. A vacancy shall be filled for the balance of the unexpired term.

(b) The commission shall annually elect a member to chair its meetings. A majority of the commission members constitutes a quorum to transact business. A majority of the members must approve the commission's recommendations on legislative compensation.

(c) The commission shall meet at the call of the chair. Notice

of a meeting shall be mailed to each member at least 15 days before the date scheduled for the meeting.

Sec. 24.15.090. PROHIBITIONS AGAINST STATE SERVICE. A member of the commission may not be employed by the state during membership on the commission and may not hold legislative elective office during or within one year following membership.

Sec. 24.15.100. DUTIES OF COMMISSION. The commission shall review legislators' salaries at least once every two years, but not more frequently than every year. The commission shall report to the legislature its recommendations on compensation of legislators, including their salaries, benefits, and allowances. The commission may recommend that the president of the senate and the speaker of the house receive additional compensation. A salary recommendation of the commission takes effect at the beginning of the next fiscal year if the legislature passes an appropriation to fund an increase. A recommendation on benefits or allowances takes effect upon the passage of necessary legislation.

Sec. 24.15.110. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings of the commission. However, the commission shall hold a public hearing before recommending a change in the compensation of legislators.

Sec. 24.15.120. DEFINITION. In AS 24.15.080 - 24.15.110 "commission" means the Commission on Legislative Compensation.

* Sec. 3. Notwithstanding AS 24.15.080(a), two of the initial members appointed to the commission shall serve one-year terms, one member shall serve a two-year term, one member shall serve a three-year term, and one member shall serve a four-year term.

* Sec. 4. Notwithstanding sec. 1 of this Act, the salary for legislators established in AS 24.15.020 as it existed immediately before the

effective date of this Act shall remain in effect until the commission has recommended a change and the legislature has adopted it in accordance with AS 24.15.100.

* Sec. 5. This Act takes effect immediately in accordance with AS 01.-10.070(c).

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE

BY PIGNALBERI, PHILLIPS AND JENKINS

HOUSE BILL NO. 129

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators; establishing a commission on legislative compensation; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The compensation of a legislator shall be established in accordance with AS 24.15.080 - 24.15.110.

* Sec. 2. AS 24.15 is amended by adding new sections to read:

ARTICLE 3. COMMISSION ON LEGISLATIVE COMPENSATION.

Sec. 24.15.080. COMPENSATION COMMISSION ESTABLISHED. (a) The Commission on Legislative Compensation is established. The commission is composed of five members appointed jointly by the president of the senate and the speaker of the house for terms of four years. Commission membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration and one representative of a labor organization. A vacancy shall be filled for the balance of the unexpired term.

(b) The commission shall annually elect a member to chair its meetings. A majority of the commission members constitutes a quorum to transact business. A majority of the members must approve the commission's recommendations on legislative compensation.

(c) The commission shall meet at the call of the chair. Notice

effective date of this Act shall remain in effect until the commission has recommended a change and the legislature has adopted it in accordance with AS 24.15.100.

* Sec. 5. This Act takes effect immediately in accordance with AS 01.-10.070(c).

LAWS OF ALASKA

1976

Source

FCCS HCS CSSB 499

Chapter No.

263

AN ACT

Relating to compensation, benefits and classifications of public officers and employees; creating the Alaska Salary Commission; and providing for an effective date.

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

* Section 1. AS 39 is amended by adding a new chapter to read:

[redacted]

Sec. 39.23.010. CREATION OF COMMISSION; COMPOSITION. There is established in the Department of Administration the Alaska Salary Commission consisting of five members appointed by the governor. No member of the commission may be a public officer or employee.

Sec. 39.23.020. TERM OF OFFICE; VACANCIES. (a) Commission members serve at the pleasure of the governor for four-year staggered terms. However, two of the initial members appointed to the commission shall serve one-year terms and the rest shall serve, respectively, for terms of two years, three years and four years, the term to be determined by lot at the first meeting of the commission.

(b) A vacancy shall be filled in the same manner as an original appointment for the balance of the unexpired term.

Sec. 39.23.030. OFFICERS; STAFF. The commission shall select a chairman from among its members annually. The director of the division of personnel and labor relations serves as ex officio secretary to the commission and provides research, technical and administrative services.

Sec. 39.23.040. MEETINGS; QUORUM. (a) A majority of the commission members constitutes a quorum to transact the business of the commission. A majority of the commission

members must approve the commission's recommendations to the legislature.

(b) The commission shall meet at the call of the chairman. Notice of meeting dates shall be mailed to each commission member at least 20 days before the date scheduled for a meeting.

(c) The commission shall meet to discuss its findings and recommendations at least twice before submitting its final report to the legislature under sec. 80 of this chapter.

Sec. 39.23.050. COMPENSATION. Members of the commission are entitled to per diem and travel expenses authorized by law for boards and commissions.

Sec. 39.23.060. REVIEW OF COMPENSATION AND BENEFITS; OFFICERS COVERED. The commission shall conduct an on-going review of compensation and retirement benefits for members of the legislature; the governor; the lieutenant governor; commissioners, deputy commissioners, and division directors of each executive department; members of the Alaska Public Utilities Commission; members of the Alaska Pipeline Commission; members of the Alaska Transportation Commission; members of the Alaska Commercial Fisheries Entry Commission; and the judiciary, to determine the appropriateness of compensation and benefits.

Sec. 39.23.070. STUDIES; REPORTS. (a) The commission may request reports or studies from any state agency concerning compensation and retirement benefits for officers listed in sec. 60 of this chapter. A state agency from which a report or study is requested shall furnish it within a period of time prescribed by the commission.

(b) The commissioner of administration shall make initial recommendations concerning compensation and retirement benefits for the officers listed in sec. 60 of this chapter.

Sec. 39.23.080. [redacted]. (a) Before November 15, 1976, and [redacted] the commission shall submit its preliminary findings and recommendations to the governor, the presiding officers of each house of the legislature and the chief justice of the supreme court.

(b) The commission shall give reasonable public notice of its preliminary findings and recommendations, solicit public comments, and give due regard to the public comments, before submitting a final report under (c) of this section.

(c) The commission shall make a final report of its findings and recommendations as to the rate and form of compensation and retirement benefits for the officers listed in sec. 60 of this chapter within 10 days after the first regular session of a legislature convenes. [redacted] the recommendations regarding retirement become effective if enacted into law by the legislature.

(d) The commission may submit to the legislature amendments to the report submitted under (c) of this section.

(e) A commission member who does not concur in the proposed or final recommendations may attach written objections to the commission's report of its findings and recommendations.

Sec. 39.23.090. RECOMMENDATIONS RELATING TO THE JUDICIARY, GOVERNOR AND LIEUTENANT GOVERNOR. (a) No recommendations of the commission may have the effect of reducing the compensation or retirement benefits of any member of the judiciary who is a member of the judiciary on the effective date of the commission's recommendation; or reduce, unless by general law applied to all salaried officers of the state, the compensation and retirement benefits of the governor or lieutenant governor who are in office on the effective date of the commission's recommendation.

(b) The commission may recommend reduction in compensation or retirement benefits for individuals who become members of the judiciary or governor or lieutenant governor after the effective date of the commission's recommendation.

Sec. 39.23.100. FILING WITH LIEUTENANT GOVERNOR AND CERTIFICATION. The commission shall, upon transmitting its final recommendations to the legislature, file the recommendations in the office of the lieutenant governor, and upon the recommendations becoming effective the commission shall so certify on the copy of the recommendations on file in the office of the lieutenant governor.

Sec. 39.23.110. POLICY OF THE LEGISLATURE. It is the policy of the legislature that the commission determine the salary schedule and retirement benefits for public officers based upon equitable relationships being maintained among state positions.

Sec. 39.23.120. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings conducted under this chapter.

Sec. 39.23.130. DEFINITIONS. In this chapter

(1) "commission" means salary commission;

(2) "judiciary" means justices of the supreme court and judges of the superior and district courts.

* Sec. 2. AS 16.43.060 is amended to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The chief justice and each associate justice are entitled to receive annual compensation prescribed in

accordance with AS 39.23. Compensation of the chief justice or of an associate justice may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) Each superior court judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) Each district judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. [redacted] The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS [redacted]

* Sec. 7. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. [redacted] Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS [redacted] to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. [redacted] In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS [redacted] for postage, stationery, stenographic services and other expenses.

* Sec. 9. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor shall be prescribed in accordance with AS 39.23.

* Sec. 10. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor shall be prescribed in accordance with AS 39.23.

* Sec. 11. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

(b) The salary of the deputy head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

* Sec. 12. AS 39.35.680(5)(B) is repealed and re-enacted to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 13. AS 39.35.680(5)(C)(v) is repealed and re-enacted to read:

(v) justices and judges of the supreme, superior, and district courts of Alaska; or the governor and lieutenant governor; or the heads, deputy or assistant heads, and division directors of each principal executive department of the state; or the members of the Alaska State Legislature.

* Sec. 14. AS 42.05.091 is amended to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 15. AS 42.06.090 is amended to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary as established under AS 39.23.

* Sec. 16. AS 42.07.071 is amended to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary as established under AS 39.23.

* Sec. 17. The first appointments to the Alaska Salary Commission shall be made within 30 days after the effective date of sec. 1 of this Act.

* Sec. 18. AS 39.50.200(9) is amended by adding a new subparagraph to read:

(LL) Alaska Salary Commission (AS 39.23)

* Sec. 19. AS 39.25.120(8) is repealed and re-enacted to read:

(8) the director and deputy director of the division of tourism in the Department of Commerce and Economic Development.

* Sec. 20. Section 19 of this Act is retroactive to July 1, 1975.

* Sec. 21. Sections 1, 12, 17, 18, 19, and 20 of this Act take effect immediately in accordance with AS 01.10.070(c). Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15 and 16 of this Act take effect on the effective date of the first recommendations submitted to the legislature under AS 39.23.080(c).

Approved by governor: June 24, 1976
Actual effective date: Secs. 1, 12, 17, 18, 19 and 20: June 25, 1976; Sec. 19 retroactive to July 1, 1975; Secs. 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15 and 16 take effect on the effective date of the first recommendations of the Alaska Salary Commission under AS 39.23.080(c)

14-1391
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska establishing a state officers compensation commission.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article XII, Constitution of the State of Alaska, is amended by adding a new section to read:

SECTION 14. STATE OFFICERS COMPENSATION COMMISSION. The state officers compensation commission shall consist of seven members appointed by the governor and subject to confirmation by a majority of the members of the legislature in joint session. Members of the commission shall be appointed for four year terms except that the initial members of the commission shall be appointed to terms so that no more than two vacancies occur in a single year. A vacancy shall be filled for the unexpired term. The commission shall act by concurrence of four or more members and according to rules that it adopts. The commission may revise the salaries, benefits, and expense allowances of members of the legislature, the governor, lieutenant governor, justices and judges of the court system, the head and the deputy head of each principal department, and full-time members of a state board or commission. The salaries, benefits, and expense allowances established by the commission take effect at a time established by the commission unless the legislature rejects the salaries, benefits, or expense allowances by a concurrent resolution adopted by two-thirds of the members in each house of the legislature.

The legislature shall implement this section by law.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to (1) streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members (2) of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to (3) compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to (4) report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 16, 1985

SUBJECT: **Constitutional amendment: state officers compensation commission**
(Work Order No. 14-1391)

TO: Senator Mitch Abood
Chairman Joint Special Committee on
Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

Linda Firestone has requested that a constitutional amendment be prepared that would establish a state officers compensation commission. Such a constitutional amendment is enclosed.

The structure of the amendment is derived, in part, from art. IV, sec. 8 of the Alaska Constitution, the structure for the judicial council.

Linda Firestone also asked that I identify the scope of the amendment as drafted.

It applies to the sixty members of the legislature and to the governor and lieutenant governor. It applies to justices and judges. There are five members of the Supreme Court, three members of the Court of Appeals, and, by my calculation, 28 superior court judges and 16 district court judges according to the February, 1985 state directory. As I suggested to Linda Firestone, there is an open question as to its application to magistrates though probably the supreme court should retain control of those salaries.

It applies to the "heads and deputy heads of each principal department". There are fifteen principal departments: Administration, Commerce and Economic Development, Community and Regional Affairs, Corrections, Education, Environmental Conservation, Fish and Game, Health and Social Services, Labor, Law, Military and Veterans Affairs, Natural Resources, Public Safety, Revenue, and Transportation and

Public Facilities. The Department of Education appears to have no deputy; Administration has four deputies; the Department of Transportation and Public Facilities has five deputies; the Departments of Commerce and Economic Development, Corrections, Fish and Game, Health and Social Services, Natural Resources, and Revenue each have two deputies, and the remaining departments each have a single deputy. Thus it seems that the category of heads and deputy heads of principal departments contains, according to the February, 1985 directory, some 42 members.

The remaining category is described as "full-time members of a state board or commission. To my knowledge, the only state board or commission whose members are full-time employees of the state is the Public Utilities Commission. There are five members of the commission.

Should address

One substantive comment might be made. Existing constitutional law protects the salaries of the governor and lieutenant governor (art. III, sec. 15) and of the justices and judges (art. IV, sec. 13). As a later amendment to the constitution that deals with the question in general terms, it might be argued that the power of the state officers compensation commission established under this resolution, if ratified by the people, included the power to reduce the salaries in question or, perhaps, to make the judicial retirement system contributory. Because these issues will eventually emerge, it is probably appropriate to deal with the questions affirmatively in the resolution.

If I may be of further assistance, please advise.

RAB:mkr
M1:048

Enclosure

Total 161 positions affected

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 17, 1985

SUBJECT: State officers compensation commission (Work Order No. 14-1391)

TO: Senator Mitch Abood
Chairman Joint Special Committee on
Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

I have provided you with a draft responsive to your request.

Since then, I have had further thoughts regarding the draft. I have some questions but I don't think that I have the answers yet.

There is a mechanical problem within the draft.

At lines 25 and following on page 1 of the draft, the language states that the salaries, benefits, and expenses take effect at a time established by the commission unless the legislature rejects them.

It seems to me that the resolution should guarantee the legislature a reasonable amount of time to consider the commission's revisions to the salaries, etc.

Thus, I suggest that the commission might be required to submit its proposals, if it has any, during the first ten days of a legislative session. The legislature should be then given a period to consider them and to act on the concurrent resolution if it wishes to reject them.

If the legislature rejects the revisions or any portion of them, those not rejected can take effect.

Those that are rejected do not take effect and two possible options exist: either the commission may propose new

RECEIVED
OCT 2 1985

revisions to the legislature or the legislature may be authorized to adopt by law new proposals, say with (or without, as you wish) increased majorities.

The problem is that within a 120 day session, I thought that the time constraints on action could get tight and I wanted you to consider those constraints. Consider the following scenario:

10th legislative day	revisions submitted by commission
55th legislative day	rejection by legislature
85th legislative day	resubmission from commission
120th legislative day	adjournment

Note that the legislature is given only 45 days to consider and reject the initial proposal. It has only 35 days of a regular session to consider the resubmission.

I propose that the commission be given a full 30 days from the initial rejection because the commission, as a part-time body needs to call itself into a meeting and then consider the question and it should have adequate time to reflect on its proposals.

If I may be of further assistance, please advise.

RAB:mkr
M1:051

SCOMM

#49:29

Tom Moyer — Beachcan (?)
Rep. Terry Martin

Rep. Martin
based on 3 principles:
1) should be simple & straightforward so easy to understand
2) Keep equal for all legislators. Title does not indicate effectiveness of a legislator for his constituents & causes friction among legislators. IS pay for titles, may cause a proliferation of titles
3)

Difficult for family person to serve in the legislature at the previous low pay scale.
It needs to be higher than it was before last pay raise.

2500
× 12
5000
2500
30,000

120
109
1080
1200
13080
30,000
6,000
49,080

- Put salary comm. on ballot, if passed in '86

- Abood says only opposition was to added pay for committee Chr.. All legislators opposed

44,170
60
2,650,200

SCOMM

#49:30

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y - STATE CAPITOL
JUNEAU, ALASKA 99811
907-465-3800

MEMORANDUM October 17, 1985

SUBJECT: State officers compensation commission (Work Order No. 14-1391)

TO: Senator Mitch Abood
Chairman Joint Special Committee on Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

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If the legislature rejects the revisions or any portion of them, those not rejected can take effect.

Those that are rejected do not take effect and two possible options exist: either the commission may propose new

RECEIVED
OCT 2[illegible] 1985

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RAB:mkr
M1:051

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 16, 1985

SUBJECT: Constitutional amendment: state officers compensation commission (Work Order No. 14-1391)

TO: Senator Mitch Abood
Chairman Joint Special Committee on Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

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The remaining category is described as "full-time members of a state board or commission. To my knowledge, the only state board or commission whose members are full-time employees of the state is the Public Utilities Commission. There are five members of the commission.

One substantive comment might be made. Existing constitutional law protects the salaries of the governor and lieutenant governor (art. III, sec. 15) and of the justices and judges (art. IV, sec. 13). As a later amendment to the constitution that deals with the question in general terms, it might be argued that the power of the state officers compensation commission established under this resolution, if ratified by the people, included the power to reduce the salaries in question or, perhaps, to make the judicial retirement system contributory. Because these issues will eventually emerge, it is probably appropriate to deal with the questions affirmatively in the resolution.

If I may be of further assistance, please advise.

RAB:mkr
M1:048

Enclosure

SCOMM

#49:31

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to (1) streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members (2) of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to (3) compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to (4) report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

State	Number of Legislators	Population V.S. Census 1994	Constituents in District House of Repres.	# of Days in Session
Alabama	140	3,990,000	28,500	30 Legis
Alaska	60	500,000	8,333	120 Cal
Arizona	90	3,053,000	33,922	60 Cal
Arkansas	135	2,349,000	17,400	60 Cal
California	120	25,622,000	213,516	no limit
Colorado	100	3,178,000	31,780	no limit
Connecticut	187	3,154,000	16,866	90 Cal
Delaware	62	613,000	9,887	140 Cal
Florida	160	10,976,000	68,600	60 Cal
Georgia	236	5,837,000	24,733	40 Legis
Hawaii	76	1,039,000	13,671	60 Legis
Idaho	105	1,001,000	9,533	no limit
Illinois	177	11,511,000	65,033	no limit
Indiana	150	5,489,000	36,653	30 Legis
Iowa	150	2,910,000	19,400	no limit
Kansas	165	2,438,000	14,775	90 Cal
kentucky	138	3,723,000	26,978	60 Legis
Louisiana	144	4,426,000	30,986	85 Cal
Maine	184	1,156,000	6,282	50 Legis
Maryland	188	4,349,000	23,132	90 Cal
Massachusetts	200	5,798,000	28,945	no limit
Michigan	148	9,075,000	61,317	no limit
Minnesota	201	4,162,000	20,706	120 Legis
Mississippi	174	2,598,000	14,931	125 Cal
Missouri	207	5,008,000	24,193	May 15
Montana	150	824,000	5493	90 Legis
Nebraska	49	1,606,000	32,775	60 Legis
Nevada	63	911,000	14,460	60 Cal
New Hampshire	424	977,000	2,304	90 Cal
New Jersey	120	7,515,000	62,625	no limit
New Mexico	112	1,424,000	12,714	30 Cal
New York	211	17,735,000	84,052	no limit
North Carolina	170	6,165,000	36,264	no limit
North Dakota	159	686,000	4,314	80 Legis
Ohio	132	10,752,000	81,454	no limit
Oklahoma	149	3,298,000	22,134	90 legis
Oregon	90	2,674,000	29,711	no limit
Pennsylvania	253	11,901,000	47,039	no limit
Rhode Island	150	962,000	6,413	no limit
South Carolina	170	3,300,000	19,411	120 Cal
South Dakota	105	706,000	6,723	35 Legis
Tennessee	132	4,717,000	35,734	90 Legis
Texas	181	15,989,000	88,337	140 Cal
Utah	104	1,652,000	15,884	20 Cal
Vermont	180	530,000	2,944	no limit
Virginia	140	5,636,000	40,257	60 Cal
Washington	147	4,349,000	29,585	60 Cal
West Virginia	134	1,952,000	14,567	60 Cal
Wisconsin	132	4,766,000	36,106	no limit
Wyoming	94	511,000	5,436	20 Legis

State	Annual Salary (in $)	Per Diem (in $)	Other Benefits (in $)	Travel ¢ per mile & # of trips home
Alabama	10 p/d	85 p/d		20/1
Alaska	46,800	------	4,000 postage	0/1
Arizona	15,000	60 p/d	20 per diem during interim	20.5/u
Arkansas	7,500	44 p/d	4,200 home office/interim	23/w
California	33,732	66 p/d	265 p/mo rental car & gas	
Colorado	17,000	70 p/d		20/w
Connecticut	13,000	3,500 p/y	2,500 p/y expense	20/u
Delaware	20,000	2,500 p/y	2,500 p/y expense	15/u
Florida	12,000	50 p/d	1,000 for District office	20/w
Georgia	7,200	59 p/d	4,800 postage	20/w
Hawaii	15,600	45 p/d	2,500 stationary	/u
Idaho	30 p/d	60 p/d	35 p/d for interim business	18/5
Illinois	32,500	69 p/d		20/w
Indiana	11,600	65 p/d	4,680 postage	24/w
Iowa	14,600	45 p/d	40 p/d for interim business	22/w
Kansas	102p/d	50 p/d	3,600 per year/47p/d int bus	22/w
Kentucky	100p/d	75 p/d	1,000 p/y & 75 p/d int bus	20.5/w
Louisiana	16,800	75 p/d	3,900 p/y expenses	21/w
Maine	7,500	50 p/d	35 p/d for interim business	22/1
Maryland	21,000	72 p/d	8,950 for district offices	19/1
Massachusetts	30,000	------	2,400 per year expenses	
Michigan	34,860	6,700 p/y		29.5/u
Minnesota	21,140	35 p/d	147p/m dist off & 48p/d int bus	26/w
Mississippi	10,000	67 p/d	40 per day interim business	20/w
Missouri	19,524	35 p/d		17/w
Montana	50 p/d	45 p/d	49 p/d for interim business	20.5/4
Nebraska	4,800	55 p/d		21/1
Nevada	6,800	56 p/d	1,100 p/m off exp/104p/d int bus	20/0
N Hampshire	100	------		28.5/u
New Jersey	25,000	------		
New Mexico	75 p/d	------		25/1
New York	43,000	55 p/d		
N Carolina	8,400	60 p/d	2,064 expenses	25/w
North Dakota	90 p/d	50 p/d	2,160 expenses	20/w
Ohio	30,152	------		20/w
Oklahoma	20,000	35 p/d		22/w
Oregon	8,400	44 p/d	300 per mo.	
Pennsylvania	35,000	75 p/d		20/w
Rhode Island	5 p/d	------		8/u
S Carolina	10,000	68 p/d		23/w
South Dakota	3,200	75 p/d		21/w-e's
Tennessee	12,500	71 p/d	250 per mo.	20/w
Texas	7,200	30 p/d		23/u
Utah	65 p/d	25 p/d		23/1
Vermont	11,000	60 p/d		20.5/w
Virginia	11,000	65 p/d	3,000 p/y office expenses	20.5/w
Washington	13,750	44 p/d		10/1
W Virginia	6,500	70 p/d		17/w
Wisconsin	27,222	42 p/d		21.5/w
Wyoming	75 p/d	60 p/d	25 Reps/75 Sen per mo.	20/1

For Travel column; u=unlimited, w=weekly, w-e=weekends: Texas also gets 55¢ per highway mile for personal airplane expense.

FY'83

State	General Expenditures (in 000's)	Legislative Branch Expenditures (Dollars)	Legis Cost Per Legis (Dollars)	Legis Cos Per Capit (Dollars)
Alabama	4,637,675	6,409,000	45,779	1.60
Alaska	3,422,267	24,396,000	406,600	48.80
Arizona	3,215,109	8,668,000	96,311	2.84
Arkansas	2,254,285	4,849,000	35,918	2.06
California	36,487,972	100,843,000	840,358	3.93
Colorado	3,485,571	8,177,000	81,770	2.57
Connecticut	3,832,501	12,074,000	64,567	3.83
Delaware	989,267	2,869,000	46,274	4.68
Florida	9,144,868	32,212,000	201,325	2.93
Georgia	6,012,989	15,778,000	66,856	2.70
Hawaii	1,976,897	11,241,000	147,908	1.07
Idaho	1,038,020	2,426,000	23,105	2.42
Illinois	12,268,698	35,572,000	200,971	3.09
Indiana	5,211,286	10,100,000	67,333	1.84
Iowa	3,624,310	8,195,000	54,633	2.81
Kansas	2,542,096	8,069,000	48,903	3.30
Kentucky	4,549,048	9,681,000	70,152	2.60
Louisiana	6,293,984	21,061,000	146,257	4.75
Maine	1,434,204	5,930,000	32,228	5.12
Maryland	5,968,601	13,024,000	69,277	2.99
Massachusetts	8,304,957	30,907,000	154,535	5.33
Michigan	12,159,659	43,680,000	295,135	4.81
Minnesota	5,825,850	22,899,000	113,925	5.50
Mississippi	2,745,531	6,185,000	35,546	2.38
Missouri	4,326,228	13,805,000	66,691	2.75
Montana	1,057,422	7,465,000	49,766	9.05
Nebraska	1,721,870	5,074,000	103,551	3.16
Nevada	1,190,828	6,821,000	108,270	7.48
New Hampshire	912,538	5,218,000	12,307	5.34
New Jersey	9,734,768	21,286,000	177,383	2.82
New Mexico	2,523,984	4,567,000	40,777	3.20
New York	26,577,965	93,072,000	441,099	5.25
North Carolina	6,427,516	9,277,000	54,570	1.50
North Dakota	1,201,475	6,754,000	42,478	9.84
Ohio	11,932,799	15,105,000	114,432	1.40
Oklahoma	4,132,856	11,346,000	76,148	3.44
Oregon	3,536,494	11,010,000	122,333	4.11
Pennsylvania	12,874,280	54,748,000	216,395	4.60
Rhode Island	1,476,208	6,890,000	45,933	7.16
South Carolina	3,296,100	12,720,000	74,823	3.85
South Dakota	819,386	2,252,000	21,448	3.19
Tennessee	4,061,861	6,863,000	51,992	1.45
Texas	14,115,486	36,233,000	200,182	2.27
Utah	2,006,815	4,686,000	45,058	2.84
Vermont	802,610	2,757,000	15,316	5.20
Virginia	6,098,226	10,340,000	73,857	1.83
Washington	6,400,028	23,555,000	160,238	5.42
West Virginia	2,367,676	7,964,000	59,433	4.08
Wisconsin	6,956,509	17,926,000	135,803	3.76
Wyoming	1,074,102	1,458,000	15,511	2.85

SCOMM

#49:32

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to (1) streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members (2) of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to (3) compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to (4) report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Introduced: 4/11/85
Referred: Finance

1

IN THE SENATE BY THE RULES COMMITTEE

SENATE CONCURRENT RESOLUTION NO. 19

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Relating to establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

deleted on final version + 2nd

WHEREAS there has been significant change in legislative employment over the past few years such that a comprehensive review is needed; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances, as well as the functions and staffing levels of legislative personal staff, and legislative service agencies; and be it

deleted final + 2nd version

3 public members added on final

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries and staffing with the approach taken by other states and to develop recommendations for reducing operating expenses, increasing effectiveness and productivity of staff and service agencies, and to streamline service agencies; and be it

deleted 2nd + final

deleted 2nd + final

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth

Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Offered: 4/22/85
Referred: Rules

2

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

3 public members added on am H

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

3

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

CS SCR 19 FIN AMH
ESTABLISHING A JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES.

PRIME SPONSOR: RULES COMMITTEE
CO-SPONSORS:

$000 GENERAL(FNOTE) $000 OTHER(FNOTE)

CURRENT STATUS: TRANSM TO GOVERNOR

DATE		PAGE	ACTION
04/11/85	(S)	766	READ THE FIRST TIME
04/22/85	(S)	870	FIN RPT CS 3DP 4NR NEW TITLE
04/22/85	(S)	870	FISCAL NOTE ZERO
04/23/85	(S)	890	RLS RPT CALENDAR TODAY
04/23/85	(S)	894	READ THE SECOND TIME
04/23/85	(S)	894	FIN CS ADOPTED UNAN CONSENT
04/23/85	(S)	895	PASSED Y13 N4 A3
04/23/85	(S)	896	TRANSMITTED TO (H)
04/24/85	(H)	1051	READ THE FIRST TIME
04/30/85	(H)	1179	RLS RPT 3DP 1DNP 1NR

DATE		PAGE	ACTION
05/01/85	(H)		RLS TO CALENDAR 5/1/85
05/01/85	(H)	1208	READ THE SECOND TIME
05/01/85	(H)	1209	AM NO 1 ADOPTED Y33 N6 X1
05/01/85	(H)	1209	PASSED Y24 N15 X1
05/01/85	(H)	1210	NAVARRE NOTICE OF RECONSIDERATION
05/02/85	(H)	1253	RECON HELD ONE DAY - TO 5/3/85
05/03/85	(H)	1270	RECON TAKEN UP - IN SECOND READING
05/03/85	(H)	1270	PASSED ON RECONSIDERATION Y22 N16 X2
05/03/85	(H)	1292	TRANSMITTED TO (S) AS AMENDED
05/04/85	(S)	1048	HELD TO 5/6/85
05/06/85	(S)	1065	FAILED CONCUR (H) AM Y- N19 A1
05/06/85	(S)	1065	CONFERENCE COMMITTEE APPOINTED
05/06/85	(S)	1065	ABOOD CHR, FERUGSON, RAY
05/07/85	(H)	1384	HELD UNDER UNFINISHED BUSINESS
05/08/85	(H)	1439	FAILED RECEDE (H) AM Y- N37 X1 A2
05/08/85	(H)	1439	CONFERENCE COMMITTEE APPOINTED
05/08/85	(H)	1439	SZYMANSKI,PHILLIPS,SUND
05/12/85	(S)	1331	CONCUR AM OF (H) Y16 N3 A1
05/12/85	(S)	1331	(S) CONFERENCE COMMITTEE DISCHARGED
05/15/85	(S)	1350	11:40AM, 5/15/85 TRANSMITTED TO GOVERNOR
05/20/85	(S)	1355	S COM ABOOD,CHR. FERGUSON, RAY

SCOMM

#49:33

MBER = S
E = 051383
IE = 0850
R = 83
ING ID

SENATE FINANCE COMMITTEE
MAY 13, 1983
8:50 A.M.

TO ORDER

CO-CHAIRMAN JOHN SACKETT CONVENED THE MEETING AT APPROXIMATELY 8:50 A.M.

ENT ALL COMMITTEE MEMBERS WERE PRESENT WITH THE EXCEPTION OF CO-CHAIRMAN BENNETT AND SENATOR FERGUSON.

ALSO PRESENT WERE EUGENE DUSEK, ASSOCIATE DIRECTOR, DIVISION OF BUDGET REVIEW, OFFICE OF MANAGEMENT AND BUDGET; JEFF MORRISON FROM THE OFFICE OF MANAGEMENT AND BUDGET; CHERIE SHELLEY, REPRESENTING APEA; MIKE GREANY, DIRECTOR OF LEGISLATIVE FINANCE; AIDES TO SENATORS AND REPRESENTATIVES; AND REPRESENTATIVES FROM THE PRESS AND TELEVISION MEDIA.

SB 294

CO-CHAIRMAN SACKETT MOVED THAT SB 294 (ACT RELATING TO THE COMPENSATION OF STATE OFFICERS AND EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING) BE BROUGHT ON FOR DISCUSSION.

SB 82

CO-CHAIRMAN SACKETT FURTHER MOVED THAT SB 82 (ACT MAKING A SUPPLEMENTAL APPROPRIATION TO THE DEPARTMENT OF COMMUNITY AND REGIONAL AFFAIRS FOR THE TASK FORCE ON FIRE PREVENTION AND CONTROL) TO BE REPLACED BY CS FOR SB 82 (FINANCE) (ACT MAKING REAPPROPRIATIONS, TRANSFERS AMONG APPROPRIATIONS, MISCELLANEOUS SUPPLEMENTAL APPROPRIATIONS) AND THAT THE CS BE BROUGHT ON FOR HEARING IN CONJUNCTION WITH SB 294 SINCE 294 CONTAINS AUTHORIZATION FOR SALARY INCREASES FUNDED IN CS FOR SB 82 (FINANCE).

EUGENE DUSEK, ASSOCIATE DIRECTOR, DIVISION OF BUDGET REVIEW, OFFICE OF MANAGEMENT AND BUDGET, AND JEFF MORRISON FROM THE OFFICE OF MANAGEMENT AND BUDGET APPEARED BEFORE COMMITTEE TO OFFER A SECTIONAL ANALYSIS OF CS FOR SB 82 (FINANCE).

SECTION 1 APPROPRIATES FUNDING FOR PAY INCREASED NEGOTIATED BY THE ADMINISTRATION, INCLUDING NON-REPRESENTED EMPLOYEES. THE INCREASE BECAME EFFECTIVE AS OF JANUARY 1, 1983. SUBSECTION (3) APPROPRIATES $420,300 TO CONFIDENTIAL UNITES UNDER A CONTRACT EFFECTIVE AS OF MARCH 16, 1982. FOR SOME REASON, FUNDING FOR THIS CONTRACT WAS NOT INCLUDED IN THE BUDGET LAST YEAR. CONFIDENTIAL UNITS CONSIST OF EMPLOYEES IN THE DIVISION OF PERSONNEL WHO DEAL WITH CLASSIFIED MATERIAL.

SECTIONS 2 AND 3 RELATE TO A PROVISION IN THE STATE LAND SELECTION ACT OF 1978 WHICH ALLOWS FOR A CASH SETTLEMENT IF SUFFICIENT LAND IS NOT AVAILABLE FOR SELECTION BY A MUNICIPALITY. ANCHORAGE WAS THE ONLY MUNICIPALITY WHICH DID NOT HAVE A SUFFICIENT SELECTION. THE MUNICIPALITY WAS ENTITLED TO A $9 MILLION SETTLEMENT TO BE PAID IN INCREMENTS OF NOT MORE THAN $4 MILLION A YEAR. IN FY 81 ANCHORAGE RECEIVED $4 MILLION. IN FY 82 THE REMAINING FUNDING WAS DROPPED OUT

OF THE BUDGET AND FUNDING WAS NOT INCLUDED IN THE FY 83 BUDGET. THE REMAINING $5 MILLION IS CURRENTLY PAST DUE. THE ADMINISTRATION WISHES TO PAY THE DEBT THROUGH THIS SUPPLEMENTAL.
SENATOR MULCAHY ADVISED OF HIS UNDERSTANDING THAT THE MUNICIPALITY IS CONSIDERING SUING THE STATE FOR THE $5 MILLION. HE ADDED THAT THE MUNICIPALITY WAS ENTITLED TO SELETION OF A SPECIFIED NUMBER OF ACRES OF LAND OR $9 MILLION IN LIEU THEREOF THE MUNICIPALITY IS CONTEMPLATING ACCEPTING THE $9 MILLION WHICH IT FEELS DOES NOT COVER THE VALUE OF LAND WHICH SHOULD HAVE BEEN AVAILABLE FOR SELECTION AND THEN SUING THE STATE ON THE BASIS OF $1,000 AN ACRE FOR WHAT IT FEELS IS ITS REMAINING ENTITLEMENT. SENATOR MULCAHY VOICED HIS BELIEF THAT IF THE MUNICIPALITY RECEIVES THE $9 MILLION, IT SHOULD "SIGN OFF" AND HOLD THE STATE HARMLESS SINCE ANCHORAGE WILL HAVE BEEN COMPENSATED ACCORDING TO STATUTE.
SENATOR FISCHER ADVISED THAT THE MUNICIPALITY HAD SELECTION RIGHTS TO 44 MILLION ACRES. THAT AMOUNT WAS REDUCED TO 23 MILLION BY "CERTAIN PROVISIONS." SINCE LAND WAS NOT AVAILABLE FOR SELECTION, A FORMULA INCORPORATED IN THE ACT PROVIDED THAT LAND COULD BE "FORGONE" IN EXCHANGE FOR $1,000 PER ACRE. THERE WAS ANOTHER PROVISION WHICH STATED THAT UP TO $9 MILLION COULD BE GIVEN A MUNICIPALITY. THIS FUNDING HAD TO GO TOWARD TAX REDUCTION IN THE MUNICIPALITY. SENATOR FISCHER ADVISED THAT HE HAD BEEN RESEARCHING THE EXTENT TO WHICH PAYMENT OF THE $9 MILLION ELIMINATES FURTHER OBLIGATION WITH RESPECT TO THE REMAINING BALANCE OF LAND DUE THE MUNICIPALITY. DRAFT LEGISLATION HAS BEEN PREPARED ATTEMPTING TO DEAL WITH THE PROBLEM. HE ADVISED THAT THERE IS NO "TALK" OF A LAWSUIT BY THE MUNICIPALITY AGAINST THE STATE. SENATOR FISCHER STATED THAT HIS INTEREST LIES IN RESOLVING THE CONFUSION AND CONTROVERSY. HE FURTHER ADVISED THAT HE HAD RECOMMENDED THE MUNICIPALITY NOT ACCEPT THE REMAINING $5 MILLION IF IT MEANS ELIMINATING ALL CLAIMS TO A MORE SATISFACTORY SETTLEMENT. SENATOR FISCHER EXPRESSED A DESIRE TO RETAIN SECTION 2 BUT TO DELETE SECTION 3 IN ORDER THAT ANCHORAGE MAY PURSUE THE MATTER OF LAND EXCHANGES AND IN LIEU SELECTIONS.
SENATOR MULCAHY ADVISED THAT HE HAS NO PROBLEM WITH THE MUNICIPALITY'S DESIRE TO PURSUE THE MATTER BEYOND EXISTING STATUTE. IF IT CHOOSES TO DO SO, HOWEVER, IT SHOULD NOT BE FUNDED UNDER THE EXISTING STATUTE.
SENATOR JOSEPHSON ADVISED THAT THE MUNICIPALITY, LIKE AN INDIVIDUAL, MAY ALWAYS PETITION THE GOVERNMENT FOR REDRESS. IF THE MUNICIPALITY WANTS A POLICY OR LEGISLATIVE CHANGE IN THE FUTURE, IT SHOULD BE ABLE TO PURSUE IT. HE RESTATED THE FACTS SURROUNDING THE SITUATION WHEREBY ANCHORAGE WAS ENTITLED TO SELECTION OF 44 THOUSAND ACRES OF LAND. APPROXIMATELY HALF THAT AMOUNT WAS AVAILABLE RESULTING IN A DEFICIENCY OF 22 THOUSAND ACRES. ON THE BASIS OF $1,000 AN ACRE, ANCHORAGE WAS ENTITLED TO PAYMENT OF $22 MILLION. HOWEVER, THE STATUTE LIMITS PAYMENT TO $9 MILLION. THE MUNICIPALITY MERELY WISHES TO COLLECT THE DIFFERENCE WHICH REMAINS DUE. PAYMENT OF THE $5 MILLION CURRENTLY DUE SHOULD BE MADE WITHOUT PREJUDICE TO THE LEGISLATURE MAKING POLICY CHANGES BASED ON INEQUITIES IN THE EXISTING PROGRAM.
DISCUSSION OF THE SITUATION BETWEEN SENATORS MULCAHY, FISCHER, AND JOSEPHSON CONTINUED. CO-CHAIRMAN SACKETT ADVISED OF A NEED FOR EACH LEGISLATOR TO UNDERSTAND EXACTLY WHAT HAS HAPPENED FROM INCEPTION TO THE CURRENT TIME. HE NOTED THAT SECTIONS 2 AND 3 REPRESENT CONTROVERSIAL AREAS AND MOVED TO DELETE THEM FROM THE BILL.
SECTIONS 4 AND 5 REPRESENT SUPPLEMENTAL APPROPRIATIONS FOR THE

STATE'S PORTION OF THE TEACHERS' RETIREMENT SYSTEM. THIS INCLUDES $1.467 FOR FY 82 AND $2.136 MILLION FOR FY 83. THIS FUNDING IS THE STATE'S MATCH TO RETIREMENT FUNDS PROVIDED BY LOCAL SCHOOL DISTRICTS.
SECTION 6 REPRESENTS THE DEPT. OF REVENUE ESTIMATE OF THE AMOUNT NEEDED TO REFUND POLITICAL CONTRIBUTIONS FROM LAST YEAR ($6 MILLION).
IN SECTION 7, THE $1.97 MILLION APPROPRIATION TO HEALTH AND SOCIAL SERVICES FUNDS COSTS OF THE INCREASED PRISON POPULATION. SENATOR FAIKS ADVISED THAT THE REQUESTED FUNDING IS NOT INCLUDED IN THE OPERATING BUDGET.
IN SECTION 8, THE SUM OF $89 THOUSAND WILL PAY CLAIMS AGAINST THE STATE THROUGH THE DEPT. OF LAW.
SECTION 9 REPRESENTS A REDUCTION OF FUNDING FOR THE CAPITAL SITE PLANNING COMMISSION.
CO-CHAIRMAN SACKETT ADVISED THAT CS FOR SB 82 (FINANCE) REPRESENTS PURELY SUPPLEMENTAL FUNDING, WHILE CS FOR SB 158 (FINANCE) WILL CONTAIN REAPPROPRIATION FUNDING. HE ADMONISHED THAT NO LEGISLATOR IS TO USE ANY REAPPROPRIATION FUNDS OTHER THAN FROM PROJECTS WHICH WERE SPECIFICALLY HIS OR HERS IN PREVIOUS YEARS.
SECTIONS 10 AND 11. SECTION 10 REPRESENTS THE APPROPRIATION WHILE SECTION 11 REPRESENTS THE ALLOCATION OF THE REDUCTION FROM THE SCHOOL FINANCE STUDY.
SECTION 12 RELATES TO $73 MILLION APPROPRIATED TO THE DEPT. OF REVENUE FOR REFUND OF PERSONAL INCOME TAXES. APPROXIMATELY $12.5 MILLION LESS THAN ORIGINALLY ESTIMATED WILL BE NEEDED. PART OF THE REDUCTION IS REFLECTED IN THIS BILL; THE REMAINDER WILL BE REFLECTED IN REAPPROPRIATION LEGISLATION.
SECTION 13 REPRESENTS A REDUCTION OF FY 83 PERMANENT FUND DIVIDEND HOLD HARMLESS FUNDING.
SECTION 14 REPRESENTS FUNDING WHICH SHOULD HAVE BEEN VETOED SINCE THE FUNDING WAS APPROPRIATED THROUGH A FISCAL NOTE WHICH ACCOMPANIED A BILL WHICH HAD BEEN "STRIPPED" AND HAD NO FISCAL IMPACT.
SECTION 15 DEALS WITH A LEASE PAYMENT WHICH WAS BUDGETED BOTH IN THE DEPT. OF ADMINISTRATION AND THE COURT SYSTEM.
SECTION 16 CONTAINS THE ALLOCATION OF THE PRECEDING FUNDING.
SECTION 17 PROVIDES FOR CONSOLIDATION OF THE OFFICE OF MANAGEMENT AND BUDGET INCLUDING MOVING EXPENSES, FURNITURE, AND COMPONENTS.
SECTION 18 PAYS ADDITIONAL OPERATING COSTS IN THE DEPT. OF ADMINISTRATION RELATING TO THE PUBLIC DEFENDERS OFFICE. FUNDING IS ASSOCIATED WITH THE MEACH CASE.
SECTION 19 REPRESENTS ADDITIONAL FUNDING NEEDED FOR OPERATION OF THE ALCOHOLIC BEVERAGE CONTROL BOARD
IN SECTION 20, FUNDING OF $6.5 MILLION TO DEPT. OF EDUCATION FOR SCHOOL DEBT RETIREMENT WOULD ENABLE FUNDING OF THE FY 83 ENTITLEMENT AT APPROXIMATELY 90% OF FULL ENTITLEMENT. FOR DEBT ISSUED ON OR AFTER JANUARY 1, 1982, FULL ENTITLEMENT IS 90%.
IN SECTION 21, THE $300,000 TO THE ALASKA SCHOOL ACTIVITIES ASSOCIATION PROVIDES FOR INSTATE TRAVEL FOR MUSIC AND SPORTS ACTIVITIES. MR. DUSEK ADVISED THAT FUNDING WOULD REIMBURSE SCHOOL DISTRICTS FOR TRAVEL EXPENSES ALREADY EXTENDED. FUNDING WAS PROVIDED LAST YEAR THROUGH A SUPPLEMENTAL SINCE FUNDING HAD NOT BEEN INCLUDED IN THE OPERATING BUDGET. SENATOR FAIKS ADVISED THAT FUNDING FOR THIS TRAVEL IS INCLUDED IN THE FY 84 BUDGET AND ASKED WHY IT HAD NOT PREVIOUSLY BEEN FUNDED IN THE BUDGET. MR. DUSEK CORRECTED HIS PRIOR STATEMENT, ADVISING OF FUNDING FOR ACTIVITY TRAVEL IN THE AMOUNT OF $285,000 UNDER CH. 101. SENATOR FAIKS QUESTIONED THE NEED FOR AN ADDITIONAL $300,000 TO BE ADDED TO THE $285,000. QUESTIONS AROSE

CONCERNING WHETHER OR NOT THE $285,000 HAD BEEN VETOED, AND CO-CHAIRMAN SACKETT INSTRUCTED COMMITTEE STAFF TO OBTAIN BACKUP INFORMATION REGARDING THE FUNDING.

IN SECTION 22, FUNDING OF $305,900 RELATES TO INCREASED STAFF SUPPORT AT API AS A RESULT OF THE MEACH CASE. FUNDING PROVIDES FOR 17 ADDITIONAL SECURITY EMPLOYEES.

IN SECTION 23, FUNDING OF $205,900 REPRESENTS A REDUCTION OF THE ORIGINAL JANUARY REQUEST FOR FUNDING FOR CREATION OF THE DEPT. OF CORRECTIONS. THE NEW TOTAL REPRESENTS FUNDING REQUIRED IF THE DEPT. WAS CREATED AS OF MAY 1. CO-CHAIRMAN SACKETT REQUESTED THAT MR. DUSEK COMPUTE THE COST AS OF JUNE 1. NEEDED FUNDING WAS LATER DETERMINED TO BE $161,700.

SECTION 24. MR. DUSEK ADVISED THAT FUNDING SPECIFIED FOR 1983 SHOULD READ "1979." IN '79 THE STATE RECEIVED A GRANT FROM THE DEPT. OF AGRICULTURE WHICH WAS NOT USED. THE UNUSED FEDERAL FUNDS LAPSED INTO THE GENERAL FUND. THE FEDERAL GOVERNMENT NOW WANTS THIS MONEY BACK.

SECTION 25 RELATES TO THE FRONTIER BUILDING MOVE IN ANCHORAGE. DNR WAS THE ONLY DEPARTMENT UNABLE TO ABSORB MOVING COSTS AND HAS HAD TO LET EMPLOYEES GO IN ORDER TO COVER SOME OF THE COST. CO-CHAIRMAN SACKETT REQUESTED THAT MR. DUSEK PROVIDED BACKUP MATERIAL ON THE NUMBER OF PERSONS INVOLVED IN THE MOVE GIVING RISE TO THE $150,000 REQUEST INCLUDED IN THIS SECTION.

SECTION 26. THE REQUEST FOR AN ADDITIONAL $210,000 IS BASED UPON APPLICATIONS CURRENTLY ON HAND AND THOSE EXPECTED TO BE RECEIVED BEFORE JUNE 30.

IN SECTION 27, FUNDING OF $130,000 RESULTS FROM GRIEVANCES FILED BY TWO SEPARATE GROUPS AGAINST THE DEPT. OF PUBLIC SAFETY. THE GRIEVANCES INVOLVED RAISES IN PAY FOR CERTAIN CLASSES OF EMPLOYEES AND RESULTED IN ACROSS-THE-BOARD INCREASES FOR THESE EMPLOYEES.

IN SECTION 28, FUNDING REPRESENTS AN OVERRUN IN OPERATING COSTS UNDER PERSONAL SERVICES. THE NEW COMMISSIONER OF PUBLIC SAFETY INTENDS TO GAIN CONTROL OVER THESE COSTS.

SENATOR FAIKS RAISED QUESTIONS CONCERNING A COMPARISON OF SUPPLEMENTAL REQUESTS OVER THE YEARS, ASKING IF SOME DEPARTMENTS REQUEST THEM MORE OFTEN THAN OTHERS. CO-CHAIRMAN SACKETT ANSWERED THAT SOME DEPARTMENTS TRADITIONALLY REQUEST A SUPPLENTAL EVERY YEAR WHILE OTHERS NEVER ASK FOR THEM.

SECTION 29 RELATES TO MISCELLANEOUS CLAIMS AGAINST THE STATE AND STALE DATED WARRANTS, ETC.

SECTIONS 30, 31, AND 32 REPRESENT REDUCTIONS IN VARIOUS SOCIAL SERVICES PROGRAMS TO "GET DOWN TO" THE AMOUNT THE DEPT. ESTIMATES WILL BE NEEDED FOR FY 83.

SECTION 33 CONTAINS AN APPROPRIATION TO ALASKA LEGAL SERVICES. FUNDING WAS AT ONE TIME INTENDED TO COME FROM FDIF, BUT BASED UPON INFORMATION FROM THE DEPT. OF LAW AND THE LEGISLATIVE AUDITOR, FUNDING IN THAT MANNER WOULD HAVE RESULTED IN PROBLEMS. CO-CHAIRMAN SACKETT ASKED IF LEGAL SERVICES WAS FUNDED LAST YEAR. MR. DUSEK ADVISED THAT IT WAS FUNDED FOR $300,000 IN THE FY 83 BUDGET. CO-CHAIRMAN SACKETT QUESTIONED THE NEED TO ADD $300,000 WHEN THE PRESENT BUDGET FOR ALASKA LEGAL SERVICES IS $300,000. MR. DUSEK RESPONDED, "THEY WERE CUT QUITE A BIT IN FEDERAL FUNDS." SENATOR FAIKS ADVISED THAT SHE HAD EXAMINED THE AUDIT SHEETS AND DETERMINED THAT ALASKA LEGAL SERVICES HAS A FUND BALANCE IN EXCESS OF "A COUPLE HUNDRED THOUSAND IN THE BANK." CO-CHAIRMAN SACKETT DIRECTED THAT SECTION 33 BE REMOVED FROM THE BILL. NO OBJECTION HAVING BEEN RAISED, THE SECTION WAS DELETED.

SECTION 34 REPRESENTS AN FY 82 OBLIGATION OF THE STATE TO THE PRESBYTERIAN HOSPITALITY HOUSE THROUGH THE DEPT. OF HEALTH AND SOCIAL SERVICES. IT WAS THE INTENT TO FUND THE OBLIGATION OUT OF THE FY 83 BUDGET, HOWEVER THERE WAS NOT A SUFFICIENT LAPSE TO DO SO.
SECTION 35 RELATES TO FISHERIES ENHANCEMENT TAX RECEIPTS. THE DISTRICTS ESTABLISH THE TAX UPON THEMSELVES AND IN THE PAST COLLECTED IT DIRECTLY. THE COURT SUBSEQUENTLY RULED THAT SUCH COLLECTION WAS ILLEGAL, AND THE DEPT. OF COMMERCE MUST NOW MAKE THE COLLECTION. THE INTENT IS THAT COLLECTED FUNDING BE PASSED BACK TO DISTRICTS GENERATING THE FUNDING.
CO-CHAIRMAN SACKETT DIRECTED THAT SECTIONS 2 AND 3 BE DELETED FROM CS FOR SB 82 (FINANCE) AND CONSIDERED FOR PLACEMENT IN THE REAPPROPRIATION BILL.
CO-CHAIRMAN SACKETT ADVISED THAT THE SCHOOL ACTIVITIES ASSOCIATION WAS FUNDED $163,000 IN LAST YEAR'S BUDGET UNDER OTHER COMMISSIONS AND ASSOCIATIONS (P. 28). HE MOVED THAT SECTION 21 BE DELETED FROM CS FOR SB 82 (FINANCE) FOR POSSIBLE CONSIDERATION IN THE REAPPROPRIATION BILL. NO OBJECTION HAVING BEEN RAISED, SECTION 21 WAS DELETED.
SENATOR FAIKS MOVED FOR ADOPTION OF AN AMENDMENT PROVIDING $125,000 TO LEGISLATIVE AFFAIRS, THE SENATE ADVISORY COUNCIL, AND THE OMBUDSMAN'S OFFICE (LAA - $21.900, SAC - 33,900, OMBUDSMAN - $69,600) FOR SALARY INCREASES FOR FY 83. SHE EXPLAINED THAT THE 1982 LEGISLATURE ENACTED SALARY INCREASES FOR LEGISLATORS AND EMPLOYEES OF THE LEGISLATIVE BRANCH BUT FAILED TO APPROPRIATE FUNDS NECESSARY TO PAY EVERYONE. LEGISLATIVE AFFAIRS WAS DIRECTED BY THE LEGISLATIVE COUNCIL TO PAY THE INCREASES AND SUBMIT A SUPPLEMENTAL FOR ADDITIONAL FUNDS. THE ORIGINAL APPROPRIATION WAS OVER A MILLION DOLLARS. THE AGENCY WAS ABLE TO ABSORB SOME OF THE INCREASE WITHIN THE FY 83 BUDGET. THE $125,000 REPRESENTS THE PARRED DOWN AMOUNT WHICH CANNOT BE ABSORBED. NO OBJECTION TO THE AMENDMENT HAVING BEEN RAISED, IT WAS ADOPTED FOR INCLUDING IN CS FOR SB 82 (FINANCE).
SENATOR FAIKS RAISED QUESTIONS CONCERNING SALARY INCREASES FOR TEMPORARY EMPLOYEES OF THE LEGISLATURE. CO-CHAIRMAN SACKETT ADVISED SENATE PRESIDENT KERTTULA ASKED THAT THE LEGISLATURE "HOLD OFF" ON THIS BECAUSE OF PROBLEM SITUATIONS WHEREIN SOME LEGISLATORS, IN ORDER TO GIVE THEIR EMPLOYEES A SALARY INCREASE, CHANGED THE DESIGNATION OF SECRETARY TO ADMINISTRATIVE OR RESEARCH ASSISTANT. A RAISE ACROSS-THE-BOARD WILL RESULT IN AN ADDITIONAL INCREASE FOR THESE POSITIONS. THE MATTER WILL BE DISCUSSED IN CAUCUS.
SENATOR MULCAHY MOVED THAT CS FOR SB 82 (FINANCE) PASS FROM COMMITTEE WITH INDIVIDUAL RECOMMENDATIONS. NO OBJECTION HAVING BEEN RAISED, THE BILL PASSED FROM SENATE FINANCE--ALL MEMBERS PRESENT SIGNING "DO PASS."
MR. DUSEK ADVISED THAT WHILE THE PAY RAISE FOR UNION EMPLOYEES IS INCLUDED IN THE CONTRACT BETWEEN THE UNION AND THE STATE, PAY RAISES SET FORTH IN SB 294 RELATE TO EXEMPT EMPLOYEES--THOSE NOT COVERED BY THE UNION CONTRACT. THE POLICY OF THE ADMINISTRATION IS TO GRANT NON-UNION EMPLOYEES THE SAME PAY RAISES AS UNION MEMBERS. THE RAISE REPRESENTS A 5% PLUS $5 A MONTH INCREASE OVER LAST YEAR. RESPONDING TO A QUESTION FROM SENATOR JOSEPHSON CONCERNING RETROACTIVE PAYMENT OF INCREASES, CO-CHAIRMAN SACKETT ADVISED THAT IT IS THE POLICY OF THE LEGISLATURE TO FUND NON-COVERED PEOPLE IDENTICALLY TO COVERED PEOPLE.
SENATOR MULCAHY MOVED THAT SB 294 PASS FROM COMMITTEE WITH INDIVIDUAL RECOMMENDATIONS. NO OBJECTION HAVING BEEN RAISED, THE BILL PASSED FROM SENATE FINANCE--ALL MEMBERS SIGNING "DO PASS."

DURNMENT

THERE BEING NOTHING FURTHER TO COME BEFORE COMMITTEE AT THIS TIME, THE MEETING WAS ADJOURNED AT APPROXIMATELY 9:50 A.M.

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CHAMBER = H
DATE = 062383
TIME = 1900
YEAR = 83
MEETING ID

HOUSE FINANCE COMMITTEE
JUNE 23, 1983
7:00 P.M.

CALL TO ORDER
CHAIRMAN ADAMS CALLED THE MEETING TO ORDER AT 6:55 P.M. AND INFORMED MEMBERS THEY WOULD TAKE UP WHERE THEY LEFT OFF THAT AFTERNOON IN THE CONSIDERATION OF SB 215, AND CONTINUE WITH SB 82 AND SB 294.

PRESENT ALL MEMBERS OF THE COMMITTEE WERE PRESENT. ALSO PRESENT: REPRESENTATIVE HUGH MALONE, ROBERT MAYNARD, ASSISTANT ATTORNEY GENERAL, JOHN TELLINGHAS, EUGENE DUSEK, JEFF MORRISON, REPRESENTATIVE MIKE MILLER - JUNEAU.

TEXT SB 215

SB 215 - AUTHORIZING THE USE OF THE ALASKA PERMANENT FUND INCOME TO PAY LONGEVITY BONUSES; AMENDING THE LONGEVITY BONUS PROGRAM AND THE PERMANENT FUND DIVIDEND DISTRIBUTION PROGRAM; AND PROVIDING FOR AN EFFECTIVE DATE.

REPRESENTATIVE HUGH MALONE, HOUSE DISTRICT #5, STATED THAT SB 215 WAS DESIGNED TO RESOLVE THE LAW SUIT AGAINST THE STATE LONGEVITY BONUS PROGRAM. HE STATED IT WAS HIS OPINION THE LEGAL ISSUES WERE FAIRLY WELL COVERED IN THE SENATE BILL. HE STATED MANY AREAS NEEDED MORE INPUT AND CONSIDERING THE TIME FRAME OF THIS SESSION IT COULD WAIT UNTIL NEXT SESSION IN 1984 TO ADDRESS THOSE ISSUES, KEEPING IT AT IT'S CURRENT LEVEL UNTIL THAT TIME.

REPRESENTATIVE WARD ASKED IF HE HAD HAD A CHANCE TO REVIEW THE HOUSE COMMITTEE SUBSTITUTE. REPRESENTATIVE MALONE SAID HE HAD, AND IN HIS OPINION THE LONGEVITY BONUS OUGHT TO BE PAID OUT OF THE GENERAL FUND.

REPRESENTATIVE DUNCAN REFERENCED PAGE 7 AND 8 AND ASKED REPRESENTATIVE MALONE TO SUMMARIZE HIS INTENT ON THOSE TWO LINES OF THE PROPOSAL DISTRIBUTED BY REPRESENTATIVE MALONE. REPRESENTATIVE MALONE STATED IT WAS HIS RECOMMENDATION THEY CONTINUE THE PROGRAM DURING FY 84, AND PROCEED DURING THE INTERIM AND DURING THE NEXT SESSION TO ARRIVE AT A LONG RANGE SOLUTION, AND DURING THAT TIME FUND THE PROGRAM FROM THE STATE GENERAL FUND APPROPRIATIONS.

ROBERT MAYNARD, ASSISTANT ATTORNEY GENERAL, DEPARTMENT OF LAW STATED HE WAS THERE TO TESTIFY ON ONLY ONE PORTION OF THE HCS FOR CSSB 215, WHICH ALLOWS A CLASS OF PERSONS WHO WERE IN THE STATE IN 1959 TO BE QUALIFIED FOR THE PROGRAM. HE STATED THE 1959 CLAUSE DOES NOT SOLVE THE LEGAL PROBLEM AND DOES NOT TAKE CARE OF THE VEST CASE AS IT DOES NOT TREAT EVERYONE THAT WAS 65 YEARS OR OLDER EQUALLY AFTER THE PERIOD OF THE COMPLAINT. HE STATED THE QUESTION THAT HAD TO BE RESOLVED FOR THE COURTS SATISFACTION, WOULD BE "WHAT IS THE REASON FOR TREATING A CLASS OF PEOPLE, IE; PERSONS HERE BEFORE 1959 DIFFERENTLY THAN THE PEOPLE ARRIVING IN THE STATE AFTER THAT TIME, YET THEY ARE RESIDENTS. HE STATED THERE WAS A PROBLEM WITH THE PURPOSE CLAUSE IN THE BILL, IT STATES YOU GIVE ALL ELDERING ALASKAN'S CARE, AND SAID THE COURTS WOULD IMMEDIATELY SAY THEY ARE NOT MEETING

THEIR OWN PURPOSE. HE STATED THE COURTS WOULD CUT IT OUT JUST ON THAT TECHNICAL REASON ALONE. HE SAID THE PROBLEM GOES DEEPER THAN THAT IN THAT THEY HAVE NOT HEARD OF ANY CONSTITUTIONAL PURPOSE FOR TREATING PEOPLE WHO ARRIVED BEFORE 1959. HE STATED THAT THE OBVIOUS REASON WAS BECAUSE THOSE PEOPLE WERE PIONEERS, AND STATED THEY WOULD HAVE TO FIND ANOTHER PURPOSE, ANOTHER IDENTIFIABLE TRAIT FOR PEOPLE WHO WERE HERE PRIOR TO 1959.

REPRESENTATIVE LINDAUER ASKED WHAT WOULD HAPPEN IF THEY AUTOMATICALLY QUALIFY PEOPLE AT 25 YEARS. MR MAYNARD STATED THAT WOULD BE VERY SIMILAR TO THE ALASKA SUPREME COURT'S RECENT RULING REGARDING THE LAND DISCOUNT PROGRAM IN THAT IT WAS UNCONSTITUTIONAL, AND THE 25 YEAR PROVISION WOULD HAVE VERY LITTLE CHANCE.

JOHN TELLINGHAS, COUNCIL FOR SENATE ADHOCK RESIDENCY COMMITTEE, THE DRAFTER OF SB 215, STATED ONE OF THE OPTIONS THEY DID CONSIDER IN THE REPORT WAS THE ANNUITY OPTION WHERE EITHER EVERYBODY OR ANYBODY WHO WANTED TO HAVE THE DIVIDEND PUT IT INTO AN ANNUITY ACCOUNT. THEY FOUND THAT PEOPLE 45 YEARS OLD NOW WOULD HAVE A VERY HEALTHY ANNUITY ACCOUNT. HE STATED HE DID NOT SEE A CONSITITUTIONAL PROBLEM WITH IT. HE SAID THAT AS A FISCAL MATTER, THE ANNUITY OPTION HAS MUCH TO BE SAID FOR AND ALOT OF SUPPORT. THE TWO DOWNSIDE PROBLEMS WOULD BE IT WOULD TAKE SEVERAL YEARS FOR THE DIVIDENDS TO AMOUNT TO AN ANNUALIZED ANNUITY. HE STATED THE OTHER PROBLEM WAS THAT IT WOULD TAKE THE ENTIRETY OF THE PERMANENT FUND DIVIDEND INSTEAD OF THE 25 %, AS DOES SB 215. MR. TELLINGHAS STATED THERE WAS A GREAT DEAL OF DEBATE AS TO WHETHER OR NOT 12.5% OF PERMANENT FUND EARNINGS WOULD RESULT IN LONGEVITY BONUS PAYMENTS EQUAL TO THE CURRENT PAYMENTS, OR SUBSTANTIALLY LESS. HE SAID THAT WAS A FUNCTION OF POPULATION FIGURES WHICH EVERYONE WAS GUESSING ON. HE STATED THAT REPRESENTATIVE MALONE AND THE ADMINISTRATION HAVE BEEN ASSUMING THAT EVERY ELDERLY WHO HAS HAD AN APPLICATION ACCEPTED FOR A PERMANENT FUND DIVIDEND WOULD ALSO BE ELIGIBLE FOR THE LONGEVITY BONUS. HE SAID THE PERMANENT FUND DIVIDEND PROGRAM HAS A 6 MONTH RESIDENCY REQUIREMENT AND THE LONGEVITY BONUS HAS A ONE YEAR REQUIREMENT. MR. TELLINGHAS REFERENCED THE PROPOSED FINANCE COMMITTEE SUBSTITUTE AND STATED THAT AS FAR AS RETAINING THE JANUARY 3, 1959 RESIDENCY REQUIREMENT, HE THOUGHT IT CONCEIVABLE THAT A COURT WOULD UPHOLD SUCH A REQUIREMENT BASED UPON THE RATIONAL THAT EVERYONE HERE DURING TERRITORIAL DAYS WERE DENIED THE FRANCHISE, AND TO COMPENSATE THOSE PEOPLE FOR THE LACK OF FRANCHISE WAS A LEGITIMATE PURPOSE FOR THE ALB PROGRAM. HE SAID HIS ADVISE TO THE COMMITTEE WOULD BE THEY WOULD NOT HAVE A REALISTIC CHANCE IN RETAINING THAT PROVISION. HE STATED HE FELT COMFORTABLE WITH THE GRANDFATHER CLAUSE OF THE BILL. HE STATED IF THAT CLAUSE WAS MAINTAINED AFTER 1984, THEY HAVE BASICALLY TURNED IT INTO A SPECIAL INTEREST BILL FOR PEOPLE WHO ARE 65 YEARS OLD AS OF A CERTAIN DATE, AND STATED THAT AT THAT POINT IN TIME THEY WOULD LOSE THE RATIONAL OF USING THE PERMANENT FUND.

REPRESENTATIVE BETTISWORTH MOVED TO REPORT OUT OF COMMITTEE HCS FOR CSSB 215 (FIN),AND ASKED UNANIMOUS CONSENT. REPRESENTATIVE LINDAUER OBJECTED FOR THE OPINION OF THE CHAIRMAN AND THE VICE-CHAIRMAN STATING, IF IT PASSED OUT AS IS, AND GOES ON THE FLOOR AS IS, WOULD THEY INFACT BE IN AN UNCONSTITUTIONAL SITUATION THAT WOULD END UP SPENDING HUNDREDS OF MILLIONS OF DOLLARS LOSING THE VEST CASE, SO THAT ALL THEY WOULD BE DOING WOULD BE FOR POLITICAL REASONS.

CHAIRMAN ADAMS STATED HE DID AGREE WITH REPRESENTATIVE LINDAUERS AGRUEMENT ON THAT AND STATED HE WOULD HAVE RULES LOOK AT THAT ISSUE ON SECTION 4.

CHAIRMAN ADAMS STATED THERE WAS A TECHNICAL AMENDMENT WHICH NEEDED TO BE MADE.
REPRESENTATIVE BETTISWORTH WITHDREW HIS MOTION.
CHAIRMAN ADAMS MOVED TO AMEND HCS FOR CSSB 215 (FIN) PAGE FOUR, LINE 26, DELETING "ONLY BE", AND REPLACE WITH "BY", AND ASKED UNANIMOUS CONSENT. THERE BEING NO OBJECTION, IT WAS SO ORDERED.
AMENDMENT #1, HCS FOR CSSB 215 (FIN) PASSED UNANIMOUSLY.
REPRESENTATIVE LINDAUER MOVED TO AMEND HCS FOR CSSB 215 (FIN) PAGE 2, LINE 14 PLACE A "PERIOD" AFTER THE WORD "OVER" AND DELETE THE FOLLOWING, "WHO WAS A RESIDENT OF THE TERRITORY ON OR BEFORE JANUARY 3, 1959", AND ASKED UNANIMOUS CONSENT. REPRESENTATIVE BETTISWORTH OBJECTED. A ROLL CALL VOTE WAS TAKEN.

IN FAVOR: REPRESENTATIVE LINDAUER.
OPPOSED: REPRESENTATIVES' ADAMS, BETTISWORTH, DUNCAN, GRUSSENDORF, HURLBERT, MARTIN , PESTINGER, WARD, ZHAROFF, AND ABOOD.

AMENDMENT #2 FAILED - (10-1.)
REPRESENTATIVE BETTISWORTH MOVED TO REPORT OUT OF COMMITTEE HCS FOR CSSB 215 (FIN) AS AMENDED WITH THE FISCAL NOTE DATED 6/23/83 AND ASKED UNANIMOUS CONSENT. THERE BEING NO OBJECTION, IT WAS SO ORDERED.
HCS FOR CSSB 215 (FIN) WAS REPORTED OUT OF COMMITTEE WITH THE FISCAL NOTE DATED 6/23/83, AND INDIVIDUAL RECOMMENDATIONS.
SB 82

SB 82 - MAKING REAPPROPRIATIONS, TRANSFERS AMONG APPROPRIATIONS, MISCELLANEOUS SUPPLEMENTAL APPROPRIATIONS; AND PROVIDING FOR AN EFFECTIVE DATE.

CHAIRMAN ADAMS STATED THIS BILL WAS THE FY 83 SUPPLEMENTAL APPROPRIATION REQUESTED BY THE ADMINISTRATION. HE STATED THE LARGEST ITEM WAS THE FY 83 SALARY INCREASE MONEY. HE STATED THE APPROPRIATION HAD BEEN REDUCED FROM THE GOVERNORS ORIGINAL REQUEST AND IS CONSISTANT WITH THE HOUSE POSITION AND CONFERENCE COMMITTEE ON FY 84 SALARY INCREASES. CHAIRMAN ADAMS STATED SB 82 ALSO CONTAINED NUMEROUS APPROPRIATIONS FOR VARIOUS STATE AGENCIES. THE OFFICE OF MANAGEMENT AND BUDGET HAS PREPARED A SECTIONAL ANALYSIS AND EUGENE DUSEK, ASSOCIATE DIRECTOR, WAS AVAILABLE FOR QUESTIONS. CHAIRMAN ADAMS STATED ONE OF THE PROBLEMS HE HAD WAS WITH APPROPRIATING GENERAL FUNDS FOR THIS PARTICULAR SUPPLEMENT, AND PASSED OUT A LETTER HE HAD ADDRESSED TO SPEAKER JOE HAYES. CHAIRMAN ADAMS READ THE LETTER TO THE COMMITTEE MEMBERS. (SEE ATTACHMENT #1.) CHAIRMAN ADAMS STATED SB 82 WAS A REAPPROPIATION BILL TO COVER ALL SALARY INCREASES IN THE AMOUNT OF $9 TO $10 MILLION, BUT IN CONSIDERATION OF THE TIME FACTOR, THERE ARE OTHER PLACES FROM WHICH THEY COULD APPROPRIATE FROM.
EUGENE DUSEK, ASSOCIATE DIRECTOR, DIVISION OF MANAGEMENT AND BUDGET, STATED IT WOULD BE POSSIBLE TO FIND ENOUGH MONEY GIVEN THE TIME TO COVER THIS, AND STATED THEY DID FIND THE $9 TO $10 MILLION. HE STATED IT WOULD BE A TIME CONSUMING PROCESS. HE STATED THE MONEY WOULD LAPSE ANYWAY AND THAT THEY FULLY AGREE TO THE INTENT INDICATED IN THE LETTER FROM CHAIRMAN ADAMS TO SPEAKER OF THE HOUSE JOE HAYES.
REPRESENTATIVE MARTIN REFERENCED HB 309 STATING IT MIGHT BE THE MAJOR SOURCE OF THE MONIES AVAILABLE. HE ASKED IF THE PAID BIRTHDAYS AND LAUNDRY MONEY WAS YET IN THE CONTRACT. MR. DUSEK STATED THAT IN THE FY 84 BUDGET REQUEST, THEY ORIGINALLY HAD $400 THOUSAND FOR THE BIRTHDAY HOLIDAY. HE SAID THEIR ORIGINAL REQUEST HAD BEEN REDUCED BY APPROXIMATELY $5 MILLION, AND IN DOING THAT THEY HAD DELETED THE

BIRTHDAY PAID HOLIDAY CLAUSE.
CHAIRMAN ADAMS STATED THE UNIFORM LAUNDRY MONEY HAD BEEN ELIMINATED, AND WAS ADDRESSED IN SB 294 WHICH WOULD BE CONSIDERED BY THE COMMITTEE AFTER SB 82.
REPRESENTATIVE MARTIN REFERENCED PAGE 4 OF THE FINANCE COMMITTEE DRAFT, SECTION FOUR, THERE WAS $3 MILLION ALLOWED FOR POLITICAL CAMPAIGN CONTRIBUTIONS. MR. DUSEK STATED THAT THE ADMINISTRATION DOES SUPPORT THE CONTINUATION OF POLITICAL CONTRIBUTION AND IF THE CURRENT LAW WAS ELIMINATED, RETRO-ACTIVE JANUARY 1, 1983, THERE WOULD BE ZERO REQUIRED FOR FY 84. HE STATED THAT IF IT WAS ABOLISHED AS OF JULY 1ST OF 1983, APPROXIMATELY $750 THOUSAND WOULD BE REQUIRED. HE SAID THESE WERE ALL GUESSTIMATES. MR. DUSEK STATED THAT WITHOUT THE DELETION, UNDER THE CURRENT LAW, AND IF IT WAS NOT ABOLISHED THEY WOULD ESTIMATE APPROXIMATELY $1 MILLION WOULD BE REQUIRED. HE STATED IF IT WOULD COME IN AT MORE THAN THE $500 THOUSAND, THEY WOULD GO BACK TO THE LEGISLATURE ONE YEAR FROM THEN. MR. DUSEK STATED THEY DID HAVE ONE PROBLEM IN FY 83 IN THAT THE SAME APPROPRIATION CONTAINED BOTH THE CHILD CARE CREDIT AND THE POLITICAL CONTRIBUTION AND WAS ON A FIRST COME FIRST SERVE BASIS AND STATED FOR FY 84 THEY DO HAVE SEPARATE ALLOCATIONS. REPRESENTATIVE MARTIN STATED HE WOULD LIKE THE CONFERENCE COMMITTEE TO RECONSIDER THAT POINT AS HE FELT THEY WOULD END UP WITH AN ADDITIONAL $3 - 4 MILLION NEXT YEAR.
REPRESENTATIVE MARTIN REFERENCED THE $350 THOUSAND ALLOCATED FOR THE MOVE OF OMB, AND STATED THE MOVE WAS ONLY ACROSS THE STREET, AND IT ONLY COST $127 THOUSAND TO ESTABLISH THE DEPARTMENT OF CORRECTIONS AND MOVE THEM. HE SAID IT COST $150 THOUSAND TO MOVE THE DEPARTMENT OF NATURAL RESOURCES FROM THEIR LOCATION AND THE SUM NEEDED TO MOVE THE OMB OFFICE SEEMED QUITE IRONIC. MR. DUSEK REFERENCED SECTION 12 AND STATED THE ORIGINAL REQUEST WAS $250 THOUSAND AND WAS NOT MOVE MONEY, BUT FOR THE COMMISSIONER OF CORRECTIONS, STAFF EQUIPMENT ETC. HE SAID THAT AT THIS TIME THE DEPARTMENT OF CORRECTIONS HAD NOT YET BEEN ESTABLISHED SO THEY ARE ASKING TO REDUCED THE REQUEST FROM $250 THOUSAND TO $127.3 THOUSAND AND ALSO IN SECTION 25 THEY REQUEST THE LAPSE DATE BE EXTENDED TO JUNE 30, 1984. MR. DUSEK STATED THAT ON SECTION 7 IN REGARD TO THE OMB MOVE, IT INVOLVES MORE THAN MOVING. FORMERLY, HE SAID, THEY WERE LOCATED IN THREE BUILDINGS, AND WITH THE MOVE THEY WOULD ALL BE ON THE 4TH AND 5TH FLOOR OF THE COURT BUILDING.
CHAIRMAN ADAMS REFERENCED SECTION 24, THE MONEY TO THE UNINCORPORATED COMMUNITIES ASSISTANCE GRANTS, AND STATED THIS WAS SB 168 TWO YEARS AGO AT $1000 PER CAPITA. HE ASKED MR. DUSEK TO EXPLAIN THAT SECTION FOR THE BENEFIT OF THE COMMITTEE MEMBERS. MR. DUSEK STATED THE $1000 PER CAPITA, SB 168, FOR BOTH UN-INCORPORATED COMMUNINITIES AND MUNICIPALITIES WAS REDUCED BY THE GOVERNOR. HE SAID THEY HAD A SEPARATE APPROPRIATION FOR INCORPORATED COMMUNITIES AND NON-INCORPORATED. BASED UPON THE APPLICATIONS RECEIVED FOR UN-INCORPORATED COMMUNITIES, THE DEPARTMENT OF COMMUNITY AND REGIONAL AFFAIRS ESTIMATED A YEAR OR TWO AGO, IT COULD HAVE PROVIDED THE FULL $1000 PER CAPITA, AND THAT AMOUNT WAS PAID. LAST SESSION, THE LAPSE DATE, OR FILING DATE FOR SB 168 WAS EXTENDED FOR ONE YEAR RESULTING IN ADDITIONAL APPLICATIONS. HE STATED THAT BASED ON APPLICATIONS THAT ARE NOW IN, THERE IS ONLY SUFFICIENT FUNDING FOR $500 PER CAPITA. HE SAID THE ORIGINAL ESTIMATE WAS $2.5 MILLION REQUIRED AND THAT WAS INCLUDED IN HB 226 WHICH WAS REMOVED BY THE HOUSE IN THE COMMUNITY AND REGIONAL AFFAIRS COMMITTEE AND THEY ARE NOW ASKING THAT IT BE RE-INSTATED IN THE AMOUNT OF $3.4 MILLION SO THAT ALL THE

UN-INCORPORATED BE TREATED EQUALLY.
REPRESENTATIVE LINDAUER ASKED FOR AN INTERPRETATION OF THE FUNDING FOR THE FISCAL YEAR ENDING JUNE 30, 1983 FOR THE ADDITIONAL COSTS FOR THE VARIOUS COLLECTIVE BARGAINING UNITS AS IT RELATES TO THE CONTRACTS WHICH ARE GOING INTO EFFECT THAT THE STATE NEGOTIATED WITH APEA. AND ALSO DOES SB 82 AUTHORIZE THE HIGHER WAGE RATES TO BE PAID, AND DOES IT AUTHORIZE RETRO-ACTIVE PAYMENTS, AND DOES IT AUTHORIZE THEM TO BE PAID IN THE FISCAL YEAR ENDING 1984. MR. DUSEK REFERENCED SECTION 25, STATING THAT IT BEING AN OPERATING BUDGET APPROPRIATION THE MONEY AUTOMATICALLY LAPSES AT THE END OF THE CURRENT FISCAL YEAR, UNLESS IT IS EXTENDED BY LEGISLATION. SECTION 25 EXTENDS THE LAPSE DATE ONLY ON TWO SECTIONS OF THE BILL NOT SECTION 1 WHICH INCLUDES THE SALARIES. REPRESENTATIVE LINDAUER ASKED IF THE BILL WOULD AUTHORIZE THE ADMINISTRATION THE HIGHER RATES OF PAY THAT WERE BARGAINED AND CONTINUE ON INTO 1984. MR. DUSEK STATED IT WOULD BE AUTHORIZED, BUT NOT FUNDED. HE REFERENCED SUB SECTION 3, PAGE 2, THE THE CONFIDENTIAL UNIT, STATING THERE WAS AN ERROR BY THE ADMINISTRATION LAST YEAR AND WAS PAID WITHOUT APPROPRIATION, AND TECHNICALLY THEY ARE OUT OF MONEY AT THIS POINT AS FAR AS THE PERSONNEL GO, BUT THEY HAVE BEEN PAYING THEM AT THE NEW RATE.
REPRESENTATIVE LINDAUER REFERENCED THE CONTRACT WHICH WAS NEGOTIATED WITH THE ALASKA PUBLIC EMPLOYEES ASSOCIATION AND ARE THEY GOING TO RETRO-ACTIVELY PAY THE HIGHER WAGES. MR. DUSEK STATED THEY WOULD.
CHAIRMAN ADAMS ASKED MR. DUSEK TO EXPLAIN TO THE COMMITTEE WHAT THE CONFERENCE COMMITTEE ON THE HOUSE SIDE HAD SUBMITTED TO THE CONFERENCE COMMITTEE ON PAY RAISES THIS SAME DATE. MR. DUSEK STATED THAT IT WOULD FUND THE FY 84 SALARIES UNDER THE NEW NEGOTIATED CONTRACTS AND FOR THE AMOUNT FOR NON-REPRESENTED EMPLOYEES THAT WOULD BE APPROVED IN SB 294, WITH CERTAIN DELETIONS. THE DELETIONS WOULD BE "HOLIDAY PAY" FUNDING FOR THE BARGAINING UNITS THAT HAVE NOT BEEN SETTLED, PAY RAISE APPROPRIATION FOR NEW EMPLOYEES, AND REDUCE THE FUNDING LEVEL BY 25 %. THIS WOULD NOT MEAN THE SALARIES WOULD BE CUT 25%. CHAIRMAN ADAMS SUGGESTED THAT IF THE STATE EMPLOYEES HAVE A PROBLEM WITH THE LETTER OF INTENT SUBMITTED BY HIMSELF, IT MIGHT BE BEST TO GO BACK TO THE HOUSE NUMBER OF ZERO. HE ASKED THAT MR. DUSEK READ THE LETTER OF INTENT.
REPRESENTATIVE WARD REFERENCED PAGE 3, #7, AND ASKED WHAT PERCENTAGE OF A PAY RAISE THE EXECUTIVE BRANCH EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING WAS. MR. DUSEK STATED THAT AS WAS CURRENTLY IN THE ADMINISTRATIONS BILL IT WAS 5% PLUS $5.00 PER MONTH.
REPRESENTATIVE WARD ASKED WHAT THE AMOUNT WAS FOR THE NON-COLLECTIVE BARGAINING UNIT FOR THE UNIVERSITY WAS. MR. DUSEK STATED THAT IN THE ORIGINAL REQUEST THEY HAD AN APPROPRIATION AMOUNT FOR THE UNIVERSITY TREATING THEM AS EVERYONE ELSE, AND THEY HAVE REQUESTED THAT THEY BE UNDER A SEPARATE COMPENSATION SCHEDULE. HE SAID THAT BY BEING AUTHORIZED THIS REQUEST, THEY HAVE ASKED THAT THEY NOT BE GIVEN A PAY INCREASE RETRO-ACTIVE TO JANUARY 1ST., AND THAT HAS BEEN ELIMINATED IN SB 82, BUT THAT THEY ARE INCLUDED IN HB 101.
JEFF MORRISON, MANAGER, OFFICE OF MANAGMENT AND BUDGET SAID DURING THE NEGOTIATIONS FOR THE BARGAINING UNIT CONTRACTS, EACH UNIT WAS GIVEN THE OPTION OF HOW TO SPEND AN AMOUNT EQUEAL TO 5% AND $5.00 PER MONTH. FOR GENERAL GOVERNMENT EMPLOYEES, HE STATED THE ACTUAL GROSS SALARY WOULD BE DIFFERENT THAN THE GROSS SALARY INCREASE FOR THE SUPERVISORY UNIT AS THEY ELECTED TO TAKE THE INCREASE IN BENEFITS.
REPRESENTATIVE WARD REFERENCED $150 THOUSAND FOR THE DEPARTMENT OF NATURAL RESOURCES FOR A MOVE TO THE FRONTIER BUILDING THIS YEAR, AND

STATED HE THOUGHT THEY MOVED LAST YEAR. MR. MORRISON STATED THEY MOVED AFTER JULY 1ST.
REPRESENTATIVE MARTIN REFERENCED THE UNIVERSITY AND STATED THAT WHEN THE NEW ADMINISTRATION CAME IN THEY INADVERTANTLY INCLUDED THE UNIVERSITY WHEN THEY SHOULD NOT HAVE AND THAT THE $3.7 MILLION WAS A BONUS, OR A GIFT TO THEM. MR. MORRISON STATED THAT THE ADMINISTRATION HAD RECOMMENDED THAT SB 82, WHICH AUTHORIZES THE SALARY INCREASES, TO BE AMENDED IN SECTION 3 , AS 39.27.011, THAT THAT LINE BE CHANGED TO READ "EMPLOYEES FOR THE UNIVERSITY OF ALASKA, WHO ARE NOT MEMBERS OF A COLLECTIVE BARGAINING UNIT ARE ENTITLED TO RECEIVE SALARY INCREASES IN ACCORDANCE WITH THE BOARD OF REGENTS COMPENSATION POLICY".
REPRESENTATIVE MARTIN REFERENCED HB 105 AND STATED IT SEEMED TO HIM THE ADMINISTRATION WAS GETTING MORE AND MORE DIRECTLY INVOLVED. MR. MORRISON STATED THAT THE SALARY INCREASES THERE, COULD BE SET BY THE UNIVERSITY, AND DIDN'T FEEL THE UNIVERSITY WAS CONCERNED ON THE AMOUNT, BUT THAT HOW IT WAS DISTRIBUTED.
REPRESENTATAIVE ABOOD ASKED IF ALL THE DEPARTMENT OF RESOURCES WAS GOING TO BE IN ONE BUILDING. MR. MORRISON STATED THE $150 THOUSAND WAS FOR A MOVE THAT WAS ACCOMPLISHED LAST SUMMER, AND WAS TO REIMBURSE THE DEPARTMENT OF ADMINISTRATION. DNR, HE STATED, HAS OTHER FUNDING PROBLEMS AND WAS UNABLE TO ABSORB THE COST.
REPRESENTATIVE ABOOD REFERENCED SECTION 20, THE FISHERIES ENHANCEMENT TAX RECEIPTS PROGRAM, AND ASKED IF IT WAS AN INCOME STRUCTURE. MR. MORRISON STATED THAT OFFICIALLY IT WAS NOT A PROGRAM RECEIPT, BUT A PART OF THE GENERAL FUND, AND THAT THE MONIES RECEIVED GO BACK TO THE DISTRICT ORIGINATING THAT REVENUE.
REPRESENTATIVE MARTIN MOVED TO AMEND SB 82, PAGE 4, LINE 16, THAT SECTION 4 BE DELETED REGARDING CAMPAIGN CONTIBUTIONS. CHAIRMAN ADAMS OBJECTED, STATING IT HAD A CHANCE TO BE REPEALED AND FAILED IN THE SENATE AFTER PASSING IT IN THE HOUSE. HE STATED HE AGREED WITH REPRESENTATIVE MARTIN'S PHILOSOPHY.
REPRESENTATIVE LINDAER STATED THAT BY NOT PASSING THE BILL IT KEPT THE PROGRAM IN TACT SO THAT IN YEARS AHEAD, SUBJECT TO APPROPRIATION, THEY COULD KEEP DOING IT. HE STATED IT WAS HIS FEELING THEY DID NOT HAVE AN OBLIGATION TO APPROPRIATE ONLY BECAUSE THEY LEFT THE PROGRAM IN PLACE SUBJECT TO APPROPIATION.
CHAIRMAN ADAMS INFORMED THE COMMITTEE MEMBERS THAT THE $6 MILLION WAS A REQUEST AND THAT HE DID CUT IT BACK TO $3 MILLION. MR. MORRISON STATED THAT MOST OF THAT MONEY WAS FOR THE 1982 CONTRIBUTIONS, MANY THAT HAVE ALREADY BEEN PAID.
REPRESENTATIVE BETTISWORTH ASKED IF THEY HAD ANY FIGURES AS TO HOW MANY PEOPLE HAD APPLIED FOR THE REIMBURSEMENT. MR. MORRISON SAID HE WOULD CHECK THAT OUT.
REPRESENTATIVE GRUSSENDORF STATED IT WAS HIS FEELING THEY HAD ANOTHER PROBLEM IN THE BUDGETARY COMPONENT THAT THAT FALLS UNDER, BEING ANOTHER SECTION OF CHILD CARE CREDIT, AND STATED THE ADMINISTRATION AND THE ATTORNEY GENERAL'S RULING WAS THAT IF SOMEONE SUBMITTED FOR THE POLITICAL CONTRIBUTION, AND IT WAS FUNDED FOR THE CHILD CARE CREDIT IT WAS ON A FIRST COME FIRST SERVE BASIS. HE STATED THAT BEING CAUGHT IN THAT PREDICAMENT IT WOULD ALMOST FORCE THEM TO GO ALONG WITH IT IF THEY COULDN'T REPEAL THAT PARTICULAR SECTION.
REPRESENTATIVE ABOOD STATED THEY DO HAVE A COMMITTMENT TO THEIR CONSTITUENTS, AND THAT THE FUNDING SHOULD BE THERE TO COVER IT.
A ROLL CALL VOTE WAS TAKEN.
IN FAVOR: REPRESENTATIE MARTIN, PESTINGER, AND WARD.
OPPOSED: REPRESENTATIVES' ADAMS, BETTISWORTH, DUNCAN,

GRUSSENDORF, HURLBERT, LINDAUER, ZHAROFF AND ABOOD.
AMENDMENT #1, HCS FOR SB 82 (FIN) FAILED: (3-8).
REPRESENTATIVE LINDAUER MOVED TO AMEND SB 82 (FIN) THAT SECTION 14 BE DELETED AND SUBSEQUENT SECTIONS BE RE-NUMBERED, AND ASKED UNANIMOUS CONSENT. THERE WAS OBJECTION.
REPRESENTATIVE MARTIN STATED HE WAS OBJECTING BECAUSE THEY WERE ALREADY COMMITTED TO THE PAYMENT.
REPRESENTATIVE LINDAUER STATED THAT THE DEPARTMENT ANALYZED VERY CAREFULLY AND SAW THAT THEY HAD $150 THOUSAND WHEN THEY CONTRACTED FOR THAT AS THEY HAVE ALREADY PAID IT, AND WHAT THEY WERE ACTUALLY DOING THEN WAS GIVING THE $150 THOUSAND BACK AT THE END OF THE YEAR THEY ACTUALLY NEVER EXPECTED TO SEE.
A ROLL CALL VOTE WAS TAKEN.

IN FAVOR: REPRESENTATIVES' HURLBERT, LINDAUER, PESTINGER, WARD, AND ABOOD.

OPPOSED: REPRESENTATIVES' ADAMS, BETTISWORTH, DUNCAN, GRUSSENDORF, MARTIN, AND ZHAROFF.

AMENDMENT #2 HCS FOR SB 82 (FIN) FAILED: (6-5).
CHAIRMAN ADAMS MOVED AMENDMENT #3 HCS FOR SB 82 (FIN) STATING IT WAS A TECHNICAL AMENDMENT OF A DRAFTING ERROR, PAGE 1, THE SUM OF $12,738,300, SHOULD BE CORRECTED TO READ $12,740.000 AS IT WAS A TYPING ERROR. THERE BEING NO OBJECTION, IT WAS SO ORDERED.
AMENDMENT #3 HCS FOR SB 82 (FIN) WAS ADOPTED BY THE FINANCE COMMITTEE.
REPRESENTATIVE DUNCAN MOVED TO AMEND HCS FOR SB 82 (FIN) TO ADD A NEW SECTION TO THE BILL APPROPRIATING THE SUM OF $127 THOUSAND FROM THE GENERAL FUND TO THE DEPARTMENT OF HEALTH AND SOCIAL SERVICES FOR THE PAYMENT OF THE GRANT TO TLINGET AND HAIDA CENTRAL COUNCIL FOR FOSTER CARE, AND ASKED UNANIMOUS CONSENT. CHAIRMAN ADAMS STATED THAT WAS THE ADMINISTRATION BILL, AND ASKED IF THE ADMINISTRATION DID SUPPORT THE AMENDMENT.
REPRESENTATIVE DUNCAN STATED THAT HE DID HAVE A CONVERSATION WITH MR. PETER MCDOWELL, AND HE INDICATED THERE WAS NO PROBLEM WITH IT.
REPRESENTATIVE MARTIN AND ABOOD OBJECTED FOR CLARIFICATION.
REPRESENTATIVE MARTIN ASKED IF IT WAS NEW MONEY OR NEW SERVICES.
REPRESENTATIVE DUNCAN STATED THAT THE CENTRAL COUNCIL HAD ENTERED INTO AN AGREEMENT WITH THE DEPARTMENT OF HEALTH AND SOCIAL SERVICES IN 1982 TO PROVIDE SERVICES IN SOUTHEAST ALASKA TO HELP IDENTIFY FOSTER HOMES IN 14 SOUTHEAST COMMUNITIES. HE STATED THAT THE SPECIFIC GOAL OF THE $127 THOUSAND WOULD BE TO RECRUIT NATIVE FOSTER AND ADOPTIVE HOMES IN SOUTHEAST COMMUNITIES AND TO OFFER FOLLOW-UP TRAINING TO THOSE PEOPLE. IT PROVIDES FOR ONLY ONE INDIVIDUAL TO PROVIDE THE COUNSELING NECESSARY AND THE NECESSARY RECRUITMENT. HE SAID IT WOULD BE A ONE TIME APPROPRIATION, AND SAID THE DEPARTMENT OF HEALTH AND SOCIAL SERVICES HAD SIGNED OFF AGREEING THAT IT WAS A WORTH WHILE PROJECT IF THE FUNDING WAS AVAILABLE.
REPRESENTATIVE MARTIN AND ABOOD WITHDREW THEIR OBJECTION.
REPRESENTATIVE LINDAUER MAINTAINED HIS OBJECTION. A ROLL CALL VOTE WAS TAKEN.

IN FAVOR: REPRESENTATIVES' ADAMS, BETTISWORTH, DUNCAN, GRUSSENDORF, HURLBERT, MARTIN, PESTINGER, WARD, ZHAROFF AND ABOOD.

OPPOSED: REPRESENTATIVE LINDAUER.

AMENDMENT #4, HCS FOR SB 82 (FIN) PASSED: (10-1).
MR. MORRISON STATED THAT AS HE ASSUMED THE MONEY WOULD NOT BE SPENT BY JUNE 30, 1983, HE RECOMMENDED THE COMMITTEE AMEND SECTION 25.

CHAIRMAN ADAMS OBJECTED, STATING HE COULD HAVE ONE OF THE COMMITTEE MEMBERS PLACE THE AMENDMENT, AND IF THE DEPARTMENT COULDN'T ADMINISTER THE PROGRAM WITHIN 10 DAYS, THE BILL SHOULD NOT HAVE BEEN BROUGHT BEFORE THE COMMITTEE.

REPRESENTATIVE WARD REFERENCED SECTION 23, PAGE 7, AND ASKED IF THAT WAS REDUCED BECAUSE OF THE NEGOTIATIONS. CHAIRMAN ADAMS STATED THE MONEY WAS GONE, THERE WAS $1.7 MILLION AND THEY HAD OVERPAID THEM. HE SAID $1 MILLION WAS REAPPROPRIATED IN HB 309 FOR THE ALASKA REPERTORY THEATER, AND STATED NO ONE HAD REAPPROPRIATED THE $700 THOUSAND AND THEY TOOK THAT MONEY TO HELP FUND THIS.

REPRESENTATIVE DUNCAN STATED HE DID NOT HAVE THE PROPER LAPSE DATE ON THE NEW SECTION 25, AND IT SHOULD BE ADDED INTO THE NEW SECTION OF THE BILL, AS THE MONEY WOULD NOT BE SPENT BEFORE JUNE 30, 1983.

CHAIRMAN ADAMS STATED THEY COULD SEND A GRANT, AN RSA OVER TO THE CENTRAL COUNCIL WITHIN THE NEXT 10 DAYS. REPRESENTATIVE DUNCAN STATED IF THAT WAS POSSIBLE HE HAD NO PROBLEM WITH IT. CHAIRMAN ADAMS STATED THEY HAVE ENOUGH STATE EMPLOYEES TO HANDLE IT. MR. DUSEK STATED THEY COULD FIND A WAY TO HANDLE IT.

CHAIRMAN ADAMS ENTERTAINED A MOTION TO REPORT OUT OF COMMITTEE HCS FOR SB 82 (FIN) AND ASKED UNANIMOUS CONSENT. THERE BEING NO OBJECTION, IT WAS SO ORDERED.

HCS FOR SB 82 (FIN) WAS REPORTED OUT OF COMMITTEE WITH A DO PASS RECOMMENDATION.

REPRESENTATIVE ABOOD ASKED IF CHAIRMAN ADAMS WISHED TO MOVE THE LETTER OF INTENT.

REPRESENTATIVE LINDAUER MOVED TO INCLUDE THE LETTER OF INTENT WITH HCS FOR SB 82 (FIN). THERE BEING NO OBJECTION, IT WAS SO ORDERED.

SB 294

SB 294 - RELATING TO COMPENSATION OF STATE OFFICERS AND EMPLOYEES NOT COVERED BY COLLECTIVE BARGAINING; AND PROVIDING FOR AN EFFECTIVE DATE.

CHAIRMAN ADAMS STATED THERE WAS A PROPOSED HOUSE COMMITTEE SUBSTITUTE, AND STATED THAT SB 294 ESTABLISHES THE SALARY SCHEDULE FOR EMPLOYEES IN THE EXECTUTIVE, LEGISLATIVE, AND JUDICIAL BRANCHES OF GOVERNMENT WHO ARE NOT COVERED BY COLLECTIVE BARGAINING AGREEMENTS. HE STATED THE PROPOSED HOUSE FINANCE COMMITTEE SUBSTITUTE PROVIDES A 5% SALARY INCREASE RETRO-ACTIVE TO JANUARY 1, 1983. HE TOLD COMMITTEE MEMBERS THEY HAD HEARD MR. MORRISON'S TESTIMONY REGARDING THE CONTENTS OF THE CONTRACTS. HE SAID THE $5.00 PER MONTH SALARY INCREASE FOR EMPLOYEES HAS BEEN ELIMINATED. IN ADDITION TO THAT, HE SAID UNIVERSITY EMPLOYEES HAVE BEEN REMOVED FROM THE SCHEDULE AND WOULD BE ENTITLED TO RECEIVE SALARY INCREASES IN ACCORDANCE WITH THE BOARD OF REGENT COMPENSATION POLICY AFTER JULY 1, 1983. HE SAID UNIVERSITY EMPLOYEES WOULD NOT BE ENTITLED TO RETRO-ACTIVE INCREASES. HE STATED THAT THE HOUSE FINANCE COMMITTEE SUBSTITUTE INCORPORATED THE CHANGES IN THE LEGISLATORS PAY CONTAINED IN THE STATE AFFAIRS COMMITTEE SUBTITUTE. FUNDING FOR THE RETRO-ACTIVE INCREASES AND THE NEGOTIATED INCREASES ARE CONTAINED IN SB 82.

REPRESENTATIVE MARTIN REFERENCED PAGE 2, LINE 16, STATING HE WAS CONCERNED ABOUT IT. REPRESENTATIVE ABOOD SAID THE STATE AFFAIRS COMMITTEE CHANGED THE BILL FROM THE NORMAL 4%, OR $90. PER DAY, AND REPLACED IT WITH THE LANGUAGE CONCERNING THE LEGISLATORS. HE REFERENCED SECTION 3, STATING THAT IT ELIMINATES PER DIEM PAYMENTS AS THE PUBLIC HAS EXPRESSED THEIR OPPOSITION TO PAYING THAT DAILY PER DIEM RATE. REPRESENTATIVE ABOOD STATED HE HAD NO PROBLEM WITH

SECTION 1.
REPRESENTATIVE MARTIN STATED HIS MAIN CONCERN WAS THERE WERE NO OPEN PUBLIC MEETINGS AND THEY DIDN'T HAVE THEIR INPUT ON THE SUBJECT. HE SAID THERE ALSO MIGHT BE A CONSTITUTIONAL QUESTION IN THE CURRENT LEGISLATURE, BEING THE IMMEDIATE RECIPIENT OF THE NEW SALARY SCHEDULE, AS THERE IS AN IMMEDIATE EFFECTIVE DATE IN SECTIONS 2 AND 3. REPRESENTATIVE ABOOD STATED THAT ALL STATE EMPLOYEES ARE RECEIVING AN IMMEDIATE RAISE AND SAID IT DID HAVE PUBLIC HEARINGS AND PUBLIC IMPUT AND THE POM'S WERE FAVORABLE.
REPRESENTATIVE WARD ASKED HOW THEY ARRIVED AT THE RANGE 22.
CHAIRMAN ADAMS ASKED REPRESENTATIVE MIKE MILLER TO ADDRESS THAT SUBJECT.
REPRESENTATIVE MIKE MILLER, JUNEAU, STATED THE RANGE 22 WAS ARRIVED AT BECAUSE THE HIGHEST RANGE OF EMPLOYEES, OTHER THAN MR. CHARNEY, IS A RANGE 21, SO IT DID NOT SEEM UNREASONABLE TO THE STATE AFFAIRS COMMITTEE THAT THE LEGISLATIVE BRANCH BE A RANGE 22. THIS WOULD PUT THE LEGISLATIVE BRANCH ONE STEP HIGHER THAN THE HIGHEST PAID EMPLOYEE.
REPRESENTATIVE ABOOD STATED WHEN HE STARTED RESEARCHING SOME OF THE STATE EMPLOYEE'S SALARIES IN THE $60 TO $70 THOUSAND RANGE, THAT THE LEGISLATORS FOR THE STATE OF ALASKA SHOULD BE COMPENSATED FOR THEIR RESPONSIBILITY AND DEDICATION.
REPRESENTATIVE WARD ASKED WHAT THE PUBLICS TESTIMONY ON THE PER DIEM PAYMENTS. REPRESENTATIVE MILLER STATED THERE WAS NO ACTUAL TESTIMONY TO PER DIEM ITSELF, BUT GENERAL ACCEPTANCE AND APPROVAL OF IT. HE STATED THAT THE GENERAL ASSUMPTION WOULD BE THAT WITH THE REMOVAL OF PER DIEM THAT THERE WOULD BE A SUBSTANCIALLY LESS INCENTIVE TO CONTINUE SESSIONS OVER A CERTAIN LENGTH OF TIME.
REPRESENTATIVE DUNCAN STATED THE STATE AFFAIRS COMMITTEE DID DO PUBLIC HEARINGS, AND THE PUBLIC WAS IN SUPPORT OF THE CHANGE IN SALARY MAINLY BECAUSE OF THE ELIMINATION OF PER DIEM.
REPRESENTATIVE MARTIN MOVED TO AMEND HCS FOR SB 294 (FIN)TO DELETE ON PAGE 2, SECTIONS 2 AND 3. REPRESENTATIVES' ABOOD AND DUNCAN OBJECTED. A ROLL CALL VOTE WAS TAKEN.

IN FAVOR: REPRESENTATIVES' ADAMS, GRUSSENDORF, MARTIN AND PESTINGER.

OPPOSED: REPRESENTATIVES' BETTISWORTH, DUNCAN, HURLBERT, LINDAUER, WARD, ZHAROFF AND ABOOD.

AMENDMENT #1, HCS FOR SB 294 (FIN) FAILED: (7-4).
REPRESENTATIVE BETTISWORTH MOVED TO REPORT OUT OF COMMITTEE HCS FOR SB 294 (FIN), AND ASKED UNANIMOUS CONSENT. THERE BEING NO OBJECTION, IT WAS SO ORDERED.
HCS FOR SB 294 (FIN) WAS REPORTED OUT OF COMMITTEE WITH A DO PASS RECOMMENDATION.
ANNOUNCEMENTS
CHAIRMAN ADAMS STATED THE HOUSE FINANCE COMMITTEE WOULD MEET AT 8:30 IN THE MORNING, JUNE 24, 1983, STATING THAT WOULD PROBABLY BE THEIR LAST MEETING THIS SESSION.

ADJOURNMENT

THE MEETING ADJOUNED AT 8:55 P.M.

END OF DOCUMENT

SCOMM

#49:34

STATE OF ALASKA
THE LEGISLATURE
LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM October 3, 1985

SUBJECT: **Annual Salaries for Legislators**

TO: **Senator Mitch Abood**
Chairman, Legislative Salary Committee

FROM: **Teresa B. Cramer** TBC
Legislative Counsel

You have asked for information concerning the development of the statutes concerning legislative salaries, allowances, per diem, and travel expenses. I have provided Linda Firestone of your staff with copies of the chapters that adopted or amended the appropriate statutes. The following table sets out the development of each of the relevant statutes.

AS 24.15.010. Legislative per diem.

Ch. 1 SLA 1959

Section 1. Legislative Per Diem. The rate of per diem in lieu of subsistence and other expenses for each member of the Legislature while in session shall be $40.00 per day.
Effective: Feburary 11, 1959.

Ch. 26 SLA 1961

Section 1. Legislative Per Diem. The rate of per diem in lieu of subsistence for each member of the legislature whose permanent residence is in Election District 5 is $25.00 for each day in session. The rate for all other members of the legislature is $35.00 for each day in session. This per diem shall also be payable for those days of necessary travel to and from sessions.
Effective: March 18, 1961.

Ch. 100 SLA 1963

Sec. 3 AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for each day in session. The per diem is also payable for those days of necessary travel to and from sessions.
Effective: May 2, 1963.

Ch. 193 SLA 1970

* Sec. 8. AS 24.15.010 is amended to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for the first 90 days of a legislative session. The per diem is also payable for those days of necessary travel to and from sessions.
Effective: July 16, 1970.

Ch. 87 SLA 1971

* Sec. 5. AS 25.15.010 is amended to read:

Sec. 24.15.010. Legislative Per Diem. The rate of per diem instead of subsistence for each member of the legislature is $35 for each day of a legislative session. The per diem is also payable for those days of necessary travel to and from sessions.

Effective: Retroactive to April 10, 1971.

Ch. 205 SLA 1975

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) For each day of the legislative session and for each day on official legislative business between sessions, legislators (1) on travel status and

away from home overnight shall be allowed, instead of their actual expenses for subsistence a per diem allowance of $48 for each day; (2) not away from home overnight shall receive an allowance of $35 for each day. The per diem allowance is also payable for each day of necessary travel.
Effective: July 1, 1975

Ch. 263 SLA 1976

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.
Effective On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

Ch. 3 SLA 1980

* Sec. 13. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) Each member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS [illegible] 110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if he does not live in his place of permanent residence during the session; and

(2) while he is on committee business for an interim committee of the legislature in a place which is not his place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if he lives in his place of permanent residence during the session; and

(2) while he is engaged in committee business for an interim committee of the legislature at his place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160.

Effective: Retroactive to January 1, 1979

Ch. 83 SLA 1983

* Sec. 7. AS 24.15.010 is repealed.
Effective: July 21, 1983

AS 24.15.020. Legislative Salaries.

Ch. 1 SLA 1959

Section 2. Annual Salaries. The annual salary for each member of the Legislature shall be $3,000.00, to be paid at the rate of $250.00 per month.
Effective: February 11, 1959

Ch. 26 SLA 1961

Sec. 2. Annual Salaries. The annual salary for each member of the legislature is $2,500.00 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives shall each be paid an additional $500.00 per year during tenure of office.
Effective: March 18, 1961

Ch. 149 SLA 1966

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is $6,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

Effective: January 23, 1967.

Ch. 193 SLA 1970

* Sec. 9. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is $9,000 to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 16, 1970

Ch. 205 SLA 1975

* Sec. 4. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, to be paid in approximately equal monthly payments. The president of the sentate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 1, 1975

Ch. 148 SLA 1976

* Sec. 6. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 16, 1976

Ch. 263 SLA 1976

*** Sec. 7. AS 24.15.020 is repealed and re-enacted to read:**

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.
Effective: On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

Ch. 3 SLA 1980

* Sec. 14. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE COMPENSATION. (a) The annual salary for each member of the legislature is $15,500, payable monthly in 12 equal installments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

(b) Except as provided by a general law applicable to all officials of the state, the compensation of a member of the legislature may not be reduced during his term of office.
Effective: Retroactive to January 1, 1979

Ch. 3 SLA 1980

* Sec. 28. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. The monthly salary for each member of the legislature is equal to Step A, Range 10 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: Retroactive to January 1, 1980

Ch. 83 SLA 1983

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 22 (10) of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July 21, 1983

Ch. 87 SLA 1985

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The annual (MONTHLY) salary for each member of the legislature is $46,800 (EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA). The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.
Effective: July [illegible], 1985

AS 24.15.030. Additional Allowances

Ch. 1 SLA 1959

Section. 3. Additional Allowances. In recognition of their extra duties the President of

the Senate and the Speaker of the House shall each be paid an additional allowance of $600.00 per year during tenure of office. These sums shall be paid at the rate of $50.00 per month.
Effective: February 11, 1959

Ch. 26 SLA 1961

Sec. 3. Additional Allowances. In addition, each member of the legislature shall receive an annual allowance of $300.00 for postage, stationery, stenographic services and other expenses.

Sec. 7. Special Provisions: First Session-Second Legislature. Members of the first session-second legislature shall receive the salary, per diem and allowances set out in Ch. 1, SLA 1959 until the effective date of this Act. On the effective date of this Act the salary, per diem and allowances set out in this Act shall apply, except that the additional allowance set out in Sec. 3 shall be reduced one-half for the first session of the second legislature. Payment of this special allowance may be made from the line item appropriation made for the per diem of legislators for the fiscal year ending June 30, 1961.
Effective: March 18, 1961

Ch. 8 SLA 1970

* Section 1. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance of $1,000 for postage, stationery, stenographic services and other expenses.
Effective: February 18, 1970

Ch. 193 SLA 1970

* Sec. 10. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance of $4,000 for

postage, stationery, stenographic services and other expenses.
Effective: July 16, 1970

Ch. 263 SLA 1976

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses.
Effective: On the effective date of the first recommendations submitted to the legislature by the Alaska Salary Commission.

AS 24.15.050. Travel Allowance

Ch. 36 SLA 1959

Section 1. Each member of the Alaska State Legislature shall be entitled to receive one round trip first class airline fare, or its equivalent, from his place of residence in the election district from which elected or appointed to Juneau for purposes of attending regular, reconvened regular or special sessions of the State Legislature. When needed, an allowance up to fifty pounds for excess baggage each way is hereby authorized.

Sec. 2. This Act shall be effective upon its passage and approval or upon its becoming law without such approval.
Effective: March 13, 1959

Ch. 100 SLA 1963

Sec. 4. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. Transportation Allowance. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from

which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to a baggage allowance not to exceed the cost of 100 pounds excess baggage by air each way upon submission of proper documentation to substantiate the baggage shipment.
Effective May 2, 1963

Ch. 106 SLA 1975

* Section 1. AS 24.15.050 is amended to read:

Section 24.15.050. TRANSPORTATION ALLOWANCE. Each member of the legislature is entitled to receive one round-trip transportation fare not to exceed the cost of first-class airline fare from his place of residence in the election district from which elected or appointed to the capital for purposes of attending regular, reconvened regular, or special sessions of the legislature. Each member receiving transportation fare is entitled to an allowance not to exceed the cost of 200 pounds air freight each way upon submission of proper documentation to substantiate the baggage shipment.
Effective June 4, 1975

Ch. 3 SLA 1980

* Sec. 29. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. LEGISLATIVE TRANSPORTATION. A member of the legislature is entitled to reimbursement for the expense of moving between his place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by regulations covering state employees adopted by the commissioner of administration under AS 39.20.160.
Effective Retroactive to January 1, 1980

ANNUAL LEGISLATIVE SALARIES ESTABLISHED BY AS 24.15.020

1959-1961	$ 3,000	Speaker & Senate President $500 extra. This amount has not changed since 1959.
1961-1966	$ 2,500	
1967-1970	$ 6,000	
1970-1975	$ 9,000	
1975-?	$14,705	Established at 33.3% of Range 28E of the salary schedule established in AS 39.27.010. Chapter 138 SLA 1975 establishes the monthly rate for Range 28E as $3,680. This salary remained in effect until the Alaska Salary Commission submitted its first recommendations to the legislature.
1979	$15,500	
1980-1982	$17,280	Set at Range 10A of the salary schedule in AS 39.27.011.
1982	$20,076	Chapter 50, SLA 1982 amended the salary schedule in AS 39.27.011.
1983	$46,800	Range 22A of the salary schedule in AS 39.27.011 from 1983 to 1985, then ch. 87 SLA 1985 set this amount by statute.

If I can be of further assistance, please advise.

TC:mkr
M1:026

Attachments

LAWS OF ALASKA

1985

Source CSHB 243(Fin)

Chapter No. 87

AN ACT

Relating to the compensation of state officers and employees not covered by collective bargaining; establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date.

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

THE ACT FOLLOWS ON PAGE 1, LINE 12

UNDERLINED MATERIAL INDICATES TEXT THAT IS BEING ADDED TO THE LAW AND BRACKETED MATERIAL IN CAPITAL LETTERS INDICATES DELETIONS FROM THE LAW; COMPLETELY NEW TEXT OR MATERIAL REPEALED AND RE-ENACTED IS IDENTIFIED IN THE INTRODUCTORY LINE OF EACH BILL SECTION.

Approved by the Governor: June 2, 1985
Actual Effective Date: Sections 1 - 4, 6, and 7 take effect July 16, 1985; section 5 takes effect August 1, 1985

University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 8. Sections 1 - 4, 6, and 7 of this Act take effect July 16, 1985.

* Sec. 9. Section 5 of this Act takes effect August 1, 1985.

AN ACT

Relating to the compensation of state officers and employees not covered by collective bargaining; establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date.

---

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The annual [MONTHLY] salary for each member of the legislature is $46,800 [EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL [MONTHLY] SALARY OF GOVERNOR. The annual [MONTHLY] salary of the governor is $81,648 [EQUAL TO STEP F, RANGE 30, OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 3. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL [MONTHLY] SALARY OF LIEUTENANT GOVERNOR. The annual [MONTHLY] salary of the lieutenant governor is $76,188 [EQUAL TO STEP F, RANGE 28 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 4. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as

the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242
17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442

28	5,568	5,773	5,990	6,206	6,442	6,666
29	5,773	5,990	6,206	6,442	6,666	6,901
30	5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 5. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, shall be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 6. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The following employees are entitled to receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 4 of this Act:

(1) permanent and temporary employees of the judicial branch;

(2) permanent employees of the legislative branch, the chief clerk of the house of representatives and employees of the office of the chief clerk, and the senate secretary and employees of the office of the senate secretary;

(3) permanent and temporary employees of the executive branch who are in the exempt service under AS 39.25, who are not members of a collective bargaining unit established under the Public Employment Relations Act (AS 23.40), and who are not otherwise statutorily covered by AS 39.27.011(a).

(b) The employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 5 of this Act.

* Sec. 7. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the

Offered: 5/11/85
For Today's Supplemental
Calendar

Original sponsor: Rules/Governor

IN THE HOUSE BY THE FINANCE COMMITTEE

CS FOR HOUSE BILL NO. 243 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining: establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date."

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

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The annual [MONTHLY] salary for each member of the legislature is $46,800 [EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL [MONTHLY] SALARY OF GOVERNOR. The annual [MONTHLY] salary of the governor is $81,648 [EQUAL TO STEP F, RANGE 30, OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 3. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL [MONTHLY] SALARY OF LIEUTENANT GOVERNOR. The annual [MONTHLY] salary of the lieutenant governor is $76,188 [EQUAL TO STEP F, RANGE 28 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 4. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as

the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242
17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442

28	5,568	5,773	5,990	6,206	6,442	6,666	
29	5,773	5,990	6,206	6,442	6,666	6,901	,
30	5,990	6,206	6,442	6,666	6,901	7,144	

* Sec. 5. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, shall be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 6. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The following employees are entitled to receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 4 of this Act:

(1) permanent and temporary employees of the judicial branch;

(2) permanent employees of the legislative branch, the chief clerk of the house of representatives and employees of the office of the chief clerk, and the senate secretary and employees of the office of the senate secretary;

(3) permanent and temporary employees of the executive branch who are in the exempt service under AS 39.25, who are not members of a collective bargaining unit established under the Public Employment Relations Act (AS 23.40), and who are not otherwise statutorily covered by AS 39.27.011(a).

(b) The employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 5 of this Act.

* Sec. 7. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the

University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 8. Sections 1 - 4, 6, and 7 of this Act take effect July 16, 1985.

* Sec. 9. Section 5 of this Act takes effect August 1, 1985.

Introduced: 2/27/85
Referred: State Affairs
and Finance

IN THE HOUSE

BY THE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

HOUSE BILL NO. 243

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242

17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442
28	5,568	5,773	5,990	6,206	6,442	6,666
29	5,773	5,990	6,206	6,442	6,666	6,901
30	5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 2. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,440	1,479	1,523	1,564	1,611	1,654
06	1,523	1,564	1,611	1,654	1,701	1,751
07	1,611	1,654	1,701	1,751	1,806	1,861
08	1,701	1,751	1,806	1,861	1,915	1,975
09	1,806	1,861	1,915	1,975	2,040	2,097
10	1,915	1,975	2,040	2,097	2,161	2,227
11	2,040	2,097	2,161	2,227	2,301	2,373

12		2,161	2,227	2,301	2,373	2,455	2,538
13		2,301	2,373	2,455	2,538	2,627	2,723
14		2,455	2,538	2,627	2,723	2,818	2,925
15		2,627	2,723	2,818	2,925	3,021	3,135
16		2,818	2,925	3,021	3,135	3,248	3,365
17		3,021	3,135	3,248	3,365	3,480	3,600
18		3,248	3,365	3,480	3,600	3,718	3,858
19		3,480	3,600	3,718	3,858	3,977	4,125
20		3,718	3,858	3,977	4,125	4,251	4,407
21		3,977	4,125	4,251	4,407	4,545	4,709
22		4,251	4,407	4,545	4,709	4,865	5,044
23		4,545	4,709	4,865	5,044	5,212	5,407
24		4,865	5,044	5,212	5,407	5,590	5,780
25		5,212	5,407	5,590	5,780	5,992	6,218
26		5,407	5,590	5,780	5,992	6,218	6,441
27		5,590	5,780	5,992	6,218	6,441	6,687
28		5,780	5,992	6,218	6,441	6,687	6,920
29		5,992	6,218	6,441	6,687	6,920	7,163
30		6,218	6,441	6,687	6,920	7,163	7,416

* Sec. 3. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, must be paid to each officer or employee covered by AS 16.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.010, AS 39.20.030, AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 4. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The permanent and temporary employees of the judicial branch and the permanent employees of the legislative branch are entitled to receive salary

adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in secs. 1 and 2 of this Act.

(b) The legislative and judicial employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 3 of this Act.

* Sec. 5. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 6. Sections 1, 4, and 5 of this Act take effect July 16, 1985.

* Sec. 7. Section 2 of this Act takes effect July 16, 1986.

* Sec. 8. Section 3 of this Act takes effect August 1, 1985.

SUBJECT	NUMBER	ABBREVIATED TITLE	SPONSOR	REQUESTED BY	CURRENT STATUS
SALARIES & ALLOWANCE	SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	RULES	THE GOVERNOR	(S) FIN
	SB 100	LIMIT CERTAIN PUBLIC EMPLOYEES' SALARIES	FISCHER,P		(S) SA
	SB 161	COMMISSION TO SET PAY OF ELECTED OFFICIALS	JOSEPHSON		(S) JUD
	SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	FINANCE		(H) SA
	SB 225	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	RULES	THE GOVERNOR	(S) RLS
	SB 296	SALARY REDUCTION FOR STATE EMPLOYEES	FERGUSON		(S) SA
	SB 305	SALARY FREEZE FOR STATE EMPLOYEES	FINANCE		(S) SA
	SCR 19	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	RULES		LEGIS RESOLVE 21
	SJR 15	ELECTED OFFICIALS COMPENSATION COMMISSION	JOSEPHSON		(S) JUD
SANITATION	HB 134	DISASTER RELIEF FOR HAINES SEWER SYSTEM	RULES	THE GOVERNOR	CHAPTER 3 SLA 85
	HB 380	PUBLIC UTILITY WATER ASSESSMENTS	SZYMANSKI		(H) C&RA
	SB 307	HAZARDOUS SEWAGE TREATMENT FACILITIES	ELIASON		(S) RES
SCIENCE & TECHNOLOGY	HB 46	AVALANCHE/FIRE WEATHER FORECASTING SYSTEM	MILLER,MM		(H) SA
	HB 169	AVALANCHE/FIRE WEATHER FORECASTING SYSTEM	RULES	THE GOVERNOR	(H) RES
	HJR 13	SISTER STATE RELATION WITH HEILONGJIANG	RULES	THE GOVERNOR	LEGIS RESOLVE 2
	HR 4	HOUSE COMMITTEE ON TELECOMMUNICATIONS	GRUSSENDORF		HOUSE RESOLVE 4
	SB 262	PROCLAIM ANNUAL AMATEUR RADIO WEEK	FISCHER,P		(H) SA
	SJR 4	ALASKAN TEACHER TRAVELING ON SPACE SHUTTLE	FERGUSON		(S) HESS
SECURITIES	HB 126	EXTENDING COVERAGE OF SECURITIES ACT	RULES	THE GOVERNOR	(S) JUD
SENIOR CITIZENS	HB 37	APPROP: 50TH ANNIV OF AK RURAL REHAB CORP; PALMER	LARSON		(H) RLS
	HB 52	APPROP: PIONEERS' HOME IN KENAI	NAVARRE		(H) FIN
	HB 124	EXTENDING OLDER ALASKANS COMMISSION	RULES	THE GOVERNOR	CHAPTER 38 SLA 85
	HB 190	SENIOR CITIZEN HOUSING LOANS; FUND	MILLER,MM		(H) FIN
	HB 204	APPROP: HOUSING LOANS FOR DISABLED PERSONS	FURNACE		(H) LOAN
	HB 210	LONGEV. BONUS; PERM. FUND DIV.; ANNUITIES	TAYLOR		(H) SA
	HB 239	PHASING OUT THE LONGEVITY BONUS PROGRAM	FINANCE		(S) SA
	HB 265	APPROP: ANCHORAGE PIONEERS' HOME	UEHLING		(H) SA
	HB 275	APPROP: KETCHIKAN PIONEERS' HOME	SUND		(H) SA
	HB 398	EXTEND LONGEVITY BONUS PROGRAM ONE YEAR	RULES		(H) FIN
	HCR 16	DECLARING INTENTIONS AS TO LONGEVITY BONUS	HURLEY		(S) SA
	SB 32	SENIOR CITIZEN EMPLOYMENT PROGRAM	FISCHER,V		(S) SA
	SB 54	APPROP: 50TH ANNIV. OF AK RURAL REHAB CORP.	KERTTULA		(S) FIN
	SB 113	TAX EXEMPTIONS FOR PROPERTY AND VEHICLES	RULES,	THE GOVERNOR	(H) C&RA
	SB 137	SENIOR CITIZEN HOUSING LOANS; FUND	RODEY		(S) FIN
	SB 160	APPROP: KODIAK PIONEERS' HOME	ZHAROFF		(S) SA
	SB 249	APPROP: SEN. CITIZEN HOMEOWNER TAX EXEMPT'N	RODEY		(S) FIN
	SB 261	APPROP: KENAI PIONEERS' HOME	FISCHER,P		(S) SA
	SB 287	EXTEND LONGEVITY BONUS PROGRAM ONE YEAR	FERGUSON		(S) SA
	SB 312	ALASKA RR/FREE PASSENGER SERV FOR SENIORS	KERTTULA		(S) L&C
	SCR 12	SENIOR CITIZENS' HOUSING; PIONEERS' HOMES	KERTTULA		(S) SA
SENTENCES	HB 446	RESCIND SENTENCE IF CONDUCT DECRIMINALIZED	MARROU		(H) JUD
SENTENCING	HB 17	PENALTY FOR MULTIPLE JOYRIDING OFFENSES	UEHLING		CHAPTER 15 SLA 85
	HB 54	INCREASE PENALTIES; DRUNK DRIVING (DWI)	COLLINS		(H) HESS
	HB 85	CORRECTIONAL RESTITUTION CENTERS	JUDICIARY		(H) HESS
	HB 137	HARM TO FETUS AS SENTENCING AGGRAVATOR	BINKLEY		(H) JUD
	HB 141	PAROLE PROCEDURES; BOARD OF PAROLE	RULES	THE GOVERNOR	CHAPTER 88 SLA 85
	HB 163	CAPITAL PUNISHMENT FOR FIRST DEGREE MURDER	PETTYJOHN		(H) HESS
	HB 164	DIVERSION PROGRAM; COURT APPROVAL REQUIRED	TAYLOR		(H) JUD
	HB 188	ALTERNATIVE CORRECTIONAL FACILITIES	MILLER,MM		(H) HESS

	NUMBER	ABBREVIATED TITLE	SPONSOR	REQUESTED BY	CURRENT STATUS
	HB 228	RETIREMENT BENEFITS FOR PART-TIME TEACHERS	SUND		(H) RLS
	HB 234	RETIREMENT CREDIT FOR MILITARY SERVICE	HESS		(H) SA
	HB 237	SPOUSE AS BENEFICIARY OF PENSION BENEFITS	RULES	THE GOVERNOR	(S) SA
	HB 252	PERS: CONTRIBUTIONS/RETIREMENT AGE/BENEFITS	MILLER.MM		(S) SA
	HB 282	TEMPORARY SERVICE CREDIT IN PERS	FULLER	BY REQUEST	(H) SA
	HB 292	PERS CREDITS; PART-TIME SCHOOL EMPLOYEES	KOPONEN		(H) HESS
	HB 382	ACCELERATED RETIREMENT IN PERS	DUNCAN		(H) SA
	SB 10	MILITARY RETIREMENT BENEFITS INCREASE	KELLY		(S) FIN
	SB 36	PERS RETIREMENT CREDIT; UNUSED SICK LEAVE	FISCHER.P		(S) C&RA
	SB 58	MAGISTRATES IN JUDICIAL RETIREMENT SYSTEM	ZIEGLER	BY REQUEST	(S) SA
	SB 92	DEFERRED COMPENSATION BENEFIT UNDER SBS	RULES	THE GOVERNOR	(S) FIN
	SB 121	MISC. CHANGES IN VARIOUS RETIREMENT LAWS	RULES	THE GOVERNOR	(S) FIN
	SB 145	TRS POST-RETIREMENT PENSION ADJUSTMENTS	FISCHER.V		(S) SA
	SB 207	FREEZE STATE SALARIES; MISC. OTHER CHANGES	FINANCE		(H) SA
	HB 60	APPROP: FY86 OPERATING BUDGET/LOAN PROGRAMS	RULES	THE GOVERNOR	CHAPTER 98 SLA 85
	HB 338	ESTABLISHING A STATE LOTTERY	THOMPSON		(H) L&C
	HB 353	TAXATION OF OIL AND GAS CORPORATIONS	FINANCE		(H) FIN
	SB 7	REINSTATING STATE INCOME TAX ON INDIVIDUALS	ZIEGLER	BY REQUEST	(S) JUD
	SB 68	REPEALING CERTAIN DEDICATED FUNDS	RULES	THE GOVERNOR	(S) FIN
	SB 50	DETERMINING POPULATION FOR STATE AID PROGRAMS	FERGUSON		(S) C&RA
	HB 147	DIVISION OF EQUAL EMPLOYMENT OPPORTUNITY	RULES	THE GOVERNOR	CHAPTER 97 SLA 85
	HB 172	RIGHTS OF BLIND AND DISABLED PERSONS	DUNCAN		(S) HESS
	HB 359	AGENCY USE OF SOCIAL SECURITY NUMBERS	MARROU		(H) SA
	HB 377	HANDICAPPED ACCESS TO PUBLIC BUILDINGS	GOLL		(H) RLS
	HB 393	RIGHTS OF DISABLED PERSONS	JUDICIARY		(S) JUD
	HJR 32	CIVIL RIGHTS RESTORATION ACT OF 1985	GOLL		(S) SA
	HJR 45	CONSTITUTIONAL RIGHT TO KEEP AND BEAR ARMS	MARROU		(H) JUD
	SB 140	RIGHTS OF THE TERMINALLY ILL	ELIASON		(H) JUD
	SB 168	RIGHTS OF PERSONS WITH DISABILITIES	RODEY		(S) JUD
	SJR 16	USE OF COCAINE, HEROIN, MARIJUANA, ETC.	FISCHER.P		(S) HESS
	HB 57	APPROP: ASBESTOS HAZARD ABATEMENT PROGRAM	GRUENBERG		(H) FIN
	HB 364	COMMERCIAL VEHICLE LICENSING & INSPECTION	TRANSPORTATION		(H) FIN
	HB 436	REQUIRING CABOOSES ON CERTAIN TRAINS	CATO		(H) SA
	SB 253	HARMFUL PHYSICAL AGENTS IN WORKPLACES	JOSEPHSON		(S) L&C
	SB 256	WORKPLACE EXPOSURE TO MICROWAVE RADIATION	COGHILL		(S) L&C
	SB 310	NATURAL HAZARDS SAFETY COMMISSION	STURGULEWSKI		(S) SA
	SB 313	REQUIRING CABOOSES ON CERTAIN TRAINS	KERTTULA		(S) L&C
	HB 45	REPEAL LEGIS PAY RAISE; REQ VOUCHER REPORT	MARROU		(H) SA
	HB 48	REPEAL LEGISLATIVE PAY RAISE	HURLEY		(H) JUD
	HB 62	PREVAILING WAGE/OVERTIME; PUBLIC CONSTRCTN	RULES	THE GOVERNOR	(H) FIN
	HB 107	REPEAL LEGIS PAY RAISE; SET UP COMMISSION	PIGNALBERI		(H) SA
	HB 129	LEGISLATORS' SALARY COMMISSION	PIGNALBERI		(H) SA
	HB 132	SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES	SZYMANSKI		(H) JUD
	HB 176	WAGE RATES; PUBLIC CONSTRUCTION CONTRACTS	HERRMANN		(H) L&C
	HB 225	COMPENSATION FOR BOARD OF FISHERIES	HERRMANN	BY REQUEST	(H) RES
	HB 243	SALARY SCHEDULE; NON-BARGAINING EMPLOYEES	RULES	THE GOVERNOR	CHAPTER 87 SLA 85
	HCR 28	JOINT SPECIAL COMMITTEE ON LEGISLATIVE PAY	RULES		(H) RLS
	HJR 10	FUTURE LEGIS PAY RAISES REQUIRE REFERENDUM	COLLINS		(H) SA
	HJR 47	CONST. AMDT: COMPENSATION OF LEGISLATORS	MARROU		(H) SA
	SB 5	REPEAL LEGISLATIVE PAY RAISE	FERGUSON		(S) SA

MEMORANDUM August 16, 1985

Subject: Brief Summaries of CS SCR # 19, CS SJR #15, SB #161, SS HJR #55, HB #513, and CSHCR # 28.

From: Frank Bickford FB
Legislative Salary Committee

CSSCR No. 19, establishing a Joint Special Committee on Legislative Salaries. To examine legislative salaries, per diem, and allowances. Three public members selected by the committee with three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House. The committee will compare the approach taken by other states and develop recommendations for reducing operating expenses. The committee will report it's recommendations and findings on the first day of the second session of the fourteenth legislature and is terminated on the first day of the second session of the fourteenth legislature.

CSSJR No. 15, proposing an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials. Legislators will receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions.Presiding officers may receive additional compensation. Compensation of legislators shall be set by the Commission on Compensation of Elected Officials. Article X11, Constitution of the State of Alaska under this legislation would be amended to read: Compensation Commission. There is etablished a Commission on Compensation of Elected Officials. The commision of five members appointed by the governor, subject to confirmation by a majority of the members of the legislature in joint session. Members serve for staggered terms of six years. The governor shall appoint members without regard to political affiliation. A member of the commission may not be employed by the state during the member's term and may not hold an elective state office during the term or within one year thereafter. An order setting the compensation of an elected official is not subject to veto by the governor. An order of the commission is subject to iniatiative and referendum in the same manner as act of the legislature. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election.

SB No. 161, this Act takes effect on the effective date of CSSJR No. 15.

SSHJR No. 55, Proposing an amendment to the Constitution of the State of Alaska relating to legislators' remuneration. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election. The resolution states that legislators shall receive annual salaries, per diem allowance, travel expenses, presiding officers to receive additional compensation, and that the remuneration of a laegislator shall not be increased during the legislator's term of office.

HB No. 513, An act relating to the compensation of legislators; and providing for an effective date. Salary of Legislators. Monthly salaries to be Step A, Range 10. The presiding officers of the Senate and House are entitled to an additional $500 a year during tenure of office and the rate of per diem instead of subsistence

shall be described in accordance with AS 39.23. Act was to take effect July 1, 1984.

CSHCR No. 28, is the same as CSSCR No. 19 with one exception. The exception is that in CSHCR No. 28 there are no public members on it's committee.

Final

Offered: 4/22/85
Referred: Rules

Original sponsor: Rules Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE CONCURRENT RESOLUTION NO. 19 (Finance) am H

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Establishing a Joint Special Committee on Legislative Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislative salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislative Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislative salaries, per diem, and allowances; and be it

FURTHER RESOLVED that three public exofficio members be selected by the Joint Special Committee on Legislative Salaries; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Introduced: 1/16/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE BY COLLINS

HOUSE JOINT RESOLUTION NO. 10

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to compensation of legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. An increase to the salary or benefits of legislators, other than an increase that applies generally to state employees, may not take effect until it has been approved by the voters by referendum.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

CORRECTION

Discard CSHCR 28 (FIN)

and retain this corrected version.

Offered: 4/24/85
Referred: Rules

Original sponsor: Rules Committee

IN THE HOUSE BY THE FINANCE COMMITTEE

CS FOR HOUSE CONCURRENT RESOLUTION NO. 28 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Relating to establishing a Joint Special Committee on Legislators' Salaries.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS there exists considerable public concern over the issues of legislators' salaries, per diem, and allowances; and

WHEREAS the legislature desires to encourage confidence in the legislative process and to streamline expenditures and reduce operating costs of the legislature;

BE IT RESOLVED by the Alaska State Legislature that under Uniform Rule 21 a Joint Special Committee on Legislators' Salaries is established consisting of three members of the Senate appointed by the President of the Senate and three members of the House of Representatives appointed by the Speaker of the House to examine legislators' salaries, per diem, and allowances; and be it

FURTHER RESOLVED that the committee, when constituted, be directed to compare the approach taken by the state regarding legislators' salaries with the approach taken by other states and to develop recommendations for reducing operating expenses; and be it

FURTHER RESOLVED that the committee is authorized to meet during and between sessions of the legislature and is to report its recommendations and findings on the first day of the Second Session of the Fourteenth Legislature and is terminated on the first day of the Second Session of the Fourteenth Legislature.

Introduced: 1/14/85
Referred: State Affairs,Judiciary
and Finance

IN THE HOUSE BY MARROU AND PETTYJOHN

HOUSE BILL NO. 45

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators."

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

* Section 1. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. (a) During a legislative session, a member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate during a legislative session if the legislator is not living in the legislator's place of permanent residence during the session.

(c) A legislator is entitled to receive per diem at the long-term rate during a legislative session if the legislator is living in the legislator's place of permanent residence during the session.

(d) When the legislature is not in session, instead of receiving per diem, a legislator is entitled to be reimbursed for actual expenses incurred while on committee business for an interim committee of the legislature in a place that is not the legislator's place of permanent residence.

(e) In this section

(1) "long-term rate" means the long-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate for a state employee established in regulations adopted by the

commissioner of administration under AS 39.20.160.

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 10 [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer. The legislative fiscal officer shall, by January 31 of each year, file with the Office of Management and Budget a report of all vouchers approved for payment under this section during the preceding calendar year. The report shall list for each legislator the date of each voucher, the amount paid, and the basis for approving the payment.

Introduced: 1/14/85
Referred: State Affairs, Judiciary
and Finance

IN THE HOUSE

BY HURLEY, POINCHOT, BOUCHER AND PETTYJOHN

HOUSE BILL NO. 48

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators."

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

* Section 1. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. (a) A member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if the legislator is not living in the legislator's place of permanent residence during the session; and

(2) while on committee business for an interim committee of the legislature in a place that is not the legislator's place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if the legislator is living in the legislator's place of permanent residence during the session; and

(2) while engaged in committee business for an interim committee of the legislature at the legislator's place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160.

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range <u>10</u> [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries<u>, per diem</u> and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE

BY SZYMANSKI,MARROU AND BINKLEY

HOUSE BILL NO. 132

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act establishing a salary limit for certain public employees."

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

* Section 1. AS 39.20 is amended by adding a new section to read:

Sec. 39.20.095. SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES. (a) Notwithstanding the provisions of the Public Employment Relations Act (AS 23.40) and AS 14.20.550 - 14.20.610, the state may not pay an officer or employee a basic monthly salary that is greater than the monthly salary of the governor set out in AS 39.20.010.

(b) For purposes of this section,

(1) "basic monthly salary" is a person's monthly salary before the addition of adjustments including cost-of-living adjustments, overtime compensation, geographical differentials, length-of-service increases, hazardous duty pay, travel per diem, and travel allowances;

(2) "state" includes the executive, legislative, and judicial branches of state government; the University of Alaska; school boards; and state boards, commissions, and authorities.

* Sec. 2. AS 42.40.110 is amended by adding a new subsection to read:

(c) The board may not fix a basic monthly salary for the chief executive officer or approve basic monthly salaries for other executive officers that exceed the basic monthly salary of the governor set out in AS 39.20.010. For purposes of this section, "basic monthly salary" has the meaning given in AS 39.20.095 but includes adjustments

in the nature of incentive, performance, and year-end bonuses.

* Sec. 3. Nothing in this Act terminates or modifies a collective bargaining agreement or other contract if the agreement or contract is in effect on the effective date of this Act. An officer or employee who is receiving a basic monthly salary higher than the limit set out in AS 39.20.095 on the effective date of this Act is entitled to continue receiving the higher salary while employed in that position.

Introduced: 1/14/85
Referred: State Affairs
and Finance

BY FERGUSON, STURGULEWSKI, P. FISCHER, KELLY, FAIKS AND COGHILL

IN THE SENATE

SENATE BILL NO. 5

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to salaries of legislators."

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

* Section 1. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. (a) A member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if the legislator is not living in the legislator's place of permanent residence during the session; and

(2) while on committee business for an interim committee of the legislature in a place that is not the legislator's place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if the legislator is living in the legislator's place of permanent residence during the session; and

(2) while engaged in committee business for an interim committee of the legislature at the legislator's place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160.

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range <u>10</u> [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries<u>, per diem</u> and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

SB 90 cont'd

Fiscal note is zero.

Governor's transmittal letter dated January 23:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill that confers on the Department of Commerce and Economic Development the power to make grants of state money for purposes authorized by law. The department has been advised by the attorney general that its authority over, and administration of, grants could be improved if specific statutory authority for those purposes is enacted. This authorization would confer the power to implement the grants by administrative regulation. Too often grants are awarded without specific standards in place to assure performance of the grant agreement or fairness to persons seeking to obtain state financial assistance.

I hope that the legislature will view this bill favorably. It is time that a concerted effort is made to account for each dollar that is given out to achieve public purposes. Unless we provide for more formality in these transactions, it will be difficult to assure that the intent of the legislature is met.

Sincerely,

Bill Sheffield
Governo-

SB 91

SENATE BILL NO. 91 by the Rules Committee by request of the Governor, entitled:

"An Act relating to recovery of medical assistance expenses; and providing for an effective date."

was read the first time and referred to the State Affairs Committee, the Health, Education and Social Services Committee and the Finance Committee.

Fiscal note from Division of Medical Assistance appears in Supplement No. 7.

Governor's transmittal letter dated January 23:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill relating to subrogation. The bill establishes, for the Department of Health and Social Services, a statutory right to subrogation in cases in which the department provides medical assistance for which a third party is liable.

SB 91 cont'd

Current Alaska statutes are silent on the department's right to recover medical assistance expenses when it is determined that a third party is liable for those expenses. Almost every claim by the department for reimbursement has been challenged, and, absent a statutory basis for such claims, time-consuming and expensive legal proceedings have been required to obtain reimbursement. Consequently, the department has had to expend excessive amounts of money or forego reimbursement in many cases. The department estimates that at least several hundred thousand dollars every year would be saved if this bill were enacted.

Additionally, the bill provides that the department will reimburse a recipient of medical assistance, in accordance with the rules of court, for the attorney fees incurred in establishing third-party liability for the medical assistance provided.

In the interest of fairness and efficiency, I urge your prompt and favorable consideration of this bill.

Sincerely,

Bill Sheffield
Governor

SB 92

SENATE BILL NO. 92 by the Rules Committee by request of the Governor, entitled:

"An Act relating to benefits under the supplemental benefits system; and providing for an effective date."

was read the first time and referred to the Health, Education and Social Services Committee and the Finance Committee.

Fiscal note from Division of Retirement and Benefits appears in Supplement No. 7.

Governor's transmittal letter dated January 23:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill relating to benefits under the supplemental benefits system (SBS) established by AS 39.30. The bill would allow the vast majority of employees voluntarily to defer and "tax shelter" additional compensation by raising the maximum limit on SBS contributions to approximately 18 percent of all compensation, rather than the 12.26 percent of the Social Security wage base that is currently allowed. This would be accomplished by converting the State of Alaska Supplemental Annuity Plan to a plan under sec. 401(k) of the Internal Revenue Code.

SB 92 cont'd

Sections 1 and 2 of the bill amend AS 39.30 to permit voluntary contributions in addition to the current 12.26 percent of employer contributions. Sections 3 and 4 amend AS 39.30 to allow the addition of new benefits through the adoption of administrative regulations.

All changes to the supplemental annuity plan must be approved by the Internal Revenue Service to protect the tax exempt features of the plan. Sections 4 and 5 of the bill permit the plan administrator to submit appropriate amendments to the Internal Revenue Service, and make implementation of the law contingent on a favorable ruling by that federal agency.

These amendments will offer employees the advantage of tax sheltering additional deferrals of wages and will provide the state greater flexibility in tailoring benefit programs.

Sincerely,

Bill Sheffield
Governor

SB 93

SENATE BILL NO. 93 by the Rules Committee by request of the Governor, entitled:

"An Act relating to obtaining information from financial institutions concerning applicants for and recipients of public assistance; and providing for an effective date."

was read the first time and referred to the Health, Education and Social Services Committee and the Finance Committee.

Fiscal note from Division of Public Assistance appears in Supplement No. 7.

Governor's transmittal letter dated January 23:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill relating to obtaining information from financial institutions concerning applicants for or recipients of public assistance. This bill would allow the Department of Health and Social Services to conduct computer match-ups of bank records and its own records to confirm that applicants' or recipients' assets do not exceed those permitted under the various assistance programs.

SB 93 cont'd

The Department of Health and Social Services estimates that substantial sums could be saved if this bill is enacted. Savings would lie both in preventing improper distributions and in reducing or eliminating federal fiscal sanctions for excessive error rates.

Sincerely,

Bill Sheffield
Governor

CONSIDERATION OF THE CALENDAR

CITATIONS

Senator Ziegler moved and asked unanimous consent that the citation In Memoriam - Kenneth P. Sampson be co-sponsored by All Other Members of the Senate. Without objection, it was so ordered.

Senator Halford moved and asked unanimous consent that the following citations be adopted:

In Memoriam - Kenneth P. Sampson by Senators Ziegler, Halford, Sturgulewski, Eliason and All Other Members of the Senate and Representatives Sund and Taylor

In Memoriam - Joseph George Parent by Representatives Binkley and Wallis and Senators Sackett, Kerttula and Halford

Without objection, the citations were adopted and referred to the Secretary for transmittal.

ANNOUNCEMENTS

Senator Rodey, Chairman, moved and asked unanimous consent that the five-day rule be waived for the Judiciary Committee meeting on January 24 to consider SENATE BILL NO. 44 (Uniform Common Interest Ownership Act) and SENATE BILL NO. 77 (small claims jurisdiction limit and duties of magistrates). Without objection, it was so ordered.

Announcements appear at the end of the journal.

Introduced: 1/23/85
Referred: Health, Education & Social Services and Finance

IN THE SENATE

BY THE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

SENATE BILL NO. 92

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to benefits under the supplemental benefits system; and providing for an effective date."

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

* Section 1. AS 39.30.150(a) is amended to read:

(a) In place of contributions to the federal social security system that would have been required on behalf of an employee had the participating employer belonged to the social security system, the participating employer shall contribute 12.26 percent of the wages of the employee up to the taxable wage base then in effect in the social security system. All costs of establishing and administering the benefit program established by AS 39.30.160 must [SHALL] be paid from the contributions made by the participating employers under this section. The balance of the contributions made by the participating employers must [SHALL] be paid into special individual employee benefit accounts in the Department of Administration to be used to provide supplemental employee benefits provided in AS 39.30.160. In addition, voluntary wage reductions authorized under AS 39.30.150(c) must be paid into the special individual employee benefit accounts under the terms of the State of Alaska Supplemental Annuity Plan.

* Sec. 2. AS 39.30.150(c) is amended to read:

(c) An employee of a participating employer is considered to have agreed to have the employee's wages reduced by an amount equal to one-half the total contribution that the participating employer is

required to make on behalf of the employee under this section. In addition, an employee may voluntarily elect additional wage reductions under the terms of the State of Alaska Supplemental Annuity Plan.

* Sec. 3. AS 39.30.155(a) is amended to read:

(a) The Public Employees Retirement Board (AS 39.35.030) shall

(1) hold regular and special meetings it considers necessary to carry out its responsibilities relating to the supplemental employee benefit program; all meetings are open to the public and the board shall keep a full record of all its proceedings;

(2) adopt, with modifications it considers proper, regulations recommended by the administrator for carrying out the supplemental employee benefit program, including regulations establishing additional benefit options not listed in AS 39.30.160(a)(1) -- (5), and regulations providing employees the opportunity to periodically change distribution of contributions among the supplemental benefit options listed in AS 39.30.160(a);

(3) consider matters referred to it by the administrator in connection with changes in policy and revisions of the supplemental employee benefit program;

(4) act as an appeals board, hold hearings at the request of an employer, employee, surviving spouse, or a beneficiary on decisions made by the administrator that relate to the payment of benefits under the supplemental employee benefit program, and submit its findings to the administrator;

(5) prescribe policies for the operation of the supplemental employee benefit program and take other action that it considers necessary to carry out the purposes of that program;

(6) advise the Department of Administration concerning the features to be included in the benefit options provided under

AS 39.30.160(a).

* Sec. 4. AS 39.30.160(a) is amended to read:

(a) The Department of Administration shall, in accordance with policies prescribed by regulations of the Public Employees Retirement Board, provide to employees for whom benefit accounts are established under AS 39.30.150 the following benefit options:

(1) supplemental health benefits,

(2) supplemental death benefits,

(3) supplemental disability benefits,

(4) supplemental survivor benefits, [AND]

(5) supplemental annuities, and

(6) other employee benefits set out in regulations adopted by the Public Employees Retirement Board.

* Sec. 5. The plan administrator of the State of Alaska Supplemental Annuity Plan may submit plan amendments to the United States Internal Revenue Service to implement this Act and to convert the State of Alaska Supplemental Annuity Plan to a qualified plan that permits additional tax-deferred voluntary wage reductions and, on receipt of a favorable ruling, shall implement the provisions of secs. 1 and 2 of this Act.

* Sec. 6. Sections 1 and 2 of this Act take effect upon receipt of a favorable ruling by the United States Internal Revenue Service on the amendments converting the supplemental annuity plan to a qualified plan that permits additional tax-deferred voluntary wage reductions.

* Sec. 7. Sections 3, 4 , and 5 of this Act take effect immediately in accordance with AS 01.10.070(c).

Introduced: 1/25/85
Referred: State Affairs
and Finance

BY P.FISCHER, COGHILL, BENNETT, ABOOD, FERGUSON, RODEY AND DEVRIES

IN THE SENATE

SENATE BILL NO. 100

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act prohibiting salaries for certain employees from exceeding the governor's salary; and providing for an effective date."

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

* Section 1. AS 37.05 is amended by adding a new section to read:

Sec. 37.05.330. LIMITATIONS ON CERTAIN GRANTS. (a) A state agency may not grant state money to an organization or entity to which this section applies unless the organization or entity agrees to comply with the salary limit established in AS 39.20.095 during the life of the grant. If an organization or entity violates an agreement to comply with AS 39.20.095, it shall return any state money it has received for that year and shall be ineligible to receive further funding under the grant.

(b) This section applies to grants to a person, organization, or entity that received at least 50 percent of its annual budget from the state treasury during the previous fiscal year or that projects that it will receive at least 50 percent of its budget from the state treasury during the current fiscal year.

(c) When an amount is appropriated or allocated as a grant under AS 37.05.316, 37.05.317, or 37.05.318, the department responsible for administering the grant shall notify the person or entity named as recipient of the requirements of this section. The department shall request the person, organization, or entity to file its agreement to comply with AS 39.20.095 if the person, organization, or entity meets

the requirements of (b) of this section. If the department is requesting proposals from other qualified persons, organizations, or entities under AS 37.05.316 or 37.05.317, the department shall also notify them of the requirements of this section. The department shall request them to file an agreement to comply with AS 39.20.095 if they meet the requirements of (b) of this section.

(d) In this section "state" has the meaning given in AS 39.20.-095.

* Sec. 2. AS 39.20 is amended by adding a new section to read:

Sec. 39.20.095. SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES. (a) Notwithstanding the provisions of the Public Employment Relations Act (AS 23.40) and AS 14.20.550 - 14.20.610, the state may not pay an officer or employee a basic salary that is greater than the salary of the governor set out in AS 39.20.010.

(b) For purposes of this section,

(1) "basic salary" is a person's salary including cost-of-living adjustments, geographical differentials, length-of-service increases, and adjustments in the nature of incentive, performance, and year-end bonuses, but not including overtime compensation, hazardous duty pay, travel per diem, or travel allowances;

(2) "state" includes the executive, legislative, and judicial branches of state government; the University of Alaska; school boards; political subdivisions of the state, including municipalities; and state instrumentalities, boards, commissions, and authorities if the instrumentality, board, commission, or authority receives at least 50 percent of its yearly budget from the state treasury.

* Sec. 3. AS 42.40.110 is amended by adding a new subsection to read:

(c) If the corporation receives at least 50 percent of its yearly budget by direct appropriation or grant from the state

treasury, the board may not fix a basic salary for the chief executive officer or approve basic salaries for other executive officers that exceed the basic salary of the governor set out in AS 39.20.010. For purposes of this subsection, "basic salary" has the meaning given in AS 39.20.095.

* Sec. 4. Nothing in this Act terminates or modifies a collective bargaining agreement or other contract if the agreement or contract is in effect on the effective date of this Act. However, the state may not renew or extend a contract after the effective date of this Act unless the contract complies with this Act.

* Sec. 5. Nothing in this Act infringes on the independence of the University of Alaska except the provisions of secs. 1 and 2 that impose a salary limit on employees of certain state grant recipients and on certain public employees.

* Sec. 6. This Act takes effect immediately in accordance with AS 01.-10.070(c).

Introduced: 2/18/85
Referred: State Affairs, Judiciary and Finance

IN THE SENATE BY JOSEPHSON

SENATE BILL NO. 161

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of elected officials; and providing for an effective date."

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

* Section 1. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. COMPENSATION OF LEGISLATORS. The Commission on Compensation of Elected Officials shall set the compensation of legislators.

* Sec. 2. AS 24.15.050 is amended to read:

Sec. 24.15.050. LEGISLATIVE TRANSPORTATION. A member of the legislature is entitled to reimbursement for the expense of moving between the legislator's [HIS] place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by order of the Commission on Compensation of Elected Officials [REGULATIONS COVERING STATE EMPLOYEES ADOPTED BY THE COMMISSIONER OF ADMINISTRATION UNDER AS 39.20.160].

* Sec. 3. AS 39.20.010 is repealed and reenacted to read:

Sec. 39.20.010. COMPENSATION OF THE GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the governor.

* Sec. 4. AS 39.20.030 is repealed and reenacted to read:

Sec. 39.20.030. COMPENSATION OF LIEUTENANT GOVERNOR. The Commission on Compensation of Elected Officials shall set the compensation of the lieutenant governor.

* Sec. 5. AS 39.20.050 is amended to read:

Sec. 39.20.050. EXCLUSIVE COMPENSATION. Retirement benefits established by law and the [THE] compensation fixed by the Commission on Compensation of Elected Officials [LAW] for the governor and lieutenant governor are full compensation [IS IN FULL] for all services rendered by each of them in any official capacity or employment whatsoever during their respective terms of office, and shall be paid throughout their respective terms of office unless the office becomes vacant.

* Sec. 6. The compensation of the governor, lieutenant governor, and legislators established by law on the day before the effective date of this Act shall remain in effect until the Commission on Compensation of Elected Officials has issued an order setting the compensation.

* Sec. 7. This Act takes effect on the effective date of an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

Offered: 4/12/85
Referred: Rules

Original sponsor: Finance Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE BILL NO. 207 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to calculation of the cost-of-living and pay step differentials for the compensation and retirement benefits of certain public employees; classification system; limiting the state's power to change the cost to the state of compensation for certain positions; and providing for an effective date."

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

* Section 1. AS 23.40 is amended by adding a new section to read:

Sec. 23.40.075. ITEMS NOT SUBJECT TO BARGAINING. The parties may not negotiate terms contrary to the limitations on state personnel actions under AS 37.07.085 or on pay step differential calculations under AS 39.27.020(d).

* Sec. 2. AS 37.07 is amended by adding new sections to read:

Sec. 37.07.085. LIMITATIONS ON STATE PERSONNEL ACTIONS. (a) Unless the budget specifically provides or the legislature approves, the state may not

(1) reclassify a position to a higher salary range after September 1, 1985 unless the reclassification is consistent with policies established in AS 39.25.150(1) for a position classification plan;

(2) change the salary range of a job class unless the change is required to comply with AS 18.80.220(a)(5), AS 39.25.010 or 39.25.150(2); or

(3) promote a person to the next step of a flexibly staffed position if the person was first hired in the flexibly-staffed position after the effective date of this section.

(b) In this section, "state" means the executive, legislative and judicial branches of state government and includes the University of Alaska.

Sec. 37.07.087. LISTING OF PERMANENT POSITIONS. (a) On or before September 15 of each year, each department shall deliver to the division of budget review in the Office of Management and Budget a list of permanent positions in the department on July 31 of that year. The list shall include for each position the position control number (PCN), title, salary range, pay step, location, time status, bargaining unit if any, and position funding source. A department shall remove from the list a PCN that is not funded and shall revise the listing of other PCN's to be consistent with the positions authorized in the budget. The department shall report to the legislature each year the positions removed from its list.

(b) After conforming the list of permanent positions to the budget, a department may not establish a new permanent PCN or change the salary range, pay step, location, or time status of an existing PCN unless the division of budget review concurs.

(c) A department shall maintain the master list of the department's positions as an automated position accounting control system file in accordance with instructions from the Office of Management and Budget.

* Sec. 3. AS 39.25.010(b) is amended to read:

(b) The merit principle of employment includes the following:

(1) recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills, including open

consideration of qualified applicants for initial appointment;

(2) regular integrated salary programs based on the nature of the work performed;

(3) retention of employees with permanent status on the basis of the adequacy of their performance, reasonable efforts of temporary duration for correction in inadequate performance, and separation for cause;

(4) equal treatment of applicants and employees with regard only to consideration within the merit principles of employment; [AND]

(5) selection and retention of an employee's position secure from political influences; and

(6) classification and pay plans designed to provide pay equity by using judgments and factors free of biases based on race or sex and determining job worth for all job classifications based on a single set of criteria.

* Sec. 4. AS 39.27.020 is amended by adding a new subsection to read:

(d) If an employee's basic annual salary is no more than $30,000, the pay step differential shall be calculated using the employee's basic salary. If the employee's basic annual salary is greater than $30,000, then the employee's pay step differential shall be calculated on the differential for a basic salary of $30,000.

* Sec. 5. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.675. INCLUSION OF COST-OF-LIVING DIFFERENTIALS IN COMPENSATION AND BENEFITS. (a) An employee shall make contributions to the system based on compensation including a cost-of-living differential.

(b) The amount of a cost-of-living differential may not be included in the employee's compensation for purposes of calculating benefits paid under this chapter unless the employee has received a

cost-of-living differential in a comparable amount or of at least that many steps for at least 50 percent of the employee's credited service.

(c) When an employee receives a benefit, and if the employee's compensation for purposes of calculating the benefit does not include a cost-of-living differential, then the administrator shall refund to the employee the amount of contributions the employee made based on the differential.

(d) In this section "cost-of-living differential" means an adjustment to salary based on the cost of living in the geographic region where the employee works and includes a pay step differential under AS 39.27.020.

* Sec. 6. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including cost-of-living differentials only as provided in AS 39.35.675, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 7. The legislature shall review the pay step differentials provided under AS 39.27.020 and under collective bargaining contracts between the state and employee bargaining organizations following the release of a comprehensive study of the geographic differentials by the state.

* Sec. 8. By September 15, 1985, the division of budget review in the Office of Management and Budget shall develop a master position control

system with the capability of matching permanent positions listed in an automated position accounting control system against the state's master payroll record.

* Sec. 9. The amendments made by secs. 5 and 6 of this Act apply only to members first hired under the Public Employees' Retirement System on or after the effective date of secs. 5 and 6 of this Act.

* Sec. 10. Nothing in this Act terminates or modifies a collective bargaining agreement in existence on the effective date contained in sec. 13 of this Act.

* Sec. 11. If any provision of this Act, or the application thereof to any person or circumstance is held invalid, the remainder of this Act and the application to other persons or circumstances shall not be affected thereby.

* Sec. 12. Sections 5, 6, and 9 of this Act take effect January 1, 1987.

* Sec. 13. Sections 1 - 4, 7, 8, 10, and 11 of this Act take effect immediately in accordance with AS 01.10.070(c).

Introduced: 3/1/85
Referred: State Affairs
and Finance

IN THE SENATE BY THE FINANCE COMMITTEE

SENATE BILL NO. 207

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to public employees; and providing for an effective date."

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

* Section 1. AS 23.40.210 is amended to read:

Sec. 23.40.210. AGREEMENT. Upon the completion of negotiations between an organization and a public employer, if a settlement is reached, the employer shall reduce it to writing in the form of an agreement. The agreement may include a term for which it will remain in effect, not to exceed three years. The agreement shall include a pay plan designed to provide for a cost-of-living differential between the salaries paid employees residing in the state and employees residing outside the state. <u>The cost-of-living differential or other geographic cost-of-living adjustment may not be considered part of the basic salary for purposes of calculating overtime compensation or other salary adjustments.</u> The plan shall provide that the salaries paid, as of August 26, 1977, to employees residing outside the state shall remain unchanged until the difference between those salaries and the salaries paid employees residing in the state reflects the difference between the cost of living in Alaska and living in Seattle, Washington. The agreement shall include a grievance procedure which shall have binding arbitration as its final step. Either party to the agreement has a right of action to enforce the agreement by petition to the labor relations agency.

* Sec. 2. AS 39.27.020 is amended by adding a new subsection to read:

(d) If an employee's basic annual salary is no more than $30,000, the pay step differential shall be calculated using the employee's basic salary. If the employee's basic annual salary is greater than $30,000, then the employee's pay step differential shall be calculated on the differential for a basic salary of $30,000.

* Sec. 3. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.027. OVERTIME COMPENSATION. Overtime compensation shall be calculated on the basic salary of an employee before the addition of any adjustments including pay step differentials and shift differentials.

* Sec. 4. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.675. INCLUSION OF COST-OF-LIVING DIFFERENTIALS IN COMPENSATION AND BENEFITS. (a) An employee shall make contributions to the system based on compensation including a cost-of-living differential.

(b) The amount of a cost-of-living differential may not be included in the employee's compensation for purposes of calculating benefits under this chapter unless the employee has received a cost-of-living differential in a comparable amount or of at least that many steps for at least 50 percent of the employee's credited service.

(c) When an employee receives a benefit, and if the employee's compensation for purposes of calculating the benefit does not include a cost-of-living differential, then the administrator shall refund to the employee the amount of contributions the employee made based on the differential.

(d) In this section "cost-of-living differential" means an adjustment to salary based on the cost of living in the geographic region where the employee works and includes a pay step differential under AS 39.27.020.

* Sec. 5. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including cost-of-living differentials only as provided in AS 39.35.675, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 6. (a) Unless the budget specifically provides or the legislature approves, the state may not

(1) reclassify a position;

(2) change the salary range of a job class unless the change is required to comply with AS 18.80.220(a)(5);

(3) promote a person to the next step of a flexibly staffed position if the person was first hired in the flexibly-staffed position after the effective date of this section; or

(4) award a person a merit increase.

(b) In this section, "state" means the executive, legislative and judicial branches of state government and includes the University of Alaska.

* Sec. 7. The amendments made by secs. 4 and 5 of this Act apply only to members first hired under the Public Employees' Retirement System on or after the effective date of secs. 4 and 5 of this Act.

* Sec. 8. Nothing in this Act terminates or modifies a collective bargaining agreement in existence on the effective date of secs. 1, 2 and 4 - 7 of this Act.

* Sec. 9. Section 3 of this Act takes effect January 1, 1987.

* Sec. 10. Sections 1, 2 and 4 - 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM April 1, 1985

SUBJECT: CSSB 207 (Finance) (Geographical Differentials)

TO: Senator John Sackett
Co-Chair, Senate Finance Committee

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked for suggestions for changing the geographical differential provisions in section 2 of CSSB 207 (Finance). Two approaches occurred to me.

The first approach is similar to the current provision in the bill.

> (a) A person whose basic salary is $30,000 or less (or any other amount) receives the pay step differential set out in AS 39.27.020.
>
> (b) A person whose basic salary exceeds that amount receives a differential equal to the amount set out in statute less one-half (or any other fraction) the value of the last step in the differential.

This formula should apply only to differentials equal to or greater than one. For positions in other states, to which a minus six differential applies, the formula should be changed so that positions paid more than $30,000 have the value of an additional half step subtracted from their salaries.

This approach could be used to establish a three-tiered system by setting two cut-off points (for example, a basic salary of $30,000 or less, a basic salary greater than $30,000 but less than $40,000, and a basic salary equal to or greater than $40,000) and two fractional values (for example, two-thirds of the final step for employees paid

$30,000 - $40,000 and one-third of the final step for employees paid $40,000 or more).

The second approach would be a more radical change to the current system. The legislature could establish a specific value for a pay step differential. For example, the pay step between Range 15A ($2410) and 15B ($2498) as set out in AS 39.27.011 is $88. Using that amount as the value of a pay step differential, an employee who lives in election district 12 (which has a pay step differential of 7 under AS 39.27.020) would receive a differential of $616 per month regardless of the salary range at which the employee was paid. This approach would increase the differential paid to persons in the lower salary ranges and decrease the differential paid to persons in the higher salary ranges.

The collective bargaining agreements for the General Government Unit and the Supervisory Unit of the Alaska Public Employees Association contain detailed provisions for geographic differentials. The terms of the contracts cannot be amended by legislative action, and therefore a statutory change would not apply to employees within those units until the expiration of the contracts. I have not reviewed the terms of other collective bargaining agreements to determine whether they address this issue.

As discussed in my memorandum of March 13, 1985, section 2 of the committee substitute raises constitutional questions relating to legislative infringement of administrative powers of the executive and judicial branches and of the University of Alaska.

Sections 3 and 4 of the committee substitute raise equal protection questions. Employees who worked 50% of the time in locations which received a geographical differential may claim the geographical differential as part of their salaries and therefore receive higher retirement benefits than employees who received geographical differentials for less than 50% of their employment. The difference cannot be justified on the basis of the cost of living in the retired person's current place of residence, since payment does not depend on where the retired person lives.

If I may be of further assistance, please advise.

TBC:csh
c3/076

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

MEMORANDUM April 26, 1985

SUBJECT: Sectional analysis of CSSB 207 (Fin)

TO: Representative Katie Hurley
Chair, House State Affairs Committee

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked for a sectional analysis of CSSB 207 (Fin), relating to certain kinds of compensation for public employees.

Section 1 prohibits the state and employee bargaining organizations representing state employees from entering a collective bargaining contract that is contrary to the terms of sections 2 or 4 of the bill.

Section 2 forbids the state, including the executive, legislative, judicial branches and the University of Alaska, from making changes to positions, job classes, or salaries as listed in the section. The regulation of employment practices may be viewed as a legislative infringement on the power of the governor and the chief justice of the Supreme Court to administer those branches of government and the power of the board of regents to administer the University of Alaska. See memo to the Senate Finance Committee dated March 13, 1985, discussion of section 6.

Section 37.07.087 requires departments to provide information on PCN's to the Office of Management and Budget and to revise that information based on current budget authorization. The departments may not change the list unless the division of budget review in OMB concurs.

Section 3 includes determination of job worth based on a single set of criteria within the merit principle of employment.

Section 4 limits the amount that an employee may receive as a pay step differential. The maximum differential would be calculated on a basic salary of $30,000.

Sections 5 and 6 require an employee to make contributions to the Public Employment Retirement System based on the employee's entire compensation including a cost-of-living differential. However, the employee's benefits will be based on the entire compensation only if the employee received a comparable cost-of-living differential for at least 50 percent of the employee's credited service. If the employee does not receive benefits based on salary including cost-of-living differentials, then the division must refund the amount of contributions the employee made for the differentials. These sections raise equal protection questions. (See memo to the Senate Finance Committee April 1, 1985.)

Section 7 requires that the legislature review geographic pay step differentials after release of a state study on the subject.

Section 8 requires the division of budget review in OMB to develop a master position control system that can match permanent positions against the state's master payroll record.

Section 9 provides that the amendments to the Public Employees' Retirement System only apply to members first hired after the effective date of the sections amending the PERS. (January 1, 1987 -- see section 12)

Section 10 provides that the bill does not terminate or modify a collective bargaining agreement that was in effect on the effective date established in section 13.

Section 11 is a severability clause consistent with AS 01.10.030 which applies to all laws passed by the legislature unless it is specifically exempted.

Section 12 is an effective date for sections 5, 6, and 9.

Section 13 provides that the bill, except for sections 5, 6, and 9, takes effect immediately.

If I may be of further assistance, please advise.

TC:ojb
J14/047

epic

employees political information committee

MEMORANDUM

TO: Representative Katie Hurley

FROM: Employees Political Information Committee

SUBJECT: Senate Bill 207 - Changes to the Geographic Differential System

DATE: April 23, 1985

The Employees Political Information Committee, the political action arm of the Alaska Public Employees Assocaition, is opposed to Senate Bill 207. It not only discriminates against employees working and living in rural areas, it impinges upon and erodes the concept of collective bargaining.

This legislation defeats the intent of the negotiated geographic differential system. The differentials were implemented in the first collective bargaining contract in 1974 to compensate for the high cost of living in certain areas of the state. The system was established to equalize the purchasing power of the wages earned by the state employees no matter in what area they live. If this bill passes, it automatically curtails negotiations surrounding geographic differential and negates a collective bargaining precedent that was set in 1974.

<u>Limiting the geographic adjustment for the first $30,000 of salary</u>

This would affect employees in range 10 and above. Unlike employees working in urban areas, they would be unable to maintian their current living standards. The system was designed to increase an employee's salary in an amount equal to the difference in living cost between Anchorage and the worksite location. If the differential is limited to a portion of salary, the result will be pay adjustment equal to less than the difference of living cost.

340 n. franklin st. • juneau, alaska 99801 • (907) 586-2334

Side Effects on Communities

The reduction of current salaries in the rural areas would have an effect on the economy of the community itself. If the buying power of the state employee is cut, then business in the communities would have to anticipate a decline in their revenues at a time when growth in Alaska is the key phrase of the Administration.

Geographic Differential Study underway

The state is currently conducting a geographic differential study to determine the validity of the current schedule. The report on the study will possibly be released sometime next month. It would seem appropriate and prudent to read the report before comtemplating changes to the system.

Differential not calculated for retirement purposes

The legislation proposes that the differential not be included for the purpose of calculating retirement benefits unless the employee has received a differential in a comparable amount, or, of at least that many steps for at least 50 percent of the employee's credited service. This will create two classes of beneficiaries and will pose considerable problems in the administration of funds. These proposed changes will be challenged as they establish residency requirements for retirement benefits not unlike the longevity bonus program which the courts have rejected unconstitutional.

Legislative approval on classification, ranges and flexing

This will undoubtedly be challenged as an unconstitutional intrusion by the legislature on the administrative powers of the executive branch, the court system and the university.

Alaska Public
Employees Association APEA
State Headquarters: 340 N. Franklin, Juneau, AK 99801 (907) 586-2334

April 23, 1985

APR 24 1985

Representative Katie Hurley
Pouch V
Juneau, AK 99811

Dear Representative Hurley:

On behalf of the Employees Political Information Committee (EPIC), I wish to bring to your attention the attached position paper pertaining to Senate Bill 207.

As you know this legislation deals with changes to the geographic differential compensation system for public employees working in rural areas.

EPIC, APEA's political action arm, is opposed to SB 207. The committee respectfully urges you to consider the ramifications to collective bargaining that this bill evokes and to support the public employees in their opposition to it.

Sincerely,

Cherie Shelley

Cherie Shelley
Executive Director, Alaska Public Employees Association

CS/kb

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825-D College Road
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833 Gambell Street, Suite A
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227 4th Street
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Offered: 4/26/85
Referred: Rules

Original sponsor: Rules/Governor

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE BILL NO. 225 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of state officers and employees not covered by collective bargaining; establishing the annual compensation of elected state officials at the current salary levels; and providing for an effective date."

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

* Section 1. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The annual [MONTHLY] salary for each member of the legislature is $46,800 [EQUAL TO STEP A, RANGE 22 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL [MONTHLY] SALARY OF GOVERNOR. The annual [MONTHLY] salary of the governor is $81,648 [EQUAL TO STEP F, RANGE 30, OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 3. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL [MONTHLY] SALARY OF LIEUTENANT GOVERNOR. The annual [MONTHLY] salary of the lieutenant governor is $76,188 [EQUAL TO STEP F, RANGE 28 OF THE SALARY SCHEDULE IN AS 39.27.011(a) FOR JUNEAU, ALASKA].

* Sec. 4. AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as

the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,387	1,425	1,467	1,507	1,552	1,593
06	1,467	1,507	1,552	1,593	1,639	1,687
07	1,552	1,593	1,639	1,687	1,740	1,793
08	1,639	1,687	1,740	1,793	1,845	1,903
09	1,740	1,793	1,845	1,903	1,965	2,020
10	1,845	1,903	1,965	2,020	2,082	2,145
11	1,965	2,020,	2,082	2,145	2,217	2,286
12	2,082	2,145	2,217	2,286	2,365	2,445
13	2,217	2,286	2,365	2,445	2,531	2,623
14	2,365	2,445	2,531	2,623	2,715	2,818
15	2,531	2,623	2,715	2,818	2,910	3,020
16	2,715	2,818	2,910	3,020	3,129	3,242
17	2,910	3,020	3,129	3,242	3,353	3,468
18	3,129	3,242	3,353	3,468	3,582	3,717
19	3,353	3,468	3,582	3,717	3,831	3,974
20	3,582	3,717	3,831	3,974	4,095	4,246
21	3,831	3,974	4,095	4,246	4,379	4,537
22	4,095	4,246	4,379	4,537	4,687	4,859
23	4,379	4,537	4,687	4,859	5,021	5,209
24	4,687	4,859	5,021	5,209	5,385	5,568
25	5,021	5,209	5,385	5,568	5,773	5,990
26	5,209	5,385	5,568	5,773	5,990	6,206
27	5,385	5,568	5,773	5,990	6,206	6,442

28	5,568	5,773	5,990	6,206	6,442	6,666
29	5,773	5,990	6,206	6,442	6,666	6,901
30	5,990	6,206	6,442	6,666	6,901	7,144

* Sec. 5. COMPENSATORY PAYMENT. A compensatory payment, equal to three and one-half percent of an officer's or employee's basic pay for the period between December 16, 1984 and June 15, 1985, shall be paid to each officer or employee covered by AS 18.43.060, AS 22.05.140(a), AS 22.07.090(a), AS 22.10.190(a), AS 22.15.220(a), AS 22.15.220(b), AS 39.20.080(a), AS 39.20.080(b), AS 39.27.011(a), or AS 42.05.091, for any base pay earned during that period.

* Sec. 6. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. (a) The following employees are entitled to receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that subsection is reenacted in sec. 4 of this Act:

(1) permanent and temporary employees of the judicial branch;

(2) permanent employees of the legislative branch, the chief clerk of the house of representatives and employees of the office of the chief clerk, and the senate secretary and employees of the office of the senate secretary;

(3) permanent and temporary employees of the executive branch who are in the exempt service under AS 39.25, who are not members of a collective bargaining unit established under the Public Employment Relations Act (AS 23.40), and who are not otherwise statutorily covered by AS 39.27.011(a).

(b) The employees described in (a) of this section are entitled to receive compensatory payments comparable to those received under sec. 5 of this Act.

* Sec. 7. EMPLOYEES OF THE UNIVERSITY OF ALASKA. The employees of the

University of Alaska who are not members of a collective bargaining unit are entitled to receive salary increases in accordance with the compensation policy of the board of regents of the University of Alaska.

* Sec. 8. Sections 1 - 4, 6, and 7 of this Act take effect July 16, 1985.

* Sec. 9. Section 5 of this Act takes effect August 1, 1985.

Introduced: 4/22/85
Referred: State Affairs
and Finance

IN THE SENATE BY FERGUSON

SENATE BILL NO. 296

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act requiring a reduction in the cost of salaries and benefits for state employees."

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

* Section 1. PURPOSE. Because the state's revenue is expected to decline at a steady rate exceeding 10 percent a year for the next several years, the state must reduce salary costs to relieve pressure on the operating budget, to avoid decreasing the number of state jobs, and to permit the creation of state jobs to address high resident unemployment.

* Sec. 2. AS 23.40 is amended by adding a new section to read:

Sec. 23.40.075. LIMITATION ON AGREEMENTS. For each position covered by a negotiated agreement, the negotiated agreement must reduce the cost to the state of wages and benefits subject to negotiation by at least 10 percent of the cost of those wages and benefits in effect for that position on January 1, 1985.

* Sec. 3. AS 39.27.011 is amended by adding a new subsection to read:

(d) The monthly basic salary for a position covered under (a) of this section for years after 1985 may not exceed 90 percent of the monthly basic salary in effect for that position on January 1, 1985. This limit applies to positions held by employees entitled to receive salaries comparable to the salaries established in (a) of this section. The board of regents of the University of Alaska may not approve compensation for a position for years after 1985 that exceeds 90 percent of the compensation for the position on January 1, 1985.

* Sec. 4. Nothing in this Act terminates or modifies a collective

bargaining agreement in existence on the effective date of this Act.

Introduced: 1/23/85
Referred: State Affairs,Judiciary
and Finance

IN THE HOUSE BY PIGNALBERI AND PHILLIPS

HOUSE BILL NO. 107

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.15 is amended by adding a new section to read:

Sec. 24.15.011. LEGISLATIVE PER DIEM. (a) A member of the legislature is entitled to receive per diem at the same rate allowed for a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if the legislator is not living in the legislator's place of permanent residence during the session; and

(2) while on committee business for an interim committee of the legislature in a place that is not the legislator's place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if the legislator is living in the legislator's place of permanent residence during the session; and

(2) while engaged in committee business for an interim committee of the legislature at the legislator's place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate for a state employee established in regulations adopted by the commissioner of administration under AS 39.20.160.

* Sec. 2. AS 24.15.020 is amended to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The monthly salary for each member of the legislature is equal to Step A, Range 10 [22] of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 3. AS 24.15.020 is repealed and reenacted to read:

Sec. 24.15.020. SALARY OF LEGISLATORS. The compensation of a legislator shall be established in accordance with AS 24.15.080 - 24.15.110.

* Sec. 4. AS 24.15.040 is amended to read:

Sec. 24.15.040. METHOD OF PAYMENT. Salaries, per diem and additional allowances for members of the legislature shall be paid by warrants drawn on vouchers approved by the legislative fiscal officer.

* Sec. 5. AS 24.15 is amended by adding new sections to read:

ARTICLE 3. COMMISSION ON LEGISLATIVE COMPENSATION.

Sec. 24.15.080. COMPENSATION COMMISSION ESTABLISHED. (a) The Commission on Legislative Compensation is established. The commission is composed of five members appointed jointly by the president of the senate and the speaker of the house for terms of four years. Commission membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with

experience in public administration and one representative of a labor organization. A vacancy shall be filled for the balance of the unexpired term.

(b) The commission shall annually elect a member to chair its meetings. A majority of the commission members constitutes a quorum to transact business. A majority of the members must approve the commission's recommendations on legislative compensation.

(c) The commission shall meet at the call of the chair. Notice of a meeting shall be mailed to each member at least 15 days before the date scheduled for the meeting.

Sec. 24.15.090. PROHIBITIONS AGAINST STATE SERVICE. A member of the commission may not be employed by the state during membership on the commission and may not hold elective office during or within one year following membership.

Sec. 24.15.100. DUTIES OF COMMISSION. The commission shall review legislators' salaries at least once every two years, but not more frequently than every year. The commission shall report to the legislature its recommendations on compensation, including salaries, benefits and allowances, of legislators. The commission may recommend that the president of the senate and the speaker of the house receive additional compensation. A salary recommendation of the commission takes effect at the beginning of the next fiscal year if the legislature passes an appropriation to fund an increase. A recommendation on benefits takes effect upon the passage of necessary legislation.

Sec. 24.15.110. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings of the commission. However, the commission shall hold a public hearing before recommending a change in the compensation of legislators.

Sec. 24.15.120. DEFINITION. In AS 24.15.080 - 24.15.110

"commission" means the Commission on Legislative Compensation.

* Sec. 6. Notwithstanding AS 24.15.080(a), two of the initial members appointed to the commission shall serve one-year terms, one member shall serve a two-year term, one member shall serve a three-year term, and one member shall serve a four-year term.

* Sec. 7. Notwithstanding sec. 3 of this Act, the salary for legislators established in AS 24.15.020 as amended by sec. 2 of this Act shall remain in effect until the commission has recommended a change and the legislature has adopted it in accordance with AS 24.15.100.

* Sec. 8. Sections 1, 2, 4, 5, and 6 of this Act take effect immediately in accordance with AS 01.10.070(c).

* Sec. 9. Sections 3 and 7 of this Act take effect July 1, 1985.

Introduced: 5/9/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE BY MARROU

HOUSE JOINT RESOLUTION NO. 47

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to actions that increase the compensation of legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARIES AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. A bill, an amendment to the Alaska Administrative Code, or a change in written policies of the state that results in an increase in the amount of compensation to legislators, including eligibility for or the amount of retirement benefits but not including an increase in health benefits that applies generally to state employees, must be referred to the voters of the state. The Lieutenant Governor shall automatically place a measure on the ballot for the general or special election that follows the enactment of the bill or adoption of the regulation or policy informing the voters of the effect on the compensation of legislators and asking whether the voters approve or disapprove the increase. If approved by the voters of the state, the increase shall take effect as to the compensation of legislators upon the convening of the next legislature following the approval.

* Sec. 2. The amendment proposed by this resolution shall be placed

before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

Introduced: 2/18/85
Referred: State Affairs, Judiciary and Finance

IN THE SENATE BY JOSEPHSON

SENATE JOINT RESOLUTION NO. 15

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. Compensation of legislators shall be set by the Commission on Compensation of Elected Officials.

* Sec. 2. Article III, sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officials [LAW] and shall not be diminished during their term of office, unless by order of the commission consistent with a general law applying to all salaried officers of the State.

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding new sections to read:

SECTION 14. COMPENSATION COMMISSION. There is established a Commission on Compensation of Elected Officials. The commission is

composed of five members appointed by the governor, subject to confirmation by a majority of the members of the legislature in joint session. Members serve for terms of six years. The membership shall include at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization. A member of the commission may not be employed by the state during the member's term and may not hold an elective state office during the term or within one year thereafter.

SECTION 15. POWERS AND DUTIES OF THE COMMISSION. Except for retirement benefits, which shall be established by general law applicable to all officers of the state, the commission shall establish the compensation of the governor, lieutenant governor, and members of the legislature, including their sa ries, benefits, per diem, and allowances, if any. An order of the commission takes effect at the beginning of the next fiscal year of the state. The commission shall hold a public hearing in each judicial district before issuing an order that changes the compensation of an elected official. At least every two years, but not more frequently than every year, the commission shall review the compensation of elected officials. The commission shall issue an order with respect to salaries not later than thirty days before the end of the fiscal year.

SECTION 16. FINALITY OF ORDER. An order setting the compensation of an elected official is not subject to veto by the governor. An order of the commission is subject to initiative and referendum in the same manner as an act of the legislature. The legislature shall appropriate money to fund the orders of the commission.

* Sec. 4. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election in conformity

with art. XIII, sec. 1, Constitution of the State of Alaska, and the elec-
tion laws of the state.

Letter written by Roger Poppy

June 11, 1983

¥Name¥
¥Address¥
¥City¥

Dear ¥Salutation¥:

I appreciate your writing to me to express your opinion about proposed pay increases to legislators. The pay raises for legislators comes under Senate Bill #294. This bill proposes a modest increase in legislators' annual salary to cover annual cost-of-living increases. When it reached the House State Affairs Committee, which I chair, a lengthy debated ensued over what was equitable pay for a legislator.

Currently, a legislator is paid at a Range 10, which means he gets the same pay as a Secretary I, Legislative Page, Library Assistant II, or Supply Technician I. In other words, he gets less for the work he is doing annually than his own office staff. This inequity is partially made up for by the fact that he gets $80 per diem to cover all his living expenses, which includes room and board, stamps, envelopes, phone calls, etc. while the legislature is in session.

What the House State Affairs Committee essentially voted unanimously to do was to eliminate this inequity in pay. Since the highest paid member of the Legislative Affairs Agency working directly for the legislators is paid at a range 22 in pay, it was felt appropriate to pay a legislator at at least a range 22 (roughly $46,000 a year), so that they would be at least getting more pay than anyone working for them. This jump in pay was for the most part cancelled out by elimination of the $80 per diem, so that a legislator under the new proposed legislation has to pay all his operating expenses, both at the capitol and at home, out of his own salary, which should make for wiser spending on his part. So you see, what came across in the press as sounding like a huge pay raise for the legislators was, in fact, not really a pay raise so much as a different way of paying them that made better sense.

Now you may believe that a short session would be cheaper under the present system because it would mean fewer days of per diem payments, but that overlooks the fact that being a legislator is essentially a year-around job. Do not think for a minute that once the legislature adjourns, the legislators do no more work until the beginning of the next session. There are many phone calls, constituent requests, mail to answer, meetings to attend, conferences, interim committees, and the

like that are a continual, year-around effort. There is no such thing as a part-time legislator any more. In fact, it is my considered opinion that eliminating per diem and making legislators have to pay session expenses out of their own pockets will help to ensure a shorter session!

Further, it was felt by the Committee that by making the position at a reasonable salaried level, it would make running for and becoming a legislator something that would be accessible to the general public. The system as it stands now practically requires a legislator to have a large independent income, meaning that the average man cannot easily afford to become a legislator. This legislation would help to change that, at no appreciable extra cost to the public.

Additionally, as far as the reasonableness of the raise is concerned, keep in mind that a Range 22 is considerably less than many people in the other two branches of government receive. In the executive branch, the Governor gets paid at range 30, Step F, Commissioners in the range 28, Step E, Deputy Commissioners in the range 28, Division Directors in the range of 24 to 26, and it is not until you get down to Section Chiefs at a range 19-23 (with the most typical being at a range 22), that you get into a pay range that is comparable to that being proposed for the legislators.

A range 22 in the executive branch is at the same level as, for example, the Deputy Director of Tourism, the State Alcoholism Program Coordinator, a state Fish Culturalist, an Assistant State Fire Marshall, a Building Maintenance Manager, or a State Supply Officer V.

In the judicial branch of government, Supreme Court Justices get a range 30 salary, Court of Appeals judges are at a range 29, Superior Court Justices at a range 28, District Court judges at a range 26, Clerks of the Appellate Court at a range 25, Area Trial Court Administrators at a range 24, and it is not until you get down to the level of local Committing Magistrates that you have a comparable range 22 in the state judicial system (just one step above local Coroners at a range 21).

In the judicial system statewide, there are, by my count, at least 60 people who are receiving pay at a range <u>exceeding</u> a range 22; another 16 are at a range 22. In the executive branch of government statewide, exact figures are harder to come by by pay ranges, but just counting those who earn in excess of $50,000 a year (roughly a range 23 or above), there are currently over 1,084 people in the executive branch making more money than that proposed for legislators.

These figures listed above do not include University of Alaska employees or state ferry system workers; otherwise the figure would be higher on the order of additional hundreds of people. Also, keep in mind that all of the above judicial and executive employees get per diem expenses when they travel.

Considering the fact that legislators are not asking for per diem, and are asked to pay many of their operating expenses out of their salaries, unlike executive and judicial branch employees, we have come to the

conclusion that the pay "raise" or pay "change" we are proposing is hardly exorbitant. I hope you will agree.

I apologize for the length of this letter, but felt it was important to go into some detail explaining my position on this issue. I appreciate your interest and concern in writing to me about this. Please do not hesitate to contact me again if you have questions or need assistance.

Sincerely yours,

Representative Mitch Abood

MA/rlp

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#49:35

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM

TO: LINDA FIRESTONE

FROM: MAUREEN RHEA, LAA

DATE: SEPTEMBER 5, 1985

RE: TELEPHONE CONVERSATION OF 9/3/85

ENCLOSED PLEASE FIND THE LEGISLATIVE COUNCIL'S POLICY ON SPECIAL SESSION TRAVEL AND PER DIEM REIMBURSEMENTS FOR LEGISLATORS. ALSO PLEASE FIND THE ALASKA STATE ADMINISTRATIVE MANUAL SECTIONS RELATING TO SHORT-TERM PER DIEM RATES, LONG-TERM PER DIEM RATES, AND THE REGIONAL PER DIEM RATES.

IF I MAY BE OF MORE HELP PLEASE CALL ME AT 465-3850.

LAA 15

SESSION MOVING AND TRAVEL POLICY

Policy Statement

It is the policy of the Legislative Council to provide for legislators' personal moving and travel expenses necessary to attend legislative sessions. Moving and travel costs are allowed from a legislator's residence in his or her home district to and from the capital city for the purpose of attending a regular session of the Legislature.

Requests for clarification of any area in this policy or questions regarding a move shall be addressed to the LAA Executive Director for written explanation. Legislators should not expect payment for costs not specifically covered in this policy without prior written approval from the Council chairman or a designate.

I. MOVING

LAA will pay for the actual and necessary expenses charged by a commercial mover for packing, transporting, and unpacking up to 10,000 pounds of household goods and personal effects, including in-transit insurance up to $1.25 per pound, and in-transit storage up to 30 days.

Storage for household goods and personal effects only in the capital city during the interim is an allowable cost.

Storage for household goods and personal effects in the legislator's home city during the session is an allowable cost.

A pick-up by a moving company is allowed only at a legislator's home. If a legislator wishes to have a pick-up made at an additional stop, he or she is responsible for paying the entire shipping bill related to that extra stop.

Office moves to Anchorage and Fairbanks will be coordinated by LAA and the Legislative Information Offices. Office moves should not be consolidated with legislators' personal and household moves. To avoid paying minimum freight charges for each legislator, there will be one consolidated office move from Anchorage and one from Fairbanks. Legislators will be notified by the Information Offices as to the dates of these moves.

Legislators establishing offices in locations other than Anchorage or Fairbanks may combine their office moves with their personal moves. An additional stop by a moving company at the Capitol Building is allowed. Office materials are not applied toward a legislator's 10,000 pound limit.

Items that may be shipped as household goods and personal effects at state expense include the following: household furnishings, appliances, clothing, books and similar items belonging to a member, spouse or dependent which can be legally accepted and transported as household goods and personal effects by an authorized commercial carrier in accordance with rules and

regulations established or approved by the Legislative Council. Also included are spare parts for privately owned motor vehicles, such as extra tires, wheels, tire chains, tools, battery chargers, accessories, etc. Household pets, up to a maximum of three, are included in this section.

Items that may not be shipped as household goods and personal effects at state expense include the following:

A. Any article not belonging to or owned by the member, his or her spouse or dependents;

B. Cordwood, firewood, or building materials;

C. Property for the primary purpose of resale, disposal, or commercial use rather than for personal use by the member and his or her spouse or dependents;

D. Articles acquired after the effective date of adjournment of the legislative session;

E. Articles which in normal use form an integral part of a building or structure and which in normal use cannot be taken from the premises without damage to the rest of the property on the premises.

LAA will pay the cost of renting trailers or trucks, plus mileage at the rate of twenty-five cents (25¢) per mile, to move household goods and personal effects and/or charges by a commercial hauler to tow house trailers containing the household goods and personal effects of a legislator, provided that the total cost of the move is not in excess of the cost of moving 10,000 pounds of household goods and personal effects by a commercial carrier. House trailers are considered to be part of the 10,000 pounds if they are put in closed containers or barged to their destination, unless it is necessary to do so in order to reach the nearest point that connects with the State highway or ferry system.

II. TRAVEL AND VEHICLES

A motor vehicle is not considered part of the 10,000 pound weight limit on household goods and personal effects if the transportation costs are paid under this section. A legislator may receive payment for transportation costs for not more than two motor vehicles which are registered in the name of the legislator, his or her spouse or dependent.

Allowable costs include:

A. The cost of air or barge transportation for the vehicle(s) from the legislator's residence to the nearest point that connects with the state highway or ferry system;

B. Highway mileage at the rate of twenty-five cents (25¢) per mile for each car owned by the legislator, his or her spouse or dependent up to two vehicles;

C. A ticket for transportation on the Alaska State Marine Highway System for each motor vehicle, including the cost of a trailer being towed by a vehicle;

D. Tourist class airfare or a ticket for transportation on the Alaska State Marine Highway System for the legislator and his or her spouse or dependents. Up to three bags in excess of airline limitations are eligible for reimbursement; and

E. A standard per diem for the legislator, half of the standard per diem for his or her spouse, and an eighteen dollar ($18) per day per diem for each of his or her dependents while en route, up to a maximum of 5 days per person. Upon arrival at the capital, a newly elected or appointed legislator, his or her spouse and dependents are entitled to per diem at the same rate as per diem while en route for not more than fifteen (15) days while looking for permanent housing.

Transportation of a motor vehicle in an enclosed container, except as permitted in II (A) above, is not an allowable cost.

III. SPECIAL LEGISLATIVE SESSION.

Each member of the Legislature is entitled to receive one round-trip transportation fare equal to the cost of tourist-class airline fare from his or her place of residence in his or her home district to the capital for purposes of attending special sessions of the Legislature. A standard per diem for each legislator will be allowed for his or her travel. Each member is also entitled to an allowance equal to the cost of two hundred (200) pounds air freight each way.

Subsistence

7640 - PER DIEM ALLOWANCES (1-82)

While traveling on official business and overnight lodging is obtained, employees shall be allowed a per diem allowance instead of actual expenses for subsistence. The locations where overnight lodging is obtained and the circumstances of travel determine the per diem rate that is applicable.

Four basic per diem allowances have been established in Alaska. In addition, a basic per diem allowance has been established for outside travel to and from the contiguous United States, Hawaii and Canada. Employees traveling outside the contiguous United States, Hawaii and Canada will be allowed the appropriate per diem established by the federal government for employees of the United States traveling abroad or will be reimbursed actual costs for meals and lodging. If the employee elects to be reimbursed for actual costs, amounts claimed must be supported by paid receipts or billings so far as is practical and are subject to review by the Commissioner of Administration as to their reasonableness. If the employee elects per diem, contact the Pre-Audit Section, Division of Finance, which maintains federal per diem schedules that are updated monthly, based on world money values.

The established per diem allowance is commonly referred to as the short-term rate. In addition to the short-term rate there is a long-term rate and a non-commercial rate. The circumstances of travel determine which rate will apply.

1. Short-term Rate - A short-term per diem allowance is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of good and moderately priced establishments catering to the general public. The short-term per diem rate is intended for trips of such duration that monthly rates are not obtainable. The short-term per diem rate may not be used after the 30th consecutive day in one location unless a continuation has been approved in advance by the Commissioner of Administration.

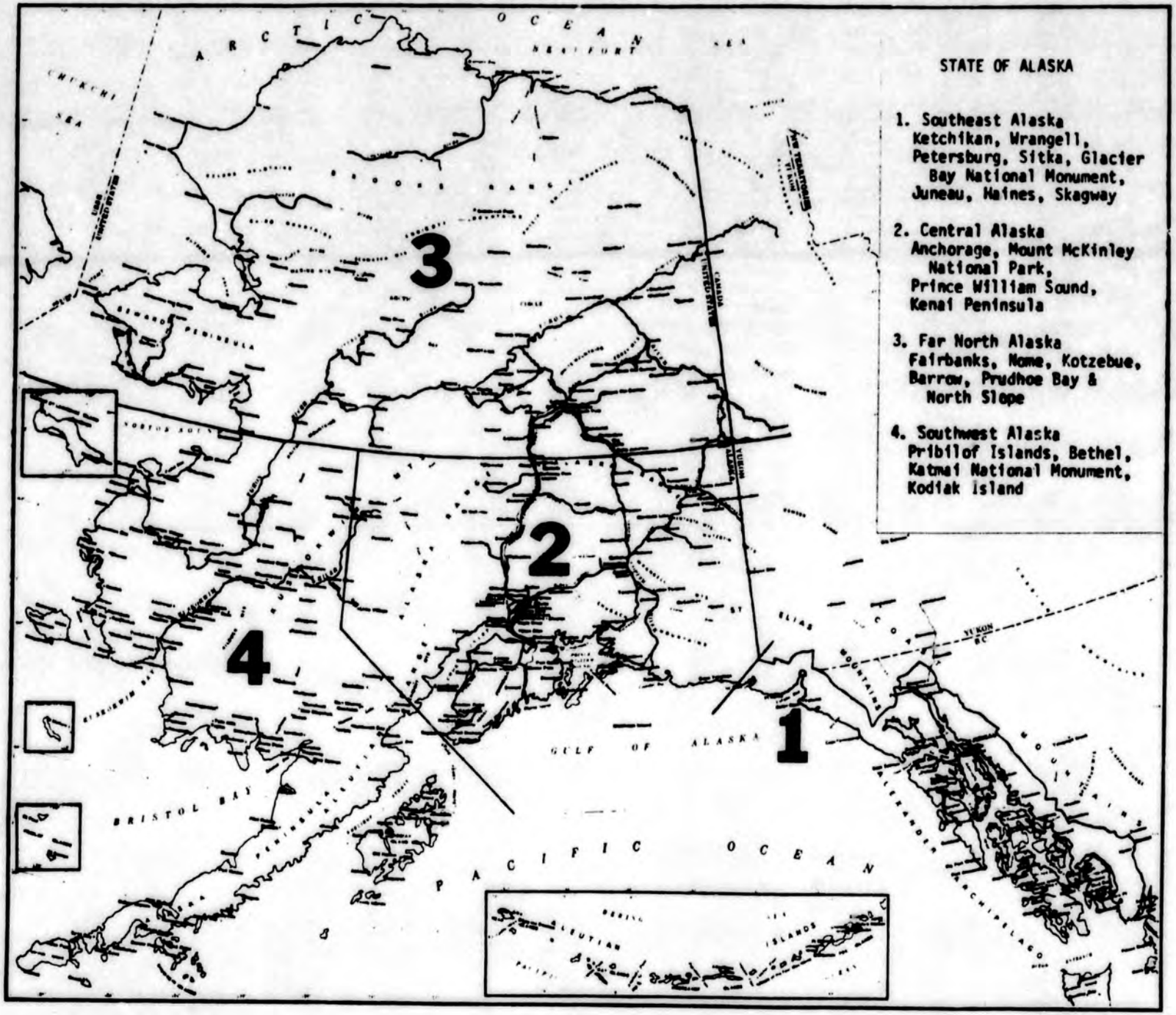
2. Long-term Rate - A long-term per diem allowance is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of establishments catering to the long-term visitor. The long-term per diem rate may not be used after six consecutive months in one location unless a continuation has been approved in advance by the Commissioner of Administration.

3. Non-commercial Rate - A per diem allowance at approximately 60% of the long term rate is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of non-commercial subsistence facilities such as field camping and/or the facilities of state camps and institutions. The non-commercial per diem rate may not be used after six consecutive months in one location unless a continuation has been approved in advance by the Commissioner of Administration.

PER DIEM RATES

Region	Location	Short-Term Per Diem Rate	Long-Term Per Diem Rate
1	Southeast Alaska	80.00	50.00
2	Central Alaska	80.00	50.00
3	Far North Alaska	90.00	55.00
4	Southwest Alaska	85.00	50.00
5	Outside of Alaska - Contiguous U.S., Hawaii and Canada	80.00	50.00

In all communities along the pipeline corridor from Valdez to Prudhoe Bay, (except the communities of Valdez and Fairbanks) the State will pay either the established per diem or actual costs for lodging and meals. Actual costs must be supported by paid receipts or billings.



TRAVEL

Exhibit 7640.1

7642 - COMPUTATION OF ALLOWANCES (1-82)

The appropriate per diem rate for a day is the rate prescribed for the community in which an employee obtains overnight lodging. However, the per diem rate that is used for the day on which an employee returns to his official duty station is the rate prescribed for the community in which the employee obtained the previous night's lodging.

The example below illustrates the appropriate per diem rate to use for a Juneau based employee who travels to Fairbanks on the first day, to Bethel on the second day and returns to Juneau on the third day.

Day	Travel	Overnight Lodging	Prescribed Per Diem Rate
1	Juneau to Fairbanks	Fairbanks	Fairbanks
2	Fairbanks to Bethel	Bethel	Bethel
3	Bethel to Juneau	Juneau	Bethel

For the purpose of calculating per diem, a day is a period of time that begins at midnight and ends at midnight on the following day. A full per diem is allowed for the day of departure, which is defined as the calendar day indicated by the departure time displayed on the inter-city common carrier's timetable. On the day of return the calendar day is divided into quarters beginning at midnight and a quarter per diem is allowed for each quarter in which an employee is in travel status for three hours or more. Refer to Exhibit 7642.

For purposes of interpretation, travel status will begin and end when the employee leaves and returns to the duty station if travel begins and ends during the employee's assigned working hours except that transportation expenses are, in addition, authorized to and from the immediate work station/office. Travel status begins and ends when the employee departs and/or returns to her/his residence if travel begins and/or ends outside the employee's assigned working hours.

7643 - MEAL ALLOWANCES (1-82)

When no overnight lodging is required, a meal allowance may be paid if the employee is in travel status at least three consecutive hours during a normal meal period. Normal meal periods are midnight to 10:00 a.m. for breakfast, 10:00 a.m. to 3:00 p.m. for lunch and 3:00 p.m. to midnight for dinner. Authorized meal allowances are:

Breakfast	$ 6.00
Lunch	9.00
Dinner	16.00

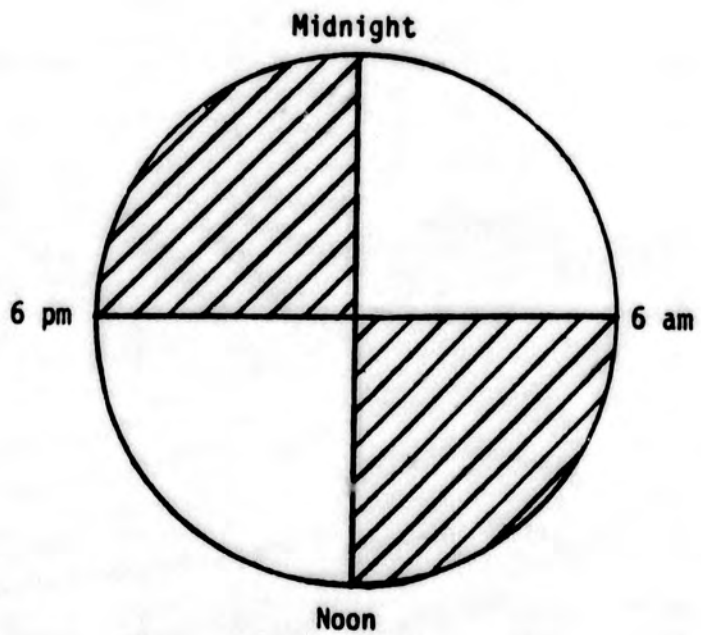
SHORT-TERM AND LONG-TERM PER DIEM RATES

SHORT-TERM PER DIEM RATES

Full Day	Three-Quarter Day	One Half Day	One Quarter Day
$80.00	$60.00	$40.00	$20.00
85.00	63.75	42.50	21.25
90.00	67.50	45.00	22.50

LONG-TERM PER DIEM RATES

Full Day	Three-Quarter Day	One Half Day	One Quarter Day
$50.00	$37.50	$25.00	$12.50
55.00	41.25	27.50	13.75



LAWS OF ALASKA

1975

Source | **Chapter No.**

FCCS HCSSB 404 | 205

AN ACT

Relating to the compensation and retirement of judicial officers, legislators, and public officers and employees; and legislative per diem; and providing for an effective date.

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

* Section 1. AS 22.05.140(a) is amended to read:

(a) The annual salary for the chief justice and each associate justice is 20 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The compensation is payable monthly in 12 equal installments. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 2. AS 22.10.190(a) is amended to read:

(a) The annual salary for each superior court judge is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.15.220(a) is amended to read:

(a) The annual salary for each district judge is 93 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, payable monthly in 12 equal installments.

* Sec. 4. AS 24.15.020 is amended to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is

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33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska, to be paid in approximately equal monthly payments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

deleted '76

* Sec. 5. AS 39.20.080(a) is amended to read:

(a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. This salary shall be paid in equal monthly installments.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) For each day of the legislative session and for each day on official legislative business between sessions, legislators (1) on travel status and away from home overnight shall be allowed, instead of their actual expenses for subsistence a per diem allowance of $48 for each day; (2) not away from home overnight shall receive an allowance of $35 for each day. The per diem allowance is also payable for each day of necessary travel.

* Sec. 7. AS 22 is amended by adding a new chapter to read:

CHAPTER 28. CONTRIBUTORY JUDICIAL RETIREMENT SYSTEM.

Sec. 22.28.010. APPLICATION. Each justice or judge appointed before January 1, 1976 shall accrue benefits under the provisions of ch. 25 of this title. Each justice or judge appointed after that date and who has not accrued benefits under ch. 25 of this title shall accrue benefits under the system provided in this chapter.

Sec. 22.28.020. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 22.28.030. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 22.28.040. CONTRIBUTIONS. While participating in the system each justice and judge shall contribute seven per cent of his compensation to the retirement system.

Sec. 22.28.050. RETIREMENT OF JUSTICES AND JUDGES. (a) A justice or judge shall be retired on the date that he reaches the age of 70. He is eligible for retirement pay if he has had five or more years of service at the time of retirement as a justice or judge.

(b) A justice or judge may be retired for incapacity as provided by law. He is eligible for retirement pay if

he has had two or more years of service at the time of retirement for incapacity. The effective date of retirement under this subsection is the first day of the month coinciding with or after the date upon which the governor with respect to a justice, or the supreme court with respect to a judge files with the commissioner of administration a written declaration to the effect that a designated justice or judge was retired for incapacity. A duplicate copy of the declaration shall be filed with the judicial council.

(c) A justice or judge who served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his judicial duties may file with the governor a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, the governor shall appoint a board of three persons to inquire into the circumstances, and may, upon the board's recommendation, retire the justice or judge. The effective date of the retirement shall be as provided in (b) of this section.

(d) A justice or judge may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five or more years. Retirement pay shall not commence until he has reached age 60, except that an actuarially equivalent retirement pay may be commenced after he has reached age 55 or upon his serving 20 years as a justice or judge. The provisions of (b) of this section are an exception to this rule. A justice or judge desiring to retire under this subsection shall file with the commissioner of administration a notice of his desire. If a justice or judge is eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month coinciding with or after the date the notice is filed with the commissioner of administration. If a justice or judge is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall commence on the first day of the month he reaches age 60 or the month he becomes eligible for an actuarial equivalent if he has applied for this option.

(e) In the computation of service for retirement under this chapter, the time served by a justice or judge of any court of the state is added to the time served by him, if any, on any other court of the state.

(f) The word "justice" means a supreme court justice, and the word "judge", unless the context clearly indicates otherwise, means a superior court or district court judge.

Sec. 22.28.060. RETIREMENT PAY. A retired justice or judge eligible for retirement pay shall receive from the date of his eligibility until his death monthly compensation equal to five per cent per year of service, to a maximum of 75 per cent, of the monthly salary authorized for justices and judges, respectively, at the time each retirement payment is made.

Sec. 22.28.070. SURVIVORS' BENEFITS. (a) Upon the death of a justice or judge who has served for at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay

the justice or judge would thereafter have been entitled to receive if retired at the time of death. If at death the justice or judge was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the salary authorized for justices or judges, respectively, at the time each monthly payment is made.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the justice or judge for at least two years immediately preceding the death of the justice or judge. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the justice or judge are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during the period of their dependency. Dependency exists with respect to any child of a justice or judge who is either (1) a minor under the laws of Alaska, (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education, or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse and dependent children will share equally in the benefits payable under (a) of this section.

Sec. 22.28.080. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 22.28.090. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 22.28.100. ACCOUNTING. (a) The contributory judicial retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each justice or judge to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited

with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to a justice or judge, the balance in his individual account shall be transferred to the contributory judicial retirement account.

Sec. 22.28.110. REFUNDS. Upon termination of judicial service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 22.28.120. PRIOR SERVICE CREDIT. In the event a justice or judge who has withdrawn the balance of his individual account returns to permanent active service, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

* Sec. 8. AS 39 is amended by adding a new chapter to read:

CHAPTER 37. ELECTED PUBLIC OFFICERS RETIREMENT SYSTEM.

Sec. 39.37.010. APPLICATION. This chapter applies to persons who are elected public officers on the effective date of this chapter and to persons who become elected public officers after the effective date of the chapter.

Sec. 39.37.020. RETIREMENT OF ELECTED PUBLIC OFFICERS. An elected public officer is eligible for retirement pay if he has had five or more years of service at the time of retirement as an elected public officer.

Sec. 39.37.030. RETIREMENT FOR INCAPACITY. An elected public officer who has served for a period of five years, and who believes that he has become so incapacitated as to prevent him from efficiently performing his duties, may file a written application for retirement which contains a sworn statement of his service and of his incapacity. When an application is filed, a board of three persons to inquire into the circumstances shall be appointed by the chief justice of the state supreme court, and the commissioner of administration upon the board's recommendation shall retire the elected public officer. The effective date of the retirement shall be the first day of the month following the recommendation of the board.

Sec. 39.37.040. VOLUNTARY RETIREMENT. (a) An elected public officer may voluntarily retire at any time and shall have a vested right to his accrued retirement pay if he has served five years or more. Retirement pay shall not begin until he has reached age 60, except that an actuarially equivalent retirement pay may be begun after he has reached age 55 or upon attaining 20 years of creditable service. The provisions of sec. 30 of this chapter are an exception to this rule.

(b) An elected public officer desiring to retire under this section shall file with the commissioner of administration an application for retirement.

(c) If an elected public officer is eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month following termination of office. If an elected public officer is not eligible to receive retirement pay at the time of his retirement, his retirement pay shall begin on the first day of the month he reaches age 60 or at age 55 with an actuarially reduced benefit.

Sec. 39.37.050. BENEFIT FORMULA. (a) A person retired under the provisions of this chapter shall receive from the effective date of his retirement until his death monthly compensation equal to a per cent of either (1) the monthly salary and additional allowances established under AS 24.15.030 authorized for the office from which he retired at the time each retirement payment is made; or (2) his average monthly compensation as defined in AS 39.35.680. At the time the official applies for retirement, he shall elect to have his benefits computed under either (1) or (2) of this subsection. The election is irrevocable.

(b) The per cent shall be five per cent per year of membership service and the per cent per year of other creditable service equal to the benefit formula used for years of creditable service under ch. 35 of this title prevailing at the time of retirement.

(c) The total percentage under (b) of this section shall not exceed 75 per cent.

Sec. 39.37.060. SURVIVORS' BENEFITS. (a) Upon the death of an elected public officer who has served at least two years, the surviving spouse is entitled to receive monthly compensation equal to one-half of the monthly retirement pay the elected public officer would thereafter have been entitled to receive if retired at the time of death. If at death the elected public officer was not yet entitled to retirement pay, or was or would have been entitled to less than 60 per cent of the monthly salary authorized for his office, the surviving spouse is entitled to monthly compensation equal to 30 per cent of the monthly salary authorized for the office at the time each retirement payment is made or 30 per cent of his average monthly compensation as defined in AS 39.35.680.

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the elected public officer for at least two years immediately preceding the death of the elected public officer. The benefits continue until the remarriage or death of the surviving spouse.

(c) If there is no surviving spouse, or if the surviving spouse does not meet the requirements of (b) of this section, or upon the remarriage or death of the surviving spouse, the surviving dependent child or children of the elected public officer are entitled to receive in equal shares 50 per cent of the amount of the survivors' benefits specified under (a) of this section.

(d) The surviving child or children are entitled to the survivors' benefits under (c) of this section during

the period of their dependency. Dependency exists with respect to any child of an elected public officer who is either (1) a minor under the laws of Alaska; (2) under the age of 23 and is a student attending on a full-time basis an accredited educational or technical institution recognized by the Department of Education; or (3) so mentally or physically incapacitated as to be unable to provide for self-care.

(e) If there are both an eligible surviving spouse and surviving dependent children, but who reside in separate households, the surviving spouse will receive one-half of the benefits payable under (a) of this section and the dependent children will share equally in the remainder of the benefits.

Sec. 39.37.070. CONTRIBUTIONS. (a) Each elected public officer shall contribute seven per cent of his compensation to the retirement system.

(b) An elected public officer participating in the retirement system established under this chapter is entitled to service credit for creditable service to the state, territory, or political subdivision before the effective date of this chapter for each year of such service for which he has accrued service credit under ch. 35 of this title.

(c) An elected public officer participating in the retirement system established under this chapter may become entitled to service credit for creditable service to the state, territory or political subdivision before the effective date of this chapter for which he has not accrued service credit under ch. 35 of this title by complying with the following:

(1) if the prior creditable service was covered under ch. 35 of this title at the time it was rendered, he shall pay contributions for each year of seven per cent of the compensation received at the time service was rendered; or

(2) if the prior creditable service was not covered under ch. 35 of this title at the time service was rendered, he shall pay contributions of seven per cent of his compensation at the time he makes application under (d) of this section; or

(3) if the service was as an elected public officer, he shall pay contributions at the rate of seven per cent of the amount of salary actually paid during the period.

(d) To receive service credit under (c) of this section, an elected public officer must make application within 60 days of becoming a participant in the retirement system established under this chapter.

(e) Each public officer who has accrued five years or more of membership service shall contribute to this retirement system seven per cent of compensation received thereafter for all creditable service and is entitled to benefits as provided in this chapter.

(f) The compensation applicable to a member of the legislature making a contribution under (a) of this section is the sum of the legislative salary and additional allowances established under AS 24.15.020 and 24.15.030.

(g) The contribution is made in the form of a payroll deduction and is made notwithstanding that the compensation paid in cash to the elected public officer is reduced below the minimum prescribed by law. Each elected public officer is considered to consent to the deduction made from his compensation. Payment of compensation less the deduction prescribed in (a) of this section and other payroll deductions constitutes a full and complete discharge and satisfaction of all claims and demands for the services rendered by him during the period covered by the payment, except as to the benefits provided for under this chapter.

Sec. 39.37.080. ADMINISTRATION. The commissioner of administration is responsible for the administration of the system.

Sec. 39.37.090. REGULATIONS. The commissioner may promulgate regulations to implement the provisions of this chapter. Regulations adopted by the commissioner under this chapter relate to the internal management of state agencies and their adoption is not subject to the Administrative Procedure Act (AS 44.62).

Sec. 39.37.100. TAX EXEMPTION. Benefits paid under this chapter are exempt from state and municipal taxes.

Sec. 39.37.110. APPROPRIATIONS. An estimated amount sufficient to pay all benefits, including interest credited to individual accounts, anticipated to be paid under this chapter in each fiscal year shall be included in the annual appropriation to the Department of Administration. If the actual authorized benefits necessary to be paid in any fiscal year exceed the sum appropriated, the benefits due shall nevertheless be paid from general funds of the state not otherwise appropriated.

Sec. 39.37.120. ACCOUNTING. (a) The elected public officers retirement account shall be established to which all appropriations under this chapter shall be credited.

(b) An individual account shall be maintained for each elected public officer to which the amount of his mandatory contributions collected under this chapter shall be credited as of the date of deduction or payment, as the case may be. As of the last day of each calendar year and each fiscal year beginning with June 30, 1976, this account shall be credited with interest by applying one-half of the prescribed rate of interest to the balance in the account as of that date.

(c) Upon commencement of retirement pay to an elected public officer, the balance in his individual account shall be transferred to the elected public officers retirement account.

(d) Upon commencement of participation in this retirement system, any balance in an elected public officer's

individual account under ch. 35 of this title is transferred to his individual account under this section.

Sec. 39.37.130. REFUNDS. Upon termination of creditable service, application may be made for a refund of the balance in the individual's account. Upon withdrawal of the balance, all rights to benefits terminate.

Sec. 39.37.140. PRIOR SERVICE CREDIT. In the event an elected public officer who has withdrawn the balance of his individual account returns to elected public office, he shall receive credit for his prior period or periods of service only if he repays within one year of the date of return all refunded contributions with interest at the prevailing prescribed rate.

Sec. 39.37.150. DEFINITIONS. In this chapter

(1) "elected public officer" means the governor, lieutenant governor, or a member of the legislature;

(2) "creditable service" means service as an elected public officer and other service to the state, territory, or political subdivision under which benefits presently accrue under ch. 35 of this title;

(3) "membership service" means service as an elected public officer.

* Sec. 9. AS 39.35.680(5)(B) is amended to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 10. AS 39.35.680(5)(C)(v) is amended to read:

(v) justices and judges of the supreme, superior and district courts of Alaska; or the governor and lieutenant governor of Alaska; or the members of the Alaska State Legislature;

* Sec. 11. AS 39.35.380(a) is amended to read:

(a) An employee is eligible for an early retirement pension on or after his 50th birthday and after he completes five or more years of credited service.

* Sec. 12. AS 39.35.380 is amended by adding a new subsection to read:

(d) An employee who previously retired under (a) of this section shall be paid benefits computed under sec. 370(c) of this chapter from the effective date of this Act.

* Sec. 13. AS 39.35.410(d) is amended to read:

(d) The monthly amount of an occupational disability pension for a peace officer or a fireman shall be two-thirds of his gross monthly compensation at the time of his disability. For any other employee it shall be determined in

accordance with sec. 370(c) of this chapter, considering (1) the employee's compensation before his termination of employment, and (2) either the credited service that would have been accumulated if the employee's employment had continued until his 55th birthday after his disability or his actual credited service before his disability, whichever is greater; except that the amount so determined shall be reduced by assuming that a joint and survivor option of 75 per cent became immediately effective upon retirement, with the employee's spouse as contingent beneficiary. If no spouse exists at the time of actual retirement, the pension shall not be reduced.

* Sec. 14. AS 39.35.485 is amended to read:

Sec. 39.35.485. MINIMUM BENEFIT. (a) An employee whose terminaation occurred before July 1, 1975 and who is eligible for a benefit calculated in accordance with sec. 370(c) of this chapter is entitled to a benefit of at least $13.25 a month for each year of credited service, not including adjustments made under secs. 380, 410, 450, 475 and 480 of this chapter.

(b) An employee who retired under this section before July 1, 1975 shall be paid a benefit amount computed under sec. 370(c) of this chapter or under this section, whichever is greater.

* Sec. 15. AS 39.35.680(11) is amended to read:

(11) "normal retirement date" for a peace officer or a fireman means the first day of the month following either his 55th birthday and five years of credited service or his 20th year of credited service, whichever is earlier. For any other employee it means the first day of the month following either his 55th birthday and five years of credited service or his 30th year of credited service, whichever is earlier;

* Sec. 16. Sections 1, 2, 3, 4, 5, 6, 9, 10, 11, 12, 13, 14 and 15 of this Act take effect July 1, 1975.

* Sec. 17. Sections 7 and 8 of this Act take effect January 1, 1976.

Permitted to become law without signature
Actual effective date: Secs. 1 - 6, 9 - 15: July 1, 1975
Secs. 7 and 8: January 1, 1976

LAWS OF ALASKA

1975

Source: FCCSSB 131

Chapter No.: 206

AN ACT

Relating to the boards of fisheries and game; and providing for an effective date.

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

* Section 1. AS 16.05.070 is amended to read:

Sec. 16.05.070. REGULATIONS AS EVIDENCE. Regulations of the boards of fisheries and game and of the commissioner, including emergency openings and closures, are admissible as evidence in the courts of the state in accordance with the Administrative Procedure Act (AS 44.62).

* Sec. 2. AS 16.05.080 is amended to read:

Sec. 16.05.080. LIMITATION OF POWER. Nothing in this chapter authorizes the department or the boards of fisheries and game to change the amount of fees or licenses.

* Sec. 3. AS 16.05 is amended by adding new sections to read:

ARTICLE 2. BOARDS OF FISHERIES AND GAME.

Sec. 16.05.221. BOARDS OF FISHERIES AND GAME. (a) For purposes of the conservation and development of the fisheries resources of the state, there is created the Board of Fisheries composed of seven members appointed by the governor. The appointed members shall be residents of the state and shall be appointed without regard to political affiliation or geographical location of residence. The commissioner is not a member of the Board of Fisheries, but shall be ex officio secretary.

(b) For purposes of the conservation and development of the game resources of the state, there is created a Board of Game composed of seven members appointed by the governor.

This section does not prohibit (1) an officer, employee, partner, or principal of an organization from describing himself by the position, title, or office which he holds in the organization, (2) an act of a public official or public employee in the performance of his duties, or (3) any person from maintaining a bookkeeping or tax service.

* Sec. 24. AS 08.04.610 is amended to read:

Sec. 08.04.610. DECEPTIVE USE OF PARTNERSHIP OR CORPORATION TITLE. No person may assume or use the title or designation "certified public accountant" or "public accountant" or an abbreviation of them, in conjunction with a name indicating or implying that there is a partnership or corporation, or in conjunction with the designation "and Company" or "and Co." or any similar designation unless there is a bona fide partnership or corporation registered under that name. However, a sole proprietor or partnership lawfully using the title or designation "certified public accountant" or "public accountant" or an abbreviation of them in conjunction with such names or designation on April 26, 1960, may continue to do so if the person or partnership otherwise complies with this chapter.

* Sec. 25. AS 08.04.620(1) is amended to read:

(1) a person not a certified public accountant or public accountant from serving as an employee of or as an assistant to any person, partnership or corporation holding a live permit so long as the employee or assistant does not use his name in connection with any accounting or financial statement;

* Sec. 26. AS 08.04.690 is amended to read:

Sec. 08.04.690. SHORT TITLE. This chapter may be cited as the Accountancy Act.

* Sec. 27. This Act takes effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 8, 1976
Actual effective date: June 9, 1976

LAWS OF ALASKA

1976

Source: FCCS CSHB 877

Chapter No. 148

AN ACT

Providing a new salary schedule and cost-of-living increase for certain employees of the state not covered by a collective bargaining agreement; relating to the method of compensating state officers and employees; and providing for an effective date.

Enacted July 16, 1976 — before Primary

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

* Section 1. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary equal to that of a district court judge.

* Sec. 2. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The annual salary for the chief justice and each associate justice is 20 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. Compensation of the chief justice or of an associate justice shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 3. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The annual salary for each superior court judge is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The compensation of a judge shall not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The annual salary for each district judge is 93 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska.

* Sec. 5. AS 22.15.220(b) is repealed and re-enacted to read:

(b) Each magistrate shall receive annual compensation to be determined by the supreme court. Salary increases shall be determined on the basis of percentage of pay increase the legislature provides for state employees in the classified service.

* Sec. 6. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. The annual salary for each member of the legislature is 33-1/3 per cent of Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 7. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor is $50,000.

* Sec. 8. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor is $44,000.

* Sec. 9. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state upon appointment and confirmation is 10 per cent above Step E, Range 28 of the salary schedule established in AS 39.27.010 for Anchorage, Alaska.

(b) The monthly salary of the deputy head of each principal executive department of the state, upon his appointment is not less than Step A, Range 28, nor shall it exceed Step E, Range 28, of the salary schedule set out in AS 39.27.011 during the term of his appointment. AS 39.27.022 may not be applied to the salary of a deputy department head in such a way that his salary would equal or exceed that of a department head.

* Sec. 10. AS 39.20.200 is repealed and re-enacted to read:

Sec. 39.20.200. COMPUTATION OF ANNUAL LEAVE. Officers and employees of the state are entitled to annual leave with pay which is credited at the conclusion of each pay period. Leave shall be credited as an appropriate portion of the following annual accrual rates:

(1) 112.5 hours in the case of officers and employees with less than two years of service;

(2) 157.5 hours in the case of officers and employees with two but less than five years of service;

(3) 180.0 hours in the case of officers and employees with five but less than 10 years of service;

(4) 225.0 hours in the case of officers and employees with 10 years or more of service.

* Sec. 11. AS 39.20.260(a) is repealed and re-enacted to read:

(a) Officers and employees are entitled to medical leave with pay which accrues at the equivalent of 112.5 hours per year. Medical leave which is not used during the 12-month period in which it accrues accumulates and is available for use in succeeding 12-month periods.

* Sec. 12. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.011. SALARY SCHEDULE. (a) Notwithstanding sec. 10 of this chapter, the following annual basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state not covered by a collective bargaining agreement negotiated under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
5	9,600	9,888	10,206	10,512	10,836	11,136
6	10,200	10,512	10,836	11,136	11,484	11,844
7	10,836	11,136	11,484	11,844	12,216	12,612
8	11,484	11,844	12,216	12,612	12,996	13,440
9	12,216	12,612	12,996	13,440	13,872	14,280
10	12,996	13,440	13,872	14,280	14,772	15,240
11	13,872	14,280	14,772	15,240	15,744	16,272
12	14,772	15,240	15,744	16,272	16,884	17,508
13	15,744	16,272	16,884	17,508	18,156	18,852
14	16,884	17,508	18,156	18,852	19,560	20,304
15	18,156	18,852	19,560	20,304	21,048	21,852
16	19,560	20,304	21,048	21,852	22,668	23,520
17	21,048	21,852	22,668	23,520	24,408	25,308
18	22,668	23,520	24,408	25,308	26,244	27,252
19	24,408	25,308	26,244	27,252	28,272	29,340
20	26,244	27,252	28,272	29,340	30,408	31,560
21	28,272	29,340	30,408	31,560	32,760	33,972
22	30,408	31,560	32,760	33,972	35,256	36,576
23	32,760	33,972	35,256	36,576	37,932	39,372
24	35,256	36,576	37,932	39,372	40,836	42,372
25	37,932	39,372	40,836	42,372	43,968	45,624
26	39,372	40,836	42,372	43,968	45,624	47,304
27	40,836	42,372	43,968	45,624	47,304	49,092
28	42,372	43,968	45,624	47,304	49,092	50,940
29	43,968	45,624	47,304	49,092	50,940	52,836
30	45,624	47,304	49,092	50,940	52,836	54,828

(b) The salary schedule set out in (a) of this section has no effect upon other provisions of law specifying the salary of the governor, lieutenant governor, legislators, judicial officers as defined in AS 22.20.010, department heads, and members of the Alaska Public Utilities Commission, the Alaska Transportation Commission, the Alaska Pipeline Commission, or the Alaska Commercial Fisheries Entry Commission.

* Sec. 13. AS 39.27.020(a) is repealed and re-enacted to read:

(a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in secs. 10 and 11 of this chapter:

Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9
17	9
18	9
19	8
Outside the State	minus 6

* Sec. 14. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary equal to that of a district court judge.

* Sec. 15. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary equal to that of a district court judge.

* Sec. 16. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary equal to that of a district court judge.

* Sec. 17. Since the United States Department of Labor's Consumer Price Index for Anchorage rose 11.13 percentage points during calendar year 1975, the salaries under the salary schedule in AS 39.27.010, applicable during calendar year 1975 to classified and partially exempt state employees who are not covered by a collective bargaining agreement, shall be adjusted for those employees based on the increase of two full percentage points for calendar year 1975, retroactive to July 1, 1975 which is the

beginning of the calendar quarter in which the rise exceeded nine per cent.

* Sec. 18. It is the intent of the legislature that the permanent and temporary employees of the judicial branch (other than judicial officers) and the University of Alaska and the permanent employees of the legislative branch receive pay increases and cost-of-living adjustments comparable to those received by the classified and partially exempt employees under this Act.

* Sec. 19. Sections 12, 13, and 18 of this Act, and AS 39.20.080(b) as repealed and re-enacted by sec. 9 of this Act, are retroactive to January 1, 1976.

* Sec. 20. Sections 1 - 11 and 14 - 16 of this Act take effect July 16, 1976.

* Sec. 21. Sections 12, 13, and 17 - 19 of this Act take effect immediately in accordance with AS 01.10.070(c).

Approved by governor: June 8, 1976
Actual effective date: Secs. 12, 13, 17-19: June 9, 1976; Secs. 1-11 and 14-16: July 16, 1976; Secs. 12, 13 and 18 retroactive to January 1, 1976; AS 39.20.080(b) of sec. 9 retroactive to January 1, 1976

to the right of the words "FOR" or "AGAINST".

CARD A

SIDE 1

TOP

A

OFFICIAL PRIMARY ELECTION BALLOT

TUESDAY, AUGUST 24, 1976

THIS STUB TO BE REMOVED BY ELECTION BOARD

STATE OF ALASKA
Primary Election August 24, 1976

UNITED STATES REPRESENTATIVE
Vote For One (1)

BAILEY, NORMAN A.	Dem.	+
BLUME, ALLEN D.	Dem.	+
HOPSON, EBEN	Dem.	+
PARNELL, KEVIN (PAT)	Dem.	+
WRIGHT, DONALD R. (DON)	Dem.	+
YOUNG, DON	Rep.	+

STATE REPRESENTATIVE DISTRICT 10
Vote For Not More Than Two (2)

CHATTERTON, C. V. (CHAT)	Rep.	+
DRINKWATER, TOM	Dem.	+
ENGLE, CLARK	Rep.	+
GALLIETT, HAROLD	Dem.	+
GAY, MARILYN J.	Rep.	+
SMITH, TED	Dem.	+
URION, RICK	Rep.	+

REFERENDUM PROPOSITION NO. 1

(Ch. 205, SLA 1975)

RELATING TO COMPENSATION AND RETIREMENT

The referred act provided for an increase in compensation for judges, legislators, commissioners, and members of certain commissions and for improved retirement benefits for all members of the retirement systems. It required judges appointed after the effective date to contribute to their retirement program. It increased legislative per diem. It decreased the period of service required for retirement benefits to vest in the governor, lieutenant governor, and members of the legislature. It tied salaries of high ranking officials by percentages to the general salary schedule for state employees.
Are you for or against the act?

FOR	+
AGAINST	+

10187

A
464

SIDE 2

I HAVE VOTED

AMERICAN REVOLUTION BICENTENNIAL 1776-1976 ®

HAVE YOU?

10,341

41,736

State of Alaska

OFFICIAL RETURNS

By

Election Precinct

Primary Election

August 24, 1976



GOVERNOR

LIEUTENANT GOVERNOR

STATE OF ALASKA

OFFICIAL RETURNS
BY

ELECTION PRECINCT

PRIMARY ELECTION
AUGUST 24, 1976

Published by
LIEUTENANT GOVERNOR
Capitol Building Juneau, Alaska

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, D.R., DON. D	U.S. HOUSE YOUNG, D.E., DON. R			REFERENDUM PETITION NO.1 LEGISLATORS FOR	REFERENDUM PETITION NO.1 PAY RAISE AGAINST				
ABSENTEE DIST.1		108		12	10	6		11	65			30	74				
CAPE POLE	104	33		1	2	1	2	2	24			6	25				
CLOVER PASS	221	72		3	4	3		7	41			4	61				
COFFMAN COVE	97	26		5	2	1	1	2	14			5	18				
CRAIG	238	63		6	3	8	3	2	39			16	44				
EL CAPITAN	49	13		2	3	1	1	1	4			4	8				
HYDABURG	165	52		1	1	23		11	14			6	39				
KASAAN	45	10				4		1	2			5	5				
KETCHIKAN NO 1	410	98		3	12	12	2	11	48			14	77				
KETCHIKAN NO 2	631	139		12	7	13	6	12	75			30	94				
KETCHIKAN NO 3	514	139		7	7	7	9	4	94			20	106				
KETCHIKAN NO 4	400	112		6	5	7		9	72			20	83				
KETCHIKAN NO 5	439	97		4	3	2	7	4	67			9	75				
KETCHIKAN NO 6	573	127		4	3	7	1	11	90			28	91				
KETCHIKAN NO 7	642	149		8	4	13	5	9	101			21	115				
KETCHIKAN NO 8	628	154		10	10	11	2	7	92			26	113				
KLAWOCK	178	44		3		5	1	6	25			13	23				
METLAKATLA	561	66		3	13	4	2	10	28			16	40				
MOUNTAIN POINT	322	73		4	2	2	2	6	54			16	49				
MUD BAY	439	131		7	2	11	9	18	69			24	93				
MYERS CHUCK	56	16		1				1	13				13				
NAUKATI	76	37		3	1		5	3	23			4	26				
PENNOCK-GRAVINA	72	16				3		1	9			2	13				
POINT BAKER	76	13		1	1				8				13				
SAXMAN (REVILLA)	400	112		7	3	5	2	5	82			22	87				
THORNE BAY	242	96		6	4	10	3	14	48			23	64				
WACKER	221	44		2	1	3		7	27			4	35				
WARD COVE	324	52		3	2	2		5	36			11	37				
WHALE PASS	86	29		2	2	1	4	2	17			9	19				
QUESTIONED BALLOTS				8	4	5	4	7	51			20	60				
TOTAL DISTRICT 1	8209	2121		134	111	170	71	189	1332			408	1600				
ABSENTEE DIST.2		92		4	4	6	4	5	66			20	70				
ANGOON	241	66		1		15	3	10	32			24	39				
GUSTAVUS	86	34		3	1	4	2	2	21			2	31				
HOONAH	445	119		5	5	26	9	15	50			29	81				
KAKE	278	74		2		9	1	5	57			19	48				
KUPREANOF	42	11				10			1			1	8				
PETERSBURG NO 1	633	153		11	1	5	2	4	119			31	112				
PETERSBURG NO 2	525	79		5	2	6		9	48			12	58				
ROWAN BAY	82	31		2	4	2	4	3	16			5	26				
SCOW BAY	291	46		3		1		4	33			13	28				
TENAKEE SPRINGS	80	46		3	1	9	2	4	23			6	35				
WRANGELL NO 1	447	94		5	1	6	1	3	72			23	62				

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT D	U.S. HOUSE WRIGHT, D.R. "DON" D	U.S. HOUSE YOUNG, D.E. "DON" R			REFERENDUM PETITION NO.1 LEGISLATORS FOR	REFERENDUM PETITION NO.1 PAY RAISE AGAINST				
WRANGELL NO 2	750	121		5	7	8	7	11	76			19	94				
QUESTIONED BALLOTS				1		3			11			4	11				
TOTAL DISTRICT 2	3900	966		50	26	110	35	75	625			208	703				
ABSENTEE DIST.3		59		3	1	4	6	3	39			13	42				
ELFIN COVE	57	19		2	1	1			13				16				
HALIBUT POINT	669	166		7	3	3	22	15	94			30	123				
JAMESTOWN BAY	393	105		3	3	9	8	6	63			17	75				
LISIANSKI (PELICAN)	173	53		1	1	13	7	2	24			10	41				
MALASPINA	67	26			1	1	2	2	16			7	14				
MT. EDGECUMBE	390	94		6	4	20	5	10	43			23	63				
PORT ALEXANDER	66	10		2					8			4	6				
RODMAN BAY	75	27		1	1	1	10	3	11			2	25				
SITKA NO 1	371	78		6	2	6	12	8	34			14	51				
SITKA NO 2	648	171		9	8	18	18	21	87			39	119				
SITKA NO 3	604	141		9	5	10	21	12	76			16	112				
SITKA NO 4	409	125		6	4	9	17	7	74			13	106				
YAKUTAT	244	66		6		12	4	17	25			19	41				
QUESTIONED BALLOTS				2	2	4	3	5	28			7	39				
TOTAL DISTRICT 3	4166	1140		63	36	111	135	113	635			214	873				
ABSENTEE DIST.4		344		25	28	37	12	19	168			100	208				
AUKE BAY	933	306		16	18	39	16	11	186			53	233				
CHILKAT	117	23		1	3	2	1		12			2	18				
DOUGLAS NO. 1	464	188		13	8	15	14	9	110			45	124				
DOUGLAS NO. 2	393	152		13	8	25	10	4	82			29	111				
HAINES	469	92		1	11	4	2	4	63			14	68				
JUNEAU NO. 1	480	85		3	8	12	6	7	31			23	40				
JUNEAU NO. 2	580	197		19	8	35	7	9	84			38	124				
JUNEAU NO. 3	531	146		13	9	20	6	8	66			23	100				
JUNEAU NO. 4	511	177		23	14	33	5	7	74			47	105				
JUNEAU NO. 5	381	112		2	7	13	10	10	63			27	71				
JUNEAU NO. 6	520	162		12	7	16	19	5	94			32	120				
JUNEAU NO. 7	708	236		22	14	28	12	13	126			56	165				
JUNEAU NO. 9	595	167		27	14	20	4	6	78			46	98				
JUNEAU AIRPORT	789	224		13	19	19	4	11	131			54	146				
KLUKWAN	116	33		1	1	6		4	21			8	24				
LEMON CREEK	1278	326		16	16	20	16	14	202			71	204				
LOWER MENDENHALL	938	215		15	6	27	12	8	124			43	151				
LYNN CANAL	359	117		5	11	15	5	3	68			19	87				
NORTH DOUGLAS	462	146		6	9	20	3	10	84			28	105				
PORT CHILKOOT	256	59		1	7	2		6	41			11	46				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HUDSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT, D	U.S. HOUSE WRIGHT, D.R., DON, D	U.S. HOUSE YOUNG, D.E., DON, R			REFERENDUM PETITION NO.1 FOR LEGISLATORS	REFERENDUM PETITION NO.1 AGAINST PAY RAISE				
SALMON CREEK	235	63		4	4	10	5	2	32			16	41				
SHEEP CREEK	108	36		2		3	2	2	26			7	29				
SKAGWAY	546	155		11	23	4	4	8	99			32	114				
UPPER MENDENHALL	1217	377		15	18	41	29	19	228			104	238				
AUTO QUSTNO BALLTS				12	11	27	9	17	120			52	146				
TOTAL DISTRICT 4	12986	4138		291	282	493	213	216	2413			980	2916				
ABSENTEE DIST.5		71		7	2	8	3	6	44			15	55				
BEAR CREEK	329	57		2		2	5	4	41			5	50				
COOPER LANDING	145	50		3	1	6	5	2	31			12	38				
COPPER CENTER	208	29		1		3	1	8	12			9	17				
CORDOVA	1020	157		14	4	18	5	11	94			26	122				
EYAK	135	36		1		2	1	1	23			4	27				
GLENNALLEN	519	124		6	3	7	3	12	82			25	84				
HOPE	76	32		3	1	4		2	20			5	27				
KENNY LAKE	372	81		1	4	8		6	55			14	62				
MOOSE PASS	142	43		3	1	3		5	30			5	37				
SEWARD NO. 1	408	73		8	4	9	6	12	28			6	57				
SEWARD NO. 2	641	130		2	5	7	14	11	76			17	100				
VALDEZ	1641	191		12	7	21	14	14	110			53	124				
WHITTIER	270	40		3	2		3	4	25			10	26				
QUESTIONED BALLOTS				2	2	5	1	4	12			7	20				
TOTAL DISTRICT 5	5906	1114		68	36	103	61	102	683			213	846				
ABSENTEE DIST.6		135		3	4	12	6	12	79			20	90				
BIG LAKE	322	127		4	7	6	5	10	85			6	109				
BUTTE	941	295		11	5	10	21	17	192			38	221				
ESKA SUTTON	200	74		5	3	5	8	8	42			7	63				
HOUSTON	151	48		1		7	6	5	25			6	39				
MATANUSKA	1281	469		26	12	21	23	31	331			41	389				
PALMER	1024	363		14	8	20	30	29	249			40	301				
SHEEP MOUNTAIN	133	38		2	1	2	1	4	27			5	23				
SUSITNA	282	91		4	2	6	4	2	28			10	36				
TALKEETNA	307	78		3	2	4	5	6	54			7	68				
WASILLA	1569	533		20	13	43	42	38	325			55	432				
WILLOW	355	123		8	4	10	10	12	74			9	107				
QUESTIONED BALLOTS				5	4	4	7	7	57			11	71				
TOTAL DISTRICT 6	6565	2334		106	65	150	168	181	1568			255	1951				
ABSENTEE DIST.7		169		15	2	25	12	19	79			40	110				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALFAN DAVID D	U.S. HOUSE HOBSON, EBBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, DR., DON. D	U.S. HOUSE YOUNG, D.E., DON. R			REFERENDUM PETITION NO.1 LEGISLATORS FOR	REFERENDUM PETITION NO.1 PAY RAISE AGAINST				
ANCHORAGE NO. 4	768	236		15	2	20	13	23	141			17	201				
ANCHORAGE NO. 6	913	276		15	9	23	17	23	165			31	226				
ANCHORAGE NO. 11	1658	409		30	14	39	49	29	212			67	321				
ANCHORAGE NO. 12	1193	269		19	9	24	30	27	136			31	223				
ANCHORAGE NO. 14	2138	457		34	17	55	43	40	207			58	345				
ANCHORAGE NO. 17	1982	319		18	8	22	27	33	189			22	285				
ANCHORAGE NO. 19	1565	265		15	10	19	27	26	123			32	193				
ANCHORAGE NO. 21	1548	355		26	9	49	40	41	118			55	236				
ANCHORAGE NO. 25	826	255		9	11	24	48	18	131			21	225				
ANCHORAGE NO. 30	922	212		13	1	17	28	15	116			18	178				
QUESTIONED BALLOTS				15	7	21	13	14	75			27	122				
TOTAL DISTRICT 7	13513	3222		224	99	338	347	308	1692			419	2665				
ABSENTEE DIST.8		154		9	1	8	7	19	88			24	105				
ANCHORAGE NO. 27	1262	252		18	5	37	25	36	103			34	193				
ANCHORAGE NO. 28	1327	217		14	5	22	13	24	117			22	179				
ANCHORAGE NO. 29	900	205		10	6	17	20	15	118			24	164				
ANCHORAGE NO 139	1571	371		20	13	34	38	32	179			33	290				
ANCHORAGE NO 142	1211	294		13	7	13	36	28	168			33	241				
ANCHORAGE NO 143	1879	408		26	5	37	35	36	232			49	332				
ANCHORAGE NO 144	1666	303		14	8	15	30	25	191			20	265				
ANCHORAGE NO 147	1373	413		18	14	22	41	33	249			40	346				
ANCHORAGE NO 148	1207	399		18	16	22	30	39	227			25	341				
ANCHORAGE NO 149	1080	305		11	7	17	23	33	169			31	230				
ANCHORAGE NO 150	1053	324		18	8	36	20	32	177			33	265				
QUESTIONED BALLOTS				12	1	17	17	22	95			20	142				
TOTAL DISTRICT 8	14529	3645		201	96	297	335	374	2113			388	3093				
ABSENTEE DIST.9		89		6	2	9	4	11	48			16	63				
ANCHORAGE NO 101	787	125		9	5	10	11	14	66			9	107				
ANCHORAGE NO 102	937	225		17	4	17	16	24	131			20	185				
ANCHORAGE NO 103	920	219		6	10	23	29	33	100			21	175				
ANCHORAGE NO 105	1501	195		6	7	20	20	18	99			15	157				
ANCHORAGE NO 107	1777	220		8	8	23	20	15	122			17	182				
ANCHORAGE NO 109	1331	254		18	9	31	27	28	119			23	209				
ANCHORAGE NO 110	1155	237		17	6	10	30	27	133			26	198				
QUESTIONED BALLOTS				6	1		7	8	36			9	52				
TOTAL DISTRICT 9	8408	1564		93	52	143	164	178	854			156	1328				
ABSENTEE DIST.10		184		13	13	14	9	14	125			44	132				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE - BAILEY, NORMAN A. D	U.S. HOUSE - BLUME, ALLAN DAVID D	U.S. HOUSE - HOPSON, EBEN D	U.S. HOUSE - PARNELL, KEVIN - PAT - D	U.S. HOUSE - WRIGHT, D.R. - DON - D	U.S. HOUSE - YOUNG, D.E. - DON - R			REFERENDUM PETITION NO. 1 LEGISLATORS FOR	REFERENDUM PETITION NO. 1 PAY RAISE AGAINST				
ANCHORAGE NO. 22	1162	385		30	13	28	32	22	239			38	329				
ANCHORAGE NO. 23	719	160		8	9	15	15	10	87			18	129				
ANCHORAGE NO. 24	1145	326		17	13	25	49	28	169			40	269				
ANCHORAGE NO. 32	1727	489		19	8	31	38	23	338			34	438				
ANCHORAGE NO. 33	1274	271		17	9	20	33	26	140			24	227				
ANCHORAGE NO 135	1258	327		19	3	24	29	24	199			26	274				
ANCHORAGE NO 137	1524	437		19	12	34	43	34	246			49	340				
ANCHORAGE NO 138	1198	390		13	13	18	33	28	263			33	334				
ANCHORAGE NO 140	1225	326		11	5	21	53	32	186			26	274				
ANCHORAGE NO 141	1485	413		13	8	29	47	31	255			29	360				
ANCHORAGE NO. 22A	1561	493		19	9	25	40	41	339			41	436				
QUESTIONED BALLOTS				6	2	9	13	15	78			11	112				
TOTAL DISTRICT 10	14278	4201		204	117	293	434	328	2664			413	3654				
ABSENTEE DIST. 11		137		3	4	9	14	12	79			31	85				
ANCHORAGE NO 117	787	134		10	8	9	16	9	67			14	104				
ANCHORAGE NO 118	1760	395		31	9	26	57	32	209			18	330				
ANCHORAGE NO 122	1400	397		20	17	31	33	25	239			48	325				
ANCHORAGE NO 123	944	219		13	6	21	24	26	115			23	173				
ANCHORAGE NO 125	172	37		2	3	8	3	2	16			5	24				
ANCHORAGE NO 126	370	71		10	1	5	4	6	33			10	47				
ANCHORAGE NO 127	802	224		6	10	16	19	19	131			12	191				
ANCHORAGE NO 128	1141	355		13	8	21	28	25	221			25	277				
ANCHORAGE NO 129	1341	322		17	6	22	25	22	196			26	260				
ANCHORAGE NO 130	741	213		11	6	16	17	19	123			14	175				
ANCHORAGE NO 131	1038	277		15	3	24	26	16	164			15	229				
ANCHORAGE NO 132	1235	284		17	12	22	30	25	147			25	224				
ANCHORAGE NO 133	1069	382		15	6	31	27	15	236			37	287				
ANCHORAGE NO 134	1466	378		12	11	29	35	25	238			40	305				
ANCHORAGE NO 136	1331	221		20	8	17	26	25	108			27	165				
QUESTIONED BALLOTS				16	7	15	21	15	131			19	184				
TOTAL DISTRICT 11	15597	4046		231	125	322	405	318	2453			389	3385				
ANCHORAGE NO. 1	1736	522		26	13	39	44	29	332			65	421				
ANCHORAGE NO. 2	773	317		14	7	13	23	12	232			22	276				
ANCHORAGE NO. 3	638	278		5	7	13	25	17	189			23	229				
ANCHORAGE NO. 5	1228	506		27	12	43	40	25	313			38	426				
ANCHORAGE NO. 7	533	171		11	6	23	13	6	96			23	13				
ANCHORAGE NO 111	1177	347		14	12	37	26	20	215			42	278				
ANCHORAGE NO 113	828	236		7	7	12	33	6	149			13	199				
ANCHORAGE NO 114	724	188		7	9	12	24	12	109			13	164				
ANCHORAGE NO 116	786	204		5	10	16	14	21	118			8	182				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, D.R., DON. D	U.S. HOUSE YOUNG, D.E., DON. R			REFERENDUM PETITION NO 1 FOR LEGISLATORS	REFERENDUM PETITION NO 1 AGAINST PAY RAISE				
ANCHORAGE NO 119	1400	389		15	14	25	22	31	241			30	316				
ANCHORAGE NO 120	1635	525		26	13	30	38	33	339			41	429				
ANCHORAGE NO 121	1726	488		23	12	33	34	48	297			53	384				
ABSENTEE DIST.12		174		9	8	14	6	15	109			29	132				
QUESTIONED BALLOTS				7	3	12	11	17	99			15	129				
TOTAL DISTRICT 12	13184	4345		196	133	322	353	292	2838			415	3698				
ABSENTEE DIST.13		211		3	3	17	10	14	141			31	162				
ANCHOR POINT	440	166		7	1	6	4	9	120			21	116				
DIAMOND RIDGE	173	56		2	2	6	2	5	28			6	43				
ENGLISH BAY	39	34		1		4	4	16	6			9	22				
FRITZ CREEK	446	178		9	2	9	13	15	116			18	147				
HOMER	1122	425		13	9	26	9	42	271			60	303				
KALIFONSKY	500	164		5	8	4	12	26	94			18	134				
KENAI NO. 1	800	237		11	6	12	14	20	152			25	182				
KENAI NO. 2	770	242		11	4	12	27	21	148			29	189				
KENAI NO. 3	415	121		5	2	11	16	10	59			20	84				
NIKISKI NO.1	525	159		3	4	11	19	18	93			11	133				
NIKISKI NO. 2	800	265		9	1	17	17	29	159			25	205				
NINILCHIK	224	97		4	6	5	4	12	57			11	75				
PORT GRAHAM	73	28		1	1	6		5	13			13	11				
RIDGEWAY	538	178		7	5	9	13	20	110			14	142				
SELDOVIA	306	93		2	4	2	7	12	55			18	60				
SOLDOTNA	845	250		9	2	13	18	25	164			22	206				
STERLING	432	137		11	4	10	9	14	79			12	114				
TUSTUMENA	414	140		8	3	15	10	6	81			13	119				
TYONEK	135	19		2		4		10	2			4	15				
QUESTIONED BALLOTS				3	3	10	7	5	79			12	95				
TOTAL DISTRICT 13	8997	3200		126	70	209	215	334	2027			392	2557				
ABSENTEE DIST.14		50		2	4	5	3	4	28			17	29				
CAPE CHINIAK	152	25		1	4	2		2	11			4	15				
COAST GUARD BASE	319	36		6	2	2	1	1	21			7	26				
KODIAK NO. 1	732	126		11	20	4	1	3	80			23	99				
KODIAK NO. 2	889	153		9	18	8	1	7	96			26	122				
KODIAK NO. 3	817	117		7	11	5	2	4	83			25	85				
MISSION ROAD	1057	149		17	22	11	1	9	81			18	124				
OUZINKIE	113	26		4		10	1	4	7			6	20				
QUESTIONED BALLOTS				1	2		1	1	13			5	12				
TOTAL DISTRICT 14	4079	682		58	83	47	11	35	420			131	532				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUE, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, D.R., DON. D	U.S. HOUSE YOUNG, D.E., DON. R			REFERENDUM PETITION NO. 1 LEGISLATORS FOR	REFERENDUM PETITION NO. 1 PAY RAISE AGAINST				
ABSENTEE DIST. 15		99		2	2	13	6	12	58			44	45				
ADAK	474	47		3	2	5	4	6	23			8	37				
AKUTAN	36	30		2	1	3	2	10	7			18	7				
ALITAK	54	21		2		2	2	7	8			11	10				
ATKA	29	10			1	1		2	2			3	3				
CHIGNIK	49	21		2		1	1	1	16			6	12				
CHIGNIK LAKE	41	7						1	6			6	1				
COLD BAY	103	54		2	2	8	3	7	28			17	33				
KARLUK	55	31		1		10	1	3	16			27	4				
KING COVE	115	43				3	1	6	33			22	21				
LARSEN BAY	64	25		2	1	1	1	4	16			16	9				
NIKOLSKI	38	20		1		1	3	10	5			16	3				
OLD HARBOR	119	35		2		5	1	2	23			24	9				
PERRYVILLE	53	24		2		1	1	7	13			11	12				
PORT LIONS	165	46		8	3	2	1	1	30			10	33				
SAND POINT	222	105		3	3	7	7	8	72			40	55				
ST. GEORGE	68	44		3	1	2	1	5	24			23	12				
ST. P[illegible]	232	150		3	2	37	5	15	83			84	53				
UGANIK BAY	28	8				5			1			6	2				
UNALASKA	343	80		1	5	6	7	8	50			23	49				
QUESTIONED BALLOTS								1	4			4	1				
TOTAL DISTRICT 15	2288	900		39	23	113	47	116	518			419	411				
ABSENTEE DIST. 16		51		4	2	7		2	33			24	23				
ALEKNAGIK	103	36				7		5	21			15	12				
CLARKS POINT	59	21		4		2	2	4	9			15	4				
DILLINGHAM	632	263		7	7	43	7	34	144			82	159				
EGEGIK	65	26				1	1	6	16			8	14				
EKWOK	56	28		6	1	4		3	14			16	12				
GOODNEWS	90	22		1		1	1		19			20	2				
ILIAMNA	103	38		2	3	6		2	23			5	27				
KAKHONAK BAY	52	26			1	1			24			17	8				
KING SALMON	200	77		3	3	5	6	12	47			8	68				
KIPNUK	145	78		7		6	1	10	50			33	41				
KOLIGANEK	55	42		2	1	2		2	25			14	15				
KONGIGANAK	99	88		4		37	1	22	21			77	8				
KWIGILLINGOK	84	35		2	1	7		3	20			17	17				
LEVELOCK	58	25		1		2		3	14			4	14				
MANOKOTAK	98	58		9	2	4	1	8	29			41	11				
NAKNEK	215	94		12	5	11	4	5	55			21	72				
NEW STUYAHOK	96	70		8	3	8	2	16	23			38	17				
NONDALTON	126	48		1	2	9	1	10	20			21	17				
OHGSENAKALE	30	9				1		2	3			5	1				
PEDRO BAY	27	7				2		1	4			4	3				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, D.R. DON. D	U.S. HOUSE YOUNG, D.E. DON. R			REFERENDUM PETITION NO.1 FOR LEGISLATORS	REFERENDUM PETITION NO.1 AGAINST PAY RAISE				
PLATINUM	34	15				2		1	12				14				
PORT HEIDEN	42	24		1		3			19			8	14				
QUINHAGAK	178	72		8	1	17	1	18	27			59	13				
SOUTH NAKNEK	72	33			2	6	2	3	15			4	24				
TOGIAK	217	73		5	2	9	4	6	45			23	34				
QUESTIONED BALLOTS				4	1	2			14			11	10				
TOTAL DISTRICT 16	2936	1359		91	37	205	34	178	746			590	654				
ABSENTEE DIST.17		27		2		4		3	17			10	15				
AKIACHAK	179	94		4		18	6	7	54			75	14				
AKIAK	88	34		4		7		2	19			13	20				
ANIAK	135	51		4		2	1	6	28			15	23				
ATMAUTLUAK	76	57		4		8	2	5	35			33	21				
BETHEL NO. 1	691	119		3	3	19	3	10	76			47	63				
BETHEL NO. 2	562	155		8	2	26	3	5	72			38	78				
CHEFORNAK	97	71		3	2	7	2	6	48			40	28				
EEK	102	38		1	1	5		6	23			21	13				
KALSKAG	66	36		3	1	6	1	7	15			17	14				
KASIGLUK	146	72		6	2	14	5	6	38			31	40				
KWETHLUK	198	76		7	1	16	4	12	36			50	24				
LOWER KALSKAG	81	45		3	2	5	19	12	4			37	8				
NAPAKIAK	128	60		5	3	7		6	35			45	8				
NAPASKIAK	73	41		3	1	8		8	21			30	11				
NEWTOK	64	44		5	2	6		1	21			23	12				
NIGHTMUTE	52	34		2	1	4	1	6	20			28	6				
NUNAPITCHUK	130	70		6		11	1	15	35			20	29				
NUNIVAK ISLAND	112	38		1		11	2	1	19			19	15				
TUNUNAK	146	81		4	1	4	1	6	58			46	28				
TOKSOOK BAY	133	79		8	1	9	3	11	46			45	33				
TULUKSAK	80	60		7	2	11	2	5	37			43	15				
TUNTATULIAK	101	57		5		8		7	35			38	17				
QUESTIONED BALLOTS				2	1	7	1	3	30			18	24				
TOTAL DISTRICT 17	3440	1439		95	26	223	57	156	822			782	559				
ABSENTEE DIST.18		16				3			13			6	9				
ALAKANUK	167	58			1	1	2	7	42			32	12				
ANVIK	57	27		2		1	1	4	18			18	7				
CHEVAK	158	73		3		16	3	6	41			57	14				
CHUATHBALUK	48	21		4		3	1	3	9			16	4				
CROOKED CREEK	41	7		1			3		3			2	4				
EMMONAK	155	55		5	1	3		8	34			34	17				
FORTUNA LEDGE	77	45		1	1	7		19	13			17	21				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, IRLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN PAT D	U.S. HOUSE WRIGHT, DR. DON D	U.S. HOUS YOUNG, D.E. DON R			REFERENDUN PETITION NO 1 LEGISLATORS FOR	REFERENDUN PETITION NO 1 PAY RAISE AGAINST				
GALENA	173	81			1	14		11	37			32	28				
GRAYLING	79	41		3	2	1		7	27			18	19				
HOLY CROSS	113	49		1		6	4	19	18			18	28				
HOOPER BAY	259	69		6	1	16	3	2	31			26	31				
HUGHES	45	14			1	3		2	5			6	2				
HUSLIA	84	30			1	6	1	2	20			9	7				
KALTAG	94	42		4	1	9	1	2	24			24	16				
KOYUKUK	41	19		2		4		4	9			9	5				
MCGRATH	193	44				3	1	9	27			9	31				
MOUNTAIN VILLAGE	188	85		5	1	15		13	46			46	31				
NIKOLAI	52	29			1	1		6	19			18	7				
NULATO	117	44		3		7		8	23			29	10				
PILOT STATION	81	38		3	1	3		15	13			18	13				
PITKAS POINT	21	20				7	1	4	7			6	13				
RUBY	75	47				6		5	21			14	19				
RUSSIAN MISSION	52	39		5	1	2		12	17			21	11				
ST. MARYS	137	57		2	2	8		16	29			29	27				
SCAMMON BAY	97	44			1	7		3	33			30	9				
SHAGELUK	67	31		3		8	1	6	13			19	5				
SHELDON POINT	41	17		1	1	2	1		8			7	5				
SLEETMUTE	62	22		2		1		3	14			7	13				
TAKOTNA	37	28		1				3	13			8	11				
QUESTIONED BALLOTS				1		3	2	5	30			18	19				
TOTAL DISTRICT 18	2811	1192		58	18	166	25	204	657			603	448				
ABSENTEE DIST.19		129		5	7	13	6	17	70			19	98				
ALATNA	73	33		1	3	15		5	9			13	20				
ANDERSON	277	90		3	10	5	11	6	54			12	75				
ARCTIC VILLAGE	79	50		1		5	1	28	7			25	13				
BEAVER	51	22		2		5		8	7			11	11				
BETTLES	140	33		2	3	3	1	5	14			5	23				
BIG DELTA	1239	387		10	23	13	12	20	295			67	295				
CANTWELL	95	34			4	4	1		21			14	18				
CHALKY INLET	52	17			1	1		4	11			13	4				
CHICKALOON	157	40		2	1	1	2	6	24			8	24				
CIRCLE	49	17		1		3	2	1	8			4	11				
CLEAR	225	76		1	3	6	3	5	47			10	55				
DOT LAKE	65	34				2		3	26			2	27				
EAGLE	144	68		2	2	1		5	47			17	41				
FORT YUKON	313	110		2	5	11	1	8	65			41	42				
GAKONA	154	43		1		6	2	9	20			6	32				
HEALY	147	69		6	6	5	3	8	39			15	50				
LAKEVIEW	48	13			1				10			2	9				
MANLEY HOT SPRINGS	101	34			2	1	2		28			4	28				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT D	U.S. HOUSE WRIGHT, D.R., DON D	U.S. HOUSE YOUNG, D.E., DON R			REFERENDUM PETITION NO.1 FOR LEGISLATORS	REFERENDUM PETITION NO.1 AGAINST PAY RAISE				
MCKINLEY PARK	155	38		2	10	2	6	7	11			7	31				
MINTO	107	41		1	3	4	1	24	8			21	18				
NENANA	383	158		9	9	19	7	28	75			36	105				
NORTHWAY	133	56			2	6	1	7	39			25	17				
PAXSON	119	34			1		1	3	15			3	17				
RAMPART	73	12			3	1		1	6			5	6				
STEVENS VILLAGE	39	19		1	3	3		7	3			9	7				
SUNTRANA	149	65		2	4	6	3	5	41			10	50				
TANACROSS	73	29		1	1	4	1	10	10			12	13				
TANANA	223	71		2	3	10	1	11	33			30	32				
TETLIN	76	31		2	2	2	1	11	12			10	9				
TOK	478	138		3	3	20	4	10	93			18	114				
VENETIE	76	39						15	19			25	8				
QUESTIONED BALLOTS				2	5	15	2	13	34			19	47				
TOTAL DISTRICT 19	5493	2030		64	120	192	75	290	1201			518	1350				
ABSENTEE DIST.20		557		21	86	48	29	46	282			116	355				
AURORA	963	335		15	61	24	11	17	183			38	266				
BADGER ROAD NO. 1	1016	277		12	39	17	17	21	149			26	229				
BADGER ROAD NO. 2	741	163		12	17	23	3	13	84			8	139				
BIG BEND	913	189		5	29	14	7	15	102			20	156				
CENTRAL	50	23		2	2		3	1	8				16				
CHATANIKA	95	24		1	4	1	1	3	9			3	17				
CHENA	1582	522		35	106	53	29	30	217			80	399				
EIELSON	646	119		2	18	5	7	8	71			11	102				
ESTER	442	146		5	43	18	3	9	60			24	117				
FAIRBANKS NO. 1	667	241		13	29	16	17	23	123			18	204				
FAIRBANKS NO. 2	686	158		9	25	15	12	10	73			21	129				
FAIRBANKS NO. 3	625	209		15	27	16	10	18	88			27	145				
FAIRBANKS NO. 4	510	154		7	26	11	11	9	80			17	125				
FAIRBANKS NO. 5	698	237		11	22	16	18	20	107			35	160				
FAIRBANKS NO. 6	1140	243		12	46	30	16	20	96			55	164				
FAIRBANKS NO. 7	642	180		11	27	14	9	9	91			19	146				
FAIRBANKS NO. 8	708	154		5	18	15	17	11	77			19	121				
FAIRBANKS NO. 9	398	182		5	22	12	16	6	106			16	142				
FAIRBANKS NO. 10	927	193		6	30	21	5	15	96			21	152				
FAIRBANKS NO. 11	516	153		10	27	12	5	14	78			16	127				
FAIRBANKS NO. 12	707	211		5	19	21	14	11	117			18	168				
FAIRBANKS NO. 13	965	317		11	32	26	33	22	171			40	268				
FAIRBANKS NO. 14	724	262		12	32	21	19	12	136			25	212				
FAIRBANKS NO. 15	560	161		7	12	16	17	9	91			22	130				
FAIRBANKS NO. 16	616	239		8	25	16	15	10	136			26	191				
FBKS. PIONEER HOME	80	44		3	5	6	3	8	18			7	34				
FARMERS LOOP	718	280		14	52	20	21	13	114			37	200				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE - BAILEY, NORMAN A. D	U.S. HOUSE - BLUME, ALLAN DAVID D	U.S. HOUSE - HOPSON, EBEN D	U.S. HOUSE - PARNELL, KEVIN PAT D	U.S. HOUSE - WRIGHT, D.R. DON D	U.S. HOUSE - YOUNG, D.E. DON R			REFERENDUM PETITION NO. 1 LEGISLATORS FOR	REFERENDUM PETITION NO. 1 PAY RAISE AGAINST				
FORT GREELEY	103	32				2	2		27			7	20				
FORT WAINWRIGHT	700	75		1	11	8	3	5	43			9	62				
FOX	275	85		2	13	11	3	2	46			6	66				
GEIST	1101	309		7	47	27	20	23	151			42	239				
GRAEHL DERBY	339	100		3	12	10	4	7	53			10	77				
INTL. AIRPORT NO. 1	597	156		8	27	10	13	10	63			10	128				
INTL. AIRPORT NO. 2	479	158		5	15	15	4	14	77			12	122				
JOHNSTON-WESTWOOD	327	95		3	10	9	3	12	52			9	78				
LEMETA	570	157		8	28	11	10	10	69			12	123				
NORTH LEMETA	231	78		4	14	3	6	10	34			15	54				
NORTH POLE NO. 1	271	98		4	14	8	7	11	45			11	74				
NORTH POLE NO. 2	1114	353		22	46	30	28	24	172			30	286				
SALCHA	293	98		2	8	12	4	5	53			12	72				
SHANLY-TOTEM	897	253		10	46	27	18	11	124			34	207				
STEESE EAST	1306	433		31	65	36	24	22	200			42	342				
STEESE WEST	928	302		12	42	24	19	18	159			39	240				
TWO RIVERS	303	90		2	13	8	6	6	49			10	74				
UNIVERSITY CAMPUS	1394	335		15	95	32	17	9	107			53	235				
QUESTIONED BALLOTS				27	87	65	33	32	235			77	385				
TOTAL DISTRICT 20	29563	9180		440	1474	855	592	634	4722			1205	7498				
ABSENTEE DIST.21		11		1		5			4			2	7				
AMBLER	87	30		1		7		1	15			21	4				
ANAKTUVUK PASS	105	51		1	3	28		2	11			32	13				
BARROW	820	181		3		103	1	15	31			93	58				
BARTER ISLAND	91	33				21	3	2	7			17	15				
BROWERVILLE	162	29		1		13		2	7			11	11				
KIANA	151	62		1	1	28	3	6	20			33	20				
KIVALINA	116	60		3	1	29	1	4	22			35	23				
KOTZEBUE	971	105		2		37		9	51			44	49				
NOATAK	103	42				17	1		15			21	11				
NOORVIK	238	70		3	1	26	3	13	20			41	22				
NUIQSUT	83	32		2	1	17		2	7			22	7				
POINT HOPE	149	87		2	2	35	2	16	15			47	25				
POINT LAY	29	14				4		3	6			6	7				
SHUNGNAK	82	29				14	1	2	12			24	5				
WAINWRIGHT	181	82		1		43	4	2	28			51	26				
QUESTIONED BALLOTS				1	2	19	1	5	11			19	20				
TOTAL DISTRICT 21	3368	918		22	11	446	20	84	282			519	323				
ABSENTEE DIST.22		42		3	3	10		1	25			18	22				
BREVIG MISSION	40	25		1		5	1	1	15			14	8				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATEWIDE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		U.S. HOUSE BAILEY, NORMAN A. D	U.S. HOUSE BLUME, ALLAN DAVID D	U.S. HOUSE HOPSON, EBEN D	U.S. HOUSE PARNELL, KEVIN, PAT. D	U.S. HOUSE WRIGHT, D.R., DON. D	U.S. HOUSE YOUNG, D.E., DON. R			REFERENDUM PETITION NO.1 LEGISLATORS FOR	REFERENDUM PETITION NO.1 PAY RAISE AGAINST				
BUCKLAND	75	49		4	2	23	3	9	3			31	13				
DEERING	46	21				15		4	1			13	4				
DIOMEDE ISLAND	59	34		2		17	2	1	11			14	16				
ELIM	105	51		2		21		4	22			26	23				
GAMBELL	165	56		6		25		4	19			27	25				
GOLOVIN	64	32		1		11		1	13			13	12				
KOTLIK	106	60		3	2	5	2	7	41			29	28				
KOYUK	77	46				14		6	22			23	15				
NOME NO. 1	721	231		5	12	46	5	18	126			58	150				
NOME NO. 2	778	248		11	11	45	8	21	117			95	127				
SAVOONGA	202	80		5		31	2	10	31			53	27				
SELAWIK	202	82		4	1	35	3	9	30			58	16				
SHAKTOOLIK	57	34				10			16			16	8				
SHISHMAREF	125	53				23		4	25			30	22				
STEBBINS	128	67		4	1	18	2	13	19			42	16				
ST. MICHAEL	99	38		3		14		3	15			26	7				
TELLER	111	58		1		13	1	2	29			32	11				
UNALAKLEET	300	106		4		39		12	44			41	54				
WALES	70	59		2		20		5	27			27	27				
WHITE MOUNTAIN	57	25				9	1	6	9			7	15				
QUESTIONED BALLOTS				1	3	33	2	6	31			31	46				
TOTAL DISTRICT 22	3587	1497		62	35	482	32	147	691			724	692				
TOTAL	187803	55233		2916	3075	5790	3829	4852	31956			10341	41736				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATOR DIST.B MELAND, H.O. "PETE" D	STATE SENATOR DIST.B DINES, GARY R		STATE SENATE DIST.D KERTULA, J.M. "JAY" D	STATE SENATE DIST.D MARSH, JEAN R		STATE SENATE DIST.E CHANCE, GENIE D	STATE SENATE DIST.E LOTTSFELDT, CARL F. D	STATE SENATE DIST.E SUMNER, WILLIAM B. R		STATE SENATE DIST.F BRADLEY, W.E. "BRAD" R	STATE SENATE DIST.F SASSARA, C.J. "CHUCK" D	STATE SENATE DIST.F STAUDENMAIER, T.G. D
TOTAL DISTRICT 1																
ABSENTEE DIST.2		92		49	33											
ANGOON	241	66		57	6											
GUSTAVUS	86	34		26	4											
HOONAH	445	119		92	17											
KAKE	278	74		45	28											
KUPREANOF	42	11		6	3											
PETERSBURG NO 1	633	153		87	60											
PETERSBURG NO 2	525	79		42	32											
ROWAN BAY	82	31		27	4											
SCOW BAY	291	46		15	28											
TENAKEE SPRINGS	80	46		35	7											
WRANGELL NO 1	447	94		56	35											
WRANGELL NO 2	750	121		69	44											
QUESTIONED BALLOTS				8	8											
TOTAL DISTRICT 2	3900	966		614	309											
ABSENTEE DIST.3		59		42	14											
ELFIN COVE	57	19		10	8											
HALIBUT POINT	669	166		121	30											
JAMESTOWN BAY	393	105		73	25											
LISIANSKI (PELICAN)	173	53		41	9											
MALASPINA	67	26		14	5											
MT. EDGECUMBE	390	94		67	19											
PORT ALEXANDER	66	10		6	3											
REDMAN BAY	75	27		20	7											
SITKA NO 1	371	78		59	10											
SITKA NO 2	648	171		121	42											
SITKA NO 3	604	141		95	37											
SITKA NO 4	409	125		83	34											
YAKUTAT	244	66		42	18											
QUESTIONED BALLOTS				27	10											
TOTAL DISTRICT 3	4166	1140		821	271											
TOTAL DISTRICT 4																
ABSENTEE DIST.5		71					42	27								

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATOR DIST.B MELAND, H.O. "PETE" D	STATE SENATOR DIST.B DINES, GARY R		STATE SENATE DIST.D KERTTULA, J.M. "JAY" D	STATE SENATE DIST.D MARSH, JEAN R		STATE SENATE DIST.E CHANCE, GENIE D	STATE SENATE DIST.E LOTTSFELDT, CARL F. D	STATE SENATE DIST.E SUMNER, WILLIAM B. R		STATE SENATE DIST.F BRADLEY, W.E. "BRAD" R	STATE SENATE DIST.F SASSARA, C.J. "CHUCK" D	STATE SENATE DIST.F STAUDENMAIER, T.G. D	
BEAR CREEK	329	57					38	14									
COOPER LANDING	145	50					24	22									
COPPER CENTER	208	29					24	4									
CORDOVA	1020	157					120	30									
EYAK	135	36					23	8									
GLENNALLEN	519	124					70	45									
HOPE	76	32					8	18									
KENNY LAKE	372	81					50	26									
MOOSE PASS	142	43					29	9									
SEWARD NO. 1	408	73					53	14									
SEWARD NO. 2	641	130					78	41									
VALDEZ	1641	191					134	44									
WHITTIER	270	40					32	8									
QUESTIONED BALLOTS							16	8									
TOTAL DISTRICT 5	5906	1114					741	318									
ABSENTEE DIST.6		135					89	31									
BIG LAKE	322	127					76	43									
BUTTE	941	295					150	113									
ESKA SUTTON	200	74					47	26									
HOUSTON	151	48					24	21									
MATANUSKA	1281	469					285	151									
PALMER	1024	363					234	115									
SHEEP MOUNTAIN	133	38					21	16									
SUSITNA	282	51					32	15									
TALKEETNA	307	78					56	17									
WASILLA	1569	533					319	172									
WILLOW	355	123					77	37									
QUESTIONED BALLOTS							47	34									
TOTAL DISTRICT 6	6565	2334					1457	791									
ABSENTEE DIST.7		169								72	27	51					
ANCHORAGE NO. 4	768	236								68	10	141					
ANCHORAGE NO. 6	913	276								63	32	151					
ANCHORAGE NO. 11	1658	409								159	33	186					
ANCHORAGE NO. 12	1193	269								77	21	151					
ANCHORAGE NO. 14	2138	457								136	37	234					
ANCHORAGE NO. 17	1982	319								82	21	200					
ANCHORAGE NO. 19	1565	265								86	23	112					
ANCHORAGE NO. 21	1548	355								145	33	114					
ANCHORAGE NO. 25	826	255								84	23	136					
ANCHORAGE NO. 30	922	212								65	13	109					

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATOR DIST.B MELAND, HOD. PETE D	STATE SENATOR DIST.B OINES, GARY R		STATE SENATE DIST.D KERTULA, J.M. JAY D	STATE SENATE DIST.D MARSH, JEAN R		STATE SENATE DIST.E CHANCE, GENIE D	STATE SENATE DIST.E LOTTSFELDT, CARL F. D	STATE SENATE DIST.E SUMNER, WILLIAM B. R		STATE SENATE DIST.F BRADLEY, W.E. BRAD R	STATE SENATE DIST.F SASSARA, C.J. CHUCK D	STATE SENATE DIST.F STAUDENMAIER, T.G. D	
QUESTIONED BALLOTS										42	7	49					
TOTAL DISTRICT 7	13513	3222								1079	280	1634					
ABSENTEE DIST.8		154												64	49	20	
ANCHORAGE NO. 27	1262	252												89	78	64	
ANCHORAGE NO. 28	1327	217												99	47	49	
ANCHORAGE NO. 29	900	205												79	67	35	
ANCHORAGE NO 139	1571	371												170	78	66	
ANCHORAGE NO 142	1211	294												131	82	47	
ANCHORAGE NO 143	1879	408												184	112	72	
ANCHORAGE NO 144	1666	303												157	77	49	
ANCHORAGE NO 147	1373	413												213	87	69	
ANCHORAGE NO 148	1207	399												188	87	74	
ANCHORAGE NO 149	1080	305												113	76	68	
ANCHORAGE NO 150	1053	324												134	80	78	
QUESTIONED BALLOTS														79	27	28	
TOTAL DISTRICT 8	14529	3645												1700	947	719	
TOTAL DISTRICT 9																	
TOTAL DISTRICT 10																	
TOTAL DISTRICT 11																	
TOTAL DISTRICT 12																	
TOTAL DISTRICT 13																	
TOTAL DISTRICT 14																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATOR DIST. B MELAND, H.D. "PETE" D	STATE SENATOR DIST. B DINES, GARY R		STATE SENATE DIST. D KERTTULA, J.M. "JAY" D	STATE SENATE DIST. D MARSH, JEAN R		STATE SENATE DIST. E CHANCE, GENIE D	STATE SENATE DIST. E LOTTSFELDT, CARL F. D	STATE SENATE DIST. E SUMNER, WILLIAM B. R		STATE SENATE DIST. F BRADLEY, M.E. "BRAD" R	STATE SENATE DIST. F SASSARA, C.J. "CHUCK" D	STATE SENATE DIST. F STAUDENMAIER, T.G. D	
TOTAL DISTRICT 15																	
TOTAL DISTRICT 16																	
TOTAL DISTRICT 17																	
TOTAL DISTRICT 18																	
TOTAL DISTRICT 19																	
TOTAL DISTRICT 20																	
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	
TOTAL	48579	12421		1435	580		2198	1109		1079	280	1634		1700	947	719	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.G RODEY, PATRICK D	STATE SENATE DIST.G WOOLDRIDGE, GERALD A. R		STATE SENATE DIST.I COLLETTA, MIKE R	STATE SENATE DIST.I MUNSON, JOYCE D		STATE SENATE DIST.K JOHNSON, R. ANDY R	STATE SENATE DIST.K NAVARRE, GEORGE A. D	STATE SENATE DIST.K SCHADE, LLOYD D	STATE SENATE DIST.K TILLION, CLEM V. R				
TOTAL DISTRICT 1																	
TOTAL DISTRICT 2																	
TOTAL DISTRICT 3																	
TOTAL DISTRICT 4																	
TOTAL DISTRICT 5																	
TOTAL DISTRICT 6																	
TOTAL DISTRICT 7																	
TOTAL DISTRICT 8																	
ABSENTEE DIST.9		89		40	38												
ANCHORAGE NO 101	787	125		86	28												
ANCHORAGE NO 102	937	225		137	69												
ANCHORAGE NO 103	920	219		121	71												
ANCHORAGE NO 105	1501	195		100	64												
ANCHORAGE NO 107	1777	220		116	69												
ANCHORAGE NO 109	1331	254		131	90												
ANCHORAGE NO 110	1155	237		123	91												
QUESTIONED BALLOTS				23	14												
TOTAL DISTRICT 9	8408	1564		877	534												
TOTAL DISTRICT 10																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.G RODEY, PATRICK D	STATE SENATE DIST.G MOLDRIDGE, GERALD A. R		STATE SENATE DIST.I COLLETTA, MIKE R	STATE SENATE DIST.I MUNSON, JOYCE D		STATE SENATE DIST.K JOHNSON, R. ANDY R	STATE SENATE DIST.K NAVARRE, GEORGE A. D	STATE SENATE DIST.K SCHADE, LLOYD D	STATE SENATE DIST.K TILLION, CLEM V. R				
ABSENTEE DIST.11		137					64	54									
ANCHORAGE NO 117	787	134					59	58									
ANCHORAGE NO 118	1760	395					176	181									
ANCHORAGE NO 122	1400	397					257	110									
ANCHORAGE NO 123	944	219					101	105									
ANCHORAGE NO 125	172	37					13	20									
ANCHORAGE NO 126	370	71					28	34									
ANCHORAGE NO 127	802	224					115	88									
ANCHORAGE NO 128	1141	355					191	112									
ANCHORAGE NO 129	1341	322					164	122									
ANCHORAGE NO 130	741	213					99	89									
ANCHORAGE NO 131	1038	277					143	93									
ANCHORAGE NO 132	1235	284					124	131									
ANCHORAGE NO 133	1069	382					217	108									
ANCHORAGE NO 134	1466	378					206	145									
ANCHORAGE NO 136	1331	221					91	101									
QUESTIONED BALLOTS							92	72									
TOTAL DISTRICT 11	15597	4046					2140	1623									
TOTAL DISTRICT 12																	
ABSENTEE DIST.13		211								38	24	29	106				
ANCHOR POINT	440	166								47	10	13	87				
DIAMOND RIDGE	173	56								13	7	5	28				
ENGLISH BAY	39	34								2	13	14	2				
FRITZ CREEK	446	178								44	9	36	83				
HOMER	1122	425								146	16	66	172				
KALIFONSKY	500	164								18	29	44	67				
KENAI NO. 1	800	237								23	57	42	92				
KENAI NO. 2	770	242								18	85	41	82				
KENAI NO. 3	415	121								14	33	22	37				
NIKISKI NO.1	525	159								21	54	24	53				
NIKISKI NO. 2	800	265								58	62	39	90				
NINILCHIK	224	97								22	12	19	39				
PORT GRAHAM	73	28								3	2	9	12				
RIDGEWAY	538	178								18	44	30	74				
SELDOVIA	306	93								22	13	16	31				
SOLDOTNA	845	250								32	42	45	119				
STERLING	432	137								14	33	26	62				
TUSTUMENA	414	140								24	16	19	74				
TYONEK	135	19								2	8	5	3				
QUESTIONED BALLOTS										11	24	21	47				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.G RODEY, PATRICK D	STATE SENATE DIST.G WOLDRIDGE, GERALD A. R		STATE SENATE DIST.I COLLETTA, MIKE R	STATE SENATE DIST.I MUNSON, JOYCE D		STATE SENATE DIST.K JOHNSON, R. ANDY R	STATE SENATE DIST.K NAVARRE, GEORGE A. D	STATE SENATE DIST.K SCHADE, LLOYD D	STATE SENATE DIST.K TILLION, CLEM V. R				
TOTAL DISTRICT 13	8997	3200								590	593	565	1360				
TOTAL DISTRICT 14																	
TOTAL DISTRICT 15																	
TOTAL DISTRICT 16																	
TOTAL DISTRICT 17																	
TOTAL DISTRICT 18																	
TOTAL DISTRICT 19																	
TOTAL DISTRICT 20																	
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	
TOTAL	33002	8810		877	534		2140	1623		590	593	565	1360				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M HOHMAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRADNER, M.D., MIKE D	STATE SENATE DIST. GRUEL, R.J., DICK D	STATE SENATE DIST.O HACKNEY, GLENN R				
TOTAL DISTRICT 1																	
TOTAL DISTRICT 2																	
TOTAL DISTRICT 3																	
TOTAL DISTRICT 4																	
TOTAL DISTRICT 5																	
TOTAL DISTRICT 6																	
TOTAL DISTRICT 7																	
TOTAL DISTRICT 8																	
TOTAL DISTRICT 9																	
TOTAL DISTRICT 10																	
TOTAL DISTRICT 11																	
TOTAL DISTRICT 12																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M MOHAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRADNER, M.D. "MIKE" D	STATE SENATE DIST.O GREUEL, R.J. "DICK" D	STATE SENATE DIST.O MACKNEY, GLENN R				
TOTAL DISTRICT 13																	
TOTAL DISTRICT 14																	
TOTAL DISTRICT 15																	
ABSENTEE DIST.16		51		24	16	4											
ALEKNAGIK	103	36		19	7	6											
CLARKS POINT	59	21		16	2	3											
DILLINGHAM	632	263		132	56	46											
EGEGIK	65	26		11	6	5											
EKWOK	56	28		21	1	4											
GOODNEWS	90	22		18	1	3											
ILIAMNA	103	38		9	19	7											
KAKHONAK BAY	52	26		10	10	4											
KING SALMON	200	77		32	26	12											
KIPNUK	145	78		48	3	23											
KOLIGANEK	55	42		23	4	4											
KONGIGANAK	99	88		40	2	43											
KWIGILLINGOK	84	35		27	2	5											
LEVELOCK	58	25		10	2	4											
MANOKOTAK	98	58		41	10	6											
NAKNEK	215	94		53	23	13											
NEW STUYAHOK	96	70		38	7	16											
NONDALTON	126	48		20	11	12											
ONGSENAKALE	30	9		5	1												
PEDRO BAY	27	7		3	3	1											
PLATINUM	34	15		6	2	7											
PORT HEIDEN	42	24		8	9	6											
QUINHAGAK	178	72		51	4	17											
SOUTH NAKNEK	72	33		17	3	4											
TOGIAK	217	73		47	15	10											
QUESTIONED BALLOTS				7	3	7											
TOTAL DISTRICT 16	2936	1359		736	248	272											
ABSENTEE DIST.17		27		16	5	3											
AKIACHAK	179	94		61	20	8											
AKIAK	88	34		15	7	10											

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M HOHMAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRADNER, M.D. (MIKE) D	STATE SENATE DIST.O GREUEL, R.J. (DICK) D	STATE SENATE DIST.O HACKNEY, GLENN R				
ANIAK	135	51		22	9	11											
ATMAUTLUAK	76	57		39	3	11											
BETHEL NO. 1	691	119		63	39	12											
BETHEL NO. 2	562	155		55	49	15											
CHEFORNAK	97	71		34	11	23											
EEK	102	38		28	6	2											
KALSKAG	66	36		14	13	4											
KASIGLUK	146	72		53	6	12											
KWETHLUK	198	76		62	5	9											
LOWER KALSKAG	81	45		37	1	7											
NAPAKIAK	128	60		37	6	13											
NAPASKIAK	73	41		33	3	5											
NEWTOK	64	44		27	4	4											
NIGHTMUTE	52	34		24	5	5											
NUNAPITCHUK	130	70		58	1	9											
NUNIVAK ISLAND	112	38		13	2	19											
TUNUNAK	146	81		55	7	12											
TOKSOOK BAY	133	79		45	15	18											
TULUKSAK	80	60		41	8	10											
TUNTATULIAK	101	57		45	7	3											
QUESTIONED BALLOTS				20	9	3											
TOTAL DISTRICT 17	3440	1439		897	241	228											
ABSENTEE DIST.18		16						14	2								
ALAKANUK	167	58						42	4								
ANVIK	57	27						23	2								
CHEVAK	158	73						41	30								
CHUATHBALUK	48	21						16	4								
CROOKED CREEK	41	7						5	1								
EMMONAK	155	55						35	17								
FORTUNA LEDGE	77	45						34	6								
GALENA	173	81						59	3								
GRAYLING	79	41						37	4								
HOLY CROSS	113	49						39	5								
HOOPER BAY	259	69						35	24								
HUGHES	45	14						11									
HUSLIA	84	30						29	1								
KALTAG	94	42						36	4								
KOYUKUK	41	19						18	1								
MCGRATH	193	44						27	12								
MOUNTAIN VILLAGE	188	85						66	14								
NIKOLAI	52	29						23	4								
NULATO	117	44						38	2								
PILOT STATION	81	38						25	7								

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M HOHMAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRADNER, M.D., MIKE D	STATE SENATE DIST.O GRUENEL, R.J., DICK D	STATE SENATE DIST.O MACKNEY, GLENN R				
PITKAS POINT	21	20						15	4								
RUBY	75	47						30	3								
RUSSIAN MISSION	52	39						29	7								
ST. MARYS	137	57						43	11								
SCAMMON BAY	97	44						36	7								
SHAGELUK	67	31						28	3								
SHELDON POINT	41	17						10	4								
SLEETMUTE	62	22						13	6								
TAKOTNA	37	28						16	3								
QUESTIONED BALLOTS								20	6								
TOTAL DISTRICT 18	2811	1192						893	201								
ABSENTEE DIST.19		129						55	53								
ALATNA	73	33						33									
ANDERSON	277	90						53	34								
ARCTIC VILLAGE	79	50						43	1								
BEAVER	51	22						21	1								
BETTLES	140	33						14	13								
BIG DELTA	1239	387						37	327								
CANTWELL	95	34						20	11								
CHALKYITSIK	52	17						16	1								
CHISTOCHINA	157	40						6	30								
CIRCLE	49	17						9	5								
CLEAR	225	76						24	36								
DOT LAKE	65	34						16	14								
EAGLE	144	68						38	19								
FORT YUKON	313	110						77	12								
GAKONA	154	43						15	16								
HEALY	147	69						17	45								
LAKEVIEW	48	13						1	9								
MANLEY HOT SPRINGS	101	34						14	13								
MCKINLEY PARK	155	38						24	13								
MINTO	107	41						40	1								
NENANA	383	158						64	82								
NORTHWAY	133	56						52	2								
PAXSON	119	34						5	15								
RAMPART	73	12						7	5								
STEVENS VILLAGE	39	19						10	7								
SUNTRANA	149	65						13	49								
TANACROSS	73	29						27									
TANANA	223	71						51	16								
TETLIN	76	31						25	2								
TOK	478	138						69	64								
VENETIE	76	39						32	2								

	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M HOHMAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRADNER, M.D. "MIKE" D	STATE SENATE DIST.O GRUEL, R.J. "DICK" D	STATE SENATE DIST.O MACKNEY, GLENN R				
QUESTIONED BALLOTS								28	17								
TOTAL DISTRICT 19	5493	2030						956	915								
ABSENTEE DIST.20		557									234	133	156				
AURORA	963	335									98	134	81				
BADGER ROAD NO. 1	1016	277									81	90	87				
BADGER ROAD NO. 2	741	163									62	54	36				
BIG BEND	913	189									69	61	42				
CENTRAL	50	23									5	6	4				
CHATANIKA	95	24									11	3	6				
CHENA	1582	522									219	147	111				
EIELSON	646	119									34	49	33				
ESTER	442	146									68	36	36				
FAIRBANKS NO. 1	667	241									60	121	49				
FAIRBANKS NO. 2	686	158									52	63	36				
FAIRBANKS NO. 3	625	209									67	67	43				
FAIRBANKS NO. 4	510	154									48	58	37				
FAIRBANKS NO. 5	698	237									65	97	34				
FAIRBANKS NO. 6	1140	243									119	56	46				
FAIRBANKS NO. 7	642	180									48	79	37				
FAIRBANKS NO. 8	708	154									52	58	35				
FAIRBANKS NO. 9	398	182									41	91	40				
FAIRBANKS NO. 10	927	193									65	63	49				
FAIRBANKS NO. 11	516	153									50	61	39				
FAIRBANKS NO. 12	707	211									68	77	51				
FAIRBANKS NO. 13	965	317									103	135	69				
FAIRBANKS NO. 14	724	262									77	112	53				
FAIRBANKS NO. 15	560	161									51	58	42				
FAIRBANKS NO. 16	616	239									59	115	44				
FBKS. PIONEER HOME	80	44									13	20	10				
FARMERS LOOP	718	280									111	80	57				
FORT GREELEY	103	32									9	9	14				
FORT WAINWRIGHT	700	75									13	33	20				
FOX	275	85									20	27	30				
GEIST	1101	309									108	103	73				
GRAEHL DERBY	339	100									34	36	22				
INTL. AIRPORT NO. 1	597	156									51	50	34				
INTL. AIRPORT NO. 2	479	158									47	55	34				
JOHNSTON-WESTWOOD	327	95									30	41	20				
LEMETA	570	157									45	65	30				
NORTH LEMETA	231	78									29	27	15				
NORTH POLE NO. 1	271	98									39	28	24				
NORTH POLE NO. 2	1114	353									110	136	81				
SALCHA	293	98									32	34	20				

SCV 04 ABSTRACT	ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE SENATE CONTESTS - AUG.24,1976																
	REGISTERED VOTERS	VOTES CAST		STATE SENATE DIST.M HOHMAN, GEORGE H. D	STATE SENATE DIST.M MALONE, JOHN F. R	STATE SENATE DIST.M SMITH, SHOWALTER J. D		STATE SENATE DIST.N SACKETT, JOHN C. R	STATE SENATE DIST.N WOOD, DAVID M. R		STATE SENATE DIST.O BRAUNER, M.D. MIKE D	STATE SENATE DIST.O GROEL, R.J. DICK D	STATE SENATE DIST.O HACKNEY, GLENN R				
SHANLY-TOTEM	897	253									96	89	58				
STEESE EAST	1306	433									150	125	114				
STEESE WEST	928	302									80	121	81				
TWO RIVERS	303	90									37	21	28				
UNIVERSITY CAMPUS	1394	335									138	92	44				
QUESTIONED BALLOTS											206	140	129				
TOTAL DISTRICT 20	29563	9180									3304	3356	2234				
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	
TOTAL	44243	15200		1633	489	500		1849	1116		3304	3356	2234				

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.1 BREED, PAUL R	STATE HOUSE DIST.1 FREEMAN, ORAL E. D	STATE HOUSE DIST.1 GARDINER, TERRY D	STATE HOUSE DIST.1 STANTON, ALAIRE R		STATE HOUSE DIST.2 HAUGEN, E.J. "ERNIE" R	STATE HOUSE DIST.2 MAGILL, ENID D		STATE HOUSE DIST.3 DAPCEVICH, JOHN E. D	STATE HOUSE DIST.3 ELIASON, RICHARD I. R				
ABSENTEE DIST.1		108		44	67	55	22										
CAPE POLE	104	33		17	23	9	5										
CLOVER PASS	221	72		33	52	26	17										
COFFMAN COVE	97	26		16	11	10	2										
CRAIG	238	63		37	30	26	17										
EL CAPITAN	49	13		2	9	7	2										
HYDABURG	165	52		30	25	32	7										
KASAAN	45	10		4	7	5	2										
KETCHIKAN NO 1	410	98		32	71	53	16										
KETCHIKAN NO 2	631	139		59	86	65	33										
KETCHIKAN NO 3	514	139		70	91	48	33										
KETCHIKAN NO 4	400	112		70	74	33	32										
KETCHIKAN NO 5	439	97		44	68	26	22										
KETCHIKAN NO 6	573	127		67	90	46	33										
KETCHIKAN NO 7	642	149		81	97	43	44										
KETCHIKAN NO 8	628	154		75	92	54	38										
KLAWOCK	178	44		26	14	19	8										
METLAKATLA	561	66		29	36	37	9										
MOUNTAIN POINT	322	73		40	46	25	23										
MUD BAY	439	131		55	79	56	35										
MYERS CHUCK	56	16		11	6	4	4										
NAUKATI	76	37		8	24	20	6										
PENNOCK-GRAVINA	72	16		8	9	8	3										
POINT BAKER	76	13		6	11	3											
SAXMAN (REVILLA)	400	112		59	84	46	22										
THORNE BAY	242	96		58	51	30	7										
WACKER	221	44		20	30	20	6										
WARD COVE	324	52		24	31	24	15										
WHALE PASS	86	29		16	12	4	12										
QUESTIONED BALLOTS				35	43	27	23										
TOTAL DISTRICT 1	8209	2121		1076	1369	861	498										
ABSENTEE DIST.2		92							55	27							
ANGOON	241	66							30	33							
GUSTAVUS	86	34							14	15							
HOONAH	445	119							31	79							
KAKE	278	74							55	17							
KUPREANOF	42	11							1	10							
PETERSBURG NO 1	633	153							134	17							
PETERSBURG NO 2	525	79							57	19							
ROWAN BAY	82	31							13	18							
SCOW BAY	291	46							25	17							
TENAKEE SPRINGS	80	46							20	21							
WRANGELL NO 1	447	94							65	25							

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.1 BREED, PAUL R	STATE HOUSE DIST.1 FREEMAN, ORAL E. D	STATE HOUSE DIST.1 GARDINER, TERRY D	STATE HOUSE DIST.1 STANTON, ALAIRE R		STATE HOUSE DIST.2 MAUGEN, E.J. "ERNIE" R	STATE HOUSE DIST.2 MAGILL, ENID D		STATE HOUSE DIST.3 DAPCEVICH, JOHN E. D	STATE HOUSE DIST.3 ELIASON, RICHARD I. R				
WRANGELL NO 2	750	121							70	41							
QUESTIONED BALLOTS									7	7							
TOTAL DISTRICT 2	3900	966							577	346							
ABSENTEE DIST.3		59										28	31				
ELFIN COVE	57	19										12	7				
HALIBUT POINT	669	166										66	85				
JAMESTOWN BAY	393	105										42	57				
LISIANSKI (PELICAN)	173	53										14	38				
MALASPINA	67	26										9	10				
MT. EDGECUMBE	390	94										59	29				
PORT ALEXANDER	66	10										3	7				
RODMAN BAY	75	27										11	16				
SITKA NO 1	371	78										33	36				
SITKA NO 2	648	171										79	84				
SITKA NO 3	604	141										62	72				
SITKA NO 4	409	125										53	67				
YAKUTAT	244	66										45	18				
QUESTIONED BALLOTS												15	23				
TOTAL DISTRICT 3	4166	1140										529	580				
TOTAL DISTRICT 4																	
TOTAL DISTRICT 5																	
TOTAL DISTRICT 6																	
TOTAL DISTRICT 7																	
TOTAL DISTRICT 8																	
TOTAL DISTRICT 9																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.4 DAWSON, JUNE K. R	STATE HOUSE DIST.4 DUNCAN, JIM D	STATE HOUSE DIST.4 EPPERLY, GORDON W. D	STATE HOUSE DIST.4 MILLER, MIKE D	STATE HOUSE DIST.4 STRINGER, JOHN ERIC R	STATE HOUSE DIST.4 VANDOREN, GUY D		STATE HOUSE DIST.5 SPECKING, KEITH R		STATE HOUSE DIST.6 LARSON, RONALD L. D	STATE HOUSE DIST.6 OSE, AL D	STATE HOUSE DIST.6 RUSSERT, LAWRENCE J. D	STATE HOUSE DIST.6 WIGGINS, W.C. R	
TOTAL DISTRICT 1																	
TOTAL DISTRICT 2																	
TOTAL DISTRICT 3																	
ABSENTEE DIST.4		344		60	180	20	180	50	74								
AUKE BAY	933	306		48	171	38	176	24	86								
CHILKAT	117	23		1	16	5	11		6								
DOUGLAS NO. 1	464	188		23	110	10	115	15	55								
DOUGLAS NO. 2	393	152		22	99	11	77	9	45								
HAINES	469	92		12	54	11	45	9	35								
JUNEAU NO. 1	480	85		3	59	4	52		22								
JUNEAU NO. 2	580	197		14	112	6	135	7	36								
JUNEAU NO. 3	531	146		17	81	11	82	7	33								
JUNEAU NO. 4	511	177		20	100	12	107	5	41								
JUNEAU NO. 5	381	112		16	70	9	60	12	29								
JUNEAU NO. 6	520	162		18	98	20	82	14	42								
JUNEAU NO. 7	708	236		37	134	16	125	19	80								
JUNEAU NO. 9	595	167		19	112	11	103	12	39								
JUNEAU AIRPORT	789	224		31	130	21	118	23	53								
KLUKWAN	116	33		2	22	5	18	1	9								
LEMON CREEK	1278	326		33	185	39	195	29	56								
LOWER MENDENHALL	938	215		29	116	23	136	22	44								
LYNN CANAL	359	117		23	57	18	70	5	26								
NORTH DOUGLAS	462	146		25	80	19	80	6	45								
PORT CHILKOOT	256	59		6	34	4	29	4	30								
SALMON CREEK	235	63		9	34	7	36	8	12								
SHEEP CREEK	108	36		6	20	4	24	3	8								
SKAGWAY	546	155		23	68	14	85	24	59								
UPPER MENDENHALL	1217	377		46	221	41	237	52	84								
AUTO QUSTND BALLTS				16	110	21	132	19	44								
TOTAL DISTRICT 4	12986	4138		559	2473	400	2510	379	1093								
ABSENTEE DIST.5		71									53						
BEAR CREEK	329	57									45						
COOPER LANDING	145	50									41						
COPPER CENTER	208	29									20						

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.4 DAWSON, JUNE K. R	STATE HOUSE DIST.4 DUNCAN, JIM D	STATE HOUSE DIST.4 EPPERLY, GORDON M. D	STATE HOUSE DIST.4 MILLER, MIKE D	STATE HOUSE DIST.4 STRINGER, JOHN ERIC R	STATE HOUSE DIST.4 VANDOREN, GUY D		STATE HOUSE DIST.5 SPECKING, KEITH R		STATE HOUSE DIST.6 LARSON, RONALD L. D	STATE HOUSE DIST.6 OSE, AL D	STATE HOUSE DIST.6 RUSSERT, LAWRENCE J. D	STATE HOUSE DIST.6 WIGGINS, W.C. R	
CORDOVA	1020	157									135						
EYAK	135	36									25						
GLENNALLEN	519	124									98						
HOPE	76	32									20						
KENNY LAKE	372	81									62						
MOOSE PASS	142	43									40						
SEWARD NO. 1	408	73									54						
SEWARD NO. 2	641	130									108						
VALDEZ	1641	191									123						
WHITTIER	270	40									28						
QUESTIONED BALLOTS											18						
TOTAL DISTRICT 5	5906	1114									870						
ABSENTEE DIST.6		135											23	72	6	22	
BIG LAKE	322	127											30	43	19	24	
BUTTE	941	295											93	117	24	33	
ESKA SUTTON	200	74											13	38	11	11	
HOUSTON	151	48											15	15	12	3	
MATANUSKA	1281	469											145	202	51	48	
PALMER	1024	363											109	172	38	34	
SHEEP MOUNTAIN	133	38											11	6	4	16	
SUSITNA	282	51											20	11	10	6	
TALKEETNA	307	78											38	7	24	5	
WASILLA	1569	533											138	246	51	55	
WILLOW	355	127											41	50	15	12	
QUESTIONED BALLOTS													20	41	10	9	
TOTAL DISTRICT 6	6565	2334											696	1020	275	278	
TOTAL DISTRICT 7																	
TOTAL DISTRICT 8																	
TOTAL DISTRICT 9																	
TOTAL DISTRICT 10																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST 4 DAWSON, JUNE K. R	STATE HOUSE DIST 4 DUNCAN, JIM D	STATE HOUSE DIST 4 EPPERLY, GORDON W. D	STATE HOUSE DIST 4 MILLER, MIKE D	STATE HOUSE DIST 4 STRINGER, JOHN ERIC R	STATE HOUSE DIST 4 VANDOREN, GUY D		STATE HOUSE DIST 5 SPECKING, KEITH R		STATE HOUSE DIST 6 LARSON, RONALD L. D	STATE HOUSE DIST 6 OSE, AL D	STATE HOUSE DIST 6 RUSSERT, LAWRENCE J. D	STATE HOUSE DIST 6 WIGGINS, W.C. R	
TOTAL DISTRICT 11																	
TOTAL DISTRICT 12																	
TOTAL DISTRICT 13																	
TOTAL DISTRICT 14																	
TOTAL DISTRICT 15																	
TOTAL DISTRICT 16																	
TOTAL DISTRICT 17																	
TOTAL DISTRICT 18																	
TOTAL DISTRICT 19																	
TOTAL DISTRICT 20																	
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST. 4 DAWSON, JUNE K. R	STATE HOUSE DIST. 4 DUNCAN, JIM D	STATE HOUSE DIST. 4 EPPERLY, GORDON W. D	STATE HOUSE DIST. 4 MILLER, MIKE D	STATE HOUSE DIST. 4 STRINGER, JOHN ERIC R	STATE HOUSE DIST. 4 VANDOREN, GUY D		STATE HOUSE DIST. 5 SPECKING, KEITH R		STATE HOUSE DIST. 6 LARSON, RONALD L. D	STATE HOUSE DIST. 6 OSE, AL D	STATE HOUSE DIST. 6 RUSSERT, LAWRENCE J. D	STATE HOUSE DIST. 6 WIGGINS, W.C. R	
TOTAL	25457	7586		559	2473	400	2510	379	1093		870		696	1020	275	278	

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.7 BARNES, ROMANA L. R	STATE HOUSE DIST.7 BEIRNE, M.F. "MIKE" R	STATE HOUSE DIST.7 CAMPBELL, GLEN D	STATE HOUSE DIST.7 EIDE, HAROLD, JR. R	STATE HOUSE DIST.7 GRUENING, CLARK D	STATE HOUSE DIST.7 MEKINS, RUSS, JR. D	STATE HOUSE DIST.7 MILES, BILL D	STATE HOUSE DIST.7 MOORE, M.M. "MOOSE" D	STATE HOUSE DIST.7 OSTROSKY, KATHRYN D	STATE HOUSE DIST.7 PARKER, BILL D	STATE HOUSE DIST.7 PAULK, CHET C. D	STATE HOUSE DIST.7 REIMAR, BILL D		
ABSENTEE DIST.7		148		33	51	40	31	76	56	31	31	52	54	11	35		
ANCHORAGE NO. 4	768	224		86	122	35	44	102	63	91	25	61	55	7	61		
ANCHORAGE NO. 6	913	260		96	140	40	51	119	106	87	27	58	62	29	61		
ANCHORAGE NO. 11	1658	394		115	164	89	53	196	141	148	36	138	138	19	99		
ANCHORAGE NO. 12	1193	257		74	111	63	52	137	80	93	38	85	79	17	72		
ANCHORAGE NO. 14	2138	430		116	171	101	69	221	161	161	46	139	130	36	135		
ANCHORAGE NO. 17	1982	312		118	146	69	49	144	129	107	31	93	71	10	97		
ANCHORAGE NO. 19	1565	235		66	70	80	35	105	104	97	27	67	73	12	67		
ANCHORAGE NO. 21	1548	323		55	70	163	23	148	80	64	22	100	109	15	99		
ANCHORAGE NO. 25	826	247		69	101	59	42	118	99	117	14	86	87	12	80		
ANCHORAGE NO. 30	922	199		59	79	42	32	91	69	106	17	47	58	8	54		
QUESTIONED BALLOTS		157		27	36	32	17	56	43	37	6	28	34	5	39		
TOTAL	13513	3186		914	1261	813	498	1513	1131	1139	320	954	950	181	899		

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST. 8 ANDERSON, M.R. "BOB" D	STATE HOUSE DIST. 8 BAKER, HOWARD A. D	STATE HOUSE DIST. 8 BARBER, LLOYD L., JR. D	STATE HOUSE DIST. 8 BRADLEY, R.E. "BOB" D	STATE HOUSE DIST. 8 COTTEN, S.R. "SAM" D	STATE HOUSE DIST. 8 GRAHAM, CHUCK R	STATE HOUSE DIST. 8 HALFORD, RICHARD "RICK" R	STATE HOUSE DIST. 8 HUTCHINS, C.T. "CHUCK" R	STATE HOUSE DIST. 8 KALLENBERG, ROBERT C. D	STATE HOUSE DIST. 8 KELLEY, RAMONA D	STATE HOUSE DIST. 8 KELLY, TIM R	STATE HOUSE DIST. 8 MARTIN, T.H. "TERRY" R	STATE HOUSE DIST. 8 MUETZ, C.L. "DUKE" D	STATE HOUSE DIST. 8 PHILLIPS, RANDY R
ABSENTEE DIST. 8		131		19	19	9	47	41	26	25	26	32	37	31	27	9	36
ANCHORAGE NO. 27	1262	241		24	62	18	90	66	25	49	50	30	52	56	36	6	34
ANCHORAGE NO. 28	1327	209		22	60	21	[illegible]	38	24	42	38	28	40	72	40	7	47
ANCHORAGE NO. 29	900	194		8	33	11	48	58	21	37	44	10	46	72	38	6	49
ANCHORAGE NO 139	1571	337		24	69	23	99	96	33	61	92	34	63	134	81	7	85
ANCHORAGE NO 142	1211	279		21	45	33	70	60	35	66	63	27	42	127	57	5	67
ANCHORAGE NO 143	1879	389		30	67	31	88	84	60	116	115	34	83	169	72	7	91
ANCHORAGE NO 144	1666	295		24	45	20	66	70	42	90	89	22	50	149	79	5	78
ANCHORAGE NO 147	1373	394		14	56	18	77	171	83	143	66	113	68	141	78	46	111
ANCHORAGE NO 148	1207	378		15	47	18	71	178	91	118	48	96	72	113	56	46	131
ANCHORAGE NO 149	1080	282		13	22	10	57	117	61	83	35	134	48	76	51	33	94
ANCHORAGE NO 150	1053	308		24	53	24	61	134	54	73	45	154	51	87	51	40	64
QUESTIONED BALLOTS		163		13	15	4	37	50	22	24	30	25	33	58	26	8	33
TOTAL	14529	3600		251	593	240	881	1163	577	927	741	739	685	1285	692	225	920

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.8 POSEY, MARVIN 'RAY' D	STATE HOUSE DIST.8 ROSE, FRAN D	STATE HOUSE DIST.8 SETTLES, DEAN R	STATE HOUSE DIST.8 SULLIVAN, SUSAN D										
ABSENTEE DIST.8		131		8	23	19	44										
ANCHORAGE NO. 27	1262	241		13	55	33	68										
ANCHORAGE NO. 28	1327	209		12	43	53	53										
ANCHORAGE NO. 29	900	194		7	61	37	44										
ANCHORAGE NO 139	1571	337		17	77	51	74										
ANCHORAGE NO 142	1211	279		13	68	111	59										
ANCHORAGE NO 143	1879	389		20	75	100	93										
ANCHORAGE NO 144	1666	295		14	65	87	67										
ANCHORAGE NO 147	1373	394		14	59	63	68										
ANCHORAGE NO 148	1207	378		13	40	51	64										
ANCHORAGE NO 149	1080	282		10	34	30	49										
ANCHORAGE NO 150	1053	308		18	42	38	59										
QUESTIONED BALLOTS		163		7	32	24	33										
TOTAL	14529	3600		166	674	697	775										

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.9 BUCHHOLDT, THELMA D	STATE HOUSE DIST.9 CHRISTENSEN, JAMES E. R	STATE HOUSE DIST.9 GRIFFIN, MARK, GRIFF, R	STATE HOUSE DIST.9 MCKINNON, JOE D	STATE HOUSE DIST.9 WEISS, TOM R		STATE HOUSE DIST.10 CHATTERTON, C.V., CHAT, R	STATE HOUSE DIST.10 DRINKWATER, T.M., TOM, D	STATE HOUSE DIST.10 ENGLE, CLARK R	STATE HOUSE DIST.10 GALLIETT, HAROLD H.JR. D	STATE HOUSE DIST.10 GAY, MARILYN J. R	STATE HOUSE DIST.10 SMITH, T.G., TED, D	STATE HOUSE DIST.10 URION, RICK R	
TOTAL DISTRICT 1																	
TOTAL DISTRICT 2																	
TOTAL DISTRICT 3																	
TOTAL DISTRICT 4																	
TOTAL DISTRICT 5																	
TOTAL DISTRICT 6																	
TOTAL DISTRICT 7																	
TOTAL DISTRICT 8																	
ABSENTEE DIST.9		89		31	31	20	21	32									
ANCHORAGE NO 101	787	125		49	50	29	41	31									
ANCHORAGE NO 102	937	225		97	58	61	72	60									
ANCHORAGE NO 103	920	219		91	56	60	80	59									
ANCHORAGE NO 105	1501	195		67	61	50	67	55									
ANCHORAGE NO 107	1777	220		84	68	64	70	55									
ANCHORAGE NO 109	1331	254		97	59	83	90	77									
ANCHORAGE NO 110	1155	237		75	85	60	81	84									
QUESTIONED BALLOTS				18	6	12	14	11									
TOTAL DISTRICT 9	8408	1564		609	474	439	536	464									
ABSENTEE DIST.10		184								72	23	18	19	42	49	92	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST. 9 BUCHHOLDT, THELMA D	STATE HOUSE DIST. 9 CHRISTENSEN, JAMES E. R	STATE HOUSE DIST. 9 GRIFFIN, MARK. GRIFF. R	STATE HOUSE DIST. 9 MCKINNON, JOE D	STATE HOUSE DIST. 9 WEISS, TOM R		STATE HOUSE DIST. 10 CHATTERTON, C.V. CHAT. R	STATE HOUSE DIST. 10 DRINKWATER, T.H. TOM. D	STATE HOUSE DIST. 10 ENGLE, CLARK R	STATE HOUSE DIST. 10 GALLIETT, HAROLD H JR. D	STATE HOUSE DIST. 10 GAY, MARILYN J. R	STATE HOUSE DIST. 10 SMITH, T.G. TED. D	STATE HOUSE DIST. 10 URION, RICK R	
ANCHORAGE NO. 22	1162	385								203	27	39	92	68	87	163	
ANCHORAGE NO. 23	719	160								73	16	14	30	42	36	57	
ANCHORAGE NO. 24	1145	326								146	33	27	79	70	77	117	
ANCHORAGE NO. 32	1727	489								300	34	66	80	91	90	206	
ANCHORAGE NO. 33	1274	271								140	31	26	52	51	67	88	
ANCHORAGE NO 135	1258	327								155	17	34	46	83	83	121	
ANCHORAGE NO 137	1524	437								207	46	47	54	80	114	163	
ANCHORAGE NO 138	1198	390								230	20	44	69	83	73	172	
ANCHORAGE NO 140	1225	326								144	34	33	89	61	84	113	
ANCHORAGE NO 141	1485	413								132	54	45	97	110	100	169	
ANCHORAGE NO. 22A	1561	493								298	24	38	97	98	90	225	
QUESTIONED BALLOTS										49	9	8	21	30	21	48	
TOTAL DISTRICT 10	14278	4201								2149	368	439	825	909	971	1734	
TOTAL DISTRICT 11																	
TOTAL DISTRICT 12																	
TOTAL DISTRICT 13																	
TOTAL DISTRICT 14																	
TOTAL DISTRICT 15																	
TOTAL DISTRICT 16																	
TOTAL DISTRICT 17																	
TOTAL DISTRICT 18																	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.11 BYLSMA, BERNIE R	STATE HOUSE DIST.11 JACKSON, GORDON D	STATE HOUSE DIST.11 LETHIN, KRIS W. R	STATE HOUSE DIST.11 MARTIN, RALPH, MIKE D	STATE HOUSE DIST.11 RUDD, LISA D	STATE HOUSE DIST.11 SCHACHLE, LEO V. R	STATE HOUSE DIST.11 SIEGFRIED, MIKE D							
ABSENTEE DIST.11		113		17	35	38	28	45	35	11							
ANCHORAGE NO 117	787	123		24	38	36	17	34	50	10							
ANCHORAGE NO 118	1760	379		71	109	91	68	129	147	40							
ANCHORAGE NO 122	1400	384		162	76	115	41	105	154	23							
ANCHORAGE NO 123	944	212		34	41	69	30	72	90	23							
ANCHORAGE NO 125	172	36		5	10	4	10	15	6	5							
ANCHORAGE NO 126	370	66		6	13	11	11	43	11	6							
ANCHORAGE NO 127	802	215		82	31	55	26	66	95	13							
ANCHORAGE NO 128	1141	330		159	52	82	29	103	138	27							
ANCHORAGE NO 129	1341	298		115	61	90	32	85	113	25							
ANCHORAGE NO 130	741	201		71	17	42	31	87	71	20							
ANCHORAGE NO 131	1038	257		64	37	86	21	93	119	24							
ANCHORAGE NO 132	1235	269		54	41	70	55	98	102	22							
ANCHORAGE NO 133	1069	343		121	46	144	17	125	132	15							
ANCHORAGE NO 134	1466	364		57	94	168	34	132	145	17							
ANCHORAGE NO 136	1331	209		46	61	62	41	68	63	17							
QUESTIONED BALLOTS		210		43	39	59	20	60	73	14							
TOTAL	15597	4009		1131	801	1222	511	1360	1544	312							

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.12 CARLSON, C.P. (CHUCK) R	STATE HOUSE DIST.12 COBLENTZ, LYLE K. R	STATE HOUSE DIST.12 DANKWORTH, ED R	STATE HOUSE DIST.12 GUTHRIE, KAY R	STATE HOUSE DIST.12 HAYES, JOE L. R	STATE HOUSE DIST.12 HERSHBERGER, MIKE R	STATE HOUSE DIST.12 HOEBERMANN, JAY R	STATE HOUSE DIST.12 KENT, R.L. (RAY) D	STATE HOUSE DIST.12 METCALFE, RAY R	STATE HOUSE DIST.12 MILLER, JO ANN R	STATE HOUSE DIST.12 PHILLIPS, BRAD R	STATE HOUSE DIST.12 STARK, DOUGLAS A. D	STATE HOUSE DIST.12 STIMSON, TERRY D	STATE HOUSE DIST.12 STRANDBERG, S.J. (SIG) R
ANCHORAGE NO. 1	1736	505		9	18	262	24	142	91	8	27	11	65	105	50	86	38
ANCHORAGE NO. 2	773	310		12	4	186	32	90	49	2	9	9	45	79	22	26	16
ANCHORAGE NO. 3	638	268		1	8	171	14	79	31	5	7	4	40	86	25	21	13
ANCHORAGE NO. 5	1228	492		5	11	262	31	160	71	10	32	5	42	134	43	54	62
ANCHORAGE NO. 7	533	165		4	4	64	9	41	26	3	2	2	31	50	15	35	17
ANCHORAGE NO 111	1177	336		16	11	190	8	41	82	12	7	6	66	58	50	82	18
ANCHORAGE NO 113	828	221		10	5	131	17	56	70	2	9		18	42	25	29	6
ANCHORAGE NO 114	724	185		4	11	101	13	18	34	5	12	3	20	41	33	29	13
ANCHORAGE NO 116	786	196		6	11	120	6	31	20	10	8	4	16	23	32	47	31
ANCHORAGE NO 119	1400	369		23	23	209	17	97	65	12	22	10	48	56	30	74	20
ANCHORAGE NO 120	1635	503		23	29	281	32	112	88	8	15	7	54	117	52	85	37
ANCHORAGE NO 121	1726	459		29	24	277	23	119	56	9	26	9	53	70	53	90	32
ABSENTEE DIST.12		157		7	4	64	14	24	31	3	9	5	36	41	24	19	16
QUESTIONED BALLOTS		158		8	4	58	10	23	15	7	7	5	16	22	9	24	12
TOTAL	13184	4324		157	167	2376	250	1033	729	96	192	80	550	924	463	701	331

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.13 CLARK, T.W., TY. D	STATE HOUSE DIST.13 DELAHAY, B.T., BEN R	STATE HOUSE DIST.13 JOHNSON, C., JOHNNY R	STATE HOUSE DIST.13 MALONE, HUGH D	STATE HOUSE DIST.13 RHODE, LEO R	STATE HOUSE DIST.13 TUPPER, FRANK D		STATE HOUSE DIST.14 CRAIG, R.B., BOB D	STATE HOUSE DIST.14 SNIDER, MERLE G. D		STATE HOUSE DIST.15 MACK, STANLEY H. D	STATE HOUSE DIST.15 OSTERBACK, ALVIN D	STATE HOUSE DIST.15 ZACHAROF, MICHAEL D	
ABSENTEE DIST.13		211		25	30	52	111	101	38								
ANCHOR POINT	470	166		25	16	41	40	108	22								
DIAMOND RIDGE	17	56		4	5	4	34	26	20								
ENGLISH BAY	3.	34		7	2	2	25	7	19								
FRITZ CREEK	446	178		23	20	30	76	97	60								
HOMER	1122	425		40	27	85	158	268	91								
KALIFONSKY	500	164		44	27	28	91	53	38								
KENAI NO. 1	800	237		54	48	75	119	52	27								
KENAI NO. 2	770	242		46	63	79	110	61	25								
KENAI NO. 3	415	121		24	28	33	51	28	16								
NIKISKI NO.1	525	159		45	39	40	78	39	10								
NIKISKI NO. 2	800	265		70	40	76	147	60	38								
NINILCHIK	224	97		20	8	21	47	35	35								
PORT GRAHAM	73	28		8	2	4	16	11	5								
RIDGEWAY	538	178		47	34	37	81	67	15								
SELDOVIA	306	93		12	7	20	39	35	35								
SOLDOTNA	845	250		68	52	47	101	101	40								
STERLING	432	137		39	27	23	64	51	28								
TUSTUMENA	414	140		29	19	19	76	38	50								
TYONEK	135	19		8	2	2	14	1	5								
QUESTIONED BALLOTS				28	22	23	36	34	28								
TOTAL DISTRICT 13	8997	3200		666	518	741	1514	1273	645								
ABSENTEE DIST.14		50									19	21					
CAPE CHINIAK	152	25									11	10					
COAST GUARD BASE	319	36									18	12					
KODIAK NO. 1	732	126									42	70					
KODIAK NO. 2	889	153									45	80					
KODIAK NO. 3	817	117									45	51					
MISSION ROAD	1057	149									37	82					
OUZINKIE	113	26									18	8					
QUESTIONED BALLOTS											9	8					
TOTAL DISTRICT 14	4079	682									244	342					
ABSENTEE DIST.15		99												39	42	12	
ADAK	474	47												6	35	2	
AKUTAN	36	30												17	6	2	
ALITAK	54	21												2	15	4	
ATKA	29	10												1	2	3	
CHIGNIK	49	21												13	7	1	
CHIGNIK LAKE	41	7												1	3	3	
COLE BAY	103	54												24	22	3	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST. #3 CLARK, T. M. "TY" D	STATE HOUSE DIST. #3 DELAHAY, B. "BEN" R	STATE HOUSE DIST. #3 JOHNSON, C. "JOHNNY" R	STATE HOUSE DIST. #3 MALONE, HUGH D	STATE HOUSE DIST. #3 RHODE, LEO R	STATE HOUSE DIST. #3 TUPPER, FRANK D		STATE HOUSE DIST. #4 CRAIG, R. B. "BOB" D	STATE HOUSE DIST. #4 SNIDER, MERLE G. D		STATE HOUSE DIST. #5 MACK, STANLEY H. D	STATE HOUSE DIST. #5 OSTERBACK, ALVIN D	STATE HOUSE DIST. #5 ZACHAROF, MICHAEL D	
KARLUK	55	31												11	16	4	
KING COVE	115	43												33	9	1	
LARSEN BAY	64	25												4	19	1	
NIKOLSKI	38	20												3	13	4	
OLD HARBOR	119	35												2	29	2	
PERRYVILLE	53	24												14	9	1	
PORT LIONS	165	46												6	31	5	
SAND POINT	222	105												40	64		
ST. GEORGE	68	44												1	20	15	
ST. PAUL	232	150												7	8	129	
UGANIK BAY	28	8													8		
UNALASKA	343	80												34	37	6	
QUESTIONED BALLOTS														3	1	1	
TOTAL DISTRICT 15	2288	900												261	396	199	
TOTAL DISTRICT 16																	
TOTAL DISTRICT 17																	
TOTAL DISTRICT 18																	
TOTAL DISTRICT 19																	
TOTAL DISTRICT 20																	
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	
TOTAL	15364	4782		666	518	741	1514	1273	645		244	342		261	396	199	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.16 ANDERSON, NELS A., JR. D	STATE HOUSE DIST.16 MCGILL, JOSEPH D		STATE HOUSE DIST.17 GUY, PHILLIP D		STATE HOUSE DIST.18 AKERS, WILLIAM, BILLY R		STATE HOUSE DIST.19 BIEDERMAN, HORACE D	STATE HOUSE DIST.19 BLACK, MRS. REED D	STATE HOUSE DIST.19 FRYE, ED R	STATE HOUSE DIST.19 PETERSEN, LARRY D	STATE HOUSE DIST.19 SWANSON, LEE, REED D	STATE HOUSE DIST.19 WILLIAMS, J.C., JOE R	
TOTAL DISTRICT 13																	
TOTAL DISTRICT 14																	
TOTAL DISTRICT 15																	
ABSENTEE DIST.16		51		28	21												
ALEKNAGIK	103	36		16	17												
CLARKS POINT	59	21		4	17												
DILLINGHAM	632	263		114	134												
EGEGIK	65	26		14	11												
EKWOK	56	28		5	23												
GOODNEWS	90	22		7	15												
ILIAMNA	103	38		19	16												
KAKHONAK BAY	52	26		26													
KING SALMON	200	77		23	50												
KIPNUK	145	78		14	60												
KOLIGANEK	55	42		10	22												
KONGIGANAK	99	88		62	23												
KWIGILLINGOK	84	35		6	28												
LEVELOCK	58	25		15	7												
MANOKOTAK	98	58		25	33												
NAKNEK	215	94		34	60												
NEW STUYAHOK	96	70		22	40												
NONDALTON	126	48		27	16												
OHGSENAKALE	30	9		6													
PEDRO BAY	27	7		2	5												
PLATINUM	34	15		7	8												
PORT HEIDEN	42	24		11	12												
QUINHAGAK	178	72		27	45												
SOUTH NAKNEK	72	33		8	25												
TOGIAK	217	73		31	41												
QUESTIONED BALLOTS				6	10												
TOTAL DISTRICT 16	2936	1359		569	739												
ABSENTEE DIST.17		27					19										
AKIACHAK	179	94					89										
AKIAK	88	34					33										

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST. 16 ANDERSON, NELS A., JR. D	STATE HOUSE DIST. 16 MCGILL, JOSEPH D		STATE HOUSE DIST. 17 GUY, PHILLIP D		STATE HOUSE DIST. 18 AKERS, WILLIAM, BILLY R		STATE HOUSE DIST. 19 BIEDERMAN, HORACE D	STATE HOUSE DIST. 19 BLACK, H.D., RED D	STATE HOUSE DIST. 19 FRYE, ED R	STATE HOUSE DIST. 19 PETERSEN, LARRY D	STATE HOUSE DIST. 19 SWANSON, LEE, RED D	STATE HOUSE DIST. 19 WILLIAMS, J.C., JOE R	
ANIAK	135	51					33										
ATMAUTLUAK	76	57					53										
BETHEL NO. 1	691	119					96										
BETHEL NO. 2	562	155					100										
CHEFORNAK	97	71					68										
EEK	102	38					36										
KALSKAG	66	36					32										
KASIGLUK	146	72					71										
KWETHLUK	198	76					76										
LOWER KALSKAG	81	45					45										
NAPAKIAK	128	60					52										
NAPASKIAK	73	41					41										
NEWTOK	64	44					34										
NIGHTMUTE	52	34					34										
NUNAPITCHUK	130	70					68										
NUNIVAK ISLAND	112	38					27										
TUNUNAK	146	81					50										
TOKSOOK BAY	133	79					78										
TULUKSAK	80	60					57										
TUNTATULIAK	101	57					53										
QUESTIONED BALLOTS							29										
TOTAL DISTRICT 17	3440	1439					1274										
ABSENTEE DIST. 18		16							15								
ALAKANUK	167	58							38								
ANVIK	57	27							19								
CHEVAK	158	73							46								
CHUATHBALUK	48	21							17								
CROOKED CREEK	41	7							5								
EMMONAK	155	55							51								
FORTUNA LEDGE	77	45							39								
GALENA	173	81							46								
GRAYLING	79	41							32								
HOLY CROSS	113	49							30								
HOOPER BAY	259	69							46								
HUGHES	45	14							6								
HUSLIA	84	30							25								
KALTAG	94	42							39								
KOYUKUK	41	19							17								
MCGRATH	193	44							31								
MOUNTAIN VILLAGE	188	85							74								
NIKOLAI	52	29							26								
NULATO	117	44							36								
PILOT STATION	81	38							30								

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.16 ANDERSON, NELS A., JR. D	STATE HOUSE DIST.16 MCGILL, JOSEPH D		STATE HOUSE DIST.17 GUY, PHILLIP D		STATE HOUSE DIST.18 AKERS, WILLIAM, BILLY R		STATE HOUSE DIST.19 BIEDERMAN, HORACE D	STATE HOUSE DIST.19 BLACK, M.D., REP. D	STATE HOUSE DIST.19 FRYE, ED R	STATE HOUSE DIST.19 PETERSEN, JERRY D	STATE HOUSE DIST.19 SWANSON, LEE, REP. D	STATE HOUSE DIST.19 WILLIAMS, J.C., JOE R	
PITKAS POINT	21	20							17								
RUBY	75	47							24								
RUSSIAN MISSION	52	39							29								
ST. MARYS	137	57							50								
SCAMMON BAY	97	44							31								
SHAGELUK	67	31							25								
SHELDON POINT	41	17							13								
SLEETMUTE	62	22							14								
TAKOTNA	37	28							17								
QUESTIONED BALLOTS									22								
TOTAL DISTRICT 18	2811	1192							910								
ABSENTEE DIST.19		129									3	7	18	7	66	12	
ALATNA	73	33									4	2	1	18	8		
ANDERSON	277	90											54	3	25	8	
ARCTIC VILLAGE	79	50									7			26	3	5	
BEAVER	51	22									1		1	14		6	
BETTLES	140	33									4	1	1	3	14	4	
BIG DELTA	1239	387									10	13	13	1	324	10	
CANTWELL	95	34											1		18	12	
CHALKYITSIK	52	17									2	1		9	4	1	
CHISTOCHINA	157	40									1				35	1	
CIRCLE	49	17											5	7	2		
CLEAR	225	76									1		26	1	32	5	
DOT LAKE	65	34									1	1	1		25	2	
EAGLE	144	68									6	6	2	5	35	7	
FORT YUKON	313	110									3	2	1	68	9	7	
GAKONA	154	43									3	1	3	2	26	3	
HEALY	147	69									1		5	4	47	10	
LAKEVIEW	48	13									1			1	7	2	
MANLEY HOT SPRINGS	101	34										1	10	1	9	2	
MCKINLEY PARK	155	38									6	2	11	6	4	9	
MINTO	107	41									1	1	1	9	7	21	
NENANA	383	158									1	1	4	5	62	74	
NORTHWAY	133	56									3		10	23	11	4	
PAXSON	119	34										1	1	3	13	3	
RAMPART	73	12									1		2	2	3	3	
STEVENS VILLAGE	39	19									2			8	6	1	
SUNTRANA	149	65									1	1	2	1	57	2	
TANACROSS	73	29									5		2	7	13		
TANANA	223	71									7		6	12	26	10	
TETLIN	76	31									3	2	5	6	11	3	
TOK	478	138									6	1	22	11	88	6	
VENETIE	76	39									1	1	1	23	2	6	

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST #16 ANDERSON, NELS A., JR. D	STATE HOUSE DIST #16 MCGILL, JOSEPH D		STATE HOUSE DIST #17 GUY, PHILLIP D		STATE HOUSE DIST #18 AKERS, WILLIAM, BILLY R		STATE HOUSE DIST #19 BIEDERMAN, HORACE D	STATE HOUSE DIST #19 BLACK, M.D., REP D	STATE HOUSE DIST #19 FRYE, ED R	STATE HOUSE DIST #19 PETERSEN, LARRY D	STATE HOUSE DIST #19 SWANSON, LEE, REP. D	STATE HOUSE DIST #19 WILLIAMS, J.C., JOE R	
QUESTIONED BALLOTS											2	1	7	12	17	7	
TOTAL DISTRICT 19	5493	2030									87	46	222	298	1009	246	
TOTAL DISTRICT 20																	
TOTAL DISTRICT 21																	
TOTAL DISTRICT 22																	
TOTAL	14680	6020		569	739		1274		910		87	46	222	298	1009	246	

SCV 14 ABSTRACT

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.20 BARNES, SAM R	STATE HOUSE DIST.20 BENNETT, DON R	STATE HOUSE DIST.20 BETTISWORTH, ROBERT H. R	STATE HOUSE DIST.20 BOYD, BRUCE D	STATE HOUSE DIST.20 BROWN, FRED D	STATE HOUSE DIST.20 BROWN, NANCY R	STATE HOUSE DIST.20 BURKHOLDER, S. STEVE D	STATE HOUSE DIST.20 CARPENTER, LARRY R	STATE HOUSE DIST.20 CARROL, SELWYN R	STATE HOUSE DIST.20 CAVE, PETER L. D	STATE HOUSE DIST.20 COOPER, STEVE D	STATE HOUSE DIST.20 GUSTAFSON, JOHN O. D	STATE HOUSE DIST.20 HULETT, MARLIN R	STATE HOUSE DIST.20 JENNINGS, MICHAEL L. D
ABSENTEE DIST.20		537		162	167	138	86	138	141	76	221	146	30	214	78	70	84
AURORA	963	318		127	103	115	77	67	87	32	153	95	22	98	47	46	30
BADGER ROAD NO. 1	1016	262		90	89	100	58	57	73	27	129	81	23	80	49	79	36
BADGER ROAD NO. 2	741	155		45	52	42	38	32	38	18	66	44	12	46	22	35	20
BIG BEND	913	177		52	66	65	46	38	40	23	77	48	9	59	25	25	28
CENTRAL	50	16		5	10	5	3	5	6		6	4	4	2	6	1	4
CHATANIKA	95	20		6	10	1	6	5	2	3	4	11	2	3	3	4	2
CHENA	1582	495		154	156	139	106	149	118	65	225	135	18	205	67	58	100
EIELSON	646	116		39	43	31	22	26	43	19	63	29	7	37	20	34	17
ESTER	442	144		25	38	30	22	53	36	21	54	45	4	63	23	13	40
FAIRBANKS NO. 1	667	233		65	66	104	43	50	68	25	120	56	19	71	43	41	28
FAIRBANKS NO. 2	686	152		28	35	51	37	33	37	19	58	55	10	47	28	16	19
FAIRBANKS NO. 3	625	183		37	43	72	24	44	38	16	76	49	21	46	26	23	28
FAIRBANKS NO. 4	510	147		36	44	68	24	43	24	17	66	36	12	50	27	29	23
FAIRBANKS NO. 5	698	200		69	60	86	53	38	52	19	88	55	19	63	33	24	38
FAIRBANKS NO. 6	1140	234		56	49	53	64	69	60	29	75	110	19	71	32	29	35
FAIRBANKS NO. 7	642	69		57	52	64	33	37	31	12	77	53	12	41	26	24	30
FAIRBANKS NO. 8	708	148		61	43	56	49	18	40	14	71	47	12	53	19	31	22
FAIRBANKS NO. 9	398	173		83	62	78	26	34	50	11	96	41	9	58	24	35	10
FAIRBANKS NO. 10	927	180		53	50	52	36	44	60	28	81	62	10	56	24	26	24
FAIRBANKS NO. 11	516	150		40	44	59	28	35	49	9	75	40	10	50	33	15	25
FAIRBANKS NO. 12	707	200		70	71	75	36	50	42	20	95	52	16	57	33	35	22
FAIRBANKS NO. 13	965	311		145	117	120	65	53	100	31	159	89	17	97	39	44	37
FAIRBANKS NO. 14	724	245		102	101	107	63	52	46	22	125	61	17	72	43	34	27
FAIRBANKS NO. 15	560	156		44	48	57	25	31	42	12	65	48	11	46	31	22	21
FAIRBANKS NO. 16	616	222		88	85	107	40	44	54	12	124	63	7	52	45	45	20
FBKS. PIONEER HOME	80	39		8	7	15	6	9	11	4	17	13	7	9	13	4	5
FARMERS LOOP	718	254		51	77	76	47	93	55	37	113	69	12	120	32	33	60
FORT GREELEY	103	32		11	9	10	6	4	19	2	17	11	1	3	7	2	3
FORT WAINWRIGHT	700	73		23	37	19	19	11	22	10	42	31	10	12	3	12	11
FOX	275	79		23	31	22	20	22	15	10	33	29	4	24	14	15	13
GEIST	1101	286		106	94	90	66	87	77	28	110	89	23	115	46	44	47
GRAEHL DERBY	339	92		17	30	34	14	20	16	12	41	25	4	39	21	12	11
INTL. AIRPORT NO. 1	597	140		32	42	60	27	38	26	14	75	30	13	45	30	23	29
INTL. AIRPORT NO. 2	479	139		52	50	62	31	26	35	16	65	49	6	37	32	21	14
JOHNSTON-WESTWOOD	327	92		18	37	37	21	18	37	11	44	24	4	17	20	16	7
LEMETA	570	146		37	49	53	27	33	37	20	69	34	12	54	27	31	24
NORTH LEMETA	231	72		27	14	25	19	19	19	12	32	14	4	23	6	12	18
NORTH POLE NO. 1	271	92		36	36	37	22	17	19	17	36	33	11	27	14	29	18
NORTH POLE NO. 2	1114	329		111	114	92	65	85	59	40	156	94	18	121	45	97	43
SALCHA	293	87		24	22	23	19	31	30	13	36	21	11	29	24	14	11
SHANLY-TOTEM	897	247		63	79	81	47	69	61	27	82	86	7	90	41	35	45
STEESE EAST	1306	398		113	156	123	88	94	98	43	191	115	20	143	65	62	56
STEESE WEST	928	288		100	114	110	53	64	77	28	133	75	14	106	47	52	38
TWO RIVERS	303	87		24	39	21	27	25	28	8	32	26	5	33	14	24	16
UNIVERSITY CAMPUS	1394	291		76	85	69	68	91	43	48	120	76	24	131	34	28	67

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST #20 BARNES, SAM R	STATE HOUSE DIST #20 BENNETT, DON R	STATE HOUSE DIST #20 BETTISWORTH, ROBERT H. R	STATE HOUSE DIST #20 BOYD, BRUCE D	STATE HOUSE DIST #20 BROWN, FRED D	STATE HOUSE DIST #20 BROWN, NANCY R	STATE HOUSE DIST #20 BURKHOLDER, S. STEVE D	STATE HOUSE DIST #20 CARPENTER, LARRY R	STATE HOUSE DIST #20 CARROL, SELWYN R	STATE HOUSE DIST #20 CAVE, PETER L. D	STATE HOUSE DIST #20 COWPER, STEVE D	STATE HOUSE DIST #20 GUSTAFSON, JOHN O. D	STATE HOUSE DIST #20 HULETT, MARLIN R	STATE HOUSE DIST #20 JENNINGS, MICHAEL L. D
QUESTIONED BALLOTS		494		121	135	142	105	131	126	67	191	137	32	171	68	67	105
TOTAL	29563	9000		2812	2961	3076	1907	2232	2287	1047	4084	2636	594	3086	1449	1471	1411

SCV 14 ABSTRACT

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG.24,1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST.20 KEGLER, C.T. "CHAS" D	STATE HOUSE DIST.20 KOHLER, JOHN PAUL R	STATE HOUSE DIST.20 MAYR, MILT D	STATE HOUSE DIST.20 MCCARTHY, J.E. "MAC" R	STATE HOUSE DIST.20 MORRIS, THOMAS H. D	STATE HOUSE DIST.20 O'SULLIVAN, J.F. "JIM" R	STATE HOUSE DIST.20 PARR, C.H. "CHARLIE" D	STATE HOUSE DIST.20 PUTMAN, SUMNER D	STATE HOUSE DIST.20 SMITH, SARAH J. "SALLY" D					
ABSENTEE DIST.20		537		30	71	108	96	30	153	187	91	150					
AURORA	963	318		10	75	76	44	27	128	94	62	99					
BADGER ROAD NO. 1	1016	262		13	41	64	32	27	108	68	47	70					
BADGER ROAD NO. 2	741	155		6	16	39	16	30	48	30	26	36					
BIG BEND	913	177		6	28	63	29	23	60	51	33	43					
CENTRAL	50	16		1	1	2	4	2	4	2	4	3					
CHATANIKA	95	20			5	4	5	2	4	6	7	6					
CHENA	1582	495		9	70	41	52	28	150	206	126	190					
EIELSON	646	116		5	16	30	9	8	48	40	23	21					
ESTER	442	144		4	15	19	9	5	26	69	40	56					
FAIRBANKS NO. 1	667	233		6	42	52	46	17	102	51	37	62					
FAIRBANKS NO. 2	686	152		8	25	42	30	16	47	42	29	45					
FAIRBANKS NO. 3	625	183		6	18	53	44	30	59	56	27	41					
FAIRBANKS NO. 4	510	147		4	20	36	32	12	56	44	29	40					
FAIRBANKS NO. 5	698	200		5	30	52	47	19	74	65	34	58					
FAIRBANKS NO. 6	1140	234		7	11	62	19	25	70	69	28	77					
FAIRBANKS NO. 7	642	69		4	26	44	40	13	79	52	36	44					
FAIRBANKS NO. 8	708	148		5	24	22	20	11	60	38	27	33					
FAIRBANKS NO. 9	398	173		2	37	38	30	6	95	39	22	43					
FAIRBANKS NO. 10	927	180		1	26	51	34	10	76	38	17	62					
FAIRBANKS NO. 11	516	150		6	24	37	19	8	55	46	22	36					
FAIRBANKS NO. 12	707	200		6	26	53	44	16	71	60	35	46					
FAIRBANKS NO. 13	965	311		5	52	84	38	17	128	90	40	83					
FAIRBANKS NO. 14	724	245		2	50	72	44	16	114	71	25	57					
FAIRBANKS NO. 15	560	156		2	17	55	30	14	49	44	26	54					
FAIRBANKS NO. 16	616	222		1	43	55	32	16	120	52	20	58					
FBKS. PIONEER HOME	80	39		4	7	13	12	4	12	13	9	8					
FARMERS LOOP	718	254		4	46	30	43	10	87	112	56	93					
FORT GREELEY	103	32			4	4	8		17	2	3	9					
FORT WAINWRIGHT	700	73		2	7	18	6	7	20	6	11	27					
FOX	275	79		5	14	13	11	8	27	28	13	26					
GEIST	1101	286		5	39	50	32	12	103	84	62	80					
GRAEHL DERBY	339	92			17	16	21	6	37	28	22	14					
INTL. AIRPORT NO. 1	597	140		5	23	33	25	14	45	36	32	33					
INTL. AIRPORT NO. 2	479	139		3	19	29	21	12	57	38	22	40					
JOHNSTON-WESTWOOD	327	92		2	23	9	11	11	38	35	19	28					
LEMETA	570	146		2	28	32	31	6	50	46	26	27					
NORTH LEMETA	231	72			16	18	10	5	26	9	10	16					
NORTH POLE NO. 1	271	92		4	21	20	22	5	27	25	13	30					
NORTH POLE NO. 2	1114	329		12	39	93	46	39	118	110	69	84					
SALCHA	293	87		2	8	18	12	14	31	27	17	24					
SHANLY-TOTEM	897	247		3	34	41	39	14	84	96	56	87					
STEESE EAST	1306	398		6	70	65	57	29	140	157	78	128					
STEESE WEST	928	288		10	49	43	34	17	112	81	47	82					
TWO RIVERS	303	87		1	20	17	8	9	29	30	13	28					
UNIVERSITY CAMPUS	1394	291		3	30	37	25	21	89	130	64	115					

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST #20 KEGLER, CT. CHAS D	STATE HOUSE DIST #20 KOHLER, JOHN PAUL R	STATE HOUSE DIST #20 MAYR, MIT D	STATE HOUSE DIST #20 MCCARTHY, JE. MAC R	STATE HOUSE DIST #20 MORRIS, THOMAS H. D	STATE HOUSE DIST #20 O'SULLIVAN, J.F. JIM. R	STATE HOUSE DIST #20 PARR, C.H. CHARLIE D	STATE HOUSE DIST #20 PUTMAN, SUNNE D	STATE HOUSE DIST #20 SMITH, SARAH J. SALLY D					
QUESTIONED BALLOTS		494		8	62	97	49	46	145	160	119	174					
TOTAL	29563	9000		245	1385	1950	1368	717	3278	2863	1674	2666					

ALASKA PRIMARY ELECTION STATEMENT OF VOTE - STATE HOUSE CONTESTS - AUG. 24, 1976

	REGISTERED VOTERS	VOTES CAST		STATE HOUSE DIST #22 DAVIS, LLOYD "LARRY" D	STATE HOUSE DIST #22 EVANS, BOB R	STATE HOUSE DIST #22 NAKAI, ALFRED C. D	STATE HOUSE DIST #22 REARDON, TOM R										
ABSENTEE DIST. 22		35		15	4	11	12										
BREVIG MISSION	40	23		12	2	6	2										
BUCKLAND	75	49		3		40	1										
DEERING	46	21		10		10											
DIOMEDE ISLAND	59	34		6	5	20	2										
ELIM	105	51		19		27	3										
GAMBELL	165	54		17	7	26	4										
GOLOVIN	64	32		10	1	14	2										
KOTLIK	106	60		10	13	34	3										
KOYUK	77	46		17	3	19	3										
NOME NO. 1	721	231		104	22	49	35										
NOME NO. 2	778	248		102	28	53	36										
SAVOONGA	202	80		10	6	61	2										
SELAWIK	202	82		17	16	48	1										
SHAKTOOLIK	57	34		10	4	10	2										
SHISHMAREF	125	55		30	4	15	3										
STEBBINS	128	67		4	6	46	2										
ST. MICHAEL	99	38		7	3	23	2										
TELLER	111	58		18	6	21	2										
UNALAKLEET	300	106		43	7	35	11										
WALES	70	59		27	6	18	3										
WHITE MOUNTAIN	57	25		10	2	9	4										
QUESTIONED BALLOTS		65		19	10	22	11										
TOTAL	3587	1553		520	155	617	146										

SCOMM

#49:37

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

PRE-PAY RAISE PER DIEM SYSTEM

SESSION: NON-JUNEAU LEGISLATOR.....$80.00/day
JUNEAU LEGISLATOR.....$60.00/day

NOTE: rates are same as set for all state employees except the Juneau legislator received an extra $10.00/day. This change made in 1/82

TRAVEL HOME DURING SESSION
- ROUND TRIP TRAVEL PAID
- TAXI FARE OR CAR RENTAL-WITH APPROVAL FROM SENATE PRESIDENT OR HOUSE SPEAKER
- NO OTHER EXPENSES COVERED-IT WAS FELT THAT THEY WERE RECEIVING PER DIEM ALREADY AND THE STATE SHOULD NOT HAVE TO COVER ANY ADDITIONAL EXPENSES WHEN THEY WERE IN THEIR HOME TOWN.

TRAVEL TO AREA OTHER THAN HOME DURING SESSION
- ROUND TRIP TRAVEL PAID
- TAXI FARE OR CAR RENTAL-SUBJECT TO APPROVAL
- SHORT TERM PER DIEM RATE PAID FOR THE AREA TRAVEL TO (FOR HOTEL & MEAL EXPENSES)

INTERIM

HOME TOWN LEGISLATIVE DUTIES
- ELIGIBLE FOR LONG TERM PER DIEM RATE FOR LEGISLATIVE DUTIES (VERY FEW REQUESTED THIS, BUT A FEW RECEIVED ALMOST DAILY PER DIEM)

HOME TOWN COMMITTEE MEETINGS
- ELIGIBLE FOR LONG TERM PER DIEM IF ATTENDING COMMITTEE HEARING (MANY DID REQUEST THIS)

TRAVEL AWAY FROM HOME TOWN DURING INTERIM
- ROUND TRIP TRAVEL PAID
- TAXI FARE OR CAR RENTAL-SUBJECT TO APPROVAL
- SHORT TERM PER DIEM RATE FOR AREA TRAVELED TO (FOR HOTEL AND MEAL EXPENSES)

NOTE: Current federal per diem rates are: Anchorage $116, Juneau $109, Fairbanks $104, Barrow $139, Kodiak $129, Sitka $113, Valdez $129.

Current state per diem rates are: South East-ST $80 LT $50, Central-ST $80 LT $50, Far North-ST $90 LT $55, South West-ST $85 LT $55, Outside-ST $80 LT 50.

CURRENT TRAVEL REIMBURSEMENT SYSTEM

SESSION: NO PER DIEM PAID DURING SESSION

TRAVEL HOME DURING SESSION
- ROUND TRIP TRAVEL PAID
- TAXI FARE OR CAR RENTAL-WITH APPROVAL FROM SENATE PRESIDENT OR HOUSE SPEAKER
- NO OTHER EXPENSES COVERED

TRAVEL TO AREA OTHER THAN HOME DURING SESSION
- ROUND TRIP TRAVEL PAID
- TAXI FARE OR CAR RENTAL-SUBJECT TO APPROVAL
- HOTEL EXPENSE PAID
- $31.00 MEAL ALLOWANCE PER DAY

INTERIM

HOME TOWN LEGISLATIVE DUTIES
- NOT ELIGIBLE FOR ANY ALLOWANCES

HOME TOWN COMMITTEE MEETING
- NOT ELIGIBLE FOR ANY ALLOWANCES

TRAVEL AWAY FROM HOME TOWN DURING INTERIM
- SAME AS DURING SESSION

NOTE: ALL TRAVEL IS ASSUMED TO BE COMMITTEE RELATED, IF NOT EXPENSES AS SUBJECT TO APPROVAL FROM SENATE PRESIDENT OR HOUSE SPEAKER DURING SESSION AND HOUSE AND SENATE MAJORITY LEADERS IN THE INTERIM. THIS APPLIES TO PRE-RAISE AND CURRENT TRAVEL REIMBURSEMENT SYSTEM.

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM

TO: LINDA FIRESTONE

FROM: MAUREEN RHEA, LAA

DATE: SEPTEMBER 5, 1985

RE: TELEPHONE CONVERSATION OF 9/3/85

ENCLOSED PLEASE FIND THE LEGISLATIVE COUNCIL'S POLICY ON SPECIAL SESSION TRAVEL AND PER DIEM REIMBURSEMENTS FOR LEGISLATORS. ALSO PLEASE FIND THE ALASKA STATE ADMINISTRATIVE MANUAL SECTIONS RELATING TO SHORT-TERM PER DIEM RATES, LONG-TERM PER DIEM RATES, AND THE REGIONAL PER DIEM RATES.

IF I MAY BE OF MORE HELP PLEASE CALL ME AT 465-3850.

LAA 15

SESSION MOVING AND TRAVEL POLICY

Policy Statement

It is the policy of the Legislative Council to provide for legislators' personal moving and travel expenses necessary to attend legislative sessions. Moving and travel costs are allowed from a legislator's residence in his or her home district to and from the capital city for the purpose of attending a regular session of the Legislature.

Requests for clarification of any area in this policy or questions regarding a move shall be addressed to the LAA Executive Director for written explanation. Legislators should not expect payment for costs not specifically covered in this policy without prior written approval from the Council chairman or a designate.

I. MOVING

LAA will pay for the actual and necessary expenses charged by a commercial mover for packing, transporting, and unpacking up to 10,000 pounds of household goods and personal effects, including in-transit insurance up to $1.25 per pound, and in-transit storage up to 30 days.

Storage for household goods and personal effects only in the capital city during the interim is an allowable cost.

Storage for household goods and personal effects in the legislator's home city during the session is an allowable cost.

A pick-up by a moving company is allowed only at a legislator's home. If a legislator wishes to have a pick-up made at an additional stop, he or she is responsible for paying the entire shipping bill related to that extra stop.

Office moves to Anchorage and Fairbanks will be coordinated by LAA and the Legislative Information Offices. Office moves should not be consolidated with legislators' personal and household moves. To avoid paying minimum freight charges for each legislator, there will be one consolidated office move from Anchorage and one from Fairbanks. Legislators will be notified by the Information Offices as to the dates of these moves.

Legislators establishing offices in locations other than Anchorage or Fairbanks may combine their office moves with their personal moves. An additional stop by a moving company at the Capitol Building is allowed. Office materials are not applied toward a legislator's 10,000 pound limit.

Items that may be shipped as household goods and personal effects at state expense include the following: household furnishings, appliances, clothing, books and similar items belonging to a member, spouse or dependent which can be legally accepted and transported as household goods and personal effects by an authorized commercial carrier in accordance with rules and

regulations established or approved by the Legislative Council. Also included are spare parts for privately owned motor vehicles, such as extra tires, wheels, tire chains, tools, battery chargers, accessories, etc. Household pets, up to a maximum of three, are included in this section.

Items that may not be shipped as household goods and personal effects at state expense include the following:

A. Any article not belonging to or owned by the member, his or her spouse or dependents;

B. Cordwood, firewood, or building materials;

C. Property for the primary purpose of resale, disposal, or commercial use rather than for personal use by the member and his or her spouse or dependents;

D. Articles acquired after the effective date of adjournment of the legislative session;

E. Articles which in normal use form an integral part of a building or structure and which in normal use cannot be taken from the premises without damage to the rest of the property on the premises.

LAA will pay the cost of renting trailers or trucks, plus mileage at the rate of twenty-five cents (25¢) per mile, to move household goods and personal effects and/or charges by a commercial hauler to tow house trailers containing the household goods and personal effects of a legislator, provided that the total cost of the move is not in excess of the cost of moving 10,000 pounds of household goods and personal effects by a commercial carrier. House trailers are considered to be part of the 10,000 pounds if they are put in closed containers or barged to their destination, unless it is necessary to do so in order to reach the nearest point that connects with the State highway or ferry system.

II. TRAVEL AND VEHICLES

A motor vehicle is not considered part of the 10,000 pound weight limit on household goods and personal effects if the transportation costs are paid under this section. A legislator may receive payment for transportation costs for not more than two motor vehicles which are registered in the name of the legislator, his or her spouse or dependent.

Allowable costs include:

A. The cost of air or barge transportation for the vehicle(s) from the legislator's residence to the nearest point that connects with the state highway or ferry system;

B. Highway mileage at the rate of twenty-five cents (25¢) per mile for each car owned by the legislator, his or her spouse or dependent up to two vehicles;

C. A ticket for transportation on the Alaska State Marine Highway System for each motor vehicle, including the cost of a trailer being towed by a vehicle;

D. Tourist class airfare or a ticket for transportation on the Alaska State Marine Highway System for the legislator and his or her spouse or dependents. Up to three bags in excess of airline limitations are eligible for reimbursement; and

E. A standard per diem for the legislator, half of the standard per diem for his or her spouse, and an eighteen dollar ($18) per day per diem for each of his or her dependents while en route, up to a maximum of 5 days per person. Upon arrival at the capital, a newly elected or appointed legislator, his or her spouse and dependents are entitled to per diem at the same rate as per diem while en route for not more than fifteen (15) days while looking for permanent housing.

Transportation of a motor vehicle in an enclosed container, except as permitted in II (A) above, is not an allowable cost.

III. SPECIAL LEGISLATIVE SESSION.

Each member of the Legislature is entitled to receive one round-trip transportation fare equal to the cost of tourist-class airline fare from his or her place of residence in his or her home district to the capital for purposes of attending special sessions of the Legislature. A standard per diem for each legislator will be allowed for his or her travel. Each member is also entitled to an allowance equal to the cost of two hundred (200) pounds air freight each way.

Subsistence

7640 - PER DIEM ALLOWANCES (1-82)

While traveling on official business and overnight lodging is obtained, employees shall be allowed a per diem allowance instead of actual expenses for subsistence. The locations where overnight lodging is obtained and the circumstances of travel determine the per diem rate that is applicable.

Four basic per diem allowances have been established in Alaska. In addition, a basic per diem allowance has been established for outside travel to and from the contiguous United States, Hawaii and Canada. Employees traveling outside the contiguous United States, Hawaii and Canada will be allowed the appropriate per diem established by the federal government for employees of the United States traveling abroad or will be reimbursed actual costs for meals and lodging. If the employee elects to be reimbursed for actual costs, amounts claimed must be supported by paid receipts or billings so far as is practical and are subject to review by the Commissioner of Administration as to their reasonableness. If the employee elects per diem, contact the Pre-Audit Section, Division of Finance, which maintains federal per diem schedules that are updated monthly, based on world money values.

The established per diem allowance is commonly referred to as the short-term rate. In addition to the short-term rate there is a long-term rate and a non-commercial rate. The circumstances of travel determine which rate will apply.

1. Short-term Rate - A short-term per diem allowance is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of good and moderately priced establishments catering to the general public. The short-term per diem rate is intended for trips of such duration that monthly rates are not obtainable. The short-term per diem rate may not be used after the 30th consecutive day in one location unless a continuation has been approved in advance by the Commissioner of Administration.

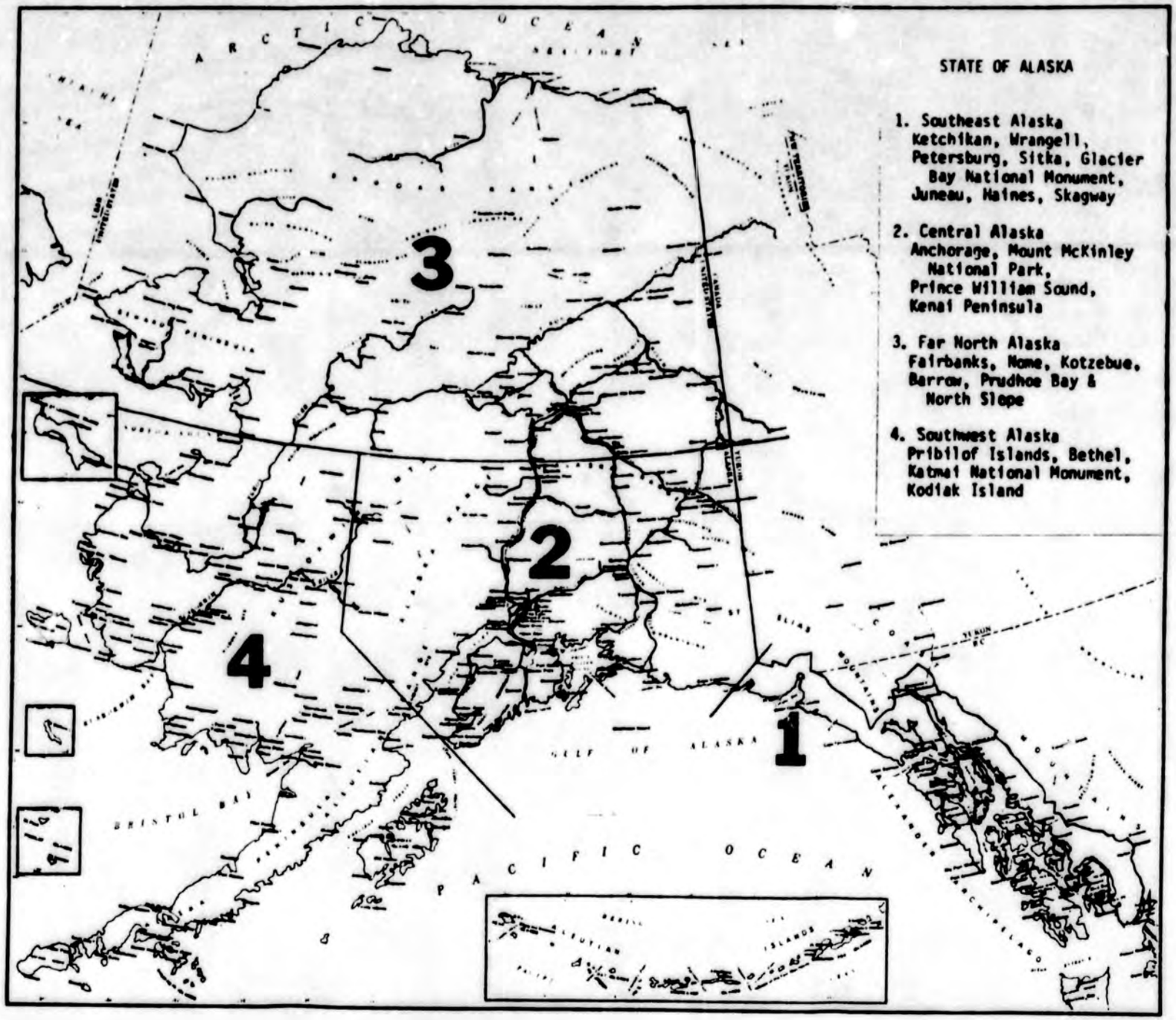
2. Long-term Rate - A long-term per diem allowance is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of establishments catering to the long-term visitor. The long-term per diem rate may not be used after six consecutive months in one location unless a continuation has been approved in advance by the Commissioner of Administration.

3. Non-commercial Rate - A per diem allowance at approximately 60% of the long term rate is authorized when the circumstances of travel are such that the traveler can reasonably be expected to incur expenses comparable to those arising from the use of non-commercial subsistence facilities such as field camping and/or the facilities of state camps and institutions. The non-commercial per diem rate may not be used after six consecutive months in one location unless a continuation has been approved in advance by the Commissioner of Administration.

PER DIEM RATES

Region	Location	Short-Term Per Diem Rate	Long-Term Per Diem Rate
1	Southeast Alaska	80.00	50.00
2	Central Alaska	80.00	50.00
3	Far North Alaska	90.00	55.00
4	Southwest Alaska	85.00	50.00
5	Outside of Alaska - Contiguous U.S., Hawaii and Canada	80.00	50.00

In all communities along the pipeline corridor from Valdez to Prudhoe Bay, (except the communities of Valdez and Fairbanks) the State will pay either the established per diem or actual costs for lodging and meals. Actual costs must be supported by paid receipts or billings.



TRAVEL

Exhibit 7640.1

7642 - COMPUTATION OF ALLOWANCES (1-82)

The appropriate per diem rate for a day is the rate prescribed for the community in which an employee obtains overnight lodging. However, the per diem rate that is used for the day on which an employee returns to his official duty station is the rate prescribed for the community in which the employee obtained the previous night's lodging.

The example below illustrates the appropriate per diem rate to use for a Juneau based employee who travels to Fairbanks on the first day, to Bethel on the second day and returns to Juneau on the third day.

Day	Travel	Overnight Lodging	Prescribed Per Diem Rate
1	Juneau to Fairbanks	Fairbanks	Fairbanks
2	Fairbanks to Bethel	Bethel	Bethel
3	Bethel to Juneau	Juneau	Bethel

For the purpose of calculating per diem, a day is a period of time that begins at midnight and ends at midnight on the following day. A full per diem is allowed for the day of departure, which is defined as the calendar day indicated by the departure time displayed on the inter-city common carrier's timetable. On the day of return the calendar day is divided into quarters beginning at midnight and a quarter per diem is allowed for each quarter in which an employee is in travel status for three hours or more. Refer to Exhibit 7642.

For purposes of interpretation, travel status will begin and end when the employee leaves and returns to the duty station if travel begins and ends during the employee's assigned working hours except that transportation expenses are, in addition, authorized to and from the immediate work station/office. Travel status begins and ends when the employee departs and/or returns to her/his residence if travel begins and/or ends outside the employee's assigned working hours.

7643 - MEAL ALLOWANCES (1-82)

When no overnight lodging is required, a meal allowance may be paid if the employee is in travel status at least three consecutive hours during a normal meal period. Normal meal periods are midnight to 10:00 a.m. for breakfast, 10:00 a.m. to 3:00 p.m. for lunch and 3:00 p.m. to midnight for dinner. Authorized meal allowances are:

Breakfast	$ 6.00
Lunch	9.00
Dinner	16.00

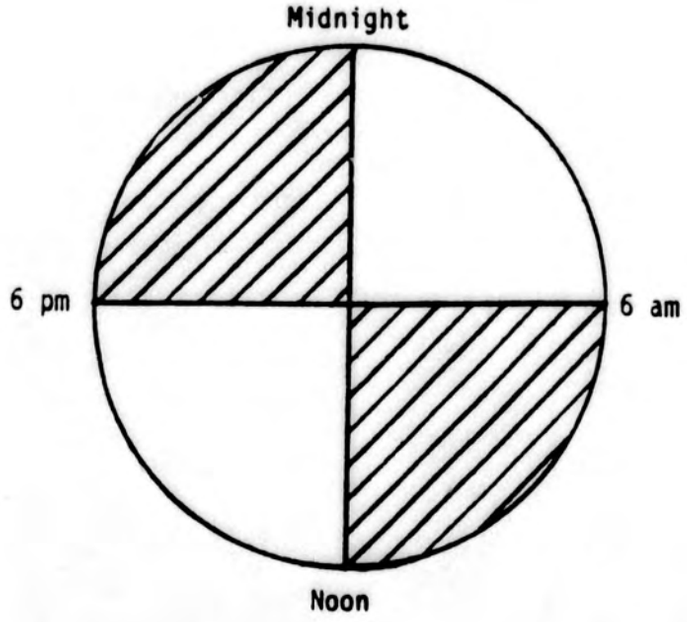
SHORT-TERM AND LONG-TERM PER DIEM RATES

SHORT-TERM PER DIEM RATES

Full Day	Three-Quarter Day	One Half Day	One Quarter Day
$80.00	$60.00	$40.00	$20.00
85.00	63.75	42.50	21.25
90.00	67.50	45.00	22.50

LONG-TERM PER DIEM RATES

Full Day	Three-Quarter Day	One Half Day	One Quarter Day
$50.00	$37.50	$25.00	$12.50
55.00	41.25	27.50	13.75



SCOMM

#49:38

14-1390
Bradley
10/24/85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.10.100 is amended to read:

Sec. 24.10.100. SALARY OF LEGISLATORS. The monthly [ANNUAL] salary for each member of the legislature is $2,500 [$46,800]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 2. AS 24.10 is amended by adding a new section to read:

Sec. 24.10.105. LEGISLATIVE PER DIEM. (a) Each member of the legislature who is not a permanent resident of Juneau is entitled to per diem at the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular or special session.

(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at 75 percent of the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

(c) Except as provided in (a) or (b) of this section, a member of the legislature on official duty as a member of the legislature in

a community that is not the place of residence of the member is entitled to per diem at the rate set under (a) of this section; a member of the legislature on official duty as a member of the legislature in a community that is the place of residence of the member is entitled to per diem at the rate set under (b) of this section.

* Sec. 3. AS 24.10.110 is amended to read:

Sec. 24.10.110. ADDITIONAL ALLOWANCES. Each [IN ADDITION, EACH] member of the legislature is entitled to an annual allowance of $6,000 [PRESCRIBED IN ACCORDANCE WITH AS 39.23] for postage, stationery, [STENOGRAPHIC SERVICES] and other related legislative expenses.

* Sec. 4. This Act takes effect January 19, 1987.

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: 10/30/85

REQUEST
Work Draft Bill 14-1390 dated 10/24/85
Bill/Resolution No.:
Title: An Act Relating to Compensation for Legislators
Sponsor:
Requestor:
Date of Request:

FISCAL DETAIL
Agency Affected:
Program Category Affected: EPORS
BRU, Program or Subprogram(s) Affected:

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
100 PERSONAL SERVICES						
100 RTHNT & BNFTS						
200 TRAVEL						
300 CONTRACTUAL						
400 SUPPLIES						
500 EQUIPMENT						
600 LAND & STRUCT						
700 GRANTS, CLAIMS	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
700 TRS MATCH						
TOTAL OPERATING	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
FEDERAL FUNDS						
OTHER						
TOTAL	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
POSITIONS:	-0-	-0-	-0-	-0-	-0-	-0-
FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

(see attached)

DRAFT

Prepared By: J.K. Humphreys, Director
Phone: 465-4470
Division: Retirement & Benefits
Date: 10/30/85

Approved by Commissioner: Eleanor Andrews
Date:
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Rev. 9/16/85

Work Draft Bill 14-1390 (10/24/85 version)
Fiscal Note Analysis
Prepared by Division of Retirement & Benefits

October 30, 1985

Analysis: Passage of this bill would decrease the current monthly salary for legislators and would consequently reduce monthly benefit payments to some members of the Elected Public Officers Retirement System (EPORS). Seventeen current EPORS retirees would receive reduced benefits and, for this analysis, we have estimated that three of the six members eligible to retire in FY 87 would also be affected by this bill.

The FY 87 savings to the state of $59.2 is calculated by applying the reduction in salary to the EPORS benefit formula and recalculating the FY 87 cost for each EPORS retiree.

The savings for FY 87 are projected for five months. Savings in successive fiscal years are for full years and increase at a rate of 8%.

This fiscal note reflects cost savings relating to EPORS only. Savings in PERS and TRS benefits will presumably be reflected in the fiscal note prepared by Legislative Affairs Agency in the Personal Services Component since these costs are charged as a percent of salary.

DRAFT

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: ----

REQUEST

Bill/Resolution No.: SB No.

Title: An Act relating to the compensation of legislators and providing for an o.d.

Sponsor: Joint Supr. Comm. on Legis. Salaries

Requester: Senator Hitch Ahnd

Date of Request: 10/23/85

FISCAL DETAIL

Agency Affected: Legislative Affairs Agency

BRU: General Government

Components: Legislative Council, Salaries & Allowances

EXPENDITURES/REVENUES : (Thousands of Dollars)

OPERATING	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
PERSONAL SERVICES	-0-	<322.2>	<1,213.1>	<1,213.1>		
TRAVEL	-0-	839.6	839.6	839.6		
CONTRACTUAL	-0-	120.0	120.0	120.0		
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	-0-	637.4	<253.5>	<253.5>		
CAPITAL	-0-	637.4	<253.5>	<253.5>		
REVENUE						

FUNDING : (Thousands of Dollars)

GENERAL FUND	-0-	637.4	<253.5>	<253.5>		
FEDERAL FUNDS						
OTHER						
TOTAL						

POSITIONS :

FULL-TIME		60	60	60		
PART-TIME						
TEMPORARY						

ANALYSIS : Attach a separate page if necessary

This bill reduces the monthly salary of legislators from $3,900 to $2,500; reinstates per diem during session at a higher rate; and raises the annual allowance for postage, stationery, stenographic services and other expenses from $4,000 to $6,000. (Continued)

Prepared by: Pamela A. Stoops, Manager Pamela A. Stoops Phone: 465-3850

Division: Administrative Services Date: 10/28/85

Approved by Executive Director: Warren W. Endicott Warren W. Endicott 10/28/85

Agency: Legislative Affairs Agency

Distribution (by Agency preparing fiscal note):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

10/25/85

CONTINUATION of FISCAL NOTE ANALYSIS

For Bill/Resolution No. _____

FY 87 shows an increase over existing law because this bill goes into effect January 19, 1987 and the higher salary is in effect for 6½ months plus per diem going into effect January 19, 1987.

The legislative per diem in this bill is the rate established for employees of the federal government in Juneau. Currently that rate is $109 a day. Before July 21, 1983 when the legislators were eligible for per diem, the rate according to law was using the State per diem rate which currently is $80 a day.

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 16, 1985

SUBJECT: Compensation of legislators
(Work Order No. 14-1390)

TO: Senator Mitch Abood
Chairman Joint Special Committee on
Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

Linda Firestone has requested a bill relating to legislative compensation. The bill is enclosed.

Let me note first a threshold issue regarding the numbering of the sections. The revisor has eliminated AS 24.15 and renumbered the sections as a part of AS 24.10. Accordingly, the numbering contained within this bill will conform to the supplement of the Alaska Statutes when issued this fall. They should be available in the very near future.

For your convenience, note that AS 24.10.100 is former AS 24.15.020. AS 24.10.105 is similar to former AS 24.15.010, repealed. AS 24.10.110 is former AS 24.15.030.

Please note that I have not dealt with the question of per diem during the interim, apart from the five days before and after a session. I am advised that there is presently no legislation dealing with the question and that the legislative council has authorized members to submit requests for reimbursement based on the costs of accommodations and $31 a day as a meals allowance.

If I were to propose language that would otherwise be consistent with the general scheme of the enclosed bill, I would suggest that a new subsection be added to Sec. 24.10.105, a section itself aided in the bill, to read:

> (c) When the legislature is not in session, a member of the legislature on official duty as a member of the

legislature in a community that is not the place of residence of the member is entitled to per diem at the rate set under (a) of this section; a member of the legislature on official duty as a member of the legislature in a community that is the place of residence of the member is entitled to per diem at the rate set under (b) of this section.

If I may be of further assistance, please advise.

RAB:mkr
M1:047

Enclosure

taken care in 2nd draft of 2,500/mw

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

PRE-PAY RAISE PER DIEM SYSTEM

SESSION: NON-JUNEAU LEGISLATOR.....$80.00/day
JUNEAU LEGISLATOR.....$60.00/day

NOTE: rates are same as set for all state employees except the Juneau legislator received an extra $10.00/day. This change made in 1/82

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CURRENT TRAVEL REIMBURSEMENT SYSTEM

SESSION: NO PER DIEM PAID DURING SESSION

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- $31.00 MEAL ALLOWANCE PER DAY

INTERIM

HOME TOWN LEGISLATIVE DUTIES
- NOT ELIGIBLE FOR ANY ALLOWANCES

HOME TOWN COMMITTEE MEETING
- NOT ELIGIBLE FOR ANY ALLOWANCES

TRAVEL AWAY FROM HOME TOWN DURING INTERIM
- SAME AS DURING SESSION

NOTE: ALL TRAVEL IS ASSUMED TO BE COMMITTEE RELATED, IF NOT EXPENSES AS SUBJECT TO APPROVAL FROM SENATE PRESIDENT OR HOUSE SPEAKER DURING SESSION AND HOUSE AND SENATE MAJORITY LEADERS IN THE INTERIM. THIS APPLIES TO PRE-RAISE AND CURRENT TRAVEL REIMBURSEMENT SYSTEM.

Rep. Terry Martin
State Capitol, Pouch V
Juneau, AK 99811

State	Number of Legislators	Population V.S. Census 1994	Constituents in District House of Repres.	# of Days in Session
Alabama	140	3,990,000	28,500	30 Legis
Alaska	60	500,000	8,333	120 Cal
Arizona	90	3,053,000	33,922	60 Cal
Arkansas	135	2,349,000	17,400	60 Cal
California	120	25,622,000	213,516	no limit
Colorado	100	3,178,000	31,780	no limit
Connecticut	187	3,154,000	16,866	90 Cal
Delaware	62	613,000	9,887	140 Cal
Florida	160	10,576,000	68,600	60 Cal
Georgia	236	5,837,000	24,733	40 Legis
Hawaii	76	1,039,000	13,671	60 Legis
Idaho	105	1,001,000	9,533	no limit
Illinois	177	11,511,000	65,033	no limit
Indiana	150	5,489,000	36,653	30 Legis
Iowa	150	2,910,000	19,400	no limit
Kansas	165	2,438,000	14,775	90 Cal
kentucky	138	3,723,000	26,978	60 Legis
Louisiana	144	4,426,000	30,986	85 Cal
Maine	184	1,156,000	6,282	50 Legis
Maryland	188	4,349,000	23,132	90 Cal
Massachusetts	200	5,798,000	28,945	no limit
Michigan	148	9,075,000	61,317	no limit
Minnesota	201	4,162,000	20,706	120 Legis
Mississippi	174	2,598,000	14,931	125 Cal
Missouri	207	5,008,000	24,193	May 15
Montana	150	824,000	5493	90 Legis
Nebraska	49	1,606,000	32,775	60 Legis
Nevada	63	911,000	14,460	60 Cal
New Hampshire	424	977,000	2,304	90 Cal
New Jersey	120	7,515,000	62,625	no limit
New Mexico	112	1,424,000	12,714	30 Cal
New York	211	17,735,000	84,052	no limit
North Carolina	170	6,165,000	36,264	no limit
North Dakota	159	686,000	4,314	80 Legis
Ohio	132	10,752,000	81,454	no limit
Oklahoma	149	3,298,000	22,134	90 legis
Oregon	90	2,674,000	29,711	no limit
Pennsylvania	253	11,901,000	47,039	no limit
Rhode Island	150	962,000	6,413	no limit
South Carolina	170	3,300,000	19,411	120 Cal
South Dakota	105	706,000	6,723	35 Legis
Tennessee	132	4,717,000	35,734	90 Legis
Texas	181	15,989,000	88,337	140 Cal
Utah	104	1,652,000	15,884	20 Cal
Vermont	180	530,000	2,944	no limit
Virginia	140	5,636,000	40,257	60 Cal
Washington	147	4,349,000	29,585	60 Cal
West Virginia	134	1,952,000	14,567	60 Cal
Wisconsin	132	4,766,000	36,106	no limit
Wyoming	94	511,000	5,436	20 Legis

Terrace H Martin
3930 Reka Dr #b-6
Anchorage AK
99504



State	Annual Salary (in $)	Per Diem (in $)	Other Benefits (in $)	Travel ¢ per mile & # of trips home
Alabama	10 p/d	85 p/d		20/1
Alaska	46,800	------	4,000 postage	0/1
Arizona	15,000	60 p/d	20 per diem during interim	20.5/u
Arkansas	7,500	44 p/d	4,200 home office/interim	23/w
California	33,732	66 p/d	265 p/mo rental car & gas	
Colorado	17,000	70 p/d		20/w
Connecticut	13,000	3,500 p/y	2,500 p/y expense	20/u
Delaware	20,000	2,500 p/y	2,500 p/y expense	15/u
Florida	12,000	50 p/d	1,000 for District office	20/w
Georgia	7,200	59 p/d	4,800 postage	20/w
Hawaii	15,600	45 p/d	2,500 stationary	/u
Idaho	30 p/d	60 p/d	35 p/d for interim business	18/5
Illinois	32,500	69 p/d		20/w
Indiana	11,600	65 p/d	4,680 postage	24/w
Iowa	14,600	45 p/d	40 p/d for interim business	22/w
Kansas	102p/d	50 p/d	3,600 per year/47p/d int bus	22/w
Kentucky	100p/d	75 p/d	1,000 p/y & 75 p/d int bus	20.5/w
Louisiana	16,800	75 p/d	3,900 p/y expenses	21/w
Maine	7,500	50 p/d	35 p/d for interim business	22/1
Maryland	21,000	72 p/d	8,950 for district offices	19/1
Massachusetts	30,000	------	2,400 per year expenses	
Michigan	34,860	6,700 p/y		29.5/u
Minnesota	21,140	35 p/d	147p/m dist off & 48p/d int bus	26/w
Mississippi	10,000	67 p/d	40 per day interim business	20/w
Missouri	19,524	35 p/d		17/w
Montana	50 p/d	45 p/d	49 p/d for interim business	20.5/4
Nebraska	4,800	55 p/d		21/1
Nevada	6,800	56 p/d	1,100 p/m off exp/104p/d int bus	20/0
N Hampshire	100	------		28.5/u
New Jersey	25,000	------		
New Mexico	75 p/d	------		25/1
New York	43,000	55 p/d		
N Carolina	8,400	60 p/d	2,064 expenses	25/w
North Dakota	90 p/d	50 p/d	2,160 expenses	20/w
Ohio	30,152	------		20/w
Oklahoma	20,000	35 p/d		22/w
Oregon	8,400	44 p/d	300 per mo.	
Pennsylvania	35,000	75 p/d		20/w
Rhode Island	5 p/d	------		8/u
S Carolina	10,000	68 p/d		23/w
South Dakota	3,200	75 p/d		21/w-e's
Tennessee	12,500	71 p/d	250 per mo.	20/w
Texas	7,200	30 p/d		23/u
Utah	65 p/d	25 p/d		23/1
Vermont	11,000	60 p/d		20.5/w
Virginia	11,000	65 p/d	3,000 p/y office expenses	20.5/w
Washington	13,750	44 p/d		10/1
W Virginia	6,500	70 p/d		17/w
Wisconsin	27,222	42 p/d		21.5/w
Wyoming	75 p/d	60 p/d	25 Reps/75 Sen per mo.	20/1

For Travel column; u=unlimited, w=weekly, w-e=weekends: Texas also gets 55¢ per highway mile for personal airplane expense.

Terrace H Martin
3930 Reka Dr #6
Anchorage AK
99504



FY'83

State	General Expenditures (in 000's)	Legislative Branch Expenditures (Dollars)	Legis Cost Per Legis (Dollars)	Legis Cos Per Capit (Dollars)
Alabama	4,637,675	6,409,000	45,779	1.6(
Alaska	3,422,267	24,396,000	406,600	48.8(
Arizona	3,215,109	8,668,000	96,311	2.84
Arkansas	2,254,285	4,849,000	35,918	2.06
California	36,487,972	100,843,000	840,358	3.93
Colorado	3,485,571	8,177,000	81,770	2.57
Connecticut	3,832,501	12,074,000	64,567	3.8?
Delaware	989,267	2,869,000	46,274	4.68
Florida	9,144,868	32,212,000	201,325	2.9?
Georgia	6,012,989	15,778,000	66,856	2.70
Hawaii	1,976,897	11,241,000	147,908	1.07
Idaho	1,038,020	2,426,000	23,105	2.42
Illinois	12,268,698	35,572,000	200,971	3.09
Indiana	5,211,286	10,100,000	67,333	1.84
Iowa	3,624,310	8,195,000	54,633	2.81
Kansas	2,542,096	8,069,000	48,903	3.30
Kentucky	4,549,048	9,681,000	70,152	2.60
Louisiana	6,293,984	21,061,000	146,257	4.75
Maine	1,434,204	5,930,000	32,228	5.12
Maryland	5,968,601	13,024,000	69,277	2.99
Massachusetts	8,304,957	30,907,000	154,535	5.33
Michigan	12,159,659	43,680,000	295,135	4.81
Minnesota	5,825,850	22,899,000	113,925	5.50
Mississippi	2,745,531	6,185,000	35,546	2.38
Missouri	4,326,228	13,805,000	66,691	2.75
Montana	1,057,422	7,465,000	49,766	9.05
Nebraska	1,721,870	5,074,000	103,551	3.16
Nevada	1,190,828	6,821,000	108,270	7.48
New Hampshire	912,538	5,218,000	12,307	5.34
New Jersey	9,734,768	21,286,000	177,383	2.82
New Mexico	2,523,984	4,567,000	40,777	3.20
New York	26,577,965	93,072,000	441,099	5.25
North Carolina	6,427,516	9,277,000	54,570	1.50
North Dakota	1,201,475	6,754,000	42,478	9.84
Ohio	11,932,799	15,105,000	114,432	1.40
Oklahoma	4,132,856	11,346,000	76,148	3.44
Oregon	3,536,494	11,010,000	122,333	4.11
Pennsylvania	12,874,280	54,748,000	216,395	4.60
Rhode Island	1,476,208	6,890,000	45,933	7.16
South Carolina	3,296,100	12,720,000	74,823	3.85
South Dakota	819,386	2,252,000	21,448	3.19
Tennessee	4,061,861	6,863,000	51,992	1.45
Texas	14,115,486	36,233,000	200,182	2.27
Utah	2,006,815	4,686,000	45,058	2.84
Vermont	802,610	2,757,000	15,316	5.20
Virginia	6,098,226	10,340,000	73,857	1.83
Washington	6,400,028	23,555,000	160,238	5.42
West Virginia	2,367,676	7,964,000	59,433	4.08
Wisconsin	6,956,509	17,926,000	135,803	3.76
Wyoming	1,074,102	1,458,000	15,511	2.85

JOINT SPECIAL COMM!TTEE ON LEGISLATIVE SALARIES

NOVEMBER 5, 1985

HEARING AGENDA

I. STATE DATE AND TIME FOR RECORD AND PURPOSE OF HEARING - Members Present (S. Ray absent)

II. TESTIMONY FROM REPRESENTATIVE TERRY MARTIN

III. REVIEW DRAFTS PREPARED ON LEGISLATIVE COMPENSATION

IV. REVIEW DRAFT PREPARED ON CONSTITUTIONAL AMENDMENT TO ESTABLISH A COMPENSATION COMMISSION

* Please announce coffee is around corner & they'll have to help themselves.

14-1390
Bradley
10-16-85

IN THE SENATE

BY THE JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SENATE BILL NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of legislators; and providing for an effective date."

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

* Section 1. AS 24.10.100 is amended to read:

Sec. 24.10.100. SALARY OF LEGISLATORS. The monthly [ANNUAL] salary for each member of the legislature is $2,000 [$46,800]. The president of the senate and the speaker of the house of representatives are each entitled to an additional $7,000 [$500] a year during tenure of office. The majority leaders of the senate and house of representatives are each entitled to an additional $5,000 a year during tenure of office. The minority leaders of the senate and the house of representatives are each entitled to an additional $2,500 a year during tenure of office. The chair of each standing committee of the senate and the house of representatives is each entitled to an additional $3,000 a year during tenure of office.

* Sec. 2. AS 24.10 is amended by adding a new section to read:

Sec. 24.10.105. LEGISLATIVE PER DIEM. (a) Each member of the legislature who is not a permanent resident of Juneau is entitled to per diem at the rate established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular or special session.

(b) Each member of the legislature who is a permanent resident of Juneau is entitled to per diem at 60 percent of the rate

established for employees of the federal government in Juneau when the member is in attendance at a regular or special session of the legislature and for the five days before and after a regular session of the legislature.

* Sec. 3. AS 24.10.110 is amended to read:

Sec. 24.10.110. ADDITIONAL ALLOWANCES. Each [IN ADDITION, EACH] member of the legislature is entitled to an annual allowance of $6,000 [PRESCRIBED IN ACCORDANCE WITH AS 39.23] for postage, stationery, stenographic services and other expenses.

* Sec. 4. This Act takes effect January 19, 1987.

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date:

REQUEST Work Draft Bill 14-1390
Bill/Resolution No.: dated 10/16/85
Title: An Act Relating to Compensation for Legislators
Sponsor:
Requestor:
Date of Request:

FISCAL DETAIL
Agency Affected:
Program Category Affected: EPORS
BRU, Program or Subprogram(s) Affected:

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
100 PERSONAL SERVICES						
100 RTMNT & BNFTS						
200 TRAVEL						
300 CONTRACTUAL						
400 SUPPLIES						
500 EQUIPMENT						
600 LAND & STRUCT						
700 GRANTS, CLAIMS	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
700 TRS MATCH						
TOTAL OPERATING	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
FEDERAL FUNDS						
OTHER						
TOTAL	-0-	[80.6]	[209.0]	[225.7]	[243.8]	[263.3]
POSITIONS:	-0-	-0-	-0-	-0-	-0-	-0-
FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

(See attached)

DRAFT

Prepared By: J.K. Humphreys
Phone: 465-4470
Division: Retirement & Benefits
Date: 10/30/85

Approved by Commissioner: Eleanor Andrews
Date:
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Rev. 9/16/85

Work Draft Bill 14-1390 (10/16/85 version)
Fiscal Note Analysis
Prepared by Division of Retirement & Benefits

October 30, 1985

Analysis: Passage of this bill would decrease the current monthly salary for legislators and would consequently reduce monthly benefit payments to some members of the Elected Public Officers Retirement System (EPORS). Seventeen current EPORS retirees would receive reduced benefits and, for this analysis, we have estimated that three of the six members eligible to retire in FY 87 would also be affected by this bill.

The FY 87 savings to the state of $80.6 is calculated by applying the reduction in salary to the EPORS benefit formula and recalculating the FY 87 cost for each EPORS retiree.

The savings for FY 87 are projected for five months. Savings in successive fiscal years are for full years and increase at a rate of 8%.

This fiscal note reflects cost savings relating to EPORS only. Savings in PERS and TRS benefits will presumably be reflected in the fiscal note prepared by Legislative Affairs Agency in the Personal Services Component since these costs are charged as a percent of salary.

DRAFT

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date : _____

REQUEST

Bill/Resolution No. : SB No.
Title : An Act relating to the compensation of legislators; and providing for an e.d.

Sponsor : Joint Spec. Comm. on Legis. Salaries
Requestor : Senator Mitch Abood
Date of Request : 10/23/85

FISCAL DETAIL

Agency Affected : Legislative Affairs Agency
BRU : General Government

Components : Legislative Council, Salaries & Allowances

EXPENDITURES/REVENUES : (Thousands of Dollars)

OPERATING	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
PERSONAL SERVICES	-0-	<536.1>	<1,569.0>	<1,569.0>		
TRAVEL	-0-	833.2	833.2	833.2		
CONTRACTUAL	-0-	120.0	120.0	120.0		
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	-0-	417.1	<615.8>	<615.8>		
CAPITAL	-0-	417.1	<615.8>	<615.8>		
REVENUE						

FUNDING : (Thousands of Dollars)

GENERAL FUND	-0-	417.1	<615.8>	<615.8>		
FEDERAL FUNDS						
OTHER						
TOTAL						

POSITIONS :

FULL-TIME		60	60	60		
PART-TIME						
TEMPORARY						

ANALYSIS : Attach a separate page if necessary

This bill reduces the monthly salary of legislators from $3,900 to $2,000; reinstates per diem during session at a higher rate; raises the annual allowance from $4,000 annually to $6,000 annually for postage, stationery, stenographic services and other expenses; and raises the additional compensation of the Senate President and Speaker of the House from $500 annually to

(Continued)

Prepared by : Pamela A. Stoops, Manager Pamela A. Stoops Phone : 465-3850
Division : Administrative Services Date : 10/28/85

Approved by Executive Director: Warren W. Endicott Warren W. Endicott 10/28/85
Agency : Legislative Affairs Agency

Distribution (by Agency preparing fiscal note) :
- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

10/25/85

CONTINUATION of FISCAL NOTE ANALYSIS

For Bill/Resolution No. _____

$7,000 annually. This bill also adds additional compensation to the majority leaders of the House and Senate $5,000 a year, minority leaders of the House and Senate $2,500 a year, and the chair of each standing committee of the Senate and House $3,000 a year.

FY 87 shows an increase over existing law because this bill goes into effect January 19, 1987, and the higher salary is in effect for 6½ months plus per diem going into effect January 19, 1987.

The legislative per diem in this bill is the rate established for employees of the federal government in Juneau. Currently that rate is $109 a day. Before July 21, 1983 when the legislators were eligible for per diem, the rate according to law was using the State per diem rate which currently is $80 a day.

SCOMM
#49:39

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

MEMORANDUM August 15, 1985

RECEIVED
AUG 15 1985

SUBJECT: Alternate public member

TO: Senator Mitch Abood, Chair
Joint Special Committee on Legislative Salaries

FROM: Tamara Brandt Cook TBC
Legislative Counsel
Division of Legal Services

You have informed me that Ms. Jo Finity has been selected as an alternate public member on the Joint Special Committee on Legislative Salaries. From September 1, 1983 until January 31, 1984 she was employed by an organization called First Associates and was involved in an effort to repeal the recent legislative pay increase through the initiative and referendum process. First Associates was not successful and the move to repeal the pay increase was eventually taken over by another organization. Ms. Finity may not personally be committed to the repeal of the pay increase, but she was paid $2,500 monthly, together with reimbursement of expenses, for her efforts on the initiative. You have asked whether the appointment of Ms. Finity to the Joint Special Committee on Legislative Salaries creates a conflict of interest.

Ms. Finity's involvement in an effort to repeal the legislative pay increase does not in itself create a conflict of interest problem, although she may be perceived to represent a particular point of view rather than the interests of the general public. However, a difficulty is presented by the fact that Ms. Finity received money for this involvement and, thus, may have or have had a personal financial interest in the question of salaries for legislators. Her situation would not create a conflict of interest under AS 24.60.030, generally defining conflicts of interest for the legislative branch. Under AS 24.60.020(b) the provisions of the chapter dealing with legislative ethics supersede the common law relating to conflict of

interest that apply to a member of the legislature or an employee of the legislature or a legislator. However, Ms. Finity is not a legislator or employee covered by this provision, so the common law relating to conflict of interest would apply to her.

The common law controls judicial decisions unless legislation is enacted to modify it. (Surina v. Buckalew, 629 P.2d 969 (Alaska 1981)) Under the common law not only must a public official avoid impropriety, but even the appearance of impropriety is to be avoided. (Warwick v. State ex rel Chance, 548 P.2d 384 (Alaska 1976)) This notion has been incorporated into the statutes in AS 39.50.010(b)(1) which states "public office is a public trust which should be free from the danger of conflict of interest".

It cannot be determined whether the situation involved here would be held to constitute a conflict of interest by the court, because in making a determination under the common law the courts consider the particular facts of each case. (See Attorney General Opinion 366-255-83, 366-286-83, A66-393-81, J66-457-81, December 3, 1982) It is possible that the court, in view of the fact that Ms. Finity's financial connection with First Associates has ended, would find no conflict of interest. On the other hand, it is possible that a court faced with the facts outlined earlier in this memorandum would find the appearance of impropriety, and therefore, a conflict of interest. At best, this is a situation which could raise questions.

You have also asked what the role of an alternate public member on the Joint Special Committee on Legislative Salaries would be. The committee was established last session in CSSCR 19(Fin) am H. That resolution provides that the committee consists of three members of the House of Representatives, three members of the Senate, and three public members. There is no provision for alternate members. Only the nine members appointed to the committee in accordance with the resolution can exercise the powers of committee members, particularly the right to vote on committee business. While an alternate member may attend all meetings of the committee, just as any member of the public may, and could be granted the right to participate in discussions of the committee, the alternate could not vote or exercise any other power of a committee member.

TBC:mkr
031:J16

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SUMMARY OF RESUMES RECEIVED FOR PULBIC MEMBER POSITIONS

RECEIVED	NAME & SUMMARY
8/1/85	JO FENETY OF ANCHORAGE OWNER OF TOP TEMPORARIES
8/1/85	FRANK PORT OF ANCHORAGE PIONEER HOME RESIDENT EXTENSIVE EXPERIENCE IN LABOR RELATIONS
8/5/85	JEAN MARILYN PARSONS OF ANCHORAGE EMPLOYED BY SOHIO AS LANDMAN, PERMIT COMPLIANCE, EMPLOYMENT AND EEO SUPERVISOR UNIV. OF ANCHORAGE, B.A. OFFICE ADMINISTRATION/ BUSINESS EDUCATION
8/5/85	JERRY P. JONES OF ANCHORAGE U.S. AIR FORCE AIR TRAFFIC CONTROL SPECIALIST
8/5/85	HAROLD J. MOENING OF ANCHORAGE PRIVATE BUSINESS/CONSULTING GEOLOGIST ENGINEER CURRENTLY WITH NORTEC UNIV. OF FAIRBANKS, B.S. GEOLOGY
8/6/85	FORMER MAYOR GEORGE SULLIVAN OF ANCHORAGE (1967-1982) GENERAL MANAGER OF MULTIVISIONS

Jo Fenoty

4050 Woronzof Drive Anchorage, AK 99503
(907) 243-6467

RESUME

EMPLOYMENT BACKGROUND:

TOP TEMPORARIES — 2/83 to Present
Owner — Anchorage

HERITAGE HOMES AND INVESTMENTS — 7/84 to 1/85
Director, Property Management — Anchorage

NEW CAPITAL SITE PLANNING COMMISSION — 11/81 to 12/82
Administrative Officer — Anchorage

DEPARTMENT OF TRANSPORTATION AND PUBLIC FACILITIES — 9/78 to 11/81
Leasing Manager - Anchorage/Fairbanks Airports — Anchorage

DEPARTMENT OF HEALTH AND SOCIAL SERVICES AND DEPARTMENT OF COMMUNITY AND REGIONAL AFFAIRS — 9/76 to 8/78
Administrative Assistant III — Juneau

FORMAL EDUCATION:

University of Florida - Liberal Arts
University of Alaska - Business

COMMUNITY SERVICE:

Cook Inlet Foundation, Inc., Past President (1981-82)
Women in State Employment, Co-Founder
Anchorage Chamber of Commerce, Member, Legislative Action Committee
Anchorage Republican Women's Club, Past President (1982-84)
Republican Association for Business and Professional Women

REFERENCES: Upon request

FRANK PORT RESUME SUMMARY

BORN NEW YORK CITY-MAY 5, 1910

WORKED ON MAYORAL CAMPAIGN IN NEW YORK

PLANT STEWARD FOR LOCAL 5 OF AMALGAMATED MEAT CUTTERS AND BUTCHER WORKMEN OF NORTH AMERICA

PRESIDENT AND BUSINESS REPRESENTATIVE OF LOCAL 334 NEW YORK

CONTRACTED WITH CORPS OF ENGINEERS AT OLD FT. RICHARDSON, ALASKA

U.S. AIR FORCE (ALASKA) 1963 - 1966/ HEATING EQUIPMENT REPAIR FOREMAN
PROMOTED TO SUPERVISORY CAPACITY

RETIRED DUE TO DEATH OF WIFE/4 CHILDREN

RECEIVED
AUG 1 1985

The Hon: Senator Mitch Hboop;

I am submitting the following information to qualify as a public member of the Wage Panel

Born New York City MAY 5th 1910

Served as Asst. to Frank R. Horan Campaign Manager for the City Fusion Party for the election of F. LaGuardia as Mayor of the City of New York.

Was Plant Steward for local 5 of the Amalgamated Meat Cutters and Butcher Workmen of North America.

Won an Election under the o/d NRA (The so called Blue Eagle) This act was declared unconstitional by the Supreme Court. Congress the National Labor Relations Act. (The Wagner Act) I petitioned the International for a seperate Charter received same and proceeded to win another Election as President & Business Representative for local 334 of the Amalgamated it took four years to get a signed contract from the New York Butchers Dressed Meat Co Division of Armour & Co. The first from one of the big four Packers (Swift, Armour, Cudahy and Wilson).

I Quit as President & Business Representative of the local when the demands of the membership went beyond what the Company could meat as it was still recovering from a depleted Cattle Market Due to Drouth in the Mid & far West what Cattle could be bought was in a high live market.

From Frank N. Bort
Route 7-027
Anchorage Ak 99510

July 31

Because I refused to represent their impossible demands I quit. They membership then went C.I.O and I left entirely because I would not support Sit down Strikes on already impervished Cattle Market. Bechtel, Price and Calkhan was hiring for the Canol Project at the time so I went to a spot 3 miles above Whitehorse and helped build a refinery - Completed my Contract returned to New York in June of 1943 settled my affairs and signed a Contract with the Corps. of Engineers returned to Anchorage and was employ at Old Ft Richardson for the Post Utilities which amalgamated with the O/D U.S.E.D to form the Post Engineer setup which is still in existance today, transferred to Air force in 1963 became Heating Equipment Repair Foreman 1966 Received my Administrative + Managerial Certificates through U.S.A.F.I. went to King Salmon as Heating Systems Soperviser for a year returned to 5073 ABS Shemya in same Supervisory Capacity responsible for the Waste Heat Recovery System, All High Pressure + low Pressure Steam Boilers, Hot water Boilers, Heat exchangers and Warm Air Furnaces. Retired upon the death of my wife due to Cancer of the Lungs and Emphysema myself 4 children Eldest Frank Honorably Discharged Navy next Kenneth Honorably Discharged Army next John Retired on Disability Coast Guard. All saw Service during

Senator Mitch Abood
Chairman, Legislative Salary Special Committee
Alaska State Senate
1024 W. 6th Avenue
Anchorage 99501

31 July 1985

Dear Senator Abood:

I would like to volunteer to serve as a public member of the Special Legislative Salary Committee.

A detailed (actually a lengthy) resume is enclosed. My previous salary comparison experience includes a special assignment to the school district where I evaluated all teachers when the wage classification system was changed some years ago to include years of service as well as degrees and years of education. Additionally, I worked with salary and compensation programs for Sohio in their Employee Relations Department.

During my thirty years in Alaska, I have served the community and the state and would like to continue in this important committee.

References: Jean vonDohrman, 501 D Street, Anchorage 99501
Jean Craciun, 808 E Street, Anchorage 99501
Larry Landry, Alaska Mutual Bank, Anchorage
Al Fleetwood, 3336 Princeton Way, Anchorage
Martha Galbreath, P. O. Box 6193, Anchorage 99501

I will be glad to provide additional information or references.

Jean Parsons

Jean M. Parsons
P. O. Box 3-414
Anchorage 99501
Day phone - 564-5137

RECEIVED
AUG 5 1985

SYNOPSIS of RESUME of
JEAN MARILYN PARSONS

Post Office Box 3-414
Anchorage, Alaska 99501
Telephone: 907 344-4006

EDUCATION

1973 University of Alaska, Anchorage, B.A. -
Office Administration/Business Education
(earned degree while employed full time)
Secondary Education Certificate, State of Alaska

1949 Fisher Junior College, Boston, Massachusetts
Professional Secretarial Certificate.

PROFESSIONAL EXPERIENCE

1977 - Sohio Alaska Petroleum Company, Prudhoe Bay and Anchorage:
Landman, Permit Compliance (also Camp Supervisor,
Employment and EEO Supervisor).

1975 - 1976 Green Construction Company, Prudhoe Bay:
Office Manager.

1970 - 1975 State of Alaska, Department of Labor, Anchorage and
Juneau: Program Coordinator, Employment Counselor.

1959 - 1969 Scandinavian Airlines System, Anchorage:
Senior Passenger Service Representative.

PRE-PROFESSIONAL EXPERIENCE

1956 - 1959 Alaska Communications System; Union Oil Corporation;
Greater Anchorage Chamber of Commerence - Anchorage.
Secretary and Administrative Assistant.

1955 - 1956 Palm Beach Biltmore Hotel, Palm Beach, Florida,
Secretary to the Manager.

1949 - 1955 Boston University School of Social Work, Boston,
Secretary to the Dean.

MEMBERSHIP in PROFESSIONAL ORGANIZATIONS

Past President of the Board of Directors, Employment and Training Center
of Alaska and Alaska Resources for the Moderately and Severely Impaired
Soroptimists of Cook Inlet
Alaska World Affairs Council
American Vivisection Association
Anchorage Society of Prevention of Cruelty to Animals

AMPLIFIED RESUME JEAN M. PARSONS

3/77 -
SOHIO ALASKA PETROLEUM COMPANY, Anchorage (formerly BP)

Accepted a Skilled Clerk assignment at Prudhoe Bay to gain a position. Organized the Controls System office, including files, maintenance records, dossiers; handled and processed purchase orders; received, unpacked and distributed all supplies, tools and equipment for Controls and Communications. Participated in establishing the original computerized preventive maintenance/ purchasing system.

Successfully applied for an upgrade through the company's Job Opportunity Program and began as Camp Supervisor, CC-1, July 1978. Prepared and administered contracts and budgets; health and safety programs; supervised camp staff - reservations and check-ins, catering, housekeeping and building maintenance; arranged entertainment; the same responsibilities for Sohio's main camp were added during 1979.

In September 1979, I again bid through the Job Opportunity Program for the position of Employment Supervisor, Anchorage, in charge of external recruitment. Supervised the Employee Relations Office, wrote job descriptions and vacancy announcements, interviewed, selected and referred applications and directed employment application processing for permanent exempt and non-exempt positions. Recruited, selected and administered a large temporary work force.

In June 1981, I was transferred to Equal Employment Opportunity Supervisor, responsible for preparing and administering the Affirmative Action Program for 1200 employees. Provided EEO policy and law interpretations to management and employees. Planned and directed an EEO training program. Designed and implemented an audit and reporting system to measure program effectiveness; identified potential problem areas and recommended remedies. Responded to formal complaints. Counseled employees. Conducted a community outreach program which included presenting career day programs to high school students around the State.

Through the Job Opportunity Program, I applied for a position August 1983 in the Lands Department as Landman, Permit Compliance. Responsible for providing comprehensive audit, monitoring, and reporting system for the majority of Sohio's operating permits. Responsible for developing permit awareness training to insure high company compliance response; for defining responsibilities and communications paths for permit compliance; for negotiating with regulatory agencies to mitigate the impact on operations of proposed or existing stipulations; for maintaining current knowledge of permit and regulatory burdens to prepare company position reports as needed.

11/75 - 8/76
GREEN CONSTRUCTION COMPANY, Prudhoe Bay

Accepted temporary job as clerk typist to satisfy curiousity about the Alaska Pipeline. Promoted to Office Manager after one month. Supervised clerical employees and supported the Project Manager and staff, plus three subcontractors, administering a $21,000,000. maintenance and service contract.

4/70 - 10/75
ALASKA DEPARTMENT of LABOR, Division of Employment Security
Anchorage, Juneau

Employed as Manpower Specialist Trainee interviewing, classifying, and placing applicants. Promoted to Manpower Specialist I in November 1970, as Selection and Referral Specialist working mainly with disadvantaged persons seeking job training, counseling, employment. Recommended individuals for training and followed them through a program leading to employment by providing needed supportive services including food, housing, transportation.

Promoted to Manpower Specialist III in January 1972, to Juneau. Involved in employment service technical functions -- including planning and implementing new programs; interpreting and revising methods or procedures to adapt State operations to Federal guidelines. Provided technical assistance and training to eleven statewide employment offices. Wrote manuals and directives, designed forms, conducted program audits and evaluations. Acted as supervisor for the Manpower Development and Training Act and Work Incentive Program Training Payment Unit, which was responsible for payment of tuition and allowances to trainees throughout the State.

From May through October 1973, was assigned to a special group of the Federal Division of Budget Development and Review to improve the ability of the Unemployment Insurance Service to budget and allocate resources. Participated in three phases of the study:

> Flowcharted all processes in unemployment insurance offices in the State; documented quality standards of the agency
> Trained monitors around the State, tested the design, and monitored recording of actual time expended and production counts on all processes in paying and adjudicating unemployment claims
> Analyzed and summarized time expenditures and production counts and constructed a cost model of budget procedures which is now the basis for budget preparation and allocation for the agency.

Promoted to Manpower Specialist IV in August 1974, in Anchorage, and under general direction of the Agency Director and Assistant Directors, performed special studies to identify, analyze and document management procedures and policy and recommend corrective action or change. Redesigned programs as required and trained staff statewide. Acted as liaison for the Director in Anchorage.

Was advanced to Program Coordinator in March 1975, with statewide responsibility to revitalize the Work Incentive Program and improve performance to achieve mandatory Federal goals or lose State funding. Reported directly to the Commissioners of Labor and Health and Social Services; coordinated program with Region X Federal WIN staff. Functioned as the Program Manager of the Anchorage WIN Office, which accounted for 80% of state goals. Able to bring WIN program up to the desired level and received Federal approval moving from the worst to the best state WIN program in Region X. Left the State agency to return to private industry.

August 5, 1985

Legislative Affairs Committee
Senator Mitch Abood
1024 W. 6th Street
Anchorage, AK 99501

Dear Sir:

I would like to volunteer to serve as a public member of the Legislative Salary Committee. My reasons are strictly to serve the publics interest and I believe my qualifications make me well suited for this endeavor.

I am 45 years old, married, and have four college age children. My family and I have been Alaska residents since 1964 having come here as an Air Force fighter pilot. In 1971, after eight years of active military duty, including Vietnam, I began working for the Federal Aviation Administration where I am currently a GS-13 Air Traffic Control Specialist Supervisor. Also, since 1970 I have served in the Alaska Air National Guard as a pilot and Director of Operations.

My personal life is devoted primarily to family, church activities, and private flying. I served for ten years as treasurer of the Anchorage Church of Christ, a congregation of approximately 600 members. I also served as an elder and teacher for that congregation. Since 1970 I have been a part-time flight instructor flying out of Merrill Field and Anchorage International Airport.

There are probably more than 25,000 military and civilian employees of the U. S. Government in Alaska. I believe these people need a voice in determining the salary of our elected representatives and my experience in the aviation community, the U. S. Government, and the Air National Guard gives me a broad background to serve on this committee.

My desire is to represent a large segment of Alaskas people while serving all Alaskans, so I ask your favorable consideration for this position. For personal references I would refer you to Judge Seaborn J. Buckalew, Mr. Ed Merdes, or Senator Rick Halford.

Thank you for your time and attention.

Sincerely,

Jerry P. Jones

Jerry P. Jones
6844 Town & Country
Anchorage, AK 99502
Phone 243-4490

RECEIVED
AUG 5 1985

RECEIVED
AUG 6 1985

NAME:	GEORGE M. SULLIVAN
HOME ADDRESS:	1345 West 12th Avenue Anchorage, Alaska 99501
TELEPHONE:	Residence (907) 272-2918
DATE OF BIRTH:	March 31, 1922
EDUCATION:	VALDEZ HIGH SCHOOL BUSINESS ADMINISTRATION (SUMMER COURSE) AT STANFORD
MILITARY:	U. S. Army - Aleutians, WW II
BUSINESS CAREER:	MULTIVISIONS, LTD. General Manager WESTERN AIRLINES Senior Vice President - Alaska MAYOR OF ANCHORAGE, ALASKA Oct, 1967 - Jan., 1982 ALASKA STATE LEGISLATOR CONSOLIDATED FREIGHTWAYS - Alaska Manager U. S. DEPUTY MARSHAL - ALASKA
MEMBERSHIPS:	Anchorage Elks, #1351 Pioneers of Alaska Knights of Columbus Knights of the Holy Sepulcher, Alaska Council Member First Federal Bank - Board of Directors MultiVisions Cable - Board of Directors First Service Corporation - Board of Directors Former Member: Anchorage Assembly Anchorage City Council Fairbanks City Council Alaska VFW - Department Commander Jaycees - State President Executive Board, U. S. Conference of Mayors Alaska Municipal League - Past President National League of Cities - Board of Directors
SPOUSE'S NAME:	MARGARET EAGAN SULLIVAN
CHILDREN:	1. Tim 2. Harvey 3. Dan 4. Kevin 5. Colleen 6. George, Jr. 7. Mike 8. Shannon 9. Casey
GRANDCHILDREN:	EIGHT (8)

JOINT SPECIAL COMMITTEE ON LEGISLATIVE SALARIES

SUMMARY OF RESUMES RECEIVED FOR PULBIC MEMBER POSITIONS

RECEIVED	NAME & SUMMARY
8/1/85	JO FENETY OF ANCHORAGE OWNER OF TOP TEMPORARIES
8/1/85	FRANK PORT OF ANCHORAGE PIONEER HOME RESIDENT EXTENSIVE EXPERIENCE IN LABOR RELATIONS
8/5/85	JEAN MARILYN PARSONS OF ANCHORAGE EMPLOYED BY SOHIO AS LANDMAN, PERMIT COMPLIANCE, EMPLOYMENT AND EEO SUPERVISOR UNIV. OF ANCHORAGE, B.A. OFFICE ADMINISTRATION/ BUSINESS EDUCATION
8/5/85	JERRY P. JONES OF ANCHORAGE U.S. AIR FORCE AIR TRAFFIC CONTROL SPECIALIST
8/5/85	HAROLD J. MOENING OF ANCHORAGE PRIVATE BUSINESS/CONSULTING GEOLOGIST ENGINEER CURRENTLY WITH NORTEC UNIV. OF FAIRBANKS, B.S. GEOLOGY
8/6/85	FORMER MAYOR GEORGE SULLIVAN OF ANCHORAGE (1967-1982) GENERAL MANAGER OF MULTIVISIONS

Note —

John Butrovich has had a change of mind. If he serves there will be a conflict due to his retirement program EPORS (Elected Public Officials Retirement System) which is directly connected with any salary increases. He has also discussed this with Senator Fahrenkamp & have verified this conflict with Retirement in Juneau. Call me at home if you like - 276-7483. Linda

Lgda

August 6, 1985

RECEIVED
AUG 6 1985

Panel on Legislative Salaries
Senator Mitch Abood, Chairman
1024 W. 6th Avenue
Anchorage, Alaska 99501

Gentlemen,

Please consider me as a candidate for one of the three public members for the Panel on Legislative Salaries.

I am a 29-year resident of the State of Alaska and have a sincere interest in all matters affecting this State and its people.

Enclosed herewith is a brief resume' outlining my qualifications for this appointive position. Your consideration is appreciated.

Respectfully submitted,

Harold J. Moening

Harold J. Moening
3200 Brookside Drive
Anchorage, Alaska 99517

Enclosure

HJM/fbw

RESUME

HAROLD J. (HARRY) MOENING
3200 Brookside Drive
Anchorage, Alaska 99517

PERSONAL

U.S. Citizen, Born March 16, 1934 in Melrose, Minnesota.
Alaska Resident since June, 1956.

Graduate of University of Alaska, Fairbanks
Bachelor of Science Degree - Geology, 1960.

Married July 26, 1958 in Anchorage, Alaska.
Father of three children, all Alaskan residents.

MEMBERSHIPS

American Arbitration Association
Panel of Arbitrators

Alaska Bar Association
Non-Attorney Member of Disciplinary Committee

Municipality of Anchorage
Geotechnical Advisory Commission 1976-1980

Registered Professional Geologist
In States of Alaska, California, and Idaho

Member and former Chapter President of the
American Institute of Professional Geologists

Member of Association of Engineering Geologists

RELEVANT EXPERIENCE

Employed by State of Alaska, Dept. of Highways
1960 - 1964

Private Businessman and Employer in Alaska since 1964. Alaskans on my payroll during this time have varied from a few to over 150.

SCOMM

#49:40

Rep. Terry Martin
State Capitol, Pouch V
Juneau, AK 99811

State	Number of Legislators	Population V.S. Census 1994	Constituents in District House of Repres.	# of Days in Session
Alabama	140	3,990,000	28,500	30 Legis
Alaska	60	500,000	8,333	120 Cal
Arizona	90	3,053,000	33,922	60 Cal
Arkansas	135	2,349,000	17,400	60 Cal
California	120	25,622,000	213,516	no limit
Colorado	100	3,178,000	31,780	no limit
Connecticut	187	3,154,000	16,866	90 Cal
Delaware	62	613,000	9,887	140 Cal
Florida	160	10,976,000	68,600	60 Cal
Georgia	236	5,837,000	24,733	40 Legis
Hawaii	76	1,039,000	13,671	60 Legis
Idaho	105	1,001,000	9,533	no limit
Illinois	177	11,511,000	65,033	no limit
Indiana	150	5,489,000	36,653	30 Legis
Iowa	150	2,910,000	19,400	no limit
Kansas	165	2,438,000	14,775	90 Cal
kentucky	138	3,723,000	26,978	60 Legis
Louisiana	144	4,426,000	30,986	85 Cal
Maine	184	1,156,000	6,282	50 Legis
Maryland	188	4,349,000	23,132	90 Cal
Massachusetts	200	5,798,000	28,945	no limit
Michigan	148	9,075,000	61,317	no limit
Minnesota	201	4,162,000	20,706	120 Legis
Mississippi	174	2,598,000	14,931	125 Cal
Missouri	207	5,008,000	24,193	May 15
Montana	150	824,000	5493	90 Legis
Nebraska	49	1,606,000	32,775	60 Legis
Nevada	63	911,000	14,460	60 Cal
New Hampshire	424	977,000	2,304	90 Cal
New Jersey	120	7,515,000	62,625	no limit
New Mexico	112	1,424,000	12,71	30 Cal
New York	211	17,735,000	84,052	no limit
North Carolina	170	6,165,000	36,264	no limit
North Dakota	159	686,000	4,314	80 Legis
Ohio	132	10,752,000	81,454	no limit
Oklahoma	149	3,298,000	22,134	90 legis
Oregon	90	2,674,000	29,711	no limit
Pennsylvania	253	11,901,000	47,039	no limit
Rhode Island	150	962,000	6,413	no limit
South Carolina	170	3,300,000	19,411	120 Cal
South Dakota	105	706,000	6,723	35 Legis
Tennessee	132	4,717,000	35,734	90 Legis
Texas	181	15,989,000	88,337	140 Cal
Utah	104	1,652,000	15,884	20 Cal
Vermont	180	530,000	2,944	no limit
Virginia	140	5,636,000	40,257	60 Cal
Washington	147	4,349,000	29,585	60 Cal
West Virginia	134	1,952,000	14,567	60 Cal
Wisconsin	132	4,766,000	36,106	no limit
Wyoming	94	511,000	5,436	20 Legis

Terrence H Martin
3930 Reka Dr #b-6
Anchorage AK
99504



State	Annual Salary (in $)	Per Diem (in $)	Other Benefits (in $)	Travel ¢ per mile & # of trips home
Alabama	10 p/d	85 p/d		20/1
Alaska	46,800	------	4,000 postage	0/1
Arizona	15,000	60 p/d	20 per diem during interim	20.5/u
Arkansas	7,500	44 p/d	4,200 home office/interim	23/w
California	33,732	66 p/d	265 p/mo rental car & gas	
Colorado	17,000	70 p/d		20/w
Connecticut	13,000	3,500 p/y	2,500 p/y expense	20/u
Delaware	20,000	2,500 p/y	2,500 p/y expense	15/u
Florida	12,000	50 p/d	1,000 for District office	20/w
Georgia	7,200	59 p/d	4,800 postage	20/w
Hawaii	15,600	45 p/d	2,500 stationary	/u
Idaho	30 p/d	60 p/d	35 p/d for interim business	18/5
Illinois	32,500	69 p/d		20/w
Indiana	11,600	65 p/d	4,680 postage	24/w
Iowa	14,600	45 p/d	40 p/d for interim business	22/w
Kansas	102p/d	50 p/d	3,600 per year/47p/d int bus	22/w
Kentucky	100p/d	75 p/d	1,000 p/y & 75 p/d int bus	20.5/w
Louisiana	16,800	75 p/d	3,900 p/y expenses	21/w
Maine	7,500	50 p/d	35 p/d for interim business	22/1
Maryland	21,000	72 p/d	8,950 for district offices	19/1
Massachusetts	30,000	------	2,400 per year expenses	
Michigan	34,860	6,700 p/y		29.5/u
Minnesota	21,140	35 p/d	147p/m dist off & 48p/d int bus	26/w
Mississippi	10,000	67 p/d	40 per day interim business	20/w
Missouri	19,524	35 p/d		17/w
Montana	50 p/d	45 p/d	49 p/d for interim business	20.5/4
Nebraska	4,800	55 p/d		21/1
Nevada	6,800	56 p/d	1,100 p/m off exp/104p/d int bus	20/0
N Hampshire	100	------		28.5/u
New Jersey	25,000	------		
New Mexico	75 p/d	------		25/1
New York	43,000	55 p/d		
N Carolina	8,400	60 p/d	2,064 expenses	25/w
North Dakota	90 p/d	50 p/d	2,160 expenses	20/w
Ohio	30,152	------		20/w
Oklahoma	20,000	35 p/d		22/w
Oregon	8,400	44 p/d	300 per mo.	
Pennsylvania	35,000	75 p/d		20/w
Rhode Island	5 p/d	------		8/u
S Carolina	10,000	68 p/d		23/w
South Dakota	3,200	75 p/d		21/w-e's
Tennessee	12,500	71 p/d	250 per mo.	20/w
Texas	7,200	30 p/d		23/u
Utah	65 p/d	25 p/d		23/1
Vermont	11,000	60 p/d		20.5/w
Virginia	11,000	65 p/d	3,000 p/y office expenses	20.5/w
Washington	13,750	44 p/d		10/1
W Virginia	6,500	70 p/d		17/w
Wisconsin	27,222	42 p/d		21.5/w
Wyoming	75 p/d	60 p/d	25 Reps/75 Sen per mo.	20/1

For Travel column; u=unlimited, w=weekly, w-e=weekends: Texas also gets 55¢ per highway mile for personal airplane expense.

Terrence M Martin
3930 Reka Dr #b-6
Anchorage AK
99504



FY '83

State	General Expenditures (in 000's)	Legislative Branch Expenditures (Dollars)	Legis Cost Per Legis (Dollars)	Legis Cos Per Capit (Dollars)
Alabama	4,637,675	6,409,000	45,779	1.60
Alaska	3,422,267	24,396,000	406,600	48.80
Arizona	3,215,109	8,668,000	96,311	2.84
Arkansas	2,254,285	4,849,000	35,918	2.06
California	36,487,972	100,843,000	840,358	3.93
Colorado	3,485,571	8,177,000	81,770	2.57
Connecticut	3,832,501	12,074,000	64,567	3.83
Delaware	989,267	2,869,000	46,274	4.68
Florida	9,144,868	32,212,000	201,325	2.93
Georgia	6,012,989	15,778,000	66,856	2.70
Hawaii	1,976,897	11,241,000	147,908	1.07
Idaho	1,038,020	2,426,000	23,105	2.42
Illinois	12,268,698	35,572,000	200,971	3.09
Indiana	5,211,286	10,100,000	67,333	1.84
Iowa	3,624,310	8,195,000	54,633	2.81
Kansas	2,542,096	8,069,000	48,903	3.30
Kentucky	4,549,048	9,681,000	70,152	2.60
Louisiana	6,293,984	21,061,000	146,257	4.75
Maine	1,434,204	5,930,000	32,228	5.12
Maryland	5,968,601	13,024,000	69,277	2.99
Massachusetts	8,304,957	30,907,000	154,535	5.33
Michigan	12,159,659	43,680,000	295,135	4.81
Minnesota	5,825,850	22,899,000	113,925	5.50
Mississippi	2,745,531	6,185,000	35,546	2.38
Missouri	4,326,228	13,805,000	66,691	2.75
Montana	1,057,422	7,465,000	49,766	9.05
Nebraska	1,721,870	5,074,000	103,551	3.16
Nevada	1,190,828	6,821,000	108,270	7.48
New Hampshire	912,538	5,218,000	12,307	5.34
New Jersey	9,734,768	21,286,000	177,383	2.82
New Mexico	2,523,984	4,567,000	40,777	3.20
New York	26,577,965	93,072,000	441,099	5.25
North Carolina	6,427,516	9,277,000	54,570	1.50
North Dakota	1,201,475	6,754,000	42,478	9.84
Ohio	11,932,799	15,105,000	114,432	1.40
Oklahoma	4,132,856	11,346,000	76,148	3.44
Oregon	3,536,494	11,010,000	122,333	4.11
Pennsylvania	12,874,280	54,748,000	216,395	4.60
Rhode Island	1,476,208	6,890,000	45,933	7.16
South Carolina	3,296,100	12,720,000	74,823	3.85
South Dakota	819,386	2,252,000	21,448	3.19
Tennessee	4,061,861	6,863,000	51,992	1.45
Texas	14,115,486	36,233,000	200,182	2.27
Utah	2,006,815	4,686,000	45,058	2.84
Vermont	802,610	2,757,000	15,316	5.20
Virginia	6,098,226	10,340,000	73,857	1.83
Washington	6,400,028	23,555,000	160,238	5.42
West Virginia	2,367,676	7,964,000	59,433	4.08
Wisconsin	6,956,509	17,926,000	135,803	3.76
Wyoming	1,074,102	1,458,000	15,511	2.85

SCOMM

#49:41

STATE OF ALASKA 1986 LEGISLATIVE SESSION
FISCAL NOTE

Revision Date: 10/30/85

REQUEST
Bill/Resolution No.: Work Draft Bill 14-1390 dated 10/24/85
Title: An Act Relating to Compensation for Legislators
Sponsor:
Requestor:
Date of Request:

FISCAL DETAIL
Agency Affected:
Program Category Affected: EPORS
BRU, Program or Subprogram(s) Affected:

EXPENDITURES/REVENUES: (Thousands of Dollars)

	FY 86	FY 87	FY 88	FY 89	FY 90	FY 91
OPERATING						
100 PERSONAL SERVICES						
100 RTMNT & BNFTS						
200 TRAVEL						
300 CONTRACTUAL						
400 SUPPLIES						
500 EQUIPMENT						
600 LAND & STRUCT						
700 GRANTS, CLAIMS	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
700 TRS MATCH						
TOTAL OPERATING	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
FEDERAL FUNDS						
OTHER						
TOTAL	-0-	[59.2]	[153.5]	[165.7]	[179.0]	[193.3]
POSITIONS:	-0-	-0-	-0-	-0-	-0-	-0-
FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

(see attached)

DRAFT

Prepared By: J.K. Humphreys, Director
Phone: 465-4470
Division: Retirement & Benefits
Date: 10/30/85

Approved by Commissioner: Eleanor Andrews
Date:
Agency: Department of Administration

Distribution (by Agency preparing fiscal note):
Legislative Finance
Legislative Sponsor
Requestor
Office of Management and Budget
Impacted Agency(ies)

Rev. 9/16/85

Work Draft Bill 14-1390 (10/24/85 version)
Fiscal Note Analysis
Prepared by Division of Retirement & Benefits

October 30, 1985

Analysis: Passage of this bill would decrease the current monthly salary for legislators and would consequently reduce monthly benefit payments to some members of the Elected Public Officers Retirement System (EPORS). Seventeen current EPORS retirees would receive reduced benefits and, for this analysis, we have estimated that three of the six members eligible to retire in FY 87 would also be affected by this bill.

The FY 87 savings to the state of $59.2 is calculated by applying the reduction in salary to the EPORS benefit formula and recalculating the FY 87 cost for each EPORS retiree.

The savings for FY 87 are projected for five months. Savings in successive fiscal years are for full years and increase at a rate of 8%.

This fiscal note reflects cost savings relating to EPORS only. Savings in PERS and TRS benefits will presumably be reflected in the fiscal note prepared by Legislative Affairs Agency in the Personal Services Component since these costs are charged as a percent of salary.

DRAFT

Spoke w/ David Watson 465-4466

Write Director - Ken Humphreys
Pouch CR
Juneau ak 99811

and Branch - Carmal Walden
277-7504,06,07

EPORS -

Elected Public Officials Retirement System

- Has 25 public officials - that will receive retirement
- all have chosen options of Retirement that is tied to current salary
- also 25 active members now that will receive retirement
- all Legislatures could choose the program up until 1976. Chapter 39.37.010 repealed in 1975 & Supreme Court turned over in 1976
- Buttrovich is in group
- Sullivan is not.

(50)

PERS

- Must be 5 years to be vested
- Highest pay of 3 of the 5 minimum years

1980 12th 2
1982 13th 4
1984 14th 6

11th Legislature 1979 - 1980	12th 1981-1982	13th Leg 1983-84	14th Leg
House		House	House
Anderson	Abood	Abood	Adams VESTED
Barnes	Adams	Adams	Binkley
Beirne,M	[redacted]	[redacted]	Boucher Check
Bettisworth	Barnes	[redacted]	Cato VESTED
[redacted]	[redacted]	[redacted]	Clocksin VESTED
Brown	Bettisworth	Cato	Collins
Bucholdt	[redacted]	Clocksin	Cotten VESTED
Carney	[redacted]	[redacted]	Davis [redacted]
[redacted]	[redacted]	Davis	Duncan VESTED
Cotten	[redacted]	Duncan	Frank
Duncan	Cato	[redacted]	Fuller VESTED
[redacted] OK	[redacted]	[redacted]	Furnace [redacted]
Freeman	Cloksin	Fuller	Goll [redacted]
Fuller	[redacted]	Furnace	Gruenberg
Gardiner	[redacted]	Goll	Grussendorf VESTED
[redacted]	Duncan	Grussendorf	Hanley
Halford	[redacted]	[redacted]	Hermann
Haugen	[redacted]	Hermann	Hurley
Hayes	Fuller	[redacted]	Jenkins
Hurlbert	[redacted]	Koponen	Koponen
Malone	Grussendorf	[redacted]	Larson
Martin	Halford	Larson	Marrou
[redacted]	[redacted]	[redacted]	Martin VESTED
Meekins	[redacted]	[redacted]	Miller MM VESTED
Metcalfe	Hurbert	[redacted]	Miller MW
[redacted]	Malone	Martin	Navarre
MillerMM	Martin	McBride	Pearce
Montgomery	[redacted]	Miller MM	Pettyjohn
Moss	[redacted]	Miller MW	Phillips VESTED
[redacted]	Miller,MM	[redacted]	Pignalberi
O'Connel	[redacted]	Phillips	Pourchot
[redacted]	[redacted]	Ringstad	Reiger
[redacted]	[redacted]	Shultz	Ringstad
[redacted]	Phillips	Szymanski	Shultz
Phillips	[redacted]	[redacted]	Sund
Randolph	[redacted]	Uehling	Syzmanski
Rogers	[redacted]	[redacted]	Taylor
[redacted]	[redacted]	[redacted]	Thompson
Smith, Sally	Vaska	[redacted]	Uehling
Zharoff	Zharoff	Zharoff	Wallis

11C

10 VESTED IN RETIREMENT SYSTEM CURRENTLY (due to length of Legislative service

10 CASUALTIES in 1980 election [redacted] 25%
23 " in 1982 = 55%
17 " in 1984 43%

11th 1979-80	12th Leg 1981-82	13th 84	14th 86
Senate	**Senate**	**Senate**	**Senate**
Bennet	[redacted]	[redacted] RAN	Abood ✓ 5 YRS.
Bradley	Bennet	Eliason	Bennett ✓ 9 yes.
Colletta	[redacted]	Fahrenkamp	Coghill ✓
Dankwoth	[redacted]	Faiks	Devries ✓
Fahrenkamp	[redacted]	Ferguson	Eliason ✓
Ferguson	Eliason	Fischer, V	Fahgrenkamp ✓ up for election
[redacted]	Fahrenkamp	[redacted]	Faiks up
[redacted]	Ferguson	[redacted]	Ferguson ✓ up
Kelly	Fischer, V	Halford	Fischer, V ✓
Kertulla	Gilman check	Josephson	Fischer, P
[redacted]	Kelly	Kelly	Halford ✓
Mulcahy	Kertulla	Kertulla	Josephson ✓
Ray	Mulcahy retd.	[redacted]	Kelly ✓
Rodey	[redacted]	Mulcahy	Kertulla ✓
Sackett	Ray	[redacted]	Ray ✓
Stimson	Rodey	Ray	Rodey ✓
Sturg	Sackett	Rodey	Sackett ✓
[redacted]	[redacted]	Sackett	Sturg ✓
[redacted]	Sturg	Sturg	Zharoff ✓
Zeigler	Ziegler	Ziegler	Ziegler ✓

17 SENATORS VESTED

5 CASUALTIES in 1980 election 25%
6 " in 1982 election 30% change (entire
23 in 1984 election [redacted] 3[redacted] change [redacted] 15%

ALASKA LEGISLATURE

° RETIREMENT

THE STATE PAYS NO RETIREMENT BENEFITS TO THOSE WITH LESS THAN FIVE YEARS OF SERVICE TO THE STATE.

THE ALASKA HOUSE HAS THE HIGHEST TURN-OVER RATE IN THE NATION--55%. CURRENTLY ONLY 10 HOUSE MEMBERS ARE VESTED.

THE SENATE HAS AN SLIGHTLY HIGHER THAN AVERAGE TURN-OVER RATE OF 30% AND 17 CURRENT MEMBERS VESTED.

	PERS	PERS	EPORS	EPORS
	10A 1757mo.	22A 3900mo.	10A+allow 2090.33mo.	22A+allow 4233.33mo
Assuming all legislative service				
5 Years of service	175.70	390.00	522.59	1058.33
10 Years of service	351.40	780.00	1045.17	2116.67
15 Years of service	527.10	1170.00	1567.75	3175.00
20 Years of service	702.80	1560.00	1567.75	3175.00

(EPORS 75% max)

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION
DIVISION OF RETIREMENT & BENEFITS

PLEASE REPLY TO:

☐ *POUCH CR (MS 0203)*
JUNEAU, ALASKA 99811
PHONE (907)465-4460

☐ *2600 DENALI ST. SUITE 401*
ANCHORAGE, ALASKA 99503
PHONE (907) 277-7504

Public Employees' Retirement System
Teachers' Retirement System
Judicial Retirement System
Elected Public Officers Retirement System
National Guard Retirement System
Territorial Retirement System
Retirees' Voluntary Dental-Vision-Audio Plan
Supplemental Benefits System
Group Health/Life Insurance Benefits
Deferred Compensation Plan
Public Employers Social Security Contributions

Bill Sheffield, Governor

September 27, 1985

Ms. Linda Firestone
Administrative Assistant
Senator Mitchell Abood's Office
1024 W. 6th, Suite 308
Anchorage, AK 99501

Dear Ms. Firestone:

Re: Comparison of Legislative Retirement Benefits

In response to our phone conversation of September 25, I am enclosing a comparison chart which outlines the differences between the Alaska Public Employees' (PERS), Teachers' (TRS), and Elected Public Officers (EPORS) retirement systems. Also enclosed is a comparison chart showing the differences between legislative retirement systems in California, Michigan, New York and Pennsylvania.

Of the 60 active legislators in Alaska, 42 have elected coverage under the PERS, three are covered under the TRS, 10 are covered under the EPORS, and five have waived participation in the PERS and, therefore, have no coverage.

The PERS was established effective January 1, 1961, and the TRS July 1, 1955. These systems were created to encourage qualified individuals to enter and remain in employment in Alaska. The PERS provides retirement coverage to public employees of the State and participating political subdivisions. The TRS provides coverage to teachers in public schools in Alaska.

The EPORS was established effective January 1, 1976, but was repealed by voter referendum on October 14, 1976. However, the Supreme Court later ruled that the repeal should not affect those elected officials who were at that time participating in the EPORS. Covered under this system are the governor, lieutenant governor, and legislators who were participating prior to the October 14, 1976 repeal.

I hope this information is helpful. If I can be of further assistance, please let me know.

Sincerely,

John A. Logan
Deputy Director

JAL/CS/cam/1
Enclosures

Note: Please Include Your Social Security Number In All Correspondence & Requests Concerning Your Benefits.

STATE OF ALASKA

PUBLIC EMPLOYEES' RETIREMENT SYSTEM / TEACHERS' RETIREMENT SYSTEM / ELECTED PUBLIC OFFICERS RETIREMENT SYSTEM
A COMPARISON AS OF JULY 1, 1985

	PERS			
	PO/F	All Others	TRS	EPORS
Benefit Multiplier	2% on years 1-10 2½% on years over 10	2%	2%	5% membership 2% other creditable service
Vesting	5 years service	5 years service	8 years of membership service; OR 5 years membership service and 3 years AK BIA; OR 15 years credited service if hired prior to 7/1/75, last 5 years membership service	5 years service
Retirement Age	55 if vested or at any age 20 years PO/F service OR 50 if vested for early reduced benefit	55 if vested OR at any age 30 years service OR 50 if vested for early reduced benefit	55 if vested OR at any age with 20 years membership service; OR 20 years combined membership and AK BIA, last 5 years membership service; OR 25 years credited service, last 5 years membership service OR 50 if vested for early reduced benefit	60 if vested OR 55 if vested for early reduced benefit
Employee Contributions	5%	4.25%	7%	7%
Employer Contributions (actuarially determined)	19.71% consolidated rate	12.77% consolidated rate	17.76%* *8.88% employer and 8.88% State matching	Unfunded System, Annual Appropriations
COLA	10% (or $50, if less) if domiciled in Alaska	10% (or $50, if less) if domiciled in Alaska	10% if domiciled in Alaska	NO
Post Retirement Pension Adjustments	Ad Hoc	Ad Hoc	Ad Hoc	Benefits Increase with Last Position's Salary Increase
Health Insurance Coverage After Retirement	YES	YES	YES	YES

20/6K1/0926-01/2

Offered: 5/6/85
Referred: Rules

Original sponsor: Rules/Governor

IN THE HOUSE BY THE RULES COMMITTEE

CS FOR HOUSE BILL NO. 237 (Rules)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to pension reform; and providing for an effective date."

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

* Section 1. AS 14.25.110(a) is amended to read:

(a) Subject to AS 14.25.167, a [A] member is eligible for a normal retirement benefit if the member

(1) was first hired before July 1, 1975, has attained the age of 55 years, and has at least 15 years of credited service, the last five of which have been membership service;

(2) has attained the age of 55 years and has at least eight years of membership service;

(3) has attained the age of 55 years, has at least five years of membership service, and has at least three years of Alaska BIA service;

(4) has at least 25 years of credited service, the last five of which have been membership service;

(5) has at least 20 years of membership service; or

(6) has at least 20 years of combined membership service and Alaska BIA service, the last five of which have been membership service.

* Sec. 2. AS 14.25.110(b) is amended to read:

(b) Subject to AS 14.25.167, a [A] member is eligible for an early retirement benefit upon completing any one of the service requirements in (a)(1), (2), or (3) of this section and attaining the

age of 50 years.

* Sec. 3. AS 14.25.125(a) is amended to read:

(a) Subject to AS 14.25.167, a [A] member is eligible for a normal retirement salary at age 55 with at least two years membership service if the member also is eligible for a normal retirement benefit under the public employees' retirement system (AS 39.35).

* Sec. 4. AS 14.25.125(b) is amended to read:

(b) Subject to AS 14.25.167, a [A] member is eligible for an early retirement salary at age 50 with at least two years of membership service if the member also is eligible for an early retirement benefit under the public employees' retirement system (AS 39.35).

* Sec. 5. AS 14.25.150 is amended to read:

Sec. 14.25.150. REFUND UPON TERMINATION. (a) Except as provided in (b) of this section, a [A] terminated member is entitled to a refund of the balance of the member contribution account. A member is not entitled to a refund of supplemental contributions except as provided in AS 14.25.160(a).

* Sec. 6. AS 14.25.150 is amended by adding a new subsection to read:

(b) A member who is terminated and is a vested member, deferred vested member, or who is entitled to benefits under AS 14.25.125, and who is married at the time of application for a refund or whose rights to a refund are subject to a qualified domestic relations order is entitled to receive a refund of the balance of the member contribution account only if the member's spouse and each person entitled under the order consents to the refund in writing on a form provided by the administrator. The administrator may waive written consent from the person entitled under the order if the administrator determines that the person cannot be located or for other reasons established by regulation. The administrator may waive written consent from the

spouse if the administrator determines that

(1) the member was not married to the spouse during any period of the member's employment with an employer;

(2) the spouse has no rights to benefits under this chapter because of the terms of a qualified domestic relations order;

(3) the spouse cannot be located; or

(4) for other reasons established by regulation.

* Sec. 7. AS 14.25 is amended by adding a new section to read:

Sec. 14.25.153. RIGHTS UNDER QUALIFIED DOMESTIC RELATIONS ORDER. In this chapter the rights of a person under a qualified domestic relations order take precedence over the rights of a spouse, surviving spouse, or dependent child to the extent required by the order. A person granted rights under a qualified domestic relations order shall be treated as a spouse or surviving spouse under this chapter to the extent required by the order. Rights under the order do not take effect until the order is filed with the administrator.

* Sec. 8. AS 14.25.155(c) is amended to read:

(c) If the death of a vested member or deferred vested member occurs and the proximate cause of death is not a bodily injury sustained or hazard undergone while in the performance and within the scope of the member's duties of employment, the surviving spouse may elect to receive either the benefits described in (b) of this section or a 50 percent joint and survivor option as provided under AS 14.25.-167(a)(2) based on credited service to the date of the member's termination. If no spouse survives a vested or deferred vested member, or if a person other than the spouse is designated as beneficiary <u>in accordance with AS 14.25.166, the administrator shall pay</u> [,] the designated beneficiary [SHALL BE PAID] the benefits described in AS 14.25.160(b) and (c). Benefits accrue from the first day of the

month following the member's death and are payable the last day of the month.

* Sec. 9. AS 14.25.157(a) is amended to read:

(a) If (1) the death of a member occurs before the member first attains eligibility for normal retirement, and (2) the proximate cause of death is a bodily injury sustained or hazard undergone while in the performance and within the scope of the member's duties of employment, and (3) the injury or hazard is not the proximate result of wilful negligence on the part of the member, the administrator shall pay a monthly survivor's pension equal to 40 percent of the member's base salary at the time of termination of employment, divided by 12, [SHALL BE PAID] to the member's surviving spouse. If there is no surviving spouse, the administrator shall pay the monthly survivor's pension [SHALL BE PAID] in equal parts to the dependent children of the member. On the date the normal retirement of the member would have occurred if the member had lived, monthly payments must [SHALL] equal the monthly amount of the normal retirement benefit to which the member, had the member lived and continued employment until the member's normal retirement date, would have been entitled with an average base salary as existed at the member's death and the credited service to which the member would have been entitled. If the member does not have a [NO SURVIVING] spouse or dependent children [EXIST] at the time of death or if the member designates as beneficiary under AS 14.25.166 someone other than the surviving spouse or dependent children, the administrator shall pay the member's designated beneficiary [SHALL BE PAID] those benefits available to a beneficiary under AS 14.25.160(b) and (c) and may not pay a [NO] benefit [WILL BE PAID] to the surviving spouse or dependent children.

* Sec. 10. AS 14.25.166(a) is amended to read:

(a) Each member shall designate the beneficiary or beneficiaries to whom the administrator shall distribute benefits payable under this chapter as a consequence of the member's death. Notwithstanding a previous designation of beneficiary, a person who is the spouse of a member at the time of the member's death automatically becomes the designated beneficiary if the spouse was married to the member during part of the member's employment for an employer

(1) except to the extent a qualified domestic relations order filed with the administrator provides for payment to a former spouse or other dependent of the member; or

(2) unless the member files a revocation of beneficiary accompanied by a written consent to the revocation from the spouse and each person entitled under the order [SHALL BE DISTRIBUTED].

* Sec. 11. AS 14.25.166(b) is amended to read:

(b) Except as provided in (a) of this section, the member may change or revoke the [THE] designation [MAY BE CHANGED OR REVOKED BY THE MEMBER] without notice to the beneficiary or beneficiaries at any time. If a member designates more than one beneficiary, each shares [SHALL SHARE] equally unless the member specifies a different allocation or preference. The designation of a beneficiary, [AND] a change or revocation of a beneficiary, and a consent to revocation of a beneficiary shall be made on a form provided by the administrator and is not effective until filed with the administrator.

* Sec. 12. AS 14.25.166 is amended by adding a new subsection to read:

(d) A person claiming entitlement to benefits payable under this chapter as a consequence of a member's death shall provide the administrator with a marriage certificate, divorce or dissolution judgment, or other evidence of entitlement. Documents establishing entitlement may be filed with the administrator immediately after a change in the

member's marital status. If the administrator does not receive notification of a claim before the date 10 days after the member's death, the person claiming entitlement is not entitled to receive from the division of retirement and benefits any benefit already paid by the administrator.

* Sec. 13. AS 14.25.167(a) is repealed and reenacted to read:

(a) Benefits payable under this section are in place of benefits payable under AS 14.25.110, 14.25.125, 14.25.155, 14.25.157, 14.25.160, 14.25.162, or 14.25.164. Upon filing an application for retirement with the administrator, or when a disabled member becomes eligible for normal retirement under AS 14.25.130(e), the member shall designate the person who is the member's spouse at the time of appointment to retirement as the contingent beneficiary. However, if the designation of the spouse is revoked under (c) of this section, the member may designate a dependent approved by the administrator as the contingent beneficiary or may take normal or early retirement under AS 14.25.110 or 14.25.125. The administrator shall pay benefits under the option elected by the member. The member may elect an option that provides that

(1) the member is entitled to receive a reduced benefit payable for life, and, after the member's death, the contingent beneficiary is entitled to receive payments in the amount of 75 percent of the reduced benefit for life;

(2) the member is entitled to receive a reduced benefit payable for life, and, after the member's death, the contingent beneficiary is entitled to receive payments in the amount of 50 percent of the reduced benefit for life; or

(3) the member is entitled to receive a reduced benefit payable during the joint lifetime of the member and the contingent

beneficiary, and, after the death of either the member or the contingent beneficiary, the survivor is entitled to receive payments in the amount of 66-2/3 percent of the reduced benefit for life.

* Sec. 14. AS 14.25.167(c) is amended to read:

(c) A member may elect or [,] change [, OR REVOKE] an option without the approval of the administrator if the member's election or [,] change [, OR REVOCATION] is filed in writing with the administrator before the effective date of the member's retirement. A member may revoke a joint and survivor option if the member files with the administrator before the effective date of the member's retirement a revocation and a consent to the revocation signed by the member's spouse and each person entitled to benefits under a qualified domestic relations order on forms provided by the administrator. The administrator may waive the requirement for written consent from

(1) a person entitled under the order if the person cannot be located or for other reasons established by regulation; or

(2) the spouse if the member is not married, the member was not married to the spouse during any period of the member's employment with an employer, the spouse has no rights to the option because of the terms of a qualified domestic relations order, the spouse cannot be located, or for other reasons established by regulation.

* Sec. 15. AS 14.25.167 is amended by adding new subsections to read:

(f) The member and any person claiming to be a contingent beneficiary shall file with the administrator a marriage certificate, divorce or dissolution judgment, or other evidence necessary to determine the applicability of this section and the identity of any contingent beneficiary.

(g) If the administrator determines, based on the affidavit of the member and other evidence, that a member is eligible to elect a

form of payment other than a joint and survivor option under this section, and no contrary evidence is presented to the administrator within 60 days after the effective date of the member's retirement, no claim under this section, made by a spouse or former spouse of the member, may be paid if payment would result in an increase in actuarial liability to the system.

(h) If a member fails to elect an option under (a) of this section and no effective revocation is filed with the administrator, the member is considered to have elected the option provided in (a)(2) of this section.

* Sec. 16. AS 14.25.200(a) is amended to read:

(a) Benefits and other amounts held in the retirement fund on behalf of the members are exempt from Alaska state and municipal taxes and are not subject to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, or charge of any kind, either voluntary or involuntary, before they are received by the person entitled to the amount under the terms of the system, and any attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge, or otherwise dispose of any right to amounts accrued in the retirement fund is void. <u>However, a member's right to receive benefits may be assigned under a qualified domestic relations order.</u>

* Sec. 17. AS 14.25.220 is amended by adding a new paragraph to read:

(43) "qualified domestic relations order" means a divorce or dissolution judgment under AS 25.24, including an order approving a property settlement, that

(A) creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to, receive all or a portion of the benefits payable with respect to a member;

(B) sets out the name and last known mailing address, if any, of the member and of each alternate payee covered by the order;

(C) sets out the amount or percentage of the member's benefit, or of any survivor's benefit, to be paid to the alternate payee, or sets out the manner in which that amount or percentage is to be determined;

(D) sets out the number of payments or period to which the order applies;

(E) does not require any type or form of benefit or any option not otherwise provided by this chapter;

(F) does not require an increase of benefits in excess of the amount provided by this chapter, determined on the basis of actuarial value; and

(G) does not require the payment, to an alternate payee, of benefits that are required to be paid to another alternate payee under another order previously determined to be a qualified domestic relations order.

* Sec. 18. AS 22.25.030(b) is amended to read:

(b) To be eligible for the survivors' benefits, the surviving spouse must have been married to the justice or judge for at least <u>one year</u> [TWO YEARS] immediately preceding the death of the justice or judge. The benefits continue until the remarriage or death of the surviving spouse.

* Sec. 19. AS 22.25.030 is amended by adding a new subsection to read:

(f) The rights of a surviving spouse or dependent child under this section are subject to the rights of a previous spouse or a dependent under a qualified domestic relations order.

* Sec. 20. AS 22.25 is amended by adding a new section to read:

Sec. 22.25.035. RIGHTS UNDER A QUALIFIED DOMESTIC RELATIONS ORDER. A person who was married to a justice or judge for at least one year, who has not remarried, and who has been granted rights to benefits under this chapter by the terms of a qualified domestic relations order, shall be treated as a spouse or surviving spouse under this chapter to the extent required by the order. Rights under the order do not take effect until the order is filed with the administrator. The benefits continue until the remarriage or death of the person.

* Sec. 21. AS 22.25 is amended by adding a new section to read:

Sec. 22.25.900. DEFINITION. In this chapter, "qualified domestic relations order" means a divorce or dissolution judgment under AS 25.24, including an order approving a property settlement, that

(1) creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to, receive all or a portion of the benefits payable with respect to a justice or judge;

(2) sets out the name and last known mailing address, if any, of the justice or judge and of each alternate payee covered by the order;

(3) sets out the amount or percentage of the justice's or judge's benefit, or of any survivor's benefit, to be paid to the alternate payee, or sets out the manner in which that amount or percentage is to be determined;

(4) sets out the number of payments or period to which the order applies;

(5) does not require any type or form of benefit or any option not otherwise provided by this chapter;

(6) does not require an increase of benefits in excess of

the amount provided by this chapter, determined on the basis of actuarial value;

(7) does not require the payment, to an alternate payee, of benefits that are required to be paid to another alternate payee under another order previously determined to be a qualified domestic relations order.

* Sec. 22. AS 25.24.160 is amended by adding a new subsection to read:

(b) If a judgment under this section distributes benefits to an alternate payee under AS 14.24, AS 22.25, AS 26.05.222 - 26.05.226, or AS 39.35, the judgment must meet the requirements of a qualified domestic relations order under the definition of that phrase that is applicable to those provisions.

* Sec. 23. AS 25.24.230 is amended by adding a new subsection to read:

(g) If a judgment under this section distributes benefits to an alternate payee under AS 14.24, AS 22.25, AS 26.05.222 - 26.05.226, or AS 39.35, the judgment must meet the requirements of a qualified domestic relations order under the definition of that phrase that is applicable to those provisions.

* Sec. 24. AS 26.05.224(d) is amended to read:

(d) Upon the death of an active member who has at least five years service in the Alaska National Guard or Alaska Naval Militia or a combination of these components, the member's designated beneficiary is entitled to a lump sum benefit calculated in accordance with (b) of this section. Upon the death of a former member who has at least 20 years service, the former member's designated beneficiary is entitled to a lump sum benefit calculated in accordance with (b) of this section less any retirement benefits previously paid. <u>Except as provided in (e) of this section, a</u> [A] member may change or revoke the designation of a beneficiary without notice to the beneficiary at any time.

If a member designates more than one beneficiary, each shares [SHALL SHARE] equally unless the member specifies a different allocation. The member shall make a designation of a beneficiary or [AND] a change or revocation of a beneficiary [SHALL BE MADE] on a form provided by the Department of Military and Veterans' Affairs. It [AND] is not effective until filed with the Department of Military and Veterans' Affairs. If a member fails to designate a beneficiary or if no designated beneficiary survives the member, the department, except to the extent provided otherwise in a qualified domestic relations order, shall pay the death benefit under this subsection to the member's surviving spouse or, if there is no spouse surviving, [SHALL BE PAID] to the member's estate.

* Sec. 25. AS 26.05.224 is amended by adding new subsections to read:

(e) Notwithstanding any previous designation of beneficiary, the spouse of a member at the time of the member's death automatically becomes the designated beneficiary if the spouse was married to the member during part of the member's service under this chapter

(1) except to the extent a qualified domestic relations order provides for payment to a former spouse or other dependent of the member; or

(2) unless the member files with the Department of Military and Veterans' Affairs a revocation of beneficiary and a written consent to the revocation signed by the spouse and each person entitled to benefits under the order on forms provided by the department.

(f) A person claiming entitlement to any benefits payable under this section shall provide the department with a marriage certificate, divorce or dissolution decree, or other evidence of entitlement. Documents showing entitlement may be filed with the department immediately after a change in the member's marital status. If the

department does not receive notification of a claim before the date 10 days after the member's death, the person claiming entitlement to the benefits is not entitled to receive from the Department of Administration or Department of Military and Veterans' Affairs any benefit already paid under this section.

* Sec. 26. AS 26.05.227 is amended by adding a new paragraph to read:

(4) "qualified domestic relations order" means a divorce or dissolution judgment under AS 25.24, including an order approving a property settlement, that

(A) creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to, receive all or a portion of the benefits payable with respect to a member;

(B) sets out the name and last known mailing address, if any, of the member and of each alternate payee covered by the order;

(C) sets out the amount or percentage of the member's benefit, or of any survivor's benefit, to be paid to the alternate payee, or sets out the manner in which that amount or percentage is to be determined;

(D) sets out the number of payments or period to which the order applies;

(E) does not require any type or form of benefit or any option not otherwise provided by AS 26.05.222 - 26.05.228;

(F) does not require an increase of benefits in excess of the amount provided by AS 26.05.222 - 26.05.228, determined on the basis of actuarial value; and

(G) does not require the payment, to an alternate payee, of benefits that are required to be paid to another

alternate payee under another order previously determined to be a qualified domestic relations order.

* Sec. 27. AS 39.35.200(a) is amended to read:

(a) Except as provided in (c) of this section, an [AN] inactive employee, not on leave-without-pay status or layoff status, is entitled to receive a refund of the balance of the employee contribution account.

* Sec. 28. AS 39.35.200 is amended by adding a new subsection to read:

(c) An employee who is terminated and is a vested employee, deferred vested employee, or who is entitled to benefits under AS 39.-35.385, and who is married at the time of application for a refund or whose rights to a refund are subject to a qualified domestic relations order is entitled to receive a refund of the balance of the employee contribution account only if the employee's spouse and each person entitled under the order consent to the refund in writing on a form provided by the administrator. The administrator may waive written consent from the person entitled to benefits under the order if the administrator determines that the person cannot be located or for other reasons established by regulation. The administrator may waive written consent from the spouse if the administrator determines that

(1) the employee was not married to the spouse during any period of the employee's employment with an employer;

(2) the spouse has no rights under this chapter because of the terms of a qualified domestic relations order;

(3) the spouse cannot be located; or

(4) for other reasons established by regulation.

* Sec. 29. AS 39.35.370(a) is amended to read:

(a) Subject to AS 39.35.450, a [A] terminated employee is eligible for a normal retirement benefit

(1) at age 55 with at least five years credited service, or

(2) with at least 20 years of credited service as a peace officer or fireman, or

(3) with at least 30 years of credited service for all other employees.

* Sec. 30. AS 39.35.370(b) is amended to read:

(b) Subject to AS 39.35.450, a [A] terminated employee is eligible for an early retirement benefit at age 50 with at least five years credited service.

* Sec. 31. AS 39.35.385(a) is amended to read:

(a) Subject to AS 39.35.450, an [AN] employee is eligible for a normal retirement benefit at age 55 with at least two years of credited service if the employee also is eligible for a normal retirement salary under the teachers' retirement system (AS 14.25).

* Sec. 32. AS 39.35.385(b) is amended to read:

(b) Subject to AS 39.35.450, an [AN] employee is eligible for an early retirement benefit at age 50 with at least two years of credited service if the employee also is eligible for an early retirement salary under the teachers' retirement system (AS 14.25).

* Sec. 33. AS 39.35.420(c) is amended to read:

(c) If, under AS 39.35.490, a vested or deferred vested member designates as beneficiary to receive nonoccupational benefits someone other than the surviving spouse to whom the member has been married for at least one year, the administrator shall pay [TO RECEIVE NONOCCUPATIONAL DEATH BENEFITS,] the designated beneficiary [SHALL BE PAID]: (1) the balance of the deceased member's employee contribution account; and (2) a lump-sum death benefit. The amount of the lump-sum death benefit is $100 times the years of credited service of the deceased member plus $1,000.

* Sec. 34. AS 39.35.430(f) is amended to read:

(f) If the death of an employee occurs from occupational causes but no surviving spouse or dependent children exist at the time of the death or if the employee designates as beneficiary under AS 39.35.490 someone other than the surviving spouse or dependent children, the employee's designated beneficiary is entitled to receive those benefits available to a beneficiary under AS 39.35.420(c) and no occupational death benefit will be paid to the surviving spouse or dependent children. [IF THE DESIGNATED BENEFICIARY IS THE SURVIVING SPOUSE OR DEPENDENT CHILDREN, THE BENEFICIARY SHALL RECEIVE THE BENEFIT DESCRIBED IN (b) OF THIS SECTION.]

* Sec. 35. AS 39.35.440(b) is amended to read:

(b) Upon the death of a disabled employee who is receiving or is entitled to receive an occupational disability benefit, the administrator shall pay the surviving spouse a surviving spouse's pension, equal to 40 percent of the employee's monthly compensation at the termination of employment because of occupational disability [SHALL BE PAID TO THE SURVIVING SPOUSE]. If there is no surviving spouse, the administrator shall pay the survivor's pension [SHALL BE PAID] in equal parts to the dependent children of the employee. On the date the normal retirement of the employee would have occurred if the employee had lived, the administrator shall adjust the monthly payments to [SHALL] equal the monthly amount of the normal retirement benefit to which the employee, had the employee lived and continued employment until the employee's normal retirement date, would have been entitled with an average monthly compensation as e sted at death and the credited service to which the employee would have been entitled. If the death of an employee occurs from occupational causes but no surviving spouse or dependent children exist at the time of the

death, or if the employee designates as beneficiary under AS 39.35.490 someone other than the surviving spouse or dependent children, the administrator shall pay the employee's designated beneficiary [SHALL BE PAID] those benefits available to a beneficiary under AS 39.35.-420(c) and may not pay an [NO] occupational death benefit [WILL BE PAID] to the surviving spouse or dependent children.

* Sec. 36. AS 39.35.450(a) is repealed and reenacted to read:

(a) Benefits payable under this section are in place of benefits payable under AS 39.35.370, 39.35.385, and 39.35.460. Upon filing an application with the administrator or when a disabled employee first attains eligibility for normal retirement under AS 39.35.400(f) or 39.35.410(h), the employee shall designate the person who is the employee's spouse at the time of appointment to retirement as the contingent beneficiary. However, if the designation of the spouse is revoked under (c) of this section, the employee may designate a dependent approved by the administrator as the contingent beneficiary or may take normal or early retirement under AS 39.35.370 or 39.35.385 or a level income option under AS 39.35.460. The administrator shall pay benefits under the option elected by the employee. The employee may elect an option that provides that

(1) the employee is entitled to receive a reduced benefit payable for life, and, after the employee's death, the contingent beneficiary is entitled to payments in the amount of 75 percent of the reduced benefit payable for life;

(2) the employee is entitled to receive a reduced benefit payable for life, and, after the employee's death, the contingent beneficiary is entitled to receive payments in the amount of 50 percent of the reduced benefit payable for life;

(3) the employee is entitled to receive a reduced benefit

payable during the joint lifetime of the employee and the contingent beneficiary, and, after the death of either the employee or the contingent beneficiary, the survivor is entitled to receive payments in the amount of 66-2/3 percent of the reduced benefit payable for life.

* Sec. 37. AS 39.35.450(c) is amended to read:

(c) An employee may elect or [,] change [, OR REVOKE] an option without the approval of the administrator if the election or [,] change [, OR REVOCATION] is filed in writing with the administrator before the effective date of the employee's retirement. An employee may revoke a joint and survivor option if the employee files with the administrator before the effective date of the employee's retirement a revocation and consent to the revocation signed by the employee's spouse and each person entitled to benefits under a qualified domestic relations order on forms provided by the administrator. The administrator may waive the requirement for written consent from

(1) a person entitled under the order if the person cannot be located or for other reason established by regulation; or

(2) the spouse if the employee is not married, the employee was not married to the spouse during any period of the employee's employment with an employer, the spouse has no rights to the option because of the terms of a qualified domestic relations order, the spouse cannot be located, or for other reason established by regulation.

* Sec. 38. AS 39.35.450 is amended by adding new subsections to read:

(f) The employee and any person claiming to be a contingent beneficiary shall file with the administrator a marriage certificate, divorce or dissolution judgment, or other evidence necessary to determine the applicability of this section and the identity of any contingent beneficiary.

(g) If the administrator determines, based on the affidavit of the employee and other evidence that an employee is eligible to elect a form of payment other than a joint and survivor option under this section, and no contrary evidence is presented to the administrator within 60 days after the effective date of the employee's retirement, no claim under this section, made by a spouse or former spouse of the member, may be paid if payment would result in an increase in actuarial liability to the system.

(h) If an employee fails to elect an option under this section, and if no effective revocation is filed with the administrator, the employee is considered to have elected the option provided in (a)(2) of this section.

* Sec. 39. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.455. RIGHTS UNDER QUALIFIED DOMESTIC RELATIONS ORDER. In this chapter the rights of a person under a qualified domestic relations order take precedence over the rights of a spouse, surviving spouse, or dependent child to the extent required by the order. A person granted rights under a qualified domestic relations order shall be treated as a spouse or surviving spouse to the extent required by the order. Rights under the order are effective when the order is filed with the administrator.

* Sec. 40. AS 39.35.490 is amended to read:

Sec. 39.35.490. DESIGNATION OF BENEFICIARY. (a) Each employee shall designate the beneficiary or beneficiaries to whom <u>the administrator shall distribute</u> benefits payable under this chapter as a consequence of the employee's death. <u>Notwithstanding a previous designation of beneficiary, a person who is the spouse of an employee at the time of the employee's death automatically becomes the designated beneficiary if the spouse was married to the employee during</u>

part of the employee's employment for an employer

(1) except to the extent a qualified domestic relations order filed w th the administrator provides for payment to a former spouse or other dependent of the employee; or

(2) unless the employee files a revocation of beneficiary accompanied by a written consent to the revocation signed by the spouse and each person entitled under the order [SHALL BE DISTRIBUTED].

(b) Except as provided in (a) of this section, the [THE] designation may be changed or revoked by the employee without notice to the beneficiary or beneficiaries at any time. If an employee designates more than one beneficiary, each shares [SHALL SHARE] equally unless the employee specifies a different allocation or preference. The member shall make a designation of [A] beneficiary, [AND] a change or revocation of a beneficiary, or a consent to a revocation of a beneficiary shall be made on a form provided by the administrator and is not effective until filed with the administrator.

(c) If an employee fails to designate a beneficiary, or if no designated beneficiary survives the employee, the administrator shall pay the death benefit [SHALL BE PAID]

(1) to the surviving spouse or, if there is none surviving,

(2) to the surviving children in equal parts or, if there is none surviving,

(3) to the surviving parents in equal parts or, if there is none surviving,

(4) to the employee's estate.

* Sec. 41. AS 39.35.490 is amended by adding a new subsection to read:

(d) A person claiming entitlement to benefits payable under this chapter as a consequence of an employee's death shall provide the

administrator with a marriage certificate, divorce or dissolution decree, or other evidence of entitlement. Documents establishing entitlement may be filed with the administrator immediately after a change in the employee's marital status. If the administrator does not receive notification of a claim before the date 10 days after the employee's death, the person claiming entitlement to the benefits is not entitled to receive from the division of retirement and benefits any benefit already paid by the administrator.

* Sec. 42. AS 39.35.500 is amended to read:

Sec. 39.35.500. SAFEGUARD OF EMPLOYEE FUNDS HELD BY THE SYSTEM. Employee contributions and other amounts held in the pension fund are exempt from Alaska state and local taxes. Amounts held on behalf of, or payable to, any employee or other person who is or may become eligible for benefits under the system are not subject to anticipation, alienation, sale, transfer, assignment, pledge, encumbrance, or charge of any kind, either voluntary or involuntary, before being received by the person entitled to the amount under the terms of the system. An attempt to anticipate, alienate, sell, transfer, assign, pledge, encumber, charge, or otherwise dispose of a right to amounts held under the system is void. <u>However, an employee's right to receive benefits may be assigned under a qualified domestic relations order.</u>

* Sec. 43. AS 39.35.680 is amended by adding a new paragraph to read:

(40) "qualified domestic relations order" means a divorce or dissolution judgment under AS 25.24, including an order approving a property settlement, that

(A) creates or recognizes the existence of an alternate payee's right to, or assigns to an alternate payee the right to, receive all or a portion of the benefits payable with respect

to an employee;

(B) sets out the name and last known mailing address, if any, of the employee and of each alternate payee covered by the order;

(C) sets out the amount or percentage of the employee's benefit, or of any survivor's benefit, to be paid to the alternate payee, or sets out the manner in which that amount or percentage is to be determined;

(D) sets out the number of payments or period to which the order applies;

(E) does not require any type or form of benefit or any option not otherwise provided by this chapter;

(F) does not require an increase of benefits in excess of the amount provided by this chapter, determined on the basis of actuarial value; and

(G) does not require the payment to an alternate payee of benefits that are required to be paid to another alternate payee under another order previously determined to be a qualified domestic relations order.

* Sec. 44. Within 90 days after the effective date of this section, the Department of Administration shall publish notice of the provisions of this Act in the regularly published newsletters of the division of retirement and benefits and in newspapers of general distribution in each judicial district of the state, and shall make available the forms necessary to implement this Act.

* Sec. 45. Section 44 of this Act takes effect immediately in accordance with AS 01.10.070(c).

* Sec. 46. Sections 1 - 43 of this Act take effect January 1, 1986.

Offered: 4/22/85
Referred: Finance

Original sponsors: M.M.Miller and Duncan

IN THE HOUSE BY THE STATE AFFAIRS COMMITTEE

CS FOR HOUSE BILL NO. 252 (State Affairs)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to state retirement benefits; and providing for an effective date."

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

* Section 1. AS 39.35.160(a) is repealed and reenacted to read:

(a) Beginning January 1, 1986, each peace officer or fireman shall contribute to the system an amount equal to eight percent of the peace officer's or fireman's compensation. Beginning January 1, 1986, each other employee shall contribute to the system an amount equal to seven and one-quarter percent of the employee's compensation. The contributions shall be deducted by the employer at the end of each payroll period. The contributions shall be deducted from employee compensation before computation of applicable federal taxes, and the contributions shall be treated as employer contributions under 26 U.S.C. 414(h)(2).

* Sec. 2. AS 39.35.340(a) is amended to read:

(a) A vested employee is entitled to credited service for active military service in the armed forces of the United States, either by enlistment or induction, if the employee <u>received a discharge under honorable conditions and is not entitled to receive benefits from the United States government for the same service</u> [DID NOT RECEIVE A DISHONORABLE DISCHARGE]. The credited service allowed may not exceed an aggregate period of five years. Benefits are not payable on credited service for military service unless the employee makes retroactive contributions to the system for the period of time that service

credit is claimed. However, if the employee was in the employ of an employer on the date of entry into the armed forces and returned to the employ of an employer within 90 days after the date of discharge from military service, the employee is not required to make retroactive contributions under this system for the period of credited service.

* Sec. 3. AS 39.35.340(b) is repealed and reenacted to read:

(b) In order to obtain credited service under this section, an employee shall make an election to do so and shall verify the period of military service. When eligibility for credited service for military service has been established, an indebtedness shall be determined as follows: (1) the employee's actual compensation, or the calculated annual compensation for those employees working less than 12 months, during the calendar year 1976 or the year in which an employee first becomes vested under this chapter, whichever is later, multiplied by (2) the number of years of military service credited under this section and this product multiplied by (3) six percent for members who are first eligible to claim this military service before January 1, 1986, or nine percent for members who are first eligible to claim this military service on or after January 1, 1986. Interest as prescribed by regulation accrues on this indebtedness beginning on July 1, 1977, or one year following the date a person first becomes vested, whichever is later. Any outstanding indebtedness that exists at the time a person is appointed to retirement will necessitate an actuarial adjustment to the benefits payable based upon that military service.

* Sec. 4. AS 39.35.360(i) is amended to read:

(i) An employee who completes three years of credited service with an employer, for which the employee makes contributions required

by this chapter, is entitled to credited service on a year-for-year basis for service credited in the Civil Service Retirement System, rendered as an employee of an Alaska Bureau of Indian Affairs (BIA) school, other than service as a teacher. Retroactive credited service under this section must be claimed before the employee retires. When eligibility for retroactive credited service under this section has been established, an indebtedness of the employee to the system shall be determined as follows: (1) [ESTABLISHED. THE AMOUNT OF THIS INDEBTEDNESS IS DETERMINED BY MULTIPLYING SIX PERCENT OF] the employee's actual annual compensation, or the calculated annual compensation for an employee who works fewer than 12 months, for the most recent calendar year in which service is rendered to an employer before the calendar year in which the employee first becomes eligible to claim service under this subsection, multiplied by (2) the number of years of service in Alaska BIA schools that is credited under this subsection, and this product multiplied by (3) six percent for employees first eligible to claim this service before January 1, 1986, or nine percent for employees first eligible to claim this service on or after January 1, 1986. Interest as prescribed by regulation accrues on the indebtedness beginning on the date the employee may first claim the retroactive credited service. Any outstanding indebtedness that exists at the time the employee retires requires an actuarial adjustment to the benefits that are based on retroactive credited service under this section. Service may not be claimed under this subsection and benefits may not be paid for service claimed under this subsection if the employee has, at any point in time, enough service credit in the Civil Service Retirement System to be eligible for a retirement benefit under that system.

* Sec. 5. AS 39.35.370(a) is amended to read:

(a) A terminated employee is eligible for a normal retirement benefit (1) at age 60 [55] with at least five years credited service, or (2) with at least 20 years of credited service as a peace officer or fireman, or (3) with at least 30 years of credited service for all other employees.

* Sec. 6. AS 39.35.370(b) is amended to read:

(b) A terminated employee is eligible for an early retirement benefit at age 55 [50] with at least five years credited service. An actuarial adjustment must be made to retirement benefits paid under this section for an early retirement benefit.

* Sec. 7. AS 39.35.370(c) is amended to read:

(c) The monthly amount of a retirement benefit for a peace officer or fireman is two percent of the average monthly compensation times the years of credited service [UP] through 10 years, plus two and one-half percent of the average monthly compensation times the years of service over 10 years. For all other employees it is

(1) two percent of the average monthly compensation times all [THE] years of service before July 1, 1985, and for years of service through a total of 10 years; plus

(2) two and one-quarter percent of the average monthly compensation times all years of service after June 30, 1985, over 10 years of total service through 20 years; plus

(3) two and one-half percent of the average monthly compensation times all years of service after June 30, 1985, over 20 years of total service [AN ACTUARIAL ADJUSTMENT MUST BE MADE FOR AN EARLY RETIREMENT BENEFIT].

* Sec. 8. AS 39.35.385(a) is amended to read:

(a) An employee is eligible for a normal retirement benefit at age 60 [55] with at least two years of credited service if the

employee also is eligible for a normal retirement salary under the teachers' retirement system (AS 14.25).

* Sec. 9. AS 39.35.385(b) is amended to read:

(b) An employee is eligible for an early retirement benefit at age 55 [50] with at least two years of credited service if the employee also is eligible for an early retirement salary under the teachers' retirement system (AS 14.25).

* Sec. 10. AS 39.35.385(f) is amended to read:

(f) An employee is eligible for a normal retirement benefit at age 60 [55] or an early retirement benefit at age 55 [50] if the employee has at least 60 days of credited service as a temporary employee of the legislature during each of five legislative sessions.

* Sec. 11. AS 39.35.475 is repealed and reenacted to read:

Sec. 39.35.475. POST-RETIREMENT PENSION ADJUSTMENT. (a) Once each year the administrator shall increase benefit payments to eligible disabled members and to persons age 60 or older receiving benefits under this system in the preceding calendar year.

(b) The increase in benefit payments applies to total benefit payments except for the cost-of-living allowance under AS 39.35.480. The amount of the increase is a percentage of the current benefit equal to

(1) the lesser of 75 percent of the increase in the cost of living in the preceding calendar year or nine percent, for recipients who on July 1 are at least 65 years old and for members receiving disability benefits; and

(2) the lesser of 50 percent of the increase in the cost of living in the preceding calendar year or six percent, for recipients who on July 1 are at least 60 but less than 65 years old.

(c) If a recipient was not receiving benefits during the entire

preceding calendar year, the increase in benefits under this section shall be adjusted by multiplying it by the fraction whose numerator is the number of months for which benefits were received in the preceding calendar year and whose denominator is 12.

(d) If at the time of first receiving a retirement benefit a member was receiving a disability benefit under this system, the administrator shall, at the time the member is appointed to retirement, increase the retirement benefit by a percentage equal to the total cumulative percentage increase that has been applied to the member's disability benefit under this section.

(e) When computing an occupational death benefit under AS 39.35.430 or 39.35.440 or a survivor's benefit under AS 39.35.450, adjustments granted to the deceased member or survivor under this section shall be included.

(f) An increase in benefit payments under this section is effective July 1 of each year and is based on the percentage increase in the consumer price index for urban wage earners and clerical workers for Anchorage, Alaska during the previous calendar year as determined by the United States Department of Labor, Bureau of Labor Statistics.

* Sec. 12. AS 39.35.480(a) is amended to read:

(a) While residing in the state, a person receiving a benefit under this chapter <u>who is 65 years of age or older or who is receiving a disability benefit</u> is entitled to receive a monthly cost-of-living allowance in addition to the basic benefit. The amount of this allowance shall be $50 or 10 percent of the basic benefit, whichever is greater.

* Sec. 13. AS 39.35.535 is amended to read:

Sec. 39.35.535. MEDICAL BENEFITS. (a) <u>If a benefit recipient elects major medical insurance coverage under this section, the</u> [THE]

following persons are entitled to [MAJOR MEDICAL INSURANCE] coverage:

(1) a person receiving a monthly benefit from the system;

(2) the spouse of a person receiving a monthly benefit from the system;

(3) a natural or adopted child of a person receiving a monthly benefit from the system, if the child is a dependent child under AS 39.35.680(11).

(b) After an election of coverage under this section, major [MAJOR] medical insurance coverage takes effect on the same date that [AS RETIREMENT] benefits begin, and stops when the member [RETIRED EMPLOYEE] or survivor is no longer eligible to receive a monthly benefit. The coverage for persons age 65 or older is the same coverage available for a person under 65. The benefits payable to [THOSE] persons age 65 or older supplement any benefits provided under the federal old age, survivors and disability insurance program.

* Sec. 14. AS 39.35.535 is amended by adding a new subsection to read:

(c) A benefit recipient may elect major medical insurance coverage in accordance with regulations and under the following conditions:

(1) a person who is younger than 60 years of age must pay an amount equal to the full monthly group premium for retiree major medical insurance coverage;

(2) a person who is at least 60 years of age but is younger than 65 years of age must pay an amount equal to one-half of the full monthly group premium for retiree major medical insurance coverage;

(3) a disabled member or a person 65 years of age or older is not required to make premium payments.

* Sec. 15. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including employee

contributions under AS 39.35.160, cost-of-living differentials, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 16. AS 39.35.680(13) is amended to read:

(13) "early retirement" means retirement for a member who is not eligible for normal retirement and who is at least 55 [50] years old and is eligible to receive benefits under AS 39.35.370(b) or under AS 39.35.385(b) or (f);

* Sec. 17. Sections 2, 5 - 6, 8 - 10, 12 - 14, and 16 of this Act apply only to members first hired under the Public Employees' Retirement System after June 30, 1985. Changes in the Public Employees' Retirement System enacted in this Act that require a reduction in benefits to members of the retirement system apply only to members who are first hired under the retirement system after June 30, 1985. Other sections of this Act apply to all members of the public employees' retirement system, regardless of the date of hire.

* Sec. 18. Sections 2, 5 - 14, 16, and 17 of this Act take effect July 1, 1985.

* Sec. 19. Sections 1, 3, 4, and 15 of this Act take effect January 1, 1986.

Introduced: 3/13/85
Referred: State Affairs and Finance

IN THE HOUSE BY FULLER BY REQUEST

HOUSE BILL NO. 282

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to temporary service credit with the public employees' retirement system; and providing for an effective date."

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

* Section 1. AS 39.35.345 is amended to read:

Sec. 39.35.345. TEMPORARY SERVICE CREDIT. (a) A vested employee is entitled to credited service for periods in which the employee regularly rendered full-time personal service to an employer but was not qualified to participate in the system because of the exclusion of temporary workers as described in AS 39.35.680(21)(C)-(iii). If an employee claims retroactive credited service under this section, the employee becomes indebted to the system. The amount of indebtedness is equal to the contributions the employee would have made during the periods of employment for which the credited service is claimed if the employee had been a member of the system during those periods. Benefits are not payable on [THIS] credited service claimed under this section unless the employee makes retroactive contributions to the system to discharge the indebtedness for the period of time that credited service is claimed. [THE RETROACTIVE CONTRIBUTION IS THE FULL ACTUARIAL COST OF PROVIDING BENEFITS FOR THE CREDITED SERVICE CLAIMED.]

(b) To obtain credited service under this section, an employee must elect to do so and must verify the period of temporary service before July 1, 1986 [1981], or within one year following the date when

the employee first becomes vested under this chapter, if later. When eligibility for temporary service credit has been established, an indebtedness shall be determined as provided in (a) of this section. Interest as prescribed by regulation accrues on that indebtedness beginning July 1, 1986 [1981], or one year following the date an employee first becomes vested, whichever is later. Any outstanding indebtedness existing at the time an employee retires will require an actuarial adjustment to the benefits payable based on the temporary service.

(c) A deferred vested employee on July 1, 1985 [1980], is eligible to claim credited service under (a) of this section. To obtain credited service under this section, a deferred vested employee must elect to do so and must verify the period of temporary service before July 1, 1986 [1981]. When eligibility for temporary service credit has been established, an indebtedness shall be determined as provided in (a) of this section. Interest as prescribed by regulation accrues on that indebtedness beginning July 1, 1986 [1981]. Any outstanding indebtedness existing at the time a deferred vested employee retires will require an actuarial adjustment to the benefits payable based on the temporary service.

(d) The credited service granted under this section may [NOT] be used to satisfy the credited service requirements for normal or early retirement.

* Sec. 2. The department shall recompute the indebtedness of an employee who claimed retroactive credited service under AS 39.35.345 after June 30, 1980, and before the effective date of this Act. The department shall refund any overpayment of retroactive contributions and interest paid on the indebtedness to the employee.

* Sec. 3. This Act takes effect June 30, 1985.

Introduced: 3/15/85
Referred: State Affairs, Health, Education & Social Services and Finance

IN THE HOUSE BY KOPONEN

HOUSE BILL NO. 292

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to credited service for noncertificated school employees who are members of the public employees' retirement system; and providing for an effective date."

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

* Section 1. AS 39.35 is amended by adding a new section to article 5 to read:

Sec. 39.35.365. CREDITED SERVICE FOR NONCERTIFICATED SCHOOL EMPLOYEES. (a) A noncertificated employee of a city or borough school district or a regional educational attendance area that is a participating employer under AS 39.35.550 - 39.35.650 shall receive credited service for employment during a school year in accordance with the following schedule:

(1) less than nine days, no credit;

(2) nine days or more, but less than 27 days, 0.1 years;

(3) 27 days or more, but less than 45 days, 0.2 years;

(4) 45 days or more, but less than 63 days, 0.3 years;

(5) 63 days or more, but less than 81 days, 0.4 years;

(6) 81 days or more, but less than 100 days, 0.5 years;

(7) 100 days or more, but less than 118 days, 0.6 years;

(8) 118 days or more, but less than 136 days, 0.7 years;

(9) 136 days or more, but less than 154 days, 0.8 years;

(10) 154 days or more, but less than 172 days, 0.9 years; and

(11) 172 days or more, 1.0 years.

(b) If credited service under this section is performed on a part-time basis, the employee receives credited service proportionate to the credited service that would have been earned as a full-time employee.

(c) In this section

(1) "noncertificated employee" means an employee of a city or borough school district or a regional educational attendance area who is employed in a position for which a state certificate is not required as a condition of employment;

(2) "school year" means the 12-month period beginning July 1 and ending June 30 of the following calendar year.

* Sec. 2. A noncertificated employee of a city or borough school district or a regional educational attendance area that is a participating employer under AS 39.35.550 - 39.35.650, who is employed on the effective date of this Act, may receive prior service credit calculated under AS 39.-35.365, added by sec. 1 of this Act, for employment after the school district or regional educational attendance area became a participating employer in the public employees' retirement system by

(1) electing before July 1, 1986, to have credited service calculated under this Act; and

(2) making retroactive contributions in the amount of four and one-quarter percent of the average annual compensation received by the employee during the time for which additional credited service is granted under this Act, multiplied by the total additional years of credited service.

* Sec. 3. This Act takes effect July 1, 1985.

Introduced: 4/17/85
Referred: State Affairs
and Finance

IN THE HOUSE BY DUNCAN AND M.M.MILLER

HOUSE BILL NO.382

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to accelerated normal retirement for state employees in the Public Employees' Retirement System; and providing for an effective date."

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

* Section 1. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.375. ACCELERATED NORMAL RETIREMENT. (a) A state employee is eligible for an accelerated normal retirement benefit

(1) at age 50 with at least five years credited service;

(2) with at least 15 years of credited service as a peace officer or fireman; or

(3) with at least 25 years of credited service for all other employees.

(b) A state employee who is an active member of the system may elect to take an accelerated normal retirement. An employee who elects to take an accelerated normal retirement shall contribute a lump sum payment to the system calculated at the employee's current rate of contribution for the period between the date of termination from state service and the date on which the employee would be first eligible for a normal retirement. The state shall make an employer contribution calculated at the state's current contribution rate for the same period.

(c) Retirement benefits payable under this section are calculated as normal retirement benefits and include the period for which contributions are made under (b) of this section as years of

credited service.

* Sec. 2. This Act takes effect immediately in accordance with AS 01.-10.070(c).

Introduced: 1/14/85
Referred: State Affairs
and Finance

BY KELLY, HALFORD, SACKETT, FAIKS AND AND KERTTULA

IN THE SENATE

SENATE BILL NO. 10

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act increasing military retirement benefits for the Alaska National Guard and the Alaska Naval Militia."

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

* Section 1. AS 26.05.224(b) is amended to read:

(b) The retirement pension is $\underline{\$150}$ [$100] a month, payable for the same number of months that the member participated satisfactorily in the Alaska National Guard or Alaska Naval Militia.

* Sec. 2. AS 26.05.224(c) is amended to read:

(c) An eligible member or former member may elect to receive the retirement pension beginning on the first day of the month in which the member or former member becomes eligible for retirement, or the member or former member may elect to defer payment to a later date. Payment of a deferred retirement benefit may not begin until application for the benefit is filed with and approved by the Department of Military and Veterans' Affairs. Deferred retirement payments $\underline{\text{shall}}$ [MUST] be made monthly at the rate of $\underline{\$150}$ [$100].

Introduced: 3/13/85
Referred: Community & Regional Affairs, Judiciary and Finance

IN THE SENATE BY P.FISCHER

SPONSOR SUBSTITUTE FOR SENATE BILL NO. 36

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act allowing retirement credit for the unused sick leave of an employee of a political subdivision or public organization participating in the public employees' retirement system."

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

* Section 1. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.375. CREDIT FOR UNUSED SICK LEAVE. (a) An employee who is employed on or after July 1, 1984, and who retires after July 1, 1985, may elect to add unused sick leave credit to the total number of years of credited service under AS 39.35.370(c). Unused sick leave shall be credited on a day-for-day basis. Employee contributions may not be required for credited unused sick leave.

(b) An employee retiring before July 1, 1985, who returns to membership service with an employer on or after July 1, 1985, and who subsequently retires is eligible for unused sick leave credit only with respect to sick leave accrued during membership service on or after July 1, 1985.

(c) Unused sick leave may be added to credited service under this section as of the first day of the month after which

(1) the employee meets the eligibility requirements of this section;

(2) the employee is terminated from covered employment; and

(3) the employee's written election regarding unused sick leave is received and verified by the administrator.

Introduced: 1/16/85
Referred: State Affairs and Finance

IN THE SENATE BY ZIEGLER BY REQUEST

SENATE BILL NO. 58

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to participation by magistrates in the judicial retirement system."

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

* Section 1. AS 22.25.010(g) is amended to read:

(g) The word "justice" means a supreme court justice, and the word "judge," unless the context clearly indicates otherwise, means a judge of the court of appeals, a superior court judge, a [OR] district court judge, or a magistrate.

* Sec. 2. AS 39.35.680(21) is amended to read:

(21) "member" or "employee"

(A) means a person eligible to participate in the system and who is covered by the system;

(B) includes

(i) active member;

(ii) inactive member;

(iii) vested member;

(iv) deferred vested member;

(v) non-vested member;

(vi) disabled member;

(vii) retired member;

(C) does not include

(i) former members;

(ii) persons compensated on a contractual or fee basis;

(iii) casual or emergency workers or nonpermanent employees as defined in AS 39.25.200;

(iv) persons covered by the Alaska Teachers' Retirement System;

(v) employees of the division of marine transportation engaged in operating the state ferry system who are covered by a union or group retirement system to which the state makes contributions;

(vi) justices of the supreme court or judges of the court of appeals or of the superior or district courts or magistrates of the district courts of Alaska;

(vii) the administrative director of courts appointed under art. IV, sec. 16 of the state constitution unless the director becomes a member under AS 39.35.158; and

(viii) members of the elected public officers' retirement system (former AS 39.37);

(D) may include employees of the division of marine transportation excluded under (C)(v) of this paragraph provided that

(i) the State of Alaska formally agrees to their inclusion through the process of collective bargaining; and

(ii) no collective bargaining agreement has the effect of obligating contributions made by the state under AS 39.30.150 in the event the state resumes participation in the federal social security system;

* Sec. 3. (a) Notwithstanding AS 39.35.240, a person employed as a magistrate on July 1, 1985, may withdraw from the public employees' retirement system (AS 39.35) and receive a refund of the balance of the employee contribution account and employee savings account.

(b) A person who is employed as a magistrate on July 1, 1985, may receive prior service credit under AS 22.25, to a maximum of 10 years, for service as a magistrate of the state court system before July 1, 1985, if the magistrate

(1) withdraws from the public employees' retirement system (AS 39.35) and receives a refund of all contributions made under AS 39.35;

(2) on or before June 30, 1985, elects to receive service credit under AS 22.25 for prior service as a magistrate; and

(3) makes retroactive contributions to the judicial retirement system for service as a magistrate after July 1, 1975, including service before July 1, 1978; retroactive contributions shall be calculated at seven percent of the salary the magistrate received during the period for which the magistrate is making contributions.

* Sec. 4. Notwithstanding the amendment to AS 39.35.680(21) made in sec. 2 of this Act, a person employed as a magistrate on July 1, 1985, may continue as a member of the public employees' retirement system for credited service before July 1, 1985, if the magistrate has not withdrawn from the system and received a refund of contributions to the system.

* Sec. 5. The amendments to AS 22.25.010(g) and AS 39.35.680(21) made in secs. 1 and 2 of this Act apply only to a magistrate who retires from state service after June 30, 1985.

* Sec. 6. This Act takes effect immediately in accordance with AS 01.-10.070(c).

Offered: 4/19/85
Referred: Finance

Original sponsor: Rules/Governor

IN THE SENATE BY THE STATE AFFAIRS COMMITTEE

CS FOR SENATE BILL NO. 121 (State Affairs)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act making miscellaneous amendments to the retirement statutes without fiscal impact."

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

* Section 1. AS 14.25.060(a)(1) is amended to read:

(1) At the time of first becoming a member of the system, the arrearage indebtedness is seven percent of the base salary multiplied by the total number of years of creditable outside, military and Alaska BIA service. Compound interest at the rate prescribed by regulation must [SHALL] be added to the arrearage indebtedness beginning July 1, 1963, or at the time of first becoming eligible to claim the service [EMPLOYED AS A MEMBER], whichever is later, to the date of payment or the date of retirement, whichever occurs first.

* Sec. 2. AS 14.25.220(10) is amended to read:

(10) "credited service" means

(A) all membership service as provided in (20) of this section, territorial employment as defined in (41) of this section, plus outside, military, and Alaska BIA service, with outside and military service limited to 10 years except under the conditions set out in AS 14.25.100;

(B) for purposes of eligibility for benefits under this chapter, service for which no indebtedness is owed;

* Sec. 3. AS 14.25.220(25) is amended to read:

(25) "outside service" means service for full years as defined by (40)(A)(x) and (40)(B)(xi) of this section

(A) as a certificated full-time elementary or secondary teacher or a certificated person in a full-time position requiring a teaching certificate as a condition of employment in an out-of-state public school within the United States, or in a school outside the United States supported by funds of the United States;

(B) as a certificated full-time elementary or secondary teacher or a certificated person in a full-time position requiring a teaching certificate as a condition of employment in an approved or accredited nonpublic school within the United States, or in a school outside the United States supported by funds of the United States;

(C) in a full-time position requiring academic standing in an out-of-state institution of higher learning accredited by a nationally recognized accrediting agency as listed in the Education Directory - Colleges and Universities by the National Center for Education Statistics;

(D) as a full-time teacher in an approved or accredited nonpublic institution of higher learning in Alaska;

* Sec. 4. AS 14.25.220(38) is amended to read:

(38) "teacher or member" means a person eligible to participate in the system and who is covered by the system, limited to [INCLUDING:]

(A) a certificated full-time or part-time elementary or secondary teacher, a certificated school nurse, or a certificated person in a position requiring a teaching certificate as a condition of employment in a public school of the state;

(B) the commissioner of education and all supervisory positions in the Department of Education;

(C) a full-time or part-time teacher of the University of Alaska or a person occupying a full-time administrative position at the University of Alaska which requires academic standing; the approval of the administrator must be obtained before an administrative position qualifies for membership in the system;

(D) a state legislator who elects membership under AS 14.25.040(b);

* Sec. 5. AS 14.25.220(40) is repealed and reenacted to read:

(40) "year of service" means service, except for military and territorial service, during the dates set for a school year; partial-year service credit is given for membership and BIA service as follows:

(A) before July 1, 1969, during any school year,

(i) less than 20 days, no credit;

(ii) 20 days or more but less than 35 days, 0.2 years;

(iii) 35 days or more but less than 49 days, 0.3 years;

(iv) 49 days or more but less than 63 days, 0.4 years;

(v) 63 days or more but less than 77 days, 0.5 years;

(vi) 77 days or more but less than 91 days, 0.6 years;

(vii) 91 days or more but less than 105 days, 0.7 years;

(viii) 105 days or more but less than 119 days, 0.8 years;

(ix) 119 days or more but less than 133 days, 0.9

years;

(x) 133 days or more, 1.0 years;

(B) on or after July 1, 1969, during any school year,

(i) less than nine days, no credit;

(ii) nine days or more but less than 27 days, 0.1 years;

(iii) 27 days or more but less than 45 days, 0.2 years;

(iv) 45 days or more but less than 63 days, 0.3 years;

(v) 63 days or more but less than 81 days, 0.4 years;

(vi) 81 days or more but less than 100 days, 0.5 years;

(vii) 100 days or more but less than 118 days, 0.6 years;

(viii) 118 days or more but less than 136 days, 0.7 years;

(ix) 136 days or more but less than 154 days, 0.8 years;

(x) 154 days or more but less than 172 days, 0.9 years;

(xi) 172 days or more, 1.0 years;

(C) service performed on a part-time basis will be credited with one-half credit for each day of service.

* Sec. 6. AS 22.25.048(a) is amended to read:

(a) The commissioner of administration shall establish [, AS A SPECIAL ACCOUNT IN THE GENERAL FUND,] a fund for the judicial retirement system and shall maintain accounts and records for the judicial

retirement system.

* Sec. 7. AS 26.05.228(a) is amended to read:

(a) The commissioner of administration shall establish [, AS A SPECIAL ACCOUNT IN THE GENERAL FUND,] a fund for the system and maintain accounts and records for the system.

* Sec. 8. AS 39.30.100(2) is amended to read:

(2) "governmental unit" means the state, a borough, school district, municipal corporation, or other political subdivision of the state, and the North Pacific Fishery Management Council;

* Sec. 9. AS 39.35.680(4) is amended to read:

(4) "average monthly compensation" means the result obtained by dividing the compensation earned by an employee during a considered period by the number of months, including fractional months, for which compensation was earned; the considered period consists of the three consecutive payroll [CALENDAR] years during the period of credited service that yields the highest average, or if the employee does not have three consecutive payroll [CALENDAR] years, the employee's period of credited service; an employee must have at least 115 days of credited service in the last payroll [CALENDAR] year in order to be used as part of the three consecutive payroll [CALENDAR] years;

* Sec. 10. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered to an employer, including cost-of-living differentials, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, severance pay or other separation bonuses, welfare benefits,

per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 11. AS 39.35.680 is amended by adding a new paragraph to read:

(40) "payroll year" means the period that includes the first pay period ending in January of a year through the last pay period ending in December of that year.

Introduced: 2/1/85
Referred: State Affairs
and Finance

IN THE SENATE

BY THE RULES COMMITTEE BY REQUEST OF THE GOVERNOR

SENATE BILL NO. 121

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act making miscellaneous amendments to the retirement statutes."

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

* Section 1. AS 14.25.060(a)(1) is amended to read:

(1) At the time of first becoming a member of the system, the arrearage indebtedness is seven percent of the base salary multiplied by the total number of years of creditable outside, military and Alaska BIA service. Compound interest at the rate prescribed by regulation must [SHALL] be added to the arrearage indebtedness beginning July 1, 1963, or at the time of first becoming eligible to claim the service [EMPLOYED AS A MEMBER], whichever is later, to the date of payment or the date of retirement, whichever occurs first.

* Sec. 2. AS 14.25.220(10) is amended to read:

(10) "credited service" means

(A) all membership service as provided in (20) of this section, territorial employment as defined in (41) of this section, plus outside, military, and Alaska BIA service, with outside and military service limited to 10 years except under the conditions set out in AS 14.25.100;

(B) for purposes of eligibility for benefits under this chapter, service for which no indebtedness is owed;

* Sec. 3. AS 14.25.220(25) is amended to read:

(25) "outside service" means service for full years as defined by (40)(A)(x) and (40)(B)(xi) of this section

(A) as a certificated full-time elementary or secondary teacher or a certificated person in a full-time position requiring a teaching certificate as a condition of employment in an out-of-state public school within the United States, or in a school outside the United States supported by funds of the United States;

(B) as a certificated full-time elementary or secondary teacher or a certificated person in a full-time position requiring a teaching certificate as a condition of employment in an approved or accredited nonpublic school within the United States, or in a school outside the United States supported by funds of the United States;

(C) in a full-time position requiring academic standing in an out-of-state institution of higher learning accredited by a nationally recognized accrediting agency as listed in the Education Directory -- Colleges and Universities by the National Center for Education Statistics;

(D) as a full-time teacher in an approved or accredited nonpublic institution of higher learning in Alaska;

* Sec. 4. AS 14.25.220(38) is amended to read:

(38) "teacher or member" means a person eligible to participate in the system and who is covered by the system, <u>limited to</u> [INCLUDING:]

(A) a certificated full-time or part-time elementary or secondary teacher, a certificated school nurse, or a certificated person in a position requiring a teaching certificate as a condition of employment in a public school of the state;

(B) the commissioner of education and all supervisory positions in the Department of Education;

(C) a full-time or part-time teacher of the University of Alaska or a person occupying a full-time administrative position at the University of Alaska which requires academic standing; the approval of the administrator must be obtained before an administrative position qualifies for membership in the system;

(D) a state legislator who elects membership under AS 14.25.040(b);

* Sec. 5. AS 14.25.220(40) is repealed and reenacted to read:

(40) "year of service" means service, except for military and territorial service, during the dates set for a school year; partial-year service credit is given for membership and BIA service as follows:

(A) before July 1, 1969, during any school year,

(i) less than 20 days, no credit;

(ii) 20 days or more but less than 35 days, 0.2 years;

(iii) 35 days or more but less than 49 days, 0.3 years;

(iv) 49 days or more but less than 63 days, 0.4 years;

(v) 63 days or more but less than 77 days, 0.5 years;

(vi) 77 days or more but less than 91 days, 0.6 years;

(vii) 91 days or more but less than 105 days, 0.7 years;

(viii) 105 days or more but less than 119 days, 0.8 years;

(ix) 119 days or more but less than 133 days, 0.9

years;

(x) 133 days or more, 1.0 years;

(B) on or after July 1, 1969, during any school year,

(i) less than nine days, no credit;

(ii) nine days or more but less than 27 days, 0.1 years;

(iii) 27 days or more but less than 45 days, 0.2 years;

(iv) 45 days or more but less than 63 days, 0.3 years;

(v) 63 days or more but less than 81 days, 0.4 years;

(vi) 81 days or more but less than 100 days, 0.5 years;

(vii) 100 days or more but less than 118 days, 0.6 years;

(viii) 118 days or more but less than 136 days, 0.7 years;

(ix) 136 days or more but less than 154 days, 0.8 years;

(x) 154 days or more but less than 172 days, 0.9 years;

(xi) 172 days or more, 1.0 years;

(C) service performed on a part-time basis will be credited with one-half credit for each day of service.

* Sec. 6. AS 22.25.048(a) is amended to read:

(a) The commissioner of administration shall establish[, AS A SPECIAL ACCOUNT IN THE GENERAL FUND,] a fund for the judicial retirement system and shall maintain accounts and records for the judicial

retirement system.

* Sec. 7. AS 26.05.228(a) is amended to read:

(a) The commissioner of administration shall establish[, AS A SPECIAL ACCOUNT IN THE GENERAL FUND,] a fund for the system and maintain accounts and records for the system.

* Sec. 8. AS 39.30.100(2) is amended to read:

(2) "governmental unit" means the state, a borough, school district, municipal corporation, or other political subdivision of the state, and the North Pacific Fishery Management Council;

* Sec. 9. AS 39.35.680(4) is amended to read:

(4) "average monthly compensation" means the result obtained by dividing the compensation earned by an employee during a considered period by the number of months, including fractional months, for which compensation was earned; the considered period consists of the three consecutive payroll [CALENDAR] years during the period of credited service that yields the highest average, or if the employee does not have three consecutive payroll [CALENDAR] years, the employee's period of credited service; an employee must have at least 115 days of credited service in the last payroll [CALENDAR] year in order to be used as part of the three consecutive payroll [CALENDAR] years;

* Sec. 10. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered to an employer, including cost-of-living differentials, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, severance pay or other separation bonuses, welfare benefits,

per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments lump-sum payments, donations, or cash-ins;

* Sec. 11. AS 39.35.680 is amended by adding a new paragraph to read:

(40) "payroll year" means the period that includes the first pay period ending in January of a year through the last pay period ending in December of that year.

SB 121

SENATE BILL NO. 121 by the Rules Committee by request of the Governor, entitled:

"An Act making miscellaneous amendments to the retirement statutes."

was read the first time and referred to the State Affairs Committee and the Finance Committee.

Fiscal note appears in Supplement No. 11.

Governor's transmittal letter dated February 1:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill making miscellaneous amendments to the retirement statutes. This bill clarifies certain provisions in the retirement statutes; it also codifies policies and practices adopted by the Department of Administration or the retirement boards in implementing those statutes.

Section 1 of the bill clarifies the initiation date for charging interest on arrearage indebtedness for creditable outside, military, and BIA service. This provides for equitable and sound administration, and it conforms to the intent of the statute and the department's current practices.

Section 2 of the bill amends the definition of "credited service" in AS 14.25.220(10). The amendment clarifies that, for purposes of determining whether a person is eligible for benefits (i.e., has served for enough years to have a vested interest in a benefit), only paid-up years are credited. This is also consistent with Teachers' Retirement Board regulation no. 82-1.

Section 3 of the bill amends the definition of "outside service" in AS 14.25.220(25) to clarify that only full years of outside service may be claimed as credited service. This is consistent with the intent of the original legislation and is necessary now because of subsequent changes allowing partial credit for membership and Alaska BIA service.

Section 4 of the bill amends the definition of "teacher or member" in AS 14.25.220(38). The amendment of that section clarifies that only persons described are included in the definition.

SB 121 cont'd

Consistent with sec. 3 of the bill, sec. 5 of the bill repeals and reenacts the definition of "year of service" in AS 14.25.220(40) to clarify that partial-year service credit is given only for membership and BIA service. This amendment does not affect years of service or partial-year credit available for service in the armed forces under AS 14.25.100, or for territorial service under Teachers' Retirement Board regulation no. 80-15.

Section 6 of the bill amends AS 22.25.048 to provide that the fund for the judicial retirement system is established as a separate fund, rather than as a special account in the general fund. The department considers this to constitute a sounder funding practice for a pension plan, providing for greater security for the fund and for more accurate crediting of investment income back into the fund. For the same reasons, sec. 7 of the bill amends AS 26.05.228(a) to provide that the fund for the Alaska National Guard retirement system is established as a separate fund, rather than as a special account in the general fund. These changes do not offend the "dedicated fund" prohibition in art. IX, sec. 7, of the Alaska Constitution because the money in these pension funds is money that the state is holding in trust for the numerous individual employees. In other words, it is money that "belongs" to the employees, not the state.

The definition of "governmental unit" for purposes of determining eligibility to participate in the state's group health and life benefits fund is amended in sec. 8 of the bill to expressly include school districts. This is to clarify that a school district is treated as a distinct governmental unit of the state and is allowed to participate in the State's Group Health and Life Plan.

Section 9 amends AS 39.35.680(4) to substitute "payroll" years for "calendar" years for purposes of determining an employee's average monthly compensation for computation of the amount of the retirement benefit. This change was made necessary by the fact that a number of employers who participate in the public employees' retirement system use pay periods that do not exactly coincide with the calendar year.

AS 39.35.680(8) is amended in sec. 10 of the bill to provide that severance pay and other separation bonuses are not included in the definition of "compensation." Exclusion of severance pay, like the exclusion of payments for unused leave which is already set out in the definition, prevents a retiree's benefit from being unduly increased by a windfall separation payment that does not reflect the retiree's actual average monthly compensation.

SB 121 cont'd

Section 11 amends AS 39.35.680 to add a definition of "payroll year," which is used in the amendment in sec. 9 of this bill.

Sincerely,

Bill Sheffield
Governor

SB 122

SENATE BILL NO. 122 by the Rules Committee by request of the Governor, entitled:

"An Act placing division of geological and geophysical surveys petroleum engineers and petroleum geologists in the exempt service; and providing for an effective date."

was read the first time and referred to the State Affairs Committee.

Fiscal note is zero.

Governor's transmittal letter dated February 1:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill relating to petroleum engineers and petroleum geologists in state service. Current law provides that these professionals are in the exempt service, except for those employed in the division of geological and geophysical surveys (GGS) in the Department of Natural Resources. The attached bill would delete this exception, thus bringing all these professionals within the exempt service.

The petroleum engineers and geologists employed in the division of geological and geophysical surveys handle sensitive and confidential oil and gas data, and are involved in deciding what tracts the state should lease. It is important that the state have the flexibility to employ the best professionals available for these positions. The petroleum engineer and geologist positions within the GGS division have evolved to a level of responsibility commensurate with those professionals employed elsewhere in the

SB 122 cont'd

Department of Natural Resources and by the Oil and Gas Conservation Commission -- all of whom are presently in the exempt service. There is no reason to exempt some of these positions but not all of them.

Sincerely,

Bill Sheffield
Governor

SB 123

SENATE BILL NO. 123 by the Rules Committee by request of the Governor, entitled:

"An Act relating to the Alaska Power Authority; and providing for an effective date."

was read the first time and referred to the Finance Committee.

Fiscal note appears in Supplement No. 11.

Governor's transmittal letter dated February 1:

Dear Senator Bennett:

Under the authority of art. III, sec. 18, of the Alaska Constitution, I am transmitting a bill that amends statutes pertaining to the Alaska Power Authority.

The attached bill does two things. It changes the due date for the annual report from the authority to the governor and the legislature, and places the report on a fiscal year basis. This change will simplify the inclusion of fiscal year audit and financial statements. It will also allow time for administrative and legislative review of the report before the beginning of the next legislative session.

The bill also amends the energy-program-for-Alaska statutes relating to the power development fund to permit return of investment income to the fund. This amendment will lessen the total of annual appropriations necessary to achieve a $2 billion equity investment in Susitna. It should be noted that return of investment income to a separate fund is subject to a challenge under the dedicated-fund prohibition in art. IX, sec. 7, of the Alaska Constitution. However, the Department of Law has indicated that it will defend statutes providing for such a practice.

Sincerely,

Bill Sheffield
Governor

Offered: 4/12/85
Referred: Rules

Original sponsor: Finance Committee

IN THE SENATE BY THE FINANCE COMMITTEE

CS FOR SENATE BILL NO. 207 (Finance)

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to calculation of the cost-of-living and pay step differentials for the compensation and retirement benefits of certain public employees; classification system; limiting the state's power to change the cost to the state of compensation for certain positions; and providing for an effective date."

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

* Section 1. AS 23.40 is amended by adding a new section to read:

Sec. 23.40.075. ITEMS NOT SUBJECT TO BARGAINING. The parties may not negotiate terms contrary to the limitations on state personnel actions under AS 37.07.085 or on pay step differential calculations under AS 39.27.020(d).

* Sec. 2. AS 37.07 is amended by adding new sections to read:

Sec. 37.07.085. LIMITATIONS ON STATE PERSONNEL ACTIONS. (a) Unless the budget specifically provides or the legislature approves, the state may not

(1) reclassify a position to a higher salary range after September 1, 1985 unless the reclassification is consistent with policies established in AS 39.25.150(1) for a position classification plan;

(2) change the salary range of a job class unless the change is required to comply with AS 18.80.220(a)(5), AS 39.25.010 or 39.25.150(2); or

(3) promote a person to the next step of a flexibly staffed position if the person was first hired in the flexibly-staffed position after the effective date of this section.

(b) In this section, "state" means the executive, legislative and judicial branches of state government and includes the University of Alaska.

Sec. 37.07.087. LISTING OF PERMANENT POSITIONS. (a) On or before September 15 of each year, each department shall deliver to the division of budget review in the Office of Management and Budget a list of permanent positions in the department on July 31 of that year. The list shall include for each position the position control number (PCN), title, salary range, pay step, location, time status, bargaining unit if any, and position funding source. A department shall remove from the list a PCN that is not funded and shall revise the listing of other PCN's to be consistent with the positions authorized in the budget. The department shall report to the legislature each year the positions removed from its list.

(b) After conforming the list of permanent positions to the budget, a department may not establish a new permanent PCN or change the salary range, pay step, location, or time status of an existing PCN unless the division of budget review concurs.

(c) A department shall maintain the master list of the department's positions as an automated position accounting control system file in accordance with instructions from the Office of Management and Budget.

* Sec. 3. AS 39.25.010(b) is amended to read:

(b) The merit principle of employment includes the following:

(1) recruiting, selecting, and advancing employees on the basis of their relative ability, knowledge, and skills, including open

consideration of qualified applicants for initial appointment;

(2) regular integrated salary programs based on the nature of the work performed;

(3) retention of employees with permanent status on the basis of the adequacy of their performance, reasonable efforts of temporary duration for correction in inadequate performance, and separation for cause;

(4) equal treatment of applicants and employees with regard only to consideration within the merit principles of employment; [AND]

(5) selection and retention of an employee's position secure from political influences; and

(6) classification and pay plans designed to provide pay equity by using judgments and factors free of biases based on race or sex and determining job worth for all job classifications based on a single set of criteria.

* Sec. 4. AS 39.27.020 is amended by adding a new subsection to read:

(d) If an employee's basic annual salary is no more than $30,000, the pay step differential shall be calculated using the employee's basic salary. If the employee's basic annual salary is greater than $30,000, then the employee's pay step differential shall be calculated on the differential for a basic salary of $30,000.

* Sec. 5. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.675. INCLUSION OF COST-OF-LIVING DIFFERENTIALS IN COMPENSATION AND BENEFITS. (a) An employee shall make contributions to the system based on compensation including a cost-of-living differential.

(b) The amount of a cost-of-living differential may not be included in the employee's compensation for purposes of calculating benefits paid under this chapter unless the employee has received a

cost-of-living differential in a comparable amount or of at least that many steps for at least 50 percent of the employee's credited service.

(c) When an employee receives a benefit, and if the employee's compensation for purposes of calculating the benefit does not include a cost-of-living differential, then the administrator shall refund to the employee the amount of contributions the employee made based on the differential.

(d) In this section "cost-of-living differential" means an adjustment to salary based on the cost of living in the geographic region where the employee works and includes a pay step differential under AS 39.27.020.

* Sec. 6. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including cost-of-living differentials only as provided in AS 39.35.675, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 7. The legislature shall review the pay step differentials provided under AS 39 27.020 and under collective bargaining contracts between the state and employee bargaining organizations following the release of a comprehensive study of the geographic differentials by the state.

* Sec. 8. By September 15, 1985, the division of budget review in the Office of Management and Budget shall develop a master position control

system with the capability of matching permanent positions listed in an automated position accounting control system against the state's master payroll record.

* Sec. 9. The amendments made by secs. 5 and 6 of this Act apply only to members first hired under the Public Employees' Retirement System on or after the effective date of secs. 5 and 6 of this Act.

* Sec. 10. Nothing in this Act terminates or modifies a collective bargaining agreement in existence on the effective date contained in sec. 13 of this Act.

* Sec. 11. If any provision of this Act, or the application thereof to any person or circumstance is held invalid, the remainder of this Act and the application to other persons or circumstances shall not be affected thereby.

* Sec. 12. Sections 5, 6, and 9 of this Act take effect January 1, 1987.

* Sec. 13. Sections 1 - 4, 7, 8, 10, and 11 of this Act take effect immediately in accordance with AS 01.10.070(c).

Introduced: 3/1/85
Referred: State Affairs
and Finance

IN THE SENATE BY THE FINANCE COMMITTEE

SENATE BILL NO. 207

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to public employees; and providing for an effective date."

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

* Section 1. AS 23.40.210 is amended to read:

Sec. 23.40.210. AGREEMENT. Upon the completion of negotiations between an organization and a public employer, if a settlement is reached, the employer shall reduce it to writing in the form of an agreement. The agreement may include a term for which it will remain in effect, not to exceed three years. The agreement shall include a pay plan designed to provide for a cost-of-living differential between the salaries paid employees residing in the state and employees residing outside the state. <u>The cost-of-living differential or other geographic cost-of-living adjustment may not be considered part of the basic salary for purposes of calculating overtime compensation or other salary adjustments.</u> The plan shall provide that the salaries paid, as of August 26, 1977, to employees residing outside the state shall remain unchanged until the difference between those salaries and the salaries paid employees residing in the state reflects the difference between the cost of living in Alaska and living in Seattle, Washington. The agreement shall include a grievance procedure which shall have binding arbitration as its final step. Either party to the agreement has a right of action to enforce the agreement by petition to the labor relations agency.

* Sec. 2. AS 39.27.020 is amended by adding a new subsection to read:

(d) If an employee's basic annual salary is no more than $30,000, the pay step differential shall be calculated using the employee's basic salary. If the employee's basic annual salary is greater than $30,000, then the employee's pay step differential shall be calculated on the differential for a basic salary of $30,000.

* Sec. 3. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.027. OVERTIME COMPENSATION. Overtime compensation shall be calculated on the basic salary of an employee before the addition of any adjustments including pay step differentials and shift differentials.

* Sec. 4. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.675. INCLUSION OF COST-OF-LIVING DIFFERENTIALS IN COMPENSATION AND BENEFITS. (a) An employee shall make contributions to the system based on compensation including a cost-of-living differential.

(b) The amount of a cost-of-living differential may not be included in the employee's compensation for purposes of calculating benefits under this chapter unless the employee has received a cost-of-living differential in a comparable amount or of at least that many steps for at least 50 percent of the employee's credited service.

(c) When an employee receives a benefit, and if the employee's compensation for purposes of calculating the benefit does not include a cost-of-living differential, then the administrator shall refund to the employee the amount of contributions the employee made based on the differential.

(d) In this section "cost-of-living differential" means an adjustment to salary based on the cost of living in the geographic region where the employee works and includes a pay step differential under AS 39.27.020.

* Sec. 5. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including cost-of-living differentials only as provided in AS 39.35.675, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 6. (a) Unless the budget specifically provides or the legislature approves, the state may not

(1) reclassify a position;

(2) change the salary range of a job class unless the change is required to comply with AS 18.80.220(a)(5);

(3) promote a person to the next step of a flexibly staffed position if the person was first hired in the flexibly-staffed position after the effective date of this section; or

(4) award a person a merit increase.

(b) In this section, "state" means the executive, legislative and judicial branches of state government and includes the University of Alaska.

* Sec. 7. The amendments made by secs. 4 and 5 of this Act apply only to members first hired under the Public Employees' Retirement System on or after the effective date of secs. 4 and 5 of this Act.

* Sec. 8. Nothing in this Act terminates or modifies a collective bargaining agreement in existence on the effective date of secs. 1, 2 and 4 - 7 of this Act.

* Sec. 9. Section 3 of this Act takes effect January 1, 1987.

* Sec. 10. Sections 1, 2 and 4 - 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

Introduced: 3/1/85
Referred: State Affairs
and Finance

IN THE SENATE BY THE FINANCE COMMITTEE

SENATE BILL NO. 207

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act relating to public employees; and providing for an effective date."

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

* Section 1. AS 23.40.210 is amended to read:

Sec. 23.40.210. AGREEMENT. Upon the completion of negotiations between an organization and a public employer, if a settlement is reached, the employer shall reduce it to writing in the form of an agreement. The agreement may include a term for which it will remain in effect, not to exceed three years. The agreement shall include a pay plan designed to provide for a cost-of-living differential between the salaries paid employees residing in the state and employees residing outside the state. <u>The cost-of-living differential or other geographic cost-of-living adjustment may not be considered part of the basic salary for purposes of calculating overtime compensation or other salary adjustments.</u> The plan shall provide that the salaries paid, as of August 26, 1977, to employees residing outside the state shall remain unchanged until the difference between those salaries and the salaries paid employees residing in the state reflects the difference between the cost of living in Alaska and living in Seattle, Washington. The agreement shall include a grievance procedure which shall have binding arbitration as its final step. Either party to the agreement has a right of action to enforce the agreement by petition to the labor relations agency.

* Sec. 2. AS 39.27.020 is amended by adding a new subsection to read:

(d) If an employee's basic annual salary is no more than $30,000, the pay step differential shall be calculated using the employee's basic salary. If the employee's basic annual salary is greater than $30,000, then the employee's pay step differential shall be calculated on the differential for a basic salary of $30,000.

* Sec. 3. AS 39.27 is amended by adding a new section to read:

Sec. 39.27.027. OVERTIME COMPENSATION. Overtime compensation shall be calculated on the basic salary of an employee before the addition of any adjustments including pay step differentials and shift differentials.

* Sec. 4. AS 39.35 is amended by adding a new section to read:

Sec. 39.35.675. INCLUSION OF COST-OF-LIVING DIFFERENTIALS IN COMPENSATION AND BENEFITS. (a) An employee shall make contributions to the system based on compensation including a cost-of-living differential.

(b) The amount of a cost-of-living differential may not be included in the employee's compensation for purposes of calculating benefits under this chapter unless the employee has received a cost-of-living differential in a comparable amount or of at least that many steps for at least 50 percent of the employee's credited service.

(c) When an employee receives a benefit, and if the employee's compensation for purposes of calculating the benefit does not include a cost-of-living differential, then the administrator shall refund to the employee the amount of contributions the employee made based on the differential.

(d) In this section "cost-of-living differential" means an adjustment to salary based on the cost of living in the geographic region where the employee works and includes a pay step differential under AS 39.27.020.

* Sec. 5. AS 39.35.680(8) is amended to read:

(8) "compensation" means the total remuneration earned by an employee for personal services rendered, including cost-of-living differentials only as provided in AS 39.35.675, payments for leave that is actually used by the employee, the amount by which the employee's wages are reduced under AS 39.30.150(c), and any amount deferred under an employer-sponsored deferred compensation plan, but does not include retirement benefits, welfare benefits, per diem, expense allowances, workers' compensation payments or payments for leave not used by the employee whether those leave payments are scheduled payments, lump-sum payments, donations, or cash-ins;

* Sec. 6. (a) Unless the budget specifically provides or the legislature approves, the state may not

(1) reclassify a position;

(2) change the salary range of a job class unless the change is required to comply with AS 18.80.220(a)(5);

(3) promote a person to the next step of a flexibly staffed position if the person was first hired in the flexibly-staffed position after the effective date of this section; or

(4) award a person a merit increase.

(b) In this section, "state" means the executive, legislative and judicial branches of state government and includes the University of Alaska.

* Sec. 7. The amendments made by secs 4 and 5 of this Act apply only to members first hired under the Public Employees' Retirement System on or after the effective date of secs. 4 and 5 of this Act.

* Sec. 8. Nothing in this Act terminates or modifies a collective bargaining agreement in existence on the effective date of secs. 1, 2 and 4 - 7 of this Act.

* Sec. 9. Section 3 of this Act takes effect January 1, 1987.

* Sec. 10. Sections 1, 2 and 4 - 7 of this Act take effect immediately in accordance with AS 01.10.070(c).

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM April 1, 1985

SUBJECT: CSSB 207 (Finance) (Geographical Differentials)

TO: Senator John Sackett
Co-Chair, Senate Finance Committee

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked for suggestions for changing the geographical differential provisions in section 2 of CSSB 207 (Finance). Two approaches occurred to me.

The first approach is similar to the current provision in the bill.

(a) A person whose basic salary is $30,000 or less (or any other amount) receives the pay step differential set out in AS 39.27.020.

(b) A person whose basic salary exceeds that amount receives a differential equal to the amount set out in statute less one-half (or any other fraction) the value of the last step in the differential.

This formula should apply only to differentials equal to or greater than one. For positions in other states, to which a minus six differential applies, the formula should be changed so that positions paid more than $30,000 have the value of an additional half step subtracted from their salaries.

This approach could be used to establish a three-tiered system by setting two cut-off points (for example, a basic salary of $30,000 or less, a basic salary greater than $30,000 but less than $40,000, and a basic salary equal to or greater than $40,000) and two fractional values (for example, two-thirds of the final step for employees paid

$30,000 - $40,000 and one-third of the final step for employees paid $40,000 or more).

The second approach would be a more radical change to the current system. The legislature could establish a specific value for a pay step differential. For example, the pay step between Range 15A ($2410) and 15B ($2498) as set out in AS 39.27.011 is $88. Using that amount as the value of a pay step differential, an employee who lives in election district 12 (which has a pay step differential of 7 under AS 39.27.020) would receive a differential of $616 per month regardless of the salary range at which the employee was paid. This approach would increase the differential paid to persons in the lower salary ranges and decrease the differential paid to persons in the higher salary ranges.

The collective bargaining agreements for the General Government Unit and the Supervisory Unit of the Alaska Public Employees Association contain detailed provisions for geographic differentials. The terms of the contracts cannot be amended by legislative action, and therefore a statutory change would not apply to employees within those units until the expiration of the contracts. I have not reviewed the terms of other collective bargaining agreements to determine whether they address this issue.

As discussed in my memorandum of March 13, 1985, section 2 of the committee substitute raises constitutional questions relating to legislative infringement of administrative powers of the executive and judicial branches and of the University of Alaska.

Sections 3 and 4 of the committee substitute raise equal protection questions. Employees who worked 50% of the time in locations which received a geographical differential may claim the geographical differential as part of their salaries and therefore receive higher retirement benefits than employees who received geographical differentials for less than 50% of their employment. The difference cannot be justified on the basis of the cost of living in the retired person's current place of residence, since payment does not depend on where the retired person lives.

If I may be of further assistance, please advise.

TBC:csh
c3/076

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM April 26, 1985

SUBJECT: Sectional analysis of CSSB 207 (Fin)

TO: Representative Katie Hurley
Chair, House State Affairs Committee

FROM: Teresa B. Cramer TBC
Legislative Counsel

You have asked for a sectional analysis of CSSB 207 (Fin), relating to certain kinds of compensation for public employees.

Section 1 prohibits the state and employee bargaining organizations representing state employees from entering a collective bargaining contract that is contrary to the terms of sections 2 or 4 of the bill.

Section 2 forbids the state, including the executive, legislative, judicial branches and the University of Alaska, from making changes to positions, job classes, or salaries as listed in the section. The regulation of employment practices may be viewed as a legislative infringement on the power of the governor and the chief justice of the Supreme Court to administer those branches of government and the power of the board of regents to administer the University of Alaska. See memo to the Senate Finance Committee dated March 13, 1985, discussion of section 6.

Section 37.07.087 requires departments to provide information on PCN's to the Office of Management and Budget and to revise that information based on current budget authorization. The departments may not change the list unless the division of budget review in OMB concurs.

Section 3 includes determination of job worth based on a single set of criteria within the merit principle of employment.

Section 4 limits the amount that an employee may receive as a pay step differential. The maximum differential would be calculated on a basic salary of $30,000.

Sections 5 and 6 require an employee to make contributions to the Public Employment Retirement System based on the employee's entire compensation including a cost-of-living differential. However, the employee's benefits will be based on the entire compensation only if the employee received a comparable cost-of-living differential for at least 50 percent of the employee's credited service. If the employee does not receive benefits based on salary including cost-of-living differentials, then the division must refund the amount of contributions the employee made for the differentials. These sections raise equal protection questions. (See memo to the Senate Finance Committee April 1, 1985.)

Section 7 requires that the legislature review geographic pay step differentials after release of a state study on the subject.

Section 8 requires the division of budget review in OMB to develop a master position control system that can match permanent positions against the state's master payroll record.

Section 9 provides that the amendments to the Public Employees' Retirement System only apply to members first hired after the effective date of the sections amending the PERS. (January 1, 1987 -- see section 12)

Section 10 provides that the bill does not terminate or modify a collective bargaining agreement that was in effect on the effective date established in section 13.

Section 11 is a severability clause consistent with AS 01.10.030 which applies to all laws passed by the legislature unless it is specifically exempted.

Section 12 is an effective date for sections 5, 6, and 9.

Section 13 provides that the bill, except for sections 5, 6, and 9, takes effect immediately.

If I may be of further assistance, please advise.

TC:ojb
J14/047

epic

employees political information committee

MEMORANDUM

TO: Representative Katie Hurley

FROM: Employees Political Information Committee

SUBJECT: Senate Bill 207 - Changes to the Geographic Differential System

DATE: April 23, 1985

The Employees Political Information Committee, the political action arm of the Alaska Public Employees Assocaition, is opposed to Senate Bill 207. It not only discriminates against employees working and living in rural areas, it impinges upon and erodes the concept of collective bargaining.

This legislation defeats the intent of the negotiated geographic differential system. The differentials were implemented in the first collective bargaining contract in 1974 to compensate for the high cost of living in certain areas of the state. The system was established to equalize the purchasing power of the wages earned by the state employees no matter in what area they live. If this bill passes, it automatically curtails negotiations surrounding geographic differential and negates a collective bargaining precedent that was set in 1974.

<u>Limiting the geographic adjustment for the first $30,000 of salary</u>

This would affect employees in range 10 and above. Unlike employees working in urban areas, they would be unable to maintian their current living standards. The system was designed to increase an employee's salary in an amount equal to the difference in living cost between Anchorage and the worksite location. If the differential is limited to a portion of salary, the result will be pay adjustment equal to less than the difference of living cost.

340 n. franklin st. • juneau, alaska 99801 • (907) 586-2334

Side Effects on Communities

The reduction of current salaries in the rural areas would have an effect on the economy of the community itself. If the buying power of the state employee is cut, then business in the communities would have to anticipate a decline in their revenues at a time when growth in Alaska is the key phrase of the Administration.

Geographic Differential Study underway

The state is currently conducting a geographic differential study to determine the validity of the current schedule. The report on the study will possibly be released sometime next month. It would seem appropriate and prudent to read the report before comtemplating changes to the system.

Differential not calculated for retirement purposes

The legislation proposes that the differential not be included for the purpose of calculating retirement benefits unless the employee has received a differential in a comparable amount, or, of at least that many steps for at least 50 percent of the employee's credited service. This will create two classes of beneficiaries and will pose considerable problems in the administration of funds. These proposed changes will be challenged as they establish residency requirements for retirement benefits not unlike the longevity bonus program which the courts have rejected unconstitutional.

Legislative approval on classification, ranges and flexing

This will undoubtedly be challenged as an unconstitutional intrusion by the legislature on the administrative powers of the executive branch, the court system and the university.

Alaska Public
Employees Association APEA
State Headquarters: 340 N. Franklin, Juneau, AK 99801 (907) 586-2334

April 23, 1985

APR 24 1985

Representative Katie Hurley
Pouch V
Juneau, AK 99811

Dear Representative Hurley:

On behalf of the Employees Political Information Committee (EPIC), I wish to bring to your attention the attached position paper pertaining to Senate Bill 207.

As you know this legislation deals with changes to the geographic differential compensation system for public employees working in rural areas.

EPIC, APEA's political action arm, is opposed to SB 207. The committee respectfully urges you to consider the ramifications to collective bargaining that this bill evokes and to support the public employees in their opposition to it.

Sincerely,

Cherie Shelley

Cherie Shelley
Executive Director, Alaska Public Employees Association

CS/kb

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825-D College Road
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Anchorage Field Office
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SCOMM
#49:42

Introduced: 2/18/85
Referred: State Affairs, Judiciary and Finance

IN THE SENATE BY JOSEPHSON

SENATE JOINT RESOLUTION NO. 15

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

Proposing an amendment to the Constitution of the State of Alaska creating a commission on compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. Compensation of legislators shall be set by the Commission on Compensation of Elected Officials.

* Sec. 2. Article III, sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officials [LAW] and shall not be diminished during their term of office, unless by order of the commission consistent with a general law applying to all salaried officers of the State.

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding new sections to read:

SECTION 14. COMPENSATION COMMISSION. There is established a Commission on Compensation of Elected Officials. The commission is

with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1373
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries of $_____. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1374
Cramer
9/23/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of the State of Alaska relating to salaries for legislators.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska, is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries <u>of $. For fiscal years beginning after June 30, 1987, the annual salary shall be increased one percent for each percent increase in the consumer price index of Anchorage, Alaska, as determined by the United States Department of Labor, Bureau of Labor Statistics, not to exceed an annual increase of percent. The increase, if any, takes effect not more than 30 days after the release of the consumer price index. The consumer price index that is published immediately after July 1, 1986, is the reference base index.</u> They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation.

* Sec. 2. The amendment proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

There is established a Commission on Compensation of Elected Officers. The commission is composed of five members appointed for staggered terms of four years. The commission shall be composed of at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization. The governor shall appoint the members subject to confirmation by a majority of the members of the legislature in joint session.

(b) A member of the commission may not be employed by the State during the term for which appointed or hold elective state office during the member's term or within one year thereafter.

(c) The commission shall establish the compensation, including salaries, benefits, and allowances, if any, of elected officials. A decision of the commission takes effect at the beginning of the next fiscal year.

(d) The commission shall afford an opportunity for the public to be heard before rendering a decision that changes the compensation of an elected official. Every two years, the commission shall review the compensation of elected officials. The commission shall render its decision with respect to salaries not later than ninety days before the date of the general election.

* Sec. 2. The amendments proposed by this resolution shall be placed before the voters of the state at the next general election in conformity with art. XIII, sec. 1, Constitution of the State of Alaska, and the election laws of the state.

14-1375
Cramer
9/20/85

IN THE SENATE

SENATE JOINT RESOLUTION NO.

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - SECOND SESSION

Proposing an amendment to the Constitution of Alaska relating to establishment of compensation of elected officials.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

* Section 1. Article II, Sec. 7, Constitution of the State of Alaska is amended to read:

SECTION 7. SALARY AND EXPENSES. Legislators shall receive annual salaries. They may receive a per diem allowance for expenses while in session and are entitled to travel expenses going to and from sessions. Presiding officers may receive additional compensation. The compensation of legislators shall be prescribed by the Commission on Compensation of Elected Officers under Section 14 of Article XII of the Constitution and may not be diminished during their term of office.

* Sec. 2. Article III, Sec. 15, Constitution of the State of Alaska is amended to read:

SECTION 15. COMPENSATION. The compensation of the governor and the lieutenant governor shall be prescribed by the Commission on Compensation of Elected Officers under Section 14 of Article XII of this constitution [BY LAW] and shall not be diminished during their term of office [, UNLESS BY GENERAL LAW APPLYING TO ALL SALARIED OFFICERS OF THE STATE].

* Sec. 3. Article XII, Constitution of the State of Alaska is amended by adding a new section to read:

SECTION 14. COMMISSION ON COMPENSATION OF ELECTED OFFICERS. (a)

LAWS OF ALASKA

1976

Source: FCCS HCS CSSB 499

Chapter No.: 263

AN ACT

Relating to compensation, benefits and classifications of public officers and employees; creating the Alaska Salary Commission; and providing for an effective date.

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

* Section 1. AS 39 is amended by adding a new chapter to read:

CHAPTER 23. ALASKA SALARY COMMISSION.

Sec. 39.23.010. CREATION OF COMMISSION; COMPOSITION. There is established in the Department of Administration the Alaska Salary Commission consisting of five members appointed by the governor. No member of the commission may be a public officer or employee.

Sec. 39.23.020. TERM OF OFFICE; VACANCIES. (a) Commission members serve at the pleasure of the governor for four-year staggered terms. However, two of the initial members appointed to the commission shall serve one-year terms and the rest shall serve, respectively, for terms of two years, three years and four years, the term to be determined by lot at the first meeting of the commission.

(b) A vacancy shall be filled in the same manner as an original appointment for the balance of the unexpired term.

Sec. 39.23.030. OFFICERS; STAFF. The commission shall select a chairman from among its members annually. The director of the division of personnel and labor relations serves as ex officio secretary to the commission and provides research, technical and administrative services.

Sec. 39.23.040. MEETINGS; QUORUM. (a) A majority of the commission members constitutes a quorum to transact the business of the commission. A majority of the commission

members must approve the commission's recommendations to the legislature.

(b) The commission shall meet at the call of the chairman. Notice of meeting dates shall be mailed to each commission member at least 20 days before the date scheduled for a meeting.

(c) The commission shall meet to discuss its findings and recommendations at least twice before submitting its final report to the legislature under sec. 80 of this chapter.

Sec. 39.23.050. COMPENSATION. Members of the commission are entitled to per diem and travel expenses authorized by law for boards and commissions.

Sec. 39.23.060. REVIEW OF COMPENSATION AND BENEFITS; OFFICERS COVERED. The commission shall conduct an on-going review of compensation and retirement benefits for members of the legislature; the governor; the lieutenant governor; commissioners, deputy commissioners, and division directors of each executive department; members of the Alaska Public Utilities Commission; members of the Alaska Pipeline Commission; members of the Alaska Transportation Commission; members of the Alaska Commercial Fisheries Entry Commission; and the judiciary, to determine the appropriateness of compensation and benefits.

Sec. 39.23.070. STUDIES; REPORTS. (a) The commission may request reports or studies from any state agency concerning compensation and retirement benefits for officers listed in sec. 60 of this chapter. A state agency from which a report or study is requested shall furnish it within a period of time prescribed by the commission.

(b) The commissioner of administration shall make initial recommendations concerning compensation and retirement benefits for the officers listed in sec. 60 of this chapter.

Sec. 39.23.080. RECOMMENDATIONS. (a) Before November 15, 1976, and every two years thereafter, the commission shall submit its preliminary findings and recommendations to the governor, the presiding officers of each house of the legislature and the chief justice of the supreme court.

(b) The commission shall give reasonable public notice of its preliminary findings and recommendations, solicit public comments, and give due regard to the public comments, before submitting a final report under (c) of this section.

(c) The commission shall make a final report of its findings and recommendations as to the rate and form of compensation and retirement benefits for the officers listed in sec. 60 of this chapter within 10 days after the first regular session of a legislature convenes. The recommendations regarding compensation become effective, retroactive to January 1, only if approved by concurrent resolution before the end of a session. The recommendations regarding retirement become effective if enacted into law by the legislature.

(d) The commission may submit to the legislature amendments to the report submitted under (c) of this section.

(e) A commission member who does not concur in the proposed or final recommendations may attach written objections to the commission's report of its findings and recommendations.

Sec. 39.23.090. RECOMMENDATIONS RELATING TO THE JUDICIARY, GOVERNOR AND LIEUTENANT GOVERNOR. (a) No recommendations of the commission may have the effect of reducing the compensation or retirement benefits of any member of the judiciary who is a member of the judiciary on the effective date of the commission's recommendation; or reduce, unless by general law applied to all salaried officers of the state, the compensation and retirement benefits of the governor or lieutenant governor who are in office on the effective date of the commission's recommendation.

(b) The commission may recommend reduction in compensation or retirement benefits for individuals who become members of the judiciary or governor or lieutenant governor after the effective date of the commission's recommendation.

Sec. 39.23.100. FILING WITH LIEUTENANT GOVERNOR AND CERTIFICATION. The commission shall, upon transmitting its final recommendations to the legislature, file the recommendations in the office of the lieutenant governor, and upon the recommendations becoming effective the commission shall so certify on the copy of the recommendations on file in the office of the lieutenant governor.

Sec. 39.23.110. POLICY OF THE LEGISLATURE. It is the policy of the legislature that the commission determine the salary schedule and retirement benefits for public officers based upon equitable relationships being maintained among state positions.

Sec. 39.23.120. ADMINISTRATIVE PROCEDURE ACT. The Administrative Procedure Act (AS 44.62) does not apply to proceedings conducted under this chapter.

Sec. 39.23.130. DEFINITIONS. In this chapter

(1) "commission" means salary commission;

(2) "judiciary" means justices of the supreme court and judges of the superior and district courts.

* Sec. 2. AS 16.43.060 is amended to read:

Sec. 16.43.060. COMPENSATION OF MEMBERS OF THE ALASKA COMMERCIAL FISHERIES ENTRY COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The chief justice and each associate justice are entitled to receive annual compensation prescribed in

accordance with AS 39.23. Compensation of the chief justice or of an associate justice may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) Each superior court judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) Each district judge is entitled to receive annual compensation prescribed in accordance with AS 39.23. The compensation of a judge may not be diminished during his term of office, unless by general law applying to all salaried officers of the state.

* Sec. 6. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. The rate of per diem instead of subsistence for each member of the legislature shall be prescribed in accordance with AS 39.23.

* Sec. 7. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE SALARIES. Each member of the legislature is entitled to receive annual compensation prescribed in accordance with AS 39.23 to be paid in approximately equal monthly installments. The president of the senate and speaker of the house of representatives are each entitled to an additional annual sum prescribed in accordance with AS 39.23.

* Sec. 8. AS 24.15.030 is amended to read:

Sec. 24.15.030. ADDITIONAL ALLOWANCES. In addition, each member of the legislature is entitled to an annual allowance prescribed in accordance with AS 39.23 for postage, stationery, stenographic services and other expenses.

* Sec. 9. AS 39.20.010 is amended to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor shall be prescribed in accordance with AS 39.23.

* Sec. 10. AS 39.20.030 is amended to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor shall be prescribed in accordance with AS 39.23.

* Sec. 11. AS 39.20.080 is repealed and re-enacted to read:

Sec. 39.20.080. SALARY OF EXECUTIVE DEPARTMENT HEAD AND DEPUTY. (a) The annual salary of the head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

(b) The salary of the deputy head of each principal executive department of the state shall be prescribed in accordance with AS 39.23.

* Sec. 12. AS 39.35.680(5)(B) is repealed and re-enacted to read:

(B) means an elected official of a political subdivision currently serving who elects to pay contributions required of an employee and to be included in the system under sec. 125 of this chapter;

* Sec. 13. AS 39.35.680(5)(C)(v) is repealed and re-enacted to read:

(v) justices and judges of the supreme, superior, and district courts of Alaska; or the governor and lieutenant governor; or the heads, deputy or assistant heads, and division directors of each principal executive department of the state; or the members of the Alaska State Legislature.

* Sec. 14. AS 42.05.091 is amended to read:

Sec. 42.05.091. COMPENSATION OF MEMBERS OF THE ALASKA PUBLIC UTILITIES COMMISSION. Members of the commission are in the exempt service and shall receive an annual salary as established under AS 39.23.

* Sec. 15. AS 42.06.090 is amended to read:

Sec. 42.06.090. COMPENSATION OF MEMBERS OF THE ALASKA PIPELINE COMMISSION. Members of the commission are in the exempt service described in AS 39.25 and receive an annual salary as established under AS 39.23.

* Sec. 16. AS 42.07.071 is amended to read:

Sec. 42.07.071. COMPENSATION OF MEMBERS OF THE ALASKA TRANSPORTATION COMMISSION. The commissioners are in the exempt service under AS 39.25 and shall receive an annual salary as established under AS 39.23.

* Sec. 17. The first appointments to the Alaska Salary Commission shall be made within 30 days after the effective date of sec. 1 of this Act.

* Sec. 18. AS 39.50.200(9) is amended by adding a new subparagraph to read:

(LL) Alaska Salary Commission (AS 39.23)

* Sec. 19. AS 39.25.120(8) is repealed and re-enacted to read:

(8) the director and deputy director of the division of tourism in the Department of Commerce and Economic Development.

* Sec. 20. Section 19 of this Act is retroactive to July 1, 1975.

* Sec. 21. Sections 1, 12, 17, 18, 19, and 20 of this Act take effect immediately in accordance with AS 01.10 070(c). Sections 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 13, 14, 15 and 16 of this Act take effect on the effective date of the first recommendations submitted to the legislature under AS 39.23.080(c).

Approved by governor: June 24, 1976
Actual effective date: Secs. 1, 12, 17, 18, 19 and 20: June 25, 1976; Sec. 19 retroactive to July 1, 1975; Secs. 2, 3, 4, 5, 6, 7, 8, 9, 10, 12, 13, 14, 15 and 16 take effect on the effective date of the first recommendation of the Alaska Salary Commission under AS 39.23.080(c)

TABLE III

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Arizona Commission on Salaries for State Elective Officers	5	2 by Governor, 1 by Senate President, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators and elected state officials (Changes in legislative salaries must be approved by the voters.)	At direction of legislature
Colorado State Officials' Compensation Commission	9	3 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Chief Justice of Supreme Court	Salaries, allowances, and benefits of legislators, state judges, district attorneys, and elected and appointed officials [redacted]	Biennially
Connecticut Compensation Commission	11	3 by Governor, 2 by House Speaker, 2 by House Minority Leader, 2 by Senate President Pro Tempore, and 2 by Senate Minority Leader	Salary, expenses, and benefits of legislators, elected officials, and judges [redacted]	Biennially
Florida Officers' Compensation Commission	9	2 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Justice of Supreme Court. The 8 members appoint the ninth member.	Salary and expenses of legislators, specified state officials, judges, state attorneys, public defenders, public service commissioners, and county officers [redacted]	Annually
Georgia Commission on Compensation	12	4 by Governor, 4 by Supreme Court, 2 by Senate President (Lieutenant Governor), and 2 by House Speaker	Compensation of legislators, state officers, and heads of state agencies ([redacted]	Biennially
Hawaii Commission on Legislative Salary	11	Governor	Salary of legislators ([redacted] [redacted]. If rejected, existing rates are continued)	Every 8 years
Idaho Legislative Compensation Commission	6	3 by Governor and 3 by Supreme Court	Salary and expenses of legislators ([redacted] [redacted] rejected, existing rates are continued.)	Biennially

GOVERNOR ONLY ADVISORY APPROVED BY VOTERS OR BD ONLY LEGISLATORS ONLY

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Montana Salary Commission	8	2 by Governor, 2 by Supreme Court, 1 by Senate Majority Leader, 1 by Senate Minority Leader, 1 by House Speaker, and 1 by House Minority Leader	Compensation of legislators, elected officials, and judges [redacted]	Biennially
Oklahoma Board on Legislative Compensation	11	5 by Governor, 2 by the Senate President Pro Tempore, and 2 by House Speaker (Chairman of Tax Commission and Director of State Finance are non-voting ex-officio members.)	Salary of legislators (Board recommendations are final)	Biennially
South Dakota Commission on Salaries for Elective State Officials	5	2 by Governor, 1 by Senate President Pro Tempore, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators, elected officials, and judges [redacted]	Biennially
Washington Committee on Salaries	7	President of Univeristy of Puget Sound, President of Washington State University, Chairman of State Personnel Board, President of Association of Washington Business, President of Pacific Northwest Personnel Managers' Association, and President of Washington State Labor Council	Salaries of legislators, state elective and executive officials, and judges [redacted]	Biennially
West Virginia Citizens Legislative Compensation Commission	7	Governor	Compensation and expenses of legislators ([redacted])	Quadrennially

SOURCE: Legislative Research review of state statutes

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Illinois Advisory Committee on Compensation of General Assembly Members	7	3 by Governor, 2 by President of Senate, and 2 by House Speaker	Compensation of legislators [redacted]	Biennially
Iowa Commission on Compensation, Expenses and Salaries for Elected State Officials	15	5 by Governor, 5 by Senate President (Lieutenant Governor), and 5 by House Speaker	Salary, compensation, and expenses of legislators, elected state officials, and judges [redacted])	Biennially
Kentucky Public Officials Compensation Commission	5	1 by Governor, 1 by Lieutenant Governor, 1 by House Speaker, 1 by Senate President Pro Tempore, and 1 by Supreme Court	Salaries, benefits, and allowances of legislators and certain elected officials and judges [redacted]	Biennially
Louisiana Compensation Review Commission	19	5 appointed by Governor, 1 by Chief Justice of Supreme Court, 1 by Chairman of Conferences of Courts of Appeal Judges, 1 by District Judges' Association, and 1 by City Judges' Association (5 Senators and 5 Representatives are also members	Salary and benefits of legislators, elected officials, judges, and unclassified state employees [redacted]	Annually
Maryland General Assembly Compensation Commission	9	5 by Governor, 2 by Senate Senate President, and 2 by House Speaker	Salary and allowances of legislators ([redacted] ing rates are continued.)	Quadrennially
Massachusetts Advisory Board on Legislative, Judicial and Constitutional Officers' Compensation	5	Governor	Salaries and expenses of legislators, constitutional officers, and judges [redacted]	Biennially
Michigan State Officers' Compensation Commission	7	Governor	Salaries and expenses of legislators, Governor and Lieutenant Governor, and Justices of Supreme Court ([redacted] rejected, existing rates are continued.)	Biennially

Compensation Commissions

In 21 states boards, committees, or commissions make recommendations regarding legislative compensation. Several also recommend salaries for certain elected officials and judges. Commissions in 12 states act only in an advisory capacity. They make recommendations to the governor or the legislature, but the legislature has final authority to set salaries, expense allowances, and benefits for its members.

In Hawaii, Idaho, Maryland, and Michigan compensation commissions recommendations become effective unless the legislature enacts a resolution to the contrary. Existing salary levels are continued if the legislature rejects the commission's recommendations. In West Virginia the commission's recommendations must be enacted into law to become effective. The legislature may reduce, but not increase the proposed salary levels. Recommendations made by Oklahoma's commission are final and are not subject to legislative review. In Arizona the commission's recommendations for changes in legislative salaries are submitted to the voters for approval. In many states new salaries do not become effective until the following session of the legislature.

In some states commission members are appointed exclusively by the governor, but in others the appointing authority is shared by the governor and legislative leadership. In Washington persons holding certain positions are automatically appointed to the commission.

Table III summarizes the major organizational and functional aspects of each state commission, including the number of commission members, appointing authority, and scope and frequency of commission recommendations.

RECEIVED FROM THE OFFICE OF THE MAYOR OF ANCHORAGE

Chapter 4.10

COMMISSION ON SALARIES AND EMOLUMENTS

Sections:

4.10.010	Commission on Salaries and Emoluments established.
4.10.020	Prohibitions with respect to municipal service.
4.10.030	Duties of commission.
4.10.040	Periodic review of compensation.

4.10.010 Commission on Salaries and Emoluments established.

There is established a Commission on Salaries and Emoluments of Elected Officials. The commission is composed of five members appointed for terms of four years. The commission shall be composed of at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization. (Charter, §5.08(a)).

4.10.020 Prohibitions with respect to municipal service.

No member of the commission shall be employed by the municipality during the term for which he is appointed, nor shall he hold elective municipal office during his term or within one year thereafter. (Charter, §5.08(b)).

4.10.030 Duties of commission.

The commission shall establish the compensation, including salaries, benefits, and allowances, if any, of elected officials. A decision of the commission takes effect at the beginning of the next fiscal year of the municipality. A decision by the commission is subject to initiative and referendum in the same manner as an ordinance. (Charter, §5.08(c)).

4.10.040 Periodic review of compensation.

The commission shall afford an opportunity for the public to be heard before rendering any decision that changes the compensation of an elected official. At least every two years, but not more frequently than every year, the commission shall review the compensation of elected officials. The commission shall render its decision with respect to salaries not later than 30 days before the end of the fiscal year of the municipality. (Charter, §5.08(d)).

Section 4.05 Clerk

The Assembly shall appoint a municipal clerk and prescribe the duties of that office. The clerk serves at the pleasure of the Assembly.

Section 4.06 Staff

Pursuant to ordinance, the Assembly may engage such legal counsel, other professional advisors and staff as it requires in the execution of its legislative functions.

Section 4.07 Ombudsman

There is established in the legislative branch of the municipality the office of ombudsman. The ombudsman is appointed by the Assembly and serves at the pleasure of the Assembly. The term of office, powers and duties of the ombudsman shall be prescribed by ordinance.

ARTICLE V
THE EXECUTIVE BRANCH

Section 5.01 The Office of the Mayor

(a) The executive and administrative power of Anchorage is vested in the Mayor. The Mayor is elected at-large for a three (3) year term.

(b) A candidate for the office of Mayor:

(1) shall be a qualified voter of Anchorage; and

(2) shall be a resident of Anchorage for at least two (2) years immediately preceding his election.

(c) The Mayor shall remain a resident of Anchorage while in office.

(d) A person who has served as Mayor for two (2) consecutive terms may not be re-elected to that office until one (1) full term has intervened.

(e) The compensation of the Mayor shall be fixed by the Commission on Salaries and Emoluments, and may not be reduced during his term of office without his consent.

Section 5.02 Powers of the Mayor

(a) The Mayor shall appoint all heads of municipal departments, subject to confirmation by the Assembly, on the basis of professional qualifications. Persons appointed by the Mayor serve at the pleasure of the Mayor.

(b) The Mayor may participate in all Assembly meetings to the same extent as an assemblyman, but may not vote.

(c) The Mayor has the veto power. The veto must be exercised and submitted to the Assembly with a written explanation within seven (7) days of passage of the ordinance affected. The Assembly, by two-thirds (2/3) majority vote of the total membership, may override a veto any time within twenty-one (21) days after its exercise.

(d) In case of emergency, the Mayor has the power of a peace officer and may exercise that power as chief executive officer to prevent disorder and to preserve the public health. The Assembly by resolution may declare that the emergency no longer exists.

Section 5.03 Manager

(a) There shall be a manager appointed by the Mayor and confirmed by the Assembly. The manager serves at the pleasure of the Mayor. The manager is selected solely on the basis of professional qualifications. He need not be a resident of the municipality at the time of appointment but must be a resident while in office.

(b) The manager is responsible to the Mayor for the overall conduct of the administrative functions of the municipality.

(c) During the temporary absence or incapacity of the Mayor the manager shall assume the powers and duties of the Mayor, except emergency and veto powers.

Section 5.04 Municipal Attorney

There shall be a municipal attorney appointed by the Mayor and confirmed by the Assembly. The attorney serves at the pleasure of the Mayor. The attorney shall advise and assist the municipal government on legal matters.

Section 5.05 Chief Fiscal Officer

There shall be a chief fiscal officer appointed by the Mayor and confirmed by the Assembly. The chief fiscal officer serves at the pleasure of the Mayor. He is the custodian of all municipal funds. He shall keep an itemized account of money received and disbursed, pay money on vouchers drawn against appropriations, and perform such other duties as the Assembly by ordinance may prescribe.

Section 5.06 Administrative Code

The Assembly by ordinance shall adopt an administrative code providing for:

(a) the identity, function, and responsibility of each executive department and agency;

(b) rules of practice and procedure governing administrative proceedings;

(c) personnel policy and rules preserving the merit principle of employment.

Section 5.07 Boards and Commissions

(a) The Assembly by ordinance may provide for advisory, regulatory, appellate or quasi-judicial boards or commissions. The ordinance shall prescribe the duties, terms and qualifications of members.

(b) The Mayor appoints the members of boards and commissions, unless otherwise specifically provided in this Charter. Appointments are subject to confirmation by the Assembly.

(c) Boards and commissions may make recommendations to the Assembly, the Mayor, and heads of executive departments on matters specified in the ordinance creating the board or commission.

(d) The Assembly by ordinance may create or designate itself to be a board of review, adjustment, or equalization. The ordinance shall prescribe the rules of procedure, including quorum and voting requirements.

Section 5.08 Commission on Salaries and Emoluments

(a) There is established a Commission on Salaries and Emoluments of Elected Officials. The commission is composed of five (5) members appointed for terms of four (4) years. The commission shall be composed of at least one business executive, one representative of a nonpartisan voters' organization, one person with experience in public administration, and one representative of a labor organization.

(b) No member of the commission shall be employed by the municipality during the term for which he is appointed, nor shall he hold elective municipal office during his term or within one (1) year thereafter.

(c) The commission shall establish the compensation, including salaries, benefits, and allowances, if any, of elected officials. A decision of the commission takes effect at the beginning of the next fiscal year of the municipality. A decision by the commission is subject to initiative and referendum in the same manner as an ordinance.

(d) The commission shall afford an opportunity for the public to be heard before rendering any decision that changes the compensation of an elected official. At least every two (2) years, but not more frequently than every year, the commission shall review the compensation of elected officials. The commission shall render its decision with respect to salaries not later than thirty (30) days before the end of the fiscal year of the municipality.

ARTICLE VI
EDUCATION

Section 6.01 Public School System

The system of public schools for the municipality shall be operated by a School Board of seven (7) persons elected at-large from seats designated as Seat A, Seat B, Seat C, Seat D, Seat E, Seat F, and Seat G.

Section 6.02 Qualification, Term and Compensation

(a) A candidate for School Board shall be a qualified municipal voter, and a resident of Anchorage for one (1) year immediately preceding the election. A School Board member shall serve a three (3) year term and shall remain a resident of Anchorage while in office.

(b) The compensation of School Board members shall be fixed by the Commission on Salaries and Emoluments.

Section 6.03 Powers of the School Board

The School Board has the powers provided by law, including but not limited to, the power to:

(1) formulate policy for the operation of the schools;

(2) appoint and provide for suspension and removal of school personnel, including the superintendent;

(3) serve as a board of personnel appeals;

(4) generally supervise School District fiscal affairs, including preparation and submission of the annual budget and six-year plan.

Section 6.04 Joint Conferences

The Assembly and School Board shall meet at least four (4) times yearly in public session to discuss and coordinate financial planning, capital improvement needs, the comprehensive plan, and other matters of mutual concern.

Section 6.05 Budget and Six-Year Plan

(a) The Superintendent of Schools shall submit to the School Board at such time as the board directs a proposed budget for the next fiscal year and a proposed six-year program for capital improvements and fiscal policies. The board shall hold at least one public hearing on the proposed budget and program before they are submitted to the Assembly, and at least one public hearing after Assembly action if the total amount is different. The proposed budget and program shall be approved and submitted to the Assembly at least ninety (90) days before the end of the current fiscal year of the School District.

(b) The Assembly may increase or decrease the budget of the School District only as to total amount.

(c) The Assembly shall approve the budget of the School District as amended and appropriate the necessary funds at least sixty (60) days prior to the end of the fiscal year of the School District. If the Assembly fails to approve the School District budget and make the necessary appropriation within the time stated, the budget proposal shall become the budget and appropriation for the fiscal year of the School District without further Assembly action.

ARTICLE VII
VACANCIES IN ELECTIVE OFFICE

Section 7.01 Determining Vacancies

(a) An elective office becomes vacant if the incumbent:

(1) ceases to meet the qualifications prescribed for the office by this Charter;

(2) resigns;

(3) dies;

(4) is judicially determined to be incompetent;

(5) is convicted of a felony;

(6) is removed from office for breach of the public trust.

(b) Proceedings for removal of an elected official for breach of the public trust may be initiated by a majority of all members of the Assembly, or the School Board in the case of removal of a School Board member. In addition, proceedings for removal may be initiated by any duly constituted ethics board. The Assembly by ordinance shall establish procedures for removal of elected officials for breach of the public trust, including provision for notice, a complete statement of the charge, a public hearing conducted by an impartial hearing officer, and judicial review. Removal must be approved by two-thirds (2/3) of the authorized membership of the Assembly or School Board as the case may be.

Section 7.02 Filling Vacancies in Elective Office

(a) If a vacancy occurs on the Assembly or the School Board, the remaining members shall appoint a qualified person to fill the vacancy within thirty (30) days. The person appointed shall serve until the next regular election, at which time a successor shall be elected to serve the balance of the term. If less than thirty (30) days remain in a term when a vacancy occurs, the vacancy shall not be filled. However, if at any time, the membership is reduced to fewer than a quorum, the remaining members, within seven (7) days, shall appoint a number of qualified persons sufficient to constitute a quorum.

SALARIES & EMOLUMENTS

No. on Board/Commission 5

Meeting Time at least once every two years

Staff Support Clerk's Office/Judy Flitter

Staff Phone 264-4311

Members	Employment	Area	Original Appointment date	Expiration Date
Pamela Gotham, Chairperson 3100 Capstan Drive Anchorage, AK 99516 (h) 345-4717 (w) 345-4717	Colonial Life	So. Anchorage	9/81	9/87
Dan Alex 9783 Reliance Drive Anchorage, AK 99507 (h) 344-0060 (w) 272-9355 272-8682	Alex & Assoc. (Mgmt. Consult.)	So. Anchorage	9/83	9/87
Robert M. Piazza 333 M Street, #209 Anchorage, AK 99501 (h) 279-6030 (w) 276-6464	Piazza & Assoc. (Independent Labor Relations Consult.)	Downtown	9/82	9/87
Frank Turpin 528 N Street Anchorage, AK 99501 (h) 278-2433 (w) 265-2411	Alaska Railroad	Downtown	9/83	9/87

Awaiting the appointment of one additional member.

OFFICE OF THE MAYOR
MUNICIPALITY OF ANCHORAGE
POUCH 6-650
ANCHORAGE, ALASKA 99502

Re. Firestone:

For your information, our budget office reports the following salaries:

Mayor - $70,000 + benefits $95,620
He also has use of an automobile

Assembly $14,400 + benefits $17,420

Assembly Chair $18,000 + benefits $21,780

Please let me know if you have further questions.

Elaine Reese
264-6880

60-010(5/76)
7/22/85

SALARIES & EMOLUMENTS

No. on Board/Commission 5

Meeting Time at least once every two years

Staff Support Clerk's Office/Judy Flitter

Staff Phone 264-4311

Members	Employment	Area	Original Appointment date	Expiration Date
Pamela Gotham, Chairperson 3100 Capstan Drive Anchorage, AK 99516 (h) 345-4717 (w) 345-4717	Colonial Life	So. Anchorage	9/81	9/87
Dan Alex 9783 Reliance Drive Anchorage, AK 99507 (h) 344-0060 (w) 272-9355 272-8682	Alex & Assoc. (Mgmt. Consult.)	So. Anchorage	9/83	9/87
Robert M. Piazza 333 M Street, #209 Anchorage, AK 99501 (h) 279-6030 (w) 276-6464	Piazza & Assoc. (Independent Labor Relations Consult.)	Downtown	9/82	9/87
Frank Turpin 528 N Street Anchorage, AK 99501 (h) 278-2433 (w) 265-2411	Alaska Railroad	Downtown	9/83	9/87

Awaiting the appointment of one additional member.

STATE OF ALASKA
THE LEGISLATURE

POUCH Y STATE CAPITOL
JUNEAU, ALASKA 99811
907 465 3800

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM October 16, 1985

SUBJECT: Constitutional amendment: state officers compensation commission (Work Order No. 14-1391)

TO: Senator Mitch Abood
Chairman Joint Special Committee on Legislative Salaries

FROM: Richard A. Bradley
Legislative Counsel

Linda Firestone has requested that a constitutional amendment be prepared that would establish a state officers compensation commission. Such a constitutional amendment is enclosed.

The structure of the amendment is derived, in part, from art. IV, sec. 8 of the Alaska Constitution, the structure for the judicial council.

Linda Firestone also asked that I identify the scope of the amendment as drafted.

It applies to the sixty members of the legislature and to the governor and lieutenant governor. It applies to justices and judges. There are five members of the Supreme Court, three members of the Court of Appeals, and, by my calculation, 28 superior court judges and 16 district court judges according to the February, 1985 state directory. As I suggested to Linda Firestone, there is an open question as to its application to magistrates though probably the supreme court should retain control of those salaries.

60
5
3
28
16
144

It applies to the "heads and deputy heads of each principal department". There are fifteen principal departments: Administration, Commerce and Economic Development, Community and Regional Affairs, Corrections, Education, Environmental Conservation, Fish and Game, Health and Social Services, Labor, Law, Military and Veterans Affairs, Natural Resources, Public Safety, Revenue, and Transportation and

Public Facilities. The Department of Education appears to have no deputy; Administration has four deputies; the Department of Transportation and Public Facilities has five deputies; the Departments of Commerce and Economic Development, Corrections, Fish and Game, Health and Social Services, Natural Resources, and Revenue each have two deputies, and the remaining departments each have a single deputy. Thus it seems that the category of heads and deputy heads of principal departments contains, according to the February, 1985 directory, some 42 members. 42

The remaining category is described as "full-time members of a state board or commission. To my knowledge, the only state board or commission whose members are full-time employees of the state is the Public Utilities Commission. There are five members of the commission. Commissioned Fishers Limited Entry - Commission - +3 5

One substantive comment might be made. Existing constitutional law protects the salaries of the governor and lieutenant governor (art. III, sec. 15) and of the justices and judges (art. IV, sec. 13). As a later amendment to the constitution that deals with the question in general terms, it might be argued that the power of the state officers compensation commission established under this resolution, if ratified by the people, included the power to reduce the salaries in question or, perhaps, to make the judicial retirement system contributory. Because these issues will eventually emerge, it is probably appropriate to deal with the questions affirmatively in the resolution.

If I may be of further assistance, please advise. ma 50+1

RAB:mkr
M1:048

total 114
42
5
161

Enclosure

Ex. Agency

Need to pay by -
& who pays commission expenses. - line item in by
Approp. is desirable for -
Could provide addition pro.

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

January 25, 1985

MEMORANDUM

TO: Representative Katie Hurley

FROM: Gretchen Keiser, Legislative Analyst

RE: Legislative Compensation Commissions
Research Request 85-113

Patty Macklin of your staff requested information regarding commissions established in other states to address the issue of compensation for legislators. She indicated a particular interest in the mechanisms created for determining legislators' pay. In addition, we were asked to review previous bills addressing this issue which have been introduced in the Alaska Legislature.

Legislative Compensation Commissions

According to The Book of the States 1984-1985 (Council of State Governments), legislative compensation provisions have gradually become more flexible, as many states have made compensation a statutory provision rather than rigid constitutional definition. The advent of compensation commissions and the practice of matching salaries of legislators to those of other state employees have led to more frequent adjustments of legislators' salaries in many states.

Table 1 summarizes the methods of setting legislative compensation employed by the 50 states, based on a 1983 survey of state statutes by the Oregon Legislative Research Agency. Legislative salaries are established by constitution in nine states, whereas the legislatures in 22 states, including Alaska, are solely responsible for setting their pay.

A compensation commission, board or committee makes recommendations to the legislature on salaries in 19 states. According to the Oregon Legislative Research report, commissions in 12 states act only in an advisory capacity to the legislature or governor; the legislature has final authority in establishing salaries and benefits. On the other hand, Hawaii, Idaho, Maryland and Michigan compensation commissions' recommendations become effective unless the legislature passes a resolution to the contrary. If the legislative resolution overrules the commission's recommendations, the existing salary levels are continued. The Oklahoma Commission recommendations are final and not subject to legislative review. In order for the West Virginia commission's recommendations to become effective, they must be enacted into law. Finally, Arizona submits its commission's recommendations to the voters for approval.

According to The Book of the States 1982-1983, new legislative salaries in many states do not become effective immediately. Twelve states postpone the salary changes enacted by law until the next legislature; another two adopt the changes during the subsequent session. Under laws enacted in ten other states, salary changes do not become effective during current members' terms. Only ten states, including Alaska, have no restictions on the effective date of legislative compensation adjustments enacted by law.

Table 2, taken from the Oregon Legislative Research report, summarizes major organizational aspects of the compensation commissions in the 19 states which had them as of January 1983.[1] The number of members on a commission varies between 5 and 19, although 5 and 7 are the most common. The governor appears to be the most common appointing authority (of at least some of the commission members) in the 19 states. Legislative leaders appoint some members in 12 of these states, but do not appear to have sole authority in any state. As indicated in Table 2, the scope of commission recommendations varies among the states. In addition, these salary commissions most commonly meet every two years.

According to Jan Carpenter of the National Conference of State Legislatures, Maine has a state compensation commission which is comprised of citizens who set salaries for the governor, legislators and their staff and the judiciary. According to NCSL, the commissions in Hawaii, Idaho, Maryland and Oklahoma, in addition to Maine, are citizen boards. Unfortunately, Table 2 does not indicate the representation of commission members.

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[1]We were unable to locate a more recent survey of legislative compensation procedures through the Council of State Governments or the National Conference of State Legislatures.

TABLE 2

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Arizona Commission on Salaries for State Elective Officers	5	2 by Governor, 1 by Senate President, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators and elected state officials (Changes in legislative salaries must be approved by the voters.)	At direction of legislature
Colorado State Officials' Compensation Commission	9	3 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Chief Justice of Supreme Court	Salaries, allowances, and benefits of legislators, state judges, district attorneys, and elected and appointed officials (advisory only)	Biennially
Connecticut Compensation Commission	11	3 by Governor, 2 by House Speaker, 2 by House Minority Leader, 2 by Senate President Pro Tempore, and 2 by Senate Minority Leader	Salary, expenses, and benefits of legislators, elected officials, and judges (advisory only)	Biennially
Florida Officers' Compensation Commission	9	2 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Justice of Supreme Court. The 8 members appoint the ninth member.	Salary and expenses of legislators, specified state officials, judges, state attorneys, public defenders, public service commissioners, and county officers (advisory only)	Annually
Georgia Commission on Compensation	12	4 by Governor, 4 by Supreme Court, 2 by Senate President (Lieutenant Governor), and 2 by House Speaker	Compensation of legislators, state officers, and heads of state agencies (Legislature required to introduce commission recommendation as a bill)	Biennially
Hawaii Commission on Legislative Salary	11	Governor	Salary of legislators (Recommendations effective unless rejected by Legislature or Governor. If rejected, existing rates are continued)	Every 8 years
Idaho Legislative Compensation Commission	6	3 by Governor and 3 by Supreme Court	Salary and expenses of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Biennially

TABLE 2--Continued

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Montana Salary Commission	8	2 by Governor, 2 by Supreme Court, 1 by Senate Majority Leader, 1 by Senate Minority Leader, 1 by House Speaker, and 1 by House Minority Leader	Compensation of legislators, elected officials, and judges (advisory only)	Biennially
Oklahoma Board on Legislative Compensation	11	5 by Governor, 2 by the Senate President Pro Tempore, and 2 by House Speaker (Chairman of Tax Commission and Director of State Finance are non-voting ex-officio members.)	Salary of legislators (Board recommendations are final)	Biennially
South Dakota Commission on Salaries for Elective State Officials	5	2 by Governor, 1 by Senate President Pro Tempore, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators, elected officials, and judges (advisory only)	Biennially
Washington Committee on Salaries	7	President of Univeristy of Puget Sound, President of Washington State University, Chairman of State Personnel Board, President of Association of Washington Business, President of Pacific Northwest Personnel Managers' Association, and President of Washington State Labor Council	Salaries of legislators, state elective and executive officials, and judges (advisory only)	Biennially
West Virginia Citizens Legislative Compensation Commission	7	Governor	Compensation and expenses of legislators (Legislature may accept or decrease recommended rates)	Quadrennially

Source: Oregon Legislative Research Report 82:146, January 1983

TABLE 2--Continued

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Illinois Advisory Committee on Compensation of General Assembly Members	7	3 by Governor, 2 by President of Senate, and 2 by House Speaker	Compensation of legislators (advisory only)	Biennially
Iowa Commission on Compensation, Expenses and Salaries for Elected State Officials	15	5 by Governor, 5 by Senate President (Lieutenant Governor), and 5 by House Speaker	Salary, compensation, and expenses of legislators, elected state officials, and judges (advisory only)	Biennially
Kentucky Public Officials Compensation Commission	5	1 by Governor, 1 by Lieutenant Governor, 1 by House Speaker, 1 by Senate President Pro Tempore, and 1 by Supreme Court	Salaries, benefits, and allowances of legislators and certain elected officials and judges (advisory only)	Biennially
Louisiana Compensation Review Commission	19	5 appointed by Governor, 1 by Chief Justice of Supreme Court, 1 by Chairman of Conferences of Courts of Appeal Judges, 1 by District Judges' Association, and 1 by City Judges' Association (5 Senators and 5 Representatives are also members	Salary and benefits of legislators, elected officials, judges, and unclassified state employees (advisory only)	Annually
Maryland General Assembly Compensation Commission	9	5 by Governor, 2 by Senate Senate President, and 2 by House Speaker	Salary and allowances of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Quadrennially
Massachusetts Advisory Board on Legislative, Judicial and Constitutional Officers' Compensation	5	Governor	Salaries and expenses of legislators, constitutional officers, and Judges (advisory only)	Biennially
Michigan State Officers' Compensation Commission	7	Governor	Salaries and expenses of legislators, Governor and Lieutenant Governor, and Justices of Supreme Court (Recommendations effective unless rejected by 2/3 vote of legislature. If rejected, existing rates are continued.)	Biennially

Previous Legislation

Bills introduced in the Alaska Legislature beginning with the 1979 session were reviewed and no legislation which addressed the issue of a legislative compensation commission was identified. Numerous bills were introduced, particularly during the 13th Legislature, which sought to establish various salaries or per diem rates or to limit legislators' pay to a certain number of days in session. Senate Bill 359, introduced by Senators Pettyjohn, Kelly, Halford, Sturgulewski, P. Fischer and Gilman in January 1984, addresses legislators' salaries in essentially the same manner as recently introduced HB 48.

I hope this information is useful to you. I have also attached a recent summary of legislators' compensation in the 50 states obtained from The Book of the States 1984-1985. Please contact us if we can provide further assistance.

GK

Attachments

ATTACHMENT A. LEGISLATIVE COMPENSATION

Source: The Book of the States 1984-1985
The Council of State Governments

Table 6
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State	Salaries: Regular sessions: Per diem salary	Regular sessions: Limit on days	Salaries: Annual salaries	Special sessions: Per diem salary	Special sessions: Limit on days	Travel allowance: Cents per mile	Travel allowance: Round trips home to capital during session	Per diem living expenses
Alabama			$4,800	...	...	20	One	$65 for 105C of regular session and 30C of special session
Alaska			$48,000	...	...	0	One(a)	None
Arizona			$15,000	...	...	20.5	Unlimited	$40 ($20 for those living inside Maricopa County) for first 120C of regular and all of special session; $20 ($10 for those living inside county) after 120C of regular session. (U)
Arkansas	(b)	(b)	$7,500(b)	...	...	23	Weekly	Up to $88/w. (V)
California			$28,110	...	...	(c)	One(d)	$62
Colorado			$14,000	...	...	20 (24/4-wheel drive)	Weekly(e)	$40 for those who do not live in Denver metro area. (U)
Connecticut			$10,500	...	...	20	Unlimited	None
Delaware			$12,255	...	...	15	Unlimited	None
Florida			$12,000	...	...	20	Weekly	$50 for 60C of regular session and all of special session. (U)
Georgia			$7,200	...	...	20	Weekly	$59, limited to 40L of regular session and 40L of special session(f)
Hawaii			$13,650	...	...	(g)	Unlimited	$20 for neighbor island legislators. (U)
Idaho			$4,200(h)	...	...	18	Five	$44 out-of-town members, $25 Boise members. (U)
Illinois			$28,000	...	...	20	Weekly	$36 (U)
Indiana			$9,600	...	...	24	Weekly	$65 (U)
Iowa			$13,700(i)	(i)	(i)	22	Weekly	$30 for 120C in odd numbered years and 100C in even-numbered years
Kansas	$47	None	...	$47	None	22	Weekly	$50 (U)
Kentucky(j)	$100	(k)	...	$100	(l)	20.5	Weekly	$75/C (U)
Louisiana	$75(m)	85C	(m)	$75(m)	None	21 or coach air fare if lives more than 100 miles away from capitol.	Weekly	(m)
Maine			(n)	$35	None	22	One(o)	$45 for meals and lodging or $21 for meals only. (U)
Maryland			$21,000	...	...	19	One per diem if no lodging expense was incurred that day	$68 for lodging and meals. (V)
Massachusetts			$30,000	...	...	Included in living expense allowance	See living expense allowance	Amount covering mileage, meals and lodging ranges from $5 to $50, depending on distance legislator's district is from Boston
Michigan			$33,200			29.5	Unlimited	$6.70/d'y. (V)
Minnesota			$18,500			26(p)	Weekly	$36 outstate; $23 metro. (U)
Mississippi			$5,100	$50	None	20	Weekly	$44 actual daily attendance. (U)
Missouri			$15,000	...	...	17	Weekly	$35
Montana	$49.21	60L		$49.21	None	20.5	Four	$45 (U)
Nebraska			$4,800	...	...	21	One	None
Nevada	$104	(q)	...	$104	(q)	20	(r)	$56 (V)
New Hampshire			$100(s)	(s)	(s)	38/first 45 miles; 19 thereafter	Unlimited	None
New Jersey	...	...	$25,000	...	...	0	...	None
New Mexico	$75	60C (odd) 30C (even)	...	$75	30C	25	One	None

Montana	$49.21	90L		$49.21	None	20.5	Four	$65 (U)
Nebraska			$4,800			21	One	None
Nevada	$104	(q)		$104	(q)	20	(r)	$56 (V)
New Hampshire			$100(s)	(s)	(s)	30/first 65 miles; 19 thereafter	Unlimited	None

New Jersey			$25,000			0		None
New Mexico	$75	60C (odd) 30C (even)		$75	30C	25	One	None
New York			$32,960			0		$55 (V)
North Carolina			$6,936(t)			25	Weekly	$50/C (U)
North Dakota	(u)	(v)		(u)	None	20	Weekly	(u)
Ohio			$22,500			20	Weekly	None
Oklahoma			$20,000			22	Weekly(w)	$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session (w)
Oregon			$8,400			0		$44/C (U)
Pennsylvania			$35,000(x)			20	Weekly	Up to $75/d (U)
Rhode Island	$5	60L				8	Unlimited	None
South Carolina			$10,000(y)			23	Weekly	$50/L (V)
South Dakota			$3,200/odd(z) $2,800/even(z)			21	Each weekend legislature is in session	$50 (U) for up to 35L in even-numbered years and up to 40L in odd-numbered years. After Jan. 1, 1985, $75 for the same
Tennessee			$8,308.08			19.96	Weekly	$66.47 (U)
Texas	(aa)	(aa)	$7,200(aa)	(aa)	(aa)	(bb)	(cc)	None
Utah 1984	$25	60C (odd) 20C (even)		$25	30C	23	One	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 or mileage but not both.
1985	$65	60C (odd) 20C (even)		$65	25(dd)			
Vermont	$55/L(ee)	(ee)		$55/L (ee)	(ee)	20.5	Weekly if room rented in Montpelier or vicinity; otherwise per diem	$27.50 for room and $22.50 for meals if renting room in Montpelier or vicinity; $18.75 if living in Montpelier or vicinity (U)
Virginia			$11,000			20.5	Weekly	$75/C (U)
Washington			$13,750			10	One	$44 (U)
West Virginia			$5,136(ff)	(ff)	(ff)	17	Weekly	$20/d for meals (U); $30/d lodging. (V)
Wisconsin			$22,631.04			21.5(gg)	Weekly	$41.63/L when legislator must establish temporary residence at state capital. Otherwise, $20.81 (U)
Wyoming	$30	40L (odd) 20L (even)		$30	None	20	One	$60 (U)

Note: In many states, legislators who receive an annual salary or per diem salary also receive an additional per diem amount for living expenses. Consult appropriate columns for a more complete picture of legislative compensation during sessions. For information on interim compensation and other direct payments and services to legislators, see table on Legislative Compensation: Interim Compensation and Other Direct Payments.

Key:
. . .—Not applicable
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered
d—day
m—month
y—year
w—week

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS—Continued

(a) Legislators are reimbursed for whatever expenses are incurred in coming to and from the capital one time. This includes any moving expenses. (V)

(b) In addition to the annual salary of $7,500, legislators receive per diem salary of $20/d.

(c) Legislators are provided a leased state car up to $265/m and gasoline credit card.

(d) Legislators are compensated for one round trip per two-year session if using other than leased car. (V)

(e) Paid only to those who do not live in the Denver metro area.

(f) Unless special session is extended by 3/5 vote of each house and approved by governor.

(g) Travel allowance to neighbor islands during a session on official legislative business, (excluding attendance at a legislative session for neighbor island legislators) to be equal to the maximum allowance for such expenses payable to any public officer or employee. Presently, this equals $45/d inter-island, $60/d out-of-state. (U)

(h) Legislators are paid $800/m for January, February and March; $200/m for April through December, plus $35/d for interim business.

(i) In addition, legislators receive $40/d during special sessions.

(j) Member's organizational session per diem and expense allowance are identical to such compensation for regular or extraordinary sessions, except payment is based on meeting days rather than calendar days. An organizational session may continue for not more than 10 legislative, or meeting, days.

(k) While regular sessions are limited to 60, every other year, per diem amount is paid for every calendar day of the session.

(l) Per diem amount is paid for every calendar day of the session, which is unlimited in duration.

(m) In addition, the legislators receive a monthly expense allowance totaling $16,800/y.

(n) $6,500 first year of biennial session, $3,500 second year.

(o) Legislators automatically receive one round trip mileage per week. They may claim additional trips (to a maximum of one per day) in lieu of lodging for each session day.

(p) The travel allowance is available only to outstate legislators who must move to St. Paul.

(q) While there is no limitation on the number of days the legislature may be in session, the constitution limits the number of days for which legislators may receive compensation. Beyond the 60th day of the regular session and the 20th day of the special session, salaries cease and legislators may only draw upon their expense allowance.

(r) Legislators have a supplemental travel allowance of up to $3,500 for a regular session and $1,000 for a special session. (V)

(s) In addition to the annual salary of $100, a legislator receives $3/d for up to 15 legislative days of the special session.

(t) Plus $2,064/y expense allowance.

(u) Legislators whose tax home is in Bismarck receive $90/d and no expenses. Others receive $60/d plus $50 expenses. (U)

(v) There is a constitutional limit on legislative sessions of 80 natural days during a biennium. The per diem is payable each calendar day during a session.

(w) Legislators may elect mileage in lieu of per diem, limited to four round trips per week and the per diem amount.

(x) Effective December 1, 1984.

(y) Legislators are also paid $35/d on a non-session day for a committee meeting.

(z) When the legislator is unable to attend a session, his salary is reduced accordingly.

(aa) In addition to an annual salary of $7,200/y, the legislators receive a per diem salary of $30 for 140% of the regular session and 30% of the special session.

(bb) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile when traveling in a personally-owned or leased single engine aircraft, and 65 cents per highway mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.

(cc) Senators are reimbursed for all round trips home to capital during session from funds appropriated for that purpose. Representatives are reimbursed for their first four trips per month from funds appropriated for that purpose; thereafter, reimbursement for round trips is taken from the member's operating account.

(dd) The 25-day limit includes each day the legislator attends veto-override and special sessions and authorized legislative meetings.

(ee) Legislators may receive a maximum of $9,500 during the regular session, and $2,000 during the special session.

(ff) In addition to the annual salary of $5,136, legislators receive $35/d in special sessions.

(gg) As an alternative, any legislator may use any public transportation and be reimbursed for no more than one round trip weekly.

Table 7
ADDITIONAL COMPENSATION FOR SENATE LEADERS

State	President	President pro tem	Majority leader	Minority leader	Other
Alabama	$2/d(a)	0	. . .	. . .	
Alaska	$500/y	. . .	0	0	
Arizona	0	. . .	0	0	
Arkansas	(a)	$2,500/y(b)	. . .	. . .	
California	(a)	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	(a)	$5,000/y	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y, Cmte. Chmn.: $1,000/y
Delaware	(a)	$193.50/m	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Chmn., Joint Finance Cmte.: $161.30/m(c); Mbrs. Joint Finance Cmte.: $64.60/m
Florida	$13,000/y	0	0	0	
Georgia	(a)	$2,800/y	$2,400/y(d)	$2,400/y(d)	Admin. Flr. Ldr.: $2,400/y(d); Asst. Admin. Flr Ldr.: $1,200/y(d)
Hawaii	(a)	0(e)	0	0	
Idaho	(a)	0	0	0	
Illinois	$10,000/y(f)	. . .	(f)	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $5,000/y
Indiana	(a)	$3,000/y	$1,500/y	$2,000/y	Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn., Min. Asst. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(a)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y(e)	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d(a)	$25/d	$20/d	$20/d	Asst. Pres. Pro Tem, Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing and Interim Cmte. Chmn.: $10/meeting chaired; LRC Mbrs.: same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(g)	0	. . .	. . .	
Maine	(h)	. . .	(h)	(h)	Asst. Maj. Ldr., Asst. Min. Ldr.: (h)
Maryland	$5,000/y(i)	(i)	(i)	(i)	Major Cmte. Chmn.: (i)
Massachusetts	$35,000/y	. . .	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	(a)	0	$16,000/y	$8,600/y	Chmn. Appropriations Cmte.: $2,000/y
Minnesota	$7,400/y	. . .	$7,400/y	$7,400/y	Tax Cmte. Chmn., Finance Cmte. Chmn: $3,700/y
Mississippi	(a)	0	. . .	. . .	
Missouri	(a)	$2,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	(a)	0(j)	. . .	. . .	
Nevada	(a)	(k)	(k)	(k)	(k)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(l)	0	0	0	
New Mexico	(a)	0	0	0	
New York	(a)	$30,000/y(f)	(f)	$25,000/y	Dep. Maj. Ldr.: $24,500/y; Dep. Min. Ldr. $15,000/y; Maj. Whip: $13,000/y; Min. Whip: $3,000/y; Maj. Conf. Chmn.: $18,000/y; Min. Conf. Chmn.: $10,500/y; Maj. Conf. Secy.: $7,000/y; Min. Conf. Secy.: $3,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Finance: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Health, Cities, Corp.: $11,000/y & $7,000/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	(a)	$1,728/y(m)	$1,728/y(m)	$1,728/y(m)	
North Dakota	(a)	0	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y(f)	$9,500/y	(f)	$8,500/y	Asst. Min. Ldr.: $6,500/y; Asst. Pres. Pro Tem: $7,500/y; Min. Whip: $4,500/y; Chmn., Standing Cmtes.: $1,500/y; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	(a)	$9,330/y	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania	(a)	$19,600/y	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR SENATE LEADERS—Continued

State	President	President pro tem	Majority leader	Minority leader	Other
Rhode Island	(a)	0	0	0	
South Carolina	$1,575/y(a)	$3,600/y	...	...	
South Dakota	(a)	0	0	0	
Tennessee	(a)	...	0	0	
Texas	(a)	0	...	...	
Utah	(o)	...	(o)	(o)	
Vermont	(a)	(p)	0	0	
Virginia	(a)	0	0	0	
Washington	(a)	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	0	0	0	0	
Wyoming	$3/d	0(e)	0	0	

Note: This table reflects the amount paid the leadership in addition to the regular legislative compensation.

/—per
d—day
y—year
b—biennium
m—month
...—Position does not exist or is not selected on a regular basis

(a) Lieutenant governor is president of the Senate. Additional compensation noted is that which the lieutenant governor receives for services as president of the Senate. In Georgia, receives extra $20/d for expenses. In Mississippi, constitution states that the salary of the lieutenant governor must be the same as that of the speaker of the House ($34,000), and that the lieutenant governor also receive the same per diem and expenses as members while in session. In Tennessee, lieutenant governor is a statutory title only, and person holding position receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker. In Texas, lieutenant governor is furnished postage, telegraph, telephone, express, and all other expenses incident to the office. In Virginia, lieutenant governor also receives additional expense allowance.

(b) Receives a special public relations expense allowance of $6,450/y.

(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The vice-chairman also receives $161.30/m.

(d) This amount is provided by resolution of the Senate and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.

(e) Official title is vice-president.

(f) In Illinois and Ohio, president also serves as majority leader. In New York, president pro tempore also serves as majority leader.

(g) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.

(h) Additional compensation for Senate leaders is calculated according to the following percentages of the base salaries during sessions: president, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.

(i) Each receives an additional $600/y for district office expenses.

(j) Official title is speaker of the Senate.

(k) Supplemental allowance for postage and telephone not to exceed $300 during regular session or $40 for special session. Chairmen of standing committees also eligible to receive allowance.

(l) Equal to one-third of regular annual salary.

(m) Each receives additional $648/y expense allowance.

(n) Compensation shown effective December 1, 1984.

(o) Beginning January 1, 1985, president of the Senate will receive additional compensation of $1,000/y, and the majority and minority leaders will each receive $548/y.

(p) Receives $125/week during regular and adjourned sessions, $65/d during special sessions and $65/d during interim (when engaged in official duties).

State
Alabama
Alaska
Arizona
Arkansas
California
Colorado
Connecticut
Delaware
Florida
Georgia
Hawaii
Idaho
Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania(q)

Table 8
ADDITIONAL COMPENSATION FOR HOUSE LEADERS

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Alabama	$2/d	0			
Alaska	$500/y		0	0	
Arizona	0	0	0	0	
Arkansas	$2,500/y(a)	0	0	0	
California	0	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	$5,000/y	$3,000/y(b)	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000 y; Cmte. Chmn.: $1,000/y
Delaware	$193.50/m	. . .	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Joint Finance Cmte. Mbrs.: $64.40/m; V-Chmn., Joint Finance Committee: $161.30/m(c)
Florida	$13,000/y	0	0	0	
Georgia	(d)	$2,800/y	$2,400/y(e)	$2,400/y(e)	Admin. Flr. Ldr.: $2,400/y(e)
Hawaii	0	0(f)	0	0	
Idaho	0	. . .	0	0	
Illinois	$10,000/y	. . .	$7,500/y	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Whips, Min. Whips, Maj. Conf. Chmn., Min. Conf. Chmn.: $5,000/y
Indiana	$3,000/y	$1,500/y	$1,500/y	$2,000/y	Maj. Whip, Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn., Asst. Min. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(g)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y	$1,240/y	$1,240/y	Ways & Means Cmte. Chmn.: $1,240/y
Kentucky	$25/d	$15/d	$20/d	$20/d	Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing & Interim Cmte. Chmn.: $10/meeting chaired; Mbrs., LRS, same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(h)	0			
Maine	(i)	. . .	(i)	(i)	Asst. Maj. Ldr., Asst. Min. Ldr.: (i)
Maryland	$5,000/y(j)	(j)	(j)	(j)	Major Cmte. Chmn.: (j); Major Delegations Chmn.: (j)
Massachusetts	$35,000/y	. . .	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	$18,000/y	0	0	$8,600/y(k)	Appropriations Cmte. Chmn.: $2,000/y
Minnesota	$7,400/y	. . .	$7,400/y	$7,400/y	
Mississippi	$25,900/y(l)	. . .	. . .	. . .	
Missouri	$2,500/y	$1,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	----------	----------	----------	Unicameral Legislature ----------	----------
Nevada	$2/d(m)	(m)	(m)	(m)	(m)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(n)	0	0	0	
New Mexico	0	. . .	0	0	
New York	$30,000/y	$18,000/y	$25,000/y	$25,000/y	Dep. Spkr.: $18,000/y; Min. Ldr. Pro Tem.: $15,000 y; Chmn., Cmte. on Cmtes.: $18,000/y; Dep. Maj. Ldr., Asst. Maj. Ldr.: $14,000/y; Asst. Min. Ldr., Dep. Min. Ldr., Ranking Min. Mbr., Cmte. on Cmtes., Maj. Whip: $13,000/y; Min. Whip, Maj. Conf. Chmn.: $12,000/y; Min. Conf. Chmn.: $11,000/y; Maj. Conf. V-Chmn.: $9,000/y; Min. Conf. V-Chmn.: $8,000/y; Cmte. Chmn. & Ranking Min. Mbrs., Ways & Means: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Cities, Health, Local Govt., Corp.: $11,000/y & $7,000/y; Labor: $10,000/y & $6,500/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	$6,924/y(o)	$1,728/y(o,p)	(p)	$1,728/y(o)	
North Dakota	$5/d		$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y	$9,500/y	$7,500/y	$8,500/y	Asst. Maj. Flr. Ldr.: $4,500/y; Maj. Whip, Min. Whip: $2,500/y; Asst. Min. Ldr.: $6,500/y; Chmn., Standing Cmtes.: $1,500/yr; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	$9,330/y	0	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(q)	$19,600/y		$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR HOUSE LEADERS—Continued

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Rhode Island	$5/d	0	0	0	
South Carolina	$11,000/y	$3,600/y	0	0	Speaker Emeritus: $1,500/y
South Dakota	0	0	0	0	
Tennessee	(r)	0	0	0	
Texas	0	0	...	...	
Utah	0(s)	...	0(s)	0(s)	
Vermont	(t)	...	0	0	
Virginia	$17,000/y(u)	...	0	0	
Washington	0	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	$25/m	0	0	0	
Wyoming	$3/d	0	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Receives a special public relations expense allowance of $6,450/y.
(b) Official title is deputy speaker.
(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The chairman also receives $161.30/m.
(d) Receives an annual salary of $22,800 plus a sum equal to the amount of salary over $30,000 per annum which is received by the lieutenant governor.
(e) This amount is provided by resolution of the House and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.
(f) Official title is vice speaker.
(g) Receives additional $20/d for expenses.
(h) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.
(i) Additional compensation for House leaders is calculated according to the following percentages of the base salaries during sessions: speaker, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.
(j) Speaker, speaker pro tempore, majority leader, minority leader and major committee chairmen receive an additional $1,150/y for district office expenses. Chairmen of major delegations receive an additional $700/y for district office expenses.
(k) Compensation indicated is for minority leaders. The minority floor leader receives no additional compensation.
(l) Total salary is $34,000/y.
(m) Supplemental allowance for postage and telephone, not to exceed $300 during a regular session or $40 during a special session. Chairmen of standing committees also eligible to receive allowance.
(n) Equal to one-third of regular annual salary.
(o) Speaker receives $2,028/y additional expense allowance; speaker pro tempore and minority leader each receive additional $648/y expense allowance.
(p) Speaker pro tempore is also majority leader.
(q) Compensation shown is effective December 1, 1984.
(r) Receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker.
(s) Beginning January 1, 1985, the speaker of the House will receive an additional $1,000/y, and the majority and minority leaders will each receive an additional $500/y.
(t) Receives compensation of $5,850/y, $325/week during regular and adjourned sessions, $65/d during special sessions, plus actual expenses.
(u) Speaker's office is allotted additional $25,500 for one of two aides and $17,500 for one of two clerical staff persons.

Table 9
LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Compensation for committee or official business during interim: Travel allowance (cents per mile)	Compensation for committee or official business during interim: Per diem living expenses	Other direct payments or services to legislators
Alabama		20	$65 per meeting day	
Alaska		0	Actual expenses if legislator travels (V)	
Arizona	$[illegible]	20.5		
Arkansas	$50	23		
California		(a)	$62	Max. $420/m for "home office" expenses during interim (V)
Colorado	$50 a to max $2,500	20 (24.4 w/4wd)	Actual and necessary (V)	
Connecticut		20		$2,500/y expense allowance (U)
Delaware		15		$2,500/y expense allotment (U)
Florida		20	$50 (V)	$1,000/m for district office expenses
Georgia		20	$59	$4,800/y expense allowance limited to the following purposes: rents, district office(s), office supplies and materials, office equipment, secretarial assistance, utilities, postage (which shall not be for a political newsletter), communications, stationery, lodging, meals, travel and per diem differential. (V)
Hawaii		0	$10 on island of residence; $45 inter-island travel; $60 out-of-state	$2,500/y allowance for incidental expenses (U)
Idaho	$[illegible]	0	Actual expenses (V)	
Illinois		20	(b)	
Indiana		24	$65 (V)	$15/d, six days a week, for postage and miscellaneous items year-round (U)
Iowa	$60	22	Actual expenses (V)	
Kansas	$47	22	$50 (U)	$800/m April through December to defray expenses
Kentucky	$75	20.5	Actual (V)	$50/session stationery allowance; $950/m interim expense allowance
Louisiana	$75	21 or coach airfare if lives more than 100 miles from capitol		Allowance for reimbursement of travel expenses for attendance at conferences, seminars and other official business approved by the presiding officer, including $40/d, reimbursement of lodging at single occupancy rate, reimbursement for airline ticket at coach fare, and reimbursement for registration fees (V). $325/m allowance to cover rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state)

Compensation for committee or official business during interim

Table 9
LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Compensation for committee or official business during interim: Travel allowance (cents per mile)	Compensation for committee or official business during interim: Per diem living expenses	Other direct payments or services to legislators
Alabama		20	$65 per meeting day	
Alaska		0	Actual expenses if legislator travels. (V)	
Arizona	$[illegible]	20.5		
Arkansas	$50	23		
California		(a)	$62	Max. $420/m for "home office" expenses during interim (V)
Colorado	$50 if to max $2,500	20 (24.4 4-wheel drive)	Actual and necessary (V)	
Connecticut		20		$2,500/y expense allowance (U)
Delaware		15		$2,500/y expense allotment (U)
Florida		20	$50 (V)	$1,380/m for district office expenses
Georgia		20	$59	$4,800/y expense allowance limited to the following purposes: rents, district office(s), office supplies and materials, office equipment, secretarial assistance, utilities, postage (which shall not be for a political newsletter), communications, stationery, lodging, meals, travel and per diem differential. (V)
Hawaii		0	$10 on island of residence; $45 inter-island travel; $60 out-of-state	$2,500/y allowance for incidental expenses (U)
Idaho	$[illegible]	0	Actual expenses (V)	
Illinois		20	(b)	
Indiana		24	$65 (V)	$15/d, six days a week, for postage and miscellaneous items year-round (U)
Iowa	$80	22	Actual expenses (V)	
Kansas	$47	22	$50 (U)	$680/m April through December to defray expenses
Kentucky	$75	20.5	Actual (V)	$50/session stationery allowance; $950/m interim expense allowance
Louisiana	$75	21 or coach airfare if lives more than 100 miles from capitol		Allowance for reimbursement of travel expenses for attendance at conferences, seminars and other official business approved by the presiding officer, including $40/d, reimbursement of lodging at single occupancy rate, reimbursement for airline ticket at coach fare, and reimbursement for registration fees (V). $325/m allowance to cover rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state)

rent, utilities and/or expenses for a district office (V). Also $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state)

	Compensation for committee or official business during interim			
State	Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	
Maryland		19	$68 for lodging and meals (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	$2,400/y general expense allowance
Michigan		0		
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	Interim district travel allowance, based on size of district: mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	$210/m for months when legislature is not in session over 15 days
Missouri		17	Lodging and meals (V)	
Montana	$49.21	20.5	$38.50 (V)	
Nebraska		21	Actual and necessary expenses (V)	
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of state (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		
New Mexico	$75	25		Stationery, postage, telephone and telegraph (U)
New York		0		
North Carolina		25	$50 (U)	$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	$180/m for uncompensated expenses, paid every six months (U)
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U); other actual and necessary traveling expenses (V)(d)	
Oklahoma	$25	22(e)		$600 telephone credit card allowance; five rolls of 1st class postage stamps
Oregon		20	$44. Actual and necessary out-of-state expenses (V)	$300/m interim expenses (U); where technically possible, state centrex line—rental not to exceed $70/m; $10/m for toll charge calls to max. $180 (V). Where centrex would cost more than $70/m, receives a phone credit card and may charge up to $75/m (V)
Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
Rhode Island		0		
South Carolina	$35	23	$50 for committee subsistence (V)	Data and word processing; $400/y postage allowance (V)
South Dakota	$50	21	$18/night for room (V), $14.50/d for meals	
Tennessee		19.96	$66.47 (U)	$250/m home office allowance (U)

rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state)

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	
Maryland		19	$68 for lodging and meals (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	$2,400/y general expense allowance
Michigan		0		
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	Interim district travel allowance, based on size of district: mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	$210/m for months when legislature is not in session over 15 days
Missouri		17	Lodging and meals (V)	
Montana	$49.21	20.5	$38.50 (V)	
Nebraska		21	Actual and necessary expenses (V)	
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of state (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		
New Mexico	$75	25		Stationery, postage, telephone and telegraph (U)
New York		0		
North Carolina		25	$50 (U)	$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	$180/m for uncompensated expenses, paid every six months (U)
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U); other actual and necessary traveling expenses. (V)(d)	
Oklahoma	$25	22(e)		$600 telephone credit card allowance; five rolls of 1st class postage stamps
Oregon		20	$44. Actual and necessary out-of-state expenses (V)	$300/m interim expenses (U); where technically possible, state centrex line—rental not to exceed $70/m; $10/m for toll charge calls to max. $180 (V). Where centrex would cost more than $70/m, receives a phone credit card and may charge up to $75/m (V).
Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
Rhode Island		0		
South Carolina	$35	23	$50 for committee subsistence (V)	Data and word processing; $400/y postage allowance (V)
South Dakota	$50	21	$18/night for room (V); $14.50/d for meals	
Tennessee		19.96	$66.47 (U)	$250/m home office allowance (U)

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MICHIGAN

Determinations

Of The

State Officers Compensation Commission

LIBRARY
LEGISLATIVE SERVICE BUREAU
BILLIE S. FARNUM BUILDING
125 WEST ALLEGAN - 1st
LANSING, MI 48913

1984

APPENDIX A

AMENDMENT TO SECTION 12 OF ARTICLE 4 OF THE STATE CONSTITUTION

"Sec. 12. The state officers compensation commission is created which shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court. The commission shall consist of 7 members appointed by the governor. The commission shall determine the salaries and expense allowances of the members of the legislature, the governor, the lieutenant governor and the justices of the supreme court which determinations shall be the salaries and expense allowances unless the legislature by concurrent resolution adopted by 2/3 of the members elected to and serving in each house of the legislature reject them. The commission shall meet each 2 years for no more than 15 session days. The legislature shall implement this section by law."

Approved by vote of the people
August 6, 1968

SUMMARY OF DETERMINATIONS

1. SALARY

	Current	1985(a)	1986(a)
Governor	$78,000	$81,900	$85,800
Lieutenant Governor	53,500	56,175	58,850
Justices of the Supreme Court	74,000	77,700	81,400
Legislators	33,200	34,860	36,520

(a) Commissioner Parks asked that his negative vote be noted.

2. SUPPLEMENTAL SALARIES

	Current	1985(a)	1986(a)
Speaker of the House	$18,000	$18,000	$18,000
Senate Majority Leader	16,000	16,000	16,000
Senate Minority Leader	8,600	14,000	14,000
House Minority Leader	8,600	14,000	14,000
Senate Majority Floor Leader	0	7,500	7,500
House Majority Floor Leader	0	7,500	7,500
Senate Minority Floor Leader	0	6,000	6,000
House Minority Floor Leader	0	6,000	6,000
Senate Appropriations Committee Chairperson	2,000	3,000	3,000
House Appropriations Committee Chairperson	2,000	3,000	3,000

(a) Commissioner Parks asked that his negative vote be noted.

3. EXPENSES

	Current	1985	1986
Governor	$20,000	$20,000	$20,000
Lieutenant Governor	7,000	7,000	7,000
Chief Justice	5,000	5,000	5,000
Justices	2,000	2,000	2,000
Legislators	6,700	6,700	6,700

Mileage Rate - The mileage rate for legislators shall be fixed at the same rate as for the state classified employees. Changes in the rate shall be effective at the same time and in the same amounts as the rate for state classified employees.

4. SPECIAL RECOMMENDATIONS TO THE GOVERNOR AND LEGISLATORS

A. The Commission's authority be extended to include the Attorney General and Secretary of State.

B. The Commission be allowed to make its determinations annually, without the legislative requirement to delay the report until December 1st, and the fifteen meeting limitation be removed.

C. The Commission's authority be extended to include fringe benefits, as well as salaries.

by a judge or justice in the court or location to which he is assigned, whichever is higher.

§ 14. Subdivision (f) of section one hundred ten of the New York city civil court act, as amended by chapter three hundred ten of the laws of nineteen hundred seventy-eight, is amended to read as follows:

(f) The housing judges shall be appointed by the administrative judge from a list of persons selected annually as qualified by training, interest, experience, judicial temperament and knowledge of federal, state and local housing laws and programs by the advisory council for the housing part. The annual salary of a housing judge shall be sixty-six thousand two hundred fifty dollars.

§ 15. The salary payable to any judge or justice of the unified court system for judicial service during a period commencing prior to January first, nineteen hundred eighty-five shall be determined in accordance with the applicable provision of law with respect to judicial salaries in effect for such period.

§ 16. In the event that the salary to be paid to any judge or justice of the unified court system set forth in section two hundred twenty-one-i of the judiciary law, as added by section ten of this act, is lower than the salary being paid to any such judge or justice immediately prior to the effective date of this act, such judge or justice shall receive such higher salary until the expiration of the term of office of such judge or justice. Upon the commencement of the next succeeding term of office, such salary shall be the amount set forth in such section.

§ 17. Section seven hundred of the county law is amended by adding a new subdivision eleven to read as follows:

11. (a) In addition to the state aid provided in subdivision ten hereof, each county, the salary of the district attorney of which is determined pursuant to section one hundred eighty-three-a of the judiciary law, shall be entitled to receive state aid in an amount equal to the difference between: (i) the salary required to be paid to the district attorney of such county pursuant to such section one hundred eighty-three-a on January first, nineteen hundred eighty-five, not including any additional compensation which may have been provided by local law pursuant to such section one hundred eighty-three-a, and (ii) the salary required to be paid to such district attorney pursuant to such section one hundred eighty-three-a immediately prior to such date, or the salary actually paid, if higher.

(b) Commencing with the nineteen hundred eighty-five calendar year, the comptroller shall annually determine the amount of state aid payable to each county pursuant to paragraph (a) hereof for each calendar year and shall pay such amount on his audit and warrant to the chief fiscal officer of each such county during the month of September in each such year.

§ 18. Section five of the legislative law is REPEALED and a new section five is added to read as follows:

§ 5. Compensation of members. Each member of the legislature shall receive a salary of forty-three thousand dollars per annum. The salary of a member of the legislature shall be payable in twenty-six bi-weekly installments.

§ 19. Section five-a of such law is REPEALED and a new section five-a is added to read as follows:

§ 5-a. Allowances for member serving as an officer of either house of the legislature or in a special capacity therein. 1. Any member of

either house of the legislature serving as an officer of his house or in any other special capacity therein or directly connected therewith shall be paid an allowance in accordance with the following schedule:

SENATE OFFICERS

Temporary president of the senate	30,000
Deputy majority leader of the senate	24,500
Minority leader of the senate	25,000
Deputy minority leader of the senate	15,000
Chairman of the senate majority conference	18,000
Chairman of the senate minority conference	12,000
Assistant majority leader of senate	18,000
Assistant minority leader of senate	12,000
Majority whip of the senate	16,000
Minority whip of the senate	10,500
Chairman of the senate majority committee on conference operations	16,000
Chairman of the senate minority committee on conference operations	10,500
Chairman of senate majority program committee	16,000
Chairman of senate minority program committee	10,500
Vice chairman of the senate majority conference	16,000
Vice chairman of the senate minority conference	10,500
Secretary of the senate majority conference	16,000
Secretary of the senate minority conference	10,500
Assistant senate majority whip	11,000
Assistant senate minority whip	7,000

SENATORS SERVING IN SPECIAL CAPACITY

Chairman of senate finance committee	24,500
Ranking minority member of senate finance committee	15,000
Chairman of senate judiciary committee	13,000
Ranking minority member of senate judiciary committee	8,000
Chairman of senate aging committee	9,000
Ranking minority member of senate aging committee	6,500
Chairman of senate child care committee	9,000
Ranking minority member of senate child care committee	6,500
Chairman of senate codes committee	13,000
Ranking minority member of senate codes committee	8,000
Chairman of senate banks committee	11,000
Ranking minority member of senate banks committee	7,000
Chairman of senate education committee	13,000
Ranking minority member of senate education committee	8,000
Chairman of senate energy committee	9,000
Ranking minority member of senate energy committee	6,500
Chairman of senate ethics committee	9,000
Ranking minority member of senate ethics committee	6,500
Chairman of senate health committee	11,000
Ranking minority member of senate health committee	7,000
Chairman of senate local government committee	9,000
Ranking minority member of senate local government committee	6,500
Chairman of senate labor committee	9,000
Ranking minority member of senate labor committee	6,500

Chairman of senate mental hygiene and addiction control committee 9,000
Ranking minority member of senate mental hygiene and addiction control committee 6,500
Chairman of senate insurance committee 9,000
Ranking minority member of senate insurance committee 6,500
Chairman of senate social services committee 9,000
Ranking minority member of senate social services committee 6,500
Chairman of senate investigations, taxation and government operations committee 9,000
Ranking minority member of senate investigations, taxation and government operations committee 6,500
Chairman of senate corporations, authorities and commissions committee 11,000
Ranking minority member of senate corporations, authorities and commissions committee 7,000
Chairman of senate transportation committee 9,000
Ranking minority member of senate transportation committee 6,500
Chairman of senate agriculture committee 9,000
Ranking minority member of senate agriculture committee 6,500
Chairman of senate consumer protection committee 9,000
Ranking minority member of senate consumer protection committee 6,500
Chairman of senate cities committee 11,000
Ranking minority member of senate cities committee 7,000
Chairman of senate civil service and pensions committee 9,000
Ranking minority member of senate civil service and pensions committee 6,500
Chairman of senate commerce, economic development and small business committee 9,000
Ranking minority member of senate commerce, economic development and small business committee 6,500
Chairman of senate environmental conservation committee 9,000
Ranking minority member of senate environmental conservation committee 6,500
Chairman of senate crime and correction committee 9,000
Ranking minority member of senate crime and correction committee 6,500
Chairman of senate elections committee 9,000
Ranking minority member of senate elections committee 6,500
Chairman of senate higher education committee 9,000
Ranking minority member of senate higher education committee 6,500
Chairman of senate housing and community development committee 9,000
Ranking minority member of senate housing and community development committee 6,500
Chairman of senate tourism, recreation and sports development committee 9,000
Ranking minority member of senate tourism, recreation and sports development committee 6,500
Chairman of senate veterans committee 9,000
Ranking minority member of senate veterans committee 6,500
Co-chairman of administrative regulations review commission 9,000

ASSEMBLY OFFICERS

Speaker of the assembly 30,000

1	Speaker pro tempore of the assembly	18,000
2	Majority leader of the assembly	25,000
3	Minority leader of the assembly	25,000
4	Deputy speaker of the assembly	18,000
5	Minority leader pro tempore of the assembly	15,000
6	Chairman of the committee on standing committees	18,000
7	Ranking minority member of the committee	
8	on standing committees	13,000
9	Deputy majority leader of the assembly	14,000
10	Deputy minority leader of the assembly	13,000
11	Assistant majority leader of the assembly	14,000
12	Assistant minority leader of the assembly	13,000
13	Assistant minority leader	13,000
14	Majority whip of the assembly	13,000
15	Minority whip of the assembly	12,000
16	Assistant majority whip of the assembly	12,000
17	Assistant minority whip of the assembly	11,000
18	Chairman of the assembly majority conference	12,000
19	Chairman of the assembly minority conference	11,000
20	Vice chairman of the assembly majority conference	9,000
21	Vice chairman of the assembly minority conference	8,000
22	Secretary of the assembly majority conference	8,000
23	Secretary of the assembly minority conference	7,000
24	Chairman of the assembly majority steering committee	11,000
25	Chairman of the assembly minority steering committee	10,000
26	Chairman of the assembly majority program committee	11,000
27	Chairman of the assembly minority program committee	10,000
28	ASSEMBLYMEN SERVING IN SPECIAL CAPACITY	
29	Chairman of assembly ways and means committee	24,500
30	Ranking minority member of assembly ways and means committee	15,000
31	Chairman of assembly judiciary committee	13,000
32	Ranking minority member of assembly judiciary committee	8,000
33	Chairman of assembly codes committee	13,000
34	Ranking minority member of assembly codes committee	8,000
35	Chairman of assembly banks committee	11,000
36	Ranking minority member of assembly banks committee	7,000
37	Chairman of assembly committee on cities	11,000
38	Ranking minority member of assembly committee on cities	7,000
39	Chairman of assembly education committee	13,000
40	Ranking minority member of assembly education committee	8,000
41	Chairman of assembly health committee	11,000
42	Ranking minority member of assembly health committee	7,000
43	Chairman of assembly local governments committee	11,000
44	Ranking minority member of assembly local governments committee	7,000
45	Chairman of assembly agriculture committee	9,000
46	Ranking minority member of assembly agriculture committee	6,500
47	Chairman of assembly commerce, industry and	
48	economic development committee	9,000
49	Ranking minority member of assembly commerce,	
50	industry and economic development committee	6,500
51	Chairman of assembly environmental conservation committee	9,000
52	Ranking minority member of assembly environmental	
53	conservation committee	6,500

Chairman of assembly corporations, authorities and commissions committee 11,000
Ranking minority member of assembly corporations, authorities, and commissions committee 7,000
Chairman of assembly ethics and guidance committee 9,000
Ranking minority member of assembly ethics and guidance committee 6,500
Chairman of assembly governmental employees committee 9,000
Ranking minority member of assembly governmental employees committee 6,500
Chairman of assembly governmental operations committee 9,000
Ranking minority member of assembly governmental operations committee 6,500
Chairman of assembly housing committee 9,000
Ranking minority member of assembly housing committee 6,500
Chairman of assembly insurance committee 9,000
Ranking minority member of assembly insurance committee 6,500
Chairman of assembly labor committee 10,000
Ranking minority member of assembly labor committee 6,500
Chairman of assembly racing and wagering committee 9,000
Ranking minority member of assembly racing and wagering committee 6,500
Chairman of assembly social services committee 9,000
Ranking minority member of assembly social services committee 6,500
Chairman of assembly small business committee 9,000
Ranking minority member of assembly small business committee 6,500
Chairman of assembly transportation committee 9,000
Ranking minority member of assembly transportation committee 6,500
Chairman of assembly veterans' affairs committee 9,000
Ranking minority member of assembly veterans' affairs committee 6,500
Chairman of assembly aging committee 9,000
Ranking minority member of assembly aging committee 6,500
Chairman of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 9,000
Ranking minority member of assembly committee on mental health, mental retardation and developmental disabilities, alcoholism and substance abuse 6,500
Chairman of assembly higher education committee 9,000
Ranking minority member of assembly higher education committee 6,500
Chairman of assembly real property taxation committee 9,000
Ranking minority member of assembly real property taxation committee 6,500
Chairman of assembly election law committee 9,000
Ranking minority member of assembly election law committee 6,500
Chairman of assembly children and families committee 9,000
Ranking minority member of assembly children and families committee 6,500
Chairman of assembly consumer affairs and protection committee 9,000
Ranking minority member of assembly consumer affairs and protection committee 6,500
Chairman of the assembly energy committee 9,000
Ranking minority member of assembly energy committee 6,500
Chairman of assembly tourism, arts and sports development committee 9,000

Ranking minority member of assembly tourism, arts and sports development committee 6,500
Chairman of assembly oversight, analysis and investigation committee 9,000
Ranking minority member of assembly oversight, analysis and investigation committee.....6,500
Chairman of assembly office of state-federal relations.....9,000
Chairman of majority house operations 9,000
Chairman of minority house operations 6,500
Co-chairman of the administrative regulations review commission ...9,000

2. a. No member of the legislature may, at the same time, receive payment of more than one allowance provided for in this section.

b. The allowances set forth in this section shall be paid at such time or times as the temporary president of the senate or speaker of the assembly shall direct for their respective houses.

3. Any member of either house of the legislature serving in a special capacity in a position set forth in the following schedule shall be paid the allowance set forth in such schedule only for the legislative term commencing January first, nineteen hundred eighty-five and terminating December thirty-first, nineteen hundred eighty-six:

SENATORS SERVING IN SPECIAL CAPACITY

Co-chairman of the legislative commission on water resource needs of Long Island 9,000

ASSEMBLYMEN SERVING IN SPECIAL CAPACITY

Chairman of legislative commission on economy and efficiency in government.....9,000

Chairman of legislative commission on science and technology.....9,000

Co-chairman of the legislative commission on water resource needs of Long Island 9,000

Chairman of the assembly task force on farm, food and nutrition.....9,000
Ranking minority member of the assembly task force on farm, food and nutrition 6,500

§ 20. Subdivision three of section five-a of such law, as added by bill section nineteen of this act, is REPEALED effective January first, nineteen hundred eighty-seven.

ROBERT L. CABLE
DIRECTOR

CARL L. MEASE
ASSISTANT DIRECTOR

LEGISLATIVE REFERENCE BUREAU
POST OFFICE BOX 1127
HARRISBURG, PENNSYLVANIA 17120

September 17, 1985

Ms. Tammy Davis
c/o Senator Mitch Abood
1024 W. 6th Avenue
Anchorage, Alaska 99501

Dear Ms. Davis:

This letter comes in response to your phone call to me last week. You had inquired after the compensation of Pennsylvania's legislators.

Please be advised of the following information: House members receive the following compensations: $35,000 per year base salary, $10,000 per year in accountable expense account, $8,000 per year for home office expenses and $1,000 per year for postage. They also receive 20¢ per mile roundtrip for each session week between their home and the Capitol. If you are in need of more detailed information, contact the Bipartisan Management Committee at 717/787-2093.

Senators in Pennsylvania receive the following compensation:$35,000 per year base salary, $10,000 per year accountable expense account and $15,000 per year for district office expenses. For more information on the Senate you may contact the Chief Clerk of the Senate at 717/787-7163.

I hope this information proves helpful to you.

Sincerely,

Susan K. Zavacky

Susan K. Zavacky
Librarian

SALARY COMMISSION RECOMMENDATION COMPARISON

POSITION	SALARIES EFFECTIVE January 1, 1977	SALARIES RECOMMENDED for January 1, 1979 FIRST RECOMMENDATION	SALARIES RECOMMENDED for January 1, 1979 SECOND RECOMMENDATION	SENATE BILL 182 July 1, 1979
Governor	$52,992.00	$62,000.00	$57,231.00	$50,000.00
Lieut. Governor	47,304.00	52,500.00	51,088.00	44,000.00
Chief Justice	52,992.00	62,000.00	57,231.00	52,992.00
Associate Justice	52,992.00	62,000.00	57,231.00	52,992.00
Superior Court Judge	48,576.00	57,500.00	52,462.00	48,576.00
District Court Judge	41,068.00	49,000.00	44,353.00	41,068.00
House Speaker	12,250.00	16,000.00	13,190.00	9,500.00
Represenatative	11,750.00	15,500.00	12,690.00	9,000.00
Senate President	12,250.00	16,000.00	13,190.00	9,500.00
Senator	11,750.00	15,500.00	12,690.00	9,000.00
Commissioner	47,304.00	56,500.00	51,088.00	40,000.00
Deputy Commissioner	42,372.00	52,500.00	45 762.00	32,328.00
Chairman, ACFEC	39,372.00	49,500.00	44,853.00	33,500.00
[redacted]missioner, ACFEC	39,372.00	49,000.00	44,353.00	33,500.00
[redacted]an, APUC	39,872.00	49,500.00	44,853.00	33,500.00

SALARY COMMISSION RECOMMENDATION COMPARISON

POSITION	SALARIES EFFECTIVE January 1, 1977	SALARIES RECOMMENDED for January 1, 1979 FIRST RECOMMENDATION	SALARIES RECOMMENDED for January 1, 1979 SECOND RECOMMENDATION	SENATE BILL 182 July 1, 1979
Commissioner, APUC	$39,372.00	$49,000.00	$44,353.00	$33,500.00
Chairman, APC	39,872.00	49,500.00	44,853.00	33,500.00
Commissioner, APC	39,372.00	49,000.00	44,353.00	33,500.00
Division Director	37,020.00 (min)	55,000.00 (max)*	50,000.00 (max)*	

SCOMM

#49:43

ALASKA RAILROAD CORPORATION

Pouch 7-2111
Anchorage, Alaska 99510-7069

February 1, 1985

PRESS RELEASE

ALASKA RAILROAD PAY PLANS

GSE: The General Schedule Equivalent (GSE) pay plan parallels pay rates and practices of the Federal General Schedule. Approximately 1.4 million federal white-collar employees are paid under the General Schedule nationally. In Alaska, federal employees currently receive a tax-free cost-of-living allowance to compensate for the higher cost of living in Alaska. Alaska Railroad employees in the GSE pay plan continue to receive a cost-of-living allowance which is no longer tax free.

Position	Number of Positions	Pay Ranges (Rounded)
President and Chief Executive Officer	1	$125,000
Vice President, Controller	1	$93,000
Vice President, Operations	1	$91,700
Department Manager	1	$87,000
	3	$80,000 - $85,000
	0	$75,000 - $80,000
	1	$70,000 - $75,000
Mid Level Manager	1	$78,000
	6	$70,000 - $75,000
	8	$65,000 - $70,000
	1	$60,000 - $65,000
First Level Managers and Professional Staff	13	$60,000 - $66,000
	9	$55,000 - $60,000
	11	$50,000 - $55,000
	9	$45,000 - $50,000
	6	$40,000 - $45,000
	2	$35,000 - $40,000
	3	$28,000 - $35,000

WC: The White Collar (WC) pay plan covers employees in the American Federation of Government Employees (AFGE) Local 183 bargaining unit which consists of administrative, clerical and technical employees. The rates of pay were negotiated through the collective bargaining process and are part of the overall labor agreement. This labor agreement is protected under the terms of the Alaska Railroad Transfer Act (PL 97-468). The WC-A wage schedule applies only to permanent employees who were employed on the ARR prior to July 21, 1978, and have worked on a continuous basis to date. No new employee may enter into the WC-A wage schedule. Any WC employees hired after July 22, 1978, have been paid in accordance with the WC-B pay plan which now covers the majority of WC employees.

Position	Number of Positions	Pay Ranges (Rounded)
Administrative Assistant, Secretary, Clerk Typist, etc.	4	$40,000 - $45,000*
	10	$35,000 - $40,000*
	4	$30,000 - $35,000*
	8	$25,000 - $30,000
	11	$20,000 - $25,000
	3	$15,000 - $20,000
Customer Service Representative, Transportation Control Technician, Freight Rate Specialist, Technicians	1	$45,000 - $52,000*
	6	$40,000 - $45,000*
	1	$35,000 - $40,000*
	2	$30,000 - $35,000
	1	$25,000 - $30,000
Accounting Technician, General Clerk, Computer Clerk, Personnel Clerk	8	$40,000 - $45,000*
	3	$35,000 - $40,000*
	1	$30,000 - $35,000*
	2	$25,000 - $30,000
	4	$20,000 - $25,000*
Procurement Assistant, Procurement Clerk, Sales Store Clerk	1	$40,000 - $42,000*
	1	$30,000 - $35,000
	1	$25,000 - $30,000
	6	$20,000 - $25,000
	2	$15,000 - $25,000

*Denotes special rates under WC-A wage schedule. No new employee may enter this pay plan.

WG/WS The Wage Grade (WG/WS) pay plan covers employees in several ARR bargaining units as a result of collective bargaining procedures. Blue collar supervisors are also covered. This plan is the same as that used for federal wage employees and is developed under the auspices of the Office of Personnel Management through an annual comprehensive review of comparable positions in both public and private sectors in Alaska. Thousands of wage grade Alaska federal workers are paid at these identical rates.

Position	Number of Positions	Pay Ranges (Rounded)
Electronic Mechanic, Signal Maintainer,	2	$45,000 - $46,000
Bridgeman, Pipefitter, Boiler Plant	19	$40,000 - $45,000
Operator, Carpenter, Cabinetmaker,	10	$35,000 - $40,000
Track Welder, Welder, Electrician		
Maintenance Mechanic/Worker, Equipment	19	$40,000 - $45,000
Operator	10	$35,000 - $40,000
Locomotive Electrician, Locomotive Mechanic,	6	$45,000 - $51,000
Steel Fabricator/Boilermaker, Carman,	55	$40,000 - $45,000
Heavy Equipment Mechanic	14	$35,000 - $40,000
	5	$30,000 - $35,000
Locomotive/Mobile Equipment Servicer,	1	$40,000 - $42,000
Freight Handler/Forklift Operator,	9	$35,000 - $40,000
Warehouse/Yard Worker, Motor Vehicle	8	$30,000 - $35,000
Operator/Truck Driver, Cook		
Track Repairer, Laborer, Janitor	58	$30,000 - $37,000
	10	$25,000 - $30,000
Foreman, Section Foreman, Extra Gang Foreman,	14	$55,000 - $60,000
Leaders, Assistant Chief Dispatcher,	26	$50,000 - $55,000
Yardmaster, Slipmaster	20	$45,000 - $50,000
	20	$40,000 - $45,000

AT

The AT pay plan covers employees in the American Train Dispatchers' Association, consists of two parts and is negotiated under the collective bargaining process. Wage schedule AT-A applies to one remaining permanent employee who was on the ARR rolls prior to May 1, 1979. The AT-B wage schedule covers all employees hired since that date.

Position	Number of Positions	Pay Ranges (Rounded)
Train Order Clerk	1	$30,000 - $35,000*
	3	$25,000 - $30,000
	2	$20,000 - $25,000
Station/Passenger Agent	1	$35,000 - $43,000*
	1	$30,000 - $32,000
	2	$25,000 - $30,000

*Denotes special rate AT-A wage schedule. No new employee may enter this pay plan.

T&E The pay practices of train and engine employees were negotiated under the collective bargaining process and reflect current industry pay practices. The rates of pay earned vary dependent upon which position is worked and how often an employee works. Pay is determined based upon basic daily rate, mileage, and penalties, with positions worked being allotted by seniority.

Position	Baggageman	Brakeman	Conductor	Fireman	Engineer	Pay Ranges (Rounded)
Number of Positions						
	0	0	2	1	2	$85,000 - $90,000
	1	0	3	0	1	$80,000 - $85,000
	2	0	3	2	2	$75,000 - $80,000
	1	0	2	0	1	$70,000 - $75,000
	7	0	2	3	2	$65,000 - $70,000
	3	2	3	3	4	$60,000 - $65,000
	6	3	7	4	5	$55,000 - $60,000
	2	2	3	7	0	$50,000 - $55,000
	2	2	1	2	2	$45,000 - $50,000
	0	1	1	0	4	$40,000 - $45,000
	0	3	1	0	4	$35,000 - $40,000
	0	0	0	0	1	$30,000 - $35,000
	0	0	1	0	0	$25,000 - $30,000
	0	0	1	0	0	$20,000 - $25,000

Train and Enginemen yearly totals as of December 31, 1984.

THE ALASKA RAILROAD CORPORATION

FINANCIAL OVERVIEW

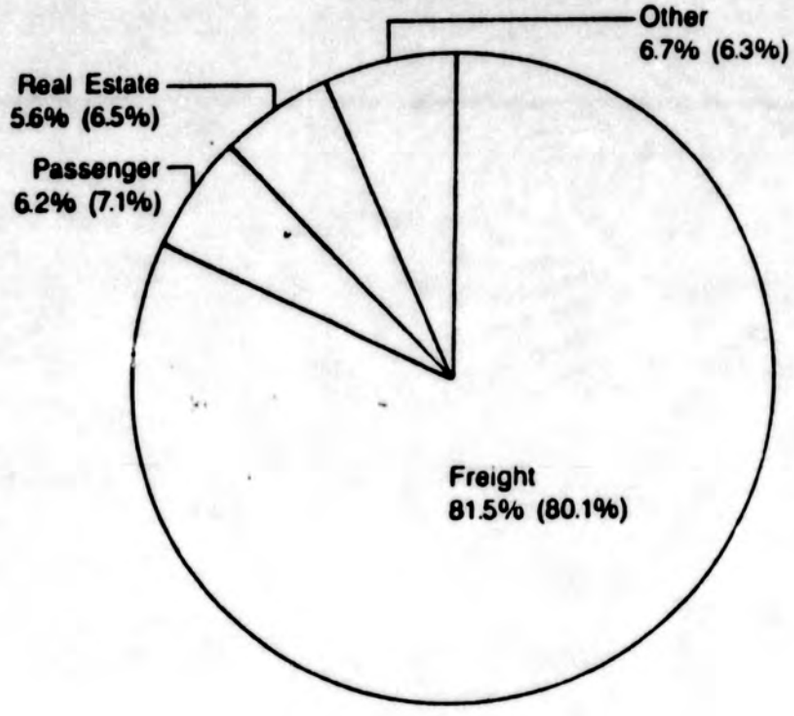
JUNEAU, ALASKA

2/11/85

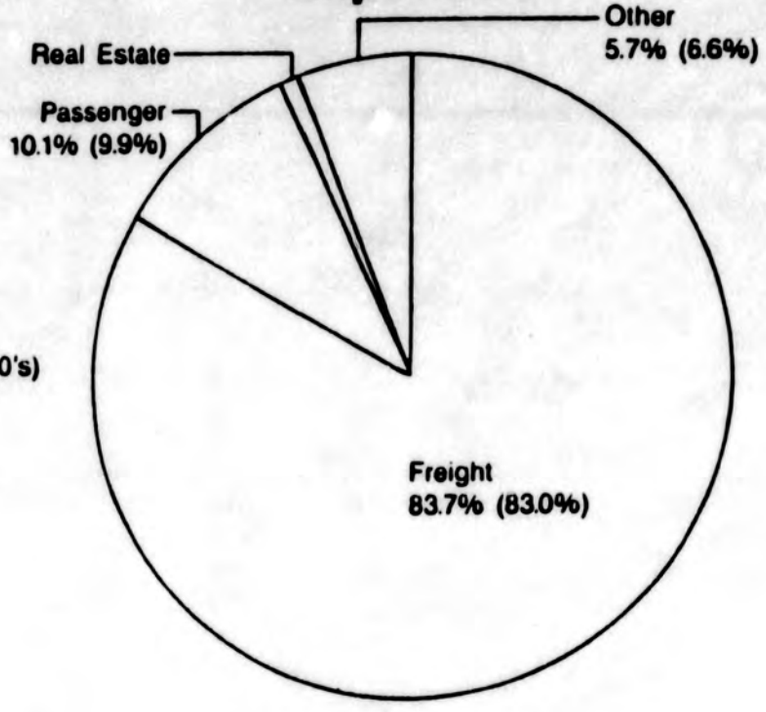
M. J. YETTER
2-7-85

The Alaska Railroad Corporation
Revenue & Expenses By Category
1985 vs. (1984)

Revenue



Expenses



(000's)

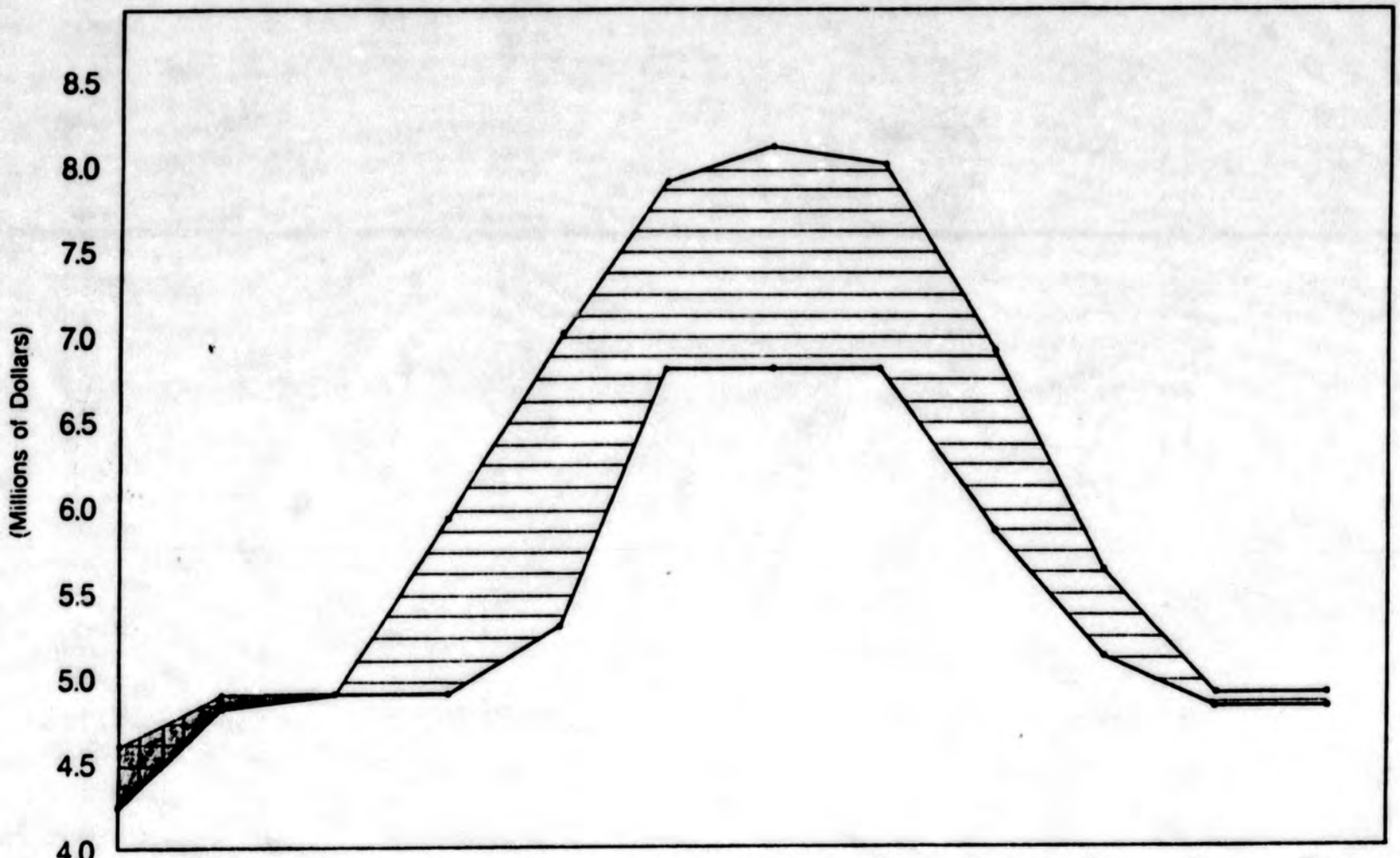
	1985	1984
Freight	$59,671	$52,286
Passenger	4,520	4,563
Real Estate	4,080	4,146
Other	4,920	4,223
	$73,191	$65,218

1985	1984
$54,775	$47,732
6,640	5,745
344	300
3,720	3,720
$65,479	$57,497

M.J. Yetter
1-17-85

The Alaska Railroad Corporation

1985 Revenue vs. Expenditures



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Revenue	4.2	4.8	4.9	5.9	7.0	7.9	8.1	8.0	6.9	5.6	4.9	4.9	73.1
Expense	4.6	4.9	4.9	4.9	5.3	6.8	6.8	6.8	5.8	5.1	4.8	4.8	65.5
Net	(.4)	(.1)	-	1.0	1.7	1.1	1.3	1.2	1.1	.5	.1	.1	7.6

M.J. Yetter
2-5-85

THE ALASKA RAILROAD CORPORATION
BUDGET VS. ACTUAL
JANUARY 31, 1985
(THOUSANDS OF DOLLARS)

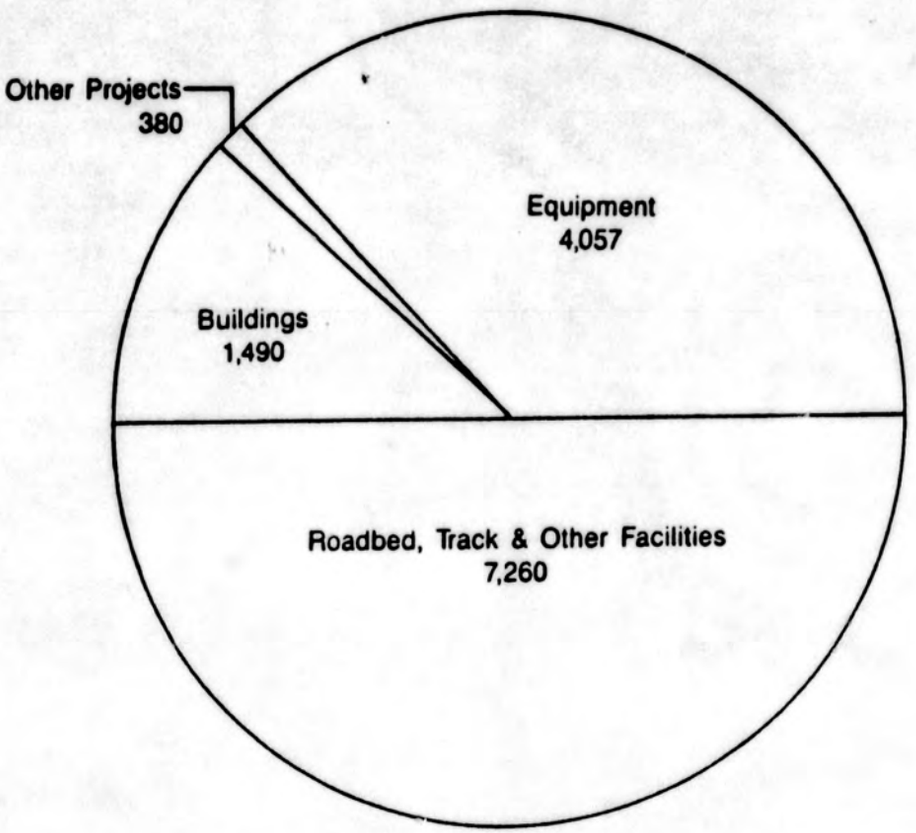
	BUDGET	ACTUAL	VARIANCE AMOUNT	VARIANCE %
REVENUE:				
FREIGHT	3,445	3,351	94	2.7
PASSENGER	30	66	(36)	(120.0)
REAL ESTATE	340	375	(35)	(10.3)
OTHER	410	262	148	36.1
TOTAL	4,225	4,054	171	4.0
EXPENDITURES:				
FREIGHT	4,220	3,243	(977)	(23.2)
PASSENGER	60	70	10	16.7
REAL ESTATE	24	17	(7)	(29.2)
OTHER	310	350	40	11.4
TOTAL	4,614	3,680	(934)	(20.2)
NET INCOME:				
FREIGHT	(775)	108	883	
PASSENGER	(30)	(4)	26	
REAL ESTATE	316	358	42	
OTHER	100	(88)	(188)	
TOTAL SURPLUS (DEFICIT)	(389)	374	763	

M. J. YETTER
02/07/85

The Alaska Railroad Corporation
1985 Capital Program

(Thousands Of Dollars)

Budget



13,187

Spending

1984 Carryover	2,063
1985 New Projects	12,107
Total 1985 Spending	14,170

M.J. Yetter
2-5-85

THE ALASKA RAILROAD CORPORATION

1985 OPERATING AND CAPITAL
BUDGETED CASH FLOW ANALYSIS
(THOUSAND OF DOLLARS)

ACCUMULATED CASH FLOW:	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
OPERATING $4,900	4,511	4,444	4,459	5,466	7,164	8,301	9,639	10,842	11,965	12,494	12,548	12,612
1985 CAPITAL 6,000	6,000	6,000	4,068	2,916	1,526	188	(2,230)	(4,030)	(5,568)	(5,831)	(5,994)	(6,107)
1984 CAPITAL CARRYOVER	-	(145)	(439)	(846)	(1,363)	(2,063)	(2,063)	(2,063)	(2,063)	(2,063)	(2,063)	(2,063)
NET SURPLUS-$10,900	10,511	10,299	8,088	7,536	7,327	6,426	5,346	4,749	4,334	4,600	4,491	4,442

NOTE: DOES NOT INCLUDE INTEREST EARNED ON CASH FLOW

M. J. YETTER
02/07/85

THE ALASKA RAILROAD CORPORATION

BANK ACCOUNT BALANCES

JANUARY 31, 1985
(THOUSANDS OF DOLLARS)

	BEGINNING BALANCE	ENDING BALANCE	INTEREST TO DATE	NET
OPERATING	4,900	3,419	62	3,481
CAPITAL	6,000	6,000	42	6,042
TOTAL	10,900	9,419	104	9,523

THE ALASKA RAILROAD CORPORATION
ADDITIONAL CORPORATION EXPENSES

- INSURANCE PROGRAMS
  - PREMIUMS
    - HEALTH/LIFE PROGRAM FOR CURRENT/RETIRED EMPLOYEES
    - RISK MANAGEMENT INCLUDING RESSERVES

  PENSION COSTS
- VEHICLES
  - MAINTENANCE AND REPAIR
  - REPLACEMENT PROGRAM

- LEGAL FEES
- BOARD COSTS
  - PER DIEM AND TRAVEL

- SEATTLE OFFICE LEASE AND FURNITURE
- REDO OF ALL ADMINISTRATIVE FORMS AND PROCEDURES
- POSTAGE COSTS ($3,000 PER MONTH)

M. J. YETTER
2-7-85

THE ALASKA RAILROAD CORPORATION
FINANCIAL CHANGES SINCE 1/5/85

EXAMPLES:

- PETTY CASH FUNDS REDUCED FROM $42,050 TO $11,800.
- CHANGED FROM A WEEKLY TO A DAILY BILLING CYCLE.
  - ENHANCES CASH FLOW.

- INSTALLED INTERIM COMPUTERIZED ACCOUNTS RECEIVABLE SYSTEM.
  - PROVIDES AGING OF CUSTOMER ACCOUNTS BY WAYBILL.
  - APPLICATION OF CASH RECEIPTS BY WAYBILL.
  - DETAIL OF OPEN ITEMS BY CUSTOMER.

- VISA AND MASTERCARD ACCEPTANCE WILL BE AVAILABLE FOR SUMMER PASSENGER SERVICE.
  - CASH AVAILABLE UPON RECEIPT AT BANK VS. 30 DAYS' DELAY WITH AMERICAN EXPRESS AND CARTE BLANCHE.

- A PLAN TO REDUCE THE NUMBER OF CORPORATION VEHICLES FROM 170 TO 130 (25% REDUCTION).

- NUMBER OF "TAKE HOME" VEHICLES REDUCED FROM 40 TO 12.
  - INDIVIDUALS WHO ARE REQUIRED TO TAKE HOME VEHICLES MUST REIMBURSE CORPORATION AT THE RATE OF $4.00 PER DAY.

- EXTENDED PAYMENT TERMS ON MAJOR MATERIAL PURCHASES.
  - EXAMPLE: 120 DAY TERMS ON $1.4 MILLION ORDER.

M. J. YETTER
2-7-85

State of Alaska
Superintendent's Salaries
1984-85

Adak Region Schools	63,330
Alaska Gateway Schools	77,966
Aleutian Region School Dist.	82,000
Anchorage Schools	80,000
Annette Island Schools	65,000
Bering Strait Schools	77,500
Bristol Bay Borough Schools	65,000
Chatham Schools	60,000
Chugach Schools	60,500
Copper River Schools	80,700
Cordova City Schools	65,464
Craig City Schools	57,500
Delta/Greely Schools	79,281
Dillingham City Schools	75,000
Fairbanks North Star Bor. Sch.	80,000
Galena City School District	80,000
Haines Borough Schools	62,906
Hoonah City Schools	57,240
Hydaburg City Schools	60,000
Iditarod Area Schools	66,098
Juneau Borough Schools	65,000
Kake City Schools	59,800
Kenai Pen. Borough Schools	71,000
Ketchikan Gateway Bor. Schools	78,224
King Cove City Schools	77,174
Klawock City Schools	55,000
Kodiak Island Borough Schools	71,500
Kuspuk Schools	68,310
Lake & Peninsula Schools	71,000
Lower Kuskokwim Schools	75,000
Lower Yukon School District	75,000
Mat-Su Borough Schools	Not Reported
Nenana City Schools	70,119
Nome City Schools	76,000
North Slope Borough Schools	100,002
Northwest Arctic Schools	75,000
Pelican City Schools	64,118
Petersburg City Schools	62,112
Pribilof Schools	75,600
Railbelt School District	66,089

Saint Marys School District	88,000
Sand Point School District	59,400
Sitka Borough Schools	65,000
Skagway City Schools	68,500
Southeast Island Schools	66,500
Southwest Region Schools	~~71,500~~ 95000+
Tanana City Schools	98,700
Unalaska City Schools	88,000
Valdez City Schools	70,000
Wrangell City Schools	75,000
Yakutat City Schools	63,027
Yukon Flats Schools	63,887
Yukon/Koyukuk Schools	78,000
Centralized Correspondence	60,360

Alaska State Legislature

House of Representatives

Representative Mike Szymanski

Finance Committee
Oil and Gas Committee

11920 Johns Road
Anchorage, Alaska 99515
Phone (907) 349-3373

While in Session:
Pouch V
State Capitol
Juneau, Alaska 99811
(907) 465-4978/4979

February 12, 1985

TO: Representative Katie Hurley

FROM: Representative Mike Szymanski

RE: HB 132 Position Paper

HB 132 proposes to limit all State employees' base salaries to a level equivalent to the Governor's (Range 30, Step F or approx. $81,600 annually). The definition of "base salary" contained in the bill excludes consideration of adjustments for cost-of-living, overtime compensation, geographical differentials, length-of-service increases, hazardous duty pay, travel per diem, and travel expenses.

A similar measure, SB 100 sponsored by P. Fischer, is currently being heard in Senate State Affairs. However, to avoid confusion, I would point out that the Senate version of the bill is much more comprehensive and takes most of the above mentioned variables into consideration when computing base salary.

The intent behind HB 132 is simple - to curb escalating state salaries by establishing the office of our state's chief executive, the Governor, as the pinnacle of our salary system. Still, given logistical realities in Alaska, my bill does not regulate total compensation, but only limits the base salary of state employees. Thus, even with passage of this measure there would be a number of state employees who would make greater annual salaries than the Governor.

Nonetheless, HB 132 is an important measure which will establish a precedent for curbing runaway state salaries. For once base salary is fixed, the process of determining and controlling salary variables becomes much easier.

Thank you for your consideration.

Introduced: 1/25/85
Referred: State Affairs,
Judiciary and Finance

IN THE HOUSE

BY SZYMANSKI,MARROU AND BINKLEY

HOUSE BILL NO. 132

IN THE LEGISLATURE OF THE STATE OF ALASKA

FOURTEENTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act establishing a salary limit for certain public employees."

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

* Section 1. AS 39.20 is amended by adding a new section to read:

Sec. 39.20.095. SALARY LIMIT FOR CERTAIN PUBLIC EMPLOYEES. (a) Notwithstanding the provisions of the Public Employment Relations Act (AS 23.40) and AS 14.20.550 - 14.20.610, the state may not pay an officer or employee a basic monthly salary that is greater than the monthly salary of the governor set out in AS 39.20.010.

(b) For purposes of this section,

(1) "basic monthly salary" is a person's monthly salary before the addition of adjustments including cost-of-living adjustments, overtime compensation, geographical differentials, length-of-service increases, hazardous duty pay, travel per diem, and travel allowances;

(2) "state" includes the executive, legislative, and judicial branches of state government; the University of Alaska; school boards; and state boards, commissions, and authorities.

* Sec. 2. AS 42.40.110 is amended by adding a new subsection to read:

(c) The board may not fix a basic monthly salary for the chief executive officer or approve basic monthly salaries for other executive officers that exceed the basic monthly salary of the governor set out in AS 39.20.010. For purposes of this section, "basic monthly salary" has the meaning given in AS 39.20.095 but includes adjustments

FACT SHEET: HB 132 (SALARY CAP BILL)

* APPLIES TO ALL STATE EMPLOYEES - EXEMPT AND CLASSIFIED

* DOES NOT APPLY TO GRANTS (SENATE BILL DOES)

* LIMITS BASE SALARIES TO LEVEL OF GOVERNOR ($81,600)

  - but excludes cosideration of:
    a) cost of living adjustments;
    b) overtime compensation;
    c) geographic differencials;
    d) merit/length of service increases;
    e) travel allowences and travel per diem; and
    f) hazardous duty pay.

* DOES HAVE "GRANDFATHER" CLAUSE (SEC. 3.) which states:
  "An officer or employee who is receiving a basic monthly salary higher than the limit set out in AS 39.20.095 (GOV's) on the effective date of this act is entitled to continue receiving the higher salary while employed in that position."

* A COMPUTOR RUN DONE BY PAYROLL (ADMIN) SHOWED THAT OF ALL CLASSIFIED AND EXPEMPT STATE EMPLOYEES, ONLY 15 POSITIONS WILL BE AFFECTED (ALL IN THE UNIVERSITY SYSTEM). THAT DOES NOT INCLUDE THE RAILROAD, WHICH HAS NOT BEEN CONFIRMED YET.

* NO POSITIONS WITHIN THE FERRY SYSTEM, AHFC OR THE PERMANENT FUND WOULD BE AFFECTED.

* SEE ATTACHEMENT FOR UNIVERSITY EMPLOYEES AFFECTED.

UNIVERSITY OF ALASKA

EMPLOYEES ANNUAL BASE SALARY OVER $81,648
(Excluding Geographical Differential)

	PCN	CAMPUS	TITLE	NAME	LOCATION	AMOUNT
1.	10000	Statewide	President	O'Dowd	Fairbanks	$90,938
2.	4000	UAF	Chancellor	O'Rourke	Fairbanks	88,060
3.	29678	Org. Research	Professor-Research	Akasofu	Fairbanks	88,020
4.	29689/52546	Org. Research	Professor-Research	Westcott	Fairbanks	88,174
5.	79200	Kodiak CC	Campus President	Flood	Kodiak	87,648
6.	10300	Statewide	Executive Vice President	Carter	Fairbanks	87,185
7.	05615	CCREE	Chancellor	Okeson	Anchorage	86,448
8.	60000	UAA	Chancellor	Outcalt	Anchorage	85,487
9.	80500	UAJ	Chancellor	Paradise	Juneau	85,487
10.	29652/52550	Org. Research	Professor-Research	Shapiro	Fairbanks	84,945
11.	72561	ACC	Chancellor	Lyon	Anchorage	83,203
12.	29675	Org. Research	Director	Roderer	Fairbanks	82,952
13.	40019	UAF	Vice Chancellor	Phillips	Fairbanks	82,745
14.	40461	UAF	Vice Chancellor	Mather	Fairbanks	82,613
15.	51530/32106	Org. Research	Professor-Research	Neland	Fairbanks	82,568
16.	33000	Org. Research	Director	Bligh	Fairbanks	82,153
17.	32200	Org. Research	Director	Drew	Fairbanks	81,742

rmb/2656

NBJCA/JCP2656/1-28-85/1

Rep Szymanski Re 1 of 1

Anchorage Daily News 1/8/85 editorial

Railroad salaries way out of line

Here's a couple of budget-busting wage settlements: The Alaska Railroad will pay its new general manager about $337,000 plus benefits for two years, and a new assistant general manager $93,000 per year. Those salaries are not only way out of line for comparable public officials, but also a poor precedent for running the railroad.

Some reports say the pay-and-benefits package for new general manager Frank Turpin will be more than double that of the governor himself. The contract includes a $125,000 annual salary and a 35 percent incentive bonus to complete the two years. The total — $337,000 plus benefits over two years — would put Mr. Turpin in the same league financially, with most professional athletes and corporate chief executives. New assistant general manager Marvin Yetter, at $93,000 per year, would earn more than the governor.

No doubt, both the genial Mr. Turpin and his new assistant bring years of high-quality management experience to the "new" Alaska Railroad. But whether Alaskans want, need or should pay so much for competent railroad management is another matter. James Campbell, chairman of the board of the new Alaska Railroad Corp., said last week that Mr. Turpin was paid "a hell of a lot" more as head of Alyeska Pipeline Service Co. until he retired recently. The implication, of course, is that in the private sector an executive of Mr. Turpin's experience and demonstrated ability would command even more.

That may be true, but it's irrelevant. The $337,000 is quite a bit more than what Alaskans pay the governor, the chief justice of the Alaska Supreme Court, the Commissioner of Transportation, the Commissioner of Natural Resources, or anyone else in state government.

Do those jobs go unfilled because they don't pay enough? Hardly. Will top railroad managers have bigger duties and challenges than top executives elsewhere in government? Not particularly. Should the couple dozen other public officials who ordinarily would be thought to outrank the railroad chief in state government be offered similar or better two-year packages? Not at all.

Private and public-sector management are not the same, and should not be. Private executive management is essentially entrepreneurial activity; public service is public service, with considerable public power involved. The railroad salaries are too high, not because the new executives wouldn't be worth them in the private sector — undoubtedly they are — but because they are unnecessary and inappropriate in the public sector.

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 2, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: Brad Pierce
Legislative Analyst

RE: Legislative Salaries
Research Request 86-031

Your staff requested this office to do some follow-up [redacted]

In addition, we were asked to compare Alaska legislative salaries to those received by legislators in other states.

Alaska [redacted]

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the average teacher's salary is $38,266 per year, or $44,350 when all benefits are included. The statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, [redacted]

[redacted] of Alaska Salaries

We contacted Brian Rogers, Director of the University Statewide Budget Office for information on salaries. According to Mr. Rogers, most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the University system is $33,374. There are [redacted]

Alaska [redacted] Salaries

The Alaska Railroad Corporation has 541 employees. [redacted]

Alaska State Employees

During 1984, the 19,304 State employees in Alaska earned an average salary of $32,403. There are [redacted]

Alaska Legislative Salaries Compared to Other States

Differences in session length, interim responsibilities and in the philosophy of compensation for public service make it difficult to compare between legislative salaries in various states. Some states, including Alaska, pay their legislators on a straight salary basis. Other states pay salaries and per diem (often prorated to reflect the amount of travel time from an individual's district) and some states pay on a strictly per diem basis. [redacted]

We caution that the 1982 data used to compile these tables is for a particular legislative session and may not accurately reflect an average legislative year for any given state. For example, the Alaska legislature is now limited to a 120-day session which would raise their salary to $400 per day and move it up to fourth in rank. In addition, the expenses used for states with per diem allowances are probably uniformly overestimated. Many states have some sort of voucher reimbursement policy. The per diem calculations used in these tables should be considered the maximum amount possible for each state.

Another method of ranking the Alaska Legislature pay scale with that in other states is to look at the ratio of total legislative salaries to the average teacher's salary in each state. In an attempt to correct for salary differences between states, we have also compared legislators salaries with the average salaries of teachers and state employees in each state. [redacted] compared to state employee wages.

The printouts attached to this memorandum give a fair description of how Alaska legislative salaries compare to those in other states. We hope we have provided sufficient information for your purposes. Please feel free to call us if you have any questions

BP

Attachments

A RANKING OF [redacted]

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL [redacted] SALARY	[redacted]
1	[redacted]	35,000	75	64	0	39,800	[redacted]
2	New York	32,760	55	73	5	37,250	[redacted]
3	Illinois	28,000	36	65	0	30,340	[redacted]
4	Indiana	9,600	65	30	0	11,550	[redacted]
5	Minnesota	18,500	36	34	23	20,552	[redacted]
6	[redacted]	48,000	0	144	0	48,000	[redacted]
7	Tennessee	8,308	66	32	0	10,420	326
8	New Jersey	25,000	0	76	1	25,000	325
9	Maryland	21,000	60	90	1	27,188	299
10	Oklahoma	20,000	35	86	0	23,010	268
11	Virginia	11,000	75	61	1	15,650	252
12	Georgia	7,200	59	40	6	9,914	246
13	Ohio	22,500	0	108	0	22,500	208
14	Missouri	15,000	35	70	19	18,115	204
15	Florida	12,000	50	67	19	16,300	190
16	Washington	13,750	44	90	7	16,018	186
17	Wisconsin	22,631	42	130	45	29,897	173
18	Iowa	13,700	30	104	0	16,820	162
19	South Carolina	10,000	50	90	0	14,500	161
20	Arkansas	7,500	44	66	0	10,404	158
21	Hawaii	13,650	20	99	2	15,670	155
22	California	28,110	62	257	56	47,516	152
23	South Dakota	3,200	50	35	0	4,950	141
24	Colorado	14,000	40	139	0	19,560	141
25	West Virginia	5,136	50	60	2	8,236	133
26	Massachusetts	30,000	50	364	0	48,200	132
27	Connecticut	10,500	0	63	27	10,500	117
28	Mississippi	8,100	44	96	16	13,028	116
29	North Carolina	6,936	50	127	5	13,536	103
30	Idaho	4,200	44	73	0	7,412	102
31	Alabama	4,800	65	105	29	13,510	101
32	Michigan	33,200		351	0	33,200	95
33	Arizona	15,000	40	103	177	26,200	94
34	Oregon	8,400	44	203	39	19,048	79
35	Louisiana		75	60	0	4,500	75
36	Kentucky		75	60	0	4,500	75
37	Delaware	12,255	0	170	1	12,255	72
38	Nebraska	4,800	0	60	7	4,800	72
39	Wyoming		60	20	0	1,200	60
40	Nevada		56	101	0	5,656	56
41	Kansas		50	68	0	3,400	50
42	Texas	7,200	0	140	8	7,200	49
43	Maine		45	53	0	2,385	45
44	Montana		45	70	6	4,320	45
45	Vermont		30	66	0	1,848	28
46	Utah		25	20	5	625	25
47	New Mexico		0	30	19	0	0
48	New Hampshire		0	47	13	0	0
49	Rhode Island		0	66	3	0	0
50	North Dakota			60	0	0	0
	Average					15,570	

Source 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985

A RANKING OF LEGISLATORS' SALARIES TO STATE EMPLOYEES' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982 AVERAGE STATE EMPLOYEE SALARY	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	30	364	0	48,200	132	17,988	2.68
2		35,000	75	64	0	39,800	622	18,840	2.11
3		28,110	62	257	56	47,516	152	24,756	1.92
4		32,960	55	73	5	37,250	478	20,940	1.78
5		48,000	0	144	0	48,000	333	28,084	[redacted]
6	Maryland	21,000	68	90	1	27,188	299	17,856	1.52
7	Illinois	28,000	36	65	0	30,340	467	20,808	1.46
8	Michigan	33,200		351	0	33,200	95	22,836	1.45
9	Wisconsin	22,631	42	130	43	29,897	173	20,592	1.45
10	Oklahoma	20,000	35	86	0	23,010	268	18,060	1.27
11	Arizona	15,000	40	103	177	26,200	94	21,360	1.23
12	New Jersey	25,000	0	76	1	25,000	325	20,568	1.22
13	Missouri	15,000	35	70	19	18,115	204	15,612	1.16
14	Ohio	22,500	0	108	0	22,500	208	20,040	1.12
15	Oregon	8,400	44	203	39	19,048	79	19,764	0.96
16	Colorado	14,000	40	139	0	19,560	141	20,760	0.94
17	Florida	12,000	50	67	19	16,300	190	17,628	0.92
18	Mississippi	8,100	44	96	16	13,028	116	14,292	0.91
19	Minnesota	18,500	36	34	23	20,552	361	22,944	0.90
20	Washington	13,750	44	90	7	18,018	186	20,856	0.86
21	Virginia	11,000	75	61	1	15,650	252	18,240	0.86
22	South Carolina	10,000	50	90	0	14,500	161	16,944	0.86
23	Iowa	13,700	30	104	0	16,820	162	19,860	0.85
24	North Carolina	6,936	50	127	5	13,536	103	16,800	0.81
25	Hawaii	13,650	20	99	2	15,670	155	19,740	0.79
26	Alabama	4,800	65	105	29	13,510	101	18,240	0.74
27	Delaware	12,255	0	170	1	12,255	72	17,172	0.71
28	Arkansas	7,500	44	66	0	10,404	158	16,332	0.64
29	Tennessee	8,308	66	32	0	10,420	326	17,712	0.59
30	Georgia	7,200	59	40	6	9,914	216	17,232	0.58
31	Connecticut	10,500	0	63	27	10,500	117	18,252	0.58
32	Indiana	9,600	65	30	0	11,550	385	20,664	0.56
33	West Virginia	5,136	50	60	2	8,236	133	15,264	0.54
34	Idaho	4,200	44	73	0	7,412	102	19,140	0.39
35	Texas	7,200	0	140	8	7,200	49	19,728	0.36
36	Nebraska	4,800	0	60	7	4,800	72	15,516	0.31
37	South Dakota	3,200	50	35	0	4,950	141	17,184	0.29
38	Louisiana	0	75	60	0	4,500	75	16,728	0.27
39	Kentucky	0	75	60	0	4,500	75	17,004	0.26
40	Nevada	0	56	101	0	5,656	56	22,404	0.25
41	Montana	0	45	90	6	4,320	45	20,388	0.21
42	Kansas	0	50	68	0	3,400	50	17,736	0.19
43	Maine	0	45	50	3	2,385	45	17,640	0.14
44	Vermont	0	28	66	0	1,848	28	18,036	0.10
45	Wyoming	0	60	20	0	1,200	60	22,500	0.05
46	Utah	0	25	20	5	625	25	18,936	0.03
47	New Mexico	0	0	30	19	0	0	17,676	0.00
48	New Hampshire	0	0	49	13	0	0	15,540	0.00
49	Rhode Island	0	0	66	3	0	0	19,140	0.00
50	North Dakota	0	0	60	0	0	0	19,392	0.00
	Average					15,570		19,050	0.82

Source: 1984-1985 Book of the States

Prepared by the House Research Agency October 1985

A RANKING OF STATE LEGISLATORS' SALARIES TO TEACHERS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982/83 AVERAGE TEACHERS' SALARIES	TOTAL LEGISLATOR SALARY/ TEACHER SALARY
1	[redacted]	30,000	50	364	0	48,200	132	19,000	2.54
2		28,110	62	257	56	47,316	152	23,555	2.02
3		35,000	75	64	0	39,800	622	21,000	1.90
4		32,960	55	73	5	37,250	478	25,100	1.48
5		22,631	42	130	43	29,897	173	20,940	1.43
6		48,000	0	144	0	48,000	333	33,953	[redacted]
7	Arizona	15,000	40	103	177	26,200	94	18,849	1.39
8	Michigan	33,200		351	0	33,200	95	23,965	1.39
9	Illinois	28,000	36	65	0	30,340	467	22,618	1.34
10	Oklahoma	20,000	35	86	0	23,010	268	18,110	1.27
11	Maryland	21,000	68	90	1	27,188	299	22,786	1.19
12	New Jersey	25,000	0	76	1	25,000	325	21,642	1.16
13	Ohio	22,500	0	108	0	22,500	208	20,360	1.11
14	Missouri	15,000	35	70	19	18,115	204	17,726	1.02
15	Minnesota	18,500	36	34	23	20,552	361	22,296	0.92
16	Mississippi	8,100	44	96	16	13,028	116	14,285	0.91
17	Colorado	14,000	40	139	0	19,560	141	21,500	0.91
18	Iowa	13,700	30	104	0	16,820	162	18,709	0.90
19	South Carolina	10,000	50	90	0	14,500	161	16,380	0.89
20	Florida	12,000	50	67	19	16,300	190	18,538	0.88
21	Oregon	8,400	44	203	39	19,048	79	22,334	0.85
22	Virginia	11,000	75	61	1	15,650	252	18,707	0.84
23	Washington	13,750	44	90	7	18,018	186	23,413	0.77
24	North Carolina	6,936	50	127	5	13,536	103	17,836	0.76
25	Alabama	4,800	65	105	29	13,510	101	17,850	0.76
26	Arkansas	7,500	44	66	0	10,404	158	15,156	0.69
27	Hawaii	13,650	20	99	2	15,670	155	24,796	0.63
28	Tennessee	8,308	66	32	0	10,420	326	17,425	0.60
29	Delaware	12,255	0	170	1	12,255	72	20,665	0.59
30	Indiana	9,600	65	30	0	11,550	385	20,067	0.58
31	Georgia	7,200	59	40	6	9,914	216	17,412	0.57
32	Connecticut	10,500	0	63	27	10,500	117	20,300	0.52
33	West Virginia	5,136	50	60	2	8,236	133	17,370	0.47
34	Idaho	4,200	44	73	0	7,412	102	17,549	0.42
35	Texas	7,200	0	140	8	7,200	49	19,500	0.37
36	South Dakota	3,200	50	35	0	4,950	141	15,595	0.32
37	Nebraska	4,800	0	60	7	4,800	72	17,412	0.28
38	Nevada		56	101	0	5,656	56	20,944	0.27
39	Kentucky		75	60	0	4,500	75	18,400	0.24
40	Louisiana		75	60	0	4,500	75	19,265	0.23
41	Montana		45	90	6	4,320	45	19,463	0.22
42	Kansas		50	60	0	3,400	50	18,299	0.19
43	Maine		45	50	3	2,385	45	15,722	0.15
44	Vermont		28	66	0	1,848	28	15,338	0.12
45	Wyoming		60	20	0	1,200	60	24,000	0.05
46	Utah		25	20	5	625	25	19,677	0.03
47	New Mexico		0	30	19	0	0	20,600	0.00
48	New Hampshire		0	49	13	0	0	15,353	0.00
49	Rhode Island		0	66	3	0	0	23,175	0.00
50	North Dakota			60	0	0	0	18,390	0.00
	Average					15,570		19,867	0.78

Source: 1984-1985 Book of the States

39.25.080(b) prohibits release of employee information other than budgeted salary. This is FY85 budget info on approximately 500 people.

Name	Title	Salary
STATEWIDE PROGRAMS AND SERVICES		
Ahoy	Director	77,880
Allen	Accountant	51,504
Benning	Director	50,232
Blakestad	Director	50,004
Bostic	Manager	56,904
Brown	Director	65,604
Burnet	Director	63,048
Carlson	Director	61,584
Carter	Executive Vice President	95,904
Charlton	Director	61,?36
Demmert	Director	77,496
deParry	General Counsel	78,624
Dietz	Director	74,196
Dunn	Manager	50,832
Durst	Manager	50,484
Fica	Data Base Administrator	56,010
Gorham	Assistant Professor	52,692
Healy	Director	61,812
Houtchens	Accountant	61,092
Hyde	Manager	50,161
Johnson	Manager	51,480
Joy	Director	63,372
Kasperzak	Manager	58,344
King	University Achitect	61,356
Kraska	Fiscal Officer	52,980
Krishna	Manager	50,340
Langley	Director	56,576
Lynch	Director	67,536
McCaughan	Director	67,536
Morehouse	Director	61,692
Myers	Assistant	51,912
Neubert	Associate Director	71,700
Neumayr	Assistant General Counsel	52,692
Newell	Senior Analyst Programmer	50,652
Nickles	Contracting Officer	70,908
O'Dowd	President	100,032
Parkes	Architect	58,008
Peters	Director	55,392
Phelps	Auditor	58,368
Redman	Assistant	67,044
Rogers	Director	60,192
Schedler	Engineer	50,252
Tibor	Manager	53,292
Ulich	Assistant Director	65,499
Williams	Manager	51,168
Wolever	Architect	53,411
UA/FAIRBANKS		
Abrahams	Associate Prof (Non Res)	64,021
Accola	Supervisor	52,686
Aigner	Professor (Res)	77,563

Aigner	Professor (Non Res)	
Akasofu	Professor (Res)	96,822
Alexander	Director	89,414
Allen	Associate Prof (Res)	63,669
Allison	Professor (Non Res)	63,682
Aspnes	Professor (Non Res)	72,113
Aspnes	Professor (Non Res)	
Atamian	Professor (Non Res)	57,859
Aughenbaugh	Professor	80,538
Bailey	Director	69,784
Bailey	Master	54,973
Baldridge	Programmer Analyst III	54,244
Baranauskas	Carpenter	52,747
Barber	Assistant Prof (Non Res)	58,469
Barber	Assistant Prof (Res)	
Barr	Water Plant Operator	51,895
Behrish	Professor (Res)	73,680
Benesch	Professor (Non Res)	59,607
Benevento	Supervisor	55,659
Bennett	Professor (Non Res)	69,268
Benson	Professor (Res)	84,342
Bernet	Professor (Non Res)	57,033
Biesiot	Professor (Non Res)	65,242
Biswas	Professor (Res)	67,722
Bligh	Director	90,376
Borchert	Instruction Tech	50,690
Bowling	Assistant Prof (Res)	55,264
Brown	Associate Prof (Res)	53,829
Brown	Assistant Prof (Res)	65,373
Brundage	Professor (Res)	79,413
Burrell	Professor (Res)	76,044
Button	Professor (Res)	79,476
Carlson	Professor (Non Res)	81,078
Carr-Lundfelt	Director	60,008
Cedzo	Director	51,417
Chandler	Manager	55,660
Chapin III	Professor (Res)	72,217
Chapin III	Professor	
Choy	Prof (Non Res)	50,903
Coe	Launch Officer	52,144
Cole	Director	59,300
Comolli	Associate Prof (Non Res)	54,496
Cook	Acting Dean	80,496
Coon	Associate Prof	73,570
Coon	Associate Prof	
Cooney	Associate Prof (Res)	63,108
Copus	Associate Prof (Non Res)	50,449
Cornwall	Associate Prof (Non Res)	50,715
Cox	Carpenter	52,873
Cridge	Associate Prof (Non Res)	64,563
Crosby	Acting Director	53,995
Danels	Equipment Tech	53,766
Dean	Professor (Res)	84,385
Dean	Professor (Non Res)	

Decorso	Professor (Non Res)	50,076
Deehr	Professor (Res)	73,858
Degen	Associate Prof (Res)	64,561
Delana	Assistant Superintendent	57,948
Delana	Support Engineer	52,684
Demmert	Director	60,027
Dieter	Assistant Director	63,684
Dieterich	Professor (Res)	79,851
Dieterich	Professor (Res)	
Distad	Acting Dean	81,411
Dixon	Associate Prof (Res)	53,102
Dixon	Associate Prof (Res)	
Domke	Technician IV	54,265
Drew	Director	89,917
Dubbs	Associate Prof (Non Res)	55,484
Earnest	Director	52,000
Egan	Director	59,010
Egnatoff	Director	61,006
Elsner	Professor (Res)	59,030
England	Supervisor	73,077
Ensign	Professor (Non Res)	53,335
Ernst	Director	64,917
Falk	Associate Prof (Non Res)	56,346
Fay	Professor (Res)	80,076
Feder	Professor (Res)	79,476
Fink	Professor (Non Res)	57,033
Flanagan	Professor (Res)	71,614
Flanagan	Professor (Non Res)	
Florian	Director	52,935
Follman	Research Associate	52,669
Fox	Assistant Prof (Res)	56,451
Fox	Assistant Prof (Non Res)	
Fox	Assistant Prof	54,808
Fuller	Associate Prof (Non Res)	50,215
Gedney	Associate Prof (Res)	65,955
Geiman	Director	77,146
Genaux	Associate Prof (Non Res)	50,215
Gislason	Associate Prof (Res)	75,008
Gislason	Professor (Non Res)	
Gleason	Professor (Non Res)	62,469
Goering	Professor (Res)	88,130
Goering	Professor (Res)	
Gosink	Research Associate	69,282
Grant	Assistant Super	51,625
Griener	Director	55,037
Groves	Carpenter	52,747
Grubis	Assistant Prof	55,348
Guthrie	Professor (Non Res	79,485
Guthrie	Professor (Res)	
Gutowski	Mech Maint Super	51,168
Hagala	Supervisor	54,746
Hales	Associate Prof (Non Res)	64,333
Hallinan	Associate Prof (Res)	62,524
Hamil	Professor (Non Res)	56,285

Haneman	Dean	83,053
Hanson	Accountant	53,165
Harbo	Professor (Non Res)	74,589
Harbo	Professor	
Harrision	Professor (Res)	74,046
Hartman	Executive Officer	63,690
Hassler	Associate Prof (Non Res)	62,482
Hawkins	Professor (Non Res)	62,010
Hawkins	Professor (Res)	
Head	Professor (Non Res)	69,498
Hedrick	Director	78,291
Helfferich	Manager	73,069
Hickock	Director	77,412
Hoch	Director	58,281
Holleman	Associate Professor (Res)	61,568
Hollerbach	Professor (Non Res)	58,998
Hoskins	Professor (Non Res)	61,401
Hunsucker	Professor (Res)	73,818
Husby	Associate Prof (Res)	56,346
Ittner	Assistant Professor	52,665
Jacobson	Associate Professor	52,250
Jayaweera	Acting Dean	77,875
Jayaweera	Acting Dean	
Jensen	Director	57,699
Johnson	Associate Prof (Res)	57,314
Johnson	Associate Prof (Non Res)	
Johnson	Associate Prof (Non Res)	
Johnston	Professor (Non Res)	51,448
Jubenville	Associate Prof (Res)	58,885
Jubenville	Associate Prof (Non Res)	
Juday	Associate Prof (Res)	58,884
Kan	Professor (Res)	69,867
Kan	Professor (Non Res)	
Kane	Associate Prof (Res)	58,615
Kane	Associate Prof (Non Res)	
Epps	Instructor (Res)	71,697
Kelley	Associate Prof (Res)	63,420
Keyes	Director	59,010
Kienle	Professor (Res)	68,786
Kienle	Professor (Non Res)	
Kinney	Associate Professor	65,711
Klebesadel	Professor	74,381
Kleinfeld	Professor (Res)	54,022
Kleinfeld	Professor (Non Res)	
Kokjer	Associate Prof (Non Res)	64,021
Kokjer	Associate Prof (Res)	
Koo	Professor (Non Res)	52,852
Kowalik	Associate Prof (Res)	54,704
Kowalik	Associate Prof	
Krejci	Professor (Non Res)	65,176
Krieg	Assist Prof (Non Res)	52,915
Lake	Manager	60,798
Lamb	Assistant Super	55,827
Lando	Professor (Non Res)	54,739

Lando	Associate Prof (Non Res)	51,229
Lane	Visiting Professor (Res)	65,146
Larsen	Coordinator	51,147
Lawrence	Director	58,718
Lawrence	Director	
Lee	Associate Professor (Res)	56,532
Lewis	Associate Prof (Res)	58,884
Lipka	Assistant Prof (Non Res)	60,736
Lu	Director	63,690
Lynch	Professor (Non Res)	64,521
MaClean	Professor (Res)	70,612
MaCLean	Professor (Non Res)	
Maneval	Professor (Non Res)	68,556
Mark-Anthony	Professor (Non Res)	56,628
Mather	Vice Chancellor	90,874
Matthews	Professor (Res)	73,818
McBeath	Assistant Prof (Res)	52,665
McCarthy	Professor (Non Res)	78,706
McFadden	Associate Prof (Non Res)	50,247
McKendrick	Associate Prof (Res)	57,676
McLaughlin	Assistant Director	52,437
McRoy	Professor (Res)	70,928
Mendenhall	Professor (Non Res)	65,831
Merritt	Professor (Non Res)	84,344
Metz	Assistant Prof (Res)	51,210
Metz	Assistant Prof (Non Res)	
Metz	Assistant Prof (Res)	
Milan	Professor (Res)	77,940
Miller	Systems Engineer	68,908
Miller	Associate Prof (Res)	71,053
Miller	Associate Prof (Res)	
Mitchell	Professor (Res)	78,249
Mohatt	Dean	75,649
Mohatt	Director	
Moore	Professor (Non Res)	75,395
Morack	Professor (Non Res)	72,384
Morack	Professor (Res)	
Morgan	Professor (Non Res)	50,076
Munson	Assistant Prof (Non Res)	51,150
Murray	Professor (Non Res)	73,861
Murray	Associate Prof (Non Res)	
Murray	Professor	51,448
Naidu	Associate Prof (Res)	61,608
Naske	Professor (Non Res)	74,963
Nava	Executive Officer	63,379
Nebert	Research Associate	54,036
Neiland	Professor (Non Res)	86,029
Neiland	Professor (Res)	
Nestor	Associate Prof (Non Res)	56,888
Nice	Professor (Non Res)	68,555
Nice	Professor (Res)	
Niebauer	Associate Prof (Res)	56,280
Nielsen	Professor (Res)	68,721
Nishiyama	Associate Prof (Res)	59,842

O'Brien	Associate Prof (Non Res)	53,109
O'Rourke	Chancellor	96,865
Ohtake	Professor (Res)	79,536
Oien	Professor (Non Res	60,865
Olson	Associate Prof (Res)	53,850
Orvik	Professor	55,790
Orvik	Professor (Res)	
Osterkamp	Professor (Res)	70,970
Osterkamp	Professor (Non Res)	
Oswood	Associate Prof (Res)	58,198
Oswood	Associate Prof (Res)	
Pennebaker	Associate Prof (Non Res)	52,743
Peterson	Support Engineer	61,087
Peyton	Assistant	60,699
Philip	Associate Prof (Non Res)	51,205
Philip	Associate Prof (Non Res)	
Phillips	Vice Chancellor	91,020
Possenti	Associate Prof (Non Res)	50,215
Powers	Associate Prof (Non Res)	63,398
Powers	Associate Prof (Non Res)	
Province	Supervisor	51,625
Pulpan	Associate Prof (Res)	61,277
Rao	Professor (Non Res)	59,141
Rao	Professor (Res)	76,918
Ray	Professor (Non Res)	88,587
Ray	Professor (Non Res)	
Reeburgh	Professor	78,336
Reeburgh	Director	
Rees	Professor (Res)	86,068
Reichardt	Professor (Non Res)	54,849
Rensenbrink	Executive Officer	55,788
Restad	Assistant Director	60,714
Rice	Dean	72,030
Roberts	Professor (non Res)	82,285
Roberts	Director	
Roederer	Director	91,248
Royer	Professor (Res)	74,220
Sackinger	Associate Prof (Res)	71,383
Salisbury	Professor (Non Res)	62,602
Schafer	Instructor	63,282
Schafer	Assistant Prof	
Schell	Associate Prof	62,400
Schell	Associate Prof	
Schilling	Coordinator	51,417
Senungetuk	Professor (Non Res)	80,391
Shapiro	Associate Prof (Res)	60,653
Shapiro	Associate Prof (Res)	
Sharma	Professor	81,827
Shaw	Professor (Res)	69,780
Shaw	Professor (Res)	69,865
Shechter	Fire Chief	57,573
Shelton	Dean	76,440
Sheridan	Professor (Res)	53,977
Shilling	Coordinator	61,900

Shinkwin	Associate Prof	61,900
Shinkwin	Associate Prof	
Siegrist	Program Development Spec	55,389
Sivjee	Professor (Non Res)	67,912
Sivjee	Professor (Non Res)	
Skudrzyk	Professor (Non Res)	62,664
Smith	Associate Prof (Non Res)	68,994
Smith	Associate Professor (Res)	50,814
Speel	Professor (Non Res)	54,205
Spell	Visiting Professor	
Spooner	Associate Director	53,434
Stenard	Assistant Dean	76,440
Stephens	Associate Prof (Non Res)	57,969
Stilkey	Executive/Officer	66,745
Stinson	Associate Prof (Non Res)	50,215
Stone	Professor (Res)	80,995
Stone	Professor (Res)	
Stringer	Associate Professor (Res)	62,398
Svenningson	Associate Prof (Non Res)	66,955
Swartz	Professor (Non Res)	61,120
Swift	Professor (Res)	89,002
Taylor	Counselor	52,146
Taylor	Associate Prof	50,497
Taylor	Professor	74,380
Thomas	Professor (Res)	71,157
Thompson	Support Engineer	61,087
Thorngren	Supervisor	53,455
Tiedemann	Professor (Non Res)	62,989
Tilsworth	Professor (Non Res)	69,683
Tremarello	Director	69,055
Triplehorn	Professor (Non Res)	64,331
Trojan	Vice Chancellor	73,673
Turner	Professor (Non Res)	52,681
Turner	Professor (Non Res)	73,859
Turner	Professor (Res)	
VanCleve	Professor (Res)	79,851
VanVeldhuizen	Professor (Non Res)	58,484
Walstad	Manager	52,083
Wasileski	Director	54,600
Weeden	Professor	83,510
Weeden	Professor	
Weller	Professor (Res)	89,032
Wendler	Professor (Res)	71,695
Wentink, Jr	Professor (Res)	79,080
Wescott	Professor (Res)	83,137
Wescott	Professor (Res)	
West	Associate Prof (Non Res)	57,469
White	Professor (Res)	68,594
Whitehead	Professor (Non Res)	50,310
Wilm	Secretary	54,600
Wilson	Assistant Prof (Res)	52,608
Wilson	Professor (Res)	86,899
Wise	Associate Prof (Res)	58,776
Witt	Coordinator	52,179

Wooding	Professor (Res)	68,722
Workman	Associate Prof	60,693
Workman	Associate Prof	
Wright	Professor (Non Res)	52,680
Yates	Executive Officer	54,204
Zach	Associate Prof (Non Res)	50,449
Zarling	Professor (Non Res)	77,562
Zarling	Professor (Non Res)	
Zielinski	Professor (Non Res)	57,859
Zybach	Supervisor	51,625
UA/ANCHORAGE		
Allen	Professor	65,021
Angell	Dean	74,423
Appel	Assist Vice Chancellor	52,700
Ard	Professor	55,817
Arvey	Assoc Prof	57,948
Bauce	Professor	51,074
Bergquist	Dean	67,018
Billaud	Professor	56,098
Brownell	Vice Chancellor	79,331
Carey	Professor	56,921
Chang	Assoc Prof	54,288
Conn	Professor	50,856
Cothren	Professor	56,214
Cromer	Dean	70,970
Dickason	Dean	66,144
Doyle	Professor	52,884
Edwards	Asst. Vice Chancellor	62,213
Gallagher	Assist Vice Chancellor	60,674
Goldsmith	Associate Professor	59,654
Gorsuch	Director	78,998
Green	Professor	50,356
Haines	Professor	60,090
Henry	Dean	68,732
Hilpert	Professor	61,620
Hippler	Associate Prof	68,805
Hotchkiss	Professor	50,574
Innes-Taylor	Assoc Prof	51,147
Janvrin	Director	55,952
Johnson	Professor	49,265
Jones	Professor	53,632
Knapp	Professor	65,145
Kruse	Associate Professor	59,654
Lautaret	Assoc Prof	51,147
Loflin	Professor	57,501
Madigan	Professor	52,135
Martin	Dean	72,592
McWilliams	Professor	51,480
Morehouse	Professor	73,715
Murphey	Manager	52,956
Nix	Professor	56,940
Norrell	Professor	55,817
Obar	Assoc Prof	67,850

Outcalt	Chancellor	85,488
Petro	Director	68,002
Piccard	Vice Chancellor	74,630
Reeves	Director	53,289
Risley	Professor	57,751
Rollins	Assoc Prof	52,998
Rosen	Director	50,199
Segal	Assoc Director	54,194
Selkregg	Professor	58,968
Sexton	Professor	50,731
Stauffer	Manager	50,190
Sullivan	Professor	53,118
Tuck	Dean	63,398
VanDusseldorp	Professor	53,382
Vaughn	Vice Chancellor	77,792
Walle	Assoc Prof	50,793
Workman	Professor	50,356
UA/JUNEAU		
Beeton	Vice Chancellor	76,419
Borrego	Dean	52,811
Cassel	Dean	60,569
D'Armand	Professor	51,979
Demmert	Dean	62,379
Green	Director	54,849
Hubbard	Associate Professor	54,774
Keim	Vice Chancellor	71,219
Lee	Dean	60,278
Mathisen	Dean	60,320
Olson	Professor	55,816
Paradise	Chancellor	85,488
Petersen	Associate Professor	59,134
Purvis	Professor	50,481
Stell	Assistant to	64,896
Taber	Director	51,329
ANCHORAGE COMMUNITY COLLEGE		
Appel	CC Teacher	57,454
Austin	CC Teacher	52,260
Babcock	CC Teacher	50,918
Blachman	Director	53,352
Blewett	CC Teacher	54,865
Brown	Assistant Dean	56,409
Burton	CC Teacher	50,928
Carlson	Director	50,650
Croft	CC Teacher	50,544
Doppelfeld	CC Teacher	52,135
Fernandez	Vice Chancellor	63,128
Gelardin	CC Counsel	52,260
Hanners	Director	50,835
Hoke	CC Teacher	54,865
Irany	Assistant Dean	73,465
Janis	CC Teacher	57,454
Johnson	CC Counsel	56,191

Joyner	CC Teacher	56,191
Kingry	Director	61,443
Kuhner	CC Teacher	52,260
Lynch	Director	50,272
Lyon	Chancellor	76,003
Mackey	CC Teacher	52,260
Mahaffey	CC Teacher	50,918
McGrath	CC Teacher	53,570
Miller	Director	55,286
Morley	CC Teacher	54,017
Morrow	Director	67,516
Nunnally	CC Teacher	50,965
Orr	CC Teacher	59,217
Owens	CC Teacher	53,570
Pearson	CC Teacher	59,196
Pond	CC Teacher	54,865
Pourny	CC Teacher	53,570
Sears	CC Teacher	50,413
Seppanen	Director	50,481
Shrawder	CC Teacher	51,209
Simmons	CC Teacher	50,965
Smith	Vice Chancellor	69,471
Spartz	CC Teacher	56,191
Spurr	Director	56,971
Turner	CC Counsel	62,732
Vasiljevic	CC Teacher	50,918
Williams	CC Teacher	53,976
Winey	CC Teacher	57,454
Wolfe	Director	57,636
Worsley	Vice Chancellor	75,129
CC-STATEWIDE		
Bomotti	Vice Chancellor	68,136
Danielson-Burger	Director	53,868
Desoer	Director	56,700
Healey	Director	62,484
Jones	Assistant to	55,896
Okeson	Chancellor	86,448
Rodda	Director	52,272
Steffy	Director	57,370
CHUKCHI COMMUNITY COLLEGE		
Anderson	CC Teacher	51,600
Bradfield	Campus President	66,912
Johnson	CC Teacher	63,990
KENAI PENINSULA COMMUNITY COLLEGE		
Clausen	Librarian	55,120
Hanrahan	CC Teacher	53,162
Morrison	CC Counselor	50,248
Vierra	Campus President	66,204
Wagoner	Dean	69,684

KETCHIKAN COMMUNITY COLLEGE		
Boyer	Director	53,558
Menzie	Campus President	60,024
Warner	Librarian	59,069
KODIAK COMMUNITY COLLEGE		
Cater	CC Teacher	57,096
Floyd	Campus President	87,648
Hagel	Director	58,620
Kramer	Associate Prof (Res)	68,077
Lee	Professor (Non Res)	72,132
Naughton	Manager	57,348
Pennington	Assist Prof (Non Res)	52,776
Stevens	CC Teacher	52,587
Stubbe	Director	57,348
White	CC Teacher	51,073
KUSKOKWIM COMMUNITY COLLEGE		
Alexie	CC Teacher	53,055
Bruneau-Gaber	Director	55,050
Carpenter	CC Teacher	62,181
Laughy	Campus President	73,611
Morgan	CC Teacher	62,182
Schmierbach	CC Teacher	51,219
Shuler	CC Teacher	65,286
Sparck	CC Counsel	63,396
Wade	CC Teacher	55,692
Whittaker	Manager	58,452
Wintersteen	Librarian	73,865
MATANUSKA-SUSITNA COMMUNITY COLLEGE		
Hayes	CC Counsel	56,722
Madsen	Librarian	59,220
Marsh	CC Teacher	50,967
Massay	Campus President	71,490
NORTHEWEST COMMUNITY COLLEGE		
Gabrielli	CC Teacher	57,611
Jackman	Campus President	70,308
Logan	CC Teacher	53,056
Payton	CC Teacher	57,611
PRINCE WILLIAM SOUND COMMUNITY COLLEGE		
Devens	Campus President	72,348
Johnson, Jr	Dean	54,371
Talmage	Director	51,563
ISLANDS COMMUNITY COLLEGE		
Griffin	Dean	51,376
Harris	Campus President	58,932

TANANA VALLEY COMMUNITY COLLEGE		
Bartlett	Director	57,585
Butzen	Director	50,940
Dallas	CC Teacher	50,292
Dyen	CC Teacher	54,317
Elias	CC Teacher	51,759
Jones	CC Teacher	54,920
Metty	Campus President	76,008
Rozell	CC Teacher	51,942
Schroeder	CC Teacher	54,585
Seppamaki	CC Teacher	60,028
Turner	CC Teacher	60,354
Weflen	CC Teacher	53,424
Workman	Dean	51,436
RURAL EDUCATION		
Blood	Coordinator	61,848
Kaplan	Associate Prof Non Res	54,660
Kari	Associate Prof Res	54,252
Krauss	Professor (Non Res)	52,960
Krauss	Professor	
Myers	Coordinator	60,408
Pelletier	Coordinator	54,804
Pulu	Manager	54,312
Reed	Coordinator	57,780
Walker	Dean	73,632
Wood	Coordinator	50,436
COOPERATIVE EXTENSION SERVICE		
Archer	Assoc Prof Non Res	53,556
Ayotte	Assoc Prof Non Res	66,264
Backman	Professor Non Res	65,146
Baker	Assoc Prof Non Res	59,484
Barker	Assoc Prof Non Res	69,912
Doyle	Professor Non Res	67,434
Eichner	Assoc Prof Non Res	57,096
Karmun	Professor Non Res	53,775
Larson	Assist Prof Non Res	50,400
Matthews	Director	84,384
Morgan	Assoc Prof Non Res	68,268
Peter	Director	50,003
Purser	Assoc Prof Non Res	58,136
Quarberg	Assist Prof Non Res	57,732
Schneider	Assist Professor	52,536
Severns	Professor (Non Res)	67,808
Smith	Professor Non Res	72,900
Stetson	Professor Non Res	68,100
Them	Assist Prof Non Res	47,127
Vandre	Assoc Prof Non Res	50,648

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
1	03	X	M	MERRINER	CHARLES M	7146	PX	DAA	25	L	F	98,028.00
2	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	94,440.00
3	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	94,440.00
4	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	93,084.00
5	06	X	M	FRASER	ROBERT	5268	PX	AWA	29	L	A	88,068.00
6	25	M	F	ZELLWEGER	MARK F	0011		AWA	00		9	87,916.80
7	41	X	X	BOSSHARD	JOHN III	X013		EAA			9	86,508.00
8	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	86,508.00
9	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	86,508.00
10	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	86,508.00
11	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	86,508.00
12	03	X	M	DAVIS	HARRY L	7146	PX	JBA	25	K	E	84,888.00
13	25	X	M	GLENZER	HUBERT JR	1951	PX	JBA	28	E	E	84,660.00
14	41	X	X	BLAIR	JAMES R	X013		JBA			9	83,928.00
15	41	X	X	HODGES	JAY	X013		JBA			9	83,928.00
16	41	X	X	VANHOOMISSEN	GERALD	X013		JBA			9	83,928.00
17	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	82,800.00
18	03	X	M	WARDELL	THOMAS M	7146	PX	DQA	25	L	D	82,224.00
19	05	X	X	ROMESBURG	KERRY D	X099		AWA	28	K	A	82,008.00
20	03	X	M	DOOGAN	JAMES P JR	7146	PX	JBA	25	J	E	81,816.00
21	03	X	M	WOOD	LARRY D	7146	PX	JBA	25	J	E	81,816.00
22	41	X	X	BURKE	EDMOND W	X012		EBA	30	F	A	81,648.00
23	41	X	X	COMPTON	ALLEN T	X012		EBA	30	F	A	81,648.00
24	25	X	M	HORN	JOHN D	1901	PX	JBA	26	F	E	81,648.00
25	41	X	X	MATTHEWS	WARREN W	X012	PX	EBA	30	F	A	81,648.00
26	41	X	X	MOORE	DANIEL A JR	X012	PX	EBA	30	F	A	81,648.00
27	25	X	M	MORROW	JACK R	1901	PX	EAA	26	E	I	81,648.00
28	01	X	X	SHEFFIELD	WILLIAM J	X001	PX	AWA	30	F	A	81,648.00
29	41	X	X	MADSEN	ROY H	X013	PX	CAA			9	81,348.00
30	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	79,992.00
31	25	S	M	DAVENA	RONALD S	9748	PE	HTA	22	K	G	79,752.00
32	12	S	M	DETEMPLE	JOSEPH F	7708	PE	DKA	22	K	G	79,752.00
33	10	S	M	EAKINS	GILBERT R	8345	PE	JBC	24	K	E	79,752.00
34	06	S	M	SCHULZ	JEANETTE	5217	PR	EBA	27	K	A	79,752.00
35	25	S	M	SISK	STEPHEN	8924	PE	JBA	25	F	E	79,752.00
36	06	S	M	SPENCE	DAVID A	5226	PE	AWA	27	K	A	79,752.00
37	25	S	M	VENUSTI	ROBERT R	8917	PE	JBA	25	F	E	79,752.00
38	41	X	X	SNOWDEN	ARTHUR H II	X007	PX	EBA			9	79,644.00
39	30	X	X	GOTTEHRER	SHEILA K	X099		JBA	24	K	E	79,248.00
40	03	X	M	HICKEY	DANIEL W	7150	PX	AWA	27	K	A	79,248.00
41	05	X	M	ENGEN	RICHARD B	1901	PX	AWA	26	L	A	79,212.00
42	02	X	M	HOVERSTEN	MELVIN L	1901	PX	EBA	26	L	A	79,212.00
43	03	X	M	KERNS	RICHARD P	7147	PX	EBA	26	L	A	79,212.00
44	03	X	M	PETERSON	ARTHUR H	7147	PX	AWA	26	L	A	79,212.00
45	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	J	A	79,044.00
46	08	X	X	CRAWFORD	LARRY D	X201	PX	EBA	29	F	9	78,864.00
47	01	X	X	SHIVELY	JOHN T	X078	PX	AWA	29	F	A	78,864.00
48	08	X	M	SIMS	JOHN F	2202	PX	JBA	26	E	E	78,864.00
49	41	X	X	CRANSTON	CHARLES K	X013		DQA			9	78,768.00
50	41	X	X	HANSON	JAMES A	X013		DQA			9	78,768.00
51	10	G	M	PESSEL	GARNETT H	8345	PE	JBA	24	K	E	78,468.00
52	04	X	X	ROSE	DAVID A	X099	PX	AWA			9	78,000.00
53	06	X	X	DATTAN	CHRISTOP H	X099	PX	EBK	27	F	9	77,304.00
54	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	77,304.00
55	06	X	X	LIVINGSTONE	BRUCE L	X099	PX	EBA	27	F	9	77,304.00
56	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	77,304.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
57	06	X	X	SOUTH	HERMAN H	X099	PX	EBA	27	F	9	77,304.00
58	06	X	X	VEUTHEY	PIERRE L	X099		EBA	27	F	9	77,304.00
59	25	S	M	LANE	JAMES M	8915	PE	HTA	22	J	G	77,088.00
60	25	S	M	MCCALEB	DAVID L	8916	PE	JBA	24	J	E	77,088.00
61	03	X	M	BALFE	JOSEPH D	7146	PX	EBA	25	L	A	76,452.00
62	03	X	M	HANLEY	WILLIAM H JR	7146	PX	EBA	25	L	A	76,452.00
63	03	X	M	MURPHREE	BILL D	7145	PX	JBA	24	J	E	76,380.00
64	25	X	M	SCRIBNER	JONATHAN W	1951	PX	AWA	28	D	9	76,380.00
65	08	X	M	COOK	LOIS J	1901	PX	AWA	26	K	A	76,344.00
66	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	76,344.00
67	05	X	M	MORGAN	MICHAEL C	1901	PX	AWA	26	K	A	76,344.00
68	02	X	M	WHEELER	MICHAEL H	1901	PX	AWA	26	K	A	76,344.00
69	25	M	F	DWYER	JOEL	0008		ACA	00		9	76,210.56
70	41	X	X	CRASKE	DUANE K	X013	PE	ARA			9	76,200.00
71	41	X	X	CUTLER	BEVERLY W	X013	PX	ECF	28	E	9	76,200.00
72	41	X	X	KEENE	HENRY C JR	X013		AKB	28	E	9	76,200.00
73	41	X	X	BRYNER	ALEXANDER	X012		EBA	29	E	A	76,188.00
74	41	X	X	COATS	ROBERT G	X012		EBA	29	E	A	76,188.00
75	01	X	X	KATZ	JOHN W	X816	PX	MOA	28	F	9	76,188.00
76	03	X	M	LORENSEN	RONALD W	7148	PX	AWA	28	F	A	76,188.00
77	25	X	M	MC MULLEN	WILLIAM B	1901	PX	JBA	26	D	E	76,188.00
78	01	X	X	MCALPINE	STEPHEN A	X002	PX	AWA	28	F	A	76,188.00
79	11	X	M	PENNOYER	STEVEN	1951	PX	AWA	28	F	A	76,188.00
80	03	X	M	SCHAEFER	GEORGE F	7146	PX	DKA	25	A	G	76,188.00
81	02	X	M	SHEA	JAMES R	1951	PX	AWA	28	F	A	76,188.00
82	41	X	X	SINGLETON	JAMES K JR	X012		EBA	29	E	A	76,188.00
83	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	76,188.00
84	03	X	M	VACEK	JOHN R	7145	PX	HTA	24	B	H	76,188.00
85	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	75,000.00
86	25	S	M	KELLER	HARRY D	8917	PE	AWA	25	K	A	74,496.00
87	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	74,496.00
88	25	S	M	SODEN	LAURENCE L	2298	PE	JBA	24	F	E	74,496.00
89	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	74,496.00
90	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	74,496.00
91	25	S	M	WILLIAMS	WALLACE K	8924	PE	AWA	25	K	A	74,496.00
92	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	74,460.00
93	04	X	X	BUSHRE	PETER	X099	PX	AWA	27	E	9	74,004.00
94	03	X	M	JONES	CAROLYN E	7146	PX	EBA	25	K	A	73,692.00
95	03	X	M	KOPPERUD	ROSS A	7146	PX	EBA	25	K	A	73,692.00
96	03	X	M	LEBLOND	DAVID I	7146	PX	EBA	25	K	A	73,692.00
97	03	X	M	MELLOW	WILLIAM G	7146	PX	AWA	25	K	A	73,692.00
98	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	73,692.00
99	03	X	M	TENNANT	RICHARD B	7146	PX	EBA	25	K	A	73,692.00
100	10	X	M	ARNOLD	ROBERT D	1951	PX	AWA	28	E	A	73,620.00
101	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	73,620.00
102	10	X	M	BARNETT	JAMES K	1951	PX	EBA	28	E	A	73,620.00
103	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	E	A	73,620.00
104	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	73,620.00
105	25	X	M	CAMP	JOE D	1951	PX	AWA	28	E	A	73,620.00
106	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	73,620.00
107	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	73,620.00
108	31	X	X	CHARNEY	MYRTON R	X201	PX	AWA	28	E	A	73,620.00
109	30	X	X	CHENOWETH	JOHN B	X099	PX	AWA	28	E	A	73,620.00
110	41	X	M	COLE	STEPHANIE	0161	PX	EBA	28	E	A	73,620.00
111	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	73,620.00
112	20	X	X	ENDELL	ROGER V	X099	PX	AWA	28	E	A	73,620.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
113	31	X	X	ENDICOTT	WARREN W	X201	PX	AWA	28	E	A	73,620.00
114	01	X	X	GILLESPIE	RAYMOND A	X084	PX	AWA	28	E	A	73,620.00
115	41	X	X	GONZALEZ	RENE J	X013		EBA			9	73,620.00
116	03	X	X	GORSUCH	NORMAN C	X003		AWA	28	E	A	73,620.00
117	02	X	M	HAGEY	JOHN W	7146	PX	JBA	25	D	E	73,620.00
118	41	X	X	HUNT	KAREN L	X013		EBA	28	E	A	73,620.00
119	41	X	X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	73,620.00
120	41	X	X	KATZ	JOAN M	X013		EBA			9	73,620.00
121	25	X	X	KNAPP	RICHARD J	X003		AWA	28	E	A	73,620.00
122	25	X	M	LIND	RONALD B	1901	PX	AWA	26	E	9	73,620.00
123	08	X	X	LOUNSBURY	LOREN H	X003	PX	AWA	28	E	A	73,620.00
124	04	X	X	NORDALE	MARY A	X003	PX	AWA	28	E	A	73,620.00
125	21	X	X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	73,620.00
126	02	X	M	OROURKE	RUTH E	7144	PX	MEA	22	E	H	73,620.00
127	09	X	X	PAGANO	EDWARD G	X003		EBA	28	E	A	73,620.00
128	41	X	X	PEGUES	RODGER W	X013		AWA	28	E	A	73,620.00
129	06	X	X	PUGH	JOHN R	X033	PX	AWA	28	E	A	73,620.00
130	05	X	X	RAYNOLDS	HAROLD JR	X003		AWA	28	E	A	73,620.00
131	41	X	X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	73,620.00
132	07	X	X	ROBISON	JIM E	X003		AWA	28	E	A	73,620.00
133	18	X	X	ROSS	WILLIAM R	X003	PX	AWA	28	E	A	73,620.00
134	02	X	X	RUDD	LISA S	X003	PX	AWA	28	E	A	73,620.00
135	41	X	X	SCHULZ	THOMAS E	X013		ACA	28	E	A	73,620.00
136	41	X	X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	73,620.00
137	41	X	X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	73,620.00
138	41	X	X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	73,620.00
139	25	X	M	SPARKS	WARREN S	1951	PX	AWA	28	E	A	73,620.00
140	01	X	X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	73,620.00
141	02	X	M	STAACK	ANSELM	1951	PX	AWA	28	E	A	73,620.00
142	12	X	X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	73,620.00
143	41	X	X	TAYLOR	WARREN W	X013		EBA			9	73,620.00
144	02	X	M	TILLERY	CRAIG J	7145	PX	HTA	24	A	H	73,620.00
145	12	X	M	VADEN	JAMES D	1951	PX	AWA	28	E	A	73,620.00
146	08	X	X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	73,620.00
147	03	X	M	WALTON	LINDA L	7145	PX	JBA	24	F	E	73,620.00
148	03	X	M	WOOD	MARK I	7145	PX	JBA	24	F	E	73,620.00
149	10	X	X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	73,620.00
150	31	X	X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	73,584.00
151	25	X	M	COOK	MORTON J	1901	PX	AWA	26	J	A	73,584.00
152	03	X	M	FISCHER	STANLEY T	7147	PX	EBA	26	J	A	73,584.00
153	02	X	M	GRIGGS	DALE	1842	PX	EBA	24	K	9	73,584.00
154	01	X	X	HOGAN	J HARRIE	X066	PX	AWA	26	J	A	73,584.00
155	25	X	M	REDICK	ROWE D	1901	PX	EBA	26	J	A	73,584.00
156	10	X	M	SCHAFF	ROSS G	1901	PX	EBA	26	J	A	73,584.00
157	25	X	M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	73,584.00
158	33	X	X	WILKERSON	GERALD L	X039		AWA	26	J	A	73,584.00
159	04	X	X	ALEXANDER	RICHARD E	X099	PX	AWA			9	73,500.00
160	41	X	X	BREMSON	FRANCIS L	X099	PR	EBA			9	73,500.00
161	06	G	M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	73,248.00
162	41	X	X	CONNELLY	HUGH H	X014		JBA			9	72,540.00
163	41	X	X	CRUTCHFIELD	HERSHEL	X014	PX	JBA			9	72,540.00
164	41	X	X	KAUVAR	JANE F	X014		JBA			9	72,528.00
165	12	A	M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	72,372.00
166	25	C	F	JACKINSKY	WALTER	0036		DWA	00		9	72,057.60
167	25	C	F	KLABO	JOHN A	0036		DWA	00		9	72,057.60
168	05	T	T	BOOHER	ROBERT D	T999		DSA	00		9	71,836.80

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
169	25	S	M	BUECHLER	FRIEDRICH	8679	PE	JBA	24	E	E	71,796.00
170	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	71,796.00
171	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	71,796.00
172	25	S	M	HALSTED	DONALD E	8916	PE	AWA	24	L	A	71,796.00
173	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	71,796.00
174	25	S	M	PATTERSON	JOHN H	8634	PE	JBA	23	J	E	71,796.00
175	25	S	M	PLATZKE	RODNEY R	8679	PE	JBA	24	E	E	71,796.00
176	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	L	A	71,796.00
177	10	S	M	SMITH	THOMAS E	8345	PE	JBC	24	E	E	71,796.00
178	31	X	X	BRADLEY	RICHARD A	X402	PX	AWA	24	L	A	71,064.00
179	04	X	X	DAVIS	PERRY T	X036	PX	EBA			9	71,058.36
180	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	71,028.00
181	04	X	M	KLEIN	MYRON W	1269	PX	EBA	25	J	A	71,028.00
182	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	71,028.00
183	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	71,028.00
184	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	71,028.00
185	03	X	M	MAYNARD	ROBERT M	7146	PX	AWA	25	J	A	71,028.00
186	03	X	M	MC GEE	JACK B	7146	PX	AWA	25	J	A	71,028.00
187	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	71,028.00
188	06	X	M	BETIT	RODERICK L	1901	PX	AWA	26	F	A	70,920.00
189	25	X	M	BLACK	EUGENE H	1901	PX	AWA	26	F	A	70,920.00
190	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	70,920.00
191	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	70,920.00
192	10	X	X	EASON	JAMES E	X099	PX	EBA			9	70,920.00
193	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	70,920.00
194	01	X	X	HARRISON	GORDON S	X066	PX	AWA	26	F	A	70,920.00
195	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	70,920.00
196	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	70,920.00
197	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	70,920.00
198	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	70,920.00
199	07	X	M	LANDAU	ROBERT W	1951	PX	AWA	28	D	A	70,920.00
200	11	X	M	LOGAN	E RICHARD	1901	PX	AWA	26	F	A	70,920.00
201	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	70,920.00
202	03	X	M	OLSEN	RANDY M	7145	PX	JBA	24	E	E	70,920.00
203	03	X	M	PEGUES	RICHARD I	1901	PX	AWA	26	F	A	70,920.00
204	05	X	M	POLLEY	ERNEST	1901	PX	AWA	26	F	A	70,920.00
205	02	X	M	RAYE	FRANK H JR	1901	PX	AWA	26	F	A	70,920.00
206	04	X	M	SHARROCK	PATRICK L	1901	PX	EBA	26	F	A	70,920.00
207	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	70,920.00
208	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	70,572.00
209	01	X	X	NEVE	RICHARD A	X757	PX	AWA	28	E	9	69,996.00
210	11	S	M	COADY	JOHN W	6164	PE	HTA	22	D	G	69,312.00
211	25	S	M	ESCH	DAVID C	8915	PE	JBC	22	K	E	69,312.00
212	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	69,312.00
213	12	S	M	LAWRENCE	DONALD R	7708	PE	JBA	22	K	E	69,312.00
214	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	69,312.00
215	06	S	M	LONDO	PATRICK J	5320	PE	EAA	22	J	I	69,312.00
216	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	69,312.00
217	10	S	M	MCGEE	DON L	8345	PE	EBA	24	K	A	69,312.00
218	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	69,312.00
219	25	S	M	RHODE	JAMES J	8916	PE	EBA	24	K	A	69,312.00
220	25	S	M	URBACH	DANIEL D	8634	PE	JBA	23	F	E	69,312.00
221	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	68,976.00
222	33	X	X	JENSON	MERLE R	X050		AWA	24	K	A	68,496.00
223	03	X	M	MURPHY	EUGENE P	7145	PX	EBA	24	K	A	68,496.00
224	03	X	H	CHRISTIANSON	CYNTHIA P	7146	TE	EBA	25	F	A	68,464.44

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
225	03	X	H	MIRACLE	BARBARA J	7146	PX	EBA	25	F	A	68,464.44
226	02	X	H	STEINKRUGER	NIESJE J	7145	PX	JBA	24	D	E	68,464.44
227	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	68,460.00
228	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	68,460.00
229	08	X	M	BENESCH	GEORGE L	2338	PX	EBA	25	F	A	68,460.00
230	10	X	M	BROSSIA	JERRY L	6660	PX	JBA	26	A	E	68,460.00
231	20	X	M	BROWN	KENNETH E	1901	PX	JBA	26	A	E	68,460.00
232	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	68,460.00
233	25	X	M	DIXON	MIM H	1901	PX	JBA	26	A	E	68,460.00
234	03	X	M	FOSTER	GARY G	7145	PX	JBA	24	D	E	68,460.00
235	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	68,460.00
236	01	X	X	GROGAN	ROBERT L	X066	PX	AWA	26	E	A	68,460.00
237	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	68,460.00
238	05	X	M	HANABLE	WILLIAM S	3509	PX	EBA	26	E	A	68,460.00
239	03	X	M	HANLEY	JAMES L	7145	PX	DQA	24	F	D	68,460.00
240	04	X	M	HILLHOUSE	THERESA L	1269	PX	AWA	25	F	A	68,460.00
241	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	68,460.00
242	04	X	M	JONES	ERVIN B	1901	PX	AWA	26	E	A	68,460.00
243	03	X	M	KENNEDY	ELIZABETH	7146	PX	EBA	25	F	A	68,460.00
244	08	X	M	KIRKPATRICK	WILLIS F	1901	PX	AWA	26	E	A	68,460.00
245	08	X	X	KUGLER	HARRY W	X321	PX	EBA	27	D	9	68,460.00
246	03	X	M	MAYO	STEPHEN A	7146	PX	EBA	25	F	A	68,460.00
247	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	68,460.00
248	02	X	M	MCCUNE	GEORGE B	7145	PX	DKA	24	A	F	68,460.00
249	01	X	X	PRICE	ROBERT E	X814	PX	MOA	25	F	9	68,460.00
250	06	X	M	SEARS	LEWIS J JR	1980	PX	EBA	27	D	A	68,460.00
251	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	C	A	68,460.00
252	08	X	X	SMITH	LONNIE C	X321	PX	EBA	27	D	9	68,460.00
253	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	68,460.00
254	03	X	M	SVOBODNY	RICHARD	7146	PX	AWA	25	F	A	68,460.00
255	08	X	M	TREAGER	HARRY D	1901	PX	AWA	26	E	A	68,460.00
256	02	X	M	VALENSI	JOHN P	1901	PX	AWA	26	E	A	68,460.00
257	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	68,460.00
258	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	68,460.00
259	10	X	X	BOND	TED J JR	X099	PX	EBA	27	D	9	68,112.00
260	10	G	M	LYLE	WILLIAM M	8345	PE	EBA	24	K	A	68,112.00
261	41	X	X	HORNADAY	JAMES C	X014	PX	CYB			9	68,088.00
262	25	G	M	MOODY	JAMES E	2296	PE	EBA	21	M	9	67,800.00
263	08	X	X	BATT	WILLIAM H	X324	PX	EBA	26	D	9	67,500.00
264	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	67,260.00
265	06	S	M	ARNOLD	DAVID E	4102	PE	EBA	23	L	A	66,828.00
266	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	66,828.00
267	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	66,828.00
268	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	66,828.00
269	06	S	M	BRANTON	THOMAS R	5965	PE	AWA	23	L	A	66,828.00
270	25	S	M	COYLE	CHARLES M	9441	PE	HTA	20	J	G	66,828.00
271	25	S	M	GEORGE	JEROME R	8679	PE	EBA	24	J	A	66,828.00
272	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	66,828.00
273	12	S	M	HILDRETH	JOSEPH K	7734	PE	DKA	20	J	G	66,828.00
274	11	S	M	HINMAN	ROBERT A	6171	PE	AWA	23	L	A	66,828.00
275	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	66,828.00
276	25	S	M	LARSON	ROBERT W	8915	PR	EAA	22	F	I	66,828.00
277	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	66,828.00
278	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	66,828.00
279	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	66,828.00
280	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	66,828.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
281	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	66,828.00
282	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	66,828.00
283	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	66,744.00
284	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	66,744.00
285	03	X	M	JAHNKE	THOMAS M	7145	PX	AWA	24	J	A	66,024.00
286	03	X	M	MILLS	MARTHA T	7145	PX	EBA	24	J	A	66,024.00
287	03	X	M	STARK	MICHAEL J	7145	PX	AWA	24	J	A	66,024.00
288	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	65,976.00
289	03	X	M	CYRUS	EUGENE B	7145	PX	ECF	24	F	C	65,976.00
290	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	65,976.00
291	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	28	B	A	65,976.00
292	06	X	X	EVELAND	CHARLES L	X099	PX	EBA	25	E	9	65,976.00
293	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	65,976.00
294	02	X	M	GIBBONS	WILLIAM J	1901	PX	AWA	26	D	A	65,976.00
295	32	X	X	GREANY	MICHAEL J	X201	PX	AWA	26	D	A	65,976.00
296	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	65,976.00
297	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	65,976.00
298	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	65,976.00
299	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	65,976.00
300	12	X	M	KOLIVOSKY	MICHAEL C	1901	PX	EBA	26	D	A	65,976.00
301	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	65,976.00
302	05	X	M	LUTHER	RICHARD J	1901	PX	AWA	26	D	A	65,976.00
303	03	X	M	LYLE	PAUL R	7145	PX	JBA	24	C	E	65,976.00
304	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	65,976.00
305	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	C	D	65,976.00
306	25	X	M	MERRILL	JOSEPH S	1901	PX	EBA	26	D	A	65,976.00
307	11	X	M	MOBERLY	STANLEY A	1901	PX	AWA	26	D	A	65,976.00
308	08	X	X	MORRIS	EDWIN L	X324	PX	EBA	26	D	9	65,976.00
309	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	65,976.00
310	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	65,976.00
311	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	65,976.00
312	18	X	M	PUBLICOVER	WILLIAM A	1901	PX	AWA	26	D	A	65,976.00
313	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	65,976.00
314	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	65,976.00
315	25	X	M	RUSSO	GUY A	1901	PX	EBF	26	D	A	65,976.00
316	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	65,976.00
317	25	G	M	FREITAG	BRUCE R	9740	PR	AWA	24	J	A	65,640.00
318	10	X	X	MULL	CHARLES G	X099	PX	EBA	24	J	9	65,640.00
319	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	65,640.00
320	05	T	T	RICHARDSON	ROBERT	T999		DSA	00		9	65,057.64
321	25	C	F	HOFSTAD	RICHARD T	0036		DSA	00		9	65,001.60
322	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	65,001.60
323	25	C	F	SMITH	ROBERT W	0036		AWA	00		9	64,992.00
324	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	64,824.00
325	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	64,824.00
326	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	J	G	64,824.00
327	12	A	M	HENSLEE	LAWRENCE	7703	PE	EZA	76	K	H	64,824.00
328	12	A	M	KITCHENMASTER	DONALD	7704	PE	HTA	77	K	F	64,824.00
329	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	64,824.00
330	12	A	M	YOUNGREN	CURTIS D	7705	PE	CKC	78	F	F	64,824.00
331	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	64,540.80
332	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	64,476.00
333	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	64,476.00
334	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	64,476.00
335	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	64,476.00
336	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	64,476.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
337	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	64,476.00
338	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	64,476.00
339	07	S	M	FLEEKS	LOTTIE	4654	PE	JBA	21	K	E	64,476.00
340	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	64,476.00
341	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	64,476.00
342	10	S	M	GILBERT	WYATT G	8345	PE	AWA	24	F	A	64,476.00
343	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	64,476.00
344	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	64,476.00
345	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	64,476.00
346	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	64,476.00
347	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	64,476.00
348	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	64,476.00
349	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	64,476.00
350	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	64,476.00
351	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	64,476.00
352	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	64,476.00
353	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	64,476.00
354	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	64,476.00
355	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	64,476.00
356	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	64,476.00
357	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	64,476.00
358	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	64,476.00
359	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	64,476.00
360	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	64,476.00
361	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	64,476.00
362	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	64,476.00
363	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DQD	22	K	D	64,476.00
364	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	64,476.00
365	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	64,356.00
366	02	X	M	MCMULLEN	MICHAEL P	1495	PX	AWA	23	K	A	64,080.00
367	25	B	F	CROFT	MICHAEL D	0032		DWA	00		9	63,996.00
368	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	63,996.00
369	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	63,636.00
370	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	63,636.00
371	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	63,636.00
372	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	63,636.00
373	41	X	X	ASPER	LINN H	X014	PX	AWA	28	A	9	63,636.00
374	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	63,636.00
375	41	X	X	BECKWITH	MARTHA	X014		EBA			9	63,636.00
376	09	X	M	BORG	CHARLES T	1951	PX	EBA	28	A	A	63,636.00
377	21	X	M	BOSTON	CLARK D	1901	PX	EBA	26	C	A	63,636.00
378	01	X	X	BOSTON	LENORE W	X080	PX	AWA	24	F	A	63,636.00
379	10	X	M	BROWN	MARY K	1901	PX	EBA	26	C	A	63,636.00
380	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	63,636.00
381	02	X	M	CANARSKY	PAUL J	7145	PX	JBA	24	B	E	63,636.00
382	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	63,636.00
383	03	X	M	COLVIN	DIANE T	7146	PX	AWA	25	D	A	63,636.00
384	20	X	M	COREY	THEODORE MJR	1901	PX	EBA	26	C	A	63,636.00
385	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	63,636.00
386	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	63,636.00
387	41	X	M	DELAPLAIN	RICHARD W	0185	PX	EBA	24	F	A	63,636.00
388	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	63,636.00
389	03	X	M	EDWARDS	DONALD W	7146	PX	EBA	25	D	A	63,636.00
390	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	63,636.00
391	41	X	X	FINN	NATALIE K	X014		EBA			9	63,636.00
392	31	X	X	FISHER	DONALD P	X700	PX	AWA	27	B	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
393	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	63,636.00
394	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	63,636.00
395	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	63,636.00
396	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	63,636.00
397	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	63,636.00
398	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	63,636.00
399	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	63,636.00
400	21	X	M	HENDERSON	REMOND	1901	PX	AWA	26	C	A	63,636.00
401	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	63,636.00
402	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	63,636.00
403	02	X	M	HIEBERT	LESLIE A	7144	PX	KAA	22	A	H	63,636.00
404	03	X	M	HIGGINS	SHELLEY	7145	PX	EBA	24	F	A	63,636.00
405	02	X	M	HITCHCOCK	DONALD J	1901	PX	AWA	26	C	A	63,636.00
406	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	63,636.00
407	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	63,636.00
408	08	X	X	HUDSON	WILLIAM R	X201	PX	AWA	26	C	9	63,636.00
409	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	63,636.00
410	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	63,636.00
411	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	63,636.00
412	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	63,636.00
413	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	63,636.00
414	12	X	M	MAPRANATHUKARAN	JOS D	1901	PX	AWA	26	C	A	63,636.00
415	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	63,636.00
416	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	63,636.00
417	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	63,636.00
418	03	X	M	MILLER	THOMAS A	7145	PX	JBA	24	B	E	63,636.00
419	03	X	M	MINTZ	ROBERT E	7145	PX	EBA	24	F	A	63,636.00
420	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	63,636.00
421	02	X	M	NAVE	THOMAS G	7146	PX	AWA	25	D	A	63,636.00
422	03	X	M	NEVILLE	M FRANCIS	7145	PX	EBA	24	F	A	63,636.00
423	25	X	M	NUSBAUM	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
424	03	X	M	OBANNON	LINDA M	7146	PX	EBA	25	D	A	63,636.00
425	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	63,636.00
426	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	63,636.00
427	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	63,636.00
428	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	63,636.00
429	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	63,636.00
430	03	X	M	ROBERTSON	THOMAS H	7146	PX	AWA	25	D	A	63,636.00
431	08	X	X	ROCKER	ROBERT C	X004	PX	EBA	26	C	A	63,636.00
432	02	X	M	SALEMI	JOHN B	7146	PX	EBA	25	D	A	63,636.00
433	20	X	M	SCHMIDT	ARTHUR D	1951	PX	EBA	28	A	A	63,636.00
434	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	63,636.00
435	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	63,636.00
436	03	X	M	SENRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	63,636.00
437	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	63,636.00
438	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	63,636.00
439	41	X	X	STEMP	DONALD R JR	X014		EBA			9	63,636.00
440	41	X	X	STEWART	DAVID C	X014	PX	EBA			9	63,636.00
441	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	63,636.00
442	08	X	M	SWANSON	JOSEPH L	1901	PX	EBA	26	C	A	63,636.00
443	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	63,636.00
444	03	X	M	THIE	BONNIE L	7145	PX	EBA	24	F	A	63,636.00
445	01	X	X	TUTEN	MERRY A	X087	PX	AWA	26	C	A	63,636.00
446	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	63,636.00
447	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	63,636.00
448	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
449	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	63,636.00
450	41	X	X	WHITE	MICHAEL N	X014		EBA	26	C	A	63,636.00
451	08	X	X	WHITEAKER	KATHLEEN L	X004	PX	EBA	26	C	9	63,636.00
452	04	X	M	WILLIAMS	THOMAS C	1901	PX	AWA	26	C	A	63,636.00
453	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	F	A	63,636.00
454	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	63,636.00
455	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	63,636.00
456	25	G	M	MURPHY	BERNARD M	8615	PE	EAA	20	K	9	62,832.00
457	12	A	M	CORNWALL	DAVID L	7703	PE	JBM	76	K	G	62,472.00
458	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	62,472.00
459	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	62,472.00
460	12	A	M	KALLUS	EUGENE A	7786	PE	DQD	79	K	D	62,472.00
461	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	62,472.00
462	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	62,472.00
463	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	62,472.00
464	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	62,472.00
465	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	62,472.00
466	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	62,376.00
467	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	62,376.00
468	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	62,376.00
469	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	62,376.00
470	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	62,376.00
471	12	S	M	GORHAM	FRANK N	7737	PE	AWA	23	J	A	62,376.00
472	25	S	M	GUENTHER	FREDRIC L	9748	PE	JBA	22	E	E	62,376.00
473	25	S	M	HAMILTON	RICHARD A	9748	PE	AWA	22	L	A	62,376.00
474	25	S	M	HEAD	ROGER D	8633	PR	EBA	23	J	A	62,376.00
475	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	62,376.00
476	12	S	M	JORDAN	JACK W	7708	PE	ECF	23	F	C	62,376.00
477	10	S	M	LE FEBVRE	RICHARD A	6657	PE	EBA	23	J	A	62,376.00
478	11	S	M	MCKNIGHT	DONALD E	6164	PE	AWA	22	L	A	62,376.00
479	25	S	M	MIELKE	KARL F	8915	PE	AWA	22	L	A	62,376.00
480	25	S	M	MORFIELD	DONALD D	8916	PE	EBA	24	E	A	62,376.00
481	02	S	M	MORRONE	JOHN C	8669	PE	EBA	23	J	A	62,376.00
482	25	S	M	SANDBERG	JAMES E	2716	PE	EBA	23	J	A	62,376.00
483	25	S	M	SLATER	WILLARD H	8389	PE	EBA	22	L	A	62,376.00
484	06	S	M	SMITH	EUGENE A	1465	PE	AWA	22	L	A	62,376.00
485	25	S	M	STETSON	HERBERT A JR	8694	PE	AWA	23	J	A	62,376.00
486	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	62,376.00
487	25	S	M	TYSON	ROBERT G	8915	PE	EBA	22	L	A	62,376.00
488	04	S	M	WRIGHT	VINCENT D	2210	PR	AWA	24	E	A	62,376.00
489	05	S	M	YOUNG	F PAT	3376	PE	AWA	23	J	A	62,376.00
490	05	X	X	PHIPPS	RONALD A	X099	PX	AWA	23	J	A	61,764.00
491	32	X	X	SCHROEDER	ROBERT	X034		AWA	23	J	A	61,764.00
492	03	X	M	ANDERSON	ROBERT C	7145	PX	MEA	24	A	E	61,548.00
493	03	X	M	ANTEL	HELENE M	7145	PX	EBA	24	E	A	61,548.00
494	08	X	M	ARNOLDT	PAUL B	1901	PX	AWA	26	B	A	61,548.00
495	07	X	M	BACOLAS	ROBERT J SR	1901	PX	AWA	26	B	A	61,548.00
496	08	X	M	BAKER	F GREGORY	2202	PX	AWA	26	B	A	61,548.00
497	11	X	M	BEHNKE	STEVEN R	1901	PX	AWA	26	B	A	61,548.00
498	02	X	M	BISCHOFF	KENNETH E	1901	PX	AWA	26	B	A	61,548.00
499	01	X	M	BRADLEY	JANET L	1901	PX	EBA	26	B	A	61,548.00
500	08	X	X	BURGH	RODNEY W	X351	PX	EBA	24	E	9	61,548.00
501	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	61,548.00
502	02	X	M	COCHRELL	BONNIE M	1901	PX	AWA	26	B	A	61,548.00
503	31	X	X	COOK	TAMARA B	X825	PX	AWA	25	C	A	61,548.00
504	25	X	M	DIECKMEYER	DONALD D	1901	PX	AWA	26	B	A	61,548.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	YEARLY
505	31	X	X	DIERDORFF	DAVID R	X402	PX	AWA	24	E	A	61,548.00
506	10	X	X	FORTNEY	CATHERINE	X099	PX	EBA	24	E	A	61,548.00
507	08	X	M	GEORGE	JOHN L	1901	PX	AWA	26	B	A	61,548.00
508	08	X	M	HAMLEY	MARGARET I	1901	PR	AWA	26	B	A	61,548.00
509	10	X	M	HAWKINS	THOMAS J	1901	PX	EBA	26	B	A	61,548.00
510	18	X	M	HAYDEN	GARY L	1901	PX	AWA	26	B	A	61,548.00
511	03	X	M	HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	61,548.00
512	10	X	M	JOHANNSEN	NEIL C	1901	PX	EBA	26	B	A	61,548.00
513	02	X	M	KELLER	E LOUIS	1901	PX	AWA	26	B	A	61,548.00
514	10	X	X	KROUSKOP	DONOVAN L	X099	PX	EBA	24	E	A	61,548.00
515	01	X	X	KUYKENDALL	DALE E	X824	PX	HTA	21	B	H	61,548.00
516	08	X	X	LEHR	RONALD D	X350	PX	EBA	24	E	A	61,548.00
517	03	X	M	LEVY	MADELEINE	7145	PX	EBA	24	E	A	61,548.00
518	02	X	M	MA	LOUISE E	7145	PX	EBA	24	E	A	61,548.00
519	03	X	M	MCCONAHY	MICHAEL P	7144	PX	JBA	22	E	E	61,548.00
520	02	X	M	MCCOY	KEVIN F	7145	PX	DBA	24	C	D	61,548.00
521	10	X	X	MEYER	JOHN F JR	X099	PX	EBA	24	E	A	61,548.00
522	25	X	M	MOESER	HAROLD R	1901	PX	AWA	26	B	A	61,548.00
523	03	X	M	MUNSON	MYPA M	7144	PX	JBA	22	E	E	61,548.00
524	05	X	X	NASH	EDWARD J	X099		EBA	24	E	A	61,548.00
525	06	K	M	ODONNELL	TOM	1454	PE	AWA	22	L	A	61,548.00
526	03	X	M	PREZYNA	ANN E	7145	PX	EBA	24	E	A	61,548.00
527	06	X	M	PRICE	MICHAEL L	1901	PX	AWA	26	B	A	61,548.00
528	08	X	M	RODERICK	JOHN R	2202	PX	EBA	26	B	A	61,548.00
529	25	X	M	RUFF	DOYLE C	1900	PX	JBA	24	A	E	61,548.00
530	07	X	M	SHAY	JOHN W JR	1901	PX	AWA	26	B	A	61,548.00
531	03	X	M	SPENGLER	LARRI I	7145	PX	AWA	24	E	A	61,548.00
532	01	X	X	SPIVEY	GEORGE R	X080	PX	EBA	24	E	A	61,548.00
533	25	X	M	STASO	MICHAEL	1901	PX	AWA	26	B	A	61,548.00
534	25	K	M	THAYER	ROGER A	1454	PE	AWA	22	L	A	61,548.00
535	08	X	X	WILLIAMS	WAYNE A	X349	PX	EBA	24	E	9	61,548.00
536	02	X	M	FUNK	RAYMOND M	7145	PX	JBA	24	A	E	61,542.00
537	25	G	M	ADAMS	JAMES I	8913	PE	HTA	19	J	G	61,236.00
538	10	X	X	ARIEY	CATHERINE	X099	PX	EBA	25	C	9	61,236.00
539	02	G	M	ARNOLD	KENNETH R	1835	PR	JBA	21	J	E	61,236.00
540	25	G	M	BIRCH	CHRISTOPHE	8616	PE	JBA	22	E	E	61,236.00
541	25	G	M	BOCKMAN	FREDRIK M	8912	PE	NTA	18	L	G	61,236.00
542	04	G	M	BUE	ARNE L	1262	PR	EBA	22	L	A	61,236.00
543	25	G	M	ECKARDT	RONALD G	8616	PE	JBA	22	E	E	61,236.00
544	25	G	M	ENGLE	ELIZABETH	8616	PE	JBA	22	E	E	61,236.00
545	10	G	M	KORNBRATH	RICHARD W	8345	PE	EBA	24	E	A	61,236.00
546	25	G	M	LOUNEY	KENNETH C	8616	PE	EBA	22	L	A	61,236.00
547	11	G	M	NELSON	MICHAEL L	6162	PE	DAA	18	M	F	61,236.00
548	11	G	M	PEGAU	ROBERT E	6143	PE	EZA	18	K	H	61,236.00
549	07	G	M	THORN	ANNETTE S MD	5226	PR	AWA	27	A	A	61,236.00
550	05	T	T	HITCHCOCK	DONALD L	T999		DSA			9	60,435.96
551	07	S	M	ARAB	RICHARD R	4676	PE	AWA	23	F	A	60,360.00
552	11	S	M	BARRICK	LOWELL S	8915	PE	AWA	22	K	A	60,360.00
553	18	S	M	BAYLISS	RANDOLPH B	8357	PE	AWA	22	K	A	60,360.00
554	05	S	M	BEDARD	RONALD J	3171	PE	AWA	22	K	A	60,360.00
555	25	S	M	BENTLEY	JAMES E	2297	PE	AWA	22	K	A	60,360.00
556	06	S	M	BETIT	JOSEPH W	1933	PE	AWA	23	F	A	60,360.00
557	10	S	M	BURCH	JOSEPH C	6657	PE	EBA	23	F	A	60,360.00
558	11	S	M	BURKETT	ROBERT D	6187	PE	AWA	23	F	A	60,360.00
559	11	S	M	BURNS	JOHN J SR	6144	PE	JBA	20	K	E	60,360.00
560	23	S	M	CHOUINARD	ROBERT G	8607	PE	JB	20	K	E	60,360.00

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1															
2	12	S	M	LOCHMAN	ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	105,255.92
3	12	A	M	NYGREN	LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4															
5	03	X	M	GOULD	JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ	JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER	HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8															
9	06	X	X	MARSHALL MD	ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY	DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL	JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD	HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES	PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY	MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE	CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	TUNLEY	CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00

YEARLY = MONTHLY SALARY x 12

YTD = CAL 1984 TOTAL EARNINGS (INCLUDES EARNINGS THAT WERE DEFERRED THROUGH THE DEFERRED COMPENSATION OR SUPPLEMENTAL BENEFITS PLANS)

THE FOLLOWING ARE TYPES OF PAY THAT ARE PAID IN ADDITION TO REGULAR SALARY:

- OVERTIME
- OFFICER OF THE DAY COMPENSATION
- SEA DUTY
- STAND BY TIME - 3 TYPES
- SHIFT DIFFERENTIAL
- RETRO ACTIVE PAY
- LEAVE PAY-OFF SEASONAL
- EXCESSIVE LEAVE PAY-OFF
- HAZARD PAY
- TOOL ALLOWANCE
- PENALTY PAY
- WAIT TIME PAY
- LEAVE DONATION
- RECALL
- FIELD TRAINING OFFICER
- OFFICER IN CHARGE
- REGULAR DAY OFF PAY
- HOLIDAY DAY OFF PAY
- TERMINAL LEAVE PAY
- LEAVE CASH IN
- GRIEVANCE SETTLEMENT

01-ACBT-4221 ACTIVE EMPLOYEES, YTD SALARY SEQUENCE DATE 12/31/84 PAGE

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
1	06	G	M	MOY VICTOR S	1291	PE	AWA	17	D	A	3,072.00	3,072.00	36,864.00	119,626.62
2	12	S	M	LOCHMAN ROBERT A	7777	PE	CAA	22	K	B	5,569.00	5,569.00	66,828.00	106,255.92
3	12	A	M	NYGREN LYLE E	7705	PE	CAA	78	K	B	5,018.00	5,018.00	60,216.00	103,509.76
4	41	X	X	BOSSHARD JOHN III	X013		EAA			9	7,209.00	7,209.00	86,508.00	100,944.49
5	03	X	M	GOULD JAMES V	7146	PX	HTA	25	F	H	7,870.00	7,870.00	94,440.00	94,440.00
6	41	X	X	RABINOWITZ JAY A	X011		JBA			9	7,757.00	7,757.00	93,084.00	93,084.00
7	25	X	M	SPRINGER HEINRICH K	1901	PX	HTA	26	E	H	7,870.00	7,870.00	94,440.00	91,740.53
8	06	X	X	VEUTHEY PIERRE L	X099		EBA	27	F	9	6,442.00	6,442.00	77,304.00	89,780.39
9	06	X	X	MARSHALL MD ROBERT W	X099	PX	EBA	28	F	9	6,666.00	6,666.00	79,992.00	89,192.00
10	06	X	X	REILLY DOUGLAS K	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	87,704.00
11	06	X	X	HAMILL JAMES E	X099	PX	EBA			9	6,442.00	6,442.00	77,304.00	86,904.00
12	06	X	X	CONRAD HAROLD T	X099	PX	EBA	29	F	9	6,900.00	6,900.00	82,800.00	86,600.00
13	41	X	X	JONES PAUL B	X013		KAA	28	E	9	7,209.00	7,209.00	86,508.00	86,508.00
14	41	X	X	JEFFERY MICHAEL I	X013	PX	MEA			9	7,209.00	7,209.00	86,508.00	86,508.00
15	41	X	X	COOKE CHRISTOPHE	X013	PX	DKA			9	7,209.00	7,209.00	86,508.00	86,508.00
16	41	X	X	IUNLEY CHARLES R	X013		HTA			9	7,209.00	7,209.00	86,508.00	86,508.00
17	12	S	M	DETEMPLE JOSEPH F	7708	PE	DKA	22	K	G	6,646.00	6,646.00	79,752 00	86,039.76
18	03	X	M	DAVIS HARRY L	7146	PX	JBA	25	K	E	7,074.00	7,074.00	84,888.00	84,888.00
19	06	X	X	SOUTH HERMAN H	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	84,704.00
20	41	X	X	BLAIR JAMES R	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
21	41	X	X	VANHOOMISSEN GERALD	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
22	41	X	X	HODGES JAY	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
23	41	X	X	TAYLOR WARREN W	X013		JBA			9	6,994.00	6,994.00	83,928.00	83,928.00
24	06	X	M	FRASER ROBERT	5268	PX	AWA	29	L	A	7,339.00	7,339.00	88,068.00	83,849.79
25	25	X	M	GLENZER HUBERT JR	1951	PX	JBA	28	E	E	7,055.00	7,055.00	84,660.00	83,656.00
26	06	X	X	DATTAN CHRISTOP H	X099	PX	EBK	27	F	9	6,442.00	6,442.00	77,304.00	83,418.94
27	12	A	M	GRIMES JAMES V	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	82,504.41
28	06	X	X	LIVINGSIONE BRUCE L	X099	PX	EBA	27	F	9	6,442.00	6,442.00	77,304.00	82,504.00
29	25	C	F	THATCHER JOHN F	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	82,335.34
30	03	X	M	WOOD LARRY D	7146	PX	JBA	25	J	E	6,818.00	6,818.00	81,816.00	82,308.00
31	03	X	M	WARDELL THOMAS M	7146	PX	DQA	25	L	D	6,852.00	6,852.00	82,224.00	82,224.00
32	10	S	M	EAKINS GILBERT R	8345	PE	JBC	24	K	E	6,646.00	6,646.00	79,752.00	82,123.84
33	05	X	X	ROMESBURG KERRY D	X099		AWA	28	K	A	6,834.00	6,834.00	82,008.00	82,008.00
34	03	X	M	HICKEY DANIEL W	7150	PX	AWA	27	K	A	6,604.00	6,604.00	79,248.00	81,686.40
35	41	X	X	COMPTON ALLEN T	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
36	01	X	X	SHEFFIELD WILLIAM J	X001	PX	AWA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
37	41	X	X	MOORE DANIEL A JR	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
38	41	X	X	MATTHEWS WARREN W	X012	PX	EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
39	41	X	X	BURKE EDMOND W	X012		EBA	30	F	A	6,804.00	6,804.00	81,648.00	81,648.00
40	25	S	M	SISK STEPHEN	8924	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	81,285.60
41	12	A	M	COLE GEORGE B III	7705	PE	AWA	78	L	A	4,663.00	4,663.00	55,956.00	81,045.95
42	25	G	M	MULCAHY CLEMENT P	8913	PE	EAA	19	K	I	4,758.00	4,758.00	57,096.00	80,989.80
43	25	X	M	MORROW JACK R	1901	PX	EAA	26	E	I	6,804.00	6,804.00	81,648.00	80,720.00
44	03	X	M	MERRINER CHARLES M	7146	PX	DAA	25	L	F	8,169.00	8,169.00	98,028.00	80,189.79
45	02	X	M	HOVERSTEN MELVIN L	1901	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	80,168.00
46	41	X	X	MADSEN ROY H	X013	PX	CAA			9	6,779.00	6,779.00	81,348.00	79,950.50
47	25	S	M	VENUSTI ROBERT R	8917	PE	JBA	25	F	E	6,646.00	6,646.00	79,752.00	79,752.00
48	41	X	X	SNOWDEN ARTHUR H II	X007	PX	EBA			9	6,637.00	6,637.00	79,644.00	79,644.00
49	06	S	M	SPENCE DAVID A	5226	PE	AWA	27	K	A	6,646.00	6,646.00	79,752.00	79,513.20
50	25	S	M	LANE JAMES M	8915	PE	HTA	22	J	G	6,424.00	6,424.00	77,088.00	79,459.84
51	05	X	M	ENGEN RICHARD B	1901	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
52	03	X	M	KERNS RICHARD P	7147	PX	EBA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
53	03	X	M	PETERSON ARTHUR H	7147	PX	AWA	26	L	A	6,601.00	6,601.00	79,212.00	79,212.00
54	12	A	M	PORT ROLLIE A	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	79,175.85
55	25	C	F	SMITH ROBERT W	0036		AWA	00		9	5,416.00	5,712.00	68,544.00	78,990.81
56	25	C	F	SCHOEPPE KARL M	0037		ACA	00		9	4,736.00	1,952.00	23,424.00	78,870.13

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
57	08	X	X	CRAWFORD LARRY D	X201	PX	EBA	29	F	9	6,572.00	6,572.00	78,864.00	78,864.00
58	01	X	X	SHIVELY JOHN T	X078	PX	AWA	29	F	A	6,572.00	6,572.00	78,864.00	78,864.00
59	25	S	M	DAVENA RONALD S	9748	PE	HTA	22	K	G	6,646.00	6,646.00	79,752.00	78,864.00
60	03	X	M	DOOGAN JAMES P JR	7146	PX	JBA	25	F	E	6,572.00	6,572.00	78,864.00	78,864.00
61	25	C	F	WILLIAMS EDMOND W	0036		ACA	00		9	4,155.00	6,210.00	74,520.00	78,844.53
62	12	A	M	HARRIS GARY L	7703	PE	CAA	76	D	B	3,738.00	3,738.00	44,856.00	78,815.78
63	02	X	M	WHEELER MICHAEL H	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,802.80
64	41	X	X	CRANSTON CHARLES K	X013		DQA			9	6,564.00	6,564.00	78,768.00	78,768.00
65	25	X	M	SCRIBNER JONATHAN W	1951	PX	AWA	28	D	9	6,365.00	6,365.00	76,380.00	78,730.20
66	12	A	M	HENSLEE LAWRENCE	7703	PE	EZA	76	K	H	5,402.00	5,402.00	64,824.00	78,727.15
67	25	X	M	HORN JOHN D	1901	PX	JBA	26	E	E	6,572.00	6,572.00	78,864.00	78,641.00
68	03	X	M	LORENSEN RONALD W	7148	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	78,532.20
69	05	X	M	MORGAN MICHAEL C	1901	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	78,148.40
70	25	B	F	BROOKSHIRE ARCHIE	0032		ACA	00		9	4,259.00	5,138.00	61,656.00	78,031.90
71	25	B	F	MACKEY CLEO W	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	77,433.18
72	25	C	F	JOHNSON ARTHUR L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,383.30
73	25	C	F	HAGERUP ERVIN L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	77,346.63
74	11	X	M	PENNOYER STEVEN	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	77,328.19
75	06	S	M	SCHULZ JEANETTE	5217	PR	EBA	27	K	A	6,646.00	6,646.00	79,752.00	77,310.00
76	12	A	M	KALLUS EUGENE A	7786	PE	DQD	79	K	D	5,206.00	5,206.00	62,472.00	77,302.11
77	25	S	M	MCCALEB DAVID L	8916	PE	JBA	24	J	E	6,424.00	6,424.00	77,088.00	77,299.84
78	25	C	F	ASPINWALL THOMAS H	00[illegible]		ACA	00		9	4,913.00	4,166.00	49,992.00	77,139.82
79	25	B	F	BROWN RICHARD R	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,993.93
80	12	A	M	SWANSON CARL W	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	76,927.52
81	25	B	F	BESELIN KENNETH E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	76,801.88
82	30	X	X	GOTTEHRER SHEILA K	X099		JBA	24	K	E	6,604.00	6,604.00	79,248.00	76,619.00
83	04	X	X	ROSE DAVID A	X099	PX	AWA			9	6,500.00	6,500.00	78,000.00	76,500.04
84	25	C	F	HOUTARY HERBERT H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	76,487.71
85	03	X	M	BALFE JOSEPH D	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
86	03	X	M	HAWLEY WILLIAM H JR	7146	PX	EBA	25	L	A	6,371.00	6,371.00	76,452.00	76,452.00
87	25	C	F	OGILVY GARY L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	76,346.79
88	12	A	M	HALL JAMES G	7703	PE	HCE	76	K	E	4,494.00	4,494.00	53,928.00	76,262.85
89	41	X	X	CRASKE DUANE K	X013	PE	ARA			9	6,350.00	6,350.00	76,200.00	76,200.00
90	41	X	X	KEENE HENRY C JR	X013		AKB	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
91	41	X	X	CUTLER BEVERLY W	X013	PX	ECF	28	E	9	6,350.00	6,350.00	76,200.00	76,200.00
92	01	X	X	MCALPINE STEPHEN A	X002	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
93	41	X	X	BRYNER ALEXANDER	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
94	41	X	X	COATS ROBERT G	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
95	41	X	X	SINGLETON JAMES K JR	X012		EBA	29	E	A	6,349.00	6,349.00	76,188.00	76,188.00
96	02	X	M	SHEA JAMES R	1951	PX	AWA	28	F	A	6,349.00	6,349.00	76,188.00	76,188.00
97	25	C	F	JACKINSKY WALTER	0036		DWA	00		9	6,004.80	144.00	1,728.00	76,160.40
98	25	B	F	CROFT MICHAEL D	0032		DWA	00		9	5,333.00	9,990.00	119,880.00	76,059.53
99	08	X	M	SIMS JOHN F	2202	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	75,974.00
100	03	X	M	MELLOW WILLIAM G	7146	PX	AWA	25	K	A	6,141.00	6,141.00	73,692.00	75,959.40
101	30	X	X	CHENOWETH JOHN B	X099	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	75,885.00
102	03	X	M	MURPHREE BILL D	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	75,885.00
103	02	X	M	GRIGGS DALE	1842	PX	EBA	24	K	9	6,132.00	6,132.00	73,584.00	75,848.40
104	01	X	X	HOGAN J HARRIE	X066	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	75,848.40
105	01	X	X	KATZ JOHN W	X816	PX	MOA	28	F	9	6,349.00	6,349.00	76,188.00	75,760.00
106	10	G	M	PESSEL GARNETT H	8345	PE	JBA	24	K	E	6,539.00	6,539.00	78,468.00	75,673.61
107	25	C	F	JOHNSON ROBERT M	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	75,639.83
108	25	C	F	KLABO JOHN A	0036		DWA	00		9	6,004.80	144.00	1,728.00	75,461.30
109	12	S	M	SCHWANTES THOMAS L	7776	PE	CAA	22	D	B	4,849.00	4,849.00	58,188.00	75,140.81
110	25	C	F	DORAN JAMES W	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	75,074.78
111	12	A	M	RANKIN CHRISTOPHE	7705	PE	CAA	78	E	B	4,494.00	4,494.00	53,928.00	75,072.34
112	25	X	M	MC MULLEN WILLIAM B	1901	PX	JBA	26	D	E	6,349.00	6,349.00	76,188.00	74,904.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
113	12	A	M	HICKMAN	RICHARD C	7705	PE	DKA	78	K	G	6,031.00	6,031.00	72,372.00	74,876.95
114	02	X	M	STRASBAUGH	KATHLEEN J	7145	PX	MEA	24	B	H	6,349.00	6,349.00	76,188.00	74,797.00
115	12	A	M	HARVEY	RODERICK RJR	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	74,706.84
116	06	G	M	MIDDAUGH	JOHN P	5217	PE	EBA	27	F	A	6,104.00	6,104.00	73,248.00	74,656.50
117	25	B	F	JOHANNES	JOE A	0032		DSA	00		9	5,333.00	9,990.00	119,880.00	74,645.27
118	03	X	M	HANLEY	JAMES L	7145	PX	DQA	24	F	D	5,705.00	5,705.00	68,460.00	74,637.04
119	25	B	F	SOGGE	IRVIN N	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	74,518.05
120	06	S	M	MCCOMBS	JACK	5339	PE	JBA	23	K	E	6,208.00	6,208.00	74,496.00	74,496.00
121	25	S	M	SWEET	LARRY R	8916	PE	JBC	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
122	25	S	M	SODEN	LAURENCE L	2298	PE	JBA	24	F	E	6,208.00	6,208.00	74,496.00	74,496.00
123	12	A	M	BELDEN	MELVIN E	7703	PE	DKA	76	E	G	4,663.00	4,663.00	55,956.00	74,493.68
124	06	X	X	HARDIE	PHILIP W JR M	X099	PX	EBA	26	F	9	6,205.00	6,205.00	74,460.00	74,460.00
125	41	X	X	HANSON	JAMES A	X013		DQA			9	6,564.00	6,564.00	78,768.00	74,421.32
126	10	X	X	VAN DYKE	WILLIAM D	X099	PX	EBA	27	F	9	6,208.00	6,208.00	74,496.00	74,271.00
127	01	X	X	SPEILBERG	ANNE M	X824	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	74,227.20
128	12	A	M	BARNARD	SAMUEL L	7786	PE	JBA	79	K	E	5,605.00	5,605.00	67,260.00	74,188.85
129	12	A	M	MCCANN	JAMES M	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	74,094.11
130	01	X	X	HERMAN	LAURA J	X079	PX	AWA	26	K	A	6,362.00	6,362.00	76,344.00	74,036.00
131	41	X	X	BREMSON	FRANCIS L	X099	PR	EBA			9	6,125.00	6,125.00	73,500.00	73,791.67
132	25	B	F	OLSON	ERICK E	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	73,709.97
133	03	X	M	MICHALSKI	PETER A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,692.00
134	25	B	F	BROWN	DALE C	0032		AWA	00		9	4,259.00	5,138.00	61,656.00	73,670.16
135	04	X	X	MEANS	WILLIAM L	X099	PX	AWA	27	E	9	6,250.00	6,250.00	75,000.00	73,640.00
136	25	X	M	HAUGEN	DAVID W	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
137	31	X	X	CHARNEY	MYRTON R	X201	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
138	10	X	X	WUNNICKE	ESTHER C	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
139	41	X	X	JOHNSTONE	KARL S	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
140	41	X	X	ROWLAND	MARK C	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
141	25	X	M	LIND	RONALD B	1901	PX	AWA	26	E	9	6,135.00	6,135.00	73,620.00	73,620.00
142	08	X	X	WAGNON	BERTRAM L	X201	PX	EBA	28	E	9	6,135.00	6,135.00	73,620.00	73,620.00
143	03	X	M	ATHENS	EVERETT J JR	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	73,620.00
144	11	X	X	COLLINSWORTH	DON W	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
145	41	X	X	SHORTELL	BRIAN C	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
146	03	X	X	GORSUCH	NORMAN C	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
147	41	X	X	SOUTER	MILTON M	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
148	41	X	X	CARLSON	VICTOR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
149	18	X	X	NEVE	RICHARD A	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
150	08	X	X	LYON	RICHARD A	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
151	41	X	X	BUCKALEW	SEABORN J JR	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
152	41	X	X	CARPENETI	WALTER L	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
153	07	X	X	ROBISON	JIM E	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
154	02	X	X	RUDD	LISA S	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
155	41	X	X	PEGUES	RODGER W	X013		AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
156	41	X	X	SCHULZ	THOMAS E	X013		ACA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
157	41	X	X	RIPLEY	J JUSTIN	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
158	09	X	X	PAGANO	EDWARD G	X003		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
159	41	X	X	MOODY	RALPH E	X013		EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
160	21	X	X	NOTTI	EMIL R	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
161	41	X	X	SERDAHELY	DOUGLAS J	X013	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
162	12	X	X	SUNDBERG	ROBERT J	X003	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,620.00
163	25	X	M	REDICK	ROWE D	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
164	25	X	M	SIMPSON	JOHN J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
165	08	X	M	COOK	LOIS J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
66	33	X	X	WILKERSON	GERALD L	X039		AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
67	31	X	X	BERRIER	BILLY G	X401	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00
68	03	X	M	FISCHER	STANLEY I	7147	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	73,584.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
169	12	A	M	YOUNGREN	CURTIS D	7705	PE	CKC	78	F	F	5,402.00	5,402.00	64,824.00	73,470.14
170	25	X	M	SPARKS	WARREN S	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,352.14
171	25	S	M	KELLER	HARRY D	8917	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,269.75
172	03	X	M	KOPPERUD	ROSS A	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	73,248.00
173	04	X	M	KLEIN	MYRON W	1269	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	73,213.20
174	10	X	M	BARNETT	JAMES K	1951	PX	EBA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
175	10	X	M	ARNOLD	ROBERT D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	73,170.00
176	25	S	M	WILLIAMS	WALLACE K	8924	PE	AWA	25	K	A	6,208.00	6,208.00	74,496.00	73,146.00
177	25	C	F	MITCHELL	WILLIAM W	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	73,143.82
178	12	A	M	ELLIS	ROGER B	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	73,110.83
179	25	G	M	ROBITAILLE	MARK E	8911	PE	EAA	16	K	9	3,971.00	3,971.00	47,652.00	73,075.71
180	25	B	F	WRAY	CURTIS C	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	73,028.57
181	04	X	X	BUSHRE	PETER	X099	PX	AWA	27	E	9	6,167.00	6,167.00	74,004.00	72,976.00
182	25	C	F	KUEHNY	A WALT	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	72,903.29
183	20	X	X	ENDELL	ROGER V	X099	PX	AWA	23	E	A	6,135.00	6,135.00	73,620.00	72,741.38
184	12	S	M	BOYD	JIMMIE L	7775	PE	ARA	20	D	C	3,962.00	3,962.00	47,544.00	72,697.50
185	12	A	M	FARBER	WILLIAM C	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	72,692.89
186	06	X	M	BETIT	RODERICK L	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	72,692.20
187	12	S	M	FUELLING	RICHARD J	7775	PE	CAA	21	D	B	4,530.00	4,530.00	54,360.00	72,657.94
188	04	X	X	ALEXANDER	RICHARD E	X099	PX	AWA			9	6,125.00	6,125.00	73,500.00	72,640.00
189	03	X	M	TENNANT	RICHARD B	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	72,582.00
190	12	A	M	MERRILL	KENNETH H	7703	PE	KRB	76	F	H	5,018.00	5,018.00	60,216.00	72,551.08
191	12	S	M	SORDEN	RONALD E	7706	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	72,541.96
192	41	X	X	CRUICHFIELD	HERSHEL	X014	PX	JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
193	41	X	X	CONNELLY	HUGH H	X014		JBA			9	6,045.00	6,045.00	72,540.00	72,540.00
194	41	X	X	KAUVAR	JANE F	X014		JBA			9	6,044.00	6,044.00	72,528.00	72,528.00
195	10	X	M	SCHAFF	ROSS G	1901	PX	EBA	26	J	A	6,132.00	6,132.00	73,584.00	72,474.00
196	25	B	F	LOWELL	GALE H	0035		ACA	00		9	3,349.00	9,518.00	114,216.00	72,470.59
197	05	X	X	RAYNOLDS	HAROLD JR	X003		AWA	28	E	A	6,135.00	6,135.00	73,620.00	72,403.22
198	25	S	M	BUECHLER	FRIEDRICH	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,272.48
199	25	B	F	WEST	GLEN H	0033		DSA	00		9	4,957.00	8,710.00	104,520.00	72,250.71
200	25	S	M	PLATZKE	RODNEY R	8679	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	72,142.23
201	12	A	M	CASANOVAS	DENNIS E	7705	PE	ECF	78	E	C	4,176.00	4,176.00	50,112.00	72,113.53
202	12	A	M	KITCHENMASTER	DONALD	7704	PE	HTA	77	K	F	5,402.00	5,402.00	64,824.00	72,095.46
203	03	X	M	WOOD	MARK I	7145	PX	JBA	24	F	E	6,135.00	6,135.00	73,620.00	72,045.00
204	11	X	M	LOGAN	E RICHARD	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,945.00
205	12	X	M	VADEN	JAMES D	1951	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	71,846.54
206	03	X	M	JONES	CAROLYN E	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,472.00
207	25	S	M	URBACH	DANIEL D	8634	PE	JBA	23	F	E	5,776.00	5,776.00	69,312.00	71,444.48
208	11	S	M	COADY	JOHN W	6164	PE	HTA	22	D	G	5,776.00	5,776.00	69,312.00	71,444.48
209	12	S	M	LAWRENCE	DONALD R	7708	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
210	25	S	M	RHODE	JAMES J	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	71,444.48
211	25	S	M	ESCH	DAVID C	8915	PE	JBC	22	K	E	5,776.00	5,776.00	69,312.00	71,444.48
212	25	X	M	SWIFT	JUSTIN D	1901	PX	JBA	26	C	E	6,135.00	6,135.00	73,620.00	71,426.60
213	25	C	F	HOFSTAD	RICHARD T	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	71,412.54
214	25	S	M	PATTERSON	JOHN H	8634	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	71,382.00
215	10	S	M	SMITH	THOMAS E	8345	PE	JBC	24	E	E	5,983.00	5,983.00	71,796.00	71,382.00
216	25	S	M	RASMUSSEN	JAMES D	8387	PE	EAA	18	L	I	4,694.00	4,694.00	56,328.00	71,343.86
217	03	X	M	LEBLOND	DAVID T	7146	PX	EBA	25	K	A	6,141.00	6,141.00	73,692.00	71,250.00
218	12	A	M	BARNES	ROBERT L JR	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	71,215.08
219	05	X	M	POLLEY	ERNEST	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,210.96
220	25	S	M	HALSTED	DONALD E	8916	PE	AWA	24	L	A	5,983.00	5,983.00	71,796.00	71,175.00
221	03	X	M	PEGUES	RICHARD I	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	71,173.60
222	31	X	X	BRADLEY	RICHARD A	X402	PX	AWA	24	L	A	5,922.00	5,922.00	71,064.00	71,064.00
223	04	X	X	DAVIS	PERRY T	X036	PX	EBA			9	5,921.53	5,921.53	71,058.36	71,058.36
224	03	X	M	MC GEE	JACK B	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00

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SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
225	03	X	M	MANNHEIMER	DAVID	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
226	03	X	M	MERTZ	DOUGLAS K	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	71,028.00
227	03	X	M	BRANCHFLOWER	STEPHEN E	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	70,994.60
228	10	X	X	HANSEN	JAMES J	X099	PX	EBA	26	F	9	5,881.00	5,881.00	70,572.00	70,982.00
229	12	A	M	MARTIN	THOMAS M	7703	PE	HTA	76	K	F	5,018.00	5,018.00	60,216.00	70,980.20
230	25	X	M	COOK	MORTON J	1901	PX	AWA	26	J	A	6,132.00	6,132.00	73,584.00	70,921.82
231	09	X	M	HOYT	JOHN V	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
232	08	X	X	CHATTERTON	CLARENCE V	X321	PX	EBA	27	E	9	5,910.00	5,910.00	70,920.00	70,920.00
233	04	X	M	BOETSCH	FREDERICK	1901	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
234	03	X	M	KRUMM	VICTOR C	7147	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
235	05	X	M	THOMSON	WILLIAM D	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	70,920.00
236	25	B	F	COMER	LEO G	0032		ACA	00		9	4,470.00	3,540.00	42,480.00	70,890.44
237	04	X	M	BOTELHO	BRUCE M	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,751.77
238	02	X	M	STAACK	ANSELM	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	70,715.00
239	41	X	M	COLE	STEPHANIE	0162	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	70,715.00
240	06	X	X	PUGH	JOHN R	X033	PX	AWA	28	E	A	6,135.00	6,135.00	73,620.00	70,696.00
241	10	X	X	EASON	JAMES E	X099	PX	EBA			9	5,910.00	5,910.00	70,920.00	70,691.78
242	12	A	M	SHORT	FLOYD W	7704	PE	CYB	77	L	C	4,494.00	4,494.00	53,928.00	70,636.41
243	25	S	M	COWEE	DAVID W	8633	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,584.58
244	05	I	I	BOOHER	ROBERT D	T999		DSA	00		9	5,986.40	5,986.40	71,836.80	70,573.30
245	25	S	M	CAMERON	HAROLD A	2716	PE	JBA	23	J	E	5,983.00	5,983.00	71,796.00	70,554.00
246	12	A	M	RICHARDSON	DONALD R	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	70,551.53
247	11	G	M	PEGAU	ROBERT E	6143	PE	EZA	18	J	H	4,936.00	4,936.00	59,232.00	70,493.44
248	25	S	M	OLIGNEY	ROBERT E	8916	PE	JBA	24	E	E	5,983.00	5,983.00	71,796.00	70,347.00
249	12	A	M	SMITH	JESSE G JR	7703	PE	HJI	76	F	H	5,018.00	5,018.00	60,216.00	70,340.38
250	12	A	M	MANN	RALPH E	7703	PE	EAA	76	K	I	4,663.00	4,663.00	55,956.00	70,324.84
251	12	A	M	MINZLAFF	ARLING G	7703	PE	EBA	76	J	A	3,738.00	3,738.00	44,856.00	70,316.19
252	25	C	F	SOUCIE	JAMES M	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	70,288.29
253	25	S	M	MISTEREK	PAUL W	8915	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,919.32
254	25	C	F	HAMRICK	RONALD D	0036		AWA	00		9	4,736.00	1,952.00	23,424.00	69,902.19
255	12	S	M	LITERA	TIMOTHY	7734	PE	HTA	21	F	G	5,776.00	5,776.00	69,312.00	69,788.48
256	10	G	M	SMITH	WILLIAM H	8912	PE	EBA	18	F	A	3,522.00	3,522.00	42,264.00	69,735.07
257	02	X	M	NORTHRIP	CHARLES M	1943	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	69,699.87
258	12	X	M	LUCKING	JOHN H	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	69,634.48
259	41	X	M	BARRIER	RICHARD	0161	PX	EBA	28	F	A	6,349.00	6,349.00	76,188.00	69,626.31
260	25	C	F	HERNDON	HOMER T	0038		DWA	00		9	5,562.00	6,860.00	82,320.00	69,613.24
261	31	X	X	KADOW	CHARITY B	X728	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,587.50
262	02	X	M	GREENE	MARY E	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	69,587.50
263	03	X	M	KOESTER	G THOMAS	7146	PX	AWA	25	J	A	5,919.00	5,919.00	71,028.00	69,530.00
264	12	A	M	HAMES	PATRICK L	7704	PE	DKA	77	F	G	5,206.00	5,206.00	62,472.00	69,512.79
265	11	X	M	KELSO	DENNIS D	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	69,485.00
266	25	B	F	WASHBURN	GLEN N	0032		DSA	00		9	4,470.00	4,100.00	49,200.00	69,376.16
267	18	S	M	LOWERY	DOUGLAS L	8659	PE	JBA	22	K	E	5,776.00	5,776.00	69,312.00	69,312.00
268	06	S	M	LONDO	PATRICK J	5320	PE	EAA	22	J	I	5,776.00	5,776.00	69,312.00	69,312.00
269	25	S	M	ROSS	DOYLE W	8916	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
270	04	S	M	HEIER	GERALD D	1266	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	69,312.00
271	08	X	M	WILLIAMS	JANIS C	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	69,288.00
272	12	S	M	SHOVER	ROBERT J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	69,279.07
273	04	X	M	BARKER	MILTON B	1951	PX	AWA	28	C	A	5,705.00	5,705.00	68,460.00	69,211.80
274	02	X	M	FABE	DANA A	7160	PX	EBA	26	F	A	5,910.00	5,910.00	70,920.00	69,145.93
275	12	A	M	STEWART	MARK A	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	68,984.21
276	05	X	X	GULYAS	PAUL J	X099		AWA	23	M	A	5,748.00	5,748.00	68,976.00	68,976.00
277	12	A	M	GARY	RAYMOND	7703	PE	HJA	76	J	H	5,206.00	5,206.00	62,472.00	68,951.32
278	12	A	M	MILLER	CHARLES E	7705	PE	EBA	78	L	A	4,663.00	4,663.00	55,956.00	68,898.14
279	12	A	M	HECKMAN	STEPHEN J	7705	PE	JBA	78	K	E	5,206.00	5,206.00	62,472.00	68,896.51
280	06	S	M	GREGOVICH	ROBERT P JR	5364	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32

SEQ	DEPT	B-U	TYP	NAME	CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
281	11	S	M	HINMAN ROBERT A	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	68,884.32
282	12	S	M	HILDRETH JOSEPH K	7734	PE	DKA	20	J	G	5,569.00	5,569.00	66,828.00	68,884.32
283	25	X	M	BLACK EUGENE H	1901	PX	AWA	26	F	A	5,910.00	5,910.00	70,920.00	68,870.00
284	03	X	M	OLSEN RANDY M	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	68,870.00
285	10	S	M	MCGEE DON L	8345	PE	EBA	24	K	A	5,776.00	5,776.00	69,312.00	68,712.00
286	25	B	F	CASAVOLA JOHN M	0035		DSA	00		9	4,470.00	4,100.00	49,200.00	68,611.97
287	12	A	M	SAVAGE DON G	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	68,604.42
288	33	X	X	JENSON MERLE R	X050		AWA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
289	03	X	M	MURPHY EUGENE P	7145	PX	EBA	24	K	A	5,708.00	5,708.00	68,496.00	68,496.00
290	08	X	M	BENESCH GEORGE L	2338	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
291	25	X	M	DIXON MIM H	1901	PX	JBA	26	A	E	5,705.00	5,705.00	68,460.00	68,460.00
292	03	X	M	MAYNARD ROBERT M	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
293	03	X	M	KENNEDY ELIZABETH	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	68,460.00
294	01	X	X	HARRISON GORDON S	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
295	08	X	X	KUGLER HARRY W	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
296	04	X	M	SHARROCK PATRICK L	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
297	01	X	X	GROGAN ROBERT L	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,460.00
298	08	X	X	SMITH LONNIE C	X321	PX	EBA	27	D	9	5,705.00	5,705.00	68,460.00	68,460.00
299	02	X	M	RAYE FRANK H JR	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,253.00
300	03	X	M	SVOBODNY RICHARD	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	68,230.45
301	12	A	M	BELDEN RONNIE R	7704	PR	AWA	77	J	A	4,023.00	4,023.00	48,276.00	68,206.51
302	10	G	M	LYLE WILLIAM M	8345	PE	EBA	24	K	A	5,676.00	5,676.00	68,112.00	68,112.00
303	41	X	X	HORNADAY JAMES C	X014	PX	CYB			9	5,674.00	5,674.00	68,088.00	68,088.00
304	03	X	M	FOSTER GARY G	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	68,058.00
305	08	X	M	KIRKPATRICK WILLIS F	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	68,046.00
306	03	X	M	CYRUS EUGENE B	7145	PX	ECF	24	F	C	5,498.00	5,498.00	65,976.00	68,005.80
307	02	X	M	HAGEY JOHN W	7146	PX	JBA	25	D	E	6,135.00	6,135.00	73,620.00	67,953.51
308	10	X	X	BOND IED J JR	X099	PX	E..	27	D	9	5,676.00	5,676.00	68,112.00	67,906.00
309	01	X	X	PRICE ROBERT E	X814	PX	MOA	25	F	9	5,705.00	5,705.00	68,460.00	67,839.00
310	06	S	M	BRANTON THOMAS R	5965	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	67,832.00
311	25	G	M	MOODY JAMES E	2296	PE	EBA	21	M	9	5,650.00	5,650.00	67,800.00	67,800.00
312	12	A	M	DALLY GARELD D	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	67,741.79
313	02	X	M	VALENSI JOHN P	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,632.00
314	06	X	M	SEARS LEWIS J JR	1980	PX	EBA	27	D	A	5,705.00	5,705.00	68,460.00	67,632.00
315	01	X	X	GILLESPIE RAYMOND A	X084	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,505.79
316	04	X	M	COPELAND DANIEL R	1901	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,425.00
317	03	X	M	STARK MICHAEL J	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	67,417.00
318	05	X	M	LUTHER RICHARD J	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,407.53
319	12	A	M	MCMILLON WILLIAM	7704	PE	EBA	77	E	A	3,738.00	3,738.00	44,856.00	67,380.05
320	12	X	M	KOLIVOSKY MICHAEL C	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	67,303.35
321	12	A	M	BLANK ANDREW A	7703	PE	EQB	76	D	H	4,663.00	4,663.00	55,956.00	67,282.54
322	04	X	M	JONES ERVIN B	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,254.00
323	12	A	M	DYKEMA RICHARD H	7703	PE	CKC	76	K	F	5,018.00	5,018.00	60,216.00	67,248.92
324	18	X	M	PUBLICOVER WILLIAM A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	67,225.81
325	10	X	X	MULL CHARLES G	X099	PX	EBA	24	J	9	5,470.00	5,470.00	65,640.00	67,135.05
326	25	B	F	FITZTHUM TERRY L	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	67,087.72
327	25	S	M	COYLE CHARLES M	9441	PE	HTA	20	J	G	5,569.00	5,569.00	66,828.00	67,038.71
328	07	X	M	LANDAU ROBERT W	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	67,038.51
329	25	C	F	JANSEN GABRIEL	0038		DSA	00		9	4,646.40	9,392.00	112,704.00	67,016.47
330	08	X	M	TREAGER HARRY D	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
331	05	X	M	HANABLE WILLIAM S	3509	PX	EBA	26	E	A	5,705.00	5,705.00	68,460.00	67,011.00
332	12	A	M	CORNWALL DAVID L	7703	PE	JBM	76	K	G	5,206.00	5,206.00	62,472.00	66,965.74
333	11	X	M	MOBERLY STANLEY A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	66,951.00
334	25	S	M	LARSON ROBERT W	8915	PR	EAA	22	F	I	5,569.00	5,569.00	66,828.00	66,943.64
335	25	B	F	LINDEMANN DWIGHT P	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,832.84
336	06	S	M	ARNOLD DAVID E	4102	PE	EBA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00

SEQ.	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
337	02	S	M	STEWART	ROBERT L	1933	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
338	11	S	M	BANDIROLA	LOUIS	6171	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,828.00
339	12	S	M	TETZLAFF	DONALD H	7736	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
340	25	S	M	GEORGE	JEROME R	8679	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
341	25	S	M	HOFFMANN	FRANK H	8916	PE	EBA	24	J	A	5,569.00	5,569.00	66,828.00	66,828.00
342	25	S	M	LARUE	ROBERT K	1923	PE	EAA	19	K	9	5,569.00	5,569.00	66,828.00	66,828.00
343	01	X	X	WHEELER	FRANK M	X066	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,804.00
344	41	X	M	GIBSON	CHARLES M	0334	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,804.00
345	12	A	M	FLOTHE	GLENN M	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	66,789.16
346	25	B	F	HOLLINGSWORTH	ROBERT E	0033		DWA	00		9	3,793.00	3,790.00	45,480.00	66,687.93
347	12	S	M	MYERS	JOHN J	7706	PE	JBA	21	K	E	5,373.00	5,373.00	64,476.00	66,622.75
348	07	X	M	MCCLINTOCK	JACQUELYN	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
349	02	X	M	HUMPHREYS	JOE K	1901	PX	AWA	26	E	A	5,705.00	5,705.00	68,460.00	66,597.00
350	25	G	M	ADAMS	JAMES I	8913	PE	HTA	19	J	G	5,103.00	5,103.00	61,236.00	66,574.25
351	10	S	M	HOLLETT	GEORGE K	6657	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
352	12	S	M	PARKER	LOWELL D	7736	PR	EBA	25	D	A	5,373.00	5,373.00	64,476.00	66,460.00
353	12	S	M	JORDAN	TERRY C	7706	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	66,460.00
354	25	S	M	BURTON	SHERMAN D	2148	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,460.00
355	05	S	M	LEIBOWITZ	MARGARET	3576	PE	AWA	23	L	A	5,569.00	5,569.00	66,828.00	66,436.00
356	03	X	M	SNOW	D REBECCA	7145	PX	JBA	24	D	E	5,705.00	5,705.00	68,460.00	66,390.00
357	25	C	F	SUND	WERNER	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	66,357.53
358	12	S	M	SWACKHAMMER	CLAUDE E	7708	PE	DQD	22	K	D	5,373.00	5,373.00	64,476.00	66,336.00
359	11	S	M	MCMULLEN	JOHN C	6188	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	66,336.00
360	12	A	M	YATES	ROBERT W	7704	PE	HTA	77	F	F	5,018.00	5,018.00	60,216.00	66,311.92
361	25	B	F	WHALEN	RONALD E	0033		AWA	00		9	3,824.00	5,968.00	71,616.00	66,310.28
362	06	S	M	DUKE	VERONICA M	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	66,285.00
363	12	A	M	STOGSDILL	JAMES A	7705	PE	DQD	78	J	D	4,663.00	4,663.00	55,956.00	66,123.26
364	12	A	M	WADMAN	JEFFREY A	7704	PE	HAA	77	K	C	4,331.00	4,331.00	51,972.00	66,059.17
365	12	A	M	PRESHAW	JOHN T JR	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	66,034.81
366	12	S	M	KORHONEN	MICHAEL	7709	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,993.09
367	12	A	M	FOOTE	KENNETH D	7703	PE	JBU	76	L	E	4,663.00	4,663.00	55,956.00	65,985.19
368	03	X	M	HUTCHINGS	STEPHEN H	7146	PX	ARA	25	D	C	5,498.00	5,498.00	65,976.00	65,976.00
369	11	X	M	PAMPLIN	W LEWIS JR	1901	PX	EBA	26	D	A	5,498.00	5,498.00	65,976.00	65,976.00
370	03	X	M	HENRY	MARY A	7146	PX	ACA	25	E	A	5,498.00	5,498.00	65,976.00	65,976.00
371	01	X	X	HUBBARD	MARSHA A	X080	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	65,962.60
372	25	C	F	ROSENQUIST	BILL R	0036		DSA	00		9	5,416.80	2,504.00	30,048.00	65,945.15
373	18	X	M	NOAH	JOHN C	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,860.80
374	08	X	M	DICKEY	DON S	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,850.00
375	12	A	M	DOWD	MICHAEL	7705	PE	HEB	78	F	E	4,837.00	4,837.00	58,044.00	65,831.71
376	12	A	M	LEWIS	GARY L	7705	PE	HCE	78	J	E	5,018.00	5,018.00	60,216.00	65,820.04
377	11	S	M	CLARK	JOHN H	6164	PR	JBA	22	F	E	5,373.00	5,373.00	64,476.00	65,765.05
378	03	X	M	MILLS	MARTHA T	7145	PX	EBA	24	J	A	5,502.00	5,502.00	66,024.00	65,754.02
379	12	A	M	SCHOBER	WAYNE E	7705	PE	ECF	78	K	C	4,663.00	4,663.00	55,956.00	65,711.70
380	12	A	M	SMITH	STEPHEN E	7703	PE	KAA	76	J	H	5,206.00	5,206.00	62,472.00	65,681.09
381	11	S	M	BISHOP	RICHARD H	6164	PE	JBA	22	J	E	5,569.00	5,569.00	66,828.00	65,652.00
382	02	X	M	THOMAS	H CONNOR	7145	PX	HTA	24	B	H	6,349.00	6,349.00	76,188.00	65,616.37
383	12	A	M	RIETH	LEWIS E	7703	PE	DAA	76	L	F	5,206.00	5,206.00	62,472.00	65,601.46
384	25	X	M	MORRISON	JEFFREY J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,593.80
385	30	X	X	FOWLER	DUNCAN	X099	PX	AWA	24	F	9	5,303.00	5,303.00	63,636.00	65,593.80
386	03	X	M	SCHULER	BRYAN E	7144	PX	DKA	22	C	G	5,498.00	5,498.00	65,976.00	65,586.00
387	08	X	M	OREILLY	J VINCENT	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	65,586.00
388	25	X	M	RUSSO	GUY A	1901	PX	EBE	26	D	A	5,498.00	5,498.00	65,976.00	65,586.00
389	08	X	M	ELDER	FRANKLIN T	1951	PX	AWA	23	B	A	5,498.00	5,498.00	65,976.00	65,586.00
390	25	B	F	RENFROW	JAMES S	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	65,579.83
391	11	X	M	REAUME	BEVERLY D	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	65,529.60
392	12	S	M	NUTGRASS	JAMES R	7708	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	65,520.36

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
393	12	A	M	BOUTANG	ROBERT	7786	PE	EBA	79	J	A	4,663.00	4,663.00	55,956.00	65,506.03
394	25	S	M	BAUMGARTNER	WILLIAM L	8916	PE	AWA	24	J	A	5,569.00	5,569.00	66,828.00	65,456.00
395	25	B	F	STAATS	ROGER E	0033		DSA	00		9	3,793.00	3,790.00	45,480.00	65,411.73
396	18	X	M	KELTON	KEITH A	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,391.00
397	08	X	X	WONDZELL	BLAIR E	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	65,349.08
398	25	L	H	CARR	RICHARD L	9316	PE	KEA	50	E	S	22.09	3,589.62	43,075.44	65,341.75
399	06	X	M	SIPE	CONNIE J	1951	PX	AWA	28	D	A	5,910.00	5,910.00	70,920.00	65,301.59
400	12	A	M	FARRELL	JAMES D	7703	PE	EBA	76	K	A	3,879.00	3,879.00	46,548.00	65,255.12
401	12	S	M	FLEEK	WAYNE A	7708	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	65,255.04
402	03	X	M	BALDWIN	JAMES L	7146	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	65,244.00
403	12	A	M	SCHADLE	ALVAN G	7705	PE	DQD	78	K	D	4,837.00	4,837.00	58,044.00	65,197.57
404	32	X	X	GREANY	MICHAEL J	X201	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,196.00
405	25	C	F	REESER	MAYNARD L	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	65,193.94
406	31	X	X	JEANS	BRAXTON	X757	PX	AWA	23	L	A	5,540.00	5,540.00	66,480.00	65,180.00
407	25	L	H	AMBUEHL	DUANE G	9316	PE	MBC	50	B	S	21.49	3,492.12	41,905.44	65,179.02
408	25	X	M	MALICK	DANIEL F	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	65,178.79
409	02	X	M	CANNON	JAMES H	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	65,088.00
410	25	C	F	SACKETT	LARRY N	0039		DWA	00		9	5,378.40	1,352.00	16,224.00	65,075.57
411	25	S	M	MORBERG	KEITH R	8924	PE	EBA	25	E	A	5,569.00	5,569.00	66,828.00	65,064.00
412	10	X	M	HEIM	BILL L	1901	PX	ECF	26	B	C	5,303.00	5,303.00	63,636.00	64,975.56
413	12	A	M	WILCOX	THURMAN E	7703	PE	EQB	76	E	H	4,837.00	4,837.00	58,044.00	64,928.82
414	12	A	M	STOCKARD	CHRISTOPHE	7705	PE	JBA	78	F	E	4,837.00	4,837.00	58,044.00	64,891.29
415	03	X	M	LINTON	LEONARD M JR	7146	PX	EBA	25	J	A	5,919.00	5,919.00	71,028.00	64,868.00
416	25	C	F	SANDE	JAN W	0037		ACA	00		9	4,127.00	1,114.00	13,368.00	64,847.61
417	12	A	M	ARRANTS	DAVID L	7703	PE	MEA	76	K	H	5,402.00	5,402.00	64,824.00	64,824.00
418	12	A	M	LESTER	ROBERT B	7704	PE	ARA	77	F	C	4,023.00	4,023.00	48,276.00	64,807.18
419	07	X	M	KNIGHT	JUDY G	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,806.00
420	25	L	H	HEYANO	NORMAN J	9316	PE	DAA	50	E	S	22.09	3,589.62	43,075.44	64,800.73
421	25	C	F	JULIAN	DALE L	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	64,776.07
422	02	X	M	PLUMMER	SUSAN K	1901	PX	AWA	26	D	A	5,498.00	5,498.00	65,976.00	64,743.00
423	05	S	M	SPAZIANI	RICHARD L	3176	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,724.00
424	06	S	M	ADELMEYER	JOSEPH M	5339	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,651.00
425	12	S	M	GILSON	PHILLIP V	7706	PE	CAA	21	J	B	5,030.00	5,030.00	60,360.00	64,560.56
426	12	A	M	GAUSE	WILLIAM R	7704	PE	JBA	77	F	E	4,494.00	4,494.00	53,928.00	64,540.87
427	25	G	M	WHITEHEAD	JACK G	1293	PE	JBA	21	L	E	5,470.00	5,470.00	65,640.00	64,529.15
428	11	X	M	PARKER	KENNETH P	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,512.21
429	25	C	F	RICE	CECIL H	0036		ACA	00		9	4,913.00	4,166.00	49,992.00	64,496.62
430	12	A	M	MAYBERRY	MICHAEL D	7705	PE	JBA	78	J	E	5,018.00	5,018.00	60,216.00	64,495.85
431	12	A	M	MCGINNIS	LEON D	7703	PE	JBA	76	K	E	4,494.00	4,494.00	53,928.00	64,491.93
432	08	X	M	FARLEIGH	JOHN B	2348	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	64,483.47
433	12	A	M	BELL	SUSAN R	7703	PE	DKA	76	J	G	5,018.00	5,018.00	60,216.00	64,478.52
434	05	S	M	HILEY	GERALD D	3180	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
435	25	S	M	WILLIAMS	HUGH N	2716	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
436	06	S	M	FRAIR	CHERYL J	5339	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
437	25	S	M	ENTZEL	ORLEN R	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	64,476.00
438	25	S	M	RASMUSSEN	LOREN L	8916	PE	AWA	24	F	A	5,373.00	5,373.00	64,476.00	64,476.00
439	05	S	M	MUNRO	ALAN R	3519	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
440	02	S	M	MASTERS	HENRY L	1240	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,476.00
441	12	A	M	TANNER	WARREN M	7703	PE	CKC	76	E	F	4,494.00	4,494.00	53,928.00	64,473.44
442	20	G	M	DENNIS	ROY	7653	PE	JBA	13	F	T	3,262.00	3,262.00	39,144.00	64,471.30
443	02	S	M	KREFTING	CARL T	1841	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	64,470.36
444	03	X	M	GRUENSTEIN	PETER E	7146	PX	EBA	25	F	A	5,705.00	5,705.00	68,460.00	64,440.00
445	03	X	M	ROOSA	KENNETH S	7145	PX	JBA	24	C	E	5,498.00	5,498.00	65,976.00	64,416.00
446	04	X	M	BULLOCK	DONALD M JR	1269	PX	AWA	25	F	A	5,705.00	5,705.00	68,460.00	64,380.00
447	25	C	F	LEE	ROBERT E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	64,369.48
448	06	S	M	BETIT	JOSEPH W	1933	PE	AWA	23	F	A	5,030.00	5,030.00	60,360.00	64,361.72

SEQ.	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
449	12	A	M	YOUNG	ROLLIN T	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,358.37
450	31	X	X	PEKOVICH	SAM	X217	PX	AWA	22	M	A	5,363.00	5,363.00	64,356.00	64,356.00
451	25	G	M	LESLIE	KENNETH A	8913	PE	JBA	19	K	E	4,605.00	4,605.00	55,260.00	64,342.97
452	25	B	F	JORGENSEN	DAMON R	0034		DSA	00		9	3,592.00	7,760.00	93,120.00	64,342.95
453	03	X	M	SCUKANEC	JOHN A	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	64,320.00
454	11	S	M	BURRIS	OLIVER E	6144	PE	JBA	20	L	E	5,198.00	5,198.00	62,376.00	64,295.36
455	11	S	M	STEWART	JOHN T	1933	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
456	05	S	M	YOUNG	E PAT	3376	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	64,295.36
457	25	S	M	SLATER	WILLARD H	8389	PE	EBA	22	L	A	5,198.00	5,198.00	62,376.00	64,295.36
458	25	B	F	BERNARDI	GEORGE	0032		ACA	00		9	4,436.00	7,352.00	88,224.00	64,263.76
459	12	A	M	MEEK	DAVID	7705	PE	ECF	78	F	C	4,331.00	4,331.00	51,972.00	64,229.35
460	12	A	M	LEWIS	KENNETH J	7703	PE	HCE	76	L	E	4,663.00	4,663.00	55,956.00	64,226.48
461	02	X	M	RYALS	KENNETH	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	64,158.00
462	10	S	M	REGER	RICHARD D	8344	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	64,126.00
463	25	M	F	KINTNER	THOMAS P	0046		ACA	00		9	22.79	4,147.78	49,773.36	64,082.61
464	03	X	M	JAHNKE	THOMAS M	7145	PX	AWA	24	J	A	5,502.00	5,502.00	66,024.00	64,034.00
465	12	A	M	CRAWFORD	RANDY	7704	PE	KAA	77	F	H	5,402.00	5,402.00	64,824.00	64,026.47
466	25	C	F	FORCHEMER	DAVID G	0038		ACA	00		9	4,084.00	3,288.00	39,456.00	63,996.69
467	10	X	M	ANDERSON	JAMES R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,984.00
468	12	A	M	WOLDSTAD	KENNETH J	7703	PE	CAA	76	B	B	3,472.00	3,472.00	41,664.00	63,980.50
469	12	S	M	GILMOUR	WALTER J	7709	PE	EBA	24	F	A	5,373.00	5,373.00	64,476.00	63,976.00
470	12	A	M	STEELE	VERNON L	7705	PE	ECF	78	J	C	4,494.00	4,494.00	53,928.00	63,974.48
471	12	A	M	BOITNOTT	WILLIAM M	7705	PR	EBA	78	D	A	3,879.00	3,879.00	46,548.00	63,956.76
472	25	S	M	BERGDOLL	BARRY L	8916	PE	AWA	24	E	A	5,198.00	5,198.00	62,376.00	63,897.28
473	25	S	M	GOLDBACH	DOUGLASS R	1221	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,897.28
474	12	A	M	HAMM	GREGORY S	7703	PE	DWA	76	C	E	3,738.00	3,738.00	44,856.00	63,871.96
475	12	A	M	VANDERPOOL	ROY L	7705	PR	DWA	78	E	E	4,663.00	4,663.00	55,956.00	63,853.58
476	03	X	M	FRANK	MICHAEL J	7146	PX	EBA	25	E	A	5,498.00	5,498.00	65,976.00	63,831.00
477	25	S	M	MARTIN	JOHN D	2297	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,776.00
478	25	B	F	MCDONALD	JAMES R	0033		AWA	00		9	3,651.00	4,482.00	53,784.00	63,757.34
479	25	C	F	STOREY	HERBERT E JR	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,658.94
480	03	X	M	WORCESTER	MARK P	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
481	41	X	M	HITCHCOCK	WILLIAM D	0323	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
482	08	X	X	SCOUGAL	HESDEN D	X320	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
483	03	X	M	MCCONNELL	DWAYNE W	7146	PX	CAA	25	B	D	5,303.00	5,303.00	63,636.00	63,636.00
484	02	X	M	DANIELS	JAN M	1842	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
485	08	X	X	MILLER	KEITH H	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
486	08	X	X	AGI	LOUIS E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
487	41	X	X	GUCKER	GEORGE L	X014	PX	ACA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
488	08	X	X	VAN ALEN	WILLIAM	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
489	03	X	M	FRATIES	GAIL R	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
490	03	X	M	SEWRIGHT	MICHAEL W	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
491	08	X	X	LEVORSEN	JOHN A	X332	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
492	41	X	X	ANDREWS	ELAINE M	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
493	41	X	X	FULD	WILLIAM H	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
494	03	X	M	GUANELI	DEAN J	7145	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00
495	41	X	X	MASON	JOHN DAVID	X014		EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
496	08	X	X	WEATHERLY	MARVIN R	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
497	08	X	X	GUESS	CAROLYN S	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
498	03	X	M	WHITE	MICHAEL N	7146	PX	ECF	25	C	C	5,303.00	5,303.00	63,636.00	63,636.00
499	08	X	X	TRIMBLE	JAMES K	X334	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
500	25	X	M	WALDRON	DAVID L	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
501	08	X	X	DOUGLASS	RUSSELL A	X333	PX	EBA	24	F	9	5,303.00	5,303.00	63,636.00	63,636.00
502	08	X	X	SNOWDEN	DIANA E	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
503	11	X	M	CLARK	JOHN A	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
504	41	X	M	SZAL	ALBERT H	0334	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,636.00

SEQ	DEPT	B-U	TYP	NAME		CLASS	STUS	LOC	RNG	STP	SCH	RATE	MONTHLY	YEARLY	YTD
505	41	X	X	FINN	NATALIE K	X014		EBA			9	5,303.00	5,303.00	63,636.00	63,636.00
506	11	X	X	TWOMLEY	BRUCE C	X025	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
507	11	X	X	LISTOWSKI	RICHARD F	X099	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
508	41	X	X	ANDERSON	GLEN C	X014	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,636.00
509	25	S	M	MILLER	JOHN A	8915	PE	JBA	22	F	E	5,373.00	5,373.00	64,476.00	63,601.00
510	11	X	X	SMITH	PHILIP J	X099		AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,600.47
511	03	X	M	HORETSKI	GAYLE A	7145	PX	AWA	24	E	A	5,129.00	5,129.00	61,548.00	63,543.45
512	25	S	M	ANDERSON	RODNEY D	8913	PE	JBA	19	K	E	4,694.00	4,694.00	56,328.00	63,504.20
513	03	X	M	WALTON	LINDA L	7145	PX	JBA	24	E	E	5,910.00	5,910.00	70,920.00	63,494.59
514	41	X	M	MILLER	SUSAN C	0245	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
515	05	X	M	CRAIG	CHARLES W	3110	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	63,462.00
516	21	X	M	PERDUE	KAREN R	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,462.00
517	12	A	M	ENGLEMAN	GEOFFREY T	7703	PE	JBA	76	J	E	4,331.00	4,331.00	51,972.00	63,447.30
518	21	X	M	SMITH	JEFF S	1951	PX	AWA	28	A	A	5,303.00	5,303.00	63,636.00	63,424.30
519	25	S	M	BECK	ROBERT P	8634	PE	AWA	23	K	A	5,373.00	5,373.00	64,476.00	63,395.59
520	25	G	M	CRONK	JAMES J	8913	PE	HTA	19	F	G	4,936.00	4,936.00	59,232.00	63,394.06
521	05	T	T	RICHARDSON	ROBERT	T999		DSA	00		9	5,421.47	5,421.47	65,057.64	63,391.08
522	11	G	M	NELSON	MICHAEL L	6162	PE	DAA	18	M	F	5,103.00	5,103.00	61,236.00	63,380.29
523	12	A	M	WEITH	WILLIAM F	7703	PE	HYC	76	J	H	5,206.00	5,206.00	62,472.00	63,357.72
524	12	A	M	BINSCHUS	DAVID L	7703	PE	CAA	76	J	B	4,176.00	4,176.00	50,112.00	63,348.83
525	12	A	M	MCGHEE	JOHN L	7705	PE	EBA	78	J	A	4,331.00	4,331.00	51,972.00	63,338.92
526	04	X	M	WILSON	JAMES R	2132	PX	AWA	24	F	A	5,303.00	5,303.00	63,636.00	63,311.46
527	03	X	M	HERMAN	BARBARA	7146	PX	EBA	25	D	A	5,303.00	5,303.00	63,636.00	63,288.00
528	25	B	F	KINNEAR	RICHARD J	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,214.18
529	12	A	M	GOODWIN	DANIEL	7705	PE	EBA	78	K	A	4,494.00	4,494.00	53,928.00	63,179.80
530	25	S	M	HENRY	JOHN W	8634	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	63,118.00
531	12	X	M	HENDERSON	ROBERT M	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	63,114.00
532	25	C	F	PAYNE	HAROLD	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	63,105.77
533	05	X	X	ROCHELEAU	LARRAE E	X099	PX	ARC	26	C	C	5,498.00	5,498.00	65,976.00	63,095.05
534	25	X	M	MOESER	HAROLD R	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,090.93
535	04	X	M	RICHARD	MARTIN J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	63,073.80
536	12	A	M	HOLLAND	ROY D	7705	PE	AWA	78	K	A	4,494.00	4,494.00	53,928.00	63,053.62
537	25	C	F	PORTER	GEORGE R	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	63,052.88
538	20	X	M	LADWIG	WILLIAM W	1951	PX	AWA	28	B	A	5,498.00	5,498.00	65,976.00	63,052.00
539	25	B	F	SULLIVAN	HOWARD E	0032		AWA	00		9	4,436.00	7,352.00	88,224.00	63,049.88
540	18	X	M	CLADOUHOS	JOSEPH W	1901	PX	AWA	26	B	A	5,129.00	5,129.00	61,548.00	63,043.80
541	20	S	M	FRANK	GAIL FW	7657	PR	JBA	21	A	E	4,234.00	4,234.00	50,808.00	63,014.34
542	25	G	M	CHANDLER	JEFFREY S	8913	PR	HTA	19	E	G	4,758.00	4,758.00	57,096.00	62,986.75
543	08	X	X	KNOWLES	SUSAN M	X004	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,981.01
544	25	X	M	OLSON	JOHN B	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,952.97
545	02	X	M	LINK	ROBERT J	1901	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,940.00
546	25	C	F	LARSEN	JOHN L	0038		AWA	00		9	3,651.00	4,482.00	53,784.00	62,925.67
547	25	S	M	LEONARD	LEROY E	8915	PE	JBC	22	F	E	5,373.00	5,373.00	64,476.00	62,901.00
548	25	C	F	KUTZ	RONALD J	0036		AWA	00		9	4,913.00	4,166.00	49,992.00	62,816.77
549	12	S	M	MCCONNAUGHEY	JOHN T	7708	PR	ECF	23	J	C	5,373.00	5,373.00	64,476.00	62,812.96
550	25	C	F	HANCOCK	GEORGE E	0038		AWA	00		9	4,084.00	3,288.00	39,456.00	62,793.60
551	25	G	M	SATHER	EDWIN C	8618	PE	AWA	22	K	A	4,936.00	4,936.00	59,232.00	62,786.46
552	08	X	M	BEARDSLEY	WILLIAM H	2202	PX	AWA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
553	03	X	M	BUTTERFIELD	RHONDA F	7145	PX	EBA	24	F	A	5,303.00	5,303.00	63,636.00	62,766.00
554	10	X	M	STURGEON	JOHN L	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,766.00
555	25	S	M	DOWNING	RICHARD E	8633	PE	EBA	23	K	A	5,373.00	5,373.00	64,476.00	62,726.00
556	25	S	M	FRIEND	DONALD D	8915	PE	AWA	22	M	A	5,373.00	5,373.00	64,476.00	62,726.00
557	12	A	M	INGALLS	BARRY C	7704	PE	EBA	77	K	A	4,176.00	4,176.00	50,112.00	62,618.95
558	05	S	M	DAVIS	ROBERT M	3187	PE	AWA	23	J	A	5,198.00	5,198.00	62,376.00	62,615.92
559	25	X	M	SNELL	WILLIAM R	1901	PX	EBA	26	C	A	5,303.00	5,303.00	63,636.00	62,592.00
560	25	B	F	WYNN	JOHN	0034		AWA	00		9	3,420.00	2,440.00	29,280.00	62,587.68

SCOMM

#49:44

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 2, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: Brad Pierce
Legislative Analyst

RE: Legislative Salaries
Research Request 86-031

Your staff requested this office to do some follow-up r[redacted]of [redacted]ees. In addition, we were asked to compare Alaska legislative salaries to those received by legislators in other states.

Alaska [redacted]

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the average teacher's salary is $38,266 per year, or $44,350 when all benefits are included. The statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, [redacted]r.

[redacted]of Alaska Salaries

We contacted Brian Rogers, Director of the University Statewide Budget Office for information on salaries. According to Mr. Rogers, most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the University system is $33,374. There are [redacted]

Alaska [redacted]alaries

The Alaska Railroad Corporation has 541 employees. [redacted]

Alaska State Employees

During 1984, the 19,304 State employees in Alaska earned an average salary of $32,403. There are [redacted]

[redacted]

Differences in session length, interim responsibilities and in the philosophy of compensation for public service make it difficult to compare between legislative salaries in various states. Some states, including Alaska, pay their legislators on a straight salary basis. Other states pay salaries and per diem (often prorated to reflect the amount of travel time from an individual's district) and some states pay on a strictly per diem basis. [redacted]

We caution that the 1982 data used to compile these tables is for a particular legislative session and may not accurately reflect an average legislative year for any given state. For example, the Alaska legislature is now limited to a 120-day session which would raise their salary to $400 per day and move it up to fourth in rank. In addition, the expenses used for states with per diem allowances are probably uniformly overestimated. Many states have some sort of voucher reimbursement policy. The per diem calculations used in these tables should be considered the maximum amount possible for each state.

Another method of ranking the Alaska Legislature pay scale with that in other states is to look at the ratio of total legislative salaries to the average teacher's salary in each state. In an attempt to correct for salary differences between states, we have also compared legislators salaries with the average salaries of teachers and state employees in each state. [redacted] Alaska ranks fifth when legislative salaries are compared to state employee wages.

The printouts attached to this memorandum give a fair description of how Alaska legislative salaries compare to those in other states. We hope we have provided sufficient information for your purposes. Please feel free to call us if you have any questions

BP

Attachments

A RA[redacted]

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	[redacted]
1	[redacted]	35,000	75	64	0	39,800	[redacted]
2	New York	32,960	55	73	5	37,250	[redacted]
3	Illinois	28,000	36	65	0	30,340	[redacted]
4	Indiana	9,600	65	30	0	11,550	[redacted]
5	Minnesota	18,500	36	34	23	20,552	[redacted]
6	[redacted]	48,000	0	144	0	48,000	[redacted]
7	Tennessee	8,308	66	32	0	10,420	326
8	New Jersey	25,000	0	76	1	25,000	325
9	Maryland	21,000	68	90	1	27,188	299
10	Oklahoma	20,000	35	86	0	23,010	268
11	Virginia	11,000	75	61	1	15,650	252
12	Georgia	7,200	59	40	6	9,914	216
13	Ohio	22,500	0	108	0	22,500	208
14	Missouri	15,000	35	70	19	18,115	204
15	Florida	12,000	50	67	19	16,300	190
16	Washington	13,750	44	90	7	18,018	186
17	Wisconsin	22,631	42	130	43	29,897	173
18	Iowa	13,700	30	104	0	16,820	162
19	South Carolina	10,000	50	90	0	14,500	161
20	Arkansas	7,500	44	66	0	10,404	158
21	Hawaii	13,650	20	99	2	15,670	155
22	California	28,110	62	257	56	47,516	152
23	South Dakota	3,200	50	35	0	4,950	141
24	Colorado	14,000	40	139	0	19,560	141
25	West Virginia	5,136	50	60	2	8,236	133
26	Massachusetts	30,000	50	364	0	48,200	132
27	Connecticut	10,500	0	63	27	10,500	117
28	Mississippi	8,100	44	96	16	13,028	116
29	North Carolina	6,936	50	127	5	13,536	103
30	Idaho	4,200	44	73	0	7,412	102
31	Alabama	4,800	65	105	29	13,510	101
32	Michigan	33,200		351	0	33,200	95
33	Arizona	15,000	40	103	177	26,200	94
34	Oregon	8,400	44	203	39	19,048	79
35	Louisiana		75	60	0	4,500	75
36	Kentucky		75	60	0	4,500	75
37	Delaware	12,255	0	170	1	12,255	72
38	Nebraska	4,800	0	60	7	4,800	72
39	Wyoming		60	20	0	1,200	60
40	Nevada		56	101	0	5,656	56
41	Kansas		50	68	0	3,400	50
42	Texas	7,200	0	140	8	7,200	49
43	Maine		45	50	3	2,385	45
44	Montana		45	70	6	4,320	45
45	Vermont		35	66	0	1,848	28
46	Utah		25	20	5	625	25
47	New Mexico		0	30	19	0	0
48	New Hampshire		0	49	13	0	0
49	Rhode Island		0	66	3	0	0
50	North Dakota			60	0	0	0
	Average					15,570	

Source 1984-1985 Book of the States

Prepared by the House Research Agency, October 1983

A RANKING OF LEGISLATORS' SALARIES TO STATE EMPLOYEES' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982 AVERAGE STATE EMPLOYEE SALARY	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	50	364	0	48,200	132	17,900	2.68
2	[redacted]	35,000	75	64	0	39,900	622	18,840	2.11
3	[redacted]	28,110	62	257	56	47,516	152	24,756	1.92
4	[redacted]	32,960	55	73	5	37,250	478	20,940	1.78
5	[redacted]	48,000	0	144	0	48,000	333	28,884	[redacted]
6	Maryland	21,000	68	90	1	27,188	299	17,856	1.52
7	Illinois	28,000	36	65	0	30,340	467	20,808	1.46
8	Michigan	33,200		351	0	33,200	95	22,836	1.45
9	Wisconsin	22,631	42	130	43	29,897	173	20,592	1.45
10	Oklahoma	20,000	35	86	0	23,010	268	18,060	1.27
11	Arizona	15,000	40	103	177	26,200	94	21,360	1.23
12	New Jersey	25,000	0	76	1	25,000	325	20,568	1.22
13	Missouri	15,000	35	70	19	18,115	204	15,612	1.16
14	Ohio	22,500	0	108	0	22,500	208	20,040	1.12
15	Oregon	8,400	44	203	39	19,048	79	19,764	0.96
16	Colorado	14,000	40	139	0	19,560	141	20,760	0.94
17	Florida	12,000	50	67	19	16,300	190	17,628	0.92
18	Mississippi	8,100	44	96	16	13,028	116	14,292	0.91
19	Minnesota	18,500	36	34	23	20,552	361	22,944	0.90
20	Washington	13,750	44	90	7	18,018	186	20,856	0.86
21	Virginia	11,000	75	61	1	15,650	252	18,240	0.86
22	South Carolina	10,000	50	90	0	14,500	161	16,944	0.86
23	Iowa	13,700	30	104	0	16,820	162	19,860	0.85
24	North Carolina	6,936	50	127	5	13,536	103	16,800	0.81
25	Hawaii	13,650	20	99	2	15,670	155	19,740	0.79
26	Alabama	4,800	65	105	29	13,510	101	18,240	0.74
27	Delaware	12,255	0	170	1	12,255	72	17,172	0.71
28	Arkansas	7,500	44	66	0	10,404	158	16,332	0.64
29	Tennessee	8,308	66	32	0	10,420	326	17,712	0.59
30	Georgia	7,200	59	40	6	9,914	216	17,232	0.58
31	Connecticut	10,500	0	63	27	10,500	117	18,252	0.58
32	Indiana	9,600	65	30	0	11,550	385	20,664	0.56
33	West Virginia	5,136	50	60	2	8,236	133	15,264	0.54
34	Idaho	4,200	44	73	0	7,412	102	19,140	0.39
35	Texas	7,200	0	140	8	7,200	49	19,728	0.36
36	Nebraska	4,800	0	60	7	4,800	72	15,516	0.31
37	South Dakota	3,200	50	35	0	4,950	141	17,184	0.29
38	Louisiana	0	75	60	0	4,500	75	16,728	0.27
39	Kentucky	0	75	60	0	4,500	75	17,004	0.26
40	Nevada	0	56	101	0	5,656	56	22,404	0.25
41	Montana	0	45	90	6	4,320	45	20,388	0.21
42	Kansas	0	50	68	0	3,400	50	17,736	0.19
43	Maine	0	45	50	3	2,385	45	17,640	0.14
44	Vermont	0	28	66	0	1,848	28	18,036	0.10
45	Wyoming	0	60	20	0	1,200	60	22,500	0.05
46	Utah	0	25	20	5	625	25	18,936	0.03
47	New Mexico	0	0	30	19	0	0	17,676	0.00
48	New Hampshire	0	0	49	13	0	0	15,540	0.00
49	Rhode Island	0	0	66	3	0	0	19,140	0.00
50	North Dakota	0	0	60	0	0	0	19,392	0.00
	Average					15,570		19,050	0.82

Source: 1984-1985 Book of the States

Prepared by the House Research Agency October 1985

A RANKING OF STATE LEGISLATORS' SALARIES TO TEACHERS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982/83 AVERAGE TEACHERS' SALARIES	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	50	364	0	48,200	132	19,000	2.54
2	[redacted]	28,110	62	257	56	47,516	152	23,555	2.02
3	[redacted]	35,000	75	64	0	39,800	622	21,000	1.90
4	[redacted]	32,960	55	73	5	37,250	478	25,100	1.48
5	[redacted]	22,631	42	130	43	29,897	173	20,940	1.43
6	[redacted]	48,000	0	144	0	48,000	333	33,953	[redacted]
7	Arizona	15,000	40	103	177	26,200	94	18,849	1.39
8	Michigan	33,200		351	0	33,200	95	23,965	1.39
9	Illinois	28,000	36	65	0	30,340	467	22,618	1.34
10	Oklahoma	20,000	35	86	0	23,010	268	18,110	1.27
11	Maryland	21,000	68	90	1	27,188	299	22,786	1.19
12	New Jersey	25,000	0	76	1	25,000	325	21,642	1.16
13	Ohio	22,500	0	108	0	22,500	208	20,360	1.11
14	Missouri	15,000	35	70	19	18,115	204	17,726	1.02
15	Minnesota	18,500	36	34	23	20,552	361	22,296	0.92
16	Mississippi	8,100	44	96	16	13,028	116	14,285	0.91
17	Colorado	14,000	40	139	0	19,560	141	21,500	0.91
18	Iowa	13,700	30	104	0	16,820	162	18,709	0.90
19	South Carolina	10,000	50	90	0	14,500	161	16,380	0.89
20	Florida	12,000	50	67	19	16,300	190	18,538	0.88
21	Oregon	8,400	44	203	39	19,048	79	22,334	0.85
22	Virginia	11,000	75	61	1	15,650	252	18,707	0.84
23	Washington	13,750	44	90	7	18,018	186	23,413	0.77
24	North Carolina	6,936	50	127	5	13,536	103	17,836	0.76
25	Alabama	4,800	65	105	29	13,510	101	17,850	0.76
26	Arkansas	7,500	44	66	0	10,404	158	15,156	0.69
27	Hawaii	13,650	20	99	2	15,670	155	24,796	0.63
28	Tennessee	8,308	66	32	0	10,420	326	17,425	0.60
29	Delaware	12,255	0	170	1	12,255	72	20,665	0.59
30	Indiana	9,600	65	30	0	11,550	385	20,067	0.58
31	Georgia	7,200	59	40	6	9,914	216	17,412	0.57
32	Connecticut	10,500	0	63	27	10,500	117	20,300	0.52
33	West Virginia	5,136	50	60	2	8,236	133	17,370	0.47
34	Idaho	4,200	44	73	0	7,412	102	17,549	0.42
35	Texas	7,200	0	140	8	7,200	49	19,500	0.37
36	South Dakota	3,200	50	35	0	4,950	141	15,595	0.32
37	Nebraska	4,800	0	60	7	4,800	72	17,412	0.28
38	Nevada		56	101	0	5,656	56	20,944	0.27
39	Kentucky		75	60	0	4,500	75	18,400	0.24
40	Louisiana		75	60	0	4,500	75	19,265	0.23
41	Montana		45	90	6	4,320	45	19,463	0.22
42	Kansas		50	68	0	3,400	50	18,299	0.19
43	Maine		45	50	3	2,385	45	15,722	0.15
44	Vermont		28	66	0	1,848	28	15,338	0.12
45	Wyoming		60	20	0	1,200	60	24,000	0.05
46	Utah		25	20	5	625	25	19,677	0.03
47	New Mexico		0	30	19	0	0	20,600	0.00
48	New Hampshire		0	49	13	0	0	15,353	0.00
49	Rhode Island		0	66	3	0	0	23,175	0.00
50	North Dakota			60	0	0	0	18,390	0.00
	Average					15,570		19,867	0.78

Source. 1984-1985 Book of the States

LEGISLATIVE SALARIES COMPARED WITH EXECUTIVE & JUDICIAL BRANCH

THE FOLLOWING SALARIES ARE AVERAGED AND COMPARED WITH LEGISLATIVE SALARIES: GOVERNOR
LT. GOVERNOR
ATTORNEY GENERAL
SUPREME COURT JUDGE
IMTERMEDIATE APPELLATE COURT JUDGE

ALASKA

AVERAGE 77,858

LEGISLATURE 46,800

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE & JUDICIAL BRANCH

CALIFORNIA

AVERAGE 57,745

LEGISLATURE 54,180

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

MICHIGAN

AVERAGE 70,308

LEGISLATURE 41,560 (DOES NOT INCLUDE UNLIMITED TRAVEL AND MILEAGE)

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

NEW YORK

AVERAGE 84,109

LEGISLATURE 55,825

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICAIAL BRANCH

PENNSYLVANIA

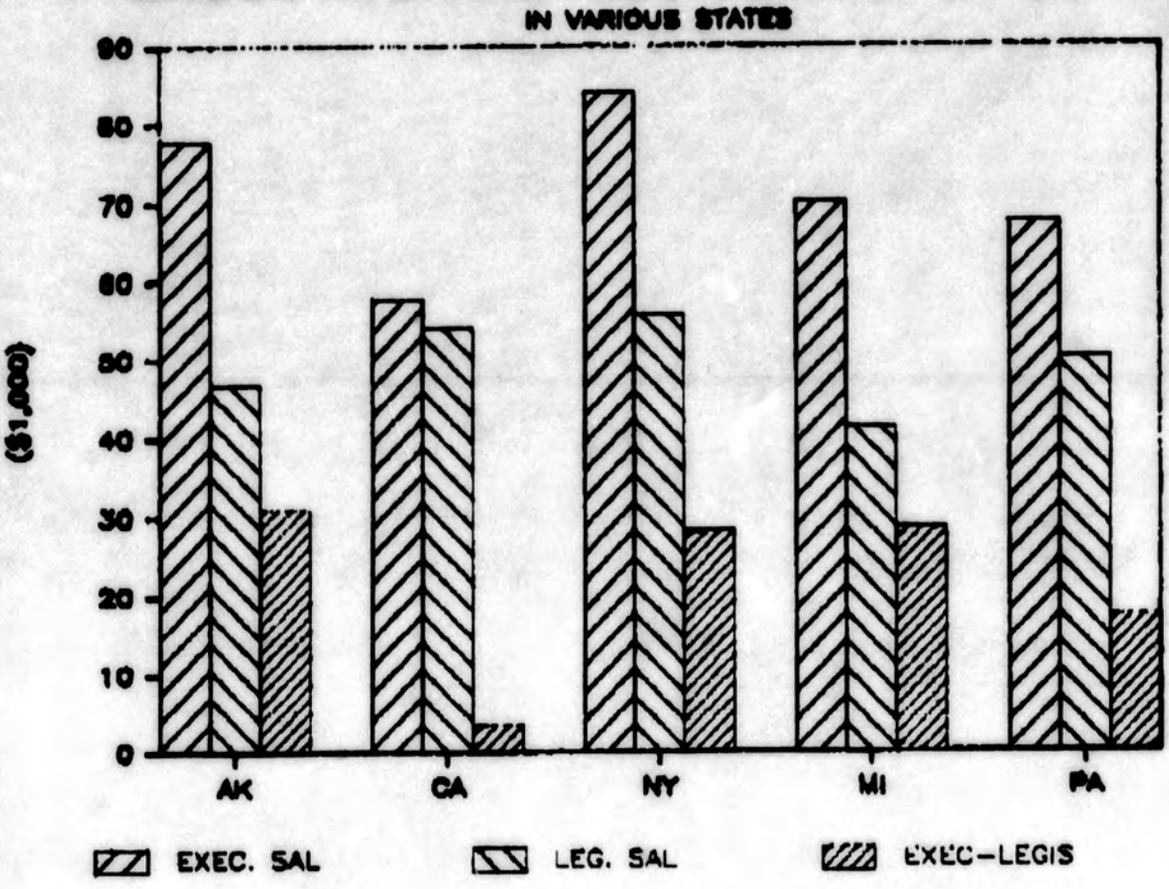
AVERAGE 67,700

LEGISLATURE 50,240

LEGISLATURE IS PAID [redacted] LESS THAN TOP EXECUTIVE AND JUDICIAL BRANCH

NOTE: LEGISLATIVE SALARIES ARE BASE PLUS PER DIEM AND ADDITIONAL EXPENSES (CAR). THESE SALARIES DO NOT INCLUDE ADDITIONAL LEADERSHIP SALARIES THAT MOST STATES HAVE.

EXECUTIVE AND LEGISLATIVE SALARIES



State lawmakers gather in Seattle

Thousands of [illegible] in Seattle [illegible] through Friday for the [illegible] National Conference of [illegible] Topics: health care, education, terrorism, salaries and allotments for living expenses during legislative sessions.

State	Salary	Living expenses
Alabama	$10 a day	$85 a day
[illegible]	[illegible]	[illegible] more
Arizona	$15,000 a year	$60 a day[1]
Arkansas	[illegible] a year	$44-$64 a day
[illegible]	[illegible]	[illegible]
Colorado	$17,500 a year	$75 a day
Connecticut	$13,000 a year	$75 a day
Delaware	$12,1[illegible] a year	$2,800 a year
Florida	$12,000 a year	$50 a day
Georgia	$7,200 a year	$99 a day
Hawaii	$15,600 a year	$45 a day
Idaho	$30 a day	$35-$80 a day
Illinois	$28,000 a year	$69 a day
Indiana	$11,600 a year	$86 a day
Iowa	$14,600 a year	$25-$45 a day
Kansas	$49 a day	$80 a day
Kentucky	$100 a day	$75 a day[2]
Louisiana	$16,800 a year	$75 a day
Maine	$7,500 a year	$50 a day
Maryland	$21,000 a year	$72 a day
Massachusetts	$30,000 a year	none
[illegible]	[illegible]	[illegible]
Minnesota	$21,140 a year	$32-$36 a day
Mississippi	$8,100 a year	$44 a day[3]
Missouri	$8,078 a year	$35 a day[4]
Montana	$50 a day	$45 a day
Nebraska	$4,800 a year	$25-$55 a day
Nevada	$8,240 a year	$56 a day
New Hampshire	$100 a year	none
New Jersey	$25,000 a year	none
New Mexico	$75 a day	none
[illegible]	[illegible]	[illegible]
North Carolina	$8,400 a year	$60 a day
North Dakota	$40-$80 a day	$50 a day[5]
Ohio	$22,500 a year	none
Oklahoma	$20,000 a year	$35 a day[6]
Oregon	$8,400 a year	$44 a day
[illegible]	[illegible]	[illegible]
Rhode Island	$5 a day	none
South Carolina	$10,000 a year	$68 a day
South Dakota	$3,200 a year	$75 a day[6]
Tennessee	$12,500 a year	$71 a day
Texas	$7,200 a year	$30 a day
Utah	$65 a day	$25 a day
Vermont	$11,000 a year	$60 a day
Virginia	$11,000 a year	$65 a day
Washington	$13,750 a year	$44 a day
West Virginia	$6,500 a year	$20-$70 a day
Wisconsin	$27,222 a year	$20-$42 a day
Wyoming	$75 a day	$80 a day

[1] $35 a day for Maricopa County legislators — both are new allotments effective Wednesday
[2] per actual day of attendance
[3] for Jackson legislators, daily attendance only
[4] for daily attendance only
[5] for legislators outside Capitol
[6] five-day week

Source: National Conference of State Legislators 1985 survey

41,560

State lawmakers gather in Seattle

[illegible]

	Salary	Per diem
Alabama	$10 a day	$85 a day
Alaska	[illegible]	[illegible]
Arizona	$15,000 a year	$60 a day[1]
Arkansas	[illegible]	[illegible]
California	$33,732 a year	$66 a day
Colorado	[illegible]	[illegible]
Connecticut	$13,000 a year	$75 a day
Delaware	[illegible]	[illegible]
Florida	$12,000 a year	$50 a day
Georgia	[illegible]	[illegible]
Hawaii	$15,600 a year	$45 a day
Idaho	[illegible]	[illegible]
Illinois	$28,000 a year	$69 a day
Indiana	[illegible]	[illegible]
Iowa	$14,600 a year	$25-$45 a day
Kansas	[illegible]	[illegible]
Kentucky	$100 a day	$75 a day[2]
Louisiana	[illegible]	[illegible]
Maine	$7,500 a year	$50 a day
Maryland	[illegible]	[illegible]
Massachusetts	$30,000 a year	none
Michigan	[illegible]	[illegible]
Minnesota	$21,140 a year	$32-$36 a day
Mississippi	[illegible]	[illegible]
Missouri	$8,078 a year	$35 a day[4]
Montana	[illegible]	[illegible]
Nebraska	$4,800 a year	$25-$55 a day
Nevada	[illegible]	[illegible]
New Hampshire	$100 a year	none
New Jersey	[illegible]	[illegible]
New Mexico	$75 a day	none
New York	[illegible]	[illegible]
North Carolina	$8,400 a year	$60 a day
North Dakota	[illegible]	[illegible]
Ohio	$22,500 a year	none
Oklahoma	[illegible]	[illegible]
Oregon	$8,400 a year	$44 a day
Pennsylvania	[illegible]	[illegible]
Rhode Island	$5 a day	none
South Carolina	[illegible]	[illegible]
South Dakota	$3,200 a year	$75 a day[6]
Tennessee	[illegible]	[illegible]
Texas	$7,200 a year	$30 a day
Utah	[illegible]	[illegible]
Vermont	$11,000 a year	$60 a day
Virginia	[illegible]	[illegible]
Washington	$13,750 a year	$44 a day
West Virginia	[illegible]	[illegible]
Wisconsin	$27,222 a year	$20-$42 a day
Wyoming	[illegible]	[illegible]

[1] $35 a day for Maricopa County legislators — both are new allotments effective Wednesday
[2] per actual day of attendance
[3] for Jackson legislators, daily attendance only
[4] for daily attendance only
[5] for legislators outside Capitol
[6] five-day week
Source: National Conference of State Legislators 1985 survey

Table 9
RELATION OF SELECTED ITEMS OF STATE AND LOCAL GOVERNMENT FINANCES TO PERSONAL INCOME: 1981-82

State or other jurisdiction	General revenue per $1,000 of personal income					Direct general expenditure per $1,000 of personal income				
	Total	From federal government	All state and local general revenue sources	Taxes	Charges and miscellaneous general revenue	All general expenditures	Education	Highways	Public welfare	Health and hospitals
U.S. Average	$189.63	$ 36.14	$153.49	$110.70	$ 42.79	$180.22	$ 64.26	$14.36	$23.39	$16.74
Alabama	188.50	42.85	145.66	92.34	53.31	185.94	74.11	17.62	16.84	23.84
Alaska	1,117.56	74.88	1,042.68	496.38	546.30	615.25	155.30	53.69	30.11	19.62
Arizona	183.27	27.76	155.51	105.67	49.84	188.82	79.28	16.69	8.92	13.95
Arkansas	176.62	44.77	131.85	90.23	41.62	166.83	67.26	17.40	19.65	18.66
California	191.27	37.25	154.03	112.59	41.43	184.03	62.05	8.15	31.09	16.37
Colorado	184.22	32.02	152.19	103.25	48.94	172.50	71.37	15.25	17.13	14.88
Connecticut	153.21	25.58	127.62	102.46	25.17	142.78	48.76	10.28	20.00	9.30
Delaware	205.75	42.96	162.79	108.76	54.04	195.03	70.79	17.68	14.82	9.89
Florida	156.65	27.68	128.96	89.09	39.87	156.75	54.29	12.99	11.82	18.44
Georgia	197.80	43.83	153.97	103.76	50.21	189.77	62.13	20.32	18.66	35.78
Hawaii	215.14	43.00	172.14	127.62	44.53	208.28	59.54	13.24	26.84	14.41
Idaho	176.71	37.92	138.79	94.56	44.23	170.19	67.52	18.94	13.99	15.36
Illinois	164.98	32.41	132.57	103.10	29.47	154.65	53.57	12.26	24.11	10.47
Indiana	157.15	28.31	128.84	90.50	38.34	150.27	66.29	12.17	15.37	16.13
Iowa	181.69	30.24	151.45	108.45	43.00	180.16	72.36	22.86	20.86	18.68
Kansas	176.78	28.52	148.26	98.19	50.07	168.91	65.37	19.74	17.30	15.32
Kentucky	178.25	43.05	135.20	101.50	33.70	173.19	61.71	21.28	23.93	11.80
Louisiana	216.16	37.79	178.36	112.99	65.37	209.68	71.77	18.41	21.29	24.27
Maine	200.38	49.09	151.29	119.00	32.30	193.26	67.17	22.20	33.66	8.39
Maryland	185.48	34.16	151.31	109.71	41.60	176.42	62.53	17.28	18.47	12.98
Massachusetts	191.75	42.48	149.27	120.82	28.45	175.83	51.30	9.73	32.34	16.31
Michigan	203.90	39.90	164.01	114.76	49.25	192.04	72.02	10.87	30.64	19.67
Minnesota	219.50	40.03	179.47	119.24	60.23	219.37	74.98	20.31	32.47	19.33
Mississippi	211.50	55.37	156.13	100.98	55.15	212.08	76.58	28.50	24.06	30.29
Missouri	151.64	32.43	119.21	86.91	32.30	145.85	54.75	12.94	16.66	16.17
Montana	237.61	46.80	190.81	129.45	61.37	206.34	83.17	27.16	20.59	11.51
Nebraska	181.91	30.42	151.49	100.65	50.84	172.67	70.07	23.15	15.28	17.03
Nevada	186.08	29.37	156.71	103.64	53.07	184.08	56.51	17.71	11.74	19.49
New Hampshire	154.25	30.47	123.78	91.17	32.61	159.10	55.97	19.20	21.12	7.78
New Jersey	169.65	27.69	141.96	110.98	30.98	161.56	56.61	10.67	20.83	9.91
New Mexico	297.99	49.32	248.67	131.40	117.27	251.08	102.60	31.39	19.47	22.11
New York	239.24	44.60	194.65	155.72	38.93	229.68	66.57	12.62	39.18	23.05
North Carolina	174.27	36.43	137.84	101.08	36.76	169.09	73.19	12.13	16.15	17.89
North Dakota	229.80	44.39	185.41	109.79	75.61	212.76	82.00	27.07	16.20	11.26
Ohio	161.75	30.68	131.07	94.48	36.59	162.51	59.24	11.21	23.69	15.82
Oklahoma	188.71	29.45	159.26	115.17	44.09	164.58	69.31	15.59	21.71	15.91
Oregon	218.10	44.76	173.35	111.37	61.97	221.36	82.79	19.26	18.20	13.18
Pennsylvania	175.06	35.13	139.93	107.55	32.38	161.76	54.57	13.05	27.74	11.15
Rhode Island	210.00	47.50	162.51	119.67	42.84	203.45	66.79	9.63	36.31	15.89
South Carolina	188.62	38.95	149.67	103.25	46.42	180.72	79.69	8.67	18.58	25.20
South Dakota	209.43	49.90	159.53	104.53	55.00	198.26	70.99	31.66	18.71	10.04
Tennessee	171.16	40.09	131.07	91.00	40.08	161.30	55.98	15.09	17.75	19.57
Texas	164.42	23.37	141.05	96.95	44.11	151.90	63.13	17.60	10.60	14.31
Utah	235.76	51.24	184.52	117.11	67.41	211.04	100.22	19.43	16.97	12.74
Vermont	231.72	63.48	168.24	125.72	42.52	221.99	86.58	24.87	28.68	11.09
Virginia	162.91	29.93	132.98	98.05	34.93	157.93	61.28	14.04	16.93	14.36
Washington	181.29	33.03	148.25	101.80	46.45	179.28	69.80	18.16	17.91	12.72
West Virginia	206.71	49.59	157.12	113.85	43.27	196.79	72.74	28.41	16.72	18.27
Wisconsin	209.93	38.79	171.15	124.59	46.55	212.96	83.17	21.22	24.90	21.11
Wyoming	378.26	66.01	312.25	208.58	103.68	276.29	106.32	41.27	11.33	22.30
Dist. of Col.	325.71	157.10	168.61	143.69	24.91	253.34	45.92	10.29	41.31	23.62

Source: U.S. Bureau of the Census, *Governmental Finances in 1981-82.*

Table 9
RELATION OF SELECTED ITEMS OF STATE AND LOCAL GOVERNMENT FINANCES TO PERSONAL INCOME: 1981-82

State or other jurisdiction	General revenue per $1,000 of personal income					Direct general expenditure per $1,000 of personal income				
	Total	From federal government	All state and local general revenue sources	Taxes	Charges and miscellaneous general revenue	All general expenditures	Education	Highways	Public welfare	Health and hospitals
[redacted]										
Alabama	188.50	42.85	145.66	92.34	53.31	185.94	74.11	17.62	16.84	23.84
[redacted]										
Arizona	183.27	27.76	155.51	105.67	49.84	188.82	79.28	16.69	8.92	13.95
Arkansas	176.62	44.77	131.85	90.23	41.62	166.83	67.26	17.40	19.65	18.66
[redacted]										
Colorado	184.22	32.02	152.19	103.25	48.94	172.50	71.37	15.25	17.13	14.88
Connecticut	153.21	25.58	127.62	102.46	25.17	142.78	48.76	10.28	20.00	9.30
Delaware	205.75	42.96	162.79	108.76	54.04	195.03	70.79	17.68	14.82	9.89
Florida	156.65	27.68	128.96	89.09	39.87	156.75	54.29	12.99	11.82	18.44
Georgia	197.80	43.83	153.97	103.76	50.21	189.77	62.13	20.32	18.66	35.78
Hawaii	215.14	43.00	172.14	127.62	44.53	208.28	59.54	13.24	26.84	14.41
Idaho	176.71	37.92	138.79	94.56	44.23	170.19	67.52	18.94	13.99	15.36
Illinois	164.98	32.41	132.57	103.10	29.47	154.65	53.57	12.26	24.11	10.47
Indiana	157.15	28.31	128.84	90.50	38.34	150.27	66.29	12.17	15.37	16.13
Iowa	181.69	30.24	151.45	108.45	43.00	180.16	72.36	22.86	20.86	18.68
Kansas	176.78	28.52	148.26	98.19	50.07	168.91	65.37	19.74	17.30	15.32
Kentucky	178.25	43.05	135.20	101.50	33.70	173.19	61.71	21.28	23.93	11.80
Louisiana	216.16	37.79	178.36	112.99	65.37	209.68	71.77	18.41	21.29	24.27
Maine	200.38	49.09	151.29	119.00	32.30	193.26	67.17	22.20	33.66	8.39
Maryland	185.48	34.16	151.31	109.71	41.60	176.42	62.53	17.28	18.47	12.98
Massachusetts	191.75	42.48	149.27	120.82	28.45	175.83	51.30	9.73	32.34	16.31
[redacted]										
Minnesota	219.50	40.03	179.47	119.24	60.23	219.37	74.98	20.31	32.47	19.33
Mississippi	211.50	55.37	156.13	100.98	55.15	212.08	76.58	28.50	24.06	30.29
Missouri	151.64	32.43	119.21	86.91	32.30	145.85	54.75	12.94	16.66	16.17
Montana	237.61	46.80	190.81	129.45	61.37	206.34	83.17	27.16	20.59	11.51
Nebraska	181.91	30.42	151.49	100.65	50.84	172.67	70.07	23.15	15.28	17.03
Nevada	186.08	29.37	156.71	103.64	53.07	184.08	56.51	17.71	11.74	19.49
New Hampshire	154.25	30.47	123.78	91.17	32.61	159.10	55.97	19.20	21.12	7.78
New Jersey	169.65	27.69	141.96	110.98	30.98	161.56	56.61	10.67	20.83	9.91
New Mexico	297.99	49.32	248.67	131.40	117.27	251.08	102.60	31.39	19.47	22.11
[redacted]										
North Carolina	174.27	36.43	137.84	101.08	36.76	169.09	73.19	12.13	16.15	17.89
North Dakota	229.80	44.39	185.41	109.79	75.61	212.76	82.00	27.07	16.20	11.26
Ohio	161.75	30.68	131.07	94.48	36.59	162.51	59.24	11.21	23.69	15.82
Oklahoma	188.71	29.45	159.26	115.17	44.09	164.58	69.31	15.59	21.71	15.91
Oregon	218.10	44.76	173.35	111.37	61.97	221.36	82.79	19.26	18.20	13.18
[redacted]										
Rhode Island	210.00	47.50	162.51	119.67	42.84	203.45	66.79	9.63	36.31	15.89
South Carolina	188.62	38.95	149.67	103.25	46.42	180.72	79.69	8.67	18.58	25.20
South Dakota	209.43	49.90	159.53	104.53	55.00	198.26	70.99	31.66	18.71	10.04
Tennessee	171.16	40.09	131.07	91.00	40.08	161.30	55.98	15.09	17.75	19.57
Texas	164.42	23.37	141.05	96.95	44.11	151.90	63.13	17.60	10.60	14.31
Utah	235.76	51.24	184.52	117.11	67.41	211.04	100.22	19.43	16.97	12.74
Vermont	231.72	63.48	168.24	125.72	42.52	221.99	86.58	24.87	28.68	11.09
Virginia	162.91	29.93	132.98	98.05	34.93	157.93	61.28	14.04	16.93	14.36
Washington	181.29	33.03	148.25	101.80	46.45	179.28	69.80	18.16	17.91	12.72
West Virginia	206.71	49.59	157.12	113.85	43.27	196.79	72.74	28.41	16.72	18.27
Wisconsin	209.93	38.79	171.15	124.59	46.55	212.96	83.17	21.22	24.90	21.11
Wyoming	378.26	66.01	312.25	208.58	103.68	276.29	106.32	41.27	11.33	22.30
Dist. of Col.	325.71	157.10	168.61	143.69	24.91	253.34	45.92	10.29	41.31	23.62

Source: U.S. Bureau of the Census, *Governmental Finances in 1981-82.*

Table 4
STATE AND LOCAL GOVERNMENT PAYROLLS AND AVERAGE EARNINGS OF FULL-TIME EMPLOYEES, BY STATE: OCTOBER 1982

State or other jurisdiction	Amount of payroll (in thousands of dollars)			Percentage of October payroll		Average earnings of full-time state and local government employees (dollars)		
	Total	State government	Local governments	State government	Local governments	All	Education employees	Other
United States	$17,164,868	$5,027,727	$12,137,140	29.3	70.7	$1,587	$1,641	$1,540
Alabama	244,741	93,342	151,400	38.1	61.9	1,284	1,361	1,217
Alaska	93,221	46,237	46,984	49.6	50.4	2,606	2,585	2,620
Arizona	233,359	63,684	169,675	27.3	72.7	1,736	1,729	1,744
Arkansas	121,013	48,663	72,350	40.2	59.8	1,165	1,197	1,129
California	2,192,363	511,049	1,681,314	23.3	76.7	2,003	2,029	1,984
Colorado	239,647	74,158	165,489	30.9	69.1	1,601	1,637	1,566
Connecticut	212,762	73,984	138,778	34.8	65.2	1,549	1,633	1,467
Delaware	47,873	24,621	23,251	51.4	48.6	1,508	1,585	1,436
Florida	664,269	164,434	499,835	24.8	75.2	1,424	1,436	1,415
Georgia	378,487	118,954	259,533	31.4	68.6	1,260	1,270	1,251
Hawaii	82,544	62,490	20,054	75.7	24.3	1,662	1,751	1,596
Idaho	61,765	21,603	40,162	35.0	65.0	1,373	1,372	1,373
Illinois	862,235	203,375	658,860	23.6	76.4	1,781	1,874	1,699
Indiana	341,765	109,321	232,444	32.0	68.0	1,430	1,567	1,275
Iowa	213,986	69,464	144,523	32.5	67.5	1,498	1,561	1,426
Kansas	172,465	56,749	115,716	32.9	67.1	1,354	1,399	1,305
Kentucky	197,429	80,192	117,237	40.6	59.4	1,335	1,396	1,264
Louisiana	297,433	114,445	182,987	38.5	61.5	1,327	1,410	1,248
Maine	65,958	26,599	39,360	40.3	59.7	1,306	1,280	1,337
Maryland	362,278	117,679	244,598	32.5	67.5	1,669	1,838	1,528
Massachusetts	408,299	112,142	296,157	27.5	72.5	1,598	1,691	1,526
Michigan	742,365	214,078	528,287	28.8	71.2	1,900	1,987	1,810
Minnesota	333,303	100,236	233,067	30.1	69.9	1,775	1,864	1,691
Mississippi	136,036	47,127	88,909	34.6	65.4	1,077	1,134	1,021
Missouri	294,585	84,740	209,845	28.8	71.2	1,331	1,391	1,279
Montana	66,715	24,552	42,163	36.8	63.2	1,576	1,737	1,417
Nebraska	123,269	35,526	87,743	28.8	71.2	1,384	1,368	1,398
Nevada	76,221	23,018	53,203	30.2	69.8	1,807	1,784	1,821
New Hampshire	50,738	17,415	33,323	34.3	65.7	1,279	1,289	1,270
New Jersey	589,101	147,663	441,438	25.1	74.9	1,648	1,842	1,469
New Mexico	110,598	48,697	61,901	44.0	56.0	1,436	1,518	1,351
New York	1,723,973	411,330	1,312,642	23.9	76.1	1,797	1,972	1,706
North Carolina	374,674	121,860	252,814	32.5	67.5	1,302	1,349	1,252
North Dakota	54,817	20,484	34,333	37.4	62.6	1,638	1,853	1,392
Ohio	707,240	187,208	520,032	26.5	73.5	1,542	1,649	1,444
Oklahoma	226,055	94,212	131,843	41.7	58.3	1,337	1,390	1,286
Oregon	211,676	66,381	145,294	31.4	68.6	1,644	1,633	1,654
Pennsylvania	714,863	193,051	521,812	27.0	73.0	1,568	1,647	1,499
Rhode Island	71,052	32,358	38,694	45.5	54.5	1,630	1,799	1,496
South Carolina	194,219	82,123	112,096	42.3	57.7	1,248	1,301	1,191
South Dakota	42,712	16,885	25,827	39.5	60.5	1,249	1,252	1,245
Tennessee	289,409	96,321	193,087	33.3	66.7	1,361	1,505	1,238
Texas	1,053,898	289,131	764,767	27.4	72.6	1,452	1,451	1,452
Utah	104,383	43,461	60,922	41.6	58.4	1,526	1,458	1,617
Vermont	32,750	16,027	16,723	48.9	51.1	1,351	1,333	1,374
Virginia	382,837	144,146	238,691	37.7	62.3	1,441	1,509	1,372
Washington	344,411	117,696	226,716	34.2	65.8	1,798	1,779	1,814
West Virginia	119,198	43,716	75,481	36.7	63.3	1,265	1,353	1,159
Wisconsin	349,859	97,256	252,603	27.8	72.2	1,649	1,691	1,608
Wyoming	54,203	17,845	36,358	32.9	67.1	1,655	1,731	1,582
Dist. of Col.	95,819		95,819		100.0	2,088	2,143	2,072

Source: U.S. Bureau of the Census, *Public Employment in 1982.*

Note: Statistics for local governments are estimates subject to sampling variation. Because of rounding, detail may not add to totals.

Table 4
STATE AND LOCAL GOVERNMENT PAYROLLS AND AVERAGE EARNINGS OF FULL-TIME EMPLOYEES, BY STATE: OCTOBER 1982

State or other jurisdiction	Amount of payroll (in thousands of dollars)			Percentage of October payroll		[redacted]		
	Total	State government	Local governments	State government	Local governments	All	Education employees	Other
United States	$17,164,868	$5,027,727	$12,137,140	29.3	70.7	$1,587	$1,641	$1,540
Alabama	244,741	93,342	151,400	38.1	61.9	1,284	1,361	1,217
[redacted] 31,440	93,221	46,237	46,984	49.6	50.4	2,606	2,585	[redacted]
Arizona	233,359	63,684	169,675	27.3	72.7	1,736	1,729	1,744
Arkansas	121,013	48,663	72,350	40.2	59.8	1,165	1,197	1,129
[redacted] 23,820	2,192,363	511,049	1,681,314	23.3	76.7	2,003	2,029	[redacted]
Colorado	239,647	74,158	165,489	30.9	69.1	1,601	1,637	1,566
Connecticut	212,762	73,984	138,778	34.8	65.2	1,549	1,633	1,467
Delaware	47,873	24,621	23,251	51.4	48.6	1,508	1,585	1,436
Florida	664,269	164,434	499,835	24.8	75.2	1,424	1,436	1,415
Georgia	378,487	118,954	259,533	31.4	68.6	1,260	1,270	1,251
Hawaii	82,544	62,490	20,054	75.7	24.3	1,662	1,751	1,596
Idaho	61,765	21,603	40,162	35.0	65.0	1,373	1,372	1,373
Illinois	862,235	203,375	658,860	23.6	76.4	1,781	1,874	1,699
Indiana	341,765	109,321	232,444	32.0	68.0	1,430	1,567	1,275
Iowa	213,986	69,464	144,523	32.5	67.5	1,498	1,561	1,426
Kansas	172,465	56,749	115,716	32.9	67.1	1,354	1,399	1,305
Kentucky	197,429	80,192	117,237	40.6	59.4	1,335	1,396	1,264
Louisiana	297,433	114,445	182,987	38.5	61.5	1,327	1,410	1,248
Maine	65,958	26,599	39,360	40.3	59.7	1,306	1,280	1,337
Maryland	362,278	117,679	244,598	32.5	67.5	1,669	1,838	1,528
Massachusetts	408,299	112,142	296,157	27.5	72.5	1,598	1,691	1,526
[redacted] 21,720	742,365	214,078	528,287	28.8	71.2	1,900	1,987	[redacted]
Minnesota	333,303	100,236	233,067	30.1	69.9	1,775	1,864	1,691
Mississippi	136,036	47,127	88,909	34.6	65.4	1,077	1,134	1,021
Missouri	294,585	84,740	209,845	28.8	71.2	1,331	1,391	1,279
Montana	66,715	24,552	42,163	36.8	63.2	1,576	1,737	1,417
Nebraska	123,269	35,526	87,743	28.8	71.2	1,384	1,368	1,398
Nevada	76,221	23,018	53,203	30.2	69.8	1,807	1,784	1,821
New Hampshire	50,738	17,415	33,323	34.3	65.7	1,279	1,289	1,270
New Jersey	589,101	147,663	441,438	25.1	74.9	1,648	1,842	1,469
New Mexico	110,598	48,697	61,901	44.0	56.0	1,436	1,518	1,351
[redacted] 20,472	1,723,973	411,330	1,312,642	23.9	76.1	1,797	1,972	[redacted]
North Carolina	374,674	121,860	252,814	32.5	67.5	1,302	1,349	1,252
North Dakota	54,817	20,484	34,333	37.4	62.6	1,638	1,853	1,392
Ohio	707,240	187,208	520,032	26.5	73.5	1,542	1,649	1,444
Oklahoma	226,055	94,212	131,843	41.7	58.3	1,337	1,390	1,286
Oregon	211,676	66,381	145,294	31.4	68.6	1,644	1,633	1,654
[redacted] 17,988	714,863	193,051	521,812	27.0	73.0	1,568	1,647	[redacted]
Rhode Island	71,052	32,358	38,694	45.5	54.5	1,630	1,799	1,496
South Carolina	194,219	82,123	112,096	42.3	57.7	1,248	1,301	1,191
South Dakota	42,712	16,885	25,827	39.5	60.5	1,249	1,252	1,245
Tennessee	289,409	96,321	193,087	33.3	66.7	1,361	1,505	1,238
Texas	1,053,898	289,131	764,767	27.4	72.6	1,452	1,451	1,452
Utah	104,383	43,461	60,922	41.6	58.4	1,526	1,458	1,617
Vermont	32,750	16,027	16,723	48.9	51.1	1,351	1,333	1,374
Virginia	382,837	144,146	238,691	37.7	62.3	1,441	1,509	1,372
Washington	344,411	117,696	226,716	34.2	65.8	1,798	1,779	1,814
West Virginia	119,198	43,716	75,481	36.7	63.3	1,265	1,353	1,159
Wisconsin	349,859	97,256	252,603	27.8	72.2	1,649	1,691	1,608
Wyoming	54,203	17,845	36,358	32.9	67.1	1,655	1,731	1,582
Dist. of Col.	95,819		95,819		100.0	2,088	2,143	2,072

Source: U.S. Bureau of the Census, *Public Employment in 1982.*

Note: Statistics for local governments are estimates subject to sampling variation. Because of rounding, detail may not add to totals.

Table 10
MEMBERSHIP TURNOVER IN THE LEGISLATURES: 1982

State	Senate			House		
	Total number of members	Number of membership changes	Percentage change of total	Total number of members	Number of membership changes	Percentage change of total
Alabama	35	16	46	105	43	41
[redacted]	[redacted](a)	6	[redacted]	[redacted]	22	[redacted]
Arizona	30	9	30	60	20	33
Arkansas	35	11	31	100	18	18
[redacted]	[redacted]	9	[redacted]	[redacted]	25	[redacted]
Colorado	35 (a)	11	31	65	27	42
Connecticut	36	10	28	151	42	28
Delaware	21	2	10	41	13	32
Florida	40 (a)	14	35	120	46	38
Georgia	56	12	21	180	48	27
Hawaii	25 (a)	7	28	51	18	35
Idaho	35	10	28	70	22	31
Illinois	59	18	30	118 (b)		
Indiana	50 (a)	9	18	100	26	26
Iowa	50 (a)	12	24	100	42	42
Kansas	40 (c)			125	33	26
Kentucky	38 (c)			100 (c)		
Louisiana	39 (c)			105 (c)		
Maine	33	9	27	151	38	25
Maryland	47	19	40	141	50	35
[redacted]	[redacted]	6	[redacted]	[redacted]	23	[redacted]
Michigan	38	16	42	110	46	42
Minnesota	67	22	33	134	43	32
Mississippi	52 (c)			122 (c)		
Missouri	34 (a)	7	20	163	47	29
Montana	50 (a)	12	24	100	34	34
Nebraska	49 (a)	10	20	Unicameral		
Nevada	21 (d)			42 (d)		
New Hampshire	24	7	29	400	161	40
New Jersey	40 (c)			80 (c)		
New Mexico	42 (a)	1	2	70	23	33
[redacted]	[redacted]			[redacted]	41	[redacted]
North Carolina	50	18	36	120	35	29
North Dakota	53 (d)			106 (d)		
Ohio	33 (a)	8	24	99	33	33
Oklahoma	48 (a)	8	17	101	24	24
Oregon	30 (a)	9	30	60	15	25
[redacted]	[redacted]	6	[redacted]	[redacted]	39	[redacted]
Rhode Island	50 (c)			100	22	22
South Carolina	46 (c)			124	25	20
South Dakota	35	10	28	70	19	27
Tennessee	33 (a)	6	18	99	16	16
Texas	31 (a)	10	32	150	46	31
Utah	29 (a)	6	21	75	30	40
Vermont	30	11	37	150	55	37
Virginia	40 (c)			100	34	34
Washington	49 (a)	8	16	98	45	46
West Virginia	34 (a)	14	41	100	40	40
Wisconsin	33 (a)	9	27	99	36	36
Wyoming	30 (a)	8	27	64 (d)		

Note: Turnover calculated after 1982 legislative elections. Data was obtained by comparing the 1981-82 and 1983-84 editions of *State Elective Officials and the Legislatures*, published by The Council of State Governments.

(a) Entire Senate membership not up for reelection in 1982.

(b) Voters approved a constitutional amendment in 1980 to reduce the size of the House from 177 to 118. Turnover cannot be determined using method employed here.

(c) No election held in 1982. In Rhode Island, Senate elections were held in 1983 instead of 1982 as a result of court-ordered redistricting.

(d) Total number of seats changed due to redistricting. Turnover cannot be determined using method employed here.

(b) Legislators are entitled to a transportation allowance of one round trip weekly to the capitol.

Table 3

COMPENSATION OF JUDGES OF APPELLATE COURTS AND MAJOR TRIAL COURTS

State or other jurisdiction	Appellate courts				Major trial courts	Salary
	Court of last resort	Salary	Intermediate appellate court	Salary		
[illegible]	Supreme Court	$58,000(a)	Court of Criminal Appeals	$57,000(b)	Circuit courts	$48,000(c)
			Court of Civil Appeals	57,000(b)		
[illegible]	Supreme Court	81,648(d)	Court of Appeals	76,188	Superior courts	73,620(d)
[illegible]	Supreme Court	67,500	Court of Appeals	65,500	Superior courts	62,500
[illegible]	Supreme Court	54,410(a)	Court of Appeals	52,357(b)	Chancery court	50,705
					Circuit courts	50,705
[illegible]	Supreme Court	77,226(a)	Courts of Appeal	72,401	Superior courts	63,267
[illegible]	Supreme Court	55,600(a)	Court of Appeals	51,152(b)	District Court	47,280
[illegible]	Supreme Court	65,500(a,b)	Appellate Court	62,500	Superior courts	59,600
[illegible]	Supreme Court	56,600(a)	---	---	Superior courts	53,200(b)
[illegible]	Supreme Court	67,588	District Court of Appeals	60,994	Circuit courts	58,247
[illegible]	Supreme Court	57,680	Court of Appeals	57,054	Superior courts	48,276(c)
[illegible]	Supreme Court	53,460(a)	Intermediate Appellate Court	51,975(b)	Circuit courts	50,490
[illegible]	Supreme Court	47,300	Court of Appeals	46,300	District courts	45,300
[illegible]	Supreme Court	75,000	Appellate Court	70,000	Circuit courts	60,500(b)
[illegible]	Supreme Court	47,244(e)	Court of Appeals	47,244(e)	Circuit courts	39,932(f)
					Superior courts	39,932(f)
[illegible]	Supreme Court	57,100(a)	Court of Appeals	54,200(b)	District courts	50,700(b)
[illegible]	Supreme Court	52,864(a)	Court of Appeals	50,639(b)	District courts	(g)
[illegible]	Supreme Court	57,264(a)	Court of Appeals	54,927(b)	Circuit courts	52,589
[illegible]	Supreme Court	66,566	Court of Appeals	63,367	District courts	60,169(h)
[illegible]	Supreme Judicial Court	44,431(a)	---	---	Superior Court	43,736
[illegible]	Court of Appeals	62,500(a)	Court of Special Appeals	60,000(b)	Circuit courts	58,000
[illegible]	Supreme Judicial Court	62,500(a)	Appeals Court	62,500	Trial Court	60,000(b)
[illegible]	Supreme Court	74,000	Court of Appeals	71,040	Circuit courts	40,700(c)
					Recorder's Court (Detroit)	63,480
[illegible]	Supreme Court	65,000(a)	Court of Appeals	60,000(b)	District courts	55,000
[illegible]	Supreme Court	58,000(a)	---	---	Chancery courts	51,000
					Circuit courts	51,000
[illegible]	Supreme Court	52,080(a)	Court of Appeals	49,530	Circuit courts	34,230(i)
[illegible]	Supreme Court	48,923(a)	---	---	District courts	47,693
[illegible]	Supreme Court	55,930	---	---	District courts	51,735
[illegible]	Supreme Court	61,500	---	---	District courts	56,000
[illegible]	Supreme Court	51,789(a)	---	---	Superior Court	50,434(b)
[illegible]	Supreme Court	78,000(a)	Appellate division of Superior Court	75,000	Superior Court	70,000(j)
[illegible]	Supreme Court	55,000(a)	Court of Appeals	52,000(b)	District courts	49,300
[illegible]	Court of Appeals	80,892(a)	Appellate divisions of Supreme Court	69,657(b)	Supreme Court	65,163
[illegible]	Supreme Court	59,868 (a,k)	Court of Appeals	56,676(b,k)	Superior Court	50,328(b,k)
					District courts	50,600(b)
[illegible]	Supreme Court	53,900(a)	---	---	Courts of common pleas	55,500(l)
[illegible]	Supreme Court	68,000(a)	Court of Appeals	64,000		
[illegible]	Supreme Court	59,136(a)	Court of Appeals	55,440	District Court	(m)
	Court of Criminal Appeals	59,136(a)				
[illegible]	Supreme Court	53,308(a)	Court of Appeals	52,039(b)	Circuit courts	48,356
			Tax Court	49,967		
[illegible]	Supreme Court	76,500(a)	Superior Court	74,500(b)	Courts of common pleas	65,000(b)
			Commonwealth Court	74,500(b)	Superior Court	(b,n)
[illegible]	Supreme Court	(a,n)	---	---	Circuit Court	63,128
[illegible]	Supreme Court	63,128(a)	---	---	Circuit courts	45,500(b)
[illegible]	Supreme Court	48,755(a)	---	---	Chancery courts	60,60[illegible]
[illegible]	Supreme Court	65,650(a)	Court of Appeals	63,125(b)	Circuit courts	60,600
			Court of Criminal Appeals	63,125(b)	Criminal courts	60,600
[illegible]	Supreme Court	74,300(a)	Court of Civil Appeals	66,870(b,c)	District courts	52,900(c)
	Court of Criminal Appeals	74,300(a)				
[illegible]	Supreme Court	50,000(a)	---	---	District courts	45,000
[illegible]	Supreme Court	47,350(a)	---	---	Superior courts	45,050(b)
					District courts	45,050(b)
[illegible]	Supreme Court	61,400(a)	---	---	Circuit courts	57,000
[illegible]	Supreme Court	51,500	Court of Appeals	48,100	Superior courts	44,700
[illegible]	Supreme Court of Appeals	49,000	---	---	Circuit courts	45,000
[illegible]	Supreme Court	57,687(a)	Court of Appeals	52,918	Circuit courts	50,659
[illegible]	Supreme Court	63,500	---	---	District courts	61,000
[illegible]	Court of Appeals	69,570(a)	---	---	Superior Court	65,790(b)
[illegible]	High Court	70,026(a)	---	---	(o)	(o)
[illegible]	Supreme Court	36,000(a)			Superior Court	30,000
					District Court	24,000
[illegible]	---	---	---	---	Territorial Court	57,200(b)

Table 3
THE GOVERNORS: COMPENSATION

State or other jurisdiction	Salary	Governor's office staff(a)	Access to state transportation			Travel allowance	Official residence
			Automobile	Airplane	Helicopter		
Alabama	$63,839	30	★	★	. . .	(b)	★
[redacted]	[redacted]	79	[redacted]	. . .	. . .	[redacted]	[redacted]
Arizona	56,000	26	★	★	. . .	(c)	. . .
Arkansas	35,000	42	★	. . .	. . .	(d)	★
[redacted]	[redacted]	80(e)	[redacted]	. . .	. . .	[redacted]	[redacted]
Colorado	60,000	40	★	★	. . .	(b)	★
Connecticut	65,000	38	★	. . .	. . .	(b)	★
Delaware	35,000	22	★	. . .	★	$17,800(d)	★
Florida	69,550	304(f)	. . .	★	. . .	(c)	★
Georgia	71,314	40(g)	★	★	★	(b)	★
Hawaii	59,400	33	★	. . .	. . .	45,000 (d)	★
Idaho	50,000	15(h)	★	★	. . .	(b)	★
Illinois	58,000	125	★	★	★	162,300(d)	★
Indiana	66,000	32	★	. . .	★	0	★
Iowa	60,000	19	★	★	. . .	(b)	★
Kansas	47,925	28	★	★	★	(b)	★
Kentucky	60,000	42	★	★	★	(c)	★
Louisiana	73,400	40	★	★	★	48,372 (d)	★
Maine	35,000	11	★	★	. . .	(b)	★
Maryland	75,000	102	★	★	★	(b)	★
Massachusetts	75,000	100	★	. . .	★	(c)	. . .
[redacted]	[redacted]	57	★	★	★	[redacted]	[redacted]
Minnesota	75,000	26	★	★	★	(b)	★
Mississippi	63,000	24	★	★	★	21,926 (d)	★
Missouri	55,000	34	★	★	. . .	(d)	★
Montana	47,968	20.5	★	★	. . .	(c)	★
Nebraska	40,000	15	★	★	★	(c)	★
Nevada	65,000	16	★	. . .	. . .	(d)	★
New Hampshire	56,495	25	★	★	. . .	(d)	★(i)
New Jersey	85,000	60	★	. . .	★	(j)	★(i)
New Mexico	60,000	46	★	★	★	(d)	★
[redacted]	[redacted]	216	[redacted]	[redacted]	[redacted]	(c)	[redacted]
North Carolina	60,768	41	★	★	★	(b)	★
North Dakota	60,862	15.25	★	★	. . .	(b)	★(i)
Ohio	65,000	21	★	★	. . .	0	★
Oklahoma	70,000	39	★	★	. . .	(b)	★
Oregon	55,423	27	★	. . .	. . .	0	(k)
[redacted]	[redacted]	[redacted]	★	★	. . .	[redacted]	[redacted]
[redacted]	[redacted]	47	★	★	★	8,500 (d)	★(i)
South Carolina	60,000	25	★	★	. . .	17,000	★
South Dakota	50,981	N.A.	★	★	. . .	N.A.	★
Tennessee	68,220	35	★	★	★	140,000(d)	★
Texas	88,900	215	. . .	★	★	(c)	★
Utah	51,984	18	★	★	★	16,000	★
Vermont	50,000	9	★	. . .	. . .	(b)	. . .
Virginia	75,000	27	★	★	★	(c)	★
Washington	63,000	35	★	★	. . .	N.A.	★
West Virginia	72,000	39	★	★	★	(j)	★
Wisconsin	75,337	33.5	★	★	. . .	(l)	★
Wyoming	70,000	7	★	★	. . .	(d)	★
American Samoa	50,000	N.A.	★	. . .	. . .	N.A.	★
Guam	50,000	N.A.	★	. . .	. . .	N.A.	★
Puerto Rico	35,000	N.A.	★	. . .	★	N.A.	★
Virgin Islands	52,395	N.A.	★	. . .	. . .	N.A.	★

Key:
★—Yes
. . .—No
N.A.—Not available

(a) Definitions of "governor's office staff" vary across the states—from general office support to staffing for various operations within the executive office.

(b) Travel allowance included in office budget.

(c) Reimbursed for travel expenses. Alaska—governor is reimbursed per diem. Arizona—reimbursed for actual expenses to a maximum of $40/d in state and $75/d out-of-state. Florida—reimbursed at same rate as other state officials: in state, choice between per diem or actual expenses; out-of-state, actual expenses. Kentucky—mileage at same rate as other state employees. Massachusetts—reimbursed at same rate as other state employees: $13.50/d for meals when overnight travel is involved, and actual and necessary living expenses. Montana—reimbursed for actual and necessary expenses in state up to $55/d, and actual lodging plus meal allowance up to $30/d out-of-state (no annual limit). Nebraska—reasonable and necessary expenses. New York—reimbursed for actual and necessary expenses. Pennsylvania—reimbursed for reasonable expenses.

(d) Amount includes travel allowance for entire staff. Arkansas, Missouri—amount not available. California—$144,000 in state; $24,000 out-of-state. Nevada—$21,500 in state, $7,750 out-of-state. New Hampshire—$6,700 in state, $5,000 out-of-state. New Mexico—$10,000 in state, $22,000 out-of-state. Wyoming—$45,968 in state, $49,502 out-of-state (includes some other executive officials, along with representatives of governor).

(e) Statutorily authorized to have 87.6.

(f) Includes general office and mansion staff and staffing for the Governor's Council for the Prosecution of Organized Crime.

(g) The Office of Planning and Budget (staff of 70) is a statutory component of the governor's office, although it functions as a separate operation.

(h) Number on staff varies from 12 to 20 during the year.

(i) Governor does not occupy residence.

(j) Included in general expense account.

(k) A residence owned by the state is rented to the governor. Rent is deducted from governor's monthly housing allowance.

(l) Averages $32,000/y.

Table 16
STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Governor	Lieutenant governor	Secretary of state	Attorney general	Treasurer	Adjutant general(a)	Administration	Agriculture	Banking	Budget
Alabama	$83,839	$35,985	$32,940	$58,000	$45,000	$48,037	. . .	$44,687	$48,037	$36,478
[redacted]	[redacted]	[redacted]	(b-1)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Arizona	56,000	. . .	31,500	50,500	34,000	39,554	57,012	39,554	39,554	43,325
[redacted]	35,000	14,000	22,500	26,500	22,500	37,837	53,473	. . .	36,000	24,206
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	. . .	[redacted]	[redacted]	(b-19)
Colorado	60,000	32,500	32,500	40,000	32,500	54,632	57,828	58,364	45,816	58,620
Connecticut	65,000	40,000	35,000	50,000	35,000	44,575	58,639	44,575	47,183	44,575
Delaware	35,000	16,600	44,800	39,600	25,700	34,600	37,800	32,000	42,100	44,800
Florida	69,550	60,455	59,385	59,385	59,385	62,878	53,467	59,385	(b-12)	55,642
Georgia	71,314	41,496	51,896	57,672	41,310	72,913	51,896	51,896	51,896	54,310
Hawaii	59,400	53,460	(b-1)	50,490	(b-9)	67,051	. . .	50,490	31,680	50,490
Idaho	50,000	14,000	37,500	42,000	37,500	58,947	46,176	47,341	41,746	45,053
Illinois	58,000	45,500	50,500	50,500	48,000	32,500	52,000	43,000	42,500	62,000
Indiana	66,000	51,000	46,000	51,000	46,000	35,282	42,432	(b-1)	38,662	42,432
Iowa	60,000	20,500	38,500	50,700	38,500	52,442	44,616	38,500	40,400	(b-12)
Kansas	47,925	14,378	29,288	42,600	29,288	39,012	58,080	47,376	25,116	50,412
Kentucky	60,000	51,010	51,010	51,010	51,010	54,875	59,500	51,010	49,500	(b-19)
Louisiana	73,400	63,367	60,169	60,168	60,168	64,934	66,492	60,168	47,495	52,908
Maine	35,000	. . .	30,000	44,431	30,000	32,469	. . .	36,670	34,570	32,469
Maryland	75,000	62,500	45,000	62,500	62,500	45,533	56,900	56,900	44,500	60,200
Massachusetts	75,000	60,000	60,000	65,000	60,000	65,394	70,047	37,203	40,445	43,971
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Minnesota	75,000	44,000	44,000	62,500	44,000	48,191	57,500	50,000	43,284	(b-19)
Mississippi	63,000	34,000	45,000	51,000	45,000	42,000	. . .	45,000	41,000	49,883
Missouri	55,000	30,000	42,500	45,000	42,500	34,000	40,000	40,000	34,000	34,000
Montana	47,968	34,344	31,692	43,745	29,438	47,498	47,500	47,500	35,391	47,500
Nebraska	40,000	32,000	32,000	39,500	32,000	41,194	40,426	36,151	47,500	39,165
Nevada	65,000	10,500	42,500	52,500	41,000	35,100	46,827	38,212	35,751	(b-6)
New Hampshire	56,495	. . .	30,938	39,007	30,938	24,214	50,434	29,596	30,938	(b-12)
New Jersey	85,000	. . .	66,000	70,000	70,000	29,195	. . .	66,000	70,000	(b-12)
New Mexico	60,000	38,500	38,496	46,000	38,500	44,340	(b-21)	50,004	44,340	44,340
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	. . .	[redacted]	. . .	[redacted]	[redacted]	[redacted]
North Carolina	60,768	50,328	50,328	53,976	50,328	48,180	53,880	50,328	48,408	55,740
North Dakota	60,862	48,800	43,380	49,206	43,380	62,447	26,256	43,380	38,004	(s)
Ohio	65,000	35,000	50,000	50,000	50,000	50,003	58,802	45,926	41,350	52,936
Oklahoma	70,000	40,000	37,500	55,000	50,000	57,500	. . .	45,000	53,000	48,000
Oregon	55,423	. . .	45,619	53,308	45,619	47,904	58,236	52,776	47,904	52,776
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
[redacted]	42,500	35,500	35,500	35,500	41,875	31,331	33,396	31,331	27,271	42,739
South Carolina	60,000	30,000	55,000	55,000	55,000	55,000	(b-9)	55,000	(b-4)	59,017
South Dakota	50,981	52,562	34,611	43,285	34,611	44,720	54,995	42,494	37,378	(b-19)
Tennessee	68,220	(aa)	51,510	65,650	51,510	46,526	51,510	46,526	46,526	26,364
Texas	88,900	7,200	61,200	69,000	69,000	52,600	. . .	69,000	72,288	55,500
Utah	51,984	35,640	(b-1)	41,004	35,616	32,197	43,180	32,197	34,076	38,169
Vermont	50,000	22,000	30,000	40,000	30,000	26,600	35,430	26,600	26,600	29,000
Virginia	75,000	20,000	30,368	56,000	55,120	36,920	61,360	46,176	59,350	61,360
Washington	63,000	28,600	31,000	47,100	37,200	62,878	57,800	57,800	(cc)	71,500
West Virginia(dd)	72,000	. . .	43,200	50,400	50,400	34,000	36,500	46,800	36,500	(ee)
Wisconsin	75,337	41,390	37,334	58,139	37,334	42,246	63,000	58,241	52,000	52,000
Wyoming	70,000	. . .	52,500	46,296	52,500	49,957	47,460	37,968	36,132	40,908
Dist. of Col.	78,630(hh)	. . .	. . .	63,700	51,058	N.A.	63,700	. . .	. . .	63,700
American Samoa	50,000	45,000	(b-1)	35,000	(b-6)	. . .	35,000	25,000	(b-25)	33,000
Guam	50,000	45,000	. . .	40,838	26,858	N.A.	36,838	34,838	(b-35)	36,838
No. Mariana Is.	20,000	18,000	. . .	36,000	21,095	. . .	36,000	(b-27)	(b-10)	35,000
Puerto Rico	35,000	. . .	42,000	N.A.	40,000	39,500	39,500	40,000	N.A.	40,000
Virgin Islands	52,395	47,000	. . .	43,500	. . .	38,640	. . .	34,865	(b-1)	38,640

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Civil rights	Commerce	Community affairs	Comptroller	Consumer affairs	Corrections	Data processing	Disaster preparedness	Education (chief school officer)	Education (higher)
Alabama	...	48,037	47,500	36,478	...	48,037	36,478	48,037	65,000	62,894
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Arizona	47,473	(c)	(d)	(b-19)	(b-3)	57,012	39,554	32,899	40,500	69,127
Arkansas	...	(f)	29,200	(b-6)	29,370	49,000	48,388	29,100	52,720	54,200
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Colorado	45,816	48,108	39,576	53,028	45,816	59,667	55,680	43,632	71,349	67,500
Connecticut	47,183	50,539	38,790	35,000	50,539	54,215	44,575	33,150	54,215	72,000
Delaware	...	...	40,000	48,935	29,500	49,300	...	24,400	69,000	36,900
Florida	28,507	(b-1)	51,684	59,385	41,328	54,356	(b-9)	39,904	53,779	93,133
Georgia	...	55,500	53,000	51,896	42,500	51,896	47,904	(b-5)	58,429	89,239
Hawaii	...	50,490	(b-30)	50,490	44,550	31,680	33,216	38,040	50,490	53,460
Idaho	25,084	37,086	(b-10)	(i)	(b-3)	40,081	(b-6)	33,742	37,500	52,000
Illinois	44,000	46,000	(b-10)	48,000	(b-3)	46,000	(b-6)	32,500	69,347	76,500
Indiana	29,094	(b-1)	29,094	(i)	29,094	42,432	35,282	25,610	50,000	67,500
Iowa	31,500	43,900	38,646	52,000	43,410	51,501	44,699	30,000	52,100	52,000
Kansas	34,152	47,928	38,004	52,764	38,268	54,528	50,736	31,584	61,000	54,000
Kentucky	47,724	59,500	32,916	55,000	(b-3)	59,500	(b-6)	32,916	51,010	69,694
Louisiana	(b-3)	53,353	52,366	(b-6)	34,099	52,243	46,033	35,955	60,168	76,193
Maine	24,315	36,670	...	32,469	34,570	36,670	30,347	26,083	36,670	0(l)
Maryland	46,300	40,900	43,000	62,500	45,200	48,000	45,600	32,700	62,000	55,900
Massachusetts	37,203	37,203	37,312	47,800	53,040	51,959	47,800	34,528	51,959	65,000
[redacted]	[redacted]	[redacted]	[redacted]	(b-4)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Minnesota	43,125	55,000	41,614	(b-19)	42,500	55,000	53,223	37,605	60,625	55,000
Mississippi	...	57,083	(b-30)	(b-31)	31,852	40,000	44,936	28,000	50,000	59,960
Missouri	34,000	34,000	34,000	(b-6)	40,000	40,000	34,000	34,000	55,740	49,000
Montana	29,438	47,500	30,511	(b-6)	26,973	47,500	41,315	33,288	37,718	68,309
Nebraska	42,065	39,966	27,300	(b-6)	...	45,780	40,479	33,468	60,000	0
Nevada	30,240	43,200	31,320	41,000	28,080	47,520	41,580	27,137	37,597	43,750
New Hampshire	18,603	29,596	25,600	39,007	25,900	29,596	30,938	25,500	50,434	30,938
New Jersey	45,290	70,000	66,000	60,694	47,555	70,000	52,430	49,932	70,000	70,000
New Mexico	34,776	50,004	...	(b-4)	41,472	55,550	46,848	18,816	55,000	(b-15)
[redacted]	[redacted]	[redacted]	(b-2)	[redacted]	[redacted]	[redacted]	(b-21)	(b-5)	[redacted]	(b-15)
North Carolina	28,560	51,636	28,560	...	34,500	51,636	60,384	25,968	56,676	89,250
North Dakota	(b-26)	42,000	26,256	(t)	31,920	33,504	31,920	33,096	44,028	69,160
Ohio	27,622	(v)	41,350	(b-4)	49,317	50,648	41,350	31,200	61,796	83,408
Oklahoma	30,000	45,000	42,500	37,401	37,500	55,000	40,200	32,500	55,000	86,580
Oregon	29,364	52,776	47,904	47,904	37,524	52,776	47,904	35,736	45,619	75,005
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Rhode Island	24,351	46,359	33,692	35,504	22,545	43,334	33,692	(b-5)	60,000	60,000
South Carolina	43,708	59,686	32,101	55,000	46,984	52,766	50,718	27,191	55,000	58,099
South Dakota	(b-3)	42,494	40,498	34,611	25,376	43,410	(b-6)	27,061	44,990	50,980
Tennessee	24,024	51,510	(b-10)	51,510	46,526	46,526	28,896	24,024	51,510	65,376
Texas	45,000	55,500	49,200	69,000	55,400	64,400	52,000	36,480	63,500	62,200(bb)
Utah	32,197	38,169	(b-10)	(b-19)	34,076	38,169	38,169	38,169	43,180	78,500
Vermont	37,648	32,500	23,000	29,000	37,648	29,000	36,525	29,141	32,500	...
Virginia	...	(b-24)	46,176	49,816	(b-7)	52,104	48,756	41,600	61,880	58,448
Washington	48,700	50,500	(b-10)	(b-4)	26,040	60,300	54,700	38,600	42,800	59,928
West Virginia(dd)	33,270	54,425	34,868	46,800	44,200	36,500	39,035	30,500	60,475	64,692
Wisconsin	45,437	(gg)	36,598	51,237	(b-7)	55,000	(b-19)	35,000	58,139	65,799
Wyoming	...	34,392	(b-10)	(b-31)	27,528	40,908	40,908	28,212	52,500	28,212
Dist. of Col.	59,883	63,700	51,058	61,879	44,856	63,700	63,700	63,700	...	25,327
American Samoa	...	27,000	(b-10)	(b-6)	16,497	31,595	31,595	16,617	33,000	(jj)
Guam	...	34,838	45,000	39,124	36,838	34,838	37,175	34,838	36,838	N.A.
No. Mariana Is.	36,000	36,000	30,000	(b-19)	(b-10)	16,530	30,000	26,500	30,000	30,000
Puerto Rico	N.A.	40,000	35,000	42,000	40,000	38,000	(b-21)	33,000	40,000	N.A.
Virgin Islands	18,500	43,500	N.A.	...	34,778	34,776	...	27,674	38,640	...

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Elections administration	Employment services	Energy resources	Environmental conservation	Finance	Fish & game	General services	Health	Highway patrol	Highways	Historic preservation
Alabama	(b-2)	33,826	40,515	48,037	48,037	(b-27)	(b-19)	87,414	48,037	48,037	37,740
[redacted]	[redacted]	[redacted]	. . .	[redacted]	[redacted]	[redacted]	[redacted]	. . .	[redacted]	[redacted]	[redacted]
Arizona	(b-2)	47,473	33,000	47,473	47,473	43,325	(b-6)	62,474	54,227	(b-36)	32,899
Arkansas	28,320	50,485	35,936	37,405	(b-6)	43,186	. . .	54,220	36,560	58,470	17,656
[redacted]	(b-2)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Colorado	38,724	50,508	N.A.	58,464	40,656	53,028	(b-6)	70,000	53,028	58,620	46,500
Connecticut	37,291	47,183	44,575	54,215	58,639	30,647	58,639	59,968	50,359	47,183	30,647
Delaware	27,800	33,600	23,325	44,800	49,400	32,700	(b-6)	47,600	40,700	46,200	36,700
Florida	44,300	44,881	48,404	55,165	37,947	52,917	54,436	37,000	43,138	(b-36)	32,000
Georgia	44,823	55,548	42,500	55,479	41,310	46,293	(b-6)	67,980	53,688	71,225	34,668
Hawaii	27,492	31,680	31,680	44,550	(b-9)	30,228	(b-12)	50,490	. . .	44,550	(h)
Idaho	(b-2)	49,691	60,424	46,490	45,053	50,918	(b-6)	51,854	45,427	(b-36)	37,981
Illinois	47,508	. . .	43,000	43,000	(b-12)	40,000	(b-6)	52,000	37,000	(b-36)	(b-20)
Indiana	25,610	38,662	32,058	(k)	(b-9)	42,432	(b-6)	42,432	42,432	42,432	19,500
Iowa	28,912	40,000	38,900	42,000	42,598	(b-18)	40,000	42,400	39,562	50,454	32,000
Kansas	(b-2)	43,428	33,192	45,000	(b-6)	36,060	(b-6)	54,528	41,940	50,616	40,236
Kentucky	(b-2)	(b-29)	59,500	59,500	59,500	41,500	(b-19)	49,500	49,500	59,500	19,984
Louisiana	60,168	43,836	53,584	53,584	(b-6)	52,366	(b-6)	63,327	48,469	49,931	52,359
Maine	(b-2)	30,347	32,469	36,670	36,670	36,670	(b-19)	31,866	32,469	(b-36)	26,083
Maryland	44,700	60,200	42,300	53,000	(b-12)	44,200	60,200	62,000	48,000	52,600	35,800
Massachusetts	31,000	29,647	53,040	60,496	(b-6)	40,445	(b-33)	51,959	45,550	51,959	. . .
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	(b-6)	(b-27)	(b-6)	[redacted]	[redacted]	(b-36)	[redacted]
Minnesota	25,077	48,252	55,000	40,152	63,750	47,004	(b-6)	50,000	(o)	53,280	70,000
Mississippi	(b-2)	43,000	40,000	41,910	. . .	29,116	36,087	67,290	40,000	45,000	37,000
Missouri	26,412	37,000	34,000	34,000	(b-6)	55,128	(b-6)	60,000	51,606	60,000	(b-28)
Montana	26,500	37,088	34,182	44,222	. . .	47,500	(b-6)	40,485	39,669	47,500	36,566
Nebraska	(b-2)	35,972	33,946	39,900	(p)	54,443	(b-6)	56,292	40,027	49,500	22,092
Nevada	(b-2)	41,289	. . .	39,135	(b-12)	35,751	(b-33)	42,000	28,319	(b-36)	27,137
New Hampshire	(b-2)	34,967	26,000	. . .	(b-12)	29,596	30,938	39,007	50,434	50,434	(b-27)
New Jersey	32,188	43,134	66,000	70,000	(b-4)	43,134	49,932	70,000	49,932	(b-36)	29,195
New Mexico	30,048	50,004	50,004	44,340	50,004	44,340	50,004	50,004	46,848	50,004	N.A.
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
North Carolina	53,100	48,408	28,560	32,856	53,869	41,748	34,500	58,500	34,500	50,556	23,616
North Dakota	(b-2)	45,576	(b-11)	N.A.	(b-9)	39,000	41,904	68,000	36,000	51,000	19,596
Ohio	(b-2)	45,947	33,010	50,440	(b-6)	34,798	(b-6)	63,502	39,998	(b-36)	N.A.(g)
Oklahoma	48,400	50,000	36,000	35,000	55,000	52,500	36,000	77,500	37,400	(b-36)	32,500
Oregon	37,524	52,776	52,776	52,776	(b-6)	50,268	52,776	47,904	52,776	52,776	20,856
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Rhode Island	23,743	39,122	37,831	39,122	40,930	27,271	31,331	44,549	44,167	(b-36)	25,313
South Carolina	41,384	56,500	. . .	40,249	(b-9)	55,520	51,396	67,914	33,083	62,555	22,349
South Dakota	(b-2)	29,994	. . .	34,632	49,005	41,600	(b-6)	40,560	38,750	41,475	25,917
Tennessee	26,364	46,526	40,440	28,896	(b-6)	45,924	46,526	31,668	28,896	(b-36)	20,100
Texas	(b-2)	52,300	. . .	. . .	. . .	57,000	53,600	62,800	62,800	64,800	44,300
Utah	(b-1)	40,382	30,485	36,060	38,169	34,076	(b-6)	38,169	36,060	(b-36)	30,485
Vermont	(b-2)	29,000	32,500	32,500	29,000	26,600	. . .	38,000	. . .	35,450	26,478
Virginia	39,416	44,928	(b-14)	44,928	. . .	40,768	49,816	61,880	44,928	56,264	32,552
Washington	26,040	32,520	43,100	57,800	(b-9)	57,800	(b-6)	71,500	57,800	(b-36)	38,600
West Virginia(dd)	(b-2)	(ff)	20,860	45,500	45,500	30,289	23,955	54,500	42,500	47,500	26,432
Wisconsin	38,275	57,720	41,000	46,548	51,237	44,117	41,000	64,800	54,200	57,203	34,586
Wyoming	(b-2)	37,044	25,560	39,900	(b-31)	46,296	(b-6)	52,380	36,132	48,636	(b-28)
Dist. of Col.	(ii)	63,700	N.A.	63,700	. . .	. . .	63,700	63,700	63,700	56,164	63,700
American Samoa	(b-3)	. . .	25,000	21,759	(b-6)	28,000	28,000	35,000	15,377	35,000	(b-28)
Guam	29,910	34,838	34,838	34,838	(b-6)	29,976	(b-6)	36,838	36,838	36,838	(b-28)
No. Mariana Is.	17,800	(b-29)	36,000	36,000	30,000	27,000	(b-6)	44,000	5,700	30,000	25,000
Puerto Rico	42,000	N.A.	N.A.	38,000	(b-9)	(b-27)	38,000	40,000	N.A.	37,992	35,000
Virgin Islands	25,000	30,452	35,000	. . .	36,646	29,020	36,000	43,058	. . .	. . .	29,019

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Industrial development	Insurance	Labor & industrial relations	Licensing	Mental health	Natural resources	Parks & recreation	Personnel	Planning	Post audit	Historic preservation
Alabama	(b-10)	48,037	48,037	. . .	48,037	48,037	31,408	61,050	. . .	44,400	37,740
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	59,532
Arizona	43,325	39,554	43,325	(e)	47,473	52,043	36,070	47,473	(d)	58,809	32,899
Arkansas	45,258	41,272	44,019	. . .	67,266	32,564	24,206	24,206	. . .	50,173	17,654
[redacted]	[redacted]	[redacted]	[redacted]	(b-13)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	(b-19)	52,979
Colorado	43,632	50,508	61,604	48,108	72,804	57,574	48,108	57,574	39,576	54,400	46,500
Connecticut	34,475	47,183	50,359	40,333	59,968	54,215	33,150	47,183	38,790	49,075	30,647
Delaware	52,000	25,700	39,900	25,400	47,500	44,800	33,200	33,600	. . .	25,700	36,700
Florida	44,000	(b-4)	49,755	51,928	46,776	53,909	40,878	48,438	(b-9)	39,096	32,000
Georgia	36,198	(b-12)	55,600	44,823	71,634	55,803	46,777	48,477	47,008	51,937	34,668
Hawaii	(b-30)	30,288	50,490	30,288	47,174	50,490	31,680	50,490	31,680	31,680	(h)
Idaho	(b-10)	37,066	39,874	33,613	35,433	. . .	45,074	48,485	(b-10)	43,971	37,981
Illinois	(b-10)	43,000	43,000(j)	44,000	52,000	(b-17)	(b-20)	(b-6)	. . .	48,000	(b-20)
Indiana	32,058	38,662	32,058	. . .	42,432	23,660	25,610	42,432	29,094	42,432	19,500
Iowa	38,000	35,000	37,200	. . .	49,442	(b-18)	31,844	27,602	42,500	38,500	32,000
Kansas	42,120	40,775	43,428	. . .	50,412	45,000	40,488	48,648	(b-9)	46,368	40,236
Kentucky	(b-10)	49,500	59,500	32,916	32,916	(b-18)	49,500	49,500	(b-6)	49,143	39,984
Louisiana	(b-10)	60,168	56,021	. . .	74,196	58,451	43,842	46,968	40,067	(b-9)	52,359
Maine	36,670	34,570	36,670	16,806	27,643	36,670	30,306	36,670	32,469	30,000	26,083
Maryland	39,500	52,200	48,700	56,900	51,875	56,900	44,200	56,900	56,900	50,700	35,800
Massachusetts	(b-10)	40,445	37,203	34,528	47,800	40,445	51,959	43,971	(b-11)	60,000	. . .
Michigan	45,200	45,200	53,500	49,000	69,300	39,609	39,609	23,114	. . .	64,800	32,865
Minnesota	(b-11)	43,284	50,000	(b-26)	53,748	55,000	48,000	55,000	57,500	48,000	70,000
Mississippi	(b-10)	45,000	. . .	. . .	54,000	42,119	38,299	43,600	37,172	45,000	37,000
Missouri	(b-10)	34,000	40,000	34,000	71,496	40,000	34,000	34,000	(b-9)	42,500	(b-28)
Montana	(b-11)	30,322	47,500	30,511	42,787	47,500	34,182	38,088	(b-11)	41,340	26,566
Nebraska	26,940	37,781	35,682	29,016	35,700	39,900	(b-20)	37,057	35,900	32,000	22,092
Nevada	38,817	36,982	31,445	. . .	64,800	42,060	33,290	41,289	. . .	41,600	27,137
New Hampshire	29,596	50,434	29,596	. . .	39,007	50,434	29,596	34,967	(b-11)	39,007	(b-27)
New Jersey	. . .	70,000	66,000	47,555	55,050	70,000	45,290	70,000	. . .	63,000	29,195
New Mexico	48,156	36,516	36,516	50,004	39,876	50,004	41,472	46,848	. . .	38,496	N.A.
[redacted]	(b-10)	[redacted]	[redacted]	(b-2)	[redacted]	(b-18)	[redacted]	(q)	(r)	[redacted]	(b-28)
North Carolina	31,380	50,328	50,328	. . .	61,404	51,636	28,560	51,636	. . .	50,328	3,616
North Dakota	(b-10)	43,380	43,380	. . .	26,256	. . .	36,000	26,256	26,256	(u)	9,596
Ohio	47,008	49,317	45,926	. . .	47,424	(b-1)	33,300	43,971	37,877	50,000	A.(g)
Oklahoma	(b-10)	50,000	37,500	. . .	74,500	43,000	45,000	45,000	. . .	50,000	7,500
Oregon	34,044	47,904	45,619	(b-10)	55,464	35,736	47,904	47,904	. . .	37,524	3,856
Pennsylvania	(b-10)	48,000	51,500	30,963	N.A.(x)	55,000	35,247	36,792	41,761	48,000	7,792
Rhode Island	(b-10)	24,351	32,925	22,545	51,786	(b-18)	28,268	33,692	31,331	32,476	7,313
South Carolina	(b-10)	56,219	46,122	(z)	65,965	. . .	46,121	49,614	. . .	54,455	7,349
South Dakota	(b-11)	28,995	47,008	. . .	31,907	47,008	29,432	39,499	37,502	15,995	7,917
Tennessee	(b-10)	46,526	46,526	. . .	56,339	46,526	26,364	46,526	28,896	(b-12)	8,100
Texas	44,300	57,400	51,800	. . .	68,400	. . .	(b-20)	. . .	55,500	65,000	8,800
Utah	30,485	32,197	32,197	34,076	36,060	38,169	34,076	38,169	38,169	35,496	8,485
Vermont	(b-10)	(b-8)	26,600	(b-2)	34,000	32,500	26,600	29,000	41,600	30,000	7,478
Virginia	59,800	(b-32)	43,732	38,168	62,400	46,176	31,039	49,816	(b-9)	53,280	7,752
Washington	47,200	37,200	57,800	31,728	63,348	42,800	54,700	57,800	(b-9)	37,200	8,040
West Virginia(dd)	37,475	34,000	34,000	. . .	44,195	45,500	30,289	(b-6)	(b-10)	19,918	8,232
Wisconsin	(b-1)	45,000	64,000	41,000	53,115	65,289	45,596	54,002	52,000	54,868	8,936
Wyoming	(b-10)	33,552	31,932	. . .	36,132	. . .	32,724	40,908	34,392	52,500	8,983
Dist. of Col.	(b-10)	56,164	(b-16)	46,302	53,532	. . .	63,700	63,700	63,700	63,700	0
American Samoa	(b-10)	7,500	(b-29)	. . .	17,245	. . .	33,000	33,000	(b-10)	25,377	0
Guam	(b-11)	(b-8)	34,838	(b-35)	34,838	34,838	34,838	(b-6)	34,838	. . .	0
No. Mariana Is.	(b-10)	. . .	(b-10)	(b-10)	(b-22)	30,000	18,223	36,000	(b-9)	36,000	0
Puerto Rico	N.A.	38,000	. . .	N.A.	25,800	40,000	40,000	(b-6)	40,000	(b-12)	0
Virgin Islands	34,799	. . .	. . .	26,560	30,000	31,911	21,339	34,776	36,000	N.A.	0

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Pre audit	Public library	Public utility regulation	Purchasing	Social services	Solid waste	Taxation	Tourism	Transportation	Welfare
Alabama	(b-12)	46,089	40,500	29,198	48,037	48,037	48,037	48,037	48,540	(b-34)
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Arizona	39,354	36,070	39,554	39,554	47,473	(b-18)	57,012	36,070	62,474	62,474
Arkansas	18,824	36,998	40,776	24,206	43,146	18,824	41,317	40,778	(b-23)	53,473
[redacted]	(b-12)	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
Colorado	(b-12)	48,747	40,000	50,508	61,605	45,816	60,504	(b-10)	. . .	(b-34)
Connecticut	(b-12)	33,150	55,202	44,575	50,359	35,857	47,183	31,874	58,639	50,359
Delaware	(b-31)	28,900	31,700	33,200	39,300	N.A.(g)	46,800	32,541	46,200	39,300
Florida	41,200	41,000	56,710	43,104	51,355	38,003	58,965	44,520	63,742	46,776
Georgia	(b-31)	43,044	51,896	45,900	51,720	37,818	51,896	34,668	71,225	(b-34)
Hawaii	27,492	44,550	47,520	27,492	50,490	(b-18)	50,490	27,492	50,490	31,680
Idaho	37,500	37,357	36,500	34,577	41,029	44,140	34,500	(b-10)	56,160	42,682
Illinois	(b-12)	. . .	47,500	(b-6)	46,000	. . .	46,000	(b-10)	52,000	52,000
Indiana	46,000	29,094	42,432	(b-6)	42,432	29,094	42,432	(b-24)	38,662	(b-6)
Iowa	. . .	. . .	(b-10)	33,030	52,500	(b-18)	47,500	30,618	50,800	30,493
Kansas	(b-12)	25,236	48,458	37,488	58,080	(b-27)	50,724	31,032	54,024	37,524
Kentucky	47,484	40,788	49,620	32,916	49,500	32,916	59,500	59,500	59,500	49,500
Louisiana	(b-9)	48,713	59,748	(b-6)	48,713	(b-18)	52,366	43,841	58,454	42,624
Maine	(b-12)	30,306	45,236	30,306	25,334	(b-18)	34,570	(b-10)	36,670	(b-34)
Maryland	45,600	33,623	49,500	28,823	60,200	44,200	(b-12)	37,100	62,000	(b-34)
Massachusetts	(b-12)	29,647	37,203	43,971	70,047	34,528	51,959	31,970	40,445	47,810
[redacted]	(b-31)	. . .	[redacted]	[redacted]	[redacted]	(b-18)	(n)	[redacted]	[redacted]	(b-34)
Minnesota	52,179	46,812	40,000	42,178	53,745	46,400	57,500	48,900	63,750	53,745
Mississippi	(b-31)	37,000	40,000	36,984	45,000	28,114	50,000	35,544	(b-17)	(b-34)
Missouri	34,000	34,344	40,000	34,000	40,000	28,884	40,000	34,000	(b-23)	34,000
Montana	. . .	34,887	35,544	32,614	47,500	29,893	47,500	31,788	35,675	(b-34)
Nebraska	(b-6)	38,863	25,000	34,002	33,600	29,820	43,575	25,536	(b-23)	40,210
Nevada	(b-6)	27,090	45,924	43,459	51,570	(b-18)	41,289	47,500	51,300	44,360
New Hampshire	(b-12)	29,596	50,434	29,596	30,938	21,950	50,434	18,833	(b-23)	(b-34)
New Jersey	(b-12)	51,843	66,000	49,932	70,000	37,262	55,050	37,262	70,000	52,430
New Mexico	45,576	34,776	48,156	39,876	38,340	(b-18)	50,004	41,472	50,004	38,340
[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]
North Carolina	(b-31)	31,380	51,328	31,380	36,192	22,500	51,636	29,928	51,636	(b-34)
North Dakota	(s)	28,956	43,380	26,256	63,000	28,956	43,380	23,820	28,956	(b-34)
Ohio	(b-31)	41,350	58,011	27,622	35,880	43,514	44,013	41,350	58,822	53,851
Oklahoma	(b-19)	35,000	46,500	42,400	69,500	37,400	47,600	(b-28)	55,000	(b-34)
Oregon	. . .	43,428	58,236	47,904	58,236	34,044	52,776	29,364	58,236	52,776
Pennsylvania	(b-4)	29,653	42,500	(b-21)	(y)	33,858	(b-19)	(b-10)	55,000	55,000
Rhode Island	(b-12)	31,331	23,429	39,122	42,739	31,321	40,930	26,272	39,667	33,692
South Carolina	(b-12)	37,138	41,604	51,396	59,151	30,586	48,991	30,586	(b-23)	(b-34)
South Dakota	. . .	28,038	26,998	28,454	49,005	33,134	42,494	30,014	50,003	36,264
Tennessee	28,896	17,568	46,526	21,972	28,896	26,364	46,526	46,526	51,510	46,526
Texas	(b-12)	45,600	49,500	(b-21)	64,400	45,480	(b-12)	43,100	(b-23)	(b-34)
Utah	(b-19)	30,485	36,060	30,485	38,169	. . .	34,076	30,485	40,382	30,485
Vermont	(b-19)	24,400	45,953	24,400	32,500	37,398	29,000	40,477	35,450	32,500
Virginia	(b-12)	44,928	59,350	37,092	49,816	0	51,584	31,039	61,360	(b-34)
Washington	. . .	54,500	54,700	(b-6)	(b-22)	33,336	57,800	34,176	71,500	(b-22)
West Virginia(dd)	(b-19)	53,483	43,000	26,316	23,955	26,316	47,500	19,918	19,918	45,500
Wisconsin	38,910	32,228	56,000	53,198	(b-22)	35,124	58,000	40,001	60,000	(b-22)
Wyoming	(b-31)	31,152	41,940	38,928	39,900	29,640	44,064	31,152	. . .	(b-34)
Dist. of Col.	. . .	63,700	63,700	56,164	63,700	54,462	63,700	(b-10)	63,700	59,883
American Samoa	. . .	16,299	. . .	(b-21)	. . .	28,377	28,085	(b-10)	30,000	. . .
Guam	(b-9)	34,838	36,838	21,398	(b-22)	(b-23)	36,838	40,838	30,838	36,838
No. Mariana Is.	(b-31)	13,601	(b-23)	23,256	. . .	(b-23)	20,093	36,000	(b-23)	30,000
Puerto Rico	40,000	N.A.	38,000	N.A.	40,000	35,000	25,800	N.A.	40,000	(b-34)
Virgin Islands	. . .	. . .	25,000	(b-21)	36,000	. . .	38,640	34,776	. . .	(b-34)

Table 3

COMPENSATION OF JUDGES OF APPELLATE COURTS AND MAJOR TRIAL COURTS

State or other jurisdiction	Appellate courts: Court of last resort	Salary	Intermediate appellate court	Salary	Major trial courts	Salary
Alabama	Supreme Court	$98,000(a)	Court of Criminal Appeals	$97,000(b)	Circuit courts	$48,000(c)
			Court of Civil Appeals	97,000(b)		
[redacted]	Supreme Court	[redacted]	Court of Appeals	[redacted]	Superior courts	[redacted]
Arizona	Supreme Court	67,500	Court of Appeals	65,500	Superior courts	62,500
Arkansas	Supreme Court	$4,410(a)	Court of Appeals	52,557(d)	Chancery court	50,703
					Circuit courts	50,703
[redacted]	Supreme Court	[redacted]	Courts of Appeal	[redacted]	Superior courts	[redacted]
Colorado	Supreme Court	55,000(a)	Court of Appeals	51,152(b)	District Court	47,280
Connecticut	Supreme Court	65,500(a,b)	Appellate Court	62,500	Superior courts	59,000
Delaware	Supreme Court	56,600(a)	---	---	Superior courts	53,200(b)
Florida	Supreme Court	67,598	District Court of Appeals	60,996	Circuit courts	58,247
Georgia	Supreme Court	57,680	Court of Appeals	57,054	Superior courts	48,276(c)
Hawaii	Supreme Court	53,460(a)	Intermediate Appellate Court	51,975(b)	Circuit courts	50,490
Idaho	Supreme Court	47,300	Court of Appeals	46,300	District courts	45,300
Illinois	Supreme Court	75,000	Appellate Court	70,000	Circuit courts	60,500(b)
Indiana	Supreme Court	47,244(e)	Court of Appeals	47,244(e)	Circuit courts	39,932(f)
					Superior courts	39,932(f)
Iowa	Supreme Court	57,100(a)	Court of Appeals	54,200(b)	District courts	50,700(b)
Kansas	Supreme Court	52,864(a)	Court of Appeals	50,639(b)	District courts	(g)
Kentucky	Supreme Court	57,264(a)	Court of Appeals	54,927(b)	Circuit courts	52,589
Louisiana	Supreme Court	66,566	Court of Appeals	63,367	District courts	60,169(h)
Maine	Supreme Judicial Court	44,431(a)	---	---	Superior Court	43,736
Maryland	Court of Appeals	62,500(a)	Court of Special Appeals	60,000(b)	Circuit courts	58,000
Massachusetts	Supreme Judicial Court	62,500(a)	Appeals Court	62,500	Trial Court	60,000(b)
[redacted]	Supreme Court	[redacted]	Court of Appeals	[redacted]	Circuit courts	[redacted]
					Recorder's Court (Detroit)	63,480
Minnesota	Supreme Court	65,000(a)	Court of Appeals	60,000(b)	District courts	55,000
Mississippi	Supreme Court	58,000(a)	---	---	Chancery courts	51,000
					Circuit courts	51,000
Missouri	Supreme Court	52,080(a)	Court of Appeals	49,530	Circuit courts	34,230(i)
Montana	Supreme Court	48,923(a)	---	---	District courts	47,693
Nebraska	Supreme Court	55,930	---	---	District courts	51,735
Nevada	Supreme Court	61,500	---	---	District courts	56,000
New Hampshire	Supreme Court	51,789(a)	---	---	Superior Court	50,434(b)
New Jersey	Supreme Court	78,000(a)	Appellate division of Superior Court	75,000	Superior Court	70,000(j)
New Mexico	Supreme Court	55,000(a)	Court of Appeals	52,000(b)	District courts	49,300
[redacted]	Court of Appeals	[redacted]	Appellate divisions of Supreme Court	[redacted]	Supreme Court	[redacted]
North Carolina	Supreme Court	59,868 (a,k)	Court of Appeals	56,676(b,k)	Superior Court	50,328(b,k)
North Dakota	Supreme Court	53,900(a)	---	---	District courts	50,600(b)
Ohio	Supreme Court	68,000(a)	Court of Appeals	64,000	Courts of common pleas	55,500(l)
Oklahoma	Supreme Court	59,136(a)	Court of Appeals	55,440	District Court	(m)
	Court of Criminal Appeals	59,136(a)				
Oregon	Supreme Court	53,308(a)	Court of Appeals	52,039(b)	Circuit courts	48,356
			Tax Court	49,967		
[redacted]	Supreme Court	[redacted]	Superior Court	[redacted]	Courts of common pleas	[redacted]
			Commonwealth Court	74,500(b)		
Rhode Island	Supreme Court	(a,n)	---	---	Superior Court	(b,n)
South Carolina	Supreme Court	63,128(a)	---	---	Circuit Court	63,128
South Dakota	Supreme Court	48,755(a)	---	---	Circuit courts	45,500(b)
Tennessee	Supreme Court	65,650(a)	Court of Appeals	63,125(b)	Chancery courts	60,600
			Court of Criminal Appeals	63,125(b)	Circuit courts	60,600
					Criminal courts	60,600
Texas	Supreme Court	74,300(a)	Court of Civil Appeals	66,870(b,c)	District courts	52,900(c)
	Court of Criminal Appeals	74,300(a)				
Utah	Supreme Court	50,000(a)	---	---	District courts	45,000
Vermont	Supreme Court	47,350(a)	---	---	Superior courts	45,050(b)
					District courts	45,050(b)
Virginia	Supreme Court	61,400(a)	---	---	Circuit courts	57,000
Washington	Supreme Court	51,500	Court of Appeals	48,100	Superior courts	44,700
West Virginia	Supreme Court of Appeals	49,000	---	---	Circuit courts	45,000
Wisconsin	Supreme Court	57,687(a)	Court of Appeals	52,918	Circuit courts	50,659
Wyoming	Supreme Court	63,500	---	---	District courts	61,000
Dist. of Col.	Court of Appeals	69,570(a)	---	---	Superior Court	65,790(b)
American Samoa	High Court	70,026(a)	---	---	(o)	(o)
Puerto Rico	Supreme Court	36,000(a)			Superior Court	30,000
					District Court	24,000
Virgin Islands	---	---	---	---	Territorial Court	57,200(b)

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A Lawmaker's Bills

Senator's High Salary Can Prove Very Low, Vermont's Leahy Finds

His $57,500 a Year Is Drained By Expense of 2 Homes, Travel, Big Withholding

But Will Voters Understand?

By James P Gannon
Staff Reporter of The Wall Street Journal

WASHINGTON – Patrick and Marcelle Leahy would like you to know how it is to just scrape by on $57,500 a year.

It may sound absurd that a family with such a grand income could be budgeting carefully to make ends meet, but that's the way it is with the Leahys. In fact, they have been growing *poorer* in the two years since Mr. Leahy took his new job in Washington – as a U.S. Senator from Vermont. You'd think, then, that the 37-year-old Democrat would be overjoyed at the $12,900-a-year salary increase he has just received, but the fact is he tried to kill his pay boost.

If all this sounds a bit unreal, it's just that some of Washington's realities are rather odd. Members of Congress and their families don't live like ordinary people. They try to lead two lives, as participants in the high-cost of life of the nation's capital and as political figures and just-folks back in their home states. The result is an expensive, mobile life style, in which a salary considered excessive by many of their constituents just melts away.

The recent controversy over this year's fat congressional pay raise, and passage of an ethics code limiting outside earnings, have prompted many questions about our lawmakers' finances. Why do they need such big salaries? Why do so many members of Congress contend they need outside income, too? How do they spend their money? And where do all the funds appropriated for the "billion-dollar Congress" go?



To help provide some answers, Sen. Leahy agreed to let a reporter probe his personal finances as well as the allowances he gets for official use. The result isn't likely to trigger sympathetic tears from the average American family, which earns about $13,500 a year, but it does shed some light on the economics of serving in Congress and the politics of living off the public payroll.

What emerges is a picture of a comfortable way of life, but one with its own special pressures as well as special benefits. It is a life of free parking, paid travel, generous staff help and free medical care – balanced against leftover campaign debts, two sets of household bills, high taxes and a parade of constituents expecting to be entertained.

"I'm not complaining," Sen. Leahy declares. The youthful Democrat is delighted at his leap from prosecuting attorney in Burlington, Vt., to the venerable George Aiken's seat in the U.S. Senate. He had yearned for the job since boyhood, he claims. "If they cut the salary to $1 a year, I'd still want to be in the Senate," he remarks.

Typical to a Point

Mr. Leahy can't be called a "typical" member of Congress, because there isn't any such common denominator in a diverse body of 535 people who include millionaires, former blue-collar workers, priests, part-time farmers and lifelong politicians. But he is representative of the many lawmakers who primarily live off their congressional salaries rather than outside income or inherited wealth.

The Senate is sometimes called a rich man's club, and the House, too, has a sizable share of wealthy members, though in much smaller portion. Perhaps a third or more of the 100 Senators are millionaires, according to educated guesses on Capitol Hill. (Financial disclosure mandated by the just-passed ethics code won't take effect until next year.) To cite one example, Pennsylvania's Sen. John Heinz, the pickle-and-ketchup scion, draws a $400,000-plus annual income from some $13 million in family trust funds and lives in a $437,000 Georgetown home. He's unique only in voluntarily disclosing financial facts that most rich lawmakers have kept secret.

Mr. Leahy, the son of a Vermont printer, isn't wealthy. In fact, his net worth has declined during his two years in the Senate to $45,132 from nearly $100,000. The decline, the Senator says, reflects the costs of renovating their Vermont home, "enormous" expenses of moving, unreimbursed Senate expenses and other heavy transition costs that hit a man moving from private life into politics.

Seeing Double

Mr. Leahy and his wife Marcelle, an ex-nurse, have three children (aged 13, 11 and 7), two cars, two houses and two versions of every bill the average homeowner pays. "Everything for us is doubled," comments Mrs. Leahy, who handles the bill-paying. "Two mortgages, two electric bills, two telephone bills. I look at his salary and I think, 'My God, we've got it made' but then you sit down and start paying double everything, and it's a juggling act," she says.

Their Washington-area home is a handsome, brick three-bedroom town house, with the Vermont state flag flying in front and a tiny yard in back, in a suburban development in McLean, Va. It cost them $82,000, and brought them a $70,000 mortgage. "For this amount in Burlington, I'd have a luxury home," the Senator laments.

Their Vermont home, which they use in summertime and on trips back home, is a 130-year-old farmhouse on more than 100 acres of land near Middlesex. After moving to Washington, the Leahys sold what had been their permanent home in Burlington (for about $56,000) and spent about $30,000 to modernize and winterize the farmhouse.

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A Lawmaker's Bills: A Senator's High Pay Can Prove To Be Amazingly Low, Leahy of Vermont Discovers

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which had served only as a vacation retreat. Though some lawmakers have just a small apartment or nominal residence back home, the Leahys think it's important to keep a family home in Vermont to retain their sense of roots. "We want the kids to remember that they belong to Vermont," Marcelle says. "We don't want them to become Washingtonians."

Maintaining two homes is the main drain on Mr. Leahy's salary. Mortgage payments run $627 a month on their Virginia house and $369 a month on the Vermont farm. Property taxes are about $1,400 a year in Virginia and $2,000 a year in Vermont. Fuel and electric bills total about $150 a month in Virginia ("we wore our ski parkas in the house in January to save fuel," the Senator says) and about $550 for the full year on the farm. Insurance, repairs and other household bills likewise come in double doses.

The Leahy kids go to public schools in part because the budget won't permit costly private schooling. The Senator drives himself to work in his 1977 Dodge Aspen (payments $205 a month), leaving the house a little after 6 a.m. to beat the rush-hour traffic to Washington, and normally returning between 7 p.m. and 8 p.m. He finds his early-morning hours in the office a good time to call Vermont farmers, who rise early too, and to read every piece of mail from his constituents, who send him more than 100 letters a day.

"He calls me about 7:30 each day to say good morning," Marcelle reports.

Hefty Deductions

That $57,500-a-year annual salary doesn't look quite so princely when it's reduced to a once-a-month paycheck with hefty deductions. The gross monthly earnings of $4,791.66 shrink to a net take-home check of $2,673.01 after deductions of $2,118.65. More than one-third of the Senator's pay goes for withholding taxes -- $1,298 for the federal income tax and $351 for the state -- and another $383 a month is deducted for his government pension plan. (Under the plan, he'd get an annual pension of $8,625 at age 62 if he served only one six-year term, and at least $46,000 a year if he spent the next 30 years in Congress.)

The Senate salary is almost the entire family income for the Leahys. They own no stocks, bonds or income properties, and earn only a couple of hundred dollars a year in interest on their savings of about $7,000. Marcelle doesn't have a paying job; she feels she's needed at home by her young children.

The Senator last year earned about $1,900 in "honoraria" -- fees for giving speeches -- far less than the $25,000 or so that the Senate's big-name speechmakers talk themselves into each year.

The new congressional ethics code, which includes an $8,625 annual limit on outside earned income, won't really affect Mr. Leahy's finances. The Senate's big speechmakers are unhappy about the limit, and the Senate's rich men are glad that it won't apply to dividends, interest, business profits and other "unearned" income, but Sen. Leahy isn't in either group. The earnings limit won't take effect until 1979, anyway.

Fighting a Pay Raise

See next page

with Vermont's fiscally conservative voters. "Partly, it's pressure from home," admits a Leahy staff aide. "There is a feeling at home that congressional staffs are bloated." Of the $569,341 available for staff expense this year, Mr. Leahy is budgeting to return about $146,000 unspent, the same amount he turned back last year.

His staff consists of 16 aides in Washington and seven in his home-state office in Burlington. Salaries range from $37,241 for his top Washington aide down to $6,102 for a clerk.

Like all Senators, Mr. Leahy gets lots of fringe benefits. He's entitled to two free parking spaces in the Senate's underground garage, and special auto license tags that keep police from ticketing his car if it's parked illegally.

Free Medical Care

If he needs a prescription drug, an X-ray, a physical checkup or treatment for a routine ailment, he can get free medical care at a clinic in the Capitol staffed by three full-time physicians. (The free care is for members of Congress only, not their families, and doesn't cover hospital bills.) If he wants potted plants for his office, the government's Botanic Garden will provide them without charge, and if he'd like some wall maps, the U.S. Geological Survey will send them over, for free. But the free haircut, an old congressional tradition, has just disappeared; starting April 1, the Senate barbershop began charging $3.50 to trim Senators' hair.

In addition to his personal and official expenses, Sen. Leahy has a third set of finances to keep track of -- his political fund. He ended his $150,000 Senate campaign in 1974 with a $40,000 campaign debt and has slowly been raising money to pay it off. At the start of 1977, his campaign committee still owed $5,819. Contributions from unions, environmental groups and many individuals are helping wipe out the debt. Sen. Leahy plans a fund-raising function this month in Burlington, Vt., starring his friend Edward Kennedy of Massachusetts, and hopes to wind up 1977 out of the red.

Though Sen. Leahy and his wife talk freely of their financial situation, they wonder if the average person can see it as they do. Says Mrs. Leahy: "It's really difficult to understand what is going on here with us, and to relate it to life back home." The Senator adds: "I suspect some people back home will think I'm crying poor-mouth, but I'm not. I can't think of anything I'd rather be doing."

Fighting a Pay Raise

Though [illegible] former $44,600-a-year Senate salary was [illegible]ely eaten up by living expenses, Mr. Leahy didn't feel comfortable with the $12,900 pay increase proposed this year for members of Congress. His mail ran strongly against it, and he knew that he soon would be voting for legislation demanding sacrifices from the voters, such as energy-tax increases. So he took a stand against the salary boost.

In February, Sen. Leahy joined 41 other Senators in voting to bring to the floor a motion to kill the pay increase, but the anti-pay raise move lost, 58 to 42. The House never voted on the pay boost, which automatically became effective in March.

Sen. Leahy doesn't believe the extra $12,900 will make much difference to him. Almost $6,000 of it will go to higher federal and state income-tax withholding, he notes, "and the rest will go to pay out-of-pocket expenses that everyone assumes are reimbursable but aren't," he figures.

That comment reflects one of the oddities of the "billion-dollar Congress," so-called because this fiscal year's legislative-branch budget tops $1 billion, up sharply from $487 million five years ago. Although congressional staffs have grown, salaries have risen and expense allowances have increased, many lawmakers have found they must dig into their own pockets—or into privately donated funds—to supplement their official expense accounts.

Quirks in the Rules

Sen. Leahy figures that he had roughly $10,000 worth of unreimbursed expenses last year, including travel, entertainment and other items. By the quirks of Senate travel allowance rules, for example, transportation costs to and within his state are covered but food and hotel bills are not. A Senator may put newspapers and magazine subscriptions on his tab, but not books, reports or directories.

Vermont constituents visiting Washington often have lunch in the Senate dining room with Mr. Leahy, figuring it's on the house; but there's no such thing as a free lunch in Congress, and Sen. Leahy says such get-togethers cost him $1,500 to $2,000 last year. When he flies to Vermont for a weekend, local folks often complain that he should have brought his wife and children, he says. "I tell them that it would cost me $580," he adds, "and then they ask, 'Do you mean you don't come up in a government airplane?' "

Sen. Leahy is allowed 40 paid trips back to Vermont per year. He actually has made about 100 trips in two years, bringing his wife along at his expense) about 15 times.

The Senator's total expense allowance, intended to cover travel, stationery, postage, telephone costs, subscriptions, expenses of a Vermont office and other items, amounts to $36,034. But he spends much more than that and makes up the difference himself. Unlike many Senators, Sen. Leahy doesn't have an "unofficial" office account, supported by private contributors, to help cover expenses; such "slush funds" have been abolished, effective next year, under the new ethics code.

Skimping on Staff

While overspending his expense account, he's underspending his staff allowance. Senators' staff allowances, based on state population, run from $449,063 for small states like Vermont up to $908,301 for the most populous state, California. In addition to the $449,063, Mr. Leahy gets a separate committee staff allowance of $139,278 to hire aides to help with his committee work on the Agriculture and Appropriations panels.

But Sen. Leahy deliberately underspends on his staff so he can turn money back in each year—a move undoubtedly popular

USA Today 2/6/85

State lawmakers gather in Seattle

Thousands of state legislators are in Seattle today through Friday for the 11th annual National Conference of State Legislatures. Topics: health care, education, technology. Salaries and allotments for living expenses during legislative sessions:

State	Salary	Living expenses
Alabama	$10 a day	$85 a day
Alaska	$46,800 a year	none
Arizona	$15,000 a year	$60 a day[1]
Arkansas	$7,500 a year	$44-$64 a day
California	$33,732 a year	$86 a day
Colorado	$17,500 a year	$75 a day
Connecticut	$13,000 a year	$75 a day
Delaware	$12,198 a year	$2,500 a year
Florida	$12,000 a year	$50 a day
Georgia	$7,200 a year	$59 a day
Hawaii	$15,600 a year	$45 a day
Idaho	$30 a day	$35-$80 a day
Illinois	$28,000 a year	$89 a day
Indiana	$11,600 a year	$85 a day
Iowa	$14,600 a year	$25-$45 a day
Kansas	$49 a day	$50 a day
Kentucky	$100 a day	$75 a day[2]
Louisiana	$16,800 a year	$75 a day
Maine	$7,500 a year	$50 a day
Maryland	$21,000 a year	$72 a day
Massachusetts	$30,000 a year	none
Michigan	$34,860 a year	$6,700 a year
Minnesota	$21,140 a year	$32-$36 a day
Mississippi	$8,100 a year	$44 a day[3]
Missouri	$8,078 a year	$35 a day[4]
Montana	$50 a day	$45 a day
Nebraska	$4,800 a year	$25-$55 a day
Nevada	$6,240 a year	$56 a day
New Hampshire	$100 a year	none
New Jersey	$25,000 a year	none
New Mexico	$75 a day	none
New York	$43,000 a year	$55 a day
North Carolina	$8,400 a year	$60 a day
North Dakota	$40-$90 a day	$50 a day[5]
Ohio	$22,500 a year	none
Oklahoma	$20,000 a year	$35 a day[6]
Oregon	$8,400 a year	$44 a day
Pennsylvania	$35,000 a year	$75 a day
Rhode Island	$5 a day	none
South Carolina	$10,000 a year	$68 a day
South Dakota	$3,200 a year	$75 a day[6]
Tennessee	$12,500 a year	$71 a day
Texas	$7,200 a year	$30 a day
Utah	$65 a day	$25 a day
Vermont	$11,000 a year	$60 a day
Virginia	$11,000 a year	$65 a day
Washington	$13,750 a year	$44 a day
West Virginia	$6,500 a year	$20-$70 a day
Wisconsin	$27,222 a year	$20-$42 a day
Wyoming	$75 a day	$60 a day

[1] $35 a day for Maricopa County legislators — both are new allotments effective Wednesday
[2] per actual day of attendance
[3] for Jackson legislators, daily attendance only
[4] for daily attendance only
[5] for legislators outside Capitol
[6] five-day week

Source: National Conference of State Legislators 1985 survey

RESEARCH MONOGRAPH

LEGISLATIVE SALARIES

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82:146

Legislative Research is a component of the Legislative Administration Committee

LEGISLATIVE SALARIES

82:146

Legislative Research was asked to provide information on legislative salaries in other states. This monograph compares biennial salaries and expense allowances in each state and how salaries and allowances are set. The use of special compensation commissions is also discussed.

Salaries and Allowances

In 38 states legislators are paid a specific amount, regardless of the length of session. Data compiled by the National Conference of State Legislatures (NCSL) indicate that biennial salaries in these states range from $200 in New Hampshire to $65,920 in New York. The average is $29,051.

In the remaining 12 states legislators are paid a salary based on the number of days or weeks the legislature is in session. Daily rates range from $5 in North Dakota and Rhode Island to $104 in Nevada.

Salaries in full-time legislatures. Biennial salaries in states with full-time legislatures are considerably higher than those in other states. The Council of State Governments considers eight states to be full time. The average salary in these states is $53,926, whereas the average in the other 31 states with a specified salary is $22,418.

Expenses. In 40 states legislators receive an expense allowance while attending legislative sessions or attending to legislative business. Daily expense allowances range from $15 in Utah to $85 in North Dakota. The average is $50. Legislators in

Connecticut and Michigan receive an annual expense allowance of $2,500 and $6,200 respectively.

Table I shows how legislators are compensated in each state.

TABLE I

Legislative Compensation
in the 50 States

State	Biennial Salary	Daily Salary (Session limit)	Daily Expense Allowance
Alabama	$ ---	$ 10 (210 days)	$ 65
Alaska	10 40,152	---	80*
Arizona	30,000	---	40*
Arkansas	15,600	---	44
California	4. 56,222	---	62
Colorado	28,000	---	40*
Connecticut	21,000	---	2,500 (annual)
Delaware	24,396	---	none
Florida	24,000	---	50
Georgia	14,440	---	44
Hawaii	27,300	---	45*
Idaho	---	30 (no limit)	60*
Illinois	5 56,000	---	36
Indiana	19,200	---	50
Iowa	27,400	---	30
Kansas	---	45 (no limit)**	50
Kentucky	---	50 (60 days)***	75
Louisiana	13 33,600	---	75 plus mileage
Maine	10,000	---	45*
Maryland	9 42,000	---	65
Massachusetts	3 60,000	---	mileage only
Michigan	2 62,000	---	6,200 (annual)
Minnesota	12 37,500	---	36*
Mississippi	16,200	---	44
Missouri	30,000	---	35
Montana	---	48.42 (90 days)	45
Nebraska	9,600	---	none
Nevada	---	104 (60 days)****	44
New Hampshire	200	---	mileage only
New Jersey	36,000	---	none

TABLE I--continued

Legislative Compensation in the 50 States

State	Biennial Salary	Daily Salary (Session limit)	Daily Expense Allowance
New Mexico	$ ---	$40 (90 days)	none
New York	65,920	---	$55
North Carolina	13,872	---	50
North Dakota	---	5 (80 days)	85
Ohio	45,000	---	mileage only
Oklahoma	40,000	---	35*
Oregon	15,792	---	44
Pennsylvania	50,000	---	69
Rhode Island	---	5 (120 days)	mileage only
South Carolina	20,000	---	50
South Dakota	6,000	---	50
Tennessee	16,606	---	66.47
Texas	14,400	---	30
Utah	---	25 (80 days)	15
Vermont	---	270 (weekly)	50*
Virginia	16,000	---	58 - 75
Washington	24,000****	---	44
West Virginia	10,272	---	50*
Wisconsin	45,264	---	30*
Wyoming	---	30 (60 days)	60

SOURCE: National Conference of State Legislatures, January 1983 survey; Council of State Governments, The Book of the States, 1982-83, pp. 192-193 and 210-211.

* Less for legislators from the capitol city or its environs.
** 90-day limit in even-numbered years.
*** Increases to $100 in 1984.
**** For senators elected in 1980 and after, salary is $80 per day in Nevada and $19,600 in Washington.

Method of Setting Salaries

Table II shows the method of setting compensation in each state. In nine states salaries are set by the constitution. In 22 states, including Oregon, setting salaries is solely the responsibility of the legislature. In 19 states a compensation commission advises the legislature on salary matters.

TABLE II

Method of Setting Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Alabama	X		
Alaska		X	
Arizona			X
Arkansas	X		
California		X	
Colorado			X
Connecticut			X
Delaware			X
Florida			X
Georgia			X
Hawaii			X
Idaho			X
Illinois			X
Indiana		X	
Iowa			X
Kansas		X	
Kentucky			X
Louisiana			X
Maine		X	
Maryland			X
Massachusetts			X
Michigan			X
Minnesota		X	
Mississippi		X	
Missouri		X	

TABLE II--continued

Method of Setting
Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Montana			X
Nebraska	X		
Nevada		X	
New Hampshire	X		
New Jersey		X	
New Mexico	X		
New York		X	
North Carolina		X	
North Dakota	X		
Ohio		X	
Oklahoma			X
Oregon		X	
Pennsylvania		X	
Rhode Island	X		
South Carolina		X	
South Dakota			X
Tennessee		X	
Texas	X		
Utah	X		X
Vermont		X	
Virginia		X	
Washington			X
West Virginia			X
Wisconsin		X	
Wyoming		X	

SOURCE: The Book of the States, 1982-83, p. 201; and Legislative Research review of state statutes.

Change: NCSL

Compensation Commissions

In 19 states boards, committees, or commissions make recommendations regarding legislative compensation. Several also recommend salaries for certain elected officials and judges. Commissions in 12 states act only in an advisory capacity. They make recommendations to the governor or the legislature, but the legislature has final authority to set salaries, expense allowances, and benefits for its members.

In Hawaii, Idaho, Maryland, and Michigan compensation commissions recommendations become effective unless the legislature enacts a resolution to the contrary. Existing salary levels are continued if the legislature rejects the commission's recommendations. In West Virginia the commission's recommendations must be enacted into law to become effective. The legislature may reduce, but not increase the proposed salary levels. Recommendations made by Oklahoma's commission are final and are not subject to legislative review. In Arizona the commission's recommendations for changes in legislative salaries are submitted to the voters for approval. In many states new salaries do not become effective until the following session of the legislature.

In some states commission members are appointed exclusively by the governor, but in others the appointing authority is shared by the governor and legislative leadership. In Washington persons holding certain positions are automatically appointed to the commission.

Table III summarizes the major organizational and functional aspects of each state commission, including the number of commission members, appointing authority, and scope and frequency of commission recommendations.

TABLE III

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Arizona Commission on Salaries for State Elective Officers	5	2 by Governor, 1 by Senate President, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators and elected state officials (Changes in legislative salaries must be approved by the voters.)	At direction of legislature
Colorado State Officials' Compensation Commission	9	3 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Chief Justice of Supreme Court	Salaries, allowances, and benefits of legislators, state judges, district attorneys, and elected and appointed officials (advisory only)	Biennially
Connecticut Compensation Commission	11	3 by Governor, 2 by House Speaker, 2 by House Minority Leader, 2 by Senate President Pro Tempore, and 2 by Senate Minority Leader	Salary, expenses, and benefits of legislators, elected officials, and judges (advisory only)	Biennially
Florida Officers' Compensation Commission	9	2 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Justice of Supreme Court. The 8 members appoint the ninth member.	Salary and expenses of legislators, specified state officials, judges, state attorneys, public defenders, public service commissioners, and county officers (advisory only)	Annually
Georgia Commission on Compensation	12	4 by Governor, 4 by Supreme Court, 2 by Senate President (Lieutenant Governor), and 2 by House Speaker	Compensation of legislators, state officers, and heads of state agencies (Legislature required to introduce commission recommendation as a bill)	Biennially
Hawaii Commission on Legislative Salary	11	Governor	Salary of legislators (Recommendations effective unless rejected by Legislature or Governor. If rejected, existing rates are continued)	Every 8 years
Idaho Legislative Compensation Commission	6	3 by Governor and 3 by Supreme Court	Salary and expenses of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Biennially

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Montana Salary Commission	8	2 by Governor, 2 by Supreme Court, 1 by Senate Majority Leader, 1 by Senate Minority Leader, 1 by House Speaker, and 1 by House Minority Leader	Compensation of legislators, elected officials, and judges (advisory only)	Biennially
Oklahoma Board on Legislative Compensation	11	5 by Governor, 2 by the Senate President Pro Tempore, and 2 by House Speaker (Chairman of Tax Commission and Director of State Finance are non-voting ex-officio members.)	Salary of legislators (Board recommendations are final)	Biennially
South Dakota Commission on Salaries for Elective State Officials	5	2 by Governor, 1 by Senate President Pro Tempore, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators, elected officials, and judges (advisory only)	Biennially
Washington Committee on Salaries	7	President of Univeristy of Puget Sound, President of Washington State University, Chairman of State Personnel Board, President of Association of Washington Business, President of Pacific Northwest Personnel Managers' Association, and President of Washington State Labor Council	Salaries of legislators, state elective and executive officials, and judges (advisory only)	Biennially
West Virginia Citizens Legislative Compensation Commission	7	Governor	Compensation and expenses of legislators (Legislature may accept or decrease recommended rates)	Quadrennially

SOURCE: Legislative Research review of state statutes

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Illinois Advisory Committee on Compensation of General Assembly Members	7	3 by Governor, 2 by President of Senate, and 2 by House Speaker	Compensation of legislators (advisory only)	Biennially
Iowa Commission on Compensation, Expenses and Salaries for Elected State Officials	15	5 by Governor, 5 by Senate President (Lieutenant Governor), and 5 by House Speaker	Salary, compensation, and expenses of legislators, elected state officials, and judges (advisory only)	Biennially
Kentucky Public Officials Compensation Commission	5	1 by Governor, 1 by Lieutenant Governor, 1 by House Speaker, 1 by Senate President Pro Tempore, and 1 by Supreme Court	Salaries, benefits, and allowances of legislators and certain elected officials and judges (advisory only)	Biennially
Louisiana Compensation Review Commission	19	5 appointed by Governor, 1 by Chief Justice of Supreme Court, 1 by Chairman of Conferences of Courts of Appeal Judges, 1 by District Judges' Association, and 1 by City Judges' Association (5 Senators and 5 Representatives are also members	Salary and benefits of legislators, elected officials, judges, and unclassified state employees (advisory only)	Annually
Maryland General Assembly Compensation Commission	9	5 by Governor, 2 by Senate Senate President, and 2 by House Speaker	Salary and allowances of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Quadrennially
Massachusetts Advisory Board on Legislative, Judicial and Constitutional Officers' Compensation	5	Governor	Salaries and expenses of legislators, constitutional officers, and judges (advisory only)	Biennially
Michigan State Officers' Compensation Commission	7	Governor	Salaries and expenses of legislators, Governor and Lieutenant Governor, and Justices of Supreme Court (Recommendations effective unless rejected by 2/3 vote of legislature. If rejected, existing rates are continued.)	Biennially

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NATIONAL CONFERENCE OF STATE LEGISLATURES
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NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 01/01/85

Legislative Compensation and Living Expenses During Session

STATE	SALARIES	LIVING EXPENSES DURING SESSION
AL	$10.00/day	$85 per diem (unvouchered)
AK	46,800/year	None
AZ	15,000/year	$40 per diem ($20 for Maricopa County legislators) (unvouchered)
AR	7,500/year	$44 per diem (7 day week) $20 (actual attendance) (vouchered)
CA	33,732/year	$66 per diem (unvouchered)
CO	17,500/year	$75 per diem (unvouchered)
CT	13,000/year	$3,500 annually (unvouchered)
DE	12,198/year	$2,500/year (unvouchered)
FL	12,000/year	$50 per diem (unvouchered)
GA	7,200/year	$59 per diem (unvouchered)
HI	15,600/year	$45 per diem (for legislators outside of Oahu) (unvouchered)
ID	$7/day (not in session) $30/day during session	$60 per diem ($35 for in town legislators) (unvouchered)
IL	32,500/year	$69 per diem (unvouchered)
IN	11,600/year	$65 per diem (unvouchered)
IA	14,600/year	$40 per diem (unvouchered) ($25 for Polk County legislators)
KS	$49/day	$50 per diem (unvouchered)
KY	$100/day	$75 actual daily attendance per diem (unvouchered)
LA	16,800/year	$75 per diem (unvouchered)
ME	7,500 (1985) 4,000 (1986)	$50 per diem vouchered

MD	21,000/year	$68 per diem (1984) (unvouchered) $72 per diem (1985) (unvouchered)
MA	30,000/year	Receive no per diem, but receive mileage for every session day
MI	34,860 (1985) 2 36,520 (1986)	Total of $6,700 annually (vouchered)
MN	21,140/year (1985) 22,350/year (1986)	$36 per diem ($23 for metropolitan legislators) (unvouchered)
MS	8,100/year	$44 per diem for actual daily attendance (none for Jackson legislators) (unvouchered)
MO	18,078/year	$35 per diem for actual daly attendance (unvouchered)
MT	$50.02/day	$45 per diem (unvouchered)
NE	4,800/year	$55 per diem ($25 for capitol city legislators)
NV	$104/day (up to $6,240) 3	$56 per diem (unvouchered)
NH	$100/year	NONE
NJ	25,000/year	NONE
NM	$75/day	NONE
NY	43,000/year	$55 per diem (vouchered)
NC	8,400/year	$60 per diem (unvouchered)
ND	$90/day or $40/day 4	$50 per diem for legislators outside Bismarck (unvouchered)
OH	30,152/year	NONE
OK	20,000/year	$35 per diem (only milage during session if legislator lives at home) (vouchered)
OR	8,400/year	$44 per diem (unvouchered)
PA	35,000/year	$75 per diem (vouchered)
RI	$5/day	NONE
SC	10,000/year	$68 subsistence (vouchered)
SD	3,200 (1985) 2,800 (1986)	$75/5-day week (unvouchered)

TN	12,500/year	$71 per diem (unvouchered)
TX	7,200/year	$30 per diem (unvouchered)
UT	$65/day	$25 per diem
VT	$285/week/session (1985) $300/week (1986) (maximum of $11,000/year)	$60 per diem (23.75 per diem if legislator lives at home (unvouchered)
VA	11,000/year	$65 per diem (unvouchered)
WA	13,750/year	$44 per diem (unvouchered)
WV	6,500/year	$70 per diem ($20 for Charleston legislators) (unvouchered)
WI	27,222/year	$41.63 per diem ($20.81 if legislator lives inside Dane County) (unvouchered)
WY	$75/day	$60 per diem (unvouchered)

NOTE: DAILY SALARIES ARE PAID DURING REGULAR SESSION

1 Changes pending
2 Changes effective unless rejected by the legislature before Feb. 1, 1985.
3 For legislators elected before November 1982, the maximum salary remains $4,800
4 $90/day for legislators who reside in Bismarck; $40/day for legislators from outside Bismarck

For a table of additional compensation for Committee Chairs, type
SEE ADCOMPCC

For a table of additional compensation for Legislative Leaders, type
SEE ADCOMPLL

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NATIONAL CONFERENCE OF STATE LEGISLATURES

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NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 01/01/85

ADDITIONAL COMPENSATION FOR COMMITTEE CHAIRS
January 1983

ALABAMA	NO	
ALASKA	NO	
ARIZONA	NO	
ARKANSAS	NO	
CALIFORNIA	NO	
COLORADO	NO	
CONNECTICUT	YES	
DELAWARE	YES	(Chairs and Vice Chairs of Joint Finance Only)
FLORIDA	NO	
GEORGIA	NO	
HAWAII	NO	
IDAHO	NO	
ILLINOIS	NO	
INDIANA	YES	(Senate Finance and House Ways and Means only)
IOWA	NO	
KANSAS	YES	(Ways and Means only)
KENTUCKY	YES	
LOUISIANA	YES	(Joint Budget Chair only)
MAINE	NO	
MARYLAND	NO	
MASSACHUSETTS	YES	
MICHIGAN	YES	(Appropriations only)
MINNESOTA	NO	
MISSISSIPPI	NO	
MISSOURI	NO	
MONTANA	NO	
NEBRASKA	NO	
NEVADA	NO	
NEW HAMPSHIRE	NO	
NEW JERSEY	NO	
NEW MEXICO	NO	
NEW YORK	YES	
NORTH CAROLINA	NO	
NORTH DAKOTA	YES	
OHIO	YES	
OKLAHOMA	NO	
OREGON	NO	
PENNSYLVANIA	NO	
RHODE ISLAND	NO	
SOUTH CAROLINA	NO	
SOUTH DAKOTA	NO	
TENNESSEE	NO	
TEXAS	NO	
UTAH	NO	
VERMONT	NO	
VIRGINIA	NO	
WASHINGTON	NO	
WEST VIRGINIA	NO	
WISCONSIN	NO	
WYOMING	NO	

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NATIONAL CONFERENCE OF STATE LEGISLATURES
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NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 02/01/85

ADDITIONAL COMPENSATION FOR LEGISLATIVE LEADERS
January 1985

HOUSE

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	$2/day/session	NONE	NONE	NONE
AK	$500/year	NONE	NONE	NONE
AR	$2,500/year	NONE	NONE	NONE
CO	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	NONE
CT	$5,000/year	$4,000/year	$4,000/year	YES
DE	$193.50/month	$161.30/month	$161.30/month	YES
FL	$13,000/year	NONE	NONE	NONE
GA	$2,800/year	$2,400/year	$2,400/year	YES
IL	$10,000/year	$7,500/year	$10,000/year	YES
IN	$3,000/year	$1,500/year	$2,000/year	YES
IA	$7,300/year	$2,500/year	$2,500/year	NONE
KS	$4,200/year	$3,240/year	$3,240/year	NONE
KY	$75/day/session	$70/day/session	$70/day/session	YES
LA	$15,200/year	NONE	NONE	NONE
ME	$3,750 - 1985 $2,000 - 1986	$1,825 - 1985 $1,000 - 1986	$1,825 - 1985 $1,000 - 1986	YES
MD	$5,000/year	NONE	NONE	NONE
MA	$35,000/year	$22,500/year	$22,500/year	YES
MI	$18,000/year	NONE	$8,600/year	NONE
MN	$8,456/year	$8,456/year	$8,456/year	NONE
MS	$25,900/year	NONE	NONE	NONE
MO	$2,500/year	$1,500/year	$1,500/year	NONE
MT	$5/day/session	NONE	NONE	NONE
NV	$2/day/session	NONE	NONE	NONE
NH	$50/biennium	NONE	NONE	NONE
NY	$30,000/year	$25,000/year	$25,000/year	YES
NC	$16,644/year	$4,104**	$2,100/year	YES
ND	$5/day/session	$5/day/session	$5/day/session	NONE
OH	$12,500/year	$9,500/year	$8,500/year	YES
OK	$9,330/year	$6,440/year	$6,440/year	NONE
OR	$700/month	NONE	NONE	NONE
PA	$19,600/year	$15,680/year	$15,680/year	YES
RI	$5/day	NONE	NONE	NONE
SC	$11,000/year	NONE	NONE	YES
TN	$6,000/year	NONE	NONE	NONE
UT	$1,000/year	$500/year	$500/year	NONE
VT	$6,055/year plus $50/week/session	NONE	NONE	NONE
VA	$9,000/year	NONE	NONE	NONE
WV	$50/day/session plus $100/day, up to 80 days per year	$25/day/session	$25/day/session	NONE
WY	$3/day/session	NONE	NONE	NONE

SENATE

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	NONE	NONE	NONE	NONE
AK	$500/year	NONE	NONE	NONE
AR	$2,500/year	NONE	NONE	NONE
CO	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	NONE
CT	$5,000/year	$4,000/year	$4,000/year	YES
DE	$193.50/month	$161.30/month	$161.30/month	YES
FL	$13,000/year	NONE	NONE	NONE
GA	$2,800/year	$2,400/year	$2,400/year	YES
IL	$10,000/year	NONE	$10,000/year	YES
IN	$3,000/year	$1,500/year	$2,000/year	YES
IA	NONE	$2,500/year	$2,500/year	NONE
KS	$4,200/year	$3,240/year	$3,240/year	NONE
KY	$75/day/session	$70/day/session	$70/day/session	YES
LA	$15,200/year	NONE	NONE	NONE
ME	$3,750 - 1985 $2,000 - 1986	$1,825 - 1985 $1,000 - 1986	$1,825 - 1985 $1,000 - 1986	YES
MD	$5,000/year	NONE	NONE	NONE
MA	$35,000/year	$22,500/year	$22,500/year	YES
MI	NONE	$18,000/year	$8,600/year	NONE
MN	$8,456/year	$8,456/year	$8,456/year	NONE
MS	NONE	NONE	NONE	NONE
MO	$2,500/year	$1,500/year	$1,500/year	NONE
MT	$5/day/session	NONE	NONE	NONE
NV	NONE	NONE	NONE	NONE
NH	$50/biennium	NONE	NONE	NONE
NY	$30,000/year	NONE	$25,000	YES
NC	$6,600/year	$2,100/year	$2,100	YES
ND	$5/day/session	$5/day/session	$5/day/session	NONE
OH	$12,500/year	NONE	$8,500/year	YES
OK	$9,330/year	$6,440/year	$6,440/year	NONE
OR	$700/month	NONE	NONE	NONE
PA	$19,600/year	$15,680/year	$15,680/year	YES
RI	NONE	NONE	NONE	NONE
SC	$3,600/year	NONE	NONE	NONE
TN	$6,000/year	NONE	NONE	NONE
UT	$1,000/year	$8,500/year	$500/year	NONE
VT	$6,055/year plus $50/week/session	NONE	NONE	NONE
VA	NONE	NONE	NONE	NONE
WV	$50/day/session plus $100/day, up to 80 days per year	$25/day/session	$25/day/session	NONE
WY	$3/day/session	NONE	NONE	NONE

*Presiding Officer refers to the legislative office of the President, President Pro Tem or Speaker, depending on the title used in each state.

**Speaker Pro Tem

8/16/85

Alaska legislators among highest paid in nation

[redacted] a year, it may pay to be an [redacted] lawmaker, but a recent survey [redacted] and New York lawmakers [redacted] paychecks that top those in [redacted].

While the base pay for a legislator in [redacted] California is $28,732, plus per diem payments amount to about $55,000 per year for the average elected representative. That means they receive more than $68,700 a year, according to a report issued by the National Conference of State Legislatures.

Ranked second in annual earnings are New York legislators, who have a base pay of $43,000 with an average yearly per diem allowance of $4,000, for a total of $47,000. And while a New York lawmaker can expect to earn about $47,000, representatives in leadership positions take home an additional $25,000 to $30,000 a year.

Being selected presiding officer of either house in New York adds $20,000 to a legislator's paycheck, while the majority and minority leaders each garner an additional $25,000.

In contrast, the Alaska Senate president and speaker of the House of Representatives are given $300 compensation for holding leadership positions.

Of the 50 state legislatures, 43 receive per diem payments when lawmakers are in session, ranging from $15 a day in Utah to $85 each day in North Dakota.

While salaries in California, New York and Alaska top the legislative pay charts, officials in New Hampshire are on the bottom rung, earning $100 per year with no

See Legislators', page A-14

Legislative salary panel selected

by Debbie Reinwand
Times Writer

Former Anchorage Mayor George Sullivan and two other prominent Alaskans have been selected to help six elected officials examine the salaries of state legislators.

Sullivan, former Fairbanks lawmaker Frank Chapados and Ketchikan Daily News publisher Lew Williams were chosen from a field of eight candidates who had expressed interest in the committee or were nominated by legislators.

They will join three House and three Senate members on the committee, established by the legislature during the past regular session.

The committee will look over a controversial pay raise the Legislature voted for itself in the waning days of the 1983 session.

"I believe we had some really qualified people apply and the three chosen will do a fine job representing the views of the public in this endeavor," said committee chairman Sen. Mitch Abood, R-Anchorage.

Meeting Tuesday in a teleconference hearing, the legislators decided to choose one public member from Southeast, another from Southcentral and a third from the Interior-Bush regions of the state.

Williams, a longtime Alaska resident, has served on several statewide panels and is the lay member of the Alaska Judi-

See Salaries, page A-14

Salaries

Continued from page A-1

cial Council.

Chapados, a member of the Alaska Railroad board of directors, is active in the Fairbanks Chamber of Commerce.

The inclusion of public voting members on the committee is a first, according to an opinion drafted for Abood by legislative legal counsel Billy Berrier. Because there is no precedent, the legislators spent part of Tuesday's meeting setting up ground rules for the upcoming session.

Under the rules, the nine-member group will need two senators, two representatives and one public representative in order to do business, and a majority of any five members must agree in order for the panel to take any action.

Among the proposals the committee will review include the establishment of a salary commission independent from the legislature. More than 20 states have similar commissions, while another 20 legislatures set their own salaries.

Abood said the panel hopes to draft a bill that will diminish public concern over legislative pay raises. When lawmakers increased their pay from $22,000 a year to $46,800 a year in 1983, some public groups pushed for repeal of the raise.

Legislators' salaries

Continued from page A-1

daily allowances provided. That body generally meets for two months.

Other legislative bodies that receive minimal pay include those in Nebraska where the annual salary is $4,800 plus a $35 per diem allowance; Nevada, where lawmakers earn $8,240 a year, plus $86 a day living expenses; Georgia, where lawmakers receive $7,200 plus $99 a day during legislative sessions, and Maine with an annual salary of $7,500 plus $80 per diem.

The Alaska Legislature in 1983 voted to double yearly salaries from $22,000 to $46,800. In doing so, legislators terminated their $80 per diem payments which were the highest in the nation at that time.

Many lawmakers argued that dropping the per diem payments saved money because lawmakers could claim them during session, and during the interim when a legislator was on state business. However, the pay boost did substantially increase retirement benefits for the elected officials and was subject to public concern over the ability of a legislative body to give itself a hefty raise.

A special legislative salary committee was appointed this session to study the issue and report back to the Legislature in January of 1988. That panel had its first meeting Tuesday and will look at, among other things, an independent commission to regulate salaries.

In 21 states, a compensation commission provides that service, while in another 21 states lawmakers themselves decide when they need a raise. Eight states have constitutional provisions for increases in legislative pay.

In Alaska, many lawmakers say they don't particularly care who sets their pay, as long as it's "fair" and keeps up with inflation.

"The number one factor is whether or not it costs me money to do my job," said Sen. Mitch Abood, R-Anchorage. Abood chairs the joint salary committee.

"If I'm being paid $26,000 and it costs $30,000 to fly 800 miles to Juneau, set up a second home and operate out of there for 120 days, then that's not equitable," he said. "I'm interested in the salary commission idea, particularly if they use economic factors when determining what we should be paid."

Senate Minority Leader Bill Ray, D-Juneau, a member of the salary panel, agrees with Abood. "You have fishermen from Kodiak, businesswomen from Fairbanks and retired folks from all over serving in this legislature. You have to pay them enough so that they can support themselves and do a good job for the people," he said.

"The pay does not have to be excessive, it has to be reasonable. If a commission can do that, fine. If we can set up legal guidelines, that's acceptable, too," Ray said.

EXAMPLES OF ADDITIONAL EXPENSE ALLOWANCES FOR LEGISLATURES

ALABAMA		$600/month for office expenses	Lt. Governor, Speaker & Speaker t Pro Tem have full-time security protection with car if requested.
ALASKA		$4,000 annual allowance for stationery, and postage for constituent mailings	
IDAHO	Interim per diem of $30		
CONNECTICUT	Interim per diem of $65		
DELAWARE			
FLORIDA			
GEORGIA		$4,800 allowance for district mailings, stationery, etc.	
HAWAII		$2,000 annual allowance for business cards, stationery and parking expenses	
MINNESOTA	Interim per diem of $48		
NORTH CAROLINA		$209/month per legislator $770/month for Speaker $279/month House Speaker Pro Tem, Senate Majority Leader, House Minority Leader, Senate Minority Leader $500/month Senate President Pro Tem	25¢ a mile for one round trip home every week
OREGON	Interim per diem of $44 for a scheduled cmte meeting or special session	$300/month expense allowance	
TENNESSEE		$325/month per legislator $2,400 allowance for presiding officer $3,000 secretarial allowance $300 for supplies and postage	

SCOMM

#49:46

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

MEMORANDUM

TO: Representative Larson

ATTN: Linda Firestone

FROM: David Teal, Director

RE: Legislative Salaries
Research Request 86-024

You asked us to assist the Legislative Salary Commission gather information for hearings concerning legislative salaries. Commission staff suggested the following four topics for research:

- comparable salaries in the government and private sector;
- cost of retirement benefits for the current legislative salaries and for salaries in effect before 1983;
- the effect of the salary increase on total State costs and on legislators' income; and
- a brief history of the Alaska Salary Commision, which existed from 1976 through 1980.

Salary Comparison

Work on a government/private sector salary comparison was halted at the direction of staff after preliminary research showed that relevant information for experienced personnel was not readily available. Commission staff will continue salary research, but will focus on other state legislatures and on state positions that pay salaries comparable to legislators' salaries. In discussing this subject with staff, I noted that legislators' salaries are fixed while most State workers receive annual merit pay increases. It became clear during the discussions that the center of any legislative salary controversy will be whether being a State legislator is a part-time or a full-time occupation.

Retirement Benefits/Cost to the State

The attached computations prepared by the Legislative Affairs Agency show that retirement benefits are directly related to individuals' highest salary; when legislative salaries increased by 133 percent ($1,673 per month to $3,900 per month), potential retirement benefits increased by the same percentage. However, because per diem was eliminated when the salary increase became effective, the net effect of the salary increase on legislators' current income was substantially less than 133 percent. As the table below shows, the salary increase raised State costs for legislators' compensation and expenses (other than retirement) by about 58 percent (from $41,009 to $64,840). Legislators' annual taxable income increased by about 60 percent, plus an additional amount of untaxed income for those whose cost of maintaining a household in Juneau is less than $109 per day. The following table compares cost to the State (gross compensation) and taxable income under the current system and the system in effect prior to 1983.

	Pre-1983 System	Current System
Salary	$21,084	$46,800
Benefits	6,325	14,040
Expense Allowance	4,000	4,000
Per Diem	9,600	0
Gross Compensation	41,009	64,840
Deductions for Living Expenses	0	13,080
Taxable Income	21,084	33,720

Assumptions

120 day session
no payments during interim
1985 salary schedule in effect [$1,757/month (10A) vs. $3,900/month (22A)]
benefits are 30 percent of salary
per diem is $80 and is included in compensation
cost of maintaining a second household is $80 per day
allowable deduction for living expenses is $109 per day

46,800
30,684

For a person who serves as a legislator for five years and then collects State contributions to his retirement account for 10 years, the cost of changing to the current system is $119,155 in annual compensation ($23,831 per year) plus $25,716 in retirement benefits ($2,572 per year). Reverting to the old system will reduce costs of compensation, but will not reduce retirement benefits to the same degree. The factors mentioned below influence the cost of retirement benefits.

- For current legislators, repeal of the salary increase will not reduce benefits to the level that would have been received under the old salary schedule. Retirement benefits are based on the average income received during the three years of highest pay; if the current salaries are maintained throughout FY 86, retirement benefits for legislators with three years of service at the current salary level will be unaffected by a change to a lower salary. (This analysis ignores future cost-of-living increases.)

- The State pays no retirement benefits to those with less than five years of service to the State. Considering the high turnover of legislators in Alaska--55 percent (highest in the country) and 30 percent for State Representatives and Senators, respectively--this can be an important consideration.

In summary, the current system effectively allows legislators to collect retirement benefits on payments for living expenses. However, savings in retirement outlays resulting from a change to a lower salary schedule may be substantially less than appearances may indicate. Any estimate of savings would be dependent upon assumptions of years of service and years of retirement by individual legislators; I have made no attempt to determine actual savings that would result from a reduction in legislators' pay.

The Alaska Salary Commission

The following discussion of the Alaska Salary Commission is based on material obtained from the legislative reference library and from a conversation with Kay Diebels, who chaired the commission. Library materials are attached to this memorandum.

The commission was created by statute in 1976, after public outcry in response to legislators adopting a salary increase for themselves. As Kay Diebels recalls events, there was an initiative to roll back the increases; legislators reacted by lowering salaries (except for judicial branch employees) and creating the commission. The 1978 recommendations of the commission were adopted with no apparent problems, but suggestions outside the direct responsibility of the commission--specifically a reduction in per diem after the 100th day of the session--were dismissed.

The commission's second report (in 1980) resulted in no discussions between legislators and commissioners, but several senators introduced a bill to eliminate the commission and set salaries by statute soon after the report was issued. There were several versions of the bill. Original salary proposals were lower than those recommended by the commission; the final version raised salaries above the commission's recommendations.

According to Senator Colletta, the bill's prime sponsor, the reason for the bill was that "in the political arena salaries should be left up to political bodies." Additional detail is contained in the attachments to this memorandum.

* * *

If we can be of further service on this or another project, please contact me.

DT

Attachments

8/28/85
86-024

MEMORANDUM

January 18, 1985

TO: The Honorable Katie Hurley
Chairman, House State Affairs Committee

FROM: Pam Calhoon, Manager
Division of Administrative Services

SUBJECT: Legislators Pay Increase

I have been asked by your committee to make an analysis of the legislators pay raise that went into effect 7/21/83 and a bill that is before your committee repealing the pay raise.

Prior to the pay increase legislators were earning $1,757 a month (range 10A), $80 a day per diem while in session and an annual $4,000 allowance.

The pay raise that went into effect 7/21/83 raised the legislators monthly salary to $3900 (Range 22A) and eliminated the per diem. The annual salary is $46,800, plus an annual $4,000 allowance.

The increase in salary helped the legislators retirement-wise but hurt themselves tax-wise. W-2's use to be reflected in the high teens. The W-2's are now reflected in the low forties.

On the next page is a chart showing the difference in monthly retirement benefits with the two pay scales. I have also included two retirement systems, the Public Employees' Retirement Sytem; and the Elected Public Officials' Retirement System. There are ten legislators in the Elected Public Officials Retirement System and with new legislators still signing up approximately forty-three in the Public Employees' Retirement System.



15 Years of service	527.10	1170.00	1567.75	3175.00
20 Years of service	702.80	1560.00	1567.75	3175.00

(EPORS 75% max)

Legislators are realizing a decrease in their net amount received during session with the pay increase. Before the pay increase and during session, legislators would net approximately $3400 month. With the pay raise and no per diem during session legislators net approximately $2600 month.

I hope the above information is helpful to you. If you have any questions, please give me a call at 465-3850.

Thank you.

PC:gsp

Copy to: Don Fisher, Deputy Executive Director
Legislative Affairs Agency

SB 294

	OLD 1 PERS 10 A 1673.10 mo	NEW 2 PERS 22 A 3900.00 mo	OLD 3 EPORS 10 A + ALLOW 2006.33 mo	NEW EPORS 22 A + ALLOW 4233.33 mo
Assuming statutory Pay as average HIGH 3 under PERS + Always current salary for EPORS				
Assuming all legislative service				
20 years of service (EPORS 15% MAX)	66920	156000	150475	317500
15 years of service	50190	117000	150475	317500
10 years of service	33460	78000	100317	211667
5 years of service	16730	39000	50158	105833

© WILSON JONES COMPANY G7504 GREEN PAT APPL FOR 682 MADE IN U.S.A.

EPORS

STATE OF ALASKA
[redacted] RETIREMENT SYSTEM
Pouch CR Juneau, Alaska 99811
AS 22.25

NAME: LAST, FIRST, M.I.	PRO or TEO NUMBER	SOCIAL SECURITY NUMBER

RETIREMENT PAY CALCULATION CONTINUATION

10A ($1673.00 x 12) + 4000 ÷ 12 = $2006.33 OLD PLUS ALLOWANCE

AGE AT RETIREMENT	60 yr. 0 mo.			
EFFECTIVE DATE:				
PREPARED BY:				
CREDITED SERVICE	20.000	15.000	10.000	5.000
PERCENTAGE:	X .05	X .05	X .05	X .05
BENEFIT FORMULA:	75% MAX	75%	50%	25%
MONTHLY SALARY:	X 2006.33	X 2006.33	X 2006.33	X 2006.33
SUBTOTAL:	1504.75	1504.75	1003.17	501.58
EARLY RETIREMENT FACTOR	X	X	X	X
SURVIVOR BENEFIT FACTOR	X	X	X	X
NET PAY:	$ 1504.75	$ 1504.75	$ 1003.17	$ 501.58

RETIREMENT PAY CALCULATION CONTINUATION

NEW 22A (3900.00 x 12) + 4000.00 ÷ 12 = $4233.33 PLUS ALLOWANCE

AGE AT RETIREMENT	60 yr. mo.			
EFFECTIVE DATE:				
PREPARED BY:				
CREDITED SERVICE	20.000	15.000	10.000	5.000
PERCENTAGE:	X .05	X .05	X .05	X .05
BENEFIT FORMULA:	75% MAX	75%	50%	25%
MONTHLY SALARY:	X 4233.33	X 4233.33	X 4233.33	X 4233.33
SUBTOTAL:	3175.00	3175.00	2116.67	1058.33
EARLY RETIREMENT FACTOR	X	X	X	X
SURVIVOR BENEFIT FACTOR	X	X	X	X
NET PAY:	$ 3175.00	$ 3175.00	$ 2116.67	$ 1058.33

5/EPORS/KL

PERS

PUBLIC EMPLOYEES STATE OF ALASKA
~~JUDICIAL~~ RETIREMENT SYSTEM
Pouch CR Juneau, Alaska 99811
AS 22.25

NAME: LAST, FIRST, M.I.	PRO or TEU NUMBER	SOCIAL SECURITY NUMBER

RETIREMENT PAY CALCULATION CONTINUATION — OLD 10A $1673.00 mo

AGE AT RETIREMENT	55 yr. 0 mo.			
EFFECTIVE DATE:				
PREPARED BY:				
CREDITED SERVICE	20.000	15.000	10.000	5.000
PERCENTAGE:	X .02	X .02	X .02	X .02
BENEFIT FORMULA:	40%	30%	20%	10%
AVG. MONTHLY SALARY:	X 1673.00	X 1673.00	X 1673.00	X 1673.00
SUBTOTAL:	669.20 ✓	501.90 ✓	334.60 ✓	167.30 ✓
EARLY RETIREMENT FACTOR	X	X	X	X
SURVIVOR BENEFIT FACTOR	X	X	X	X
NET PAY:	$ 669.20	$ 501.90	$ 334.60	$ 167.30

RETIREMENT PAY CALCULATION CONTINUATION — NEW 22A $3900.00 mo

AGE AT RETIREMENT	55 yr. 0 mo.			
EFFECTIVE DATE:				
PREPARED BY:				
CREDITED SERVICE	20.000	15.000	10.000	5.000
PERCENTAGE:	X .02	X .02	X .02	X .02
BENEFIT FORMULA:	40%	30.0%	20%	10%
MONTHLY SALARY:	X 3900.00	X 3900.00	X 3900.00	X 3900.00
SUBTOTAL:	1560.00 ✓	1170.00 ✓	780.00 ✓	390.00 ✓
EARLY RETIREMENT FACTOR	X	X	X	X
SURVIVOR BENEFIT FACTOR	X	X	X	X
NET PAY:	$ 1560.00	$ 1170.00	$ 780.00	$ 390.00

5/EPORS/K1

ALASKA SALARY COMMISSION (Under Department of Administration)

Created in 1976 by statute, the Alaska Salary Commission consists of five members appointed by the Governor and serve four year staggered terms (one member serves one year and is replaced, one serves 2 years and is replaced, one member serves three years and is replaced, etc.) Public officers or employees cannot serve on the Salary Commission.

Members of the Commission are compensated with per diem and travel only.

It is the duty of the Commission to conduct on-going review of compensation and retirement benefits for:

Members of the legislature
Governor
Lt. governor
Commissioners
Deputy Commissioners
Division Directors
Alaska Public Utilities Commission
Alaska Pipeline Commission
Commercial Fisheries Limited Entry Commission
Judiciary (Chief Justice, Supreme court justices, superior and district court judges.)

Before 11/15/76 and every two years after that, the Commission shall submit its findings and recommendations to the presiding officers of each house of the legislature and to the chief justice of the supreme court..

ALASKA SALARY COMMISSION
KATHLEEN DIEBELS, CHAIRMAN
WILLIAM FELL
CLIFFORD HARTMAN
KARL JOHNSTONE

Determine salary & retirement benefits for public officials based upon equitable relationships being maintained among various positions.

SB 182 An act relating to compensation of public officers and employees; and providing for an effective date.

Coletta
Hackney
Hohman
Sturgulewski
Sumner

SUMMARY

This bill abolishes the Salary Commission and redefines the annual salaries of the Governor, Lt. Governor, legislators, chief justices and associate justices, superior and district court judges, executive department heads and deputy heads, and members of the Commercial Fisheries Entry Commission, Alaska Public Utilities Commission and the Alaska Pipeline Commission. It also redefines the additional annual allowance to legislators for postage, stationary, stenographic services and other related expenses.

SUPPORTING INFORMATION

SB 182 returns the statutory sections pertaining to salaries of certain public officers and employees to pre-1976 status. There is one difference between the pre-1976 language of the statutes and SB 182. In 1975 salaries were set in accordance with Step E, Range 28 as established in AS 39.27.010 (Session Laws of Alaska, 1975).)

Step E, Range 24 is implemented in SB 182 rather than Step E, Range 28, because Range 28 would have substantially raised salaries which was not the sponsor's intent. However, Step E, Range 24 still increases salaries except for the Governor and the Lt. Governor. Range 24 was used because the State Constitution restricts reduction of judicial salaries (Art. IV, Sec. 13). The sponsor feels this bill is still not satisfactory and he is submitting a Committee Substitute which will be received before the meeting. The redraft ties salaries to the old pre-1975 salary schedule, giving specific

Under both SB 182 and CS for SB 182 commission chairmen will not receive the additional $500.00 for acting in that capacity. The President of the Senate and the Speaker of the House will still receive an additional $500.00 on top of their set salaries.

FISCAL NOTE

See attached.

RELATED LEGISLATION

HB 220, Rules, Compensation for certain state officers and employees. HCR 2, State Affairs approving recommendations of the Salary Commission.

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM January 31, 1979

SUBJECT: Salary Commission
(Work Order No. 6156)

TO: Senator Mike Colletta

FROM: Kenneth E. Vassar, Legislative Counsel

Enclosed is the bill you requested repealing the salary commission statutes, and returning the statutory sections pertaining to salaries of certain public officers and employees to their pre-1976 status. There is, however, one difference between the pre-1976 language of these sections and the language I have used in the enclosed bill. Before 1976, the salaries of the top ranking state officials were tied to the salary schedule established in AS 39.27.010; specifically, they were typically tied to Step E, Range 28 of the salary schedule. As a result of a reorganization of the salary schedule, however, continuation of the reference to Step E, Range 28 would lead to a substantial boost in salary for these state officials. As an example, I would note the following changes in judicial salaries which would ensue from continuing the reference to Step E, Range 28:

(1) The salary commission's recommendation of 1977 (approved by Legislative Resolve 94) set salaries of supreme court justices at $52,992; a reference to Step E, Range 28 analogous to that before 1976 would result in a salary of $64,958.40;

(2) The salary commission's recommendation of 1977 set salaries of superior court judges at $48,576; a reference to Step E, Range 28 analogous to that before 1976 would result in a salary of $59,545.20;

(3) The salary commission's recommendation of 1977 set salaries of district court judges at $41,068; a reference to Step E, Range 28 analogous to that before 1976 would result in a salary of $50,342.76.

Since I did not believe these large salary increases were intended and since the state constitution restricts reductions in judicial salaries (see Article IV, sec. 13), I have taken the liberty of changing the reference to Step E, Range 24. This would result in salaries of $54,028.80 for supreme court justices, $49,526.40 for superior court justices, and $41,872.32 for district court justices. Please let me know if you would prefer the original reference to Range 28 or if you would like to discuss any other aspect of this bill with me.

KEV:nem

Enclosure

STATE OF ALASKA
THE LEGISLATURE

LEGISLATIVE AFFAIRS AGENCY

MEMORANDUM February 13, 1979

SUBJECT: Salaries of public officials and employees: (Work Order No. 6482)

TO: Senator Mike Colletta

FROM: Kenneth E. Vassar, Legislative Counsel KEV

You have requested a comparison of the salaries which would be established for certain public officials and employees under work order 6156 with the salaries of those public officials and employees established under recommendations of the Alaska Salary Commission.

In the following table, the column "ASC" indicates the salary recommended by the Alaska Salary Commission and approved by the Legislature in 1977; the column headed "6126" indicates the salary which would be established under work order 6126, subject to future amendments to the salary schedule in AS 39.27.011.

	ASC	6126
Alaska Commercial Fisheries Entry Commission Members	41,068	41,872
Supreme Court Justices	52,992	54,029
Superior Court Judges	48,576	49,526
District Court Judges	41,068	41,872
Members of the Legislature	11,750	14,858
Governor	52,992	50,000
Lieutenant Governor	47,304	44,000
Executive Department Heads	47,304	49,526
Deputy Department Heads	42,372	38,868 - 45,02

	ASC	6126
Alaska Public Utilities Commission	39,372	41,872
Alaska Pipeline Commission	39,372	41,872

The figures in the table above have been rounded to the nearest dollar. The listed salaries do not include any allowances for per diem, longevity pay increases, bonuses or other emoluments which may have been added to the base salary by recommendation of the salary commission or by work order 6126.

KEV:nem

THE LEGISLATURE OF THE STATE OF ALASKA
ELEVENTH LEGISLATURE

FISCAL NOTE

REQUEST
Bill/Resolution No. SB 182
Title Relating to compensation of public officers and employees
Requested by _____ Date 2/15/79

II. FISCAL DETAIL
Agency Affected Executive and Judicial Branches
Program Category Affected all catagories
Budget Request Unit(s) Affected Office of the Governor
(Note: If more than one budget component is affected, separate line-item amounts and funding for each component in the analysis section.)

EXPENDITURES (Thousands of Dollars)

		FY 79	FY 80	FY 81	FY 82	FY 83	FY 84
100	PERSONAL SERVICES		246.1	246.1	246.1	246.1	246.1
200	TRAVEL						
300	CONTRACTUAL						
400	COMMODITIES						
500	EQUIPMENT						
600	LAND & STRUCTURES						
700	GRANTS, CLAIMS, ETC.						
	TOTAL		246.1	246.1	246.1	246.1	246.1

FUNDING (Thousands of Dollars)

GENERAL FUND	246.1	246.1	246.1	246.1	246.1	
FEDERAL FUNDS						
OTHER (Specify)						

POSITIONS

FULL TIME						
PART TIME						
TEMPORARY						

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)
This fiscal note shows the funds needed to add to the FY 80 budget for the impact of SB 182 on executive and judicial branches only. Impact on the legislature would be prepared by the legislative affairs agencies. Funds in this fiscal note would be appropriated to the Governor's Office for further distribution.

By contrast, the FY 80 impact of HCR 2 on the executive and judicial branches, fully implementing Salary Commission recommendations, is $509,100. The salary schedule used in calculating the figures herein is the schedule proposed in HB 220. The fiscal note for HCR 2 assumed a 7.0% COLA adjustment effective 1/1/80. If a similar assumption is made for SB 182, so that all salaries expressed as a percentage of range 24 E are increased by 7% on 1/1/80, then this fiscal note would be increased by $166,100 to a total of $599,600 for FY 80 and subsequent years.

...te for SB 182

...s affected	Current Salary	SB 182 Salary***	Differences
...ernor	52,992	50,000	(2,992)
... Governor	47,304	44,000	(3,304)
...missioners	47,304	51,018	51,996
...puty Commissioners	varies*	46,380	20,563*
APUC Commissioners	39,372	43,133	18,805
APC Commissioners	39,372	43,133	11,283
CFEC Commissioners	39,372	43,133	11,283
		Sub-total	107,634
		17.25% benefits	18,566
		Total Executive Branch	126,200
5 Supreme Court Justices	52,992	55,656	13,320
Pay differential impact**			400
20 Superior Court Judges	48,576	51,018	48,840
Pay differential impact**			2,600
17 District Court Judges	41,068	43,133	35,105
Pay differential impact**			2,000
		Sub-total	102,285
		17.25% benefits	17,644
		Total Judicial Branch	119,929

Total executive and judicial: $232,900

* Calculations for Deputy Commissioners made on individual basis because several positions currently exceed maximum.

** SLA 78, CH 80 allowed up to 5 pay steps of 3.5% each for judge and justices pay differential. Only positions located outside Anchorage, Ketchikan, and Juneau receive this differential.

*** All salaries (except Governor and Lt. Governor) are expressed in SB 182 as a percentage of Range 24E. The schedule used in preparation of this fiscal note is the one included in HB 220. If HB 220 fails to pass, all salaries expressed as a percentage of Range 24E would be reduced to an amount based on the current schedule in AS 39.27.011, and the fiscal note would be reduced accordingly by $109,000 to a total of $137,100.

Dated 2/27/29
Replaces Fiscal Note dated 2/21/79

SALARY COMMISSION RECOMMENDATION COMPARISON

POSITION	SALARIES EFFECTIVE January 1, 1977	SALARIES RECOMMENDED for January 1, 1979 FIRST RECOMMENDATION	SALARIES RECOMMENDED for January 1, 1979 SECOND RECOMMENDATION	SENATE BILL 182 July 1, 1979
Commissioner, APUC	$39,372.00	$49,000.00	$44,353.00	$33,500.00
Chairman, APC	39,872.00	49,500.00	44,853.00	33,500.00
Commissioner, APC	39,372.00	49,000.00	44,353.00	33,500.00
Division Director	37,020.00 (min)	55,000.00 (max)*	50,000.00 (max)*	

POSITION	SALARIES EFFECTIVE JAN. 1, 1977	SALARIES UNDER SB 182	SALARIES REDRAFT SB 182	SALARY COMM. RECOMMENDATION JAN 1, 1979
Governor	$52,922.00	$50,000.00	$	$57.231.00
Lieut. Governor	47,304.00	44,000.00		51,088.00
Chief Justice	52,992.00	54,029.00	44,000.00	57,231.00
Associate Justice	52,992.00	54,029.00	44,000.00	57,231.00
Superior Ct. Judge	48,576.00	49,526.00	33,000.00	52,462.00
Dist. Ct. Judge	41,068.00	41,872.00	33,500.00	44,353.00
House Speaker	12,250.00	14,858.00	9,500.00	13,190.00
Representative	11,750.00	14,858.00	9,000.00	12,690.00
Senate President	12,250.00	14,858.00	9,500.00	13,190.00
Senator Commissioner	11,750.00 47,304.00	14,858 49,526.00	9,000.00 40,000.00	12,690.00 51,088.00
Deputy Comm.	42,372.00	38,868.00-45,020.00	32,328.00-37,452.00	45,762.00
Chairman, ACFEC	39,872.00	41,872.00	33,500.00	44,853.00
Commissioner, AFEC	39,372.00	41,872.00	33,500.00	44,353.00
Chairman, APUC	39,872.00	41,872.00	33,500.00	44,853.00
Commissioner APUC	39,372.00	41,872.00	33,500.00	44,353.00
Chairman, APC	39,872.00	41,872.00	33,500.00	44,853.00
Commissioner APC	39,372.00	41,872.00	33,500.00	44,353.00

SALARY COMMISSION RECOMMENDATION COMPARISON

POSITION	SALARIES EFFECTIVE January 1, 1977	SALARIES RECOMMENDED for January 1, 1979 FIRST RECOMMENDATION	SALARIES RECOMMENDED for January 1, 1979 SECOND RECOMMENDATION	SENATE BILL 182 July 1, 1979
Governor	$52,992.00	$62,000.00	$57,231.00	$50,000.00
Lieut. Governor	47,304.00	52,500.00	51,088.00	44,000.00
Chief Justice	52,992.00	62,000.00	57,231.00	52,992.00
Associate Justice	52,992.00	62,000.00	57,231.00	52,992.00
Superior Court Judge	48,576.00	57,500.00	52,462.00	48,576.00
District Court Judge	41,068.00	49,000.00	44,353.00	41,068.00
House Speaker	12,250.00	16,000.00	13,190.00	9,500.00
Represenatative	11,750.00	15,500.00	12,690.00	9,000.00
Senate President	12,250.00	16,000.00	13,190.00	9,500.00
Senator	11,750.00	15,500.00	12,690.00	9,000.00
Commissioner	47,304.00	56,500.00	51,088.00	40,000.00
Deputy Commissioner	42,372.00	52,500.00	45,762.00	32,328.00
Chairman, ACFEC	39,372.00	49,500.00	44,853.00	33,500.00
[redacted]missioner, ACFEC	39,372.00	49,000.00	44,353.00	33,500.00
[redacted]an, APUC	39,872.00	49,500.00	44,853.00	33,500.00

STATE AFFAIRS COMMITTEE

February 28, 1979

The meeting was called to order by Senator Tim Kelly.

The first bill on the agenda was CSHB 102 pertaining to works of fine art.

Bill author, Dick Eliason said that early in January a Sitka artist contacted him saying that if a work of art were in a gallery and the gallery went bankrupt, even though the work was on consignment it would be subject to seizure.

This bill would prevent the art from being seized. At present the best the artist can do to recover art under these circumstances is to litigate which is very costly, at worst to lose the art.

There were no questions. Senator Bradley recommended the bill "do pass".

SB 182 was introduced - a committee substitute by the sponsor had been distributed to each member. Bradely recommended for purposes of discussion that the substitute be used as the working draft for the meeting. There were no objections.

Senator Colletta explained the the original bill picked up and suggested inactment of what the people had voted to repeal a couple of years ago. The substitute corrected that but it still needed work. He explained the comparative list that was attached to each members bill.

Colletta said in essence the reason for the bill was that in the political arena salaries should be left up to political bodies.

The bill suggested that legislator's salaries be cut back to $9,000. This was a substantial reduction. Adjustments could be made with the committee substitute, however, not to reduce but to increase only when warranted. This would merely do away with an automatic blanket increase.

Ziegler said he'd always voted against an increase for his own salary but it would be difficult to favor a bill that would give him a decrease even though he agreed with the bill.

Colleta said the substitute would keep the same rate that "we're" on but would affect future pay increases.

Kelly recommended a work session.

Kay Diebels, chairman of the Salary Commission said she didn't care if they abolished the salary commission but she did have some concerns with the bill.

She pointed out that salaries reducing pay increases for the Governor and Lt. Governor could not take place constitutionally until there was a new Governor. She also questioned the fact that the bill would pay justices more than the Governor and said that all members of the committee felt the Governor should be the highest salaried person on the state payroll - even if that meant giving him $75,000 so he could make more than Alaska Ferry Engineers. She noted the bill addressed salaries of deputies but not directors and that these would have to be addressed at some point. She also noted that while other commissions were included in the legislation the Alaska Transportation Commission was not included.

She said the definition of the bill would make it hard to follow for someone who was interested in the bill - that since it was abolishing the Salary Commission it should state so in the title.

She also was concerned about legislative salaries - at the time the commission was formed it was done so because the public was upset with the large increase that the legislature had voted for itself.

Ziegler recalled that the Commission had made recommendations for salaries last fall and that the report had changed from the time it was written and the time it was introduced for public comments.

The chairman said that was true - an initial report had been drawn up in September and by the time it was released for public input in November had been altered.

Diebels said that new Presidential guidelines would not allow as much of an increase as they had originally thought - 7% per year average and 7% per multiple cntracts - one may assume an 8% cost of living increase.

Kelly said from the preliminary to the final had every figure been increased by 8%.

Diebels said yes, with the exception of the Regulatory Commission that was increased by 12.6% because they were behind the other commissions.

Kelly apologized for having the figures so late. He said there would be a working session and the committee would like the commissions suggestions. He said he didn't feel the Commission had done a poor job but since the legislature was taking the heat for setting salaries they might as well do the work also.

Diebels said no problem but the legislature was given an opportunity to reject the commission's final report.

Kelly put the bill aside until a work session could take place - he tentatively set a new hearing for Wednesday, March 7.

SB 191 was introduced by Kelly. This pertained to the appropriation for the Eagle River Road North. Kelly said that Parks and Recreation had set aside $220,000 to purchase Paradise Haven.

SB182 AN ACT RELATING TO THE COMPENSATION OF PUBLIC OFFICERS AND EMPLOYEES, TO THE COMPENSATION AND ALLOWANCES OF LEGISLATORS, AND REPEALING THE ALASKA SALARY COMMISSION; AND PROVIDING FOR AN EFFECTIVE DATE

AMENDED TITLE: YES *

PRIME SPONSORS: COLLETTA

CO-SPONSORS: HACKNEY HOHMAN STURGULEWS SUMNER

DATE		JOURNAL PAGE	SENATE ACTION
[illegible]	[illegible]	[illegible]	[illegible] READING -- COMMITTEE REPORTS
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible]
[illegible]	[illegible]	[illegible]	[illegible] TAKEN UP IMMEDIATELY
04/03/79	06	0702	SECOND READING
04/03/79	07	0702	FIN CS ADOPTED BY VOICE VOTE
04/03/79	08	0702	ADVANCED TO 3RD READING BY UNAN CONSENT
04/03/79	09	0702	THIRD READING
04/03/79	10	0702	PASSED BY DIV 13-07-00
04/03/79	11	0703	EFFECTIVE DATE PASSED BY DIV 20-00-00
01/01/80	27	0133	EFFECTIVE DATE PASSED BY DIV 19-00-01
04/03/79	12	0703	EXPLN PAPER-SEN SUPPL #16
01/28/80	22	0103	FAILED TO CONC IN (H) AMS BY DIV 03-16-01
01/28/80	24	0103	FCC -- SACKETT RAY COLLETTA ←
02/01/80	26	0137	FCC REPORT ADOPTED BY DIV 13-06-01
02/13/80	30	0266	TRANSMITTED TO GOVERNOR
.. 02/18/80	31	0288	SIGNED BY GOVERNOR-CH0003, EFF 00/00/00

DATE	SEQ. NO.	JOURNAL PAGE	HOUSE ACTION
04/03/79	13	0825	FIRST READING -- COMMITTEE REPORTS
05/06/79	14	S510	MOVED FROM S.A. TO FIN BY UNAN CONSENT
08/05/79	15	S511	FIN -- DNP01, CS09
			TAKEN UP IMMEDIATELY
08/06/79	16	S513	SECOND READING
08/06/79	17	S513	FIN CS ADOPTED BY UNAN CONSENT
08/06/79	18	S513	ADVANCED TO 3RD READING BY UNAN CONSENT
08/06/79	19	S514	THIRD READING
08/06/79	20	S514	PASSED BY DIV 22-17-01
08/06/79	21	S514	EFFECTIVE DATE PASSED BY DIV 34-05-01
02/12/80	29	0308	EFFECTIVE DATE PASSED BY DIV 28-11-01
01/28/80	23	0135	FAILED TO RECEDE FRM AMS BY DIV 00-32-08
01/28/80	25	0136	FCC -- DUNCAN FREEMAN BETTISWORTH
02/12/80	28	0308	FCC REPORT ADOPTED BY DIV 25-14-01

1/29/80 tape / tapelog

Becky - Senate Fin

David Teal ext 3991

MEMORANDUM

State of Alaska
Legislative Finance Division
Pouch WF
Juneau, Alaska 99811
Phone: (907) 465-3795

TO: David Teal
House Research Agency

DATE: 8/30/85

FROM: Gina Spartz
Legislative Finance Div.

SUBJECT: Bill Request:
SB 143
SB 182

David:
This is the tape and these are the log notes. You can listen to the tape and look at the files at Archives. Virginia Newton in Archives has the files, just give her a call at 2270 and tell her who you are and what it is you need. If you want copies of the tape you can take it to the film library in the SOB and they will duplicate it to casette, you need to reimburse them for the tapes. You can keep these copies of the log notes but we need the original reel to reel tape back. Also, you can copy whatever you need from the files at Archives.

Tape #: FCC-80 Pay Bills | RECORDER LOG | Date: 2/29/80

Beg. #: 000 | Time: 8:40 a.m.

End #: 096 | Page: 1

General Subject: Free Conference Committee on CSSB 143, HCS for CSSB 143, and CSSB 182, and HCS for CSSB 182 - State Employee Pay Bills

Present:	SENATE	HOUSE
	Sen. John Sackett, Chairman	Rep. Jim Duncan, Chairman
	Sen. Ray	Rep. Freeman
	Sen. Colletta	Rep. Bettisworth

Others Present: Commissioner Bill Hudson, Rick Barrier, Alison Elgee, Senators Hohman, Hackney, Kerttula, and Stimson; Representative Mike Miller; Admin. Assistants, Garrey Peska and John Crandahl; and representatives from the press including Joe LaRocca

Log #	Description
000	8:40 a.m. Call to order
	SB 143 and 182 vehicles for pay package
003	Rick Barrier, Alaska Court System
007	Judges salaries held level since July, 1975, 30% cost of living
	increase
010	1970 Supreme Court pay vs. cost of living
	no raises in actual disposable income. Alaska is the only
	state which has not effected pay raises in last 4 years.
016	Anchorage cost of living scale, 46 and 47 position in country
	in terms of Superior and Supreme Court pay
020	Most state employees have kept up with cost of living
022	Bill proposes 30% increase in judicial salaries since 1975
025	Superior Ct. Judges & Commissioners were initially at higher level;
	Supreme Court and Governor were above that.
029	Need to continue to attract qualified judicial people from the
	private sector.

neral Subject: State Employee Pay Bills

g #	Description
34	Facts and figures stand for themselves
	Bill will provide parity w/rest of the system.
38	Bill Ray question re: acquisition of judges & retirement plan
	Barrier - excellent retirement plan
42	Wm. Hudson (Commissioner of Administration) Salary adjustment all state employees
44	Governor's package fair and equitable - some recommendations for four-year catchup.
48	Governor not the highest paid official in State of Alaska
	Negotiations conducted within parameters set by Legislature
	No increases exceed cost of living increase
52	Non-represented are covered w/represented
54	State now comparable w/middle management in private sector.
	7% increase in productivity w/2% cost factor
59	Desire to get state back to 40 hr. work week.
60	Ray - question re· Legislative increase 47%
	Hudson - 1976 last legislative salary increase
63	Ray - question re: legislative retroactive pay. Is this the position of the Administration?
	Hudson - Absolutely
70	Freeman - question re: bills before us and Gov.'s bill
	Elgee - Governor recommended use of these bills to accomplish his wishes.
75	Ray - Governor's recommendation deals only with SB 182

eral Subject: State Employee Pay Bills

#	Description
77	Sackett - SB 182 contains no numbers, have to pass 142. Yes, the two bills would have to pass or be formed into a composite.
81	Sackett - Any further testimony?
84	Committee at ease 9:00 a.m.
	Back to order 9:04 a.m.
85	Duncan - would be good to have union representative here (APEA). Could union be notified and another date set?
	Ray - Raises have received considerable media coverage. Invitation to media to come forward and testify. No response.
93	Freeman - need time to sit down and look material over.
95	Sackett - will adjourn and notify committee members of subsequent meeting time.
96	ADJOURN 9:07 a.m.

neral Subject: FCC on CSSB 143, HCS for CSSB 143, and CSSB 182, HCS for CSSB 182 (Alaska State Employee Pay Bills)

g #	Description
	SENATE / HOUSE
	Senator John Sackett, Chairman — Rep. Jim Duncan, Chairman
	Senator Bill Ray — Rep. Oral Freeman
	Senator Mike Colletta — Rep. Robert Bettisworth
	OTHERS: Pat Murphy and Cheri Shelley (representing APEA)
	Garrey Peska, Admin.Asst., Senate Finance; Alison Elgee,
	Fiscal Analyst; Bill Hudson, Commissioner of Administration;
	Ken Spray representing the craft unions.
096	Call to order 4:20 p.m.
	Pat Murphy APEA - testifying in favor of pay bills on behalf of those
	covered by collective bargaining (approx. 7,000 employees).
104	7.7% negotiated wage for 1981
	10.6% for lowest paid
	5.9% for highest paid
107	Guidelines for across-the-board effect
	Three-year contract period, stable labor relations
110	Members are in favor of funding increases for Legislators, judges and
	commissioners.
113	Duncan question - do you agree with figures?
	Murphy - accurate for General Government & Supervisors.
116	Hudson - statement in support of public employee pay package.
120	Sackett - status of confidential unit
	Hudson - negotiations have had setback. Request that such funding be

neral Subject:

e #	Description
	removed. General Government & Supervisors voted to approve contracts.
	Confidential people have run into problems.
	SB 142, Sec. 4, new total $210,800 (old figure $228,000)
132	Alison Elgee advised of mathematical errors, present numbers correct.
	SB 182, page 9 R.D. & F. 28, 29, 30 amended.
136	Elgee - numbers correct at this time.
139	Ken Spray (Craft Unions)
	Bill is sufficient, retroactive
	Colletta move passage of bill (adoption) as amended .
	FCCS for SB 143, as amended passed, no objection.
149	Colletta move passage of SB 182 (amended version)
	FCCS for SB 182 (as amended) passed, no objection.
154	ADJOURNMENT 4:35 p.m.

**** FREE ****

CONFERENCE COMMITTEE REPORT

DATE: January 31, 1980

Mr. President:
Mr. Speaker:

The FREE Conference Committee which has had

COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 182 (Finance) (abolishing the Alaska Salary Commission and providing compensation of public officers and employees; eff. date) and HOUSE COMMITTEE SUBSTITUTE FOR COMMITTEE SUBSTITUTE FOR SENATE BILL NO. 182 (compensation of judicial officers, public officers, and legislators, and the payment of legislative travel and per diem and allowances; eff. date)

under consideration, recommends that

The Free Conference Committee Substitute for SB 182

An Act relating to the compensation of public officers and employees, to the compensation and allowances of legislators, and repealing the Alaska Salary Commission; and providing for an effective date

be adopted.

Senate Members:

John C. Sackett
Senator Sackett, Chairman

Ted Ray
Senator Ray

Mike Colletta
Senator Colletta

House Members:

Jim Duncan
Representative Duncan, Chairman

Al Freeman
Representative Freeman

Robert H Bettisworth
Representative Bettisworth

H/S 55 (Rev. 11/78)

WO 6156
Chenoweth

Original sponsors: Coletta, Hackney, Hohman, et al

IN THE SENATE BY THE FREE CONFERENCE COMMITTEE

FREE CONFERENCE CS FOR SENATE BILL NO. 182

IN THE LEGISLATURE OF THE STATE OF ALASKA

ELEVENTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act relating to the compensation of public officers and employees, to the compensation and allowances of legislators, and repealing the Alaska Salary Commission; and providing for an effective date."

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

* Section 1. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	944	972	1,004	1,034	1,065	1,095
06	1,004	1,034	1,065	1,095	1,129	1,164
07	1,065	1,095	1,129	1,164	1,201	1,240
08	1,129	1,164	1,201	1,240	1,278	1,321
09	1,201	1,240	1,278	1,321	1,364	1,405
10	1,278	1,321	1,364	1,405	1,453	1,499
11	1,364	1,405	1,453	1,499	1,548	1,600
12	1,453	1,499	1,548	1,600	1,660	1,722
13	1,548	1,600	1,660	1,722	1,785	1,854
14	1,660	1,722	1,785	1,854	1,924	1,997
15	1,785	1,854	1,924	1,997	2,069	2,149

16	1,924	1,997	2,069	2,149	2,228	2,312
17	2,069	2,149	2,228	2,312	2,400	2,488
18	2,228	2,312	2,400	2,488	2,580	2,679
19	2,400	2,488	2,580	2,679	2,780	2,884
20	2,580	2,679	2,780	2,884	2,990	3,103
21	2,780	2,884	2,990	3,103	3,221	3,341
22	2,990	3,103	3,221	3,341	3,466	3,595
23	3,221	3,341	3,466	3,595	3,729	3,870
24	3,466	3,595	3,729	3,870	4,015	4,166
25	3,729	3,870	4,015	4,166	4,322	4,485
26	3,870	4,015	4,166	4,322	4,485	4,650
27	4,015	4,166	4,322	4,485	4,650	4,827
28	4,166	4,322	4,485	4,650	4,827	5,008
29	4,322	4,485	4,650	4,827	5,008	5,194
30	4,485	4,650	4,827	5,008	5,194	5,390

* Sec. 2. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 3. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The annual salary of the chief justice and of each associate justice is $65,000, payable monthly in 12 equal installments.

* Sec. 4. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The annual salary for each superior court judge is $57,500, payable monthly in 12 equal installments.

* Sec. 5. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The annual salary for each district judge is $49,000, payable monthly in 12 equal installments.

* Sec. 6. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary of the governor is $65,000, payable monthly in 12 equal installments.

* Sec. 7. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The annual salary of the lieutenant governor is $58,500, payable monthly in 12 equal installments.

* Sec. 8. AS 39.20.080(a) is repealed and re-enacted to read:

(a) The annual salary of the head of each principal executive department of the state is $57,500, payable monthly in 12 equal installments.

* Sec. 9. AS 39.20.080(b) is repealed and re-enacted to read:

(b) The annual salary of a deputy head of a principal executive department of the state is $52,500, payable monthly in 12 equal installments.

* Sec. 10. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 11. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 12. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION. Members of the commission are in the exempt service and are entitled to an annual salary of $49,000, payable monthly in 12 equal installments.

* Sec. 13. AS 24.15.010 is repealed and re-enacted to read:

Sec. 24.15.010. LEGISLATIVE PER DIEM. (a) Each member of the legislature is entitled to receive per diem at the same rate allowed for

a state employee under AS 39.20.110 and 39.20.160, including regional variations in the rate where applicable.

(b) A legislator is entitled to receive per diem at the short-term rate

(1) during a legislative session if he does not live in his place of permanent residence during the session; and

(2) while he is on committee business for an interim committee of the legislature in a place which is not his place of permanent residence.

(c) A legislator is entitled to receive per diem at the long-term rate

(1) during a legislative session if he lives in his place of permanent residence during the session; and

(2) while he is engaged in committee business for an interim committee of the legislature at his place of permanent residence.

(d) In this section

(1) "long-term rate" means the long-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160;

(2) "short-term rate" means the short-term per diem rate established in regulations adopted by the commissioner of administration under AS 39.20.160.

* Sec. 14. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. ANNUAL LEGISLATIVE COMPENSATION. (a) The annual salary for each member of the legislature is $15,500, payable monthly in 12 equal installments. The president of the senate and speaker of the house of representatives are each entitled to an additional $500 a year during tenure of office.

(b) Except as provided by a general law applicable to all officers

of the state, the compensation of a member of the legislature may not be reduced during his term of office.

* Sec. 15. AS 39.20.080 is amended by adding a new subsection to read:

(c) Except as provided by a general law applicable to all officers of the state, the compensation of the head of each principal executive department of the state may not be reduced during his tenure in office.

* Sec. 16. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,075	1,106	1,140	1,173	1,207	1,240
06	1,140	1,173	1,207	1,240	1,277	1,315
07	1,207	1,240	1,277	1,315	1,355	1,399
08	1,277	1,315	1,355	1,399	1,440	1,487
09	1,355	1,399	1,440	1,487	1,533	1,577
10	1,440	1,487	1,533	1,577	1,628	1,678
11	1,533	1,577	1,628	1,678	1,731	1,787
12	1,628	1,678	1,731	1,787	1,850	1,915
13	1,731	1,787	1,850	1,915	1,984	2,058
14	1,850	1,915	1,984	2,058	2,132	2,215
15	1,984	2,058	2,132	2,215	2,289	2,377
16	2,132	2,215	2,289	2,377	2,465	2,556
17	2,289	2,377	2,465	2,556	2,652	2,746
18	2,465	2,556	2,652	2,746	2,845	2,953
19	2,652	2,746	2,845	2,953	3,055	3,171

20	2,845	2,953	3,055	3,171	3,278	3,401
21	3,055	3,171	3,278	3,401	3,518	3,648
22	3,278	3,401	3,518	3,648	3,781	3,922
23	3,518	3,648	3,781	3,922	4,066	4,220
24	3,781	3,922	4,066	4,220	4,377	4,540
25	4,066	4,220	4,377	4,540	4,709	4,888
26	4,220	4,377	4,540	4,709	4,888	5,066
27	4,377	4,540	4,709	4,888	5,066	5,260
28	4,540	4,709	4,888	5,066	5,260	5,446
29	4,709	4,888	5,066	5,260	5,446	5,638
30	4,888	5,066	5,260	5,446	5,638	5,839

* Sec. 17. AS 16.43.060 is repealed and re-enacted to read:

Sec. 16.43.060. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 18. AS 22.05.140(a) is repealed and re-enacted to read:

(a) The monthly salary of the chief justice and of each associate justice is equal to Step F, Range 30 of the salary schedule in AS 39.-27.011(a) for Juneau, Alaska.

* Sec. 19. AS 22.10.190(a) is repealed and re-enacted to read:

(a) The monthly salary for each superior court judge is equal to Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 20. AS 22.15.220(a) is repealed and re-enacted to read:

(a) The monthly salary for each district judge is equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 21. AS 39.20.010 is repealed and re-enacted to read:

Sec. 39.20.010. MONTHLY SALARY OF GOVERNOR. The monthly salary of the governor is equal to Step F, Range 30 of the salary schedule in

AS 39.27.011(a) for Juneau, Alaska.

* Sec. 22. AS 39.20.030 is repealed and re-enacted to read:

Sec. 39.20.030. MONTHLY SALARY OF LIEUTENANT GOVERNOR. The monthly salary of the lieutenant governor is equal to Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 23. AS 39.20.080(a) is repealed and re-enacted to read:

(a) The monthly salary of the head of each principal executive department of the state is equal to Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 24. AS 39.20.080(b) is repealed and re-enacted to read:

(b) The monthly salary of a deputy head of a principal executive department of the state is not less than Step A nor more than Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 25. AS 42.05.091 is repealed and re-enacted to read:

Sec. 42.05.091. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 26. AS 42.06.090 is repealed and re-enacted to read:

Sec. 42.06.090. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 27. AS 42.07.071 is repealed and re-enacted to read:

Sec. 42.07.071. COMPENSATION. Members of the commission are in the exempt service and are entitled to a monthly salary equal to Step C, Range 26 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

* Sec. 28. AS 24.15.020 is repealed and re-enacted to read:

Sec. 24.15.020. The monthly salary for each member of the legislature is equal to Step A, Range 10 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. The president of the senate and the speaker

of the house of representatives are each entitled to an additional $500 a year during tenure of office.

* Sec. 29. AS 24.15.050 is repealed and re-enacted to read:

Sec. 24.15.050. LEGISLATIVE TRANSPORTATION. A member of the legislature is entitled to reimbursement for the expense of moving between his place of residence and the capital city for the purpose of attending a regular session of the legislature. Reimbursement shall be as provided by regulations covering state employees adopted by the commissioner of administration under AS 39.20.160.

* Sec. 30. AS 39.27.011(a) is repealed and re-enacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,181	1,213	1,249	1,284	1,319	1,354
06	1,249	1,284	1,319	1,354	1,393	1,433
07	1,319	1,354	1,393	1,433	1,475	1,521
08	1,393	1,433	1,475	1,521	1,564	1,613
09	1,475	1,521	1,564	1,613	1,662	1,708
10	1,564	1,613	1,662	1,708	1,761	1,814
11	1,662	1,708	1,761	1,814	1,870	1,928
12	1,761	1,814	1,870	1,928	1,995	2,063
13	1,870	1,928	1,995	2,063	2,135	2,213
14	1,995	2,063	2,135	2,213	2,291	2,378
15	2,135	2,213	2,291	2,378	2,455	2,548
16	2,291	2,378	2,455	2,548	2,640	2,736

17	2, 55	2,548	2,640	2,736	2,837	2,935
18	2,640	2,736	2,837	2,935	3,039	3,153
19	2,837	2,935	3,039	3,153	3,260	3,382
20	3,039	3,153	3,260	3,382	3,494	3,623
21	3,260	3,382	3,494	3,623	3,746	3,882
22	3,494	3,623	3,746	3,882	4,022	4,170
23	3,746	3,882	4,022	4,170	4,321	4,483
24	4,022	4,170	4,321	4,483	4,648	4,819
25	4,321	4,483	4,648	4,819	4,996	5,184
26	4,483	4,648	4,819	4,996	5,184	5,371
27	4,648	4,819	4,996	5,184	5,371	5,575
28	4,819	4,996	5,184	5,371	5,575	5,770
29	4,996	5,184	5,371	5,575	5,770	5,972
30	5,184	5,371	5,575	5,770	5,972	6,183

* Sec. 31. AS 39.27.011 is amended by adding a new subsection to read:

(c) If a state officer or employee is appointed a deputy department head or a division director and, at the time of appointment, the officer or employee is receiving a salary higher than that set for the position to which he is appointed, he is entitled to continue receiving the higher salary. This subsection does not apply to the salary of a person appointed to a position other than a deputy department head or a division director.

* Sec. 32. AS 39.27.020(a) is amended to read:

Sec. 39.27.020. PAY STEP DIFFERENTIALS BY ELECTION DISTRICT AND <u>IN OTHER STATES</u> [OUTSIDE THE STATE]. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in [AS 39.27.010 AND] AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule

1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9
17	9
18	9
19	8
In other states [OUTSIDE THE STATE]	minus 6

* Sec. 33. AS 39.27.020 is amended by adding a new subsection to read:

(c) The director shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective July 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska.

* Sec. 34. EMPLOYEES OF THE JUDICIAL AND LEGISLATIVE BRANCHES. It is the intent of the legislature that the permanent and temporary employees of the judicial branch (other than justices and judges) and the permanent employees of the legislative branch receive salary adjustments comparable to those received by the classified and partially exempt employees of the executive branch under AS 39.27.011(a) as that section is re-enacted in secs. 1, 16 and 30 of this Act.

* Sec. 35. EMPLOYEES OF THE UNIVERSITY OF ALASKA. In determining compensation for employees of the University of Alaska under AS 14.40.170(2), it is the intent of the legislature that the Board of Regents amend the salary schedules for employees of the university who are not covered by collective bargaining agreements

(1) to increase salaries by approximately seven percent, retroactive to January 1, 1979; and

(2) to increase salaries by an average of an additional 10 percent, effective January 1, 1980.

* Sec. 36. This Act may not be applied to reduce the compensation of a person during his tenure in the office or position he holds on the effective date of this Act.

* Sec. 37. AS 39.23 and AS 39.50.200(9)(LL) are repealed.

* Sec. 38. AS 39.27.011(b) is repealed.

* Sec. 39. Sections 1 - 15 and 36 of this Act are retroactive to January 1, 1979. Sections 16 - 29 and 38 of this Act are retroactive to January 1, 1980.

* Sec. 40. Section 30 of this Act takes effect January 1, 1981.

* Sec. 41. Sections 1 - 29 and 31 - 41 of this Act take effect immediately in accordance with AS 01.10.070(c).

SECTIONAL ANALYSIS

for

FCCS for SENATE BILL NO. 182

Section No.	Effect
1.	Noncovered employee pay plan Provides 7% increase top to bottom Effective date 1/1/79
2.	Commercial Fisheries Entry Commission $32,372 to $49,000 effective 1/1/79
3.	Supreme Court Justices $52,992 to $65,000 effective 1/1/79
4.	Superior Court Judges (Ombudsman) $48,576 to $57,500 effective 1.1/79
5.	District Court Judges $41,068 to $49,000 effective 1/1/79
6.	Governor $52,992 to $65,000 effective 1/1/79
7.	Lt. Governor $47,304 to $58,500 effective 1/1/79
8.	Department Commissioners $47,304 to $57,500 effective 1/1/79
9.	Deputy Commissioners $42,372 to $52,500 effective 1/1/79
10.	Public Utilities Commission $39,372 to $49,000 effective 1/1/79
11.	Pipeline Commission $39,372 to $49,000 effective 1/1/79
12.	Transportation Commission $48,468 to $49,000 effective 1/1/79
13.	Puts in statute legislative per diem language per Alaska Salary Commission recommendations
14.	Legislators $11,750 to $15,500 effective 1/1/79

Section No.	Effect
15.	Provides that the compensation of department heads may not be reduced unless reduction is applicable to all officers of the state.
Sections 16-29 effective 1/1/80 16.	Noncovered employee pay plan Same as that negotiated for General Government employees--effective 1/1/80
17.	Commercial Fisheries Entry Commission $49,000 to $54,480 (Range 26, Step C) Effective 1/1/80
18.	Supreme Court Justices $65,000 to $70,068 (Range 30, Step F) Effective 1/1/80
19.	Superior Court Judges (Ombudsman) $57,500 to $63,120 (Range 28, Step E) Effective 1/1/80
20.	District Court Judges $49,000 to $54,480 (Range 26, Step C) Effective 1/1/80
21.	Governor $65,000 to $70,068 (Range 30, Step F)
22.	Lt. Governor $58,500 to $65,352 (Range 28, Step F)
23.	Department Commissioners $57,500 to $63,120 (Range 28, Step E)
24.	Deputy Commissioners $52,500 to $54,480--$65,352 (Range 28, Steps A-F)
25.	Public Utilities Commission $49,000 to $54,480 (Range 26, Step C) Effective 1/1/80
26.	Pipeline Commission $49,000 to $54,480 (Range 26, Step C) Effective 1/1/80
27.	Transportation Commission $49,000 to $54,480 (Range 26, Step C) Effective 1/1/80

Section No.	Effect
28.	Legislators $15,500 to $17,280 (Range 10, Step A) Effective 1/1/80
29.	Provides for reimbursement of moving expenses to and from sessions (same as state employees) Effective 1/1/80
30.	Noncovered employees pay plan Same as negotiated for General Government employees Effective 1/1/81
31.	Insures no loss of pay for accepting promotion or demotion to Deputy Commissioner or Division Director.
32.	Substitutes "in other States" for "Outside the State"
33.	Allows Director of Personnel to set pay rates for employees in foreign countries to reflect differences in currencies.
34.	Intent statement of legislature that judicial and legislative employees receive salary adjustments per the non-covered pay plan.
35.	Intent of the legislature that University of Alaska employees receive salary adjustments similar to those outlined by noncovered pay plan.
36.	Provides no elected or appointed official shall be required to take a cut in pay as a result of adopting this act. A "just in case" savings clause.
37.	Repeals Alaska Salary Commission and reference to it as a "State Commission or Board."

Section No.	Effect
38.	Repeals section excluding those people formerly under the Alaska Salary Commission purview from the salary schedule for noncovered employees.
39.	Sections 1-15 and 36 Effective 1/1/79 Sections 16-29 and 38 Effective 1/1/80
40.	Section 30 Effective 1/1/81
41.	Sections 1-29 and 31-41 take effect immediately.

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

January 25, 1985

MEMORANDUM

TO: Representative Katie Hurley

FROM: Gretchen Keiser, Legislative Analyst

RE: Legislative Compensation Commissions
Research Request 85-113

Patty Macklin of your staff requested information regarding commissions established in other states to address the issue of compensation for legislators. She indicated a particular interest in the mechanisms created for determining legislators' pay. In addition, we were asked to review previous bills addressing this issue which have been introduced in the Alaska Legislature.

Legislative Compensation Commissions

According to The Book of the States 1984-1985 (Council of State Governments), legislative compensation provisions have gradually become more flexible, as many states have made compensation a statutory provision rather than rigid constitutional definition. The advent of compensation commissions and the practice of matching salaries of legislators to those of other state employees have led to more frequent adjustments of legislators' salaries in many states.

Table 1 summarizes the methods of setting legislative compensation employed by the 50 states, based on a 1983 survey of state statutes by the Oregon Legislative Research Agency. Legislative salaries are established by constitution in nine states, whereas the legislatures in 22 states, including Alaska, are solely responsible for setting their pay.

A compensation commission, board or committee makes recommendations to the legislature on salaries in 19 states. According to the Oregon Legislative Research report, commissions in 12 states act only in an advisory capacity to the legislature or governor; the legislature has final authority in establishing salaries and benefits. On the other hand, Hawaii, Idaho, Maryland and Michigan compensation commissions' recommendations become effective unless the legislature passes a resolution to the contrary. If the legislative resolution overrules the commission's recommendations, the existing salary levels are continued. The Oklahoma Commission recommendations are final and not subject to legislative review. In order for the West Virginia commission's recommendations to become effective, they must be enacted into law. Finally, Arizona submits its commission's recommendations to the voters for approval.

According to The Book of the States 1982-1983, new legislative salaries in many states do not become effective immediately. Twelve states postpone the salary changes enacted by law until the next legislature; another two adopt the changes during the subsequent session. Under laws enacted in ten other states, salary changes do not become effective during current members' terms. Only ten states, including Alaska, have no restictions on the effective date of legislative compensation adjustments enacted by law.

Table 2, taken from the Oregon Legislative Research report, summarizes major organizational aspects of the compensation commissions in the 19 states which had them as of January 1983.[1] The number of members on a commission varies between 5 and 19, although 5 and 7 are the most common. The governor appears to be the most common appointing authority (of at least some of the commission members) in the 19 states. Legislative leaders appoint some members in 12 of these states, but do not appear to have sole authority in any state. As indicated in Table 2, the scope of commission recommendations varies among the states. In addition, these salary commissions most commonly meet every two years.

According to Jan Carpenter of the National Conference of State Legislatures, Maine has a state compensation commission which is comprised of citizens who set salaries for the governor, legislators and their staff and the judiciary. According to NCSL, the commissions in Hawaii, Idaho, Maryland and Oklahoma, in addition to Maine, are citizen boards. Unfortunately, Table 2 does not indicate the representation of commission members.

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[1]We were unable to locate a more recent survey of legislative compensation procedures through the Council of State Governments or the National Conference of State Legislatures.

TABLE 2

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Arizona Commission on Salaries for State Elective Officers	5	2 by Governor, 1 by Senate President, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators and elected state officials (Changes in legislative salaries must be approved by the voters.)	At direction of legislature
Colorado State Officials' Compensation Commission	9	3 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Chief Justice of Supreme Court	Salaries, allowances, and benefits of legislators, state judges, district attorneys, and elected and appointed officials (advisory only)	Biennially
Connecticut Compensation Commission	11	3 by Governor, 2 by House Speaker, 2 by House Minority Leader, 2 by Senate President Pro Tempore, and 2 by Senate Minority Leader	Salary, expenses, and benefits of legislators, elected officials, and judges (advisory only)	Biennially
Florida Officers' Compensation Commission	9	2 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Justice of Supreme Court. The 8 members appoint the ninth member.	Salary and expenses of legislators, specified state officials, judges, state attorneys, public defenders, public service commissioners, and county officers (advisory only)	Annually
Georgia Commission on Compensation	12	4 by Governor, 4 by Supreme Court, 2 by Senate President (Lieutenant Governor), and 2 by House Speaker	Compensation of legislators, state officers, and heads of state agencies (Legislature required to introduce commission recommendation as a bill)	Biennially
Hawaii Commission on Legislative Salary	11	Governor	Salary of legislators (Recommendations effective unless rejected by Legislature or Governor. If rejected, existing rates are continued)	Every 8 years
Idaho Legislative Compensation Commission	6	3 by Governor and 3 by Supreme Court	Salary and expenses of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Biennially

TABLE 2--Continued

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Montana Salary Commission	8	2 by Governor, 2 by Supreme Court, 1 by Senate Majority Leader, 1 by Senate Minority Leader, 1 by House Speaker, and 1 by House Minority Leader	Compensation of legislators, elected officials, and judges (advisory only)	Biennially
Oklahoma Board on Legislative Compensation	11	5 by Governor, 2 by the Senate President Pro Tempore, and 2 by House Speaker (Chairman of Tax Commission and Director of State Finance are non-voting ex-officio members.)	Salary of legislators (Board recommendations are final)	Biennially
South Dakota Commission on Salaries for Elective State Officials	5	2 by Governor, 1 by Senate President Pro Tempore, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators, elected officials, and judges (advisory only)	Biennially
Washington Committee on Salaries	7	President of Univeristy of Puget Sound, President of Washington State University, Chairman of State Personnel Board, President of Association of Washington Business, President of Pacific Northwest Personnel Managers' Association, and President of Washington State Labor Council	Salaries of legislators, state elective and executive officials, and judges (advisory only)	Biennially
West Virginia Citizens Legislative Compensation Commission	7	Governor	Compensation and expenses of legislators (Legislature may accept or decrease recommended rates)	Quadrennially

Source: Oregon Legislative Research Report 82:146, January 1983

TABLE 2--Continued

State Compensation Commissions

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Illinois Advisory Committee on Compensation of General Assembly Members	7	3 by Governor, 2 by President of Senate, and 2 by House Speaker	Compensation of legislators (advisory only)	Biennially
Iowa Commission on Compensation, Expenses and Salaries for Elected State Officials	15	5 by Governor, 5 by Senate President (Lieutenant Governor), and 5 by House Speaker	Salary, compensation, and expenses of legislators, elected state officials, and judges (advisory only)	Biennially
Kentucky Public Officials Compensation Commission	5	1 by Governor, 1 by Lieutenant Governor, 1 by House Speaker, 1 by Senate President Pro Tempore, and 1 by Supreme Court	Salaries, benefits, and allowances of legislators and certain elected officials and judges (advisory only)	Biennially
Louisiana Compensation Review Commission	19	5 appointed by Governor, 1 by Chief Justice of Supreme Court, 1 by Chairman of Conferences of Courts of Appeal Judges, 1 by District Judges' Association, and 1 by City Judges' Association (5 Senators and 5 Representatives are also members	Salary and benefits of legislators, elected officials, judges, and unclassified state employees (advisory only)	Annually
Maryland General Assembly Compensation Commission	9	5 by Governor, 2 by Senate Senate President, and 2 by House Speaker	Salary and allowances of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Quadrennially
Massachusetts Advisory Board on Legislative, Judicial and Constitutional Officers' Compensation	5	Governor	Salaries and expenses of legislators, constitutional officers, and judges (advisory only)	Biennially
Michigan State Officers' Compensation Commission	7	Governor	Salaries and expenses of legislators, Governor and Lieutenant Governor, and Justices of Supreme Court (Recommendations effective unless rejected by 2/3 vote of legislature. If rejected, existing rates are continued.)	Biennially

Previous Legislation

Bills introduced in the Alaska Legislature beginning with the 1979 session were reviewed and no legislation which addressed the issue of a legislative compensation commission was identified. Numerous bills were introduced, particularly during the 13th Legislature, which sought to establish various salaries or per diem rates or to limit legislators' pay to a certain number of days in session. Senate Bill 359, introduced by Senators Pettyjohn, Kelly, Halford, Sturgulewski, P. Fischer and Gilman in January 1984, addresses legislators' salaries in essentially the same manner as recently introduced HB 48.

I hope this information is useful to you. I have also attached a recent summary of legislators' compensation in the 50 states obtained from The Book of the States 1984-1985. Please contact us if we can provide further assistance.

GK

Attachments

ATTACHMENT A. LEGISLATIVE COMPENSATION

Source: The Book of the States 1984-1985
The Council of State Governments

Table 6
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State	Salaries: Regular sessions: Per diem salary	Salaries: Regular sessions: Limit on days	Salaries: Annual salaries	Salaries: Special sessions: Per diem salary	Salaries: Special sessions: Limit on days	Travel allowance: Cents per mile	Travel allowance: Round trips home to capital during session	Per diem living expenses
Alabama			$4,800	...	...	20	One	$65 for 10SC of regular session and 30C of special session
Alaska			$48,000	...	...	0	One(a)	None
Arizona			$15,000	...	...	20.5	Unlimited	$40 ($20 for those living inside Maricopa County) for first 120C of regular and all of special session; $20 ($10 for those living inside county, after 120C of regular session. (U)
Arkansas	(b)	(b)	$7,500(b)	...	...	23	Weekly	Up to $308/w. (V)
California			$28,110	...	...	(c)	One(d)	$62
Colorado			$14,000	...	...	20 (24/4-wheel drive)	Weekly(e)	$40 for those who do not live in Denver metro area. (U)
Connecticut			$10,500	...	...	20	Unlimited	None
Delaware			$12,255	...	...	15	Unlimited	None
Florida			$12,000	...	...	20	Weekly	$50 for 60C of regular session and all of special session. (U)
Georgia			$7,200	...	...	20	Weekly	$59, limited to 40L of regular session and 40L of special session(f)
Hawaii			$13,650	...	...	(g)	Unlimited	$20 for neighbor island legislators. (U)
Idaho			$4,200(h)	...	...	18	Five	$44 out-of-town members, $25 Boise members. (U)
Illinois			$26,000	...	...	20	Weekly	$36 (U)
Indiana			$9,600	...	...	24	Weekly	$65 (U)
Iowa			$13,700(i)	(i)	(i)	22	Weekly	$30 for 120C in odd numbered years and 100C in even-numbered years
Kansas	$47	None		$47	None	22	Weekly	$50 (U)
Kentucky(j)	$100	(k)		$100	(l)	20.5	Weekly	$75/C (U)
Louisiana	$75(m)	85C	(n)	$75(m)	None	21 or coach air fare if lives more than 100 miles away from capitol.	Weekly	(m)
Maine			(o)	$35	None	22	One(o)	$45 for meals and lodging or $21 for meals only. (U)
Maryland			$21,000	...	...	19	One per diem if no lodging expense was incurred that day	$68 for lodging and meals. (V)
Massachusetts			$30,000	...	...	Included in living expense allowance	See living expense allowance	Amount covering mileage, meals and lodging ranges from $5 to $50, depending on distance legislator's district is from Boston.
Michigan			$33,200		...	29.5	Unlimited	$6,700/y. (V)
Minnesota			$18,500		...	26(p)	Weekly	$36 outstate; $23 metro. (U)
Mississippi			$8,100	$50	None	20	Weekly	$44 actual daily attendance. (U)
Missouri			$15,000	...	...	17	Weekly	$35
Montana	$49.21	90I		$49.21	None	20.5	Four	$45 (U)
Nebraska			$4,800	...	...	21	One	None
Nevada	$108	(q)		$104	(q)	20	(r)	$56 (V)
New Hampshire			$100(s)	(s)	(s)	38/first 45 miles; 19 thereafter	Unlimited	None
New Jersey	...	...	$25,000	...	...	0	...	None
New Mexico	$75	60C (odd) 30C (even)	...	$75	30C	25	One	None

Montana	$49.21	90L		$49.21	None	20.5	Four	$45 (U)
Nebraska			$4,800			21	One	None
Nevada	$104	(q)		$104	(q)	20	(r)	$56 (V)
New Hampshire			$100(s)	(s)	(s)	38 first 45 miles, 19 thereafter	Unlimited	None

New Jersey			$25,000			0		None
New Mexico	$75	60C (odd) 30C (even)		$75	30C	25	One	None
New York			$32,960			0		$55 (V)
North Carolina			$6,936(t)			25	Weekly	$50/C (U)
North Dakota	(u)	(v)		(u)	None	20	Weekly	(u)
Ohio			$22,500			20	Weekly	None
Oklahoma			$20,000			22	Weekly(w)	$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session (w)
Oregon			$8,400			0		$44/C (U)
Pennsylvania			$35,000(x)			20	Weekly	Up to $75/d (U)
Rhode Island	$5	60L				8	Unlimited	None
South Carolina			$10,000(y)			23	Weekly	$50/L (V)
South Dakota			$3,200/odd(z) $2,800/even(z)			21	Each weekend legislature is in session	$50 (U) for up to 35L in even-numbered years and up to 40L in odd-numbered years. After Jan. 1, 1985, $75 for the same
Tennessee			$8,308.08			19.96	Weekly	$66.47 (U)
Texas	(aa)	(aa)	$7,200(aa)	(aa)	(aa)	(bb)	(cc)	None
Utah 1984	$25	60C(odd) 20C(even)		$25	30C	23	One	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 or mileage but not both.
1985	$65	60C(odd) 20C(even)		$65	25(dd)			
Vermont	$55/L(ee)	(ee)		$55/L (ee)	(ee)	20.5	Weekly if room rented in Montpelier or vicinity; otherwise per diem	$27.50 for room and $22.50 for meals if renting room in Montpelier or vicinity; $18.75 if living in Montpelier or vicinity. (U)
Virginia			$11,000			20.5	Weekly	$75/C (U)
Washington			$13,750			10	One	$44 (U)
West Virginia			$5,136(ff)	(ff)	(ff)	17	Weekly	$20/d for meals. (U); $30/d lodging. (V)
Wisconsin			$22,631.04			21.5(gg)	Weekly	$41.63/L when legislator must establish temporary residence at state capital. Otherwise, $20.82 (U)
Wyoming	$30	40L(odd) 20L(even)		$30	None	20	One	$60 (U)

Note: In many states, legislators who receive an annual salary or per diem salary also receive an additional per diem amount for living expenses. Consult appropriate columns for a more complete picture of legislative compensation during sessions. For information on interim compensation and other direct payments and services to legislators, see table on Legislative Compensation: Interim Compensation and Other Direct Payments.

Key:
. . .—Not applicable
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered
d—day
m—month
y—year
w—week

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS—Continued

(a) Legislators are reimbursed for whatever expenses are incurred in coming to and from the capital one time. This includes any moving expenses. (V)

(b) In addition to the annual salary of $7,500, legislators receive per diem salary of $20/L.

(c) Legislators are provided a leased state car up to $265/m and gasoline credit card.

(d) Legislators are compensated for one round trip per two-year session if using other than leased car. (V)

(e) Paid only to those who do not live in the Denver metro area.

(f) Unless special session is extended by 3/5 vote of each house and approved by governor.

(g) Travel allowance to neighbor islands during a session on official legislative business, (excluding attendance at a legislative session for neighbor island legislators) to be equal to the maximum allowance for such expenses payable to any public officer or employee. Presently, this equals $45/d inter-island, $60/d out-of-state. (U)

(h) Legislators are paid $800/m for January, February and March; $330/m for April through December; plus $35/d for interim business.

(i) In addition, legislators receive $40/L during special sessions.

(j) Member's organizational session per diem and expense allowance are identical to such compensation for regular or extraordinary sessions, except payment is based on meeting days rather than calendar days. An organizational session may continue for not more than 10 legislative, or meeting, days.

(k) While regular sessions are limited to 60L every other year, per diem amount is paid for every calendar day of the session.

(l) Per diem amount is paid for every calendar day of the session, which is unlimited in duration.

(m) In addition, the legislators receive a monthly expense allowance totaling $16,800/y.

(n) $6,500 first year of biennial session, $3,500 second year.

(o) Legislators automatically receive one round trip mileage per week. They may claim additional trips (to a maximum of one per day) in lieu of lodging for each session day.

(p) The travel allowance is available only to outstate legislators who must move to St. Paul.

(q) While there is no limitation on the number of days the legislature may be in session, the constitution limits the number of days for which legislators may receive compensation. Beyond the 60th day of the regular session and the 20th day of the special session, salaries cease and legislators may only draw upon their expense allowance.

(r) Legislators have a supplemental travel allowance of up to $3,500 for a regular session and $1,000 for a special session. (V)

(s) In addition to the annual salary of $100, a legislator receives $3/d for up to 15 legislative days of the special session.

(t) Plus $2,064/y expense allowance.

(u) Legislators whose tax home is in Bismarck receive $90/d and no expenses. Others receive $40/d plus $50 expenses. (U)

(v) There is a constitutional limit on legislative sessions of 80 natural days during a biennium. The per diem is payable each calendar day during a session.

(w) Legislators may elect mileage in lieu of per diem, limited to four round trips per week and the per diem amount.

(x) Effective December 1, 1984.

(y) Legislators are also paid $35/d on a non-session day for a committee meeting.

(z) When the legislator is unable to attend a session, his salary is reduced accordingly.

(aa) In addition to an annual salary of $7,200/y, the legislators receive a per diem salary of $30 for 140C of the regular session and 30C of the special session.

(bb) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile when traveling in a personally-owned or leased single engine aircraft, and 65 cents per highway mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.

(cc) Senators are reimbursed for all round trips home to capital during session from funds appropriated for that purpose. Representatives are reimbursed for their first four trips per month from funds appropriated for that purpose; thereafter, reimbursement for round trips is taken from the member's operating account.

(dd) The 25-day limit includes each day the legislator attends veto-override and special sessions and authorized legislative meetings.

(ee) Legislators may receive a maximum of $9,500 during the regular session, and $2,000 during the special session.

(ff) In addition to the annual salary of $5,136, legislators receive $35/d in special sessions.

(gg) As an alternative, any legislator may use any public transportation and be reimbursed for no more than one round trip weekly.

Table 7
ADDITIONAL COMPENSATION FOR SENATE LEADERS

State	President	President pro tem	Majority leader	Minority leader	Other
Alabama	$2/d(a)	0	. . .	. . .	
Alaska	$500/s	. . .	0	0	
Arizona	0	. . .	0	0	
Arkansas	(a)	$2,500/s(b)	. . .	. . .	
California	(a)	0	0	0	
Colorado	$50/d to max. $5,000/s	$50/d to max. $5,000/s	$50/d to max. $5,000/s	$50/d to max. $5,000/s	
Connecticut	(a)	$5,000/s	$4,000/s	$4,000/s	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/s; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/s; Cmte. Chmn.: $1,000/s
Delaware	(a)	$193.50/m	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Chmn., Joint Finance Cmte.: $161.30/m(c); Mbrs. Joint Finance Cmte.: $64.60/m
Florida	$13,000/s	0	0	0	
Georgia	(a)	$2,800/s	$2,400/s(d)	$2,400/s(d)	Admin. Flr. Ldr.: $2,400/s(d); Asst. Admin. Flr. Ldr.: $1,200/s(d)
Hawaii	(a)	0(e)	0	0	
Idaho	(a)	0	0	0	
Illinois	$10,000/s(f)	. . .	(f)	$10,000/s	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/s; Maj. Caucus Chmn., Min. Caucus Chmn.: $5,000/s
Indiana	(a)	$3,000/s	$1,500/s	$2,000/s	Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn., Min. Asst. Flr. Ldr.: $1,500/s
Iowa	$6,800/s(a)	0	$2,300/s	$2,300/s	
Kansas	$4,200/s	$1,800/s(e)	$3,240/s	$3,240/s	Ways & Means Cmte. Chmn.: $3,240/s
Kentucky	$25/d(a)	$25/d	$20/d	$20/d	Asst. Pres. Pro Tem, Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing and Interim Cmte. Chmn.: $10/meeting chaired; LRC Mbrs.: same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(g)	0	. . .	. . .	
Maine	(h)	.	(h)	(h)	Asst. Maj. Ldr., Asst. Min. Ldr.: (h)
Maryland	$5,000/s(i)	(i)	(i)	(i)	Major Cmte. Chmn.: (i)
Massachusetts	$35,000/s	. . .	$22,500/s	$22,500/s	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/s
Michigan	(a)	0	$16,000/s	$8,600/s	Chmn. Appropriations Cmte.: $2,000/s
Minnesota	$7,400/s	. . .	$7,400/s	$7,400/s	Tax Cmte. Chmn., Finance Cmte. Chmn: $3,700/s
Mississippi	(a)	0	. . .	. . .	
Missouri	(a)	$2,500/s	$1,500/s	$1,500/s	
Montana	$5/d	0	0	0	
Nebraska	(a)	0(j)	. . .	. . .	
Nevada	(a)	(k)	(k)	(k)	(k)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/s(l)	0	0	0	
New Mexico	(a)	0	0	0	
New York	(a)	$30,000/s(f)	(f)	$25,000/s	Dep. Maj. Ldr.: $24,500/s; Dep. Min. Ldr. $15,000/s; Maj. Whip: $13,000/s; Min. Whip: $3,000/s; Maj. Conf. Chmn.: $18,000/s; Min. Conf. Chmn.: $10,500/s; Maj. Conf. Secy.: $7,000/s; Min. Conf. Secy.: $3,000/s; Cmte. Chmn. & Ranking Min. Mbrs.: Finance: $24,500/s & $15,000/s; Education, Judiciary, Codes: $13,000/s & $8,000/s; Banks, Health, Cities, Corp.: $11,000/s & $7,000/s; All other cmtes.: $9,000/s & $6,500/s
North Carolina	(a)	$1,728/s(m)	$1,728/s(m)	$1,728/s(m)	
North Dakota	(a)	0	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/s(f)	$9,500/s	(f)	$8,500/s	Asst. Min. Ldr.: $6,500/s; Asst. Pres. Pro Tem: $7,500/s; Min. Whip: $4,500/s; Chmn., Standing Cmtes.: $1,500/s; Chmn., Standing Sub-Cmtes.: $750/s
Oklahoma	(a)	$9,330/s	$6,440/s	$6,440/s	
Oregon	$700/m	0	0	0	
Pennsylvania	(a)	$19,600/s	$15,680/s	$15,680/s	Maj. Whip, Min. Whip: $11,900/s; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/s; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/s

ADDITIONAL COMPENSATION FOR SENATE LEADERS—Continued

State	President	President pro tem	Majority leader	Minority leader	Other
Rhode Island	(a)	0	0	0	
South Carolina	$1,575/y(a)	$3,600/y	...	...	
South Dakota	(a)	0	0	0	
Tennessee	(a)	...	0	0	
Texas	(a)	0	...	...	
Utah	(o)	...	(o)	(o)	
Vermont	(a)	(p)	0	0	
Virginia	(a)	0	0	0	
Washington	(a)	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	0	0	0	0	
Wyoming	$3/d	0(e)	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
...—Position does not exist or is not selected on a regular basis

(a) Lieutenant governor is president of the Senate. Additional compensation noted is that which the lieutenant governor receives for services as president of the Senate. In Georgia, receives extra $20/d for expenses. In Mississippi, constitution states that the salary of the lieutenant governor must be the same as that of the speaker of the House ($34,000), and that the lieutenant governor also receive the same per diem and expenses as members while in session. In Tennessee, lieutenant governor is a statutory title only, and person holding position receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker. In Texas, lieutenant governor is furnished postage, telegraph, telephone, express, and all other expenses incident to the office. In Virginia, lieutenant governor also receives additional expense allowance.

(b) Receives a special public relations expense allowance of $6,450/y.

(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The vice-chairman also receives $161.30/m.

(d) This amount is provided by resolution of the Senate and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.

(e) Official title is vice-president.

(f) In Illinois and Ohio, president also serves as majority leader. In New York, president pro tempore also serves as majority leader.

(g) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.

(h) Additional compensation for Senate leaders is calculated according to the following percentages of the base salaries during sessions: president, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.

(i) Each receives an additional $600/y for district office expenses.

(j) Official title is speaker of the Senate.

(k) Supplemental allowance for postage and telephone not to exceed $300 during regular session or $40 for special session. Chairmen of standing committees also eligible to receive allowance.

(l) Equal to one-third of regular annual salary.

(m) Each receives additional $648/y expense allowance.

(n) Compensation shown effective December 1, 1984.

(o) Beginning January 1, 1985, president of the Senate will receive additional compensation of $1,000/y, and the majority and minority leaders will each receive $500/y.

(p) Receives $325/week during regular and adjourned sessions, $65/d during special sessions and $65/d during interim (when engaged in official duties).

State
Alabama
Alaska
Arizona
Arkansas
California
Colorado
Connecticut
Delaware
Florida
Georgia
Hawaii
Idaho
Illinois
Indiana
Iowa
Kansas
Kentucky
Louisiana
Maine
Maryland
Massachusetts
Michigan
Minnesota
Mississippi
Missouri
Montana
Nebraska
Nevada
New Hampshire
New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Oregon
Pennsylvania(q)

ntinued

Table 8
ADDITIONAL COMPENSATION FOR HOUSE LEADERS

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Alabama	$2/d	0	. . .	. . .	
Alaska	$500/y	. . .	0	0	
Arizona	0	0	0	0	
Arkansas	$2,500/y(a)	0	0	0	
California	0	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	$5,000/y	$3,000/y(b)	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Cmte. Chmn.: $1,000/y
Delaware	$193.50/m	. . .	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Joint Finance Cmte. Mbrs.: $64.40/m; V-Chmn., Joint Finance Committee: $161.30/m(c)
Florida	$13,000/y	0	0	0	
Georgia	(d)	$2,800/y	$2,400/y(e)	$2,400/y(e)	Admin. Flr. Ldr.: $2,400/y(e)
Hawaii	0	0(f)	0	0	
Idaho	0	. . .	0	0	
Illinois	$10,000/y	. . .	$7,500/y	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Whips, Min. Whips, Maj. Conf. Chmn., Min. Conf. Chmn.: $5,000/y
Indiana	$3,000/y	$1,500/y	$1,500/y	$2,000/y	Maj. Whip, Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn., Asst. Min. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(g)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d	$15/d	$20/d	$20/d	Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing & Interim Cmte. Chmn.: $10/meeting chaired; Mbrs., LRS, same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(h)	0			
Maine	(i)	. . .	(i)	(i)	Asst. Maj. Ldr., Asst. Min. Ldr.: (i)
Maryland	$5,000/y(j)	(j)	(j)	(j)	Major Cmte. Chmn.: (j); Major Delegations Chmn.: (j)
Massachusetts	$35,000/y	. . .	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	$18,000/y	0	0	$8,600/y(k)	Appropriations Cmte. Chmn.: $2,000/y
Minnesota	$7,400/y	. . .	$7,400/y	$7,400/y	
Mississippi	$25,900/y(l)	. . .	. . .	. . .	
Missouri	$2,500/y	$1,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	----------	----------	----------	Unicameral Legislature	----------
Nevada	$2/d(m)	(m)	(m)	(m)	(m)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(n)	0	0	0	
New Mexico	0	. . .	0	0	
New York	$30,000/y	$18,000/y	$25,000/y	$25,000/y	Dep. Spar.: $18,000/y; Min. Ldr. Pro Tem.: $15,000/y; Chmn., Cmte. on Cmtes.: $18,000/y; Dep. Maj. Ldr., Asst. Maj. Ldr.: $14,000/y; Asst. Min. Ldr., Dep. Min. Ldr., Ranking Min. Mbr., Cmte. on Cmtes., Maj. Whip: $13,000/y; Min. Whip, Maj. Conf. Chmn.: $12,000/y; Min. Conf. Chmn.: $11,000/y; Maj. Conf. V-Chmn.: $9,000/y; Min. Conf. V-Chmn.: $8,000/y; Cmte. Chmn. & Ranking Min. Mbrs. Ways & Means: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Cities, Health, Local Govt., Corp.: $11,000/y & $7,000/y; Labor: $10,000/y & $6,500/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	$6,924/y(o)	$1,728/y(o,p)	(p)	$1,728/y(o)	
North Dakota	$5/d		$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $5/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y	$9,500/y	$7,500/y	$8,500/y	Asst. Maj. Flr. Ldr.: $4,500/y; Maj. Whip, Min. Whip: $2,500/y; Asst. Min. Ldr.: $6,500/y; Chmn., Standing Cmtes.: $1,500/yr; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	$9,330/y	0	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(q)	$19,600/y		$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR HOUSE LEADERS—Continued

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Rhode Island	$5/d	0	0	0	
South Carolina	$11,000/y	$3,600/y	0	0	Speaker Emeritus: $1,500/y
South Dakota	0	0	0	0	
Tennessee	(r)	0	0	0	
Texas	0	0	...	...	
Utah	0(s)	...	0(s)	0(s)	
Vermont	(t)	...	0	0	
Virginia	$17,000/y(u)	...	0	0	
Washington	0	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	$25/m	0	0	0	
Wyoming	$3/d	0	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Receives a special public relations expense allowance of $6,450/y.
(b) Official title is deputy speaker.
(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The chairman also receives $161.30/m.
(d) Receives an annual salary of $22,800 plus a sum equal to the amount of salary over $30,000 per annum which is received by the lieutenant governor.
(e) This amount is provided by resolution of the House and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.
(f) Official title is vice speaker.
(g) Receives additional $20/d for expenses.
(h) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.
(i) Additional compensation for House leaders is calculated according to the following percentages of the base salaries during sessions: speaker, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.
(j) Speaker, speaker pro tempore, majority leader, minority leader and major committee chairmen receive an additional $1,150/y for district office expenses. Chairmen of major delegations receive an additional $700/y for district office expenses.
(k) Compensation indicated is for minority leaders. The minority floor leader receives no additional compensation.
(l) Total salary is $34,000/y.
(m) Supplemental allowance for postage and telephone, not to exceed $300 during a regular session or $40 during a special session. Chairmen of standing committees also eligible to receive allowance.
(n) Equal to one-third of regular annual salary.
(o) Speaker receives $2,028/y additional expense allowance; speaker pro tempore and minority leader each receive additional $648/y expense allowance.
(p) Speaker pro tempore is also majority leader.
(q) Compensation shown is effective December 1, 1984.
(r) Receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker.
(s) Beginning January 1, 1985, the speaker of the House will receive an additional $1,088/y, and the majority and minority leaders will each receive an additional $500/y.
(t) Receives compensation of $5,850/y, $325/week during regular and adjourned sessions, $65/d during special sessions, plus actual expenses.
(u) Speaker's office is allotted additional $28,500 for one or two aides and $17,500 for one or two clerical staff persons.

Table 9
LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS

	Compensation for committee or official business during interim			
Year	*Per diem compensation for committee or official business*	*Travel allowance (cents per mile)*	*Per diem living expenses*	*Other direct payments or services to legislators*
Alabama		20	$65 per meeting day	
Alaska		0	Actual expenses if legislator travels. (V)	
Arizona	$20	20.5		
Arkansas	$50	23		Max. $420/m for "home office" expenses during interim (V)
California		(a)	$62	
Colorado	$50/d to max. $2,500	20 (24 4-wheel drive)	Actual and necessary (V)	
Connecticut		20		$2,500/y expense allowance (U)
Delaware		15		$2,500/y expense allotment (U)
Florida		20	$50 (V)	$1,000/m for district office expenses
Georgia		20	$59	$4,800/y expense allowance limited to the following purposes: rents, district office(s), office supplies and materials, office equipment, secretarial assistance, utilities, postage (which shall not be for a political newsletter), communications, stationery, lodging, meals, travel and per diem differential. (V)
Hawaii		0	$10 on island of residence; $45 inter-island travel; $60 out-of-state	$2,500/y allowance for incidental expenses (U)
Idaho	$35	0	Actual expenses (V)	
Illinois		20	(b)	
Indiana		24	$65 (V)	$15/d, six days a week, for postage and miscellaneous items year-round (U)
Iowa	$40	22	Actual expenses (V)	
Kansas	$47	22	$50 (U)	$400/m April through December to defray expenses
Kentucky	$75	20.5	Actual (V)	$50/session stationery allowance; $950/m interim expense allowance
Louisiana	$75	21 or coach airfare if lives more than 100 miles from capitol		Allowance for reimbursement of travel expenses for attendance at conferences, seminars and other official business approved by the presiding officer, including $40/d, reimbursement of lodging at single occupancy rate, reimbursement for airline ticket at coach fare, and reimbursement for registration fees (V). $325/m allowance to cover rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state).

Compensation for committee or official business during interim

rent, utilities and/or expenses for a district office (V). Also $1,500 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state)

	Compensation for committee or official business during interim			
State	Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	
Maryland		19	$68 for lodging and meals (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	$2,400/y general expense allowance
Michigan		0		
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	Interim district travel allowance, based on size of district; mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	$210/m for months when legislature is not in session over 15 days
Missouri		17	Lodging and meals (V)	
Montana	$49.21	20.5	$38.50 (V)	
Nebraska		21	Actual and necessary expenses (V)	
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of-state (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		
New Mexico	$75	25		Stationery, postage, telephone and telegraph (U)
New York		0		
North Carolina		25	$50 (U)	$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	$180/m for uncompensated expenses, paid every six months (U)
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U), other actual and necessary traveling expenses (V)(d)	
Oklahoma	$25	22(e)		$600 telephone credit card allowance, five rolls of 1st class postage stamps
Oregon		20	$44. Actual and necessary out-of-state expenses (V)	$300/m interim expenses (U); where technically possible, state centrex line—rental not to exceed $70/m; $10/m for toll charge calls to max. $180 (V). Where centrex would cost more than $70/m, receives a phone credit card and may charge up to $75/m (V).
Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
Rhode Island		0		
South Carolina	$35	23	$50 for committee subsistence (V)	Data and word processing; $400/y postage allowance (V)
South Dakota	$50	21	$18/night for room (V), $14.50/d for meals	
Tennessee		19.96	$66.47 (U)	$250/m home office allowance (U)

rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state).

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	
Maryland		19	$68 for lodging and meals (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	$2,400/y general expense allowance
Michigan		0		
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	Interim district travel allowance, based on size of district: mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	$210/m for months when legislature is not in session over 15 days
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Nebraska		21	Actual and necessary expenses (V)	
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of state (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		
New Mexico	$75	25		Stationery, postage, telephone and telegraph (U)
New York		0		
North Carolina		25	$50 (U)	$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	$180/m for uncompensated expenses, paid every six months (U)
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U); other actual and necessary traveling expenses (V)(d)	
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Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
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Tennessee		19.96	$66.47 (U)	$250/m home office allowance (U)

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Room Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 3, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: David Teal, Director

RE: Legislative Salaries
Research Request 86-031, Supplemental Information

You provided a set of numbers on legislative and top executive salaries in various states and asked us to graph them. The graph is attached. You also asked me to briefly explain my comment on the impact of dedicated revenues on the fiscal responsibility of legislators. I was referring to Alaska's constitutional prohibition of many of the dedicated funds that are common in other states. [redacted]

Unfortunately, we do not have readily available data on the amount of dedicated revenue in each state so I am unable to verify this line of reasoning within your time frame.

DT

Attachment

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 2, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: Brad Pierce
Legislative Analyst

RE: Legislative Salaries
Research Request 86-031

Your staff requested this office to do some follow-up research comparing legislative salaries to those received by Alaska teachers, University of Alaska employees, Alaska Railroad employees, and other State employees. In addition, we were asked to compare Alaska legislative salaries to those received by legislators in other states.

Alaska Teachers' Salaries

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the average teacher's salary is $38,266 per year, or $44,350 when all benefits are included. The statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, 654 (about 9 percent) earn salaries greater than $49,500 per year.

University of Alaska Salaries

We contacted Brian Rogers, Director of the University Statewide Budget Office for information on salaries. According to Mr. Rogers, most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the University system is $33,374. There are 544 employees (about 14 percent of the total staff) who make over $50,000 a year.

Alaska Railroad Salaries

The Alaska Railroad Corporation has 541 employees. Between 189 and 195 (about 35 percent) earn more than $50,000 per year.

Alaska State Employees

During 1984, the 19,304 State employees in Alaska earned an average salary of $32,403. There are 1,531 (about 8 percent of the total) who earn salaries greater than $50,000 per year.

Alaska Legislative Salaries Compared to Other States

Differences in session length, interim responsibilities and in the philosophy of compensation for public service make it difficult to compare between legislative salaries in various states. Some states, including Alaska, pay their legislators on a straight salary basis. Other states pay salaries and per diem (often prorated to reflect the amount of travel time from an individual's district) and some states pay on a strictly per diem basis. When session length and potential per deim is factored into a ranking of legislative salaries in the various states, Alaska ranks sixth.

We caution that the 1982 data used to compile these tables is for a particular legislative session and may not accurately reflect an average legislative year for any given state. For example, the Alaska legislature is now limited to a 120-day session which would raise their salary to $400 per day and move it up to fourth in rank. In addition, the expenses used for states with per diem allowances are probably uniformly overestimated. Many states have some sort of voucher reimbursement policy. The per diem calculations used in these tables should be considered the maximum amount possible for each state.

Another method of ranking the Alaska Legislature pay scale with that in other states is to look at the ratio of total legislative salaries to the average teacher's salary in each state. In an attempt to correct for salary differences between states, we have also compared legislators salaries with the average salaries of teachers and state employees in each state. The attached table shows that Alaska legislators are paid 1.4 times the average teacher's salary in the state. Alaska ranks sixth in this regard. Alaska ranks fifth when legislative salaries are compared to state employee wages.

The printouts attached to this memorandum give a fair description of how Alaska legislative salaries compare to those in other states. We hope we have provided sufficient information for your purposes. Please feel free to call us if you have any questions

BP

Attachments

A RANKING OF STATE LEGISLATORS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY
1	Pennsylvania	35,000	75	64	0	39,800	622
2	New York	32,960	55	73	5	37,250	478
3	Illinois	28,000	36	65	0	30,340	467
4	Indiana	9,600	65	30	0	11,550	385
5	Minnesota	18,500	36	34	23	20,552	361
6	Alaska	48,000	0	144	0	48,000	333
7	Tennessee	8,308	66	32	0	10,420	326
8	New Jersey	25,000	0	76	1	25,000	325
9	Maryland	21,000	68	90	1	27,188	299
10	Oklahoma	20,000	35	86	0	23,010	268
11	Virginia	11,000	75	61	1	15,650	252
12	Georgia	7,200	59	40	6	9,914	216
13	Ohio	22,500	0	108	0	22,500	208
14	Missouri	15,000	35	70	19	18,115	204
15	Florida	12,000	50	67	19	16,300	190
16	Washington	13,750	44	90	7	18,018	186
17	Wisconsin	22,631	42	130	43	29,897	173
18	Iowa	13,700	30	104	0	16,820	162
19	South Carolina	10,000	50	90	0	14,500	161
20	Arkansas	7,500	44	66	0	10,404	158
21	Hawaii	13,650	20	99	2	15,670	155
22	California	28,110	62	257	56	47,516	152
23	South Dakota	3,200	50	35	0	4,950	141
24	Colorado	14,000	40	139	0	19,560	141
25	West Virginia	5,136	50	60	2	8,236	133
26	Massachusetts	30,000	50	364	0	48,200	132
27	Connecticut	10,500	0	63	27	10,500	117
28	Mississippi	8,100	44	96	16	13,028	116
29	North Carolina	6,936	50	127	5	13,536	103
30	Idaho	4,200	44	73	0	7,412	102
31	Alabama	4,800	65	105	29	13,510	101
32	Michigan	33,200		351	0	33,200	95
33	Arizona	15,000	40	103	177	26,200	94
34	Oregon	8,400	44	203	39	19,048	79
35	Louisiana		75	60	0	4,500	75
36	Kentucky		75	60	0	4,500	75
37	Delaware	12,255	0	170	1	12,255	72
38	Nebraska	4,800	0	60	7	4,800	72
39	Wyoming		60	20	0	1,200	60
40	Nevada		56	101	0	5,656	56
41	Kansas		50	68	0	3,400	50
42	Texas	7,200	0	140	8	7,200	49
43	Maine		45	50	3	2,385	45
44	Montana		45	90	6	4,320	45
45	Vermont		28	66	0	1,848	28
46	Utah		25	20	5	625	25
47	New Mexico		0	30	19	0	0
48	New Hampshire		0	49	13	0	0
49	Rhode Island		0	66	3	0	0
50	North Dakota			60	0	0	0
	Average					15,570	

Source: 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985.

A RANKING OF LEGISLATORS' SALARIES TO STATE EMPLOYEES' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982 AVERAGE STATE EMPLOYEE SALARY	TOTAL LEGISLATOR SALARY/ STATE SALARY
1	Massachusetts	30,000	50	364	0	48,200	132	17,988	2.68
2	Pennsylvania	35,000	75	64	0	39,800	622	18,840	2.11
3	California	28,110	62	257	56	47,516	152	24,756	1.92
4	New York	32,960	55	73	5	37,250	478	20,940	1.78
5	Alaska	48,000	0	144	0	48,000	333	28,884	1.66
6	Maryland	21,000	68	90	1	27,188	299	17,856	1.52
7	Illinois	28,000	36	65	0	30,340	467	20,808	1.46
8	Michigan	33,200		351	0	33,200	95	22,836	1.45
9	Wisconsin	22,631	42	130	43	29,897	173	20,592	1.45
10	Oklahoma	20,000	35	86	0	23,010	268	18,060	1.27
11	Arizona	15,000	40	103	177	26,200	94	21,360	1.23
12	New Jersey	25,000	0	76	1	25,000	325	20,568	1.22
13	Missouri	15,000	35	70	19	18,115	204	15,612	1.16
14	Ohio	22,500	0	108	0	22,500	208	20,040	1.12
15	Oregon	8,400	44	203	39	19,048	79	19,764	0.96
16	Colorado	14,000	40	139	0	19,560	141	20,760	0.94
17	Florida	12,000	50	67	19	16,300	190	17,628	0.92
18	Mississippi	8,100	44	96	16	13,028	116	14,292	0.91
19	Minnesota	18,500	36	34	23	20,552	361	22,944	0.90
20	Washington	13,750	44	90	7	18,018	186	20,856	0.86
21	Virginia	11,000	75	61	1	15,650	252	18,240	0.86
22	South Carolina	10,000	50	90	0	14,500	161	16,944	0.86
23	Iowa	13,700	30	104	0	16,820	162	19,860	0.85
24	North Carolina	6,936	50	127	5	13,536	103	16,800	0.81
25	Hawaii	13,650	20	99	2	15,670	155	19,740	0.79
26	Alabama	4,800	65	105	29	13,510	101	18,240	0.74
27	Delaware	12,255	0	170	1	12,255	72	17,172	0.71
28	Arkansas	7,500	44	66	0	10,404	158	16,332	0.64
29	Tennessee	6,308	66	32	0	10,420	326	17,712	0.59
30	Georgia	7,200	59	40	6	9,914	216	17,232	0.58
31	Connecticut	10,500	0	63	27	10,500	117	18,252	0.58
32	Indiana	9,600	65	30	0	11,550	385	20,664	0.56
33	West Virginia	5,136	50	60	2	8,236	133	15,264	0.54
34	Idaho	4,200	44	73	0	7,412	102	19,140	0.39
35	Texas	7,200	0	140	8	7,200	49	19,728	0.36
36	Nebraska	4,800	0	60	7	4,800	72	15,516	0.31
37	South Dakota	3,200	50	35	0	4,950	141	17,184	0.29
38	Louisiana	0	75	60	0	4,500	75	16,728	0.27
39	Kentucky	0	75	60	0	4,500	75	17,004	0.26
40	Nevada	0	56	101	0	5,656	56	22,404	0.25
41	Montana	0	45	90	6	4,320	45	20,388	0.21
42	Kansas	0	50	68	0	3,400	50	17,736	0.19
43	Maine	0	45	50	3	2,385	45	17,640	0.14
44	Vermont	0	28	66	0	1,848	28	18,036	0.10
45	Wyoming	0	60	20	0	1,200	60	22,500	0.05
46	Utah	0	25	20	5	625	25	18,936	0.03
47	New Mexico	0	0	30	19	0	0	17,676	0.00
48	New Hampshire	0	0	49	13	0	0	15,540	0.00
49	Rhode Island	0	0	66	3	0	0	19,140	0.00
50	North Dakota	0	0	60	0	0	0	19,392	0.00
	Average					15,570		19,050	0.82

Source. 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985.

A RANKING OF STATE LEGISLATORS' SALARIES TO TEACHERS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982/83 AVERAGE TEACHERS' SALARIES	TOTAL LEGISLATOR SALARY/ TEACHER SALARY
1	Massachusetts	30,000	50	364	0	48,200	132	19,000	2.54
2	California	28,110	62	257	56	47,516	152	23,555	2.02
3	Pennsylvania	35,000	75	64	0	39,800	622	21,000	1.90
4	New York	32,960	55	73	5	37,250	478	25,100	1.48
5	Wisconsin	22,631	42	130	43	29,897	173	20,940	1.43
6	Alaska	48,000	0	144	0	48,000	333	33,953	1.41
7	Arizona	15,000	40	103	177	26,200	94	18,849	1.39
8	Michigan	33,200		351	0	33,200	95	23,965	1.39
9	Illinois	28,000	36	65	0	30,340	467	22,618	1.34
10	Oklahoma	20,000	35	86	0	23,010	268	18,110	1.27
11	Maryland	21,000	68	90	1	27,188	299	22,786	1.19
12	New Jersey	25,000	0	76	1	25,000	325	21,642	1.16
13	Ohio	22,500	0	108	0	22,500	208	20,360	1.11
14	Missouri	15,000	35	70	19	18,115	204	17,726	1.02
15	Minnesota	18,500	36	34	23	20,552	361	22,296	0.92
16	Mississippi	8,100	44	96	16	13,028	116	14,285	0.91
17	Colorado	14,000	40	139	0	19,560	141	21,500	0.91
18	Iowa	13,700	30	104	0	16,820	162	18,709	0.90
19	South Carolina	10,000	50	90	0	14,500	161	16,380	0.89
20	Florida	12,000	50	67	19	16,300	190	18,538	0.88
21	Oregon	8,400	44	203	39	19,048	79	22,334	0.85
22	Virginia	11,000	75	61	1	15,650	252	18,707	0.84
23	Washington	13,750	44	90	7	18,018	186	23,413	0.77
24	North Carolina	6,936	50	127	5	13,536	103	17,836	0.76
25	Alabama	4,800	65	105	29	13,510	101	17,850	0.76
26	Arkansas	7,500	44	66	0	10,404	158	15,156	0.69
27	Hawaii	13,650	20	99	2	15,670	155	24,796	0.63
28	Tennessee	8,308	66	32	0	10,420	326	17,425	0.60
29	Delaware	12,255	0	170	1	12,255	72	20,665	0.59
30	Indiana	9,600	65	30	0	11,550	385	20,067	0.58
31	Georgia	7,200	59	40	6	9,914	216	17,412	0.57
32	Connecticut	10,500	0	63	27	10,500	117	20,300	0.52
33	West Virginia	5,136	50	60	2	8,236	133	17,370	0.47
34	Idaho	4,200	44	73	0	7,412	102	17,549	0.42
35	Texas	7,200	0	140	8	7,200	49	19,500	0.37
36	South Dakota	3,200	50	35	0	4,950	141	15,595	0.32
37	Nebraska	4,800	0	60	7	4,800	72	17,412	0.28
38	Nevada		56	101	0	5,656	56	20,944	0.27
39	Kentucky		75	60	0	4,500	75	18,400	0.24
40	Louisiana		75	60	0	4,500	75	19,265	0.23
41	Montana		45	90	6	4,320	45	19,465	0.22
42	Kansas		50	68	0	3,400	50	18,299	0.19
43	Maine		45	50	3	2,385	45	15,722	0.15
44	Vermont		28	66	0	1,848	28	15,338	0.12
45	Wyoming		60	20	0	1,200	60	24,000	0.05
46	Utah		25	20	5	625	25	19,677	0.03
47	New Mexico		0	30	19	0	0	20,600	0.00
48	New Hampshire		0	49	13	0	0	15,353	0.00
49	Rhode Island		0	66	3	0	0	23,175	0.00
50	North Dakota			60	0	0	0	18,390	0.00
	Average					15,570		19,867	0.78

Source: 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985.

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

October 2, 1985

MEMORANDUM

TO: Representative Ron Larson

ATTN: Linda Firestone

FROM: Brad Pierce
Legislative Analyst

RE: Legislative Salaries
Research Request 86-031

Your staff requested this office to do some follow-up [redacted]. In addition, we were asked to compare Alaska legislative salaries to those received by legislators in other states.

Alaska [redacted]

According to the FY 85 Association of Alaska School Boards survey of Alaska Teacher Salary and Benefits, the average teacher's salary is $38,266 per year, or $44,350 when all benefits are included. The statewide average base salary is $26,770 and the average top salary is $48,789. Of the total of 7,039 full-time equivalent positions reported in the survey, [redacted]

[redacted] of Alaska Salaries

We contacted Brian Rogers, Director of the University Statewide Budget Office for information on salaries. According to Mr. Rogers, most university employees are not paid on a full-time basis. Many teachers work part-time and others are on 9-month contracts. The average annual salary for the 3,873 employees with permanent positions in the University system is $33,374. There are [redacted]

Alaska [redacted] Salaries

The Alaska Railroad Corporation has 541 employees. [redacted]

Alaska State Employees

During 1984, the 19,304 State employees in Alaska earned an average salary of $32,403. There are [redacted] who [redacted]

[redacted]

Differences in session length, interim responsibilities and in the philosophy of compensation for public service make it difficult to compare between legislative salaries in various states. Some states, including Alaska, pay their legislators on a straight salary basis. Other states pay salaries and per diem (often prorated to reflect the amount of travel time from an individual's district) and some states pay on a strictly per diem basis. [redacted]

We caution that the 1982 data used to compile these tables is for a particular legislative session and may not accurately reflect an average legislative year for any given state. For example, the Alaska legislature is now limited to a 120-day session which would raise their salary to $400 per day and move it up to fourth in rank. In addition, the expenses used for states with per diem allowances are probably uniformly overestimated. Many states have some sort of voucher reimbursement policy. The per diem calculations used in these tables should be considered the maximum amount possible for each state.

Another method of ranking the Alaska Legislature pay scale with that in other states is to look at the ratio of total legislative salaries to the average teacher's salary in each state. In an attempt to correct for salary differences between states, we have also compared legislators salaries with the average salaries of teachers and state employees in each state. [redacted] Alaska ranks fifth when legislative salaries are compared to state employee wages.

The printouts attached to this memorandum give a fair description of how Alaska legislative salaries compare to those in other states. We hope we have provided sufficient information for your purposes. Please feel free to call us if you have any questions

BP

Attachments

[redacted]

RANK	STATE	1982 LEGISLATORS SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	[redacted]
1	[redacted]	35,000	75	64	0	39,800	[redacted]
2	New York	32,960	55	73	5	37,250	[redacted]
3	Illinois	28,000	36	65	0	30,340	[redacted]
4	Indiana	9,600	65	30	0	11,550	[redacted]
5	Minnesota	18,500	36	34	23	20,552	[redacted]
6	[redacted]	[redacted]	0	144	0	46,000	[redacted]
7	Tennessee	8,308	66	32	0	10,420	326
8	New Jersey	25,000	0	76	1	25,000	325
9	Maryland	21,000	68	90	1	27,186	299
10	Oklahoma	20,000	35	86	0	23,010	268
11	Virginia	11,000	75	61	1	15,650	252
12	Georgia	7,200	59	40	6	9,914	216
13	Ohio	22,500	0	108	0	22,500	208
14	Missouri	15,000	35	70	19	18,115	204
15	Florida	12,000	50	67	19	16,300	190
16	Washington	13,750	44	90	7	18,018	186
17	Wisconsin	22,631	42	130	43	29,897	173
18	Iowa	13,700	30	104	0	16,820	162
19	South Carolina	10,000	50	90	0	14,500	161
20	Arkansas	7,500	44	66	0	10,404	158
21	Hawaii	13,650	20	99	2	15,670	155
22	California	28,110	62	257	56	47,516	152
23	South Dakota	3,200	50	35	0	4,950	141
24	Colorado	14,000	40	139	0	19,560	141
25	West Virginia	5,136	50	60	2	8,236	133
26	Massachusetts	30,000	50	364	0	48,200	132
27	Connecticut	10,500	0	63	27	10,500	117
28	Mississippi	8,100	44	96	16	13,028	116
29	North Carolina	6,936	50	127	5	13,536	103
30	Idaho	4,200	44	73	0	7,412	102
31	Alabama	4,800	65	105	29	13,510	101
32	Michigan	33,200		351	0	33,200	95
33	Arizona	15,000	40	103	177	26,200	94
34	Oregon	8,400	44	203	39	19,048	79
35	Louisiana		75	60	0	4,500	75
36	Kentucky		75	60	0	4,500	75
37	Delaware	12,255	0	170	1	12,255	72
38	Nebraska	4,800	0	60	7	4,800	72
39	Wyoming		60	20	0	1,200	60
40	Nevada		56	101	0	5,656	56
41	Kansas		50	68	0	3,400	50
42	Texas	7,200	0	140	8	7,200	49
43	Maine		45	50	3	2,385	45
44	Montana		45	90	6	4,320	45
45	Vermont		28	66	0	1,848	28
46	Utah		25	20	5	625	25
47	New Mexico		0	30	19	0	0
48	New Hampshire		0	49	13	0	0
49	Rhode Island		0	66	3	0	0
50	North Dakota			60	0	0	0
	Average					15,570	

Source 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985

A RANKING OF LEGISLATORS' SALARIES TO STATE EMPLOYEES' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982 AVERAGE STATE EMPLOYEE SALARY	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	50	364	0	48,200	132	17,980	2.68
2	[redacted]	35,000	75	64	0	39,800	622	18,840	2.11
3	[redacted]	28,110	62	257	56	47,516	152	24,756	1.92
4	[redacted]	32,960	55	73	5	37,250	478	20,940	1.78
5	[redacted]	48,000	0	144	0	48,000	333	28,884	[redacted]
6	Maryland	21,000	68	90	1	27,188	299	17,856	1.52
7	Illinois	28,000	36	65	0	30,340	467	20,808	1.46
8	Michigan	33,200		351	0	33,200	95	22,836	1.45
9	Wisconsin	22,631	42	130	43	29,897	173	20,592	1.45
10	Oklahoma	20,000	35	86	0	23,010	268	18,060	1.27
11	Arizona	15,000	40	103	177	26,200	94	21,360	1.23
12	New Jersey	25,000	0	76	1	25,000	325	20,568	1.22
13	Missouri	15,000	35	70	19	18,115	204	15,612	1.16
14	Ohio	22,500	0	108	0	22,500	208	20,040	1.12
15	Oregon	8,400	44	203	39	19,048	79	19,764	0.96
16	Colorado	14,000	40	139	0	19,560	141	20,760	0.94
17	Florida	12,000	50	67	19	16,300	190	17,628	0.92
18	Mississippi	8,100	44	96	16	13,028	116	14,292	0.91
19	Minnesota	18,500	36	34	23	20,552	361	22,944	0.90
20	Washington	13,750	44	90	7	18,018	186	20,856	0.86
21	Virginia	11,000	75	61	1	15,650	252	18,240	0.86
22	South Carolina	10,000	50	90	0	14,500	161	16,944	0.86
23	Iowa	13,700	30	104	0	16,820	162	19,860	0.85
24	North Carolina	6,936	50	127	5	13,536	103	16,800	0.81
25	Hawaii	13,650	20	99	2	15,670	155	19,740	0.79
26	Alabama	4,800	65	105	29	13,510	101	18,240	0.74
27	Delaware	12,255	0	170	1	12,255	72	17,172	0.71
28	Arkansas	7,500	44	66	0	10,404	158	16,332	0.64
29	Tennessee	8,308	66	32	0	10,420	326	17,712	0.59
30	Georgia	7,200	59	40	6	9,914	216	17,232	0.58
31	Connecticut	10,500	0	63	27	10,500	117	18,252	0.58
32	Indiana	9,600	65	30	0	11,550	385	20,664	0.56
33	West Virginia	5,136	50	60	2	8,236	133	15,264	0.54
34	Idaho	4,200	44	73	0	7,412	102	19,140	0.39
35	Texas	7,200	0	140	8	7,200	49	19,728	0.36
36	Nebraska	4,800	0	60	7	4,800	72	15,516	0.31
37	South Dakota	3,200	50	35	0	4,950	141	17,184	0.29
38	Louisiana	0	75	60	0	4,500	75	16,728	0.27
39	Kentucky	0	75	60	0	4,500	75	17,004	0.26
40	Nevada	0	56	101	0	5,656	56	22,404	0.25
41	Montana	0	45	90	6	4,320	45	20,388	0.21
42	Kansas	0	50	68	0	3,400	50	17,736	0.19
43	Maine	0	45	50	3	2,385	45	17,640	0.14
44	Vermont	0	28	66	0	1,848	28	18,036	0.10
45	Wyoming	0	60	20	0	1,200	60	22,500	0 05
46	Utah	0	25	20	5	625	25	18,936	03
47	New Mexico	0	0	30	19	0	0	17,676	0.00
48	New Hampshire	0	0	49	13	0	0	15,540	0.00
49	Rhode Island	0	0	66	3	0	0	19,140	0.00
50	North Dakota	0	0	60	0	0	0	19,392	0.00
	Average					15,570		19,050	0.82

Source: 1984-1985 Book of the States

Prepared by the House Research Agency, October 1985

A RANKING OF STATE LEGISLATORS' SALARIES TO TEACHERS' SALARIES

RANK	STATE	1982 LEGISLATORS' SALARIES	PER DIEM	SESSION LENGTH	SPECIAL SESSION	1982 TOTAL SALARY	SALARY PER DAY	1982/83 AVERAGE TEACHERS' SALARIES	TOTAL [redacted] SALARY/ [redacted] SALARY
1	[redacted]	30,000	50	364	0	48,200	132	19,000	2.54
2	[redacted]	28,110	62	257	56	47,516	152	23,555	2.02
3	[redacted]	35,000	75	64	0	39,800	622	21,000	1.90
4	[redacted]	32,960	55	73	5	37,250	478	25,100	1.48
5	[redacted]	22,631	42	130	43	29,897	173	20,940	1.43
6	[redacted]	48,000	0	144	0	48,000	333	33,953	[redacted]
7	Arizona	15,000	40	103	177	26,200	94	18,849	1.39
8	Michigan	33,200		351	0	33,200	95	23,965	1 39
9	Illinois	28,000	36	65	0	30,340	467	22,618	1.34
10	Oklahoma	20,000	35	86	0	23,010	268	18,110	1.27
11	Maryland	21,000	68	90	1	27,188	299	22,786	1.19
12	New Jersey	25,000	0	76	1	25,000	325	21,642	1.16
13	Ohio	22,500	0	108	0	22,500	208	20,360	1.11
14	Missouri	15,000	35	70	19	18,115	204	17,726	1.02
15	Minnesota	18,500	36	34	23	20,552	361	22,296	0.92
16	Mississippi	8,100	44	96	16	13,028	116	14,285	0.91
17	Colorado	14,000	40	139	0	19,560	141	21,500	0.91
18	Iowa	13,700	30	104	0	16,820	162	18,709	0.90
19	South Carolina	10,000	50	90	0	14,500	161	16,380	0.89
20	Florida	12,000	50	67	19	16,300	190	18,538	0.88
21	Oregon	8,400	44	203	39	19,048	79	22,334	0.85
22	Virginia	11,000	75	61	1	15,650	252	18,707	0.84
23	Washington	13,750	44	90	7	18,018	186	23,413	0.77
24	North Carolina	6,936	50	127	5	13,536	103	17,836	0.76
25	Alabama	4,800	65	105	29	13,510	101	17,850	0.76
26	Arkansas	7,500	44	66	0	10,404	158	15,156	0.69
27	Hawaii	13,650	20	99	2	15,670	155	24,796	0.63
28	Tennessee	8,308	66	32	0	10,420	326	17,425	0.60
29	Delaware	12,255	0	170	1	12,255	72	20,665	0.59
30	Indiana	9,600	65	30	0	11,550	385	20,067	0.58
31	Georgia	7,200	59	40	6	9,914	216	17,412	0.57
32	Connecticut	10,500	0	63	27	10,500	117	20,300	0.52
33	West Virginia	5,136	50	60	2	8,236	133	17,370	0.47
34	Idaho	4,200	44	73	0	7,412	102	17,549	0.42
35	Texas	7,200	0	140	8	7,200	49	19,500	0.37
36	South Dakota	3,200	50	35	0	4,950	141	15,595	0.32
37	Nebraska	4,800	0	60	7	4,800	72	17,412	0.28
38	Nevada		56	101	0	5,656	56	20,944	0.27
39	Kentucky		75	60	0	4,500	75	18,400	0.24
40	Louisiana		75	60	0	4,500	75	19,265	0.23
41	Montana		45	90	6	4,320	45	19,463	0.22
42	Kansas		50	68	0	3,400	50	18,299	0.19
43	Maine		45	50	3	2,385	45	15,722	0.15
44	Vermont		28	66	0	1,848	28	15,338	0.12
45	Wyoming		60	20	0	1,200	60	24,000	0.05
46	Utah		25	20	5	625	25	19,677	0.03
47	New Mexico		0	30	19	0	0	20,600	0.00
48	New Hampshire		0	49	13	0	0	15,353	0.00
49	Rhode Island		0	66	3	0	0	23,175	0.00
50	North Dakota			60	0	0	0	18,390	0.00
	Average					15,570		19,867	0.78

Source. 1984-1985 Book of the States

Prepared by the House Research Agency October 1985

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

January 15, 1982

MEMORANDUM

TO: Representative Tony Vaska

FROM: Jonathan Sherwood
Research Staff

RE: Research Request 81-202
State and Federal Cost-of-Living Differences

You requested that our office investigate comparative State and federal cost-of-living differences for agencies around the state. We are responding to your request with a memorandum in two parts. The first part will provide information regarding the cost-of-living differentials in the salary schedules for State and federal employees. In the second part, which we hope to complete in the next week, we will provide information regarding cost-of-living differentials other than those used in salary schedules, such as instructional unit allotments, child support enforcement, and day care assistance. If you desire information pertaining to salaries only, please let us know before we commit too much time to the second phase of the research.

SALARY DIFFERENTIALS

The federal government only has two cost of living differentials for Alaska. Federal employees in Anchorage receive a cost-of-living allowance equal to 17.5% of the full yearly amount of their base salary. All other federal employees in Alaska receive 25% of their full yearly base salary as a cost-of-living allowance.

Under ASL 39.27.020, the State of Alaska, with the exception of the University of Alaska, pays its employees pay step differentials based on the election district in which they are employed. An employee in a particular election district receives a salary that is a specified number of pay steps above the basic salary schedule. Attached is the list of pay step differentials and a copy of the current state salary schedule. State employees in the districts which include the communities of Tanana, Ft. Yukon, Barrow, Kotzebue, and Nome would all receive the maximun differential of nine pay steps. Employees in Bethel receive an eight step differential. State of Alaska employees working in other states receive a minus-six differential.

According to Bruce Carr of the Division of Personnel, the basis for the initial differentials was salary and cost-of-living surveys conducted in the early 1970s. Twenty four communities, including Bethel, were surveyed, with every election district represented by at least one community. Some adjustments have been made since that time based upon the Division of Personnel's annual salary survey.

The Board of Regents of the University of Alaska recently implemented a new set of cost-of-living differentials. The new differentials provide all employees of the University system at any one geographic location with the same cost-of-living allowance. Previously, community college faculty had one set of differentials; community college rural education administrative, professional, and technical staff had another, and the University central faculty and administrative, professional and technical staff had a third. Under the new differentials, University employees in Bethel will receive 140% of their base salaries. This is an 8% decrease for community college faculty, but an 11% increase for CCREE administrative, professional, and technical staff, and a 26% increase for University central faculty and administrative, professional, and technical staff.

According to F. Stephan Malott, Director of Compensation for the University of Alaska, the new differentials are based on the recommendations of a 1981 study of community college area differentials by the consulting firm of Homan-McDowell. The differentials are based on the results of cost-of-living studies done over the past sixteen years and on Homan-McDowell's own index of community amenities. I have enclosed an attachment from the meeting at which the new differentials were recommended to the Board of Regents, which shows the previous sets of differentials as well as the new differentials.

The motion passed by the Board of Regents included a provision which protects employees not represented by collective bargaining from a pay cut should the schedule reduce the amount of their differential. Employees represented by the Alaska Community College Federation of Teachers will receive pay cuts if their area differentials are reduced. ACCFT members in Bethel and Juneau had their differential cut by 8% and 7.1% of their base salary respectively. The ACCFT is challenging the Board's action in court.

We will begin compiling information on other cost-of-living allowances used by the State. We hope to have this information to you very soon. If you have any questions, or if we can be of further assistance, please do not hesitate to contact us.

Attachments
ASL 39.27.020-.040
University of Alaska Geographic Salary Differentials

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
19	2,652	2,746	2,845	2,953	3,055	3,171
20	2,845	2,953	3,055	3,171	3,278	3,401
21	3,055	3,171	3,278	3,401	3,518	3,648
22	3,278	3,401	3,518	3,648	3,781	3,922
23	3,518	3,648	3,781	3,922	4,066	4,220
24	3,781	3,922	4,066	4,220	4,377	4,540
25	4,066	4,220	4,377	4,540	4,709	4,888
26	4,220	4,377	4,540	4,709	4,888	5,066
27	4,377	4,540	4,709	4,888	5,066	5,260
28	4,540	4,709	4,888	5,066	5,260	5,446
29	4,709	4,888	5,066	5,260	5,446	5,638
30	4,888	5,066	5,260	5,446	5,638	5,839

[Effective January 1, 1981] The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of the Public Employment Relations Act:

Range No.	Step A	Step B	Step C	Step D	Step E	Step F
05	1,181	1,213	1,249	1,284	1,319	1,354
06	1,249	1,284	1,319	1,354	1,393	1,433
07	1,319	1,354	1,393	1,433	1,475	1,521
08	1,393	1,433	1,475	1,521	1,564	1,613
09	1,475	1,521	1,564	1,613	1,662	1,708
10	1,564	1,613	1,662	1,708	1,761	1,814
11	1,662	1,708	1,761	1,814	1,870	1,928
12	1,761	1,814	1,870	1,928	1,995	2,063
13	1,870	1,928	1,995	2,063	2,135	2,213
14	1,995	2,063	2,135	2,213	2,291	2,378
15	2,135	2,213	2,291	2,378	2,455	2,548
16	2,291	2,378	2,455	2,548	2,640	2,736
17	2,455	2,548	2,640	2,736	2,837	2,935
18	2,640	2,736	2,837	2,935	3,039	3,153
19	2,837	2,935	3,039	3,153	3,260	3,382
20	3,039	3,153	3,260	3,382	3,494	3,623
21	3,260	3,382	3,494	3,623	3,746	3,882
22	3,494	3,623	3,746	3,882	4,022	4,170
23	3,746	3,882	4,022	4,170	4,321	4,483
24	4,022	4,170	4,321	4,483	4,648	4,819
25	4,321	4,483	4,648	4,819	4,996	5,184
26	4,483	4,648	4,819	4,996	5,184	5,371
27	4,648	4,819	4,996	5,184	5,371	5,575
28	4,819	4,996	5,184	5,371	5,575	5,770

Revisor's note. — Section 6, ch. 138, SLA 1975, provides: "This Act takes effect immediately in accordance with AS 01.10.070(c), and terminates upon the effective date of the pay schedule established by the State Personnel Board under AS 39.25.070(7) (as enacted by a version of SB 318, "An Act relating to public employment; and providing for an effective date"). AS 39.25.070(7) was never enacted by a version of SB 318, so no pay schedule was adopted under it.

Sec. 39.27.015. Cost-of-living adjustments.

Repealed by § 12 ch 80 SLA 1978.

Editor's note. — The repealed section derived from § 2, ch. 47, SLA 1974.

Sec. 39.27.020. Pay step differentials by election district and in other states. (a) The following pay step differentials are approved as an amendment to the basic salary schedules provided in AS 39.27.011:

Election District	Pay Steps Above Basic Salary Schedule
1	0
2	1
3	1
4	0
5	2
6a (excluding Valdez Duty Station)	4
6b (Valdez Duty Station)	5
7	1
8	0
9	2
10	2
11	2
12	7
13	7
14	8
15a (excluding Nenana Duty Station)	9
15b (Nenana Duty Station)	8
16a (south of Arctic Circle)	4
16b (north of Arctic Circle)	9
17	9
18	9
19	8
In other states	minus 6

(b) For purposes of (a) of this section, "election district" means an election district designated in the governor's proclamation of reapportionment and redistricting of December 7, 1961.

wording of subsections (a) and (b) is nearly identical, there would seem to be no basis for assigning different implementation times to the increments, unless an indication of such legislative intent is to be found elsewhere. The supreme court has discovered no such expression of contrary legislative intent. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Thus, employees entitled retroactively to pay increments in subsection (b). — As of July 1, 1972, state employees who otherwise met the statutory eligibility requirements and had been in the last step of their pay range for four, nine, or 13 years should have immediately received the pay increments provided by subsection (b) of this section. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Given an indication of retroactivity in the Free Conference Committee Report on the original bill and the similarity in the phrasing of subsections (a) and (b), the most intrinsically reasonable interpretation of the bill would seem to be that, in the absence of any indications of legislative intent to the contrary, if eligibility for the initial pay increase was to become effective on July 1, 1972, then eligibility for all the incremental increases should become effective on that date. Alaska Pub. Employees Ass'n v. State, Sup. Ct. Op. No. 1066 (File No. 1999), 525 P.2d 12 (1974).

Increments as salary steps. — Interpretating the longevity pay increments provided for by this section, so as to suggest that these increments may not be salary steps and therefore employees receiving these longevity increments who are promoted to a higher job series are not entitled to the salary increases required by Personnel Rule 9.02.13 and article 7 of the agreement between the state of Alaska and Alaska Public Employees Association covering the general government unit would be at variance with the legislative intent expressed in this section. September 11, 1974, Op. Att'y Gen.

Sec. 39.27.025. Swing and graveyard shift differentials. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter. (§ 3 ch 87 SLA 1971)

Legislative history report. — For report on ch. 87, SLA 1971 (FCCS SCSHB 106), see 1971 House Journal, p. 378.

Sec. 39.27.030. Annual salary survey. (a) The director of the division of personnel shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.040, and make recommendations in pay ranges to be applied to all classes of positions in the state's partially exempt and classified service. This survey shall

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

(2) reflect the competitive position of the state, first, by comparing state salary levels with salary levels of comparable classes in private industry, in other governmental agencies throughout the state, and in

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

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

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

(d) The director shall, on a regular basis, report to the state employees association by providing a summary of the information accumulated during the data-gathering process; he shall consult with the employees association and consider its findings before his final recommendation. (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971)

Cross reference. — As to gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

Sec. 39.27.035. Preparation and submission of pay schedules. The director shall 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. The director shall also prepare annual pay schedules for persons in the state service in each election district. These annual pay schedules shall either add to or subtract from the base pay of the person in state service according to the data obtained by the annual salary survey conducted under AS 39.27.030 — 39.27.040. The base pay schedule and the election district differentials shall be prepared annually from data obtained by the annual salary survey provided for in AS 39.27.030 — 39.27.040. The salary schedule shall be reviewed by the personnel board before submission to the legislature. A report and recommended salary schedules shall be submitted to each regular session of the legislature no later than five days after the session convenes. (§ 1 ch 226 SLA 1970)

Sec. 39.27.040. University salary survey. The director shall conduct an annual salary survey in the manner prescribed by AS 39.27.030 — 39.27.035, and make recommendations to the Board of

Regents of the University of Alaska on pay ranges to be applied to all classes of positions excluding academic and research positions in the university system. The Board of Regents shall consider these recommendations when establishing pay schedules for employees. (§ 1 ch 226 SLA 1970)

Sec. 39.27.045. Definitions. In AS 39.27.030 — 39.27.040, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970)

Chapter 30. Insurance and Supplemental Employee Benefits.

Article
1. Old Age and Survivors Insurance (§§ 39.30.010 — 39.30.080)
2. Group Life and Health Insurance (§§ 39.30.090 — 39.30.100)
3. Special Hazard Insurance (§ 39.30.130)
4. Supplemental Employee Benefits on Withdrawal from Social Security (§§ 39.30.150 — 39.30.180)

Article 1. Old Age and Survivors Insurance.

Section
10. Federal territorial agreement
20. Contributions by employees
30. Plans for coverage of employees of political subdivisions
40. Deposits and withdrawals
50. Administrative costs
60. Rules and regulations
70. Studies and reports
80. Definitions

Sec. 39.30.010. Federal territorial agreement. (a) The director of finance, with the approval of the governor, may on behalf of the territory enter into an agreement with the Federal Security Administrator, consistent with AS 39.30.010 — 39.30.080, for the purpose of extending the benefits of the federal old age and survivors insurance system to employees of the territory or a political subdivision with respect to services specified in the agreement which constitute employment.

(b) The agreement may contain provisions relating to coverage, benefits, contributions, effective date, modification and termination of the agreement, administration, and other appropriate provisions which the parties agree upon, but, except as may be otherwise required under the Social Security Act as to the services to be covered, the agreement shall provide in effect that

(1) benefits will be provided for employees whose services are covered by the agreement, and their dependents and survivors, on the same basis as though the services constituted employment within the meaning of Title II of the Social Security Act;

(2) the territory will pay to the Secretary of the Treasury, as may be prescribed under the Social Security Act, contributions with respect to

ATTACHMENT

Geographic Salary Differentials

Background: University employees are paid a percentage of their salary as an allowance to compensate for differences within Alaska for cost-of-living, isolation, lack of amenities, etc. Currently, the allowances vary for different groups of University employees. Frank B. Manley & Co. recommended adoption of differentials which are consistent for all employees at a given location.

Recommendation: The following differentials are recommended to be effective January 10, 1982:

Current Differentials

Location	CCREE APT and All Classified	Univ.Ctr. Faculty and APT	Comm. College Faculty	Recommended
Anchorage	100%	100%	100%	Base
Juneau	100	100	107.1	Base
Ketchikan	100	100	100.6	Base
Mat-Su	103.7	103.7	101.8	Base
Sitka	103.7	103.7	110.0	105
Kenai	106.15	103.72	110.5	110
Kodiak	106.15	103.72	114.2	115
Fairbanks	113.84	106.92	107.9	110
Valdez	116.92	108.46	115.9	115
Bethel	129.23	114.62	148.0	140
Nome	129.33	114.62	141.8	140
Galena	132.3	116.15	139.3	140
Kotzebue	132.3	116.15	130.0	140

For employees at worksites not listed, the President shall issue regulations setting the appropriate differential.

Any changes in differentials for the ACCFT Bargaining Unit shall be determined in accordance with the labor contract.

(3) Students (general): Student employees (cross-reference Policy and Regulation 09.05.01) who meet the criteria for eligibility for student employment and who fill student-designated positions.

D. Geographic Salary Differentials

The following differentials shall apply at the locations noted, which are not listed in the corresponding Regents' policy 04.01.14:

Adak	130
Aleutians	130
Angoon	105
Barrow	140
Chugiak	100
Copper Center	115
Cordova	115
Delta Junction	120
Dillingham	130
Eagle River	100
Fort Yukon	140
Girdwood	100
Haines	120
Homer	110
McGrath	140
Nenana	120
Petersburg	105
Sand Point	130
Seward	110
Tok	120

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

January 27, 1982

MEMORANDUM

TO: Representative Anthony Vaska

FROM: Jonathan Sherwood
Research Staff

RE: Research Request 81-202
State and Federal Cost-of-Living Differences

This is the second of two memoranda pertaining to cost-of-living differentials used by State and federal agencies. The first memorandum explained the salary differentials in use for State and federal employees; this memorandum will discuss differentials used by State programs to determine payments made to individuals and institutions in various geographical locations within the state.

The following programs have methods of differentiating payments among communities according to cost differences among communities.

The Public School Foundation Program
The Child Care Program
The Day Care Assistance Program
The Energy Assistance Program
The Foster Care Program

The Public School Foundation Program administered by the Department of Education pays Instructional Unit Allotments to local school districts. The Instructional Units Allotments are adjusted to reflect the different costs of operating facilities among Alaskan locations. The differentials used to adjust the Instructional Unit Allotments are determined by the legislature. The differentials have been amended in almost every legislative session since the program began in 1970. According to Alison Elgee of Legislative Finance, changes usually result from requests by the individual school districts. Attached is a copy of AS 14.17.051 which gives the current Instructional Unit Allotment differentials.

The Division of Local Government Assistance in the Department of Community and Regional Affairs uses cost-of-living differentials in determining payments to day care programs. The Child Care Grant Program, which gives grants to day care facilities, uses the differentials established for the Instructional Unit Allotment payments. The Day Care Assistance Program, which makes payments to day care consumers,

uses the differentials of the Department of Administration's salary schedule.

The Department of Health and Social Services also administers programs which allow for cost-of-living differences. The Energy Assistance Program varies its maximum grant limit according to the heating costs for different communities. Using a survey of fuel dealers and weather data from the National Oceanic and Atmospheric Administration, communities are classified in one of six categories, with grant maximums varying from $450 to $775. Because both local costs and weather factors are used in the classification, it is possible for two geographically close communities to have different grant classifications. According to Jim Dalman, fuel costs are not surveyed on a regular basis, but the Energy Assistance Program accepts public testimony regarding increased heating costs in a community relative to other locations and tries to adjust its classifications accordingly. Attached is a list of Alaskan communities and their classification, and a list of the latest grant maximums for each class.

The Foster Care Program divides the state into four regions and pays foster care providers different amounts of money depending on the age of the child and the region in which the providers are located. The base region is Southcentral-Southeastern-Southern, which includes Anchorage, Juneau, and Ketchikan. The Northern region, which includes Fairbanks, is paid 105% of the base. The Western region, Bethel and the surrounding villages, receives 132% of the base. The Northwest region, including Nome, Barrow, and Kotzebue, receives 137% of the base. No distinction is made between rural and urban areas within a region. The Department of Administration salary differentials are used as the basis of these differentials, although public hearings held annually will accept testimony regarding their fairness.

The table on the following page compares cost-of-living differentials used by state agencies for selected Alaskan communities. There is considerable difference among the geographical differentials used by the various programs. The differentials used for Bethel for the various programs range from 123% of Anchorage to 155% of Anchorage. It should be reiterated that different programs consider different factors in computing differentials. For example, the Energy Assistance Program differential only adjusts for differences in home heating costs, while the Day Care Program and the Foster Care Program attempt to adjust for a variety of factors, including food costs, shelter costs, and transportation.

Other programs within the purview of the State may use cost-of-living differentials; however, we were only able to find information on the programs mentioned above. If you have any questions, or if we can be of further assistance, please do not hesitate to contact us.

COST OF LIVING DIFFERENTIALS FOR SELECTED ALASKAN COMMUNITIES
(Percent of Anchorage)

	Day Care & Foster Care	Instructional Unit Allotment & Child Care	Energy Assistance
Anchorage	100%	100%	100%
Barrow	137	155	148
Bethel	132	155	123
Ketchikan	100	100	86
Nome	132	155	123
St. Mary's	132	155	138

Source: AS 14.17.051, AS 37.27.011, and 7 ACC 44.080.

JS/bf
Attachments

AS 14.17.051
7 ACC 44.080
Maximums for Energy Assistance Grants

(§ 4 ch 226 SLA 1970; am § 1 ch 137 SLA 1972; am § 4 ch 81 SLA 1975; am § 7 ch 90 SLA 1977; am § 2 ch 115 SLA 1978; am §§ 9 — 11, 20 ch. 26 SLA 1980; am § 1 ch 119 SLA 1981)

Revisor's notes. — AS 14.17.041(f)(2) was rewritten by Section 1, Chapter 119, SLA 1981. The paragraph is flawed by a doubling error. There is no evidence of whether the legislature intended the paragraph to read "... one instructional unit for each 11 special education pupils or fraction of 11 pupils in ADM" or "... one instructional unit for each 14 special education pupils or fraction of 14 pupils in ADM".

Effect of amendments. — The 1977 amendment rewrote this section.

The 1978 amendment added subsection (g).

Section 9, ch. 26, SLA 1980 rewrote subsection (a). Section 10, ch. 26, SLA 1980 rewrote subsection (c). Section 11, ch. 26, SLA 1980 substituted "15" for "20" where it appears at the bottom of the second column in subsection (c). Section 20, ch. 26, SLA 1980 repealed subsections (b) and (d).

The 1981 amendment, effective August 6, 1981, rewrote subsection (f).

Editor's notes. — Section 3, ch. 119, SLA 1981, provides: "The amendment to AS 14.17.041 (f) made by this Act may not be applied to reduce the number of allowable instructional units for special education below the number of units allowed during the school term ending in 1981."

Section 4, ch. 119, SLA 1981, provides: "Notwithstanding sec. 1 of this act, in computing the state aid for special education under AS 14.17 for the fiscal year beginning July 1, 1981, a school district or a rural educational attendance area has the same number of allowable instructional units for special education that it had during the fiscal year beginning July 1, 1980."

Sec. 14.17.051. Instructional unit allotment. The instructional unit allotment for each school district or regional educational attendance area is as follows:

(1) for Gateway Borough School District, City and Borough of Juneau School District, and Anchorage School District, the district is entitled to receive the base instructional unit allotment;

(2) for Annette Island School District, Petersburg City School District, Wrangell City School District, Sitka Borough School District, and Matanuska-Susitna Borough School District, the district or area is entitled to receive 104 per cent of the base instructional unit allotment;

(3) for Craig City School District, Hydaburg City School District, Klawock City School District, Kake City School District, Chatham School District, Skagway City School District, Southeast Island School District, and Kenai Peninsula Borough School District, the district or area is entitled to receive 108 per cent of the base instructional unit allotment;

(4) for Pelican City School District, Hoonah City School District, and North Star Borough School District, the district or area is entitled to receive 112 per cent of the base instructional unit allotment;

(5) for Copper River School District, Cordova City School District, Valdez City School District, and Haines Borough School District, the district or area is entitled to receive 115 per cent of the base instructional unit allotment;

(6) for Nenana City School District, Delta School District, Alaska Gateway School District, Upper Railbelt Regional School District,

Yakutat City School District, Chugach School District, and Copper River School District, the district or area is entitled to receive 120 percent of the base instructional unit allotment;

(7) for Adak Regional School District the area is entitled to receive 140 per cent of the base instructional unit allotment;

(8) for Pribilof Islands School District, Aleutian Chain School District, King Cove City School District, Sand Point City School District, and Unalaska City School District, the district or area is entitled to receive 150 percent of the base instructional unit allotment;

(9) for Yukon Flats School District, Dillingham City School District, Bristol Bay Borough School District, Southwest Regional School District, Lake Peninsula School District, Lower Kuskokwim School District, Galena City School District, Kuspuk School District, Yukon-Koyukuk School District, Northwest Arctic School District, Selawik City School District, Nome City School District, Bering Straits School District, Iditarod Area School District, North Slope Borough School District, Lower Yukon School District, and St. Mary's City School District, the district or area is entitled to receive 155 per cent of the base instructional unit allotment.

(10) for Kodiak Island School District, the district is entitled to receive 116 per cent of the base instructional unit allotment. (§ 4 ch 238 SLA 1970; am § 1 ch 40 SLA 1971; am § 5 ch 81 SLA 1975; am § 12 ch 124 SLA 1975; am § 8 ch 90 SLA 1977; am §§ 3 — 6 ch 115 SLA 1978; am § 12 ch 26 SLA 1980; am § 6 ch 119 SLA 1981)

Revisor's notes. — The Copper River School District was added to AS 14.17.051(6) by Chapter 119, SLA 1981. As a result of a drafting error, the Copper River School District was not removed from AS 14.17.051(5).

Effect of amendments. — The 1977 amendment, rewrote the section.

The 1978 amendment deleted "Southeast School District" following "Annette Island School District" in paragraph (2), inserted "Southeast Island School District" in paragraph (3), deleted "Kodiak Island Borough School District" following "Pelican City School District" in paragraph (4), and added paragraph (10).

The 1980 amendment inserted "Sand Point City School District" following "King Cove City School District" in paragraph (8).

Editor's notes. — Section 23, ch. 26, SLA 1980, provides: "The Legislative Budget and Audit Committee shall undertake a study of the differential instruction unit values applicable to school districts under AS 14.17.051. The study shall establish the appropriate differential elements and weighting factors for instructional units and shall include a process for periodic revisions of the differential instructional unit allotment values. The committee shall submit the study and its recommendations on the study to the legislature no later than January 15, 1981."

The 1981 amendment, effective August 8, 1981, deleted "and" preceding "Chugach School District" and added "and Copper River School District" preceding "the district or area is entitled," in paragraph (6).

Sec. 14.17.056. Base instructional unit value. The base instructional unit value for fiscal years beginning on or after July 1, 1982, is $42,450. (§ 4 ch 238 SLA 1970; am § 1 ch 88 SLA 1973; am § 1 ch 140 SLA 1974; am § 6 ch 81 SLA 1975; am § 3 ch 173 SLA 1976; am § 10 ch 90 SLA 1977; am § 7 ch 115 SLA 1978; am §§ 13, 14 ch 26 SLA 1980; am § 5 ch 119 SLA 1981)

APPENDIX A TO 7 AAC 44

Community	Community Code
Adak	D
Akhiok	C
Akiachak	E
Akiak	E
Akutan	D
Alakanuk	E
Aleknagik	D
Allakaket	F
Ambler	E
Anaktuvuk Pass	F
Anchorage	C
Anchor Point	C
Angoon	B
Aniak	E
Annette	B
Anvik	E
Arctic Village	F
Atka	C
Atmautluak	E
Auke Bay	A
Barrow	F
Barter Island	F
Beaver	F
Belofski	D
Bethel	D
Bettles	F
Big Lake	C
Birch Creek	F
Brevig Mission	E
Broad Pass	D
Buckland	E
Candle	E
Cantwell	D
Canyon City	B
Canyon Village	F
Cape Yakataga	C
Central	E
Chalkyitsik	F
Chaniliut	E
Chase	C
Chefornak	E
Chena Hot Springs	D
Chenega	C
Chevak	E
Chickaloon	C
Chicken	D
Chignik	D
Chignik Lagoon	D
Chignik Lake	D
Chistochina	D
Chitina	D
Chugiak	C
Circle	E
Circle Hot Springs	E
Clam Gulch	C
Clarks Point	D
Clear	D
Cohoe	C
Cold Bay	D
College	D
Cooper Landing	C
Copper Center	D
Cordova	B
Craig	B
Crooked Creek	E
Curry	C
Deering	F
Delta Junction	D
Dillingham	D
Diomede	E
Dot Lake	D
Douglas	A
Dunbar	D
Eagle	D
Eagle River	C
Eek	E
Egegik	D
Eielson AFB	D
Ekuk	D
Ekwok	D
Elfin Cove	B
Elim	E
Elmendorf AFB	C
Emmonak	E
English	C
Excursion Inlet	B
Fairbanks	D
False Pass	D
Fort Greely	D
Fortuna Ledge	E
Fort Wainwright	D
Fort Yukon	F
Fox	D
Funter Bay	B
Gakona	D
Galena	F
Gambell	E

Community	Community Code
Georgetown	E
Girdwood	C
Glennallen	D
Golovin	E
Goodnews Bay	E
Grayling	E
Gruen	C
Gulkana	D
Haines	A
Halibut Cove	C
Hawk Inlet	B
Haycock	E
Healy	D
Holikachuk	E
Holy Cross	E
Homer	C
Hoonah	B
Hooper Bay	E
Hope	C
Hughes	F
Huslia	F
Hydaburg	B
Hyder	B
Igiugik	D
Iliamna	D
Indian	C
Ivanof Bay	D
Juneau	A
Kake	B
Kaktovik	F
Kalskag (Lower)	E
Kalskag (Upper)	E
Kaltag	F
Karluk	C
Kasaan	B
Kasigluk	E
Kasilof	C
Kenai	C
Kenny Lake (lower Tonsina)	D
Ketchikan	A
Kiana	F
King Cove	D
King Salmon	D
Kipnuk	E
Kivalina	E
Klawock	B
Klukwan	B
Kobuk	E
Kodiak	B
Kokhanok	D
Kokrines	F
Koliganek	D
Kongiganak	E
Kotlik	E
Kotzebue	E
Koyuk	E
Koyukuk	F
Kwethluk	E
Kwigillingok	E
Larsen Bay	C
Levelock	D
Lime Village	E
Livengood	D
Manley Hot Springs	E
Manokotak	D
Medfra	F
Mekoryuk	E
Mentasta Lake	D
Metlakatla	B
Miller House	D
Minchumina Lake	F
Minto	F
Moose Pass	C
Mt. Edgecumbe	A
Mountain View	C
Mountain Village	E
Myers Chuck	B
McGrath	E
McKinley Park	D
Nabesna	D
Naknek	D
Napaimiut	E
Napakiak	E
Napaskiak	E
Nenana	D
Newhalen	D
New Stuyahok	D
Newtok	E
Nickolai	E
Nikolski	D
Nightmute	E
Ninilchik	C
Noatak	E
Nome	D
Nondalton	D
Noorvik	E
Northeast Cape	E
North Pole	D
Northway	D

Community	Community Code
Nulato	F
Nuiqsat	F
Nunapitchuk	E
Ohgsenakale (Portage Creek)	D
Old Harbor	C
Oscarville	E
Ouzinkie	C
Palmer	C
Pavloff Harbor	C
Paxson	D
Pedro Bay	D
Pelican	B
Perryville	D
Petersburg	A
Pilot Point	D
Pilot Station	E
Pitka's Point	E
Platinum	E
Point Baker	B
Point Hope	E
Point Lay	F
Portage	C
Port Alexander	B
Port Alsworth	D
Port Chilkoot	A
Port Graham	C
Port Heiden	D
Port Lions (Afognak)	C
Port Protection	B
Pribilof Islands	D
Quinhagak	E
Rampart	F
Red Devil	E
Richardson (Fort)	C
Ruby	F
Russian Mission	E
Saint George	D
Saint Marys	E
St. Michaels	E
St. Paul Island	D
Sand Point	D
Savoonga	E
Scammon Bay	E
Selawik	E
Seldovia	C
Seward	B
Shageluk	E
Shaktoolik	E
Sheldon Point	E
Shishmaref	E
Shungnak	E
Sitka	A
Skagway	A
Skwentna	D
Slana	D
Sleetmute	E
Soldotna	C
South Naknek	D
Spenard	C
Squaw Harbor	D
Stebbins	E
Sterling	C
Stevens Village	F
Stony River	E
Susitna	D
Sutton	C
Takotna	F
Talkeetna	C
Tanacross	D
Tanana	F
Tatitlek	C
Teller	E
Tenakee	B
Tetlin	D
Togiak	D
Tok	D
Toksook Bay	E
Tonsina	D
Trapper's Creek	C
Tuluksak	E
Tuntutuliak	E
Tununak	E
Tuxekan	B
Twin Hills	D
Tyonek	C
Ugashik	D
Unalakleet	E
Unalaska (Dutch Harbor)	D
Unga	D
Usibelli	D
Valdez	B
Venetie	F
Wainwright	F
Wales	E
Ward Cove	A
Wasilla	C
White Mountain	E

Community	Community Code
Whittier	B
Willow	C
Wiseman	F
Wrangell	A
Yakutat	B

Note: Households that are heated with natural gas are, with the exception of those located in Barrow, assigned the letter preceding the letter assigned to the community as a whole. Those located in Barrow are assigned the letter D. (Editor's Note: See 7 AAC 44.080.)

CHAPTER 45. AID TO FAMILIES WITH DEPENDENT CHILDREN

Section
10. Property retention
20. Relationship to a dependent child
30. (Repealed)
40. Proof of age and unborn child
50. (Repealed)
60. (Repealed)
70. Initial determination period
80. Subsequent determination period
90. Changes in circumstances
100. Special supplemental payments
110. Reporting changes
120. Reporting income
130. Work expenses and deductions
900. Definitions

7 AAC 45.010. PROPERTY RETENTION. (a) A family or child otherwise eligible for Aid to Families with Dependent Children may retain real or personal property as follows, up to the following limitations:

(1) a home providing shelter for the applicant or recipient and the land on which it is situated, with no maximum value;

(2) income-producing real or personal property, with no maximum value; however, all income derived from such property will be taken into consideration in determining the recipient's need;

(3) boats, cars and snowmobiles, with no maximum value;

(4) ordinary household and personal effects;

(5) not more than $500 in cash or on deposit for any Aid to Families with Dependent Children family unit;

(6) other personal property, including loan or cash value of insurance, non-income-producing real property other than the home, or any combination of real and personal property not to exceed a current market value of $1,000 for any Aid to Families with Dependent Children family unit; current monthly payments of Supplemental Security Income, Adult Public Assistance, Aid to Families with Dependent

MAXIMUMS FOR ENERGY ASSISTANCE GRANTS BY COMMUNITY CODE

Community Code	Grant Maximum
A	$450
B	500
C	525
D	650
E	725
F	775

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
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April 11, 1985

MEMORANDUM

TO:

FROM: Eric Laschever
Legislative Analyst

RE: Composition, Compensation and Work Schedule of State Boards and Commissions, Research Request 85-255

At your request, I have prepared a comparison of State boards and commissions which addresses the following topics: number of members, number of days spent meeting annually, compensation of members and budgets of the organizations.

There are over 100 State boards and commissions. The Office of Boards and Commissions of the Governor's Office conducted a comprehensive survey of these organizations from October 1983 to February 1984. While the information which follows is at least a year old, it is the only comprehensive information which exists.

Attachment A presents a summary of the composition of Alaska's boards and commissions. The size of these organizations range from three to twenty-one members. The average size of these organizations is eight members.

Attachment B presents a summary of the number of days spent meeting annually. The survey requested information on the number of meetings per year, the number of days spent meeting by the full organization and the number of panel and subcommittee hearings and meetings. Ninety-six organizations provided information on the first topic. The number of meetings ranged from 1 to 125; the average number of meetings was seven meetings per year. Ninety-nine organizations provided information on the second topic. The number of days spent in meetings ranged from 1 to 92; the average number of days was 11 days. Fifty-three organizations provided information on the third topic. The number of panel and subcommittee meetings ranged from 1 to 120; the average number of such meetings was nine. These figures exlude commissions such as the Commercial Fisheries Entry Commission which is a State agency that operates continuously. All but 14 of the organizations that provided information on compensation indicated that their members received only per diem and travel expenses. The following three organizations are

full-time State agencies: the Commercial Fisheries Entry Commission, the Oil and Gas Conservation Commission and the Alaska Public Utilities Commission. Commissioners for these organizations receive salaries. The compensation, in addition to travel and per diem, received by members of the remaining eleven organizations is summarized in Table 1.

Table 1

Compensation For Board and Commission Members
In Addition to Per Diem and Transportation

Organization	Compensation
Boards of Fisheries and Game	$150.00/day for regular meetings $100.00/day for other meetings
Alaska Housing Finance Corporation	$100.00/day
Alaska Industrial Development Authority	$100.00/meeting
Medical Indemnity Corporation	$200.00/day at full board meeting $100.00/day at committee meetings
Occupational Safety and Health Review Board	$50.00/day for hearings
Parole Board	$100.00/day
Board of Trustees, Alaska Permanent Fund	$400.00/day
Public Employees and Teachers' Disability Review Board	Physician members receive $250/hour per AS 39.36.010 (e)
Alaska Public Offices Commission	$50.00/day
Alaska Workers' Compensation Board	$50.00/day

Source: Office of Boards and Commission

According to Carol Derfner, the Governor's Special Assistant for Boards and Commissions, a number of board and commission members have noted that per diem and travel reimbursement are insufficient to cover actual expenses. She adds that members often lose income from their jobs while attending their meetings and that loss of income is often the reason that people turn down appointments to these organizations.

Attachment C contains a summary of the FY 84 budgets for all boards and commissions. A number of organizations are unfunded; budgets of the funded organizations range from $1,600 to over $14 million.

Please contact us if we can provide further information.

EL

Attachments

ATTACHMENT A

Composition of Boards and Commissions

COMPOSITION OF ALASKA'S BOARDS AND COMMISSIONS

I.D. KEY	BOARD STATUS	BOARD/COMM	TOTAL MEMBERS	VACANT POS.	CAUC	AK NAT	HISP	BLACK	ASIAN	OTHER	MALE	FEMALE	URBAN	RURAL
1	DORMANT	ADMIN OF JUSTIC	13											
2		AG ACTION COUNC	5								5		1	4
3		AG REVOLV LN FD	5								5		1	4
4		ALCOHOL BEV BD	5		5						4	1	2	1
5		ALCOHOLISM, REV	9	2	3	3			1		3	4	7	
6		ARCH, ENGR, SURVE	9	2	7						6	1	7	
7		ARTS, ST COUNCI	11		10	1					5	6	7	4
8		ASSESSMENT REV	5	1	4						4		2	2
9	DORMANT	ATHLETIC COMM	4	2	2						2		2	
10		BALD EAGLE PRES	12		7	5					11	1	4	8
11		BAR, BRD OF GOV	12	1	11						7	4	11	
12		BARBER & HAIRDR	5		4		1				2	3	5	
13		BLOCK GRANTS	11	4	6	1					4	3	4	3
14		CATASTROPHIC IL	3								2	1	3	
15		CHIROPRACTIC EX	5		5						4	1	4	1
16		COASTAL POLICY	15		11	4					12	3	10	5
17		CODE REVISION	8	1	7						7		7	
18		COMM FISH ENTRY	3		3						3		3	
19		CFAB	7											
20		CONTRL SUBSTANC	9											
21		CORRECTIONAL IN	7		7						6	1	6	1
22	DORMANT	CULTURAL FACILI	5											
23		DENTAL EXAMINER	7		7						6	1		
24		DISPENSING OPTI	5	1	4						3	1	3	1
25		DOM VIOL & SEX	7		6				1		3	4	6	1
26		DRUG ABUSE	12	6										
27		EDUCATION COMM	7											
28		EDUCATION, BRD	7		5	2					4	3	4	3
29		ELECTRICAL EXAM	3		3						3			
30		EMERG MED SERVI	11	2	8	1					5	4	4	5
31		EMPLOY HANDICAP	12		12						6	6		
32		EMPLOY SECURITY	5		4					1	5		4	1
33														
34														
35		FEDERAL AREAS	16		15	1					13	3	13	3
36		FISHERIES BOARD	7		5	2					7		2	5
37		FISHERMENS FUND	6	1	3	1					5		1	4
38		FORESTRY BOARD	14	6	13	1					14			
39		GAME BOARD	7		4	2				1	6	1	4	3
40		GEOGRAPHIC BRD	8								6	2	8	
41		GUIDE LICENSING	7	1	4	2					5	1	4	2
42		HANDICAP&GIFTED	18		17	1					10	8	13	5
43														

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44		HISTORIC SITES	7		6	1				4	3	7		
45		HISTORICAL COMM	6		5	1				4	2	5	1	
46		HISTORICAL RECO	7		7					5	2	7		
47		HOUSING AUTHORI	5		4			1		3	2	5		
48		HOUSING FINANCE	5		5					4	1	4	1	
49		HUMAN RIGHTS	7		1	2	1	2	1	4	3	5	2	
50		HUMANITIES FORU	13		7	5		1						
51		INDUSTRIAL DEVE	5	1	3	1				4		4		
52	DORMANT	INT'L TRADE COM												
53		JOB TRAINING	15		10	3		2		12	3	12	3	
54		JUDICIAL CONDUC	9	1	7	1				5	3	7	1	
55		JUDICIAL COUNCI	7		6	1				4	3	6	1	
56		JUVENILE JUSTIC	15	1	12	2				7	7	11	3	
57		LABOR RELATIONS	3		1	1		1		2	1	2	1	
58		LAND USE COUNCI	14		12				2	13	1	13	1	
59	DORMANT	LAW OF THE SEA	6		5	1				6			6	
60		LIBRARIES	12		10	1			1	6	6			
61		LITTER CONTROL	7	1	5	1				3	3	6		
62		LOCAL BOUNDARY	5	1	3	1				2	2	2	2	
63		MARINE PILOTS	7		7					7		7		
64		MEDICAID RATE	5	2	3					1	2			
65		MEDICAL BOARD	7	1	6					6		6		
66														
67		MEDICAL FACILIT	7	1	5	1				4	2	5		
68		MEDICAL INDEMNI	9											
69		MENTAL HEALTH	12	3	8	1				5	4	4	5	
70		MUNICIPAL BOND	5		5					4	1	5		
71		NURSING HOME AD	5	2	3						3	3		
72		NURSING BOARD	7	1	6					1	6	4	3	
73		OCCUPATIONAL S	3		3					3		2	1	
74		OIL & GAS CONS	3		3					3		3		
75		OLDER ALASKANS	11	1	8	1		1		3	7	8	2	
76		OPTOMETRY	5	1	4					3	1	1	2	
77		PACIFIC FISHER	3		3					3		3		
78		PARK & MONUMEN	21			1								
79		PAROLE BOARD	5		3	1		1		4	1	5		
80		PERMANENT FUND	6		6					6		6		
81		PERSONNEL BRD	3		1	1		1		2	1	2	1	
82		PHARMACY BOARD	7		7					5	2	7		
83		PHYSICAL THERA	5		5					3	2	5		
84		PIONEER'S HOME	7		6	1				4	3	4	3	
85		POLICE STANDARD	9	2	5	1				6	1	5	2	
86		POSTSECONDARY E	13	1	9	3				6	6	8	4	
87		POWER AUTHORITY	7		7					6	1	7		
88		PRIVATE INDUSTR	14		11	3				9	5	6	8	
89		PRO TEACH PRAC	9		9					5	4	6	3	
90		PSYCHOLOGISTS	5		5					3	2	5		
91		PUB ACCOUNTANTS	7		7					3	3			
92		PUBLIC BRFOADCA	9	3	5	1				3	3	2	4	

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93		PUB EMPL/TCHRS	5	2	3						3		2	1
94		PUB EMP RETIREM	5	1	3			1			4		4	
95		PUB OFFICE COMM	5		4			1						
96		PUB UTIL COMM	5		5						2	3		
97	DORMANT	RAILROAD TRANSF	7		7						5	2	3	4
98		REAL ESTATE	7		5		1	1			4	3	7	
99		REGENTS, U/A	11		9	1					7	3		
100		RESOURCES CORP	5	2	2	1					3		3	
101		ROYALTY OIL&GAS	6	2										
102		RURAL AK TV	14		2	11			1		10	4	3	11
103	DORMANT	RURAL DEVELOPME	16		10	6					9	1	10	6
104		SAFETY ADVISORY	13		12		1				13		13	
105	DORMANT	SCIENCE & TECHN	7											
106		SEAFOOD MARKETI	18		15	3					17	1	15	3
107	DORMANT	SILVER ANNIVERS	7											
108		SOIL CONSERVATI	6	2	3	2							1	4
109		STATEWIDE HLTH	19	1							10	9	10	9
110	DORMANT	SURFACE MINING												
111		TCHR'S RETIREM	5		5						3	2	4	1
112	DORMANT	TOURISM ADVISOR	11											
113		TRANSP COMM	3								3		3	
114	DORMANT	TRANSP PLANNING	9		8		1				7	2	5	4
115	DORMANT	TRANSP SAFETY	15	15										
116		VETERINARY EXAM	5		5						2	3	3	2
117		VIOLENT CRIMES	3		3						2	1	3	
118		VOC & CAREER	20		18	2					10	10	11	19
119		WATER & WASTEWA	8		8						8		8	
120		WATER RESOURCE	9	2	7						5	2	6	1
121		W. COMM HIGH E	3		3						2	1	3	
122		WOMEN'S COMMISI	10		6	3		1				10	5	5
123		WOOD-TIKCHIK	7		4	3					6	1	6	1
124		WORKER'S COMP	9								5	3	7	1
		TOTALS	964	80	608	96	5	14	7	2	529	226	502	198
		PERCENTAGE	100.00%	8.30%	83.06%	13.11%	.68%	1.91%	.96%	.00273	70.07%	29.93%	71.71%	28.29%

PREPARED BY THE DIVISION OF MANAGEMENT, OFFICE OF MANAGEMENT AND BUDGET (MARCH 1984)

NOTE: Information was provided by boards and commissions on a voluntary basis.

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ATTACHMENT B

Number of Meetings

Number of Meetings for Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Administration of Justice	Dormant		
Agriculture Action Council	6	6	NA
Agriculture Revolving Loan Fund	25	19	6
Alcoholic Beverage Control Board	11	11-14	NA
Review Board on Alcoholism	3	13	0
Board of Registration for Architects, Engineers and Land Surveyors	5	10	2
Alaska State Council on the Arts	4-5	12-15	4-6
State Assessment Review Board	1	2	0
Athletic Commission	Dormant		
Alaska Chilkat Bald Eagle Reserve Advisory Council	12	12	4-6
Alaska Bar Association	6	18	0
Block Grants Advisory Committee	2	4-6	0
Catastrophic Illness Committee	4	4	0
Board of Chiropractic Examiners	3-4	4	1

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Coastal Policy Council	4	10	0
Code Revision Commission	10	14	0
Controlled Substance Advisory Committee	NA	NA	NA
Correctional Industries Commission	4	8	4
Board of Dental Examiners	4	8	2
Board of Dispensing Opticians	2	2	0
Council on Domestic Violence and Sexual Assault	4	12	1
Governor's Review Board on Drug Abuse	3	13	0
State Board of Education	10-11	20-25	5-10
Board of Electrical Examiners	4	16	0
State Advisory Council on Emergency Medical Services	2	4	12
Governor's Committee on Employment of the Handicapped	4	4	10
Employment Security Advisory Committee	2-3	8	0
Citizens' Advisory Committee on Federal Areas	4	4	NA
Board of Fisheries	2	30	10
Fishermen's Fund Advisory and Appeals Council	2	7	0
Board of Forestry	4	6-8	0

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Board of Game	2	26	2
Geographic Names Board	2-4	2-4	0
Guide Licenses and Control Board	2	10	4
Governor's Council for the Handicapped and Gifted	3	6	10
Historic Sites Advisory Commission	2-4	3-8	0
Alaska Historical Commission	3-4	8	0
State Historical Records Advisory Board	0-2	1	0
Alaska State Housing Authority	4	12	8
Alaska Housing Finance Corporation	16	16	0
State Commission for Human Rites	4	11	4-5
Humanities Forum	4	8	0
Alaska Industrial Development Authority	36	8	5
International Trade Commission	Dormant		
Job Training Coordinating Council	4	6	6
Commission on Judicial Conduct	4	4-8	NA
Judicial Council	4	8	4
Juvenile Justice Advisory Board	2	3-4	12

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Labor Relations Agency	15-20	30-35	NA
Land Use Advisory Committee	4	6-8	0
Commission on the Law of the Sea Conference	Dormant		
Advisory Council on Libraries	2-3	2-3	0
Litter Reduction and Resource Recovery Advisory Council	4-6	6-8	3-4
Local Boundary Commission	13	13	NA
Board of Marine Pilots	2	4	0
Medicaid Rate Commission	24	24	NA
State Medical Board Commerce & Economic Development	4	8	2
State Medical Board	6-8	8	1
Medical Care Advisory	NA	NA	NA
Alaska Medical Facility Authority	NA	NA	NA
Medical Indemnity Corporation	NA	NA	NA
Governor's Mental Health Advisory Council	4	8	2
Alaska Municipal Bond Bank	5	5	0
Nursing Home Administrators	1	1	0
Alaska Board of Nursing	4	11	4
Occupational Safety & Health Review Board	2	0	6

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Oil & Gas Conservation Commission		Full-Time Staff	
Older Alaskans Commission	6	20	10
Board of Examiners in Optometry	2	1	0
Pacific Marine Fisheries Commission	1	3	2
Parks & Monuments	NA	NA	NA
Board of Trustees Permanent Fund	7	8	5
Personnel Board	4	4	0
Board of Pharmacy	3	6	0
State Physical Therapy Board	2-3	2-3	1
Alaska Pioneers' Home Advisory Board	2	15-16	
Alaska Police Standards Council	4	8	0
Alaska Commission on Post-secondary Education	4	8	2
Alaska Power Authority	12	12	36
Alaska Statewide Private Industry Council	4	2	7
Alaska State Professional Teaching Practices Commission	3-4	10	4-5
Psychologist & Psychological Associate Examiners	4	6	0
Board of Public Accounting	4	6	2
Alaska Public Broadcasting Commission	4-6	4-6	3-5

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Public Employees & Teachers Disability Review Board	NA	NA	NA
Alaska Public Employees Retirement Board	2	6	NA
Alaska Public Offices Commission	6	12	0
Alaska Public Utilities Commission	NA	92	NA
Alaska Railroad Advisory Commission	NA	5	5
Real Estate Commission	6	12	6-12
U of A Board of Regents	8	8	8
Alaska Resources Corporation	12	12	NA
Alaska Royalty Oil & Gas Development Advisory Board	7	7	2
Rural Alaska TV Network Council	4	4-8	0
Rural Development Council	6-10	15	6
Alaska Safety Advisory Council	3	3	20
Alaska Seafood Marketing Institute	4	6	60
Silver Anniversary Commission	NA	NA	NA
Alaska Soil & Water Conservation	4	4	2
Alaska Statewide Health Coordinating Council	4	4	8
Surface Mining	NA	NA	NA

Number of Meetings for
Boards and Commissions

Organization	# of Board Meetings per year	# of days per year	# of subcommittee meetings and hearings
Alaska Teachers Retirement Board	2	6	NA
Tourism Advisory	NA	NA	NA
Alaska Transportation Commission		Continuous	
Transportation Planning Council	4	8	0
Governor's Commission on Transportation Safety	NA	NA	NA
Board of Veterinary Examiners	3	3	4
Violent Crimes Compensation Board	3-4	4	8
Alaska State Advisory Council on Vocational Career Education	4	6	0
Water Wastewater Operator Training & Certification Advisory Board	1-2	2	0
Alaska Water Resources Board	2	1-2	1
Western Interstate Commission on Higher Education	2	6	0
Alaska Women's Commission	4	8	20
Woodtikchik State Park	3	3	2
Alaska Workers Compensation Board	125	10	110-120

ATTACHMENT C

FY 84 Budgets

FISCAL YEAR 1984 BUDGETS FOR BOARDS AND COMMISSIONS
ACCORDING TO INFORMATION SUBMITTED TO
THE DIVISION OF MANAGEMENT, OFFICE OF MANAGEMENT AND BUDGET

KEY	NAME	P/S	TRAVEL	CONT	COMM	EQUIP	GRANTS	OPERATING	CAPITAL	LOANS	OTHER
1	ADMIN OF JUSTIC	NOT FUNDED									
2	AG ACTION COUNC	INFORMATION NOT RECEIVED									
3	AG REVOLV LN FD	$355,300	$47,000	$60,100	$7,000			$469,400	$10,000,000		
4	ALCOHOL BEV BD	$516,000	$40,100	$107,200	$7,200			$671,300			
5	ALCOHOLISM, REV		$15,000					$15,000			
6	ARCH,ENGR,SURVE	INFORMATION NOT RECEIVED									
7	ARTS, ST COUNCI	$256,300	$44,000	$344,900	$19,000	$29,200	$4,384,600	$5,078,000			
8	ASSESSMENT REV		$700	$5,000				$5,700			
9	ATHLETIC COMM	NOT FUNDED									
10	BALD EAGLE PRES	$6,200	$6,000	$600	$100			$13,200			
11	BAR, BRD OF GOV	UNSPECIFIED TRAVEL & PERDIEM									
12	BARBER & HAIRDR		$10,000					$10,000			
13	BLOCK GRANTS	INFORMATION NOT RECEIVED									
14	CATASTROPHIC IL		$5,500					$5,500			
15	CHIROPRACTIC EX		$5,500					$5,500			
16	COASTAL POLICY		$60,000					$60,000			
17	CODE REVISION	$111,258	$37,539	$91,345	$5,488			$245,630			
18	COMM FISH ENTRY	$1,758,600	$56,500	$199,600	$21,000	$11,400		$2,047,100			
19	CFAB	DOES NOT OPERATE FROM STATE APPROPRIATIONS									
20	CONTROL SUBST	NOT FUNDED									
21	CORRECTIONAL IN		$23,100					$23,100			
22	CULTURAL FACILI	INFORMATION NOT RECEIVED									
23	DENTAL EXAMINER		$12,200					$12,200			
24	DISPENSING OPTI		$3,000					$3,000			
25	DOM VIOL & SEX	$169,500	$15,100	$22,000	$3,300		$3,926,200	$4,136,100			
26	DRUG ABUSE		$30,000					$30,000			
27	EDUCATION COMM	INFORMATION NOT RECEIVED									
28	EDUCATION, BRD		$60,000	$42,700	$7,400			$110,100			
29	ELECTRICAL EXAM	INFORMATION NOT RECEIVED									
30	EMERG MED SERVI		$12,200	$1,900				$14,100			
31	EMPLOY HANDICAP	$130,200	$40,000	$5,000	$2,000	$500		$177,700			
32	EMPLOY SECURITY	INFORMATION NOT RECEIVED									
33	ENERGY ASSIST	INFORMATION NOT RECEIVED									
34	ENVIRONMENTAL AD	INFORMATION NOT RECEIVED									
35	FEDERAL AREAS	$176,000	$50,000	$75,000	$8,200	$1,800		$311,000			
36	FISHERIES BOARD	$514,600	$617,500	$160,200	$47,300	$1,500		$1,341,100			
37	FISHERMENS FUND	$81,600	$12,500	$33,400	$1,700		$1,153,800	$1,283,000			
38	FORESTRY BOARD		$20,000	$800	$800			$21,600			
39	[illegible]ME BOARD	$514,600	$617,500	$160,200	$47,300	$1,500		$1,341,100			
40	GEOGRAPHIC BRD	INFORMATION NOT RECEIVED									
41	GUIDE LICENSING		$10,200					$10,200			

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42	HANDICAPPED	$142,300	$45,500	$47,300	$1,500			$236,600				
43	HAZARDOUS WASTE	INFORMATION NOT RECEIVED										
44	HISTORIC SITES	INFORMATION NOT RECEIVED										
45	HISTORICAL COMM	$147,700	$10,100	$141,300	$2,000		$336,400	$638,300				
46	HISTORICAL RECO	INFORMATION NOT RECEIVED										
47	HOUSING AUTHORI	$4,300,379	$74,750		$10,039,893	$175,000		$14,590,022				
48	HOUSING FINANCE	$1,819,000	$183,300	$871,500	$70,600			$2,944,400	$49,851,000			
49	HUMAN RIGHTS	$1,066,600	$64,300	$363,500	$12,900	$3,000		$1,510,300				
50	HUMANITIES FORU	UNCLEAR RESPONSE										
51	INDUSTRIAL DEVE	$937,000	$81,100	$650,900	$19,300	$20,000		$1,717,100	$100,000			
52	INT'L TRADE CON	NOT FUNDED										
53	JOB TRAINING		$35,000					$35,000				
54	JUDICIAL CONDUC		$9,500	$50,000				$59,500				
55	JUDICIAL COUNCI	$135,000	$59,000	$21,000	$4,700			$219,700				
56	JUVENILE JUSTIC		$11,300				$213,700	$225,000				
57	LABOR RELATIONS	INFORMATION NOT RECEIVED										
58	LAND USE COUNCI		$13,400					$13,400				
59	LAW OF THE SEA	NOT FUNDED										
60	LIBRARIES	INFORMATION NOT RECEIVED										
61	LITTER CONTROL		$2,500	$2,000				$4,500			$150,000	
62	LOCAL BOUNDARY	$75,100	$27,000					$102,100				
63	MARINE PILOTS		$6,000	$13,000	$1,700			$22,300				
64	MEDICAID RATE	$158,200	$31,000	$7,000	$1,100	$6,000		$204,900				
65	MEDICAL BOARD		$11,100					$11,100				
66	MEDICAL CARE AD			$39,600				$39,600				
67	MEDICAL FACILIT	INFORMATION NOT RECEIVED										
68	MEDICAL INDEMNI	INFORMATION NOT RECEIVED										
69	MENTAL HEALTH		$8,900					$8,900				
70	MUNICIPAL BOND	$120,700	$17,800	$235,400	$5,000	$500		$379,400	$1,800,000			
71	NURSING HOME AD		$3,300					$3,300				
72	NURSING BOARD		$15,000					$15,000				
73	OCCUPATIONAL S		$14,000	$15,000	$200			$29,200				
74	OIL & GAS CONS	$1,411,600	$182,100	$665,100	$21,700	$3,000		$2,283,500				
75	OLDER ALASKANS	$971,700	$90,500	$1,083,000	$11,700		$6,601,000	$8,758,700				
76	OPTOMETRY		$3,400					$3,400				
77	PACIFIC FISHER										$29,000	
78	PARK & MONUMEN	INFORMATION NOT RECEIVED										
79	PAROLE BOARD	$164,000	$113,500	$14,100	$2,100		$36,400	$330,900				
80	PERMANENT FUND	$551,000	$160,500	$1,580,500	$6,000	$20,000		$2,318,000				
81	PERSONNEL BRD		$1,600					$1,600				
82	PHARMACY BOARD		$10,600					$10,600				
83	PHYSICAL THERA			$5,200				$5,200				
84	PIONEER'S HOME	INFORMATION NOT RECEIVED										
85	POLICE STANDARD	$152,300	$34,600	$159,900	$1,600	$900		$349,300				
86	POSESECONDARD E	$2,867,300	$81,900	$536,300	$24,800	$74,500	$2,079,500	$4,864,300		$60,850,000		
87	POWER AUTHORITY	$2,386,600	$193,900	$2,454,400	$34,300	$20,800	$7,860,100	$12,950,100				
88	PRIVATE INDUSTR		$55,000	$8,250	$2,000			$65,250				
89	PRO TEACH PRAC	$68,300	$19,900	$9,100	$900			$98,200				
90	PSYCHOLOGISTS		$7,800					$7,800				

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91	PUB ACCOUNTANTS		$12,700					$12,700				
92	PUBLIC BROADCA	$296,400	$68,900	$207,900	$10,100	$3,700	$6,855,200	$7,442,200	$492,000			
93	PUB EMPL/TCHRS		$10,000					$10,000				
94	PUB EMP RETIREM		$10,000	$10,600				$20,600				
95	PUB OFFICE COMM	$318,000	$35,600	$101,200	$8,700	$300		$463,800				
96	PUB UTIL COMM	$2,385,300	$80,200	$742,100	$16,500	$8,000		$3,152,900				
97	RAILROAD TRANS	INFORMATION NOT RECEIVED										
98	REAL ESTATE	INFORMATION NOT RECEIVED										
99	REGENTS, U/A		$46,000					$46,000				$12,000
100	RESOURCES COMP	$411,800	$103,100	$614,200	$15,000			$1,144,900				
101	ROYALTY OIL&GAS	NOT FUNDED										
102	RURAL AK TV		$16,000					$16,000				
103	RURAL DEVELOPME	NOT FUNDED										
104	SAFETY ADVISORY		$11,100	$5,100	$400			$16,600				
105	SCIENCE & TECHN	NOT FUNDED										
106	SEAFOOD MARKETI	$389,100	$87,600	$3,442,200	$21,500			$3,860,400				$109,500
107	SILVER ANNIVERS	INFORMATION NOT RECEIVED										
108	SOIL CONSERVATI	$48,000	$16,000	$12,000	$1,000			$77,000				
109	STATEWIDE HLTH		$9,000	$5,000				$14,000				
110	SURFACE MINING	INFORMATION NOT RECEIVED										
111	TCHR'S RETIREM		$10,000	$10,600				$20,600				
112	TOURISM ADVISOR	INFORMATION NOT RECEIVED										
113	TRANSP COMM	$1,338,300	$51,900	$169,900	$15,900			$1,576,000				
114	TRANSP PLANNING	INFORMATION NOT RECEIVED										
115	TRANSP SAFETY	NOT FUNDED										
116	VETERINARY EXAM		$6,400					$6,400				
117	VIOLENT CRIMES	$100,500	$12,300	$10,600	$300		$254,900	$378,600				
118	VOC & CAREER	$53,850	$29,427	$9,700	$15,100		$4,000	$112,077				$13,000
119	WATER & WASTEWA	NOT FUNDED										
120	WATER RESOURCE	NOT FUNDED										
121	W. COMM HIGH ED		$1,700	$53,200			$1,592,500	$1,647,400				
122	WOMEN'S COMMISI	$184,000	$34,000	$105,900	$2,000			$326,700				
123	WOOD-TIKCHIK	$40,000	$4,000	$6,000				$50,000				
124	WORKER'S COMP	$1,650,000	$141,400	$545,600	$33,600	$600		$2,380,000				
	TOTALS	$28,340,487	$4,250,816	$16,345,405	$10,583,481	$382,200	$35,298,300	$95,200,779	$61,443,000	$68,850,000	$313,500	

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FILE: TRAVEL.CAL

BOARD AND COMMISSION TRAVEL IN FISCAL YEAR 1983

KEY	ORGANIZATION	BOARD TRAVEL	STAFF TRAVEL	OTHERS TRAVEL	OUTSIDE TRAVEL
1	ADMIN OF JUSTIC				
2	AG ACTION COUNC	INFORMATION NOT RECEIVED			
3	AG REVOLV LN FD	$11,336	$6,488		$852
4	ALCOHOL BEV BD	$20,000	$3,000		
5	ALCOHOLISM, REV	$21,000	$6,000		
6	ARCH, ENGR, SURVE	INFORMATION NOT RECEIVED			
7	ARTS, ST COUNCI	$38,075	$5,822	$21,324	$5,360
8	ASSESSMENT REV	$199			
9	ATHLETIC COMM				
10	BALD EAGLE PRES		$6,000		
11	BAR, BRD OF GOV	$16,848	$7,815	$9,903	$10,194
12	BARBER & HAIRDR	$3,200	$1,400		
13	BLOCK GRANTS	$15,656	$3,800		$1,356
14	CATASTROPHIC IL				
15	CHIROPRACTIC EX	$3,300	$1,200		$1,500
16	COASTAL POLICY	$21,500	$4,300		$1,500
17	CODE REVISION	$16,276	$6,019	$1,109	
18	COMM FISH ENTRY	INFORMATION NOT RECEIVED			
19	CFAB	NOT FINANCED FROM STATE APPROPRIATIONS			
20	CONTROL SUBST				
21	CORRECTIONAL IN	$7,102	$3,140		
22	CULTURAL FACILI	INFORMATION NOT RECEIVED			
23	DENTAL EXAMINER	$4,620	$1,400		$2,000
24	DISPENSING OPTI	$532	$656		$1,600
25	DOM VIOL & SEX	$16,300	$2,500		
26	DRUG ABUSE	$28,500	$6,500		
27	EDUCATION COMM	INFORMATION NOT RECEIVED			
28	EDUCATION, BRD		$5,000		
29	ELECTRICAL EXAM	INFORMATION NOT RECEIVED			
30	EMERG MED SERVI	$21,300	$3,000		
31	EMPLOY HANDICAP	$12,127	$3,558	$2,326	
32	EMPLOY SECURITY	$4,295			
33					
34					
35	FEDERAL AREAS	$21,276	$13,246	$950	
36	FISHERIES BOARD	$70,752	$32,127	$185,324	$1,469
37	FISHERMENS FUND	$3,228	$317		
38	FORESTRY BOARD	$4,937	$382		
39	GAME BOARD	$44,665	$32,127	$185,323	$2,381
40	GEOGRAPHIC BRD	$2,217	$938	$601	$2,217
41	GUIDE LICENSING	$3,280	$1,639		
42	HANDICAPPED	$26,100	$9,065	$850	
43					

44	HISTORIC SITES	$3,500	$9,096		$2,400
45	HISTORICAL COMM	$12,699	$3,815		
46	HISTORICAL RECO	$5,000			
47	HOUSING AUTHORI	$6,413	$1,987		
48	HOUSING FINANCE	$24,095	$2,000		$22,000
49	HUMAN RIGHTS	$18,471	$1,448		$8,926
50	HUMANITIES FORU	INFORMATION NOT RECEIVED			
51	INDUSTRIAL DEVE	$5,291	$11,090	$2,441	$11,876
52	INT'L TRADE COM	INFORMATION NOT RECEIVED			
53	JOB TRAINING	$21,000	$5,000	$1,000	$1,000
54	JUDICIAL CONDUC	$3,395	$2,234		$1,660
55	JUDICIAL COUNCI	$18,100	$7,500	$6,000	
56	JUVENILE JUSTIC	$3,500	$1,500		
57	LABOR RELATIONS	INFORMATION NOT RECEIVED			
58	LAND USE COUNCI	$14,000			$1,000
59	LAW OF THE SEA				
60	LIBRARIES	INFORMATION NOT RECEIVED			
61	LITTER CONTROL	$10,000	$4,800		
62	LOCAL BOUNDARY	$27,500	$6,800		
63	MARINE PILOTS	$2,600	$700		
64	MEDICAID RATE	CREATED IN 1983			
65	MEDICAL BOARD	$6,600	$1,000		$900
66					
67	MEDICAL FACILIT				
68	MEDICAL INDEMNI	INFORMATION NOT RECEIVED			
69	MENTAL HEALTH	$16,300	$1,200		
70	MUNICIPAL BOND	$4,900	$9,500		$5,200
71	NURSING HOME AD	$100			
72	NURSING BOARD	$4,900	$1,500		
73	OCCUPATIONAL S	$3,500		$500	
74	OIL & GAS CONS	$4,200	$3,000		$2,000
75	OLDER ALASKANS	$30,605	$13,245	$4,919	$5,569
76	OPTOMETRY	$1,100	$600		
77	PACIFIC FISHER	$3,500	$6,400	$4,000	$11,400
78	PARK & MONUMEN	INFORMATION NOT RECEIVED			
79	PAROLE BOARD	$37,800	$21,100		
80	PERMANENT FUND	$4,600	$15,100	$2,200	$8,400
81	PERSONNEL BRD	$2,068	$2,212	$504	
82	PHARMACY BOARD	$3,900	$900		
83	PHYSICAL THERA	$1,500	$700		$600
84	PIONEER'S HOME	INFORMATION NOT RECEIVED			
85	POLICE STANDARD	$13,300	$6,000	$500	$1,700
86	POSESECONDARD E	$14,000	$5,000		$31,500
87	POWER AUTHORITY	$7,800	$20,000	$2,000	$94,700
88	PRIVATE INDUSTR	CREATED IN 1983			
89	PRO TEACH PRAC	$12,000	$23,000	$1,000	$1,000
90	PSYCHOLOGISTS	$4,900	$900		
91	PUB ACCOUNTANTS	$4,600	$650		
92	PUBLIC BROADCA	$23,014	$11,157	$8,784	$6,787

93	PUB EMPL/TCHRS				
94	PUB EMP RETIREM	$5,200			
95	PUB OFFICE COMM	$13,373	$6,217	$320	$6,057
96	PUB UTIL COMM	$46,745			$64,834
97	RAILROAD TRANS	$6,778	$354		
98	REAL ESTATE	$14,416	$2,855	$500	$1,826
99	REGENTS, U/A	$51,578			
100	RESOURCES CORP	$10,500	$7,823	$730	$18,700
101	ROYALTY OIL&GAS	$6,097	$2,425	$320	
102	RURAL AK TV	$16,100	$1,400		
103	RURAL DEVELOPME	INFORMATION NOT RECEIVED			
104	SAFETY ADVISORY	$10,600			
105	SCIENCE & TECHN	INFORMATION NOT RECEIVED			
106	SEAFOOD MARKETI	$18,534	$254	$1,300	$57,266
107	SILVER ANNIVERS	INFORMATION NOT RECEIVED			
108	SOIL CONSERVATI	$4,009	$3,366		
109	STATEWIDE HLTH	$2,447	$4,843		$1,503
110	SURFACE MINING	INFORMATION NOT RECEIVED			
111	TCHR'S RETIREM	$4,600			
112	TOURISM ADVISOR	INFORMATION NOT RECEIVED			
113	TRANSP COMM	$11,852	$30,264		$8,519
114	TRANSP PLANNING	$8,000	$1,500		
115	TRANSP SAFETY				
116	VETERINARY EXAM	$900	$1,000		$1,000
117	VIOLENT CRIMES	$5,003	$8,258		$1,562
118	VOC & CAREER	$8,124	$4,105		$1,442
119	WATER & WASTEWA		$3,420		
120	WATER RESOURCE				
121	W. COMM HIGH ED		$1,900		$1,900
122	WOMEN'S COMMISI	$23,500	$9,800	$500	
123	WOOD-TIKCHIK	$925	$1,125		
124	WORKER'S COMP	$55,700	$54,300		$13,400
	TOTALS:	$1,145,133	$512,990	$444,848	$426,256

PREPARED BY THE DIVISION OF MANAGEMENT, OFFICE OF MANAGEMENT,
FROM INFORMATION AVAILABLE AT MARCH 1984

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

February 8, 1985

MEMORANDUM

TO: Representative Katie Hurley

FROM: Jeanne Fortier, Legislat ve Analyst

RE: Legislative Salary Commissions--Examples of Statutes
Research Request 85-166

Attached are examples of statutes from Washington, Arizona, Massachusetts and Kentucky regarding legislative compensation commissions, as you requested. We hope that this information is useful to you. Should you have any questions or require further information, please contact our agency.

JF

Attachments

supplements to be made within thirty days after the election or reelection of such member, and, following each session at which he serves, one volume of each of the public acts and special acts passed at such session; and to the clerks of the house and senate, each, one copy of the revised statutes, of each revised volume thereof, of each supplement and one volume of each of the public acts and special acts for use in the clerks' office.

(1957, P.A. 664, S. 2; 1959, P.A. 2, S. 1; 28, S. 163; 197, S. 1; 1963, P.A. 284; February, 1965, P.A. 574, S. 1; 1967, P.A. 4 1969, P.A. 544; 562, S. 2; P.A. 73-679, S. 4, 43; P.A. 75-537, S. 14, 55; P.A. 77-614, S. 19, 610; P.A. 80-232.)

See Sec. 27-134.

Sec. 2-62. Secretary to allow use of engrossed acts. The secretary of the state shall allow said legislative commissioners, during regular office hours, to make such use as will best expedite the performance of the duties required by this chapter of the bound volumes of engrossed public acts provided for by section 3-85.

(1949 Rev., S. 3528; 1959, P.A. 478, S. 10.)

CHAPTER 18

LEGISLATIVE COUNCIL

Secs. 2-63 to 2-71. Legislative council. Sections 2-63 to 2-71, inclusive, are repealed.

(1949 Rev., S. 54–62; 1953, 1955, S. 1963d; 1955, S. 19d; 1957, P.A. 493, S. 1; 655, S. 1; 1959, P.A. 561, S. 1; 1967, P.A. S. 6; 705, S. 1; 1969, P.A. 749, S. 20.)

CHAPTER 18a

JOINT COMMITTEE ON LEGISLATIVE MANAGEMENT

Sec. 2-71a. Joint committee on legislative management. At each regu session of the general assembly, there shall be a joint committee on legislati management to conduct the business affairs of the general assembly. S committee shall consist of eight members of the house and eight members of th senate. The members of the house shall be the speaker, deputy speaker, majority leader, deputy majority leader, minority leader and an assistant minority leade designated by the minority leader, a member of the house designated by the speaker and a member of the house designated by the minority leader. The members of the senate shall be the president pro tempore, majority lead deputy majority leader, minority leader, an assistant minority leader designat by the minority leader, two members of the senate designated by the presid pro tempore and one member of the senate designated by the minority leade The joint committee shall be chaired by the president pro tempore and the speaker. A majority of the membership shall constitute a quorum and all actions shall require the affirmative vote of a majority.

(1969, P.A. 749, S. 1; P.A. 73-329, S. 1, 4.)

Ch. 18a

Sec. 2-71b. during the perio any session and general assembl and the supervis appropriations t interim committ review and appr agencies of the l employees of su the work of the session and of interim. The joi means to impro legislative organi from time to tim of its operations research staffs, discharge of its d

(1969, P. A. 749, S. 2.)

Sec. 2-71c. director and dire and state agenci legislative office

(a) Such legi assembly and the committees in a development of l the several alte explanations of informing the leg regard to problem research and wr summaries; (7) a witnesses, schedu performing such o joint legislative m

(b) Such legis and the legislati committees in a department and pr establish priorities revenue estimates revenue; (5) assist the agenda of such budgeted program the costs and long- regulations; (8)

Sec. 2-71b. Duties and powers of committee. Said committee shall function during the periods when the general assembly is not in session as well as during any session and shall be responsible for the business and fiscal affairs of the general assembly including the coordination and management of legislative affairs and the supervision and approval of any and all legislative expenditures from all appropriations to the general assembly, legislative commissions and legislative interim committees. Notwithstanding any act or resolution to the contrary, it shall review and approve the budgetary requests of such commissions, committees and agencies of the legislative department and shall establish salary schedules of the employees of such commissions, committees and department. It shall coordinate the work of the joint standing committees of the general assembly during the session and of such commissions and committees which function during the interim. The joint committee on legislative management shall assess ways and means to improve the legislative operation and shall make improvements in the legislative organization, procedures, facilities and working conditions and may from time to time make such reports to the regular session of the general assembly of its operations and activities. Such committee may employ personnel and research staffs, clerical assistance and other personnel it may require for the discharge of its duties.

(1969, P. A. 749, S. 2.)

Sec. 2-71c. Offices of legislative research and fiscal analysis. Executive director and directors and functions of offices. Assistance from municipalities and state agencies. The joint committee on legislative management shall create a legislative office of legislative research and a legislative office of fiscal analysis.

(a) Such legislative office of legislative research shall assist the general assembly and the legislative department, legislative commissions and legislative committees in a research and advisory capacity as follows: (1) Assist the development of legislative programs; (2) analyzing the long-range implications of the several alternative programs; (3) preparing abstracts, summaries, explanations of state executive agency and federal government reports; (4) informing the legislative leaders of action taken by the federal government with regard to problems of their particular concern and federal law; (5) assisting in the research and writing of interim reports; (6) preparing bill analyses and summaries; (7) assisting in hearings by preparing agendas, contacting potential witnesses, scheduling their appearances and analyzing testimonies; and (8) performing such other research and analysis services as may be determined by the joint legislative management committee.

(b) Such legislative office of fiscal analysis shall assist the general assembly and the legislative department, legislative commissions and legislative committees in a research and advisory capacity as follows: (1) Reviewing department and program operating budget requests; (2) analyzing and helping to establish priorities with regard to capital programs; (3) checking executive revenue estimates for accuracy; (4) recommending potential untapped sources of revenue; (5) assisting in legislative hearings and helping to schedule and prepare the agenda of such hearings; (6) assisting in the development of means by which budgeted programs can be periodically reviewed; (7) preparing short analyses of the costs and long-range projections of executive programs and proposed agency regulations; (8) keeping track of federal aid programs to make sure that

Kentucky

6.212. Payment of allowances authorized by KRS 6.211.

Compiler's Notes. The name "executive department for finance and administration" contained in this section in the bound volume has been changed to "finance and administration cabinet."

6.213. Interim expense allowance for members. — (1) In addition to the per diem and all allowances provided by law to members of the general assembly of the Commonwealth of Kentucky each member of the legislature is hereby granted an expense allowance of nine hundred fifty dollars ($950) per month for secretarial assistance, books and periodicals, other reports or publications, conduct of small scale studies related to governmental activity, postage, telephone service, or any other expense incident to performance of the legislator's duties.

(2) The expense allowance provided for herein shall not be payable during any session of the general assembly. For sessions occurring during a part of the month, the expense allowance shall be prorated.

(3) Such expense allowances shall be paid by the state treasury out of the general fund of the Commonwealth upon warrant of the finance and administration cabinet, issued on the certification of the director of the legislative research commission. (Enact. Acts 1966, ch. 31, §§ 1 to 3; 1968, ch. 197, § 5; 1972, ch. 336, § 4; 1974, ch. 74, Art. II, § 9(1); 1976, ch. 83, § 10, effective March 29, 1976; 1978, ch. 437, § 3, effective March 31, 1978; 1982, ch. 449, § 16, effective July 15, 1982.)

6.225. Offices for president pro tempore of senate and speaker of house of representatives — Interim per diem and expenses. — Between sessions of the general assembly offices shall be maintained in the state capitol building for the use and benefit of the president pro tempore of the senate and the speaker of the house of representatives. Except when the general assembly is in session the president pro tempore of the senate and the speaker of the house of representatives shall each receive an amount per day equal to the per diem compensation such persons receive during sessions of the general assembly for each day they are engaged in the duties of their offices and shall be reimbursed for necessary traveling expenses. (Enact. Acts 1962, ch. 238, § 1; 1974, ch. 353, § 2; 1982, ch. 129, § 3, effective July 15, 1982; 1984, ch. 111, § 7, effective July 13, 1984.)

6.226. Legislative compensation commission — Creation — Membership. — There is hereby created a legislative compensation commission to be composed of the following members:

(1) Two (2) persons appointed by the speaker of the house;

(2) Two (2) persons appointed by the president pro tempore of the senate;

(3) Three (3) persons appointed by the governor;

(4) In making the selections the governor, president pro tempore and the speaker shall not appoint current members of the general assembly. (Enact. Acts 1980, ch. 407, § 6, effective July 1, 1980.)

6.227. Terms — Chairman — Expenses. — (1) Except for the initial appointees to the commission, who shall be appointed not later than thirty (30) days after July 1, 1980, members of the commission shall be appointed not later than the fifth (5th) day of a regular or organizational session of the general assembly.

(2) Members of the commission shall serve for a term of two (2) years, or until their successors are appointed and qualify.

(3) The commission
(4) They shall receiv
in the performance of t
July 1, 1980.)

6.228. Duties. — (
biennially on or before
of the general assemb
recommendations ther
(2) The commission
to legislative compens
(a) Salaries;
(b) Expense allowan
(c) Mileage allowanc
(d) Stationery and s
(e) Postage and ship
(f) Retirement benef
(g) Insurance progra
(h) Medical, dental,
(i) Deferred compens
(j) Such other matte
and report upon.
(3) In order to carry
Legislative Research (
technical support, incl
(4) In carrying out
grams for legislative c
ment as well as compe
Kentucky, in other stat
407, § 8, effective July

6.229. Legislative
sion. — Upon receipt o
tion in December of th
assembly the director o
in the budget for the cc
effectuate the recomm
407, § 9, effective July

6.230. Compensati
bly shall receive a per
assistant clerk, sixty d
sergeant-at-arms, fort
($45); janitors, thirty-fi
($35); pages, seventeen
amend. Acts 1956, ch. 1
9, 1976; 1978, ch. 9, §
effective July 15, 1980.

6.237. Group life an
of gene

Compiler's Notes. The
department for finance and
contained in this section in t

KRS 6.211.

finance and administra-

ers. — (1) In addition to members of the general ember of the legislature ed fifty dollars ($950) icals, other reports or overnmental activity, ent to performance of

not be payable during ring during a part of

ate treasury out of the e finance and admin- ector of the legislative 3; 1968, ch. 197, § 5; h. 83, § 10, effective 1978; 1982, ch. 449,

enate and speaker of and expenses. — Be- e maintained in the sident pro tempore of es. Except when the ore of the senate and receive an amount per eceive during sessions t in the duties of their expenses. (Enact. § 3, effective July

— Creation — Mem- ensation commission

e house;
mpore of the senate;

tem tempore and the assembly. (Enact.

Except for the initial not later than thirty it shall be appointed nal session of the

two (2) years, or

(3) The commission shall elect a chairman from its membership.

(4) They shall receive their reasonable and necessary expenses incurred in the performance of their duties. (Enact. Acts 1980, ch. 407, § 7, effective July 1, 1980.)

6.228. Duties. — (1) It shall be the duty of the commission to report biennially on or before December 1 of the year preceding a regular session of the general assembly as to matters considered by the commission and recommendations thereon.

(2) The commission shall make a continual study of all matters relating to legislative compensation including but not limited to:

(a) Salaries;
(b) Expense allowances;
(c) Mileage allowances;
(d) Stationery and supplies allowances and procurement;
(e) Postage and shipping allowances;
(f) Retirement benefits and programs;
(g) Insurance programs;
(h) Medical, dental, and health related programs;
(i) Deferred compensation programs; and
(j) Such other matters as the commission deems prudent to investigate and report upon.

(3) In order to carry out its functions the commission may request of the Legislative Research Commission staff assistance and administrative or technical support, including additional funding, as may be necessary.

(4) In carrying out its functions the commission may investigate programs for legislative compensation in other states and the federal government as well as compensation programs for public officers and employes in Kentucky, in other states, and in the federal system. (Enact. Acts 1980, ch. 407, § 8, effective July 1, 1980.)

6.229. Legislative budget to include recommendations of commission. — Upon receipt of the comprehensive report on legislative compensation in December of the year preceding the regular session of the general assembly the director of the Legislative Research Commission shall include in the budget for the commission such language and appropriations as will effectuate the recommendations of the commission. (Enact. Acts 1980, ch. 407, § 9, effective July 1, 1980.)

6.230. Compensation of employes. — Employes of the general assembly shall receive a per diem as follows: chief clerk, seventy dollars ($70); assistant clerk, sixty dollars ($60); enrolling clerk, fifty-five dollars ($55); sergeant-at-arms, forty-five dollars ($45); doorkeeper, forty-five dollars ($45); janitors, thirty-five dollars ($35); cloakroom keeper, thirty-five dollars ($35); pages, seventeen dollars ($17); each. (1989a-1, 1989a-2, 1989a-3, 1991: amend. Acts 1956, ch. 1, § 6; 1968, ch. 215; 1976, ch. 47, § 1, effective March 9, 1976; 1978, ch. 9, § 1, effective February 13, 1978; 1980, ch. 12, § 1, effective July 15, 1980; 1982, ch. 63, § 1, effective March 9, 1982.)

6.237. Group life and group hospitalization insurance for members of general assembly.

Compiler's Notes. The name "executive department for finance and administration" contained in this section in the bound volume has been changed to "finance and administration cabinet."

Historical Note

St.1969, c. 859, § 32B, was approved Aug. 29, 1969.

§ 161. Report

The council shall annually, not later than the fourth Wednesday of April file a written report with the respective clerks of the senate and house of representatives which shall contain a reporting and analysis of the incidence and disposition of juvenile offenses during the preceding calendar year in every court in the commonwealth in which said matters are heard. Said report shall indicate the types of offenses charged together with the number of each such offenses heard in each of the several courts, with particular emphasis on providing data for the determination of the need for the establishment of additional juvenile courts and any changes in the needs of those juvenile courts already in existence.

Added by St.1969, c. 859, § 32B.

Historical Note

St.1969, c. 859, § 32B, was approved Aug. 29, 1969.

ADVISORY BOARD ON LEGISLATIVE AND CONSTITUTIONAL OFFICERS' COMPENSATION

Caption added by St.1971, c. 1, § 1; amended by St. 1973, c. 1172.

§ 162. Establishment; appointment of members; term; duties; report; compensation; quarters

There shall be an advisory board on legislative and constitutional officers' compensation, consisting of seven members, each of whom shall be appointed by the governor for a term coterminous with that of the governor. Said board shall study the adequacy of the salaries and expenses of members of the general court, the governor, the lieutenant governor, the state secretary, the attorney general, the state treasurer and the state auditor, and shall, in each odd numbered year, report its recommendations to the general court on or before the first Wednesday in December by filing the same with the clerk of the house of representatives. The members of said board shall serve without compensation but shall be reimbursed for their expenses actually and necessarily incurred in the performance of their duties.

The board shall be provided with suitable quarters in the state house or elsewhere in the city of Boston.

Added by St.1971, c. 1, § 1. Amended by St.1973, c. 1172.

Historical Note

St.1971, c. 1, § 1, an emergency act, was approved Jan. 26, 1971.

Section 2 of St.1971, c. 1, provided: "Notwithstanding the provisions of section one hundred and sixty-two of chapter six of the General Laws, added by section one of this act, said board shall, in addition to the report required to be filed on or before the first Wednesday of November in the year nineteen hundred and seventy-one, make a report together with its recommendations on or before the third Wednesday of February in said year."

St.1973, c. 1172, an emergency act, approved Dec. 10, 1973, in the first sentence, inserted "and constitutional officers' "; and inserted "the governor, the lieutenant governor, the state secretary, the attorney general, the state treasurer and the state auditor," and substituted "December" for "November", in the second sentence.

Cross References

Compensation of members of the general court,
Generally, see c. 3, § 9.
Allowances for expenses, travel, meals and lodging, see c. 3, § 9B.
Constitutional restrictions on salary increases and additional compensation, see Const. Amend. Art. 65.
Members who fill vacancies or resign, see c. 3, § 10.

Library References

States ⇐45. C.J.S. States §§ 52, 66.

MANAGEMENT ENGINEERING TASK FORCE BOARD

Caption editorially supplied

§ 163. Establishment; membership; appointment; term; duties; survey reports and recommendations; filing

There shall be a board to be known as the Management Engineering Task Force to consist of not more than forty-five members, the number of which shall vary from time to time based on the magnitude of the work and number of departments to be surveyed as determined by the governor. Said members shall be representatives of the business and professional community of the commonwealth and shall be appointed annually by the governor for terms of one year. Said board shall make survey reports and recommendations on the operation of those departments, divisions and agencies of the commonwealth as the governor shall designate, shall study the management techniques and procedures used by the commonwealth and recommend any changes which improve the utilization of manpower and

ARIZONA

§ 41-1843. Construction of article; authority of corporation commission

This article shall not be construed to limit the authority of the corporation commission to regulate ambulance service corporations pursuant to article XV, Constitution of Arizona.

Added as § 41-1847 by Laws 1978, Ch. 205, § 10. Renumbered as § 41-1843 by Laws 1982, Ch. 130, § 17.

For transfer of resources for emergency medical services functions to department of health services, under Laws 1981, Ch. 139, see note following § 36-2201.

For legislative intent regarding termination of provisions added or amended by Laws 1981, Ch. 139, see note following § 36-2201.

1978 Reviser's Note:

Pursuant to authority of section 41-1304.02, in the heading of this section "Construction of article; authority of" was inserted preceding "corporation".

For legislative intent regarding regulation of ambulances, see note preceding § 36-2231.

For legislative intent regarding termination of provisions added or amended by Laws 1982, Ch. 130, see note preceding § 36-2231.

Former § 41-1843 was repealed by Laws 1982, Ch. 130, § 15.

See, now, § 36-2214.

§ 41-1844. Repealed by Laws 1982, Ch. 130, § 15

See, now, § 36-2215.

§ 41-1845. Repealed by Laws 1981, Ch. 139, § 8

Prior to repeal, this section was amended by Laws 1978, Ch. 205, § 9.

See, now, § 36-2204.

§§ 41-1846, 41-1847. Renumbered as §§ 41-1842, 41-1843

§ 41-1848. First responder course

The department is responsible for implementing the first responder course approved pursuant to § 36-2204 for law enforcement officers.

Added by Laws 1978, Ch. 205, § 10. Amended by Laws 1981, Ch. 139, § 13.

For transfer of resources for emergency medical services functions to department of health services, under Laws 1981, Ch. 139, see note following § 36-2201.

For legislative intent regarding termination of provisions added or amended by Laws 1981, Ch. 139, see note following § 36-2201.

§ 41-1849. Repealed by Laws 1981, Ch. 139, § 8

This section, added by Laws 1978, Ch. 205, § 10, related to local emergency medical services coordinating systems.

See, now, § 36-2210.

CHAPTER 13.—COMMISSION ON SALARIES FOR ELECTIVE STATE OFFICERS

Laws 1982, Ch. 338, § 2, subsec. A conditionally substituted "Commission on Salaries for State Elective and Judicial Officers" for "Commission on Salaries for Elective State Officers" as the heading for this chapter, but the condition did not occur. See note, post.

ARTICLE 1. GENERAL PROVISIONS

Laws 1983, Ch. 131, § 1 substituted "General Provisions" for "General Officers" as the heading for this article.

Laws 1982, Ch. 338, § 2, subsec. B conditionally substituted "General Provisions" for "General Officers" as the heading for this article, but the condition did not occur. See note, post.

Laws 1982, Ch. 338, §§ 1 and 8 provide:

"Section 1. Purpose

"The purposes of this act are to conform the procedure for establishing legislative salaries to the existing procedure applicable to establishing salaries of all other state elective officers, to continue the use of such procedure for the salaries of justices and judges of all courts of record, whether elected or appointed, and to allow for annual increases in compensation for these officers.

"Sec. 8. Conditional enactment

"This act shall not become effective unless the legislature has referred to and obtained approval by a vote of the people at the next regular general election, or at a special election called for that purpose, for a proposed amendment of article IV, part 2, § 17 and article V, § 13, Constitution of Arizona, to authorize these procedures to determine compensation of state elective and judicial officers, as provided by article XXI, Constitution of Arizona."

Laws 1982, H.C.Res. No. 2012 proposed the amendment of Const. Art. 4, Pt. 2, § 7 and Art. 5, § 13 to make the proscription against increasing the compensation of a public officer during his term of office inapplicable to state elective or judicial officers subject to the commission on salaries for state elective and judicial officers and to provide for the establishment of such commission and the procedure by which salary recommendations would be made and would become effective. Proposition 102, based on Laws 1982, H.C.Res. No. 2012, was rejected by the electors at the November 2, 1982, general election, as proclaimed by the governor on November 30, 1982.

§ 41-1901. Establishment of commission

This section was conditionally amended by Laws 1982, Ch. 338, § 4, but the condition did not occur. See notes, ante.

Notes of Decisions

1. In general

Commission on salaries for elective state officers could expend the $5,000 appropriated to it in Laws 1977, Ch. 150 up to time it submitted its report to the secretary of state or December 31, 1977, whichever occurred first. Op.Atty.Gen. No. 77-141.

§ 41-1902. Membership; terms; vacancies; compensation

A. The commission is composed of five members, who shall be appointed from private life, as follows:

1. Two by the governor, one of whom shall be designated as chairman by the governor.

2. One by the president of the senate.

3. One by the speaker of the house of representatives.

4. One by the chief justice of the supreme court.

B. Beginning in 1985 members shall be appointed biennially and serve until they have submitted the report made pursuant to § 41-1903.

C. Any vacancy in the membership shall be filled in the manner in which the original appointment was made.

D. The members of the commission shall serve without compensation, but shall be reimbursed for travel and subsistence expenses as provided by law for state officers. The office of legislative council shall provide the commission with such staff as is necessary to perform its functions and shall provide record-keeping facilities and other facilities as needed.

Amended by Laws 1983, Ch. 131, § 3.

This section was conditionally amended by Laws 1982, Ch. 338, § 5, but the condition did not occur. See notes preceding § 41-1901.

Laws 1980, ch. 3, section 1 provides:

"Establishment of commission in 1980

"A. Notwithstanding section 41-1902, subsection B, within ten days after the effective date of this section, the appointing officers shall appoint members to the commission in the manner prescribed in section 41-1902, subsection A. Terms of members appointed under this section expire on the date of the next regular general election.

"B. Commission members appointed pursuant to this section shall only conduct a review of and make recommendations concerning legislative salaries. The commission shall certify the recommendation as to legislative salaries to the secretary of state on or before July 11, 1980.

"C. The secretary of state shall submit the recommendation of the commission at the next regular general election as provided for in section 41-1904, subsection D. In addition to the question the secretary of state shall include statements in prominent type identifying six thousand dollars as the current legislative salary and the legislative salary amount recommended by the commission as the proposed salary.

"D. Except as otherwise provided in this section, this chapter applies to the commission established under this section."

Laws 1980, ch. 3, section 2 provides:

"Expiration date

"This section expires on the first Tuesday after the first Monday in November of 1980."

The provision was assigned an Arizona Revised Statutes section number. Pursuant to authority of Arizona Revised Statutes, section 41-1304.02, the provision is treated as temporary law.

Laws 1983, Ch. 131, § 6 provides:

"Sec. 6. Biennial commission

"Notwithstanding § 41-1902, Arizona Revised Statutes, as amended by § 3 of this act, the first biennial commission on salaries for elective state officers shall be appointed in 1985."

Cross References

Establishment of commission in 1980, see § 41-1905.

§ 41-1903. Function

A. Beginning in 1985 the commission shall biennially conduct a review of the rates of pay of elective state officers and of justices and judges of courts of record. Such review by the commission shall be made for the purpose of determining and providing the pay levels appropriate to the duties and responsibilities of the respective offices and positions subject to such review. The commission may hold public hearings to aid it in its work.

B. The commission shall submit to the governor no later than October 1 a report of the results of each review conducted by the commission of the offices and positions subject to this chapter, together with its recommendations.

Amended by Laws 1981, Ch. 289, § 5; Laws 1982, Ch. 293, § 2; Laws 1983, Ch. 131, § 4

This section was conditionally amended by Laws 1982, Ch. 338, § 6, but the condition did not occur. See notes preceding § 41-1901.

Notes of Decisions

Validity ½

½. Validity

Legislature's attempt to assign to the commission on salaries of elective state officers the duty to review salaries of justices of the peace could well be unconstitutional, and legislative action should be sought to deal with the problem. Op. Atty.Gen. No. I81-083.

1. In general

Commission on salaries for elective state officers could expend the $5,000 appropriated to it in Laws 1977, Ch. 150 up to time it submitted its report to the secretary of state or December 31, 1977, whichever occurred first. Op.Atty.Gen. No. 77-141.

§ 41-1904. Recommendations

A. The governor shall include, in the budget next transmitted by him to the legislature after the date of the submission of the report and recommendations of the commission, his own recommendations with respect to the exact rates of pay which he deems advisable for those offices and positions subject to this chapter.

B. All or part, as the case may be, of the recommendations of the governor transmitted to the legislature in the budget relating to salaries shall become effective on the first Monday of January of the next calendar year following the transmittal of his recommendations in the budget, but only to the extent that between the date of transmittal of such

recommendations in the budget and the ninetieth day following the transmittal of his recommendations:

1. No statute has been enacted which establishes rates of pay other than those proposed by all or part of such recommendations.

2. Neither house of the legislature specifically disapproves all or part of such recommendations. In case of either of a legislative enactment or disapproval by either house, the recommendations are effective only insofar as not altered or disapproved.

C. Any part of the recommendations of the governor may, in accordance with express provisions of express recommendations, be made operative on a date later than the date on which such recommendations otherwise would take effect.

D. The recommendations of the commission as to legislative salaries shall be certified by it to the secretary of state and the secretary of state shall submit to the qualified electors at the next regular general election the question, "Shall the recommendations of the commission on salaries for elective state officers concerning legislative salaries be accepted? Yes ☐ No ☐". Such recommendations if approved by the electors shall become effective at the beginning of the next regular legislative session without any other authorizing legislation.

E. The recommendations of the governor transmitted to the legislature under this chapter shall, upon their effective date, supersede all provisions of law in conflict therewith. The recommendations of the governor which do take effect shall be published with the laws of the state.

Amended by Laws 1983, Ch. 131, § 5.

As proclaimed by the governor on November 24, 1980, the electors at the November 4, 1980 general election approved a $15,000 legislative salary.

Laws 1982, Ch. 57, § 8 provides:

"Sec. 8. Salaries for elective state officers

"A. Beginning January 1, 1983 the annual salaries for elective state officers pursuant to § 41-1904, Arizona Revised Statutes, are as follows:

Office	Salary
Governor	$56,000
Secretary of State	31,500
Treasurer	34,000
Attorney General	50,500
Superintendent of Public Instruction	40,500
Corporation Commissioners	40,500
Mine Inspector	28,000
Justice of the Supreme Court	57,500
Judge of the Court of Appeals	55,500
Judge of the Superior Court	53,000

"B. Beginning January 1, 1985, the annual salaries for elective state officers pursuant to § 41-1904, Arizona Revised Statutes, are as follows:

Office	Salary
Governor	$62,500
Secretary of State	35,000
Treasurer	37,500
Attorney General	56,250
Superintendent of Public Instruction	45,000
Corporation Commissioners	45,000
Mine Inspector	31,250
Justice of the Supreme Court	67,500
Judge of the Court of Appeals	65,500
Judge of the Superior Court	62,500"

This section was conditionally amended by Laws 1982, Ch. 338, § 7, but the condition did not occur. See notes preceding § 41-1901.

Cross References

Commission established in 1980, see § 41-1905.

Notes of Decisions

In general 1
Pensions 2

1. In general

Superior court judges who were "holding-over" in office, after January 1, 1979, until their successors qualified were entitled to the judicial pay raise effective January 1, 1979. Op.Atty. Gen. No. 179-76.

Commission on salaries for elective state officers could expend the $5,000 appropriated to it in Laws 1977, Ch. 150 up to time it submitted its report to the secretary of state or December 31, 1977, whichever occurred first. Op.Atty.Gen. No. 77-141.

2. Pensions

Where certain superior court judges' terms did not expire until midnight January 1, 1979, judicial pay raise which went into effect at noon on January 1, 1979 entitled the judges to increase retirement benefits. Op.Atty.Gen. No. 179-176.

§ 41-1905.

For a section which was added by Laws 1980, Ch. 3, § 1, and which expires by its own terms on November 4, 1980, see Reviser's Note following § 41-1902.

CHAPTER 14.—DEPARTMENT OF ECONOMIC SECURITY

ARTICLE 1. GENERAL PROVISIONS

Sec.
41-1959. Confidential information; permissible disclosure; rules; violation; classification.
41-1963. Prosecution authority.

Sec.
ARTICLE 1.1. ARIZONA INDUSTRIES FOR THE BLIND
41-1974. Purchase of products and services of Arizona industries for the blind state institutions, departments and agencies.

Termination under Sunset Law

The department of economic security shall terminate on July 1, 1994, unless continued. See §§ 41-2368 and 41-2377.

Chapter 14 relating to the Arizona department of economic security is repealed on January 1, 1995. See § 41-2376.

ARTICLE 1. GENERAL PROVISIONS

For termination under Sunset Law, see italic note, ante.

Executive Order No. 83-7, dated September 30, 1983, provides:

"WHEREAS, the Job Training Partnership Act (JTPA), P.L. 9300, has created a program to provide a new job training program for youth, recipients of public assistance, the economically disadvantaged and the dislocated because of our changing economy; and

"WHEREAS, the JTPA has designated the Governor of the State of Arizona as the recipient of funds for the administration of JTPA; and

"WHEREAS, it is the responsibility of the Governor of the State of Arizona to administer the JTPA and to provide assistance to the various entities within the State charged with responsibilities for the development and implementation of employment and training programs under the Act; and

"WHEREAS, it is necessary that specific functions and responsibilities be assigned to a specific agency familiar with the administration of employment and training programs; and

"WHEREAS, the Department of Economic Security is the State agency most familiar with the implementation and administration of employment and training programs;

"NOW, THEREFORE, I, Bruce Babbitt, Governor of the State of Arizona, by virtue of the authority vested in me as Governor by the Arizona Constitution and the Laws of this State, it is hereby ordered as follows:

"1. That the Department of Economic Security be and it is hereby designated as the administrative agency to administer and implement the JTPA and to receive funds in accordance therewith and to perform all functions reasonably necessary and appropriate to accomplish the purpose and intent of such Act except those specifically reserved to the State Job Training Coordinating Council pursuant to Section 122 of the Act; and

"2. The Agency shall have authority to adopt, amend or repeal any rule or regulation necessary and proper in the implementation of the JTPA."

§ 41-1951. Definitions

Executive Order:

Executive Order No. 77-5, dated August 3, 1977, provides:

"Designating the Department of Economic Security as the State Agency responsible for preparing official population estimates and projections for Arizona.

"WHEREAS, Arizona is concerned with the preparation of one set of official population esti-

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

December 28, 1981

MEMORANDUM

TO: Representative Fred Zharoff

FROM: Jonathan Sherwood
Research Staff

RE: Cost-of-Living Differences in Alaskan Communities
Research Request No. 81-145

Richard Osterman of your office requested that we provide information regarding the differences in the cost-of-living among Alaskan communities. He indicated that the focus should be on a minimun standard of living, e.g. food and rent. Although no current estimates of comprehensive cost-of-living differences are available, we have provided recent estimates of costs of food and housing for Alaskan communities.

FOOD COSTS

A price index for food costs in Alaskan communities is published on a quarterly basis by the University of Alaska Cooperative Extension Service (CES). This index compares the cost of one week's food for a family of four with two children in elementary school. The food items and their quantities are based on the U.S. Department of Agriculture's Low Cost Food Plan, which estimates consumption levels for a diet that fulfills minimum nutritional requirements.

The CES receives no funding for this program; the information is gathered by volunteers in each community. Unfortunately, the volunteers receive no training to assure data is gathered in a consistent manner. Therefore, the data may be somewhat distorted.

The U.S.D.A. plan is not intended to reflect the consumption habits of the Alaskan consumer but is used to allow comparisons with national averages, which are based on the same list of items. Variation between communities in Alaska is probably very great, given the limited selection of goods and the significance of fish and games taken to meet subsistence needs in some communities.

According to Marguerite Stetson, who compiles the information for CES, the U.S.D.A. Low Cost Food Plan is about twenty years old and may not reflect the current buying habits of any contemporary consumer very

well. For instance, soft drinks are not included on the list of items priced.

Table I shows the cost of one week's food and the percent of Anchorage cost for selected Alaskan communities for September 1981. Sitka has the lowest food costs, and Barrow the highest, with a range of 122%.

TABLE I
Cost Of Food At Home For a Week For a
Family of 4 with Elementary School Children

	September 1981	% of Anchorage
Anchorage	$ 86.69	100
Barrow	160.05	220
Cordova	135.39	185
Delta	111.62	129
Fairbanks	98.47	114
Juneau	93.95	108
Kotzebue	152.54	176
Nome	150.27	173
Petersburg	95.17	110
Sitka	84.63	98
Tok	114.80	132
Unalakleet	174.42	201
Valdez	106.68	123

Source: Cooperative Extension Service, University of Alaska and U.S. Department of Agriculture cooperating.

HOUSING

The U.S. Department of Housing and Urban Development provides estimates for the construction costs of low income housing for thirteen locations in Alaska. These estimates do not include property costs or site preparations; however, they do serve to show the relative construction cost differences in comparable locations. The HUD data in Table II show that construction costs are almost twice as high in remote locations as they are in Southeastern and along the Railbelt.

Al Robinson, an economist with the Anchorage HUD office, felt that the estimates, made by the Washington D.C. offices, were very low. According to Mr. Robinson, the maximun funding limit of $92,200 per unit is required for almost all HUD projects in Alaska. Most projects are for units comparable to those assumed for the table. Mr. Robinson mentioned that the Alaska office is just beginning a survey of construction costs throughout Alaska to use as evidence to obtain approval from Washington to raise the funding limit.

TABLE II
HUD Prototype Cost For Low Income Public Housing
June 1981

Location	Cost for Two Bedroom Detached House	% of Anchorage
Anchorage	$44,000	100%
Fairbanks	46,700	106
Juneau	42,400	96
Ketchikan	42,300	96
Sitka	42,450	96
Kenai	48,200	110
Yakutat	48,200	110
Ft. Yukon	67,500	153
Galena	72,500	165
Coastal (N. of Aleutians)	81,750	186
Tok	62,650	142
North Coast	84,100	191
Mainland (N. of Aleutians)	93,500	213

Source: Federal Register, June 29, 1981. Percentages computed by House Research Agency.

HUD also provides estimates of rents for newly built homes in six Alaska locations, as shown in Table III. Lee Huskey, an economist with the Institute of Social and Economic Research expressed some skepticism of the actual costs given, but felt that the relative differences were probably fairly accurate.

TABLE III
Fair Market Rents For New Construction
1980

Location	Cost For Two Bedroom Detached Housing	% of Anchorage
Anchorage	$643	100%
Fairbanks	633	98
Juneau	670	104
Ketchikan	584	91
Western Coast	947	147

Source: Federal Register, August 29, 1980. Percentages computed by House Research Agency.

The most recent information on comprehensive cost-of-living differences among Alaskan communities is Alaska Interregional Cost Differentials, a study by the University of Alaska Center for Northern Educational Research published in 1977. The study compares the cost of food, housing, transportation, and personal care in 31 communities and 21 Regional Education Attendance Areas for 1976.

The study was made during the height of pipeline construction activity; some communities had inflated prices resulting from heightened demand. Cost-of-living differences for this period may reflect a situation untypical of more recent years. In addition, the study based its housing cost estimates on a State survey which had canvassed a disproportionate number of State employees, as the survey was to be used to adjust State salaries.

The Division of Personnel conducted surveys of food and housing expenditures in 1972 and 1976. The former study served as the basis for regional differential in the State salary schedule. The Director of the Division of Personnel of the State of Alaska is empowered by AS 39.27.030-.040 and AS 44.31.020 to require the Department of Labor to gather data reflecting cost-of-living differences among election districts for use in their annual salary survey, but he has not done so in the ten years the law has been in effect.

We regret we are unable to provide more complete, up-to-date cost-of-living information, but to our knowledge, no State agency has compiled such information. If you have any questions, or if we can be of further assistance, please do not hesitate to contact us.

JS/dp

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

February 2, 1983

TO: Representative John Cowdery

FROM: Leslie Longenbaugh, Research Staff

RE: Class Size and Teachers' Salaries in Other States
Research Request Number 83-7

Brent Paine of your staff asked that we compile information on the average class size in other states' public schools, and any correlation between the size of a class and students' learning. In addition, Mr. Paine asked about the average teacher's salary in public schools nationwide.

Class Size

Over the last decade, teachers' and parents' organizations have pressed for smaller classes for the good of both students and teachers. According to the National Education Association, the average pupil-teacher ratio in fall 1980 in public elementary and secondary schools nationwide was 18.8; in other words, there were 18.8 students per teacher in the average classroom.[1]

Popular belief has long held that smaller classes mean a better education. Although not all research has supported this view, the most influential educational researchers have found positive correlations between small classes and scores on achievement tests. While it is sometimes argued that learning is not analogous to doing well on standardized tests, such tests are usually the only measure of learning that can be analyzed in a large sample.

An article concerning a 1979 study by G. Glass and M. L. Smith of all research on the subject of class size and achievement concluded that:

> [o]n the average, student achievement increases as class size is reduced, and the advantage rises sharply for a class of 15 and below. Reductions of from, say, 28 to 25 are projected to make only a small difference in average achievement.[2]

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[1]James Josey, Reference Librarian, National Education Association, Washington, D. C.; telephone: 202/254-5060.

[2]L. S. Cahen and N. N. Filby, "The Class Size/Achievement Issue: New Evidence and a Research Plan," Phi Delta Kappan, (1979), page 492.

Teachers' Salaries

We spoke with staff of several organizations in obtaining data on average teachers' salaries; none of the sources was able to provide information on salaries by teaching specialty as Mr. Paine requested. We obtained information on average teachers' salaries nationwide from two sources; you will note that the national averages given in Tables 1 and 2 are within one percent of one another.

A publication of the National Institute of Education lists the average public school teacher's salary, exclusive of benefits, during the 1980-1981 school year.[3]

Table 1
Teachers' Salaries
1980-1981 School Year

Type of School	Average Salary
Primary	$17,204
Secondary	$18,082
Combined	$17,602

Source: National Institute of Education,
U. S. Department of Education

The Division of Research and Statistics of the Ohio Bureau of Employment Services also publishes average salaries of public school teachers in every state during the 1980-1981 school year. Like the figures in Table 1, these average salaries do not include benefits.

Table 2, on the next page, lists in descending order the five states (and the District of Columbia) that paid teachers the most, the five states that paid the least, and the national average. Alaska ranks first on the list of states that paid teachers the most; the State paid them some 27 percent more than teachers were paid in Washington, D. C., the next-highest-ranking government on the list. Alaska paid its teachers 67 percent more than the national average, and 123 percent more than Mississippi, which of all the states paid its teachers least.

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[3]National Institute of Education, U. S. Department of Education, Digest of Education Statistics 1982, page 56.

Table 2
Teachers' Salaries in the States
1980-1981 School Year

State or Government	Average Salary
Top Five	
Alaska	$29,000
Washington, D. C.	22,883
Michigan	21,057
Hawaii	20,993
Washington	20,702
National Average	$17,413
Bottom Five	
Maine	$13,994
South Dakota	13,636
Arkansas	13,269
Vermont	13,235
Mississippi	13,000

Source: Ohio Bureau of Employment Services

* * *

I have attached a copy of the article on class size and student achievement for your reference. I apologize for the poor quality of the copy; it was taken from microfilm. If you have any questions about this memorandum, or if we can be of any further assistance, please call on us.

LL

Attachment: Leonard S. Cahen and Nikola N. Filby, "Class Size/Achievement Issue: New Evidence and a Research Plan," Phi Delta Kappan, March 1979, pages 492-195 and 538.

The Class Size/Achievement Issue:
New Evidence and a Research Plan

by Leonard S. Cahen and Nikola N. Filby

Using "meta-analysis," Gene Glass and Mary Lee Smith have discovered important student achievement gains when class size is reduced to 15 or below. Cahen and Filby are now involved in intensive field study of the whys and hows of these gains.

On the average, student achievement increases as class size is reduced, and the advantage rises sharply for a class of 15 and below. Reductions in size of from, say, 28 to 25, are projected to make only a small difference in average achievement.

These are perhaps the most significant conclusions reached in a new "meta-analysis" of half a century of research, performed as part of a project in class size and instruction being conducted by the Far West Laboratory for Educational Research and Development with National Institute of Education funds.

Gene Glass and Mary Lee Smith of the University of Colorado were responsible for the meta-analysis. At the same time, a complementary and converging approach to the question of class size/achievement relationships was undertaken and is continuing: A small number of field studies were designed in which class size is experimentally controlled and intensive observation of classroom procedures is being conducted. A chief object is to find out what aspects of instruction in smaller classes account for the achievement advantages.

The remainder of this article will detail the procedures, findings, conclusions, and policy implications of the Far West project.

For the research synthesis, we felt that the new approach called meta analysis would prove to be a powerful way of resolving some of the inconclusive findings reported in the literature. Glass, a primary developer of meta-analysis methodology, reported that the class size/student achievement literature might lend itself to the technique.[1]

Meta-analysis provides a method for the statistical integration of data across many studies.[2] Studies of psychotherapy and tutoring, among other fields, have already been integrated via meta-analysis. Meta-analysis proceeds by calculating the size of one or more measures of effect in each study, then pools these measures as data points for further analysis. In the case of class size studies, each data point is a measure of the difference in achievement between two classes of different size.

Glass and Smith first obtained and read some 300 reports, publications, theses, etc., that reported findings on class size and achievement. The search was made through ERIC, dissertation abstracts, research reports and reviews,[3] and from nominations and suggestions from other researchers. Glass and Smith found current reviews by Doris Ryan and T. Barr Greenfield[4] and C. D. Lafleur, R. J. Sumner, and E. Witton[5] very helpful. Only 77 of the 300 documents could be used. They yielded 725 comparisons of achievement in different class sizes. Many studies yielded multiple sets of data. For example, one might report achievement data for reading, mathematics, and science for three grade levels, thus yielding nine comparisons. The studies provided a data set based on nearly 900,000 pupils and spanned over half a century. Sixty-five percent of the comparisons were obtained from journals, approximately 16% from books, and 11% from unpublished sources. Approximately 8% came from theses, a source not generally tapped in prior examinations of the literature. Approximately 56% of the comparisons were obtained on children whose ages ranged from 5 to approximately 11½ years.

As expected, most of the studies compared class size in the range of 20 or larger. Comparisons of classes of about 26 pupils with classes of more than 30 were common, 10 with 20 far less so. For many years researchers expected to see dramatic differences between class sizes of 25 and 28.

Glass and Smith define class size as the pupil-to-instructor ratio (P/I). One teacher with 30 pupils gives a P/I of 30, two with 30 a P/I of 15. One teacher doing supplementary math instruction with four pupils gives a P/I of four. The search for an appropriate descriptive ratio has a long history in the research on class size.[6] Any ratio is, at best, a crude indicator of how much teacher attention any pupil receives. One hopes that as the total number of pupils in a class decreases, the teacher will be able to provide more appropriate, personal instruction for every pupil. How to help teachers take advantage of reduction in total class size becomes a crucial issue, to be discussed later.

Glass and Smith define "delta" as a key concept. A statistical index of the achievement advantage of one size class over another size class, delta is defined as the mean achievement score for the smaller class in a study minus the mean of the larger class in the study, the difference then being divided by the within-group standard deviation. To illustrate, Class A has 10 pupils. Class B in the same study has 20. The students in each class are given an achievement test of 50 items. The mean for Class A is 35. The mean for Class B is 30. The within group standard deviation is 10. The delta for this hypothetical case would be 5, i.e., (35-30) ÷ 10. Delta is a standard score. Its value can be positive, negative, or zero. Assuming a normal distribution, a delta of plus one is one standard deviation above the mean and has a percentile rank of 84. A delta of plus .5 represents the 69th percentile.

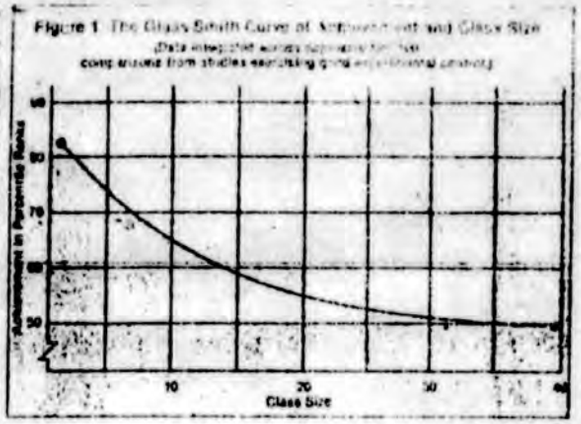
The calculation of delta is straightforward when means and standard deviations are given and when the standard deviations are equal, but these conditions are not always met. Glass worked out formulas for estimating delta from other common statistics, such as a correlation coefficient. Problems can arise in defining the within group standard deviation when the groups differ widely in variability. In this case the estimate of delta may be biased. Continued work on the methodology of meta-analysis, as developed by Glass, will need to study the effects of heterogeneous variability on the magnitude of deltas and the relationship of the deltas to other variables in the studies being examined.

Of the 725 deltas calculated, 60% were positive, indicating that achievement was higher in the smaller class. The average delta was .09. Further analysis revealed two important interactions. The size of the difference depended on the sizes of the classes being compared, it also depended on the quality of the research design. Effects were stronger in studies having good design characteristics – e.g., where pupils were randomly assigned to classes or were "matched," or where the same teachers or pupils participated in both the smaller and the larger class. The average delta in well-designed studies was .30.

To take into account the influence of different class sizes, a regression model was developed to predict delta. After preliminary models were tried, the final system predicted delta (advantage of smaller over larger) from three variables: 1) number of students in the smaller class; 2) square of the number of students in the smaller class; 3) difference between the number of students in the smaller class and the number of students in the larger class. The regression model was used to generate a graph of predicted achievement. Predicted achievement scores were transformed to a percentile rank on a hypothetical nationally normed standard achievement test. The Glass-Smith curve for well-designed studies is shown in Figure 1.

In this figure the curve starts to rise most dramatically when class size is reduced below 15 pupils. The average pupil in class sizes of 40, 20, 15, 10, and five would be expected to score at the 50th, 55th, 58th, 65th, and 75th percentiles respectively. The predicted outcome difference can be described in grade equivalent units over one school year. 1.00 years of growth for class size 40, 1.15 years for size 20, 1.24 years for size 15, 1.45 years for size 10, and 1.72 for size five. These data show an impressively large advantage for smaller classes.

Figure 1 The Glass-Smith Curve of Achievement and Class Size



(Data integrated across subjects and grade levels for 725 comparisons from studies examining class size and educational outcome)

The overall difference in results between the well-controlled and poorly controlled studies was dramatic. The curve for the poorly designed studies was almost flat, indicating, at best, a very small advantage to smaller classes. Almost half of the deltas came from the poorly designed studies. Little wonder class size research has been so inconclusive.

Glass and Smith analyzed data separately for elementary and secondary pupils. Small class advantages were slightly stronger at the secondary level. It is our opinion that the advantages are too small to lead to a conclusion that elementary pupils would profit less than secondary pupils if class size were reduced. There also appeared to be no difference in results for different subject matters, such as reading or mathematics.

The meta analysis reports that there is no correlation between class size and achievement advantage in the studies performed before 1940. Over half the 725 deltas were from pre 1940 studies. It is not surprising that surveys of the literature prior to World War II typically concluded that reducing class size had no effect on achievement.

Over the next few months we plan to fit the Glass-Smith equation to data not analyzed when the model was developed. This will allow us to estimate the error in the model for different class size comparisons. We anticipate that new studies will be identified, but these, like those available to Glass and Smith, will contain few data for class size smaller than 20, the range we believe to be crucial.

How do we explore the importance of the differences shown in Figure 1? Is the projected advantage in achievement between class size of 15 and 30 big enough to make it worthwhile to reduce size by this much? Policy makers will have to decide. As researchers, we encourage the concept of utility. We regard the delta difference between class size 30 and 25 as relatively trivial. But the difference between class size 30 and 15 has utility. Educated people should profit to various purposes ways of organizing the smaller class. We acknowledge the economic difficulties of putting the Glass-Smith equation into practice. But we are not aware of any examples of reduced instructional group size for part of the school day. More on this later.

A cautionary comment about the Glass-Smith changes in achievement above a class size of 20. Achievement gains here are not one aspect of instruction. They do not capture the qualities or humaneness of the classroom environment. Certainly larger classes permit less relaxed interaction with individual pupils. Teachers often feel overwhelmed and frustrated.

It is also important to point out that the Glass-Smith meta-analysis shows the relationship of class size and achievement with no attempt to see how that relationship is conditioned by a set of variables as small-class quality or instruction. It would be useful to find out whether, and how, good and poor teaching of [illegible] the curve.

The 1,000 Studies

[illegible] meta-analysis [illegible] of the average achievement

LEONARD S. CAHEN is director and NIKOLA N. FILBY associate director of the Class Size and Instruction Project, Far West Regional Laboratory, San Francisco. The study reported here was produced under NIE grant No. OB NIE G-78-0101.

Cahen and Filby wish to acknowledge the help and support of Joseph Vaughn and Victor Kuehler of the National Institute of Education. Some support for the project came from the Visiting Scholars Program, Center for the Study of Evaluation, UCLA, NIE grant No. OB NIE G-79-0111.

The field studies may show how to achieve even greater gains in small classes.

increases as class size decreases. If this is true, it must be because of some change in classroom instruction. With fewer pupils to attend to, a teacher should be able to improve the quantity and/or quality of instruction.

P. J. Postwell and others have concluded that many qualities of classroom instruction, such as increasing individualization, are improved when class size is reduced.[7] Glass and Smith are now doing a meta-analysis of studies relating class size to classroom processes, student attitudes, and teacher satisfaction. Teacher satisfaction is an important outcome to consider in its own right.[8] It appears from the literature search that relatively few studies have systematically examined the question of how class size influences student achievement. The field studies undertaken by the Class Size and Instruction Project address this question.

The basic plan of the current field studies is to reduce class size experimentally and see what changes take place in the classroom. In each of two schools, we work with two second-grade classes, each taught by a single teacher. Midway through the year a third teacher is hired and some students from each class are moved to the new third class. Many methodologists are used to learn about the nature of schooling in the larger class situation (before the split), and this can be compared with what we learn when the classes are made smaller after the split.

An important aspect of the field studies is the role of the classroom teachers. We hope to make them collaborators in the investigation of an important educational question. As a research team, we shall form hypotheses about what might be different in a smaller class, and we shall collect evidence about what actually changes. The teachers are encouraged to "tinker," i.e., try out techniques. This means that the field studies are not a "clean" experimental test of class size but are instead a combination of class size experiment and innovative planning for teachers. It is exactly this combination that we consider to be important to study. Many people have suggested that reducing class size will have no effect if teachers do nothing else except split a class in half and then talk to each half in the same old way. It is important to help teachers take advantage of the opportunity of a small class. In the field studies we work with the teachers to find out what it is possible to do in a small class. If we could simultaneously improve the quality of instruction as we reduce class size, then the increases in achievement should be even greater than those shown in the Glass-Smith curve.

A major source of our perspective in describing classroom instruction is our previous work on the Beginning Teacher Evaluation Study (BTES).[9] In our current work we hope to elaborate and extend the BTES model of instruction, thus building a cumulative research program.[10] BTES found that teaching skills associated with first-grade classes looked at a series of questions about pupil learning in mathematics and reading and how this learning was related to teaching behaviors and characteristics of classroom learning environments. The BTES study convinced us that the teacher controls learning conditions that are positively associated with pupil learning. For example, larger pupil achievement gains were associated with teacher monitoring of pupil behavior, the teacher's ability to diagnose pupil errors and prescribe appropriate educational tasks (quantity and quality), and teacher feedback. Classes with larger gains were typically questioned when teachers held academic goals for their pupils and provided relatively large amounts of direct instruction. It was also observed that the teaching/learning environments in these classes were supportive. Teachers did not have to be punishing in order to have children learn. As we began to design our plan for the Class Size and Instruction Project, we wondered how the learning environments in classes could be changed if we reduced the number of pupils for whom the teacher had responsibility. If class size could be reduced by one-third or one-fourth, would this mean be able to provide a more individualized form of instruction? Would the teacher be able to diagnose pupil needs better, assign more appropriate work, and monitor the work more frequently? Would pupils' "wait time" (waiting for teacher direction or help) be reduced? Would pupil/pupil and pupil/teacher interaction change?

How would teachers feel about teaching and their pupils when class size was reduced? Would there be more time for informal discussions with pupils? Would there be changes in the distribution of learning activities such as more and fewer types of seatwork subjects taught? Would pupils' time be allocated to tasks other than instruction?

The following categories of questions provide a framework for our inquiry: instruction, pupil/pupil interactions, pupil/teacher interactions, teacher planning, classroom environment, rule setting, interruptions and disruptions, diagnosis, assessment and pupil evaluation, teacher feedback, reward systems, teacher expectations prior to splitting, and teacher evaluation of conditions before and after splitting.[11]

Two schools are participating in the study. One is a rural school near Charlottesville, Virginia, directed by Gail McCutcheon of the University of Virginia. Pupils are primarily low socioeconomic level blacks (60%). Before they were split in January, 1979, each class had about 19 pupils. Splitting reduced the classes to approximately 13 students each. Parent volunteers assist the teachers.

The second school is located in Oakland, California. Both second-grade classes prior to splitting were constituted of 34 students, so they dropped to approximately 27 students per class after splitting in February, 1979. Classroom aides are used. There is a staggered reading schedule, meaning that half the students in a class come for an hour in the morning and the other half remain at the end of the day for their smaller group instruction in reading. Nikola Filby, one of the authors, teaches the class created by the split.

Methods of Data Collection

The central activity in the field study will be to document and describe differences in instruction before and after splitting. Research on teaching today is multidisciplinary and uses many approaches to knowing. Some researchers advocate the experimental method as the most powerful way of describing teaching/learning relationships. Others feel that understanding can best be gained by spending many hours in classrooms watching the process, talking to teachers, etc. Many researchers, like ourselves, think it is wise to combine many methods: We observe and record what we see, we measure some dimensions, we ask our teachers to help us understand what we see. Our methodology includes both qualitative and quantitative approaches. The Oakland and Virginia researchers have developed descriptions of different approaches to inquiry being used in the study under the following headings: 1) "case study" observations, 2) interviews with teachers, 3) systematic, quantitative observations, 4) teacher journals, 5) achievement testing, 6) samples of children's work, 7) photographs, and 8) time-lapse videotapes.[12]

Reporting the Findings

The central case studies of each school will be a unique form for reporting classroom findings. The case studies will document any changes between instruction in the large-class phase and the small-class phase. We hope to discover qualitative changes in instruction as a function of reduced class size. The case studies will also address more general questions about important characteristics of classroom instruction that should be understood regardless of class size.

It is our goal to blend the information obtained from the case studies, teacher logs, and interviews with the information obtained through quantitative records. The "numbers" gathered by systematic observation may help tell us *if* changes took place after splitting. The other sources of information can then, we hope, tell us *how* the changes took place.

Issues and Policies

To date, major reviews of the literature on class size have reported conflicting findings in the research.[13] Some studies supported smaller class sizes; others did not. Reviewers generally found the literature complex and inconclusive. Some reviewers became pessimistic about the value of smaller classes.[14] The Glass-Smith meta-analysis is unique because it represents a statistical synthesis that reveals general trends. Previous reviews and the conclusions drawn from them were primarily reached from an "armchair" synthesis of the literature. Studies were classified as supportive of smaller class size, larger class size, or inconclusive. The classifications were guided by the statistical significance reported. No evaluation was given in the counting or classification procedure to studies nearing conventional levels of significance. For example, studies showing probability levels greater than .05 would typically be classified as nonsignificant and thus be placed in the inconclusive category. In contrast, Glass and Smith used all the available data to develop a continuous distribution of effects and therefore move their analysis beyond the nominal classifications of supportive (favoring smaller classes), nonsupportive (favoring larger classes), and inconclusive (failure to reject the null hypothesis). We feel that the new findings by Glass and Smith present a convincing case that average achievement increases as class size decreases, especially when class size is below 20 pupils per class. Earlier arguments that smaller classes cannot be justified on the basis of test scores must be reexamined in light of the Glass-Smith findings.

We must point out, however, that there are many exceptions to the general trend. Smaller is not always better. Previous reviews of the literature have done a commendable job of describing the limitations of past studies of class size and explaining how research in the area must evolve. The problem is interactive — a function of pupil characteristics, teacher and quality of teaching, subject matter taught, etc. Their reviews have also pointed out the need for understanding the complexities listed above and their interactions, with different outcome measures: achievement, classroom processes, teacher morale and pupil affect.[15] The Glass-Smith analyses did not find any general interactions in the data; that is, class size effects were not noticeably different for children of different ages or abilities or studying different subjects. But there were many instances in the data where small classes did not produce superior achievement. Two possible explanations are the nature of the teaching that takes place and imprecision in the construct "class size."

As discussed earlier, a number of people have pointed out that the effect of class size depends on the intervening classroom instruction. Poor teaching will not be effective, even in a small class. Teachers may need help in learning to use the *potential* available in the small-class situation. We are exploring this issue in the field studies. Certainly anyone who plans to reduce class size should plan also to support and educate personnel to realize the potential.

Prior discussions of class size in the literature, it is clear that better designs are needed if we are to understand the complexities of instruction and how these complexities are influenced by the sometimes poorly defined global term "class size." Donald Pidgeon has described other characteristics of students and classrooms that influence the size of the job facing a teacher.[16] He mentions heterogeneity of pupils, classroom space available, and ancillary assistance available in the classroom. The concept of teacher load is discussed in the literature. While the term is usually used to describe the teaching responsibilities of secondary teachers, it applies to the elementary school as well. A teacher who has responsibility for grading essays probably has a different out-of-school workload than a shop teacher. The teacher who has many students learning English as their second language has additional teaching burdens. The problems created by disruptive students must be reckoned with in assessing teaching load/responsibilities. The Class Size Committee of the Lodi (California) Education Association has attempted to weight factors in the classroom (i.e., number of slow learners, hyperactive pupils, bilingual pupils, etc.) in adjusting class size so that it better reflects the range of teaching responsibilities.[17] All of these issues create complications in simplistic talking points on class size.

In the end, one must face the central question: If smaller is generally better, is it generally worthwhile to make the change? At this period in our history we have many unemployed teachers. We also have a financial and political climate that resists spending. In the late spring of 1979, in collaboration with Gene Glass and Mary Lee Smith, we shall commission reaction papers to the meta-analysis on class size and achievement and the second meta-analysis dealing with the relationship of class size and classroom processes, teacher satisfaction, and pupil affect. Within our funding restriction we shall seek reaction papers from teachers, administrators, economists, and researchers. These papers will serve to clarify and highlight the different viewpoints on class size and the trade-offs that must be made. In the end, individual states, communities, or parents must make their own value judgments.

We would hope that in discussions of class size many different alternatives will be considered. The data suggest that there is relatively little pay-off for small overall reductions (e.g., 28 to 25). Attention should be given to ways to make larger reductions in more limited situations. Flexible arrangements within a school might allow the creation of smaller instructional groups for part of the school day or for those students most in need of closer supervision or individual attention. Some school districts use a staggered schedule so that students spend part of the day in a smaller class. Paraprofessionals can help. The use of nonprofessional instructional staff (aides, parent volunteers, and pupil tutors) deserves careful attention. R. G. Stennett, A. L. Hyer and Robert M. McClure, and Beatrice A. Ward and William J. Tikunoff have discussed issues relating to the use of noncertificated personnel in classroom instruction.[18] We would also hope that schools examine ways to rehire some of the many talented teachers who have lost their positions or cannot find teaching positions. We share the positions of John Corbally[19] and Herbert Walberg and Sue Pinzur Rasher[20] that the large number of unemployed teachers should be viewed as an underutilization of talent, not as a surplus. It is interesting to ponder what instruction in schools could be with two professionals teaching 30 pupils, at least for reading and mathematics in the primary grades.

We are concerned that the Smith-Glass curve may be interpreted by "budget at any cost" school administrators and citizens to mean that class size can be increased beyond 30 pupils without achievement deficits or other consequences.

We should emphasize that the present findings consider only student achievement as an outcome. Glass and Smith are presently completing a second meta-analysis for our project. This analysis will

No surplus, only underutilized teachers.

(Continued on page 518)

THE KAPPAN COUNSELOR

Dear Counselor:

Having taught in the public schools for the last 13 years, I am amazed that so few teachers know of their rights and responsibilities by law to teach values, morals, ethics, Americanism, and patriotism, or to provide proper instruction relating to religious literature, dance, and art according to the California State Education Code (EC 13556.) and EC 9414).

The students of today, perhaps more than ever, need to have these included in all courses of study to help them to become productive, well-rounded members of society.

Due to the scores of people like Madelyn Mays (Murray) O'Hair in securing the removal of prayer from all public schools a few years ago, many teachers have been hesitant to sponsor certain programs in their schools — even Christmas programs.

What can be done to inform teachers, principals, superintendents, and the public of this right by law to teach lessons in this vital area? — READY TO OBEY

Dear Ready:

The local district governing board is responsible for prescribing the school's curriculum. That board should be aware of the state-mandated courses of study found in Education Code Sections 51200 et seq. Why don't you present your suggestions to that board?

You might call the attention of administrators, teachers, the school board, and the public to a handbook prepared by Dr. Muriel Goldstein, Implementation Committee, and adopted by the State Board of Education in 1973. This booklet can be purchased for 85 cents plus tax from the State Department of Education, Cashier's Office, 721 Capitol Mall, Sacramento, CA 95814: Titled *Handbook on the Legal Rights and Responsibilities of School Personnel and Students in the Areas of Moral and Civic Education and Teaching About Religion*, it would seem to cover the areas dealt with in your letter.

Dear Counselor:

I am a relatively new member of the faculty of a small Eastern college where I have many views and pleasant atmosphere [illegible] faculty and staff. As a teacher [illegible] I find many females receptive to [illegible] I find myself [illegible] Some students and staff members are beginning to spread rumors that my friendliness and fondness for people is something other than respectable, since there have been a couple of instances where I have been involved. Any suggestions? — TOO MANY WOMEN

Dear Too:

Ignore the rumors. With problems like yours, who needs solutions?

Dear Counselor:

I am becoming increasingly concerned about what I consider the misconceptions of some college students about grades. They seem to believe that rote memory and regurgitation of lectures should yield good grades. I have tried to discourage this notion among my freshmen students, but with little success. Do you have any suggestions as to how I might get across the idea that grades are only symbols of real academic attainment, not a kind of "payment" for surface or "rote" learning? — INQUIRY-MINDED

Dear Inquiring:

In the real world with which your students must cope, I'm afraid that they are right and you are wrong. While grades are symbols, regurgitation still pays off. They are the key to graduate school, job placement, and other rewards.

If you have other hopes for the grades you give, make sure your students understand them. Best wishes for "real academic attainment."

Dear Counselor:

I am an applied music teacher. I have a student who has a great talent but is completely undisciplined. He is abusive, rude, and uncooperative. He often deliberately disturbs my class. I think the student needs professional counseling. What is the best way to go about this? The last time I suggested counseling to a parent, I lost the student.

I have discussed this situation with my chairman. He is well aware of the situation, and expects a showdown with the student he subcontinent my assertions completely. Yet, although I have urged him to recommend counseling for this student, he refuses to do so. What should I do? — NO SUPPORT

Dear No:

Talk with the student and explain your position carefully. Then if he doesn't abide by the rules, drop him from your class. If the principal complains, make mental health services (available outside the school) a requirement for his return. Arrange for your principal's support.

P.S. Why does your chairman fail to support you? The answer may have an effect you need to do.

Dear Counselor:

I consider the elementary principal in my school system grossly inefficient. She is qualified and capable but extremely lazy. She assigns most of her major responsibilities that require any effort to teachers in one of the three K-6 centers of which she is supervisor.

On numerous occasions she has revealed her inefficiency to most of the 35 teachers. If one were to question them confidentially, I'm sure the majority of these teachers would eagerly let their feelings be known. The last three superintendents, however, have been unwilling to conduct such an inquiry.

In a community of 3,500 people, this principal is well known, since she grew up in the area, taught for many years prior to becoming principal, and is active in politics. For these reasons, and no doubt many that are unknown to the teachers, she has been carried along by superintendents who do not wish to make waves in the community.

My question: Since we have a new superintendent, should he be told of the teachers' observations regarding this woman, or should he be allowed to make his own judgement? — MISERABLE IN MISSOURI

Dear Miserable:

What makes you think telling the new superintendent will interfere with his ability "to make his own judgment"? If you believe the principal is incompetent, write the superintendent a letter stating your position and give a copy to the principal. If you are too insecure in your own position to do this, keep your opinion to yourself.

Dear Counselor:

I was recently appointed by my principal to serve on a faculty committee responsible for the preparation of a teacher evaluation instrument. The faculty has been told that if he approves the instrument, it will be used immediately.

Before the creation of this committee, the principal told the faculty that the specialist's degree thesis he is currently writing deals specifically with teacher evaluation.

Some of the committee members believe that we are being forced to assist the principal in a personal goal — his thesis — and coincidentally a school goal — the evaluation instrument.

Do we have a legitimate gripe? If so, what approach should we take to resolve the problem? — PAINED IN PA.

Dear P. and:

[illegible] evaluation instrument is legitimately required, the fact that it serves the principal's academic objectives is irrele-

(Continued from page 492)

[illegible] the relationship of class size, instructional processes, teacher morale, and pupil affect. The studies will include [illegible] of research that previously have not been integrated into most of the literature reviews. Their report is scheduled for publication later this spring. We also consider that the former analysis and the [illegible] will give a richer picture of the [illegible] of smaller classes. Certainly many teachers and department of the small [illegible] classes. NEA President Johnson has said, "Just bigger and class size [illegible] primary unifier issues in 1970-71." In November, 1970, half of the Parents, California, public school teachers speak in favor [illegible] class size. The school board [illegible] rejected the Fresno Teachers Association proposal to add an aide in elementary school classes with more than 33 students.

We need to consider a broad range of options — the relationship between size and the quality and [illegible] the nation's schools. These questions may make even small changes in class size [illegible] and many become the impetus to find ways to create some small classes. I encourage educators and the public to think seriously about what we want our schools to be and how smaller classes can help make their image a reality.

[illegible] Y. Olsen, "Parents, Teachers, and Administrators of Research," *Educational Leadership*, April 1978, pp. 514-16.

[illegible] Y. Olsen and Mary Lee Smith, *Meta-Analysis of Research on the Relationship of Class Size and Achievement* (The Class Size Project of Educational Research Service, University of Colorado, Boulder, Colorado, February, 1978).

[illegible] Y. Olsen and Mary Lee Smith, *Meta-Analysis of Research on the Relationship of Class Size and Achievement* (The Class Size Project of Educational Research Service, University of Colorado, 1978), and M. L. Smith and G. V. Glass, "Meta-Analysis of Psychotherapy Outcome Studies," *American Psychologist*, April 1977, pp. 752-60.

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ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

April 4, 1983

MEMORANDUM

TO: Representative Milo Fritz
Attention: David Schade

FROM: Christine Johnson, Research Staff

RE: Teacher Salaries in Other States
Research Request No. 83-117

David Schade of your staff has requested the following information regarding teacher salaries:

(1) How do the salaries of Alaska teachers compare to the salaries of teachers in other states?

(2) How does the schedule for increases in teacher salaries in Alaska compare to schedules in other states?

We have had to rely on 1980-81 data in most instances; more current information about teacher salaries in other states was not readily available.

Teacher Salaries

Average salaries. The following table lists average teacher salaries in the five states (and the District of Columbia) which paid the most in 1980-81 and the five states which paid the least. Alaska ranks first on this list, with average salaries for teachers of $29,000 in 1980-81. This was 27 percent more than the average salary in Washington, D.C, which ranked second, and 67 percent more than the national average.

A more complete table showing average salaries for teachers in 47 states is attached see Attachment 1.

Table 1
Teacher Salaries
1980-81 School Year

State or Government	Average Salary
Top Five	
Alaska	$29,000
Washington, D.C.	22,883
Michigan	21,057
Hawaii	20,993
Washington	20,702
National Average	$17,413
Bottom Five	
Maine	$13,994
South Dakota	13,636
Arkansas	13,269
Vermont	13,235
Mississippi	13,000

Source: Ohio Bureau of Employment Services

Cost-of-living differences. One explanation for higher teacher salaries in Alaska is the higher cost of living compared to other states. Until recently, the federal Bureau of Labor Statistics prepared an annual estimate of the amount of money needed to support an urban family for a year at low, intermediate, and high income levels; estimates were based on surveys of buying habits of various income groups.

The following table shows household budgets for intermediate income families in the fall of 1980 in the five most expensive metropolitan areas and the five least expensive. Anchorage, with an intermediate family budget of $29,682, was the most expensive place to live of the metropolitan areas listed. The intermediate family budget in Anchorage was 18 percent higher than the budget in Washington, D.C., and 28 percent above the national average for metropolitan areas.

Table 2
Annual Budget for an Intermediate Income Family
Fall 1980

Metropolitan Area	Intermediate Income Budget
Five Most Expensive	
Anchorage, Ak.	$29,682
Boston, Ma.	27,029
New York, N.Y.	26,749
Washington, D.C.	25,203
San Francisco, Ca.	24,704
Urban U.S. Average	$23,134
Non-metro U.S. Average	$21,070
Five Least Expensive	
St. Louis, Mo.	22,248
Honolulu, Hi.	21,933
Houston, Tx.	21,572
Atlanta, Ga.	21,131
Dallas, Tx.	20,776

Source: Bureau of Labor Statistics

Salary Increase Schedules

Each Alaska school district has its own salary schedule for teachers. During the 1980-81 school year, salaries for a beginning teacher with a bachelors degree ranged from $17,400 in the Kake School District to $23,038 in the Northwest Arctic Regional Educational Attendance Area. Maximum teacher salaries ranged from $27,265 in Kake to $42,982 in the North Slope Borough. To earn the maximum salary, teachers must usually have a masters degree with at least 15 semester hours of additional coursework and 11-16 years of teaching experience. In the North Slope Borough, a teacher must have a masters degree plus 36 additional semester hours of coursework and at least 13 years of teaching experience. Attachment 2 lists minimum and maximum salaries in each of Alaska's 52 school districts.

On the following pages, we have listed teacher salaries at various steps for entry-level teachers with bachelors degrees, teachers with

masters degrees, and teachers with the maximum amount of education recognized by the district. This data is shown for six Alaska school districts (Anchorage, Kenai Peninsula Borough, Ketchikan Gateway Borough, Fairbanks North Star Borough, Lower Kuskokwim REAA, and Yukon-Koyukuk REAA) and six school districts in other states (Los Angeles, Washington, D.C., Chicago, St. Louis, Albuquerque, and Philadelphia). The six Alaska districts serve roughly two-thirds of the state's students.

In the six out-of-state districts, the average salary for a beginning teacher with a bachelors degree and no previous experience was $13,160. The average salary for an entry-level teacher in the six Alaska districts was $20,411, or roughly 55% higher. Maximum salaries paid by the six Alaska districts averaged $37,620, or 33% more than the average maximum salary of $28,201 paid in the out-of-state districts.

In the Alaska districts, teachers with five years of experience (at step 5 on the salary schedule) were receiving an average of 23% more than teachers with little or no teaching experience (at step 0 on the salary schedule). In contrast, in the out-of-state districts, teachers at step 5 were receiving approximately 27% more than teachers at step 0.

The data suggests that teachers in the six Alaska school districts start out with much higher salaries than their counterparts in other states; however, they appear to receive slightly lower salary increases as they become more experienced than do teachers in other areas.

If you would like a full teacher salary schedule for 1980-81 for any Alaska school district, please let us know.

* * * * *

Please don't hesitate to contact us if you have any questions about this information or if we can provide further assistance.

CJ/sj

Attachments

Table 3
Teacher Salary Schedules in Six Alaska School Districts
and Six Out-of-State Districts[1]

Alaska

Teacher Salaries
Anchorage School District
1980-81 School Year

	--------Level of Education--------		
	BA	MA	Maximum*
Step 0	$18,613	$21,217	$25,126
Step 5	23,824	26,243	29,780
(% increase)	(28%)	(24%)	(19%)
Highest Step	23,824	29,965	37,574

*Bachelors degree plus 90 semester hours with masters degree.

Teacher Salaries
Kenai Peninsula Borough School District
1980-81 School Year

	---------Level of Education--------		
	BA	MA	Maximum*
Step 0	$18,405	$20,799	$23,193
Step 5	24,048	25,758	27,468
(% increase)	(31%)	(24%)	(18%)
Highest Step	27,468	32,597	36,873

*Bachelors degree plus 72 semester hours with masters degree.

[1]Information on teacher salary schedules in other states is from AFT Research Report: Scheduled Teacher Salaries 1981-82 School Year, Department of Research, American Federation of Teachers, AFL-CIO, Washington, D.C.

Alaska (continued)

Teacher Salaries
Ketchikan Gateway Borough School District
1980-81 School Year

	Level of Education		
	BA	MA	Maximum*
Step 0	$20,297	$23,036	$24,862
Step 5	24,862	27,601	29,427
(% increase)	(22%)	(20%)	(18%)
Highest Step	27,601	33,992	35,818

*Masters degree plus 36 semester hours or the degree equivalent.

Teacher Salaries
Fairbanks North Star Borough
1980-81 School Year

	Level of Education		
	BA	MA	Maximum*
Step 0	$20,628	$23,103	$25,579
Step 5	26,404	28,673	30,726
(% increase)	(28%)	(24%)	(20%)
Highest Step	26,404	32,799	37,956

*Masters degree plus 36 semester hours.

Alaska (continued)

Teacher Salaries
Lower Kuskokwim REAA
1980-81 School Year

	Level of Education		
	BA	MA	Maximum*
Step 0	$22,645	$25,200	$27,770
Step 5	27,515	30,365	33,220
(% increase)	(22%)	(21%)	(20%)
Highest Step	27,515	34,440	38,930

*Masters degree plus 36 semester hours or two Masters degrees.

Teacher Salaries
Yukon-Koyukuk REAA
1980-81 School Year

	Level of Education		
	BA	MA	Maximum*
Step 0	$21,877	$24,573	$27,293
Step 5	27,681	30,404	33,121
(% increase)	(27%)	(24%)	(21%)
Highest Step	27,681	34,291	38,566

*Masters degree plus 36 semester hours.

Los Angeles, California

Teacher Salaries
Contract Period 9/80-8/82

	Level of Education		
	BA	MA	Maximum
Step 0	$13,700	$16,320	$18,060
Step 5	16,630	19,390	21,850
(% increase)	(21%)	(19%)	(21%)
Highest Step	19,380	23,510	28,800

Washington, D.C.

Teacher Salaries
Contract Period 1981-1982

	Level of Education		
	BA	MA	Maximum
Step 0	$14,014	$15,418	$16,123
Step 5	16,242	18,236	18,942
(% increase)	(20%)	(18%)	(17%)
Highest Step	23,428	27,339	28,058

Chicago, Illinois

Teacher Salaries
Contract Period 1981-1982

	Level of Education		
	BA	MA	Maximum
Step 0	$13,770	$14,925	$16,664
Step 5	18,576	19,731	21,470
(% increase)	(35%)	(32%)	(29%)
Highest Step	26,136	27,378	29,268

St. Louis, Missouri

Teacher Salaries
Contract Period 7/81-6/83

	Level of Education		
	BA	MA	Maximum
Step 0	$12,600	$13,600	$15,600
Step 5	16,600	17,600	19,600
(% increase)	(32%)	(29%)	(26%)
Highest Step	21,000	22,000	24,000

Albuquerque, New Mexico

Teacher Salaries
Contract Period 1980-1982

	Level of Education		
	BA	MA	Maximum
Step 0	$12,800	$13,795	$16,145
Step 5	14,420	15,415	17,765
(% increase)	(13%)	(12%)	(10%)
Highest Step	19,445	21,280	24,890

Philadelphia, Pennsylvania

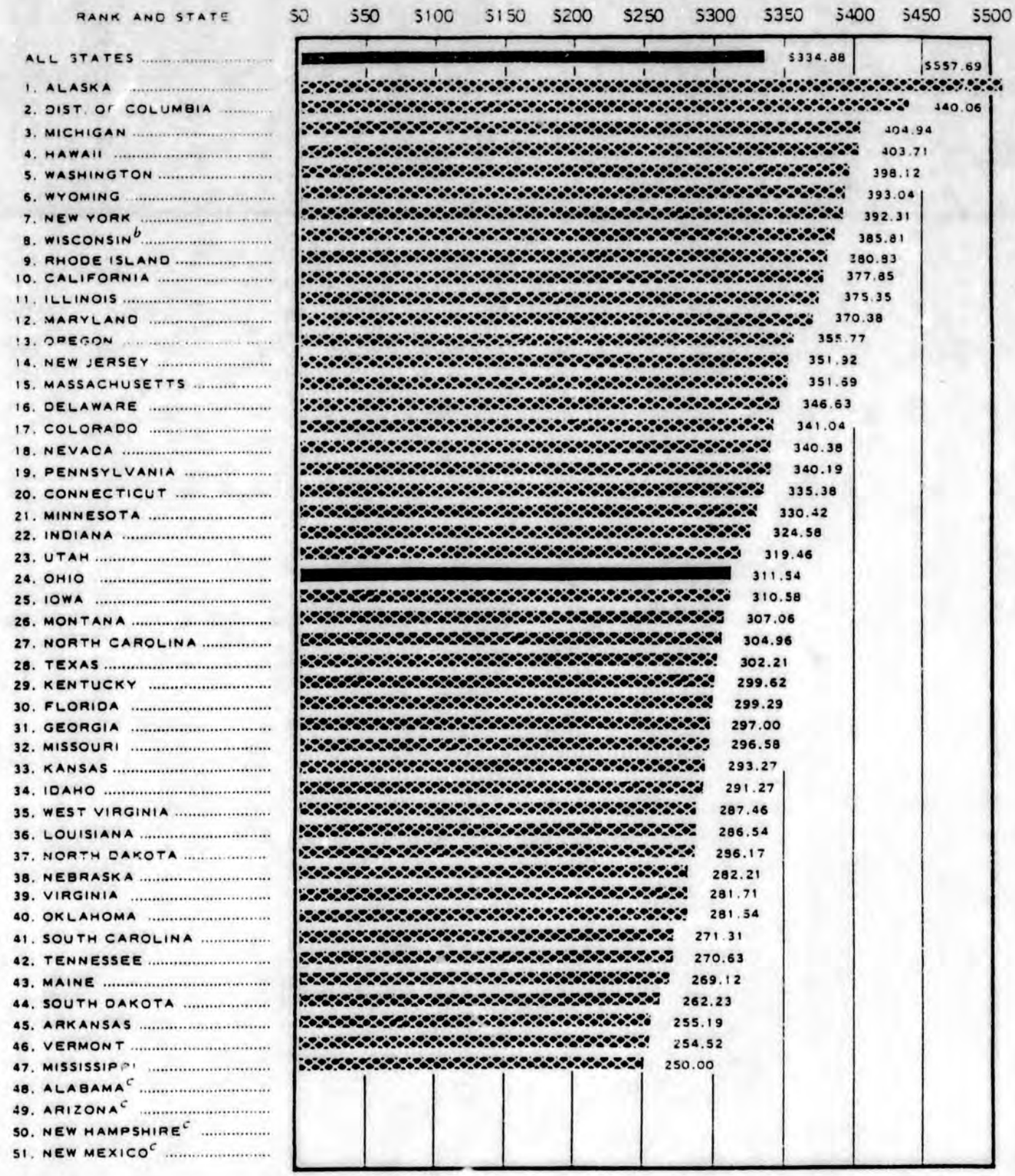
Teacher Salaries
Contract Period 9/80-8/82

	Level of Eduction		
	BA	MA	Maximum
Step 0	$12,074	$12,482	$14,082
Step 5	17,916	18,559	20,974
(% increase)	(48%)	(49%)	(49%)
Highest Step	25,960	29,395	34,188

ATTACHMENT 1

AVERAGE WEEKLY EARNINGS OF CLASSROOM PUBLIC SCHOOL TEACHERS 1980-81[a]

JUL 27 1981



[a]Average annual salaries divided by 52. Derived from estimates of National Center for Education Statistics, U.S. Department of Education.

[b]Includes fringe benefit payments.

[c]Data not available.

Division of Research and Statistics
Ohio Bureau of Employment Services
Columbus 7-21-81 No. C-380.2

ATTACHMENT 2
Minimum and Maximum Teacher Salaries
in Alaska School Districts
1980 - 81 School Year

City and Borough School Districts	Minimum Salary[a]	Maximum Salary[b]
Anchorage	18,613	37,574
Bristol Bay Borough	22,427	40,472
Cordova	20,400	35,700
Craig	18,350	29,543
Dillingham	20,694	33,188
Fairbanks North Star Borough	20,628	37,956
Galena	21,000	37,800
Haines	19,380	29,880
Hoonah	17,400	33,408
Hydaburg	17,999	31,678
Juneau	20,633	37,145
Kake	17,140	27,265
Kenai	18,405	36,873
Ketchikan Gateway Borough	20,297	35,818
King Cove	21,546	36,096
Klawock	18,200	32,344
Kodiak Island Borough[c]	19,366	38 732
Mat-Su	21,091	35,942
Nenana	20,000	34,071
Nome	22,534	42,814
North Slope	22,742	42,982
Pelican	16,500	30,555
Petersburg	20,683	32,610
Sand Point	24,357	39,841
Sitka	20,608	36,410
Skagway	19,625	30,100
St. Mary's	18,848	32,907
Unalaska	21,428	39,927
Valdez	22,905	38,939
Wrangell	17,200	32,680
Yakutat	18,137	29,964
Regional Educational Attendance Areas		
Adak[c]	$18,211	$33,872
Alaska Gateway	19,357	36,004
Aleutian	22,159	41,214
Annette Islands	19,300	33,780
Bering Strait	21,525	38,033
Chatham	17,651	34,140
Chugach	19,005	29,455
Copper River	21,280	39,580
Delta/Greely	21,265	36,046
Iditarod	21,877	38,197
Kuspuk[d]	21,206	39,443
Lake & Peninusula	20,550	33,412
Lower Kuskokwim	22,645	38,930
Lower Yukon	20,203	37,578
Northwest Arctic	23,038	41,600
Pribilofs	19,440	33,437
Railbelt	21,189	36,945
Souteast Island	20,056	38,107
Sothwest	21,377	35,052
Yukon Flats	20,000	39,000
Yukon Koyukuk	21,877	38,566

[a] The minimum salary is earned by beginning teachers who have a bachelors degree and no previous teaching experience.
[b] The maximum salary is usually earned by teachers who have masters degrees, at least 15 hours of additional coursework, and 11-16 years of teaching experience.
[c] 1979-80 school year
[d] Salaries effective 1/81

Source: House Research Agency (4/83)

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

March 15, 1985

MEMORANDUM

TO: Representative Andre Marrou

FROM: Jeanne Fortier, Legislative Analyst

RE: Salaries of Governors and Heads of State University Systems
Research Request 85-203

This memorandum provides:

- a comparison of the basic salaries of state governors and heads of state university systems; and
- a comparison of University of Alaska (UA) administrators' salaries and the national median salaries for similar positions.

A state may have several university systems with differing salary levels. The salary figures given for heads of state university systems in this memorandum represent the basic wage of the highest paid university system chief administrator in each state. The FY 85 median salary among this group is $88,885, according to a study conducted by the State Higher Education Executive Officers (SHEEO).

Table 1 lists the salaries of governors and the highest paid university system presidents in each state, and expresses the presidents' salaries as a percentage of the governors' salaries. The median president's salary among this group is 46 percent above the median governor's salary: $88,885 compared to $60,862. According to the College and University Personnel Association (CUPA), the FY 85 median salary for all heads of university systems, not just the highest paid, is $72,716. Because CUPA does not release state-by-state salary information, a comparison is limited to median salaries.[1] The median university president's salary is 19 percent above the median governor's salary: $72,716 compared to $60,862. In Alaska, the University of Alaska president's salary is 23 percent above that of Governor Sheffield.

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[1]CUPA collects salary information from the various colleges and universities with an agreement to hold the information in confidentiality. CUPA feels that to give state-by-state information may violate the confidentiality agreement, according to Debbie Anderson, CUPA researcher.

Table 1
Basic Salaries of Governor's and Heads of University Systems
1984-85 Salaries

State	Governor's Salary	Salary of University System Head	University System Head's Salary as a Percentage of Governor's Salary
Alabama	$ 63,839	$104,000	163%
Alaska	81,648	100,027	123
Arizona	56,000	90,523	162
Arkansas	35,000	74,114	212
California	49,100	150,000	305
Colorado	60,000	89,900	150
Connecticut	65,000	91,000	140
Delaware	35,000	not available	--
Dist. of Columbia	not applicable	not applicable	--
Florida	69,550	82,745	119
Georgia	71,314	96,000	135
Hawaii	59,400	95,000	160
Idaho	50,000	67,186	134
Illinois	58,000	95,000	164
Indiana	66,000	115,000	174
Iowa	60,000	89,500	149
Kansas	47,925	62,000	129
Kentucky	60,000	86,550	144
Louisiana	73,400	99,950	136
Maine	35,000	70,000	200
Maryland	75,000	98,058	131
Massachusetts	75,000	83,000	111
New Hampshire	56,495	87,230	154
Minnesota	75,000	not available	--
Mississipi	63,000	89,530	142
Missouri	55,000	100,000	182
Montana	47,968	69,630	145
Nebraska	40,000	92,000	230
Nevada	65,000	63,640	98
New Jersey	85,000	83,000	98
New Mexico	60,000	55,100	92
New York	100,000	100,000	100
North Carolina	60,768	91,685	151

Table 1 (continued)
Basic Salaries of Governor's and Heads of University Systems
1984-85

State	Governor's Salary	Salary of University System Head	University System Head's Salary as a Percentage of Governor's Salary
North Dakota	60,862	67,569	111
Ohio	65,000	100,760	155
Oklahoma	70,000	85,008	121
Oregon	55,423	89,136	161
Pennsylvania	75,000	55,000[a]	73
Rhode Island	42,500	69,500	164
South Carolina	60,000	76,466	127
South Dakota	50,981	65,000	127
Tennessee	68,220	99,000	145
Texas	88,900	150,000	169
Utah	51,984	92,700	178
Vermont	50,000	38,955	78
Virginia	75,000	73,790	98
Washington	63,000	88,885	141
West Virginia	72,000	68,808	96
Wisconsin	75,337	76,000	101
Wyoming	70,000	35,292[a]	50

[a]Salary is for 1983-84.

Sources: State Higher Education Executive Officers (SHEEO)
Council of State Governments

* * * *

Table 2 lists the basic salaries of several University of Alaska (UA) administrators, the median salaries for similar positions in other states, the national median salary adjusted for the cost of living in Alaska, and the percentage difference between the adjusted median figures and the actual UA salaries. All salaries are for 1983-84; the 1984-85 national median salaries for these positions will not be available until the CUPA study is released in April of 1985. After adjusting for the higher cost of living in Alaska, UA administrators' salaries averaged 40 percent above the national median salaries.

Table 2

Comparison of UA Salaries with the National Median Adjusted for the Cost-of-Living Differential Selected Administrative Positions 1983-1984

Title	UA Salary	National Median Salary	National Median Salary Adjusted for Alaska COL	UA Salary % Above Adj. National Median
Statewide				
President	$96,737	$67,675	$78,222	24
Executive VP	94,398	50,184	59,035	60
UAF				
Chancellor	94,037	58,101	67,720	39
Vice Chancellor	86,903	46,600	55,103	58
UAA				
Chancellor	85,816	58,101	67,720	27
Vice Chancellor Academic Affairs	79,636	46,600	55,103	45
Vice Chancellor Campus Affairs	74,917	38,340	46,042	63
Vice Chancellor Business Affairs	78,091	43,500	51,702	51
UAJ				
Chancellor	85,816	58,101	67,720	27
Vice Chancellor	71,495	43,500	51,702	38
Vice Chancellor	76,715	46,600	55,103	39
ACC				
Chancellor	85,817	58,101	67,719	27
Vice Chancellor	66,398	46,600	55,103	20
Vice Chancellor	71,827	38,340	46,042	55
CCREE				
Chancellor	83,353	58,101	67,720	23
Vice Chancellor	75,252	43,500	51,702	46

Note: All salary figures are for 1983-84, which is the latest year for which comprehensive data are available. All salaries are base pay; they do not include housing, transportation and expense allowances. Allowances are commonly provided to these officials in all states. The cost-of-living differential was calculated using a formula provided by Ron Phipps, Director of Academic Planning and Research at the Postsecondary Education Commission. The formula adds 9.7 percent of base salary plus $3,983 to determine an equivalent Alaska salary.

Sources: Alaska Postsecondary Education Commission and College and University Personnel Association.

Table 3 provides a listing of current UA salaries, and an expression of those salaries in terms of Governor Sheffield's salary. At least eight UA administrators earn more than the governor.

Table 3
Comparison of UA Administrators' Basic Salaries With
Governor Sheffield's Basic Salary 1984-85

Title	Salary	UA Salary as a Percent of Governor Sheffield's Salary
Statewide		
President	$100,027	123%
Executive VP	95,909	117
UAF		
Chancellor	96,866	119
Vice Chancellor	91,021	111
UAA		
Chancellor	91,021	111
Vice Chancellor Academic Affairs	85,488	105
Vice Chancellor Campus Affairs	74,630	91
Vice Chancellor Business Affairs	77,792	95
UAJ		
Chancellor	85,488	105
Vice Chancellor	71,219	87
Vice Chancellor	76,419	94
ACC		
Chancellor	76,003	93
Vice Chancellor	69,471	85
Vice Chancellor	75,129	92
CCREE		
Chancellor	86,448	106
Vice Chancellor	68,141	83

Source: University of Alaska.

* * * *

I hope this information has been useful. If you have any questions or need further information, please contact this agency.

JF

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

March 4, 1985

MEMORANDUM

TO: Representative

FROM: Jeanne Fortier, Legislative Analyst

RE: Administrators' Salaries: University of Alaska versus the National Median
Research Request 85-212

This memorandum addresses your request for a comparison of University of Alaska administrators' salaries with the median salaries for similar positions in other states. After adjusting for the higher cost of living in Alaska, University of Alaska administrators' salaries averaged 40 percent above national median.[1]

The national median salary of presidents of university systems is 11 percent greater than the median salary of governors. The president of the University of Alaska earns 18 percent more than the $81,648 earned by Governor Sheffield. However, the Alaska governor's salary is also above the median. The median governor's salary is $60,862. After adjusting for the cost-of-living differential, the governor of Alaska earns 15 percent more than the median governors' salary.

Table 1 provides information regarding the salaries of University of Alaska (UA) administrators, corresponding national median salaries, the national salaries adjusted for Alaska cost-of-living differentials, and the percentage difference between those salaries and the actual salaries earned by UA administrators. Salary figures are based on 1983-84 earnings; higher education administrators received an average pay increase of 3.7 percent in 1984.[2] Information regarding professors' median salaries in the UA system is being researched by the University payroll office, and should be available early next week. An addendum will be provided regarding that information.

---

[1]All salary figures are for 1984, which is the latest year for which comprehensive data are available. All salaries are base pay; they do not include housing, transportation and expense allowances. Allowances are commonly provided to these officials in all states. The cost of living differential was calculated using a formula provided by Ron Phipps, Director of Academic Planning and Research at the Postsecondary Education Commission. The formula adds 9.7 percent of base salary plus $3,983 to determine an equivalent Alaska salary.

[2]"Administrative Salaries Rise, But Increase is Smaller than Before," Higher Education Daily, April 4, 1984, page 3.

Table 1
A Comparison of UA Salaries with the National Median
Selected Administrative Positions 1983-1984

Title	UA Salary	National Median Salary	Median Salary Adjusted for Alaska COLA	UA Salary Percentage Above Adjusted National Median
Statewide				
President	$96,737	$67,675	$78,222	24
Executive VP	94,398	50,184	59,035	60
UAF				
Chancellor	94,037	58,101	67,720	39
Vice Chancellor	86,903	46,600	55,103	58
UAA				
Chancellor	85,816	58,101	67,720	27
Vice Chancellor Academic Affairs	79,636	46,600	55,103	45
Vice Chancellor Campus Affairs	74,917	38,340	46,042	63
Vice Chancellor Business Affairs	78,091	43,500	51,702	51
UAJ				
Chancellor	87,050	58,101	67,720	29
Vice Chancellor	71,495	43,500	51,702	38
Vice Chancellor	76,715	46,600	55,103	39
ACC				
Chancellor	85,817	58,101	67,719	27
Vice Chancellor	66,398	46,600	55,103	20
Vice Chancellor	71,827	38,340	46,042	55
CCREE				
Chancellor	83,353	58,101	67,720	23
Vice Chancellor	75,252	43,500	51,702	46

Source: Alaska Postsecondary Education Commission.

Prepared by the House Research Agency, March 1985.

* * * * *

We hope that this information has been useful to you. Should you have questions or need additional information, please contact our agency.

JF

ALASKA STATE LEGISLATURE
HOUSE OF REPRESENTATIVES
RESEARCH AGENCY

Pouch Y, State Capitol
Juneau, Alaska 99811
(907) 465-3991

June 19, 1984

MEMORANDUM

TO: Representative Mike Davis

FROM: Nancy Pease, Legislative Analyst

RE: Legislative Staffing in Other States
Research Request 84-115

Tom Moyer of your staff requested a comparison of the size and cost of legislative staff in Alaska, Washington, Oregon, Idaho, Montana, Nevada and Wyoming. He specifically inquired about the total numbers of legislative staff, the average salaries of legislative staff, and the cost of staff per legislator and per legislature on a daily, sessional, and per capita basis.

Differences in record keeping among the states prevented us from obtaining directly comparable estimates of staff size and costs. Whenever possible, we have converted information for the different states into common terms. For example, some states omit expenses related to full-year staff from the computation of session expenses. For Nevada, Wyoming, and Montana, we have included a prorated portion of full-year staff salaries in the computation of session costs. Also, for states with several separate legislative agencies, we have combined several payrolls and rosters to compute size and cost figures for the entire legislative staff. In some instances, we have footnoted our tables to indicate that the statistics provided to us by different agencies may not have been wholly comparable or mutually exclusive.

Tables 1 and 2 compare the size and costs of legislative staffs during the 1983 session for Alaska, Washington, Oregon, Idaho, Montana, Nevada and Wyoming. In general, Washington and Oregon employ staffs much larger than the other states; 708 and 574 persons, respectively, during legislative sessions. Both states' legislatures have year-round staffs of two to three hundred people. Wyoming and Idaho operate between sessions with a skeletal staff of 20 and 55 full-time employees, respectively. (See Table 1.)

During legislative sessions, all states increase the size of their legislative staffs considerably. Washington, Oregon and Nevada each hire over 325 temporary employees. The other four states hire far fewer session employees. For the 1983 session, Idaho and Wyoming hired only 46 and 97 temporary employees, respectively.

The ratios of staff to legislators and to the constituent base vary considerably among the states. Alaska's legislative staff, though average in numerical size, serves a smaller legislature and a smaller constituency than in most states. Thus, of the seven states, Alaska has the highest ratio of legislative staff per constituent (1:1,200) and the second highest ratio of staff per legislator (6.3:1). Nevada has the highest level of staffing per legislator during the session, with a 6.7:1 ratio, while Idaho has the lowest level of staffing per legislator (a 1:1 ratio) and per constituent (a 1:9,600 ratio).

Table 2 presents information on the salaries of legislative staffs during the 1983 legislative session. Of the seven states surveyed, Washington spent the most ($11.1 million) to staff its legislative session in 1983.[1] The other states each spent less than $4 million on staff salaries during the session, with Wyoming spending the least at $377,044. Alaska spent far more per constituent ($7.00) and more per legislator (nearly $56,000) than most other states. Alaska's daily staff cost of $379 per legislator is comparable to Nevada's cost of $368 and far less than Washington's staff cost of over $559 per legislator per day. On the low end of the cost scale, Idaho operates the least expensive general session, spending only $62 per legislator per day in 1983. The staff salaries for the Idaho session averaged about $5,000 per legislator (11 percent of Alaska's cost per legislator) and 56¢ per constituent (7 percent of the cost to each Alaskan).

The staff salaries in Table 2 do not include legislators' salaries. Attachment A, from the Book of the States 1982-83, lists legislators' salaries and expense allowances in all states.

Table 3 presents the salary ranges or the average salaries for eight legislative staff positions in the various states. Alaska pays higher than average salaries for all professional, clerical, permanent and temporary jobs. Permanent secretaries with the Alaska legislature have a much higher salary range than in other states; however, Washington generally has the highest upper range for salaries of permanent staff.[2]

---

[1]The salary information provided by the payroll office of the Washington House of Representatives appears unreasonably high while the salary information provided by the Senate payroll office appears unreasonably low. There is no basis for questioning the figures based on their source; nevertheless, both figures may be inaccurate.

[2]Washington's session staff are paid relatively low wages of $35 to $50 per day (see Attachment A).

Montana and Idaho pay the lowest staff salaries. Montana's top-paid legislative attorneys earn $2,900 per month compared to the average $3,900 earnings of Alaska's attorneys. Idaho's secretarial and floor staff, paid a daily wage of $30 to $50, earn about one-half to one-third of the salaries paid to their counterparts in the Alaska State Legislature.

The structures and divisions of each state's legislative staff are described in further detail in the following sections.

Alaska

Alaska's Legislative Affairs Agency employs a total of 318 permanent employees. Nearly 100 of these employees are part-time, including many village teleconference operators, who may work only during the session and usually for less than 10 hours per week. Other permanent employees include:

Public Services	133	(38 full-time)
Administrative Services	41	
Legislative Audit	43	
Legal Services	28	
Executive Director's Office	25	
Maintenance	16	
House Research Agency	11	
Legislative Finance	8	
Senate Advisory Council	7	
Rural Research Agency	3	
Code Review Commission	2	
Administrative Regulation Review	1	

The legislators are also served by 67 year-round caucus staff;

Senate:	professional assistants	17
	professional secretaries	17
House:	professional assistants	17
	professional secretaries	16

The caucus staff may be placed on the payrolls with temporary staff during the session. As you may know, temporary staff includes a number of legislative assistants which are assigned to individual legislators by the majority and minority leadership. In 1984, these personal assistants included:

legislative aides	115
researchers	45
secretaries	54

In 1984, legislative researchers were paid $2,800-3,100 per month. Legislative aides who served as administrative assistants earned $3,200-3,500 per month and those serving as professional assistants earned $3,600-4,000. Secretaries hired for the session earned between $2,300 and $2,700 per month. Information on the salaries of permanent staff and session floor staff is summarized in Table 3.

Washington

Most Washington senators may employ one personal secretary or aide year-round.[3] The majority and minority leaders may employ two personal aides throughout the year. During the session, all senators may hire one additional secretary or aide, though not all choose to do so. The salary of these assistants depends upon experience rather than job title. The average salary of personal staff is about $1,360 per month, with a range of $1,140 per month to $1,781 per month.

Legislators may also be assisted by college and graduate students who serve as research or legal interns. The 40 interns receive a $100/week stipend in addition to college credit.

Shared staff includes the Senate Research Center, comprised of approximately 50 research analysts, budget analysts, attorneys and secretaries. These staff members work year-round for the Senate's standing committees. Each caucus has a similarly composed staff of 20-35 persons. Finally, 13 secretaries, clerks, and operators staff the Secretary of the Senate office, the accounting office, and the printing shop. The salary ranges of selected legislative staff are presented in Table 3.

Washington's House of Representatives staff consists of large interim caucuses in place of year-round personal staff. The majority caucus is staffed by 55 researchers, analysts, communications personnel, and clerical workers. The minority caucus employs a similar staff of 35 persons. Representatives generally do hire one personal aide--either a secretary or a legislative assistant during the session.

Oregon

Permanent staff are employed by the Oregon Legislative Assembly in the following capacities:

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[3]Since 1973, legislative committees have operated year-round. A senator may opt to hire one or two half-time assistants during the interim, rather than one full-time assistant. A legislator may station this assistant in his home district if he pays his own district office expenses.

Legislative Administration Council	100
Legislative Council - Legal Division	20
Legislative Fiscal Office	10
Legislative Revenue Office	6
Leadership offices staff	24
Other	35
permanent employees	195

While individual legislators employ personal staff only during the session, they are supported year-round by the staff of six leadership offices.[4] The leadership offices employ a total of 24 year-round aides, including executive aides who earn $3,000 to $3,800 per month and the Senate Secretary and Chief Clerk who earn between $2,700 and $3,500 per month. Clerical/secretarial aides in these offices earn $1,200 to $1,500 per month.

The largest permanent support agency of the legislature is the 100-person Legislative Administration Commission, whose workers generally earn $2,000 to $2,500 per month. Attorneys with the Legislative Council, a 20 to 35-person legal agency, earn $2,700 to $3,500 per month. Oregon's salaries for session employees and clerical employees rank lower among the states than its salaries for professionals. Legislative assistants are paid $1,200 per month; session secretaries start at $1,000 per month; and guides and other non-professional staff are paid $950 to $1,150 per month. In addition, all employees during the legislative session receive substantial benefits. Session employees include the following:

personal aides to legislators	180
committee staff	65
additional Legislative Admin. Council Staff	20
additional Council attornies and legal staff	40
additional Legislative Review staff	2
floor staff and others	2
temporary session staff	379

Idaho

Idaho's legislature is served by 55 permanent staff and 46 temporary workers. The ratio of staff to legislators is slightly less than 1 to 1. In addition to employing far fewer legislative staffers than other

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[4]There are three leadership offices in each chamber; Democratic, Republican and the House Speaker's or Senate President's office.

states, Idaho pays lower salaries for many positions. Thus, Idaho's total session costs are low in comparison with the otner states; the costs for Idaho's legislative staff are equal to five percent of Washington's costs and 16 percent of Alaska's costs. Idaho legislators have no personal staff and limited committee staff.[5]

The 55 members of the permanent staff receive salaries averaging $20,000 to $22,000 per year. Permanent staff are organized into the following divisions:

legislative audit division	26
finance committee	10
bill preparation and printing	8
drafting and research	8
office of Speaker of the House	2
office of Secretary Pro Tem	1
permanent employees	55

The maximum rate of pay for session staff is $39 per day, with an average rate of $32 per day. Session staff are hired for the following positions:

Committees:	secretaries	24
House:	cooks	3
	secretaries (pool)	5
	floor staff	2
	sergeant-at-arms	1
	assistant sergeant-at-arms	1
	doorkeeper	1
Senate:	cooks	2
	secretaries (pool)	3
	floor staff	2
	sargeant-at-arms/doorkeepers	2
	part-time, temporary staff	46

[5]Only the finance committee receives permanent staff.

Nevada

Nevada legislators have no personal staff, although legislators have access to a pool of 20 college interns who assist with legislators' personal work, or they may fund their own personal staffs. Most legislators rely on the Legislative Council Bureau (LCB), a central, nonpartisan staff shared among legislators, the leadership, and committees. Divisions of the LCB are as follows:

legal
administrative
audit
research
fiscal
security
accounting
study subcommittees
legislative commission

Employees in the research division earn $29,000 to $39,000 per year. Clerks, stenographers, and secretaries earn from $16,000 to $25,000 per year.[6] Salaries for Nevada's legislative staff are mid-range compared to other states, as shown in Table 3.

During the session, the Nevada legislature employs over 300 temporary personnel, both within the Legislative Council Bureau, and as floor staff and attaches to the Senate and Assembly.

Wyoming

Wyoming has the smallest year-round legislative staff of the six states surveyed. The 20 year-round employees are supplemented by approximately 90 temporary workers during the session. In addition, a few legislators arrange for interns to serve as personal aides. Though daily wages for temporary staff are low, temporary staff are paid for every calender day of the legislative session, whether or not they are on active duty. Thus, while the legislature convened on only 40 days during the 1983 general session, temporary staff were paid for the 51 days over which the session stretched.

The Legislative Service Office, which is responsible for all interim work and all bill drafting, employs 20 persons year-round in the following capacities and annual salary ranges:

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[6]Under the Nevada bookkeeping system, the salaries and expenses of permanent staff are not charged as session expenses, except for overtime.

1 director/attorney	$57,280
1 ass't director/attorney	$52,209
2 attorneys	$32,220
4 auditors	
head	$35,700
other	$21,420 - $30,095
3 budget analysts	
head	$49,116
other	$19,980 - $25,000
2 researchers	$28,351 - $45,147
7 clerical/computer technicians	$14,280 - $22,185

In addition to the above personnel, the Legislative Services Office employees six persons part-time during the session. Temporary staff positions and wages are as follows:

chief clerk	$129 per day
assistant chief clerk	$ 90 per day
House attorney	$129 per day
clerical supervisor	$106 per day
secretaries	$ 58 per day
computer technician	$ 64 per day
secretary of leadership	$ 76 per day
sergeant-at-arms	$ 45 per day
messenger/page	$ 50 per day
janitor	$ 39 per day

Montana

In 1983, in addition to the 90-day session held from January to mid-April, the Montana legislature met for a six-day special session in December. However, the costs of staffing listed below are tallied for only the regular session.

In 1983, the Montana legislature was served by 128 permanent staff, 164 temporary staff (called attaches) and 277 student pages.[7] Montana's cost accounting procedure does not prorate the portion of the permanent legislative staffs' salaries which represents work time during the session.

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[7]The pages worked for the legislature for two-week periods, for a work contribution equivalent to 32 full-time positions.

Of the Montana legislators, only the President of the Senate and the Speaker of the House have personal staff (each has a secretary). Committees receive the assistance of temporary secretaries during the session. Though secretarial help is temporary and shared, each of the 20 legislative committees has the services of a year-round researcher and attorney, whose annual salaries range from $17,000 (entry-level) to $30,500 for researchers, and $20,000 (entry level) to $34,700 for attorneys.[8]

Temporary staff were paid at the following hourly rates in 1983:[9]

Chief clerk	$17.45
Secretary of the Senate	$17.10
House Sergeant-at-arms	$14.51
Senate Sergeant-at-arms	$11.61
Committee secretary	$ 7.15 - $8.98
Data technician	$ 6.24

* * *

We hope this information is helpful. Please let us know how we can be of further assistance.

NP

Attachments

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[8]There are 10 standing committees in each chamber.

[9]The wage rates were based on a 40-hour work week; there is no compensation for overtime.

Table .

LEGISLATIVE STAFFS IN SELECTED STATES--1983 LEGISLATIVE SESSION

State	Population (1982)	No. of legislators	Length of session	Personal Staff	Number of Staff			Staff Per Legislator	Constituents per Staff
					permanent	temporary	total		
ALASKA	461,000	60	average 147 days in past 5 years	yes; session only	223[a]	153	376	6.3	1,200
WASHINGTON	4,425,000	147	60 & 105 days in alternate years In 1983 w/special session; 135 days	yes; year-round for Senate	334	374	708[b]	4.8	6,300
OREGON	2,649,000	90	biennial; 6-7 months	yes; year-round for House	195	379	574	5	4,600
IDAHO	965,000	105	83 days[c]	no	55	46	101	1	9,600
NEVADA	881,000	60	90 days[d,e] in 1983; 126 calendar days	no; pool of interns	103	328	431	6.7	2,000
WYOMING	502,000	92	20 & 40[d] working days in alternate years: 1983 = 51 calendar days 1984 = 25 calendar days	no; private interns	20	97	117	1.25	4,300
MONTANA	801,000	150	biennal; 90 days	no; pool of interns	136.5	166 32 fte pages	334.5	2.2	2,400

[a]Excludes 95 part-time workers in the Public Services department. Many of these workers are village teleconference operators who work less than 10 hours per week.

[b]Excludes House pages, who serve for two-week stints, in waves of 45-50. May include Senate pages.

[c]The Idaho constitution limits legislative sessions to 60 days in length but this limit is not observed.

[d]Temporary and permanent staff costs were based on the number of calendar days in the sessions.

[e]Legislators are paid for only 60 days of service but may continue the session without pay. Legislative staff receives pay for every calendar day, whether or not the legislators are being paid.

Prepared by: House Research Agency, June 1984.

Table 2
COSTS OF LEGISLATIVE STAFF IN SELECTED STATES--1983 LEGISLATIVE SESSION

State	SESSION TOTAL	Cost Per Constituent	Cost Per Day	Cost Per Legislator	Cost Per Legislator Per Day	Cost Per Staff[a]	Cost Per Staff Per Day
ALASKA	3,345,276	7.00	22,757	55,754	379	13,777	94
WASHINGTON	11,097,000	2.51	82,200	75,489	559	22,304	165
OREGON	3,388,426	1.28	17,377	37,649	193	7,013	36
IDAHO	540,036	0.56	6,506	5,143	62	9,230	111
NEVADA	2,780,976	3.15	22,071	46,345	368	7,649	61
WYOMING[b]	276,417	0.55	7,274	3,005	79	2,770	54
MONTANA	1,481,821	1.85	16,465	9,879	110	7,421	82

[a]A prorated permanent staff plus temporary staff.
[b] Figures derived by combining general session and budget session.

Prepared by: House Research Agency, June 1984.

Table 3
MONTHLY[a] SALARIES OF LEGISLATIVE STAFF (AVERAGE or RANGE) IN SELECTED STATES--1984

State	Chief Clerk	Sargeant-At-Arms	Personal Aide	Attorney	Fiscal Analyst	Researcher	Secretary	Computer Operator
ALASKA	4,500	3,193	3,200-5,000	3,889	3,889	2,300-3,900	2,252-2,684	2,043
WASHINGTON	3,752-5,790[b]	2,173-3,308	1,360	3,000-4,820[c]	1,695-3,556	1,695[d]-3,800	1,200-2,116	1,200-2,517[e]
OREGON	2,700-3,500	1,300-1,700	2,700-3,800	2,700-3,500	3,000-3,800	1,900[d]-2,400	1,000-1,500	965-1,200
IDAHO	1,500[f]	840- 882	No Aides	1,761[d]-2,361	1,454[d]-3,026	2,248-3,015	693- 756[g]	1,135-1,520
NEVADA	1,680-2,400	1,365-1,950	No Aides	2,257-3,380	2,467-3,386	2,416-3,250	1,203-1,816	1,816-2,467
WYOMING	3,870	1,350	No Aides	2,683-4,818[h]	1,665-4,093[i]	2,362-3,762	1,740-2,280	1,190-1,920
MONTANA	2,989	1,989-2,468	No Aides	1,667[d]-2,892	1,456-4,227[i]	1,416[d]-2,541	1,225[g]-1,538	1,069

[a]Some employees are paid a daily rate for either a 7-day or 5-day work week; monthly salaries have been calculated for either 30 or 21 days, respectively.
[b]Chief Clerk receiving the maximum tenure bonus.
[c]Attorneys hired for the session are paid $90/day, or $2,700/month.
[d]Entry level employees.
[e]This salary range includes systems analysts, which is a more skilled position than computer operator (data entry).
[f]Chief Clerk is paid to work seven days per week. Most temporary legislative staff are paid for a five-day week.
[g]Committee secretary.
[h]Attorney also serving as director of Legislative Services.
[i]Budget analyst also serving as director of budget staff.

Prepared by: House Research Agency, June 1984.

Attachment A
The Book of the States 1982-83

Table 5

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or other jurisdiction	Salaries: Regular sessions: Amount per day	Regular sessions: Limit on days	Annual salaries	Special sessions: Amount per day	Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Round trips home to capital	Living expenses per day
Alabama	$10	105C	$10	$10	30C	10	One	$65 up to 105C (U)
Alaska			$10,760			25	One	Depending on residence $50 to $67 (U)
Arizona			$15,000			22.5	Unlimited	$60 ($20 for legislators from Maricopa County) for first 120 days of regular session; after that, legislators receive $20 and $10 respectively (V)
Arkansas	$30	None	$7,500	$30	None	21	Weekly	$300/wk. (V)
California			$28,110			15(a)	One	$30/7-day week except when in recess four or more days (U)
Colorado			$14,000			20 (26/4-wheel drive)	Weekly	$40 ($20 for legislators from Denver metro area) (U)
Connecticut			$9,500(b) $7,500(c)			15	Unlimited	
Delaware			$11,400			15	Unlimited	
Florida			$12,000			20	Weekly	$30/7-day week (U)
Georgia			$7,200			10	Weekly	$66/7-day week (U)
Hawaii			$13,650			20	Unlimited	$20 for legislators from outside Oahu (U)
Idaho			$4,200			10	Five	$66 each calendar day of session if residence in capital ($25 if lives at home) (U)
Illinois			$25,000			20	Weekly	$36/L (U)
Indiana			$9,600		30L	22	Weekly	$30/7-day week (U)
Iowa			$13,700	$40	None	20	Weekly	$30/7-day week for 120 days in odd years and 100 days in even years (U)
Kansas	$62	None (odd) 90L (even)		$62	None	22	Weekly	$30/7-day week (U)
Kentucky	$50 $100(d)	60L (d)		$50	None	22.5	Eleven	$75/7-day week (U)
Louisiana	$75	60L (f)	$16,800	$75	30C	21(g)	Weekly	
Maine			$4,500(b) $2,500(c)	$25		20	Weekly	$35/day before and each day of session, or $17/day meals; mileage up to $20/day (V)
Maryland			$18,500 $21,000(b)			10	Daily if not lodging; weekly if lodging	$30 max. meals & lodging ($20 max. for meals); out of state: $75/diem max. meals & lodging actual & necessary for travel (V)
Massachusetts			$19,125			Varies	Unlimited	Each member depending on residence receives a per diem allowance for mileage, meals and lodging from $5 to $65/L (U)
Michigan			$31,000			26.5	Weekly	$6,300 max. (V)
Minnesota			$18,500			24	Weekly	Up to $23 metro; up to $36 out of state (U)
Mississippi			$8,100	$50		20	Weekly	$44 actual daily attendance (U)
Missouri			$15,000			17	Weekly	$35 actual daily attendance (U)
Montana	$43.74(b)	90L		$43.74(b)	None	24(b)	Two (U) Two (V)	$45/7-day week (U)
Nebraska			$4,800			21	One	
Nevada	$104	60L		$104	20C	20	Unlimited(h)	$66/C (U)
New Hampshire			$100	$3	15L	38/1st 45 mi. $19/in excess of 45 miles $50 max.	Unlimited	
New Jersey			$18,000			Intrastate railroad pass		
New Mexico	$61	60L (odd) 30L (even)		$40	30C	10	One	
New York			$57,500			23	Weekly	$55/day for actual & necessary expenses (V)
North Carolina			$6,936			25	Weekly	$50/7-day week (U); plus addtl. expense allowance of $172/mo.
North Dakota	$5	60L		$5	None	10	Weekly	$85/7-calendar days (U)
Ohio			$22,500			20	Weekly	
Oklahoma			$18,000			22	Weekly	$35/4-day week paid only to legislators spending the night (U)
Oregon			$8,400					$66/7-day week (U)
Pennsylvania			$25,000			17	Weekly	$10,000 max. (V)
Rhode Island	$5	50L				8	Each day of attendance	
South Carolina	$250	40L	$10,000	$250	None	23	Weekly	$50 (V)
South Dakota			$3,300(b) $2,800(c)	$90	None	21	Weekly	$50/5-day week (U)
Tennessee			$8,308			$19.96(i)	Weekly	$66.67/90L plus up to 15 org. days (U)
Texas			$7,200			23/car; 30/single-engine aircraft; 40/twin-engine aircraft	Weekly	$30/7-day week (U)
Utah	$25	60C (odd) 30C (even)		$25	30C	23	Unlimited	$15/7-day week (U)
Vermont			$7,500(j) $2,000(j)			22	Daily for commuters, weekly for boarders	$17.50 for food if commuting; $23 for room and $20 for meals if boarding in capital (U)
Virginia			$8,000			20	Weekly	Up to $50 but no more than is allowed as a non-vouchered expense by the federal Internal Revenue Service (U)
Washington			$11,200 $9,800(k)			10	One	$66/L (U)
West Virginia			$5,136	$33	None	17	Weekly	$30/7-day week lodging, or up to $30 travel expenses if commuting (V); legislators living in Charleston, $20 meals but may not receive travel & lodging expenses (U)
Wisconsin			$22,638 $19,767(k)			20.5	Weekly	$30 outside Madison, $15 inside Madison (U)
Wyoming	$30(d)	40L (odd) 20L (even)		$30	None	12	One	$66/7-day week (U)
American Samoa			$12,000			(l)		(l)
Puerto Rico			$20,000			30/km. & no less than $20	Weekly	$35 if in residence within 50 km. of capitol; $45 if over 50 km. (U)

Key:
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered

(a) Members are furnished a leased car up to $265 month including gasoline and maintenance. Actual and necessary for commercial air fare.
(b) 1983 Maryland unless reduced or rejected by General Assembly.
(c) 1982
(d) Paid on calendar day basis
(e) 1984.
(f) Within an 85C period; paid for 85C.
(g) For travel exceeding 100 miles air travel may be paid in lieu of 21 cents per mile.
(h) Allowance up to $3,500 maximum per regular session and $1,000 per special session.
(i) Actual commercial travel expenses on out-of-state travel; however, not to exceed amount which would have been allowed for travel in a personal vehicle.
(j) Up to the amount during the biennium, to be paid at a rate of $250 weekly during regular sessions and $50 for each day of special session.
(k) For holdover senators only.
(l) Same as all other government employees.

Attachment A -- The Book of the States 1982-83

Table 5
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or other jurisdiction	Regular sessions: Amount per day	Regular sessions: Limit on days	Salaries: Annual salaries	Special sessions: Amount per day	Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Allowed trips home to capital	Living expenses per day
Alabama	$10	105C		$10	30C	10	One	$65 up to 105C (U)
Alaska			$18,768			25	One	Depending on residence $50 to $67 (U)
Arizona			$15,000			22.5	Unlimited	$40 ($20 for legislators from Maricopa County) for first 120 days of regular session, after that, legislators receive $20 and $10 respectively (V)
Arkansas	$35	None	$7,500	$35	None	21	Weekly	$308/wk. (V)
California			$28,110			15(a)	One	$50/7-day week except when in recess four or more days (U)
Colorado			$14,000			20 (26/4-wheel drive)	Weekly	$40 ($20 for legislators from Denver metro area) (U)
Connecticut			$9,500(b) $7,900(c)			15	Unlimited	. . .
Delaware			$11,400	. . .	. . .	15	Unlimited	. . .
Florida			$12,000	. . .	. . .	20	Weekly	$50/7-day week (U)
Georgia			$7,200	. . .	. . .	18	Weekly	$66/7-day week (U)
Hawaii			$13,650	. . .	. . .	20	Unlimited	$20 for legislators from outside Oahu (U)
Idaho			$4,200	. . .	. . .	18	Five	$66 each calendar day of session if residence in capital ($25 if lives at home) (U)
Illinois			$28,000	. . .	. . .	20	Weekly	$36/L (U)
Indiana			$9,600	. . .	30L	22	Weekly	$30/7-day week (U)
Iowa			$13,700	$40	None	20	Weekly	$30/7-day week for 120 days in odd years and 100 days in even years (U)
Kansas	$42	None (odd) 40C (even)		$42	None	22	Weekly	$30/7-day week (U)
Kentucky	$50 $100(c)	60L(d)		$50	None	22.5	Eleven	$75/7-day week (U)
Louisiana	$75	60L(f)	$16,800	$75	30C	21(g)	Weekly	. . .
Maine			$4,500(b) $2,500(c)	$25	. . .	20	Weekly	$35/day before and each day of session, or $17/day meals; mileage up to $20/day (V)
Maryland			$18,500 $21,000(b)		. . .	18	Daily if not lodging; weekly if lodging	$50 max. meals & lodging ($20 max. for meals); out of state $75/diem max. meals & lodging actual & necessary for travel (V)
Massachusetts			$19,125	. . .		Varies	Unlimited	Each member depending on residence receives a per diem allowance for mileage, meals and lodging from $5 to $45/L (U)
Michigan			$31,000			26.5	Weekly	$6,200 max. (V)
Minnesota			$18,500			24	Weekly	Up to $23 metro; up to $36 out of state (U)
Mississippi			$8,100	$50		20	Weekly	$44 actual daily attendance (U)
Missouri			$15,000	. . .	. . .	17	Weekly	$35 actual daily attendance (U)
Montana	$43.74(h)	90L		$43.74(h)	None	20(h)	Two (U) Two (V)	$45/7-day week (U)
Nebraska			$4,800	. . .	. . .	21	One	. . .
Nevada	$104	60L		$104	20C	30	Unlimited(h)	$66/C (U)

State or other jurisdiction	Regular sessions: Amount per day	Regular sessions: Limit on days	Salaries: Annual salaries	Special sessions: Amount per day	Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Allowed trips home to capital	Living expenses per day
New Hampshire			$100	$3	15L	38/1st 45 mi. $19/in excess of 45 miles $50 max.	Unlimited	. . .
New Jersey			$18,000	. . .	. . .	Intrastate railroad pass		. . .
New Mexico	$40	60C (odd) 30C (even)		$40	30C	10	One	. . .
New York			$30,804	. .	. .	23	Weekly	$51/day for actual & necessary expenses (V)
North Carolina			$6,936		. .	25	Weekly	$30/7-day week (U); plus addtl. expense allowance of $172/mo.
North Dakota	$5	80L		$5	None	10	Weekly	$85/7-calendar days (U)
Ohio			$22,500	. . .	. . .	20	Weekly	. . .
Oklahoma			$18,000	. . .	. . .	22	Weekly	$35/4-day week paid only to legislators spending the night (U)
Oregon			$6,600	. . .	. . .	. .		$66/7-day week (U)
Pennsylvania			$25,000	. . .	. . .	17	Weekly	$10,000 max. (V)
Rhode Island	$5	60L	. . .	. . .	. . .	8	Each day of attendance	. . .
South Carolina	$250	40L	$10,000	$250	None	23	Weekly	$50 (V)
South Dakota			$3,300(b) $2,800(c)	$80	None	21	Weekly	$50/5-day week (U)
Tennessee			$8,308	. . .	. . .	$19.96(i)	Weekly	$66.67/90L plus up to 15 org. days (U)
Texas			$7,200	. . .	. . .	23/car; 30/single-engine aircraft; 40/twin-engine aircraft	Weekly	$30/7-day week (U)
Utah	$25	60C (odd) 20C (even)	. . .	$25	30C	23	Unlimited	$15/7-day week (U)
Vermont			$7,500(j) $2,000(j)	. . .	. . .	22	Daily for commuters, weekly for boarders	$17.50 for food if commuting; $25 for room and $20 for meals if boarding in capital (U)
Virginia			$8,000	. . .	. . .	20	Weekly	Up to $30 but no more than is allowed as a non-vouchered expense by the federal Internal Revenue Service (U)
Washington			$11,200 $9,800(k)	. . .	. . .	10	One	$66/L (U)
West Virginia			$5,136	$33	None	17	Weekly	$30/7-day week lodging, or up to $30 travel expenses if commuting (V); legislators living in Charleston, $20 meals but may not receive travel & lodging expenses (U)
Wisconsin			$22,638 $19,767(k)	. . .	. . .	20.5	Weekly	$30 outside Madison, $15 inside Madison (U)
Wyoming	$30(d)	40L (odd) 20L (even)		$30	None	12	One	$66/7-day week (U)
American Samoa			$12,000	. . .	. . .	(l)	. . .	(l)
Puerto Rico			$20,000	. . .	. . .	30/km. & no less than $20	Weekly	$35 if in residence within 30 km. of capitol; $45 if over 30 km. (U)

Key
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered

(a) Members are furnished a leased car up to $265/month including gasoline and maintenance. Actual and necessary for commercial air fare.
(b) 1983. Maryland: unless reduced or rejected by General Assembly.
(c) 1982.
(d) Paid on calendar day basis.
(e) 1984.
(f) Within an 85C period; paid for 85C.
(g) For travel exceeding 100 miles air travel may be paid in lieu of 21 cents per mile.
(h) Allowance up to $3,500 maximum per regular session and $1,000 per special session.
(i) Actual commercial travel expenses on out-of-state travel; however, not to exceed amount which would have been allowed for travel in a personal vehicle.
(j) Up to the amount during the biennium, to be paid at a rate of $250 weekly during regular sessions and $50 for each day of special session.
(k) For holdover senators only.
(l) Same as all other government employees.

Attachment A
The Book of the States 1982-83

Table 5
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State or other jurisdiction	Salaries: Regular sessions: Amount per day	Salaries: Regular sessions: Limit on days	Salaries: Annual salaries	Special sessions: Amount per day	Special sessions: Limit on days	Travel allowance: Per mile	Travel allowance: Round trips home to capital	Living expenses per day
Alabama	$10	30C		$10	30C	10	One	$65 up to 105C (U)
Alaska			$10,700			25	One	Depending on residence $30 to $67 (U)
Arizona			$15,000			22.5	Unlimited	$60 ($20 for legislators from Maricopa County) for first 120 days of regular session; after that, legislators receive $20 and $10 respectively (V)
Arkansas	$25	None	$7,500	$25	None	25	Weekly	$300/wk. (V)
California			$28,000			15(a)	One	$90/7-day week except when in recess four or more days (U)
Colorado			$14,000			20 (24/4-wheel drive)	Weekly	$40 ($20 for legislators from Denver metro area) (U)
Connecticut			$6,500(b) $7,500(c)			15	Unlimited	
Delaware			$11,000			15	Unlimited	
Florida			$12,000			20	Weekly	$30/7-day week (U)
Georgia			$7,200			18	Weekly	$46/7-day week (U)
Hawaii			$13,650			20	Unlimited	$20 for legislators from outside Oahu (U)
Idaho			$4,200			18	Five	$44 each calendar day of session if residence in capital ($25 if lives at home) (U)
Illinois			$26,000			20	Weekly	$36/L (U)
Indiana			$9,600		30L	22	Weekly	$50/7-day week (U)
Iowa			$13,700	$40	None	20	Weekly	$30/7-day week for 120 days in odd years and 100 days in even years (U)
Kansas	$42	None (odd) 90L (even)		$42	None	22	Weekly	$50/7-day week (U)
Kentucky	$50 $100(c)	90L (d)		$50	None	22.5	Eleven	$75/7-day week (U)
Louisiana	$75	60L (f)	$16,800	$75	30C	21(g)	Weekly	.
Maine			$4,500(b) $2,500(c)	$25	. . .	20	Weekly	$35/day before and each day of session, or $17/day meals; mileage up to $20/day (V)
Maryland			$18,500 $21,000(b)			18	Daily if not lodging; weekly if lodging	$50 max. meals & lodging ($30 max. for meals); out of state: $75/diem max. meals & lodging actual & necessary for travel (V)
Massachusetts			$19,125			Varies	Unlimited	Each member depending on residence receives a per diem allowance for mileage, meals and lodging from $5 to $45/L (U)
Michigan			$31,000			26.5	Weekly	$6,200 max. (V)
Minnesota			$18,500			24	Weekly	Up to $23 metro; up to $36 out of state (U)
Mississippi			$8,100	$50		20	Weekly	$44 actual daily attendance (U)
Missouri			$15,000	. . .	. . .	17	Weekly	$35 actual daily attendance (U)
Montana	$43.74(b)	90L		$43.74(b)	None	20(b)	Two (U) Two (V)	$45/7-day week (U)
Nebraska			$4,800	. . .	. . .	21	One	. . .
Nevada	$104	60C		$104	20C	20	Unlimited(h)	$46/C (U)
New Hampshire			$100	$3	15L	30/1st 45 mi. $19/in excess of 45 miles $50 max.	Unlimited	. . .
New Jersey			$18,000	. . .	. . .	Intrastate railroad pass	. . .	. . .
New Mexico	$40	60C (odd) 30C (even)		$40	30C	10	One	. . .
New York			$30,804	. . .	. . .	23	Weekly	$55/day for actual & necessary expenses (V)
North Carolina			$6,936	. . .	. . .	25	Weekly	$50/7-day week (U); plus addtl. expense allowance of $172/mo.
North Dakota	$5	80L		$5	None	10	Weekly	$85/7-calendar days (U)
Ohio			$22,500	. . .	. . .	20	Weekly	. . .
Oklahoma			$18,000	. . .	. . .	22	Weekly	$35/4-day week paid only to legislators spending the night (U)
Oregon			$8,400	. . .	. . .	. . .	. . .	$46/7-day week (U)
Pennsylvania			$25,000	. . .	. . .	17	Weekly	$10,000 max. (V)
Rhode Island	$5	60L		. . .	. . .	8	Each day of attendance	. . .
South Carolina	$250	40L	$10,000	$250	None	23	Weekly	$50 (V)
South Dakota			$3,200(b) $2,800(c)	$80	None	21	Weekly	$50/5-day week (U)
Tennessee			$8,308	. . .	. . .	$19.96(i)	Weekly	$66.47/90L plus up to 15 org. days (U)
Texas			$7,200	. . .	. . .	23/car; 30/single-engine aircraft; 40/twin-engine aircraft	Weekly	$30/7-day week (U)
Utah	$25	60C (odd) 20C (even)		$25	30C	23	Unlimited	$15/7-day week (U)
Vermont			$7,500(j) $2,000(j)	. . .	. . .	22	Daily for commuters, weekly for boarders	$17.50 for food if commuting; $25 for room and $20 for meals if boarding in capital (U)
Virginia			$8,000	. . .	. . .	20	Weekly	Up to $50 but no more than is allowed as a non-vouchered expense by the federal Internal Revenue Service (U)
Washington			$11,200 $9,800(k)	. . .	. . .	10	One	$44/L (U)
West Virginia			$5,136	$35	None	17	Weekly	$30/7-day week lodging, or up to $30 travel expenses if commuting (V); legislators living in Charleston, $20 meals but may not receive travel & lodging expenses (U)
Wisconsin			$22,638 $19,767(k)	. . .	. . .	20.5	Weekly	$30 outside Madison, $15 inside Madison (U)
Wyoming	$30(d)	40L (odd) 20L (even)		$30	None	12	One	$46/7-day week (U)
American Samoa			$12,000	. . .	. . .	(l)	. . .	(l)
Puerto Rico			$30,000	. . .	. . .	30/km. & no less than $20	Weekly	$35 if in residence within 30 km. of capitol; $45 if over 30 km. (U)

Key:
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered

(a) Members are furnished a leased car up to $265/month including gasoline and maintenance. Actual and necessary for commercial air fare.
(b) 1983. Maryland: unless reduced or rejected by General Assembly.
(c) 1982.
(d) Paid on calendar day basis.
(e) 1984.
(f) Within an 85C period; paid for 85C.
(g) For travel exceeding 100 miles air travel may be paid in lieu of 21 cents per mile.
(h) Allowance up to $3,500 maximum per regular session and $1,000 per special session.
(i) Actual commercial travel expenses on out-of-state travel; however, not to exceed amount which would have been allowed for travel in a personal vehicle.
(j) Up to this amount during the biennium, to be paid at a rate of $250 weekly during regular sessions and $50 for each day of special session.
(k) For holdover senators only.
(l) Same as all other government employees.

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Table 7
ADDITIONAL COMPENSATION FOR SENATE LEADERS

State	President	President pro tem	Majority leader	Minority leader	Other
Alabama	$2/d(a)	0	...	...	
Alaska	$500/y	...	0	0	
Arizona	0	...	0	0	
Arkansas	(a)	$2,500/y(b)	...	...	
California	(a)	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	(a)	$5,000/y	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Caucus Chmn.: $1,000/y
Delaware	(a)	$193.50/m	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Chmn., Joint Finance Cmte.: $161.30/m(c); Mbrs. Joint Finance Cmte.: $64.60/m
Florida	$13,000/y	0	0	0	
Georgia	(a)	$2,800/y	$2,400/y(d)	$2,400/y(d)	Admin. Flr. Ldr.: $2,400/y(d); Asst. Admin. Flr. Ldr.: $1,200/y(d)
Hawaii	(a)	0(e)	0	0	
Idaho	(a)	0	0	0	
Illinois	$10,000/y(f)	...	(f)	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $5,000/y
Indiana	(a)	$3,000/y	$1,500/y	$2,000/y	Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn., Min. Asst. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(a)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y(e)	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d(a)	$25/d	$20/d	$20/d	Asst. Pres. Pro Tem, Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing and Interim Cmte. Chmn.: $10/meeting chaired; LRC Mbrs.: same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(g)	0	...	...	
Maine	(h)	...	(h)	(h)	Asst. Maj. Ldr., Asst. Min. Ldr.: (h)
Maryland	$5,000/y(i)	(i)	(i)	(i)	Major Cmte. Chmn.: (i)
Massachusetts	$35,000/y	...	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	(a)	0	$16,000/y	$8,600/y	Chmn. Appropriations Cmte.: $2,000/y
Minnesota	$7,400/y	...	$7,400/y	$7,400/y	Tax Cmte. Chmn., Finance Cmte. Chmn: $3,700/y
Mississippi	(a)	0	...	...	
Missouri	(a)	$2,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	(a)	0(j)	...	...	
Nevada	(a)	(k)	(k)	(k)	(k)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(l)	0	0	0	
New Mexico	(a)	0	0	0	
New York	(a)	$30,000/y(f)	(f)	$25,000/y	Dep. Maj. Ldr.: $24,500/y; Dep. Min. Ldr. $15,000/y; Maj. Whip: $13,000/y; Min. Whip: $3,000/y; Maj. Conf. Chmn.: $18,000/y; Min. Conf. Chmn.: $10,500/y; Maj. Conf. Secy.: $7,000/y; Min. Conf. Secy.: $3,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Finance: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,080/y & $8,000/y; Banks, Health, Cities, Corp.: $11,000/y & $7,000/y; All other cmtes.: $9,000/y & $6,900/y
North Carolina	(a)	$1,728/y(m)	$1,728/y(m)	$1,728/y(m)	
North Dakota	(a)	0	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y(f)	$9,500/y	(f)	$8,500/y	Asst. Min. Ldr.: $6,500/y; Asst. Pres. Pro Tem: $7,500/y; Min. Whip: $4,500/y; Chmn., Standing Cmtes.: $1,500/y; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	(a)	$9,330/y	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(n)	(a)	$19,600/y	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR SENATE LEADERS—Continued

State	President	President pro tem	Majority leader	Minority leader	Other
Rhode Island	(a)	0	0	0	
South Carolina	$1,575/y(a)	$1,600/y	...	...	
South Dakota	(a)	0	0	0	
Tennessee	(a)	...	0	0	
Texas	(a)	0	...	...	
Utah	(o)	...	(o)	(o)	
Vermont	(a)	(p)	0	0	
Virginia	(a)	0	0	0	
Washington	(a)	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	0	0	0	0	
Wyoming	$3/d	0(e)	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Lieutenant governor is president of the Senate. Additional compensation noted is that which the lieutenant governor receives for services as president of the Senate. In Georgia, receives extra $20/d for expenses. In Mississippi, constitution states that the salary of the lieutenant governor must be the same as that of the speaker of the House ($34,000), and that the lieutenant governor also receive the same per diem and expenses as members while in session. In Tennessee, lieutenant governor is a statutory title only, and person holding position receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker. In Texas, lieutenant governor is furnished postage, telegraph, telephone, express, and all other expenses incident to the office. In Virginia, lieutenant governor also receives additional expense allowance.

(b) Receives a special public relations expense allowance of $6,450/y.

(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The vice-chairman also receives $161.30/m.

(d) This amount is provided by resolution of the Senate and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.

(e) Official title is vice-president.

(f) In Illinois and Ohio, president also serves as majority leader. In New York, president pro tempore also serves as majority leader.

(g) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.

(h) Additional compensation for Senate leaders is calculated according to the following percentages of the base salaries during sessions: president, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.

(i) Each receives an additional $600/y for district office expenses.

(j) Official title is speaker of the Senate.

(k) Supplemental allowance for postage and telephone not to exceed $300 during regular session or $40 for special session. Chairmen of standing committees also eligible to receive allowance.

(l) Equal to one-third of regular annual salary.

(m) Each receives additional $648/y expense allowance.

(n) Compensation shown effective December 1, 1984.

(o) Beginning January 1, 1985, president of the Senate will receive additional compensation of $1,000/y, and the majority and minority leaders will each receive $500/y.

(p) Receives $325/week during regular and adjourned sessions, $65/d during special sessions and $65/d during interim (when engaged in official duties).

Table 8
ADDITIONAL COMPENSATION FOR HOUSE LEADERS

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Alabama	$2/d	0	. . .	. . .	
Alaska	$900/y	. . .	0	0	
Arizona	0	0	0	0	
Arkansas	$2,500/y(a)	0	0	0	
California	0	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	$5,000/y	$3,000/y(b)	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Cmte. Chmn.: $1,000/y
Delaware	$193.50/m	. . .	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Joint Finance Cmte. Mbrs.: $64.40/m; V-Chmn., Joint Finance Committee: $161.30/m(c)
Florida	$13,000/y	0	0	0	
Georgia	(d)	$2,800/y	$2,400/y(e)	$2,400/y(e)	Admin. Flr. Ldr.: $2,400/y(e)
Hawaii	0	0(f)	0	0	
Idaho	0	. . .	0	0	
Illinois	$10,000/y	. . .	$7,500/y	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Whips, Min. Whips, Maj. Conf. Chmn., Min. Conf. Chmn.: $5,000/y
Indiana	$3,000/y	$1,500/y	$1,500/y	$2,000/y	Maj. Whip, Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn., Asst. Min. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(g)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d	$15/d	$20/d	$20/d	Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing & Interim Cmte. Chmn.: $10/meeting chaired; Mbrs., LRS, same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(h)	0	. . .	. . .	
Maine	(i)	. . .	(i)	(i)	Asst. Maj. Ldr., Asst. Min. Ldr.: (i)
Maryland	$5,000/y(j)	(j)	(j)	(j)	Major Cmte. Chmn.: (j); Major Delegations Chmn.: (j)
Massachusetts	$35,000/y	. . .	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	$18,000/y	0	0	$8,600/y(k)	Appropriations Cmte. Chmn.: $2,000/y
Minnesota	$7,400/y	. . .	$7,400/y	$7,400/y	
Mississippi	$25,900/y(l)	. . .	. . .	. . .	
Missouri	$2,500/y	$1,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	Unicameral Legislature				
Nevada	$2/d(m)	(m)	(m)	(m)	(m)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(n)	0	0	0	
New Mexico	0	. . .	0	0	
New York	$30,000/y	$18,000/y	$25,000/y	$25,000/y	Dep. Spkr.: $18,000/y; Min. Ldr. Pro Tem.: $15,000/y; Chmn., Cmte. on Cmtes.: $18,000/y; Dep. Maj. Ldr., Asst. Maj. Ldr.: $14,000/y; Asst. Min. Ldr., Dep. Min. Ldr., Ranking Min. Mbr., Cmte. on Cmtes., Maj. Whip: $13,000/y; Min. Whip, Maj. Conf. Chmn.: $12,000/y; Min. Conf. Chmn.: $11,000/y; Maj. Conf. V-Chmn.: $9,000/y; Min. Conf. V-Chmn.: $8,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Ways & Means: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Cities, Health, Local Govt., Corp.: $11,000/y & $7,000/y; Labor: $10,000/y & $6,500/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	$6,924/y(o)	$1,728/y(o,p)	(p)	$1,728/y(o)	
North Dakota	$5/d	. . .	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y	$9,500/y	$7,500/y	$8,500/y	Asst. Maj. Flr. Ldr.: $4,500/y; Maj. Whip, Min. Whip: $2,500/y; Asst. Min. Ldr.: $6,500/y; Chmn., Standing Cmtes.: $1,500/yr; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	$9,330/y	0	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(q)	$19,600/y	. . .	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

ADDITIONAL COMPENSATION FOR HOUSE LEADERS—Continued

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Rhode Island	$5/d	0	0	0	
South Carolina	$11,000/y	$3,600/y	0	0	Speaker Emeritus: $1,500/y
South Dakota	0	0	0	0	
Tennessee	(r)	0	0	0	
Texas	0	0	. . .	. . .	
Utah	0(s)	. . .	0(s)	0(s)	
Vermont	(t)	. . .	0	0	
Virginia	$17,000/y(u)	. . .	0	0	
Washington	0	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	$25/m	0	0	0	
Wyoming	$3/d	0	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Receives a special public relations expense allowance of $6,450/y.
(b) Official title is deputy speaker.
(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The chairman also receives $161.30/m.
(d) Receives an annual salary of $22,800 plus a sum equal to the amount of salary over $30,000 per annum which is received by the lieutenant governor.
(e) This amount is provided by resolution of the House and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.
(f) Official title is vice speaker.
(g) Receives additional $20/d for expenses.
(h) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.
(i) Additional compensation for House leaders is calculated according to the following percentages of the base salaries during sessions: speaker, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.
(j) Speaker, speaker pro tempore, majority leader, minority leader and major committee chairmen receive an additional $1,150/y for district office expenses. Chairmen of major delegations receive an addtional $700/y for district office expenses.
(k) Compensation indicated is for minority leaders. The minority floor leader receives no additional compensation.
(l) Total salary is $34,000/y.
(m) Supplemental allowance for postage and telephone, not to exceed $300 during a regular session or $40 during a special session. Chairmen of standing committees also eligible to receive allowance.
(n) Equal to one-third of regular annual salary.
(o) Speaker receives $2,028/y additional expense allowance; speaker pro tempore and minority leader each receive additional $648/y expense allowance.
(p) Speaker pro tempore is also majority leader.
(q) Compensation shown is effective December 1, 1984.
(r) Receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker.
(s) Beginning January 1, 1985, the speaker of the House will receive an additional $1,000/y, and the majority and minority leaders will each receive an additional $500/y.
(t) Receives compensation of $5,850/y, $325/week during regular and adjourned sessions, $65/d during special sessions, plus actual expenses.
(u) Speaker's office is allotted additional $28,500 for one or two aides and $17,500 for one or two clerical staff persons.

Table 9
LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Alabama		20	$65 per meeting day	
Alaska		0	Actual expenses if legislator travels. (V)	
Arizona	$20	20.5		Max. $420/m for "home office" expenses during interim (V)
Arkansas	$50	23		
California		(a)	$62	
Colorado	$50/d to max. $2,500	20 (24/4-wheel drive)	Actual and necessary (V)	
Connecticut		20		$2,500/y expense allowance (U)
Delaware		15		$2,500/y expense allotment (U)
Florida		20	$50 (V)	$1,000/m for district office expenses
Georgia		20	$59	$4,800/y expense allowance limited to the following purposes: rents, district office(s), office supplies and materials, office equipment, secretarial assistance, utilities, postage (which shall not be for a political newsletter), communications, stationery, lodging, meals, travel and per diem differential. (V)
Hawaii		0	$10 on island of residence; $45 inter-island travel; $60 out-of-state	$2,500/y allowance for incidental expenses (U)
Idaho	$35	0	Actual expenses (V)	
Illinois		20	(b)	
Indiana		24	$65 (V)	$15/d, six days a week, for postage and miscellaneous items year-round (U)
Iowa	$40	22	Actual expenses (V)	
Kansas	$47	22	$50 (U)	$400/m April through December to defray expenses
Kentucky	$75	20.5	Actual (V)	$50/session stationery allowance; $990/m interim expense allowance
Louisiana	$75	21 or coach airfare if lives more than 100 miles from capitol		Allowance for reimbursement of travel expenses for attendance at conferences, seminars and other official business approved by the presiding officer, including $40/d, reimbursement of lodging at single occupancy rate, reimbursement for airline ticket at coach fare, and reimbursement for registration fees (V). $325/m allowance to cover rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state).

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Maryland		19	$68 for lodging and meals (V)	$2,400/y general expense allowance
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	
Michigan		0		Interim district travel allowance, based on size of district; mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	$210/m for months when legislature is not in session over 15 days
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	
Missouri		17	Lodging and meals (V)	
Montana	$49.21	20.5	$38.50 (V)	
Nebraska		21	Actual and necessary expenses (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of-state (V)	
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		Stationery, postage, telephone and telegraph (U)
New Mexico	$75	25		
New York		0		$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Carolina		25	$50 (U)	$180/m for uncompensated expenses, paid every six months (U)
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U); other actual and necessary traveling expenses (V)(d)	
Oklahoma	$25	22(e)		$600 telephone credit card allowance; five rolls of 1st class postage stamps
Oregon		20	$44. Actual and necessary out-of-state expenses (V)	$300/m interim expenses (U); where technically possible, state centrex line—rental not to exceed $70/m; $10/m for toll charge calls to max. $180 (V). Where centrex would cost more than $70/m, receives a phone credit card and may charge up to $75/m (V).
Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
Rhode Island		0		Data and word processing; $400/y postage allowance (V)
South Carolina	$35	23	$50 for committee subsistence (V)	
South Dakota	$50	21	$18/night for room (V); $14.50/d for meals	$250/m home office allowance (U)
Tennessee		19.96	$66.47 (U)	

LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS—Continued

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Compensation for committee or official business during interim: Travel allowance (cents per mile)	Compensation for committee or official business during interim: Per diem living expenses	Other direct payments or services to legislators
Texas		(f)	Max. $55 lodging and actual cost of meals (V)	Senate: all reasonable and necessary office expenses during interim; $13,500/m max. staff payroll in session, $12,500/m max. staff payroll during interim. House: $6,500/m operating account in session, $5,500/m during interim
Utah	$65(g)	23	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 lodging allowance or mileage but not both	
Vermont	$55	20.5	$27.50 for lodging, $22.50 for meals if renting room in Montpelier or vicinity; $18.75 for meals otherwise (U)	
Virginia	$100	20.5	Actual expenses	$3,000/y for office supplies and expenses; $9,000/y for aides
Washington		20.5	$50 (V)	$200/m for actual expenses, travel, subsistence, use of private materials, facilities and personnel, in performance of duties not otherwise entitled to reimbursement during interim (V)
West Virginia	$35	17	$20 meals (U); $30 lodging (V)	
Wisconsin		20.5(h)	$41.63 when legislator must establish temporary residence at state capitol	$25 (for representatives), $75 (for senators) for interim postage and clerical expenses for full calendar months in which legislature is in actual session 3 days or less
Wyoming	$30	20	$60 (U) or actual expenses for out-of-state travel (V)	Telephone credit cards, stationery

Note: For more information on legislative compensation, see Legislative Compensation: Regular and Special Sessions.

Key:
U—Unvouchered
V—Vouchered
d—day
m—month
y—year

(a) Legislators are provided a leased state car up to $265 per month and gasoline credit card.

(b) When not in session (i.e. not any day in a calendar week) legislators are permitted two round trips a month with one $36/d allowance for each trip (V).

(c) Legislative Management Committee has authority to set limits.

(d) Business trips must be approved by the speaker of the House or the president of the Senate. To be reimbursed for expenses other than meals, the legislators must fill out an expense report and provide receipts.

(e) Reimbursement limited to 20 round trips during interim.

(f) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile in a personally-owned or leased single engine aircraft, and 65 cents per mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.

(g) Legislators receive this amount each day they attend veto-override and special sessions and authorized legislative interim meetings, not to exceed 25 days per calendar year.

(h) Legislators are entitled to a transportation allowance of one round trip weekly to the capitol.

Table 6
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

State	Salaries: Regular sessions: Per diem salary	Salaries: Regular sessions: Limit on days	Salaries: Annual salaries	Salaries: Special sessions: Per diem salary	Salaries: Special sessions: Limit on days	Travel allowance: Cents per mile	Travel allowance: Round trips home to capital during session	Per diem living expenses
Alabama	...	...	$4,800	...	...	20	One	$65 for 105C of regular session and 30C of special session
[redacted]	...	...	[redacted]	...	...	0	[redacted]	None
[redacted]	...	...	$15,000	...	...	20.5	Unlimited	$40 ($20 for those living inside Maricopa County) for first 120C of regular and all of special session; $20 ($10 for those living inside county) after 120C of regular session. (U)
Arkansas	(b)	(b)	$7,500(b)	...	...	23	Weekly	Up to $308/w. (V)
[redacted]	...	...	[redacted]	...	...	(c)	[redacted]	$62
Colorado	...	...	$14,000	...	...	20 (24/4-wheel drive)	Weekly(e)	$40 for those who do not live in Denver metro area. (U)
Connecticut	...	...	$10,500	...	...	20	Unlimited	None
Delaware	...	...	$12,255	...	...	15	Unlimited	None
Florida	...	...	$12,000	...	...	20	Weekly	$50 for 60C of regular session and all of special session. (U)
Georgia	...	...	$7,200	...	...	20	Weekly	$59, limited to 40L of regular session and 40L of special session(f)
Hawaii	...	...	$13,650	...	...	(g)	Unlimited	$20 for neighbor island legislators. (U)
Idaho	...	...	$4,200(h)	...	...	18	Five	$44 out-of-town members, $25 Boise members. (U)
Illinois	...	...	$28,000	...	...	20	Weekly	$36 (U)
Indiana	...	...	$9,600	...	...	24	Weekly	$65 (U)
Iowa	...	...	$13,700(i)	(i)	(i)	22	Weekly	$30 for 120C in odd-numbered years and 100C in even-numbered years
Kansas	$47	None	...	$47	None	22	Weekly	$50 (U)
Kentucky(j)	$100	(k)	...	$100	(l)	20.5	Weekly	$75/C (U)
Louisiana	$75(m)	85C	(m)	$75(m)	None	21 or coach air fare if lives more than 100 miles away from capitol.	Weekly	(m)
Maine	...	...	(n)	$35	None	22	One(o)	$45 for meals and lodging or $21 for meals only. (U)
Maryland	...	...	$21,000	...	...	19	One per diem if no lodging expense was incurred that day	$68 for lodging and meals. (V)
Massachusetts	...	...	$30,000	...	...	Included in living expense allowance	See living expense allowance	Amount covering mileage, meals and lodging ranges from $5 to $50, depending on distance legislator's district is from Boston.
Michigan	...	...	$33,200	...	...	29.5	Unlimited	$6,700/y. (V)
Minnesota	...	...	$18,500	...	...	26(p)	Weekly	$36 outstate; $23 metro. (U)
Mississippi	...	...	$8,100	$50	None	20	Weekly	$44 actual daily attendance. (U)
Missouri	...	...	$15,000	...	...	17	Weekly	$35
Montana	$49.21	90L	...	$49.21	None	20.5	Four	$45 (U)
Nebraska	...	...	$4,800	...	...	21	One	None
Nevada	$104	(q)	...	$104	(q)	20	(r)	$56 (V)
New Hampshire	...	...	$100(s)	(s)	(s)	38/first 45 miles; 19 thereafter	Unlimited	None
New Jersey	...	...	$25,000	...	...	0	...	None
New Mexico	$75	60C (odd) 30C (even)	...	$75	30C	25	One	None
New York	...	...	$32,960	...	...	0	...	$55 (V)
North Carolina	...	...	$6,936(t)	...	...	25	Weekly	$50/C (U)
North Dakota	(u)	(v)	...	(u)	None	20	Weekly	(u)
Ohio	...	...	$22,500	...	...	20	Weekly	None
Oklahoma	...	...	$20,000	...	...	22	Weekly(w)	$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session.(w)
Oregon	...	...	$8,400	...	...	0	...	$44/C (U)
Pennsylvania	...	...	$35,000(x)	...	...	20	Weekly	Up to $75/d (U)
Rhode Island	$5	60L	...	...	...	8	Unlimited	None
South Carolina	...	...	$10,000(y)	...	...	23	Weekly	$50/L (V)
South Dakota	...	...	$3,200/odd(z) $2,800/even(z)	...	...	21	Each weekend legislature is in session	$50 (U) for up to 35L in even-numbered years and up to 40L in odd-numbered years. After Jan. 1, 1985, $75 for the same.
Tennessee	...	...	$8,308.08	...	...	19.96	Weekly	$66.47 (U)
Texas	(aa)	(aa)	$7,200(aa)	(aa)	(aa)	(bb)	(cc)	None
Utah 1984	$25	60C(odd) 20C(even)	...	$25	30C	23	One	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 or mileage but not both.
1985	$65	60C(odd) 20C(even)	...	$65	25(dd)			
Vermont	$55/L(ee)	(ee)	...	$55/L (ee)	(ee)	20.5	Weekly if room rented in Montpelier or vicinity; otherwise per diem	$27.50 for room and $22.50 for meals if renting room in Montpelier or vicinity; $18.75 if living in Montpelier or vicinity. (U)
Virginia	...	...	$11,000	...	...	20.5	Weekly	$75/C (U)
Washington	...	...	$13,750	...	...	10	One	$44 (U)
West Virginia	...	...	$5,136(ff)	(ff)	(ff)	17	Weekly	$20/d for meals. (U); $30/d lodging. (V)
Wisconsin	...	...	$22,631.04	...	...	21.5(gg)	Weekly	$41.63/L when legislator must establish temporary residence at state capital. Otherwise, $20.81. (U)
Wyoming	$30	40L(odd) 20L(even)	...	$30	None	20	One	$60 (U)

Note: In many states, legislators who receive an annual salary or per diem salary also receive an additional per diem amount for living expenses. Consult appropriate columns for a more complete picture of legislative compensation during sessions. For information on interim compensation and other direct payments and services to legislators, see table on Legislative Compensation: Interim Compensation and Other Direct Payments.

Key:
...—Not applicable
C—Calendar day
L—Legislative day
U—Unvouchered
V—Vouchered
d—day
m—month
y—year
w—week

LEGISLATURES

ADDITIONAL COMPENSATION FOR HOUSE LEADERS—Continued

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Rhode Island	$5/d	0	0	0	
South Carolina	$11,000/y	$3,600/y	0	0	Speaker Emeritus: $1,500/y
South Dakota	0	0	0	0	
Tennessee	(r)	0	0	0	
Texas	0	0	. . .	. . .	
Utah	0(s)	. . .	0(s)	0(s)	
Vermont	(t)	. . .	0	0	
Virginia	$17,000/y(u)	. . .	0	0	
Washington	0	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	$25/m	0	0	0	
Wyoming	$3/d	0	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Receives a special public relations expense allowance of $6,450/y.
(b) Official title is deputy speaker.
(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The chairman also receives $161.30/m.
(d) Receives an annual salary of $22,800 plus a sum equal to the amount of salary over $30,000 per annum which is received by the lieutenant governor.
(e) This amount is provided by resolution of the House and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.
(f) Official title is vice speaker.
(g) Receives additional $20/d for expenses.
(h) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.
(i) Additional compensation for House leaders is calculated according to the following percentages of the base salaries during sessions: speaker, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.
(j) Speaker, speaker pro tempore, majority leader, minority leader and major committee chairmen receive an additional $1,150/y for district office expenses. Chairmen of major delegations receive an addtional $700/y for district office expenses.
(k) Compensation indicated is for minority leaders. The minority floor leader receives no additional compensation.
(l) Total salary is $34,000/y.
(m) Supplemental allowance for postage and telephone, not to exceed $300 during a regular session or $40 during a special session. Chairmen of standing committees also eligible to receive allowance.
(n) Equal to one-third of regular annual salary.
(o) Speaker receives $2,028/y additional expense allowance; speaker pro tempore and minority leader each receive additional $648/y expense allowance.
(p) Speaker pro tempore is also majority leader.
(q) Compensation shown is effective December 1, 1984.
(r) Receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker.
(s) Beginning January 1, 1985, the speaker of the House will receive an additional $1,000/y, and the majority and minority leaders will each receive an additional $500/y.
(t) Receives compensation of $5,850/y, $325/week during regular and adjourned sessions, $65/d during special sessions, plus actual expenses.
(u) Speaker's office is allotted additional $28,500 for one or two aides and $17,500 for one or two clerical staff persons.

Table 9
LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Alabama		20	$65 per meeting day	
Alaska		0	Actual expenses if legislator travels. (V)	
Arizona	$20	20.5		
Arkansas	$50	23		Max. $420/m for "home office" expenses during interim (V)
California		(a)	$62	
Colorado	$50/d to max. $2,500	20 (24/4-wheel drive)	Actual and necessary (V)	
Connecticut		20		$2,500/y expense allowance (U)
Delaware		15		$2,500/y expense allotment (U)
Florida		20	$50 (V)	$1,000/m for district office expenses
Georgia		20	$59	$4,800/y expense allowance limited to the following purposes: rents, district office(s), office supplies and materials, office equipment, secretarial assistance, utilities, postage (which shall not be for a political newsletter), communications, stationery, lodging, meals, travel and per diem differential. (V)
Hawaii		0	$10 on island of residence; $45 inter-island travel; $60 out-of-state	$2,500/y allowance for incidental expenses (U)
Idaho	$35	0	Actual expenses (V)	
Illinois		20	(b)	
Indiana		24	$65 (V)	$15/d, six days a week, for postage and miscellaneous items year-round (U)
Iowa	$40	22	Actual expenses (V)	
Kansas	$47	22	$50 (U)	$400/m April through December to defray expenses
Kentucky	$75	20.5	Actual (V)	$50/session stationery allowance; $950/m interim expense allowance
Louisiana	$75	21 or coach airfare if lives more than 100 miles from capitol		Allowance for reimbursement of travel expenses for attendance at conferences, seminars and other official business approved by the presiding officer, including $40/d, reimbursement of lodging at single occupancy rate, reimbursement for airline ticket at coach fare, and reimbursement for registration fees (V). $325/m allowance to cover rent, utilities and/or expenses for a district office (V). Also, $1,000 initial furniture allowance, plus an additional $250 for each four-year term (title to furniture remains with state).

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Maine	$35	22	$45 for meals and lodging or $21 for meals only (V)	
Maryland		19	$68 for lodging and meals (V)	Senators receive $7,050/y, delegates $10,850/y as district office expense account for maintaining offices in legislative districts
Massachusetts		Included in living expense allowance	Amount for mileage, meals and lodging, ranging from $5 to $50 depending on distance legislator's district is from Boston	$2,400/y general expense allowance
Michigan		0		
Minnesota	$48	26	Max. $45/night for lodging, and actual single rates out-of-state	Interim district travel allowance, based on size of district: mileage reimbursement is $.15/sq mile, with a $45/m base rate and $250/m maximum (V)
Mississippi	$40	20	Actual expenses: room, registration fee must be vouchered; meals, tips, etc. unvouchered(c)	$210/m for months when legislature is not in session over 15 days
Missouri		17	Lodging and meals (V)	
Montana	$49.21	20.5	$38.50 (V)	
Nebraska		21	Actual and necessary expenses (V)	
Nevada	$104	24	$47.50 in-state; $21 plus "reasonable room rate" out-of-state (V)	$1,000 telephone allowance/regular session, $200/special session (U); postage allowance of $60/regular session (U)
New Hampshire		38 first 45 miles, 19 thereafter	Actual and necessary (V)	
New Jersey		0		
New Mexico	$75	25		Stationery, postage, telephone and telegraph (U)
New York		0		
North Carolina		25	$50 (U)	$2,064/y expense allowance. Use of telephone in state legislative office for local calls
North Dakota	$62.50	20	$30 lodging (V); $17 meals (U)	$180/m for uncompensated expenses, paid every six months (U)
Ohio		(d)	$11 in-state and $18 out-of-state meal allowance (U); other actual and necessary traveling expenses. (V)(d)	
Oklahoma	$25	22(e)		$600 telephone credit card allowance; five rolls of 1st class postage stamps
Oregon		20	$44. Actual and necessary out-of-state expenses (V)	$300/m interim expenses (U); where technically possible, state centrex line—rental not to exceed $70/m; $10/m for toll charge calls to max. $180 (V). Where centrex would cost more than $70/m, receives a phone credit card and may charge up to $75/m (V).
Pennsylvania		20	Max. $75 (U)	$10,000/y expense allowance (V) and district office allowance
Rhode Island		0		
South Carolina	$1[illegible]	21	$50 for committee subsistence (V)	Data and word processing; $400/y postage allowance (V)
South Dakota	$50	21	$18/night for room (V); $14.50/d for meals	
Tennessee		19.96	$66.47 (U)	$250/m home office allowance (U)

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS—Continued

Legislators are reimbursed for whatever expenses are incurred in coming to and from the capital one
This includes any moving expenses. (V)
In addition to the annual salary of $7,500, legislators receive per diem salary of $20/L.
Legislators are provided a leased state car up to $265/m and gasoline credit card.
Legislators are compensated for one round trip per two-year session if using other than leased car.

Paid only to those who do not live in the Denver metro area.
Unless special session is extended by 3/5 vote of each house and approved by governor.
Travel allowance to neighbor islands during a session on official legislative business, (excluding a
ance at a legislative session for neighbor island legislators) to be equal to the maximum allowance for
expenses payable to any public officer or employee. Presently, this equals $45/d inter-island, $60/d
f-state. (U)
Legislators are paid $800/m for January, February and March; $200/m for April through
mber; plus $35/d for interim business.
In addition, legislators receive $40/L during special sessions.
Member's organizational session per diem and expense allowance are identical to such compensation
gular or extraordinary sessions, except payment is based on meeting days rather than calendar days.
rganizational session may continue for not more than 10 legislative, or meeting, days.
While regular sessions are limited to 60L every other year, per diem amount is paid for every calen-
ay of the session.
Per diem amount is paid for every calendar day of the session, which is unlimited in duration.
In addition, the legislators receive a monthly expense allowance totaling $16,800/y.
$6,500 first year of biennial session, $3,500 second year.
Legislators automatically receive one round trip mileage per week. They may claim additional trips
maximum of one per day) in lieu of lodging for each session day.
The travel allowance is available only to outstate legislators who must move to St. Paul.
While there is no limitation on the number of days the legislature may be in session, the constitution
the number of days for which legislators may receive compensation. Beyond the 60th day of the
ar session and the 20th day of the special session, salaries cease and legislators may only draw upon
expense allowance.
Legislators have a supplemental travel allowance of up to $3,500 for a regular session and $1,000 for
a special session. (V)
(s) In addition to the annual salary of $100, a legislator receives $3/d for up to 15 legislative days of the special session.
(t) Plus $2,064/y expense allowance.
(u) Legislators whose tax home is in Bismarck receive $90/d and no expenses. Others receive $40/d plus $90 expenses. (U)
(v) There is a constitutional limit on legislative sessions of 80 natural days during a biennium. The per diem is payable each calendar day during a session.
(w) Legislators may elect mileage in lieu of per diem, limited to four round trips per week and the per diem amount.
(x) Effective December 1, 1984.
(y) Legislators are also paid $35/d on a non-session day for a committee meeting.
(z) When the legislator is unable to attend a session, his salary is reduced accordingly.
(aa) In addition to an annual salary of $7,200/y, the legislators receive a per diem salary of $30 for 140C of the regular session and 30C of the special session.
(bb) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile when traveling in a personally-owned or leased single engine aircraft, and 65 cents per highway mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.
(cc) Senators are reimbursed for all round trips home to capital during session from funds appropriated for that purpose. Representatives are reimbursed for their first four trips per month from funds appropriated for that purpose; thereafter, reimbursement for round trips is taken from the member's operating account.
(dd) The 25-day limit includes each day the legislator attends veto-override and special sessions and authorized legislative meetings.
(ee) Legislators may receive a maximum of $9,500 during the regular session, and $2,000 during the special session.
(ff) In addition to the annual salary of $5,136, legislators receive $35/d in special sessions.
(gg) As an alternative, any legislator may use any public transportation and be reimbursed for no more than one round trip weekly.

Table 7
ADDITIONAL COMPENSATION FOR SENATE LEADERS

State	President	President pro tem	Majority leader	Minority leader	Other
Alabama	$2/d(aa)	0	...	0	
Alaska	$500/y	...	0	0	
Arizona	0	...	...	...	
Arkansas	(a)	$2,500/y(b)	0	0	
California	(a)	0	...	...	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	(a)	$3,000/y	$4,000/y	$4,000/y	Dep. Maj. Ldr.: Dep. Min. Ldr.: $3 10/y; Asst. Maj. Ldrs.: Asst. Min. Ldrs.: $2.0 y; Cauc. Chmn.: $1,000/y
Delaware	(a)	$193.50/m	$161.30/m	$161.30/m	Maj. Whip; Min. Whip: $129/m; Ch m., Joint Finance Cmte.: $161.30/m(c); Mbrs. Joint Finance Cmte.: $64.60/m
Florida	$13,000/y	0	$2,400/y(d)	$2,400/y(d)	Admin. Fir. Ldr.: $2,400/y(d); Asst. Admin. Flr. Ldr.: $1,200/y(d)
Georgia	(a)	$2,800/y	$2,400/y(d)	$2,400/y(d)	
Hawaii	(a)	0(e)	0	0	
Idaho	(a)	0	0	0	
Illinois	$10,000/y(f)	...	(f)	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $5,000/y
Indiana	(a)	$3,000/y	$1,500/y	$2,000/y	Maj. Caucus Chmn., Min. Caucus Chmn., Finance Cmte. Chmn., Min. Asst. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(a)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y(e)	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d(a)	$25/d	$20/d	$20/d	Asst. Pres. Pro Tem, Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing and Interim Cmte. Chmn.: $10/meeting chaired; LRC Mbrs.: same as per diem session per meeting attended, plus necessary expenses.
Louisiana	(g)	0	...	...	
Maine	(b)	...	(h)	(h)	Asst. Maj. Ldr., Asst. Min. Ldr.: (h)
Maryland	$5,000/y(i)	(i)	(i)	(i)	Major Cmte. Chmn.: (i)
Massachusetts	$35,000/y	...	$22,500/y	$22,500/y	
Michigan	(a)	0	$16,000/y	$8,660/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Minnesota	$7,400/y	...	$7,400/y	$7,400/y	Chmn. Appropriations Cmte.: $2,000/y; Tax Cmte. Chmn., Finance Cmte. Chmn: $3,700/y
Mississippi	(a)	0	$1,500/y	$1,500/y	
Missouri	(a)	$2,500/y	...	...	
Montana	$5/d	0	0	0	
Nebraska	(a)	0(j)	...	...	(k)
Nevada	(a)	(k)	(k)	(k)	
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(l)	0	0	0	
New Mexico	(a)	0	0	0	
New York	(a)	$30,000/y(f)	(f)	$25,000/y	Dep. Maj. Ldr.: $24,500/y; Dep. Min. Ldr.: $15,000/y; Maj. Whip: $11,000/y; Min. Whip: $3,000/y; Maj. Conf. Chmn.: $10,000/y; Min. Conf. Chmn.: $10,500/y; Maj. Conf. Sec'y.: $7,000/y; Min. Conf. Sec'y.: $3,000/y; Caucus Chmn. & Ranking Min. Mbrs.: Finance: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Health, Cities, Corp.: $11,000/y & $7,000/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	(a)	$1,728/y(m)	$1,728/y(m)	$1,728/y(m)	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $3/d during interim
North Dakota	(a)	0	$3/d	$3/d	Asst. Min. Ldr.: $6,500/y; Asst. Pro Tem: $7,500/y; Min. Whip: $4,500/y; Chmn., Standing Cmtes.: $1,500/y; Chmn., Standing Sub-Cmtes.: $750/y
Ohio	$12,500/y(f)	$9,500/y	(f)	$8,500/y	
Oklahoma	(a)	$9,330/y	$6,440/y	$6,440/y	Maj. Whip; Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy.: Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y
Oregon	$700/m	0	0	0	
Pennsylvania(n)	(a)	$19,600/y	$15,680/y	$15,680/y	

ADDITIONAL COMPENSATION FOR SENATE LEADERS—Continued

State	President	President pro tem	Majority leader	Minority leader	Other
Rhode Island	(a)	0	0	0	
South Carolina	$1,575/y(a)	$3,600/y	...	...	
South Dakota	(a)	0	0	0	
Tennessee	(a)	...	0	0	
Texas	(a)	0	...	...	
Utah	(o)	...	(o)	(o)	
Vermont	(a)	(p)	0	0	
Virginia	(a)	0	0	0	
Washington	(a)	0	0	0	
West Virginia	$35/d	0	$15/d	$15/d	
Wisconsin	0	0	0	0	
Wyoming	$3/d	0(e)	0	0	

Note: This table reflects the amount paid the leadership in addition to their regular legislative compensation.

Key:
d—day
y—year
b—biennium
m—month
. . .—Position does not exist or is not selected on a regular basis

(a) Lieutenant governor is president of the Senate. Additional compensation noted is that which the lieutenant governor receives for services as president of the Senate. In Georgia, receives extra $20/d for expenses. In Mississippi, constitution states that the salary of the lieutenant governor must be the same as that of the speaker of the House ($34,000), and that the lieutenant governor also receive the same per diem and expenses as members while in session. In Tennessee, lieutenant governor is a statutory title only, and person holding position receives $5,700/y allowance for office in home district, $4,154.01/y allowance for services as speaker, and $750/y for ex-officio services as speaker. In Texas, lieutenant governor is furnished postage, telegraph, telephone, express, and all other expenses incident to the office. In Virginia, lieutenant governor also receives additional expense allowance.

(b) Receives a special public relations expense allowance of $6,450/y.

(c) The positions of chairman and vice-chairman of the Joint Finance Committee alternate between the House and Senate every other year. The vice-chairman also receives $161.30/m.

(d) This amount is provided by resolution of the Senate and cannot be greater than the additional amount provided by law for the speaker pro tempore of the House of Representatives.

(e) Official title is vice-president.

(f) In Illinois and Ohio, president also serves as majority leader. In New York, president pro tempore also serves as majority leader.

(g) Receives $32,000 annual salary and up to $10,000/y in reimbursement for actual expenses, which replaces all per diems and allowances paid to other legislators.

(h) Additional compensation for Senate leaders is calculated according to the following percentages of the base salaries during sessions: president, 50 percent; majority and minority leaders, 25 percent; and assistant majority and minority leaders, 12.5 percent. No additional compensation is given during interim.

(i) Each receives an additional $600/y for district office expenses.

(j) Official title is speaker of the Senate.

(k) Supplemental allowance for postage and telephone not to exceed $300 during regular session or $40 for special session. Chairmen of standing committees also eligible to receive allowance.

(l) Equal to one-third of regular annual salary.

(m) Each receives additional $648/y expense allowance.

(n) Compensation shown effective December 1, 1984.

(o) Beginning January 1, 1985, president of the Senate will receive additional compensation of $1,000/y, and the majority and minority leaders will each receive $500/y.

(p) Receives $325/week during regular and adjourned sessions, $65/d during special sessions and $65/d during interim (when engaged in official duties).

Table 8
ADDITIONAL COMPENSATION FOR HOUSE LEADERS

State	Speaker	Speaker pro tem	Majority leader	Minority leader	Other
Alabama	$2/d	0	...	...	
Alaska	$500/y	...	0	0	
Arizona	0	0	0	0	
Arkansas	$2,500/y(a)	0	0	0	
California	0	0	0	0	
Colorado	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	$50/d to max. $5,000/y	
Connecticut	$5,000/y	$3,000/y(b)	$4,000/y	$4,000/y	Dep. Maj. Ldr., Dep. Min. Ldr.: $3,000/y; Asst. Maj. Ldrs., Asst. Min. Ldrs.: $2,000/y; Cmte. Chmn.: $1,000/y
Delaware	$193.50/m	...	$161.30/m	$161.30/m	Maj. Whip, Min. Whip: $129/m; Joint Finance Cmte. Mbrs.: $64.40/m; V-Chmn., Joint Finance Committee: $161.30/m(c)
Florida	$13,000/y	0	0	0	
Georgia	(d)	$2,800/y	$2,400/y(e)	$2,400/y(e)	Admin. Flr. Ldr.: $2,400/y(e)
Hawaii	0	0(f)	0	0	
Idaho	0	...	0	0	
Illinois	$10,000/y	...	$7,500/y	$10,000/y	Asst. Maj. Ldrs., Asst. Min. Ldrs.: $6,000/y; Maj. Whips, Min. Whips, Maj. Conf. Chmn., Min. Conf. Chmn.: $5,000/y
Indiana	$3,000/y	$1,500/y	$1,500/y	$2,000/y	Maj. Whip, Maj. Caucus Chmn., Min. Caucus Chmn., Ways & Means Cmte. Chmn., Asst. Min. Flr. Ldr.: $1,500/y
Iowa	$6,800/y(g)	0	$2,300/y	$2,300/y	
Kansas	$4,200/y	$1,800/y	$3,240/y	$3,240/y	Ways & Means Cmte. Chmn.: $3,240/y
Kentucky	$25/d	$15/d	$20/d	$20/d	Maj. Caucus Chmn., Min. Caucus Chmn., Maj. Whip, Min. Whip: $15/d; Standing & Interim Cmte. Chmn.: $10/meeting chaired; Mbrs., LRS, same as per diem in-session per meeting attended, plus necessary expenses.
Louisiana	(h)	0	...	...	
Maine	(i)	...	(i)	(i)	Asst. Maj. Ldr., Asst. Min. Ldr.: (i)
Maryland	$5,000/y(j)	(j)	(j)	(j)	Major Cmte. Chmn.: (j); Major Delegations Chmn.: (j)
Massachusetts	$35,000/y	...	$22,500/y	$22,500/y	Asst. Maj. Flr. Ldrs., Asst. Min. Flr. Ldrs.: $15,000/y
Michigan	$18,000/y	0	0	$8,600/y(k)	Appropriations Cmte. Chmn.: $2,000/y
Minnesota	$7,400/y	...	$7,400/y	$7,400/y	
Mississippi	$25,900/y(l)	...	...	...	
Missouri	$2,500/y	$1,500/y	$1,500/y	$1,500/y	
Montana	$5/d	0	0	0	
Nebraska	----------	----------	----------	Unicameral Legislature	----------
Nevada	$2/d(m)	(m)	(m)	(m)	(m)
New Hampshire	$50/b	0	0	0	
New Jersey	$8,333.33/y(n)	0	0	0	
New Mexico	0	...	0	0	
New York	$30,000/y	$18,000/y	$25,000/y	$25,000/y	Dep. Spkr.: $18,000/y; Min. Ldr. Pro Tem.: $15,000/y; Chmn., Cmte. on Cmtes.: $18,000/y; Dep. Maj. Ldr., Asst. Maj. Ldr.: $14,000/y; Asst. Min. Ldr., Dep. Min. Ldr., Ranking Min. Mbr., Cmte. on Cmtes., Maj. Whip: $13,000/y; Min. Whip, Maj. Conf. Chmn.: $12,000/y; Min. Conf. Chmn.: $11,000/y; Maj. Conf. V-Chmn.: $9,000/y; Min. Conf. V-Chmn.: $8,000/y; Cmte. Chmn. & Ranking Min. Mbrs.: Ways & Means: $24,500/y & $15,000/y; Education, Judiciary, Codes: $13,000/y & $8,000/y; Banks, Cities, Health, Local Govt., Corp.: $11,000/y & $7,000/y; Labor: $10,000/y & $6,500/y; All other cmtes.: $9,000/y & $6,500/y
North Carolina	$6,924/y(o)	$1,728/y(o,p)	(p)	$1,728/y(o)	
North Dakota	$5/d	...	$5/d	$5/d	Chmn., Standing & Interim Cmtes.: $3/d; Chmn., Legislative Council: $5/d during interim
Ohio	$12,500/y	$9,500/y	$7,500/y	$8,500/y	Asst. Maj. Flr. Ldr.: $4,500/y; Maj. Whip, Min. Whip: $2,500/y; Asst. Min. Ldr.: $6,500/y; Chmn., Standing Cmtes.: $1,500/yr; Chmn., Standing Sub-Cmtes.: $750/y
Oklahoma	$9,330/y	0	$6,440/y	$6,440/y	
Oregon	$700/m	0	0	0	
Pennsylvania(q)	$19,600/y	...	$15,680/y	$15,680/y	Maj. Whip, Min. Whip: $11,900/y; Maj. Caucus Chmn., Min. Caucus Chmn.: $7,420/y; Maj. Caucus Secy., Min. Caucus Secy., Maj. Policy Chmn., Min. Policy Chmn., Maj. Caucus Admin., Min. Caucus Admin.: $4,900/y

LEGISLATIVE COMPENSATION: INTERIM PAYMENTS AND OTHER DIRECT PAYMENTS—Continued

State	Compensation for committee or official business during interim: Per diem compensation for committee or official business	Travel allowance (cents per mile)	Per diem living expenses	Other direct payments or services to legislators
Texas		(f)	Max. $55 lodging and actual cost of meals (V)	Senate: all reasonable and necessary office expenses during interim; $13,500/m max. staff payroll in session, $12,500/m max. staff payroll during interim. House: $6,500/m operating account in session, $5,500/m during interim
Utah	$65(g)	23	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 lodging allowance or mileage but not both	
Vermont	$55	20.5	$27.50 for lodging; $22.50 for meals if renting room in Montpelier or vicinity; $18.75 for meals otherwise (U)	
Virginia	$100	20.5	Actual expenses	$3,000/y for office supplies and expenses; $9,000/y for aides
Washington		20.5	$50 (V)	$200/m for actual expenses, travel, subsistence, use of private materials, facilities and personnel, in performance of duties not otherwise entitled to reimbursement during interim (V)
West Virginia	$35	17	$20 meals (U); $30 lodging (V)	
Wisconsin		20.5(h)	$41.63 when legislator must establish temporary residence at state capitol	$25 (for representatives), $75 (for senators) for interim postage and clerical expenses for full calendar months in which legislature is in actual session 3 days or less
Wyoming	$30	20	$60 (U) or actual expenses for out-of-state travel (V)	Telephone credit cards, stationery

Note: For more information on legislative compensation, see Legislative Compensation: Regular and Special Sessions.

Key:
U—Unvouchered
V—Vouchered
d—day
m—month
y—year

(a) Legislators are provided a leased state car up to $265 per month and gasoline credit card.

(b) When not in session (i.e. not any day in a calendar week) legislators are permitted two round trips a month with one $36/d allowance for each trip (V).

(c) Legislative Management Committee has authority to set limits.

(d) Business trips must be approved by the speaker of the House or the president of the Senate. To be reimbursed for expenses other than meals, the legislators must fill out an expense report and provide receipts.

(e) Reimbursement limited to 20 round trips during interim

(f) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile in a personally-owned or leased single engine aircraft, and 65 cents per mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.

(g) Legislators receive this amount each day they attend veto-override and special sessions and authorized legislative interim meetings, not to exceed 25 days per calendar year.

(h) Legislators are entitled to a transportation allowance of one round trip weekly to the capitol.

Table 10
MEMBERSHIP TURNOVER IN THE LEGISLATURES: 1982

State	Senate			House		
	Total number of members	*Number of membership changes*	*Percentage change of total*	*Total number of members*	*Number of membership changes*	*Percentage change of total*
Alabama	35	16	46	105	43	41
Alaska	20 (a)	6	30	40	22	55
Arizona	30	9	30	60	20	33
Arkansas	35	11	31	100	18	18
California	40 (a)	9	22	80	25	31
Colorado	35 (a)	11	31	65	27	42
Connecticut	36	10	28	151	42	28
Delaware	21	2	10	41	13	32
Florida	40 (a)	14	35	120	46	38
Georgia	56	12	21	180	48	27
Hawaii	25 (a)	7	28	51	18	35
Idaho	35	10	28	70	22	31
Illinois	59	18	30	118 (b)		
Indiana	50 (a)	9	18	100	26	26
Iowa	50 (a)	12	24	100	42	42
Kansas	40 (c)			125	33	26
Kentucky	38 (c)			100 (c)		
Louisiana	39 (c)			105 (c)		
Maine	33	9	27	151	38	25
Maryland	47	19	40	141	50	35
Massachusetts	40	6	15	160	23	14
Michigan	38	16	42	110	46	42
Minnesota	67	22	33	134	43	32
Mississippi	52 (c)			122 (c)		
Missouri	34 (a)	7	20	163	47	29
Montana	50 (a)	12	24	100	34	34
Nebraska	49 (a)	10	20	Unicameral		
Nevada	21 (d)			42 (d)		
New Hampshire	24	7	29	400	161	40
New Jersey	40 (c)			80 (c)		
New Mexico	42 (a)	1	2	70	23	33
New York	61 (d)			150	41	27
North Carolina	50	18	36	120	35	29
North Dakota	53 (d)			106 (d)		
Ohio	33 (a)	8	24	99	33	33
Oklahoma	48 (a)	8	17	101	24	24
Oregon	30 (a)	9	30	60	15	25
Pennsylvania	50 (a)	6	12	203	39	19
Rhode Island	50 (c)			100	22	22
South Carolina	46 (c)			124	25	20
South Dakota	35	10	28	70	19	27
Tennessee	33 (a)	6	18	99	16	16
Texas	31 (a)	10	32	150	46	31
Utah	29 (a)	6	21	75	30	40
Vermont	30	11	37	150	55	37
Virginia	40 (c)			100	34	34
Washington	49 (a)	8	16	98	45	46
West Virginia	34 (a)	14	41	100	40	40
Wisconsin	33 (a)	9	27	99	36	36
Wyoming	30 (a)	8	27	64 (d)		

Note: Turnover calculated after 1982 legislative elections. Data was obtained by comparing the 1981-82 and 1983-84 editions of *State Elective Officials and the Legislatures*, published by The Council of State Governments.

(a) Entire Senate membership not up for reelection in 1982.

(b) Voters approved a constitutional amendment in 1980 to reduce the size of the House from 177 to 118. Turnover cannot be determined using method employed here.

(c) No election held in 1982. In Rhode Island, Senate elections were held in 1983 instead of 1982 as a result of court-ordered redistricting.

(d) Total number of seats changed due to redistricting. Turnover cannot be determined using method employed here.

total operating budget —

Method of Setting Salaries

Table II shows the method of setting compensation in each state. In [redacted] states salaries are set by the constitution. In 21 states, including Oregon, setting salaries is solely the responsibility of the legislature. In 21 states a compensation commission advises the legislature on salary matters.

TABLE II

Method of Setting Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Alabama	X		
Alaska		X	
Arizona			X
Arkansas	X		
California		X	
Colorado			X
Connecticut			X
Delaware		[redacted]	X
Florida			X
Georgia			X
Hawaii			X
Idaho			X
Illinois			X
Indiana		X	
Iowa			X
Kansas		X	
Kentucky			X
Louisiana			X
Maine		X	
Maryland			X
Massachusetts			X
Michigan			X
Minnesota		X	
Mississippi		X	
Missouri		X	

TABLE II--continued

Method of Setting Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Montana			X
Nebraska	X		
Nevada		X	
New Hampshire	X		
New Jersey		X	
New Mexico	X		
New York		X	
North Carolina		X	
North Dakota	X		
Ohio		X	
Oklahoma			X
Oregon		X	
Pennsylvania		X	
Rhode Island	X		
South Carolina		X	
South Dakota			X
Tennessee		X	
Texas	X		
Utah	~~X~~		X
Vermont		X	
Virginia		X	
Washington			X
West Virginia			X
Wisconsin		X	
Wyoming		X	
	8	21	21

SOURCE: The Book of the States, 1982-83, p. 201; and Legislative Research review of state statutes.

Change: NCSL

EXAMPLES OF ADDITIONAL EXPENSE ALLOWANCES FOR LEGISLATURES

ALABAMA		$600/month for office expenses	Lt. Governor, Speaker & Speaker t Pro Tem have full-time security protection with car if requested.
ALASKA		$4,000 annual allowance for stationery, and postage for constituent mailings	
IDAHO	Interim per diem of $30		
CONNECTICUT	Interim per diem of $65		
DELAWARE			
FLORIDA			
GEORGIA		$4,800 allowance for district mailings, stationery, etc.	
HAWAII		$2,000 annual allowance for business cards, stationery and parking expenses	
MINNESOTA	Interim per diem of $48		
NORTH CAROLINA		$209/month per legislator $770/month for Speaker $279/month House Speaker Pro Tem, Senate Majority Leader, House Minority Leader, Senate Minority Leader $500/month Senate President Pro Tem	25¢ a mile for one round trip home every week
OREGON	Interim per diem of $44 for a scheduled cmte meeting or special session	$300/month expense allowance	
TENNESSEE		$325/month per legislator $2,400 allowance for presiding officer $3,000 secretarial allowance $300 for supplies and postage	

State lawmakers gather in Seattle

Thousands of state legislators are in Seattle today through Friday for the 11th annual National Conference of State Legislatures. Topics: health care, education, technology. Salaries and allotments for living expenses during legislative sessions:

State	Salary	Living expenses
Alabama	$10 a day	$85 a day
Alaska	$46,800 a year	none
Arizona	$15,000 a year	$60 a day[1]
Arkansas	$7,500 a year	$44-$84 a day
California	$33,732 a year	$86 a day
Colorado	$17,500 a year	$75 a day
Connecticut	$13,000 a year	$75 a day
Delaware	$12,198 a year	$2,500 a year
Florida	$12,000 a year	$50 a day
Georgia	$7,200 a year	$59 a day
Hawaii	$15,600 a year	$45 a day
Idaho	$30 a day	$35-$60 a day
Illinois	$28,000 a year	$69 a day
Indiana	$11,600 a year	$65 a day
Iowa	$14,600 a year	$25-$45 a day
Kansas	$49 a day	$50 a day
Kentucky	$100 a day	$75 a day[2]
Louisiana	$16,800 a year	$75 a day
Maine	$7,500 a year	$50 a day
Maryland	$21,000 a year	$72 a day
Massachusetts	$30,000 a year	none
Michigan	$34,860 a year	$6,700 a year
Minnesota	$21,140 a year	$32-$36 a day
Mississippi	$8,100 a year	$44 a day[3]
Missouri	$8,078 a year	$35 a day[4]
Montana	$50 a day	$45 a day
Nebraska	$4,800 a year	$25-$55 a day
Nevada	$6,240 a year	$56 a day
New Hampshire	$100 a year	none
New Jersey	$25,000 a year	none
New Mexico	$75 a day	none
New York	$43,000 a year	$55 a day
North Carolina	$8,400 a year	$60 a day
North Dakota	$40-$90 a day	$50 a day[5]
Ohio	$22,500 a year	none
Oklahoma	$20,000 a year	$35 a day[6]
Oregon	$8,400 a year	$44 a day
Pennsylvania	$35,000 a year	$75 a day
Rhode Island	$5 a day	none
South Carolina	$10,000 a year	$68 a day
South Dakota	$3,200 a year	$75 a day[6]
Tennessee	$12,500 a year	$71 a day
Texas	$7,200 a year	$30 a day
Utah	$65 a day	$25 a day
Vermont	$11,000 a year	$60 a day
Virginia	$11,000 a year	$65 a day
Washington	$13,750 a year	$44 a day
West Virginia	$6,500 a year	$20-$70 a day
Wisconsin	$27,222 a year	$20-$42 a day
Wyoming	$75 a day	$60 a day

[1] $35 a day for Maricopa County legislators — both are new allotments effective Wednesday
[2] per actual day of attendance
[3] for Jackson legislators, daily attendance only
[4] for daily attendance only
[5] for legislators outside Capitol
[6] five-day week

Source: National Conference of State Legislators 1985 survey

National Conference of State Legislatures

Headquarters Office
(303) 292-6600

1125 Seventeenth Street
Suite 1500
Denver, Colorado
80202

President
John T. Bragg
Deputy Speaker
House of Representatives
State of Tennessee

Executive Director
Earl S. Mackey

June 7, 1985

Linda Firestone
Special Joint Committee on Legislative Salaries
State Capitol
Juneau, AK 99811

Dear Linda:

In response to your recent request for information on legislator salaries and benefits, I have enclosed the following items:

- Annual Legislative Salaries"
- "Living Expenses for Legislators During Session"
- "Additional Compensation for Legislative Leaders"
- "Additional Compensation for Committee Chairmen"

Also, to answer your question on how each state sets the salaries for legislators, I have enclosed a "Research Memograph" on Legislative Salaries. On page 4 of the monograph the report discusses the method of setting salaries and provides tables and charts on the methods used.

I hope this information answers your questions on legislator salaries and benefits. Don't hesitate to call if you have any questions.

Sincerely,

Linda F. Worrell

Linda F. Worrell
Research Analyst
Legislative Management

LFW/pv
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NATIONAL CONFERENCE OF STATE LEGISLATURES
****

NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 01/01/85

Legislative Compensation and Living Expenses During Session

STATE	SALARIES	LIVING EXPENSES DURING SESSION
AL	$10.00/day	$85 per diem (unvouchered)
AK	46,800/year	None
AZ	15,000/year	$40 per diem ($20 for Maricopa County legislators) (unvouchered)
AR	7,500/year	$44 per diem (7 day week) $20 (actual attendance) (vouchered)
CA	33,732/year	$66 per diem (unvouchered)
CO	17,500/year	$75 per diem (unvouchered)
CT	13,000/year	$3,500 annually (unvouchered)
DE	12,198/year	$2,500/year (unvouchered)
FL	12,000/year	$50 per diem (unvouchered)
GA	7,200/year	$59 per diem (unvouchered)
HI	15,600/year	$45 per diem (for legislators outside of Oahu) (unvouchered)
ID	$7/day (not in session) $30/day during session	$60 per diem ($35 for in town legislators) (unvouchered)
IL	32,500/year	$69 per diem (unvouchered)
IN	11,600/year	$65 per diem (unvouchered)
IA	14,600/year	$40 per diem (unvouchered) ($25 for Polk County legislators)
KS	$49/day	$50 per diem (unvouchered)
KY	$100/day	$75 actual daily attendance per diem (unvouchered)
LA	16,800/year	$75 per diem (unvouchered)
ME	7,500 (1985) 4,000 (1986)	$50 per diem vouchered

MD	21,000/year	$68 per diem (1984) (unvouchered) $72 per diem (1985) (unvouchered)
MA	30,000/year	Receive no per diem, but receive mileage for every session day
MI	34,860 (1985) 2 36,520 (1986)	Total of $6,700 annually (vouchered)
MN	21,140/year (1985) 22,350/year (1986)	$36 per diem ($23 for metropolitan legislators) (unvouchered)
MS	8,100/year	$44 per diem for actual daily attendance (none for Jackson legislators) (unvouchered)
MO	18,078/year	$35 per diem for actual daly attendance (unvouchered)
MT	$50.02/day	$45 per diem (unvouchered)
NE	4,800/year	$55 per diem ($25 for capitol city legislators)
NV	$104/day (up to $6,240) 3	$56 per diem (unvouchered)
NH	$100/year	NONE
NJ	25,000/year	NONE
NM	$75/day	NONE
NY	43,000/year	$55 per diem (vouchered)
NC	8,400/year	$60 per diem (unvouchered)
ND	$90/day or $40/day 4	$50 per diem for legislators outside Bismarck (unvouchered)
OH	30,152/year	NONE
OK	20,000/year	$35 per diem (only milage during session if legislator lives at home) (vouchered)
OR	8,400/year	$44 per diem (unvouchered)
PA	35,000/year	$75 per diem (vouchered)
RI	$5/day	NONE
SC	10,000/year	$68 subsistence (vouchered)
SD	3,200 (1985) 2,800 (1986)	$75/5-day week (unvouchered)

TN	12,500/year	$71 per diem (unvouchered)
TX	7,200/year	$30 per diem (unvouchered)
UT	$65/day	$25 per diem
VT	$285/week/session (1985) $300/week (1986) (maximum of $11,000/year)	$60 per diem (23.75 per diem if legislator lives at home (unvouchered)
VA	11,000/year	$65 per diem (unvouchered)
WA	13,750/year	$44 per diem (unvouchered)
WV	6,500/year	$70 per diem ($20 for Charleston legislators) (unvouchered)
WI	27,222/year	$41.63 per diem ($20.81 if legislator lives inside Dane County) (unvouchered)
WY	$75/day	$60 per diem (unvouchered)

NOTE: DAILY SALARIES ARE PAID DURING REGULAR SESSION

1 Changes pending
2 Changes effective unless rejected by the legislature before Feb. 1, 1985.
3 For legislators elected before November 1982, the maximum salary remains $4,800
4 $90/day for legislators who reside in Bismarck; $40/day for legislators from outside Bismarck

For a table of additional compensation for Committee Chairs, type
SEE ADCOMPCC

For a table of additional compensation for Legislative Leaders, type
SEE ADCOMPLL

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NATIONAL CONFERENCE OF STATE LEGISLATURES
****

NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 01/01/85

ADDITIONAL COMPENSATION FOR COMMITTEE CHAIRS
January 1983

ALABAMA	NO	
ALASKA	NO	
ARIZONA	NO	
ARKANSAS	NO	
CALIFORNIA	NO	
COLORADO	NO	
CONNECTICUT	YES	
DELAWARE	YES	(Chairs and Vice Chairs of Joint Finance Only)
FLORIDA	NO	
GEORGIA	NO	
HAWAII	NO	
IDAHO	NO	
ILLINOIS	NO	
INDIANA	YES	(Senate Finance and House Ways and Means only)
IOWA	NO	
KANSAS	YES	(Ways and Means only)
KENTUCKY	YES	
LOUISIANA	YES	(Joint Budget Chair only)
MAINE	NO	
MARYLAND	NO	
MASSACHUSETTS	YES	
MICHIGAN	YES	(Appropriations only)
MINNESOTA	NO	
MISSISSIPPI	NO	
MISSOURI	NO	
MONTANA	NO	
NEBRASKA	NO	
NEVADA	NO	
NEW HAMPSHIRE	NO	
NEW JERSEY	NO	
NEW MEXICO	NO	
NEW YORK	YES	
NORTH CAROLINA	NO	
NORTH DAKOTA	YES	
OHIO	YES	
OKLAHOMA	NO	
OREGON	NO	
PENNSYLVANIA	NO	
RHODE ISLAND	NO	
SOUTH CAROLINA	NO	
SOUTH DAKOTA	NO	
TENNESSEE	NO	
TEXAS	NO	
UTAH	NO	
VERMONT	NO	
VIRGINIA	NO	
WASHINGTON	NO	
WEST VIRGINIA	NO	
WISCONSIN	NO	
WYOMING	NO	

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NATIONAL CONFERENCE OF STATE LEGISLATURES
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NCSL STAFF CONTACT: MARY FAIRCHILD
303/292-6600

REV. DATE: 02/01/85

ADDITIONAL COMPENSATION FOR LEGISLATIVE LEADERS
January 1985

HOUSE

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	$2/day/session	NONE	NONE	NONE
AK	$500/year	NONE	NONE	NONE
AR	$2,500/year	NONE	NONE	NONE
CO	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	NONE
CT	$5,000/year	$4,000/year	$4,000/year	YES
DE	$193.50/month	$161.30/month	$161.30/month	YES
FL	$13,000/year	NONE	NONE	NONE
GA	$2,800/year	$2,400/year	$2,400/year	YES
IL	$10,000/year	$7,500/year	$10,000/year	YES
IN	$3,000/year	$1,500/year	$2,000/year	YES
IA	$7,300/year	$2,500/year	$2,500/year	NONE
KS	$4,200/year	$3,240/year	$3,240/year	NONE
KY	$75/day/session	$70/day/session	$70/day/session	YES
LA	$15,200/year	NONE	NONE	NONE
ME	$3,750 - 1985 $2,000 - 1986	$1,825 - 1985 $1,000 - 1986	$1,825 - 1985 $1,000 - 1986	YES
MD	$5,000/year	NONE	NONE	NONE
MA	$35,000/year	$22,500/year	$22,500/year	YES
MI	$18,000/year	NONE	$8,600/year	NONE
MN	$8,456/year	$8,456/year	$8,456/year	NONE
MS	$25,900/year	NONE	NONE	NONE
MO	$2,500/year	$1,500/year	$1,500/year	NONE
MT	$5/day/session	NONE	NONE	NONE
NV	$2/day/session	NONE	NONE	NONE
NH	$50/biennium	NONE	NONE	NONE
NY	$30,000/year	$25,000/year	$25,000/year	YES
NC	$16,644/year	$4,104**	$2,100/year	YES
ND	$5/day/session	$5/day/session	$5/day/session	NONE
OH	$12,500/year	$9,500/year	$8,500/year	YES
OK	$9,330/year	$6,440/year	$6,440/year	NONE
OR	$700/month	NONE	NONE	NONE
PA	$19,600/year	$15,680/year	$15,680/year	YES
RI	$5/day	NONE	NONE	NONE
SC	$11,000/year	NONE	NONE	YES
TN	$6,000/year	NONE	NONE	NONE
UT	$1,000/year	$500/year	$500/year	NONE
VT	$6,055/year plus $50/week/session	NONE	NONE	NONE
VA	$9,000/year	NONE	NONE	NONE
WV	$50/day/session plus $100/day, up to 80 days per year	$25/day/session	$25/day/session	NONE
WY	$3/day/session	NONE	NONE	NONE

SENATE

State	Presiding Officer	Majority Leader	Minority Leader	Other Leaders
AL	NONE	NONE	NONE	NONE
AK	$500/year	NONE	NONE	NONE
AR	$2,500/year	NONE	NONE	NONE
CO	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	$75/day up to $7,500 (during interim)	NONE
CT	$5,000/year	$4,000/year	$4,000/year	YES
DE	$193.50/month	$161.30/month	$161.30/month	YES
FL	$13,000/year	NONE	NONE	NONE
GA	$2,800/year	$2,400/year	$2,400/year	YES
IL	$10,000/year	NONE	$10,000/year	YES
IN	$3,000/year	$1,500/year	$2,000/year	YES
IA	NONE	$2,500/year	$2,500/year	NONE
KS	$4,200/year	$3,240/year	$3,240/year	NONE
KY	$75/day/session	$70/day/session	$70/day/session	YES
LA	$15,200/year	NONE	NONE	NONE
ME	$3,750 - 1985 $2,000 - 1986	$1,825 - 1985 $1,000 - 1986	$1,825 - 1985 $1,000 - 1986	YES
MD	$5,000/year	NONE	NONE	NONE
MA	$35,000/year	$22,500/year	$22,500/year	YES
MI	NONE	$18,000/year	$8,600/year	NONE
MN	$8,456/year	$8,456/year	$8,456/year	NONE
MS	NONE	NONE	NONE	NONE
MO	$2,500/year	$1,500/year	$1,500/year	NONE
MT	$5/day/session	NONE	NONE	NONE
NV	NONE	NONE	NONE	NONE
NH	$50/biennium	NONE	NONE	NONE
NY	$30,000/year	NONE	$25,000	YES
NC	$6,600/year	$2,100/year	$2,100	YES
ND	$5/day/session	$5/day/session	$5/day/session	NONE
OH	$12,500/year	NONE	$8,500/year	YES
OK	$9,330/year	$6,440/year	$6,440/year	NONE
OR	$700/month	NONE	NONE	NONE
PA	$19,600/year	$15,680/year	$15,680/year	YES
RI	NONE	NONE	NONE	NONE
SC	$3,600/year	NONE	NONE	NONE
TN	$6,000/year	NONE	NONE	NONE
UT	$1,000/year	$8,500/year	$500/year	NONE
VT	$6,055/year plus $50/week/session	NONE	NONE	NONE
VA	NONE	NONE	NONE	NONE
WV	$50/day/session plus $100/day, up to 80 days per year	$25/day/session	$25/day/session	NONE
WY	$3/day/session	NONE	NONE	NONE

*Presiding Officer refers to the legislative office of the President, President Pro Tem or Speaker, depending on the title used in each state.

**Speaker Pro Tem

RESEARCH MONOGRAPH

LEGISLATIVE SALARIES

legislative research
s-420 state capitol/salem, oregon 97310
phone (503) 378-8871

Prepared by:

John Houser
Research Analyst

January 25, 1983

82:146

Legislative Research is a component of the Legislative Administration Committee

LEGISLATIVE SALARIES

82:146

Legislative Research was asked to provide information on legislative salaries in other states. This monograph compares biennial salaries and expense allowances in each state and how salaries and allowances are set. The use of special compensation commissions is also discussed.

Salaries and Allowances

In 38 states legislators are paid a specific amount, regardless of the length of session. Data compiled by the National Conference of State Legislatures (NCSL) indicate that biennial salaries in these states range from $200 in New Hampshire to $65,920 in New York. The average is $29,051.

In the remaining 12 states legislators are paid a salary based on the number of days or weeks the legislature is in session. Daily rates range from $5 in North Dakota and Rhode Island to $104 in Nevada.

Salaries in full-time legislatures. Biennial salaries in states with full-time legislatures are considerably higher than those in other states. The Council of State Governments considers eight states to be full time. The average salary in these states is $53,926, whereas the average in the other 31 states with a specified salary is $22,418.

Expenses. In 40 states legislators receive an expense allowance while attending legislative sessions or attending to legislative business. Daily expense allowances range from $15 in Utah to $85 in North Dakota. The average is $50. Legislators in

Connecticut and Michigan receive an annual expense allowance of $2,500 and $6,200 respectively.

Table I shows how legislators are compensated in each state.

TABLE I

Legislative Compensation in the 50 States

State	Biennial Salary	Daily Salary (Session limit)	Daily Expense Allowance
Alabama	$ ---	$ 10 (210 days)	$ 65
Alaska	40,152	---	80*
Arizona	30,000	---	40*
Arkansas	15,600	---	44
California	56,222	---	62
Colorado	28,000	---	40*
Connecticut	21,000	---	2,500 (annual)
Delaware	24,396	---	none
Florida	24,000	---	50
Georgia	14,440	---	44
Hawaii	27,300	---	45*
Idaho	---	30 (no limit)	60*
Illinois	56,000	---	36
Indiana	19,200	---	50
Iowa	27,400	---	30
Kansas	---	45 (no limit)**	50
Kentucky	---	50 (60 days)***	75
Louisiana	33,600	---	75 plus mileage
Maine	10,000	---	45*
Maryland	42,000	---	65
Massachusetts	60,000	---	mileage only
Michigan	62,000	---	6,200 (annual)
Minnesota	37,500	---	36*
Mississippi	16,200	---	44
Missouri	30,000	---	35
Montana	---	48.42 (90 days)	45
Nebraska	9,600	---	none
Nevada	---	104 (60 days)****	44
New Hampshire	200	---	mileage only
New Jersey	36,000	---	none

TABLE I--continued

Legislative Compensation in the 50 States

State	Biennial Salary	Daily Salary (Session limit)	Daily Expense Allowance
New Mexico	$ ---	$40 (90 days)	none
New York	/65,920	---	$55
North Carolina	13,872	---	50
North Dakota	---	5 (80 days)	85
Ohio	45,000	---	mileage only
Oklahoma	// 40,000	---	35*
Oregon	15,792	---	44
Pennsylvania	50,000	---	69
Rhode Island	---	5 (120 days)	mileage only
South Carolina	20,000	---	50
South Dakota	6,000	---	50
Tennessee	16,606	---	66.47
Texas	14,400	---	30
Utah	---	25 (80 days)	15
Vermont	---	270 (weekly)	50*
Virginia	16,000	---	58 - 75
Washington	24,000****	---	44
West Virginia	10,272	---	50*
Wisconsin	45,264	---	30*
Wyoming	---	30 (60 days)	60

SOURCE: National Conference of State Legislatures, January 1983 survey; Council of State Governments, The Book of the States, 1982-83, pp. 192-193 and 210-211.

* Less for legislators from the capitol city or its environs.
** 90-day limit in even-numbered years.
*** Increases to $100 in 1984.
**** For senators elected in 1980 and after, salary is $80 per day in Nevada and $19,600 in Washington.

Method of Setting Salaries

Table II shows the method of setting compensation in each state. In some states salaries are set by the constitution. In 22 states, including Oregon, setting salaries is solely the responsibility of the legislature. In 29 states a compensation commission advises the legislature on salary matters.

TABLE II

Method of Setting Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Alabama	X		
Alaska		X	
Arizona			X
Arkansas	X		
California		X	
Colorado			X
Connecticut			X
Delaware			X
Florida			X
Georgia			X
Hawaii			X
Idaho			X
Illinois			X
Indiana		X	
Iowa			X
Kansas		X	
Kentucky			X
Louisiana			X
Maine		X	
Maryland			X
Massachusetts			X
Michigan			X
Minnesota		X	
Mississippi		X	
Missouri		X	

TABLE II--continued

Method of Setting
Legislative Compensation

State	Constitution	Legislature	Legislature and Compensation Commission
Montana			X
Nebraska	X		
Nevada		X	
New Hampshire	X		
New Jersey		X	
New Mexico	X		
New York		X	
North Carolina		X	
North Dakota	X		
Ohio		X	
Oklahoma			X
Oregon		X	
Pennsylvania		X	
Rhode Island	X		
South Carolina		X	
South Dakota			X
Tennessee		X	
Texas	X		
Utah	X		X
Vermont		X	
Virginia		X	
Washington			X
West Virginia			X
Wisconsin		X	
Wyoming		X	

SOURCE: The Book of the States, 1982-83, p. 201; and Legislative Research review of state statutes.

Charge: NCSL

Compensation Commissions

In 19 states boards, committees, or commissions make recommendations regarding legislative compensation. Several also recommend salaries for certain elected officials and judges. Commissions in 12 states act only in an advisory capacity. They make recommendations to the governor or the legislature, but the legislature has final authority to set salaries, expense allowances, and benefits for its members.

In Hawaii, Idaho, Maryland, and Michigan compensation commissions recommendations become effective unless the legislature enacts a resolution to the contrary. Existing salary levels are continued if the legislature rejects the commission's recommendations. In West Virginia the commission's recommendations must be enacted into law to become effective. The legislature may reduce, but not increase the proposed salary levels. Recommendations made by Oklahoma's commission are final and are not subject to legislative review. In Arizona the commission's recommendations for changes in legislative salaries are submitted to the voters for approval. In many states new salaries do not become effective until the following session of the legislature.

In some states commission members are appointed exclusively by the governor, but in others the appointing authority is shared by the governor and legislative leadership. In Washington persons holding certain positions are automatically appointed to the commission.

Table III summarizes the major organizational and functional aspects of each state commission, including the number of commission members, appointing authority, and scope and frequency of commission recommendations.

TABLE III

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Arizona Commission on Salaries for State Elective Officers	5	2 by Governor, 1 by Senate President, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators and elected state officials (Changes in legislative salaries must be approved by the voters.)	At direction of legislature
Colorado State Officials' Compensation Commission	9	3 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Chief Justice of Supreme Court	Salaries, allowances, and benefits of legislators, state judges, district attorneys, and elected and appointed officials (advisory only)	Biennially
Connecticut Compensation Commission	11	3 by Governor, 2 by House Speaker, 2 by House Minority Leader, 2 by Senate President Pro Tempore, and 2 by Senate Minority Leader	Salary, expenses, and benefits of legislators, elected officials, and judges (advisory only)	Biennially
Florida Officers' Compensation Commission	9	2 by Governor, 2 by Senate President, 2 by House Speaker, and 2 by Chief Justice of Supreme Court. The 8 members appoint the ninth member.	Salary and expenses of legislators, specified state officials, judges, state attorneys, public defenders, public service commissioners, and county officers (advisory only)	Annually
Georgia Commission on Compensation	12	4 by Governor, 4 by Supreme Court, 2 by Senate President (Lieutenant Governor), and 2 by House Speaker	Compensation of legislators, state officers, and heads of state agencies (Legislature required to introduce commission recommendation as a bill)	Biennially
Hawaii Commission on Legislative Salary	11	Governor	Salary of legislators (Recommendations effective unless rejected by Legislature or Governor. If rejected, existing rates are continued)	Every 8 years
Idaho Legislative Compensation Commission	6	3 by Governor and 3 by Supreme Court	Salary and expenses of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Biennially

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Montana Salary Commission	8	2 by Governor, 2 by Supreme Court, 1 by Senate Majority Leader, 1 by Senate Minority Leader, 1 by House Speaker, and 1 by House Minority Leader	Compensation of legislators, elected officials, and judges (advisory only)	Biennially
Oklahoma Board on Legislative Compensation	11	5 by Governor, 2 by the Senate President Pro Tempore, and 2 by House Speaker (Chairman of Tax Commission and Director of State Finance are non-voting ex-officio members.)	Salary of legislators (Board recommendations are final)	Biennially
South Dakota Commission on Salaries for Elective State Officials	5	2 by Governor, 1 by Senate President Pro Tempore, 1 by House Speaker, and 1 by Chief Justice of Supreme Court	Salaries of legislators, elected officials, and judges (advisory only)	Biennially
Washington Committee on Salaries	7	President of Univeristy of Puget Sound, President of Washington State University, Chairman of State Personnel Board, President of Association of Washington Business, President of Pacific Northwest Personnel Managers' Association, and President of Washington State Labor Council	Salaries of legislators, state elective and executive officials, and judges (advisory only)	Biennially
West Virginia Citizens Legislative Compensation Commission	7	Governor	Compensation and expenses of legislators (Legislature may accept or decrease recommended rates)	Quadrennially

SOURCE: Legislative Research review of state statutes

TABLE III--continued

STATE COMPENSATION COMMISSIONS

Name of Commission	Number of Members	Appointing Authority	Scope of Recommendations	Frequency of Recommendations
Illinois Advisory Committee on Compensation of General Assembly Members	7	3 by Governor, 2 by President of Senate, and 2 by House Speaker	Compensation of legislators (advisory only)	Biennially
Iowa Commission on Compensation, Expenses and Salaries for Elected State Officials	15	5 by Governor, 5 by Senate President (Lieutenant Governor), and 5 by House Speaker	Salary, compensation, and expenses of legislators, elected state officials, and judges (advisory only)	Biennially
Kentucky Public Officials Compensation Commission	5	1 by Governor, 1 by Lieutenant Governor, 1 by House Speaker, 1 by Senate President Pro Tempore, and 1 by Supreme Court	Salaries, benefits, and allowances of legislators and certain elected officials and judges (advisory only)	Biennially
Louisiana Compensation Review Commission	19	5 appointed by Governor, 1 by Chief Justice of Supreme Court, 1 by Chairman of Conferences of Courts of Appeal Judges, 1 by District Judges' Association, and 1 by City Judges' Association (5 Senators and 5 Representatives are also members	Salary and benefits of legislators, elected officials, judges, and unclassified state employees (advisory only)	Annually
Maryland General Assembly Compensation Commission	9	5 by Governor, 2 by Senate Senate President, and 2 by House Speaker	Salary and allowances of legislators (Legislature may reject or reduce recommended rates. If rejected, existing rates are continued.)	Quadrennially
Massachusetts Advisory Board on Legislative, Judicial and Constitutional Officers' Compensation	5	Governor	Salaries and expenses of legislators, constitutional officers, and judges (advisory only)	Biennially
Michigan State Officers' Compensation Commission	7	Governor	Salaries and expenses of legislators, Governor and Lieutenant Governor, and Justices of Supreme Court (Recommendations effective unless rejected by 2/3 vote of legislature. If rejected, existing rates are continued.)	Biennially

Sourdough Sentinel

Vol. 27, No. 44
November 2, 1984
Elmendorf AFB, Ak.

COLA changes implemented; tables explain

November 1 signaled the start of two changes in cost of living allowances. The first change lifts the $20,000 "cap" on spendable income, enabling the Air Force to pay members whose income is less than $50,000 their full COLA entitlement. The other change lowers the index used to figure COLA.

COLA is paid in overseas areas like Alaska to offset the higher living costs by keeping buying power equal to that of people "outside." Basically, "market baskets" of similar items are priced yearly in the continental United States and at the overseas location. If the overseas market basket costs more than the CONUS one, an index based on the price difference is established. For example, if the overseas basket costs 10 percent more than the CONUS one an index of 110 would be established. This index is multiplied by a person's spendable income to arrive at the amount of COLA he or she would receive. Spendable income is basic pay, quarters and subsistence allowance, and the tax advantage associated with non-taxable allowances, minus taxes, savings and housing costs.

The change to more current spendable income tables and the higher $50,000 cap will benefit everyone, but has a greater effect on those whose spendable incomes are above $20,000. The drop in the COLA index will hurt everyone equally.

To see what your new COLA will be, use the tables below and follow these steps:

1. On Table I (with dependents) or Table Ia (without dependents), look up the annual compensation for your grade and years of service. Your grade and years of service for pay purposes are shown on the right side of your monthly Leave and Earnings Statement just above your name. For a Staff Sergeant (E-5) with 6 to 8 years of service and three dependents, this would be $18,234.

2. Taking this annual compensation amount of $18,234 to Table II, it falls on the line for $18,000 to $19,999. Coming across this line to three dependents, our Staff Sergeant has an average spendable income of $10,000.

3. Next, multiply the spendable income by the COLA index below for yo. location. Then divide the result by 360 to get a daily rate.

Anchorage area (includes Elmendorf AFB and Ft Richardson)	.22
Fairbanks area (includes Eielson AFB, Ft Wainwright, and College, AK)	.24
Delta Junction area (includes Ft Greeley)	.26

If your Staff Sergeant is at Elmendorf, his $10,100 is mulitipled by .22 to get $2222 a year. This is divided by 360 to get a daily rate of $6.17. Then multiply this daily rate by the days in the month. For November, this would be $6.17 times 30 days, for $185.10.

While the net effect of these changes isn't good news for everyone's paycheck, its better than it would have been without the new spendable income tables. While the Staff Sergeant at Elmendorf loses 33 cents a day under the new method, he would have lost $1.40 a day with the new lower COLA index and the old tables. For a Captain (0-3) at Elmendorf with 6 to 8 years of service and three dependents, the new method means a gain of $1.66 a day. Under the new lower index and the old tables he would have lost $1.55 a day.

The reduction in the COLA indexes throughout Alaska means that cost of living in Alaska is not going up as fast as it is in the continental United States. The lower indexes were originally scheduled to go into effect in April 1984, but were delayed until the new spendable income tables could be developed to minimize the effect of any reductions in members' paychecks. The 4 percent pay raise scheduled for January 1985 will increase the annual compensation figures on Tables I and Ia, and may also help some people gain back part of any reductions.

continued on page 10

continued from page 1

TABLE II
COST-OF-LIVING ALLOWANCES
AVERAGE ANNUAL SPENDABLE INCOME

ANNUAL COMPENSATION [1]	NUMBER OF DEPENDENTS (EXCLUDING SELF) [2] 0	1	2	3	4	5 OR MORE
$ 50,000 & Over	13,900	15,700	17,400	18,300	20,000	20,900
48,000-49,999	13,900	15,600	17,300	18,000	20,700	20,300
46,000-47,999	13,600	15,300	16,900	17,600	20,300	20,000
44,000-45,999	13,300	14,900	16,500	17,300	20,000	20,000
42,000-43,999	12,900	14,500	16,100	16,900	20,000	20,000
40,000-41,999	12,600	14,100	15,700	16,500	20,000	20,000
38,000-39,999	12,200	13,800	15,300	16,100	17,000	20,000
36,000-37,999	11,800	13,300	14,800	15,500	17,000	17,000
34,000-35,999	11,400	12,900	14,300	15,000	16,600	17,000
32,000-33,999	11,000	12,600	13,800	14,500	15,900	16,600
30,000-31,999	10,600	12,000	13,300	14,000	15,300	16,000
28,000-29,999	10,200	11,600	12,700	13,300	14,600	15,300
26,000-27,999	9,700	11,000	12,300	12,900	13,900	14,300
24,000-25,999	9,200	10,600	11,900	12,300	13,000	13,600
22,000-23,999	8,700	9,800	10,900	11,400	12,300	13,100
20,000-21,999	8,200	9,300	10,300	10,800	11,600	12,400
18,000-19,999	7,700	8,600	9,600	10,100	11,000	11,300
16,000-17,999	7,200	8,000	8,900	9,300	10,300	10,700
14,000-15,999	6,800	7,300	8,100	8,500	9,300	9,700
12,000-13,999	5,800	6,600	7,300	7,700	8,600	8,800
under-11,999	5,200	5,800	6,500	6,800	7,500	7,800

TABLE I
COST-OF-LIVING ALLOWANCES
ANNUAL COMPENSATIONS (MEMBERS WITHOUT DEPENDENTS)

GRADE	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
0-10	73034	75114	75114	75114	75114	77436	77436	80560	80560	80560	80560	80560	80560	80560
0-9	65891	67405	68066	68066	68066	70207	70207	72594	72594	77436	77436	80560	80560	80560
0-8	60438	62008	63289	63289	63289	67405	67405	70207	70207	72594	75114	77436	79936	79936
0-7	51832	54668	56068	56068	56623	58[illegible]	[illegible]	59842	63088	67405	71416	71416	71416	71416
0-6	39631	42742	45110	45110	45110	45110	45110	45110	45110	46417	52362	56591	56673	58196	60561
0-5	32457	36927	39041	39041	39041	39041	40033	41742	44091	46082	49102	50337	51807	51807
0-4	27639	32267	33997	33997	34409	35762	37811	39602	41078	42565	43610	43610	43610	43610
0-3	25331	27636	29111	31657	32908	33866	35367	37700	37700	37700	37700	37700	37700	37700
0-2	22132	23654	27262	28100	28576	28576	28576	28576	28576	28576	28576	28576	28576	28576
0-1	18837	19434	22598	22598	22598	22598	22598	22598	22598	22598	22598	22598	22598	22598
0-3E	-	-	-	28657	32908	33866	35367	38980	38192	38192	38192	38192	38192	38192
0-2E	-	-	-	28100	28576	29306	30992	31600	32322	32322	32322	32322	32322	32322
0-1E	-	-	-	22598	23823	24533	25267	25994	26984	26984	26984	26984	26984	26984
0-6	36364	37715	37715	38195	39169	38178	38218	38813	36227	38153	38888	39984	38873	40838
0-5	33763	35385	35385	35538	35788	37346	38475	39213	38953	38711	38515	38533	38491	38653
0-4	30834	32130	32130	32618	33547	34534	35290	36834	36750	37500	38226	38953	39913	39915
0-3	27741	29665	29665	30930	31673	32389	33099	33835	34545	35296	36011	36765	36765	36765
0-2	-	-	-	-	-	-	28688	29895	29730	30383	30877	31389	32760	30373
0-1	-	-	-	-	-	-	24999	25161	25896	26229	26773	27261	27793	29095
0-7	18171	19235	19792	20322	20863	21376	21916	22433	23212	23721	24242	24689	25031	28438
0-6	15983	17026	17551	18107	18610	19127	19673	20467	20976	21517	21770	21770	21770	21770
0-5	14459	15360	15885	16376	17177	17698	18231	18741	19886	19886	19886	19886	19886	19886
0-4	13647	13959	14538	15345	15787	15787	15787	15787	15787	15787	15787	15787	15787	15787
0-3	12849	13138	13609	13866	13866	13866	13866	13866	13866	13866	13866	13866	13866	13866
0-2	12038	12038	12038	12038	12038	12038	12038	12038	12038	12038	12038	12038	12038	12038
0-1	11062	11062	11062	11062	11062	11062	11062	11062	11062	11062	11062	11062	11062	11062

TABLE I
COST-OF-LIVING ALLOWANCES
ANNUAL COMPENSATION (MEMBERS WITH DEPENDENTS)*

GRADE	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
0-10	73987	76188	76188	76188	76188	78670	78670	81804	81804	81804	81804	81804	81804	81804
0-9	66879	[illegible]130	69538	69538	69538	71016	71016	73494	73494	78670	78670	81804	81804	81804
0-8	61591	63120	64385	64385	64385	68330	68330	71016	71016	73494	76188	78670	81199	81199
0-7	53013	[illegible]	55680	55680	57895	57895	60676	60676	63120	68330	72236	72236	72236	72236
0-6	46267	47642	49729	49729	49729	49729	49729	49729	49729	54963	58956	55297	56293	59024	63169
0-5	33019	37391	39646	39646	39646	39646	40637	42235	44563	47268	49536	50803	52289	52289
0-4	28127	32739	34652	34652	34955	36198	38132	39960	41692	42840	44026	44026	44026	44026
0-3	25909	28199	29727	32209	33421	34403	35920	37362	38081	38081	38081	38081	38081	38081
0-2	22718	24260	27971	28735	29227	29227	29227	29227	29227	29227	29227	29227	29227	29227
0-1	19478	20067	23128	23128	23128	23128	23128	23128	23128	23128	23128	23128	23128	23128
0-3E	-	-	-	32209	33421	34403	35920	37362	38568	38568	38568	38568	38568	38568
0-2E	-	-	-	28735	29227	29982	31237	32180	32888	32888	32888	32888	32888	32888
0-1E	-	-	-	23128	24592	25122	25869	26572	27556	27556	27556	27556	27556	27556
0-6	36765	38193	38193	38689	39697	38718	31732	33435	34675	35658	36430	37365	38367	40913
0-5	34311	35862	35862	36091	36327	37777	39069	39812	30568	31306	32051	32822	34000	34983
0-4	31506	32739	32739	33215	34177	35196	35937	36666	37378	38144	38896	39660	40634	40634
0-3	28503	30371	30371	31591	32295	32996	33711	34482	35215	35967	36650	37600	37600	37600
0-7	-	-	-	-	-	-	29878	30614	30957	31520	32064	32539	33809	36539
0-6	-	-	-	-	-	25657	26708	26731	27256	27802	28306	28857	30203	32836
0-7	19539	20585	21117	21631	22151	22630	23151	23683	24490	25017	25556	25812	27138	29795
0-6	17338	18236	18841	19385	19880	20389	20918	21486	22169	22681	22928	22928	22928	22928
0-5	15670	16473	16992	17475	18236	18735	19253	19756	20016	20016	20016	20016	20016	20016
0-4	14603	15039	15531	16321	16752	16752	16752	16752	16752	16752	16752	16752	16752	16752
0-3	13093	14093	14665	14725	14725	14725	14725	14725	14725	14725	14725	14725	14725	14725
0-2	13611	13611	13611	13611	13611	13611	13611	13611	13611	13611	13611	13611	13611	13611
0-1	12639	12639	12639	12639	12639	12639	12639	12639	12639	12639	12639	12639	12639	12639

APPENDIX A

PART I

STATION ALLOWANCES

(TRAVEL PER DIEM ALLOWANCES ARE CONTAINED IN APPENDIX A, PART II)

1. GENERAL. This Appendix lists alphabetically all areas presently authorized station allowances. Where a country or island is listed, it is intended to include all territory within the boundaries of that country or island including any off-shore islands in the same general vicinity. It will not include territories or possessions located elsewhere even though considered an integral part of the parent country or island. In such cases, no cost data pertinent to such territories and possessions were used in determining the indexes. When a political subdivision smaller than a country is named, such as: state, province, department, city, town, village, etc.; it will include the corporate limits of such political subdivision or the limits of territory within the normal boundary thereof if it is not incorporated. Posts, camps, or stations named will include the area falling within the fixed boundaries thereof. In cases of doubt, the "All Places Not Listed" rates will be used. Data and particulars involving the case should be forwarded to the Per Diem, Travel and Transportation Allowance Committee for resolution.

2. HOUSING AND COST-OF-LIVING INDEX CODE NUMBERS. The index code numbers appearing in the "Housing Allowances" column listed in the table of par. 3, correspond to the index code numbers provided in Appendix B, Table II, "Station Housing Allowances." This table provides precomputed daily housing allowance rates by pay grade and dependency status. In order to determine a daily allowance corresponding to the index number appearing in the "Cost-of-Living Allowances" column, refer to the instructions and tables provided in Appendix C.

3. AREA LISTING. Footnotes are published at the end of the listing.

Locality	Housing Allowances		Cost-of-Living Allowances	
	Index	Eff. Date	Index	Eff. Date
All places not listed	None	11-1-82	None	11-1-82
Afghanistan	None	1-1-63	140	3-1-79
Alaska:[4]				
Adak	None	5-1-82	112	11-1-84
Anchorage:				
Officers	X16	10-1-82	122	11-1-84
Enlisted	X29	10-1-82	122	11-1-84
Barrow	X23	10-1-82	148	11-1-84

Locality	Housing Allowances Index	Housing Allowances Eff. Date	Cost-of-Living Allowances Index	Cost-of-Living Allowances Eff. Date
Alaska: (Cont'd)				
Bethel	X61	10-1-82	148	11-1-84
Clear AFS	None	5-1-85	120	5-1-85
College:				
Officers	X13	10-1-82	124	11-1-84
Enlisted	X24	10-1-82	124	11-1-84
Cordova	X47	10-1-82	142	4-1-85
Deadhorse	None	5-1-82	None	3-22-76
Delta Junction:				
Officers	X15	10-1-82	126	11-1-84
Enlisted	X18	10-1-82	126	11-1-84
Dillingham	X13	10-1-82	148	11-1-84
Eielson AFB:				
Officers	X13	10-1-82	124	11-1-84
Enlisted	X24	10-1-82	124	11-1-84
Elmendorf AFB:				
Officers	X16	10-1-82	122	11-1-84
Enlisted	X29	10-1-82	122	11-1-84
Fairbanks:				
Officers	X13	10-1-82	124	11-1-84
Enlisted	X24	10-1-82	124	11-1-84
Ft. Greely:				
Officers	X15	10-1-82	126	11-1-84
Enlisted	X18	10-1-82	126	11-1-84
Ft. Richardson:				
Officers	X16	10-1-82	122	11-1-84
Enlisted	X29	10-1-82	122	11-1-84
Ft. Wainwright:				
Officers	X13	10-1-82	124	11-1-84
Enlisted	X24	10-1-82	124	11-1-84
Galena	X50	10-1-82	148	11-1-84
Homer:				
Officers	X22	10-1-82	142	4-1-85
Enlisted	X37	10-1-82	142	4-1-85
Juneau	X28	10-1-82	136	11-1-84
Kenai:				
Officers	X23	10-1-82	142	4-1-85
Enlisted	X18	10-1-82	142	4-1-85
Ketchikan:				
Officers	X24	10-1-82	136	11-1-84
Enlisted	X22	10-1-82	136	11-1-84
King Salmon	None	5-1-82	None	3-22-76

Locality	Housing Allowances		Cost-of-Living Allowances	
	Index	Eff. Date	Index	Eff. Date
Alaska: (Cont'd)				
Kodiak:				
Officers	X33	10-1-82	128	11-1-84
Enlisted	X43	10-1-82	128	11-1-84
Kotzebue	X15	10-1-82	148	11-1-84
Murphy Dome	None	5-1-82	None	6-20-75
Nome:				
Officers	X23	10-1-82	148	11-1-84
Enlisted	X22	10-1-82	148	11-1-84
Petersburg	X36	10-1-82	136	11-1-84
Seward	X20	10-1-82	142	4-1-85
Shemya AFB	None	5-1-82	None	3-22-76
Sitka-Mt. Edgecombe	X28	10-1-82	136	11-1-84
Spruce Cape	None	5-1-82	128	11-1-84
Valdez	X50	10-1-82	142	4-1-85
Wainwright	X15	10-1-82	148	11-1-84
Yakutat	None	8-16-83	142	4-1-85
Other	X13	8-16-83	148	11-1-84
Albania	None	1-1-63	None	2-1-59
Algeria	None	8-16-68	162	10-1-84
American Samoa:				
Officers	X22	10-1-82	116	9-1-84
Enlisted	X14	10-1-82	116	9-1-84
Antigua and Barbuda	None	9-16-83	114	3-1-79
Argentina:				
Buenos Aires:				
Defense Attache Personnel:				
Leases dated prior to 10-1-81	X137	10-1-82	None	4-1-83
Leases dated after 9-30-81 but prior to 10-21-81	X184	10-1-82	None	4-1-83
Leases dated after 10-20-81	Y42	1-1-84	None	4-1-83
Other Personnel:				
Officers:				
With Dependents	X211	10-1-82	None	4-1-83
Without Dependents	X120	10-1-82	None	4-1-83
Enlisted	X169	10-1-82	None	4-1-83
Other	None	4-22-69	None	2-1-59

APPENDIX C

COST-OF-LIVING ALLOWANCES (COLA)

1. GENERAL. To determine the cost-of-living allowance (COLA) a member is entitled to, the following information is required:

a. Member's pay grade,
b. Years of service,
c. Member's annual compensation (Basic Military Compensation)—Table I,
d. Number of dependents,
e. Member's average annual spendable income—Table II,
f. Member's duty station and Cost-of-Living Allowance Index—Appendix A.

2. COMPUTATION OF ALLOWANCE. To determine the cost-of-living allowance payable in any case, follow these steps.

Step A. Ascertain the member's annual compensation in Table I based on the member's pay grade and years of service.

Step B. Locate the line in Table II in the column headed "Annual Compensation" within the limits of which the annual compensation ascertained under Step A is included and read the member's "Average Annual Spendable Income" in the column corresponding to the member's dependency status.

Step C. Ascertain the COLA Index prescribed for the member's duty station. COLA Indexes are listed in Appendix A.

Step D. Subtract 100 from the COLA Index prescribed for the member's duty station and convert the remainder to a percentage (decimal).

Step E. Multiply the member's "Average Annual Spendable Income" ascertained in Step B by the percentage (decimal) derived in Step D. The result is the member's annual cost-of-living allowance. Divide this amount by 360 and carry the result to 5 digits to the right of the decimal. Multiply the result by the number of days for which the allowance is payable and round to the nearest penny. The result is the member's cost-of-living allowance.

EXAMPLE

SITUATION:

A member in pay grade E-8 with 19 years service is assigned to a permanent duty station outside the United States for which Appendix A prescribes Cost-of-Living Allowance Index 124. The member is accompanied by spouse and 2 children. The member is entitled to a cost-of-living allowance for the month of July (31 days).

SOLUTION:

★Step A. The member's annual compensation (E-8 with 19 years service) in Table I is $29,815.

Step B. The member has a spouse and 2 children (3 dependents) at the duty station. The member's Average Annual Spendable Income in Table II is $13,300 in the column for 3 dependents on the line $28,000-$29,999.

Step C. The Cost-of-Living Allowance Index in Appendix A for this member's duty station is 124.

Step D. Subtracting 100 from Cost-of-Living Allowance Index 124 ascertained in Step C results in a remainder of 24. Converting the remainder (24) to a decimal produces the multiplier .24 to be used in Step E.

Step E. Multiplying the member's Average Annual Spendable Income ($13,300) ascertained in Step B by the multiplier (.24) ascertained in Step D results in an annual cost-of-living allowance of $3,192 (.24 × $13,300 = $3,192). Divide this amount by 360 and carry the result to 5 digits to the right of the decimal ($3,192 ÷ 360 = $8.86667). Multiply the result ($8.86667) by the number of days for which the allowance is payable (31 days) and round to the nearest penny. The result ($8.86667 × 31 days = $274.86677 = $274.87) is the member's cost-of-living allowance.

★TABLE I
COST-OF-LIVING ALLOWANCES
ANNUAL COMPENSATION (MEMBERS WITH DEPENDENTS)*
(EFFECTIVE 1 JANUARY 1985)

	(YEARS OF SERVICE)													
GRADE	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
O-10	76554	78844	78844	78844	78844	81261	81261	84569	84569	84569	84569	84569	84569	84569
O-9	69161	70670	71928	71928	71928	73464	73464	76042	76042	81261	81261	84569	84569	84569
O-8	63728	65290	66568	66568	66568	70670	70670	73464	73464	76042	78844	81261	83882	83882
O-7	54763	57743	57743	57743	59840	59840	62680	62680	65290	70670	74734	74734	74734	74734
O-6	41979	45297	47622	47622	47622	47622	47622	47622	48915	55280	57611	58649	61489	65792
O-5	34514	39092	41272	41272	41272	41272	42300	44170	46535	49391	51774	53073	54618	54618
O-4	29604	34410	36196	36196	36723	37993	40113	41999	43604	45163	46189	46189	46189	46189
O-3	26724	29121	30712	33256	34547	35568	37110	38608	39435	39435	39435	39435	39435	39435
O-2	23203	24832	28697	29492	30004	30004	30004	30004	30004	30004	30004	30004	30004	30004
O-1	20423	21038	24259	24259	24259	24259	24259	24259	24259	24259	24259	24259	24259	24259
O-3E	-	-	-	33256	34547	35568	37110	38608	39946	39946	39946	39946	39946	39946
O-2E	-	-	-	29492	30004	30776	32046	33032	33796	33796	33796	33796	33796	33796
O-1E	-	-	-	24259	25573	26315	27072	27834	28897	28897	28897	28897	28897	28897
W-4	27607	29134	29134	29649	30696	31759	32774	34582	35873	36888	37660	38651	39756	42407
W-3	24989	26582	26582	26838	27076	28606	29928	30724	31496	32227	33006	34055	35073	36088
W-2	22299	23598	23598	24117	25118	26176	26931	27692	28459	29266	30049	30827	31804	31804
W-1	18926	20880	20880	22133	22867	23614	24370	25172	25922	26675	27413	28217	28217	28217
E-9	-	-	-	-	-	-	31411	31966	32521	33086	33663	34178	35597	38315
E-8	-	-	-	-	-	27020	27587	28138	28705	29287	29815	30385	31787	34538
E-7	20591	21679	22230	22760	23296	23831	24389	24947	25785	26335	26893	27154	28549	31340
E-6	18184	19229	19765	20335	20852	21381	21932	22715	23218	23776	24047	24047	24047	24047
E-5	16242	17136	17667	18171	18960	19492	20039	20560	20832	20832	20832	20832	20832	20832
E-4	15064	15526	16081	16910	17356	17356	17356	17356	17356	17356	17356	17356	17356	17356
E-3	14299	14713	15042	15382	15382	15382	15382	15382	15382	15382	15382	15382	15382	15382
E-2	14007	14007	14007	14007	14007	14007	14007	14007	14007	14007	14007	14007	14007	14007
E-1	13206	13206	13206	13206	13206	13206	13206	13206	13206	13206	13206	13206	13206	13206

*This table applies to members who have command sponsored dependents residing in the vicinity of the member's duty station. Annual compensation for members without dependents or with individual sponsored dependents residing in the vicinity of the member's duty station is shown at Table I, Cost-of-Living Allowances, Annual Compensation (Members Without Dependents).

★TABLE I
COST-OF-LIVING ALLOWANCES
ANNUAL COMPENSATION (MEMBERS WITHOUT DEPENDENTS)
(EFFECTIVE 1 JANUARY 1985)

	(YEARS OF SERVICE)													
GRADE	UNDER 2	2	3	4	6	8	10	12	14	16	18	20	22	26
O-10	75682	77824	77824	77824	77824	80240	80240	83578	83578	83578	83578	83578	83578	83578
O-9	68492	70066	71355	71355	71355	72792	72792	75204	75204	80240	80240	83578	83578	83578
O-8	62822	64452	65785	65785	65785	70066	70066	72792	72792	75204	77824	80240	82863	82863
O-7	53760	56691	56691	56691	58855	58855	61786	61786	64452	70066	73980	73980	73980	73980
O-6	41351	44651	47106	47106	47106	47106	47106	47106	48384	54537	56765	57837	60768	65286
O-5	34071	38768	40941	40941	40941	40941	41919	43779	46278	49084	51393	52678	54206	54206
O-4	29167	34066	35861	35861	36409	37751	39897	41691	43274	44924	45986	45986	45986	45986
O-3	26243	28607	30165	32828	34092	35092	36738	38324	39109	39109	39109	39109	39109	39109
O-2	22550	24123	27972	28741	29236	29236	29236	29236	29236	29236	29236	29236	29236	29236
O-1	19582	20216	23481	23481	23481	23481	23481	23481	23481	23481	23481	23481	23481	23481
O-3E	-	-	-	32828	34092	35092	36738	38324	39596	39596	39596	39596	39596	39596
O-2E	-	-	-	28741	29236	30009	31366	32366	33115	33115	33115	33115	33115	33115
O-1E	-	-	-	23481	24769	25516	26277	27035	28062	28062	28062	28062	28062	28062
W-4	27418	28895	28895	29394	30443	31533	32614	34423	35724	36789	37627	38667	39741	42263
W-3	24453	26077	26077	26343	26584	28083	29362	30151	30958	31745	32556	33583	34579	35611
W-2	21632	22961	22961	23463	24429	25507	26276	27037	27779	28559	29316	30086	31140	31140
W-1	18148	20153	20153	21469	22222	22960	23690	24465	25231	25989	26731	27515	27515	27515
E-9	-	-	-	-	-	-	30274	30843	31420	32021	32619	33128	34518	37354
E-8	-	-	-	-	-	26025	26608	27141	27689	28252	28762	29314	30722	33540
E-7	19225	20368	20936	21489	22049	22579	23119	23658	24467	25028	25598	25869	27235	29942
E-6	16827	17922	18467	19046	19586	20133	20701	21527	22052	22592	22854	22854	22854	22854
E-5	15104	16024	16589	17127	17949	18489	19045	19585	19866	19866	19866	19866	19866	19866
E-4	13996	14540	15137	15980	16455	16455	16455	16455	16455	16455	16455	16455	16455	16455
E-3	13366	13855	14248	14645	14645	14645	14645	14645	14645	14645	14645	14645	14645	14645
E-2	12641	12641	12641	12641	12641	12641	12641	12641	12641	12641	12641	12641	12641	12641
E-1	11526	11526	11526	11526	11526	11526	11526	11526	11526	11526	11526	11526	11526	11526

TABLE II
COST-OF-LIVING ALLOWANCES
AVERAGE ANNUAL SPENDABLE INCOME
(EFFECTIVE 1 NOVEMBER 1984)

ANNUAL COMPENSATION[1]	NUMBER OF DEPENDENTS (EXCLUDING SELF)[2]					
	0	1	2	3	4	5 or more
$50,000 & Over	13,900	15,700	17,400	18,300	20,000	20,900
48,000-49,999	13,700	15,400	17,100	18,000	19,700	20,500
46,000-47,999	13,400	15,100	16,800	17,600	19,300	20,200
44,000-45,999	13,200	14,800	16,500	17,300	19,000	19,800
42,000-43,999	12,900	14,500	16,100	16,900	18,500	19,300
40,000-41,999	12,600	14,100	15,700	16,500	18,100	18,800
38,000-39,999	12,200	13,800	15,300	16,100	17,600	18,400
36,000-37,999	11,800	13,300	14,800	15,500	17,000	17,800
34,000-35,999	11,400	12,900	14,300	15,000	16,400	17,200
32,000-33,999	11,000	12,400	13,800	14,500	15,900	16,600
30,000-31,999	10,600	12,000	13,300	14,000	15,300	16,000
28,000-29,999	10,200	11,400	12,700	13,300	14,600	15,200
26,000-27,999	9,700	11,000	12,100	12,700	13,900	14,500
24,000-25,999	9,200	10,400	11,500	12,100	13,200	13,800
22,000-23,999	8,700	9,800	10,900	11,400	12,500	13,100
20,000-21,999	8,200	9,300	10,300	10,800	11,800	12,400
18,000-19,999	7,700	8,600	9,600	10,100	11,000	11,500
16,000-17,999	7,100	8,000	8,900	9,300	10,200	10,700
14,000-15,999	6,500	7,300	8,100	8,500	9,300	9,700
12,000-13,999	5,800	6,600	7,300	7,700	8,400	8,800
under-11,999	5,200	5,800	6,500	6,800	7,500	7,800

[1]"Annual Compensation," as used in this table is the sum of basic pay, basic allowance for quarters, basic allowance for subsistence, and tax advantage. "Annual Compensation" by grade and years of service is shown in TABLE I.

[2]Refers to the number of dependents the member has at or in the vicinity of his/her duty station.

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President
John T. Bragg
Deputy Speaker
House of Representatives
State of Tennessee

Executive Director
Earl S. Mackey

June 26, 1985

Ms. Linda Firestone
c/o Representative Mitch Abood
Special Joint Committee on
Legislative Salaries
1024 W. 6th Avenue
Anchorage, Alaska 99501

Dear Linda:

I have enclosed the information we discussed relating to additional allowances given to legislators:

- Leader's Letter with salary updates
- Examples of additional expense allowances
- District Office Report
- Tables 6-9 from 1984-85 The Book of the States: Legislative Compensation (the NCSL Salary & Per Diem has been updated from The Book of the States).

I am in the process of updating the methods of setting legislative compensation, specifically Utah and Delaware which have changed over to using compensation commissions. I should be able to have this information to you by the first of next week.

Let me know if I can help you with any additional information.

Sincerely,

Linda F. Worrell

Linda F. Worrell
Research Analyst
Legislative Management

LFW/js

Enclosures

DISTRICT OFFICE PROGRAMS

Most state legislatures do not provide allowances for office budgets outside of the capitol. Some provide money through various appropriations which may be used for district office expenses, but are not designated specifically for that. The National Conference of State Legislatures surveyed most of those states which allocate money specifically for district offices. They range from those which simply allocate funds for district offices to those which set up distinct agencies with detailed systems for administering the funds. Summaries of the allowances and programs of eight states follow.

CALIFORNIA

In California, members receive a lump sum for both capitol and district office expenses. This figure averages $182,000 per assembly member, and $388,000 per senate member. Assembly leadership and committee chairs receive additional monies for their capitol and district office expenses.

Senators may hire up to nine staff members and place them accordingly in either their capitol or district office. Some senators may receive additional district staff based on geographic considerations. Assemblymen and senators hire their own district staff. Senators must follow the California Personnel system guidelines in hiring staff.

In regards to specific district office expenses, assembly members are allowed to spend $10,000 for rent a year, $200 for postage during the session and $100 during the interim. Office equipment is supplied by the Assembly Rules Committee and there is no limit on telephone usage. The Assembly Rules Committee pays bills by voucher upon request for payment by assembly members. Senators receive $700 a month postage allowance which covers both capitol and district offices. Assembly Rules Committee pays expenses for members through a voucher system. Office equipment and telephones are paid by the Senate Rules Committee and Senators are provided a car and gasoline credit card.

Senate district offices have a formal newsletter program for constituents. The newsletter is sent to registered voters district wide or to a target group within the district. Other constituent services are independently decided on by the member. Assembly members also receive a constituent newsletter allowance separate from their allotment.

CONNECTICUT

The Joint Legislative Management Committee is responsible for setting the spending policy and handling the accounting and processing of member accounts. Members do not have district offices, but receive an unvouchered expense check for $3,500 a year which generally is used to cover district office expenses. Members do not have to account for how the money is utilized. Each member is provided with a capitol office, furniture, general office supplies and telephone services. The Joint Legislative Management Committee reviews all requests for furniture and supplies. Senators receive 10,000 sheets of stationery and envelopes per year and representatives receive 7,500. Members have franking privileges for general correspondence, but must pay for any district wide mailings. Individual members, except for

top leaders, do not have personal staff, but can draw from committee caucus staffs.

FLORIDA

As of July 1, 1985, legislators will receive $1500 a month for district office expenses including telephone, rent, utilities, supplies, additional furniture and equipment not provided by the house or senate. Members do not have to account for how the money is expended. Senators must use the print shop for stationery and other needs. Stationery is allotted to senators in increments of 500 to 1,000 pieces at a time. Representatives have no restrictions on the amount of stationery allotted them. House members receive a postage allowance of $700 a week during the session which is cumulative. A $5,000 yearly allowance is provided for senators to cover telephone toll charges, postage, in-state travel, district staff travel and clipping services.

Members are allowed to hire two staffers, generally a secretary and an aide, whose salaries are paid out of the senate and house operation budgets. All expenses must conform to guidelines and regulations established and administered by the Joint Legislative Management Committee. All vouchers must be signed by the Executive Director of the Joint Legislative Management Committee and the clerk of the house and Speaker or the secretary of the senate and President. Member expenses are audited once a year.

ILLINOIS

Senators receive $37,000 a year and representatives receive $27,000 a year for rental of a district office, telephone expenses, district office supplies, postage equipment rental and personal staff.

House members usually staff their district office with a secretary and an administrative assistant. Representatives pay their district staff salaries from their own yearly allottment. The representatives' staff is trained by the clerk's office on accounting and voucher procedures. Individual caucuses in the house and senate train staff in constituent services. Senators usually hire one full-time secretary and part-time aides. District staff salaries for senators is paid out of their allottment.

Senators receive 1,000 pieces of stationery and envelopes a year, but house members must pay for stationery out of the $27,000 allowance. House members purchase equipment and furniture for their offices which becomes the property of the House. If the member leaves, furniture and equipment can be transferred to the new member or sent back to the clerk for redistribution.

Any overspending by the members of the yearly allotted amount is taken out of their personal funds. All out-of-state travel must be approved by leadership. All expenses must be vouchered and verified by the house clerk or secretary of the senate and signed by the Speaker or President.

LOUISIANA

Members are allocated $325 a month for district office expenses such as rent, utilities, office supplies and telephone expenses. All expenses must be vouchered and documented with receipts and approved by the secretary of

the senate, clerk of the house, Speaker or President. In the senate, furniture, general office supplies, postage, printing, stationery and telephone services are provided as necessary. Senators and representatives are each allowed to hire one staff person in their district office. The position and salary range must conform with the classification plan. If members overspend their monthly allotment they must pay for their expenses from their own funds.

MARYLAND

In Maryland, delegates receive $10,850 for district office expenses. Of this allowance $4,000 must be used for clerical help as delegates are not provided with full-time secretaries out of the General Assembly expenses. Senators are given a full-time secretary paid out of the General Assembly expenses, and allocated $7,050 for other district office expenses. In the house the top four leaders and the five major committee chairs receive $12,200 for district offices and the five major delegation chairman receive $11,550. The top four leaders in the senate and four committee chairs receive an additional $600 for district office expenses.

Senate members usually hire one full-time secretary and one sessional secretary. House members hire secretaries from a pool of employees used by the house with the approval of the Speaker. For district office expenses members are allowed $500 for postage, $50 for subscriptions and $1000 for telephone expenses annually.

Bills for district office expenses are paid by the Legislative Accounting Office directly to the vendors or to a member upon submission of a receipt. Members cannot overspend their yearly allocation, but they can exceed certain limitations, such as telephone expenses with justification.

NEW YORK SENATE

Staff allowances vary for senators according to senority, party affiliation and position. Each senator usually receives between one and six staff members. They are allocated by the majority leader. The minority leader negotiates with the majority leader for minority members' staff.

Rent and utilities are limited to $10,000 per year and are paid for by Maintenance and Operations. Senators may have one satellite office in addition to their district offices, but the total expenses must be within the same limitation. The President Pro Tem may approve an additional rental allowance for areas where rental rates exceed the allowance. State leases must be used for office rental. After the initial sites are selected by the senators, the leases are negotiated by the Senate Maintenance and Operations Agency signed by the secretary of the senate. A district office may not be leased in buildings which a senator owns or has a business in nor which are owned by or contain political organizations. There may be exceptions to these restrictions in rural areas where office space is scarce.

Telephone service and office equipment and supplies are provided by Maintenance and Operations. A $1000 per year general office account covers any expenses or supplies which are unavailable through Maintenance and Operations. A postage meter with $1000 per year on it is provided, but the $120 per year rental for the meter comes out of the general office account. Heavy mailings may be done in Albany through Maintenance and Operations.

Printing is done by the Senate Printing Shop. All expenditures must have prior approval and are reimbursed using a voucher system.

NEW YORK HOUSE

Assembly members are allocated a basic staff allowance of $22,000 per year. Leadership and committee chairs receive additional staff allowances which vary according to the work load. The members may allocate this money as they wish between different staff positions and between capitol and district offices. The state sets a minimum salary of $2,500 per year or $1500 per session for any one position. The maximum salary depends upon the position.

Rent and utilities are paid for by the assembly's District Office Program. State leases are not used, but the leases must contain a number of particular provisions such as anti-discrimination, termination and renewal clauses. The leases must be approved by several state agencies before they become effective. Telephone service, office equipment and supplies are provided by the District Office Program. Some postage is provided, but it is only for answering constituent mail, not for target mail. There is no provision for printing. The program director has discretionary power to approve expenditures, but money is restricted to essential items. He will only provide supplies that will be used in conjunction with equipment owned or leased by the state of New York. For example, paper will not be provided for a member's personal computer used for legislative purposes. If a member needs funds in excess of the limitations, the Speaker's approval is required. A voucher system is used for reimbursement of all expenses.

PENNSYLVANIA

Senators may have as many district offices as they wish. Each senator has at least one district office. Some have as many as three or four. District office expenses are provided for out of two accounts. A $12,500 per year district office expense account is provided for district office rental and supplies. The amount of this account is set by the President Pro Tem and also may be used for transportation. A $10,000 per year personal account is provided for transportation, lodging and meals. These funds also may be used for office expenses if the district office expense account is insufficient.

Rent and utilities (excluding telephone) may not exceed $1100 per month. If the district office is in a senator's home or in a building he owns and charges rent for, the office must be independently appraised for its fair market value. Furniture, equipment, stationery, telephones and items over $200 with a useful life over one year are provided as necessary by the chief clerk's office. Requests are granted as long as they are reasonable. Supplies and equipment that are not bought by the chief clerk's office are reimbursed to senators through a voucher system.

Staff salaries are allocated to the party caucuses according to the number of members in each caucus. Each senator is allowed one staff person who may be used either in the capitol or the district office. Committee chairs also receive extra staff members. Members can request additional staff from their caucus administrator or the floor Leader. The caucus administrator may grant more staff as long as the total salary expenditure does not exceed the caucus allocation. Salaries granted by the floor leader are discretionary and come out of a separate appropriation.

District expenses for representatives are provided out of three accounts. A home office expense account of $8000 per year covers rent, utilities and all district office expenses. A personal account of $10,000 per year is for transportation, lodging and meals; the amount is set by statute. It can also be used for home office expenses if the home office expense account has been depleted. There is also a $1,000 per year postage account. The amounts for the home office and postage accounts are set by the Committee on Rules. All expenses are reimbursed through a voucher system.

Caucus leaders have absolute discretion as to how much staff membersreceive. Members must justify the need for staff and agree to supervise and be responsible for the staff.

TEXAS

On the first day of the session, the Texas Legislature passes a housekeeping resolution which establishes budgetary limits for district and capitol office expenses and staff. The Administration Committee of each house is responsible for setting management policies and handling the accounting and processing of member accounts.

Senators are allowed two district offices, There are no limits on office expenses, and any reasonable request is granted. However, any expenditure over $500 must be approved by the Administration Committee which is comprised of the chairs of the standing committees.

Combined salaries for capitol and district office staff are limited to $13,500 per month during the session and $12,500 during the interim. Very few members use the full allocation and most use considerably less.

In the house, capitol and district office expenses are limited to $6,500 per month during the session and $5,500 per month during the interim. This includes staff salaries which are limited to $1850 per month for each staff member. Postage is limited to $220 per month. If postage money is requested but unused, it may be carried over to the next month. If it is not requested, it is lost. Travel reimbursement during the interim is limited to eight days at $70 per day. Rent is included in the allocation for district office expenses. State leases are used, and they are co-signed by the chair of the Administration Committee and the representatives. Members are reimbursed for four round trips between their districts and Austin during the session in addition to the other expenses provided.

No voucher system is used in either house. The state pays bills directly. Unused staff salary in the senate may be accumulated but may not be carried over to the next session. Unused expense funds in the house may be accumuated, and a maximum of $5000 may be carried over to the next session. For both houses, except as otherwise noted, expenses may exceed the monthly limit at times and be offset by cutting back in later months.

(As of April 1985)

1986 - LEGISLATIVE SESSION CALENDAR

	Dates	Limits
ALABAMA	Jan. 14 - April 28	30 legislative in 105 cal. days
ALASKA	Jan. 13 - mid-May	120 calendar days
ARIZONA	Jan. 13 - late April	April 26 (by legislative rule)
ARKANSAS	No regular session	60 calendar days
CALIFORNIA	Jan. 6 - Aug. 31	None
COLORADO	Jan. 8 - May 27	140 calendar
CONNECTICUT	Feb. 5 - May 7	May 7
DELAWARE	Jan. 14 - June 30	June 30
FLORIDA	April 8 - June 6	60 calendar days
GEORGIA	Jan. 13 - early March	40 legislative days
HAWAII	Jan. 15 - mid-April	60 legislative days
IDAHO	Jan. 6 - mid-March	None
ILLINOIS	Jan. 8 - June 30	None
INDIANA	Jan. 13 - March 15	March 15
IOWA	Jan. 13 - late April	None
KANSAS	Jan. 13 - April 12	90 calendar days
KENTUCKY	Jan. 7 - April 15	April 15
LOUISIANA	April 21 - July 14	60 legislative in 85 cal. days
MAINE	Jan. 8 - early April	50 legislative days
MARYLAND	Jan. 8 - April 7	90 calendar days
MASSACHUSETTS	Jan. 1 - all year	None
MICHIGAN	Jan. 8 - all year	None
MINNESOTA	Session dates uncertain	120 legislative or 1st Monday after 3rd Saturday in May
MISSISSIPPI	Jan. 7 - April 6	90 calendar days

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MISSOURI	Jan. 8 - May 15	May 15
MONTANA	No regular session	90 legislative days
NEBRASKA	Jan. 8 - early April	60 legislative days
NEVADA	No session	None
NEW HAMPSHIRE	Jan. 8 - April	45 legislative days
NEW JERSEY	Jan. 14 - all year	None
NEW MEXICO	Jan. 21 - February 19	30 calendar days
NEW YORK	Jan. 8 - all year	None
NORTH CAROLINA	Probable June session. Not certain until adjournment of 1985 session.	None
NORTH DAKOTA	No regular session	80 legislative days
OHIO	Jan. 6 - all year	None
OKLAHOMA	Jan. 7 - June	90 legislative days
OREGON	No regular session	None
PENNSYLVANIA	Jan. 7 - all year	None
RHODE ISLAND	Jan. 7 - May	None
SOUTH CAROLINA	Jan. 14 - June	None
SOUTH DAKOTA	Jan. 7 - late February	35 legislative days
TENNESSEE	Jan. - May	90 legislative days
TEXAS	No regular session	140 calendar days
UTAH	Jan. 13 - February 26	45 calendar days
VERMONT	Jan. 8 - April	None
VIRGINIA	Jan. 8 - March 8	60 calendar days
WASHINGTON	Jan. 13 - March 13	60 calendar days
WEST VIRGINIA	Jan. 8 - March 8	60 calendar days
WISCONSIN	Jan. 28 - March 26 and May 20-22 - Floor period. Jan. 1-Jan. 27 Committee work period.	None and March 31-May 19
WYOMING	Feb. 11 - early March	20 legislative days

leaders' letter

Vol. 6 No. 4
May 3, 1985

Dear Leader:

around the states: Most state legislatures are moving through the final rites of spring as they attempt to conclude work on legislation and budget issues. As of May 1, 16 states had ajourned.

Budget business ... In most states, the final touches are yet to be made on fiscal decisions, but for a handful of states, major tax and spending questions have been hurdled. NEW YORK has passed the largest gross personal income tax cut in its history. Nearly half a million low-income people will be dropped from tax rolls as the state trims an estimated $634 million in taxes this year alone. IOWA lawmakers have approved a significant tax reform package which will ease the tax burden on farmers and businesses. The OREGON Legislative Assembly has agreed to place a five percent sales tax proposal before the voters in September. OREGON is one of only five states without a sales tax, and if passed the new levy would raise an estimated $926 million a year.

Budget work has not been easy in some states. In WASHINGTON legislators adjourned without a budget after end-of-session revenue projections showed a $250 million shortfall over the next two years. A special session is expected in June after the spring tax receipts are reported. In NEW MEXICO, where Governor Toney Anaya vetoed the legislature's budget in a dispute over the interim committee appointments and state spending plans, legislative leaders have petitioned for a special session and indicated that a compromise has been reached.

Pay raises approved ... While lawmakers in NEW HAMPSHIRE voted down the opportunity for their first pay raise in 100 years, legislators in CALIFORNIA, GEORGIA, and MISSISSIPPI have approved increases. Though House members approved the bill, the NEW HAMPSHIRE Senate rejected legislation that would have raised the annual pay of legislators from $100, the lowest in the nation, to $1,350. CALIFORNIA solons will receive a ten percent pay hike in December 1986, when their yearly salaries will go to $37,105. GEORGIA lawmakers approved a bill raising their salaries to $10,000 per year and authorized legislators to receive regular future pay increases based on half of the percentage increase given to state employees. MISSISSIPPI legislators voted for their first pay increase in ten years by approving a $1,900 hike to $10,000 a year. The MISSISSIPPI lawmakers also approved increases in expenses to $67 per diem during session and $500 per month out of session. In ARIZONA, legislation granting lawmakers an increase in their monthly expense allowances is awaiting the signature of the governor.

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No smoking please ... NEW MEXICO and WEST VIRGINIA have joined the list of 36 other states with laws regulating smoking in public places. NEW JERSEY and WASHINGTON have amended their no-smoking bans to be more restrictive, and tougher anti-smoking legislation is under consideration in other states including ILLINOIS, OHIO, OREGAN, PENNSYLVANIA and TEXAS.

Ante up ... The IOWA legislature has approved enabling legislation for a state lottery, while VERMONT has jointed NEW HAMPSHIRE and MAINE in a tri-state lottery. Lottery bills are still pending in five states.

Legislative powers and politics ... NEVADA lawmakers are considering a proposal for annual sessions which if passed would mean that only seven states still have constitutional mandates for biennial sessions. Members of the Democratically-controlled NORTH CAROLINA General Assembly rejected Republican Governor James Martin's push for a constitutional amendment to grant the gubernatorial veto. NORTH CAROLINA is the only state with no gubernatorial veto. The partisan alignment in NEBRASKA's unicameral legislature has shifted to a tie with the change in party registration of one senator. Though NEBRASKA lawmakers run on a nonpartisan ballot, the number of officially registered Republicans had previously outnumbered Democrats 25 to 23.

from d.c.: **Reapportionment wrangles ...** The U.S. Supreme Court has agreed to hear an NAACP-backed challenge to legislative districts drawn by the NORTH CAROLINA General Assembly, but rejected a Republican-sponsored appeal seeking review of the congressional districts drawn by the CALIFORNIA Legislature. The NORTH CAROLINA case, Thornburg v. Gingles, alleges the dilution of minority strength. The suit claims that multi-member districts were drawn in several House districts where black-dominated districts could have been developed and that minority voting concentrations were split in certain Senate districts. The case represents the High Court's first review of key sections of the Voting Rights Act and will focus on whether the law "guarantees" safe seats for minorities.

More on banking ... The Supreme Court has agreed to review the Federal Reserve Board's efforts to regulate "nonbank banks" by accepting for review an appeals court decision blocking the Fed from regulating the limited service banks. The Court's review, which is not expected until next spring, should increase the pressure on congressional banking committees to develop legislation to close the loophole that allows certain financial institutions to skirt interstate banking prohibitions by simply limiting their services to either taking demand deposits or making commercial loans, but not both. Meanwhile, Fed Chairman Paul Volker has advised Congress to lift interstate banking barriers while retaining safeguards against concentrations in the industry. NCSL will sponsor a national forum June 14 and 15 in Washington D.C. (Contact: Diane Chaffin, Denver)

Budget update ... In the unraveling of the budget compromise between Republican Senate leaders and the Reagan Administration, there was good news for state legislatures. The Senate by a 93-6 margin accepted an amendment proposed by Senator Robert Packwood (R-OR) to reject the cap on Medicaid payments to the states. The Administration cap was estimated to cost the states $4.8 billion over the next three fiscal years. A Senate Environment and Public Works Subcommittee has also rejected a Reagan Administration proposal to phase out sewer construction grants to the states. The subcommittee approved legislation providing $2.4 billion a year to the states through 1988 and $1.2 billion annually through 1990. (A complete update on budget actions will be in the next issue of Capital to Capital.)

Tax reform movement ... While the Treasury Department appears committed to ending deductibility of state and local taxes, efforts are underway in Congress to oppose this plan. Resolutions with bi-partisan backing have been introduced in both the Senate and House calling for retention of deductibility. State legislators are urged to contact members of their congressional delegation.

leadership notes: SOUTH DAKOTA House Majority Leader Joseph H. Barnett died May 1 of a heart attack at his home in Aberdeen. Representative Barnett served 19 years in the House of Representatives, including seven years as majority leader, the key leadership position within the House because of the tradition of rotating speakership. Before becoming majority leader, he served two terms as speaker from 1975 to 1979 and was the only speaker in modern times to break the tradition of rotation. Representative Barnett was an attorney and served as chairman of the NCSL Legislative Organization and Management Committee from 1983 to 1984.

Senator Arthur J. Miller, Jr. is the new minority leader for the Democrats in the Michigan Senate. Senator Miller replaced Senator William Faust who stepped down after the Democrats failed to win a special Senate election in March which could have tied the Senate at 19 to 19. Previously, Senator Faust also had served as majority leader.

Senator Clayton Lodoen has replaced Senator Chester Reiten as president pro tem of the NORTH DAKOTA Senate. Senator Lodoen is a real estate broker from West Fargo.

A recent analysis of the backgrounds of members of the 99th Congress indicates that 22 of the federal legislators held state legislative leadership positions prior to their election to Congress. By far, state legislative service is the most common state government experience that congressmen bring to their offices. A total of 239 members of Congress served in one or both houses of their state legislature.

House Speaker Pro Tem John L. O'Brien has been unanimously selected by the board of directors of the Washington Society of Certified Public Accountants as the recipient of the society's 1985 Public Service Award.

point of order: A national seminar focusing on state strategies to control hospital costs will be held May 23 to 25 in Orlando, FLORIDA. (Contact: Barbara Yondorf, Denver) The Skills Development Seminar for legislative staff will be held July 7 to 10 in Boulder, COLORADO. (Contact: Janean Surek, Denver) A special seminar to explore the applicability of dispute resolution techniques in economic development matters and conflicts over industrial facility siting will be held in Indianapolis, INDIANA, on July 10 and 11. (Contact Doug Sacarto, Denver) A new publication on state tax policies for senior citizens is now available from NCSL. (Contact: Cris Tracy, Denver)

Plans are underway for a special NCSL leaders meeting to be held in Innisbrook, FLORIDA in conjunction with the State Government Affairs Council's annual business Issues Seminar. The leaders meeting will address institutional innovations, legislative management concerns, and critical policy issues. The leaders meeting is scheduled for November 21 to 23 and will be followed immediately by the Business Issues Seminar on November 24 to 26. (Contact: Rich Jones, Denver)

SCOMM

#49:48

SENATE ADVISORY COUNCIL
SUBJECT LISTING FOR INFORMATIONAL REQUEST FILES
AS OF JUNE 18, 1985

	RESEARCH TITLE	PAGES
AGRICULTURE		
000996	Review Degree of State Investment in the Development of Agriculture	1*
001015	CHASE III Agricultural Land Disposal	5*
001682	"In-State Preference Purchasing" of Agriculture Goods	1*
001750	List of Publications Published Worldwide Relating to Cold Region Agriculture	115
002364	Purchase of Development Rights to Agricultural Lands	2*
BANK/FINANCIAL INSTU.		
001680	SB 276 - Deregulation of Interest Rates	9*
001859	Interest Rate Ceilings	10*
BOARDS & COMMISSIONS		
000981	Compare Occupational Licensing Regulations in Other States	1*
000987	Overview of Boards & Commissions in Alaska from 1970 through 1982	1*
001010	Alaska Transportation Commission	3
001187	Council on Domestic Violence & Sexual Assault	9
001744	Methods of Licensing Construction	2*

* Plus Attachments

	RESEARCH TITLE	PAGES
	Contractors in Other States	
001748	Licensing of General & Specialty Contractors	7*
001918	States' Future Commissions	29
002600	Information on Ak. Public Interest Research Group (AKPRIG)	1*
002637	Information on SB86 Compensate Victims of Violent Crimes	5*
002640	Attend Annual Ak. Women's Commission Statewide Conference; March 22-24/85	8*
002654	Information Regarding Ak. Administrative Journal	1
002671	Anchorage Crime Commission; Review of Proceedings of Meetings	11*
BONDS/BONDING		
001005	Bonding Authorities	34
CHILD CUSTODY/SUPPORT		
001189	Child Support Enforcement	1
001835	Child Support Enforcement: SJR 30	3*
002648	Child Support Obligation Awards	3*
002657	Child Support Enforcement Commission	4*
COMMUNICATIONS		

* Plus Attachments

	RESEARCH TITLE	PAGES
001876	Research Learn/Alaska Network	2*
002445	Provide Minutes of Capitol Community Broadcasting Advisory Board Meetings	1*
CONSUMER PROTECTION		
002203	Student Seat Belts in School Buses	1
002607	Sectional Analysis of SB488;Unfair Trade Practices & Consumer Protection	4*
CRIMINAL JUSTICE		
000975	Nevada's Amendment on Right To Bear Arms	1*
000976	Study of Division of Corrections	29
001183	McLaughlin Youth Center - Anchorage	2
001184	Eagle River Women's Correctional Center	2
001928	Memo on Corrections; Endell's Writings Re: Corrections	6*
002638	Research SB 447 - Sexual Abuse of Minors Training Program/Dept. Public Safety	2*
DAY CARE		
001006	Day Care in Alaska	147
001182	On-Site Child Care Facilities in State Office Buildings	2
DRUGS		
002605	Harmful Effect of Marijuana; Prepare Bibliography of Scientific Studies	1*

* Plus Attachments

	RESEARCH TITLE	PAGES
EDUCATION		
000982	Compare Student Loan Programs in Other 49 States	17
001008	Regional Education Attendance Areas (REAA)	15
001388	Comparison of Legislative Internship Programs Offered by Other States	2*
001736	State Mandated High School Graduation Requirements	8*
001755	Analysis of Academic Tenure	3*
001919	Requirements for H.S. Graduation in AK./ Is Ak. History Required	2
002318	School Foundation Study Draft 2	1*
002415	Research In-Service Training Days In School Districts	1
002620	Research SB446 - Re: Personal Safety Curriculum in Public Schools	2*
002625	Research SCR 37 - Sexual Assualt & Abuse Awareness Month	1
002642	Corporal Punishment In Schools; State's Profile	1*
002655	Clearinghouse for Graduate Credentials & Transcripts; Review Ramifications	1
002672	Study of School Foundation Program by Monitoring Dept. Education Study	19*

* Plus Attachments

	RESEARCH TITLE	PAGES
ELDERLY		
001186	Senior Citizen Ombudsman	2
ELECTIONS		
000989	Campaign Financial Laws Limiting Direct Political Campaign Donations	4*
001246	Political Contribution/Law Reform	1*
002376	Process Whereby Candidate Challenged On Basis of District Residency	2*
002603	Campaign Contribution Credits	2*
ENERGY		
001219	Cook Inlet Natural Gas	13*
001775	Review of Cordova Waste Heat Project	1*
002606	Review & Comment on "Alaska's Energy Plan 1985" Executive Study	2*
002644	Impact of DNR's Increased Royalty Valuation of Cook Inlet Gas on Customers	2*
ENVIRONMENT		
002206	Presentation to Ak. Assoc. Soil & Water Conservation Meeting (10/12/84)	5
002362	Review Effects of Turbidity on Water Quality	11*
002389	Shenandoah Homeowners Meeting	2*
FAMILIES		

* Plus Attachments

	RESEARCH TITLE	PAGES
001751	Study on Domestic Violence in Rural Alaska Communities	111
002084	Surrogate Parenting	4*
002621	Review SB477 - Re; Domestic Violence	5*
FISHERIES		
001776	Alaska's Salmon Aquaculture Program - Issue Identification	7
001855	Sport Fishing in Alaska/Economic Impact	3
001947	Alaska Commercial Fisheries Entry Program	29
002247	Use of Clams for Bait	2
002360	Briefing Paper on Status of State's Fisheries	13
002374	Review Everett Spot Shrimp Proposal for Prince William Sound	2*
002375	Review of Salmon Aquaculture	305*
002378	Sablefish in Gulf of Alaska; Review of HJR8	2
002379	Potential for Red Salmon Production In Lake Louise	2*
002380	Aquaculture Proposal; Review	2*
002382	Fishery Business Tax Credit/Herring Stripping	1*

* Plus Attachments

	RESEARCH TITLE	PAGES
002622	SB 473 - Fisheries Council	3
FOREIGN TRADE		
002503	Foreign Trade Legislation in Other States	1*
GAMBLING		
002384	Historic Gambling	1*
HEALTH CARE		
000984	State-Wide Health Planning	2
000991	Anchorage Sensory Impairment Center	3
001003	Feasibility Study for Family Practice Residency Program	3
001132	Alaska Psychiatric Institute	3
001747	Investigation of Mandatory Health Care Cost Containment Programs in Other State	1*
001779	Hospital Funding/Non-Profit Health/ Hospital Money Receiving State Aide	2
001818	SS SB72 - Free Medical Exams for Victims of Sexual Offenses	6*
002387	Medical Malpractice Award Cap; Other Alternatives	6*
002444	Medically Indigent People: Research NCSL for Available Reports	1*
002618	Review SB 346 - Re: Treatment of Mentally Ill Persons	4*

* Plus Attachments

	RESEARCH TITLE	PAGES
002624	Updates on Mental Health Trust Issues	2*
002673	Medical Malpractice: Limitations on Liability	2*
HYDROELECTRIC		
000977	Status Report on Pelican Hydro Power	2
000978	Pelican Energy Rates Under APA Ownership	2
000988	Summary on Stirling Engine Application & Small River Hydro	2
000992	APA FY84 Capital Budget Breakout	6
000993	Status of Bradley Lake Project	2
000995	Update on ATKA Project	1*
000998	Status Report on Crater Lake	2*
000999	Status Report on Susitna Project	3*
001000	Susitna Appropriations & Expenditures To Date	2
001004	Status of Mini-Hydro in Alaska	3
001675	Review of Swan Lake Controversy	3
001819	Status of Power Cost Assistance Fund	3
001853	Evaluation of Susitna	4
001857	Summary/History State Energy Programs	4

* Plus Attachments

	RESEARCH TITLE	PAGES
001858	Status/Analysis of 4-Dam Pool Negotiations	2
001874	Four Dam Pool & Major Projects Fund	3*
001917	Susitna Hydroelectric Project	3*
002296	Overview of Hydro Spending	1*
002373	Review Letter of Intent,HCS CSSB 411 (Fin)am H '84/Re: Bradley Lake	2*
002388	Four Dam Pool Proposal	3*
002416	Research Any Federal Reports Issued On Susitna Hydroelectric Project	2
002601	Impact of SB376(HCS)(2nd fin) on KEA Customers	2
002602	Analysis of Various Issues in HCSSB376 (2nd fin) RE: Power Cost Assistance	3
002609	Review of CSHB589 - APA Clean-Up Bill	4*
002610	Review/Comment on HB684; Rate Stabilization Fund	4
002628	Analysis of SB68; Vote on Method of Financing Susitna River Hydro Project	3
002629	Analysis of SB71; Bonds Issued by Alaska Power Authority	3
002630	Analysis of SB69; Approving/Authorizing Susitna River Hydro Project	3

* Plus Attachments

	RESEARCH TITLE	PAGES
002633	Respond to Questions Re: SB105 - Snettisham Hydroelectric Project	4*
002635	Analysis of SB 168; RE: Alaska Power Authority	4
002645	Current Status of Bradley Lake Project	2*
INSURANCE		
000990	Percentage Growth in Auto Accident Matters from 1959-1975	1*
001746	Report on Mandatory Auto Insurance - SB 223	90*
JUDICIARY		
001002	State Criminal Laws Regulating Conflict of Interest	20*
001133	Interstate Succession in Alaska	3
001749	Defective Construction Equipment Warnings	1
001756	Teleconference Lawsuits/Court Cases	1
001817	Draft Legislation on Marital Rape Exemptions & Necessary Revisions	2*
001843	U.S. Supreme Court Opinion - Legislative Veto	24*
001854	Collect Statistics on Number of Juvenile Waiver Applications	1*
001956	Amounts Paid by State in Judgements Against the State Since Statehood	2*

* Plus Attachments

	RESEARCH TITLE	PAGES
002160	Research Adding Phase "Responsible Adult" to Sec. 04.16.049(1)	2*
002343	Review State Conspiracy Laws;Prepare Draft Legislation for Prefiling	6*
002367	Review State Condemnation Proceedings	1*
002390	Proposed Changes to Juvenile Code	4*
002604	Capitol Punishment; Review Cost of Implementing	8*
002608	Guardianship Laws Re: Developmentally Disabled Individuals	4*
002616	Comparison of SB255 & CSSB255; Attorney Fees for Indigent Criminal Defendants	4
002627	Eminent Domain Proceedings	1*
002636	SB 147 - Self Identity/Motor Vehicle Operators	1
002639	Owning of Mobile Homes as a Cooperative or Condominium (SB 464)	1
002652	Locate Publications Re: Capital Punishment	1*
002659	Access To Motor Vehicle Records	3*
002667	Review Horizonal Regimes Act for Needed Revisions; Attend Symposium in Pa.	29*
LANDS		
001683	Posting of Land Requirements	4*

* Plus Attachments

	RESEARCH TITLE	PAGES
001745	Animal Access in State Parks	2
001875	Establishing Home Owner Assoc. in Land Disposal Areas	2
002365	Legislative Designation of Public Lands (Nelchina Public Use Area)	1*
002385	Ak. Native Claims Settlement Act; Research "1991" Issue	1*
LEGISLATURE		
000980	State Legislatures Rulings on Nepotism	4*
001013	Legislative Budget Process in Other 50 States	3
002363	Research Centralizing Legislative Research Agencies	1*
002661	Summary of How Legislative Research Functions Are Performed in Other States	6*
002662	Legislation & Budget Items Concerning Women's Caucus	4*
002663	History of Pledge of Allegiance in the State of Alaska Since Statehood	1
LOAN FUND/LOANS		
002342	SB 496 - Re: Loans to Commercial Fishing & Agriculture	2
002393	Public Funds Loaned to Private Educational Institutions	2*
002611	Draft Legis./Require Verification/Child	1*

* Plus Attachments

	RESEARCH TITLE	PAGES
	Support Obligations/State Loan Programs	
002613	Research SB496; Relating to Commercial Fishing Loans	3*
002634	Compare SB140/141 With Existing Rural Electrification Revolving Loan Fund	2*
002641	Proposed Regulations for the Commercial Fishermen's Loan Program	3
002643	Respond to Letter Concerning REA Telephone Loan Program	1*
002649	Draft Legislation on Renewable Resources Loans & Guarantees	2
002651	REA Telephone Cooperative; Reduction in Loan Availability	1*
002660	Proposed Regulations for the Commercial Fishermen's Loan Program	4
LOCAL GOV'T./MUNICIPAL		
001007	Survey-Municipal Assistance & Grants	21*
002528	Research History & Background Pertaining to the District of Columbia	1*
002612	Review & Comment on HB41 - State Aid To Municipalities	2
ORGANIZATIONS		
001929	Memo on United Tribes of Alaska Workshop	5*
PUBLIC ASSISTANCE		

* Plus Attachments

	RESEARCH TITLE	PAGES
001181	Displaced Homemakers Program	7
001185	Social Services Programs	3
002347	Attend State Catastrophic Illness Program/Report Proceedings	3
002675	State Longevity Bonus; Impact on Public Assistance	1*

PUBLIC EMPLOYEES

000983	Lobbying by Public Officers & Employees	1*
001001	Peace Officer Coverage Under PERS for Fish & Game Employees	2*
001735	# of Employees Authorized to Wear Badges for Purpose of Issuing Citations	3*
002162	Information on Employee Assistance Programs Available in Alaska	3*
002383	Research AS14.14.105 - Sick Leave Bank History of Statute/Effect of Amendment	1*
002653	Identify Employees Effected by Salary Caps; Re:SB100	2*

REVENUE SHARING

000997	Revenue Sharing Statistics for Last 10 Years in Alaska	1*
001009	Municipal Assistance/Revenue Sharing/ SB 203	3
001220	Increasing State Taxes	1*

* Plus Attachments

	RESEARCH TITLE	PAGES
STATE AGENCIES		
001856	Use of Social Security #'s by State Agencies	2
001860	Consolidation of Certain Loan Programs	21*
002202	Agency Use of Individuals Social Security Number	2*
002317	State Agency Procedures for Selecting Interpreters for Native Clients	2*
002670	Status Report on Dept. of Admin's Comparable Worth Study	2*
STATE EXPEND/REVENUES		
000985	Governor's FY84 Capital Budget Based on Per Resident by Senate District	1*
001014	State Usuary Rates	2*
001877	Forward Funding Proposal	98
002366	Formula Allocation for Capital Construction Projects	3*
002377	Oil Prices and Revenue Forecasts	1
002381	State Lottery Information	1*
002646	Review SJR 32; Major Projects Fund For Capital Projects	4*
002669	Provide a Pie Chart of FY 86 Operating Budget	1

* Plus Attachments

	RESEARCH TITLE	PAGES
SUBSISTENCE		
002676	Subsistence Issue; Statutes and Regulations of F&G, Court Rulings, ANILCA	4*
TAXATION		
001218	Municipal Property Taxes	2*
001387	Compare Property Tax Rates in Anchorage W/Similiar Size Cities in Other States	1*
001844	Review of Investment Tax Credits	12
002159	Implementation of 8% Cigarette Tax Increase.	3*
002626	Montana & Wyoming Coal & General Mining Taxes	4*
002666	Property Tax Law in Hawaii	2*
TIME ZONES		
000986	Population Breakout of Alaska's Time Zones	1
TRANSPORTATION		
000979	Use of Airplanes by Governors	1*
000994	Ak. Railroad Transfer Activity Report	3
001245	Local Use Road Study	1*
001247	District Road Improvement Programs	4*
002315	Standardized Examinations for Professional Driver's Licenses	1

* Plus Attachments

	RESEARCH TITLE	PAGES
002386	Essential Air Service	2*
002576	Mandatory Inspection of Vehicles	1*
002647	Anchorage Metro Area Transportation Policy Study Meeting Proceedings	5*
002656	Statutes Establishing Toll Authorities for Bridges and Highways	1*
002658	AMATS Transportation Improvement Program (TIP)	9

YOUTH

001188	Crimes Involving Minors	2
002391	Child Abuse: Review of Laws	5*
002619	Research SB445 - Act Relating to Child Abuse	2*
002623	Research SB472 Preliminary Exams in Prosecutions Sexual Assualt/Abuse Minors	1*
002632	Analysis of SB74 - Sexual Abuse of Minors	4
002668	Missing & Exploited Children: Review of Effective State Laws	82*
002674	Child Abuse Prevention: Review Title XX & Required State Compliance	1*

* Plus Attachments

SCOMM

#49:49

MEMORANDUM

August 12, 1985

Subject: Special Session Costs & Progress Report

To: Senator Mitch Abood, Chairman Legislative Salary Committee

From: Frank Bickford, Consultant to Legislative Salary Committee

Special Session lasted a total of 22 days. Legislators qualified for a roundtrip airfare which from Anchorage to Juneau and back would be $352 and up to 200 pounds of airfreight which from Anchorage to Juneau and back would be $148.

Legislators had to pay for their hotel rooms, meals, and rental cars. The following is an average cost for hotels, meals, and rental cars;

Hotels - Average of 4 Hotels ranging from the Prospector to the Baranoff would be $68.81 a day and for 22 days it would cost $1,513.82.

Meals - Breakfast, Lunch and Dinner would average $50.00 a day and for 22 days would cost $1,100.00.

Rental Cars - Average of 4 Rental car agencies ranging from Avis to Rent a Wreck would be $649.00 for 22 days.

Hotel - $1,513.82

Meals - $1,100.00

Car - $ 649.00

Total - $ 3,262.82

Research and analazation of all methods of legislative salaries, per diem and alowances are being looked at. A history of legislative salaries since 1960 will be ready August 15, 1985.

SCOMM

#49:50

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 01 -- OFFICE OF THE GOVERNOR

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BADER	GARY M	ANA	4,170.00	50,040.00
BORBRIDGE	SANDRA J	ANA	4,628.00	55,536.00
BOSTON	LENORE M	ANA	4,961.00	59,532.00
BRADLEY	JANET L	EBA	5,128.00	61,512.00
CAIN	TRUDY M	JBA	4,628.00	55,536.00
CHESTER	THOMAS P	ANA	4,961.00	59,532.00
DERFNER	CAROL A	ANA	4,628.00	55,536.00
EMERMAN	RICHARD M	ANA	4,170.00	50,040.00
ERICKSON	GREGG K	ANA	4,170.00	50,040.00
ERTISCHEK	MARK A	EBA	4,628.00	55,536.00
FERREROS	A VICTOR	ANA	4,628.00	55,536.00
GILLESPIE	RAYMOND A	ANA	5,913.00	70,956.00
GREELY	JOHN S	ANA	4,782.00	57,384.00
GREENE	CHARLES J	KAA	4,464.00	53,568.00
GROGAN	ROBERT L	ANA	5,705.00	68,460.00
HANSON	SALLY R	ANA	4,961.00	59,532.00
HARDING	BENJAMIN F	ANA	4,628.00	55,536.00
HARRISON	GORDON S	ANA	5,705.00	68,460.00
HERMAN	LAURA J	ANA	6,362.00	76,344.00
HOGAN	J HARRIE	ANA	6,132.00	73,584.00
HUBBARD	MARSHA A	ANA	5,303.00	63,636.00
IRVINE	BETTY J	EBA	4,628.00	55,536.00
JONES	CONSTANCE	EBA	4,628.00	55,536.00
KATZ	JOHN N	MOA	6,349.00	76,188.00
KELLY	JAMES W	ANA	4,628.00	55,536.00
KOIVUNIEMI	DAVID G	ANA	4,961.00	59,532.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 01 -- OFFICE OF THE GOVERNOR

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
KORHONEN	ALLEN K	MOA	4,464.00	53,568.00
KUYKENDALL	DALE E	HTA	5,129.00	61,548.00
MARSHALL	KATHY E	EBA	4,170.00	50,040.00
MCALPINE	STEPHEN A	AWA	6,349.00	76,188.00
MCCAMMON	MARY E	AWA	4,170.00	50,040.00
MOORMAN	MELVIN M	AWA	4,464.00	53,568.00
MURPHY	MICHAEL L	AWA	4,170.00	50,040.00
NANENG	MYRON P	DKA	4,170.00	50,040.00
NIZICH	MICHAEL A	AWA	4,628.00	55,536.00
PRICE	ROBERT E	MOA	5,705.00	68,460.00
ROBERTS	RHONDA L	EBA	4,628.00	55,536.00
ROSS	WILLIAM R	MOA	4,628.00	55,536.00
SCOTT	ROBERT F	HTA	4,464.00	53,568.00
SHEFFIELD	WILLIAM J	AWA	6,304.00	81,648.00
SHIVELY	JOHN T	AWA	6,572.00	78,864.00
SORICE	JANET L	JBA	4,170.00	50,040.00
SPEILBERG	ANNE M	JBA	6,135.00	73,620.00
SPIVEY	GEORGE R	EBA	5,129.00	61,548.00
STOUT	SANDRA J	AWA	4,961.00	59,532.00
TUTEN	MERRY A	AWA	5,303.00	63,636.00
VALENTINE	SHERRY S	AWA	4,464.00	53,568.00
WARING	MARGO	AWA	4,732.00	57,324.00
WHEELER	FRANK M	AWA	5,705.00	68,460.00
WITTOW	MARK	MOA	4,628.00	55,536.00
ZUGSBERGER	DAVID N	AWA	4,321.00	51,852.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 02 -- ADMINISTRATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ARKOULIS-SINCLA	JUNE M	ANA	4,170.00	50,040.00
ARNOLD	KENNETH R	JBA	4,936.00	59,232.00
ASHMAN	PETER G	ECF	4,628.00	55,536.00
ASHTON	MARY ELLEN	EBA	4,628.00	55,536.00
BERCK	MARGARET W	ANA	4,170.00	50,040.00
BIESANZ	BRYAN M	EBA	4,530.00	54,360.00
BISCHOFF	KENNETH E	ANA	5,129.00	61,548.00
BRINK	BARBARA K	EBA	4,464.00	53,568.00
BURCH	REBECCA L	ANA	4,464.00	53,568.00
BURTON	RICHARD G	ANA	4,234.00	50,808.00
CALDWELL	EDNA A	ANA	4,234.00	50,808.00
CANARSKY	PAUL J	JBA	5,303.00	63,636.00
CANNON	JAMES M	JBA	5,498.00	65,976.00
COCHRELL	BONNIE M	ANA	5,129.00	61,548.00
COLE	STEVE M	CAA	4,961.00	59,532.00
COLLINS	PATRICIA A	ACA	4,170.00	50,040.00
COUGHLIN	MICHAEL B	ANA	4,336.00	52,032.00
CUMMINGS	BRUCE	ANA	4,321.00	51,852.00
DANIELS	JAN M	ANA	5,303.00	63,636.00
DAVIS	ARLEEN F	ECF	4,488.00	53,856.00
DAUSON	RICHARD P	ANA	4,441.00	53,292.00
DESIMONE	DIANA C	ANA	4,628.00	55,536.00
EASAW	CHARLES	ACA	4,464.00	53,568.00
EVANS	ROBERT A	KAA	6,572.00	78,864.00
FABE	DANA A	EBA	5,910.00	70,920.00
FARNAN	THOMAS L	ANA	4,321.00	51,852.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 02 -- ADMINISTRATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
GIBBONS	WILLIAM J	ANA	5,498.00	65,976.00
GIPSON	JERRY L	EBA	4,386.00	52,632.00
GREENBERG	CAROL	JBA	4,464.00	53,568.00
GREENE	MARY E	JBA	5,910.00	70,920.00
GRIGGS	DALE	EBA	6,132.00	73,584.00
HAAS	THOMAS	ANA	4,530.00	54,360.00
HAGEY	JOHN W	JBA	6,135.00	73,620.00
HANSEN	GALEN R	EBA	4,441.00	53,292.00
HENSLEY	DAN A	EBA	4,782.00	57,384.00
HENSLEY	RONALD E	ANA	4,694.00	56,328.00
HITCHCOCK	DONALD J	ANA	5,303.00	63,636.00
HOLEMAN	HERBERT C	ANA	4,441.00	53,292.00
HOVERSTEN	MELVIN L	EBA	6,601.00	79,212.00
HOWARD	LESTER J	ANA	4,849.00	58,188.00
HUMPHREYS	JOE K	ANA	5,705.00	68,460.00
JACKSON	DAVID B	EBA	4,386.00	52,632.00
JARON	JANET M	ANA	4,321.00	51,852.00
KELLER	E LOUIS	ANA	5,129.00	61,548.00
KENT	RICHARD	ANA	4,386.00	52,632.00
KINNEY	JOHN M	ANA	4,530.00	54,360.00
KOBAYASHI	TINA	EBA	4,464.00	53,568.00
KREETING	CARL T	ANA	5,373.00	64,476.00
LINK	ROBERT J	ANA	5,303.00	63,636.00
MASTERS	HENRY L	ANA	5,373.00	64,476.00
MCCOY	KEVIN F	DOA	5,129.00	61,548.00
MCCUNE	GEORGE B	DKA	5,705.00	68,460.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 02 -- ADMINISTRATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MCGEE	BRANT G	ANA	4,961.00	59,532.00
MCGOHAN	JAMES W	ARA	4,628.00	55,536.00
MCINTIRE	THEODORE W	ANA	4,530.00	54,360.00
MCMULLEN	MICHAEL P	ANA	5,340.00	64,080.00
MICHAEL	GEORGE T	ANA	4,234.00	50,808.00
MITCHELL	CHARLES W	ANA	4,299.00	51,588.00
MOORE	GEORGE S	ANA	4,353.00	52,236.00
MOORE	R BRUCE	ANA	4,386.00	52,632.00
MORRONE	JOHN C	EBA	5,198.00	62,376.00
MORSE	WILLIAM F	EBA	4,782.00	57,384.00
NAVE	THOMAS G	ANA	5,303.00	63,636.00
NORTHRIP	CHARLES M	ANA	5,910.00	70,920.00
ORLANSKY	SUSAN C	EBA	4,628.00	55,536.00
OROURKE	RUTH E	MEA	5,303.00	63,636.00
PAINE	GALEN S	DKA	4,464.00	53,568.00
PETERS	MERWIN H	ANA	4,961.00	59,532.00
PETTY	DUGAN A	EBA	4,234.00	50,808.00
PIERCE	WALTER F	EBA	4,299.00	51,588.00
PITTMAN	THEDA S	EBA	4,961.00	59,532.00
PLUNNER	SUSAN K	ANA	5,498.00	65,976.00
POTTER	ROBERLEY R	ARA	4,170.00	50,040.00
RAYE	FRANK H	ANA	5,705.00	68,460.00
RIDGE	MICHAEL B	EBA	4,386.00	52,632.00
ROSE	FRANCES H	ANA	4,321.00	51,852.00
RUDD	LISA S	ANA	6,135.00	73,620.00
RYALS	KENNETH	ANA	5,303.00	63,636.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 02 -- ADMINISTRATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SALEMI	JOHN B	EBA	5,303.00	63,636.00
SAYLORS	AUBREY M	ANA	4,849.00	58,188.00
SCHOENBORN	JEROME	EBA	5,030.00	60,360.00
SHADDY	MARTHA C	EBA	4,464.00	53,568.00
SHEA	JAMES R	ANA	6,349.00	76,188.00
STAACK	ANSELM	ANA	5,910.00	70,920.00
STALNAKER	ROBERT F	ANA	4,386.00	52,632.00
STEWART	ROBERT L	ANA	5,569.00	66,828.00
STIER	MARCIA J	ANA	4,441.00	53,292.00
STRASBAUGH	KATHLEEN J	MEA	6,349.00	76,188.00
STROUT	CYNTHIA L	EBA	4,464.00	53,568.00
TENAN	VALERIE	EBA	4,628.00	55,536.00
THOMAS	H CONNOR	HTA	6,349.00	76,188.00
THOMPSON	JOHN B	ANA	4,234.00	50,808.00
TILLERY	CRAIG J	ECF	4,170.00	50,040.00
VALENSI	JOHN P	ANA	5,705.00	68,460.00
VERMONT	VENABLE	EBA	4,628.00	55,536.00
WANIE	DONALD L	ANA	4,349.00	52,188.00
WHEELER	MICHAEL N	ANA	6,362.00	76,344.00
WILDRIDGE	GEOFFRY B	JBA	4,464.00	53,568.00
WILLIAMSON	HARVEY L	ANA	4,299.00	51,588.00
WOLFE	JON B	ANA	4,961.00	59,532.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

ENT 03 -- LAW

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ANDERSON	ROBERT C	NEA	5,135.00	73,620.00
ANTEL	HELENE M	EBA	5,129.00	61,548.00
ATHENS	EVERETT J	JBA	6,135.00	73,620.00
BACON	ROBERT D	EBA	4,444.00	53,328.00
BALDWIN	JAMES L	AWA	5,705.00	68,460.00
BALFE	JOSEPH D	EBA	6,371.00	76,452.00
BARRY	ELIZABETH	EBA	4,782.00	57,384.00
BECKWITH	MARTHA	EBA	4,782.00	57,384.00
BLASCO	ROBERT	ACA	4,628.00	55,536.00
BORTNICK	ALEXANDER	EBA	4,170.00	50,040.00
BRANCHFLOWER	STEPHEN E	EBA	5,919.00	71,028.00
BUSH	JEFFREY W	AWA	4,782.00	57,384.00
BUTTERFIELD	RHONDA F	EBA	5,303.00	63,636.00
CERRO	LINDA M	AWA	4,782.00	57,384.00
COLE	JEFFREY W	EBA	4,464.00	53,568.00
COLVIN	DIANE T	AWA	5,129.00	61,548.00
CONHEADY	PATRICK W	AWA	4,464.00	53,568.00
CUMMINGS	WILLIAM F	AWA	4,782.00	57,384.00
CYRUS	EUGENE B	ECF	5,498.00	65,976.00
DAVIS	HARRY L	JBA	7,074.00	84,888.00
DAVIS	LAURA L	AWA	4,961.00	59,532.00
DEYOUNG	JAN H	EBA	4,961.00	59,532.00
DOOGAN	JAMES P	JBA	6,572.00	78,864.00
EDWARDS	DONALD W	EBA	5,129.00	61,548.00
ELLS	MARK L	ACA	4,170.00	50,040.00
FIGURA	MARK L	EBA	4,961.00	59,532.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $59,000 AND OVER

IENT 03 -- LAW

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FISCHER	STANLEY T	EBA	6,132.00	73,584.00
FISHER	JAMES E	AMA	4,782.00	57,384.00
FOSTER	GARY G	JBA	5,705.00	68,460.00
FOX	MARTHA A	AMA	4,170.00	50,040.00
FRANK	MICHAEL J	EBA	5,498.00	65,976.00
FRATIES	GAIL R	EBA	5,303.00	63,636.00
FROEHLICH	PETER B	AMA	4,782.00	57,384.00
GAGUINE	JOHN D	AMA	4,782.00	57,384.00
GARRIGUES	GAYLE L	KAA	4,628.00	55,536.00
GELDHOF	JOSEPH W	AMA	4,321.00	51,852.00
GORDON	NANCY R	EBA	4,961.00	59,532.00
GORSUCH	NORMAN C	AMA	6,135.00	73,620.00
GOULD	JAMES V	HTA	7,870.00	94,440.00
GOWENS	KAY E M	EBA	4,170.00	50,040.00
GRUENSTEIN	PETER E	EBA	5,705.00	68,460.00
GUANELI	DEAN J	AMA	5,303.00	63,636.00
GUTIERREZ	CARMEN L	EBA	4,170.00	50,040.00
HANLEY	JAMES L	DQA	5,705.00	68,460.00
HAWLEY	WILLIAM H	EBA	6,371.00	76,452.00
HAYES	JAMES C	JBA	4,651.00	55,812.00
HENRY	MARY A	ACA	5,498.00	65,976.00
HERMAN	BARBARA	EBA	5,303.00	63,636.00
HICKEY	DANIEL W	AMA	6,604.00	79,248.00
HIGGINS	SHELLEY	EBA	5,303.00	63,636.00
HORETSKI	GAYLE A	AWA	5,129.00	61,548.00
HUTCHINGS	STEPHEN H	ARA	5,498.00	65,976.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

MENT 03 -- LAW

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
JAHNKE	THOMAS M	ANA	5,502.00	66,024.00
JANIDLO	THOM F	EBA	4,961.00	59,532.00
JONES	CAROLYN E	EBA	6,141.00	73,692.00
JUDSON	THOMAS A	ANA	4,386.00	52,632.00
KAVASHAROV	SARAH T	ANA	4,628.00	55,536.00
KENNEDY	ELIZABETH	EBA	5,705.00	68,460.00
KERNS	RICHARD P	EBA	6,601.00	79,212.00
KNUTH	MARGOT O	ANA	4,464.00	53,568.00
KOESTER	G THOMAS	ANA	5,919.00	71,028.00
KOPPERUD	ROSS A	EBA	6,141.00	73,692.00
KRUMM	VICTOR C	EBA	5,910.00	70,920.00
LEBLOND	DAVID T	EBA	6,141.00	73,692.00
LEVY	MADELEINE	EBA	4,961.00	59,532.00
LINTON	LEONARD M	EBA	5,919.00	71,028.00
LORENSEN	RONALD W	ANA	6,349.00	76,188.00
LYLE	PAUL R	JBA	5,129.00	61,548.00
MALCHICK	BARBARA L	EBA	4,170.00	50,040.00
MANNHEIMER	DAVID	EBA	5,919.00	71,028.00
MAYNARD	ROBERT M	ANA	5,705.00	68,460.00
MC GEE	JACK B	ANA	5,919.00	71,028.00
MCCONAHY	MICHAEL P	JBA	5,129.00	61,548.00
MCCONNELL	DWAYNE W	CAA	5,303.00	63,636.00
MCKINSTRY	LARRY A	ANA	4,170.00	50,040.00
MCLAUGHLIN	MICHAEL S	EBA	4,628.00	55,536.00
MCLEAN	SUSAN S	CAA	4,464.00	53,568.00
MELLOW	WILLIAM G	ANA	6,141.00	73,692.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

IENT 03 -- LAW

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MENENDEZ	LOUIS J	AWA	4,628.00	55,536.00
MERRINER	CHARLES M	DAA	8,169.00	98,028.00
MERTZ	DOUGLAS K	AWA	5,919.00	71,028.00
MICHALSKI	PETER A	EBA	6,141.00	73,692.00
MILLER	THOMAS A	JBA	5,303.00	63,636.00
MILLS	MARTHA T	EBA	5,502.00	66,024.00
MINTZ	ROBERT E	EBA	5,303.00	63,636.00
MONKMAN	RICHARD D	EBA	4,782.00	57,384.00
MORRISSETT	STEVEN H	ECF	4,961.00	59,532.00
MUNSON	MYRA M	JBA	4,782.00	57,384.00
MURPHREE	BILL D	JBA	6,135.00	73,620.00
MURPHY	EUGENE P	EBA	5,708.00	68,496.00
NEVILLE	M FRANCIS	EBA	5,129.00	61,548.00
OBANNON	LINDA M	EBA	5,303.00	63,636.00
OLSEN	DIANNE E	EBA	4,782.00	57,384.00
OLSEN	RANDY M	JBA	5,910.00	70,920.00
PEGUES	RICHARD I	AWA	5,910.00	70,920.00
PETERSON	ARTHUR H	AWA	6,601.00	79,212.00
PORTER	STEVEN R	EBA	4,170.00	50,040.00
POWERS	KENNETH C	EBA	4,782.00	57,384.00
PREZYNA	ANN E	EBA	5,129.00	61,548.00
RAGLE	VIRGINIA B	AWA	4,782.00	57,384.00
ROBERTSON	THOMAS H	AWA	5,303.00	63,636.00
ROOSA	KENNETH S	JBA	5,498.00	65,976.00
RORICK	MICHAEL H	EBA	4,464.00	53,568.00
RUBINI	JONATHAN B	AWA	4,464.00	53,568.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 04 -- REVENUE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ALEXANDER	RICHARD E	ANA	6,125.00	73,500.00
ANDREWS	BRIAN C	ANA	4,628.00	55,536.00
BARKER	MILTON B	ANA	5,705.00	68,460.00
BENSON	CLYDE R	ERA	4,758.00	57,096.00
BLASINSKI	JOHN J	ERA	4,299.00	51,588.00
BOETSCH	FREDERICK	ERA	5,910.00	70,920.00
BOTELHO	BRUCE M	ANA	5,910.00	70,920.00
BREWER	RICHARD D	ERA	4,461.00	53,232.00
BUE	ARNE L	ERA	4,936.00	59,232.00
BULLOCK	DONALD M	ANA	5,705.00	68,460.00
BUSHRE	PETER	ANA	6,167.00	74,004.00
COPELAND	DANIEL R	ERA	5,705.00	68,460.00
DAVIS	PERRY T	ERA	5,921.53	71,058.36
HEIER	GERALD D	ERA	5,776.00	69,312.00
HICKS	LOIS A	ERA	4,530.00	54,360.00
HILLHOUSE	THERESA L	ANA	5,705.00	68,460.00
JEMISON	MIMS P	ERA	4,441.00	53,292.00
JONES	ERVIN B	ANA	5,705.00	68,460.00
KETTEL	STEVEN E	ANA	4,694.00	56,328.00
KINNEY	K BRUCE	ERA	4,758.00	57,096.00
KLEIN	MYRON N	ERA	5,919.00	71,028.00
LEET	JAMES D	ANA	4,386.00	52,632.00
LENTZ	MARTIN W	ANA	4,628.00	55,536.00
LOGSDON	CHARLES L	ERA	4,530.00	54,360.00
MATTOON	MADGE F	ERA	4,441.00	53,292.00
MCGEE	R MICHAEL	ANA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 04 -- REVENUE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MEANS	WILLIAM L	ANA	6,250.00	75,000.00
MEYER	CARL A	ANA	4,234.00	50,808.00
MINTKEN	JOHN M	ANA	5,030.00	60,360.00
MONARTS	RICHARD E	EBA	4,936.00	59,232.00
MORRELL	JOHN H	EBA	4,299.00	51,588.00
NORDALE	MARY A	ANA	6,135.00	73,620.00
O BRIEN	MAUREEN O	MLA	4,170.00	50,040.00
RICHARD	MARTIN J	ANA	5,303.00	63,636.00
ROSE	DAVID A	ANA	6,500.00	78,000.00
SCHROTH	CHARLES L	ANA	4,234.00	50,808.00
SHAFFER	KENNETH L	ANA	4,628.00	55,536.00
SHARROCK	PATRICK L	EBA	5,705.00	68,460.00
SMITH	SARAH J	ANA	4,961.00	59,532.00
STORER	ROBERT D	ANA	4,833.00	57,996.00
VOSS	VERNON B	ANA	4,464.00	53,568.00
WELLER	ROYCE B	ANA	4,170.00	50,040.00
WILLIAMS	THOMAS C	ANA	5,303.00	63,636.00
WILSON	JAMES R	ANA	5,303.00	63,636.00
WRIGHT	VINCENT D	ANA	5,198.00	62,376.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 05 -- EDUCATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
AANES	GARY L	EBA	4,694.00	56,328.00
ANDERSON	DARBY L	AWA	4,531.00	54,360.00
BEDARD	RONALD J	AWA	5,030.00	60,360.00
BENIGNO	E RUTH	AWA	4,254.00	50,208.00
BOOHER	ROBERT D	DSA	5,986.40	71,836.80
BRAMBLE	WILLIAM J	AWA	4,694.00	56,328.00
BUCKNER	EUGENE	AWA	4,605.00	55,260.00
COOKSEY	WANDA J	AWA	5,030.00	60,360.00
COX	LYNN A	AWA	4,605.00	55,260.00
COXE	RAYMOND L	AWA	4,605.00	55,260.00
CRAIG	CHARLES W	EBA	5,303.00	63,636.00
D ARCY	CHRISTINE	EBA	4,170.00	50,040.00
DAVIS	ROBERT M	AWA	5,198.00	62,376.00
ELGEE	ALISON M	AWA	4,628.00	55,536.00
ENGEN	RICHARD B	AWA	6,601.00	79,212.00
FORIS	GLADYS R	AWA	4,441.00	53,292.00
FULLER	GARY R	AWA	4,441.00	53,292.00
GOODWIN	PAUL A	AWA	4,170.00	50,040.00
GULYAS	PAUL J	AWA	5,748.00	68,976.00
HAGEVIG	WILLIAM A	AWA	4,605.00	55,260.00
HANABLE	WILLIAM S	EBA	5,705.00	68,460.00
HARRIS	RUTH	AWA	4,605.00	55,260.00
HAZELTON	ALEXANDER	AWA	4,849.00	58,188.00
HILEY	GERALD D	AWA	5,373.00	64,476.00
HILEY	JANET L	AWA	4,464.00	53,568.00
HITCHCOCK	DONALD L	DSA	5,036.33	60,435.96

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 05 -- EDUCATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
HOLE	EDWARD S	AWA	4,758.00	57,096.00
IKERD	BERNARD	DSA	4,243.25	50,919.00
JACKSON	VERDELL	AWA	4,605.00	55,260.00
JONES	FRANCIS C	AWA	4,441.00	53,292.00
KOLB	AUDREY P	JBA	4,299.00	51,588.00
LAMBERSON	ALBERT J	DSA	4,295.91	51,550.92
LEIBOWITZ	MARGARET	AWA	5,569.00	66,828.00
LUTHER	RICHARD J	AWA	5,498.00	65,976.00
MAYNARD	JANE	AWA	4,321.00	51,852.00
MCCABE	ROBERT	DSA	4,295.91	51,550.92
MIGUEL	JOSEPH J	AWA	4,694.00	56,328.00
MINGE	WALTER R	AWA	4,605.00	55,260.00
MORGAN	MICHAEL C	AWA	6,362.00	76,344.00
MULNIX	WILLIAM S	AWA	4,530.00	54,360.00
MUNRO	ALAN R	AWA	5,373.00	64,476.00
NASH	EDWARD J	EBA	5,129.00	61,548.00
OBIE	EDNIN	AWA	4,441.00	53,292.00
PARKER	KATHE F	EPA	4,386.00	52,632.00
PHIPPS	RONALD A	AWA	5,147.00	61,764.00
POLLEY	ERNEST	AWA	5,910.00	70,920.00
QUISENBERRY	DAVID C	JBA	4,849.00	58,188.00
RAYNOLDS	HAROLD	AWA	6,135.00	73,620.00
RICHARDSON	ROBERT	DSA	5,421.47	65,057.64
ROCHELEAU	LARRAE E	ARC	5,498.00	65,976.00
ROMESBURG	KERRY D	AWA	6,834.00	82,008.00
RYALS	KAREN M	AWA	4,694.00	56,328.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 05 -- EDUCATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SCHLICTING	JOHN F	AWA	4,694.00	56,328.00
SCHUTT	LAWRENCE L	AWA	4,605.00	55,260.00
SPAZIANI	RICHARD L	AWA	5,373.00	64,476.00
TARPEY	RICHARD	DSA	4,295.91	51,550.92
THOMSON	WILLIAM D	AWA	5,910.00	70,920.00
WELCH	OLEN S	AWA	4,441.00	53,292.00
WHITBECK	TERRY A	AWA	4,299.00	51,588.00
WICKS	DARLENE M	AWA	4,386.00	52,632.00
WOLFE	WENDELL W	EBA	4,170.00	50,040.00
YOUNG	F PAT	AWA	5,198.00	62,376.00
ZIMMERMAN	GEORGE P	DSA	4,190.59	50,287.08

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 06 -- HEALTH AND SOCIAL SERVICES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ADELMEYER	JOSEPH M	AWA	5,373.00	64,476.00
ALEXANDER	PATRICIA R	AWA	4,961.00	59,532.00
ANDERSEN	JENNY	DKA	4,605.00	55,260.00
ARNOLD	DAVID E	EBA	5,569.00	66,828.00
BETIT	JOSEPH W	AWA	5,030.00	60,360.00
BETIT	RODERICK L	AWA	5,910.00	70,920.00
BRANTON	THOMAS R	AWA	5,569.00	66,828.00
BRUCE	DAVID	AWA	4,694.00	56,328.00
BURTON	DANNY W	AWA	4,628.00	55,536.00
CANTERBURY	DAVID R	EBA	4,849.00	58,188.00
CHAMBERLIN	MARY Z	EAA	4,461.00	53,292.00
CLARK	JOANNE C	AWA	4,961.00	59,532.00
CLEM	ROBERT D	AWA	4,386.00	52,632.00
CLUGSTON	DAVID L	EAA	4,849.00	58,188.00
COLVIN	HARRY J	AWA	4,694.00	56,328.00
CONRAD	HAROLD T	EBA	6,900.00	82,800.00
DALLEY	FRANK	EBA	4,386.00	52,632.00
DALTON	CHRISTOPHER H	EBK	6,462.00	77,394.00
DAVIS	NANCY C	DKA	4,849.00	58,188.00
DEMOSKI	DIANE K	EZA	4,936.00	59,232.00
DUKE	VERONICA M	EBA	5,373.00	64,476.00
DYKEMA	RICHARD	JBA	4,758.00	57,096.00
EVELAND	CHARLES L	EBA	5,498.00	65,976.00
FELIX	MAITHEW	AWA	4,386.00	52,632.00
FISCHER	MARGARET E	EBA	4,299.00	51,588.00
FLOOD	JOHN J	DKA	4,234.00	50,808.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 06 -- HEALTH AND SOCIAL SERVICES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FOX	JAMES J	JBA	4,530.00	54,360.00
FRAIR	CHERYL J	EBA	5,373.00	64,476.00
FRASER	ROBERT	AWA	7,339.00	88,068.00
GISH	KEITH D	JBA	4,386.00	52,632.00
GLOCKE	SUSAN B	AWA	4,694.00	56,328.00
GREGOVICH	ROBERT P	AWA	5,569.00	66,828.00
HAMILL	JAMES E	EBA	6,442.00	77,304.00
HAMNI	RAYNA LEE	JBA	4,234.00	50,808.00
HANSEN	ERIC S	AWA	4,386.00	52,632.00
HARDIE	PHILIP W	EBA	6,205.00	74,460.00
HARRISON	R STEVEN	EBA	4,694.00	56,328.00
HENRY	MELBOURN	AWA	4,961.00	59,532.00
HICKEY	ALEX F	AWA	4,234.00	50,808.00
HIRSH	NORENE L	AWA	4,234.00	50,808.00
HOLDER	BILLY D	JBA	4,234.00	50,808.00
HORTON	GARY WM	AWA	4,234.00	50,808.00
ILLIAS	RICHARD	EBA	4,234.00	50,808.00
JACKOWSKI	JERRY	EBA	4,849.00	58,188.00
JOHNSON	MARK S	AWA	4,694.00	56,328.00
KILLGORE	LEE A	EBA	4,441.00	53,292.00
LANDES	GORDON G	AWA	4,299.00	51,588.00
LANG	NORMA A	AWA	4,321.00	51,852.00
LIVINGSTONE	BRUCE L	EBA	6,442.00	77,304.00
LONDO	PATRICK J	EAA	5,776.00	69,312.00
LOPEZ	M B	DKA	4,441.00	53,292.00
LUCIUS	NINA J	AWA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 06 -- HEALTH AND SOCIAL SERVICES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MACPHEE	FLOY ANN	JBA	4,386.00	52,632.00
MANUAL	WILMA M	DKA	4,605.00	55,260.00
MARSHALL MD	ROBERT W	EBA	6,666.00	79,992.00
MCCOMB	STEPHEN F	HTA	4,530.00	54,360.00
MCCOMBS	JACK	JBA	6,208.00	74,496.00
MCKENZIE	ELAINE H	JBA	4,386.00	52,632.00
MCMICHAEL	JIM R	EBA	4,386.00	52,632.00
MIDDAUGH	JOHN P	EBA	6,104.00	73,248.00
MILLS	CAROL A	HYC	4,299.00	51,588.00
MUNDELL	GEORGE E	AWA	4,530.00	54,360.00
NORD	ELFRIDA H	AWA	4,234.00	50,808.00
OBRIEN	PATRICIA J	AWA	4,530.00	54,360.00
ODONNELL	TOM	AWA	5,129.00	61,548.00
OGDEN	ROBERT G	EBA	4,694.00	56,328.00
PATERSON	MARY L	DKA	4,758.00	57,096.00
PATTERSON	GARTH	EBA	4,299.00	51,588.00
PIPER	ROSS C	AWA	4,299.00	51,588.00
PLEASANTS	BETTY L	EBA	4,441.00	53,292.00
POMEROY	ROXOLANA E	EBA	4,386.00	52,632.00
PRICE	CINTRA K	AWA	4,694.00	56,328.00
PRICE	MICHAEL L	AWA	5,129.00	61,548.00
PUGH	JOHN R	AWA	6,135.00	73,620.00
REILLY	DOUGLAS K	EBA	6,442.00	77,304.00
RITCHIE	MARGARET A	AWA	4,321.00	51,852.00
RITTER	DONALD G	JBA	4,386.00	52,632.00
ROGERS	PATRICIA L	JBA	5,030.00	60,360.00

-ACBD-6000 DEPT OF ADMINISTRATION
DIV OF FINANCE

STATE OF ALASKA

RUN DATE 12/21/84

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 06 -- HEALTH AND SOCIAL SERVICES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SCHULZ	JEANETTE	EBA	6,646.00	79,752.00
SCOLES	JAMES L	ANA	4,299.00	51,588.00
SEARS	LEWIS J	EBA	5,705.00	68,460.00
SHAFER	GENE H	JBA	4,530.00	54,360.00
SHANLEY	PAUL M	DKA	4,234.00	50,808.00
SIPE	CONNIE J	ANA	5,910.00	70,920.00
SMITH	EUGENE A	ANA	5,198.00	62,376.00
SOUTH	HERMAN H	EBA	6,442.00	77,304.00
SPENCE	DAVID A	ANA	6,646.00	79,752.00
TABER	JOHN R	AWA	4,961.00	59,532.00
TANAKA	ROSE	EBA	4,530.00	54,360.00
THOMAS	NANCY	EBA	4,386.00	52,632.00
THOMSON	JUDITH R	JBA	4,234.00	50,808.00
TRURAN	DOROTHY J	JDA	4,441.00	53,292.00
VEUTHEY	PIERRE L	EBA	6,442.00	77,304.00
WINSOR	BRIAN	EDK	5,030.00	60,360.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 07 -- LABOR

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ARAB	RICHARD R	AWA	5,030.00	60,360.00
BACOLAS	ROBERT J	AWA	5,129.00	61,548.00
BUS	NICOLAAS W	AWA	4,694.00	56,328.00
CALDWELL	CHARLES R	AWA	4,694.00	56,328.00
CATHER	ROBERT D	EBA	4,694.00	56,328.00
COATE	JAMES T	AWA	4,234.00	50,808.00
FLEEKS	LOTTIE	JBA	5,198.00	62,376.00
GODSOE	JOSEPH S	EBA	4,694.00	56,328.00
HOOTON	LARRY C	AWA	4,849.00	58,188.00
ISTURIS	RUDY G	AWA	4,694.00	56,328.00
JONES	DEWEY E	AWA	4,386.00	52,632.00
JORGENSEN	RAYMOND L	EBA	4,694.00	56,328.00
KNIGHT	JUDY G	AWA	5,493.00	65,976.00
LANDAU	ROBERT W	AWA	5,910.00	70,920.00
LOWE	KENNETH	AWA	4,386.00	52,632.00
MCCLINTOCK	JACQUELYN	AWA	5,705.00	68,460.00
MCCURRY	LYNDA C	AWA	4,628.00	55,536.00
MCEVOY	WILLIAM C	JBA	4,299.00	51,588.00
MCKENZIE	CRAIG	AWA	4,694.00	56,328.00
MCLAUGHLIN	ROBERT J	JBA	4,299.00	51,588.00
MICHAUD	GEORGE A	AWA	4,530.00	54,360.00
MORSE	ALLEN E	AWA	4,694.00	56,328.00
MUSSLEWHITE	JAMES E	AWA	4,234.00	50,808.00
OSTROM	REBECCA J	EBA	4,530.00	54,360.00
PASLEY	DARLENE M	JBA	4,530.00	54,360.00
PLATE	BERNICE E	AWA	4,321.00	51,852.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 07 -- LABOR

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ROBISON	JIM E	AWA	6,135.00	73,620.00
SHAY	JOHN W	AWA	5,129.00	61,548.00
SMIGIN	WALTER F	EBA	4,299.00	51,588.00
SMYTHE	DENNIS L	EBA	4,386.00	52,632.00
STURROCK	HARRY A	AWA	5,030.00	60,360.00
TESENEER	GARY L	AWA	4,530.00	54,360.00
THORN	ANNETTE S	AWA	5,103.00	61,236.00
WALTER	DARWIN R	EBA	4,530.00	54,360.00
WILLIAMS	PAUL L	AWA	4,299.00	51,588.00
WILLIAMSON	LUCYLE M	AWA	4,386.00	52,632.00
WILSON	DONALD	EBA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 08 -- COMMERCE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
AGI	LOUIS E	EBA	5,303.00	63,636.00
ARNOLDT	PAUL B	AWA	5,122.00	61,548.00
BAKER	F GREGORY	AWA	5,129.00	61,548.00
BALLARD	RICHARD L	AKB	4,170.00	50,040.00
BATT	WILLIAM H	EBA	5,625.00	67,500.00
BAUMGARDNER	CLYDE A	EBA	4,170.00	50,040.00
BAXANDALL	JOHN L	EBA	4,982.00	59,784.00
BAYER	LORRAINE M	AWA	4,605.00	55,260.00
BEARDSLEY	WILLIAM H	AWA	5,303.00	63,636.00
BENESCH	GEORGE L	EBA	5,705.00	68,460.00
BURGH	RODNEY W	EBA	5,129.00	61,548.00
CARROLL	LAWRENCE P	AWA	4,758.00	57,096.00
CHATTERTON	CLARENCE V	EBA	5,910.00	70,920.00
COOK	LOIS J	AWA	6,132.00	73,584.00
CRAWFORD	LARRY D	EBA	6,572.00	78,864.00
DEAGEN	JAMES	AWA	4,299.00	51,588.00
DEMUTH	DONALD W	AWA	4,299.00	51,588.00
DICKEY	DON S	AWA	5,498.00	65,976.00
DOUGLASS	RUSSELL A	EBA	5,303.00	63,636.00
DUSEK	EUGENE A	EBA	4,628.00	55,536.00
EBERLE	DAVID R	EBA	4,321.00	51,852.00
ELDER	FRANKLIN T	AWA	5,498.00	65,976.00
ENGELMAN	PAUL J	AWA	4,299.00	51,588.00
EVANS	CAROLYN L	EBA	4,386.00	52,632.00
FARLEIGH	JOHN B	EBA	5,303.00	63,636.00
FERGUSON	JON S	EBA	4,464.00	53,568.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 08 -- COMMERCE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FLEMING	RICHARD S	EBA	4,464.00	53,568.00
FLETCHER	PAUL L	AWA	4,961.00	59,532.00
GEORGE	JOHN L	AWA	5,129.00	61,548.00
GREIMANN	WILLIS E	JBA	4,530.00	54,360.00
GUESS	CAROLYN S	EBA	5,303.00	63,636.00
HAMLEY	MARGARET I	AWA	5,129.00	61,548.00
HAWKINS	HAROLD R	EBA	4,170.00	50,040.00
HEDLUND	HAROLD J	EBA	4,802.00	57,624.00
HUDSON	WILLIAM R	AWA	5,303.00	63,636.00
JONES	MABLE Z	EBA	4,464.00	53,568.00
KHAN	AFZAL H	EBA	4,464.00	53,568.00
KIRKPATRICK	WILLIS F	AWA	5,705.00	68,460.00
KNOWLES	SUSAN M	EBA	5,303.00	63,636.00
KOCH	DONALD P	AWA	4,758.00	57,096.00
KUGLER	HARRY W	EBA	5,705.00	68,460.00
LARSON	GERALD W	EBA	4,321.00	51,852.00
LE NORMAN	BEN H	EBA	4,170.00	50,040.00
LEHR	RONALD D	EBA	4,961.00	59,532.00
LEVORSEN	JOHN A	EBA	5,303.00	63,636.00
LONGACRE	JOHN J	EBA	4,464.00	53,568.00
LUSK	NEWELL T	AWA	4,849.00	58,188.00
LYON	RICHARD A	AWA	6,135.00	73,620.00
MAGOWAN	JAMES L	EBA	4,628.00	55,536.00
MANNI	GLORIA L	EBA	4,782.00	57,384.00
MARCHEGIANI	ERIC A	EBA	4,170.00	50,040.00
MARSHALL	WILLIAM E	EBA	4,441.00	53,292.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 08 -- COMMERCE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MATZ	GEORGE J	AWA	4,170.00	50,040.00
MILLER	KEITH H	EBA	5,303.00	63,636.00
MILLER	TERRY L	AWA	4,802.00	57,624.00
MINDER	MICHAEL T	EBA	4,802.00	57,624.00
MONINSKI	THADDEUS S	EBA	4,961.00	59,532.00
NUTTALL	JAMES R	JBA	4,386.00	52,632.00
OREILLY	J VINCENT	AWA	5,498.00	65,976.00
PARKER	CARY	EBA	4,299.00	51,588.00
PERKINS	JOSEPH L	EBA	5,129.00	61,548.00
PETRIE	BRENT N	EBA	4,464.00	53,568.00
REYNOLDS	RICHARD E	AWA	4,299.00	51,588.00
RIVERA	TONY W	AWA	4,441.00	53,292.00
ROCKER	ROBERT C	EBA	5,303.00	63,636.00
RODERICK	JOHN R	EBA	4,961.00	59,532.00
SCOUGAL	HESDEN D	EBA	5,303.00	63,636.00
SIMS	JOHN F	JBA	6,349.00	76,188.00
SMITH	LONNIE C	EBA	5,705.00	68,460.00
SNOWDEN	DIANA E	EBA	5,303.00	63,636.00
SOKOLOV	PETER	EBA	5,030.00	60,360.00
STAFFORD	JOHN C	EBA	4,321.00	51,852.00
SWANSON	JOSEPH L	EBA	5,303.00	63,636.00
TANDY	CHARLES D	EBA	4,234.00	50,808.00
TAYLOR	EARL L	EBA	4,321.00	51,852.00
TREAGER	HARRY D	AWA	5,705.00	68,460.00
TRIMBLE	JAMES K	EBA	5,303.00	63,636.00
VAN ALEN	WILLIAM	EBA	5,303.00	63,636.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 08 -- COMMERCE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
WAGNON	BERTRAM L	EBA	6,135.00	73,620.00
WATKINS	EDWARD C	AWA	4,441.00	53,292.00
WEATHERLY	MARVIN R	EBA	5,303.00	63,636.00
WHITE	GLORIA S	EBA	4,321.00	51,852.00
WHITEAKER	KATHLEEN L	EBA	4,605.00	55,260.00
WILLIAMS	JANIS C	EBA	5,705.00	68,460.00
WILLIAMS	REMY G	EBA	4,321.00	51,852.00
WILLIAMS	WAYNE A	EBA	5,129.00	61,548.00
WINEGAR	GREGORY R	AWA	4,234.00	50,808.00
WOLF	LARRY L	EBA	4,321.00	51,852.00
WONDZELL	BLAIR E	EBA	5,303.00	63,636.00
YERKES	MYLES C	EBA	5,129.00	61,543.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 09 -- MILITARY AFFAIRS

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BORG	CHARLES T	EBA	5,303.00	63,636.00
GRAVES	ROGER K	EBA	4,170.00	50,040.00
HOYT	JOHN V	EBA	5,910.00	70,920.00
PAGANO	EDWARD G	EBA	6,135.00	73,620.00
PATCH	ROGER R	EDB	4,530.00	54,360.00
ROUNTREE	RICHARD L	AMA	4,628.00	55,536.00
TURNER	LLOYD I	ECF	4,782.00	57,384.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 10 -- NATURAL RESOURCES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ANDERSON	JAMES R	EBA	5,303.00	63,636.00
ARIEY	CATHERINE	EBA	5,103.00	61,236.00
ARNOLD	ROBERT D	AWA	6,135.00	73,620.00
BARBER	EDWARD G	EBA	4,299.00	51,588.00
BARNETT	JAMES K	EBA	6,135.00	73,620.00
BARTON	SHARON L	AWA	4,961.00	59,532.00
BECIA	ENZO E	EBA	4,725.00	56,700.00
BERNARD	GEORGE A	EBA	4,386.00	52,632.00
BOND	TED J	EBA	5,676.00	68,112.00
BROSSIA	JERRY L	JBA	5,705.00	68,460.00
BROWN	DEAN N	ECF	4,694.00	56,328.00
BROWN	MARY K	EBA	5,303.00	63,636.00
BURCH	JOSEPH C	EBA	5,030.00	60,360.00
CHERRY	KYLE J	EBA	4,605.00	55,260.00
COPELAND	WILLIAM H	JBA	4,758.00	57,096.00
COWART	RANDAL V	EBA	4,234.00	50,808.00
CROSBY	NORMAN W	EBA	4,386.00	52,632.00
CUMMINGS	DAVID C	EBA	4,234.00	50,808.00
DECKER	JOHN E	JBC	4,299.00	51,588.00
DENTON	PEDRO	EBA	4,961.00	59,532.00
DILLON	JOHN T	JBC	4,758.00	57,096.00
DUREN	CLYDE	EBA	4,849.00	58,188.00
DUTTON	LAWRENCE A	EBA	5,030.00	60,360.00
EAKINS	GILBERT R	JBC	6,646.00	79,752.00
EASON	JAMES E	EBA	5,910.00	70,920.00
FARQUHAR	EDWARD P	AWA	4,170.00	50,040.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 10 -- NATURAL RESOURCES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FORTNEY	CATHERINE	EBA	5,129.00	61,548.00
FORTUNE	LESTER H	JBA	4,694.00	56,328.00
FRANKFOURTH	JACQUELINE	EBA	4,170.00	50,040.00
FRANKLIN	GLEN D	JJB	4,299.00	51,588.00
GILBERT	WYATT G	AWA	5,373.00	64,476.00
GUINN	HOWARD C	JBA	4,441.00	53,292.00
HANSEN	JAMES J	EBA	5,881.00	70,572.00
HARDING	RUSSELL J	EBA	4,386.00	52,632.00
HAWKINS	THOMAS J	EBA	5,129.00	61,548.00
HAYES	MARGARET J	EBA	4,234.00	50,808.00
HEIM	BILL L	ECF	5,303.00	63,636.00
HOLLETT	GEORGE K	EBA	5,373.00	64,476.00
JOHANNSEN	NEIL C	EBA	5,129.00	61,548.00
JOHNSON	BERNARD G	EBA	4,530.00	54,360.00
KERN	EDWARD D	ECF	4,299.00	51,588.00
KETCHUM	HENRY R	EBA	4,694.00	56,328.00
KORNBRATH	RICHARD W	EBA	5,103.00	61,236.00
KROUSKOP	DONOVAN L	EBA	4,936.00	59,232.00
LARSON	L FRANK	JBC	4,386.00	52,632.00
LE FEBVRE	RICHARD A	EBA	5,030.00	60,360.00
LONG	WILLIAM E	EBA	4,386.00	52,632.00
LYLE	WILLIAM M	EBA	5,676.00	68,112.00
MAY	WARNER T	EBA	4,694.00	56,328.00
MCGEE	DON L	EBA	5,776.00	69,312.00
MEYER	JOHN F	EBA	4,936.00	59,232.00
MITCHELL	ROBERT A	EBA	4,299.00	51,588.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 10 -- NATURAL RESOURCES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MITCHELL	RONALD R	EBA	4,605.00	55,260.00
MULL	CHARLES G	EBA	5,470.00	65,640.00
MURPHY	LAUREL A	EBA	4,530.00	54,360.00
MURRAY	SAMUEL L	EBA	4,441.00	53,292.00
MUTTER	DOUGLAS L	EBA	4,694.00	56,328.00
NIENHUESER	HELEN D	EBA	4,183.00	50,196.00
PAPE	JEROME A	EBA	4,234.00	50,808.00
PARK	EDWARD W	EBA	4,694.00	56,328.00
PEKOVICH	ANDREW W	AWA	4,234.00	50,808.00
PESSEL	GARNETT H	JBA	6,539.00	78,468.00
PHILLIPS	EDWARD L	EBA	4,758.00	57,096.00
POTT	DAVID	JBA	4,441.00	53,292.00
REGER	RICHARD D	JBC	5,373.00	64,476.00
ROGERS	PAMELA L	EBA	4,386.00	52,632.00
SCHAFF	ROSS G	EBA	6,132.00	73,584.00
SHERBAHN	JERRY L	EBA	4,234.00	50,808.00
SHOBE	CAROL LEE	EBA	4,234.00	50,808.00
SMITH	FREDERICK	JBA	4,234.00	50,808.00
SMITH	THOMAS E	JBC	5,983.00	71,796.00
SMITH	THOMAS M	EBA	4,782.00	57,384.00
STONKUS	VIRGINIA S	AWA	4,321.00	51,852.00
STURGEON	JOHN L	EBA	5,303.00	63,636.00
TALCOTT	ALLEN N	EBA	4,386.00	52,632.00
UPDIKE	RANDALL G	EBK	4,386.00	52,632.00
VAN DYKE	WILLIAM D	EBA	6,208.00	74,496.00
WEUM	SONJA M	EBA	4,936.00	59,232.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 10 -- NATURAL RESOURCES

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
WILSON	CAROL J	ANA	4,170.00	50,040.00
WILTSE	MILTON A	JBC	5,030.00	60,360.00
WOLFE	HILTON J	ANA	4,234.00	50,808.00
WOOD-JOHNSON	DONNA	EBA	4,849.00	58,188.00
WUNNICKE	ESTHER C	ANA	6,135.00	73,620.00
YARNAK	EDWARD	EBA	4,530.00	54,360.00
YOUNG	THOMAS A	EBA	4,694.00	56,328.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 11 -- FISH AND GAME

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ALT	KENNETH T	JBA	4,299.00	51,588.00
AYERS	JAMES R	AWA	4,321.00	51,852.00
BAKER	BRUCE H	AWA	4,849.00	58,188.00
BANDIROLA	LOUIS	AWA	5,569.00	66,828.00
BARRICK	LOWELL S	AWA	5,030.00	60,360.00
BEHNKE	STEVEN R	AWA	5,129.00	61,548.00
BILL	DONALD L	CKC	4,605.00	55,260.00
BISHOP	RICHARD H	JBA	5,569.00	66,828.00
BUCHHOLTZ	MELVIN J	JBA	4,299.00	51,588.00
BURKETT	ROBERT D	AWA	5,030.00	60,360.00
BURNS	JOHN J	JBA	5,030.00	60,360.00
BURRIS	OLIVER E	JBA	5,198.00	62,376.00
CAMERON	RAYMOND D	JBA	4,299.00	51,588.00
CANTILLON	DAVID C	AWA	4,849.00	58,188.00
CLARK	JOHN A	AWA	5,303.00	63,636.00
CLARK	JOHN H	JBA	5,373.00	64,476.00
COADY	JOHN W	HTA	5,776.00	69,312.00
COHEN	NORMAN A	AWA	4,321.00	51,852.00
COLGATE	WILLIAM A	BSD	4,299.00	51,588.00
COLLINSWORTH	DON W	AWA	6,135.00	73,620.00
DAISY	DAVID A	EBA	4,694.00	56,328.00
DAVIS	JAMES L	JBA	4,299.00	51,588.00
DAVIS JR	ROBERT H	EBA	4,441.00	53,292.00
EATON	MARTIN F	CAA	4,694.00	56,328.00
EIDE	STERLING H	EBA	4,694.00	56,328.00
FINGER	GARY L	AWA	4,605.00	55,260.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 11 -- FISH AND GAME

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FLOREY	KENNETH R	EBA	4,234.00	50,808.00
FRANCISCO	RICHARD K	DKA	4,441.00	53,292.00
GASAWAY	WILLIAM C	JBA	4,299.00	51,588.00
GLASS	FRANCIS A	ANA	4,170.00	50,040.00
GRAUVOGEL	CARL A	HTA	4,936.00	59,232.00
GREEK	EARNEST R	ANA	4,694.00	56,328.00
GRIFFIN	KENNETH L	BKB	4,441.00	53,292.00
GRISCHKOWSKY	ROGER S	EBA	4,694.00	56,328.00
GRUNDY	JOHN S	JBA	5,030.00	60,360.00
GUNSTROM	GARY K	ANA	4,386.00	52,632.00
GWARTNEY	LOUIS A	CKC	4,758.00	57,096.00
HEINKEL	HAROLD	ANA	4,386.00	52,632.00
HINMAN	ROBERT A	ANA	5,569.00	66,828.00
INGRAM	DAVID A	ANA	4,464.00	53,568.00
JENNINGS	LARRY B	JBA	4,441.00	53,292.00
KAILL	WM MICHAEL	EBA	4,299.00	51,588.00
KELSO	DENNIS D	ANA	5,910.00	70,920.00
KOLDEN	ROGER R	ANA	4,628.00	55,536.00
LEHMAN	CARL W	ANA	4,386.00	52,632.00
LEON	KENNETH A	ANA	4,694.00	56,328.00
LISTOWSKI	RICHARD F	ANA	5,303.00	63,636.00
LOGAN	E RICHARD	ANA	5,910.00	70,920.00
LOGAN	SIDNEY M	DQD	4,299.00	51,588.00
MADDEN	JERRY L	ANA	4,299.00	51,588.00
MCCRARY	JERRY A	CAA	4,849.00	58,188.00
MCCURDY	MICHAEL L	DWA	4,299.00	51,588.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 11 -- FISH AND GAME

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MCGOWAN	JERRY D	JBA	4,299.00	51,588.00
MCGUIRE	PADDY J	AWA	4,170.00	50,040.00
MCKNIGHT	DONALD E	AWA	5,030.00	60,360.00
MCMULLEN	JOHN C	AWA	5,373.00	64,476.00
MCQUEEN	CAROL J	AWA	4,464.00	53,568.00
MILLS	MICHAEL J	EBA	4,386.00	52,632.00
MOBERLY	STANLEY A	AWA	5,498.00	65,976.00
NELSON	MICHAEL L	DAA	5,103.00	61,236.00
NICHOLSON	LARRY D	CAA	4,386.00	52,632.00
NICKERSON	RICHARD B	ENG	4,936.00	59,232.00
NOWLIN	ROY A	KJA	4,299.00	51,588.00
OSBORNE	TIMOTHY O	HYC	4,299.00	51,588.00
OTT	ALVIN G	JBA	5,030.00	60,360.00
PAMPLIN	W LENIS	EBA	5,498.00	65,976.00
PARKER	KENNETH P	AWA	5,303.00	63,636.00
PECKHAM	RICHARD D	JJD	4,441.00	53,292.00
PEDERSEN	PAUL C	CAA	4,849.00	58,188.00
PEGAU	ROBERT E	EZA	4,936.00	59,232.00
PENNOYER	STEVEN	AWA	6,349.00	76,188.00
PETERSON	RICHARD D	CAA	4,441.00	53,292.00
PETERSON	STEVEN R	AWA	4,234.00	50,808.00
POLLARD	BENJAMIN C	AWA	4,234.00	50,808.00
RANDALL	RICHARD C	DWA	4,299.00	51,588.00
REAUME	BEVERLY D	AWA	5,303.00	63,636.00
REDICK	R RUSSELL	EBA	5,030.00	60,360.00
REED	RICHARD D	AWA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 11 -- FISH AND GAME

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
REGELIN	WAYNE L	JBA	4,234.00	50,808.00
REGNART	RONALD I	EBA	5,030.00	60,360.00
REYNOLDS	HARRY V	JBA	4,299.00	51,588.00
REYNOLDS	JULIUS L	DWA	4,441.00	53,292.00
ROBERSON	KENNETH	HCE	4,299.00	51,588.00
ROGUSKI	EUGENE A	JBA	5,030.00	60,360.00
SCHELLE	KURT O	AWA	4,628.00	55,536.00
SCHNEIDER	KARL B	EBA	4,386.00	52,632.00
SMITH	PHILIP J	AWA	5,303.00	63,636.00
STERN	RICHARD O	HTA	4,234.00	50,808.00
STEWART	ELIZABETH	AWA	4,464.00	53,568.00
STEWART	JOHN T	AWA	5,198.00	62,376.00
TAYLOR	KENTON P	DAA	4,441.00	53,292.00
THORNBURGH	GUY N	AWA	4,349.00	52,188.00
TIMM	DANIEL E	EBA	4,234.00	50,808.00
TRASKY	LANCE L	EBA	4,530.00	54,360.00
TRENT	THOMAS W	EBA	4,234.00	50,808.00
TWOMLEY	BRUCE C	EBA	5,303.00	63,636.00
VAN HULLE	FRANK	AWA	4,386.00	52,632.00
WARNER	MARK C	AWA	4,694.00	56,328.00
WILLIAMS	FRED T	HCE	4,441.00	53,292.00
WOLFE	ROBERT J	DKA	4,441.00	53,292.00
YANAGAWA	CARL M	EBA	4,530.00	54,360.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ABRAMS	JOSEPH W	JBA	4,176.00	50,112.00
ALEXANDER	JAMES C	EAA	4,663.00	55,956.00
ANGLETON	FRED V	DQD	4,694.00	56,328.00
ARMSTRONG	ELLIS W	JBA	4,176.00	50,112.00
ARRANTS	DAVID L	MEA	5,402.00	64,824.00
ASPELUND	DAVE K	HCE	4,176.00	50,112.00
ATKINSON	ARTHUR J	DMA	4,331.00	51,972.00
AULABAUGH	ROGER W	HTA	4,663.00	55,956.00
BALLARD	NELSON W	HTA	4,331.00	51,972.00
BARNARD	SAMUEL L	JBA	5,605.00	67,260.00
BARNES	ROBERT L	JJB	4,176.00	50,112.00
BARNES	ROBERT L	JBA	5,018.00	60,216.00
BARTLETT	PAUL E	JBA	4,494.00	53,928.00
BAYES	BRUCE	CYB	4,176.00	50,112.00
BAYES	JOSEPH W	DQD	4,176.00	50,112.00
BELDEN	MELVIN E	DKA	4,663.00	55,956.00
BELL	SUSAN R	DKA	5,018.00	60,216.00
BINSCHUS	DAVID L	CAA	4,176.00	50,112.00
BLANK	ANDREW A	EQB	4,663.00	55,956.00
BOUTANG	ROBERT	EBA	4,663.00	55,956.00
BOWMAN	THOMAS R	EBA	4,176.00	50,112.00
BROWN	BRADLEY D	ADA	4,331.00	51,972.00
BROWN	KENNETH W	AMA	4,530.00	54,360.00
BROWN	ROBERT E	EBA	4,[illegible]	50,[illegible].00
BRUNTON	GORDON E	[illegible]	[illegible]	56,328.00
BUNSELMEYER	DONALD W	[illegible]	[illegible]	55,956.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BURGER	HOWARD S	EBA	4,176.00	50,112.00
CAPP	NOLA	ANA	4,299.00	51,588.00
CARPENTER	GALEN F	CYB	4,176.00	50,112.00
CARSON	LARRY N	ANA	4,694.00	56,328.00
CASANOVAS	DENNIS E	ECF	4,176.00	50,112.00
CHARLTON	ALBERT J	HIA	4,663.00	55,956.00
CLARK	ROBERT C	JBM	4,494.00	53,928.00
CLAYMAN	JOHN K	ECF	4,530.00	54,360.00
CLEMENS	MICHAEL J	ANA	4,694.00	56,328.00
CLONTZ	ROBERT L	ARA	4,176.00	50,112.00
CLOSE	EDWIN G	JBA	4,694.00	56,328.00
COCKRELL	ROBERT A	EBA	4,961.00	59,532.00
COLE	BRUCE E	EBA	4,176.00	50,112.00
COLE	GEORGE B	ANA	4,663.00	55,956.00
COLE	RONALD L	EBA	4,386.00	52,632.00
CONVERSE	CLINTON	ECF	5,030.00	60,360.00
CORDY	CLIFFORD H	ECF	4,694.00	53,928.00
CORNWALL	DAVID L	JBM	5,206.00	62,472.00
CRAWFORD	RANDY	KAA	5,402.00	64,824.00
CRIPE	JACKIE D	CAA	4,331.00	51,972.00
DALLY	GARELD D	EBA	4,694.00	53,928.00
DAVIS	CHARLES L	JBA	4,694.00	53,928.00
DENNERT	CHARLES W	ACA	4,176.00	50,112.00
DETEMPLE	JOSEPH F	DKA	6,646.00	79,752.00
DOWD	MICHAEL	HEB	4,837.00	58,044.00
DRVENKAR	DAVID M	JBA	4,176.00	50,112.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
DYKEMA	RICHARD H	CKC	5,018.00	60,216.00
EDMOND	DONNA F	BKB	4,176.00	50,112.00
ELLIS	ROGER B	HJI	5,018.00	60,216.00
ENGLEMAN	GEOFFREY T	JBA	4,331.00	51,972.00
FARBER	WILLIAM C	AWA	4,494.00	53,928.00
FILLINGIM	TERRY R	EBA	4,837.00	58,044.00
FLEEK	WAYNE A	EBA	5,198.00	62,376.00
FLEETWOOD	LAWRENCE G	DSA	4,331.00	51,972.00
FLOTHE	GLENN M	DQD	4,837.00	58,044.00
FOOTE	KENNETH D	JBU	4,663.00	55,956.00
FOX	MICHAEL J	EAA	4,176.00	50,112.00
FUELLING	RICHARD J	CAA	4,530.00	54,360.00
GALYAN	DAREL R	EBA	4,331.00	51,972.00
GARY	RAYMOND	HJA	5,206.00	62,472.00
GAUSE	WILLIAM R	JBA	4,494.00	53,928.00
GILMOUR	WALTER J	EBA	5,373.00	64,476.00
GILSON	PHILLIP V	CAA	5,030.00	60,360.00
GLASS	JOHN D	ACA	4,234.00	50,808.00
GODFREY	GLENN G	EBA	4,694.00	56,328.00
GOLDSMITH	CHARLES E	JBA	4,494.00	53,928.00
GOODWIN	DANIEL	EBA	4,494.00	53,928.00
GORHAM	FRANK N	AWA	[illegible]	62,376.00
GRIMES	JAMES V	EBA	[illegible]	51,972.00
GRUTZMACHER	CHARLES [illegible]	[illegible]	[illegible]	52,632.00
GUINN	[illegible]	[illegible]	[illegible]	51,972.00
[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
HALL	JAMES G	HCE	4,494.00	53,928.00
HALL	JEFFREY J	JBA	4,176.00	50,112.00
HAMES	PATRICK L	DKA	5,206.00	62,472.00
HANSON	TERRY P	AWA	4,651.00	55,812.00
HARMAN	JOHN R	HQA	4,494.00	53,928.00
HARPER	ROY LYNN	JBA	5,018.00	60,216.00
HARREL	BUDDY V	JBA	4,331.00	51,972.00
HARRIS	CURTIS M	CZA	4,331.00	51,972.00
HARRIS	PAUL G	ARA	4,494.00	53,928.00
HARTER	EDWARD T	EBA	4,837.00	58,044.00
HARVEY	RODERICK R	EBA	4,494.00	53,928.00
HAUGSVEN	LYLE L	EBA	4,494.00	53,928.00
HECKMAN	STEPHEN J	JBA	5,206.00	62,472.00
HEDDELL	GORDON P	EBA	4,694.00	56,328.00
HENDERSON	ROBERT M	EBA	5,303.00	63,636.00
HENSLEE	LAURENCE	EZA	5,402.00	64,824.00
HICKMAN	DANIEL L	KJA	4,837.00	58,044.00
HICKMAN	RICHARD C	DKA	6,031.00	72,372.00
HIGGINS	QUENTIN F	CRB	4,176.00	50,112.00
HILDRETH	JOSEPH K	DKA	5,569.00	66,828.00
HOGAN	JAMES W	ECF	4,849.00	58,188.00
HOLLAND	ROY D	AWA	4,494.00	53,928.00
HOSACK	CHARLES R	EBA	5,030.00	60,360.00
INGALLS	BARRY C	EBA	4,176.00	50,112.00
JENKINS	DAVID B	ADA	4,530.00	54,360.00
JENT	ROBERT	EBA	4,849.00	58,188.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
JOHNSON	MICHAEL	BSD	4,176.00	50,112.00
JOHNSTON	DARRYL R	EBA	4,494.00	53,928.00
JORDAN	JACK W	ECF	5,030.00	60,360.00
JORDAN	TERRY C	JBA	5,373.00	64,476.00
KAISER	DAVID R	EBA	4,494.00	53,928.00
KALLUS	EUGENE A	DQD	5,206.00	62,472.00
KASNICK	PATRICK A	ARA	4,694.00	56,328.00
KAUFMAN	WILLIAM R	DQD	5,030.00	60,360.00
KILPATRICK	DAVID L	ARA	4,176.00	50,112.00
KITCHENMASTER	DONALD	HTA	5,402.00	64,824.00
KMIECIK	RONALD J	DAA	4,663.00	55,956.00
KNUDSEN	JOHN A	HTA	4,837.00	58,044.00
KOLIVOSKY	MICHAEL C	EBA	5,498.00	65,976.00
KORHONEN	MICHAEL	EBA	5,373.00	64,476.00
KOZICZKOWSKI	S R	JBA	4,663.00	55,956.00
KOZLOFF	ILIODOR H	HEB	4,494.00	53,923.00
LAKE	JOHN F	JBA	4,494.00	53,928.00
LANSBERY	JAMES	ARA	5,030.00	60,360.00
LAURENCE	DONALD R	JBA	5,776.00	69,312.00
LAYTON	DEAN R	CAA	4,331.00	51,972.00
LEONARD	JOHN W	CAA	4,331.00	51,972.00
LEWIS	CHARLES R	EBA	4,331.00	51,972.00
LEWIS	GARY L	HCE	5,018.00	60,216.00
LEWIS	KENNETH J	HCE	4,663.00	55,956.00
LEWIS	T MICHAEL	AWA	4,234.00	50,808.00
LITERA	TIMOTHY	HTA	5,776.00	69,312.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
LOCHMAN	ROBERT A	CAA	5,569.00	66,828.00
LONG	VERN L	JBA	4,386.00	52,632.00
LORRING	DAVID W	EBA	4,176.00	50,112.00
LOVEJOY	CHARLES E	JBA	4,494.00	53,928.00
LOW	JAMES E	BKB	4,494.00	53,923.00
LOWDEN	DANIEL W	JJB	4,176.00	50,112.00
LOWN	ROBIN F	AWA	4,494.00	53,923.00
LUCKING	JOHN H	EBA	5,303.00	63,636.00
MANN	RALPH E	EAA	4,663.00	55,956.00
MANUMIK	WILLIAM	JBA	4,494.00	53,928.00
MAPRANATHUKARAN	JOS D	AWA	5,303.00	63,636.00
MARRS	MICHAEL L	DQD	4,331.00	51,972.00
MARTIN	GARLAND W	CAA	4,494.00	53,928.00
MARTIN	THOMAS M	HTA	5,018.00	60,216.00
MAYBERRY	MICHAEL D	JBA	5,018.00	60,216.00
MAYER	JAMES F	AWA	5,147.00	61,764.00
MCCANN	JAMES M	JBA	5,206.00	62,472.00
MCCONNAUGHEY	JOHN T	ECF	5,373.00	64,476.00
MCCOY	CLOYD R	AWA	4,530.00	54,360.00
MCGHEE	JOHN L	EBA	4,331.00	51,972.00
MCGINNIS	LEON D	JBA	4,494.00	53,928.00
MEEK	DAVID	ECF	4,331.00	51,972.00
MERRILL	KENNETH H	KEB	5,018.00	60,216.00
MESSICK	M JAMES	EBA	4,782.00	57,384.00
METROKIN	MICHAEL E	JBA	5,030.00	60,360.00
MIKLOS	BARBARA J	AWA	4,628.00	55,536.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MILLER	CHARLES E	EBA	4,663.00	55,956.00
MILLS	RODNEY D	EBA	5,030.00	60,360.00
MOORE	FRANCIS S	DQD	4,176.00	50,112.00
MURPHY	JOHN R	AWA	4,234.00	50,808.00
MYERS	JOHN J	JBA	5,373.00	64,476.00
NAY	KIM E	KBC	4,331.00	51,972.00
NEAL	SYLVESTER	EBA	4,782.00	57,384.00
NICKEL	WILLIAM F	CAA	4,849.00	58,188.00
NORRIS	BRUCE D	KAA	4,331.00	51,972.00
NUTGRASS	JAMES R	EBA	5,373.00	64,476.00
NYGREN	LYLE E	CAA	5,018.00	60,216.00
PAINTER	EDWIN P	DQF	4,176.00	50,112.00
PARKER	LOWELL D	EBA	5,373.00	64,476.00
PAUL	ARTHUR C	EBA	4,494.00	53,928.00
PERRIN	KEITH T	JJB	4,494.00	53,928.00
PETERSON	WILLIAM D	EWG	4,331.00	51,972.00
POLLITT	GEORGE F	EBA	5,030.00	60,360.00
PORT	ROLLIE A	ECF	4,663.00	55,956.00
PRESHAW	JOHN T	JBA	4,837.00	58,044.00
PRESTON	CHARLES M	EBA	4,530.00	54,360.00
PUCAK	RODNEY R	EXA	4,176.00	50,112.00
RADISCH	MICHAEL S	EBA	4,494.00	53,928.00
RANKIN	CHRISTOPHE	CAA	4,494.00	53,928.00
REYNOLDS	STEPHEN E	DQD	4,530.00	54,360.00
RICHARDSON	DONALD R	JBA	5,206.00	62,472.00
RIETH	LEWIS E	DAA	5,206.00	62,472.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
RODGERS	CHARLES R	DQD	4,331.00	51,972.00
ROGERS	MORRIS T	EBA	4,530.00	54,360.00
ROSCOVIUS	MICHAEL D	DQA	4,331.00	51,972.00
ROTERMUND	DREW S	JBA	5,030.00	60,360.00
RUDDELL	TED L	JBA	5,030.00	60,360.00
RUSSELL	BUELL F	AUA	4,176.00	50,112.00
SAVAGE	DON G	ECF	4,494.00	53,928.00
SCHADLE	ALVAN G	DQD	4,837.00	58,044.00
SCHALK	ANDRIES C	EBA	4,694.00	56,328.00
SCHOBER	WAYNE E	ECF	4,663.00	55,956.00
SCHROEDER	REBECCA L	EBA	4,234.00	50,808.00
SCHUANTES	THOMAS L	CAA	4,849.00	58,188.00
SEDOR	DONALD F	JBA	4,494.00	53,928.00
SEIBEL	CONRAD G	AWA	4,386.00	52,632.00
SHORT	FLOYD W	CYB	4,494.00	53,928.00
SHOVER	ROBERT J	JBA	5,373.00	64,476.00
SIDES	DANNY M	HEB	4,494.00	53,928.00
SIMPSON	KENNETH Y	EBA	4,694.00	56,328.00
SMITH	GERALD B	EBA	4,494.00	53,928.00
SMITH	JESSE G	HJI	5,018.00	60,216.00
SMITH	STEPHEN E	KAA	5,206.00	62,472.00
SMITHSON	CRAIG J	CAA	4,663.00	55,956.00
SORDEN	RONALD E	JBA	5,776.00	69,312.00
STARR	FRANKIE W	EBA	4,663.00	55,956.00
STEARNS	THOMAS T	EBA	4,694.00	56,328.00
STEELE	VERNON L	ECF	4,494.00	53,928.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
STEWART	MARK A	EBA	4,494.00	53,928.00
STOCKARD	CHRISTOPHE	JDA	4,837.00	58,044.00
STOGSDILL	JAMES A	DQD	4,663.00	55,956.00
SUMEY	THOMAS A	DQD	4,837.00	58,044.00
SUNDBERG	ROBERT J	AMA	6,135.00	73,620.00
SWACKHAMMER	CLAUDE E	DQD	5,373.00	64,476.00
SWANSON	CARL W	JDA	4,837.00	58,044.00
TANDESKE	WILLIAM L	ECE	4,331.00	51,972.00
TANNER	WARREN M	CKC	4,494.00	53,928.00
TAYLOR	JOHN A	DSA	4,176.00	50,112.00
TETZLAFF	DONALD H	EBA	5,569.00	66,828.00
THOMAS	LOREN D	EBA	4,663.00	55,956.00
THOMPSON	ALMIN G	DQD	4,849.00	58,188.00
THORSRUD	DAMON C	HED	4,331.00	51,972.00
TROUTMAN	MARK A	ECE	4,176.00	50,112.00
TURNER	JOSEPH L	AMA	5,030.00	60,360.00
VADEN	JAMES D	AMA	6,135.00	73,620.00
VALENTINE	WILLIAM G	AMA	4,176.00	50,112.00
VANDERPOOL	ROY L	DMA	4,663.00	55,956.00
WADMAN	JEFFREY A	HAA	4,331.00	51,972.00
WEATHERLY	DANIEL	CYB	4,331.00	51,972.00
WEITH	WILLIAM F	HYC	5,206.00	62,472.00
WILCOX	THURMAN E	EQB	4,837.00	58,044.00
WILSON	DONALD L	KEA	4,663.00	55,956.00
WINN	CLARENCE J	CAA	4,849.00	58,188.00
WODRICH	LOUIS A	EBA	4,331.00	51,972.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 12 -- PUBLIC SAFETY

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
YAKOPATZ	JAY V	EBA	4,694.00	56,328.00
YATES	ROBERT W	HTA	5,018.00	60,216.00
YOUNG	JACK L	EBA	4,386.00	52,632.00
YOUNG	ROLLIN I	KAA	5,402.00	64,824.00
YOUNGREN	CURTIS D	CKC	5,402.00	64,824.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 16 -- HIGHWAYS WORKING CAPITAL

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MATTHEWS	STEVEN J	JBA	4,530.00	54,360.00
PALM	LEWIS V	EAA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 18 -- ENVIRONMENTAL CONSERVATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BAYLISS	RANDOLPH B	AWA	5,030.00	60,360.00
BRITT	RICHARD	AWA	4,441.00	53,292.00
CAPITO	GREGORY P	AWA	4,234.00	50,808.00
CLADOUHOS	JOSEPH W	AWA	5,129.00	61,548.00
DIETRICK	LARRY V	JBA	4,234.00	50,808.00
FLINN	RONALD	AWA	4,234.00	50,808.00
FRANKLET	GEORGE A	AWA	4,299.00	51,588.00
GORE	BERTON A	ECF	4,234.00	50,808.00
HAYDEN	GARY L	AWA	5,129.00	61,548.00
HENKINS	DEENA J	AWA	4,849.00	58,188.00
HUNGERFORD	STANLEY W	AWA	4,694.00	56,328.00
KELTON	KEITH A	AWA	5,498.00	65,976.00
LAMOREAUX	BILL H	EBA	4,234.00	50,808.00
LOWERY	DOUGLAS L	JBA	5,776.00	69,312.00
MARTIN	ROBERT B	EBA	4,961.00	59,532.00
MAWSON	SIMON J	HTA	4,441.00	53,292.00
MCGEE	WILLIAM D	JBA	4,694.00	56,328.00
MORGAN	WILLIAM D	JBA	4,849.00	58,188.00
NEVE	RICHARD A	AWA	6,135.00	73,620.00
NOAH	JOHN C	AWA	5,498.00	65,976.00
PEARSON	CLARK A	EAA	4,441.00	53,292.00
PUBLICOVER	WILLIAM A	AWA	5,498.00	65,976.00
STOKES	RICHARD A	AWA	4,386.00	52,632.00
TRIBLE	THOMAS C	AWB	5,030.00	60,360.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 20 --

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BROWN	KENNETH E	JBA	5,705.00	68,460.00
CAIN	JAMES D	DKA	4,268.00	51,216.00
CAROTHERS	DANIEL N	DKA	4,530.00	54,360.00
CAULKINS	VERNON D	EBA	4,530.00	54,360.00
COREY	THEODORE M	EBA	5,303.00	63,636.00
ENDELL	ROGER V	AWA	6,135.00	73,620.00
FRANK	GAIL FN	JBA	4,234.00	50,808.00
GAMMILL	FLOYD P	AWA	4,961.00	59,532.00
HUMPHREY-BARNET	SUSAN B	EBA	4,961.00	59,532.00
KORENEK	STEPHEN D	HTA	4,605.00	55,260.00
LADWIG	WILLIAM W	AWA	5,498.00	65,976.00
MASINGILL	ARTIS C	JBA	4,386.00	52,632.00
MOODY	RUSSELL	DQA	5,030.00	60,360.00
MOSES	CHARLES G	EBA	4,694.00	56,328.00
NELSON	CYNTHIA S	AWA	4,321.00	51,852.00
PENNY	BARTON W	EBA	4,234.00	50,808.00
REECE	LEWIS H	JBA	4,936.00	59,232.00
SCHMIDT	ARTHUR D	EBA	5,303.00	63,636.00
SPINDE	ROBERT	EBA	4,441.00	53,292.00
STELL	J KEITH	AWA	4,530.00	54,360.00
TRIVETTE	SAMUEL H	AWA	4,651.00	55,812.00
WILLIAMS	VICKI R	EBA	4,961.00	59,532.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 21 -- COMMUNITY ND REGIONAL AFFAIRS

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BLACK	MICHAEL L	DAA	4,441.00	53,292.00
BOSTON	CLARK D	EBA	5,303.00	63,636.00
BREAN	ROBERT L	EBA	4,170.00	50,040.00
BREMER	JANICE S	EBA	4,234.00	50,808.00
CALDAROLA	JAMES P	EBA	4,386.00	52,632.00
GRIFFIN	DOUGLAS B	AMA	4,170.00	50,040.00
HENDERSON	REMOND	AMA	5,303.00	63,636.00
LARE	MS	EBA	4,386.00	52,632.00
LONGLEY	GARY T	HTA	4,605.00	55,260.00
MILLER	REBECHA D	JBA	4,299.00	51,588.00
NOTTI	EMIL R	AMA	6,135.00	73,620.00
PERDUE	KAREN R	AMA	5,303.00	63,636.00
ROHAN	IRENE S	EBA	4,170.00	50,040.00
RUTHERFORD	MARTY K	EBA	4,961.00	59,532.00
SMITH	DONALD D	HTA	4,234.00	50,808.00
SMITH	JEFF S	AMA	5,303.00	63,636.00
WAITS	IKE D	EBA	4,694.00	56,328.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ADAMS	JAMES I	HTA	5,103.00	61,236.00
ALLINGTON	ROGER W	AWA	4,441.00	53,292.00
ANDERSON	RODNEY D	JBA	4,694.00	56,328.00
ARNS	JOSEPH O	AWA	4,551.00	54,612.00
ASBURY	WALDO H	EBA	4,234.00	50,808.00
BANDON	NEAL R	EBA	4,386.00	52,632.00
BARRETT	FREDERICK	JBA	4,849.00	58,188.00
BARTNESS	OLAF L	AWA	4,530.00	54,360.00
BAUMGARTNER	WILLIAM L	AWA	5,569.00	66,828.00
BECK	ROBERT P	AWA	5,373.00	64,476.00
BELLVILLE	MAURICE G	JBA	4,758.00	57,096.00
BENJAMIN	DONALD W	JBA	4,694.00	56,328.00
BENTLEY	JAMES E	AWA	5,030.00	60,360.00
BERGDOLL	BARRY L	AWA	5,198.00	62,376.00
BILLINGS	JOHN W	HYC	4,694.00	56,328.00
BIRCH	CHRISTOPHE	JBA	5,103.00	61,236.00
BLACK	EUGENE H	AWA	5,910.00	70,920.00
BLACKBURN	WILLIAM E	AWA	4,936.00	59,232.00
BOCKMAN	FREDRIK M	HTA	5,103.00	61,236.00
BOUTET	PIERRE J	HTA	4,299.00	51,588.00
BOWEN	GERALD D	JBA	4,694.00	56,328.00
BOYER	DAVID E	JBA	4,758.00	57,096.00
BRAATEN	HAROLD O	EBF	4,234.00	50,808.00
BRADFORD	STEVEN O	AWA	4,386.00	52,632.00
BRAWNER	ALOYSIUS B	JBC	4,299.00	51,588.00
BRIGGS	RICHARD A	EBA	4,849.00	58,188.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BUECHLER	FRIEDRICH	JBA	5,983.00	71,796.00
BULLER	LAVERNE D	EBA	4,386.00	52,632.00
BURKHOLDER	JOHN J	EBA	4,694.00	56,328.00
BURTON	SHERMAN D	AWA	5,373.00	64,476.00
CALLAHAN	JOHN D	JBA	4,299.00	51,588.00
CAMERON	HAROLD A	JBA	5,983.00	71,796.00
CAMERON	WILLIAM B	AWA	4,234.00	50,808.00
CAMP	JOE D	AWA	6,135.00	73,620.00
CANDEY	DONALD M	EBA	4,694.00	56,328.00
CARLSON	LAURENCE A	AWA	4,694.00	56,328.00
CHANDLER	JEFFREY S	HTA	4,758.00	57,096.00
CHOUINARD	ROBERT G	JBA	5,030.00	60,360.00
COATNEY	RICHARD A	EBA	4,386.00	52,632.00
COLLAIS	HENRY A	AWA	4,234.00	50,808.00
CONNOR	BILLY G	JBC	4,758.00	57,096.00
CONRAD	DONALD R	JBA	4,386.00	52,632.00
COOK	MORTON J	AWA	6,132.00	73,584.00
COTHERN	JOHN L	HTA	4,849.00	58,188.00
COWEE	DAVID W	JBA	5,983.00	71,796.00
COULES	PAUL E	AWA	4,530.00	54,360.00
COXEY	LARRY L	EAA	4,441.00	53,292.00
COYLE	CHARLES M	HTA	5,569.00	66,828.00
CRAIG	GENE D	AWA	4,605.00	55,260.00
CRONK	JAMES J	HTA	4,936.00	59,232.00
DAHLE	CLYDE M	EBA	4,299.00	51,588.00
DAVENA	RONALD S	HTA	6,646.00	79,752.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
DAVIS	BENJAMIN H	AWA	4,441.00	53,292.00
DAVIS	HARVEY W	JBA	5,030.00	60,360.00
DAVIS	SHIRLEY S	EBA	4,694.00	56,328.00
DEVOE	DAVID H	JBA	4,299.00	51,588.00
DIECKMEYER	DONALD D	AWA	5,129.00	61,548.00
DIXON	MIM H	JBA	5,705.00	68,460.00
DONOHOE	JOHN A	AWA	4,936.00	59,232.00
DONNING	RICHARD E	EBA	5,373.00	64,476.00
DULLINGER	HARRY W	EBA	4,694.00	56,328.00
EBERHARDT	JAMES P	AWA	4,758.00	57,096.00
ECKARDT	RONALD G	JBA	5,103.00	61,236.00
ECKERT	CHARLES E	JBA	4,234.00	50,808.00
EDWARDS	JAMES B	EBA	4,386.00	52,632.00
EMERY	JOSEPHINE	AWA	4,961.00	59,532.00
ENGLE	ELIZABETH	JBA	5,103.00	61,236.00
ENTZEL	ORLEN R	JBA	5,373.00	64,476.00
ESCH	DAVID C	JBC	5,776.00	69,312.00
FARGO	MICHAEL T	EBA	4,386.00	52,632.00
FECHTER	CHARITY	JBA	4,386.00	52,632.00
FINNERTY	ROBERT W	JBA	5,030.00	60,360.00
FIORENZI	PETER J	JBA	4,530.00	54,360.00
FOX	DENIS J	JBA	4,441.00	53,292.00
FREEMAN	THOMAS W	AWA	5,030.00	60,360.00
FREITAG	BRUCE R	AWA	5,373.00	64,476.00
FREYMUELLER	CHARLES H	AWA	4,694.00	56,328.00
FRIEND	DONALD O	JBA	5,373.00	64,476.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
FROHNE	IVAN V	AMA	4,441.00	53,292.00
FROST	DONALD W	EBA	4,386.00	52,632.00
GARDNER	CONRAD H	EBA	5,030.00	60,360.00
GASPAREK	CHARLES J	AMA	4,605.00	55,260.00
GAVIN	MICHAEL D	JBA	4,441.00	53,292.00
GEHRING	KENNETH	AMA	4,849.00	58,188.00
GENTRY	CHARLES W	JBA	4,605.00	55,260.00
GEORGE	JEROME R	EBA	5,569.00	66,828.00
GILL	LARRY S	EBA	4,386.00	52,632.00
GILSON	RICHARD A	EAA	4,441.00	53,292.00
GLENZER	HUBERT	JBA	7,055.00	84,660.00
GOLDBACH	DOUGLASS R	AMA	5,198.00	62,376.00
GRANEK	MICHAEL E	JBA	4,386.00	52,632.00
GRIGGS	DEAN G	AMA	4,441.00	53,292.00
GRIGGS	MERVIN L	AMA	4,694.00	56,328.00
GUENTHER	FREDRIC L	JBA	5,030.00	60,360.00
GUEST	STEVE J	EAA	4,605.00	55,260.00
HAIGHT	GERALD R	EBA	4,386.00	52,632.00
HALSTED	DONALD E	AMA	5,983.00	71,796.00
HALVORSON	DERMIN E	AMA	4,234.00	50,808.00
HAMILTON	RICHARD A	AMA	5,198.00	62,376.00
HANNER	HERBERT R	JBA	5,030.00	60,360.00
HARNISCH	LYNN J	JBA	4,936.00	59,232.00
HAUGEN	DAVID W	EBA	6,135.00	73,620.00
HEAD	RALPH W	EBA	4,386.00	52,632.00
HEAD	ROGER D	EBA	5,198.00	62,376.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
HEBARD	KIRK L	JBA	4,299.00	51,588.00
HEINRICH	TOMMY G	EBA	5,030.00	60,360.00
HELGESON	LANNY M	JBA	4,234.00	50,808.00
HENRY	JOHN W	AWA	5,198.00	62,376.00
HICKEY	MARK S	AWA	4,782.00	57,384.00
HIRSCH	VERN V	AWA	4,605.00	55,260.00
HOFFMANN	FRANK H	EBA	5,569.00	66,828.00
HORN	CLARENCE D	AWA	4,386.00	52,632.00
HORN	JOHN D	JBA	6,572.00	78,864.00
HORSFALL	WILLIAM	EBF	4,231.00	50,208.00
HUGHES	ANDREW N	AWA	4,849.00	53,188.00
HYNES	JOHN T	EBF	4,530.00	54,360.00
JANES	ROBERT W	AWA	4,694.00	56,328.00
JENSEN	JOHN L	ECF	4,234.00	50,808.00
JOHNSON	DANNY L	JBA	5,030.00	60,360.00
JOHNSON	ERIC G	EBA	4,441.00	53,292.00
JOHNSON	J K GINGER	AWA	4,782.00	57,384.00
JOHNSON	RICHARD H	JBA	5,030.00	60,360.00
JOHNSON	TED D	JBA	4,849.00	58,188.00
JONES	BILLY P	AWA	4,386.00	52,632.00
JORDAN	JOHN	AWA	5,030.00	60,360.00
KAILING	STEPHEN H	JBC	4,441.00	53,292.00
KARELLA	CHARLES D	AWA	4,936.00	59,232.00
KARP	CHRIS E	WTA	5,030.00	60,360.00
KEITH	DARRELL D	EBA	4,321.00	51,852.00
KELLER	HARRY D	AWA	6,202.00	74,424.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
KETNER	DONALD M	EBA	4,441.00	53,292.00
KING	PAUL W	AWA	4,234.00	50,808.00
KNAPP	RICHARD J	AWA	6,135.00	73,620.00
KOESTER	WILLIAM F	EBA	5,030.00	60,360.00
LAMBERT	JACK E	JBA	4,386.00	52,632.00
LANE	JAMES M	HTA	6,424.00	77,088.00
LARSON	ROBERT W	EAA	5,569.00	66,828.00
LARUE	ROBERT K	EAA	5,569.00	66,828.00
LENTZ	MILTON H	AWA	4,530.00	54,360.00
LEONARD	LEROY E	JBC	5,373.00	64,476.00
LESLIE	KENNETH A	JBA	4,605.00	55,260.00
LEVASSEUR	GEORGE A	EAA	4,386.00	52,632.00
LEVINE	RICHARD A	JBA	4,936.00	59,232.00
LIND	RONALD B	AWA	6,135.00	73,620.00
LINTHWAITE	MARSHALL A	AWA	5,030.00	60,360.00
LIPSON	ELLIOT I	AWA	4,299.00	51,588.00
LIVINGSTON	HAROLD R	JBA	5,030.00	60,360.00
LLOYD	CHARLES J	EBA	4,386.00	52,632.00
LOWNEY	KENNETH C	EBA	5,103.00	61,236.00
LUCAS	LARRY F	EBA	4,386.00	52,632.00
LUTCHANSKY	LEO	AWA	4,530.00	54,360.00
LYONS	MONTE L	EBA	4,386.00	52,632.00
MALICK	DANIEL F	AWA	5,498.00	65,976.00
MANCUSO	JOHN P	JBA	4,299.00	51,588.00
MARTIN	JOHN D	JBA	5,373.00	64,476.00
MATHESON	JANET M	JBA	4,441.00	53,292.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MC MULLEN	WILLIAM B	JBA	6,349.00	76,188.00
MCCALEB	DAVID L	JBA	6,424.00	77,088.00
MCCALLON	GARY P	ANA	4,694.00	56,328.00
MCCURRY	GEORGE C	ANA	5,030.00	60,360.00
MCDONALD	ALLAN H	MLA	4,694.00	56,328.00
MCHATTIE	ROBERT L	JBC	4,694.00	56,328.00
MCKINNON	HENRY L	EBA	4,321.00	51,852.00
MCLEOD	SHARON E	JBA	4,530.00	54,360.00
MEKETA	RAYMOND T	ANA	4,605.00	55,260.00
MERRILL	JAMES H	ANB	4,299.00	51,588.00
MERRILL	JOSEPH S	EBA	5,303.00	63,636.00
MERRILL	NICHOLAS T	JBA	4,299.00	51,588.00
MICHOU	LAWRENCE W	EDF	5,030.00	60,360.00
MIELKE	KARL F	ANA	5,198.00	62,376.00
MILLAR	MICHAEL W	ANA	5,030.00	60,360.00
MILLER	C DALE	ANA	4,694.00	56,328.00
MILLER	JOHN A	JBA	5,373.00	64,476.00
MILLER	RAY D	ANA	5,030.00	60,360.00
MILLER	RONALD E	JBC	4,758.00	57,096.00
MILLER	STANLEY	ANA	4,234.00	50,808.00
MISTEREK	PAUL W	JBA	5,776.00	69,312.00
MOESER	HAROLD R	ANA	5,129.00	61,548.00
MOODY	JAMES E	EBA	5,650.00	67,800.00
MORBERG	KEITH R	EBA	5,569.00	66,828.00
MORFIELD	DONALD D	EBA	5,198.00	62,376.00
MORRISON	JEFFREY J	ANA	5,303.00	63,636.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
MORRON	JACK R	EAA	6,804.00	81,648.00
MOTLEY	GARY W	EBA	4,694.00	56,328.00
MULCAHY	CLEMENT P	EAA	4,758.00	57,096.00
MUNSON	ROBERT J	JBA	4,605.00	55,260.00
MURPHY	BERNARD M	EAA	5,236.00	62,832.00
MURPHY	JEROME A	AWA	4,299.00	51,588.00
NARUSCH	FRANK P	EBA	4,849.00	58,188.00
NEIDHOLD	ALLAN J	JBA	4,299.00	51,588.00
NICKERSON	MARTINUS H	AWA	4,758.00	57,096.00
NOONAN	HEINZ W	EBE	4,299.00	51,588.00
NUSBAUM	MARTIN J	AWA	5,129.00	61,548.00
OLDFORD	WALTER E M	EBE	4,849.00	58,188.00
OLIGNEY	ROBERT E	JBA	5,983.00	71,796.00
OLMSTEAD	RONALD E	JBA	4,349.00	52,188.00
OLSON	JOHN B	EBA	5,303.00	63,636.00
PATTERSON	JOHN H	JBA	5,983.00	71,796.00
PAVEY	DANNY R	EBA	4,386.00	52,632.00
PAVISH	STEPHEN L	EBA	4,234.00	50,808.00
PETERSON	DEVERL	EBA	4,605.00	55,260.00
PIEROG	JOHN A	EBA	5,198.00	62,376.00
PIISPANEN	NORMAN C	JBA	4,299.00	51,588.00
PIRIE	JAMES R	JBA	4,234.00	50,808.00
PIVAR	JOHN J	AWA	4,386.00	52,632.00
PLATZKE	RODNEY R	JBA	5,983.00	71,796.00
PRUSAK	PAUL C	JBA	4,758.00	57,096.00
QUIROZ	RICARDO T	EBA	4,299.00	51,588.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
RAFSON	GERALD J	JBA	4,849.00	58,188.00
RASMUSSEN	JAMES D	EAA	4,694.00	56,328.00
RASMUSSEN	LOREN L	AWA	5,373.00	64,476.00
REDICK	ROWE D	EBA	6,132.00	73,584.00
REZEK	JOHN F	JBC	4,299.00	51,588.00
RHODE	JAMES J	EBA	5,776.00	69,312.00
ROACH	JERRY S	EBA	4,605.00	55,260.00
ROMERSBERGER	JAMES M	JBA	4,299.00	51,588.00
RONKEN	DONOVAN S	JBA	5,030.00	60,360.00
ROSS	DOYLE W	EBA	5,776.00	69,312.00
ROYAL	RICHARD W	JBA	4,386.00	52,632.00
RUFF	DOYLE C	JBA	5,129.00	61,548.00
RUSSO	GUY A	EBF	5,498.00	65,976.00
SABA	JOHN H	AWA	4,694.00	56,328.00
SAUNDERS	JAMES E	EBA	5,198.00	62,376.00
SAUNDERS	EDWIN C	AWA	4,936.00	59,232.00
SAYLOR	HAROLD	JBA	4,530.00	54,360.00
SCHAFER	MARTIN E	AWA	4,386.00	52,632.00
SCRIBNER	JONATHAN W	AWA	6,365.00	76,380.00
SEARLES	HARRY A	EAA	4,234.00	50,808.00
SEVERSON	GORDON J	EBA	4,386.00	52,632.00
SIMPSON	JOHN J	AWA	6,132.00	73,584.00
SISK	STEPHEN	JBA	6,646.00	79,752.00
SLATER	WILLARD H	EBA	5,198.00	62,376.00
SMITH	KENNETH D	EBA	4,386.00	52,632.00
SPELL	WILLIAM R	EBA	5,303.00	63,636.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SNYDER	ROBERT L	AWA	4,530.00	54,360.00
SODEN	LAURENCE L	JBA	6,208.00	74,496.00
SPARKS	WARREN S	AWA	6,135.00	73,620.00
SPRINGER	HEINRICH K	HTA	7,870.00	94,440.00
STASO	MICHAEL	AWA	5,129.00	61,548.00
STETSON	HERBERT A	AWA	5,198.00	62,376.00
STROHMAIER	DIETRICH	JBA	4,849.00	58,188.00
STUHR	R JAMES	JBA	4,386.00	52,632.00
SWARTHOUT	RALPH D	JBA	4,386.00	52,632.00
SWEET	LARRY R	JBC	6,208.00	74,496.00
SWIFT	JUSTIN D	JBA	6,135.00	73,620.00
TALCOTT	REX W	EBA	4,605.00	55,260.00
TANNER	RONALD W	JBA	5,030.00	60,360.00
TESSIER	JACK	EBA	4,386.00	52,632.00
THAYER	ROGER A	AWA	5,129.00	61,548.00
THOMAS	GENE L	HCF	4,849.00	58,188.00
TILMAN	CLYDE D	JBA	4,299.00	51,588.00
TINKER	MICHAEL L	JBA	5,030.00	60,360.00
TOLLEY	JOHN S	EBA	4,530.00	54,360.00
TOOLEY	MICHAEL R	EBA	4,694.00	56,328.00
TORNELL	ARNOLD C	JBA	5,030.00	60,360.00
TYNDALL	GARY C	AWA	4,605.00	55,260.00
TYSON	ROBERT G	EBA	5,198.00	62,376.00
URBACH	DANIEL D	JBA	5,776.00	69,312.00
VAN ZANTEN	JOHN J	AWA	4,234.00	50,808.00
VENUSTI	CAROLINE C	JBA	4,321.00	51,852.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 25 -- TRANSPORTATION

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
VENUSTI	ROBERT R	JDA	6,646.00	79,752.00
VINCENT	GEORGE I	JDA	4,441.00	53,292.00
WADE	BROOKS H	EBA	4,694.00	56,328.00
WAHL	JOHN G	EBA	4,234.00	50,808.00
WALDRON	DAVID L	AWA	5,303.00	63,636.00
WARD	DAVID C	AWA	5,030.00	60,360.00
WATKINS	JERRY E	EBA	4,605.00	55,260.00
WEED	JAMES R	JDA	4,299.00	51,588.00
WEED	THOMAS F	AWB	4,299.00	51,588.00
WEGENER	LOUIS C	JDA	4,605.00	55,260.00
WELLS	STEPHEN F	EBA	4,530.00	54,360.00
WHITEHEAD	JACK G	JDA	5,470.00	65,640.00
WHITTON	ROBERT D	ACA	4,386.00	52,632.00
WIDDIS	JONATHAN A	JDA	4,849.00	58,188.00
WILLIAMS	HUGH N	AWA	5,373.00	64,476.00
WILLIAMS	WALLACE K	AWA	6,208.00	74,496.00
WILSON	ROBERT H	EBA	4,605.00	55,260.00
WITHEY	JOHN R	EBA	4,386.00	52,632.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 30 -- OMBUDSMAN

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ARONSON	BRUCE C	AWA	4,227.00	50,724.00
CHENOWETH	JOHN B	AWA	6,135.00	73,620.00
FOWLER	DUNCAN	AWA	5,303.00	63,636.00
GOTTEHRER	SHEILA K	JBA	6,604.00	79,248.00
WALTON	ROBERT G	EBA	4,782.00	57,334.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 31 -- LEGISLATIVE AFFAIRS

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BANNISTER	THERESA L	ANA	4,170.00	50,040.00
BERRIER	BILLY G	ANA	6,132.00	73,584.00
BRADLEY	RICHARD A	ANA	5,922.00	71,064.00
CALHOON	PAMELA A	ANA	4,170.00	50,040.00
CHARNEY	MYRTON R	ANA	6,135.00	73,620.00
COOK	TAMARA B	ANA	5,129.00	61,548.00
CRAMER	TERESA B	ANA	4,464.00	53,568.00
DIERDORFF	DAVID R	ANA	5,129.00	61,548.00
DZINICH	KURT S	ANA	4,982.00	59,784.00
EDWARDS	GEORGE W	ANA	4,464.00	53,568.00
FISHER	DONALD P	ANA	5,303.00	63,636.00
FORD	MICHAEL E	ANA	4,170.00	50,040.00
FRASCA	CHERYL L	ANA	4,170.00	50,040.00
HALEY	SHARMAN	ANA	4,170.00	50,040.00
HEIN	EDWARD H	ANA	4,623.00	55,536.00
JEANS	BRAXTON	ANA	5,540.00	66,480.00
KADON	CHARITY B	EDA	5,910.00	70,920.00
KINLINGER	ROSEMARY	ANA	4,170.00	50,040.00
KLEPPEN	DENNIS T	ANA	4,464.00	53,568.00
LAUTERBACH	THERESA M	ANA	4,961.00	59,532.00
LEVY	KEITH B	ANA	4,782.00	57,384.00
MCGREGOR	MALCOLM R	ANA	4,170.00	50,040.00
NOEH	RANDALL J	ANA	4,170.00	50,040.00
PEKOVICH	SAM	ANA	5,363.00	64,356.00
PHELPS-MUNSON	NEIL	ANA	4,170.00	50,040.00
REGAN	DICKERSON	ANA	4,782.00	57,384.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 31 -- LEGISLATIVE AFFAIRS

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SCOTT	MICHAEL J	KAA	4,170.00	50,040.00
TEAL	DAVID E	AWA	4,961.00	59,532.00
WILD	LINDA C	AWA	4,170.00	50,040.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 32 -- LEGISLATIVE FINANCE

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BERG	MARLA S	ANA	4,170.00	50,040.00
BERGSTROM	THOMAS L	ANA	4,321.00	51,852.00
EARNEST	MARK P	DKA	4,170.00	50,040.00
GIFFORD	MAXWELL H	EBA	4,464.00	53,568.00
GREANY	MICHAEL J	ANA	5,498.00	65,976.00
SCHILZ	GERALD D	ANA	4,170.00	50,040.00
SCHROEDER	ROBERT	ANA	5,147.00	61,764.00
STALEY	DALE E	ANA	4,170.00	50,040.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 33 -- LEGISLATIVE AUDIT

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
BUSCH	ROBERT K	ANA	4,961.00	59,532.00
JENSON	MERLE R	ANA	5,703.00	68,496.00
LA VINE	ROGER A	ANA	4,628.00	55,536.00
LEAMER	PATRICK E	ANA	4,196.00	50,352.00
MURPHY	JUDY E	ANA	4,628.00	55,536.00
RICCIO	DAVID W	ANA	4,464.00	53,568.00
WELKER	RANDY S	EBA	4,321.00	51,852.00
WILKERSON	GERALD L	ANA	6,132.00	73,584.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $59,000 AND OVER

DEPARTMENT 41 -- COURT SYSTEM

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
ANDERSON	GLEN C	EBA	5,303.00	63,636.00
ANDREWS	ELAINE M	EBA	5,303.00	63,636.00
ASPER	LINN H	AWA	5,303.00	63,636.00
BARRIER	RICHARD	EBA	6,349.00	76,188.00
BAUERMEISTER	DON C	EBA	4,628.00	55,536.00
BLAIR	JAMES R	JBA	6,994.00	83,928.00
BOSSHARD	JOHN	EAA	7,209.00	86,508.00
BREMSON	FRANCIS L	EBA	6,125.00	73,500.00
BROWN	ANDREW M	EBA	4,961.00	59,532.00
BRYNER	ALEXANDER	EBA	6,349.00	76,188.00
BUCKALEW	SEABORN J	EBA	6,135.00	73,620.00
BURKE	EDMOND W	EBA	6,804.00	81,648.00
CARLISLE	KRISTEN	ACA	4,623.00	55,536.00
CARLSON	VICTOR	EBA	6,135.00	73,620.00
CARPENETI	WALTER L	AWA	6,135.00	73,620.00
COATS	ROBERT G	EBA	6,349.00	76,188.00
COLE	STEPHANIE	EBA	5,910.00	70,920.00
COMPTON	ALLEN T	EBA	6,804.00	81,648.00
CONNELLY	HUGH H	JBA	6,045.00	72,540.00
COOKE	CHRISTOPHE	DKA	7,209.00	86,508.00
CRANSTON	CHARLES K	DQA	6,564.00	78,768.00
CRASKE	DUANE K	ADA	6,350.00	76,200.00
CROWE	PAUL	EBA	4,321.00	51,852.00
CRUTCHFIELD	HERSHEL	JBA	6,045.00	72,540.00
CRY	ARDIS J	EBA	4,170.00	50,040.00
CUTLER	BEVERLY W	ECF	6,350.00	76,200.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 41 -- COURT SYSTEM

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
DAVIS	CAROL C	JBA	4,464.00	53,568.00
DELAPLAIN	RICHARD W	EBA	5,303.00	63,636.00
DUBIE	GERALD	EBA	4,628.00	55,536.00
FARR	JAMES A	KAA	4,583.00	54,996.00
FINN	NATALIE K	EBA	5,303.00	63,636.00
FISHER	ROBERT G	EBA	4,464.00	53,568.00
FORSYTHE	KARLA L	EBA	4,961.00	59,532.00
FULD	WILLIAM H	EBA	5,303.00	63,636.00
GIBSON	CHARLES M	JBA	5,705.00	68,460.00
GONZALEZ	RENE J	EBA	6,135.00	73,620.00
GOODFELLOW	GOLDEEN	EBA	4,464.00	53,568.00
GRAVES	CARY R	HTA	4,583.00	54,996.00
GREEN	STEVEN K	ECF	4,209.00	50,508.00
GUCKER	GEORGE L	ACA	5,303.00	63,636.00
HALL	MICHAEL D	EBA	4,782.00	57,384.00
HANSON	JAMES A	DQA	6,564.00	78,768.00
HARRINGTON	KATHLEEN M	EBA	4,464.00	53,568.00
HESSIN	JOHN C	JBA	4,782.00	57,384.00
HITCHCOCK	WILLIAM D	EBA	5,303.00	63,636.00
HODGES	JAY	JBA	6,994.00	83,928.00
HORNADAY	JAMES C	CYB	5,674.00	68,088.00
HUNT	KAREN L	EBA	6,135.00	73,620.00
JACKSON	KARROLD D	EBA	4,170.00	50,040.00
JEFFERY	MICHAEL I	MEA	7,209.00	86,508.00
JOHNSON	BRIAN H	EBA	4,321.00	51,852.00
JOHNSTONE	KARL S	EBA	6,135.00	73,620.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 41 -- COURT SYSTEM

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
JONES	PAUL B	KAA	7,209.00	86,508.00
KAUVAR	JANE F	JBA	6,044.00	72,528.00
KEENE	HENRY C	AKB	6,350.00	76,200.00
LAMPEN	DAVID A	EBA	4,782.00	57,384.00
MADSEN	ROY H	CAA	6,779.00	81,348.00
MASON	JOHN DAVID	EBA	5,303.00	63,636.00
MATTHEWS	WARREN M	EBA	6,804.00	81,648.00
MAZUREK	SONIA	JBA	4,628.00	55,536.00
MCBRIDE	BRIGITTE S	DQA	4,825.00	57,900.00
MCBURNEY	LUCINDA J	EBA	4,628.00	55,536.00
MCMAHON	CRAIG R	DKA	4,461.00	53,532.00
MILLER	SUSAN C	EBA	5,303.00	63,636.00
MOODY	RALPH E	EBA	6,135.00	73,620.00
MOORE	DANIEL A	EBA	6,804.00	81,648.00
NELSON	DENNIS L	CAA	4,651.00	55,812.00
PEGUES	RODGER W	AHA	6,135.00	73,620.00
RABINOWITZ	JAY A	JBA	7,757.00	93,084.00
RIPLEY	J JUSTIN	EBA	6,135.00	73,620.00
ROWLAND	MARK C	EBA	6,135.00	73,620.00
RUZICKA	AIMEE T	EBA	4,321.00	51,852.00
SCHULZ	THOMAS E	ACA	6,135.00	73,620.00
SERDAHELY	DOUGLAS J	EBA	6,135.00	73,620.00
SHORTELL	BRIAN C	EBA	6,135.00	73,620.00
SIANGCO	RICHARD N	AHA	4,321.00	51,852.00
SINGLETON	JAMES K	EBA	6,349.00	76,188.00
SLATER	EARL L	JBA	4,782.00	57,384.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

DEPARTMENT 41 -- COURT SYSTEM

NAME		LOCATION	MONTHLY SALARY	PROJECTED ANNUAL SALARY
SMITH	FREDERICK	JBA	4,628.00	55,536.00
SNOWDEN	ARTHUR H	EBA	6,637.00	79,644.00
SOUTER	MILTON M	EBA	6,135.00	73,620.00
SPRECKER	SHELDON S	HCE	4,405.00	52,860.00
STECHMAN	JOHN M	EBA	4,321.00	51,852.00
STEMP	DONALD R	EBA	5,303.00	63,636.00
SZAL	ALBERT H	EBA	5,303.00	63,636.00
TAYLOR	WARREN W	JBA	6,994.00	83,928.00
TUNLEY	CHARLES R	HTA	7,209.00	86,508.00
VANHOOMISSEN	GERALD	JBA	6,994.00	83,928.00
WARNER	JAY	EBA	4,353.00	52,236.00
WIELKOPOLSKI	RONALD M	EBA	4,321.00	51,852.00
WILLIAMS	ROY V	EBA	4,321.00	51,852.00
WINDAHL	ETHAN L	EBA	4,321.00	51,852.00
WOLFE	WAYNE W	JBA	4,628.00	55,536.00

SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER

TOTAL SALARIED EMPLOYEES WITH PROJECTED ANNUAL EARNINGS OF $50,000 AND OVER = 1,531

TODAY IS: 01/25/85
538-18-8102 SHEFFIELD WILLIAM J
LOC AWA 1RES: 716 CALHOUN AVE
PCN 01001X 2MAIL NBA BOX 100600 #34-12038
CLAS X001 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F

TODAY IS: 01/25/85
266-04-8271 DAVIS HARRY L
LOC JBA 1RES: 3154 RIVERVIEW DR
PCN 031003 2MAIL 604 BARNETTE RM 247
CLAS 7146 RATE 7074.00 T
PAY TYPE M RNG-STEP 25K
STATUS PX SCHEDULE EN

TODAY IS: 01/25/85
552-52-0073 GOULD JAMES V M
LOC HTA 1RES: BOX 160
PCN 031005 2MAIL BOX 160
CLAS 7146 RATE 7870.00 TA
PAY TYPE M RNG-STEP 25F
STATUS PX SCHEDULE HN

TODAY IS: 01/25/85
301-36-1101 MERRINER CHARLES M
LOC DAA 1RES: BOX 3070
PCN 031191 2MAIL % BEHRENDS BK BOX 136
CLAS 7146 RATE 8169.00 T
PAY TYPE M RNG-STEP 25L
STATUS PX SCHEDULE FN

TODAY IS: 01/25/85
526-66-1212 ROMESBURG KERRY D
LOC AWA 1RES: POUCH F
PCN 2MAIL ASE FDCR 127 S FRANKLIN-74
CLAS X099 RATE 6834.00 T
PAY TYPE X RNG-STEP 28K
STATUS SCHEDULE AN

TODAY IS: 01/25/85

214-26-1578 FRASER ROBERT M
LOC AWA 1RES: 1117 W 12TH AVE
PCN 061001 2MAIL NBA 5TH AVE BOX 6127#023963
CLAS 5268 RATE 7339.00 TA
PAY TYPE M RNG-STEP 29L
STATUS PX SCHEDULE AN

[redacted]

TODAY IS: 01/25/85

396-12-9764 GLENZER JR HUBERT M
LOC JBA 1RES: 2301 PEGER RD
PCN 255634 2MAIL 407 STEESE HY AUSAFCU#6988
CLAS 1951 RATE 7055.00 TA
PAY TYPE M RNG-STEP 28E
STATUS PX SCHEDULE EN

TODAY IS: 01/25/85

539-36-2741 MORROW JACK R M
LOC EAA 1RES: BOX 507
PCN 259701 2MAIL BOX 507
CLAS 1901 RATE 6804.00 TA
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE IN

TODAY IS: 01/25/85

180-34-0316 SPRINGER HEINRICH K MA
LOC HTA 1RES: BOX 352
PCN 258701 2MAIL BOX 352
CLAS 1901 RATE 7870.00 TA
PAY TYPE M RNG-STEP 26E
STATUS PX SCHEDULE HN

TODAY IS: 01/25/85

524-44-5736 BLAIR JAMES R M
LOC JBA 1RES: SR BOX 31448
PCN 414003 2MAIL 604 BARNETTE ST RM 425
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

396-42-2754 BOSSHARD III JOHN M
LOC EAA 1RES: BOX 127
PCN 413136 2MAIL BOX 127
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

562-46-0130 BURKE EDMOND W M
LOC EBA 1RES: 4440 EDINBURGH
PCN 9003EX 2MAIL
CLAS X012 RATE 6804.00 TA
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85

497-38-8969 COMPTON ALLEN T MA
LOC EBA 1RES: 421 JUDY LANE
PCN 419002 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F
STATUS SCHEDULE AN

TODAY IS: 01/25/85

278-38-4359 COOKE CHRISTOPHE MA
LOC DKA 1RES: BOX 555
PCN 414007 2MAIL BOX 555
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP
STATUS PX SCHEDULE 9N

TODAY IS: 01/25/85

158-26-8908 HODGES JAY M
LOC JBA 1RES: 2523 RIVERVIEW
PCN 414063 2MAIL 604 BARNETTE ST RM 430
CLAS X013 RATE 6994.00 TA
PAY TYPE X RNG-STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

553-64-9548 JEFFERY MICHAEL I MA
LOC MEA 1RES: BOX 808
PCN 412019 2MAIL ANBN ONE SEALASKA PLAZA
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP C
STATUS PX SCHEDULE 9N P

TODAY IS: 01/25/85

525-56-4931 JONES PAUL B MA
LOC KAA 1RES: BOX 264
PCN 412002 2MAIL BOX 143
CLAS X013 RATE 7209.00 TAX
PAY TYPE X RNG-STEP 28E C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85

549-50-9622 MATTHEWS WARREN W MA
LOC EBA 1RES: 8916 GLORALEE ST
PCN 9005EX 2MAIL
CLAS X012 RATE 6804.00 TAX
PAY TYPE X RNG-STEP 30F C
STATUS PX SCHEDULE AN P

TODAY IS: 01/25/85

389-32-4189 MOORE JR DANIEL A
LOC EBA 1RES: 200 W 34TH AVE SUITE 737
PCN 419004 2MAIL 200 W 34TH AVE SUITE 737
CLAS X012 RATE 6804.00 T
PAY TYPE X RNG-STEP 30F
STATUS PX SCHEDULE AN

TODAY IS: 01/25/85

574-05-8881 TAYLOR WARREN W MA
LOC JBA 1RES: 2708 RUBY ST
PCN 414001 2MAIL BOX 1230 FNB DD 10301796 806
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP C
STATUS SCHEDULE 9N P

TODAY IS: 01/25/85

728-09-7242 TUNLEY CHARLES R I
LOC HTA 1RES: BOX 100
PCN 412001 2MAIL BOX 100
CLAS X013 RATE 7209.00 TA
PAY TYPE X RNG--STEP
STATUS SCHEDULE 9N

TODAY IS: 01/25/85

543-34-7703 VANHOOMISSEN GERALD MA
LOC JBA 1RES: BOX 2059
PCN 414002 2MAIL 604 BARNETTE ST RM 426
CLAS X013 RATE 6994.00 TAX
PAY TYPE X RNG-STEP CC
STATUS SCHEDULE 9N P

STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

DIVISION OF PERSONNEL

BILL SHEFFIELD, GOVERNOR

POUCH C (MS 0201)
JUNEAU, ALASKA 99811
PHONE: (907) 465-4430

August 9, 1985

Senator Mitchell E. Abood, Jr.
Chairman, Joint Special Committee
on Legislative Salaries
1024 West Sixth Street
Anchorage, AK 99501

Dear Mr. Chairman:

I am pleased to provide the enclosed information as requested by Linda Firestone. The two large printouts are the salary schedules prior to and after the most recent pay increases. The effective dates for the new schedules are July 16, 1985, except for the Public Safety bargaining unit, which was effective on March 16, 1985.

The shorter printout is a count of employees by monthly pay rate. Except for the Public Safety unit, all employees are counted at their earlier salary. I will rerun this report when the new salaries are available in the data base.

If additional information is needed, please let me know.

Sincerely,

Michael P. McMullen
Deputy Director

MPM/nl
13/4D1/0807-04
Enclosures: (3)

02-B13LH

R01-ACB-3800 (PROPOSED) JULY 16, 1985 SALARY SCHEDULE

BARGAINING UNIT - (L) LABOR, TRADES, AND CRAFTS HOURLY 01/15/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E
50	HOURLY	18.89	22.56	22.86	23.06	23.16
	1 & 1/2	28.34	33.84	34.29	34.59	34.74
	DOUBLE	37.78	45.12	45.72	46.12	46.32
51	HOURLY	17.94	21.39	21.69	21.89	21.99
	1 & 1/2	26.91	32.09	32.54	32.84	32.99
	DOUBLE	35.88	42.78	43.38	43.78	43.98
52	HOURLY	16.97	20.22	20.52	20.72	20.82
	1 & 1/2	25.46	30.33	30.78	31.08	31.23
	DOUBLE	33.94	40.44	41.04	41.44	41.64
53	HOURLY	15.86	19.01	19.31	19.51	19.61
	1 & 1/2	23.79	28.52	28.97	29.27	29.42
	DOUBLE	31.72	38.02	38.62	39.02	39.22
54	HOURLY	14.89	17.84	18.14	18.34	18.44
	1 & 1/2	22.34	26.76	27.21	27.51	27.66
	DOUBLE	29.78	35.68	36.28	36.68	36.88
55	HOURLY	14.09	16.83	17.13	17.33	17.43
	1 & 1/2	21.14	25.25	25.70	26.00	26.15
	DOUBLE	28.18	33.66	34.26	34.66	34.86
56	HOURLY	13.30	15.83	16.13	16.33	16.43
	1 & 1/2	19.95	23.75	24.20	24.50	24.65
	DOUBLE	26.60	31.66	32.26	32.66	32.86
57	HOURLY	12.62	14.93	15.23	15.43	15.53
	1 & 1/2	18.93	22.40	22.85	23.15	23.30
	DOUBLE	25.24	29.86	30.46	30.86	31.06
58	HOURLY	11.92	14.02	14.32	14.52	14.62
	1 & 1/2	17.88	21.03	21.48	21.78	21.93
	DOUBLE	23.84	28.04	28.64	29.04	29.24
59	HOURLY	11.24	13.29	13.59	13.79	13.89
	1 & 1/2	16.86	19.94	20.39	20.69	20.84
	DOUBLE	22.48	26.58	27.18	27.58	27.78
60	HOURLY	10.53	12.21	12.51	12.71	12.81
	1 & 1/2	15.80	18.32	18.77	19.07	19.22
	DOUBLE	21.06	24.42	25.02	25.42	25.62
61	HOURLY	9.69	11.04	11.34	11.54	11.64
	1 & 1/2	14.54	16.56	17.01	17.31	17.46
	DOUBLE	19.38	22.08	22.68	23.08	23.28

PAY_RATE	COUNT
1321.00	1
1350.00	2
1389.00	11
1397.00	1
1428.00	6
1471.00	82
1478.00	9
1510.00	90
1517.00	4
1553.00	235
1561.00	17
1598.00	288
1607.00	23
1639.00	1
1649.00	221
1657.00	21
1700.00	251
1708.00	12
1748.00	247
1757.00	25
1795.00	1
1803.00	290
1812.00	15
1833.00	1
1862.00	228
1871.00	12
1911.00	1
1914.00	199
1924.00	4
1965.00	1
1973.00	255
1983.00	28
2033.00	312
2043.00	29
2071.00	1
2073.00	1
2085.00	9
2100.00	267
2105.00	19
2111.00	17
2155.00	4
2166.00	232
2170.00	13
2177.00	10
2218.00	1
2222.00	7
2236.00	5
2241.00	241
2252.00	27
2298.00	5
2310.00	6
2317.00	241

Count of current employees in the Executive Branch by monthly pay rate as of approximately July 27, 1985

This report includes Geographic Differential and longevity. It excludes all <u>hourly</u> employees including all Shipboard Marine Highways employees; the Labor, Trades, and Crafts bargaining unit; and all part-time employees. The pay rates for all employees except the Public Safety Bargaining Unit changed on 7/16/85, but this data base has not been updated, and does not reflect the new rates.

PAY_RATE	COUNT
2329.00	21
2369.00	1
2376.00	11
2383.00	46
2398.00	208
2405.00	1
2410.00	12
2416.00	2
2459.00	5
2465.00	97
2485.00	184
2498.00	14
2507.00	1
2548.00	10
2549.00	91
2573.00	285
2586.00	32
2599.00	2
2636.00	21
2638.00	56
2670.00	260
2684.00	18
2696.00	2
2734.00	53
2736.00	16
2739.00	1
2757.00	255
2771.00	18
2785.00	2
2824.00	11
2830.00	64
2861.00	230
2876.00	8
2902.00	2
2930.00	18
2937.00	40
2965.00	265
2980.00	14
3012.00	2
3033.00	29
3034.00	22
3072.00	237
3088.00	22
3126.00	2
3143.00	28
3146.00	1
3147.00	31
3177.00	221
3193.00	15
3204.00	1
3242.00	9
3249.00	29

PAY_RATE	COUNT
3262.00	33
3287.00	214
3303.00	18
3324.00	2
3334.00	2
3360.00	29
3363.00	11
3379.00	21
3383.00	1
3394.00	185
3411.00	34
3427.00	2
3449.00	1
3469.00	44
3490.00	18
3495.00	11
3522.00	178
3540.00	17
3542.00	1
3597.00	43
3602.00	1
3616.00	12
3619.00	13
3623.00	1
3630.00	151
3649.00	23
3709.00	52
3733.00	8
3755.00	23
3766.00	150
3785.00	24
3811.00	1
3846.00	62
3874.00	2
3880.00	128
3896.00	20
3900.00	28
3917.00	1
3962.00	56
3971.00	2
3993.00	1
4023.00	114
4038.00	1
4043.00	37
4044.00	19
4074.00	1
4107.00	84
4143.00	1
4149.00	74
4170.00	27
4183.00	1
4195.00	29

PAY_RATE	COUNT
4234.00	58
4246.00	1
4299.00	70
4321.00	24
4331.00	1
4351.00	32
4353.00	1
4386.00	82
4425.00	1
4441.00	58
4464.00	33
4488.00	1
4497.00	1
4516.00	29
4530.00	51
4551.00	1
4605.00	39
4628.00	29
4651.00	3
4684.00	23
4694.00	74
4725.00	1
4758.00	21
4782.00	40
4802.00	2
4849.00	48
4860.00	35
4936.00	9
4961.00	44
4982.00	1
5008.00	1
5030.00	58
5043.00	26
5103.00	12
5129.00	38
5147.00	1
5198.00	29
5231.00	10
5276.00	2
5303.00	72
5340.00	1
5373.00	30
5427.00	14
5470.00	4
5498.00	30
5502.00	3
5569.00	16
5630.00	10
5676.00	1
5704.00	1
5705.00	26
5708.00	1

PAY_RATE	COUNT
5748.00	1
5776.00	13
5833.00	1
5842.00	4
5910.00	25
5919.00	6
5921.53	1
5959.00	1
5983.00	8
6062.00	3
6104.00	1
6132.00	10
6135.00	34
6141.00	8
6205.00	1
6208.00	5
6349.00	9
6350.00	1
6362.00	4
6365.00	2
6371.00	2
6392.00	1
6424.00	2
6442.00	5
6475.00	1
6523.00	1
6572.00	4
6601.00	4
6604.00	1
6646.00	5
6666.00	1
6725.00	1
6770.00	1
6804.00	4
6818.00	1
6834.00	1
6852.00	1
6880.00	2
7055.00	1
7074.00	1
7120.00	1
7870.00	1
8169.00	1

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09 MONTHLY	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	09
40 H/W	9.77	10.07	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	
10 MONTHLY	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	10
40 H/W	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	
11 MONTHLY	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	11
40 H/W	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	
12 MONTHLY	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	12
40 H/W	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	
13 MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	13
40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
14 MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	14
40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
15 MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	15
40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
16 MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	16
40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
17 MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	17
40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
18 MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	18
40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
19 MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	19
40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
20 MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	20
40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	
21 MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	21
40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	
22 MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	22
40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	
23 MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	23
40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	
24 MONTHLY	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	24
40 H/W	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	25
	40 H/W	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	
26	MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	26
	40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	
27	MONTHLY	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	27
	40 H/W	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	09
	40 H/W	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	
10	MONTHLY	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	10
	40 H/W	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	
11	MONTHLY	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	11
	40 H/W	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	
12	MONTHLY	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	12
	40 H/W	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	
13	MONTHLY	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	13
	40 H/W	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	
14	MONTHLY	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	14
	40 H/W	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	
15	MONTHLY	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	15
	40 H/W	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	
16	MONTHLY	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	16
	40 H/W	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	
17	MONTHLY	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	17
	40 H/W	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	
18	MONTHLY	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	18
	40 H/W	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	
19	MONTHLY	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	19
	40 H/W	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	
20	MONTHLY	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	20
	40 H/W	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	
21	MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	21
	40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
22	MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	22
	40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
23	MONTHLY	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	23
	40 H/W	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	
24	MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	24
	40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	25
	40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	
26	MONTHLY	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	26
	40 H/W	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	
27	MONTHLY	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	27
	40 H/W	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	09
	40 H/W	10.07	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	
10	MONTHLY	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	10
	40 H/W	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	
11	MONTHLY	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	11
	40 H/W	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	
12	MONTHLY	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	12
	40 H/W	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	
13	MONTHLY	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	13
	40 H/W	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	
14	MONTHLY	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	14
	40 H/W	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	
15	MONTHLY	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	15
	40 H/W	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	
16	MONTHLY	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	16
	40 H/W	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	
17	MONTHLY	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	17
	40 H/W	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	
18	MONTHLY	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	18
	40 H/W	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	
19	MONTHLY	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	19
	40 H/W	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	
20	MONTHLY	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	20
	40 H/W	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	
21	MONTHLY	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	21
	40 H/W	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	
22	MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	22
	40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
23	MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	23
	40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
24	MONTHLY	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	24
	40 H/W	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	25
	40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	
26	MONTHLY	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	26
	40 H/W	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	
27	MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	27
	40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09 MONTHLY	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	09
40 H/W	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	
10 MONTHLY	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	10
40 H/W	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	
11 MONTHLY	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	11
40 H/W	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	
12 MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	12
40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
13 MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	13
40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
14 MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	14
40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
15 MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	15
40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
16 MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	16
40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
17 MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	17
40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
18 MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	18
40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
19 MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	19
40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	
20 MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	20
40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	
21 MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	21
40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	
22 MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	22
40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	
23 MONTHLY	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	23
40 H/W	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	
24 MONTHLY	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	24
40 H/W	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	25
	40 H/W	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	
26	MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	26
	40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	
27	MONTHLY	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	27
	40 H/W	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	09
	40 H/W	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	
10	MONTHLY	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	10
	40 H/W	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	
11	MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	11
	40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
12	MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	12
	40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
13	MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	13
	40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
14	MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	14
	40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
15	MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	15
	40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
16	MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	16
	40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
17	MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	17
	40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
18	MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	18
	40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25 30	26.13	27.08	
19	MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	19
	40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	
20	MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	20
	40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	
21	MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	21
	40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	
22	MONTHLY	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	22
	40 H/W	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	
23	MONTHLY	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	23
	40 H/W	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	
24	MONTHLY	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	24
	40 H/W	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	25
	40 H/W	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	
26	MONTHLY	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	26
	40 H/W	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	
27	MONTHLY	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	27
	40 H/W	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	09
	40 H/W	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	
10	MONTHLY	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	10
	40 H/W	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	
11	MONTHLY	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	11
	40 H/W	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	
12	MONTHLY	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	12
	40 H/W	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	
13	MONTHLY	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	13
	40 H/W	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	
14	MONTHLY	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	14
	40 H/W	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	
15	MONTHLY	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	15
	40 H/W	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	
16	MONTHLY	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	16
	40 H/W	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	
17	MONTHLY	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	17
	40 H/W	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	
18	MONTHLY	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	18
	40 H/W	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	
19	MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	19
	40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
20	MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	20
	40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
21	MONTHLY	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	21
	40 H/W	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	
22	MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	22
	40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	
23	MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	23
	40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	
24	MONTHLY	5,776.00	5,983.00	6,203.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	24
	40 H/W	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	25
	40 H/W	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	
26	MONTHLY	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	26
	40 H/W	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	
27	MONTHLY	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	27
	40 H/W	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	

R01-ACB 0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	09
	40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
10	MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	10
	40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
11	MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	11
	40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
12	MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	12
	40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
13	MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	13
	40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
14	MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	14
	40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
15	MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	15
	40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
16	MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	16
	40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	
17	MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	17
	40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	
18	MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	18
	40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	
19	MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	19
	40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	
20	MONTHLY	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	20
	40 H/W	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	
21	MONTHLY	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	21
	40 H/W	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	
22	MONTHLY	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	22
	40 H/W	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	
23	MONTHLY	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	23
	40 H/W	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	
24	MONTHLY	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	24
	40 H/W	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	25
	40 H/W	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	
26	MONTHLY	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	26
	40 H/W	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	
27	MONTHLY	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	9,472.00	27
	40 H/W	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	54.65	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	09
	40 H/W	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	
10	MONTHLY	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	10
	40 H/W	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	
11	MONTHLY	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	11
	40 H/W	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	
12	MONTHLY	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	12
	40 H/W	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	
13	MONTHLY	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	13
	40 H/W	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	
14	MONTHLY	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	14
	40 H/W	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	
15	MONTHLY	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	15
	40 H/W	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	
16	MONTHLY	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	16
	40 H/W	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	
17	MONTHLY	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	17
	40 H/W	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	2 .99	
18	MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	18
	40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
19	MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	19
	40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
20	MONTHLY	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	20
	40 H/W	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	
21	MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	21
	40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	
22	MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	22
	40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	
23	MONTHLY	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	23
	40 H/W	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	
24	MONTHLY	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	24
	40 H/W	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	25
	40 H/W	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	
26	MONTHLY	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	9,472.00	26
	40 H/W	39.69	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	54.65	
27	MONTHLY	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	8,842.00	9,153.00	9,472.00	9,797.00	27
	40 H/W	41.08	42.65	44.23	45.86	47.54	49.26	51.01	52.81	54.65	56.52	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09 MONTHLY	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	09
40 H/W	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	
10 MONTHLY	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	10
40 H/W	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	
11 MONTHLY	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	11
40 H/W	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	
12 MONTHLY	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	12
40 H/W	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	
13 MONTHLY	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	13
40 H/W	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	
14 MONTHLY	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	14
40 H/W	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	
15 MONTHLY	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	15
40 H/W	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	
16 MONTHLY	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	16
40 H/W	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	
17 MONTHLY	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	17
40 H/W	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	
18 MONTHLY	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	18
40 H/W	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	
19 MONTHLY	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	19
40 H/W	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	
20 MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	20
40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
21 MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	21
40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
22 MONTHLY	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	22
40 H/W	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	
23 MONTHLY	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	23
40 H/W	29.02	29.99	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	
24 MONTHLY	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	24
40 H/W	31.00	32.13	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,776.00	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	25
	40 H/W	33.32	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	
26	MONTHLY	5,983.00	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	26
	40 H/W	34.52	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	
27	MONTHLY	6,208.00	6,424.00	6,646.00	6,880.00	7,120.00	7,393.00	7,666.00	7,949.00	8,240.00	8,538.00	27
	40 H/W	35.82	37.06	38.34	39.69	41.08	42.65	44.23	45.86	47.54	49.26	

RC1-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,426.00	1,466.00	1,510.00	1,550.00	1,595.00	1,641.00	1,693.00	1,746.00	1,795.00	1,852.00	09
	40 H/W	8.23	8.46	8.71	8.94	9.20	9.47	9.77	10.07	10.36	10.68	
10	MONTHLY	1,510.00	1,550.00	1,595.00	1,641.00	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	10
	40 H/W	8.71	8.94	9.20	9.47	9.77	10.07	10.36	10.68	11.03	11.34	
11	MONTHLY	1,595.00	1,641.00	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	11
	40 H/W	9.20	9.47	9.77	10.07	10.36	10.68	11.03	11.34	11.69	12.03	
12	MONTHLY	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	12
	40 H/W	9.77	10.07	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	
13	MONTHLY	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	13
	40 H/W	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	
14	MONTHLY	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	14
	40 H/W	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	
15	MONTHLY	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	15
	40 H/W	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	
16	MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	16
	40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
17	MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	17
	40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
18	MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	18
	40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
19	MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	19
	40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
20	MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	20
	40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
21	MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	21
	40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
22	MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	22
	40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
23	MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	23
	40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	
24	MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	24
	40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	25
	40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	
26	MONTHLY	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	26
	40 H/W	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	
27	MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	27
	40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,510.00	1,550.00	1,595.00	1,641.00	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	09
	40 H/W	8.71	8.94	9.20	9.47	9.77	10.07	10.36	10.68	11.03	11.34	
10	MONTHLY	1,595.00	1,641.00	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	10
	40 H/W	9.20	9.47	9.77	10.07	10.36	10.68	11.03	11.34	11.69	12.03	
11	MONTHLY	1,693.00	1,746.00	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	11
	40 H/W	9.77	10.07	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	
12	MONTHLY	1,795.00	1,852.00	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	12
	40 H/W	10.36	10.68	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	
13	MONTHLY	1,911.00	1,965.00	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	13
	40 H/W	11.03	11.34	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	
14	MONTHLY	2,026.00	2,085.00	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	14
	40 H/W	11.69	12.03	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	
15	MONTHLY	2,155.00	2,222.00	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	15
	40 H/W	12.43	12.82	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	
16	MONTHLY	2,298.00	2,376.00	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	16
	40 H/W	13.26	13.71	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	
17	MONTHLY	2,459.00	2,548.00	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	17
	40 H/W	14.19	14.70	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	
18	MONTHLY	2,636.00	2,736.00	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	18
	40 H/W	15.21	15.78	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	
19	MONTHLY	2,824.00	2,930.00	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	19
	40 H/W	16.29	16.90	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	
20	MONTHLY	3,034.00	3,143.00	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	20
	40 H/W	17.50	18.13	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	
21	MONTHLY	3,249.00	3,360.00	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	21
	40 H/W	18.74	19.38	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	
22	MONTHLY	3,469.00	3,597.00	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	22
	40 H/W	20.01	20.75	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	
23	MONTHLY	3,709.00	3,846.00	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	23
	40 H/W	21.40	22.19	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	
24	MONTHLY	3,962.00	4,107.00	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	24
	40 H/W	22.86	23.69	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	4,234.00	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	25
	40 H/W	24.43	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	
26	MONTHLY	4,386.00	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	26
	40 H/W	25.30	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	
27	MONTHLY	4,530.00	4,694.00	4,849.00	5,030.00	5,198.00	5,373.00	5,569.00	5,776.00	5,983.00	6,208.00	27
	40 H/W	26.13	27.08	27.98	29.02	29.99	31.00	32.13	33.32	34.52	35.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,57[illegible].00	1,633.00	1,694.00	1,758.00	05
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.69	10.05	10.42	10.82	
06	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	06
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
07	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	07
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
08	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	08
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
09	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	09
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
10	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	10
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
11	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	11
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
12	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	12
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
13	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	13
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
14	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	14
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
15	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	15
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
16	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	16
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
17	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	17
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
18	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,6[illegible]3.00	3,811.00	3,954.00	4,102.00	18
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
19	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	19
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
20	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	20
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	21
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
22	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	22
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
23	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	23
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
24	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	24
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
25	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	25
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
26	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	26
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
27	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	27
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
28	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	28
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
29	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	29
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
30	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	30
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,620.00	1,681.00	1,744.00	1,809.00	05
	37.5 H/W	8.35	8.60	8.83	9.10	9.34	9.61	9.97	10.34	10.73	11.13	
06	MONTHLY	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,719.00	1,783.00	1,850.00	1,919.00	06
	37.5 H/W	8.83	9.10	9.34	9.61	9.89	10.20	10.58	10.97	11.38	11.81	
07	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,823.00	1,891.00	1,962.00	2,036.00	07
	37.5 H/W	9.34	9.61	9.89	10.20	10.51	10.81	11.22	11.64	12.07	12.53	
08	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	08
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
09	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	09
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
10	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	10
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
11	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	11
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
12	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	12
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
13	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	13
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
14	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	14
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
15	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	15
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
16	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	16
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
17	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	17
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
18	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	18
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
19	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	19
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
20	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	20
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	21
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
22	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	22
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
23	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	23
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
24	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	24
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
25	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	25
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
26	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	26
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
27	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	27
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
28	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	28
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
29	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	29
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
30	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	30
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	05
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
06	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	06
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
07	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	07
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
08	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	08
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
09	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	09
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
10	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	10
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
11	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	11
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
12	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	12
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
13	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	13
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
14	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	14
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
15	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	15
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
16	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	16
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
17	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	17
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
18	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	18
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
19	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	19
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
20	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	20
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	21
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
22	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	22
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
23	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	23
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
24	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	24
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
25	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	25
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
26	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	26
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
27	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	27
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
28	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	28
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
29	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	29
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
30	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	30
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	05
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
06	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	06
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
07	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	07
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
08	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	08
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
09	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	09
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
10	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	10
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
11	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	11
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
12	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,584.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	12
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
13	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	13
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
14	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	14
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
15	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	15
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
16	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	16
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
17	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	17
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
18	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	18
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
19	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	19
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
20	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	20
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	21
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
22	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	22
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
23	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	23
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
24	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	24
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
25	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	25
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
26	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	26
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
27	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	27
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
28	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	28
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
29	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	29
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
30	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	30
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	05
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
06	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	06
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
07	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	07
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
08	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	08
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
09	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	09
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
10	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	10
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
11	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	11
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
12	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	12
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
13	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	13
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
14	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	14
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
15	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	15
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
16	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	16
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
17	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	17
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
18	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	18
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
19	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	19
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
20	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	20
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	21
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
22	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	22
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
23	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	23
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
24	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	24
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
25	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	25
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
26	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	26
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
27	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	27
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
28	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,1[illegible].00	9,456.00	28
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
29	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	29
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
30	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		30
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	05
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
06	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	06
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
07	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	07
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
08	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	08
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
09	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	09
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
10	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	10
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
11	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	11
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
12	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	12
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
13	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	13
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
14	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	14
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
15	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	15
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
16	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	16
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
17	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	17
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
18	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	18
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
19	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	19
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
20	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	20
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	21
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
22	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	22
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
23	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	23
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
24	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	24
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
25	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	25
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
26	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	26
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
27	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	27
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
28	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	28
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
29	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		29
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		
30	MONTHLY	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,412.00	9,765.00			30
	37.5 H/W	46.69	48.43	50.22	52.05	53.91	55.83	57.92	60.09			

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	05
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
06	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	06
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
07	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	07
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
08	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	08
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
09	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	09
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
10	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	10
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
11	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	11
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
12	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	12
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
13	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	13
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
14	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	14
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
15	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	15
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
16	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	16
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
17	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	17
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
18	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	18
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
19	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	19
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
20	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	20
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	21
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
22	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	22
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
23	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	23
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
24	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	24
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
25	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	25
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
26	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	26
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
27	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	27
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
28	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		28
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		
29	MONTHLY	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,412.00	9,765.00			29
	37.5 H/W	46.69	48.43	50.22	52.05	53.91	55.83	57.92	60.09			
30	MONTHLY	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,390.00	9,742.00				30
	37.5 H/W	48.43	50.22	52.05	53.91	55.83	57.78	59.95				

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,823.00	1,891.00	1,962.00	2,036.00	05
	37.5 H/W	9.34	9.61	9.89	10.20	10.51	10.81	11.22	11.64	12.07	12.53	
06	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	06
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
07	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	07
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
08	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	08
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
09	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	09
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
10	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	10
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
11	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	11
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
12	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	12
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
13	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	13
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
14	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	14
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
15	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	15
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
16	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	16
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
17	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	17
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
18	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	18
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
19	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	19
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
20	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	20
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	21
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
22	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	22
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
23	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	23
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
24	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	24
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
25	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	25
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
26	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	26
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
27	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	27
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
28	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	28
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
29	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	29
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
30	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	30
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,122.00	1,152.00	1,185.00	1,212.00	1,252.00	1,286.00	1,334.00	1,384.00	1,436.00	1,490.00	05
	37.5 H/W	6.90	7.09	7.29	7.46	7.70	7.91	8.21	8.52	8.84	9.17	
06	MONTHLY	1,185.00	1,212.00	1,252.00	1,286.00	1,321.00	1,357.00	1,408.00	1,461.00	1,516.00	1,573.00	06
	37.5 H/W	7.29	7.46	7.70	7.91	8.13	8.35	8.66	8.99	9.33	9.68	
07	MONTHLY	1,252.00	1,286.00	1,321.00	1,357.00	1,397.00	1,435.00	1,489.00	1,545.00	1,603.00	1,663.00	07
	37.5 H/W	7.70	7.91	8.13	8.35	8.60	8.83	9.16	9.51	9.86	10.23	
08	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,574.00	1,633.00	1,694.00	1,758.00	08
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.69	10.05	10.42	10.82	
09	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	09
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
10	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	10
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
11	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	11
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
12	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	12
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
13	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	13
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
14	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	14
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
15	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	15
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
16	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	16
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
17	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	17
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
18	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	18
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
19	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	19
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
20	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	20
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	21
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
22	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	22
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
23	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	23
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
24	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	24
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
25	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	25
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
26	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	26
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
27	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	27
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
28	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	28
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
29	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	29
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
30	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	30
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,403.00	2,493.00	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	73
	37.5 H/W	14.79	15.34	15.91	16.51	17.14	17.78	18.45	19.14	19.86	20.59	
74	MONTHLY	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	74
	37.5 H/W	15.91	16.51	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	
75	MONTHLY	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	75
	37.5 H/W	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	
76	MONTHLY	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	76
	37.5 H/W	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	
77	MONTHLY	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	77
	37.5 H/W	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	
78	MONTHLY	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	78
	37.5 H/W	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	
79	MONTHLY	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	79
	37.5 H/W	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	73
	37.5 H/W	16.51	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	
74	MONTHLY	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	74
	37.5 H/W	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	
75	MONTHLY	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	75
	37.5 H/W	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	
76	MONTHLY	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	76
	37.5 H/W	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	
77	MONTHLY	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	77
	37.5 H/W	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	
78	MONTHLY	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	78
	37.5 H/W	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	
79	MONTHLY	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	79
	37.5 H/W	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	

R[illegible]-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,493.00	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	73
	37.5 H/W	15.34	15.91	16.51	17.14	17.78	18.45	19.14	19.86	20.59	21.37	
74	MONTHLY	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	74
	37.5 H/W	16.51	17.14	17.78	18.45	19.14	19.86	20.59	21[illegible]7	22.17	23.00	
75	MONTHLY	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	75
	37.5 H/W	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	
76	MONTHLY	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	76
	37.5 H/W	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	
77	MONTHLY	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	77
	37.5 H/W	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	
78	MONTHLY	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	78
	37.5 H/W	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	
79	MONTHLY	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	79
	37.5 H/W	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	73
	37.5 H/W	15.91	16.51	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	
74	MONTHLY	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	74
	37.5 H/W	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	
75	MONTHLY	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	75
	37.5 H/W	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	
76	MONTHLY	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	76
	37.5 H/W	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	
77	MONTHLY	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	77
	37.5 H/W	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	
78	MONTHLY	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	78
	37.5 H/W	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	
79	MONTHLY	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	79
	37.5 H/W	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	73
	37.5 H/W	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	
74	MONTHLY	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	74
	37.5 H/W	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	
75	MONTHLY	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	75
	37.5 H/W	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	
76	MONTHLY	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	76
	37.5 H/W	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	
77	MONTHLY	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	77
	37.5 H/W	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	
78	MONTHLY	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	78
	37.5 H/W	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	
79	MONTHLY	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	79
	37.5 H/W	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

.Y - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	73
	37.5 H/W	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	
74	MONTHLY	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	74
	37.5 H/W	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	
75	MONTHLY	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	75
	37.5 H/W	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	
76	MONTHLY	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	76
	37.5 H/W	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	
77	MONTHLY	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	77
	37.5 H/W	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	
78	MONTHLY	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	78
	37.5 H/W	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	
79	MONTHLY	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	6,494.00	6,737.00	79
	37.5 H/W	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	39.96	41.46	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	73
	37.5 H/W	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	
74	MONTHLY	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	74
	37.5 H/W	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	
75	MONTHLY	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	75
	37.5 H/W	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	
76	MONTHLY	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	76
	37.5 H/W	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	
77	MONTHLY	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	77
	37.5 H/W	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	
78	MONTHLY	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	6,494.00	78
	37.5 H/W	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	39.96	
79	MONTHLY	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	6,494.00	6,737.00	6,989.00	79
	37.5 H/W	30.88	32.04	33.24	34.49	35.78	37.11	38.51	39.96	41.46	43.01	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	73
	37.5 H/W	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	
74	MONTHLY	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	74
	37.5 H/W	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	
75	MONTHLY	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	75
	37.5 H/W	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	
76	MONTHLY	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	76
	37.5 H/W	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	
77	MONTHLY	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	77
	37.5 H/W	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	
78	MONTHLY	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	6,494.00	6,737.00	78
	37.5 H/W	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	39.96	41.46	
79	MONTHLY	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	6,494.00	6,737.00	6,989.00	7,252.00	79
	37.5 H/W	32.04	33.24	34.49	35.78	37.11	38.51	39.96	41.46	43.01	44.63	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	73
	37.5 H/W	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	
74	MONTHLY	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	74
	37.5 H/W	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	
75	MONTHLY	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	75
	37.5 H/W	20.59	21.37	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	
76	MONTHLY	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	76
	37.5 H/W	22.17	23.00	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	
77	MONTHLY	3,879.00	4,023.00	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	77
	37.5 H/W	23.87	24.76	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	
78	MONTHLY	4,176.00	4,331.00	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	78
	37.5 H/W	25.70	26.65	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	
79	MONTHLY	4,494.00	4,663.00	4,837.00	5,018.00	5,206.00	5,402.00	5,605.00	5,815.00	6,031.00	6,258.00	79
	37.5 H/W	27.66	28.70	29.77	30.88	32.04	33.24	34.49	35.78	37.11	38.51	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	1,929.00	1,999.00	2,075.00	2,151.00	2,233.00	2,316.00	2,403.00	2,493.00	2,586.00	2,683.00	73
	37.5 H/W	11.87	12.30	12.77	13.24	13.74	14.25	14.79	15.34	15.91	16.51	
74	MONTHLY	2,075.00	2,151.00	2,233.00	2,316.00	2,403.00	2,493.00	2,586.00	2,683.00	2,785.00	2,890.00	74
	37.5 H/W	12.77	13.24	13.74	14.25	14.79	15.34	15.91	16.51	17.14	17.78	
75	MONTHLY	2,233.00	2,316.00	2,403.00	2,493.00	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	75
	37.5 H/W	13.74	14.25	14.79	15.34	15.91	16.51	17.14	17.78	18.45	19.14	
76	MONTHLY	2,403.00	2,493.00	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	76
	37.5 H/W	14.79	15.34	15.91	16.51	17.14	17.78	18.45	19.14	19.86	20.59	
77	MONTHLY	2,586.00	2,683.00	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	77
	37.5 H/W	15.91	16.51	17.1[illegible]	17.78	18.45	19.14	19.86	20.59	21.37	22.17	
78	MONTHLY	2,785.00	2,890.00	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	78
	37.5 H/W	17.14	17.78	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	
79	MONTHLY	2,998.00	3,110.00	3,227.00	3,346.00	3,472.00	3,602.00	3,738.00	3,879.00	4,023.00	4,176.00	79
	37.5 H/W	18.45	19.14	19.86	20.59	21.37	22.17	23.00	23.87	24.76	25.70	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,574.00	1,633.00	1,694.00	1,758.00	05
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.69	10.05	10.42	10.82	
06	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	06
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
07	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	07
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
08	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	08
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
09	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	09
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
10	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	10
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
11	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	11
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
12	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	12
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
13	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	13
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
14	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	14
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
15	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	15
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
16	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	16
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
17	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	17
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
18	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	18
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
19	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	19
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
20	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	20
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	21
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
22	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	22
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
23	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	23
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
24	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	24
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
25	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	25
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
26	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	26
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
27	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	27
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
28	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	28
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
29	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	29
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
30	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	30
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,620.00	1,681.00	1,744.00	1,809.00	05
	37.5 H/W	8.35	8.60	8.83	9.10	9.34	9.61	9.97	10.34	10.73	11.13	
06	MONTHLY	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,719.00	1,783.00	1,850.00	1,919.00	06
	37.5 H/W	8.83	9.10	9.34	9.61	9.89	10.20	10.58	10.97	11.38	11.81	
07	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,823.00	1,891.00	1,962.00	2,036.00	07
	37.5 H/W	9.34	9.61	9.89	10.20	10.51	10.81	11.22	11.64	12.07	12.53	
08	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	08
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
09	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	09
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
10	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	10
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
11	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	11
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
12	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	12
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
13	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	13
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
14	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	14
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
15	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	15
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
16	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	16
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
17	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	17
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
18	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	18
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
19	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	19
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
20	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	20
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	21
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
22	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	22
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
23	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	23
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
24	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	24
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
25	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	25
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
26	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	26
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
27	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	27
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
28	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	28
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
29	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	29
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
30	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	30
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	05
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
06	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	06
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
07	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	07
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
08	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	08
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
09	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	09
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
10	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	10
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
11	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	11
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
12	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	12
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
13	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	13
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
14	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	14
	37.5 H/W	14.83	15.37	15.91	16.52	.05	17.70	18.36	19.05	19.77	20.50	
15	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	15
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
16	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	16
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
17	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	17
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
18	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	18
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
19	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	19
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
20	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	20
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	21
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
22	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	22
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
23	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	23
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
24	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	24
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
25	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	25
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
26	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	26
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
27	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	27
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
28	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	28
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
29	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	29
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
30	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	30
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	05
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
06	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	06
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
07	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	07
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
08	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	08
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
09	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.0	2,432.00	2,523.00	09
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.4	14.97	15.53	
10	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	10
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
11	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	11
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
12	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,58[illegible].00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	12
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
13	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	13
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
14	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	14
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
15	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	15
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
16	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	16
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
17	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	17
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
18	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	18
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
19	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	19
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
20	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	20
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	21
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
22	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	22
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
23	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	23
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
24	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	24
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
25	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	25
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
26	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	26
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
27	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	27
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
28	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	28
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
29	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	29
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
30	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	30
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	05
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
06	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	06
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
07	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	07
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
08	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	08
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
09	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	09
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
10	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	10
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
11	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	11
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
12	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	12
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
13	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	13
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
14	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	14
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
15	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	15
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
16	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	16
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
17	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	17
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
18	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	18
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
19	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	19
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
20	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	20
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	21
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
22	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	22
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
23	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	23
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
24	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	24
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
25	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	25
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
26	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	26
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
27	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	27
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
28	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	28
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
29	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	29
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
30	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		30
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	05
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
06	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	06
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
07	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	07
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
08	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	08
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
09	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	09
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
10	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	10
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
11	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	11
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
12	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	12
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
13	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	13
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	
14	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	14
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
15	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	15
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
16	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	16
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
17	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	17
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
18	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	18
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
19	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	19
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
20	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	20
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,919.00	6,141.00	6,371.00	6,610.00	21
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.42	37.79	39.21	40.68	
22	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,365.00	6,604.00	6,852.00	7,109.00	22
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.17	40.64	42.17	43.75	
23	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,818.00	7,074.00	7,339.00	7,614.00	23
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.96	43.53	45.16	46.86	
24	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	24
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
25	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	25
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
26	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	26
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
27	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	27
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
28	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	28
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
29	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		29
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		
30	MONTHLY	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,412.00	9,765.00			30
	37.5 H/W	46.69	48.43	50.22	52.05	53.91	55.83	57.92	60.09			

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	05
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
06	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	06
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
07	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	07
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
08	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	08
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
09	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	09
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
10	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	10
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
11	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	11
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
12	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	12
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
13	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	13
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
14	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	14
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
15	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	15
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
16	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	16
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
17	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	17
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
18	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	18
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
19	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	19
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
20	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	20
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	21
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
22	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	22
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.54	42.06	43.63	45.27	
23	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	23
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.44	45.07	46.76	48.52	
24	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	24
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
25	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	25
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
26	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	26
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	
27	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,775.00	9,104.00	9,445.00	9,799.00	27
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	54.00	56.02	58.12	60.30	
28	MONTHLY	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,090.00	9,431.00	9,785.00		28
	37.5 H/W	45.02	46.69	48.43	50.22	52.05	53.91	55.94	58.04	60.22		
29	MONTHLY	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,412.00	9,765.00			29
	37.5 H/W	46.69	48.43	50.22	52.05	53.91	55.83	57.92	60.09			
30	MONTHLY	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,390.00	9,742.00				30
	37.5 H/W	48.43	50.22	52.05	53.91	55.83	57.78	59.95				

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,823.00	1,891.00	1,962.00	2,036.00	05
	37.5 H/W	9.34	9.61	9.89	10.20	10.51	10.81	11.22	11.64	12.07	12.53	
06	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,941.00	2,014.00	2,090.00	2,168.00	06
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.94	12.39	12.86	13.34	
07	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,057.00	2,134.00	2,214.00	2,297.00	07
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.66	13.13	13.62	14.14	
08	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,190.00	2,272.00	2,357.00	2,445.00	08
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.48	13.98	14.50	15.05	
09	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,336.00	2,424.00	2,515.00	2,609.00	09
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.38	14.92	15.48	16.06	
10	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,500.00	2,594.00	2,691.00	2,792.00	10
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.38	15.96	16.56	17.18	
11	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,683.00	2,784.00	2,888.00	2,996.00	11
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.51	17.13	17.77	18.44	
12	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,875.00	2,983.00	3,095.00	3,211.00	12
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.69	18.36	19.05	19.76	
13	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,092.00	3,208.00	3,328.00	3,453.00	13
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.03	19.74	20.48	21.25	
14	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,313.00	3,437.00	3,566.00	3,700.00	14
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.39	21.15	21.94	22.77	
15	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,539.00	3,672.00	3,810.00	3,953.00	15
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	
16	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,786.00	3,928.00	4,075.00	4,228.00	16
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.30	24.17	25.08	26.02	
17	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,046.00	4,198.00	4,355.00	4,518.00	17
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.90	25.83	26.80	27.80	
18	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,326.00	4,488.00	4,656.00	4,831.00	18
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.62	27.62	28.65	29.73	
19	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,631.00	4,805.00	4,985.00	5,172.00	19
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.50	29.57	30.68	31.83	
20	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	20
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	21
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
22	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	22
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	
23	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,132.00	6,362.00	6,601.00	6,849.00	23
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.74	39.15	40.62	42.15	
24	MONTHLY	5,303.00	5,498.00	5,705.00	[illegible]	6,135.00	6,349.00	6,587.00	6,834.00	7,090.00	7,356.00	24
	37.5 H/W	32.63	33.83	35.11	36.[illegible]	37.75	39.07	40.54	42.06	43.63	45.27	
25	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,059.00	7,324.00	7,599.00	7,884.00	25
	37.5 H/W	35.11	36.37	37.75	[illegible] 39.07	40.44	41.87	43.44	45.07	46.76	48.52	
26	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,320.00	7,595.00	7,880.00	8,176.00	26
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.05	46.74	48.49	50.31	
27	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,589.00	7,874.00	8,169.00	8,475.00	27
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.70	48.46	50.27	52.15	
28	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,872.00	8,167.00	8,473.00	8,791.00	28
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.44	50.26	52.14	54.10	
29	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,165.00	8,471.00	8,789.00	9,119.00	29
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.25	52.13	54.09	56.12	
30	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,467.00	8,785.00	9,114.00	9,456.00	30
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.10	54.06	56.09	58.19	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,122.00	1,152.00	1,185.00	1,212.00	1,252.00	1,286.00	1,334.00	1,384.00	1,436.00	1,490.00	05
	37.5 H/W	6.90	7.09	7.29	7.46	7.70	7.91	8.21	8.52	8.84	9.17	
06	MONTHLY	1,185.00	1,212.00	1,252.00	1,286.00	1,321.00	1,357.00	1,408.00	1,461.00	1,516.00	1,573.00	06
	37.5 H/W	7.29	7.46	7.70	7.91	8.13	8.35	8.66	8.99	9.33	9.68	
07	MONTHLY	1,252.00	1,286.00	1,321.00	1,357.00	1,397.00	1,435.00	1,489.00	1,545.00	1,603.00	1,663.00	07
	37.5 H/W	7.70	7.91	8.13	8.35	8.60	8.83	9.16	9.51	9.86	10.23	
08	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,574.00	1,633.00	1,694.00	1,758.00	08
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.69	10.05	10.42	10.82	
09	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,667.00	1,730.00	1,795.00	1,862.00	09
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.26	10.65	11.05	11.46	
10	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,772.00	1,838.00	1,907.00	1,979.00	10
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.90	11.31	11.74	12.18	
11	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,880.00	1,951.00	2,024.00	2,100.00	11
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.57	12.01	12.46	12.92	
12	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,996.00	2,071.00	2,149.00	2,230.00	12
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.28	12.74	13.22	13.72	
13	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,120.00	2,200.00	2,283.00	2,369.00	13
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	13.05	13.54	14.05	14.58	
14	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,259.00	2,344.00	2,432.00	2,523.00	14
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.90	14.42	14.97	15.53	
15	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,416.00	2,507.00	2,601.00	2,699.00	15
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.87	15.43	16.01	16.61	
16	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,592.00	2,689.00	2,790.00	2,895.00	16
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.95	16.55	17.17	17.82	
17	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,785.00	2,889.00	2,997.00	3,109.00	17
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.14	17.78	18.44	19.13	
18	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,984.00	3,096.00	3,212.00	3,332.00	18
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.36	19.05	19.77	20.50	
19	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,204.00	3,324.00	3,449.00	3,578.00	19
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.72	20.46	21.22	22.02	
20	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,427.00	3,556.00	3,689.00	3,827.00	20
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	21.09	21.88	22.70	23.55	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,673.00	3,811.00	3,954.00	4,102.00	21
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.60	23.45	24.33	25.24	
22	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,927.00	4,074.00	4,227.00	4,386.00	22
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.17	25.07	26.01	26.99	
23	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,196.00	4,353.00	4,516.00	4,685.00	23
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.82	26.79	27.79	28.83	
24	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,483.00	4,651.00	4,825.00	5,006.00	24
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.59	28.62	29.69	30.81	
25	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,802.00	4,982.00	5,169.00	5,363.00	25
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.55	30.66	31.81	33.00	
26	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	26
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	
27	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,147.00	5,340.00	5,540.00	5,748.00	27
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.67	32.86	34.09	35.37	
28	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,321.00	5,521.00	5,728.00	5,943.00	28
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.74	33.98	35.25	36.57	
29	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,502.00	5,708.00	5,922.00	6,144.00	29
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.86	35.13	36.44	37.81	
30	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,704.00	5,918.00	6,140.00	6,370.00	30
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.10	36.42	37.78	39.20	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	05
	37.5 H/W	8.09	8.31	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	
06	MONTHLY	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	06
	37.5 H/W	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	
07	MONTHLY	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	07
	37.5 H/W	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	
08	MONTHLY	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	08
	37.5 H/W	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	
09	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	09
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
10	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	10
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
11	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	11
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
12	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	12
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
13	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	13
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
14	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	14
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
15	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	15
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
16	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	16
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
17	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	17
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	
18	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	18
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	
19	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	19
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
20	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	20
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	21
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	
22	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	22
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	
23	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	23
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	
24	MONTHLY	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	24
	37.5 H/W	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	
25	MONTHLY	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	25
	37.5 H/W	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	
26	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	26
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
27	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	27
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	05
	37.5 H/W	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	
06	MONTHLY	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1 862.00	1,914.00	1,973.00	06
	37.5 H/W	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	
07	MONTHLY	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	07
	37.5 H/W	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	
08	MONTHLY	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	08
	37.5 H/W	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	
09	MONTHLY	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	09
	37.5 H/W	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	
10	MONTHLY	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	10
	37.5 H/W	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	
11	MONTHLY	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	11
	37.5 H/W	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	
12	MONTHLY	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	12
	37.5 H/W	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	
13	MONTHLY	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	13
	37.5 H/W	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	
14	MONTHLY	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	14
	37.5 H/W	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	
15	MONTHLY	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	15
	37.5 H/W	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	
16	MONTHLY	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	16
	37.5 H/W	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	
17	MONTHLY	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	17
	37.5 H/W	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	
18	MONTHLY	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	18
	37.5 H/W	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	
19	MONTHLY	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	19
	37.5 H/W	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	
20	MONTHLY	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	20
	37.5 H/W	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	21
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	
22	MONTHLY	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	22
	37.5 H/W	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	
23	MONTHLY	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	23
	37.5 H/W	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	
24	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	24
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
25	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	25
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	
26	MONTHLY	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	26
	37.5 H/W	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	
27	MONTHLY	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	27
	37.5 H/W	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	05
	37.5 H/W	8.31	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	
06	MONTHLY	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	06
	37.5 H/W	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	
07	MONTHLY	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	07
	37.5 H/W	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	
08	MONTHLY	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	08
	37.5 H/W	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	
09	MONTHLY	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	09
	37.5 H/W	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	
10	MONTHLY	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	10
	37.5 H/W	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	
11	MONTHLY	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	11
	37.5 H/W	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	
12	MONTHLY	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	12
	37.5 H/W	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	
13	MONTHLY	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	13
	37.5 H/W	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	
14	MONTHLY	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	14
	37.5 H/W	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	
15	MONTHLY	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	15
	37.5 H/W	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	
16	MONTHLY	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	16
	37.5 H/W	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	
17	MONTHLY	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	17
	37.5 H/W	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	
18	MONTHLY	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	18
	37.5 H/W	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	
19	MONTHLY	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	19
	37.5 H/W	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	
20	MONTHLY	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	20
	37.5 H/W	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	21
	37.5 H/W	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	
22	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	22
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	
23	MONTHLY	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	23
	37.5 H/W	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	
24	MONTHLY	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	24
	37.5 H/W	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	
25	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	25
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
26	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	26
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	
27	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	27
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	05
	37.5 H/W	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	
06	MONTHLY	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	06
	37.5 H/W	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	
07	MONTHLY	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	07
	37.5 H/W	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	
08	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	08
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
09	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	09
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
10	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	10
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
11	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	11
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
12	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	12
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
13	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	13
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
14	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	14
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
15	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	15
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
16	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	16
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	
17	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	17
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	
18	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	18
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
19	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	19
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	
20	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	20
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	21
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	
22	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	22
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	
23	MONTHLY	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	23
	37.5 H/W	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	
24	MONTHLY	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	24
	37.5 H/W	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	
25	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	25
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	
26	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	26
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	
27	MONTHLY	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	27
	37.5 H/W	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	05
	37.5 H/W	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	
06	MONTHLY	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	06
	37.5 H/W	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	
07	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	07
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
08	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	08
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
09	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	09
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
10	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	10
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
11	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	11
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
12	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	12
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
13	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	13
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
14	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	14
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
15	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	15
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	
16	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	16
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	
17	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	17
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
18	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	18
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	
19	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	19
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	
20	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	20
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	21
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	
22	MONTHLY	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	22
	37.5 H/W	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	
23	MONTHLY	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	23
	37.5 H/W	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	
24	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	24
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	
25	MONTHLY	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	25
	37.5 H/W	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	
26	MONTHLY	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	26
	37.5 H/W	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	
27	MONTHLY	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	27
	37.5 H/W	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	05
	37.5 H/W	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	
06	MONTHLY	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	06
	37.5 H/W	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	
07	MONTHLY	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	07
	37.5 H/W	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	
08	MONTHLY	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	08
	37.5 H/W	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	
09	MONTHLY	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	09
	37.5 H/W	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	
10	MONTHLY	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	10
	37.5 H/W	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	
11	MONTHLY	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	11
	37.5 H/W	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	
12	MONTHLY	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	12
	37.5 H/W	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	
13	MONTHLY	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	13
	37.5 H/W	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	
14	MONTHLY	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	14
	37.5 H/W	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	
15	MONTHLY	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	15
	37.5 H/W	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	
16	MONTHLY	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	16
	37.5 H/W	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	
17	MONTHLY	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	17
	37.5 H/W	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	
18	MONTHLY	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	18
	37.5 H/W	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	
19	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	19
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	
20	MONTHLY	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	20
	37.5 H/W	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	21
	37.5 H/W	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	
22	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	22
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
23	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	23
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	
24	MONTHLY	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	24
	37.5 H/W	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	
25	MONTHLY	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	25
	37.5 H/W	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	
26	MONTHLY	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	26
	37.5 H/W	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	
27	MONTHLY	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	27
	37.5 H/W	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	05
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
06	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	06
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
07	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	07
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
08	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	08
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
09	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	09
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
10	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	10
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
11	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	11
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
12	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	12
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
13	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	13
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	
14	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	14
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	
15	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	15
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
16	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	16
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	
17	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	17
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	
18	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	18
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	
19	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	19
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	
20	MONTHLY	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	20
	37.5 H/W	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	21
	37.5 H/W	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	
22	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	22
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	
23	MONTHLY	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	23
	37.5 H/W	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	
24	MONTHLY	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	24
	37.5 H/W	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	
25	MONTHLY	6,317.00	6,539.00	6,771.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	25
	37.5 H/W	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	
26	MONTHLY	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	26
	37.5 H/W	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	
27	MONTHLY	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	9,343.00	27
	37.5 H/W	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	57.50	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	05
	37.5 H/W	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	
06	MONTHLY	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	06
	37.5 H/W	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	
07	MONTHLY	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	07
	37.5 H/W	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	
08	MONTHLY	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	08
	37.5 H/W	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	
09	MONTHLY	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	09
	37.5 H/W	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	
10	MONTHLY	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	10
	37.5 H/W	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	
11	MONTHLY	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	11
	37.5 H/W	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	
12	MONTHLY	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	12
	37.5 H/W	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	
13	MONTHLY	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	13
	37.5 H/W	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	
14	MONTHLY	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	14
	37.5 H/W	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	
15	MONTHLY	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	15
	37.5 H/W	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	
16	MONTHLY	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	16
	37.5 H/W	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	
17	MONTHLY	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	17
	37.5 H/W	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	
18	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	18
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	
19	MONTHLY	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	19
	37.5 H/W	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	
20	MONTHLY	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	20
	37.5 H/W	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	21
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
22	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	22
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	
23	MONTHLY	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	23
	37.5 H/W	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	
24	MONTHLY	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	24
	37.5 H/W	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	
25	MONTHLY	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	25
	37.5 H/W	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	
26	MONTHLY	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	9,343.00	26
	37.5 H/W	41.66	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	57.50	
27	MONTHLY	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	8,717.00	9,026.00	9,343.00	9,666.00	27
	37.5 H/W	43.19	44.79	46.46	48.18	49.96	51.78	53.64	55.54	57.50	59.48	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	05
	37.5 H/W	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	
06	MONTHLY	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	06
	37.5 H/W	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	
07	MONTHLY	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	07
	37.5 H/W	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	
08	MONTHLY	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	08
	37.5 H/W	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	
09	MONTHLY	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	09
	37.5 H/W	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	
10	MONTHLY	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	10
	37.5 H/W	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	
11	MONTHLY	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	11
	37.5 H/W	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	
12	MONTHLY	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	12
	37.5 H/W	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	
13	MONTHLY	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	13
	37.5 H/W	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	
14	MONTHLY	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	14
	37.5 H/W	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	
15	MONTHLY	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	15
	37.5 H/W	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	
16	MONTHLY	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	16
	37.5 H/W	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	
17	MONTHLY	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	17
	37.5 H/W	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	
18	MONTHLY	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	18
	37.5 H/W	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	
19	MONTHLY	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	19
	37.5 H/W	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	
20	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	20
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	21
	37.5 H/W	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	
22	MONTHLY	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	22
	37.5 H/W	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	
23	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	23
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
24	MONTHLY	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	24
	37.5 H/W	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	
25	MONTHLY	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	25
	37.5 H/W	34.93	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	
26	MONTHLY	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	26
	37.5 H/W	36.19	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	
27	MONTHLY	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	7,278.00	7,549.00	7,830.00	8,119.00	8,415.00	27
	37.5 H/W	37.56	38.87	40.24	41.66	43.19	44.79	46.46	48.18	49.96	51.78	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE J

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05 MONTHLY	1,445.00	1,485.00	1,528.00	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	05
40 H/W	8.34	8.57	8.82	9.06	9.33	9.58	9.85	10.14	10.47	10.79	
06 MONTHLY	1,528.00	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	06
40 H/W	8.82	9.06	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	
07 MONTHLY	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	07
40 H/W	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	
08 MONTHLY	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	08
40 H/W	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	
09 MONTHLY	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	09
40 H/W	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	
10 MONTHLY	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	10
40 H/W	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	
11 MONTHLY	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	11
40 H/W	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	
12 MONTHLY	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	12
40 H/W	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	
13 MONTHLY	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	13
40 H/W	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	
14 MONTHLY	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	14
40 H/W	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	
15 MONTHLY	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	15
40 H/W	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	
16 MONTHLY	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	16
40 H/W	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	
17 MONTHLY	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	17
40 H/W	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	
18 MONTHLY	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	18
40 H/W	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	
19 MONTHLY	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	19
40 H/W	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	
20 MONTHLY	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	20
40 H/W	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE J

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	21
	40 H/W	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	
22	MONTHLY	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	22
	40 H/W	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	
23	MONTHLY	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	23
	40 H/W	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	
24	MONTHLY	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	24
	40 H/W	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	
25	MONTHLY	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	25
	40 H/W	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	
26	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	26
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
27	MONTHLY	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	27
	40 H/W	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE K

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	05
	40 H/W	9.06	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	
06	MONTHLY	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	06
	40 H/W	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	
07	MONTHLY	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	07
	40 H/W	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	
08	MONTHLY	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	08
	40 H/W	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	
09	MONTHLY	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	09
	40 H/W	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	
10	MONTHLY	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	10
	40 H/W	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	
11	MONTHLY	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	11
	40 H/W	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	
12	MONTHLY	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	12
	40 H/W	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	
13	MONTHLY	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	13
	40 H/W	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	
14	MONTHLY	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	14
	40 H/W	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	
15	MONTHLY	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	15
	40 H/W	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	
16	MONTHLY	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	16
	40 H/W	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	
17	MONTHLY	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	17
	40 H/W	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	
18	MONTHLY	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	18
	40 H/W	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	
19	MONTHLY	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	19
	40 H/W	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	
20	MONTHLY	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	20
	40 H/W	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE K

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	21
	40 H/W	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	
22	MONTHLY	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	22
	40 H/W	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	
23	MONTHLY	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	23
	40 H/W	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	
24	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	24
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
25	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	25
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	
26	MONTHLY	6,017 00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	26
	40 H/W	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	
27	MONTHLY	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	27
	40 H/W	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	

R01-ACBD-0010 SALARY SCHEDULE

S T A T E O F A L A S K A

SCHEDULE L

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,485.00	1,528.00	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	05
	40 H/W	8.57	8.82	9.06	9.33	9.58	9.85	10.14	10.47	10.79	11.09	
06	MONTHLY	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	06
	40 H/W	9.06	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	
07	MONTHLY	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	07
	40 H/W	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	
08	MONTHLY	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	08
	40 H/W	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	
09	MONTHLY	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	09
	40 H/W	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	
10	MONTHLY	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	10
	40 H/W	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	
11	MONTHLY	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	11
	40 H/W	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	
12	MONTHLY	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	12
	40 H/W	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	
13	MONTHLY	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	13
	40 H/W	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	
14	MONTHLY	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	14
	40 H/W	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	
15	MONTHLY	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	15
	40 H/W	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	
16	MONTHLY	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	16
	40 H/W	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	
17	MONTHLY	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	17
	40 H/W	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	
18	MONTHLY	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	18
	40 H/W	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	
19	MONTHLY	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	19
	40 H/W	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	
20	MONTHLY	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	20
	40 H/W	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE L

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	21
	40 H/W	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	
22	MONTHLY	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	22
	40 H/W	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	
23	MONTHLY	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	23
	40 H/W	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	
24	MONTHLY	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	24
	40 H/W	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	
25	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	25
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
26	MONTHLY	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	26
	40 H/W	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	
27	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	27
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	

R01-ACBD-0010 SALARY SCHEDULE — S T A T E O F A L A S K A — SCHEDULE M

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,528.00	1,571.00	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	05
	40 H/W	8.82	9.06	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	
06	MONTHLY	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	06
	40 H/W	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	
07	MONTHLY	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	07
	40 H/W	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	
08	MONTHLY	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	08
	40 H/W	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	
09	MONTHLY	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	09
	40 H/W	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	
10	MONTHLY	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	10
	40 H/W	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	
11	MONTHLY	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	11
	40 H/W	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	
12	MONTHLY	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	12
	40 H/W	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	
13	MONTHLY	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	13
	40 H/W	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	
14	MONTHLY	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	14
	40 H/W	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	
15	MONTHLY	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	15
	40 H/W	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	
16	MONTHLY	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	16
	40 H/W	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	
17	MONTHLY	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	17
	40 H/W	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	
18	MONTHLY	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	18
	40 H/W	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	
19	MONTHLY	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	19
	40 H/W	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	
20	MONTHLY	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	20
	40 H/W	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE M

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	21
	40 H/W	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	
22	MONTHLY	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	22
	40 H/W	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	
23	MONTHLY	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	23
	40 H/W	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	
24	MONTHLY	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	24
	40 H/W	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	
25	MONTHLY	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	25
	40 H/W	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	
26	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	26
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	
27	MONTHLY	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	27
	40 H/W	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE N

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,618.00	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	05
	40 H/W	9.33	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	
06	MONTHLY	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	06
	40 H/W	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	
07	MONTHLY	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	07
	40 H/W	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	
08	MONTHLY	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	08
	40 H/W	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	
09	MONTHLY	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	09
	40 H/W	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	
10	MONTHLY	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	10
	40 H/W	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	
11	MONTHLY	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	11
	40 H/W	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	
12	MONTHLY	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	12
	40 H/W	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	
13	MONTHLY	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	13
	40 H/W	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	
14	MONTHLY	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	14
	40 H/W	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	
15	MONTHLY	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	15
	40 H/W	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	
16	MONTHLY	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	16
	40 H/W	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	
17	MONTHLY	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	17
	40 H/W	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	
18	MONTHLY	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	18
	40 H/W	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	
19	MONTHLY	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	19
	40 H/W	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	
20	MONTHLY	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	20
	40 H/W	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE N

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	21
	40 H/W	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	
22	MONTHLY	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	22
	40 H/W	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	
23	MONTHLY	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	23
	40 H/W	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	
24	MONTHLY	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	24
	40 H/W	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	
25	MONTHLY	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	25
	40 H/W	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	
26	MONTHLY	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	26
	40 H/W	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	
27	MONTHLY	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	27
	40 H/W	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE P

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	05
	40 H/W	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	
06	MONTHLY	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	06
	40 H/W	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	
07	MONTHLY	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	07
	40 H/W	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	
08	MONTHLY	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	08
	40 H/W	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	
09	MONTHLY	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	09
	40 H/W	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	
10	MONTHLY	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	10
	40 H/W	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	
11	MONTHLY	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	11
	40 H/W	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	
12	MONTHLY	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	12
	40 H/W	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	
13	MONTHLY	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	13
	40 H/W	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	
14	MONTHLY	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	14
	40 H/W	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	
15	MONTHLY	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	15
	40 H/W	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	
16	MONTHLY	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	16
	40 H/W	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	
17	MONTHLY	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	17
	40 H/W	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	
18	MONTHLY	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	18
	40 H/W	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	
19	MONTHLY	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	19
	40 H/W	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	
20	MONTHLY	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	20
	40 H/W	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE P

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	21
	40 H/W	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	
22	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	22
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
23	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	23
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	
24	MONTHLY	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	24
	40 H/W	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	
25	MONTHLY	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	25
	40 H/W	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	
26	MONTHLY	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	26
	40 H/W	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	
27	MONTHLY	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00	27
	40 H/W	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE R

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	05
	40 H/W	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	
06	MONTHLY	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	06
	40 H/W	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	
07	MONTHLY	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	07
	40 H/W	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	
08	MONTHLY	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	08
	40 H/W	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	
09	MONTHLY	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	09
	40 H/W	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	
10	MONTHLY	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	10
	40 H/W	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	
11	MONTHLY	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	11
	40 H/W	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	
12	MONTHLY	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	12
	40 H/W	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	
13	MONTHLY	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	13
	40 H/W	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	
14	MONTHLY	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	14
	40 H/W	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	
15	MONTHLY	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	15
	40 H/W	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	
16	MONTHLY	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	16
	40 H/W	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	
17	MONTHLY	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	17
	40 H/W	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	
18	MONTHLY	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	18
	40 H/W	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	
19	MONTHLY	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	19
	40 H/W	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	
20	MONTHLY	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	20
	40 H/W	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE R

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	21
	40 H/W	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	
22	MONTHLY	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	22
	40 H/W	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	
23	MONTHLY	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	23
	40 H/W	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	
24	MONTHLY	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	24
	40 H/W	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	
25	MONTHLY	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	25
	40 H/W	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	
26	MONTHLY	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00	26
	40 H/W	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28	
27	MONTHLY	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00		27
	40 H/W	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28		

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE S

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	05
	40 H/W	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	
06	MONTHLY	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	06
	40 H/W	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	
07	MONTHLY	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	07
	40 H/W	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	
08	MONTHLY	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	08
	40 H/W	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	
09	MONTHLY	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	09
	40 H/W	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	
10	MONTHLY	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	10
	40 H/W	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	
11	MONTHLY	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	11
	40 H/W	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	
12	MONTHLY	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	12
	40 H/W	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	
13	MONTHLY	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	13
	40 H/W	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	
14	MONTHLY	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	14
	40 H/W	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	
15	MONTHLY	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	15
	40 H/W	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	
16	MONTHLY	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	16
	40 H/W	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	
17	MONTHLY	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	17
	40 H/W	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	
18	MONTHLY	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	18
	40 H/W	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	
19	MONTHLY	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	19
	40 H/W	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	
20	MONTHLY	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	20
	40 H/W	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE S

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	21
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
22	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	22
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	
23	MONTHLY	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	23
	40 H/W	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	
24	MONTHLY	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	24
	40 H/W	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	
25	MONTHLY	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00	25
	40 H/W	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28	
26	MONTHLY	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00		26
	40 H/W	42.96	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28		
27	MONTHLY	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	9,589.00	9,929.00			27
	40 H/W	44.54	46.19	47.91	49.69	51.53	53.41	55.32	57.28			

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE T

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,661.00	1,708.00	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	05
	40 H/W	9.58	9.85	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	
06	MONTHLY	1,758.00	1,814.00	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	06
	40 H/W	10.14	10.47	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	
07	MONTHLY	1,870.00	1,923.00	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	07
	40 H/W	10.79	11.09	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	
08	MONTHLY	1,983.00	2,048.00	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	08
	40 H/W	11.44	11.82	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	
09	MONTHLY	2,105.00	2,170.00	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	09
	40 H/W	12.14	12.52	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	
10	MONTHLY	2,236.00	2,310.00	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	10
	40 H/W	12.90	13.33	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	
11	MONTHLY	2,383.00	2,465.00	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	11
	40 H/W	13.75	14.22	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	
12	MONTHLY	2,549.00	2,638.00	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	12
	40 H/W	14.71	15.22	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	
13	MONTHLY	2,734.00	2,830.00	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	13
	40 H/W	15.77	16.33	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	
14	MONTHLY	2,937.00	3,033.00	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	14
	40 H/W	16.94	17.50	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	
15	MONTHLY	3,147.00	3,262.00	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	15
	40 H/W	18.16	18.82	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	
16	MONTHLY	3,379.00	3,495.00	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	16
	40 H/W	19.49	20.16	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	
17	MONTHLY	3,616.00	3,733.00	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	17
	40 H/W	20.86	21.54	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	
18	MONTHLY	3,874.00	3,993.00	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	18
	40 H/W	22.35	23.04	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	
19	MONTHLY	4,143.00	4,268.00	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	19
	40 H/W	23.90	24.62	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	
20	MONTHLY	4,425.00	4,564.00	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	20
	40 H/W	25.53	26.33	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE T

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,729.00	4,885.00	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	21
	40 H/W	27.28	28.18	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	
22	MONTHLY	5,066.00	5,234.00	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	22
	40 H/W	29.23	30.20	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	
23	MONTHLY	5,430.00	5,613.00	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	23
	40 H/W	31.33	32.38	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	
24	MONTHLY	5,804.00	6,017.00	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	24
	40 H/W	33.48	34.71	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	
25	MONTHLY	6,244.00	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	25
	40 H/W	36.02	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	
26	MONTHLY	6,469.00	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	26
	40 H/W	37.32	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	
27	MONTHLY	6,714.00	6,949.00	7,193.00	7,447.00	7,721.00	8,006.00	8,304.00	8,613.00	8,931.00	9,257.00	27
	40 H/W	38.73	40.09	41.50	42.96	44.54	46.19	47.91	49.69	51.53	53.41	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,117.00	1,146.00	1,179.00	1,206.00	1,245.00	1,280.00	1,314.00	1,350.00	1,389.00	1,428.00	05
	37.5 H/W	6.87	7.05	7.26	7.42	7.66	7.88	8.09	8.31	8.55	8.79	
06	MONTHLY	1,179.00	1,206.00	1,245.00	1,280.00	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	06
	37.5 H/W	7.26	7.42	7.66	7.88	8.09	8.31	8.55	8.79	9.05	9.29	
07	MONTHLY	1,245.00	1,280.00	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	07
	37.5 H/W	7.66	7.88	8.09	8.31	8.55	8.79	9.05	9.29	9.56	9.83	
08	MONTHLY	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	08
	37.5 H/W	8.09	8.31	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	
09	MONTHLY	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	09
	37.5 H/W	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	
10	MONTHLY	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	10
	37.5 H/W	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	
11	MONTHLY	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	11
	37.5 H/W	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	
12	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	12
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
13	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	13
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
14	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	14
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
15	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	15
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
16	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	16
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
17	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	17
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
18	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	18
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
19	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	19
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
20	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	20
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LON	INCREMENTS OF FINAL STEP) K	L	M	RANGE NO.
21	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	21
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	
22	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	22
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
23	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	23
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	
24	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	24
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	
25	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	25
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	
26	MONTHLY	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	26
	37.5 H/W	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	
27	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	27
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,179.00	1,206.00	1,245.00	1,280.00	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	05
	37.5 H/W	7.26	7.42	7.66	7.88	8.09	8.31	8.55	8.79	9.05	9.29	
06	MONTHLY	1,245.00	1,280.00	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	06
	37.5 H/W	7.66	7.88	8.09	8.31	8.55	8.79	9.05	9.29	9.56	9.83	
07	MONTHLY	1,314.00	1,350.00	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	07
	37.5 H/W	8.09	8.31	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	
08	MONTHLY	1,389.00	1,428.00	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	08
	37.5 H/W	8.55	8.79	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	
09	MONTHLY	1,471.00	1,510.00	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	09
	37.5 H/W	9.05	9.29	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	
10	MONTHLY	1,553.00	1,598.00	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	10
	37.5 H/W	9.56	9.83	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	
11	MONTHLY	1,649.00	1,700.00	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	11
	37.5 H/W	10.15	10.46	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	
12	MONTHLY	1,748.00	1,803.00	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	12
	37.5 H/W	10.76	11.10	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	
13	MONTHLY	1,862.00	1,914.00	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	13
	37.5 H/W	11.46	11.78	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	
14	MONTHLY	1,973.00	2,033.00	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	14
	37.5 H/W	12.14	12.51	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	
15	MONTHLY	2,100.00	2,166.00	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	15
	37.5 H/W	12.92	13.33	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	
16	MONTHLY	2,241.00	2,317.00	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	16
	37.5 H/W	13.79	14.26	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	
17	MONTHLY	2,398.00	2,485.00	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	17
	37.5 H/W	14.76	15.29	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	
18	MONTHLY	2,573.00	2,670.00	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	18
	37.5 H/W	15.83	16.43	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	
19	MONTHLY	2,757.00	2,861.00	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	19
	37.5 H/W	16.97	17.61	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	
20	MONTHLY	2,965.00	3,072.00	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	20
	37.5 H/W	18.25	18.90	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,177.00	3,287.00	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	21
	37.5 H/W	19.55	20.23	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	
22	MONTHLY	3,394.00	3,522.00	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	22
	37.5 H/W	20.89	21.67	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	
23	MONTHLY	3,630.00	3,766.00	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	23
	37.5 H/W	22.34	23.18	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	
24	MONTHLY	3,880.00	4,023.00	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	24
	37.5 H/W	23.88	24.76	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	
25	MONTHLY	4,149.00	4,299.00	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	25
	37.5 H/W	25.53	26.46	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	
26	MONTHLY	4,441.00	4,605.00	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	26
	37.5 H/W	27.33	28.34	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	
27	MONTHLY	4,758.00	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	27
	37.5 H/W	29.28	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	
28	MONTHLY	4,936.00	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	28
	37.5 H/W	30.38	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	
29	MONTHLY	5,103.00	5,276.00	5,470.00	5,676.00	5,881.00	6,104.00	6,317.00	6,539.00	6,770.00	7,019.00	29
	37.5 H/W	31.40	32.47	33.66	34.93	36.19	37.56	38.87	40.24	41.66	43.19	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	05
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	
06	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	06
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	
07	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	07
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	
08	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	08
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	
09	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	09
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	
10	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	10
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	
11	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	11
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	
12	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	12
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	
13	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	13
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	
14	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	14
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	
15	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	15
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	
16	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	16
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	
17	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	17
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	
18	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	18
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	
19	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	19
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	
20	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	20
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	21
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	
22	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	22
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	
23	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	23
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	
24	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	24
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	
25	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	25
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	
26	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	26
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	
27	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	27
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	05
	37.5 H/W	8.35	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	10.81	
06	MONTHLY	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	06
	37.5 H/W	8.83	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	
07	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	07
	37.5 H/W	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	
08	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	08
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	
09	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	09
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	
10	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	10
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	
11	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	11
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	
12	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	12
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	
13	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	13
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	
14	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	14
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	
15	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	15
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	
16	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	16
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	
17	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	17
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	
18	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	18
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	
19	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	19
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	
20	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	20
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	21
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	
22	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	22
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	
23	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	23
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	
24	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	24
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	
25	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	25
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	
26	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	26
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	
27	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	27
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	05
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	
06	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	06
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	
07	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	07
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	
08	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	08
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	
09	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	09
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	
10	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	10
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	
11	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	11
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	
12	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	12
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	
13	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	13
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	
14	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	14
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	
15	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	15
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	
16	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	16
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	
17	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	17
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	
18	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	18
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	
19	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	19
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	
20	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	20
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	21
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	
22	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	22
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	
23	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	23
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	
24	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	24
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	
25	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	25
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	
26	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	26
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	
27	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	27
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	05
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	
06	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	06
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	
07	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	07
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	
08	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	08
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	
09	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	09
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	
10	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	10
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	
11	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	11
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	
12	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	12
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	
13	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	13
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	
14	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	14
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	
15	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	15
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	
16	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	16
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	
17	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	17
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	
18	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	18
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	
19	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	19
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	
20	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	20
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	21
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	
22	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	22
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	
23	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	23
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	
24	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	24
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	
25	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	25
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	
26	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	26
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	
27	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	27
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	05
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	
06	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	06
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	
07	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	07
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	
08	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	08
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	
09	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	09
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	
10	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	10
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	
11	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	11
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	
12	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	12
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	
13	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	13
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	
14	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	14
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	
15	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	15
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	
16	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	16
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	
17	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	17
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	
18	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	18
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	
19	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	19
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	
20	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	20
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	21
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	
22	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	22
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	
23	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	23
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	
24	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	24
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	
25	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	25
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	
26	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	26
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	
27	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	27
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	05
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.34	12.20	12.57	12.99	13.40	
06	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	06
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	
07	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	07
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	
08	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	08
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	
09	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	09
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	
10	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	10
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	
11	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	11
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	
12	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	12
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	
13	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	13
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	
14	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	14
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	
15	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	15
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	
16	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	16
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	
17	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	17
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	
18	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	18
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	
19	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	19
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	
20	MONTHLY	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	20
	37.5 H/W	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	21
	37.5 H/W	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	
22	MONTHLY	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	22
	37.5 H/W	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	
23	MONTHLY	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	23
	37.5 H/W	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	
24	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	24
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	
25	MONTHLY	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	25
	37.5 H/W	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	
26	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	26
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	
27	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,390.00	27
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	57.78	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	05
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	
06	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	06
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	
07	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	07
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	
08	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	08
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	
09	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	09
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	
10	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	10
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	
11	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	11
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	
12	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	12
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	
13	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	13
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	
14	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	14
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	
15	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	15
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	
16	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	16
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	
17	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	17
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	
18	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	18
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	
19	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	19
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	
20	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	20
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	21
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	
22	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	22
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	
23	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	23
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	
24	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	24
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	
25	MONTHLY	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	25
	37.5 H/W	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	
26	MONTHLY	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,390.00	26
	37.5 H/W	41.87	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	57.78	
27	MONTHLY	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	8,761.00	9,072.00	9,390.00	9,715.00	27
	37.5 H/W	43.42	45.02	46.69	48.43	50.22	52.05	53.91	55.83	57.78	59.78	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	05
	37.5 H/W	9.34	9.61	9.89	10.20	10 51	10.81	11.15	11.51	11.84	12.20	
06	MONTHLY	1,607.00	1,657.00	1,708 00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	06
	37.5 H/W	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	
07	MONTHLY	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	07
	37.5 H/W	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	
08	MONTHLY	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	08
	37.5 H/W	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	
09	MONTHLY	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	09
	37.5 H/W	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	
10	MONTHLY	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	10
	37.5 H/W	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	
11	MONTHLY	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	11
	37.5 H/W	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	
12	MONTHLY	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	12
	37.5 H/W	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	
13	MONTHLY	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	13
	37.5 H/W	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	
14	MONTHLY	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	14
	37.5 H/W	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	
15	MONTHLY	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	15
	37.5 H/W	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	
16	MONTHLY	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	16
	37.5 H/W	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	
17	MONTHLY	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	17
	37.5 H/W	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	
18	MONTHLY	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	18
	37.5 H/W	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	
19	MONTHLY	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	19
	37.5 H/W	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	
20	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	20
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	21
	37.5 H/W	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	
22	MONTHLY	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	22
	37.5 H/W	28.48	29.43	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	
23	MONTHLY	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	23
	37.5 H/W	30.53	31.56	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	
24	MONTHLY	5,303.00	5,498.00	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	24
	37.5 H/W	32.63	33.83	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	
25	MONTHLY	5,705.00	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	25
	37.5 H/W	35.11	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	
26	MONTHLY	5,910.00	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	26
	37.5 H/W	36.37	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	
27	MONTHLY	6,135.00	6,349.00	6,572.00	6,804.00	7,055.00	7,315.00	7,587.00	7,870.00	8,161.00	8,458.00	27
	37.5 H/W	37.75	39.07	40.44	41.87	43.42	45.02	46.69	48.43	50.22	52.05	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,122.00	1,152.00	1,185.00	1,212.00	1,252.00	1,286.00	1,321.00	1,357.00	1,397.00	1,435.00	05
	37.5 H/W	6.90	7.09	7.29	7.46	7.70	7.91	8.13	8.35	8.60	8.83	
06	MONTHLY	1,185.00	1,212.00	1,252.00	1,286.00	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	06
	37.5 H/W	7.29	7.46	7.70	7.91	8.13	8.35	8.60	8.83	9.10	9.34	
07	MONTHLY	1,252.00	1,286.00	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	07
	37.5 H/W	7.70	7.91	8.13	8.35	8.60	8.83	9.10	9.34	9.61	9.89	
08	MONTHLY	1,321.00	1,357.00	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	08
	37.5 H/W	8.13	8.35	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	
09	MONTHLY	1,397.00	1,435.00	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	09
	37.5 H/W	8.60	8.83	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	
10	MONTHLY	1,478.00	1,517.00	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	10
	37.5 H/W	9.10	9.34	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	
11	MONTHLY	1,561.00	1,607.00	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	11
	37.5 H/W	9.61	9.89	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	
12	MONTHLY	1,657.00	1,708.00	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	12
	37.5 H/W	10.20	10.51	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	
13	MONTHLY	1,757.00	1,812.00	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	13
	37.5 H/W	10.81	11.15	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	
14	MONTHLY	1,871.00	1,924.00	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	14
	37.5 H/W	11.51	11.84	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	
15	MONTHLY	1,983.00	2,043.00	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	15
	37.5 H/W	12.20	12.57	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	
16	MONTHLY	2,111.00	2,177.00	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	16
	37.5 H/W	12.99	13.40	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	
17	MONTHLY	2,252.00	2,329.00	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	17
	37.5 H/W	13.86	14.33	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	
18	MONTHLY	2,410.00	2,498.00	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	18
	37.5 H/W	14.83	15.37	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	
19	MONTHLY	2,586.00	2,684.00	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	19
	37.5 H/W	15.91	16.52	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	
20	MONTHLY	2,771.00	2,876.00	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	20
	37.5 H/W	17.05	17.70	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 01/01/83

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	2,980.00	3,088.00	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	21
	37.5 H/W	18.34	19.00	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	
22	MONTHLY	3,193.00	3,303.00	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	22
	37.5 H/W	19.65	20.33	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	
23	MONTHLY	3,411.00	3,540.00	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	23
	37.5 H/W	20.99	21.78	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	
24	MONTHLY	3,649.00	3,785.00	3,900.00	4,044.00	4,170.00	4,321	[illegible]	4,628.00	4,782.00	4,961.00	24
	37.5 H/W	22.46	23.29	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	
25	MONTHLY	3,900.00	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	25
	37.5 H/W	24.00	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	
26	MONTHLY	4,044.00	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	26
	37.5 H/W	24.89	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	
27	MONTHLY	4,170.00	4,321.00	4,464.00	4,628.00	4,782.00	4,961.00	5,129.00	5,303.00	5,498.00	5,705.00	27
	37.5 H/W	25.66	26.59	27.47	28.48	29.43	30.53	31.56	32.63	33.83	35.11	

R01-02I-0010 SALARY SCHEDULE STATE OF ALASKA

BARGAINING UNIT - (L) LABOR AND CRAFTS HOURLY 07/01/84

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E
50	HOURLY	17.99	21.49	21.79	21.99	22.09
51	HOURLY	17.09	20.37	20.67	20.87	20.97
52	HOURLY	16.16	19.26	19.56	19.76	19.86
53	HOURLY	15.10	18.10	18.40	18.60	18.70
54	HOURLY	14.18	16.99	17.29	17.49	17.59
55	HOURLY	13.42	16.03	16.33	16.53	16.63
56	HOURLY	12.67	15.08	15.38	15.58	15.68
57	HOURLY	12.02	14.22	14.52	14.72	14.82
58	HOURLY	11.35	13.35	13.65	13.85	13.95
59	HOURLY	10.70	12.66	12.96	13.16	13.26
60	HOURLY	10.03	11.63	11.93	12.13	12.23
61	HOURLY	9.23	10.51	10.81	11.01	11.11

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,599.00	2,696.00	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	73
	37.5 H/W	15.99	16.59	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	
74	MONTHLY	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	74
	37.5 H/W	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	
75	MONTHLY	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	75
	37.5 H/W	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	
76	MONTHLY	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	76
	37.5 H/W	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	
77	MONTHLY	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	77
	37.5 H/W	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	
78	MONTHLY	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	78
	37.5 H/W	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	
79	MONTHLY	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	79
	37.5 H/W	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	73
	37.5 H/W	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	
74	MONTHLY	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	74
	37.5 H/W	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	
75	MONTHLY	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	75
	37.5 H/W	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	
76	MONTHLY	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	76
	37.5 H/W	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	
77	MONTHLY	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	77
	37.5 H/W	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	
78	MONTHLY	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	78
	37.5 H/W	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	
79	MONTHLY	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	79
	37.5 H/W	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,696.00	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	73
	37.5 H/W	16.59	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	
74	MONTHLY	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	74
	37.5 H/W	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	
75	MONTHLY	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	75
	37.5 H/W	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	
76	MONTHLY	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	76
	37.5 H/W	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	
77	MONTHLY	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	77
	37.5 H/W	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	
78	MONTHLY	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	78
	37.5 H/W	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	
79	MONTHLY	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	79
	37.5 H/W	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	73
	37.5 H/W	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	
74	MONTHLY	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	74
	37.5 H/W	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	
75	MONTHLY	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	75
	37.5 H/W	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	
76	MONTHLY	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	76
	37.5 H/W	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	
77	MONTHLY	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	77
	37.5 H/W	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	
78	MONTHLY	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	78
	37.5 H/W	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	
79	MONTHLY	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	79
	37.5 H/W	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	73
	37.5 H/W	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	
74	MONTHLY	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	74
	37.5 H/W	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	
75	MONTHLY	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	75
	37.5 H/W	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	
76	MONTHLY	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	76
	37.5 H/W	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	
77	MONTHLY	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	77
	37.5 H/W	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	
78	MONTHLY	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	78
	37.5 H/W	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	
79	MONTHLY	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	79
	37.5 H/W	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	73
	37.5 H/W	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	
74	MONTHLY	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	74
	37.5 H/W	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	
75	MONTHLY	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	75
	37.5 H/W	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	
76	MONTHLY	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	76
	37.5 H/W	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	
77	MONTHLY	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	77
	37.5 H/W	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	
78	MONTHLY	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	78
	37.5 H/W	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	
79	MONTHLY	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	7,023.00	7,286.00	79
	37.5 H/W	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	43.22	44.84	

R01-ACBU-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	73
	37.5 H/W	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	
74	MONTHLY	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	74
	37.5 H/W	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	
75	MONTHLY	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	75
	37.5 H/W	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	
76	MONTHLY	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	76
	37.5 H/W	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	
77	MONTHLY	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	77
	37.5 H/W	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	
78	MONTHLY	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	7,023.00	78
	37.5 H/W	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	43.22	
79	MONTHLY	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	7,023.00	7,286.00	7,559.00	79
	37.5 H/W	33.40	34.65	35.95	37.30	38.70	40.14	41.65	43.22	44.84	46.52	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	73
	37.5 H/W	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	
74	MONTHLY	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	74
	37.5 H/W	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	
75	MONTHLY	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	75
	37.5 H/W	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	
76	MONTHLY	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	76
	37.5 H/W	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	
77	MONTHLY	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	77
	37.5 H/W	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	
78	MONTHLY	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	7,023.00	7,286.00	78
	37.5 H/W	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	43.22	44.84	
79	MONTHLY	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	7,023.00	7,286.00	7,559.00	7,843.00	79
	37.5 H/W	34.65	35.95	37.30	38.70	40.14	41.65	43.22	44.84	46.52	48.26	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (A) PUBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	73
	37.5 H/W	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	
74	MONTHLY	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	74
	37.5 H/W	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	
75	MONTHLY	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	75
	37.5 H/W	22.27	23.11	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	
76	MONTHLY	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	76
	37.5 H/W	23.98	24.88	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	
77	MONTHLY	4,195.00	4,351.00	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	77
	37.5 H/W	25.82	26.78	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	
78	MONTHLY	4,516.00	4,684.00	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	78
	37.5 H/W	27.79	28.82	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	
79	MONTHLY	4,860.00	5,043.00	5,231.00	5,427.00	5,630.00	5,842.00	6,062.00	6,289.00	6,523.00	6,768.00	79
	37.5 H/W	29.91	31.03	32.19	33.40	34.65	35.95	37.30	38.70	40.14	41.65	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	05
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	
06	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	06
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	
07	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	07
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	
08	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	08
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	
09	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	09
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	
10	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	10
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	
11	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	11
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	
12	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	12
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	
13	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	13
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	
14	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	14
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	
15	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	15
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	
16	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	16
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	
17	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	17
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	
18	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	18
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	
19	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	19
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	
20	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	20
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	21
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	
22	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	22
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	
23	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	23
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	
24	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	24
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	
25	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	25
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	
26	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	26
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	
27	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	27
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,425.00	1,467.00	1,507.00	1,552.00	1,5°3.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	05
	37.5 H/W	8.77	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	11.35	
06	MONTHLY	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	06
	37.5 H/W	9.27	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	
07	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	07
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	
08	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	08
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	
09	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	09
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	
10	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	10
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	
11	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	11
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	
12	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	12
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	
13	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	13
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	
14	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	14
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	
15	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	15
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	
16	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	16
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	
17	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	17
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	
18	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	18
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	
19	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	19
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	
20	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	20
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	21
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	
22	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	22
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	
23	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	23
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	
24	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	24
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	
25	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	25
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	
26	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	26
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	
27	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	27
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	05
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	
06	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	06
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	
07	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	07
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	
08	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	08
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	
09	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	09
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	
10	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	10
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	
11	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	11
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	
12	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	12
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	
13	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	13
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	
14	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	14
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	
15	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	15
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	
16	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	16
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	
17	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	17
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	
18	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	18
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	
19	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	19
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	
20	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	20
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	21
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	
22	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	22
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	
23	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	23
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	
24	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	24
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	
25	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	25
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	
26	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	26
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	
27	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	27
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	05
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	
06	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	06
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	
07	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	07
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	
08	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	08
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	
09	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	09
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	
10	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	10
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	
11	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	11
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	
12	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	12
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	
13	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	13
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	
14	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	14
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	
15	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	15
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	
16	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	16
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	
17	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	17
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	
18	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	18
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	
19	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	19
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	
20	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	20
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	21
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	
22	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	22
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	
23	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	23
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	
24	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	24
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	
25	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	25
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	
26	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	26
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	
27	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	27
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	05
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	
06	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	06
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	
07	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	07
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	
08	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	08
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	
09	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	09
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	
10	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	10
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	
11	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	11
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	
12	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	12
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	
13	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	13
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	
14	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	14
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	
15	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	15
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	
16	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	16
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	
17	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	17
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	
18	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	18
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	
19	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	19
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32 06	33.14	34.26	35.53	
20	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	20
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	21
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	
22	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	22
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	
23	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	23
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	
24	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	24
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	
25	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	25
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	
26	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	26
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	
27	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	27
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	05
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	
06	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	06
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	
07	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	07
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	
08	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	08
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	
09	MONTHLY	2,217.00	2,286.00	2,365.00	2,[illegible].00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	09
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	
10	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	10
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	
11	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	11
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	
12	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	12
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	
13	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	13
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	
14	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	14
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	
15	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	15
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	
16	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	16
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	
17	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	17
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	
18	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	18
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	
19	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	19
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	
20	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	20
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	21
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	
22	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	22
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	
23	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	23
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	
24	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	24
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	
25	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	25
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	
26	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	26
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	
27	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,860.00	27
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	60.68	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	05
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	
06	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	06
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	
07	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	07
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	
08	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	08
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	
09	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	09
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	
10	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	10
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	
11	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	11
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	
12	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	12
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	
13	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	13
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	
14	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	14
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	
15	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	15
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	
16	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	16
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	
17	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	17
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	
18	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	18
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	
19	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	19
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	
20	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	20
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	21
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	
22	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	22
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	
23	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	23
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	
24	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	24
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	
25	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	25
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	
26	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,860.00	26
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	60.68	
27	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,860.00		27
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.61	58.62	60.68		

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	05
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	
06	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	06
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	
07	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	07
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	
08	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	08
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	
09	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	09
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	
10	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	10
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	
11	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	11
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	
12	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	12
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	
13	MONTHLY	2,623.00	2,715.00	2,318.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	13
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	
14	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	14
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	
15	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	15
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	
16	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	16
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	
17	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	17
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	
18	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	18
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	
19	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	19
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	
20	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	20
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	21
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	
22	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	22
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	
23	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	23
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	
24	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	24
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	
25	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	25
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	
26	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	26
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	
27	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	27
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.73	54.65	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,178.00	1,210.00	1,244.00	1,273.00	1,315.00	1,350.00	1,387.00	1,425.00	1,467.00	1,507.00	05
	37.5 H/W	7.25	7.45	7.66	7.83	8.09	8.31	8.54	8.77	9.03	9.27	
06	MONTHLY	1,244.00	1,273.00	1,315.00	1,350.00	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	06
	37.5 H/W	7.66	7.83	8.09	8.31	8.54	8.77	9.03	9.27	9.55	9.80	
07	MONTHLY	1,315.00	1,350.00	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	07
	37.5 H/W	8.09	8.31	8.54	8.77	9.03	9.27	9.55	9.80	10.09	10.38	
08	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	08
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	
09	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	09
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	
10	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	10
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	
11	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	11
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	
12	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	12
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	
13	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	13
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	
14	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	14
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	
15	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	15
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	
16	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	16
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	
17	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	17
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	
18	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	18
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	
19	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	19
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	
20	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	20
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (K) CONFIDENTIAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	21
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	
22	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	22
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	
23	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	23
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	
24	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	24
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	
25	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	25
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	
26	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	26
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	
27	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	27
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.14	34.26	35.53	36.86	

R01-02I-0010 SALARY SCHEDULE STATE OF ALASKA

BARGAINING UNIT - (L) LABOR AND CRAFTS HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E
50	HOURLY	18.89	22.56	22.86	23.06	23.16
51	HOURLY	17.94	21.39	21.69	21.89	21.99
52	HOURLY	16.97	20.22	20.52	20.72	20.82
53	HOURLY	15.86	19.01	19.31	19.51	19.61
54	HOURLY	14.89	17.84	18.14	18.34	18.44
55	HOURLY	14.09	16.83	17.13	17.33	17.43
56	HOURLY	13.30	15.83	16.13	16.33	16.43
57	HOURLY	12.62	14.93	15.23	15.43	15.53
58	HOURLY	11.92	14.02	14.32	14.52	14.62
59	HOURLY	11.24	13.29	13.59	13.79	13.89
60	HOURLY	10.53	12.21	12.51	12.71	12.81
61	HOURLY	9.69	11.04	11.34	11.54	11.64

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	09
	37.5 H/W	10.78	11.12	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	
10	MONTHLY	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	10
	37.5 H/W	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	
11	MONTHLY	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	11
	37.5 H/W	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	
12	MONTHLY	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	12
	37.5 H/W	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	
13	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	13
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
14	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	14
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
15	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	15
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
16	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	16
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
17	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	17
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
18	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	18
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
19	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	19
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
20	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	20
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
21	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	21
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	
22	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	22
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	
23	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	23
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	
24	MONTHLY	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	24
	37.5 H/W	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	25
	37.5 H/W	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	
26	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	26
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	
27	MONTHLY	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	27
	37.5 H/W	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	09
	37.5 H/W	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	
10	MONTHLY	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	10
	37.5 H/W	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	
11	MONTHLY	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	11
	37.5 H/W	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	
12	MONTHLY	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	12
	37.5 H/W	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	
13	MONTHLY	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	13
	37.5 H/W	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	
14	MONTHLY	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	14
	37.5 H/W	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	
15	MONTHLY	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	15
	37.5 H/W	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	
16	MONTHLY	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	16
	37.5 H/W	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	
17	MONTHLY	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	17
	37.5 H/W	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	
18	MONTHLY	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	18
	37.5 H/W	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	
19	MONTHLY	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	19
	37.5 H/W	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	
20	MONTHLY	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	20
	37.5 H/W	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	
21	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	21
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
22	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	22
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
23	MONTHLY	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	23
	37.5 H/W	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	
24	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	24
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	25
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	
26	MONTHLY	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	26
	37.5 H/W	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	
27	MONTHLY	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	27
	37.5 H/W	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	09
	37.5 H/W	11.12	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	
10	MONTHLY	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	10
	37.5 H/W	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	
11	MONTHLY	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	11
	37.5 H/W	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	
12	MONTHLY	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	12
	37.5 H/W	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	
13	MONTHLY	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	13
	37.5 H/W	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	
14	MONTHLY	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	14
	37.5 H/W	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	
15	MONTHLY	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	15
	37.5 H/W	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	
16	MONTHLY	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	16
	37.5 H/W	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	
17	MONTHLY	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	17
	37.5 H/W	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	
18	MONTHLY	3,253.00	3,363.00	3,478.00	3,590.00	723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	18
	37.5 H/W	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	
19	MONTHLY	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	19
	37.5 H/W	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	
20	MONTHLY	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	20
	37.5 H/W	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	
21	MONTHLY	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	21
	37.5 H/W	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	
22	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	22
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
23	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	23
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
24	MONTHLY	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	24
	37.5 H/W	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	25
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	
26	MONTHLY	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	26
	37.5 H/W	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	
27	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	27
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	09
	37.5 H/W	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	
10	MONTHLY	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	10
	37.5 H/W	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	
11	MONTHLY	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	11
	37.5 H/W	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	
12	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	12
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
13	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	13
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
14	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	14
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
15	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	15
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
16	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	16
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
17	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	17
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
18	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	18
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
19	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	19
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
20	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	20
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	
21	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	21
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	
22	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	22
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	
23	MONTHLY	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	23
	37.5 H/W	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	
24	MONTHLY	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	24
	37.5 H/W	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	25
	37.5 H/W	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	
26	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	26
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	
27	MONTHLY	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	27
	37.5 H/W	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	09
	37.5 H/W	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	
10	MONTHLY	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	10
	37.5 H/W	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	
11	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	11
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
12	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	12
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
13	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	13
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
14	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	14
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
15	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	15
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
16	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	16
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
17	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	17
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
18	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	18
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
19	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	19
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	
20	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	20
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	
21	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	21
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	
22	MONTHLY	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	22
	37.5 H/W	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	
23	MONTHLY	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	23
	37.5 H/W	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	
24	MONTHLY	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	24
	37.5 H/W	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	25
	37.5 H/W	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	
26	MONTHLY	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	26
	37.5 H/W	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	
27	MONTHLY	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	27
	37.5 H/W	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	09
	37.5 H/W	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	
10	MONTHLY	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	10
	37.5 H/W	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	
11	MONTHLY	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	11
	37.5 H/W	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	
12	MONTHLY	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	12
	37.5 H/W	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	
13	MONTHLY	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	13
	37.5 H/W	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	
14	MONTHLY	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	14
	37.5 H/W	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	
15	MONTHLY	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	15
	37.5 H/W	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	
16	MONTHLY	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	16
	37.5 H/W	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	
17	MONTHLY	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	17
	37.5 H/W	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	
18	MONTHLY	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	18
	37.5 H/W	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	
19	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	19
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
20	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	20
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
21	MONTHLY	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	21
	37.5 H/W	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	
22	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	22
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	
23	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	23
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	
24	MONTHLY	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	24
	37.5 H/W	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	25
	37.5 H/W	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	
26	MONTHLY	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	26
	37.5 H/W	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	
27	MONTHLY	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	27
	37.5 H/W	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	09
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
10	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	10
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
11	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	11
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
12	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	12
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
13	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	13
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
14	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	14
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
15	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	15
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
16	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	16
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
17	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	17
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	
18	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	18
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	
19	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	19
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	
20	MONTHLY	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	20
	37.5 H/W	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	
21	MONTHLY	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	21
	37.5 H/W	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	
22	MONTHLY	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	22
	37.5 H/W	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	
23	MONTHLY	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	23
	37.5 H/W	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	
24	MONTHLY	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	24
	37.5 H/W	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	25
	37.5 H/W	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	
26	MONTHLY	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	26
	37.5 H/W	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	
27	MONTHLY	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	9,804.00	27
	37.5 H/W	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	60.33	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	09
	37.5 H/W	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	
10	MONTHLY	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	10
	37.5 H/W	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	
11	MONTHLY	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	11
	37.5 H/W	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	
12	MONTHLY	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	12
	37.5 H/W	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	
13	MONTHLY	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	13
	37.5 H/W	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	
14	MONTHLY	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	14
	37.5 H/W	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	
15	MONTHLY	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	15
	37.5 H/W	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	
16	MONTHLY	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	16
	37.5 H/W	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	
17	MONTHLY	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	17
	37.5 H/W	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	
18	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	18
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
19	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	19
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
20	MONTHLY	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	20
	37.5 H/W	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	
21	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	21
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	
22	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	22
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	
23	MONTHLY	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	23
	37.5 H/W	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	
24	MONTHLY	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	24
	37.5 H/W	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	25
	37.5 H/W	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	
26	MONTHLY	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	9,804.00	26
	37.5 H/W	43.82	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	60.33	
27	MONTHLY	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	9,151.00	9,473.00	9,804.00		27
	37.5 H/W	45.35	47.09	48.82	50.63	52.48	54.38	56.31	58.30	60.33		

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	09
	37.5 H/W	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	
10	MONTHLY	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	10
	37.5 H/W	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	
11	MONTHLY	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	11
	37.5 H/W	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	
12	MONTHLY	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	12
	37.5 H/W	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	
13	MONTHLY	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	13
	37.5 H/W	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	
14	MONTHLY	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	14
	37.5 H/W	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	
15	MONTHLY	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	15
	37.5 H/W	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	
16	MONTHLY	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	16
	37.5 H/W	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	
17	MONTHLY	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	17
	37.5 H/W	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	
18	MONTHLY	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	18
	37.5 H/W	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	
19	MONTHLY	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	19
	37.5 H/W	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	
20	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	20
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
21	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	21
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
22	MONTHLY	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	22
	37.5 H/W	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	
23	MONTHLY	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	23
	37.5 H/W	32.04	33.11	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	
24	MONTHLY	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	24
	37.5 H/W	34.22	35.47	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	5,978.00	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	25
	37.5 H/W	36.79	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	
26	MONTHLY	6,192.00	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	26
	37.5 H/W	38.10	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	
27	MONTHLY	6,425.00	6,649.00	6,879.00	7,121.00	7,369.00	7,652.00	7,934.00	8,227.00	8,528.00	8,837.00	27
	37.5 H/W	39.54	40.92	42.33	43.82	45.35	47.09	48.82	50.63	52.48	54.38	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,476.00	1,517.00	1,563.00	1,604.00	1,651.00	1,698.00	1,752.00	1,807.00	1,858.00	1,917.00	09
	37.5 H/W	9.08	9.34	9.62	9.87	10.16	10.45	10.78	11.12	11.43	11.80	
10	MONTHLY	1,563.00	1,604.00	1,651.00	1,698.00	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	10
	37.5 H/W	9.62	9.87	10.16	10.45	10.78	11.12	11.43	11.80	12.17	12.52	
11	MONTHLY	1,651.00	1,698.00	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	11
	37.5 H/W	10.16	10.45	10.78	11.12	11.43	11.80	12.17	12.52	12.90	13.28	
12	MONTHLY	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	12
	37.5 H/W	10.78	11.12	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	
13	MONTHLY	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	13
	37.5 H/W	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	
14	MONTHLY	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	14
	37.5 H/W	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	
15	MONTHLY	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	15
	37.5 H/W	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	
16	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	16
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
17	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	17
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
18	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	18
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
19	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	19
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
20	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	20
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
21	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	21
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
22	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	22
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
23	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	23
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
24	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	24
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	25
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	
26	MONTHLY	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	26
	37.5 H/W	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	
27	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	27
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
09	MONTHLY	1,563.00	1,604.00	1,651.00	1,698.00	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	09
	37.5 H/W	9.62	9.87	10.16	10.45	10.78	11.12	11.43	11.80	12.17	12.52	
10	MONTHLY	1,651.00	1,698.00	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	10
	37.5 H/W	10.16	10.45	10.78	11.12	11.43	11.80	12.17	12.52	12.90	13.28	
11	MONTHLY	1,752.00	1,807.00	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	11
	37.5 H/W	10.78	11.12	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	
12	MONTHLY	1,858.00	1,917.00	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	12
	37.5 H/W	11.43	11.80	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	
13	MONTHLY	1,978.00	2,034.00	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	13
	37.5 H/W	12.17	12.52	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	
14	MONTHLY	2,097.00	2,158.00	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	14
	37.5 H/W	12.90	13.28	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	
15	MONTHLY	2,230.00	2,300.00	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	15
	37.5 H/W	13.72	14.15	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	
16	MONTHLY	2,378.00	2,459.00	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	16
	37.5 H/W	14.63	15.13	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	
17	MONTHLY	2,545.00	2,637.00	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	17
	37.5 H/W	15.66	16.23	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	
18	MONTHLY	2,728.00	2,832.00	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	18
	37.5 H/W	16.79	17.43	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	
19	MONTHLY	2,923.00	3,033.00	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	19
	37.5 H/W	17.99	18.66	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	
20	MONTHLY	3,140.00	3,253.00	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	20
	37.5 H/W	19.32	20.02	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	
21	MONTHLY	3,363.00	3,478.00	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	21
	37.5 H/W	20.70	21.40	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	
22	MONTHLY	3,590.00	3,723.00	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	22
	37.5 H/W	22.09	22.91	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	
23	MONTHLY	3,839.00	3,981.00	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	23
	37.5 H/W	23.62	24.50	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	
24	MONTHLY	4,101.00	4,251.00	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	24
	37.5 H/W	25.24	26.16	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (S) SUPERVISORY

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
25	MONTHLY	4,382.00	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	25
	37.5 H/W	26.97	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	
26	MONTHLY	4,540.00	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	26
	37.5 H/W	27.94	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	
27	MONTHLY	4,689.00	4,858.00	5,019.00	5,206.00	5,380.00	5,561.00	5,764.00	5,978.00	6,192.00	6,425.00	27
	37.5 H/W	28.86	29.90	30.89	32.04	33.11	34.22	35.47	36.79	38.10	39.54	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,653.00	1,715.00	1,779.00	1,846.00	05
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.17	10.55	10.95	11.36	
06	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	06
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
07	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	07
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
08	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	08
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
09	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	09
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
10	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	10
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
11	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	11
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
12	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	12
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
13	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	13
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
14	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	14
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
15	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	15
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
16	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	16
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
17	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	17
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
18	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	18
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
19	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	19
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
20	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	20
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	21
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
22	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	22
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
23	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	23
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
24	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	24
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
25	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	25
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
26	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	26
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
27	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	27
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
28	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	28
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
29	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	29
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
30	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	30
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,700.00	1,764.00	1,830.00	1,899.00	05
	37.5 H/W	8.77	9.03	9.27	9.55	9.80	10.09	10.46	10.86	11.26	11.69	
06	MONTHLY	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,805.00	1,873.00	1,943.00	2,016.00	06
	37.5 H/W	9.27	9.55	9.80	10.09	10.38	10.71	11.11	11.53	11.96	12.41	
07	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,914.00	1,986.00	2,060.00	2,137.00	07
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.78	12.22	12.68	13.15	
08	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	08
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
09	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	09
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
10	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	10
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
11	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	11
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
12	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	12
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
13	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	13
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
14	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	14
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
15	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	15
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
16	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	16
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
17	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	17
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
18	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	18
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
19	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	19
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
20	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	20
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	21
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
22	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	22
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
23	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	23
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
24	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	24
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
25	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	25
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
26	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	26
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
27	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	27
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
28	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	28
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
29	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	29
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
30	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	30
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	05
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
06	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	06
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
07	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	07
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
08	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	08
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
09	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	09
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
10	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	10
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
11	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	11
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
12	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	12
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
13	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	13
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
14	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	14
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
15	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	15
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
16	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	16
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
17	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	17
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
18	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	18
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
19	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	19
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
20	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	20
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	21
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
22	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	22
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
23	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	23
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
24	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	24
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
25	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	25
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
26	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	26
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
27	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	27
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
28	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	28
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
29	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	29
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
30	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	30
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	05
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
06	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	06
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
07	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	07
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
08	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	08
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
09	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	09
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
10	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	10
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
11	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	11
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
12	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	12
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
13	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	13
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
14	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	14
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
15	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	15
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
16	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	16
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
17	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	17
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
18	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	18
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
19	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	19
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
20	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	20
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	21
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
22	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	22
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
23	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	23
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
24	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	24
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
25	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	25
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
26	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	26
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
27	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	27
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
28	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	28
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
29	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	29
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
30	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	30
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	05
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
06	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	06
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
07	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	07
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
08	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	08
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
09	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	09
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
10	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	10
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
11	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	11
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
12	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	12
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
13	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	13
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
14	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	14
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
15	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	15
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
16	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	16
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
17	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	17
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
18	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	18
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
19	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	19
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
20	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	20
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	21
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
22	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	22
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
23	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	23
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
24	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	24
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
25	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	25
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
26	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	26
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
27	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	27
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
28	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	28
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
29	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		29
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
30	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			30
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	05
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
06	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	06
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
07	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	07
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
08	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	08
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
09	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	09
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
10	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	10
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
11	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	11
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
12	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	12
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
13	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	13
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
14	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	14
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
15	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	15
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
16	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	16
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
17	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	17
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
18	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	18
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
19	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	19
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
20	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	20
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	21
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
22	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	22
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
23	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	23
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
24	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	24
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
25	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	25
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
26	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	26
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
27	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	27
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
28	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		28
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
29	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			29
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			
30	MONTHLY	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,883.00				30
	37.5 H/W	49.02	50.86	52.73	54.65	56.61	58.62	60.82				

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	05
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
06	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	06
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
07	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	07
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
08	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	08
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
09	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	09
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
10	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	10
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
11	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	11
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
12	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,357.00	3,479.00	3,609.00	3,744.00	3,884.00	12
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
13	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	13
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
14	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	14
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
15	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	15
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
16	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	16
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
17	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	17
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
18	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	18
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
19	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	19
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
20	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	20
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	21
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
22	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	22
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
23	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	23
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
24	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	24
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
25	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	25
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
26	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	26
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
27	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		27
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
28	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			28
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			
29	MONTHLY	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,883.00				29
	37.5 H/W	49.02	50.86	52.73	54.65	56.61	58.62	60.82				
30	MONTHLY	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,860.00					30
	37.5 H/W	50.86	52.73	54.65	56.61	58.62	60.68					

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,914.00	1,986.00	2,060.00	2,137.00	05
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.78	12.22	12.68	13.15	
06	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	06
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
07	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	07
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
08	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	08
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
09	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	09
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
10	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	10
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
11	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	11
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
12	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	12
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
13	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	13
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
14	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	14
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
15	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	15
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
16	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	16
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
17	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	17
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
18	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	18
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
19	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	19
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
20	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	20
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	21
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
22	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	22
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
23	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	23
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
24	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	24
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
25	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	25
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
26	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	26
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
27	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	27
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
28	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	28
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
29	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	29
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
30	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	30
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,178.00	1,210.00	1,244.00	1,273.00	1,315.00	1,350.00	1,401.00	1,454.00	1,509.00	1,566.00	05
	37.5 H/W	7.25	7.45	7.66	7.83	8.09	8.31	8.62	8.95	9.29	9.64	
06	MONTHLY	1,244.00	1,273.00	1,315.00	1,350.00	1,387.00	1,425.00	1,478.00	1,533.00	1,590.00	1,650.00	06
	37.5 H/W	7.66	7.83	8.09	8.31	8.54	8.77	9.10	9.43	9.78	10.15	
07	MONTHLY	1,315.00	1,350.00	1,387.00	1,425.00	1,467.00	1,507.00	1,564.00	1,623.00	1,684.00	1,747.00	07
	37.5 H/W	8.09	8.31	8.54	8.77	9.03	9.27	9.62	9.99	10.36	10.75	
08	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,653.00	1,715.00	1,779.00	1,846.00	08
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.17	10.55	10.95	11.36	
09	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	09
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
10	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	10
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
11	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	11
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
12	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	12
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
13	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	13
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
14	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	14
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
15	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	15
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
16	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	16
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
17	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	17
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
18	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	18
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
19	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	19
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
20	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	20
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (X) PARTIALLY EXEMPT

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	21
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
22	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	22
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
23	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	23
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
24	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	24
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
25	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	25
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
26	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	26
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
27	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	27
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
28	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	28
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
29	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	29
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
30	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	30
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (A) UBLIC SAFETY EMPLEES

MONTHLY - HOURLY 03/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
73	MONTHLY	2,086.00	2,162.00	2,244.00	2,326.00	2,415.00	2,505.00	2,599.00	2,696.00	2,797.00	2,902.00	73
	37.5 H/W	12.84	13.30	13.81	14.31	14.86	15.42	15.99	16.59	17.21	17.86	
74	MONTHLY	2,244.00	2,326.00	2,415.00	2,505.00	2,599.00	2,696.00	2,797.00	2,902.00	3,012.00	3,126.00	74
	37.5 H/W	13.81	14.31	14.86	15.42	15.99	16.59	17.21	17.86	18.54	19.24	
75	MONTHLY	2,415.00	2,505.00	2,599.00	2,696.00	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	75
	37.5 H/W	14.86	15.42	15.99	16.59	17.21	17.86	18.54	19.24	19.95	20.70	
76	MONTHLY	2,599.00	2,696.00	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	76
	37.5 H/W	15.99	16.59	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	
77	MONTHLY	2,797.00	2,902.00	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	77
	37.5 H/W	17.21	17.86	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	
78	MONTHLY	3,012.00	3,126.00	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	78
	37.5 H/W	18.54	19.24	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	
79	MONTHLY	3,242.00	3,363.00	3,490.00	3,619.00	3,755.00	3,896.00	4,043.00	4,195.00	4,351.00	4,516.00	79
	37.5 H/W	19.95	20.70	21.48	22.27	23.11	23.98	24.88	25.82	26.78	27.79	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,653.00	1,715.00	1,779.00	1,846.00	05
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.17	10.55	10.95	11.36	
06	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	06
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
07	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	07
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
08	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	08
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
09	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	09
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
10	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	10
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
11	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	11
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
12	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	12
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
13	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	13
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
14	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	14
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
15	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	15
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
16	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	16
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
17	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	17
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
18	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	18
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
19	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	19
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
20	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	20
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	21
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
22	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	22
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
23	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	23
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
24	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	24
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
25	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	25
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
26	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	26
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
27	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	27
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
28	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	28
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
29	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	29
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
30	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	30
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,700.00	1,764.00	1,830.00	1,899.00	05
	37.5 H/W	8.77	9.03	9.27	9.55	9.80	10.09	10.46	10.86	11.26	11.69	
06	MONTHLY	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,805.0	1,873.00	1,943.00	2,016.00	06
	37.5 H/W	9.27	9.55	9.80	10.09	10.38	10.71	11.1	11.53	11.96	12.41	
07	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,914.00	1,986.00	2,060.00	2,137.00	07
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.78	12.22	12.68	13.15	
08	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	08
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
09	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	09
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
10	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	10
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
11	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	11
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
12	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	12
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
13	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	13
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
14	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	14
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
15	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	15
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
16	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	16
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
17	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	17
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
18	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	18
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
19	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	19
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
20	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	20
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	21
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
22	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	22
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
23	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	23
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
24	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	24
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
25	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	25
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
26	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	26
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
27	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	27
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
28	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	28
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
29	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	29
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
30	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	30
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	

R01-ACBD-0010 SALARY SCHEDULE — STATE OF ALASKA — SCHEDULE D

BARGAINING UNIT - (E) EXCLUDED

PLUS TWO STEPS

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	05
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
06	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	06
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
07	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	07
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
08	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	08
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
09	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	09
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
10	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	10
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
11	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	11
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
12	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	12
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
13	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	13
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
14	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	14
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
15	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	15
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
16	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	16
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
17	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	17
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
18	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	18
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
19	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	19
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
20	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	20
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	21
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
22	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	22
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
23	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	23
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
24	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	24
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
25	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	25
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
26	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	26
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
27	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	27
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
28	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	28
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
29	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	29
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
30	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	30
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	05
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
06	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	06
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
07	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	07
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
08	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	08
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
09	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	09
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
10	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	10
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
11	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	11
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
12	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	12
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
13	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	13
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
14	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	14
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
15	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	15
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
16	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	16
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
17	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	17
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
18	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	18
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
19	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	19
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
20	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	20
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	21
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
22	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	22
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
23	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	23
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
24	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	24
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
25	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	25
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
26	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	26
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
27	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	27
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
28	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	28
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
29	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	29
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
30	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	30
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	05
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
06	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	06
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
07	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	07
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
08	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	08
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
09	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	09
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
10	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	10
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
11	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	11
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
12	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	12
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
13	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	13
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
14	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	14
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
15	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	15
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
16	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	16
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
17	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	17
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
18	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	18
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
19	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	19
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
20	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	20
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	21
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
22	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	22
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
23	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	23
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
24	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	24
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
25	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	25
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
26	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	26
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
27	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	27
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
28	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	28
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
29	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		29
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
30	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			30
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	05
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
06	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	06
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
07	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	07
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
08	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	08
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
09	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	09
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
10	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	10
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
11	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	11
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
12	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	12
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
13	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	13
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	
14	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	14
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
15	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	15
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
16	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	16
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
17	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	17
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
18	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	18
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
19	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	19
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
20	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	20
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,215.00	6,448.00	6,690.00	6,941.00	21
	37.5 H/W	30.90	32.06	33.14	34.26	35.53	36.86	38.25	39.68	41.17	42.71	
22	MONTHLY	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,684.00	6,935.00	7,195.00	7,465.00	22
	37.5 H/W	33.14	34.26	35.53	36.86	38.19	39.64	41.13	42.68	44.28	45.94	
23	MONTHLY	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,160.00	7,429.00	7,708.00	7,997.00	23
	37.5 H/W	35.53	36.86	38.19	39.64	41.02	42.47	44.06	45.72	47.43	49.21	
24	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	24
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
25	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	25
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
26	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	26
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
27	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	27
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
28	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		28
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
29	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			29
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			
30	MONTHLY	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,883.00				30
	37.5 H/W	49.02	50.86	52.73	54.65	56.61	58.62	60.82				

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	05
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
06	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	06
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
07	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	07
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
08	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	08
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
09	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	09
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
10	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	10
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
11	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	11
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
12	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	12
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
13	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	13
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
14	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	14
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
15	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	15
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
16	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	16
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
17	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	17
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
18	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	18
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
19	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	19
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
20	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	20
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	21
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
22	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	22
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
23	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	23
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
24	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	24
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
25	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	25
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
26	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	26
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	
27	MONTHLY	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,214.00	9,560.00	9,919.00		27
	37.5 H/W	45.59	47.27	49.02	50.86	52.73	54.65	56.70	58.83	61.04		
28	MONTHLY	7,681.00	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,544.00	9,902.00			28
	37.5 H/W	47.27	49.02	50.86	52.73	54.65	56.61	58.73	60.94			
29	MONTHLY	7,966.00	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,883.00				29
	37.5 H/W	49.02	50.86	52.73	54.65	56.61	58.62	60.82				
30	MONTHLY	8,264.00	8,569.00	8,881.00	9,199.00	9,526.00	9,860.00					30
	37.5 H/W	50.86	52.73	54.65	56.61	58.62	60.68					

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,914.00	1,986.00	2,060.00	2,137.00	05
	37.5 H/W	9.80	10.09	10.38	10.71	11.03	11.35	11.78	12.22	12.68	13.15	
06	MONTHLY	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,039.00	2,115.00	2,194.00	2,276.00	06
	37.5 H/W	10.38	10.71	11.03	11.35	11.71	12.09	12.55	13.02	13.50	14.01	
07	MONTHLY	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,160.00	2,241.00	2,325.00	2,412.00	07
	37.5 H/W	11.03	11.35	11.71	12.09	12.43	12.81	13.29	13.79	14.31	14.84	
08	MONTHLY	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,300.00	2,386.00	2,475.00	2,568.00	08
	37.5 H/W	11.71	12.09	12.43	12.81	13.20	13.64	14.15	14.68	15.23	15.80	
09	MONTHLY	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,454.00	2,546.00	2,641.00	2,740.00	09
	37.5 H/W	12.43	12.81	13.20	13.64	14.07	14.55	15.10	15.67	16.25	16.86	
10	MONTHLY	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,626.00	2,724.00	2,826.00	2,932.00	10
	37.5 H/W	13.20	13.64	14.07	14.55	15.05	15.58	16.16	16.76	17.39	18.04	
11	MONTHLY	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,817.00	2,923.00	3,033.00	3,147.00	11
	37.5 H/W	14.07	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.66	19.37	
12	MONTHLY	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,019.00	3,132.00	3,249.00	3,371.00	12
	37.5 H/W	15.05	15.58	16.14	16.71	17.34	17.91	18.58	19.27	19.99	20.74	
13	MONTHLY	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,246.00	3,368.00	3,494.00	3,625.00	13
	37.5 H/W	16.14	16.71	17.34	17.91	18.58	19.26	19.98	20.73	21.50	22.31	
14	MONTHLY	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,479.00	3,609.00	3,744.00	3,884.00	14
	37.5 H/W	17.34	17.91	18.58	19.26	19.95	20.63	21.41	22.21	23.04	23.90	
15	MONTHLY	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,716.00	3,855.00	4,000.00	4,150.00	15
	37.5 H/W	18.58	19.26	19.95	20.63	21.34	22.04	22.87	23.72	24.62	25.54	
16	MONTHLY	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,975.00	4,124.00	4,279.00	4,439.00	16
	37.5 H/W	19.95	20.63	21.34	22.04	22.87	23.58	24.46	25.38	26.33	27.32	
17	MONTHLY	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,249.00	4,408.00	4,573.00	4,744.00	17
	37.5 H/W	21.34	22.04	22.87	23.58	24.46	25.20	26.15	27.13	28.14	29.19	
18	MONTHLY	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,543.00	4,713.00	4,890.00	5,073.00	18
	37.5 H/W	22.87	23.58	24.46	25.20	26.13	26.95	27.96	29.00	30.09	31.22	
19	MONTHLY	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,863.00	5,045.00	5,234.00	5,430.00	19
	37.5 H/W	24.46	25.20	26.13	26.95	27.92	28.84	29.93	31.05	32.21	33.42	
20	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	20
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	

R01-ACBD-0011 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	21
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
22	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	22
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	
23	MONTHLY	5,209.00	5,385.00	5,568.00	5,773.00	5,990.00	6,206.00	6,439.00	6,680.00	6,931.00	7,191.00	23
	37.5 H/W	32.06	33.14	34.26	35.53	36.86	38.19	39.62	41.11	42.65	44.25	
24	MONTHLY	5,568.00	5,773.00	5,990.00	6,206.00	6,442.00	6,666.00	6,916.00	7,175.00	7,444.00	7,723.00	24
	37.5 H/W	34.26	35.53	36.86	38.19	39.64	41.02	42.56	44.15	45.81	47.53	
25	MONTHLY	5,990.00	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,412.00	7,690.00	7,978.00	8,277.00	25
	37.5 H/W	36.86	38.19	39.64	41.02	42.47	43.96	45.61	47.32	49.10	50.94	
26	MONTHLY	6,206.00	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,686.00	7,974.00	8,273.00	8,583.00	26
	37.5 H/W	38.19	39.64	41.02	42.47	43.96	45.59	47.30	49.07	50.91	52.82	
27	MONTHLY	6,442.00	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,969.00	8,268.00	8,578.00	8,900.00	27
	37.5 H/W	39.64	41.02	42.47	43.96	45.59	47.27	49.04	50.88	52.79	54.77	
28	MONTHLY	6,666.00	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,265.00	8,575.00	8,897.00	9,231.00	28
	37.5 H/W	41.02	42.47	43.96	45.59	47.27	49.02	50.86	52.77	54.75	56.81	
29	MONTHLY	6,901.00	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,574.00	8,896.00	9,230.00	9,576.00	29
	37.5 H/W	42.47	43.96	45.59	47.27	49.02	50.86	52.76	54.74	56.80	58.93	
30	MONTHLY	7,144.00	7,408.00	7,681.00	7,966.00	8,264.00	8,569.00	8,890.00	9,223.00	9,569.00	9,928.00	30
	37.5 H/W	43.96	45.59	47.27	49.02	50.86	52.73	54.71	56.76	58.89	61.10	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,178.00	1,210.00	1,244.00	1,273.00	1,315.00	1,350.00	1,401.00	1,454.00	1,509.00	1,566.00	05
	37.5 H/W	7.25	7.45	7.66	7.83	8.09	8.31	8.62	8.95	9.29	9.64	
06	MONTHLY	1,244.00	1,273.00	1,315.00	1,350.00	1,387.00	1,425.00	1,478.00	1,533.00	1,590.00	1,650.00	06
	37.5 H/W	7.66	7.83	8.09	8.31	8.54	8.77	9.10	9.43	9.78	10.15	
07	MONTHLY	1,315.00	1,350.00	1,387.00	1,425.00	1,467.00	1,507.00	1,564.00	1,623.00	1,684.00	1,747.00	07
	37.5 H/W	8.09	8.31	8.54	8.77	9.03	9.27	9.62	9.99	10.36	10.75	
08	MONTHLY	1,387.00	1,425.00	1,467.00	1,507.00	1,552.00	1,593.00	1,653.00	1,715.00	1,779.00	1,846.00	08
	37.5 H/W	8.54	8.77	9.03	9.27	9.55	9.80	10.17	10.55	10.95	11.36	
09	MONTHLY	1,467.00	1,507.00	1,552.00	1,593.00	1,639.00	1,687.00	1,750.00	1,816.00	1,884.00	1,955.00	09
	37.5 H/W	9.03	9.27	9.55	9.80	10.09	10.38	10.77	11.18	11.59	12.03	
10	MONTHLY	1,552.00	1,593.00	1,639.00	1,687.00	1,740.00	1,793.00	1,860.00	1,930.00	2,002.00	2,077.00	10
	37.5 H/W	9.55	9.80	10.09	10.38	10.71	11.03	11.45	11.88	12.32	12.78	
11	MONTHLY	1,639.00	1,687.00	1,740.00	1,793.00	1,845.00	1,903.00	1,974.00	2,048.00	2,125.00	2,205.00	11
	37.5 H/W	10.09	10.38	10.71	11.03	11.35	11.71	12.15	12.60	13.08	13.57	
12	MONTHLY	1,740.00	1,793.00	1,845.00	1,903.00	1,965.00	2,020.00	2,096.00	2,175.00	2,257.00	2,342.00	12
	37.5 H/W	10.71	11.03	11.35	11.71	12.09	12.43	12.90	13.38	13.89	14.41	
13	MONTHLY	1,845.00	1,903.00	1,965.00	2,020.00	2,082.00	2,145.00	2,225.00	2,308.00	2,395.00	2,485.00	13
	37.5 H/W	11.35	11.71	12.09	12.43	12.81	13.20	13.69	14.20	14.74	15.29	
14	MONTHLY	1,965.00	2,020.00	2,082.00	2,145.00	2,217.00	2,286.00	2,372.00	2,461.00	2,553.00	2,649.00	14
	37.5 H/W	12.09	12.43	12.81	13.20	13.64	14.07	14.60	15.14	15.71	16.30	
15	MONTHLY	2,082.00	2,145.00	2,217.00	2,286.00	2,365.00	2,445.00	2,537.00	2,632.00	2,731.00	2,833.00	15
	37.5 H/W	12.81	13.20	13.64	14.07	14.55	15.05	15.61	16.20	16.81	17.43	
16	MONTHLY	2,217.00	2,286.00	2,365.00	2,445.00	2,531.00	2,623.00	2,721.00	2,823.00	2,929.00	3,039.00	16
	37.5 H/W	13.64	14.07	14.55	15.05	15.58	16.14	16.74	17.37	18.02	18.70	
17	MONTHLY	2,365.00	2,445.00	2,531.00	2,623.00	2,715.00	2,818.00	2,924.00	3,034.00	3,148.00	3,266.00	17
	37.5 H/W	14.55	15.05	15.58	16.14	16.71	17.34	17.99	18.67	19.37	20.10	
18	MONTHLY	2,531.00	2,623.00	2,715.00	2,818.00	2,910.00	3,020.00	3,133.00	3,250.00	3,372.00	3,498.00	18
	37.5 H/W	15.58	16.14	16.71	17.34	17.91	18.58	19.28	20.00	20.75	21.53	
19	MONTHLY	2,715.00	2,818.00	2,910.00	3,020.00	3,129.00	3,242.00	3,364.00	3,490.00	3,621.00	3,757.00	19
	37.5 H/W	16.71	17.34	17.91	18.58	19.26	19.95	20.70	21.48	22.28	23.12	
20	MONTHLY	2,910.00	3,020.00	3,129.00	3,242.00	3,353.00	3,468.00	3,598.00	3,733.00	3,873.00	4,018.00	20
	37.5 H/W	17.91	18.58	19.26	19.95	20.63	21.34	22.14	22.97	23.83	24.73	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (E) EXCLUDED

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,129.00	3,242.00	3,353.00	3,468.00	3,582.00	3,717.00	3,856.00	4,001.00	4,151.00	4,307.00	21
	37.5 H/W	19.26	19.95	20.63	21.34	22.04	22.87	23.73	24.62	25.54	26.50	
22	MONTHLY	3,353.00	3,468.00	3,582.00	3,717.00	3,831.00	3,974.00	4,123.00	4,278.00	4,438.00	4,604.00	22
	37.5 H/W	20.63	21.34	22.04	22.87	23.58	24.46	25.37	26.33	27.31	28.33	
23	MONTHLY	3,582.00	3,717.00	3,831.00	3,974.00	4,095.00	4,246.00	4,405.00	4,570.00	4,741.00	4,919.00	23
	37.5 H/W	22.04	22.87	23.58	24.46	25.20	26.13	27.11	28.12	29.18	30.27	
24	MONTHLY	3,831.00	3,974.00	4,095.00	4,246.00	4,379.00	4,537.00	4,707.00	4,884.00	5,067.00	5,257.00	24
	37.5 H/W	23.58	24.46	25.20	26.13	26.95	27.92	28.97	30.06	31.18	32.35	
25	MONTHLY	4,095.00	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,041.00	5,230.00	5,426.00	5,629.00	25
	37.5 H/W	25.20	26.13	26.95	27.92	28.84	29.90	31.02	32.18	33.39	34.64	
26	MONTHLY	4,246.00	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	26
	37.5 H/W	26.13	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	
27	MONTHLY	4,379.00	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,404.00	5,607.00	5,817.00	6,035.00	27
	37.5 H/W	26.95	27.92	28.84	29.90	30.90	32.06	33.26	34.50	35.80	37.14	
28	MONTHLY	4,537.00	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,587.00	5,797.00	6,014.00	6,240.00	28
	37.5 H/W	27.92	28.84	29.90	30.90	32.06	33.14	34.38	35.67	37.01	38.40	
29	MONTHLY	4,687.00	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,777.00	5,994.00	6,219.00	6,452.00	29
	37.5 H/W	28.84	29.90	30.90	32.06	33.14	34.26	35.55	36.89	38.27	39.70	
30	MONTHLY	4,859.00	5,021.00	5,209.00	5,385.00	5,568.00	5,773.00	5,989.00	6,214.00	6,447.00	6,689.00	30
	37.5 H/W	29.90	30.90	32.06	33.14	34.26	35.53	36.86	38.24	39.67	41.16	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	05
	37.5 H/W	8.49	8.73	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	
06	MONTHLY	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	06
	37.5 H/W	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	
07	MONTHLY	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	07
	37.5 H/W	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	
08	MONTHLY	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	08
	37.5 H/W	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	
09	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	09
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
10	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	10
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
11	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	11
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
12	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	12
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
13	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	13
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
14	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	14
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
15	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	15
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
16	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	16
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
17	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	17
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	
18	MONTHLY	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	18
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	
19	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	19
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
20	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	20
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE A

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	21
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	
22	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	22
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	
23	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	23
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	
24	MONTHLY	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	24
	37.5 H/W	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	
25	MONTHLY	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	25
	37.5 H/W	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	
26	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	26
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
27	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	27
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	05
	37.5 H/W	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	
06	MONTHLY	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	06
	37.5 H/W	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	
07	MONTHLY	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	07
	37.5 H/W	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	
08	MONTHLY	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	08
	37.5 H/W	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	
09	MONTHLY	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	09
	37.5 H/W	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	
10	MONTHLY	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	10
	37.5 H/W	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	
11	MONTHLY	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	11
	37.5 H/W	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	
12	MONTHLY	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	12
	37.5 H/W	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	
13	MONTHLY	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	13
	37.5 H/W	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	
14	MONTHLY	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	14
	37.5 H/W	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	
15	MONTHLY	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	15
	37.5 H/W	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	
16	MONTHLY	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	16
	37.5 H/W	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	
17	MONTHLY	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	17
	37.5 H/W	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	
18	MONTHLY	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	18
	37.5 H/W	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	
19	MONTHLY	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	19
	37.5 H/W	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	
20	MONTHLY	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	20
	37.5 H/W	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	

R01-ACBD-0010 SALARY SCHEDULE

S T A T E O F A L A S K A

SCHEDULE B

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	21
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	
22	MONTHLY	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	22
	37.5 H/W	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	
23	MONTHLY	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	23
	37.5 H/W	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	
24	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	24
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
25	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	25
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	
26	MONTHLY	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	26
	37.5 H/W	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	
27	MONTHLY	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	27
	37.5 H/W	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	05
	37.5 H/W	8.73	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	
06	MONTHLY	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	06
	37.5 H/W	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	
07	MONTHLY	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	07
	37.5 H/W	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	
08	MONTHLY	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	08
	37.5 H/W	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	
09	MONTHLY	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	09
	37.5 H/W	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	
10	MONTHLY	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	10
	37.5 H/W	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	
11	MONTHLY	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	11
	37.5 H/W	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	
12	MONTHLY	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	12
	37.5 H/W	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	
13	MONTHLY	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	13
	37.5 H/W	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	
14	MONTHLY	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	14
	37.5 H/W	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	
15	MONTHLY	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	15
	37.5 H/W	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	
16	MONTHLY	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	16
	37.5 H/W	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	
17	MONTHLY	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	17
	37.5 H/W	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	
18	MONTHLY	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	18
	37.5 H/W	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	
19	MONTHLY	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	19
	37.5 H/W	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	
20	MONTHLY	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	20
	37.5 H/W	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE C

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	21
	37.5 H/W	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	
22	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	22
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	
23	MONTHLY	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	23
	37.5 H/W	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	
24	MONTHLY	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	24
	37.5 H/W	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	
25	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	25
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
26	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	26
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	
27	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	27
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	05
	37.5 H/W	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	
06	MONTHLY	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	06
	37.5 H/W	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	
07	MONTHLY	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	07
	37.5 H/W	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	
08	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	08
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
09	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072 00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	09
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
10	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	10
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
11	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	11
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
12	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	12
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
13	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	13
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
14	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	14
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
15	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	15
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
16	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	16
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	
17	MONTHLY	3,113.00	3,226 00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	17
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	
18	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	18
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
19	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	19
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	
20	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	20
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE D

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	21
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	
22	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	22
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	3[illegible] 68	
23	MONTHLY	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	23
	37.5 H/W	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	
24	MONTHLY	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	24
	37.5 H/W	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	
25	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	25
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	
26	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	26
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	
27	MONTHLY	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	27
	37.5 H/W	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	05
	37.5 H/W	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	
06	MONTHLY	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	06
	37.5 H/W	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	
07	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	07
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
08	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	08
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
09	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	09
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
10	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	10
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
11	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	11
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
12	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	12
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
13	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	13
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
14	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	14
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
15	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	15
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	
16	MONTHLY	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	16
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	
17	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	17
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
18	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	18
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	
19	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	19
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	
20	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	20
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE E

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	21
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	
22	MONTHLY	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	22
	37.5 H/W	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	
23	MONTHLY	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	23
	37.5 H/W	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	
24	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	24
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	
25	MONTHLY	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	25
	37.5 H/W	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	
26	MONTHLY	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	26
	37.5 H/W	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	
27	MONTHLY	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	27
	37.5 H/W	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	[illegible]	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1 5.00	2,010.00	2,072.00	2,135.00	2,205.00	05
	37.5 H/W	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	
06	MONTHLY	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	06
	37.5 H/W	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	
07	MONTHLY	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	07
	37.5 H/W	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	
08	MONTHLY	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	08
	37.5 H/W	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	
09	MONTHLY	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	09
	37.5 H/W	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	
10	MONTHLY	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	10
	37.5 H/W	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	
11	MONTHLY	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	11
	37.5 H/W	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	
12	MONTHLY	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	12
	37.5 H/W	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	
13	MONTHLY	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	13
	37.5 H/W	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	
14	MONTHLY	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	14
	37.5 H/W	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	
15	MONTHLY	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	15
	37.5 H/W	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	
16	MONTHLY	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	16
	37.5 H/W	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	
17	MONTHLY	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	17
	37.5 H/W	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	
18	MONTHLY	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	18
	37.5 H/W	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	
19	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	19
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	
20	MONTHLY	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	20
	37.5 H/W	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE F

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	21
	37.5 H/W	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	
22	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	22
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
23	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	23
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	
24	MONTHLY	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	24
	37.5 H/W	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	
25	MONTHLY	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	25
	37.5 H/W	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	
26	MONTHLY	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	26
	37.5 H/W	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	
27	MONTHLY	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	27
	37.5 H/W	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	05
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
06	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	06
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
07	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	07
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
08	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	08
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
09	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	09
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
10	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	10
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
11	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	11
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
12	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	12
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
13	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	13
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	
14	MONTHLY	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	14
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	
15	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	15
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
16	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	16
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	
17	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	17
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	
18	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	18
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	
19	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	19
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	
20	MONTHLY	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	20
	37.5 H/W	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE G

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	21
	37.5 H/W	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	
22	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	22
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	
23	MONTHLY	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	23
	37.5 H/W	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	
24	MONTHLY	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	24
	37.5 H/W	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	
25	MONTHLY	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	25
	37.5 H/W	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	
26	MONTHLY	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	26
	37.5 H/W	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	
27	MONTHLY	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	9,810.00	27
	37.5 H/W	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	60.37	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	05
	37.5 H/W	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	
06	MONTHLY	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	06
	37.5 H/W	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	
07	MONTHLY	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	07
	37.5 H/W	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	
08	MONTHLY	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	08
	37.5 H/W	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	
09	MONTHLY	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	09
	37.5 H/W	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	
10	MONTHLY	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	10
	37.5 H/W	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	
11	MONTHLY	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	11
	37.5 H/W	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	
12	MONTHLY	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	12
	37.5 H/W	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	
13	MONTHLY	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	13
	37.5 H/W	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	
14	MONTHLY	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	14
	37.5 H/W	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	
15	MONTHLY	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	15
	37.5 H/W	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	
16	MONTHLY	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	16
	37.5 H/W	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	
17	MONTHLY	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	17
	37.5 H/W	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	
18	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	18
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	
19	MONTHLY	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	19
	37.5 H/W	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	
20	MONTHLY	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	20
	37.5 H/W	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE H

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	21
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
22	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	22
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	
23	MONTHLY	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	23
	37.5 H/W	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	
24	MONTHLY	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	24
	37.5 H/W	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	
25	MONTHLY	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	25
	37.5 H/W	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	
26	MONTHLY	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	9,810.00	26
	37.5 H/W	43.75	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	60.37	
27	MONTHLY	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	9,153.00	9,477.00	9,810.00		27
	37.5 H/W	45.35	47.03	48.78	50.60	52.46	54.38	56.33	58.32	60.37		

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	05
	37.5 H/W	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	
06	MONTHLY	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	06
	37.5 H/W	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	
07	MONTHLY	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	07
	37.5 H/W	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	
08	MONTHLY	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	08
	37.5 H/W	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	
09	MONTHLY	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	09
	37.5 H/W	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	
10	MONTHLY	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	10
	37.5 H/W	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	
11	MONTHLY	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	11
	37.5 H/W	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	
12	MONTHLY	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	12
	37.5 H/W	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	
13	MONTHLY	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	13
	37.5 H/W	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	
14	MONTHLY	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	14
	37.5 H/W	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	
15	MONTHLY	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	15
	37.5 H/W	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	
16	MONTHLY	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	16
	37.5 H/W	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	
17	MONTHLY	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	17
	37.5 H/W	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	
18	MONTHLY	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	18
	37.5 H/W	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	
19	MONTHLY	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	19
	37.5 H/W	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	
20	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	20
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE I

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	21
	37.5 H/W	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	
22	MONTHLY	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	22
	37.5 H/W	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	
23	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	23
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
24	MONTHLY	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	24
	37.5 H/W	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	
25	MONTHLY	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	25
	37.5 H/W	36.68	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	
26	MONTHLY	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	26
	37.5 H/W	38.00	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	
27	MONTHLY	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	7,642.00	7,926.00	8,222.00	8,525.00	8,836.00	27
	37.5 H/W	39.44	40.82	42.25	43.75	45.35	47.03	48.78	50.60	52.46	54.38	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE J

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,517.00	1,559.00	1,604.00	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	05
	40 H/W	8.75	8.99	9.25	9.52	9.80	10.06	10.34	10.65	10.99	11.33	
06	MONTHLY	1,604.00	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	06
	40 H/W	9.25	9.52	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	
07	MONTHLY	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	07
	40 H/W	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	
08	MONTHLY	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	08
	40 H/W	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	
09	MONTHLY	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	09
	40 H/W	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	
10	MONTHLY	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	10
	40 H/W	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	
11	MONTHLY	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	11
	40 H/W	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	
12	MONTHLY	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	12
	40 H/W	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	
13	MONTHLY	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	13
	40 H/W	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	
14	MONTHLY	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	14
	40 H/W	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	
15	MONTHLY	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	15
	40 H/W	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	
16	MONTHLY	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	16
	40 H/W	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	
17	MONTHLY	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	17
	40 H/W	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	
18	MONTHLY	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	18
	40 H/W	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	
19	MONTHLY	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	19
	40 H/W	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	
20	MONTHLY	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	20
	40 H/W	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE J

BASE SCHEDULE

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	21
	40 H/W	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	
22	MONTHLY	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	22
	40 H/W	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	
23	MONTHLY	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	23
	40 H/W	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	
24	MONTHLY	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	24
	40 H/W	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	
25	MONTHLY	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	25
	40 H/W	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	
26	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	26
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
27	MONTHLY	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	27
	40 H/W	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE K

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	05
	40 H/W	9.52	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	
06	MONTHLY	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	06
	40 H/W	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	
07	MONTHLY	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	07
	40 H/W	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	
08	MONTHLY	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	08
	40 H/W	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	
09	MONTHLY	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	09
	40 H/W	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	
10	MONTHLY	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	10
	40 H/W	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	
11	MONTHLY	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	11
	40 H/W	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	
12	MONTHLY	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	12
	40 H/W	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	
13	MONTHLY	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	13
	40 H/W	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	
14	MONTHLY	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	14
	40 H/W	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	
15	MONTHLY	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	15
	40 H/W	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	
16	MONTHLY	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	16
	40 H/W	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	
17	MONTHLY	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	17
	40 H/W	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	
18	MONTHLY	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	18
	40 H/W	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	
19	MONTHLY	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	19
	40 H/W	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	
20	MONTHLY	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	20
	40 H/W	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE K

PLUS THREE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	21
	40 H/W	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	
22	MONTHLY	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	22
	40 H/W	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	
23	MONTHLY	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	23
	40 H/W	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	
24	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	24
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
25	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	25
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	
26	MONTHLY	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	26
	40 H/W	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	
27	MONTHLY	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	27
	40 H/W	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE L

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05 MONTHLY	1,559.00	1,604.00	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	05
40 H/W	8.99	9.25	9.52	9.80	10.06	10.34	10.65	10.99	11.33	11.65	
06 MONTHLY	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	06
40 H/W	9.52	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	
07 MONTHLY	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	07
40 H/W	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	
08 MONTHLY	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	08
40 H/W	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	
09 MONTHLY	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	09
40 H/W	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	
10 MONTHLY	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	10
40 H/W	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	
11 MONTHLY	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	11
40 H/W	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	
12 MONTHLY	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	12
40 H/W	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	
13 MONTHLY	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	13
40 H/W	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	
14 MONTHLY	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	14
40 H/W	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	
15 MONTHLY	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	15
40 H/W	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	
16 MONTHLY	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	16
40 H/W	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	
17 MONTHLY	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	17
40 H/W	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	
18 MONTHLY	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	18
40 H/W	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	
19 MONTHLY	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	19
40 H/W	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	
20 MONTHLY	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	20
40 H/W	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE L

PLUS ONE STEP

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	21
	40 H/W	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	
22	MONTHLY	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	22
	40 H/W	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	
23	MONTHLY	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	23
	40 H/W	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	
24	MONTHLY	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	24
	40 H/W	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	
25	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	25
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
26	MONTHLY	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	26
	40 H/W	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	
27	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	27
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE M

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,604.00	1,650.00	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	05
	40 H/W	9.25	9.52	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	
06	MONTHLY	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	06
	40 H/W	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	
07	MONTHLY	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	07
	40 H/W	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	
08	MONTHLY	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	08
	40 H/W	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	
09	MONTHLY	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	09
	40 H/W	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	
10	MONTHLY	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	10
	40 H/W	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	
11	MONTHLY	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	11
	40 H/W	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	
12	MONTHLY	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	12
	40 H/W	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	
13	MONTHLY	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	13
	40 H/W	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	
14	MONTHLY	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	14
	40 H/W	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	
15	MONTHLY	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	15
	40 H/W	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	
16	MONTHLY	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	16
	40 H/W	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	
17	MONTHLY	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	17
	40 H/W	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	
18	MONTHLY	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	18
	40 H/W	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	
19	MONTHLY	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	19
	40 H/W	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	
20	MONTHLY	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	20
	40 H/W	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE M

PLUS TWO STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	21
	40 H/W	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	
22	MONTHLY	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	22
	40 H/W	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	
23	MONTHLY	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	23
	40 H/W	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	
24	MONTHLY	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	24
	40 H/W	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	
25	MONTHLY	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	25
	40 H/W	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	
26	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	26
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	
27	MONTHLY	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	27
	40 H/W	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE N

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,699.00	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	05
	40 H/W	9.80	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	
06	MONTHLY	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	06
	40 H/W	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	
07	MONTHLY	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	07
	40 H/W	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	
08	MONTHLY	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	08
	40 H/W	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	
09	MONTHLY	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	09
	40 H/W	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	
10	MONTHLY	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	10
	40 H/W	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	
11	MONTHLY	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	11
	40 H/W	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	
12	MONTHLY	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	12
	40 H/W	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	
13	MONTHLY	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	13
	40 H/W	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	
14	MONTHLY	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	14
	40 H/W	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	
15	MONTHLY	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	15
	40 H/W	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	
16	MONTHLY	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	16
	40 H/W	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	
17	MONTHLY	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	17
	40 H/W	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	
18	MONTHLY	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	18
	40 H/W	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	
19	MONTHLY	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	19
	40 H/W	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	
20	MONTHLY	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	20
	40 H/W	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE N

PLUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	21
	40 H/W	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	
22	MONTHLY	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	22
	40 H/W	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	
23	MONTHLY	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	23
	40 H/W	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	
24	MONTHLY	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	24
	40 H/W	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	
25	MONTHLY	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	25
	40 H/W	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	
26	MONTHLY	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	26
	40 H/W	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	
27	MONTHLY	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	27
	40 H/W	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE P

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	05
	40 H/W	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	
06	MONTHLY	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	06
	40 H/W	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	
07	MONTHLY	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	07
	40 H/W	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	
08	MONTHLY	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	08
	40 H/W	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	
09	MONTHLY	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	09
	40 H/W	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	
10	MONTHLY	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	10
	40 H/W	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	
11	MONTHLY	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	11
	40 H/W	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	
12	MONTHLY	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	12
	40 H/W	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	
13	MONTHLY	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	13
	40 H/W	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	
14	MONTHLY	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	14
	40 H/W	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	
15	MONTHLY	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	15
	40 H/W	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	
16	MONTHLY	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	16
	40 H/W	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	
17	MONTHLY	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	17
	40 H/W	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	
18	MONTHLY	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	18
	40 H/W	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	
19	MONTHLY	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	19
	40 H/W	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	
20	MONTHLY	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	20
	40 H/W	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE P

PLUS SEVEN STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	21
	40 H/W	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	
22	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	22
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
23	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	23
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	
24	MONTHLY	6,556.00	6,792.00	[illegible]	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	24
	40 H/W	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	
25	MONTHLY	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00	25
	40 H/W	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08	
26	MONTHLY	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00		26
	40 H/W	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08		
27	MONTHLY	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00			27
	40 H/W	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08			

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE R

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05 MONTHLY	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	05
40 H/W	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	
06 MONTHLY	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	06
40 H/W	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	
07 MONTHLY	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	07
40 H/W	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	
08 MONTHLY	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	08
40 H/W	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	
09 MONTHLY	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	09
40 H/W	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	
10 MONTHLY	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	10
40 H/W	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	
11 MONTHLY	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	11
40 H/W	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	
12 MONTHLY	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	12
40 H/W	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	
13 MONTHLY	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	13
40 H/W	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	
14 MONTHLY	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	14
40 H/W	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	
15 MONTHLY	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	15
40 H/W	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	
16 MONTHLY	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	16
40 H/W	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	
17 MONTHLY	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	17
40 H/W	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	
18 MONTHLY	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	18
40 H/W	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	
19 MONTHLY	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	19
40 H/W	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	
20 MONTHLY	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	20
40 H/W	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE R

PLUS EIGHT STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	21
	40 H/W	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	
22	MONTHLY	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	22
	40 H/W	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	
23	MONTHLY	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	23
	40 H/W	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	
24	MONTHLY	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	24
	40 H/W	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	
25	MONTHLY	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00		25
	40 H/W	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08		
26	MONTHLY	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00			26
	40 H/W	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08			
27	MONTHLY	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00				27
	40 H/W	45.11	46.77	48.50	50.30	52.18	54.10	56.08				

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE S

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	05
	40 H/W	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	
06	MONTHLY	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	06
	40 H/W	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	
07	MONTHLY	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	07
	40 H/W	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	
08	MONTHLY	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	08
	40 H/W	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	
09	MONTHLY	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	09
	40 H/W	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	
10	MONTHLY	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	10
	40 H/W	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	
11	MONTHLY	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	11
	40 H/W	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	
12	MONTHLY	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	12
	40 H/W	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	
13	MONTHLY	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	13
	40 H/W	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	
14	MONTHLY	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	14
	40 H/W	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	
15	MONTHLY	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	15
	40 H/W	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	
16	MONTHLY	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	16
	40 H/W	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	
17	MONTHLY	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	17
	40 H/W	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	
18	MONTHLY	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	18
	40 H/W	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	
19	MONTHLY	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	19
	40 H/W	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	
20	MONTHLY	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	20
	40 H/W	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE S

PLUS NINE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	21
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
22	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	22
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	
23	MONTHLY	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	23
	40 H/W	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	
24	MONTHLY	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00	24
	40 H/W	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08	
25	MONTHLY	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00			25
	40 H/W	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08			
26	MONTHLY	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00				26
	40 H/W	45.11	46.77	48.50	50.30	52.18	54.10	56.08				
27	MONTHLY	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00					27
	40 H/W	46.77	48.50	50.30	52.18	54.10	56.08					

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE T

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,744.00	1,793.00	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	05
	40 H/W	10.06	10.34	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	
06	MONTHLY	1,846.00	1,905.00	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	06
	40 H/W	10.65	10.99	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	
07	MONTHLY	1,964.00	2,019.00	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	07
	40 H/W	11.33	11.65	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	
08	MONTHLY	2,082.00	2,150.00	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	08
	40 H/W	12.01	12.40	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	
09	MONTHLY	2,210.00	2,279.00	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	09
	40 H/W	12.75	13.15	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	
10	MONTHLY	2,348.00	2,426.00	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	10
	40 H/W	13.55	14.00	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	
11	MONTHLY	2,502.00	2,588.00	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	11
	40 H/W	14.43	14.93	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	
12	MONTHLY	2,676.00	2,770.00	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	12
	40 H/W	15.44	15.98	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	
13	MONTHLY	2,871.00	2,972.00	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	13
	40 H/W	16.56	17.15	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	
14	MONTHLY	3,084.00	3,185.00	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	14
	40 H/W	17.79	18.38	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	
15	MONTHLY	3,304.00	3,425.00	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	15
	40 H/W	19.06	19.76	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	
16	MONTHLY	3,548.00	3,670.00	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	16
	40 H/W	20.47	21.17	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	
17	MONTHLY	3,797.00	3,920.00	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	17
	40 H/W	21.91	22.62	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	
18	MONTHLY	4,068.00	4,193.00	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	18
	40 H/W	23.47	24.19	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	
19	MONTHLY	4,350.00	4,481.00	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	19
	40 H/W	25.10	25.85	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	
20	MONTHLY	4,646.00	4,792.00	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	20
	40 H/W	26.80	27.65	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE T

PLUS FIVE STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	4,965.00	5,129.00	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	21
	40 H/W	28.64	29.59	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	
22	MONTHLY	5,319.00	5,496.00	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	22
	40 H/W	30.69	31.71	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	
23	MONTHLY	5,702.00	5,894.00	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	23
	40 H/W	32.90	34.00	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	
24	MONTHLY	6,094.00	6,318.00	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	24
	40 H/W	35.16	36.45	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	
25	MONTHLY	6,556.00	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	25
	40 H/W	37.82	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	
26	MONTHLY	6,792.00	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	26
	40 H/W	39.18	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	
27	MONTHLY	7,050.00	7,296.00	7,553.00	7,819.00	8,107.00	8,406.00	8,719.00	9,044.00	9,378.00	9,720.00	27
	40 H/W	40.67	42.09	43.58	45.11	46.77	48.50	50.30	52.18	54.10	56.08	

R01-ACBD-0010 SALARY SCHEDULE S T A T E O F A L A S K A SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,173.00	1,203.00	1,238.00	1,266.00	1,307.00	1,344.00	1,380.00	1,418.00	1,458.00	1,499.00	05
	37.5 H/W	7.22	7.40	7.62	7.79	8.04	8.27	8.49	8.73	8.97	9.22	
06	MONTHLY	1,238.00	1,266.00	1,307.00	1,344.00	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	06
	37.5 H/W	7.62	7.79	8.04	8.27	8.49	8.73	8.97	9.22	9.51	9.76	
07	MONTHLY	1,307.00	1,344.00	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	07
	37.5 H/W	8.04	8.27	8.49	8.73	8.97	9.22	9.51	9.76	10.04	10.33	
08	MONTHLY	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	08
	37.5 H/W	8.49	8.73	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	
09	MONTHLY	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	09
	37.5 H/W	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	
10	MONTHLY	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	10
	37.5 H/W	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	
11	MONTHLY	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	11
	37.5 H/W	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	
12	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	12
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
13	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	13
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
14	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	14
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
15	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	15
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
16	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	16
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
17	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	17
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
18	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	18
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
19	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	19
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
20	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	20
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE X

MINUS SIX STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	21
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	
22	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	22
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
23	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	23
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	
24	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	24
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	
25	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	25
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	
26	MONTHLY	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	26
	37.5 H/W	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	
27	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	27
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	

R01-ACBD-0010 SALARY SCHEDULE

STATE OF ALASKA

SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
05	MONTHLY	1,238.00	1,266.00	1,307.00	1,344.00	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	05
	37.5 H/W	7.62	7.79	8.04	8.27	8.49	8.73	8.97	9.22	9.51	9.76	
06	MONTHLY	1,307.00	1,344.00	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	06
	37.5 H/W	8.04	8.27	8.49	8.73	8.97	9.22	9.51	9.76	10.04	10.33	
07	MONTHLY	1,380.00	1,418.00	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	07
	37.5 H/W	8.49	8.73	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	
08	MONTHLY	1,458.00	1,499.00	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	08
	37.5 H/W	8.97	9.22	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	
09	MONTHLY	1,545.00	1,586.00	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	09
	37.5 H/W	9.51	9.76	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	
10	MONTHLY	1,631.00	1,678.00	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	10
	37.5 H/W	10.04	10.33	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	
11	MONTHLY	1,731.00	1,785.00	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	11
	37.5 H/W	10.65	10.98	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	
12	MONTHLY	1,835.00	1,893.00	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	12
	37.5 H/W	11.29	11.65	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	
13	MONTHLY	1,955.00	2,010.00	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	13
	37.5 H/W	12.03	12.37	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	
14	MONTHLY	2,072.00	2,135.00	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	14
	37.5 H/W	12.75	13.14	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	
15	MONTHLY	2,205.00	2,274.00	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	15
	37.5 H/W	13.57	13.99	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	
16	MONTHLY	2,353.00	2,433.00	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	16
	37.5 H/W	14.48	14.97	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	
17	MONTHLY	2,518.00	2,609.00	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	17
	37.5 H/W	15.50	16.06	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	
18	MONTHLY	2,702.00	2,804.00	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	18
	37.5 H/W	16.63	17.26	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	
19	MONTHLY	2,895.00	3,004.00	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	19
	37.5 H/W	17.82	18.49	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	
20	MONTHLY	3,113.00	3,226.00	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	20
	37.5 H/W	19.16	19.85	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	

R01-ACBD-0010 SALARY SCHEDULE STATE OF ALASKA SCHEDULE Y

MINUS FOUR STEPS

BARGAINING UNIT - (G) GENERAL

MONTHLY - HOURLY 07/16/85

RANGE NO.		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	(LONGEVITY INCREMENTS OF FINAL STEP) J	K	L	M	RANGE NO.
21	MONTHLY	3,336.00	3,451.00	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	21
	37.5 H/W	20.53	21.24	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	
22	MONTHLY	3,564.00	3,698.00	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	22
	37.5 H/W	21.93	22.76	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	
23	MONTHLY	3,812.00	3,954.00	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	23
	37.5 H/W	23.46	24.33	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	
24	MONTHLY	4,074.00	4,224.00	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	24
	37.5 H/W	25.07	25.99	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	
25	MONTHLY	4,356.00	4,514.00	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	25
	37.5 H/W	26.81	27.78	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	
26	MONTHLY	4,663.00	4,835.00	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	26
	37.5 H/W	28.70	29.75	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	
27	MONTHLY	4,996.00	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	27
	37.5 H/W	30.74	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	
28	MONTHLY	5,183.00	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	28
	37.5 H/W	31.90	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	
29	MONTHLY	5,358.00	5,540.00	5,744.00	5,960.00	6,175.00	6,409.00	6,633.00	6,866.00	7,109.00	7,370.00	29
	37.5 H/W	32.97	34.09	35.35	36.68	38.00	39.44	40.82	42.25	43.75	45.35	

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MUNICIPALITY OF ANCHORAGE

A CLASSIFICATION AND PAY REVIEW

October 1985

MUNICIPALITY OF ANCHORAGE

A CLASSIFICATION AND PAY REVIEW

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EXECUTIVE SUMMARY

- Background And Purpose
- Key Considerations
- Principal Recommendations

EXECUTIVE SUMMARY

This executive summary outlines the background and purpose of the study, key considerations in interpreting the study's results, and summarizes the principal findings, conclusions and recommendations.

BACKGROUND AND PURPOSE

- In February 1985, the Municipality of Anchorage directed Cresap, McCormick and Paget (CMP) to conduct a two-phase review of its classification and pay plans.
  - The first phase, completed in late April, was a review of the police plan.
  - This second phase involved a review of the other pay plans covering designated executive and other non-represented employees as well as employees who are members of the following organizations:
    - o Anchorage Municipal Employee Association (AMEA)
    - o Anchorage Joint Crafts Council (JCC)
    - o International Association of Fire Fighters (IAFF).
- The primary overall objective of the reviews was to ensure internal equity and external competitiveness.
- The study covered all Anchorage employees except employees of the Anchorage Telephone Utility (ATU) and Anchorage Municipal Light and Power (MLP) who are members of the International Brotherhood of Electrical Workers (IBEW), Local 1547.
- This second phase of the study was conducted over the past four and one-half months.
  - Early in the study, position incumbents were requested to complete a questionnaire describing their duties and responsibilities; the information obtained from the completed questionnaires was supplemented by interviews with department heads and a ten per cent sample of employees.

- On the basis of this fact-finding, a new class structure was developed, individual positions were classified, new class specifications were prepared, and all classes were formally evaluated and assigned to salary grades within one of four evaluation plans.

- Using a customized survey of other Alaskan governments, western region cities and Alaskan private employers, salary and benefit data were collected, tabulated and analyzed.

- On the basis of these foregoing tasks, new salary plans have been recommended.

KEY CONSIDERATIONS

- Certain critical factors should be considered in interpreting the applicability and limitations of the study's findings, conclusions, and recommendations.

- First, and foremost, the study did not include any cross comparison of salaries between IBEW members and other Anchorage employees who may perform equal or similar work.

  - Many Municipal employees criticized the omission of such comparisons from this project.

  - Since the consultants were not authorized to study IBEW salaries in comparison with other Municipal positions, no conclusions or recommendations are discussed in this report about the "pay disparaties" alleged by non-IBEW members.

  - This issue, however, will need to be addressed by the Municipality at some future point to resolve the polarization it has caused among employees as well as the erosion of confidence in the administration's objective to identify and eliminate compensation disparaties.

- Second, although the study focused on establishing equity within existing pay plans, some attempt has been made to ensure uniformity within similar occupational fields.

- For example, since a number of non-represented employees and AMEA employees are under common class titles, these groups were evaluated together to ensure uniformity of pay.

- Lastly, the study did not address whether individuals currently designated as executive should remain in that category or be designated as "partially exempt".

  - Although concerns remain that certain executives would be more properly designated as "partially exempt," the study only addressed the proper alignment of the present executive group.

PRINCIPAL RECOMMENDATIONS

Proposed Class Structure

- The proposed classification of positions is based on a set of premises.

  - First, the number of classifications need to be reduced to eliminate, where possible, unnecessary classes.

  - Second, class specifications should be based on actual duties and responsibilities performed, as indicated by the questionnaires and interviews.

  - Third, a classification in a hierarchical series should represent a unique set of duties and responsibilities, readily distinguishable from other classifications in that series.

- On the basis of these premises, classes that contained a significant percentage of positions with duties considered similar to other classes were consolidated with those classes.

  - Moreover, overlapping or redundant classes in a series were combined.

  - Finally, classifications that did not reflect any job now performed in the Municipality were eliminated.

- Overall, the number of classes has been reduced by approximately 25 per cent.
  - A list of individuals in positions recommended for reclassification under the proposed structure has been submitted to the Classification and Pay Division under separate cover.

Proposed Evaluation Plans

- Since the Municipality's work force is composed of a variety of occupational categories recruited from different labor markets and represented by different unions, it was considered appropriate to develop separate salary structures and evaluation plans.
  - Separate evaluation plans better ensure that Municipality salaries are more competitive in relevant labor markets.
- Four salary structures were developed; internal equity was established within each salary structure.
  - The four pay plans are as follows:
    - o Executive
    - o General Government (AMEA members, IAFF clerical members, and other non-represented positions)
    - o Fire (IAFF members and sworn supervisory staff)
    - o JCC.

Executive Pay Plan

- Anchorage executive salaries are generally comparable with the salary levels of the other major Alaskan governments (Fairbanks and the State).
  - However, higher level executive salaries in Anchorage fall below comparable positions in the non-Alaskan governments and the Alaskan companies surveyed.
  - This contrast highlights the compression of Anchorage top management salaries.

- Despite the similarity of Anchorage executive salaries and other Alaskan governments, it appears worthwhile to bring Anchorage executive salaries more in line with the practices of Alaskan companies and the other major non-Alaskan governments surveyed.

  - Anchorage is responsible for performing several revenue-producing activities (including telephone and electric power services), so it must compete with the private sector.

  - The duties and scope of responsibilities of many Anchorage executives are comparable to those of similar positions outside of the State.

Fire Pay Plan

- The Anchorage Fire Department salary levels approximate the salaries of the other major Alaskan fire departments surveyed, but are substantially higher than firefighters' salaries outside of Alaska.

  - The pay differential between Alaskan and non-Alaskan fire departments increasingly narrows at the higher fire department ranks, highlighting pay compression between union and non-unionized supervisory positions.

    - Differences in reported salary ranges at the firefighter levels can be explained only in part by geographic differentials in cost of living.

- Following the same approach advanced in the police review, it does not appear to be in the best interests of the Municipality to abruptly bring fire salaries in line with other departments outside of the State, despite this inexplicable difference in pay levels between other Alaskan and non-Alaskan fire departments.

- A more practical solution in the near term is to allow firefighter salaries to remain in line with Alaskan practices, but to modify these levels as feasible to eliminate the compression that exists at higher ranks.

General Government Pay Plan

- Anchorage salaries generally fall somewhat below all but the non-Alaskan governments at the lower grades but are competitive with all Alaskan employers at the higher grades.

- Like police and fire department salaries, general government salaries greatly exceed the salaries of comparable positions in other governments outside of Alaska because of geographical differences in cost of living and other inexplicable factors.

- The practical solution would be to ensure Anchorage salaries remain competitive with Alaskan employers (private companies and governmental organizations) particularly in the greater Anchorage metropolitan area.

JCC Pay Plan

- Anchorage salaries slightly lead the other Alaskan governments but are substantially below Alaskan private companies.

  - Understandably, Anchorage and all other Alaskan employers offer substantially higher salaries than the non-Alaskan governments surveyed for the reasons noted earlier.

- The proposed solution again is to ensure Anchorage salaries remain competitive with Alaskan employers.

Proposed Benefit Modifications

- The fringe benefits offered to Municipality employees are, on balance, above the benefits offered by the surveyed organizations.

  - Current life, health, and accident insurance policies are at least equal to or better than the surveyed organizations.

  - Anchorage vacation allowance is significantly higher than other governments outside Alaska and better than most other employers within the State.

  - Retirement protection offered to Anchorage non-uniformed employees is on a par with most other government plans; the retirement plans offered to IAFF members is one of the most generous among all the surveyed organizations.

    - In addition, deferred compensation arrangements are as good or better than the plans offered by the surveyed organizations.

- Anchorage employees participate in the most generous longevity pay program of the surveyed organizations.

- It is recommended that the Municipality focus on bringing all benefits more in line with competitive norms; immediate attention should be given to reducing the longevity pay allowances.

This report reviews the classification and pay of employees of the Municipality of Anchorage. This introductory chapter outlines the background, objectives, and scope of the study; describes the approach followed in conducting the review; presents key considerations in interpreting the study's results, and sets forth the arrangement of the report.

BACKGROUND, OBJECTIVES AND SCOPE

- In February 1985, the Municipality of Anchorage directed Cresap, McCormick and Paget (CMP) to conduct a two-phase review of its classification and pay plans.
  - The first phase, completed in late April, was a review of the police plan, specifically the classification and pay plans affecting members of the Anchorage Police Department Employees Association (APDEA) and supervisory sworn ranks within the Anchorage Police Department (APD).
  - The second phase involved a review of the other pay plans covering designated executive and other non-represented employees as well as employees who are members of the following organizations:
    - o Anchorage Municipal Employee Association (AMEA)
    - o Anchorage Joint Crafts Council (JCC)
    - o International Association of Fire Fighters (IAFF).
- The primary overall objective of the reviews was to ensure internal equity and external competitiveness within each plan.
  - More specific objectives were to:
    - o Analyze the responsibilities and duties of incumbents
    - o Classify individual positions to reflect actual duties and responsibilities

- o Update class specifications
- o Develop and apply quantitative position evaluation plans
- o Evaluate all classes to provide equitable allocation of classes within the plans
- o Conduct a survey of salaries and benefits paid to comparable positions in other organizations and, on the basis of the survey, recommend new salary ranges for each plan
- o Document the methodology and results of the study in a report
- o Present the recommended program to management, public officials, employee representatives, and other interested parties.

- The entire study covered all Anchorage employees except employees of the Anchorage Telephone Utility (ATU) and Anchorage Municipal Light and Power (MLP) who are members of the International Brotherhood of Electrical Workers (IBEW), Local 1547.

APPROACH TO THE STUDY

- Early in the study, available documents and data on existing compensation arrangements were assembled and reviewed.
  - These materials included organization charts, class specifications, benefit plans, published salary surveys, and other materials concerning each municipal department.
- Orientation sessions were held with employees to explain the study and distribute position questionnaires.
- Each incumbent was requested to complete a position questionnaire describing the duties and responsibilities of their position.
  - The questionnaire was designed to elicit information about each position, such as:

- o General responsibilities and specific duties
- o Impact of, and accountability for, actions and decisions
- o Working relationships within and outside the Municipality
- o Level of supervisory responsibility
- o Education, skills, and experience required.

- A copy of the position questionnaire appears as Appendix A of this report.
- More than 95 per cent of the employees completed questionnaires.
  - o Completed questionnaires were then filed by the employee's class title in preparation for a structured review.

- Next, interviews were conducted with department managers to obtain information concerning department functions, the relationships of the various positions being studied, and personal views on internal equity and external competitiveness.
  - Interviews were also conducted with a representative sample of employees to further understand their functions, responsibilities, and other factors relevant to their positions.
  - Meetings were also held with union representatives to discuss the study approach as well as any issues they wished to raise pertaining to the project.
  - More than 300 employees were interviewed by the study team, representing a sample of more than ten per cent.
- Using information from the completed questionnaires and interviews, individual positions were classified and new class specifications were prepared.

- Job evaluation plans were designed and applied to various employee categories - Executive, General Government (other non-represented employees, IAFF clerical members, and AMEA members), IAFF members (and other sworn supervisory ranks within the Fire Department), and JCC members.
  - All classes were evaluated using a factor comparison method.
- Simultaneously, a compensation survey was conducted of comparable positions in other public- and private-sector organizations in Alaska as well as in Hawaii and other major western region cities.
  - Survey questionnaires, which included descriptions of benchmark classes, were sent to these outside organizations to obtain salary information.
  - Competitive salary trend lines were calculated on the basis of the survey data collected.
- New salary ranges for each plan were constructed based on competitive trend lines developed through a statistical analysis of the survey data.
- Salary administrative policies and procedures were also developed.
  - Specific procedures were also drafted to relate the salary ranges to performance.
- Finally, this report was prepared to document the study's findings and recommendations.

KEY CONSIDERATIONS

- Certain critical factors should be considered in interpreting the applicability and limitations of the study's findings, conclusions, and recommendations.
- First, and foremost, the study did not include any cross comparison of salaries between IBEW members and other Anchorage employees who may perform equal or similar work.
  - Many Municipal employees criticized the omission of such comparisons from this project.

- Since the consultants were not authorized to study IBEW salaries in comparison with other Municipal positions, no conclusions or recommendations are discussed in this report about the "pay disparaties" alleged by non-IBEW members.

- This issue, however, will need to be addressed by the Municipality at some future point to resolve the polarization it has caused among employees as well as the erosion of confidence in the administration's objective to identify and eliminate compensation disparities.

- Second, although the study focused on establishing equity within existing pay plans, some attempt has been made to ensure uniformity within similar occupational fields.

  - For example, since a number of non-represented employees and AMEA employees are under common class titles, these groups were evaluated together to ensure uniformity of pay.

- Lastly, the study did not address whether individuals currently designated as executive should remain in that category or be designated as "partially exempt".

  - Although concerns remain that certain executives would be more properly designated as "partially exempt," the study only addressed the proper alignment of the present executive group.

ARRANGEMENT OF THIS REPORT

- Following this introductory chapter, this report has three additional chapters and eight appendixes, as follows:

  II - Internal Equity - describes major steps taken to evaluate and grade classes within each plan and to determine salary grade assignments.

  III - External Competitiveness - presents the results of the analysis of compensation survey data for comparable positions and the proposed salary trend lines for each pay plan.

  IV - Administration And Maintenance - discusses steps to administer and maintain the plan.

This chapter presents the principal steps taken in assigning positions to classes and in evaluating and grading proposed classes to ensure internal equity within the various pay plans. It covers class structure development, evaluation system design, evaluation system application, and salary grade determination.

CLASS STRUCTURE DEVELOPMENT

- The proposed classification of positions is based on a set of premises.
- First, the number of classifications need to be reduced to eliminate, where possible, unnecessary classes.
  - There is a perception that more classifications exists than can be justified.
  - The scope of existing classes should be broadened and new classes established to include positions with similar duties and responsibilities.
- Second, class specifications should be based on actual duties and responsibilities performed, as indicated by the questionnaires and interviews.
  - A concern exists that class specifications are very out-of-date and do not accurately reflect the duties and responsibilities of employees.
  - Specifications that inadequately reflect the duties and responsibilities of positions are to be amended.
    - o Existing class specifications for jobs no longer performed are to be eliminated.
    - o Specifications are also to be written to define new classifications.
- Third, a classification in a hierarchical series should represent a unique set of duties and responsibilities, readily distinguishable from other classifications in that series.

- Whenever the duties and responsibilities of two classes overlap, the classification is to be restructured and combined.

Proposed Class Structure

- On the basis of these premises, positions were reviewed to determine whether the duties and responsibilities being performed were:
  - Similar to those performed by other positions in the same class
  - Similar to those performed by positions in other classes
  - Adequately described by the existing class specifications.
- Classes that contained a significant percentage of positions with duties considered similar to other classes were consolidated with those classes.
- Moreover, overlapping or redundant classes in a series (for example, classes used for flex-staffing) were combined.
  - Positions in a class with significantly different duties were grouped under a new classification.
  - Finally, classifications that did not reflect any job now performed in the Municipality were eliminated.
- Overall, the number of classes has been reduced by approximately 25 per cent.
  - Appendixes B through E of this report presents the proposed class structures, which relate proposed class titles to the current class titles.

Class Specifications

- New class specifications were prepared to describe the duties, responsibilities, and qualifications for each proposed class.
  - In most instances, existing specifications were totally inadequate and were completely rewritten from information available from the position questionnaires and interviews.

- Class specifications were also created to define a new class or a totally redefined class.

- Class specifications were prepared for all proposed class titles in each plan with the exception of the executive plan.

  o Since most executive classes are single-incumbent jobs, the duties are most clearly defined by the individual's organizational responsibilities.

- The new class specifications have been submitted to the Municipality under separate cover.

Reclassifying Individual Positions

- To reclassify individual positions, the position questionnaires and interviews were reviewed.

  - A position was assigned to a new class if the work performed by the incumbent was substantially different from the specifications for that class.

- Allocations of individual position reclassifications have also been submitted to the Municipality under separate cover.

EVALUATION SYSTEM DESIGN

- Since the Municipality's work force is composed of a wide variety of occupations recruited from several labor markets and represented by different unions, it was considered appropriate to develop multiple salary structures and evaluation plans.

  - Separate evaluation plans better ensure that Municipality salaries are more competitive in relevant labor markets.

- Four salary structures were developed; internal equity was established within each salary structure.

- The four pay plans are as follows:
  - o Executive
  - o General Government (AMEA members, IAFF clerical members, and other non-represented positions)
  - o Fire (IAFF members and sworn supervisory staff)
  - o JCC.

- Factor ranking was selected as the evaluation method to establish proper internal pay relationships within each salary structure.
  - Factor ranking, a process of comparing and ranking classes on a number of common characteristics or factors, is an established evaluation methodology.

- The remainder of this section outlines the steps involved in developing the evaluation plans.

Selecting Evaluation Factors

- A number of specific evaluation factors, tailored to the characteristics of the classes within each plan, were selected using the following criteria:
  - Each factor selected must measure a significant and distinct characteristic or element of a class with a minimum of overlap.
  - Each factor must apply to all classes to varying extents.
  - The number of factors must be held to a minimum for ease in evaluation and administration.
  - The factors must be derived from an analysis of job content using data derived from the completed questionnaires and interviews.
  - The factors, taken together, must embody all significant characteristics of the classes being evaluated.

- Three evaluation factors were selected for the Executive Plan:
  - Difficulty and Complexibility
  - Impact and Accountability
  - Relationships Responsibility.
- The General Government Plan should have these four factors:
  - Knowledge and Skills
  - Job Responsibility
  - Working Relationships
  - Working Conditions.
- Three evaluation factors were also selected for the JCC Plan:
  - Knowledge and Skills
  - Decisions and Actions
  - Working Conditions.
- Four evaluation factors were selected for the Fire Plan:
  - Knowledge and Skills
  - Job Responsibility
  - Working Relationships
  - Working Conditions.
- Definitions of each of these factors for each plan were prepared for use in the evaluation process.
  - Factor definitions applicable to each evaluation plan are found in the respective appendixes to this report.

Determining Factor Weights

- Evaluation weights were applied to each factor to reflect its relative importance within each plan.
  - Although each evaluation factor is significant in the evaluation process, factors are not of equal importance in measuring the overall value of a class to the Municipality.
- Exhibit II-1, on the following page, shows the evaluation weights (expressed as a percentage of total), which were established for the four evaluation plans.

Computing Evaluation Point Scores

- Next, evaluation point scores were assigned to each level for each factor.
  - The points assigned were computed to reflect the relative weight of each factor.
- Appendixes to this report show points assigned to each factor level for each evaluation plan.

EVALUATION SYSTEM APPLICATION

- Within each evaluation plan, each class was compared and ranked with all of the other classes on each factor - one factor at a time.
  - For this process, the specific definition of the factor was used.
    - o For example, for the factor, Impact and Accountability, each class was ranked as specifically and concretely as possible in terms of the opportunity for the class to effect or influence results and the extent of its decision-making latitude.
  - This process resulted in establishing relative levels or ranks for all classes on each of the factors.

EXHIBIT II-1

Municipality Of Anchorage

EVALUATION FACTORS AND WEIGHTS

Plan	Factors	Weights
Executive	Difficulty and Complexity	35%
	Impact and Accountability	45
	Relationships Responsibility	20
Fire	Knowledge and Skills	40%
	Job Responsibility	40
	Working Relationships	10
	Working Conditions	10
General Government	Knowledge and Skills	40%
	Job Responsibility	40
	Working Relationships	15
	Working Conditions	5
Joint Crafts	Knowledge and Skills	50%
	Decisions and Actions	40
	Working Conditions	10

- Classes considered equivalent were grouped at the same level.
  - Classes grouped at each level reflected a significant degree of difference from the level below and the one above.
  - After grouping the classes, the factor level and its related weighted evaluation points, was recorded for each classification.
  - The same process for assigning ranking levels, was repeated for each of the other factors.
- Factor point assignments for each class are included as appendixes to this report; they can be used in comparing and ranking new or changed classes.

SALARY GRADE DETERMINATION

- After each class was ranked and assigned weighted evaluation points for each factor, evaluation point scores for each class were surveyed to produce a total weighted point score.
  - The total weighted points assigned were reviewed to determine the number of salary grades needed to differentiate among the classes.
- In establishing salary grades, the following criteria were followed:
  - Each grade must include only classes of comparable value.
  - A significant number of grades must be created to cover all organizational and supervisory levels within the Municipality's departments and agencies.
- On the basis of these criteria, various grade structures were tested.

- The number of resulting grade levels in the four salary structures are:

Salary Structure	Number Of Grades
Executive	8
General Government	12
Fire	8
JCC	11

- The assignment of classes to these salary grades is presented in Exhibits II-2 through II-5, following this page.

EXTERNAL COMPETITIVENESS

A primary objective of the project was the development of salary ranges that are externally competitive, so the Municipality of Anchorage can recruit, motivate, and retain capable employees. After completing the classification, evaluation, and grading processes, which established internal equity, CMP developed competitive salary ranges. This chapter presents and discusses the development of the recommended salary ranges for the four proposed pay plans.

COMPENSATION SURVEY

- Competitive pay data was collected using customized surveys of other major Alaskan governments, western region cities, and Alaskan private employers.
  - Benchmark classes were selected on the basis of:
    - o Comparability to other organizations
    - o Representation of various grade levels
    - o Inclusion of a cross section of occupations
    - o Coverage of significant classes with large numbers of employees.
  - Survey participants were selected according to:
    - o Geographic proximity to the Anchorage work force
    - o Functional comparability
    - o Representation of various labor markets
    - o Coverage of various locations within Alaska
    - o Innovative compensation practices.
  - The survey questionnaire included a brief description of the duties and responsibilities of each benchmark class to ensure comparability of job content.

- The survey questionnaire also included questions regarding fringe benefits so competitiveness of overall compensation levels could be assessed.

- The survey questionnaires were mailed to potential survey respondents.

- Forty organizations, listed in Exhibit III-1 on the following page, responded to the survey.
  - The survey participants consisted of:
    - Two major Alaskan governments
    - Nine other major local governments
    - Two federal agencies
    - Twenty-seven other employers (including more than 20 Alaskan companies).
  - Appendix F contains the results of the salary survey for each benchmark class.

- Data provided by organizations participating in the survey were tabulated and studied using computer-based analysis techniques.
  - As responses were received from these organizations, they were reviewed to determine whether the reported salary data were usable.
  - Data not clearly reported or otherwise questionable were clarified by contacting the respondents; information that was not comparable was excluded from the analysis.

- Competitive salary rates were determined for each salary grade in the four pay plans.
  - To determine competitiveness, salary trend lines were drawn for each pay plan for Alaskan governments, other governments, and Alaskan private companies.
    - A "salary trend line" is a mathematical curve portraying the average of the surveyed benchmark salaries at each grade level.

EXHIBIT III-1

Municipality Of Anchorage

SURVEY PARTICIPANTS

Fairbanks, Alaska
State of Alaska

Honolulu, Hawaii
Los Angeles, California
Oakland, California
Portland, Oregon
San Francisco, California
Sacramento, California
Spokane, Washington
Stockton, California
Tacoma, Washington

Alaska Area Native Health Service,
Department of Health and Human Services
Alaska U.S.A. Federal Credit Union

Alaska Railroad Corporation
Anchorage Office Supply
CEA (Chulhen Electric Association)
Dowl Engineers
Duty Free Shoppers Limited
Enstar Natural Gas Company
The First National Bank of Anchorage
Golden Valley Electric Association
Hope Cottages, Inc.
Humana Hospital
Industrial Indemnity
J.C. Penny, Inc.
Marathon Oil Company
Matanuska Electric Association, Inc.
Matanuska Telephone Association, Inc.
National Bank of Alaska
Nordstrom
Port of Bellingham
Port of Sacramento
Port of Tacoma
Providence Hospital
RCA Service Company/OMS Inc.
Setpoint Alaska, Inc.
Yukon Office Supply
Anchorage Community College
USKH, Inc.
Wilder Construction, Inc.

  - o In essence, a salary trend line is the "best fit" of the survey data.
  - o The salary trend lines were calculated using a computer-based mathematical regression program.

- The Executive Pay Plan is based on the survey of Alaskan and non-Alaskan governments and Alaskan companies.
- The General Government Pay Plan is based on the survey of other Alaskan employers (government and private companies).
- The Fire Pay Plan is based on the survey of the other major fire department in Alaska.
- The Joint Crafts Pay Plan is based on the survey of Alaskan employers.

PROPOSED EXECUTIVE PAY PLAN

- As shown in Exhibit III-2, following this page, Anchorage executive salaries are generally comparable with the salary levels of the other major Alaskan governments (Fairbanks and the State).
  - However, higher level executive salaries in Anchorage fall below comparable positions in the non-Alaskan governments and the Alaskan companies surveyed.
  - Conversely, lower level executive salaries in Anchorage are higher than other non-Alaskan governments and Alaskan private companies.
  - This contrast highlights the compression of Anchorage top management salaries.
- Despite the similarity of government executive salaries in Anchorage and other Alaskan governments, it appears worthwhile to bring Anchorage executive salaries more in line with the practices of Alaskan companies and the other major non-Alaskan governments surveyed.

MUNICIPALITY OF ANCHORAGE

EXECUTIVE SALARIES—COMPARATIVE TREND LINES

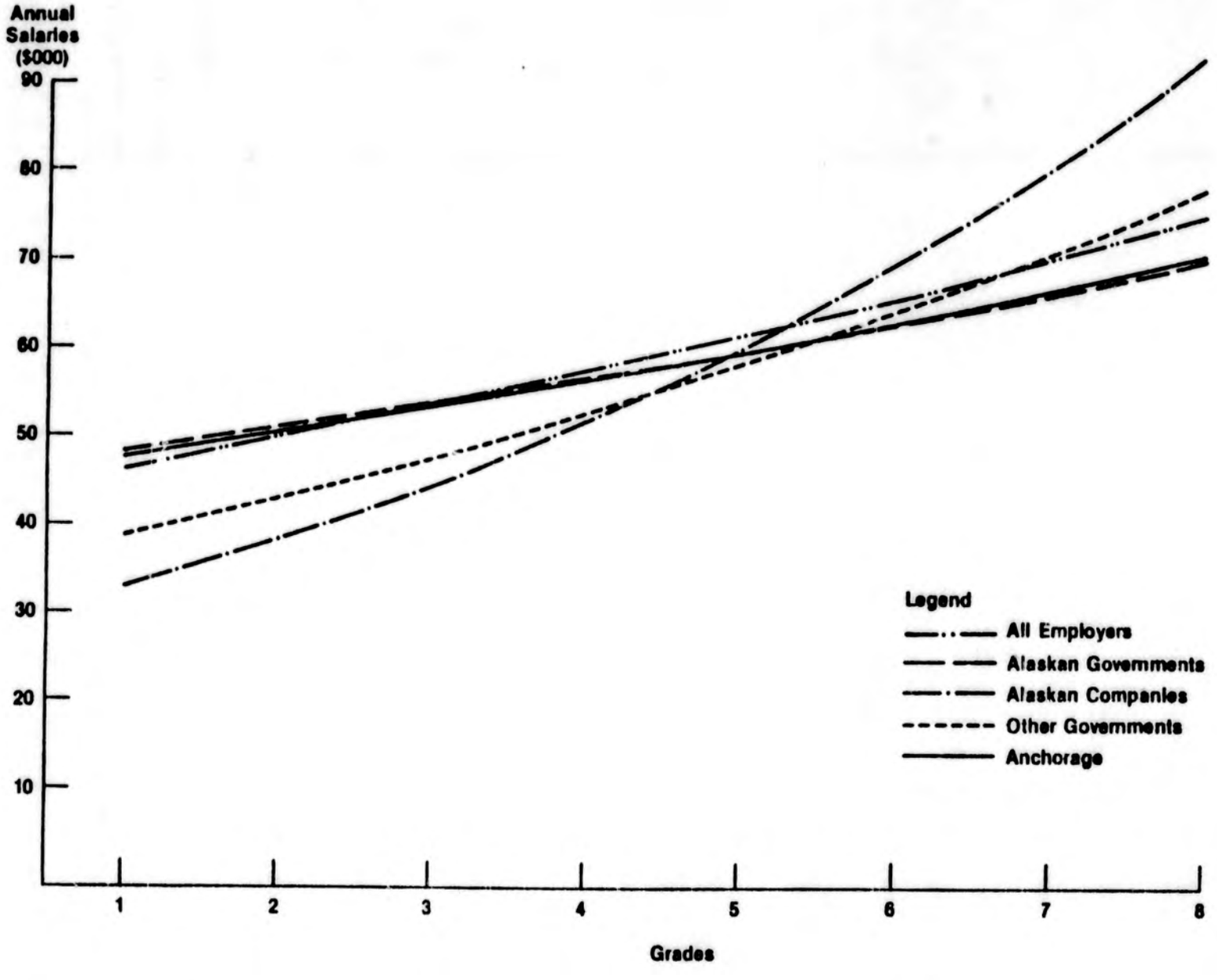

EXHIBIT III-2

- Anchorage is responsible for performing several revenue-producing activities (including telephone and electric power services), so it must compete with the private sector.

- The duties and scope of responsibilities of many Anchorage executives are comparable to those of similar positions outside of the State.

- As such, an All Employer salary trend was calculated giving some weight to Alaskan employers and other non-Alaskan governments.

- As shown on Exhibit III-3 on the following page presents the recommended salary ranges for the Executive Pay Plan.

  - The salary trend line for all employers in Exhibit III-2 represents the midpoints for the recommended salary ranges.

  - The structural characteristics of the proposed salary ranges will be discussed later in this chapter.

PROPOSED
FIRE PAY PLAN

- As shown in Exhibit III-4, the Anchorage Fire Department salary levels approximate the salaries of the other major Alaskan fire department surveyed, but are substantially higher than firefighters' salaries outside of Alaska.

  - The exhibit also shows that the pay differential between Alaskan and non-Alaskan fire departments increasingly narrows at the higher fire department ranks, highlighting the pay compression issue which exist within the Anchorage Fire Department.

    - The exhibit compares the Anchorage Fire Department salaries with the only other major Alaskan fire department (Fairbanks) and with fire departments outside Alaska using the proposed pay grades.

  - As explained in CMP's earlier review of police salaries, differences in reported salary ranges at the firefighter levels can be explained only in part by geographic differentials in cost of living.

Municipality Of Anchorage

RECOMMENDED SALARY RANGES - EXECUTIVE

	Salary Range		
Grade	Minimum	Midpoint	Maximum
8	$62,917	$75,500	$88,084
7	58,740	70,488	82,236
6	54,841	64,808	76,777
5	51,201	61,441	71,681
4	47,802	57,362	66,923
3	44,629	53,555	62,481
2	41,667	50,000	58,334
1	38,900	46,680	54,460

- o A recent American Chamber of Commerce Research Associate (ACCRA) survey reported that while the cost of living index in Anchorage (136.5) was 25 per cent higher than Seattle (110.5), Anchorage ranked lower than San Francisco (145.9) by almost 7 per cent.

- Following the same approach advanced in the police review, it does not appear to be in the best interests of the Municipality to abruptly bring fire salaries in line with other departments outside of the State, despite this inexplicable difference in pay levels between Alaskan and other non-Alaskan fire departments.

- A more practical solution in the near term is to allow firefighter salaries to remain in line with Alaskan practices, but to modify these levels as feasible to eliminate the compression that exists at higher ranks.

- Thus, it is recommended that Anchorage use the other Alaskan Fire Department trend line as midpoints for the proposed salary ranges shown in Exhibit III-5.

PROPOSED GENERAL GOVERNMENT PAY PLAN

- As shown in Exhibit III-6, Anchorage salaries generally fall somewhat below all but the non-Alaskan governments at the lower grades but are very competitive with all Alaskan employers at the higher grades.

  - Like police and fire department salaries, Anchorage government salaries greatly exceed the salaries of comparable positions in other governments outside of Alaska because of geographical differences in cost of living and other inexplicable factors.

  - Again, the practical solution would be to ensure Anchorage salaries remain competitive with Alaskan employers (private companies and governmental organizations) particularly in the greater Anchorage metropolitan area.

- Therefore, another salary trend line representing all Alaskan employers was calcu'ated giving equal weight to the Alaskan governments and private companies surveyed.

- Exhibit III-7 presents the recommended salary ranges for the General Government Pay Plan.

  - The salary trend line shown for all Alaskan employers represents the midpoints for the recommended salary ranges.

PROPOSED JCC PAY PLAN

- As shown in Exhibit III-8, Anchorage salaries slightly lead the other Alaskan governments but are substantially below Alaskan private companies.

  - Understandably, Anchorage and all other Alaskan employers offer substantially higher salaries than the non-Alaskan governments surveyed for the same reasons noted earlier.

  - A practical solution is to have JCC salaries in line with other Alaskan employers; therefore, another salary trend line representing all Alaskan employers was calculated which gives equal weight to the Alaskan governments and private companies.

- Exhibit III-9 presents the recommended salary ranges for the Joint Crafts Pay Plan.

  - The salary trend line shown for all Alaskan employers are the midpoints for the recommended salary ranges.

PROPOSED SALARY RANGE CHARACTERISTICS

- The four proposed pay plans have the following salary range characteristics as shown in Exhibit III-10.

MUNICIPALITY OF ANCHORAGE

GENERAL GOVERNMENT SALARIES—COMPARATIVE TREND LINES

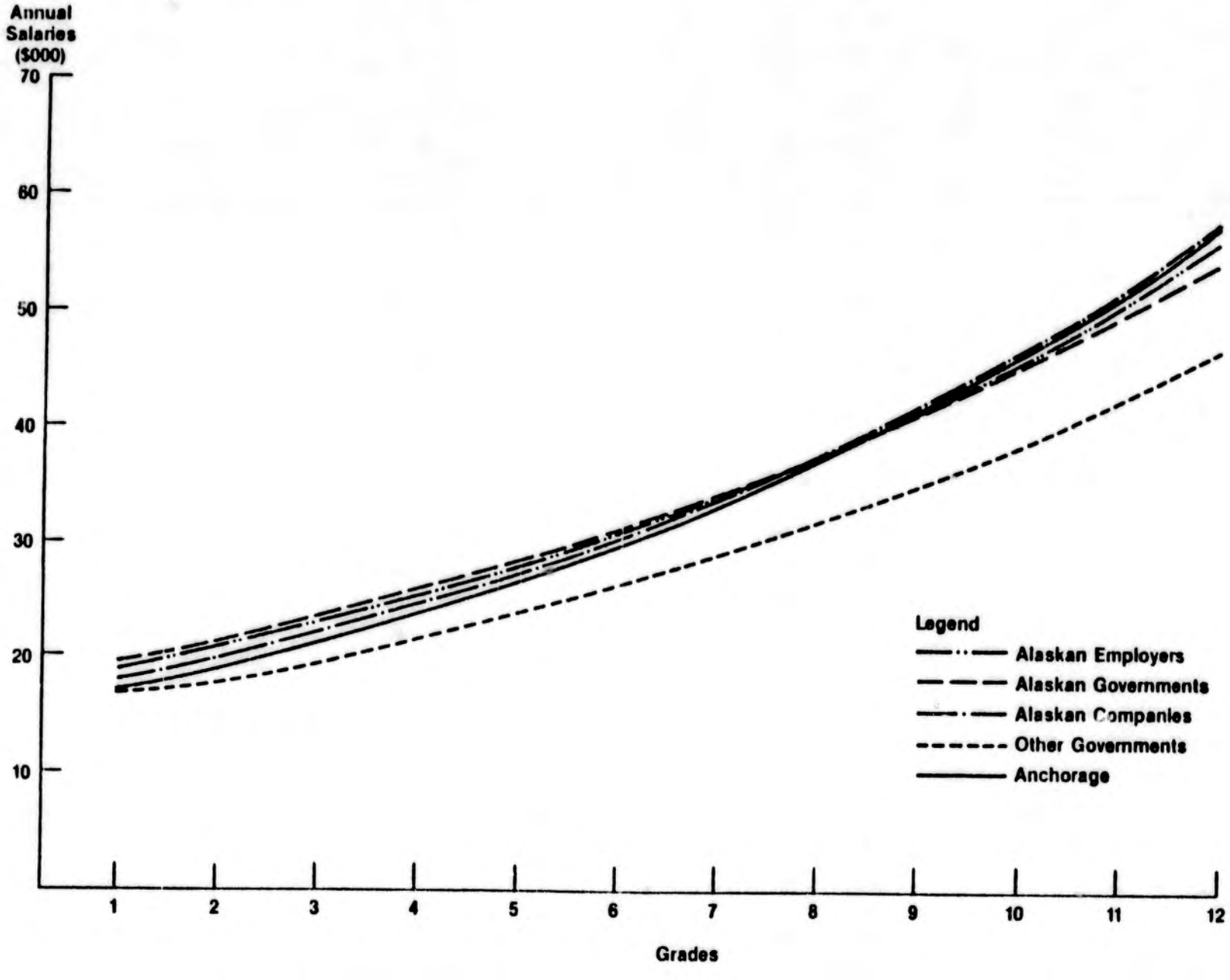

EXHIBIT III-6

Municipality Of Anchorage

RECOMMENDED SALARY RANGES - GENERAL GOVERNMENT

Grade	Salary Range		
	Minimum	Midpoint	Maximum
12	$48,845	$56,172	$63,498
11	44,204	50,835	57,465
10	40,005	46,006	52,006
9	36,204	41,635	47,065
8	32,765	37,680	42,594
7	29,652	34,100	38,548
6	26,835	30,860	34,885
5	24,285	27,928	31,570
4	21,978	25,275	28,571
3	19,890	22,874	25,857
2	18,001	20,701	23,401
1	16,290	18,734	21,177

- Range midpoints of the proposed ranges approximate prevailing compensation levels in the market as noted previously.

- The range depth is increased for the General Government and Fire plans from the current 27.5 per cent to 30.0 per cent by the introduction of an additional step (which is discussed in Chapter IV).

- The range depth for the Joint Crafts plan is increased from a single flat rate to 20 per cent to provide some salary advancement opportunities for experience gained on the job.

- The range depth for the Executive plan is narrowed from 50 to 40 per cent.

    o With a doubling of the number of grades from 4 to 8, the proposed salary ranges should provide enough flexibility to distinguish varying levels of performance.

- The method of progression through each range would remain the same.

    - The Fire, General Government and JCC would continue as increment plans.

    - The Executive plan would be an "open range" salary plan.

        o This type of salary plan provides for variable pay increments based on performance level and the position of the employee within the salary range.

    - At some future date, consideration should be given to converting the other plans to "open range".

    - The concept of an "open range" salary plan will be discussed more fully in Chapter IV.

FRINGE BENEFITS

- The fringe benefits offered to Municipality employees are, on balance, better than the benefits offered by the surveyed organizations.

- Current life, health, and accident insurance policies are at least equal to or better than the surveyed organizations.

- Anchorage vacation allowance is significantly higher than other governments outside Alaska and better than most other employers within the State.

- Retirement protection offered to Anchorage employees is on a par with most other government plans; IAFF members participate in one of the most generous retirement plans offered.

- Anchorage employees participate in the most generous longevity pay program of the surveyed governments.

- It is recommended that the Municipality focus on bringing all benefits more in line with competitive norms; immediate attention should be given to reducing the longevity pay allowances.

  - More specific details on the fringe benefits provided to Municipality employees and the programs offered by the surveyed organizations are contained in Appendix G to this report.

SCOMM

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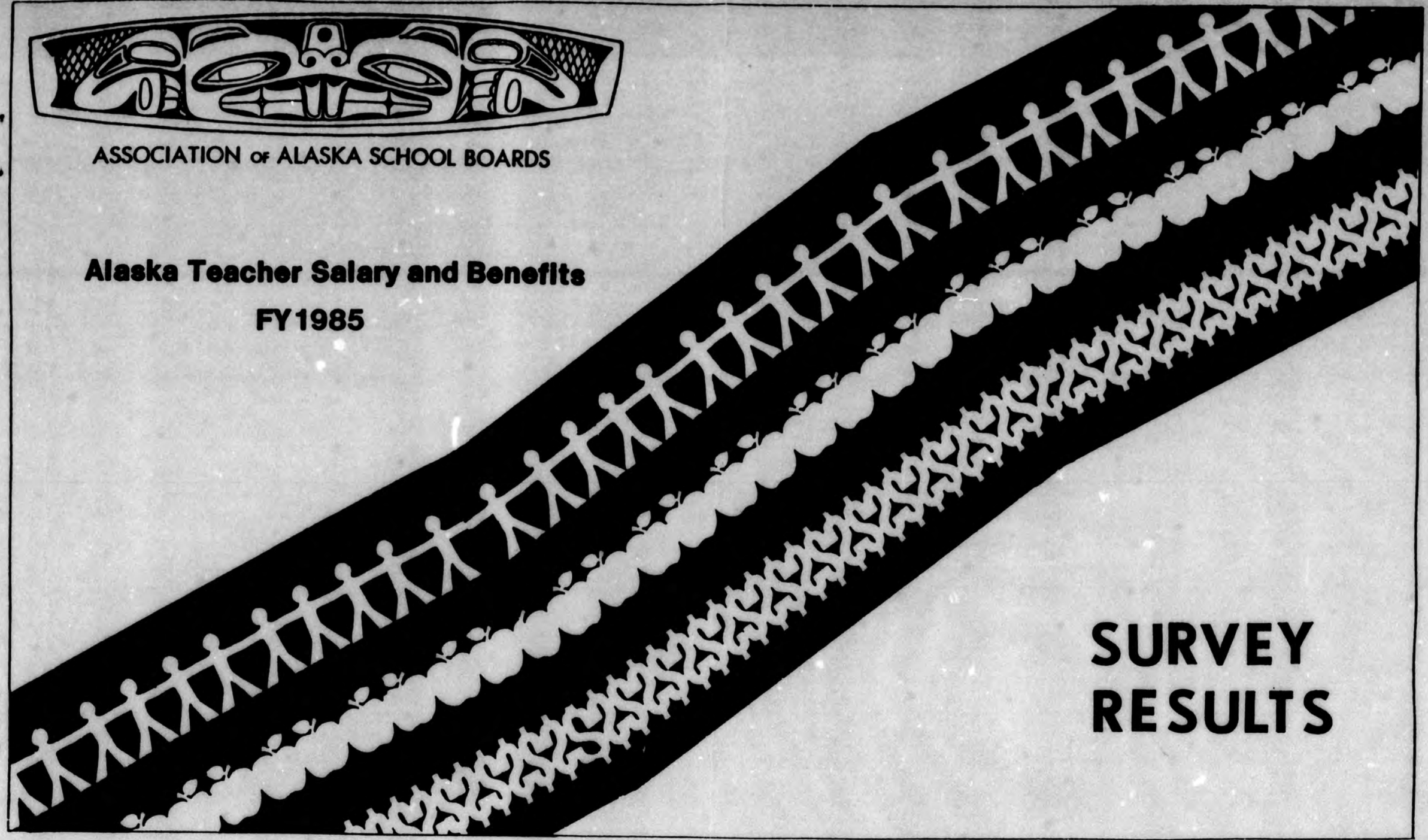
ASSOCIATION OF ALASKA SCHOOL BOARDS

Alaska Teacher Salary and Benefits
FY1985

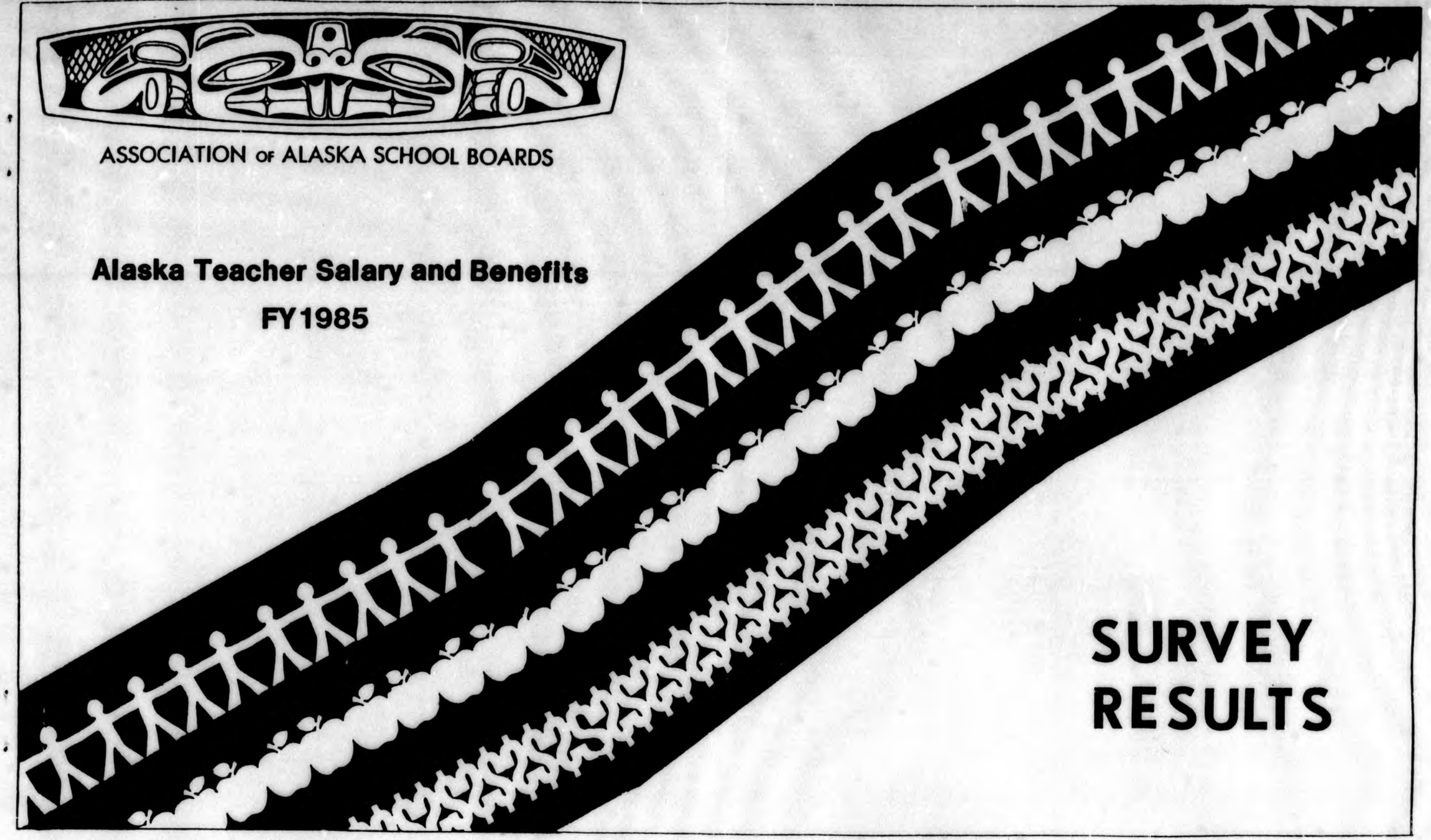


SURVEY RESULTS

ASSOCIATION OF ALASKA SCHOOL BOARDS

Alaska Teacher Salary and Benefits

FY1985



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FY1985

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AASB Director of Management Services

Sharon Young
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Introduction and Acknowledgements

This edition of the Annual Report of Salaries and Benefits marks a new format for the report. In past years, the salary and benefit survey included relatively brief information on teachers, certified and non-certified administrators, and classified employees. Because of the school districts' need for more detailed information for internal management and for negotiations, we have decided to produce the annual survey in three separate reports, one for each class of employees. This has allowed us to provide more comprehensive information, which we hope will prove more useful to school boards and administrators.

The format for this new report features not only detailed information for each district but facilitates comparability of that information by grouping it in separate sections according to region of the state. The report also includes a summary of the information most commonly requested by school districts, both on a statewide basis and by region.

This 1984-85 Annual Report is also new in another way. It was designed specifically in response to the recommendations made to AASB by the Database Advisory Board, comprised of several superintendents,personnel directors and business managers from school districts which are members of AASB's Database Consortium. Their willingness to share their knowledge and expertise is greatly appreciated.

AASB would like to express special thanks to the central office staff members in each of the school districts who took the time to provide us with the information we requested through extensive surveys and numerous follow-up phone calls. Without their patience and cooperation this report would not be possible.

Special recognition goes to Donn Liston, AASB's overworked, underpaid, dedicated Database Secretary for his willingness to enter and re-enter survey information because of seemingly endless revisions. His diligence was instrumental in getting out a complete report.

Summary of Selected Items
Statewide and by Regions

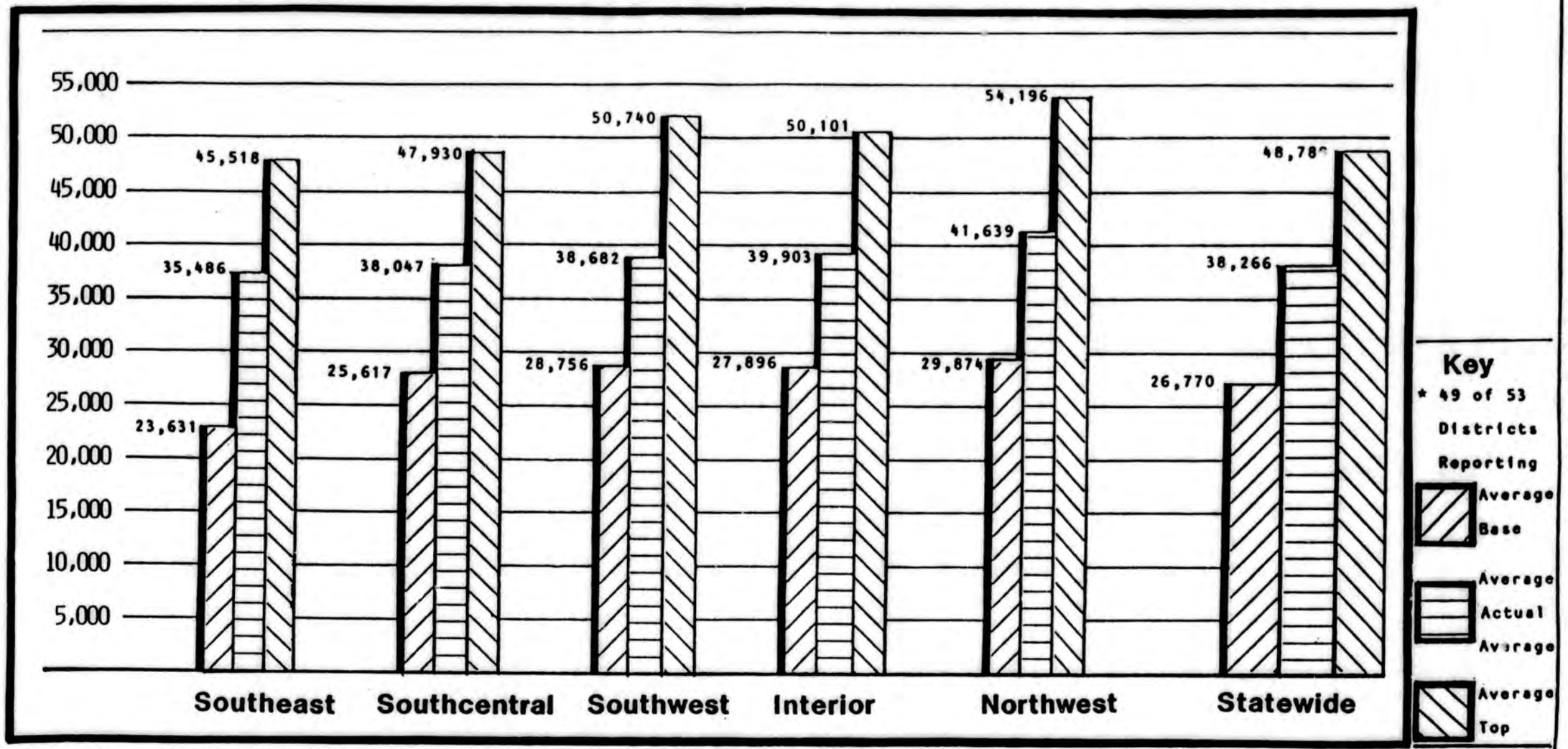
Salary	Southeast	Southcentral	Southwest	Interior	Northwest	Alaska
Average Teacher Salary	$35,484	$38,047	$38,682	$39,903	$41,639	$38,266
Average Base	23,631	25,617	28,756	27,896	29,874	26,770
Average Masters Only	28,603	28,868	32,296	31,368	33,379	30,708
Average Top	44,518	47,930	50,740	50,101	54,196	48,789
Basketball Coach/Boys	3,300	3,459	2,674	3,038	2,821	3,041
Basketball Coach/Girls	3,344	3,459	2,937	2,898	2,948	3,099
Athletic Director	2,217	4,122	3,027	1,994	8,000	3,328
Substitute Tchr/Certified	81	91	101	91	112	93
Substitute Tchr/Noncert	62	70	84	70	85	72
Benefits-Percentage of Districts Offering						
District Housing	31%	33%	80%	40%	75%	21%
Longevity Increment	5%	60%	0%	0%	0%	8%
Tuition Reimbursement	6%	20%	27%	18%	17%	16%
Non-Business Travel	7%	0%	45%	18%	33%	21%
Disability Insurance	0%	0%	0%	0%	17%	2%
Professional Liability Ins.	6%	20%	0%	18%	17%	10%
Travel Insurance	13%	40%	36%	27%	33%	29%
Ave. Total Ins. Per Tchr	$ 5,142.05	$ 3,831.84	$ 3,074.38	$ 2,545.65	$ 3,428.77	$3,146.34
Leave						
Ave. days Personal Leave per year	3	2	3	3	2	3
Ave. days Personal Leave cumulative	4	6	7	5	8	6
Percent Districts w/ Personal Leave cash-in provision	40%	80%	36%	18%	50%	43%
Enrollment/Staffing/Work Year						
Ave. # Students per Classroom Teacher	12.81	15.0	9.82	10.92	10.08	11.58
Ave. # Teachers per Instructional Aide	7.57	5.66	7.32	6.37	4.25	6.60
Ave. Total Contract Days	186	186	189	187	190	187
Ave. # Work Days	184	184	186	183	186	184

C

Average Teacher Salaries FY1985

(Base, Actual Average, Top)*

By Region and Statewide



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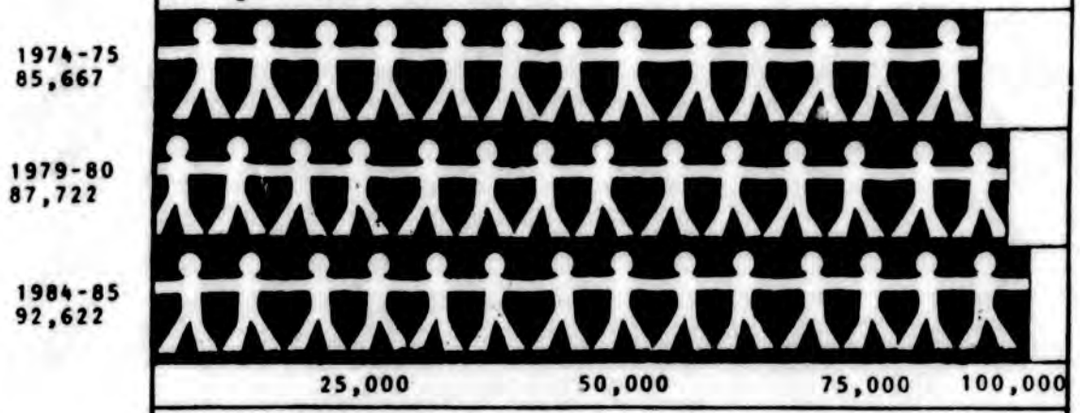
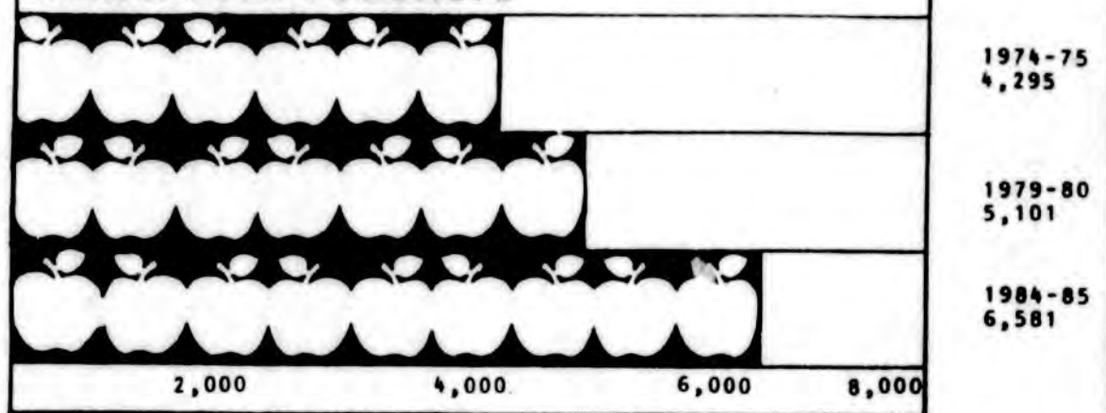
D

Pupil Enrollment



AVERAGE DAILY MEMBERSHIP:
Slow Growth in number of students attending Alaska schools, with an 8.1% overall increase, from 85,667 ADM in 1974-75 to 92,622 in 1984-85.

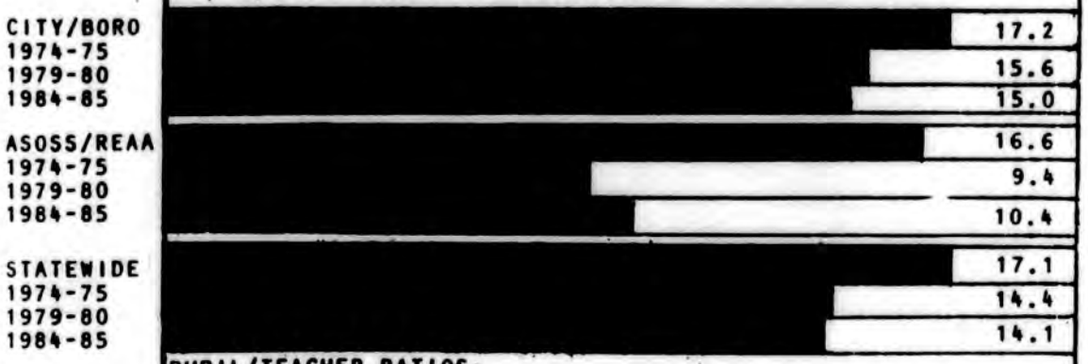
Classroom Teachers



CERTIFIED CLASSROOM TEACHERS:
Major Increase of 53.2% between 1974-75 and 1984-85 due partially to establishment of new rural high schools as mandated by the Tobeluk Consent Decree.

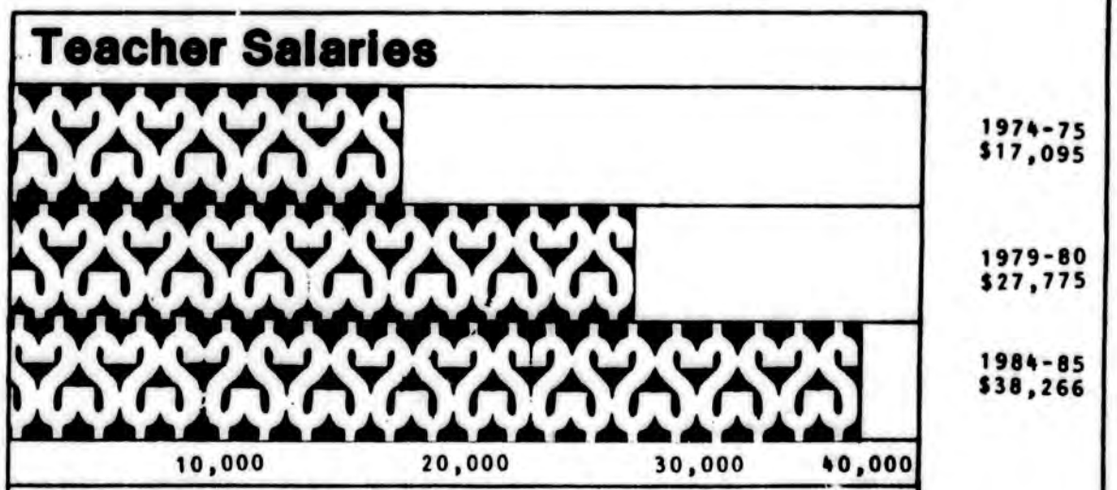
SOURCE: Alaska Department of Education "Facts & Figures", 1983-84;
DOE Statistics on Enrollment and Staffing;
AASB Teacher Salary Survey.

Pupil-Teacher Ratio



PUPIL/TEACHER RATIOS:
Consistent Drop in number of students per teacher in City/Borough districts. A dramatic drop in PTR between 1974-75 and 1979-80 for REAAs due to establishment of new schools with small enrollments. Slight increase for REAAs in last 5 years although overall statewide average has shown steady decrease in number of students per teacher.

Teacher Salaries



AVERAGE TEACHER SALARIES:
Steady Increase overall as teachers negotiate ever-larger salary/benefit packages; up 124.8% over the 10-year period.

E

Explanation of Headings

Page 1

BASE, TOP, BEGINNING MASTER'S - Base and top salaries indicates lowest and highest salaries on the schedule. Beginning Master's is the pay given to a teacher with a master's degree only and no experience.

RANGE OF INDEX - Factor used as multiplier to indicate the range from the lowest to the highest salary on the salary schedule.

NUMBER OF STEPS - This step reflects the number of years of service given credit for each education level on the salary schedule. For purposes of counting, the first step has been considered zero.

MAX SCHEDULE ED LEVEL - This represents the highest level of education that is recognized on the salary schedule for pay purposes.

LONGEVITY INCREMENTS PAID - Special provision made to reward teachers who have exceeded the available number of steps, without moving to a new column on the schedule by virtue of increased education.

AVERAGE TEACHER SALARY - This figure represents the actual average teacher salary paid in each district, and is shown as average salary only, average salary with retirement benefits, and average salary with all benefits included.

% OF TOTAL SALARY FOR BENEFITS - This figure reflects the percentage of payroll used by school districts to budget for cost of fringe benefits.

% OF TEACHERS AT MAXIMUM SALARY STEP - Estimated percentage of teachers who are at the maximum step of their educational column.

Page 2

PERCENTAGE DISTRIBUTION OF TEACHERS ON SALARY SCHEDULE - This report indicates a number of arbitrarily defined ranges of pay and shows the percentage of teachers in each district who fall within each range.

TOTAL FTE TEACHERS - Total Full Time Equivalent Teachers in the district.

Page 3

TOTAL $ HOSP/MED SINGLE & FAMILY - Total cost of a hospital/medical insurance policy for a single teacher or for a teacher with a family.

DIST CONTRIB HOSP/MED SINGLE & FAMILY - Represents the amount of the district contribution toward the purchase of each of those hospital/medical insurance policies. In most instances the district picks up 100% of the cost.

AMOUNT OF LIFE INSURANCE COVERAGE PER TEACHER - Represents the maximum amount of life insurance coverage the districts purchase for teachers. In some cases this was reported by districts in terms of contract language i.e. "twice the amount of the annual salary". This was reported here as twice the maximum salary on the salary schedule.

Page 3

DISABILITY INSURANCE - This represents the annual per teacher cost to the district of any disability (income protection) plan provided in addition to the basic AD&D included in major medical insurance.

PROF LIABILITY INSURANCE - Annual per teacher cost of a personal liability plan that is in addition to their general liability coverage.

TRAVEL INSURANCE - Annual per teacher cost of a life insurance plan that covers the employee while on district travel, if provided by the district.

Page 4

NON-BUSINESS TRAVEL ALLOWED - Indicates if the school district provides any travel to and/or from the district, other than school business related, as a fringe benefit to the teacher (i.e. "turnaround leave", etc.)

TRAVEL $ PER TEACHER - Amount of dollars allowed per teacher for non-business travel, if it is provided as a fringe benefit.

SEVERANCE PAY - A additional payment that is made upon termination.

EARLY RETIREMENT - An incentive bonus given for early retirement.

TAX SHELTERED ANNUITY - Indicates that the district administratively handles the monthly arrangement for payment into a tax sheltered annuity for teachers who participate.

DISTRICT CONTRIBUTION PER TEACHER - Reflects an amount that the district contributes toward a tax sheltered annuity for the teacher.

TUITION REIMBURSEMENT PER CREDIT HOUR - Provision to reimburse tuition costs for a specified number of credit hours.

TOTAL TUITION PER TEACHER - Indicates the amount made available for each teacher for tuition reimbursement.

HOUSING ALLOWANCE AMOUNT - This figure represents the amount of reimbursement given directly to the teacher for housing costs.

ISTRICT HOUSING AVAILABLE - A yes in this column indicates the istrict is involved in providing housing to some or all of its teachers, either for a fee or at no cost to the teacher.

TOTAL NET REVENUE FROM DISTRICT HOUSING - This figure reflects the difference between revenues and expenditures involved in providing district housing. Expenditures include maintenance, utilities, and other associated costs. In certain instances districts reported revenues or expenditures, but not both. This results in large and misleading positive or negative figures. More accurate information was not available.

Explanation of Headings

Page 5

SUB PAY CERT - Substitute teachers' pay for persons with a teaching certificate.

SUB PAY - NON-CERT - Substitute teachers' pay for persons who do not hold a teaching certificate.

SL BANK DAYS PER TEACHER - Maximum number of days a teacher can (cont.) draw from the sick leave bank. Indeterminate numbers are indicated with a plus (+).

MAX DAYS CUM IN SL BANK - Maximum number of days that can be accumulated in the sick leave bank.

PERS LV DAYS PER TEACHER - Number of days available to each teacher annually for use for personal leave.

MAX PERS LV CUM PER TEACHER - Maximum number of personal leave days a teacher may accumulate from year to year.

PERS LV CASHED IN? - Answers in the column indicate 1) if the district allows personal leave to be cashed in and 2) if so, how many of the accumulated days will be given credit on a cash-in.

A - J - Various types of leave that might be made available. Answers in each of these columns with a Y/# indicates that the district provides this leave and shows the number of days, if any which may be accumulated. A legend is provided on the page of this report identifying the types of leave each letter represents.

YEARS SERVED BEFORE SABBAT - Minimum years a teacher must be employed by a district before being eligible for a sabbatical leave.

SABBAT % OF SALARY OR FLAT AMOUNT - If the teacher is to receive pay while on a sabbatical leave, the figure in this column gives the percentage of the teacher's pay or a flat amount, provided by the district.

TOTAL ASSOC DAYS AVAIL - Indicates the total number of days available to members of the representative teachers association for association business.

ASSOC PAYS SUBS? (AFTER # OF DAYS) - If the negotiated agreement requires the teachers association to pay for substitutes for teachers on association business, it is reflected in this column and indicates the number of days that are paid by the district before it becomes the teachers association responsibility.

ANY PRE-CREDITED LEAVE? - If any type of leave may be used before it is actually earned, it is reported in this column. An "S", "PER", or "PRO" following the Y/ indicates the pre-credited leave allowed is sick leave, personal leave or professional leave.

** STATEWIDE AND REGIONAL AVERAGES - In cases where averages are reported for categories by region or on a statewide basis, the averages include only districts which actually reported information in those categories.

Page 6

EXTRA DUTY SALARIES - SELECTED ACTIVITIES - Salaries listed on this page have usually been reported as the maximum amount of compensation a district makes available for responsibilities in each extra-duty category.

Page 7

K, 1-6, 7-12, TOTAL ENROLL - Figures in these columns reflect the enrollment figures reported for Kindergarten, Grades 1-6, Grades 7-12, and total district enrollment.

K, 1-6, 7-12, TOTAL CLASSROOM TEACHERS - An accounting of the number of teachers in each grade level grouping. (Includes itinerant teachers.) These figures are not reported as full time equivalents.

TOTAL OTHER INSTRUCTIONAL PERSONNEL - This figure represents instructional personnel not in the classroom setting and not in administration. It includes librarians, counselors, psychologists, audio-visual, bilingual coordinators, speech therapists, consultants and supervisors, excluding aides.

TOTAL INSTRUCTIONAL AIDES - Reflects the total number of instructional aides, full time and part-time, employed by the district. This is not reported as full time equivalents.

TOTAL FTE CERTIFICATED STAFF - Full time equivalent figure for all teachers and other instructional staff who are certificated.

TOTAL FTE AIDES - Full time equivalent figure for all instructional aides employed in the district.

STUDENT CONTACT DAYS - Indicates the number of days teachers work when students are actually in attendance.

ADDITIONAL WORK DAYS - Includes days used for in-service, teachers convention, or other days when students are not in attendance, for which teachers are paid.

TOTAL CONTRACT DAYS - Total number of days for which a teacher is paid, provided for by the regular teacher contract.

MIDDLE SCHOOL - Indicates if the district uses the class grouping of "Middle School" (Grades 6,7,& 8) rather than the structure of K-6 for elementary, and 7-12 for secondary.

TEACHERS PER INSTRUCTIONAL AIDE - The figure shown here gives the ratio of teachers per instructional aide. It was not figured on full time equivalency, but simply on the total number of individuals employed as teachers and as instructional aides.

STUDENTS PER CLASSROOM TEACHER - Ratio of students to classroom teacher on a district-wide basis. These numbers are not reported as full time equivalents.

Statewide:
Teacher Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULE ED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ADAK	27413	31086	46850	1.76	12	MA+36	N	37148	40483	40862	10.00	24.00
ALASKA GATEWAY	27360	30917	49322	1.81	12	MA+36	N	38729	42206	44925	16.00	33.00
ALEUTIAN	31492	35517	57086	1.81	12	BA+72	N	45246	49309	52937	17.00	2.00
ANCHORAGE	25075	28586	38647	2.02	13	DOCT.	Y	33437	42978	47284	19.50	11.50
ANNETTE ISLAND	25795	29399	44899	1.75	11	MA+36	N	33893	36282	38993	14.42	23.68
BERING STRAIT	29300	32430	49265	1.67	12	DOCT	N	36965	39948	41135	12.50	1.20
BRISTOL BAY	28633	32355	50251	1.76	13	MA+54	N	35035	38181	39589	13.00	35.00
CHUGACH	24100	25250	39400	1.63	11	MA+36	N	31295	34042	35302	16.00	34.00
CHUGIAK	24000	27000	43100	1.80	13	MA+36	N	33946	36013	38663	17.00	7.00
COPPER RIVER	25667	33020	57001	1.85	13	MA+36	N	46600	50734	53990	15.00	66.00
CORDOVA	25481	30057	44591	1.75	12	MA+15	N	40396	44023	46637	15.45	53.00
CRAIG	24700	28405	43825	1.75	12	MA+30	N	31715	34563	37921	19.57	8.50
DELTA/GREELY	27320	30341	46353	1.76	10	MA+36		38459	41912	44231	15.01	46.00
DILLINGHAM	29140	33219	50412	1.72	12	MA+36	N	40313	43933	46513	15.38	66.00
FAIRBANKS	25489	29567	39065	1.69	13	MA+36/DOCT	N	39672	43813	46416	17.00	49.00
GALENA	32664	35935	52414	1.60	11	MA+36	N	40851	44519	47182	15.50	22.00
HAINES	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
HOONAH	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
HYDABURG	25000	27500	43750	1.75	12	MA+18	N	30192	32903	35304	17.00	8.00
IDITAROD	27476	30773	50035	1.84	12	MA+54	N	41250	44962	47978	16.29	37.85
JUNEAU	27035	31093	50825	1.85	15	MA+18	Y	44477	48471	54662	22.90	28.00
KAKE	24835	28560	42468	1.71	13	MA+36	N	31654	34496	37082	17.15	20.00
KENAI PENINSULA	25304	28442	47500	1.86	15	MA+72	Y	37760	41130	44081	16.74	37.00
KETCHIKAN	25988	29495	45861	1.76	12	MA+36	N	39263	42788	45152	15.00	49.00
KING COVE	25300	31500	51300	1.75	16	MA+36	N	36500	39777	43435	19.00	7.00
KLAWOCK	24300	27726	42574	1.75	12	MA+15		30472	33208	35530	16.60	0.05
KODIAK	24284	27684	46867	2.00	12	MA+54	N	37177	40515	43117	15.98	58.10
KUSPUK	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
LAKE & PENINSULA	27300	30800	52525	1.91	13	ED SPEC.	N	37474	40839	43207	15.30	0.00
LOWER KUSKOKWIM	28141	30935	50653	1.80	12	MA+36	N	37920	41325	43608	15.00	24.00
LOWER YUKON	28623	33203	52380	1.83	10	MA+36	N	41554	45285	49033	18.00	45.00
MAT-SU	25113	28880	48715	1.90	13	DOCT.	N	36725	40082	36725	16.00	36.20
MENTA	26320	29238	47845	1.80	12	MA+36	N	38576	42040	48220	25.00	8.67
NOME	28562	32449	53952	1.88	14	MA+36	N	43508	47415	50330	15.68	40.67
NORTH SLOPE	34150	38350	61270	1.71	13	MA+36	N	46672	50863	53672	15.00	27.00
NORTHWEST ARCTIC	28614	32620	58265	2.03	13	MA+36	N	42768	46608	49610	16.00	17.57
PELICAN	24931	28044	43246	1.74	12	MA+30	N	35437	38619	41815	18.00	27.00
PETERSBURG	25008	28009	44014	1.76	14	MA+32	N	36753	40053	41898	14.00	41.00
PRIBILOF	29120	32905	51586	1.77	12	PHD/ED S.	N	43820	47735	50612	15.50	42.00
RAILBELT	26710	30182	46572	1.74	12	MA+36	N	37610	40987	42875	14.00	39.00
SAND POINT	30747	33349	48213	1.57	15	MA+36	N	37714	41100	41485	10.00	9.00
SITKA	25946	29837	48517	1.87	12	MA+32	N	41866	45625	47727	14.00	63.00
SKAGWAY	25854	29536	43435	1.68	12	MA+36	N	32909	35864	39161	19.00	2.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
SOUTHWEST REGION	28719	31887	48391	1.68	14	MA+36	N	33929	36975	38679	14.00	13.00
ST MARYS	28250	31640	48790	1.72	12	MA+36	N	35737	38946	42884	20.00	33.33
TANANA	28627	31955	49296	1.72	12	MA+36	N	39387	42923	45334	15.10	27.00
UNALASKA	27650	31330	51534	1.86	12	MA+36	N	43434	47334	50817	17.00	30.00
VALDEZ	28393	31232	49688	1.75	11	MA+36	Y	43266	4715.	50188	16.00	13.00
WRANGELL	23998	27398	43996	1.90	13	MA+72	N	38449	41901	44062	14.60	30.00
YAKUTAT	24000	28800	46176	1.92	12	MA+30	N	34087	37148	39847	16.90	32.00
YUKON FLATS	26275	31793	51237	1.95	13	MA+36	N	38868	42358	46641	20.00	29.00
YUKON KOYUKUK	27549	30761	47441	1.72	12	MA+36	N	38988	42423	44864	15.25	17.00
AVERAGE	26770	30708	48789	1.79				38266		44350		

Statewide:

Salary Schedule Distribution

DISTRICT	$ UNDER 24499	$ 24500-29499	$ 29500-34499	$ 34500-39499	$ 39500-44499	$ 44500-49499	$ 49500-54499	$ 54500-59499	$ OVER 59500	TOTAL FTE TEACHERS	>49,500 / #FTE
ADAK	0.00	2.00	26.00	26.00	36.00	6.00	4.00	0.00	0.00	50	2
ALASKA GATEWAY	0.00	6.38	25.53	17.02	27.65	17.02	6.38	0.00	0.00	47	3
ALEUTIAN	0.00	0.00	0.00	13.33	33.33	26.66	26.66	0.00	0.00	15	4
ANCHORAGE	0.00	13.08	12.01	22.13	23.90	14.65	14.19	6.00	0.00	2439	345
ANNETTE IS./KRD	0.00	23.68	23.68	39.47	13.15	0.00	0.00	0.00	0.00	38	4
BERING STRAIT	0.00	0.00	38.68	27.00	27.73	6.56	0.00	0.00	0.00	137	
BRISTOL BAY	0.00	0.00	19.23	30.76	34.61	11.53	3.84	0.00	0.00	26	1
CHATHAM	3.22	19.35	58.06	19.35	0.00	0.00	0.00	0.00	0.00	31	
CHUGACH	16.66	33.33	41.66	8.33	0.00	0.00	0.00	0.00	0.00	12	
COPPER RIVER	0.00	0.00	4.16	8.33	12.49	54.16	12.49	8.33	0.00	48	10
CORDOVA	0.00	5.55	19.44	24.99	22.22	19.44	0.00	5.55	2.77	36	3
CRAIG	0.00	44.44	16.66	27.77	11.11	0.00	0.00	0.00	0.00	18	
DELTA/GREELY	0.00	4.61	21.53	35.38	38.46	0.00	0.00	0.00	0.00	65	
DILLINGHAM	0.00	2.08	20.83	24.99	31.24	10.41	10.41	0.00	0.00	48	5
FAIRBANKS	0.00	6.02	18.50	24.63	30.43	9.47	10.92	0.00	0.00	897	98
GALENA	0.00	0.00	9.09	27.27	36.36	18.18	9.09	0.00	0.00	22	2
HAINES	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED				
HOONAH	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED				
HYDABURG	0.00	61.5	15.38	7.69	15.38	0.00	0.00	0.00	0.00	13	
IDITAROD	0.00	3.00	12.00	26.00	14.00	24.00	10.00	6.00	0.00	50	5
JUNEAU	0.00	2.06	7.84	11.13	27.72	29.57	21.65	0.00	0.00	276	60
KAKE	0.00	41.66	20.83	29.16	8.33	0.00	0.00	0.00	0.00	24	
KENAI PENINSULA	0.00	7.65	20.64	29.71	27.40	14.59	0.00	0.00	0.00	362	
KETCHIKAN	0.00	11.01	18.07	9.60	33.61	27.68	3.00	0.00	0.00	177	
KING COVE	0.00	0.00	14.28	28.57	42.85	7.14	7.14	0.00	0.00	14	1
KLAWOCK	5.55	22.22	55.55	11.11	5.55	0.00	0.00	0.00	0.00	18	
KODIAK	4.79	7.78	22.75	37.72	13.77	13.17	0.00	0.00	0.00	167	
KUSPUK	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED				
LAKE & PENINSULA	0.00	14.60	13.48	28.08	32.58	11.23	0.00	0.00	0.00	44	
LOWER KUSKOKWIM	0.00	12.38	22.12	27.43	16.81	17.25	3.38	0.00	0.00	226	9
LOWER YUKON	0.00	3.33	8.33	24.99	27.49	23.33	12.49	0.00	0.00	120	15
MAT-SU	0.00	15.27	20.71	33.05	20.71	10.25	0.00	0.00	0.00	478	
NENANA	0.00	0.00	15.00	45.00	35.00	5.00	0.00	0.00	0.00	20	
NOME	0.00	0.00	6.77	22.03	30.50	23.72	16.94	0.00	0.00	59	10
NORTH SLOPE	0.00	0.00	2.66	10.66	22.66	23.99	28.66	7.33	3.99	150	58
NORTHWEST ARCTIC	0.00	4.82	17.24	15.17	19.31	10.34	24.82	8.27	0.00	145	
PELICAN	0.00	12.04	24.09	51.80	12.04	0.00	0.00	0.00	0.00	8	
PETERSBURG	0.00	13.33	19.99	44.44	22.22	0.00	0.00	0.00	0.00	45	
PRIBILOF	0.00	0.00	0.00	12.50	25.00	56.25	6.25	0.00	0.00	16	1
PULASKI	3.03	3.03	27.27	24.24	33.33	9.09	0.00	0.00	0.00	33	
SAND POINT	0.00	0.00	27.27	27.27	45.45	0.00	0.00	0.00	0.00	11	
SITKA	0.00	1.83	7.33	28.44	23.39	38.99	0.00	0.00	0.00	109	
SKAGWAY	0.00	14.28	49.99	21.42	14.28	0.00	0.00	0.00	0.00	14	
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED				
SOUTHWEST REGION	0.00	4.41	19.11	23.52	27.94	19.11	5.88	0.00	0.00	68	4
ST MARYS	0.00	26.66	26.66	13.33	26.66	6.66	0.00	0.00	0.00	15	
TANANA	0.00	0.00	18.18	18.18	63.63	0.00	0.00	0.00	0.00	11	
UNALASKA	0.00	6.25	6.25	12.50	12.50	43.75	18.75	0.00	0.00	16	3
VALDEZ	0.00	5.83	8.75	17.51	29.19	21.16	8.75	7.29	1.45	68	12
WRANGELL	0.00	10.25	12.82	20.51	35.89	20.51	0.00	0.00	0.00	39	
YAKUTAT	15.78	26.31	10.52	26.31	15.78	5.26	0.00	0.00	0.00	19	
YUKON FLATS	0.00	10.00	22.00	18.00	34.00	10.00	6.00	0.00	0.00	50	3
YUKON KOYUKUK	0.00	11.11	48.14	31.48	9.25	0.00	0.00	0.00	0.00	54	
AVERAGE	0.92	10.64	19.88	24.18	24.78	13.60	5.61	0.89	0.17	143	654

90% of Teachers earn >$49.5K

7,039 Total FTE

DISTRICT	TOTAL $ HOSP/MED FOR SINGLE	TOTAL $ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ANAK	987.24	0.00	987.00	0.00	53000.00	0.00	0.00	16.50	1639.71
ALASKA GATEWAY	937.92	2842.08	937.92	2842.08	100000.00	0.00	0.00	0.00	3596.43
ALEUTIAN	987.00	2991.00	984.00	2145.00	60000.00	0.00	0.00	20.00	1943.87
ANCHORAGE	2252.00	2252.00	2252.00	2252.00	100000.00	0.00	52.88	0.00	2776.95
ANNETTE ISLAND	937.92	2842.08	937.00	2842.08	2000.00	0.00	42.00	0.00	2760.46
BERING STRAIT	1811.52	0.00	1811.52	0.00	25000.00	242.00	84.00	10.77	3030.29
BRISTOL BAY	937.92	0.00	937.92	0.00	2000.00	0.00	0.00	0.00	1164.56
CHATHAM	987.24	2991.60	987.24	2991.60	2000.00	0.00	0.00	0.00	2010.39
CHUGACH	987.24	2991.60	987.24	2991.60	50000.00	0.00	0.00	16.66	2409.63
COPPER RIVER	1002.00	3012.00	1002.00	3012.00	5000.00	0.00	0.00	0.00	2771.29
CORDOVA	937.00	2842.08	937.92	2842.08	40000.00	0.00	0.00	24.00	2613.27
CRAIG	987.24	2991.60	987.00	2991.60	2000.00	0.00	0.00	0.00	2106.67
DELTA/GREELY	2043.00	0.00	2043.00	0.00	5000.00	0.00	0.00	0.00	2320.33
DILLINGHAM	1560.00	1560.00	1560.00	1560.00	5000.00	0.00	0.00	0.00	3850.97
FAIRBANKS	0.00	0.00	0.00	0.00	51000.00	0.00	0.00	0.00	225.06
GALENA	956.00	2860.00	956.00	2860.00	0.00	0.00	0.00	24.13	940.18
HAINES	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
HOONAH	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
HYDABURG	1002.84	3012.60	1002.84	3012.00	5000.00	0.00	0.00	0.00	4474.09
IDITAROD	2100.00	2100.00	2100.00	2100.00	30000.00	0.00	0.00	6.97	6784.71
JUNEAU	978.84	3058.44	978.00	3058.44	100000.00	0.00	0.00	15.00	5717.29
KAKE	0.00	2071.32	0.00	2071.32	5000.00	0.00	0.00	0.00	4428.28
KENAI PENINSULA	0.00	2063.00	0.00	2063.00	50000.00	0.00	0.00	18.00	5969.33
KETCHIKAN	943.00	2706.00	943.00	2706.00	8000.00	0.00	0.00	0.00	2373.88
KING COVE	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	4285.71
KLAWOCK	938.00	2842.00	938.00	2842.00	2000.00	0.00	0.00	0.00	2958.50
KODIAK	923.00	2172.00	923.00	2172.00	77000.00	0.00	0.00	10.00	2535.50
KUSPUK	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
LAKE & PENINSULA	1002.84	3012.60	1002.84	3012.60	2500.00	0.00	0.00	0.00	2198.62
LOWER KUSKOKWIM	1092.00	1092.00	1092.00	1092.00	25000.00	0.00	0.00	16.00	1618.36
LOWER YUKON	757.00	2291.00	757.00	2291.00	25000.00	0.00	0.00	16.00	4361.73
MAT-SU	3301.00	3301.00	3301.00	3301.00	30000.00	0.00	0.00	6.00	3588.21
NENANA	2145.00	2145.00	2145.00	2145.00	5000.00	0.00	0.00	0.00	2705.90
NOME	966.00	3050.00	966.00	3050.00	5000.00	0.00	0.00	0.00	2584.86
NORTH SLOPE	0.00	980.00	0.00	980.00	121000.00	0.00	0.00	25.00	1780.80
NORTHWEST ARCTIC	1344.00	0.00	1344.00	0.00	59000.00	0.00	0.00	0.00	5189.41
PELICAN	1008.00	3013.00	1008.00	3013.00	2000.00	0.00	0.00	0.00	3662.57
PETERSBURG	1038.86	3145.38	934.97	2831.29	2000.00	0.00	0.00	0.00	2109.77
PRIBILOF	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	3701.56
RAILBELT	984.00	2988.00	984.00	2988.00	47000.00	0.00	0.00	0.00	2082.12
SAND POINT	987.00	2992.00	987.00	2992.00	7000.00	0.00	0.00	0.00	2302.62
SITKA	987.24	2991.60	987.24	2991.60	25000.00	0.00	0.00	0.00	2509.82
SKAGWAY	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	6622.76
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
SOUTHWEST REGION	955.00	2865.00	955.00	2865.00	55000.00	0.00	0.00	0.00	1934.09
ST MARYS	1200.00	1680.00	1200.00	1680.00	50000.00	0.00	0.00	0.00	6366.66
TANANA	987.24	2004.36	987.00	2004.36	44000.00	0.00	24.00	20.83	2482.54
UNALASKA	0.00	2031.00	0.00	2031.00	10000.00	0.00	0.00	0.00	4235.88
VALDEZ	2069.00	2069.00	2069.00	2069.00	50000.00	0.00	0.00	0.00	2415.10
WRANGELL	861.48	2583.96	861.48	2583.96	2000.00	0.00	0.00	0.00	2150.75
YAKUTAT	987.24	2991.60	987.00	2991.60	2500.00	0.00	0.00	0.00	2698.65
YUKON FLATS	226.00	0.00	226.00	0.00	50000.00	0.00	0.00	0.00	0.00
YUKON KOYUKUK	973.20	0.00	973.20	0.00	5000.00	0.00	75.00	0.00	3736.84
AVERAGE	1373.84	2015.00							3146.34

Statewide:

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ADAK	Y	500	N	N	Y	0	25	75	101/265	Y	3168.00
ALASKA GATEWAY	N	0	N	N	Y	0	0	0	0	N	0.00
ALEUTIAN	N	0	N	N	Y	0	0	0	300/350	Y	-24446.00
ANCHORAGE	N	0	N	Y	Y	0	0	0	0	N	0.00
ANNETTE ISLAND	N	0	N	N	Y	0	0	0			0.00
BERING STRAIT	N	0	N	N	N	0	0	0		Y	0.00
BRISTOL BAY	N	0	N	N	N	0	0	0	0	N	0.00
CHATHAM	Y	0	N	N	Y	0	0	0	0	Y	267.00
CHUGACH	N	0	N	N	Y	0	0	0	300/400	Y	10000.00
COPPER RIVER	N	0	N	N	Y	0	0	0		Y	-3825.00
CORDOVA	N	0	N	N	Y	0	0	0		N	0.00
CRAIG	N	0	N	N	Y	0	0	0	0	Y	-750.00
DELTA/GREELY	N	0	N	N	Y	0	0	0			0.00
DILLINGHAM	N	0	N	N	Y	0	30	90	0	N	0.00
FAIRBANKS	N	0	N	Y	N	0	0	0	0	N	0.00
GALENA	N	0	N	N	Y	0	0	0	0	N	0.00
HAINES	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
HOONAH	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
HYDABURG	N	0	N	N	N	0	0	0	0	Y	13517.00
IDITAROD	Y	440	N	N	Y	0	0	0	0	Y	23400.00
JUNEAU	N	0	N	Y	Y	0	0	0		N	0.00
KAKE	N	0	N	N	Y	0	0	0		N	0.00
KENAI PENINSULA	N	0	N	N	N	0	60	360			0.00
KETCHIKAN	N	0	N	N	N	0	50	300		N	0.00
KING COVE	N	0	N	N	Y	0	0	0			0.00
KLAWOCK	N	0	N	N	Y	0	0	0		Y	32516.00
KODIAK	Y	760	N	Y	Y	0	55	165		Y	-60600.00
KUSPUK	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
LAKE & PENINSULA	Y	370	N	N	Y	0	0	0	0	Y	-20000.00
LOWER KUSKOKWIM	Y	0	N	N	Y	0	0	0		Y	614296.00 *
LOWER YUKON	N	0	N	Y*	N	0	0	0		Y	0.00
MAT-SU	N	0	N	N	Y	0	0	0	0	N	0.00
MENDNA	N	0	N	N	Y	0	0	0	0	N	0.00
NOME	N	0	Y		Y	0	0	0	0	N	0.00
NORTH SLOPE	Y	1000	N	N	Y	0	50	300			0.00
NORTHWEST ARCTIC	Y	500	N	N	Y	0	0	0		Y	126117.00 *
PELICAN	N	0	N	N	N	0	0	0		N	0.00
PETERSBURG	N	0	N	N	N	0	0	0			0.00
PRIBILOF	N	0	N	N	N	0	0	0	0	Y	3000.00
RAILBELT	N	0	N	N	Y	0	0	0	0	N	0.00
SAND POINT	N	0	N	N	N	0	0	0			0.00
SITKA	N	0	N	N	N	0	0	0	0	N	0.00
SKAGWAY	N	0	N	N	Y	0	0	0		N	0.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
SOUTHWEST REGION	Y	400	N	N	Y	0	0	0	200	Y	-260122.00 *
ST MARYS	N	0	N	N	Y	0	0	0		Y	2780.00
TANANA	N	0	N	N	N	0	0	0	0	Y	0.00
UNALASKA	Y	600	Y	N	Y	0	100	500	200	Y	0.00
VALDEZ		0	N	N	Y	0	0	0			0.00
WRANGELL	N	0	N	Y	Y	0	0	0	0	N	0.00
YAKUTAT	N	0	N	N	Y	0	0	0		N	0.00
YUKON FLATS	Y	370	N	N	Y	0	0	40	100-365	Y	-52536.00 *
YUKON KOYUKUK	N	0	N	N	N	0	350	350		N	92440.00
AVERAGE	23		4	11						51	

* INSUFFICIENT INFORMATION

Statewide: Leave Benefits

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	SL BANK DAYS PER TEACHER	MAX DAYS CUM IN SL BANK	PERS DAYS PER TEACHER	LV MAX PERS LV CUM PER TEACHER	PERS LV CARRIED IN? (# DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT % OF SALARY OR FLAT AMOUNT	TOTAL ABDIC DAYS AVAIL	ABDIC PAYS SUBS? (AFTER # OF DAYS)	ANY PRE-CREDITED LEAVE?
ADAK	115	90	60	100	2	6	Y/2	N	Y	N	N	Y	N	N	N	N	N	3		10	N	Y/S
ALASKA GATEWAY	109	89	60	150	2	4	N	Y	N	N	Y/5-7	Y	Y/3	N	N	Y	N	2	50%	10	N	Y
ALEUTIAN	0	96	24+	100	3	8	N	Y	Y	Y	Y/7	Y	Y	N	N	Y	N	7		10	N	N
ANCHORAGE	101	81	24+	2500	2	5	Y/5	Y	N	Y	Y/1-7	Y/40	Y/1	Y/1	Y	Y	Y	0		564	N	Y/S
ANNETTE ISLAND	60	50	30	100	2	2	N	Y/1	N	N	Y/7	Y	N	N	N	Y	N	7	50%	8	N	Y/S
BERING STRAIT	135	75	24+	80	2	4	Y/75%	Y/15	N	Y16.5	Y/5	Y/SL	Y/5	N	N	Y	Y/2-4	0		35	N	Y/PER
BRISTOL BAY	80	65	0	0	2	2	Y	Y	Y	N	N	N	N	N	Y/6	Y	N	7	50%	3	N	Y/S
CHATHAM	75	75	0	0	2	2	Y	Y	N	N	N	N	N	N	N	N	N	0		0	N	Y/S
CHUGACH	75	60	20	100	3	10	N	6	UNLIM	UNLIM	0	UNLIM	10	10	0	UNLIM	UNLIM	7		6	N	Y/S/PER
COPPER RIVER	108	72	0	0	2	2	Y/2	Y	Y	Y16.5	Y/5+4	Y	Y	Y	N	Y	N	0		20	N	N
CORDOVA	72	60	24+	100	2	4	Y/4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7		0	N	N
CRAIG	80	70	0	0	2	3	N	Y	N	N	N	N	N	N	N	Y	N	7	50%	0	N	N
DELTA/GREELY	70	60	50	100	2	4	N	N	Y	Y	Y	N	N	N	N	Y	N	0		12	N	Y/S/PER
DILLINGHAM	116	77	24+	100	2	6	N	Y	Y	Y	N	N	N	N	N	Y	N	5		2	N	N
FAIRBANKS	75	63	40	100	3	5	N	Y	Y	Y/14	Y/10	N	Y	Y	0	Y	Y	7	50%	304	Y	Y/PER
GALENA	135	116	0	0	3	5	N	N	N	N	Y/7	Y/9	Y	Y	N	N	N	3		0	N	Y/S
HAINES	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED		
HOONAH	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED		
HYDABURG	75	50	0	0	3	0	N	Y	N	N	N	Y	N	Y/22	N	Y	Y	0		0	N	N
IDITAROD	86	20	24	60	3	6	N	Y	2/NO	Y	16.5	N	N	Y	Y	Y	Y	7	12500	0	N	N
JUNEAU	60	60	24+	100	6	0	N	N	N	Y	Y	Y/60	N	Y/10	Y/5	Y	N	7		35	Y	Y/S
KAKE	80	53	24	100	3	6	Y/6	N	N	N	Y/5	Y	Y	Y	N	N	N	0		12	N	Y/PER
KENAI PENINSULA	92	73	0	0	2	7	Y/7	N	Y/1	Y/14	N	Y	N	Y/3	N	Y	N	7		30	N	Y/PER
KETCHIKAN	60	60	24+	100	2	5	Y/5+	Y/.5	N	Y	N	Y/72	N	N	N	Y	N	7	50%	57	N	N
KING COVE	120	80	0	0	2	8	Y/8	N	N	Y16.5	Y/7	N	N	N	N	Y	N	3	500	0	N	N
KLAWOCK	85	65	0	0	2	0	N	N	N	N	Y	Y/30	N	N	N	Y	N	7	50%	0	N	Y/S/PER
KODIAK	80	65	24+	450	2	10	N	0	Y3.25	Y	Y	Y 30	N	N	Y	Y	Y 2	7	10500	20	N	N
KUSPUK	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED		
LAKE & PENINSULA	125	75	60	200	5	0	N	N	Y	N	Y/4	Y/90	Y/10	Y/5	N	Y	N	7	13600	10	N	Y/S
LOWER KUSKOKWIM	0	72	24+	100	2	6	N	Y	Y	Y10	Y/7	Y/94	Y/3	N	N	N	Y	4	1000	20	N	Y/S/PER
LOWER YUKON	60	60	24+	100	2	0	Y/4	Y/5	Y	Y16.5	Y/7	Y/55	Y/7	N	N	Y	Y	3	5000	30	Y/30+	Y/S
MAT-SU	85	62	24	100	3	5	Y/2	Y	Y	Y/16	Y/5-7	Y	Y	Y/3	Y	Y	Y	0	50%	35	Y/35	Y/PER
NENANA	80	65	0	0	3	3	N	Y	Y	Y	Y	Y	Y	Y/15	Y/1	Y	N	0		10	N	Y/PER/PRO
NOME	75	65	24	100	2	6	N	0	0	Y	Y	Y	Y	Y	N	Y	N	7	33%	27	Y/12	N
NORTH SLOPE	153	153	24	100	3	0	Y/5	N	N	N	Y/7	N	N	N	N	N	N	7	17075	8	N	Y/S/PER
NORTHWEST ARCTIC	119	70	30	300	3	8	Y/8	Y	Y	Y/16	Y/7+	Y/45	Y/6	N	N	Y	Y/3	7		50	N	Y/S/PER
PELICAN	84	70	24	100	3	0	N	3	N	Y	Y	Y	N	N	Y	Y	N	5	50%	5	Y	Y/S
PETERSBURG	80	55	0	0	3	0	N	Y/UNL	N	Y/15	Y/5	Y/19+	N	Y/19+	N	Y/UNL	N	0		16	Y/8	Y/S
PRIBILOF	100	90	0	0	3	10	Y/10	Y	Y/01	Y	Y	Y	Y	Y	Y	Y	Y	7		15	N	Y/PER
RAILBELT	85	65	0	60	3	5	N	N	N	N	Y/7-9	Y/84	Y/10	Y	N	Y	N	7	50%	10	Y/6	Y/S/PER
SAND POINT	119	104	0	0	3	0	Y 2	Y	N	N	N	Y	Y	N	N	N	Y	0		0	N	N
SITKA	103	81	24	24	5	5	Y/5+	Y/5	N	Y	Y/5	Y	N	N	N	Y	N	0		22	N	Y/S /PER
SKAGWAY	75	55	0	0	2	4	N	N	Y	N	Y/5	Y	N	N	N	Y	N	0		0	N	Y/S
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED		
SOUTHWEST REGION	112	98	24	200	2	5	N	N	N	N	Y/3-7	N	N	N	N	Y	N	5		6	Y	N
ST MARYS	86	86	0	0	5	5	N	N	Y	Y	Y	Y	Y	Y	N	Y	Y/2	7		2	N	Y/S/PER
TANANA	86	69	50	50	2	10	N	1.5	2.5	N	Y/10	N	Y/3	N	Y/3	Y	Y	0		8	N	Y/S/PER
UNALASKA	100	100	0	30	3	15	N	Y/4	Y/4	N	/ 5	Y/20	Y/20	Y/10	Y	Y	Y/1	3		3	N	N
VALDEZ	90	60	24	100	2	5	Y/2	N	Y	Y/10	Y/5	Y	Y	N	N	Y	N	0		7	Y	Y/S/PER
WRANGELL	80	60	0	0	3	0	N	N	N	Y	Y	Y	N	N	N	Y	N	3		10	Y/10	N
YAKUTAT	68	58	0	0	3	4	Y/4	N	N	N	N	Y	Y	N	N	Y	N	0		5	N	Y/S
YUKON FLATS	95	80	24	100	4	4	Y/4	0-365	Y	Y/10+	Y/8	Y	Y/2	Y/2Y	N	N	N	7		63	N	Y/S/PER
YUKON KOYUKUK	72	72	0	0	3	10	N	Y	Y	N	Y/10	Y	Y/5	Y/3	N	Y	N	2		70	N	N
AVERAGE	91	73			3	6	43													41		

TYPES OF LEAVE:

A - PROFESSIONAL
B - ADMINISTRATIVE
C - MILITARY
D - EMERGENCY
E - MATERNITY
F - PATERNITY
G - ADOPTIVE
H - CIVIC
I - COURT
J - BAD WEATHER,

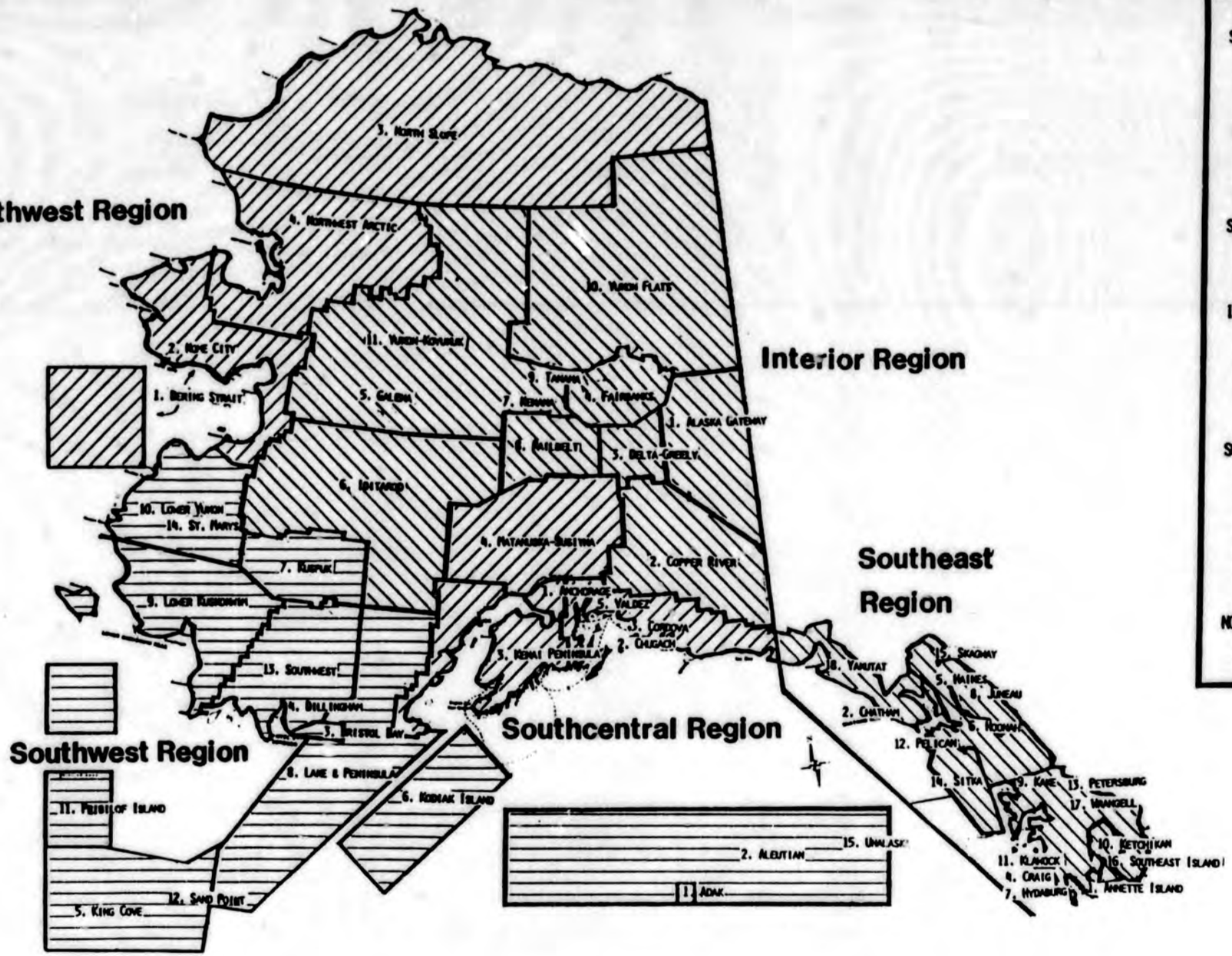
Statewide:
Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
ADAK	0	0	3500	3500	0	0	0	0	0	0	0	0	3000	0	0	0	0	300	0	1250	0	0
ALASKA GATEWAY	1000	0	1932	1680	798	0	0	0	966	0	0	0	1665	1170	0	0	1218	0	0	500	0	0
ALEUTIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ANCHORAGE	0	0	3275	3275	2228	2228	3275	3275	1702	1702	3275	0	3275	3275	3275	0	2228	1441	1245	1048	1702	0
ANNETTE ISLAND	1935	1935	3969	3868	1290	1290	2580	2580	1161	1161	0	0	3095	0	774	0	2580	774	0	903	1806	0
BERING STRAIT	0	0	2200	2200	0	0	0	0	550	550	0	0	1100	0	2200	0	1100	0	0	1100	550	0
BRISTOL BAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CHATHAM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CHUGACH	0	0	0	0	0	0	0	0	0	0	0	0	700	0	0	0	700	0	0	0	1200	0
COPPER RIVER	3878	0	3878	5103	332	0	0	0	2079	0	0	0	6383	4883	0	0	1386	1505	0	1235	2565	0
CORDOVA	0	0	3731	3731	0	0	2132	0	0	0	0	0	3275	0	1371	0	0	0	0	2133	1066	0
CRAIG	0	0	2470	2470	988	988	0	0	988	988	0	0	1482	0	0	0	1482	741	0	988	0	0
DELTA/GREELY	600	0	5440	4930	2125	0	0	0	2210	0	0	0	4590	2465	0	0	6375	0	0	4080	2295	0
DILLINGHAM	4833	0	3205	3205	0	0	0	0	1457	0	0	0	2622	0	0	0	2622	0	0	1748	0	0
FAIRBANKS	0	0	2750	2750	1400	0	2750	0	2750	0	3750	0	2750	2750	2750	0	2750	500	1000	500	1000	0
GALENA	0	0	1900	1900	1100	0	0	0	1300	0	0	0	0	0	0	0	0	0	0	1100	0	0
HAINES	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					
HOONAH	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					
HYDABURG	2500	0	2500	2000	0	0	0	0	0	0	0	0	0	0	0	0	1000	0	0	1250	1000	1000
IDITAROD	0	0	2125	2125	1330	1330	0	0	1330	1330	0	0	0	0	0	0	1330	1330	0	700	1330	525
JUNEAU	0	0	4495	4495	2290	0	3085	0	0	1388	0	0	6016	0	2506	0	3173	1602	401	1803	2404	0
KAKE	0	0	3048	2935	903	0	0	0	903	0	0	0	0	0	0	0	903	0	0	903	505	0
KENAI PENINSULA	3100	0	3440	3440	2548	2548	3440	3440	2548	2548	3440	0	3440	3440	2548	0	3440	1061	0	1061	1061	0
KETCHIKAN	0	0	3898	3898	2079	0	2599	0	1559	0	0	0	2599	0	1689	0	2599	2340	0	1299	780	0
KING COVE	0	0	3480	4030	0	0	0	0	0	0	0	0	0	0	0	0	2015	0	0	700	0	0
KLAWOCK	0	0	2500	2500	0	0	0	0	1215	0	0	0	1458	0	0	0	1458	729	0	0	0	0
KODIAK	3575	0	3634	3634	1839	1759	1735	0	1452	1584	0	0	2652	0	0	0	1554	1554	0	946	1496	0
KUSPUK	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					
LAKE & PENINSULA	0	0	1650	1650	1100	1100	0	0	1100	1100	0	0	1650	0	0	0	1650	0	0	0	0	0
LOWER KUSKOKWIM	1500	1500	2000	2000	0	0	0	0	1000	1000	0	0	1500	0	0	0	1000	0	0	1000	860	0
LOWER YUKON	0	0	1200	1200	600	600	0	0	600	600	0	0	0	0	0	0	0	1200	0	0	600	600
MAT-SU	5145	0	3430	3430	2580	2580	3430	0	1640	1640	3430	0	3430	3430	1130	0	3430	3430	0	1640	1640	0
NENANA	2500	0	2652	2652	796	0	0	0	796	0	0	0	2122	0	0	0	1326	0	0	1326	1326	0
NOME	0	0	2295	2295	0	0	0	0	605	605	0	0	1831	0	0	0	1831	0	0	834	0	0
NORTH SLOPE	8000	0	3969	4350	0	0	0	0	1985	0	0	0	3969	0	0	0	3308	1985	0	1323	1985	0
NORTHWEST ARCTIC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PELICAN	0	0	0	0	0	0	0	0	0	0	0	0	1200	0	0	0	600	1050	0	0	600	0
PETERSBURG	0	0	3488	3500	1500	0	1500	0	1250	0	0	0	3500	0	0	0	3500	0	0	1250	0	0
PRIBILOF	0	0	2912	2912	1747	1747	0	0	1747	1747	0	0	1747	0	0	0	1456	0	0	1456	1165	0
RAILBELT	0	0	4140	2136	0	884	0	0	757	0	0	0	757	0	0	0	884	0	0	650	500	0
SAND POINT	0	0	2995	3248	0	0	0	0	609	609	0	0	1250	0	0	0	1218	0	0	615	0	0
SITKA	0	0	4550	4778	1280	0	2140	0	2102	0	0	0	3822	0	0	0	3631	457	1911	502	0	0
SKAGWAY	0	2450	2450	0	1250	0	0	0	1050	0	0	0	2050	0	0	0	1250	0	0	1050	800	0
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED					
SOUTHWEST REGION	0	0	2827	2827	0	0	0	0	1415	0	0	0	2827	0	0	0	0	0	0	0	0	0
ST MARYS	0	0	580	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	500	0
TANANA	0	0	2000	2000	375	375	0	0	375	375	0	0	0	0	0	0	0	0	0	0	500	0
UNALASKA	2200	0	4100	4100	0	0	1150	0	0	0	0	0	2850	0	0	0	2850	600	0	550	1500	0
VALDEZ	0	0	3691	3691	3407	0	3691	0	0	0	0	0	3407	0	0	0	3407	767	767	2413	3691	0
WRANGELL	0	0	3599	3599	0	0	0	0	1539	1539	0	0	2399	0	0	0	2399	1079	0	1919	0	0
YAKUTAT	0	0	2268	2358	2232	0	0	0	0	0	0	0	0	0	0	0	0	898	0	1331	1996	0
YUKON FLATS	0	0	5000	5000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YUKON KOYUKUK	0	0	1600	1600	0	0	0	0	500	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE	3328	1923	3041	3099	1547	1464	2564	3055	1317	1193	3500		2658	3067	2080		2110	1233	1061	1233	1328	708

Statewide:

Enrollment, Staffing , Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ADAK	61	328	265	594	3.00	22.00	20.00	45.00	4.00	8.00	49.00	1.50	171	17	188	N	5.62	13.20
ALASKA GATEWAY	30	245	214	489	0.00	0.00	0.00	49.00	0.00	0.00	48.50	7.50	180	2	188	N	0.00	9.97
ALEUTIAN	9	57	32	98	5.00	4.00	7.00	16.00	0.00	2.00	16.00	1.50	180	4	193	N	8.00	6.12
ANCHORAGE	3979	19318	17816	41035	69.00	1152.00	1043.00	2264.00	160.00	257.00	2313.00	227.00	180	2	188	N	8.80	18.48
ANNETTE ISLAND	37	178	169	384	2.00	9.00	18.00	29.00	8.00	5.00	37.00	4.20	174	7	188	N	5.80	13.24
BERING STRAIT	111	592	469	1172	10.00	54.00	65.00	129.00	10.00	81.00	137.00	65.00	180	7	192	N	1.59	9.08
BRISTOL BAY	17	114	109	240	5.00	8.00	11.00	24.00	6.50	4.50	23.00	4.50	180	2	188	N	5.33	10.00
CHATHAM	40	160	119	319	0.75	15.00	12.75	28.50	2.00	12.55	30.00	9.50	180	3	183	N	2.27	11.19
CHUGACH	9	63	53	125	0.00	6.00	5.00	11.00	1.00	3.00	14.00	2.00	175	3	189	N	3.66	11.36
COPPER RIVER	47	238	281	566	2.00	18.00	16.00	36.00	12.00	18.00	48.00	11.50	180	0	182	N	2.00	15.72
CORDOVA	39	169	172	374	1.00	9.00	15.00	25.00	8.00	6.00	33.00	4.00	180	3	186	N	4.16	14.96
CRAIG	14	71	69	154	1.00	5.00	8.00	14.25	3.25	1.00	18.50	1.00	180	5	185	N	14.25	10.80
DELTA/GREELY	93	477	388	958	4.00	26.00	30.00	60.00	5.00	18.00	65.00	18.00	180	2	188	N	3.33	15.96
DILLINGHAM	31	221	170	422	2.00	9.80	25.00	36.80	9.50	6.50	46.30	6.50	175	5	189	Y	5.66	11.46
FAIRBANKS	1216	6506	5705	13427	25.00	264.00	362.00	651.00	46.00	98.00	877.00	90.00	179	4	184	Y	8.68	15.77
GALENA	14	74	60	148	3.00	12.00	14.00	29.00	9.00	2.00	21.50	2.00	180	3	188	N	14.50	5.10
HAINES	INFORMATION NOT PROVIDED																	
HOONAH	INFORMATION NOT PROVIDED																	
HYDABURG	8	53	48	109	0.50	3.50	7.00	11.00	2.00	1.17	11.00	3.17	174	6	187	N	9.40	9.90
IDITAROD	37	210	135	382	3.69	18.63	14.18	36.50	0.00	0.00	36.50	14.75	178	3	180		0.00	10.46
JUNEAU	162	2124	2008	4429	0.00	0.00	0.00	219.00	83.00	16.00	885.10	14.00	180	0	180	Y	13.68	20.22
KAKE	16	90	99	205	1.00	5.00	9.00	15.00	9.00	7.00	24.00	7.00	180	4	189	N	2.14	13.66
KENAI PENINSULA	655	3803	3565	8023	0.00	198.80	294.76	493.56	27.50	73.00	544.10	73.00	180	3	188	N	6.76	16.25
KETCHIKAN	102	1061	1228	2391	6.00	65.00	73.00	144.00	24.50	19.90	168.50	19.90	180	1	187	N	7.23	16.60
KING COVE	11	47	48	106	1.00	5.00	8.00	14.00	0.00	2.00	14.00	2.00	180	4	190	N	7.00	7.57
KLAWOCK	12	65	79	156	1.00	4.00	13.00	18.00	0.00	3.00	18.00	2.50	180	10	190	N	6.00	8.66
KODIAK	196	1027	951	2174	4.00	74.00	70.00	148.00	19.00	54.00	159.07	39.50	180	3	188	Y	2.74	14.68
KUSPUK	INFORMATION NOT PROVIDED																	
LAKE & PENINSULA	42	239	84	365	6.00	23.00	14.50	44.50	3.00	47.50	44.50	15.75	180	4	189	N	0.93	8.20
LOWER KUSKOKWIM	329	990	1152	2471	0.00	0.00	0.00	224.00	45.00	229.00	213.00	229.00	180	5	190	N	0.97	11.03
LOWER YUKON	112	741	583	1324	5.00	62.00	53.00	120.00	0.00	56.00	120.00	56.00	180	3	188	N	2.14	11.03
MAT-SU	805	4235	3319	8016	0.00	0.00	0.00	522.80	22.00	85.00	522.80	85.00	177	6	183	N	6.15	15.33
NENANA	13	101	84	198	1.00	6.00	8.00	16.00	4.00	3.00	19.66	3.00	180	3	188	Y	5.33	12.37
NOME	64	374	328	765	3.00	23.20	28.80	55.00	4.00	5.00	59.00	5.00	180	8	188	N	11.00	13.92
NORTH SLOPE	115	490	460	1065	9.00	59.00	57.00	125.00	25.00	65.00	150.00	65.00	180	10	190	N	1.92	8.52
NORTHWEST ARCTIC	142	729	626	1497	11.00	66.00	71.00	148.00	36.00	63.00	148.00	43.73	180	2	189	Y	2.34	10.11
PELICAN	7	32	17	56	1.00	3.00	3.00	7.00	0.00	0.00	7.00	0.50	181	7	185	Y	0.00	8.00
PETERSBURG	58	303	267	628	2.00	14.00	18.00	48.00	11.00	11.00	43.50	4.00	175	5	180	N	4.36	13.08
PRIBILOF	18	82	58	158	1.20	6.80	6.00	14.00	2.00	8.50	16.00	8.50	180	3	188	N	1.64	11.28
RAILBELT	36	126	153	315	3.00	13.00	16.00	32.00	4.00	7.00	33.00	5.00	180	2	188	Y	4.57	9.84
SAND POINT	9	57	45	111	1.00	3.00	7.00	11.00	1.00	2.00	11.00	2.00	177	6	188	N	5.50	10.09
SITKA	157	762	730	1649	3.50	47.50	45.50	96.50	12.50	24.00	109.00	24.00	180	6	186	N	4.02	17.08
SKAGWAY	14	51	63	130	1.00	3.00	7.50	11.50	2.00	0.50	13.00	1.00	175	0	187	N	23.00	11.30
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED																	
SOUTHWEST REGION	44	217	229	490	5.00	22.00	34.00	61.00	3.00	12.00	64.00	12.00	180	4	189	Y	5.08	8.03
ST MARYS	12	75	34	121	0.50	7.00	4.00	11.50	0.00	0.00	15.00	2.50	180	3	188	Y	0.00	10.52
TANANA	11	35	28	74	1.00	5.00	5.00	11.00	0.00	1.00	11.00	1.00	180	5	190	N	11.00	6.72
UNALASKA	12	58	71	141	1.00	6.00	10.00	17.00	0.00	0.50	17.00	1.00	178	0	187	N	34.00	8.29
VALDEZ	56	327	415	798	2.50	18.00	38.00	58.50	10.00	20.00	68.50	20.00	175	0	181	N	2.92	13.64
WRANGELL	33	250	210	493	1.00	11.00	25.00	37.00	2.00	11.00	39.00	10.00	180	2	188	N	3.36	13.32
YAKUTAT	14	69	80	176	1.00	6.50	9.75	17.25	2.00	2.75	17.25	5.00	180	5	190	N	6.27	10.20
YUKON FLATS	38	200	140	378	0.00	0.00	0.00	50.00	0.00	0.00	50.00	15.00	180	0	188	N	0.00	7.56
YUKON KOYUKUK	52	360	155	567	0.00	23.00	27.00	53.00	4.00	34.00	57.00	17.00	180	5	190	N	1.55	10.69
AVERAGE	187	983	887	2065									179	5	187		6.60	11.58



Regions and Districts

SOUTHEAST REGION

1. Annette Island
2. Chathan
3. Cordova
4. Craig
5. Haines
6. Hoonah
7. Hydaburg
8. Juneau
9. Kake
10. Ketchikan
11. Klawock
12. Pelican
13. Petersburg
14. Sitka
15. Skagway
16. Southeast Island
17. Wrangell
18. Yakutat

SOUTHCENTRAL REGION

1. Anchorage
2. Chugach
3. Kenai Peninsula
4. Matanuska-Susitna
5. Valdez

INTERIOR REGION

1. Alaska Gateway
2. Copper River
3. Delta-Greely
4. Fairbanks
5. Galena
6. Iditarod
7. Kenana
8. Railbelt
9. Tanana
10. Yukon Flats
11. Yukon-Koyukuk

SOUTHWEST REGION

1. Adak
2. Aleutian
3. Bristol Bay
4. Dillingham
5. King Cove
6. Kodiak Island
7. Kuspuk
8. Lake & Peninsula
9. Lower Kuskokwim
10. Lower Yukon
11. Pribilof Island
12. Sand Point
13. Southwest
14. St. Marys
15. Unalaska

NORTHWEST REGION

1. Bering Strait
2. Nome City
3. North Slope
4. Northwest Arctic

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	BASIS OF INDEX	NUMBER OF STEPS	MAX SCHEDULE LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ANNETTE ISLAND	25795	29399	44899	1.75	11	MA+36	N	33293	36282	38.[illegible]3	14.42	23.68
CHATHAM	24100	25550	39400	1.63	11	MA+36	N	31295	34042	35302	16.00	34.00
CORDOVA	25481	30067	44991	1.75	12	MA+15	N	40396	44023	46637	15.45	53.00
CRAIG	24700	28408	43225	1.75	12	MA+20	N	31715	34563	37921	19.57	8.50
HAINES	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
HOONAH	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
HYDABURG	25000	27500	43750	1.75	12	MA+18	N	30192	32903	35324	17.00	8.00
JUNEAU	27036	31093	50025	1.85	15	MA+18	Y	44477	48471	54662	22.90	28.00
KAKE	24835	28360	42468	1.71	13	MA+36	N	31654	34496	37082	17.15	20.80
KETCHIKAN	25988	29495	45861	1.76	12	MA+36	N	39263	42788	45152	15.00	49.00
KLAWOCK	24300	27786	42574	1.75	12	MA+15		30472	33208	35530	16.60	0.06
PELICAN	24931	28044	43246	1.74	12	MA+30	N	35437	38619	41815	18.00	27.00
PETERSBURG	25008	28009	44014	1.76	14	MA+32	N	36753	40053	41898	14.00	41.00
SITKA	25946	29837	46517	1.87	12	MA+32	N	41866	45625	47727	14.00	63.00
SKAGWAY	25854	28956	43435	1.68	12	MA+36	N	32909	35864	39161	19.00	2.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED				
WRANGELL	23998	27598	45596	1.90	13	MA+72	N	38449	41901	44062	14.60	50.00
YAKUTAT	24000	28800	46176	1.92	12	MA+30	N	34087	37148	39847	16.90	32.00
AVERAGE	23631	28603	44518	1.77				35484		41414		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500-29499	% 29500-34499	% 34500-39499	% 39500-44499	% 44500-49499	% 49500-54499	% 54500-59499	% OVER 59500	TOTAL FTE TEACHERS
ANNETTE ISLAND	0.00	23.68	23.68	39.47	13.15	0.00	0.00	0.00	0.00	38
CHATHAM	3.22	19.35	58.06	19.35	0.00	0.00	0.00	0.00	0.00	31
CORDOVA	0.00	5.55	19.44	24.99	22.22	19.44	0.00	5.55	2.77	36
CRAIG	0.00	44.44	16.66	27.77	11.11	0.00	0.00	0.00	0.00	18
HAINES	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED			
HOONAH	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED			
HYDABURG	0.00	61.53	15.38	7.69	15.38	0.00	0.00	0.00	0.00	13
JUNEAU	0.00	2.06	7.84	11.13	27.72	29.57	21.65	0.00	0.00	276
KAKE	0.00	41.66	20.83	29.16	8.33	0.00	0.00	0.00	0.00	24
KETCHIKAN	0.00	11.01	18.07	9.60	33.61	27.68	0.00	0.00	0.00	177
KLAWOCK	5.55	22.22	55.55	11.11	5.55	0.00	0.00	0.00	0.00	18
PELICAN	0.00	12.04	24.09	51.80	12.04	0.00	0.00	0.00	0.00	8
PETERSBURG	0.00	13.33	19.99	44.44	22.22	0.00	0.00	0.00	0.00	45
SITKA	0.00	1.83	7.33	28.44	23.39	38.99	0.00	0.00	0.00	109
SKAGWAY	0.00	14.28	49.99	21.42	14.28	0.00	0.00	0.00	0.00	14
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED			
WRANGELL	0.00	10.25	12.82	20.51	35.89	20.51	0.00	0.00	0.00	39
YAKUTAT	15.78	26.31	10.52	26.31	15.78	5.26	0.00	0.00	0.00	19
AVERAGE	1.64	20.64	24.02	24.88	17.38	9.43	1.44	0.37	0.18	58

Insurance Benefits

DISTRICT	TOTAL $ HOSP/MED FOR SINGLE	TOTAL $ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ANNETTE ISLAND	937.92	2842.08	937.00	2842.08	2000.00	0.00	42.00	0.00	2760.46
CHATHAM	987.24	2991.60	987.24	2991.60	2000.00	0.00	0.00	0.00	2010.39
CORDOVA	937.00	2842.08	937.92	2842.08	40000.00	0.00	0.00	24.70	2513.27
CRAIG	987.24	2991.60	987.00	2991.60	2000.00	0.00	0.00	0.00	2106.67
HAINES	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
HOONAH	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
HYDABURG	1002.84	3012.60	1002.84	3012.00	5000.00	0.00	0.00	0.00	4474.09
JUNEAU	978.84	3038.44	978.00	3038.44	100000.00	0.00	0.00	15.00	5717.29
KAKE	0.00	2871.32	0.00	2871.32	5000.00	0.00	0.00	0.00	32361.63
KETCHIKAN	943.00	2706.00	943.00	2706.00	8000.00	0.00	0.00	0.00	2373.88
KLAWOCK	938.00	2842.00	938.00	2842.00	2000.00	0.00	0.00	0.00	2958.90
PELICAN	1008.00	3013.00	1008.00	3013.00	2000.00	0.00	0.00	0.00	3662.57
PETERSBURG	1038.86	3145.38	934.97	2831.29	2000.00	0.00	0.00	0.00	2109.77
SITKA	987.24	2991.60	987.24	2991.60	25000.00	0.00	0.00	0.00	2509.82
SKAGWAY	987.00	2992.00	987.00	2992.00	8000.00	0.00	0.00	0.00	6622.76
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
WRANGELL	861.48	2583.96	861.48	2583.96	2000.00	0.00	0.00	0.00	2130.75
YAKUTAT	987.24	2991.60	987.00	2991.60	2500.00	0.00	0.00	0.00	2698.65
AVERAGE	970.14	2871.68							5142.05

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ANNETTE ISLAND	N	0	N	N	Y	0	0	0			0.00
CHATHAM	Y	0	N	N	Y	0	0	0	0	Y	267.00
CORDOVA	N	0	N	N	Y	0	0	0		N	0.00
CRAIG	N	0	N	N	Y	0	0	0	0	Y	-750.00
HAINES	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
HOONAH	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
HYDABURG	N	0	N	N	N	0	0	0	0	Y	13517.00
JUNEAU	N	0	N	Y	Y	0	0	0		N	0.00
KAKE	N	0	N	N	Y	0	0	0		N	0.00
KETCHIKAN	N	0	N	N	N	0	50	300		N	0.00
KLAWOCK	N	0	N	N	Y	0	0	0		Y	32516.00
PELICAN	N	0	N	N	N	0	0	0		N	0.00
PETERSBURG	N	0	N	N	N	0	0	0			0.00
SITKA	N	0	N	N	N	0	0	0	0	N	0.00
SKAGWAY	N	0	N	N	Y	0	0	0		N	0.00
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
WRANGELL	N	0	N	Y	Y	0	0	0	0	N	0.00
YAKUTAT	N	0	N	N	Y	0	0	0		N	0.00
AVERAGE	7 %			13%						31%	

Leave

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	SL BANK DAYS PER TEACHER	MAX DAYS CAN BE SL BANK	PERS LV DAYS PER TEACHER	MAX PERS LV CAN PER TEACHER	PERS LV CARRIED INT (0 DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT $ OF SALARY OR FLAT AMOUNT	TOTAL ANNUAL DAYS AVAIL	ANNUAL DAYS SUBST AFTER X OF DAYS)	ANY PRE-CREDITED LEAVE?
ANNETTE ISLAND	60	30	30	100	2	2	N	Y/1	N	N	Y/7	Y	N	N	N	Y	N	7	50%	0	N	Y/5
CHATHAM	75	75	0	0	2	2	Y	Y	N	N	N	N	N	N	N	Y	N	0		0	N	Y/5
CORDOVA	72	60	24+	160	2	4	Y/4	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y	7		0	N	N
CRAIG	80	70	0	0	2	3	N	Y	N	N	N	N	N	N	N	Y	N	7	50%	0	N	N
HAINES	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED		
HOONAH	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED		
HYDABURG	75	50	0	0	3	0	N	Y	N	N	N	Y	N	Y/22	N	Y	Y	0		0	N	N
JUNEAU	60	60	24+	100	6	0	N	N	N	Y	Y	Y/60	N	Y/10	Y/5	Y	N	7		35	Y	Y/5
KAKE	80	53	24	100	3	6	Y/6	N	N	N	Y/5	Y	Y	Y	N	N	N	0		12	N	Y/PER
KETCHIKAN	60	60	24+	100	2	5	Y/5+	Y/.5	N	Y	N	Y/72	N	N	N	Y	N	7	50%	57	N	N
KLAWOCK	85	65	0	0	2	0	N	N	N	N	Y	Y/30	N	N	N	Y	N	7	50%	0	N	Y/5/PER
PELICAN	84	70	24	100	3	0	N	3	N	Y	Y	Y	N	N	Y	Y	N	5	50%	5	Y	Y/5
PETERSBURG	80	55	0	0	3	0	N	Y/UNL	N	Y/15	Y/5	Y/19+	N	Y/19+	N	Y/UNL	N	0		16	Y/8	Y/5
SITKA	103	81	24	24	5	5	Y/5+	Y/5	N	Y	Y/5	Y	N	N	N	Y	N	0		22	N	Y/5 /PER
SKAGWAY	75	55	0	0	2	4	N	N	Y	N	Y/5	Y	N	N	N	Y	N	0		0	N	Y/5
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED							INFORMATION NOT PROVIDED						INFORMATION NOT PROVIDED		
WRANGELL	80	60	0	0	3	0	N	N	N	Y	Y	Y	N	N	N	Y	N	3		10	Y/10	N
YAKUTAT	68	50	0	0	3	4	Y/4	N	N	N	N	Y	Y	N	N	Y	N	0		5	N	Y/5
AVERAGE	81	62			3	4	40 %													19		

TYPES OF LEAVE:

A - PROFESSIONAL
B - ADMINISTRATIVE
C - MILITARY
D - EMERGENCY
E - MATERNITY
F - PATERNITY
G - ADOPTIVE
H - CIVIC
I - COURT
J - BAD WEATHER

Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
ANNETTE ISLAND	1935	1935	3969	3868	1290	1290	2580	2580	1161	1161	0	0	3095	0	774	0	2580	774	0	903	1806	0
CHATHAM	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CORDOVA	0	0	3731	3731	0	0	2132	0	0	0	0	0	3275	0	1371	0	0	0	0	2133	1066	0
CRAIG	0	0	2470	2470	988	988	0	0	988	988	0	0	1482	0	0	0	1482	741	0	988	0	0
HAINES	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED												
HOONAH	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED												
HYDABURG	2500	0	2500	2000	0	0	0	0	0	0	0	0	0	0	0	0	1000	0	0	1250	1000	1000
JUNEAU	0	0	4495	4495	2290	0	3085	0	0	1388	0	0	6016	0	2506	0	3173	1602	401	1803	2404	0
KAKE	0	0	3048	2935	903	0	0	0	903	0	0	0	0	0	0	0	903	0	0	903	505	0
KETCHIKAN	0	0	3898	3898	2079	0	2599	0	1559	0	0	0	2599	0	1689	0	2599	2340	0	1299	780	0
KLAWOCK	0	0	2500	2500	0	0	0	0	1215	0	0	0	1458	0	0	0	1458	729	0	0	0	0
PELICAN	0	0	0	0	0	0	0	0	0	0	0	0	1200	0	0	0	600	1050	0	0	600	0
PETERSBURG	0	0	3488	3500	1500	0	1500	0	1250	0	0	0	3500	0	0	0	3500	0	0	1250	0	0
SITKA	0	0	4550	4778	1280	0	2140	0	2102	0	0	0	3822	0	0	0	3631	457	1911	502	0	0
SKAGWAY	0	2450	2450	0	1250	0	0	0	1030	0	0	0	2050	0	0	0	1250	0	0	1050	800	0
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED									INFORMATION NOT PROVIDED												
WRANGELL	0	0	3599	3599	0	0	0	0	1539	1539	0	0	2399	0	0	0	2399	1079	0	1919	0	0
YAKUTAT	0	0	2208	2358	2232	0	0	0	0	0	0	0	0	0	0	0	0	898	0	1331	1236	0
AVERAGE	2217	2192	3300	3344	1535	1139	2339	2580	1310	1274			2809		1585		2048	1074	1156	1298	1217	1000

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ANNETTE ISLAND	37	178	169	384	2.00	9.00	10.00	29.00	8.00	5.00	37.00	4.20	174	7	188	N	5.80	13.24
CHATHAM	40	160	119	319	0.75	15.00	12.75	28.50	2.00	12.55	30.00	9.50	180	3	183	N	2.27	11.19
CONDOVA	39	169	172	374	1.00	9.00	15.00	25.00	8.00	6.00	33.00	4.00	180	3	188	N	4.16	14.96
CRAIG	14	71	69	154	1.00	5.00	8.00	14.25	3.25	1.00	18.50	1.00	180	5	185	N	14.25	10.80
HAINES	INFORMATION NOT PROVIDED----------							INFORMATION NOT PROVIDED----------			INFORMATION NOT PROVIDED----------							
HOONAH	INFORMATION NOT PROVIDED----------							INFORMATION NOT PROVIDED----------			INFORMATION NOT PROVIDED----------							
HYDABURG	8	53	48	109	0.50	3.50	7.00	11.00	2.00	1.17	11.00	3.17	174	6	187	N	9.40	9.90
JUNEAU	162	2124	2008	4429	0.00	0.00	0.00	219.00	83.00	16.00	285.10	14.00	180	0	180	Y	13.68	20.22
KAKE	16	90	99	205	1.00	5.00	9.00	15.00	9.00	7.00	24.00	7.00	180	4	189	N	2.14	13.66
KETCHIKAN	102	1061	1228	2391	6.00	65.00	73.00	144.00	24.50	19.90	168.50	19.90	180	1	187	N	7.23	16.60
KLAWOCK	12	65	79	156	1.00	4.00	13.00	18.00	0.00	3.00	18.00	2.50	180	10	190	N	6.00	8.66
PELICAN	7	32	17	56	1.00	3.00	3.00	7.00	0.00	0.00	7.00	0.50	181	7	185	Y	0.00	8.00
PETERSBURG	58	303	267	628	2.00	14.00	18.00	48.00	11.00	11.00	43.50	4.00	175	5	180	N	4.36	13.08
SITKA	157	762	730	1649	3.50	47.50	45.50	96.50	12.50	24.00	109.00	24.00	180	6	186	N	4.02	17.08
SKAGWAY	14	51	63	130	1.00	3.00	7.50	11.50	2.00	0.50	13.00	1.00	175	0	187	N	23.00	11.30
SOUTHEAST ISLAND	INFORMATION NOT PROVIDED----------							INFORMATION NOT PROVIDED----------			INFORMATION NOT PROVIDED----------							
WRANGELL	33	250	210	493	1.00	11.00	25.00	37.00	2.00	11.00	39.00	10.00	180	2	188	N	3.36	13.32
YAKUTAT	14	69	80	176	1.00	6.50	9.75	17.25	2.00	2.75	17.25	5.00	180	5	190	N	6.27	10.20
AVERAGE	48	362	357	777									179	5	186		7.57	12.81

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ANCHORAGE	25075	28586	50647	2.02	13	DOCT.	Y	39437	42978	47284	19.90	11.90
CHUGACH	24000	27200	43100	1.80	13	MA+36	N	33046	36013	38643	17.00	7.00
KENAI PENINSULA	25504	28442	47300	1.86	15	MA+72	Y	37760	41150	44081	16.74	37.00
MAT-SU	25113	28000	48715	1.90	13	DOCT.	N	36725	40022	36725	16.00	36.20
VALDEZ	28393	31232	49588	1.75	11	MA+36	Y	43266	47151	50188	16.00	13.00
AVERAGE	25617	28868	47930	1.87				38047		43388		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500-29499	% 29500-34499	% 34500-39499	% 39500-44499	% 44500-49499	% 49500-54499	% 54500-59499	% OVER 59500	TOTAL FTE TEACHERS
ANCHORAGE	0.00	13.08	12.01	22.13	23.90	14.65	14.19	0.00	0.00	2430
CHUGACH	16.66	33.33	41.66	8.33	0.00	0.00	0.00	0.00	0.00	12
KENAI PENINSULA	0.00	7.65	20.64	29.71	27.40	14.59	0.00	0.00	0.00	562
MAT-SU	0.00	15.27	20.71	33.05	20.71	10.25	0.00	0.00	0.00	478
VALDEZ	0.00	5.83	8.75	17.51	29.19	21.16	8.75	7.29	1.45	68
AVERAGE	3.33	15.03	20.75	28.75	20.24	12.13	4.59	1.46	0.29	710

Insurance Benefits

DISTRICT	TOTAL $ HOSP/MED FOR SINGLE	TOTAL $ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ANCHORAGE	2262.00	2262.00	2262.00	2262.00	100000.00	0.00	52.88	0.00	2776.95
CHUGACH	987.24	2991.60	987.24	2991.60	50000.00	0.00	0.00	16.66	2409.63
KENAI PENINSULA	0.00	2063.00	0.00	2063.00	50000.00	0.00	0.00	18.00	5969.33
MAT-SU	3301.00	3301.00	3301.00	3301.00	30000.00	0.00	0.00	0.00	5588.21
VALDEZ	2069.00	2069.00	2069.00	2069.00	50000.00	0.00	0.00	0.00	2415.10
AVERAGE	2154.81	2537.32							3831.84

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ANCHORAGE	N	0	N	Y	Y	0	0	0	0	N	0.00
CHUGACH	N	0	N	N	Y	0	0	0	300/400	Y	10000.00
KENAI PENINSULA	N	0	N	N	N	0	60	360			0.00
MAT-SU	N	0	N	N	Y	0	0	0	0	N	0.00
VALDEZ		0	N	N	Y	0	0	0			0.00
AVERAGE				20%						33%	

TYPES OF LEAVE:

A - PROFESSIONAL
B - ADMINISTRATIVE
C - MILITARY
D - EMERGENCY
E - MATERNITY
F - PATERNITY
G - ADOPTIVE
H - CIVIC
I - COURT
J - BAD WEATHER

Leave Benefits

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	SL BANK DAYS PER TEACHER	MAX DAYS CAN BE IN SL BANK	PERS LV DAYS PER TEACHER	MAX PERS LV CAN BE PER TEACHER	PERS LV CARRIED IN? (# DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT SALARY OR FLAT AMOUNT	% OF	TOTAL ASSOC DAYS AVAIL	ASSOC PAYS SUBS? (AFTER # OF DAYS)	ANY PRE-CREDITED LEAVE?
ANCHORAGE	101	81	24+	2300	2	5	Y/5	Y	N	Y	Y/1-7	Y/40	Y/1	Y/1	Y	Y	Y	0			364	N	Y/8
CHUGACH	75	60	20	100	3	10	N	6	UNLIN	UNLIN	0	UNLIN	10	10	0	UNLIN	UNLIN	7			6	N	Y/5/PER
KENAI PENINSULA	92	73	0	0	2	7	Y/7	N	Y/1	Y/14	N	Y	N	Y/3	N	Y	N	7			30	N	Y/PER
MAT-SU	85	62	24	100	3	5	Y/2	Y	Y	Y/16	Y/5-7	Y	Y	Y/3	Y	Y	Y	0	50%		35	Y/35	Y/PER
VALDEZ	90	60	24	100	2	5	Y/2	N	Y	Y/10	Y/5	Y	Y	N	N	Y	N	0			7	Y	Y/5/PER
AVERAGE	89	67			2	6															128		

Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
ANCHORAGE	0	0	3275	3275	2228	2228	3275	3275	1702	1702	3275	0	3275	3275	3275	0	2228	1441	1245	1048	1702	0
CHUGACH	0	0	0	0	0	0	0	0	0	0	0	0	700	0	0	0	700	0	0	0	1200	0
KENAI PENINSULA	3100	0	3440	3440	2548	2548	3440	3440	2548	2548	3440	0	3440	3440	2548	0	3440	1061	0	1061	1061	0
MAT-SU	5145	0	3430	3430	2580	2580	3430	0	1640	1640	3430	0	3430	3430	1130	0	3430	3430	0	1640	1640	0
VALDEZ	0	0	3691	3691	3407	0	3691	0	0	0	0	0	3407	0	0	0	3407	767	767	2413	3691	0
AVERAGE	4122		3459	3459	2691	2452	3459	3358	1963	1963	3382		2850	3382	2318	0	2641	1675	1006	1540	1859	

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ANCHORAGE	3979	19318	17816	41835	69.00	1152.00	1043.00	2264.00	160.00	257.00	2313.00	227.00	180	2	188	N	8.80	18.48
CHUGACH	9	63	53	125	0.00	6.00	5.00	11.00	1.00	3.00	14.00	2.00	175	3	189	N	3.66	11.36
KENAI PENINSULA	635	3803	3565	8023	0.00	198.80	294.76	493.56	27.50	73.00	544.10	73.00	180	3	188	N	6.76	16.25
MAT-SU	805	4235	3319	8016	0.00	0.00	0.00	522.80	22.00	85.00	522.80	85.00	177	6	183	N	6.15	15.33
VALDEZ	56	327	415	798	2.50	18.00	38.00	58.50	10.00	20.00	68.50	20.00	175	0	181	N	2.92	13.64
AVERAGE	1103	5549	5034	11763							0.00	0.00	179	5	186		5.66	15.01

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULE ED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ANAK	27413	31006	48200	1.76	12	MA+36	N	37148	40483	40862	10.00	24.00
ALEUTIAN	31492	35517	57086	1.81	12	BA+72	N	45246	49309	52937	17.00	2.00
BRISTOL BAY	21633	32335	50851	1.76	13	MA+54	N	35035	38181	39589	13.00	36.00
DILLINGHAM	29140	33219	50412	1.72	12	MA+36	N	40313	43933	46513	15.38	66.00
KING COVE	29300	31500	51300	1.75	16	MA+36	N	36500	39777	43435	19.00	7.00
KODIAK	24284	27684	48567	2.00	12	MA+54	N	37177	40515	43117	15.98	98.10
KUSPUK	INFORMATION NOT PROVIDED-------INFORMATION NOT PROVIDED--------INFORMATION NOT PROVIDED											
LAKE & PENINSULA	27500	30800	52585	1.91	13	ED SPEC.	N	37474	40839	43207	15.30	0.00
LOWER KUSKOKWIM	28141	30935	50653	1.80	12	MA+36	N	37920	41325	43608	15.00	24.00
LOWER YUKON	28623	33203	52380	1.83	10	MA+36	N	41554	45285	49033	18.00	45.00
PRIBILOF	29120	32905	51586	1.77	12	PHD/ED S.	N	43820	47735	50612	15.50	42.00
SAND POINT	30747	33349	48213	1.57	15	MA+36	N	37714	41100	41485	10.00	9.00
SOUTHWEST REGION	28719	31887	48301	1.68	14	MA+36	N	33929	36975	38679	14.00	13.00
ST MARYS	28250	31640	48590	1.72	12	MA+36	N	35737	38946	42884	20.00	33.33
UNALASKA	27658	31330	51534	1.86	12	MA+36	N	43434	47334	50817	17.00	50.00
AVERAGE	28501	31954	50686	1.78				38786		44770		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500-29499	% 29500-34499	% 34500-39499	% 39500-44499	% 44500-49499	% 49500-54499	% 54500-59499	% OVER 59500	TOTAL FTE TEACHERS
ANAK	0.00	2.00	26.00	26.00	36.00	6.00	4.00	0.00	0.00	50
ALEUTIAN	0.00	0.00	0.00	13.33	33.33	26.66	26.66	0.00	0.00	15
BRISTOL BAY	0.00	0.00	19.23	30.76	34.61	11.53	3.84	0.00	0.00	26
DILLINGHAM	0.00	2.08	20.83	24.99	31.24	10.41	10.41	0.00	0.00	48
KING COVE	0.00	0.00	14.28	28.57	42.85	7.14	7.14	0.00	0.00	14
KODIAK	4.79	7.78	22.75	37.72	13.77	13.17	0.00	0.00	0.00	167
KUSPUK	INFORMATION NOT PROVIDED---------- INFORMATION NOT PROVIDED---									
LAKE & PENINSULA	0.00	14.60	13.48	28.08	32.58	11.23	0.00	0.00	0.00	44
LOWER KUSKOKWIM	0.00	12.38	22.12	27.43	16.81	17.25	3.98	0.00	0.00	226
LOWER YUKON	0.00	3.33	8.33	24.99	27.49	23.33	12.49	0.00	0.00	120
PRIBILOF	0.00	0.00	0.00	12.50	25.00	56.25	6.25	0.00	0.00	16
SAND POINT	0.00	0.00	27.27	27.27	45.45	0.00	0.00	0.00	0.00	11
SOUTHWEST REGION	0.00	4.41	19.11	23.52	27.94	19.11	5.88	0.00	0.00	68
ST MARYS	0.00	26.66	26.66	13.33	26.66	6.66	0.00	0.00	0.00	15
UNALASKA	0.00	6.25	6.25	12.50	12.50	43.75	18.75	0.00	0.00	16
AVERAGE	0.32	5.30	15.09	22.07	27.08	16.83	6.63			56

Insurance Benefits

DISTRICT	TOTAL $ MDBP/MED FOR SINGLE	TOTAL $ MDBP/MED FOR FAMILY	DIST CONTRIB MDBP/MED FOR SINGLE	DIST CONTRIB MDBP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ADAK	987.24	0.00	987.00	0.00	53000.00	0.00	0.00	16.50	1638.71
ALEUTIAN	987.00	2991.00	984.00	2145.00	60000.00	0.00	0.00	20.00	1943.87
BRISTOL BAY	937.92	0.00	937.92	0.00	2000.00	0.00	0.00	0.00	1164.56
DILLINGHAM	1360.00	1360.00	1360.00	1360.00	5000.00	0.00	0.00	0.00	3850.97
KING COVE	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	4285.71
KODIAK	923.00	2172.00	923.00	2172.00	77000.00	0.00	0.00	10.00	2895.90
KUSPUK	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			
LAKE & PENINSULA	1002.84	3012.60	1002.84	3012.60	2500.00	0.00	0.00	0.00	2198.62
LOWER KUSKOKWIM	1092.00	1092.00	1092.00	1092.00	25000.00	0.00	0.00	16.00	1618.35
LOWER YUKON	757.00	2291.00	757.00	2291.00	25000.00	0.00	0.00	16.00	4361.73
PRIBILOF	987.00	2992.00	987.00	2992.00	2000.00	0.00	0.00	0.00	3701.35
SAND POINT	987.00	2992.00	987.00	2992.00	7000.00	0.00	0.00	0.00	2302.62
SOUTHWEST REGION	935.00	2865.00	935.00	2865.00	55000.00	0.00	0.00	0.00	1934.09
ST MARYS	1200.00	1680.00	1200.00	1680.00	50000.00	0.00	0.00	0.00	6366.66
UNALASKA	0.00	2031.00	0.00	2031.00	10000.00	0.00	0.00	0.00	4255.88
AVERAGE	1027.92	2389.22							3012.85

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PEI TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ADAK	Y	500	N	N	Y	0	25	75	101/265	Y	3168.00
ALEUTIAN	N	0	N	N	Y	0	0	0	300/350	Y	-24446.00
BRISTOL BAY	N	0	N	N	N	0	0	0	0	N	0.00
DILLINGHAM	N	0	N	N	Y	0	30	90	0	N	0.00
KING COVE	N	0	N	N	Y	0	0	0			0.00
KODIAK	Y	760	N	Y	Y	0	55	165		Y	-60600.00
KUSPUK	INFORMATION NOT PROVIDED					INFORMATION NOT PROVIDED			INFORMATION NOT PROVIDED		
LAKE & PENINSULA	Y	370	N	N	Y	0	0	0	0	Y	-20000.00
LOWER KUSKOKWIM	Y	0	N	N	Y	0	0	0		Y	61425%.00 *
LOWER YUKON	N	0	N	Y*	N	0	0	0		Y	0.00
PRIBILOF	N	0	N	N	N	0	0	0	0	Y	3000.00
SAND POINT	N	0	N	N	N	0	0	0			0.00
SOUTHWEST REGION	Y	400	N	N	Y	0	0	0	200	Y	-260122.00 *
ST MARYS	N	0	N	N	Y	0	0	0		Y	2780.00
UNALASKA	Y	600	Y	N	Y	0	100	500	200	Y	0.00
AVERAGE	43		7	8						83	

* INSUFFICIENT INFORMATION

Leave Benefits

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	AL BANK DAYS PER TEACHER	MAX DAYS CAN BE BANK	PERS LV DAYS PER TEACHER	MAX PERS LV CAN PER TEACHER	PERS LV CARRIED INT (0 DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT % OF SALARY OR FLAT AMOUNT	TOTAL ASSOC DAYS AVAIL	ASSOC PAYS SUBS? (AFTER # OF DAYS)	ANY PRE-CREDITED LEAVE?
ADAK	115	90	60	100	2	6	Y/2	N	Y	N	N	Y	N	N	N	N	N	3		10	N	Y/S
ALEUTIAN	0	96	24+	100	3	8	N	Y	Y	Y	Y/7	Y	Y	N	N	Y	N	7		10	N	N
BRISTOL BAY	80	65	0	0	2	2	Y	Y	Y	N	N	N	N	N	Y/6	Y	N	7	50%	3	N	Y/S
DILLINGHAM	116	77	24+	100	2	6	N	Y	Y	Y	N	N	N	N	N	Y	N	5		2	N	N
KING COVE	120	80	0	0	2	8	Y/8	N	N	Y16.5	Y/7	N	N	N	N	Y	N	3	500	0	N	N
KODIAK	80	65	24+	450	2	10	N	0	Y1.25	Y	Y	Y 30	N	N	Y	Y	Y 2	7	10500	20	N	N
KUSPUK	INFORMATION NOT PROVIDED																					
LAKE & PENINSULA	125	75	60	200	5	0	N	N	Y	N	Y/4	Y/90	Y/10	Y/5	N	Y	N	7	13600	10	N	Y/S
LOWER KUSKOKWIM	0	72	24+	100	2	6	N	Y	Y	Y/10	Y/7	Y/94	Y/3	N	N	N	Y	4	1000	20	N	Y/S/PER
LOWER YUKON	60	60	24+	100	2	0	Y/4	Y/5	Y	Y16.5	Y/7	Y/55	Y/7	N	N	Y	Y	3	5000	30	Y/30+	Y/S
PRIBILOF	100	90	0	0	3	10	Y/10	Y	Y/01	Y	Y	Y	Y	Y	Y	Y	Y	7		15	N	Y/PER
SAND POINT	119	104	0	0	3	0	Y 3	Y	N	N	N	Y	Y	N	N	N	Y	0		0	N	N
SOUTHWEST REGION	112	98	24	200	2	5	N	N	N	N	Y/3-7	N	N	N	N	Y	N	5		6	Y	N
ST MARYS	86	86	0	0	5	5	N	N	Y	Y	Y	Y	Y	Y	Y	N	Y	Y/2	7	2	N	Y/S/PER
UNALASKA	100	100	0	30	3	15	N	Y/4	Y/4	N	/ 5	Y/20	Y/20	Y/10	Y	Y	Y/1	3		3	N	N
AVERAGE	101	83			3	7	43													11		

Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
ADAK	0	0	3500	3500	0	0	0	0	0	0	0	0	3000	0	0	0	0	300	0	1250	0	0
ALEUTIAN	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
BRISTOL BAY	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
DILLINGHAM	4833	0	3205	3205	0	0	0	0	1457	0	0	0	2622	0	0	0	2622	0	0	1748	0	0
KING COVE	0	0	3480	4030	0	0	0	0	0	0	0	0	0	0	0	0	2015	0	0	700	0	0
KODIAK	3575	0	3634	3634	1839	1759	1735	0	1452	1584	0	0	2652	0	0	0	1554	1554	0	946	1496	0
KUSPUK	INFORMATION NOT PROVIDED																					
LAKE & PENINSULA	0	0	1650	1650	1100	1100	0	0	1100	1100	0	0	1650	0	0	0	1650	0	0	0	0	0
LOWER KUSKOKWIM	1500	1500	2000	2000	0	0	0	0	1000	1000	0	0	1500	0	0	0	1000	0	0	1000	860	0
LOWER YUKON	0	0	1200	1200	600	600	0	0	600	600	0	0	0	0	0	0	0	1200	0	0	600	600
PRIBILOF	0	0	2912	2912	1747	1747	0	0	1747	1747	0	0	1747	0	0	0	1456	0	0	1456	1165	0
SAND POINT	0	0	2995	3248	0	0	0	0	609	609	0	0	1250	0	0	0	1218	0	0	615	0	0
SOUTHWEST REGION	0	0	2827	2827	0	0	0	0	1415	0	0	0	2827	0	0	0	0	0	0	0	0	0
ST MARYS	0	0	580	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	500	0
UNALASKA	2200	0	4100	4100	0	0	1150	0	0	0	0	0	2850	0	0	0	2850	600	0	550	1500	0
AVERAGE	3027	1500	2674	2937	1322	1302	1443		1173	1107			2233				1796	914		1033	1020	600

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ADAK	61	328	205	594	3.00	22.00	20.00	45.00	4.00	8.00	49.00	1.50	171	17	188	N	5.62	13.20
ALEUTIAN	9	57	32	98	5.00	4.00	7.00	16.00	0.00	2.00	16.00	1.50	180	4	193	N	8.00	6.12
BRISTOL BAY	17	114	109	240	5.00	8.00	11.00	24.00	6.50	4.50	23.00	4.50	180	2	186	N	5.33	10.00
DILLINGHAM	31	221	170	422	2.00	9.80	25.00	36.80	9.50	6.50	46.30	6.50	175	5	189	Y	5.66	11.46
KING COVE	11	47	48	106	1.00	5.00	8.00	14.00	0.00	2.00	14.00	2.00	180	4	190	N	7.00	7.57
KODIAK	196	1027	951	2174	4.00	74.00	70.00	148.00	19.00	54.00	159.07	39.50	180	3	188	Y	2.74	14.68
KUSPUK	INFORMATION NOT PROVIDED---------INFORMATION NOT PROVIDED--------INFORMATION NOT PROVIDED---------INFORMATION NOT PROVIDED																	
LAKE & PENINSULA	42	239	84	365	6.00	23.00	14.50	44.50	3.00	47.50	44.50	15.75	180	4	189	N	0.93	8.20
LOWER KUSKOKWIM	329	990	1152	2471	0.00	0.00	0.00	224.00	45.00	229.00	215.00	229.00	180	5	190	N	0.97	11.03
LOWER YUKON	112	741	583	1324	5.00	62.00	53.00	120.00	0.00	56.00	120.00	56.00	180	3	188	N	2.14	11.03
PRIBILOF	18	82	58	158	1.20	6.80	6.00	14.00	2.00	8.50	16.00	8.50	180	3	188	N	1.64	11.28
RAND POINT	9	57	45	111	1.00	3.00	7.00	11.00	1.00	2.00	11.00	2.00	177	6	188	N	5.50	10.09
SOUTHWEST REGION	44	217	229	490	5.00	22.00	34.00	61.00	3.00	12.00	64.00	12.00	180	4	189	Y	5.08	8.03
ST MARYS	12	75	34	121	0.50	7.00	4.00	15.00	0.00	0.00	15.00	2.50	180	3	188	Y	0.00	8.06
UNALASKA	12	58	71	141	1.00	6.00	10.00	17.00	0.00	0.50	17.00	1.00	178	0	187	N	34.00	8.29
AVERAGE	65	304	269	630									179	5	189		6.51	9.93

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
ALASKA GATEWAY	27360	30917	49322	1.81	12	MA+36	N	38729	42206	44925	16.00	35.00
COPPER RIVER	29667	33829	57801	1.86	13	MA+36	N	46602	50704	53990	15.00	66.00
DELTA/GREELY	27520	30341	48353	1.76	10	MA+36		38459	41912	44231	15.01	46.00
FAIRBANKS	26489	29667	50053	1.89	13	MA+36/DOCT	N	39672	43813	46416	17.00	49.00
GALENA	32564	35935	52414	1.60	11	MA+36	N	40851	44519	47182	15.50	22.00
IDITAROD	27476	30773	50526	1.84	12	MA+54	N	41258	44962	47978	16.29	37.26
NENANA	26520	29828	47845	1.80	12	MA+36	N	38576	42040	44820	25.00	8.67
RAILBELT	25710	30102	46572	1.74	12	MA+36	N	37610	40987	42873	14.00	39.00
TANANA	28627	31953	49096	1.72	12	MA+36	N	39387	42923	45334	15.10	27.00
YUKON FLATS	26273	31753	51237	1.95	13	MA+36	N	38868	42358	44641	20.00	29.00
YUKON KOYUKUK	27549	30761	47441	1.72	12	MA+36	N	38928	42423	44864	15.25	17.00
AVERAGE	27896	31368	50101	1.79				39903		46569		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500-29499	% 29500-34499	% 34500-39499	% 39500-44499	% 44500-49499	% 49500-54499	% 54500-59499	% OVER 59500	TOTAL FTE TEACHERS
ALASKA GATEWAY	0.00	6.38	25.53	17.02	27.65	17.02	6.38	0.00	0.00	47
COPPER RIVER	0.00	0.00	4.16	8.33	12.49	54.16	12.49	8.33	0.00	48
DELTA/GREELY	0.00	4.61	21.53	35.38	38.46	0.00	0.00	0.00	0.00	65
FAIRBANKS	0.00	6.02	18.50	24.63	30.43	9.47	10.92	0.00	0.00	897
GALENA	0.00	0.00	9.09	27.27	36.36	18.18	9.09	0.00	0.00	22
IDITAROD	0.00	8.00	12.00	26.00	14.00	24.00	10.00	6.00	0.00	50
NENANA	0.00	0.00	15.00	45.00	35.00	5.00	0.00	0.00	0.00	20
RAILBELT	3.03	3.03	27.27	24.24	33.33	9.09	0.00	0.00	0.00	33
TANANA	0.00	0.00	18.18	18.18	63.63	0.00	0.00	0.00	0.00	11
YUKON FLATS	0.00	10.00	22.00	18.00	34.00	10.00	6.00	0.00	0.00	50
YUKON KOYUKUK	0.00	11.11	48.14	31.48	9.25	0.00	0.00	0.00	0.00	54
AVERAGE	0.28	4.47	20.13	25.05	30.42	13.36	4.99	1.30		118

Insurance Benefits

DISTRICT	TOTAL $ HOSP/MED FOR SINGLE	TOTAL $ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
ALASKA GATEWAY	937.92	2842.08	937.92	2842.08	100000.00	0.00	0.00	0.00	3696.43
COPPER RIVER	1002.00	3012.00	1002.00	3012.00	5000.00	0.00	0.00	0.00	2771.29
DELTA/GREELY	2043.00	0.00	2043.00	0.00	5000.00	0.00	0.00	0.00	31.43
FAIRBANKS	0.00	0.00	0.00	0.00	51000.00	0.00	0.00	0.00	225.06
GALENA	936.00	2860.00	936.00	2860.00	0.00	0.00	0.00	24.13	940.18
IDITAROD	2100.00	2100.00	2100.00	2100.00	30000.00	0.00	0.00	6.97	6784.71
NENANA	2145.00	2145.00	2145.00	2145.00	5000.00	0.00	0.00	0.00	2705.90
RAILBELT	984.00	2988.00	984.00	2988.00	47000.00	0.00	0.00	0.00	2082.12
TANANA	987.24	2004.36	987.00	2004.36	44000.00	0.00	24.00	20.83	2482.54
YUKON FLATS	226.00	0.00	226.00	0.00	50000.00	0.00	0.00	0.00	0.00
YUKON KOYUKUK	973.20	0.00	973.20	0.00	5000.00	0.00	75.00	0.00	3736.84
AVERAGE	1235.44	2564.49							2545.65

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
ALASKA GATEWAY	N	0	N	N	Y	0	0	0	0	N	0.00
COPPER RIVER	N	0	N	N	Y	0	0	0		Y	-382 *
DELTA/GREELY	N	0	N	N	Y	0	0	0			0.00
FAIRBANKS	N	0	N	Y	N	0	0	0	0	N	0.00
GALENA	N	0	N	N	Y	0	0	0	0	N	0.00
IDITAROD	Y	440	N	N	Y	0	0	0	0	Y	23400.00
NENANA	N	0	N	N	Y	0	0	0	0	N	0.00
RAILBELT	N	0	N	N	Y	0	0	0	0	N	0.00
TANANA	N	0	N	N	N	0	0	0	0	Y	0.00
YUKON FLATS	Y	370	N	N	Y	0	0	40	100-365	Y	-52536.00 *
YUKON KOYUKUK	N	0	N	N	N	0	350	350		N	52440.00
AVERAGE	18%			9 %						40%	

Leave Benefits

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	SL BANK DAYS PER TEACHER	MAX DAYS CAN BE SL BANK	PERS DAYS PER TEACHER	LV MAX PERS LV CAN PER TEACHER	PERS LV CARRIED IN? (0 DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT $ OF SALARY OR FLAT AMOUNT	TOTAL ASSOC DAYS AVAIL	ASSOC PAYS SUBS? (AFTER # OF DAYS)	ANY PRE-CREDITED LEAVE?
ALASKA GATEWAY	109	89	60	150	2	4	N	Y	N	N	Y/5-7	Y	Y/3	N	N	Y	N	2	50%	10	N	Y
COPPER RIVER	108	72	0	0	2	2	Y/2	Y	Y	Y16.5	Y/5+4	Y	Y	Y	N	Y	N	0		20	N	N
DELTA/GREELY	70	60	30	100	2	4	N	N	Y	Y	Y	N	N	N	N	Y	N	0		12	N	Y/S/PER
FAIRBANKS	75	63	40	100	3	5	N	Y	Y	Y/14	Y/10	N	Y	Y	0	Y	Y	7	50%	30A	Y	Y/PER
GALENA	136	116	0	0	3	5	N	N	N	N	Y/7	Y/9	Y	Y	N	N	N	3		0	N	Y/S
IDITAROD	86	20	24	60	3	6	N	Y	2/MO	Y	16.5	N	N	Y	Y	Y	Y	7	12500	0	N	N
NENANA	80	65	0	0	3	3	N	Y	Y	Y	Y	Y	Y	Y/15	Y/1	Y	N	0		10	N	Y/PER/PRO
RAILBELT	85	65	0	60	3	5	N	N	N	N	Y/7-9	Y/8A	Y/10	Y	N	Y	N	7	50%	10	Y/6	Y/S/PER
TANANA	86	69	30	30	2	10	N	1.5	2.5	N	Y/10	N	Y/3	N	Y/3	Y	Y	0		8	N	Y/S/PER
YUKON FLATS	95	80	24	100	4	4	Y/4	0-36	Y	Y/10+	Y/8	Y	Y/2	Y/2Y	N	N	N	7		63	N	Y/S/PER
YUKON KOYUKUK	72	72	0	0	3	10	N	Y	Y	N	Y/10	Y	Y/5	Y/3	N	Y	N	2		70	N	N
AVERAGE	91	70			3	5														56		

TYPES OF LEAVE:

A - PROFESSIONAL
B - ADMINISTRATIVE
C - MILITARY
D - EMERGENCY
E - MATERNITY
F - PATERNITY
G - ADOPTIVE
H - CIVIC
I - COURT
J - BAD WEATHER

Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
ALASKA GATEWAY	1000	0	1932	1680	798	0	0	0	966	0	0	0	1665	1170	0	0	1218	0	0	500	0	0
COPPER RIVER	3878	0	3878	5103	332	0	0	0	2079	0	0	0	6383	4883	0	0	1386	1505	0	1235	2565	0
DELTA/GREELY	600	0	5440	4930	2125	0	0	0	2210	0	0	0	4590	2465	0	0	6375	0	0	4080	2295	0
FAIRBANKS	0	0	2750	2750	1400	0	2750	0	2750	0	3750	0	2750	2750	2750	0	2750	500	1000	500	1000	0
GALENA	0	0	1900	1900	1100	0	0	0	1300	0	0	0	0	0	0	0	0	0	0	1100	0	0
IDITAROD	0	0	2125	2125	1330	1330	0	0	1330	1330	0	0	0	0	0	0	1330	1330	0	700	1330	525
NENANA	2500	0	2652	2652	796	0	0	0	796	0	0	0	2122	0	0	0	1326	0	0	1326	1326	0
RAILBELT	0	0	4140	2136	0	884	0	0	757	0	0	0	757	0	0	0	884	0	0	650	500	0
TANANA	0	0	2000	2000	375	375	0	0	375	375	0	0	0	0	0	0	0	0	0	0	500	0
YUKON FLATS	0	0	5000	5000	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
YUKON KOYUKUK	0	0	1600	1600	0	0	0	0	500	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE	1994		3038	2898	1032	863	2750	0	1306	852	3750		3044	2817	2750	0	2182	1103	1000	1261	1359	525

* INSUFFICIENT INFORMATION

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
ALASKA GATEWAY	30	245	214	489	0.00	0.00	0.00	49.00	0.00	0.00	48.50	7.50	180	2	188	N	0.00	9.97
COPPER RIVER	47	238	281	566	2.00	18.00	16.00	36.00	12.00	18.00	48.00	11.50	180	0	182	N	2.00	15.72
DELTA/GREELY	93	477	388	958	4.00	26.00	30.00	60.00	5.00	18.00	65.00	18.00	180	2	110	N	3.33	15.96
FAIRBANKS	1216	6506	5705	13427	25.00	264.00	562.00	851.00	46.00	98.00	877.00	90.00	179	4	184	Y	8.68	15.77
GALENA	14	74	60	148	1.00	12.00	14.00	29.00	9.00	2.00	21.50	2.00	180	3	188	N	14.50	5.10
IDITAROD	37	210	135	382	1.69	18.63	14.18	36.50	0.00	0.00	36.50	14.75	178	3	180		0.00	10.46
KENAI	13	101	84	198	1.00	6.00	8.00	16.00	4.00	3.00	19.66	3.00	180	3	188	Y	5.33	12.37
MAT-SU	36	126	153	315	1.00	13.00	16.00	32.00	4.00	7.00	33.00	5.00	180	2	184	Y	4.57	9.84
TANANA	11	35	28	74	1.00	5.00	5.00	11.00	0.00	1.00	11.00	1.00	180	5	190	N	11.00	6.72
YUKON FLATS	38	200	140	378	0.00	0.00	0.00	50.00	0.00	0.00	50.00	0.00	180	0	188	N	0.00	7.56
YUKON KOYUKUK	52	360	155	567	0.00	26.00	27.00	53.00	4.00	34.00	57.00	17.00	180	5	190	N	1.55	10.69
AVERAGE	144	779	668	1591									180	3	187		6.37	10.92

Salaries

DISTRICT	BASE SALARY	BEGINNING MASTERS SALARY	TOP SALARY	RANGE OF INDEX	NUMBER OF STEPS	MAX SCHEDULE ED LEVEL	LONGEVITY INCREMENTS PAID?	AVERAGE TEACHER SALARY	AV SAL WITH TEACHER RETIREMENT	AV SAL WITH ALL BENEFITS	% OF TOTAL SAL FOR BENEFITS	% OF TEACHERS AT MAX OF STEP
BERING STRAIT	29500	32450	49865	1.67	12	DOCT	N	36565	39040	41135	12.50	1.20
NOME	28562	32449	53582	1.88	14	MA+36	N	43508	47415	50330	15.60	40.67
NORTH SLOPE	34150	38350	61270	1.71	13	MA+36	N	46672	50863	53672	15.00	27.00
NORTHWEST ARCTIC	28614	38620	52508	2.03	13	MA+36	N	42768	46600	49610	16.00	17.57
AVERAGE	30207	33967	55573	1.82				42378		48687		

Salary Schedule Distribution

DISTRICT	% UNDER 24499	% 24500-29499	% 29500-34499	% 34500-39499	% 39500-44499	% 44500-49499	% 49500-54499	% 54500-59499	% OVER 59500	TOTAL FTE TEACHERS
BERING STRAIT	0.00	0.00	38.68	27.00	27.73	6.56	0.00	0.00	0.00	137
NOME	0.00	0.00	6.77	22.03	30.50	23.72	16.94	0.00	0.00	59
NORTH SLOPE	0.00	0.00	2.66	10.66	22.66	23.99	28.66	7.33	3.99	150
NORTHWEST ARCTIC	0.00	4.82	17.24	15.17	19.31	10.34	24.82	8.27	0.00	145
AVERAGE		1.21	16.34	18.72	25.05	16.15	17.61	3.90	1.00	123

Insurance Benefits

DISTRICT	TOTAL $ HOSP/MED FOR SINGLE	TOTAL $ HOSP/MED FOR FAMILY	DIST CONTRIB HOSP/MED FOR SINGLE	DIST CONTRIB HOSP/MED FOR FAMILY	AMOUNT OF LIFE INS COVERAGE PER TEACHER	DISABILITY INS $ PER TEACHER	PROF LIABILITY INS $ PER TEACHER	AVERAGE TRAVEL INS $ PER TEACHER	AVERAGE COST OF MED, WK COMP AND ALL OTHER INSURANCE PER TEACHER
BERING STRAIT	1811.52	0.00	1811.52	0.00	25000.00	242.00	84.00	16.77	3030.29
NOME	966.00	3050.00	966.00	3050.00	5000.00	0.00	0.00	0.00	2584.86
NORTH SLOPE	0.00	980.00	0.00	980.00	121000.00	0.00	0.00	25.00	1780.80
NORTHWEST ARCTIC	1344.00	0.00	1344.00	0.00	59000.00	0.00	0.00	0.00	5189.41
AVERAGE	1373.84	2015.00							3146.34

Misc. Fringe Benefits

DISTRICT	NON-BUSINESS TRAVEL ALLOWED	TRAVEL $ PER TEACHER	SEVERANCE PAY	EARLY RETIREMENT?	TAX SHELTERED ANNUITY?	DISTRICT CONTRIBUTION PER TEACHER	TUITION REIMBURSEMENT PER CREDIT HOUR	TOTAL TUITION $ PER TEACHER	HOUSING ALLOWANCE AMOUNT	DISTRICT HOUSING AVAILABLE?	TOTAL NET REVENUE FROM DISTRICT HOUSING
BERING STRAIT	N	0	N	N	N	0	0	0		Y	0.00
NOME	N	0	Y		Y	0	0	0	0	N	0.00
NORTH SLOPE	Y	1000	N	N	Y	0	50	300			0.00
NORTHWEST ARCTIC	Y	500	N	N	Y	0	0	0		Y	126117.00*
AVERAGE	50		25							67	

* INSUFFICIENT INFORMATION

TYPES OF LEAVE:
A - PROFESSIONAL
B - ADMINISTRATIVE
C - MILITARY
D - EMERGENCY
E - MATERNITY
F - PATERNITY
G - ADOPTIVE
H - CIVIC
I - CRIME
J - BAD WEATHER

Leave Benefits

DISTRICT	SUB PAY CERT	SUB PAY NON-CERT	SL BANK DAYS PER TEACHER	MAX CUM IN SL BANK	DAYS PERS LV PER TEACHER	MAX PERS LV CUM PER TEACHER	PERS LV CARRIED INT (0 DAYS)	A	B	C	D	E	F	G	H	I	J	YEARS SERVED BEFORE SABBAT	SABBAT SALARY OR FLAT AMOUNT	% OF	TOTAL ASSOC DAYS AVAIL	ASSOC PAYS SUBS? (AFTER 0 OF DAYS)	PAY PRE-CREDITED LEAVE?
BERING STRAIT	135	75	24+	80	2	4	Y/75%	Y/15	N	Y16.5	Y/5	Y/UL	Y/5	N	N	Y	Y/2-4	0			35	N	Y/PER
NANA	75	65	24	100	2	6	N	0	0	Y	Y	Y	Y	Y	N	Y	N	7	334		27	Y/12	N
NORTH SLOPE	153	153	24	100	3	0	Y/5	N	N	N	Y/7	N	N	N	N	N	N	7	17075		8	N	Y/5/PER
NORTHWEST ARCTIC	119	70	30	300	3	8	Y/8	Y	Y	Y/16	Y/7+	Y/45	Y/6	N	N	Y	Y/3	7			50	N	Y/5/PER
AVERAGE	121	91		0	3	6	75														30		

Extra Duty Salaries

DISTRICT	Boys Ath Dir	Girls Ath Dir	Boys BBall	Girls BBall	Boys Track	Girls Track	Boys Swim	Girls Swim	Boys XC	Girls XC	Foot ball	Base ball	Wrestling	Hockey	Gymnastics	Soft ball	Volley ball	Drama	Debate	Cheer leader	Annual	Chaperone
BERING STRAIT	0	0	2200	2200	0	0	0	0	550	550	0	0	1100	0	2200	0	1100	0	0	1100	550	0
NANA	0	0	2295	2295	0	0	0	0	605	605	0	0	1831	0	0	0	1831	0	0	834	0	0
NORTH SLOPE	8000	0	3969	4330	0	0	0	0	1985	0	0	0	3969	0	0	0	3308	1985	0	1323	1985	0
NORTHWEST ARCTIC	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AVERAGE	8000		2821	2948	1747	1747			1047	578			2300		2200		2080	1985		1086	1268	

Enrollment, Staffing, Workyear

DISTRICT	K ENROLL	1-6 ENROLL	7-12 ENROLL	TOTAL ENROLL	K TEACHERS	1-6 TEACHERS	7-12 TEACHERS	TOTAL CLASSROOM TEACHERS	TOTAL OTHER INSTRUCTIONAL PERSONNEL	TOTAL INSTRUCTIONAL AIDES	TOTAL FTE CERTIFICATED STAFF	TOTAL FTE AIDES	STUDENT CONTACT DAYS	ADDITIONAL WORK DAYS	TOTAL CONTRACT DAYS	MIDDLE SCHOOL?	TEACHERS PER INSTRUCTIONAL AIDE	STUDENTS PER CLASSROOM TEACHER
BERING STRAIT	111	592	469	1172	10.00	54.00	63.00	129.00	10.00	81.00	137.00	65.00	180	7	192	N	1.59	9.08
NANA	64	374	328	766	3.00	23.20	28.80	55.00	4.00	5.00	59.00	5.00	180	8	186	N	11.00	13.92
NORTH SLOPE	115	490	460	1065	9.00	59.00	57.00	125.00	25.00	65.00	150.00	65.00	180	10	190	N	1.92	8.52
NORTHWEST ARCTIC	142	729	626	1497	11.00	66.00	71.00	148.00	36.00	63.00	148.00	43.73	180	2	189	Y	2.34	10.11
AVERAGE	108	546	471	1125									180	7	190		4.21	10.41

SCOMM

#49:53

STATE OF ALASKA

Survey

Salaries & Benefits

FRANK RAYE

DIRECTOR of PERSONNEL

OCTOBER

1985

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Introduction:

Benchmarks

This report presents the results of the Division of Personnel Compensation and Benefits Survey conducted by mail in the spring of 1985.

In preparing the survey, the following 46 benchmark classes from the existing rather than proposed system were selected for comparison:

Accountant II
Accounting Clerk II
Administrative Assistant I
Administrative Officer I
Agricultural Inspector II
Airport Safety Officer II
Analyst Programmer IV
Bank Examiner II
Biometrician II
Boiler and Pressure Vessel Inspector
Chemist II
Civil Engineer I
Clerk Typist II
Cook II
Correctional Officer II
Data Processing Technician II
Drafting Technician II
Economist II
Education Administrator I
Electrician WG II
Electronic Technician II
Engineering Assistant II
Environmental Engineer III
Equipment Operator WG III
Fish and Game Technician III
Fishery Biologist II
Forester II
Geologist III
Industrial Hygenist I
Janitor
Loan Examiner III
Maintenance Worker II
Nurse I
Park Ranger II
Personnel Officer II
Physical Therapist I
Planner III
Psychiatric Nursing Assistant III
Public Health Nurse III
Secretary I
Security Guard I
Social Worker III
Supply Officer II
State Trooper
Systems Programmer III
Vocational Rehabilitation Counselor I

All benchmarks are reported here, including those with no or minimal response.

Classes with no response are not included in the body of the report.

Benefits and Related

In addition to collecting data on salaries of comparable jobs, the survey elicited information on the following benefits and conditions of employment.

1. Salary Increases Based on:

- °Changes in the cost of living or the consumer price index
- °employee performance
- °length of service
- °working in remote areas
- °performing hazardous duties
- °shift work

2. Work Time:

- °number of hours in a standard work week
- °overtime policy
- °number of paid holidays per year
- °vacation
- °sick leave
- °other forms of paid leave such as educational, maternity or military

3. Benefits:

- °social security
- °company retirement plan
- °profit sharing
- °group insurance
- °other benefits or bonuses such as housing, car, clothing or travel

Sources of Data

The survey sample is summarized in the following table:

Location/Sector Category	Number Surveyed	Number Responses	Response Rate
Anchorage/Juneau Private Firms	172	50	29%
Anchorage/Juneau Public Agencies	9	6	67%
Fairbanks Private Firms	65	13	20%
Fairbanks Public Agencies	10	5	50%
California, Oregon and Washington Private Firms	5	0	0%
California, Oregon and Washington Public Agencies	5	5	100%
Federal Agencies	21	9	43%
All Private Firms	242	63	26%
All Public Agencies	45	25	55%
All Firms and Agencies	287	88	31%

The following 88 firms participated in the survey by providing information on current salary levels for comparable positions. Most also contributed information on employee benefits and conditions of employment.

Anchorage/Juneau Private Firms (50)

Ace Building Maintenance
AGAI Security
Alaska Bar Association
Alaska Economics
American-Canadian Stratigraphic Company
Anchorage Times
Applied Research Associates
Atkinson, Conway, Bell and Ganon
B.M. Behrends Bank
Birch, Horton, Bittner, Pestinger and Anderson
Boeing Computer Services Corporation
Booth Memorial Home
Building Maintenance and Supply
CH2M Hill
Charter North Hospital
Cook Inlet Aquaculture Association
Digital Equipment Corporation
Douglas Island Pink and Chum Association
Faulkner, Banfield, Doogan and Holmes
First Federal Bank of Alaska
Funk and Baxter Company
Glacier Highway Electric Association
Groh, Eggers and Price
H and M Court Reporting and Executive Service
Hardrives Incorporated
Hope Cottage
Hughes, Thorsness, Gantz, Powell and Brundin
Humana Hospital
J. C. Penney
Kramer, Chin and Mayo
Langdon Psychiatric Hospital
National Bank of Alaska
Nordstrom Apparel and Shoes
Our Lady of Compassion Care Center
Polar Consults Alaska
Providence Hospital
Rainbow Resource Labs
Sealaska Corporation
Searhc Medical
Sears, Roebuck and Co.
Sohio
Spenard Builders Supply
St. Ann's Nursing Home
Suicide Prevention and Crisis Center
Thomas, Head and Geirsen
Tlingit-Haida Central Council

Alaska U.S.A. Federal Credit Union
Wright Services
Yukon Office Supply

Anchorage/Juneau Public Agencies (6)

Anchorage Community College
Anchorage Municipality
Anchorage School District
Institute for Social and Economic Research
Juneau Regional Rehabilitation Hospital
Soldotna General Hospital

Fairbanks Private Firms (13)

Alaska Biological Research
Arctic Technical Research
Denali Center
Ellerbe Alaska, Incorporated
Fairbanks Native Association
First National Bank of Fairbanks
Golden Valley Electrical Association
Hospitality House
Main-Hurdman
Power Commission
Prince William Sound Aquaculture Cooperative
Secretaries Unlimited
Stanley Smith Security

Fairbanks Public Agencies (5)

City of Fairbanks
Fairbanks Memorial Hospital
Kodiak Island Hospital
University of Alaska, Fairbanks
Valdez Hospital

Federal Government (9)

Alaska Native Medical Center
Bureau of Indian Affairs
Farmers' Home Administration
General Services Administration
National Oceanographic and Atmospheric Administration
U.S. Air Force Hospital
U.S. Fish and Wildlife Service
U.S. Forest Service
U.S. National Park Service

California, Oregon and Washington Public Agencies (5)

State of California
State of Oregon
Oregon Court System
State of Washington
Washington Court System

Respondents with employees represented by Unions

	Yes (%)	No (%)
Anchorage/Juneau Private Firms	3 (6%)	47 (94%)
Anchorage/Juneau Public Firms	4 (67%)	2 (33%)
Fairbanks Private Firms	2 (15%)	11 (85%)
Fairbanks Public Agencies	2 (40%)	3 (60%)
California, Oregon and Washington Public Agencies	2 (40%)	3(60%)
Federal Agencies	4 (44%)	5 (56%)
All Private Firms	5 (8%)	58 (92%)
All Public Agencies	12 (48%)	13 (52%)

Salary Survey Data:

Tabulation of Salary Data

All salaries have been converted to the monthly rate for a 37.5-hour work week (162.5 hours per month) and interim cost-of-living adjustments have been added for currency with July 1, 1985, Alaska rates. Salaries for Calfornia, Oregon and Washington were adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. This difference was documented in the Alaska Geographic Differential Study, prepared for the Division of Labor Relations in April 1985 by The McDowell Group and Alaska Attitudes, Inc. Previous State of Alaska salary surveys used the United States Department of Labor, Bureau of Labor Statistics semi-annual report on cost of living comparisons between Anchorage and Seattle for determining the appropriate adjustment to California, Oregon and Washington salaries. The Bureau of Labor Statistics has not produced this report since 1982.

Fairbanks public and private salaries are reported without cost-of-living adjustment. The State of Alaska salary given for each benchmark is from schedule A with no geographic differential. The study referred to above also recommends including Fairbanks in the base area with Juneau and Anchorage, thereby eliminating the geographic differential of 12% currently given to Fairbanks employees. To reflect existing circumstances, 12% must be added to the State of Alaska salary shown for comparison with Fairbanks employee responses. California, Oregon and Washington responses are shown for those benchmark classes open for recruitment of non-Alaskans. Data from respondents in Juneau and Soldotna have been combined with data from Anchorage

respondents. Data from Prince William Sound, Kodiak and Valdez respondents have been combined with data from Fairbanks respondents.

Twenty-five percent was added to federal government salaries on the General Schedule to reflect the cost of living allowance for Alaska positions. It should be noted that the tax-free nature of this allowance tends to add to the compensation for federal positions. This effect is not considered in this report.

For benchmark classes in labor, trades and crafts the average maximum has been used for comparison in order to reflect that most Alaska State employees in these classes receive pay at the maximum level.

Description of Benchmark Classes and Salary Comparisons

ACCOUNTING CLERK II

Performs clerical accounts maintenance work of moderate difficulty involving the processing, maintenance, and adjustment of fianncial records. Typical duties include reviewing invoices, coding and preparing vouchers, maintaining ledgers, preparing transmittals of receipts, balancing and summarizing accounts.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1731	1864	2010	1	108	100
FEDERAL GOVERNMENT	1566	1792	2018	5	20	96
ANCHORAGE PRIVATE	1541	1807	2073	35	94	97
ANCHORAGE PUBLIC	1499	1821	2142	6	65	98
FAIRBANKS PRIVATE	1732	1967	2203	8	13	106
FAIRBANKS PUBLIC	1718	1942	2166	3	6	104

ACCOUNTANT II

This is the journey level professional accountant performing a range of accounting activities. Assignments may include analyzing, auditing, evaluating and advising on accounting problems and practices involving a variety of programs and accounts, funding sources and types of payments or revenues. Accounting activities include analyzing a variety of financial data such as expenditure trends, cost factors, and the effectiveness of financial systems or procedures of the system in meeting management needs. Positions may develop and modify or add to accounting systems.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	13	100
FEDERAL GOVERNMENT	2334	2752	3171	5	15	93
ANCHORAGE PRIVATE	2343	2767	3191	19	28	94
ANCHORAGE PUBLIC	1998	2498	2999	3	13	85
FAIRBANKS PRIVATE	2102	2472	2843	4	7	84
FAIRBANKS PUBLIC	3315	3340	3365	2	3	113

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

CLERK TYPIST II

Performs production typing at a skilled level. Positions generally type a variety of correspondence, forms or reports in a variety of formats using standard guidelines. Magnetic keyboard word processing equipment with CRT visual display and disk or card document storage is typically used.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1545	1655	1785	1	198	100
FEDERAL GOVERNMENT	1440	1639	1839	8	80	99
ANCHORAGE PRIVATE	1329	1546	1764	24	89	93
ANCHORAGE PUBLIC	1554	1945	2336	6	80	118
FAIRBANKS PRIVATE	1297	1447	1597	8	14	87
FAIRBANKS PUBLIC	1501	1825	2150	1	4	110

SECRETARY I

Serves as personal assistant to a division director (the executive responsible for policy decisions for a major funtional unit). Duties include setting up and maintaining files, gathering information, arranging meetings and transportation, taking and transcribing notes and correspondence, screening visitors, and may include supervision of typists/clerical personnel.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	105	100
FEDERAL GOVERNMENT	1381	1606	1831	5	18	81
ANCHORAGE PRIVATE	1609	1907	2204	33	161	96
ANCHORAGE PUBLIC	1766	2108	2450	5	207	106
FAIRBANKS PRIVATE	1326	1505	1684	5	5	76
FAIRBANKS PUBLIC	1902	2244	2586	3	5	113

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SUPPLY OFFICER II

Performs professional supply work of average difficulty projecting agency needs and administers supply budget, authorizes purchases and requisitions; in charge of property control and storing materials; disposes of excess equipment, material and supplies. The variety and volume of supplies are generally nonhazardous and routine such as office equipment, construction materials, hardware, foodstuffs, etc.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	19	100
FEDERAL GOVERNMENT	2271	2637	3003	4	10	89
ANCHORAGE PRIVATE	1999	2329	2659	12	26	79
ANCHORAGE PUBLIC	1898	2388	2878	4	31	81
FAIRBANKS PRIVATE	1979	2477	2975	1	1	84
FAIRBANKS PUBLIC	3845	4103	4360	2	2	139

PERSONNEL OFFICER II

This is the personnel administrator for an agency responsible for providing services in the area of recruitment, applicant evaluation, pay, employee development, labor contract administration, and other administrative functions essential to personnel. Positions typically supervise assistants and clerical staff.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	8	100
FEDERAL GOVERNMENT	2885	3318	3751	5	8	98
ANCHORAGE PRIVATE	2823	3239	3655	19	23	95
ANCHORAGE PUBLIC	2865	3645	4425	5	9	107
FAIRBANKS PRIVATE	1800	2233	2665	1	1	66
FAIRBANKS PUBLIC	2997	3299	3602	3	3	97

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ADMINISTRATIVE OFFICER I

This is the facilitator or coordinator of day-to-day administrative functions (e.g. supply, personnel fiscal control) generally for a line program supervisor or Administrative Officer. Duties may include compiling preliminary budget data, monitoring expenditures, coordinating the purchasing process, compiling narrative and statistical reports, and determining office procedures.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2895	3173	3451	1	13	100
FEDERAL GOVERNMENT	3369	3825	4280	6	24	121
ANCHORAGE PRIVATE	3495	3703	3911	9	15	117
ANCHORAGE PUBLIC	3630	3756	3883	2	37	118
FAIRBANKS PRIVATE	3368	3775	4182	2	2	119
FAIRBANKS PUBLIC	4617	4617	4617	1	4	145

ADMINISTRATIVE ASSISTANT I

This is the administrative generalist with operational responsibility for an agency for a variety of administrative functions, such as personnel, supply, fiscal management analysis, and data processing. Positions participate in management decisions through analysis of agency needs, established procedures, and explain administrative matters to agency heads and line section supervisors. Positions are responsible for information flow and administrative reporting between field offices and the central agency.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2072	2240	2433	1	98	100
FEDERAL GOVERNMENT	2253	2664	3076	8	31	119
ANCHORAGE PRIVATE	2772	3084	3395	6	11	138
ANCHORAGE PUBLIC	2381	3014	3647	5	42	135
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	3585	3585	3585	1	28	160

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DATA PROCESSING TECHNICIAN II

Operates data processing center equipment, large-scale computers with peripheral units at the full performance level. Typically positions are console operators who monitor and control the functions of a large computer system, select and load input and output units, make test and operational runs, observe operations to detect error lights, correction instructions, error messages, machine stoppages and incorrect outputs; insert alternate or special commands; determine status of user terminals that are experiencing problems, and check station traffic and equipment failure.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2353	2564	2804	1	16	100
FEDERAL GOVERNMENT	2086	2405	2725	6	17	94
ANCHORAGE PRIVATE	1490	1821	2152	15	43	71
ANCHORAGE PUBLIC	1640	2027	2414	4	11	79
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	1775	1998	2221	3	9	78

ANALYST PROGRAMMER IV

Performs computer systems analysis at the full proficiency level for average application systems characterized by involvement with complex software systems, data bases, telecommunications software, system control software and user applications of high complexity. Fluency in high level languages such as COBOL, FORTRAN and PL1 is expected. Typical duties include determining feasibility of proposed systems, proposing system design, writing specifications, analyzing logic functions and writing technical reports describing program design solutions, manuals, etc. Positions develop task plans and schedules and make programming assignments.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	58	100
FEDERAL GOVERNMENT	3120	3641	4163	6	13	100
ANCHORAGE PRIVATE	2139	2745	3351	9	18	76
ANCHORAGE PUBLIC	2671	3253	3835	4	30	90
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	2773	2985	3197	2	2	82
OREGON STATE	2173	2465	2757	1	113	68
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	2588	2855	3122	1	182	79

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SYSTEMS PROGRAMMER III

Project leader or senior-level systems programmer. Responsible for planning and implementation of new installations or enhancements of system products and major operating systems; tests and modifies these products or systems; develop operations procedures, perform problem determination and resolution for the systems or products. Consults with users, operations and vendors on service levels.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	4074	4435	4835	1	4	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	2877	3324	3772	10	23	75
ANCHORAGE PUBLIC	3044	3462	3880	1	4	78
FAIRBANKS PRIVATE	2542	2786	3031	1	3	63
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	2508	2845	3183	1	16	64
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	3122	3445	3768	1	1	78

ECONOMIST II

Defines economic problems to be investigated, analyzes and interprets economic data. May research unprecedented areas of inquiry, evaluates economic impact of actions, projects economic scenarios and forecasts trends. Prepares reports on study findings and may recommend courses of action. This is the fully qualified journey level economist.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3564	3883	4224	1	4	100
FEDERAL GOVERNMENT	2992	3440	3889	1	2	89
ANCHORAGE PRIVATE	2252	2420	2587	3	3	62
ANCHORAGE PUBLIC	2841	3559	4277	2	25	92
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

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DRAFTING TECHNICIAN II

Performs drafting duties of average difficulty in the fields of mechanical, architectural, civil engineering, or cartographic work. Duties include planning layouts, sectional views and pictorial presentations; making dimensional computations, preparing ink drawings, and assisting engineering staff in the collection of dimensional or related data.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1955	2101	2274	1	25	100
FEDERAL GOVERNMENT	1912	2199	2486	2	9	105
ANCHORAGE PRIVATE	2032	2404	2776	3	11	114
ANCHORAGE PUBLIC	2200	2549	2898	1	15	121
FAIRBANKS PRIVATE	1950	2023	2095	2	3	96
FAIRBANKS PUBLIC	0	0	0	0	0	0

ENGINEERING ASSISTANT II

Performs a variety of journey level professional engineering duties associated with the location, design, materials, research, maintenance and construction of roads, bridges, buildings, airports, utilities, harbor facilities, or other civil engineering projects. Typically positions serve as project engineers on minor construction projects or assistant project engineer on average sized projects. Duties include performing preliminary location studies and preparing reports, plans, specifications and estimates. Incumbents usually have supervision available and work may be reviewed periodically and is reviewed upon completion.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	98	100
FEDERAL GOVERNMENT	2920	3361	3802	4	22	114
ANCHORAGE PRIVATE	3083	3601	4119	2	5	122
ANCHORAGE PUBLIC	2680	3100	3521	1	15	105
FAIRBANKS PRIVATE	2605	3180	3756	1	3	108
FAIRBANKS PUBLIC	2960	3211	3462	1	6	109

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CIVIL ENGINEER I

This is the lead level engineering performing professional civil engineering office and field work in the location, design, materials, research, maintenance and construction of roads, buildings, bridges, utilities, airports, harbor facilities, or other civil engineering projects. Duties include preparing plans and specifications for construction projects, administering contracts, investigating unusual or changed conditions of sites and design changes, estimating costs and performing inspections. Positions typically lead subordinate engineering assistants and technicians and are given assignments with only general direction.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	64	100
FEDERAL GOVERNMENT	3836	4453	5070	3	18	123
ANCHORAGE PRIVATE	3694	4542	5389	2	4	125
ANCHORAGE PUBLIC	3044	3462	3880	1	9	95
FAIRBANKS PRIVATE	3641	4518	5396	1	2	124
FAIRBANKS PUBLIC	4551	5153	5755	1	1	142

SECURITY GUARD I

Performs security guard duties to protect and ensure the safety of people and/or property. Duties require patrolling to detect security or safety problems, investigating any unusual or unauthorized activities, checking alarm and other security systems, maintaining logs and preparing reports, operating two-way radios, taking action to enforce security where appropriate, and/or notifying law enforcement officers.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	1	100
FEDERAL GOVERNMENT	1574	1811	2047	1	4	91
ANCHORAGE PRIVATE	1374	1575	1776	6	127	79
ANCHORAGE PUBLIC	1888	2460	3031	3	39	124
FAIRBANKS PRIVATE	894	1179	1464	1	32	59
FAIRBANKS PUBLIC	1538	1872	2205	1	6	94

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NURSE I

Provides the full range of general professional nursing care in a clinic, institution, school or treatment facility. Administers general nursing care to patients, assists physicians in administering treatment and performing examinations, provides medications, and prepares some medical procedures, prepares written reports of observations and care rendered, monitors the condition and needs of patients. Positions may evaluate and provide for nursing needs of children in schools and patients in their homes.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2205	2393	2609	1	53	100
FEDERAL GOVERNMENT	2202	2506	2809	2	394	105
ANCHORAGE PRIVATE	1818	2241	2663	8	638	94
ANCHORAGE PUBLIC	2142	2858	3574	3	127	119
FAIRBANKS PRIVATE	2384	2981	3578	1	6	125
FAIRBANKS PUBLIC	1755	2422	3089	2	219	101

PSYCHIATRIC NURSING ASSISTANT III

Performs a variety of subprofessional psychiatric nursing duties designed to provide care, treatment and rehabilitation to psychiatric or developmentally disabled patients. This is the journey level where independence of action and sound judgment is expected. Duties may include assisting the therapeutic treatment team, interacting with patients by visiting and discussing their problems, participating in recreational activities, supervising patients to maintain safety and order, administering minor medical treatment, observing, reporting and charting patient behavior, and assisting with daily activities such as hygiene and meals.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1835	1983	2135	1	31	100
FEDERAL GOVERNMENT	2351	2703	3056	1	3	136
ANCHORAGE PRIVATE	1755	1927	2098	3	37	97
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

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SOCIAL WORKER III

This is the journey level social worker providing the full range of social services to clients including individual and family counseling for adults and children, child abuse and negligence, employment counseling, and placement of children in foster and adoptive homes.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	91	100
FEDERAL GOVERNMENT	3227	3710	4194	2	6	126
ANCHORAGE PRIVATE	1977	2423	2868	8	24	82
ANCHORAGE PUBLIC	2124	2543	2962	2	9	86
FAIRBANKS PRIVATE	1931	2252	2573	3	5	76
FAIRBANKS PUBLIC	2160	2627	3095	1	2	89

GEOLOGIST III

This is the journey level experienced geologist who performs work of average difficulty in the area of geophysical and geochemical surveying, mapping and appraising energy and mineral resources. Work may involve interpreting field data, conducting research and preparing technical reports, publications and maps.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	10	100
FEDERAL GOVERNMENT	2496	2870	3245	1	3	85
ANCHORAGE PRIVATE	3014	3558	4102	3	4	105
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	1626	1951	2277	1	1	57
FAIRBANKS PUBLIC	0	0	0	0	0	0

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FISH AND GAME TECHNICIAN III

Performs subprofessional laboratory and field work in fishery, wildlife, or habitat research or management programs. Duties may include stream sampling for egg deposition and survival, tagging or marking fish or game, identifying species, participating in surveys or game censuses to collect field data, harvest information and herd and range conditions. Such positions may also work in hatcheries, cleaning ponds, operating equipment, and assisting with fish examinations. At this level, work may be performed independently under general supervision of biologists. There are no supervisory responsibilities.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	1955	2101	2274	1	132	100
FEDERAL GOVERNMENT	1761	2162	2563	1	17	103
ANCHORAGE PRIVATE	1144	1198	1252	2	13	57
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	1057	1179	1301	1	15	56
FAIRBANKS PUBLIC	0	0	0	0	0	0

FISHERY BIOLOGIST II

This is the journey level professional biologist, responsible for fisheries management activities of a district. Duties include development of research projects, such as fish population studies, surveys of drainage areas to inventory and catalog bodies of water, determine habitat changes, fish abundance and life cycles. Makes recommendations for area closures and fishing limits for area fishery resource management. Positions may supervise technical personnel.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	101	100
FEDERAL GOVERNMENT	3870	4441	5011	3	5	151
ANCHORAGE PRIVATE	2412	2502	2591	2	2	85
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	2177	2177	2177	1	1	74
FAIRBANKS PUBLIC	0	0	0	0	0	0

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FORESTER II

Performs a variety of journey level forest [illegible]ent projects such as preparing timber appraisals, sales, and cont[illegible]; participating in land evaluation and access road planning; identifi[illegible]orest types by tree species, size, and stand density; locates bou[illegible]ries of forest inventory areas. Positions may also manage fire control projects and information distribution related to fire prevention programs.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	18	100
FEDERAL GOVERNMENT	2682	3084	3486	2	42	105
ANCHORAGE PRIVATE	2375	2634	2893	1	1	89
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

EDUCATION ADMINISTRATOR I

This is the curriculum staff advisor and educational program manager. Positions evaluate, approve and generally maintain fiscal control over educational curricula and programs. Specific duties may include assisting school districts or teachers in preparing educational program grant applications; evaluating education programs; preparing reports concerning instructional methods, cost effectiveness and usefulness of educational techniques and approaches; approving and monitoring grants.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3812	4149	4514	1	13	100
FEDERAL GOVERNMENT	3229	3713	4197	1	2	89
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2930	4144	5359	2	10	100
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

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VOCATIONAL REHABILITATION COUNSELOR I

Provides direct professional services or support to the State's vocational rehabilitation program as counselor, adjudicator or evaluator. As a journey level counselor, carries a caseload of handicapped individuals with responsibility to determine the eligibility for services and to prepare a plan for services; may review social security claims for disability determination, evaluate vocational potential of handicapped and administer evaluative tests.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	12	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1800	2038	2276	1	81	69
WASHINGTON STATE	1848	2107	2417	1	95	71
CALIFORNIA STATE	2151	2369	2588	1	521	80

BANK EXAMINER II

Positions in this job class conduct examinations of small loan companies and financial institutions including State chartered banks, bank holding companies, trust companies, mutual savings banks, branches or agencies of foreign banks, State chartered savings and loan associations, etc. Duties include analysis of loan portfolios, financial condition, security holdings and transactions; appraising data concerning bank premises, equipment, safekeeping, etc.; verification of bank liabilities, deposits, loan commitments and so forth. Duties also include the preparation of reports and discussion of examination findings with representatives of the institutions.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	0	0	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	2276	2583	2890	1	13	71
WASHINGTON STATE	2197	2505	2873	1	10	69
CALIFORNIA STATE	1657	1814	1970	1	28	50

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PUBLIC HEALTH NURSE III

Provides public health nursing services as the working leader in a small, urban health center, as an itinerant nurse providing services to remote communities, or as an advanced nurse practitioner. Duties include providing hypertension, hearing, VD, TB, bacteriological, and other tests with counselling, referral, and follow-up; makes initial assessment and diagnosis of patient's health status; provides routine medical care and treatment; collaborates with physicians in case management as necessary. Services are provided within the scope of the individual nurse practitioner, such as midwifery, family planning, women's health care, and/or pediatrics.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3113	3394	3698	1	43	100
FEDERAL GOVERNMENT	2583	2970	3358	1	7	88
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2201	2549	2898	1	3	75
FAIRBANKS PUBLIC	2201	2678	3155	1	3	79
OREGON STATE	0	0	0	0	0	0
WASHINGTON STATE	0	0	0	0	0	0
CALIFORNIA STATE	2376	2619	2862	1	22	77

ENVIRONMENTAL ENGINEER III

At the full proficiency level, plans and conducts environmental engineering studies concerning water and waste treatment systems, pollution control, and solid waste management. Duties include the review of engineering plans and specifications for treatment and pollution control systems and devices, determining technical adequacy and recommending pollution control strategies, evaluating evidence and documents relating to alleged pollution incidents or environmental damage.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	22	100
FEDERAL GOVERNMENT	2496	2871	3245	1	1	79
ANCHORAGE PRIVATE	3948	4638	5329	2	6	128
ANCHORAGE PUBLIC	2762	3141	3521	1	1	87
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1977	2361	2746	1	12	65
WASHINGTON STATE	2308	2632	3018	1	25	72
CALIFORNIA STATE	2911	3212	3513	1	32	88

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ELECTRONIC TECHNICIAN WG II

This is the fully qualified electronics technician who independently installs, tests, repairs, and maintains radio and other electronic equipment. Duties may include installation and repair of radio transmitters and receivers, radio telephone equipment, radar, and other electronic equipment.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2546	2790	3033	1	27	100
FEDERAL GOVERNMENT	3972	4303	4634	1	1	154
ANCHORAGE PRIVATE	2778	2869	2961	1	1	103
ANCHORAGE PUBLIC	3740	3837	3933	1	1	138
FAIRBANKS PUBLIC	0	0	0	0	0	0

PHYSICAL THERAPIST I

This is the journey level therapist who plans individual physical therapy programs for patients and patient groups; administers treatment such as exercise, massage, heat, whirlpool baths, ultrasound, using braces or prosthesis, etc. Patients may be of varied ages, physical and mental condition, diseased or injured. Duties also involve making patient evaluations, keeping records, and preparing reports.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2353	2564	2804	1	3	100
FEDERAL GOVERNMENT	2135	2455	2776	1	1	96
ANCHORAGE PRIVATE	2243	2587	2931	3	10	101
ANCHORAGE PUBLIC	2471	3209	3946	1	1	125
FAIRBANKS PUBLIC	2299	2781	3263	2	4	108
OREGON STATE	1717	1945	2173	1	19	76
WASHINGTON STATE	1991	2270	2602	1	8	89
CALIFORNIA STATE	2055	2263	2471	1	8	88

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

CHEMIST II

This is the journey level chemist characterized by experience and skill in performing a variety of analyses using standard methods, tests, and procedures with independence and responsibility for complete and accurate results. Work typically involves the analysis of substances for the purposes of detection, identification, and quantification. It may involve organic, inorganic, biochemistry, geochemistry, forensic or other specializations.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	1	1	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	1366	1537	1708	1	2	52
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0

AGRICULTURAL INSPECTOR II

Positions perform journey level inspection and enforcement duties for a geographical area. Typical duties include inspecting plants, produce, grain and potatoes, eggs, and milk at farms, dairies, shipping points, and wholesale and retail outlets. Duties may also include the identification of herbicides and pesticides which may be harmful, quarantine of seed and plants when required, preparation of reports and records.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2702	2950	3226	0	1	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1717	1945	2173	1	8	66
WASHINGTON STATE	1635	1863	2136	1	7	63
CALIFORNIA STATE	1715	1874	2033	1	38	64

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

BIOMETRICIAN II

Positions design, plan, and perform biometrical research, analysis and problem solving for fish and game resource management programs. Duties include designing sampling plans, resource models, and computer programs to perform data analyses. This is the full performance level with a high degree of independence and responsibility for major projects.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	15	100
FEDERAL GOVERNMENT	3870	4451	5031	1	3	123
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1977	2242	2508	1	7	62
WASHINGTON STATE	2426	2766	3172	1	1	76
CALIFORNIA STATE	0	0	0	0	0	0

LOAN EXAMINER III

This is the fully qualified journey level loan examiner who reviews a variety of loans, such as housing loans. Duties include interviewing applicants, making appraisals of collateral offered, compiling and reviewing application information and recommending acceptance or denial of the loan. Duties may also involve recommending foreclosures, arranging for the more routine disposition and management of repossessed property prior to its disposal.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	11	100
FEDERAL GOVERNMENT	3229	3713	4197	1	1	102
ANCHORAGE PRIVATE	2362	2844	3325	2	6	78
ANCHORAGE PUBLIC	1800	2623	3446	1	4	72
FAIRBANKS PUBLIC	2609	3129	3648	1	1	86

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

PLANNER III

This is the journey level professional planner who compiles data and performs research, analysis and recommendations for problem identification and comprehensive long-range planning. Duties are performed independently with a minimum of supervision and involve investigation and research for state, regional or local comprehensive planning of physical, economic, human and/or governmental resources. Duties may involve field trips and public appearances to coordinate or represent agency objectives and obtain information, preparing reports and translating technical information to effective graphic form.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	2895	3170	3451	1	15	100
FEDERAL GOVERNMENT	2992	3808	4624	1	7	120
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	2208	2551	2894	2	22	80
FAIRBANKS PUBLIC	0	0	0	0	0	0

STATE TROOPER

This is the fully qualified journey level law enforcement officer. Duties typically involve patrolling by auto or other means of transportation, stopping drivers who are operating vehicles in violation, making arrests and issuing citations; conducting investigations of crimes or complaints, questioning witnesses and suspects, making reports and testifying in court.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3242	3555	3896	1	237	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	3118	3334	3549	1	111	94
FAIRBANKS PUBLIC	3080	3306	3531	1	24	93

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

INDUSTRIAL HYGIENIST I

This is the journey level position who independently conducts inspections of plants and work sites to determine compliance with occupational health standards. Duties include investigating complaints of workers exposed to hazardous conditions, taking samples to determine presence of chemical substances, performing some laboratory and equipment operations, and preparing reports. Positions may also prepare and present training materials and consult with employers to assist them in assuring compliance with State health standards.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MIDPOINT
STATE OF ALASKA	3336	3631	3954	1	6	100
FEDERAL GOVERNMENT	0	0	0	0	0	0
ANCHORAGE PRIVATE	0	0	0	0	0	0
ANCHORAGE PUBLIC	0	0	0	0	0	0
FAIRBANKS PUBLIC	0	0	0	0	0	0
OREGON STATE	1886	2137	2387	1	17	59
WASHINGTON STATE	2253	2568	2944	1	21	71
CALIFORNIA STATE	2779	3065	3351	1	59	84

ELECTRICIAN WG II

Performs journey level electrical work in the maintenance, inspection, repair, adjustment, and installation of electrical systems. Duties involve answering power outage and trouble calls to locate and correct problems, inspecting electrical equipment and systems by means of circuit testers, gauges, tracing and analyzing wiring diagrams, circuits and blueprints; repairing and installing wiring, transformers and other power and service equipment.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2546	2790	3033	1	21	100
FEDERAL GOVERNMENT	3082	3234	3385	4	9	112
ANCHORAGE PRIVATE	3047	3298	3548	2	12	117
ANCHORAGE PUBLIC	2417	2733	3049	3	39	101
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	2578	3012	3446	2	9	114

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

COOK II

Prepares and cooks a variety of foods at the fully qualified journey level. Duties include operation of mixers, ovens, steamers, grills, and other food preparation equipment, preparation of foods using recipes or individual discretion, and may involve preparation of special diets. Planning advance menus and purchasing supplies are usually not required at this level.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	1893	2067	2240	1	34	100
FEDERAL GOVERNMENT	2505	2743	2981	3	23	133
ANCHORAGE PRIVATE	1391	1573	1755	9	34	78
ANCHORAGE PUBLIC	1616	2017	2417	3	5	108
FAIRBANKS PRIVATE	1732	1928	2123	4	6	95
FAIRBANKS PUBLIC	1253	1516	1779	2	0	79

MAINTENANCE WORKER II

Performs a variety of skilled repair and construction tasks in a combination of several trades, requiring less than the full range of journey level skills of a trade. Duties involve carpentry work, making repairs and alterations, repair of masonry, plaster and concrete; painting, varnishing, repairing electrical equipment or systems, maintenance of sewer and water systems and pumps, soldering pipe, wire, and sheetmetal.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2234	2455	2676	1	118	100
FEDERAL GOVERNMENT	2905	3082	3259	4	18	122
ANCHORAGE PRIVATE	1707	1901	2095	9	29	78
ANCHORAGE PUBLIC	1669	2048	2427	3	43	91
FAIRBANKS PRIVATE	1675	1944	2213	2	2	83
FAIRBANKS PUBLIC	2101	2537	2973	3	25	111

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

JANITOR

Does heavy cleaning and minor maintenance work. Uses mops, buffers, stripping machines, cleaning solutions and equipment. Performs servicing of equipment and may make minor repairs. Washes inside and outside windows using ladders and scaffolds.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	1686	1840	1994	1	76	100
FEDERAL GOVERNMENT	2061	2241	2421	3	69	121
ANCHORAGE PRIVATE	1241	1431	1621	17	15	82
ANCHORAGE PUBLIC	1333	1675	2016	3	240	101
FAIRBANKS PRIVATE	1081	1334	1587	1	1	79
FAIRBANKS PUBLIC	1794	1974	2153	3	43	108

EQUIPMENT OPERATOR WG III

Operates specialized motor equipment in the construction and maintenance of roads and other public facilities. Equipment may include asphalt distribution, auger drills, yard and dock crane, front loader, crawler tractor, rotary snow plow, motor grader, road roller, power shovel, and 3-axle tractor truck.

	AVERAGE MINIMUM	AVERAGE MIDPOINT	AVERAGE MAXIMUM	NUMBER OF FIRMS	NUMBER EMPLOYED	% AK. MAXIMUM
STATE OF ALASKA	2379	2615	2851	1	270	100
FEDERAL GOVERNMENT	4020	4020	4020	1	8	141
ANCHORAGE PRIVATE	2552	2977	3403	1	2	119
ANCHORAGE PUBLIC	2660	2660	2660	1	60	93
FAIRBANKS PRIVATE	0	0	0	0	0	0
FAIRBANKS PUBLIC	3079	3485	3892	1	17	136

Note: California, Oregon and Washington rates have been adjusted to reflect the 14% lower cost of living in Seattle compared to Anchorage. Federal rates have been adjusted to reflect 25% cost of living allowance for those classes which receive it. All rates have been adjusted to a 37.5 hour work week.

EMPLOYEE BENEFITS AND CONDITIONS OF EMPLOYMENT

BASIC WORK WEEK

State of Alaska

Most State employees are on a 5-day, 37.5-hour week.

All Other Employers

Most employees of the Anchorage School District, Anchorage Municipality, Anchorage Community College, University of Alaska - Fairbanks, Fairbanks Municipality, state governments of Oregon and Washington, and the federal government are on a basic 5-day, 40-hour week. One of the 25 public agencies surveyed reported a 37.5-hour week.

Fifty-three of the private firms responding are on a basic 5-day, 40-hour week. The remaining 10 firms reported a 37.5-hour week.

OVERTIME POLICIES

Anchorage/Juneau Private Firms

Fifteen of the 50 respondents reported no overtime policy. Thirty-one of the firms pay time and one-half for overtime past eight hours a day or 40 hours a week. Four firms pay double time for hours worked on Sundays and holidays. One firm pays double time, travel and meals if more than four hours of overtime are worked in one day.

Anchorage/Juneau Public Agencies

All six respondents pay time and one-half for overtime past eight hours a day or 40 hours a week. The Anchorage School District also pays double time for all hours worked on holidays.

Fairbanks Private Firms

One of the 13 respondents reported no formal overtime policy. Twelve of the firms pay time and one-half for hours worked in excess of eight hours a day or 40 hours a week. One firm pays time and one-half for hours worked on Saturday and double time for overtime hours worked Monday through Saturday.

Fairbanks Public Agencies

All five respondents reported formal overtime policies which follow Fair Labor Standards Act requirements. Time and one-half is paid for work in excess of eight hours a day or 40 hours a week.

State of California

Eligibility for overtime generally follows Fair Labor Standards Act determinations. Overtime is paid in cash or in compensatory time off at time and one-half the normal rate for clerical and non-supervisory employees; professional employees are compensated hour for hour.

State of Oregon

Overtime authorization generally follows Fair Labor Standards Act guidelines. Time and one-half pay or compensatory time off 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 hours per day or 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 hours per day or 40 hours per week. However, some exception work week employees are authorized overtime up to the time and one-half rate, at the discretion of the appointing authority. Job classifications are not limited to one work week type and some include positions assigned to all three types.

Federal Government

General Schedule (GS) employees up to GS 10 receive time and one-half for work in excess of eight hours a day or 40 hours a week. Employees at GS 10 and above receive time and one-half at the GS 10 rate for work in excess of eight hours a day or 40 hours a week. Wage Grade employees receive time and one-half pay for overtime work.

State of Alaska

Supervisory employees who are eligible for overtime are paid time and one-half for work exceeding 40 hours a week. Time and one-half for work in excess of 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 scheduled day off, double time for work on the second scheduled day off, and double time and one-half for work on holidays. Confidential Unit employees receive time and one-half for work in excess of 37½ hours per week.

Recent U.S. Supreme Court Decision Affecting Overtime Policies

Due to the recent United States Supreme Court decision in Garcia v. San Antonio Metropolitan Transit Authority et al. that the overtime pay provisions of the Federal Labor Standards Act do apply to State and local government employees previously excluded from coverage, overtime hours worked by non-exempt employees must be paid in cash and not in compensatory time off. This change in overtime regulations is not reflected in the responses summarized above.

SALARY INCREASES

In addition to the basic salaries described elsewhere in this report, employers provide a variety of methods other than general pay increase or promotion whereby salaries may be increased.

For example, 12 of the respondents grant automatic pay increases based on changes in the cost of living or Consumer Price Index (CPI) ranging from 85% of the rate of change to the CPI up to 5% of employee's pay.

Seventy-one respondents reported pay increases based on employee performance ranging from two to ten percent of the base salary.

Twenty-one respondents grant pay increases based on the length of service an employee has with the organization ranging from flat payments after ten years of service to 17.5% additional pay after 25 years of service.

Thirty-six respondents grant other pay increases based on performance, production, reclassification and commission.

Fourteen respondents provide additional compensation for work performed in remote locations ranging from 6% to 40% of the base salary.

Thirteen respondents grant hazardous duty pay ranging from 5% to 25% of the base salary.

Thirty-four respondents provide shift differential compensation ranging from 3% to 25% depending on shift and occupation.

Seventeen respondents reported other types of additional compensation such as Alaska Cost of Living Allowance (COLA), temporary hire, sea duty and standby.

MILITARY LEAVE

Jurisdiction	# Reporting Paid Military Leave	# Respondents
Anchorage/Juneau Private Firms	17	50
Anchorage/Juneau Public Agencies	6	6
Fairbanks Private Firms	2	13
Fairbanks Public Agencies	3	5
State of California	1	1
State of Oregon	2	2
State of Washington	2	2
Federal Government	9	9
State of Alaska	1	1

HOLIDAYS

Jurisdiction	Minimum Paid Holidays	Maximum Paid Holidays	Average Paid Holidays
Anchorage/Juneau Private Firms	0	14	9
Anchorage/Juneau Public Agencies	8	13	11
Fairbanks Private Firms	0	12	7
Fairbanks Public Agencies	8	11	10
State of California	13	13	13
State of Oregon	10	11	11
State of Washington	11	11	11
Federal Government	9	9	9
State of Alaska*	11	11	11

*Most employees also receive an additional paid holiday on their birthdays.

VACATION

Anchorage/Juneau Private Firms

Employees in the 50 private firms responding accrue paid vacation leave at rates ranging from one day per year to 35 days per year after 20 years of service.

Anchorage/Juneau Public Agencies

Employees in the six agencies responding accrue paid vacation leave at rates ranging from zero to a maximum of 32 days per year following seven years of service.

Fairbanks Private Firms

Employees in 13 firms responding accrue paid vacation leave at rates ranging from zero days per year to 33 days per year after four years of service.

Fairbanks Public Agencies

Employees in the five agencies resopnding accrue paid vacation leave at rates ranging from one and one-half days per year to a maximum of 36 days per year following 19 years of service.

State of California

Employees accrue paid vacation leave at rates ranging from ten and one-half days per year to a maximum of 21 days per year after 20 years of service.

State of Oregon

Employees in the two agencies responding accrue paid vacation leave at rates ranging from twelve days per year to 27 days per year after 20 years of service.

State of Washington

Employees in the two agencies responding accrue paid vacation leave at rates ranging from twelve days per year to 22 days per year after 25 years of service.

Federal Government

Employees accrue paid vacation leave at rates ranging from 13 days per year to 26 days per year after 15 years of service.

State of Alaska

Employees accrue paid vacation leave in one of two forms. Employees in the Supervisory, General Government and Labor, Trades and Crafts units accrue paid vacation leave at rates ranging from 15 days per year to a maximum of 30 days

per year after ten years of service. Employees in the Confidential and Public Safety units, and noncovered employees (exempt, partially exempt and excluded) accrue paid personal leave which may be used for vacation or sick leave purposes at rates ranging from 24 days per year to a maximum of 36 days per year after ten years of service.

SICK LEAVE

Jurisdiction	Yes	No	Combination (Sick/Vacation)
Anchorage/Juneau Private Firms	32	16	3
Anchorage/Juneau Public Agencies	3	2	1
Fairbanks Private Firms	6	6	1
Fairbanks Public Agencies	5	0	0
State of California	1	0	0
State of Oregon	2	0	0
State of Washington	2	0	0
Federal Government	9	0	0
State of Alaska			
A. General Government, Supervisory and Labor, Trades and Crafts units.	1	0	0
B. Confidential and Public Safety units, and non-covered employees.	0	0	1

RETIREMENT PLANS

Jurisdiction	# Respondents With Plans	# Respondents Without Plans	% Employee Contribution Min.	% Employee Contribution Max.	% Employer Contribution Min.	% Employer Contribution Max.
Anchorage/Juneau Private Firms	30	20	0	12.00	1.5	14.00
Anchorage/Juneau Public Agencies	6	0	2.0	4.25	2.0	14.47
Fairbanks Private Firms	5	8	0	15.00	1.0	15.00
Fairbanks Public Agencies	5	0	2.0	7.00	2.0	16.52
State of California	1	0	5.0	8.00	18.0	25.00
State of Oregon	2	0	0	0	6.0	16.50
State of Washington	2	0	5.0	6.00	5.0	7.25
Federal Government	9	0	7.0	7.00	7.0	7.00
State of Alaska	1	0	4.25	5.00	14.0	21.00

HOSPITALIZATION AND INSURANCE BENEFITS

Anchorage/Juneau Private Firms

Forty-four of the 50 respondents provide medical, dental and other insurance programs. Three of the firms do not provide a dental plan and one firm does not make provision for any other type of coverage such as drugs, audio/visual, orthodontic, psychiatric, life or, disability). For employee and family coverage, the maximum employee monthly payment is $285.99 per month and the maximum employer contribution is $541 per month.

Anchorage/Juneau Public Agencies

All six respondents provide medical, dental and other insurance programs. For employee and family coverage, the maximum employee contribution is $122.16 per month and the maximum employer contribution is $229 per month.

Fairbanks Private Firms

Twelve of the 13 respondents provide medical, dental and other insurance coverage. One of the firms does not provide a dental plan. For employee and family coverage, the maximum employee payment is $218.15 per month and the maximum employer contribution is $245.01.

Fairbanks Public Agencies

All five respondents provide medical, dental and other insurance programs. For employee and family coverage, the maximum employee contribution is $77.50 per month and the maximum employer contribution is $260 per month.

State of California

Numerous medical, dental and other insurance plans are available to employees; costs to employees vary according to the actual plan selected. The State pays a maximum monthly premium of $209 for the employee and family.

State of Oregon

Health insurance is paid by the State for employee, spouse and dependents. Life and disability coverage are optional. The State pays a maximum monthly premium of $153 for the employee and family.

State of Washington

Numerous medical, dental and other insurance plans are available to employees; costs to employees vary according to the actual plan selected. The State pays a maximum monthly premium of $170.90 for the employee and family.

State of Alaska

The State provides comprehensive medical, dental and other insurance coverage. There is no employee contribution provided the employee works full time. The State pays a maximum monthly premium of $238.81 for the employee and family.

STATE OF ALASKA

Survey

Salaries & Benefits

KENNETH L. KAREEN
DIRECTOR of PERSONNEL

DECEMBER
1982

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Introduction:

This report presents the findings of the Division of Personnel annual Salary and Benefits Survey. This survey was conducted in the fall of 1982.

In preparing the 1982 salary survey as required under AS 39.27, the following thirty-four (34) benchmark classes were selected for comparison:

Accountant II
Accounting Clerk II
Administrative Assistant I
Administrative Officer II
Civil Engineer I
Clerk/Clerk Typist II
Cook WG VI
Correctional Officer II
Data Processing Equipment Operator I
Drafting Technician II
Analyst-Programmer III
Electrician WG II
Employment Security Specialist IB
Engineering Assistant I
Environmental Sanitarian II
Equipment Operator WG IV
Fishery Biologist II
Forester II
Heavy Duty Mechanic WG III
Janitor WG IX
Laborer WG VIII
Librarian I
Microbiologist II
Motor Vehicle Representative II
Nurse I
Paralegal Assistant II
Park Ranger I
Personnel Technician/Assistant I
Probation Officer II
Secretary I
Social Worker III
State Trooper
Supply Officer II
Vocational Rehabilitation Counselor II

Sources of Data:

The survey sample consists of data from the state governments of California, Oregon and Washington, and Anchorage data from the Federal Government, Municipality, School District and private firms. The private firms, School District, Municipality of Anchorage and Federal Government employ approximately 27,975 employees, or 31.4% of the area's current civilian employment, excluding state employees.*

The following thirty-eight (38) firms participated in the survey by providing information on current salary levels for comparable positions. Most also contributed information on employee benefits and conditions of employment.

* These figures include only those employees covered by unemployment insurance as reported by the State of Alaska Department of Labor, Research and Analysis Section, December 1, 1982.

Airport Machinery Company
Alascom
Alaska Area Exchange
Alaska Children's Services
Alaska Railroad
Alaska Sales & Service
Alaska Title and Guaranty Company
Alaska Treatment Center
Alyeska Pipeline Service Company
Anchorage Westward Hilton Hotel
AMFAC Supply of Alaska
Captain Cook Hotel
Chugach Electric Association
Cook Inlet Native Association
Duty Free Shoppers, Ltd.
ENSTAR Natural Gas Company
First National Bank of Anchorage
Hewitt V. Lounsbury & Associates
Hope Cottage
Humana Hospital Alaska
Industrial Indemnity Company
J.C. Penney Company
Marathon Oil Company
Multi Vision
National Bank of Alaska
Nordstrom's
Providence Hospital
RCA - Operations & Maintenance Services
Reeve Aleutian Airways, Inc.
Rural Alaska Community Action Program
Sears, Roebuck and Company
Spenard Builder's Supply
Sohio BP
Union Oil
Unwin, Scheban, Korynta & Huett
Wien Air Alaska, Inc.
X-Cel Services, Inc.
Xerox

The following Anchorage area labor organizations also assisted by providing salary data included in current contracts:

Carpenters	Laborers	Plumbers
Electricians	Sheet Metal Workers	Painters

Data was collected during September and October 1982 through personal visits to each of the Anchorage firms and agencies by Joann Eakin and Susan Beal. Data was organized into this report by Debbie Manion and Mary Ann Dlugosch. We appreciate the continued cooperation of the firms, agencies and unions which participated.

Tabulation of Salary Data:

Monthly and hourly pay rates listed in this survey reflect actual minimum and maximum steps of salary ranges. The midpoint is the mean of the minimum and maximum rates. Hourly rates use the maximum, instead of a midpoint, for purposes of determining the percentage surveyed salaries are of the State of Alaska equivalents.

The entire sample of contributed data is used in averaging the rates. For purposes of computation, hourly rates were multiplied by 173.33 to determine monthly salaries based on a 40-hour week.

Monthly salaries and hourly rates for governmental agencies are listed without adjustment, even though most State of Alaska employees are on a 37½-hour week while other public agencies operate on a 40-hour week, and not withstanding the tax-free effect of the 22.5% cost-of-living adjustment granted Federal employees in Anchorage. The tax-free salary benefits of Federal employees are offset by the shorter work day of State employees.

Salaries of State government employees in surveyed job classes in California, Oregon and Washington have been averaged to arrive at a mean salary and adjusted by a graduated cost-of-living differential. The differential is derived from the U.S. Department of Labor, Bureau of Labor Statistics report, "Autumn 1981 Urban Family Budgets and Comparative Indexes for Selected Urban Areas." This report compares costs of living in specific urban areas for precisely defined families at three (3) budget levels. The cost-of-living adjustments used in this survey have been derived from the three (3) budget levels presented in the B.L.S. report, with Anchorage compared to Seattle as a base of 100 for percentage figures.

1. ACCOUNTANT II - 1296-16

Performs professional accounting duties. Assignments include analyzing, auditing, evaluating and advising on accounting problems and practices involving a variety of programs and accounts, funding sources, and types of payments and/or revenues, or special accounts/systems. Positions at this level are typically found in a department or division involved in substantial financial or "business" activities, e.g., loans, numerous grants and contracts, investments or a cost accounting system. A degree of independence and responsibility is required of Accountants II. Requires a bachelor's degree which includes 15 semester hours of accounting, and one year of accounting experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,463	$2,702	$2,941	100%
Anchorage Public Agencies	2,230	2,509	2,789	93
Anchorage Private Firms	2,338	2,808	3,277	104
Federal Government (GS-7)	1,690	1,859	2,028	69
C.O.W. Average*	1,517	1,704	1,891	
+ 29% Cost-of-Living**	1,957	2,195	2,439	81
Combined Average	2,054	2,343	2,633	87

2. ACCOUNTING CLERK II - 1202-09

Performs full proficiency level clerical accounts maintenance work involving the preparation, processing, classification, auditing, reconciliation and maintenance of financial and statistical records and ledgers.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$1,578	$1,705	$1,832	100%
Anchorage Public Agencies	1,395	1,633	1,871	96
Anchorage Private Firms	1,472	1,716	1,960	101
Federal Government (GS-5)	1,365	1,501	1,638	88
C.O.W. Average*	992	1,104	1,217	
+ 39% Cost-of-Living**	1,414	1,537	1,661	90
Combined Average	1,411	1,596	1,782	94

* 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.

3. ADMINISTRATIVE ASSISTANT I - 1912-12

Performs general administrative support services and special projects as a staff assistant to a line program supervisor or to an Administrative Officer. Positions analyze, evaluate and make decisions about data and transactions in order to accomplish administrative tasks. Requires graduation from college or four years of progressively responsible office experience, including one year at the level of Clerk III.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$1,889	$2,053	$2,218	100%
Anchorage Public Agencies	1,893	2,153	2,414	105
Anchorage Private Firms	1,712	1,980	2,249	96
Federal Government (GS-3)	1,365	1,501	1,638	73
C.O.W. Average*	1,278	1,450	1,623	
+ 32% Cost-of-Living**	1,728	1,917	2,107	93
Combined Average	1,674	1,888	2,102	92

4. ADMINISTRATIVE OFFICER II 1923-19

Performs and supervises technical administrative and staff work, including fiscal, personnel, supply, data processing, business management, training, information, management analysis, safety services and the like. Positions allocated to this class have operational responsibility for management services in an organization which has a moderate amount of complexity, such as may be found in various budgetary requirements, and logistical problems, and a fairly high number of seasonal personnel transactions. Requires graduation from college and three years of professional administrative experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$3,099	$3,383	$3,668	100%
Anchorage Public Agencies	2,791	3,179	3,567	94
Anchorage Private Firms	2,565	2,964	3,364	88
Federal Government (GS-3)	2,502	2,752	3,002	81
C.O.W. Average*	2,081	2,343	2,605	
+ 24% Cost-of-Living**	2,609	2,897	3,184	86
Combined Average	2,617	2,948	3,279	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.

5. CIVIL ENGINEER I - 8913-19

Under direction, performs professional civil engineering office and field work in the location, design, materials, research, maintenance and construction of roads, buildings, bridges, utilities, airports, harbor facilities or other civil engineering projects. This is the lead level engineer on the design and construction of complex projects. Employees in this class are given assignments with only general direction. Incumbents lead activities of a group of technical and professional personnel. Requires college graduation in engineering and four years of experience. Additional engineering experience may substitute for the college education. Some positions may require professional registration.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$3,041	$3,323	$3,605	100%
Anchorage Public Agencies	3,046	3,393	3,740	102
Anchorage Private Firms	3,233	3,958	4,683	119
Federal Government (GS-11)	2,502	2,752	3,002	83
C.O.W. Average*	2,047	2,303	2,559	
+ 24% Cost-of-Living**	2,572	2,853	3,134	86
Combined Average	2,838	3,239	3,640	97

6. CLERK/CLERK TYPIST II - 1122-07

Independently performs full proficiency level typing and varied clerical work of some difficulty. Performs counter work requiring interpretation of available guidelines to obtain, exchange or furnish information, and may operate a small telephone switchboard.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$1,408	$1,517	$1,627	100%
Anchorage Public Agencies	1,199	1,406	1,613	93
Anchorage Private Firms	1,334	1,588	1,853	105
Federal Government (GS-3)	1,114	1,218	1,323	80
C.O.W. Average*	867	974	1,081	
+ 43% Cost-of-Living**	1,278	1,394	1,512	92
Combined Average	1,231	1,401	1,575	92

* 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.

7. COOK WG VI - 9516-56

Positions allocated to this class are responsible for the whole range of cooking and related activities in a small institution serving less than 200 meals per day, or may function as shift leaders in large institutions. Are frequently responsible for the preparation of special diet foods. When located in large institutions, incumbents do not usually prepare menus or purchase food because a higher level position supervises these functions.

	Minimum	Maximum	% of Alaska
State of Alaska	$12.04	$14.33	100%
Anchorage Public Agencies	8.63	9.96	69
Anchorage Private Firms	10.89	12.39	86
Federal Government (WG-8)	15.76	18.31	128
C.O.W. Average*	6.35	7.94	
+ 33% Cost-of-Living**	8.85	10.59	74
Combined Average	11.03	12.81	89

8. CORRECTIONAL OFFICER II - 7653-13

Performs the full range of custody and security work among prisoners in an adult correctional institution. Accompanies inmates on work assignments, supervises recreation, patrols and inspects facility, and maintains records. Reports to a shift leader. Requires six months of experience, during which a training program is completed.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,010	$2,194	$2,379	100%
Anchorage Public Agencies		No Comparable Class		
Anchorage Private Firms		No Comparable Class		
Federal Government (GS-7)	1,690	1,859	2,028	85
C.O.W. Average*	1,405	1,549	1,694	
+ 31% Cost-of-Living**	1,868	2,026	2,185	92
Combined Average	1,779	1,942	2,106	88

* 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.

9. DATA PROCESSING EQUIPMENT OPERATOR I - 1721-12

Operates all peripheral equipment which prepares data for computer input and output, and receives training in console operation. Works with card readers, printer, disc and tape drives, collator, sorter, decollator. Locates common errors and takes corrective action. Requires six months of data processing experience or technical school.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$1,889	$2,053	$2,218	100%
Anchorage Public Agencies	1,557	1,771	1,985	86
Anchorage Private Firms	1,463	1,711	1,959	83
Federal Government (GS-7)	1,220	1,342	1,464	65
C.O.W. Average*	1,040	1,141	1,243	
+ 38% Cost-of-Living**	1,467	1,578	1,690	77
Combined Average	1,427	1,600	1,774	78

10. DRAFTING TECHNICIAN II - 8424-11

Performs full proficiency, experienced level drafting work by planning and making layouts, determining scale, method of presentation, need for detail, sectional views, pictoral presentation, proper symbols and notes and complete list of materials. Requires completion of a three semester hour course in drafting or mechanical drawing and one year of engineering, architectural, mechanical or cartographic drafting experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$1,782	$1,927	$2,073	100%
Anchorage Public Agencies	1,893	2,154	2,415	112
Anchorage Private Firms	2,113	2,430	2,748	126
Federal Government (GS-5)	1,365	1,501	1,638	78
C.O.W. Average*	1,293	1,451	1,610	
+ 32% Cost-of-Living**	1,745	1,918	2,093	99
Combined Average	1,779	2,001	2,223	104

* 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.

11. ANALYST/PROGRAMMER III - 1623-17

Performs a variety of tasks such as detailed program design, coding, testing, debugging, documentation and implementation and/or overall systems specification and design. This is the full proficiency level for positions with programming emphasis. Systems analysis work is under general supervision e.g., serves as team member on large projects or is assigned small straighforward projects. Requires one year of experience as an Analyst/Programmer II with the State of Alaska or the equivalent elsewhere.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,639	$2,892	$3,146	100%
Anchorage Public Agencies	2,534	2,885	3,236	100
Anchorage Private Firms	2,735	3,378	4,021	117
Federal Government (GS-9)	2,068	2,275	2,481	79
C.O.W. Average*	1,743	1,957	2,172	
+ 26% Cost-of-Living**	2,239	2,473	2,709	85
Combined Average	2,394	2,752	3,112	95

12. ELECTRICIAN WG II - 9342-52

Under general supervision, performs full proficiency level electrical work in the maintenance, inspection, repair, adjustment and installation of electrical systems, such as controls, alarm systems, distribution systems and related component parts. Maintains, repairs, installs, alters, and modifies wiring circuits, transformers, regulators, electric eyes, control switches, alarms, instruments, meters, and circuit breakers.

	Minimum	Maximum	% of Alaska
State of Alaska	$15.36	$18.31	100%
Anchorage Public Agencies	15.73	16.06	88
Anchorage Private Firms	19.96	22.81	124
Federal Government (WG-10)	16.89	19.70	107
C.O.W. Average*	9.71	10.85	
+ 27% Cost-of-Living**	12.53	13.79	75
Combined Average	16.28	18.09	99

* 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.

13. EMPLOYMENT SECURITY SPECIALIST IB - 4649-14

Performs a variety of employment service work of average difficulty by interviewing and placing applicants in jobs, and/or reviewing and processing unemployment insurance benefit claims. Requires six months experience during which a training program is completed.

	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		No Comparable Class		
C.O.W. Average*	1,254	1,439	1,625	
+ 32% Cost-of-Living**	1,702	1,905	2,109	81
Combined Average	1,702	1,905	2,109	81

14. ENGINEERING ASSISTANT I - 8910-14

Under immediate supervision of higher level engineer, performs a variety of developmental level professional engineering duties applying accepted and standard engineering practices associated with the location, design, materials, research, maintenance and construction of roads, bridges, buildings, utilities, airports, harbor facilities or other civil engineering projects. This is the professional entry/trainee level of the engineering series. Requires college graduation with a major in engineering.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,145	$2,350	$2,556	100%
Anchorage Public Agencies	2,539	2,891	3,243	123
Anchorage Private Firms	1,666	2,057	2,448	87
Federal Government	1,365	1,501	1,638	64
C.O.W. Average*	1,496	1,669	1,842	
+ 29% Cost-of-Living**	1,968	2,157	2,347	92
Combined Average	1,884	2,151	2,419	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.

15. ENVIRONMENTAL SANITARIAN II - 8211-16

Performs full proficiency level sanitation work in the enforcement of public health laws. Inspects canneries, restaurants, water systems and waste disposal systems for compliance with sanitation regulations. Requires bachelor's degree in public health or environmental sanitation, and one year of experience.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,463	$2,702	$2,941	100%
Anchorage Public Agencies	2,090	2,378	2,666	88
Anchorage Private Firms		No Comparable Class		
Federal Government (WG-8)		No Comparable Class		
C.O.W. Average*	1,128	1,474	1,821	
+ 32% Cost-of-Living**	1,564	1,943	2,324	72
Combined Average	1,827	2,160	2,495	80

16. EQUIPMENT OPERATOR WG IV - 9354-54

Operates a variety of motor vehicles and medium - size road maintenance equipment such as: Asphalt distributor (Piggyback-slip in type); Bus, Passenger; Truck, 3 cubic yard dump including front end plows; Asphalt tanker truck (2,000 gallon); Personnel carrier, trac type (2,500-7,000 lbs.); Auger drill, truck mounted; Williams Traffic line marker; truck mounted Front loader, wheel type, 1½ cubic yard; Motor grader, under 14,000 lbs.; Rotary snow plow (750 TH); Crawler tractor, 24,000 GVW.

	Minimum	Maximum	% of Alaska
State of Alaska	$13.48	$16.15	100%
Anchorage Public Agencies	13.50	14.17	88
Anchorage Private Firms	14.13	15.82	98
Federal Government (WG-8)	15.70	19.70	122
C.O.W. Average*	8.14	9.10	
+ 30% Cost-of-Living**	10.81	11.87	73
Combined Average	13.53	15.39	95

* 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.

17. FISHERY BIOLOGIST II - 6161-16

Performs full proficiency level biologist duties in charge of a research project or may be responsible for a fisheries management area. Requires graduation from college with a degree in fisheries, biology, zoology, ecology, wildlife conservation or a closely related field, and one year of experience as a Fishery, Game, or Habitat Biologist.

	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)	2,068	2,275	2,481	84
C.O.W. Average*	1,599	1,795	1,992	
+ 28% Cost-of-Living**	2,081	2,296	2,512	85
Combined Average	2,074	2,285	2,496	84

18. FORESTER II - 6622-16

Under general supervision, performs a variety of experienced level forest management projects. This is the full professional level in the Forester series. Supervision is not usually received while work is in process, although assignments are usually reviewed upon completion. Participates in timber sale planning and land evaluation; checks aerial photographs for forest type delineation; disseminates information on timber resources, fire control and forestry assistance available. Requires college graduation in forestry and one year of experience.

	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	2,068	2,275	2,481	84
C.O.W. Average*	1,828	2,050	2,273	
+ 26% Cost-of-Living**	2,332	2,575	2,820	95
Combined Average	2,200	2,425	2,650	90

* 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.

19. HEAVY DUTY MECHANIC WG III - 9363-53

Performs the most difficult skilled work in the maintenance, repair and overhaul of gasoline, diesel and electrical powered construction and automotive equipment. Inspects, adjusts, repairs and replaces defective automotive parts and components such as engines, transmissions, differentials, carburetors, superchargers, distributors, pumps, mechanical joints and couplers, pneumatic and hydraulic lines, switches and cylinders, electrical solenoids, leads, breakers, switches and meters.

	Minimum	Maximum	% of Alaska
State of Alaska	$14.35	$17.21	100%
Anchorage Public Agencies	15.73	16.06	93
Anchorage Private Firms	18.86	19.77	115
Federal Government (WG-10)	16.89	19.70	114
C.O.W. Average*	9.80	10.95	
+ 27% Cost-of-Living**	12.63	13.89	81
Combined Average	16.03	17.35	101

20. JANITOR WG IX - 9599-59

Performs heavy cleaning work: strips floors, uses heavy floor buffers, does outside window washing, moves ladders and scaffolds. Minor maintenance duties and building security duties may also be assigned to positions allocated to this class, provided that a substantial majority of duties are cleaning and related janitor work.

	Minimum	Maximum	% of Alaska
State of Alaska	$10.16	$12.03	100%
Anchorage Public Agencies	11.43	12.48	104
Anchorage Private Firms	7.92	11.15	93
Federal Government (WG-2)	12.12	14.14	117
C.O.W. Average*	5.30	6.48	
+ 39% Cost-of-Living**	7.70	8.99	75
Combined Average	9.79	11.69	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.

21. LABORER WG VIII - 9398-58

This class is distinquished by the performance of unskilled or semi-skilled work which requires sustained physical effort out of doors. It may be distinguished from the Custodial Worker classes in that a significant portion of the duties of the latter include cleaning and related janitorial work which does not require prolonged heavy physical effort. It is also distinguished from General Helper which defines duties of an unskilled and semiskilled nature that are not physically demanding, and are directed toward producing a finished product.

	Minimum	Maximum	% of Alaska
State of Alaska	$10.78	$12.69	100%
Anchorage Public Agencies	11.90	12.40	98
Anchorage Private Firms	11.98	13.77	108
Federal Government (WG-2)	12.12	14.14	111
C.O.W. Average*	6.34	7.34	
+ 35% Cost-of-Living**	8.84	9.93	78
Combined Average	11.21	12.56	99

22. LIBRARIAN I - 3573-15

This is the full working level, professional librarian class. Positions allocable to this class: (1) Perform professional librarian duties in a large general collection, a reference or research collection of broad scope or extensive depth, complexity and technical demand under the supervision of higher graded librarian. (2) Administer and operate a limited general collection, reference or research collection, independent of technical supervision. (3) Provide assistance to libraries wherein the collection is small or otherwise limited. Requires a master's degree in library science or audiovisual media programs and six months of professional experience, or a bachelor's degree and one year of experience. Appropriate experience may be substituted for the formal education.

	Minimum	Midpoint	Maximum	% of Alaska
State of Alaska	$2,295	$2,517	$2,739	100%
Anchorage Public Agencies	1,963	2,558	3,053	102
Anchorage Private Firms	2,349	2,789	3,230	111
Federal Government (GS-9)	2,068	2,275	2,481	90
C.O.W. Average*	1,448	1,627	1,806	
+ 29% Cost-of-Living**	1,915	2,111	2,308	84
Combined Average	2,047	2,433	2,768	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.

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

Job Class	Maximum Hourly Rate or Midpoint of Survey Sample	Maximum Hourly Rate or Midpoint State Salary	Survey Sample as a Percent of Alaska
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

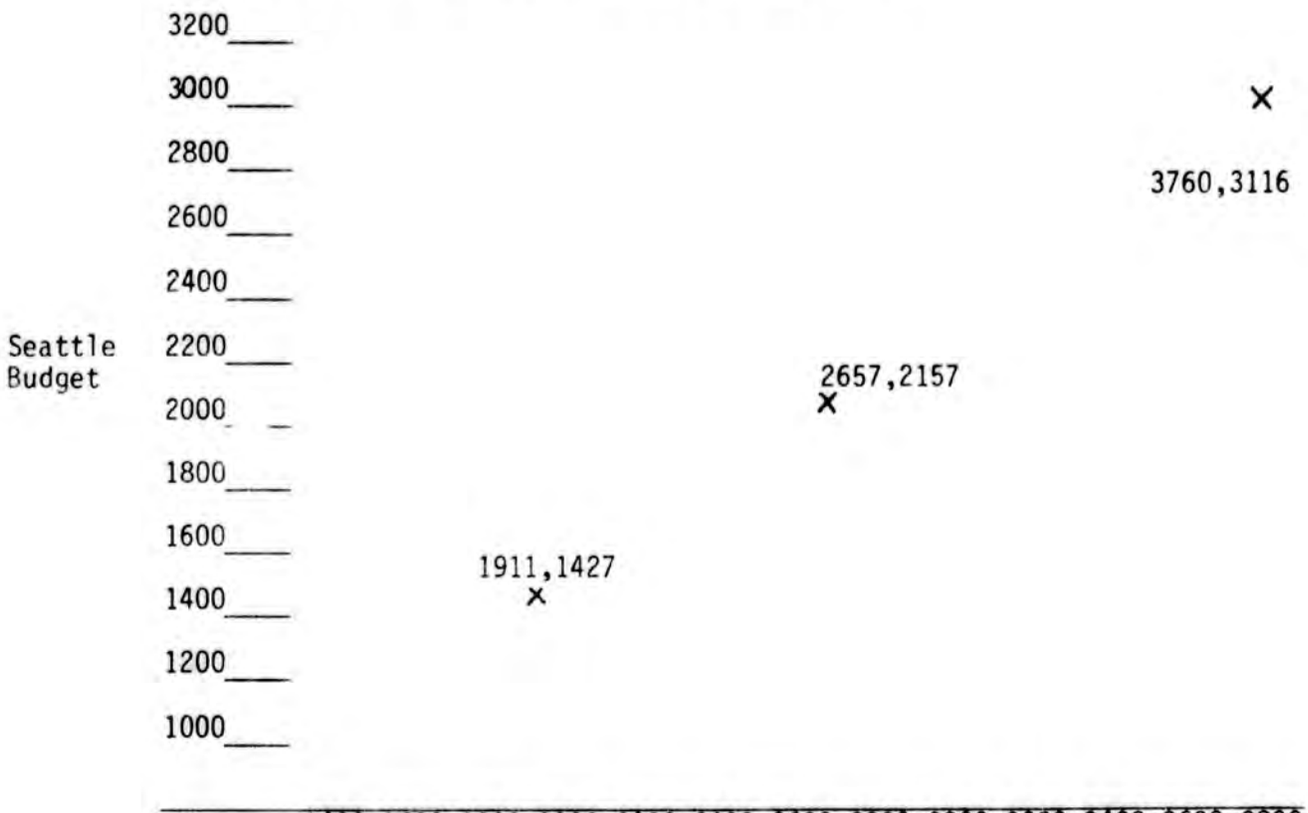
Job Class	Maximum Hourly Rate or Midpoint of Survey Sample	Maximum Hourly Rate or Midpoint State Salary	Survey Sample as a Percent of Alaska
Heavy Duty Mechanic WG III	$ 17.35 (hr.)	$ 17.21	101%
Janitor WG IX	11.69 (hr.)	12.03	97
Laborer WG VIII	12.56 (hr.)	12.69	99
Librarian I	2,433	2,517	97
Microbiologist 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



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:

Type of Overtime Practice	Number of Firms
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:

Compensation	Number of Firms
Full	6
Difference between full pay and military pay	19
Employee uses vacation 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

	Have Plan	No Plan	Leave is Accumulative	Allows Time Off for Family Care	Leave Balance is Paid on Separation
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 Beneficiaries 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:

Type of Coverage	Number of Firms
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 routinue examinations, maintenance, glasses and normal childbirth.

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

FEDERAL GENERAL SCHEDULE
(continued)

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

Wage Group	A	B	C	D	E
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

District	Title	No. Employees
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	10,308

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

* 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 2.0	6.0
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

	General Schedule	Wage-Grade Classes 1/	
Date	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
	Classified	Crafts	Police	
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 Totals	95.5%[1] 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/

Year	Rate	% Inc.
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

Date	General Government	Public Safety	Labor, Trades and Crafts	Supervisory	Confidential
1973	6.0%		6.0%	-0-	-0-
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
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.

9/7SALA/1227-1