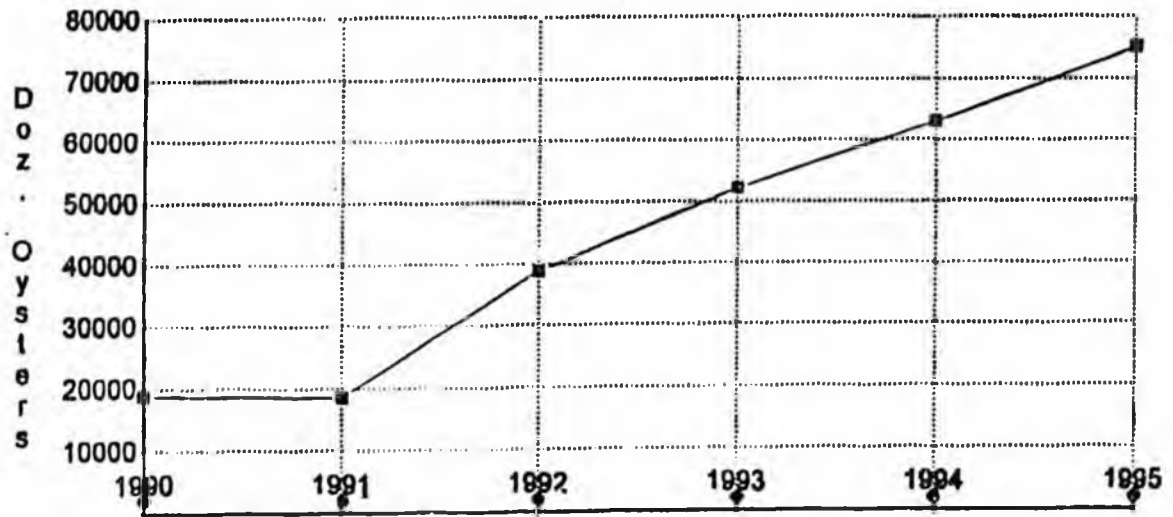


ALASKA LEGISLATURE COMMITTEE FILES 1995-1996 8672

8661 HOUSE LABOR & COMMERCE

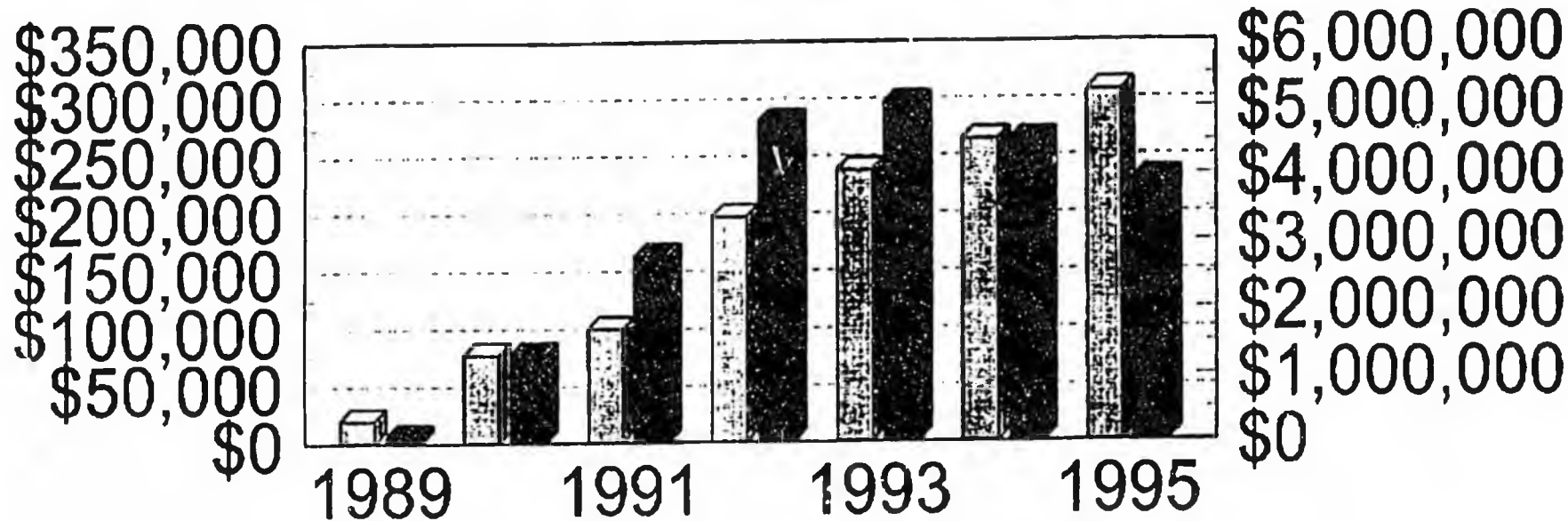
### Alaska Oyster Sales 1990-1995 (1995 estimated)



# AQUATIC FARM SALES AND INVENTORY

**Total Farm Sales**

**End of Year Inventory**



1989 1990 1991 1992 1993 1994 1995

**Operating Year**

▨ Sales ■ Inventory

\* 1989 Data Estimated  
 \*\* 1995 Data Incomplete at time of report.

- 1995 Reporting Year

**HB**

**140**

Revision Date: \_\_\_\_\_ Dept. Affected: Revenue  
 Title: Small Fish Processor Surety Bonds BRU: Audit Operations  
 Component: Income and Excise Audit  
 Sponsor: Rep. Austerman  
 Requestor: (H) FSH COMPONENT SERIAL NO. 113

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
<b>TOTAL OPERATING</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

CAPITAL						
---------	--	--	--	--	--	--

REVENUE FUND SOURCE:	0.0	0.0	0.0	0.0	0.0	0.0
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FUNDING: (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1006 GF/MHTIA						
Other						
<b>TOTAL</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current (FY95) impact \$ 0.0

ANALYSIS: (Attach a separate page if necessary)

(See Attached Analysis)

Prepared by: Robert N. Bartholomew, Deputy Director *Robert Bartholomew* Phone: 465-2320  
 Division: Income and Excise Audit Date: 2/9/95  
 Approved by Commissioner: *[Signature]* Date: 2/9/95  
 Agency: Department of Revenue

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### **Bill Analysis**

This bill reduces the amount of surety bond required for small fish processors that process 30,000 pounds or less of fish a year from \$10,000 to \$2,000. Processors who initially filed a \$2,000 bond under this bill and then process more than 30,000 pounds of fish in a year are required to notify the Department and comply with the \$10,000 bond requirement.

In lieu of the surety bond, small processors may file a cash deposit or other negotiable security acceptable to the Department in the amount specified for the bond.

### **Operating Costs**

Department of Revenue does not anticipate any additional operating costs for implementing the provisions of this bill. This bill only affects the dollar amount of surety bonds required for small processors and will not establish new filing requirements for processors.

### **Revenue**

This bill does not impact revenue because surety bonds, cash deposits and other negotiable securities filed under the surety bond program are filed as security and held in trust for the period of time specified under statutes.



**REPRESENTATIVE ALAN AUSTERMAN** Alaska State Legislature

P.O. Box 2368, Kodiak, Alaska 99615 (907) 486-5930 • Session: State Capitol, Juneau, Alaska 99801 465-2487

**SPONSOR STATEMENT**

**HB 140 - "SMALL FISH PROCESSOR SURETY BONDS"**

**February 14, 1995**

House Bill 140 reduces the surety bond or cash deposit that small processors pay to the Department of Revenue if the processor processes 30,000 pounds of fish or less annually. These businesses would otherwise have a \$10,000 surety bond obligation or cash deposit.

HB 140 is an economic development bill for Alaska. It benefits the smallest of potential fish processing operations by lowering the bond amount from \$10,000 to \$2,000, and thereby providing an incentive for value-added businesses to establish themselves in the fishing industry.

This bill originated from a SWAMC resolution which later passed unianimously as an AML resolution. The AML version revised the annual poundage to 100,000 pounds.

**Resolution of the Alaska Municipal League**

**Resolution No. 95-19**

**A RESOLUTION REGARDING BONDING  
REQUIREMENTS FOR SMALL PROCESSORS**

WHEREAS, communities in Alaska are involved in the seafood and fishing industries; and

WHEREAS, declines in fish prices have forced fishermen to look for alternative markets or processes that would allow for higher prices for their fish; and

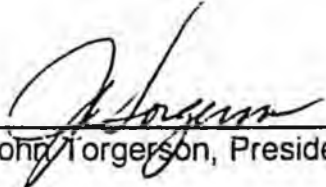
WHEREAS, the amount of bonding required by the State of Alaska is the same for a small processor as a large processor; and

WHEREAS, small processors do not have the same financial resources as large processors; and

WHEREAS, allowing a lesser amount of bond for small processors would alleviate much of the financial burden to "mom and pop" processing operations:

NOW, THEREFORE, BE IT RESOLVED, that a small processor that processes 100,000 pounds or less of fish a year shall pay a \$2,000 bond to the State of Alaska.

BE IT FURTHER RESOLVED that the Alaska Municipal League respectfully requests its legislators to introduce and push legislation for the bond requirement for small processors.

  
\_\_\_\_\_  
John Torgerson, President

ATTEST:

  
\_\_\_\_\_  
Kevin C. Ritchie, Executive Director



217 Second Street, Suite 200 ■ Juneau, Alaska 99801 ■ Tel (907)586-1325. Fax (907)463-5480

February 9, 1995

TO: Representative Alan Austerman  
Chairman, Fisheries Committee

FROM: *Kevin C. Ritchie*  
Executive Director

RE: HB 140 - Surety Bonds Required of Certain Fish Processors

Attached please find a copy of the Alaska Municipal League Resolution 95-19 regarding bonding requirements for small processors. This resolution passed at the Alaska Municipal League Conference in November 1994.

A revision was made to the resolution on the floor of the annual meeting to change the number from: "30,000 pounds to 100,000 pounds or less of fish a year. . ." There were no objections.

The League supports allowing a lesser amount of bond for the smaller fish processors because they don't have the financial resources of the larger processors.

ajk-leg95.HB140.ltr



# Southwest Alaska Municipal Conference

*Putting Resources to Work For People*

3300 Arctic Blvd., Suite 203 • Anchorage, Alaska 99503 • (907) 562-7380 • FAX (907) 562-0438

## RESOLUTION 94-19

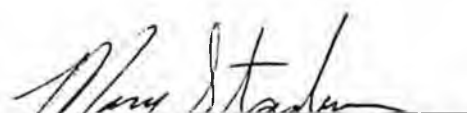
### A RESOLUTION REGARDING BONDING REQUIREMENTS FOR SMALL PROCESSORS

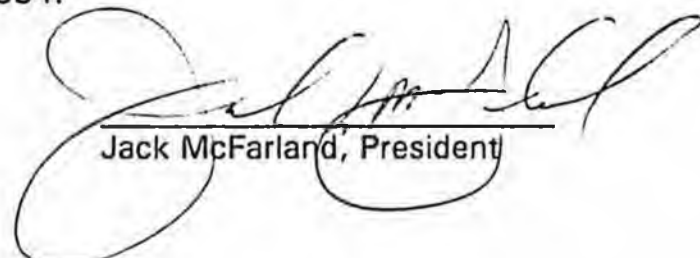
- Whereas,** communities in Southwest Alaska are involved in the seafood and fishing industries and;
- Whereas,** declines in fish prices have forced fishermen to look for alternative markets or processes that would allow for higher prices for their fish and;
- Whereas,** the amount of bonding required by the State of Alaska is the same for a small processor as a large processor and;
- Whereas,** small processors do not have the same financial resources as large processors and;
- Whereas,** allowing a lesser amount of bond for small processors would alleviate much of the financial burden to mom and pop processing operations and;

Be It Resolved that a small processor that processes 30,000 lbs. or less of fish a year shall pay a \$2,000 bond to the State of Alaska and;

Be It Further Resolved that SWAMC respectfully requests its legislators to introduce and push legislation for the bond requirement for small processors.

PASSED AND APPROVED BY THE SOUTHWEST ALASKA MUNICIPAL CONFERENCE  
THIS 19<sup>th</sup> DAY OF SEPTEMBER, 1994.

  
Mary Stadum, Executive Director

  
Jack McFarland, President

g:\fallconf.94\res9419

Representing the Bristol Bay, Pribilof, Kodiak Island and Aleutian Island areas.



WALTER J. HICKEL, GOVERNOR

**DEPARTMENT OF COMMERCE AND  
ECONOMIC DEVELOPMENT**

*DIVISION OF ECONOMIC DEVELOPMENT*

P.O. BOX 110804  
JUNEAU, ALASKA 99811-0804  
PHONE: (907) 465-2017

**DCED Comments on House Bill 140**

This bill reduces the amount of surety bond required for small fish processors that process 30,000 pounds or less of fish a year from \$10,000 to \$2,000. Processors, who initially filed a \$2,000 bond under this bill and then process more than 30,000 pounds of fish in a year, are required to notify the department and comply with the \$10,000 bond requirement.

The purpose of the bond is to protect fishermen and processing workers from processing companies that do not pay them in full at the end of the fishing season. The bond payment is made to the Department of Revenue and, according to agency officials, is rarely activated.

Changes in market conditions and fishery management have caused many fishermen to consider marketing their own fish. One of the biggest impediments to the development of these entrepreneurial enterprises are the costs of permits, licenses and bonding requirements which were designed for compliance by large processing companies. Furthermore, operations that process less than 30,000 pounds of fish annually are likely processing the fish harvested by their own fishing operation and bonds posted to protect them from nonpayment to themselves would be rendered meaningless.

HB 140 will significantly help reduce capital investment costs for small direct marketing operations and increase their likelihood for success.

STATE OF ALASKA  
Commercial Fisheries Entry Commission  
Average Pounds and Earnings for 1993

Year	Fishery	Number of Permits Fished	Total Pounds	Average Pounds	Total Earnings	Average Earnings
<b>Sablefish</b>						
93	G61A	121	5,939,678	49,088	\$6,687,157	\$55,266
93	G61C	26	836,573	32,176	\$886,328	\$34,090
<b>Herring Seine</b>						
93	G01A	50	20,372,918	407,458	\$3,483,769	\$69,675
93	G01H	60	7,140,700	119,012	\$2,220,758	\$37,013
93	G01K	47	8,516,109	181,236	\$2,657,195	\$56,538
93	G02Z	7	1,484,743	212,106	\$198,956	\$28,422
<b>Herring Gill Net</b>						
93	G34A	102	1,473,845	14,449	\$1,299,931	\$12,744
93	G34E	24	2,059,770	85,824	\$632,351	\$26,348
93	G34K	38	1,311,786	34,521	\$404,030	\$10,632
93	G34N	72	1,328,514	18,452	\$205,973	\$2,861
93	G34Y	41	742,001	18,098	\$106,106	\$2,588
93	G34Z	254	8,565,225	33,721	\$1,231,469	\$4,840
<b>Herring Spawn-on-Keel</b>						
93	L12T	172	381,158	2,216	\$266,048	\$1,547
93	L21E	52	212,875	4,094	\$2,179,840	\$41,920
<b>SE King Crab</b>						
93	K19A	8	11,102	1,388	\$44,343	\$5,543
93	K29A	3	.	.	.	.
93	K39A	1	.	.	.	.
93	K49A	28	418,210	14,972	\$904,724	\$32,912
93	K59A	6	101,797	16,951	\$186,539	\$31,090
93	K69A	45	582,523	21,359	\$2,102,992	\$45,717
<b>SE Tanner Crab</b>						
93	T19A	16	180,050	11,754	\$344,360	\$21,523
<b>Salmon Seine</b>						
93	S01A	382	203,687,537	533,240	\$52,808,504	\$138,478
93	S01E	144	3,490,558	65,907	\$1,706,858	\$11,853
93	S01H	51	2,109,936	41,371	\$842,496	\$16,520
93	S01K	324	117,723,013	363,345	\$30,756,361	\$94,927
93	S01L	102	17,974,803	176,222	\$9,952,323	\$97,572
93	S01M	122	51,849,673	423,358	\$16,155,304	\$132,421
93	S02K	0	427,759	47,529	\$74,073	\$3,230
<b>Salmon Drift Gill Net</b>						
93	S03A	460	24,605,858	53,491	\$15,913,424	\$34,594
93	S03E	514	18,520,085	36,031	\$18,863,565	\$36,700
93	S03M	580	16,815,485	28,992	\$15,537,133	\$28,512
93	S03N	163	25,296,059	155,191	\$19,595,097	\$120,215
93	S03T	1875	218,071,180	116,305	\$145,328,506	\$77,509
<b>Salmon Set Gill Net</b>						
93	S04D	157	3,796,287	24,180	\$3,090,640	\$19,114
93	S04E	30	1,025,806	34,194	\$92,332	\$30,078
93	S04F	9	3,169	352	\$0	\$0
93	S04H	641	14,658,304	22,883	\$14,314,327	\$22,331
93	S04K	176	16,841,038	95,688	\$7,724,543	\$43,889
93	S04M	113	8,555,120	75,710	\$5,632,529	\$49,845
93	S04P	35	44,985	1,285	\$95,252	\$2,721
93	S04T	965	32,627,106	33,810	\$21,747,803	\$22,537
<b>Salmon Gill Net</b>						
93	S04W	797	6,727,902	8,442	\$4,046,977	\$5,078
93	S04X	114	604,315	5,301	\$232,619	\$2,041
93	S04Y	682	2,421,420	3,550	\$3,378,271	\$7,006
93	S04Z	128	1,220,579	9,536	\$385,769	\$2,857
<b>Salmon Troll</b>						
93	S05B	600	2,668,300	4,401	\$3,156,230	\$5,260
93	S15B	836	20,784,448	24,862	\$23,470,195	\$28,074
<b>Salmon Fishwheel</b>						
93	S08P	88	58,760	1,122	\$224,981	\$2,557

**HB**

**144**

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 144

Revision Date: \_\_\_\_\_ Dept. Affected: Alaska Court System  
 Title: An Act relating to salaries for officers BRU: Trial Courts  
and employees of the state Components: \_\_\_\_\_  
 Sponsor: By request  
 Requestor: \_\_\_\_\_ COMPONENT SERIAL NO. 768

**EXPENDITURES/REVENUES** (Thousands of Dollars)

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	1,415.0	1,415.0	1,415.0	1,415.0	1,415.0	1,415.0
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS & CLAIMS						
<b>TOTAL OPERATING</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES ( )						
------------------------	--	--	--	--	--	--

**FUND SOURCE** (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF	1,415.0	1,415.0	1,415.0	1,415.0	1,415.0	1,415.0
1005 GF/Program Receipts						
1006 GF/MHTIA						
Other						
<b>TOTAL</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>	<b>1,415.0</b>

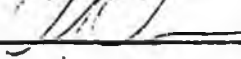
**POSITIONS**


FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year (FY 95) cost: \$ None

**ANALYSIS:** (Attach a separate page if necessary)

Based on a 6.2% increase in salaries for employees of the Alaska Court System who are not covered by collective bargaining.

Prepared by: C. S. Christensen III, Staff Counsel  Phone: 264-8228  
 Agency: Alaska Court System Date: 02/06/95

Approved by: Arthur H. Snowden, II, Administrative Director   
 Agency: Alaska Court System Date: 02/06/95

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FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 144

Revision Date: \_\_\_\_\_  
Title: "An Act relating to salaries for officers and employees who are not members...collective bargaining..."  
Sponsor: The House Rules Committee by Request  
Requestor: Representative Moses

Department Affected: Statewide  
BRU: Statewide  
Component: Statewide  
COMPONENT SERIAL NO. Statewide

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	6051.2	6164.7	6280.3	6398.0	6518.0	6640.2
TRAVEL	0.0	0.0	0.0	0.0	0.0	0.0
CONTRACTUAL	0.0	0.0	0.0	0.0	0.0	0.0
SUPPLIES	0.0	0.0	0.0	0.0	0.0	0.0
EQUIPMENT	0.0	0.0	0.0	0.0	0.0	0.0
LAND & STRUCTURES	0.0	0.0	0.0	0.0	0.0	0.0
GRANTS, CLAIMS	0.0	0.0	0.0	0.0	0.0	0.0
MISCELLANEOUS	0.0	0.0	0.0	0.0	0.0	0.0
TOTAL OPERATING	6,051.2	6,164.7	6,280.3	6,398.0	6,518.0	6,640.2

CAPITAL EXPENDITURES	0.0	0.0	0.0	0.0	0.0	0.0
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CHANGE IN REVENUES	0.0	0.0	0.0	0.0	0.0	0.0
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FUNDING SOURCE: (Thousands of Dollars)

1002 Federal Receipts	691.7	704.7	717.9	731.3	745.1	759.0
1003 GF Match	110.5	112.6	114.7	116.9	119.1	121.3
1004 GF	2735.5	2786.8	2839.1	2892.3	2946.5	3001.8
1005 GF/Program	292.3	297.8	303.4	309.0	314.8	320.7
1006 GF/MHTIA	101.2	103.1	105.0	107.0	109.0	111.0
OTHER	2120.0	2159.7	2200.2	2241.5	2283.5	2326.4
TOTAL	6,051.2	6,164.7	6,280.3	6,398.0	6,518.0	6,640.2

Estimate of any current year (FY 95) cost: \$ 0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)  
See Attached.

Prepared by: Don Wanie *DW*  
Division: Finance

Phone: 465-2240  
Date: \_\_\_\_\_

Approved by Commissioner: Mark Boyer *M Boyer*  
Agency: Department of Administration

Date: 2/10/95

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Backup for HB 144  
 An Act relating to salaries for officers and employees...  
 (Executive Branch Only)

BU	Fiscal Year	Projected Salary/Benefits Without HB144	Projected Salary/Benefits With HB144	Projected Net Cost of HB144
EE	96	4,042,476	4,293,534	251,058
EE	97	4,118,273	4,374,038	255,765
EE	98	4,195,490	4,456,051	260,561
EE	99	4,274,156	4,539,602	265,446
EE	00	4,354,296	4,624,720	270,424
EE	01	4,435,939	4,711,433	275,494
EE	Tot	25,420,632	26,999,380	1,578,748
<hr/>				
XE	96	93,392,205	99,192,328	5,800,123
XE	97	95,143,309	101,052,184	5,908,875
XE	98	96,927,246	102,946,912	6,019,667
XE	99	98,744,632	104,877,167	6,132,535
XE	00	100,596,093	106,843,614	6,247,520
XE	01	102,482,270	108,846,932	6,364,661
XE	Tot	587,285,755	623,759,137	36,473,382
<hr/>				
Tot	96	97,434,681	103,485,862	6,051,181
Tot	97	99,261,582	105,426,222	6,164,641
Tot	98	101,122,736	107,402,964	6,280,228
Tot	99	103,018,788	109,416,769	6,397,982
Tot	00	104,950,390	111,468,334	6,517,944
Tot	01	106,918,210	113,558,365	6,640,155
Tot		612,706,386	650,758,517	38,052,130

EE = Employees excluded from collective bargaining  
 XE = Exempt and partially exempt employees

Backup for HB 144  
An Act relating to salaries for officers and employees...  
(Executive Branch Only)

Notes and Related Information

	EE	XE
Calendar Year End (CYE) 1994 Actuals	3,102,058	71,665,980
Projected Salary/Benefits Costs for FY95	3,968,075	91,673,330
Merit Increase Percent	0.0375000	
HB144 Salary Increase Factor	0.0621050	
Benefit Cost Factor	0.2698000	

CalendarYear End 1994 actuals are actual salary costs for the year ending 12/15/1994

Projected Salary/Benefit Costs for FY95 = CYE1994 Actuals \* 1/4 Merit Increase Percent \* Benefit Factor

Backup for HB 144  
 An Act relating to salaries for officers and employees...  
 (Executive Branch Only)

	Fund Source Ratio	FY96	FY97	FY98	FY99	FY00	FY01
1002 Federal Receipts	0.1143	691,651	704,620	717,831	731,290	745,002	758,971
1003 GF Match	0.0183	110,482	112,554	114,664	116,814	119,004	121,235
1004 GF	0.4521	2,735,461	2,786,751	2,839,003	2,892,234	2,946,463	3,001,709
1005 GF/Program Receipts	0.0483	292,250	297,730	303,312	308,999	314,793	320,695
1006 GF/MHTIA	0.0167	101,143	103,039	104,971	106,940	108,945	110,987
All Others*	0.3504	2,120,194	2,159,948	2,200,447	2,241,705	2,283,737	2,326,557
Totals		6,051,181	6,164,641	6,280,228	6,397,982	6,517,944	6,640,155
Expenditures	1.0000	6,051,181	6,164,641	6,280,228	6,397,982	6,517,944	6,640,155
Check Figure (sb/zero)		0	0	0	0	0	0

Fund Source Ratio is FY96 Fund Source / FY96 Expenditures and is constant for each year

\* See next page for detail of all others (some rounding has occurred)

Backup for HB 144  
 An Act relating to salaries for officers and employees...  
 (Executive Branch Only)

Fund Name	Fund Source Ratio	FY96	FY97	FY98	FY99	FY00	FY01
1007 Inter-Agency Receipts	0.1036	626,847	638,600	650,574	662,772	675,199	687,859
1011 Adv College Tuition Pymnt	0.0000	224	228	232	237	241	246
1016 Fed Incentive Payments	0.0003	1,912	1,948	1,984	2,022	2,059	2,098
1017 Benefits Systems Reciepts	0.0004	2,213	2,254	2,297	2,340	2,384	2,428
1018 Exxon Valdez Settlement	0.0182	110,308	112,376	114,483	116,630	118,817	121,045
1022 State Corp Receipts	0.1655	1,001,743	1,020,526	1,039,661	1,059,154	1,079,013	1,099,245
1024 Fish and Game Fund	0.0020	12,088	12,315	12,546	12,781	13,020	13,265
1025 Sci/Tech Endowment Income	0.0086	51,744	52,714	53,703	54,710	55,735	56,780
1026 Highway Working Capital	0.0014	8,742	8,906	9,073	9,243	9,416	9,593
1027 International Airport	0.0075	45,256	46,105	46,969	47,850	48,747	49,661
1029 Public Employees Retire	0.0003	1,514	1,542	1,571	1,601	1,631	1,661
1034 Teachers Retirement	0.0003	1,514	1,542	1,571	1,601	1,631	1,661
1036 Comm Fishing Loan Fund	0.0007	4,360	4,442	4,525	4,610	4,696	4,784
1040 Real Estate Surety Fund	0.0001	365	372	379	386	393	401
1042 Judicial Retirement Sys	0.0001	349	356	362	369	376	383
1043 Public Law 81-874	0.0002	1,242	1,265	1,289	1,313	1,338	1,363
1045 National Guard Ret Sys	0.0000	233	237	242	246	251	256
1048 University Receipts	0.0001	894	911	928	945	963	981
1050 Permanent Fund Div Fund	0.0009	5,655	5,761	5,869	5,979	6,091	6,205
1051 Rural Dev Initiative Fund	0.0006	3,492	3,557	3,624	3,692	3,761	3,832
1052 Oil/Hazard Response Fund	0.0014	8,503	8,662	8,825	8,990	9,159	9,331
1053 Investmen. Loss Trust Fund	0.0000	224	228	232	237	241	246
1055 IAR/Oil & Hazardous Waste	0.0037	22,624	23,048	23,480	23,921	24,369	24,826
1061 Capital Impr Proj Recpts	0.0218	131,772	134,243	136,760	139,324	141,936	144,598
1062 Power Project Loan Fund	0.0031	19,052	19,409	19,773	20,144	20,522	20,906
1066 Public School Fund	0.0003	1,957	1,994	2,031	2,069	2,108	2,147
1070 Fish Enhance Loan Fund	0.0003	1,869	1,904	1,940	1,976	2,013	2,051
1074 Bulk Fuel Rev Loan Fund	0.0004	2,700	2,751	2,802	2,855	2,908	2,963
1076 Marine Hwy System Fund	0.0046	27,867	28,390	28,922	29,464	30,017	30,579
1077 IFC Gifts/Grants/Bequests	0.0003	1,937	1,973	2,010	2,048	2,086	2,126
1079 Storage Tank Assist Fund	0.0008	4,634	4,721	4,809	4,900	4,991	5,085

Backup for HB 144  
 An Act relating to salaries for officers and employees...  
 (Executive Branch Only)

1081 Information Services Fund	0.0018	10,813	11,016	11,222	11,433	11,647	11,865
1092 Mental Health Trust Setll	0.0009	5,620	5,725	5,833	5,942	6,054	6,167
<b>Totals</b>	<b>0.3504</b>	<b>2,120,267</b>	<b>2,160,022</b>	<b>2,200,523</b>	<b>2,241,782</b>	<b>2,283,816</b>	<b>2,326,637</b>
<b>Expenditures</b>	<b>0.3504</b>	<b>6,051,181</b>	<b>6,164,641</b>	<b>6,280,228</b>	<b>6,397,982</b>	<b>6,517,944</b>	<b>6,640,155</b>

Fund Source Ratio is FY96 Fund Source / FY96 Expenditures and is constant for each year

# HOUSE COMMITTEE REPORT

(7)  
 Date Referred: April 10, 1995 FURTHER REFERRALS: Finance

Date of Committee Action: 4/21/95

The LABOR AND COMMERCE Committee considered: HB 144

HOUSE BILL NO. 144 NONUNION STATE EMPLOYEE SALARY INCREASE

"An Act relating to salaries for officers and employees of the state who are not members of a collective bargaining unit; and providing for an effective date."

recommends it be replaced  the same title  
 with the following committee substitute \_\_\_\_\_  a new title

additional referral to \_\_\_\_\_ Committee  
 attached amendment(s)

ADOPTS: \_\_\_\_\_ Letter of Intent

ATTACHES NEW FISCAL NOTE(S): (Dept) APPROVES PREVIOUS: (Dept/Date)  
 fiscal note(s) \_\_\_\_\_  fiscal note(s) \_\_\_\_\_

zero fiscal note(s) \_\_\_\_\_  zero fiscal note(s) \_\_\_\_\_

SIGNING WITH RECOMMENDATIONS	DP	DNP	NR	AM
<i>Alan Rakeby</i>			✓	
<i>Brian Porter</i>			✓	
<i>Beverly Mason</i>			✓	
<i>Jim Sanders</i>			✓	
<i>Pete Post</i>			✓	

CHAIR'S SIGNATURE *Pete Post*

**STATE OF ALASKA**  
**SALARY SURVEY REPORT**  
**JULY, 1994**

**Division of Personnel/OEEO**  
**Department of Administration**

Prepared by:

Kevin Ritchie . . . . .	Director
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## STATE OF ALASKA 1994 SALARY AND BENEFITS SURVEY

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

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

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

### SALARY SURVEY METHODOLOGY

#### Job Classes:

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

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

Fish & Wildlife Tech II  
Laboratory Technician II  
Laborer  
Legal Secretary I  
Licensed Practical Nurse  
Loan/Collection Officer I  
Management Analyst III  
Mechanic  
Medical Records Assistant

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

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

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

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

#### Compilation of Salary Data:

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

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

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

# CORRECTION

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



Rev. 6/98

Central Microfilm Services  
Department of Education  
State of Alaska

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

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

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

#### Survey Sample:

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

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

The cost of living in the various election districts in Alaska is addressed by statute and collective bargaining. It will be addressed as required by AS 39.27.030 in a separate report.

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

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

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

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

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

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

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

#### Compilation of Salary Data:

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

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

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

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

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

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

#### Benefits Survey Methodology:

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

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

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

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

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

## FINDINGS

### SALARY SCHEDULE

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

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

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

#### External Comparison

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

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

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

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

#### Internal Comparison

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

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

## RECOMMENDATION

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

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

TABLE I  
SALARY DATA BY JOB CLASS

KEY

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

Accounting Clerk II PI202-09	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	12.10	15.10	13.55	13.57	558
AK Public	9.53	13.32	13.03	13.13	75
AK Federal	11.32	14.33	12.12	na	na
CA State	10.23	12.44	na	11.49	709
OR State**	9.18	13.55	11.32	na	127
WA State**	9.44	11.90	11.90	11.34	355
AK State AS 39	11.51	15.52	na	na	na
AK State GGU-1 GGU-2	12.08 11.97	15.38 15.2	13.09	13.35	56
AK State CU	12.33	15.30	13.16	12.93	3

Accountant II PI205-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.12	27.33	22.06	21.93	130
AK Public	15.43	26.54	19.96	20.60	22
AK Federal	20.21	26.29	22.27	na	na
CA State	16.78	20.13	na	17.37	391
OR State**	14.37	22.71	18.54	na	35
WA State**	12.47	15.32	15.32	15.15	286
AK State AS 39	18.12	25.37	na	na	na
AK State GGU-1 GGU-2	18.86 18.59	25.31 25.37	20.77	21.07	23
AK State SU	18.87	25.74	20.21	20.21	1

Accountant IV PI207-20	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	17.33	19.74	24.32	29.57	30
AK Public	23.98	30.53	27.59	27.28	7
AK Federal	24.22	44.24	32.54	na	14
CA State	20.18	24.34	na	22.13	233
OR State**	na	na	na	na	na
WA State**	15.43	19.74	19.74	19.46	43
AK State AS 39	23.91	32.34	na	na	na
AK State GGU-1 GGU-2	24.97 24.55	33.74 33.44	29.21	28.66	5
AK State SU	24.82	33.59	29.40	28.65	11

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

Accounting Tech II PI211-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	13.25	18.00	15.18	15.65	34
AK Public	11.97	19.48	14.19	15.10	24
AK Federal	13.65	17.75	15.02	na	68
CA State	11.42	13.68	na	12.36	790
OR State**	10.04	15.57	12.31	na	296
WA State**	17.46	22.34	22.34	21.62	5
AK State AS 39	15.78	21.30	na	na	na
AK State GGU-1 GGU-2	15.42 15.28	22.51 22.31	18.14	18.58	54
AK State CU	15.35	22.42	19.14	19.14	1

Adult Probation Officer II P4343-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	18.48	26.00	na	25.69	211
OR State**	15.27	23.34	19.55	na	213
WA State**	14.01	17.39	16.21	16.29	260
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.36 18.59	25.31 25.57	21.72	21.59	37

Administrative Clerk II PI134-08	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	8.30	11.30	8.30	10.58	170
AK Public	9.97	17.67	11.66	11.39	32
AK Federal	9.65	12.35	10.34	na	230
CA State	9.36	11.98	na	10.98	na
OR State**	8.98	12.93	10.96	na	1981
WA State**	9.24	11.63	10.12	10.15	682
AK State GGU-1 GGU-2	11.38 11.28	14.30 14.76	12.34	12.45	494
AK State CU	11.34	14.34	12.03	12.39	10
AK State AS 39	10.34	14.71	14.16	14.16	2

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public contract rates per Title 16, Chapter 05

Administrative Assistant : P1912-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	10.33	11.91	11.33	11.33	171
AK Public	10.50	17.13	13.50	15.64	200
AK Federal	na	na	na	na	na
CA State	12.31	13.21	na	13.25	1511
OR State**	10.22	15.57	12.90	na	2197
WA State**	10.37	13.15	13.16	12.66	177
AK State GGU-1 GGU-2	14.46 14.33	19.55 19.40	15.72	15.14	33
AK State SU	14.50	19.53	17.00	17.51	3
AK State AS 39	13.30	13.30	14.30	15.21	3

Aircraft Mechanic: P9563-53	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.95	21.11	17.50	18.02	258
AK Public	na	na	na	na	na
AK Federal	20.66	24.10	21.52		16
CA State	16.33	17.93	na	17.07	1
OR State**	na	na	na	na	na
WA State**	17.31	19.74	18.38	18.38	2
AK State AS 39	na	na	na	na	na
AK State LTC	17.74	22.56	21.90	21.78	5

Analyst/Programmer, III P1623-17	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	16.74	25.37	25.30	21.97	39
AK Public	18.09	29.37	25.25	24.34	3
AK Federal	20.21	25.29	22.23	na	50
CA State	20.13	24.34	na	22.14	1077
OR State**	14.31	22.71	19.51	na	115
WA State**	14.34	18.34	17.01	15.98	140
AK State AS 39	19.42	25.32	na	na	na
AK State GGU-1 GGU-2	20.20 20.02	27.59 27.34	21.53	21.38	5

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

Attorney IV P7145-24	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	25.73	37.74	30.79	35.33	90
AK Public	25.00	37.80	29.49	29.01	14
AK Federal	24.22	31.48	25.64	na	na
CA State	32.25	39.04	na	35.53	139
OR State**	28.52	38.32	33.37	na	90
WA State**	na	na	na	na	na
AK State AS 39	31.29	43.06	34.77	34.42	75

Cook I P9100-57	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	8.37	12.25	10.00	10.52	52
AK Public	10.25	14.20	11.57	12.10	5
AK Federal	18.75	21.38	19.54	na	14
CA State	11.50	13.98	na	13.07	107
OR State**	10.61	14.32	12.52	na	65
WA State**	9.44	11.90	11.90	11.24	98
AK State AS 39	na	na	na	na	na
AK State LTC	14.12	17.71	17.19	17.15	11

Correctional Officer II P7653-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	17.58	21.48	na	20.25	13,335
OR State**	12.08	15.31	14.30	na	774
WA State**	11.36	14.34	14.34	13.40	2,237
AK State AS 39	14.30	20.29	na	na	na
AK State GC	16.37	22.41	19.45	19.93	150

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public contract rates per Title 35, Chapter 15

Data Processing Technician II P1512-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	12.16	13.60	14.60	13.23	49
AK Public	13.64	21.31	16.34	17.23	15
AK Federal	na	na	na	na	na
CA State	10.33	15.27	na	13.38	495
OR State**	9.53	13.55	11.54	na	13
WA State**	11.53	14.69	14.69	14.02	47
AK State AS 39	15.73	21.90	na	na	na
AK State GGU-1 GGU-2	16.42 16.29	22.51 22.31	19.40	18.73	27

Data Processing Manager I P1641-21	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	20.71	29.16	22.53	24.23	10
AK Public	29.29	36.85	29.52	31.11	6
AK Federal	16.70	21.71	18.37	na	3
CA State	22.17	25.75	na	25.27	212
OR State**	na	na	na	na	na
WA State**	13.34	23.47	23.47	23.25	25
AK State AS 39	25.57	35.09	na	na	na
AK State GGU-1 GGU-2	25.60 25.36	36.17 35.34	28.79	28.79	2
AK State SU	25.55	36.00	31.40	29.99	7
AK State CU	25.49	36.02	29.36	29.36	1

Drafting Technician II P8424-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.35	19.25	17.55	17.68	34
AK Public	14.85	35.69	17.29	21.28	4
AK Federal	11.02	14.33	12.12	na	6
CA State	13.62	16.55	na	14.77	90
OR State**	11.55	15.74	13.55	na	3
WA State**	13.67	17.46	17.46	16.51	22
AK State AS 39	13.90	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.55 19.40	14.76	14.99	10

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public contract rates per Title 36, Chapter 95

Electrician P9342-52	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	13.29	15.32	13.10	13.73	13
AK Public AK Title 36***	15.19	26.53	21.35	20.65 25.32	24
AK Federal	20.66	24.10	21.52	na	63
CA State	16.71	18.35	na	17.33	31
OR State**	13.03	17.33	15.43	na	52
WA State**	14.01	16.21	16.21	15.51	55
AK State AS 39	na	na	na	na	na
AK State LTC	18.98	24.00	22.52	22.17	5

Eligibility Technician II P4172-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	2
CA State	na	na	na	na	na
OR State**	11.30	15.00	13.15	na	250
WA State**	12.76	16.21	14.01	13.58	73
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	18.04	17.36	75

Employment Sec Specialist I-B P4649-14	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	12.31	17.70	na	15.33	2504
OR State**	11.30	15.00	13.15	na	335
WA State**	12.47	15.82	15.32	14.29	530
AK State AS 39	15.78	21.80	na	na	na
AK State GGU-1 GGU-2	16.42 16.28	22.51 22.31	18.04	19.54	93

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public employees per Table 26, Chapter 05

Engineer I 99012-19	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	22.44	38.63	32.15	31.69	134
AK Public	22.02	31.60	28.12	26.37	13
AK Federal	25.53	33.19	29.53	na	37
CA State	21.57	25.33	na	22.77	727
OR State**	14.95	20.34	17.60	na	212
WA State**	15.32	20.24	20.24	18.75	16
AK State AS 39	22.33	30.74	na	na	na
AK State GGU-1 GGU-2	23.28 23.36	31.50 31.21	28.17	27.35	32

Environmental Specialist III 98311-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	20.21	25.29	22.23	na	15
CA State	19.68	23.76	na	21.51	190
OR State**	19.56	27.17	23.37	na	9
WA State**	13.37	17.01	15.43	15.59	37
AK State AS 39	20.39	28.75	na	na	na
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	23.36	23.72	54

Equipment Operator V 9353-53	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.00	25.91	22.50	20.72	15
AK Public AK AS 36***	15.86	25.80	21.96	22.03 21.41	62
AK Federal	20.65	24.10	21.52	na	52
CA State	14.25	15.62	na	14.67	1614
OR State**	10.04	15.57	12.81	na	14
WA State**	na	na	14.59	14.47	15
AK State AS 39	na	na	na	na	na
AK State LTC	17.74	22.55	22.55	22.18	39

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



Fish & Wildlife Technician II PS613-09	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	na
CA State	3.76	13.10	na	na	na
OR State**	11.30	15.30	13.15	na	61
WA State**	11.30	15.05	13.37	13.57	5
AK State AS 39	11.61	15.62	na	na	na
AK State GGU-1 GGU-2	12.38 11.37	15.38 15.72	12.34	12.46	33

Laboratory Technician II PS616-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.25	22.50	18.50	18.00	64
AK Public	11.97	25.44	17.55	19.13	4
AK Federal	13.55	17.75	15.02	na	3
CA State	17.55	20.18	na	18.92	31
OR State**	11.03	15.00	13.02	na	12
WA State**	13.67	15.43	15.43	15.18	13
AK State AS 39	13.90	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.56 19.40	18.72	18.72	2

Laborer PS398-58	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	9.50	20.00	12.00	12.96	95
AK Public AK AS 35***	11.09	18.30	12.23	13.85 21.55	19
AK Federal	14.00	16.33	14.58	na	34
CA State	11.73	12.79	na	12.16	17
OR State**	8.56	11.37	10.27	na	63
WA State**	10.12	11.53	10.61	10.77	79
AK State AS 39	na	na	na	na	na
AK State LTC	13.32	16.62	15.67	15.67	4

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

Legal Sec I P1145-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.45	19.62	17.65	17.41	66
AK Public	12.33	15.63	14.61	14.16	4
AK Federal	13.65	17.75	15.12	na	na
CA State	13.64	16.97	na	15.65	14
OR State**	na	na	na	na	na
WA State**	11.10	14.01	14.11	13.30	176
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.91 12.70	16.98 16.32	13.90	14.00	62

Licensed Practical Nurse P5116-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	12.90	15.53	14.55	14.66	150
AK Public	na	na	na	na	na
AK Federal	12.49	15.80	14.97	na	15
CA State	11.42	13.51	na	12.51	230
OR State**	10.16	14.32	12.24	na	78
WA State**	11.63	14.69	14.52	14.00	3
AK State AS 39	14.80	20.29	na	na	na
AK State GGU-1 GGU-2	15.39 15.25	20.97 20.77	17.57	17.37	21

Loan/Collection Officer: I P2113-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.09	21.17	18.12	19.94	72
AK Public	na	na	na	22.09	1
AK Federal	20.21	25.29	22.23	na	7
CA State	13.57	20.18	na	17.39	233
OR State**	na	na	na	na	na
WA State**	13.06	16.62	15.32	15.28	36
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.86 18.69	25.81 25.57	23.36	23.35	5

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public information posts per Title 18, Chapter 18

Management Analyst III P1811-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	20.39	33.40	30.26	25.56	10
AK Public	na	na	na	na	na
AK Federal	20.11	26.29	22.23	na	40
CA State	19.21	23.18	na	21.42	67
OR State**	16.79	22.44	20.12	na	13
WA State**	13.37	17.01	15.52	16.41	17
AK State AS 39	20.39	28.75	23.14	23.14	1
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	25.57	25.47	7

Mechanic P9324-54	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	11.00	19.38	15.36	15.48	170
AK Public AK AS 36***	15.86	26.53	20.91	21.35 22.48	48
AK Federal	20.56	24.10	21.52	na	33
CA State	14.57	15.98	na	15.08	51
OR State**	10.91	15.48	13.20	na	17
WA State**	14.69	17.01	17.01	15.97	20
AK State AS 39	na	na	na	na	na
AK LTC State	16.55	21.17	19.95	20.29	9

Medical Records Assistant P1140-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	10.01	13.70	11.33	12.13	40
AK Public	na	na	na	na	na
AK Federal	11.02	14.33	12.12	na	3
CA State	15.46	18.60	na	17.44	14
OR State**	10.22	14.88	12.55	na	21
WA State**	10.85	13.57	13.37	12.92	70
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.81 12.70	16.98 16.32	14.02	13.59	5

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

Motor Vehicle Rep III 97551-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	12.67	14.35	na	13.13	498
OR State**	12.39	16.48	14.14	na	55
WA State**	12.17	15.43	14.31	13.63	218
AK State AS 39	12.31	16.59	na	na	na
AK State GGU-1 GGU-2	12.31 12.70	16.98 16.92	14.02	14.20	16

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

Natural Resource Manager II P6655-20	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	24.22	31.48	25.03	na	41
CA State	26.35	32.03	na	30.25	18
OR State**	na	na	na	na	na
WA State**	17.01	21.79	21.79	21.37	31
AK State AS 39	23.91	32.84	na	na	na
AK State GGU-1 GGU-2	24.87 24.65	33.74 33.14	30.12	29.40	3
AK State SU	24.82	33.59	30.30	30.25	14

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Due to small sample sizes some data may be missing

Nurse II 25111-15	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	18.10	23.10	21.10	20.39	701
AK Public	18.35	37.61	23.13	25.38	39
AK Federal	22.25	37.27	24.77	na	192
CA State	18.52	21.29	na	19.52	338
OR State**	18.73	32.12	24.46	na	71
WA State**	14.37	21.61	18.13	17.30	535
AK State AS 39	18.39	23.35	na	na	na
AK State GGU-1 GGU-2	17.57 17.41	24.09 23.35	18.59	18.39	37

Physical Therapist P5446-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	20.50	24.75	22.96	22.65	41
AK Public	20.57	38.34	31.25	29.72	9
AK Federal	20.21	25.29	22.23	na	1
CA State	15.98	19.33	na	18.40	3
OR State**	14.98	21.75	18.37	na	34
WA State**	14.34	18.34	na	na	0
AK State AS 39	20.39	28.75	na	na	na
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	24.95	24.95	2

Plumber P9364-52	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	15.00	20.00	19.00	18.79	30
AK Public AK AS 36***	15.05	21.05	21.05	20.00 26.00	15
AK Federal	19.71	22.99	20.53	na	4
CA State	15.71	18.35	na	17.39	56
OR State**	14.95	17.33	16.34	na	21
WA State**	14.01	15.21	16.21	15.94	14
AK State AS 39	na	na	na	na	na
AK State LTC	13.98	24.00	24.00	24.00	1

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

Psychiatric Nurse Assoc III PS172-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	11.10	14.10	11.48	11.55	5
AK Federal	na	na	na	na	na
CA State	12.72	15.30	na	14.46	3,717
OR State**	na	na	na	na	na
WA State**	11.51	14.59	14.59	13.73	113
AK State AS 39	12.31	15.59	na	na	na
AK State GGU-1 GGU-2	12.31 12.70	15.98 15.32	14.46	14.42	52

Radio Dispatcher II PI115-12	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	15.48	25.91	22.00	21.54	43
AK Federal	na	na	na	na	na
CA State	12.34	15.50	na	14.25	521
OR State*	11.74	17.09	14.42	na	47
WA State*	11.10	14.01	13.57	13.13	72
AK State AS 39	13.50	18.90	na	na	na
AK State GGU-1 GGU-2	14.46 14.33	19.55 19.40	16.15	16.31	12

Secretary I PI151-10	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	10.00	15.97	12.50	13.26	413
AK Public	10.27	20.58	13.31	14.35	61
AK Federal	11.02	14.33	12.12	na	35
CA State	11.52	14.12	na	13.33	328
OR State**	7.32	11.78	9.80	na	540
WA State**	10.12	12.76	12.76	12.35	330
AK State AS 39	12.31	15.59	12.70	12.71	3
AK State GGU-1 GGU-2	12.31 12.70	15.98 15.32	13.90	14.19	78

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Equal Opportunity Act of 1972, Title 26, 26.04.010

Sergeant, P.S. P7705-78	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	24.24	36.10	33.43	33.72	37
AK Federal	na	na	na	na	na
CA State	21.49	26.12	na	24.40	595
OR State**	20.39	30.06	25.23	na	30
WA State**	22.73	29.14	na	na	123
AK State AS 39	na	na	na	na	na
AK State PSU****	23.50	32.73	29.31	29.73	17

\*\*\*\* recent arbitration 3.34 increase not included

Social Worker III P4113-16	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	14.87	23.48	18.89	18.48	10
AK Federal	20.21	26.29	22.23	na	11
CA State	na	na	na	na	na
OR State*	15.73	20.91	18.32	na	719
WA State*	14.34	18.34	18.34	17.23	149
AK State AS 39	18.12	25.07	na	na	na
AK State GGU-1 GGU-2	18.96 18.59	25.81 25.57	21.53	21.54	59

Stockhandler P9577-57	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private*	8.49	11.50	10.37	10.47	170
AK Public	10.30	21.96	19.74	17.93	3
AK Federal	15.90	18.55	16.55	na	101
CA State	12.55	13.66	na	12.39	273
OR State**	8.75	12.31	10.53	na	23
WA State**	9.68	12.17	11.53	11.29	114
AK State AS 39	na	na	na	na	na
AK State LTC	14.12	17.71	16.59	16.94	10

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

State Trooper P7703-76	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	19.70	24.63	21.63	21.36	331
AK Federal	na	na	na	na	na
CA State	17.68	21.47	na	20.19	1,193
OR State*	19.03	24.47	21.75	na	390
WA State*	14.77	17.72	na	na	611
AK State AS 39	na	na	na	na	na
AK State PSU****	20.39	28.26	25.05	24.64	45

\*\*\*\* recent job arbitration increase not included

Wildlife Biologist III P6143-18	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	24.22	31.48	25.03	na	12
CA State	21.52	26.08	na	24.29	18
OR State*	17.28	23.44	20.36	na	34
WA State*	14.34	18.34	16.22	16.38	12
AK State AS 39	20.89	28.75	na	na	na
AK State SU	21.72	29.40	27.97	27.97	2
AK State GGU-1 GGU-2	21.72 21.53	29.48 29.21	26.36	25.58	17

Youth Counsel II P7512-13	Min	Max	Median/ Midpoint	Mean	Total Employees
AK Private	na	na	na	na	na
AK Public	na	na	na	na	na
AK Federal	na	na	na	na	na
CA State	19.40	23.58	na	23.16	876
OR State*	11.30	15.37	13.34	na	203
WA State*	13.37	17.01	15.43	15.61	279
AK State AS 39	14.30	20.29	na	na	na
AK State GY	15.39	20.96	17.57	17.02	71

\* Data is from Department of Labor survey  
 \*\* WA and OR adjusted for cost of living  
 \*\*\* Public contract 1997 per Title 15, Chapter 15

TABLE II

## SUMMARY COMPUTATIONS

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

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

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
Accountant IV	29.57	27.28	32.64	20.80	27.57	28.66 1.04	28.65 1.04				
Accountant II	21.93	20.60	22.23	17.19	20.49	21.07 1.03	20.21 .99				
Acct Tech II	15.65	15.10	15.02	15.76	15.38	18.58 1.21		18.14 1.18			
Acct Clk II	12.57	13.18	12.12	11.38	12.31	13.35 1.08		12.93 1.05			
Ad Prob Off II				20.85	20.85	21.69 1.04					
Admin Clerk II	10.58	11.99	10.84	10.70	11.03	12.45 1.13		12.39 1.12			14.16 1.28
Admin Asst I	12.23	16.64		13.94	14.27	16.14 1.13	17.51 1.23				15.21 1.07
Aircraft Mech	18.02		21.52	17.73	19.09				21.78 1.14		
A/P III	21.97	24.34	22.23	19.21	21.94	21.88 1.00					
Attorney IV	36.33	29.01	26.64	34.48	31.61						34.42 1.09
Cook I	10.62	12.10	19.54	12.28	13.63				17.15 1.26		
Corr Off II				15.95	15.95	18.93 1.19					
DP Tech II	15.23	17.23		13.15	15.20	18.73 1.23					

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSU/ ratio	Statute/ ratio
Op Mjr I	24 23	31 11	18 37	24 26	24 49	28 79 1 18	29 99 1 22	29 36 1 20			
Craft Tech II	17 68	21 28	12 12	14 98	16 52	14 99 91					
Electrician	19 73	22 94		16 12	19 60				22 17 1 13		
Flg Tech II		12 12		13 37	12 74	17 86 1 40					
ISS IB				14 42	14 42	18 64 1 29					
Engineer I	30 69	26 87	28 53	19 71	26 45	27 35 1 03					
Inv Spec III			22 23	20 22	21 22	23 72 1 12					
Equip Op V	20 72	22 26	21 52	13 98	19 62				22 18 1 13		
WEO			18 37	16 98	17 67	16 56 94					
F B II			18 37	18 44	18 40	21 30 1 16					
For Tech III			15 02	13 92	14 47	13 90 96					
WI II			12 12	13 36	12 74	12 46 98					
Lab Tech II	18 00	18 13	15 02	15 71	16 71	18 72 1 12					
Laborer	12 96	17 70	14 58	11 07	14 08				15 67 1 11		
Legal Sec I	17 41	14 15	15 02	14 48	15 26	14 00 92					
IPN	14 66		14 07	12 95	13 89	17 37 1 25					
Loan Coll/Off I	18 94	22 00	22 23	16 34	19 88	23 35 1 17					

Job Class*	Private	Public	Federal	C-O-W	AVERAGE	GGU/ ratio	SU/ ratio	CU/ ratio	LTC/ ratio	PSII/ ratio	Statute/ ratio
Mjt An III	26.96		22.23	19.32	22.04	25.47 1.12					25.47 1.12
Mechanic	15.48	21.92	21.52	15.08	18.50				20.29 1.10		
Med Rec Asst	12.13		12.12	14.30	12.85	13.59 1.06					
MV Rep III				14.07	14.07	14.20 1.01					
Nat Res Off II			22.23	20.54	21.38	22.70 1.06					
Nat Res Mgr II			25.03	25.01	25.42	29.40 1.16	30.25 1.19				
Nurse II	20.89	25.88	24.77	20.59	23.03	18.89 0.82					
Phys Therapist	22.65	29.72	22.23	17.70	23.08	24.95 1.08					
Plumber	18.79	23.00	20.53	16.52	19.71				24.00 1.22		
Psy Nur Ast III		11.85		14.10	12.97	14.42 1.11					
Radio Dis II		21.54		13.93	17.74	16.31 0.92					
Secretary I	13.05	14.85	12.12	11.83	12.97	14.19 1.09					12.71 0.98
Sgt. PS		32.72		25.19	28.95					29.73 1.03	
Social Wkr III	na	18.48	22.23	17.78	19.50	21.54 1.10					
Stock Handler	10.47	17.93	16.56	11.57	14.13				16.94 1.20		
St Trooper		27.36		19.40	23.38					24.64 1.05	
Wild Biol III			25.03	20.34	22.69	25.68 1.13	27.97 1.23				

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

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

TABLE III

## 1994 SURVEY BENEFITS DATA

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

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
(Personal) leave accrual rate for the majority of your employees (days per year)?						
- First year	20.50	16.33				
- Third year	23.50	19.17				
- Sixth year	26.00	23.33				
- Eleventh year	30.00	26.67				
- Twentieth yr.	33.00	27.33				
Does unused annual/personal leave accumulate from year to year?	Y5	N6 Y19	Y	Y		Y
Can unused annual/personal leave be cashed out at termination?	Y5	N2 Y22	Y	Y		Y
Sick leave accrual rate for the majority of your employees (days per year)?						
- First year	15.25	11.11	13.00	12.00	12.00	8.00
- Third year	15.25	15.34	13.00	12.00	12.00	8.00
- Sixth year	15.25	22.43	13.00	12.00	12.00	8.00
- Eleventh year	15.25	30.61	13.00	12.00	12.00	8.00
- Twentieth yr.	15.25	31.41	13.00	12.00	12.00	8.00
Can unused sick leave be cashed out at termination?	N3 Y1	N20 Y4	N	Y	N	N
Does sick leave accumulate each year?	Y4	N6 Y17	Y	Y	Y	Y
<b>INSURANCE</b>						
Overall cost of health insurance premium per month?			** see foot note <sup>1</sup>			
- Employee	371.38	172.90		324	217.26	160.00
- Spouse	409.42	275.86			327.02	319.00
- Family	411.87	420.78			341.52	415.00
Medical expense coverage						
- percentage	80.83	78.70		80	90	80
- \$ amount	2750	4687.5		4000	3500	3000
Do you have a cafeteria plan?	N5 Y4	N24 Y4	N	N	Y	N
If yes, amount employees receive per month.	318.75	220.50			355.81	
Amount of medical plan's deductible						
- employee	125.00	270.00		100	100	250
- family	243.30	631.15		300	300	500

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
Does employee participate in payment of premium?						
- employee	N6	N11 Y17	Y	N	N	N
- spouse	N5 Y1	N3 Y25	Y	N	Y	Y
- family	N5 Y1	N3 Y25	Y	N	Y	Y
Medical plan coverage#	F	F-27 E-1	F	F	F	F
%age of plan paid by employer for:						
- employee (E)	100	84.26	60	100	100	100
- spouse/family (F)	82.67	62.48	60	100		89
Dental plan coverage#	F	F-26 E-1	F	F	F	F
%age of plan paid by employer for:						
- employee (E)	100	77.39	60	100	100	100
- spouse/family(F)	82.67	61.04	60	100	100	100
Vision plan coverage#	F	F-14	F	F	F	F
%age of plan paid by employer for:						
- employee (E)	85.00	83.36	60	100	100	100
- spouse/family (F)	82.67	71.07	60	100		100
Prescription drugs plan coverage#	F	F-27 E-1	F	F	F	F
%age of plan paid by employer for:						
- employee (E)	100	84.54	60		100	
- spouse/family (F)	82.67	69.67	50			
Employee assistance plan coverage#	F-5 E-1	F-15	F	N/A	F	F
%age of plan paid by employer for:						
- employee (E)	100	100			100	100
- spouse/family (F)	80	96.67			100	100
Life insurance coverage#	F-3 E-2	E-14	F	E	E	E
%age of plan paid by employer for:		F-11				
- employee (E)	100	94.78	33	100	100	100
- spouse/family (F)	100	80.60	33			
<b>RETIREMENT PLAN</b>						
Do you have a formal retirement plan?	Y	N1 Y25	Y	Y	Y	Y
Percentage of salary paid by employee into retirement fund?	6.75	0.45	7.00		0	5.00

1994 Survey Benefits Data

QUESTION	Ak Public	Ak Private	Fed. Gov't	WA State	OR State	CA State
Retirement Benefit Calculation - retirement benefit is calculated by using:						
- av. monthly comp'n. over	3	4.0	3.0		1.0	1.0
- percentage multiplier	2	1.79	1		1.67	2.0
- number of years service	10	27.14				
- next percentage multiplier	2.5	2.88				
- next no. of years service	10	12.50				
- next percentage multiplier	2.5	2.50				
- next no. of years service	10	10				
Does your retirement plan provide Medical coverage upon retirement?	N1 Y4	N12 Y9	Y	N	Y	Y
What percent. does employer pay?	11.25	65.92	75		3.60	9.94
Retirement plan based on (1) defined benefit (B) or (2) defined contribution (C)?	B	B8 C3	B		B	B
34. Does your retirement plan have portability?	N	N7 Y5	Y		N	Y
How many years to vesting	5	5.72	5		5	5
Age or length of service for retirement:						
- Age: Early Retirement	55	55.33	50	50	55	50
Normal Retirement	60	61.31	55	65	58	60
- Length of service	30	30	30	25		

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

TABLE IV

## STATE OF ALASKA BENEFITS DATA BY BARGAINING UNIT

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

1994 State of Alaska Benefits Data by Bargaining Unit

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

1994 State of Alaska Benefits Data by Bargaining Unit

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

1994 State of Alaska Benefits Data by Bargaining Unit

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

NOTES:

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

## 1994 State of Alaska Benefits Data by Bargaining Unit

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

## ALASKA SALARY SURVEY

## JOB CLASS DESCRIPTIONS

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

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

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

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

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

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

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

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

## Appendix A

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## Appendix A

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

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

PRIVATE FIRMS RESPONDING  
TO DIVISION OF PERSONNEL/OEEO SURVEY

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



**HB**

**146**



# CITY OF NOME

Incorporated April 1, 1901

## NOME COMMON COUNCIL

John K. Handeland, Mayor  
 Stanley C. Anderson Robert L. Madden  
 Robert L. Fegorstrom Leo B. Rasmussen  
 Norman S. Johnson June E. Wardie

P.O. BOX 281 • NOME, ALASKA 99762  
 TELEPHONE (907) 443-5242  
 or (907) 443-NOME (6663)  
 FAX (907) 443-5349

OFFICE OF THE MAYOR  
 Writer's Direct Dial - (907) 443-2175

February 26, 1995

Dear Legislator:

**IDITAROD 1995** begins this week and we cordially extend to you an invitation to join us in the excitement. We are looking forward to an exciting race and hope you can participate in as many of the events as your time may permit. Please advise our Wasilla Headquarters ((907) 376-5155, ext. 100) if you are planning to attend any of the events so we can reserve the event tickets or VIP passes you may require:

- Thur, March 2 - 8pm: Official Starting Position Drawing Banquet  
Egan Convention Center - Anchorage
- Sat, March 4 - 9am: Official Start - Fourth Avenue - Anchorage
- Sun, March 5 - 2pm: Official Restart - Old Airport - Downtown Wasilla
- March 5 - 7: Checkpoints along the trail
- \*March 14 or later (?): Finish - Front Street - Nome
- \*Sun, March 19 - 5pm: First Musher's Banquet/Awards Ceremony  
Nome Recreation Center - Nome
- \*March ??: Other Banquets & Red Lantern Banquet as are  
necessary until last musher officially completes Iditarod

\*Nome event dates are tentative; please call for updates.

Race information updates will be available from a number of sources throughout the state: Anchorage Race Headquarters (907) 248-MUSH(8874), Nome Race Headquarters (907) 443-MUSH, as well as various electronic billboards. We are also planning to have results on SLED (Statewide Library Electronic Doorway) and on the Internet.

Despite attacks on Alaska's premier sled dog racing event by outside special interest groups, fellow Alaskans are pulling together to show the world "the Last Great Race" is our event. Thank you for your support.

Sincerely,

John K. Handeland  
 Mayor - Nome  
 VP - Iditarod Board of Directors



## Iditarod Trail Sled Dog Race

P.O. Box 870800 • Wasilla, AK 99687-0800 • (907) 376-5155 • Fax (907) 373-6998

# MUSH WITH PRIDE



Providing Responsible Information on a Dog's Environment

Will Forsberg, President  
Box 378  
Healy, Alaska, 99743  
907-683-2644

Feb. 27, 1995

Rep. Kott  
House Labor and Commerce Committee  
Alaska State House  
Juneau, Alaska

RE: House Bill # 146- Sled dog classics

Dear Rep. Kott and other Labor and Commerce members,

As the president of the 400 member Alaskan based educational/promotional musher's group "Mush with PRIDE" I would like to urge your speedy approval of HB 146 to enhance the Iditarod's capability to raise funds for the race.

The Iditarod has borne the brunt of extremist criticism from misinformed animal rights groups and has suffered the loss of many key sponsors. The Iditarod Trail Committee has demonstrated a very responsible attitude toward safe guarding the welfare of the mushers and dogs involved in the race. The I.T.C. also has a capable management staff which can operate a state wide mushing lottery in a responsible manner.

While I hope that in the future other voluntary funding sources may be made available to benefit the entire state sport of mushing, I believe that Iditarod is best suited and in the most need of a lottery program such as this at this time.

Sincerely,

William A. Forsberg, President

cc Stan Hooley  
Sen. M. Miller  
Rep. J. James



ALASKA STATE LEGISLATURE  
REPRESENTATIVE RICHARD FOSTER

Session: STATE CAPITOL, ROOM 410, JUNEAU, ALASKA 99811 • 907-465-3789 • FAX 907-465-3242  
Interim: PO BOX 1630, NOME, ALASKA 99762 • 907-443-5036 • FAX 907-443-2162

CO-CHAIR, HOUSE FINANCE COMMITTEE

## CSHB 146

### "An act relating to an Iditarod Sweepstakes sled dog race classic"

#### Sectional Analysis

##### Section 1.

Amends AS 05.15.100 (a) to insert "Sled dog race classics." This means that a municipality or qualified organization will have the authority to conduct gaming activity in relation to sled dog classics.

##### Section 2.

AS 05.15.115 (c) is amended by inserting "Sled dog classics," to the language which stipulates a permittee may not contract with more than one operator at a time to conduct the same type of activity.

##### Section 3.

As 05.15.180 (b) is amended to give "Sled dog race classics" the authority to be licensed under this chapter.

##### Section 4.

AS 05.15.690 is amended by adding language meaning that "Sled dog race Classic" applies only to the Iditarod race.

This section also defines the meaning of "Sled dog race classic," as a game of chance where a prize of money is awarded to the closest guess to the winning finish time of a sled dog race or the lead time at individual checkpoints along the race and is limited to the Iditarod Sweepstakes operated and administered by the Iditarod Trail Committee.



ALASKA STATE LEGISLATURE  
REPRESENTATIVE RICHARD FOSTER

Session: STATE CAPITOL, ROOM 410, JUNEAU, ALASKA 99811 • 907-465-3789 • FAX 907-465-3242  
Interim: PO BOX 1630, NOME, ALASKA 99762 • 907-443-5036 • FAX 907-443-2162

CO-CHAIR, HOUSE FINANCE COMMITTEE

SPONSOR STATEMENT - HB 146

**"An act relating to an Iditarod Sweepstakes sled dog race classic"**

House Bill 146 will create a "sled dog race classic" allowing the Iditarod Trail Committee to conduct a statewide sweepstakes on behalf of the Iditarod Race. The intent of HB 146 is to help the Iditarod become financially self-sufficient.

Well publicized pressure from national animal rights activists have caused important corporate sponsorships to withdraw their financial support. This combined with the removal of legislative funds has put the Iditarod in a precarious position and threatens the future of the race.

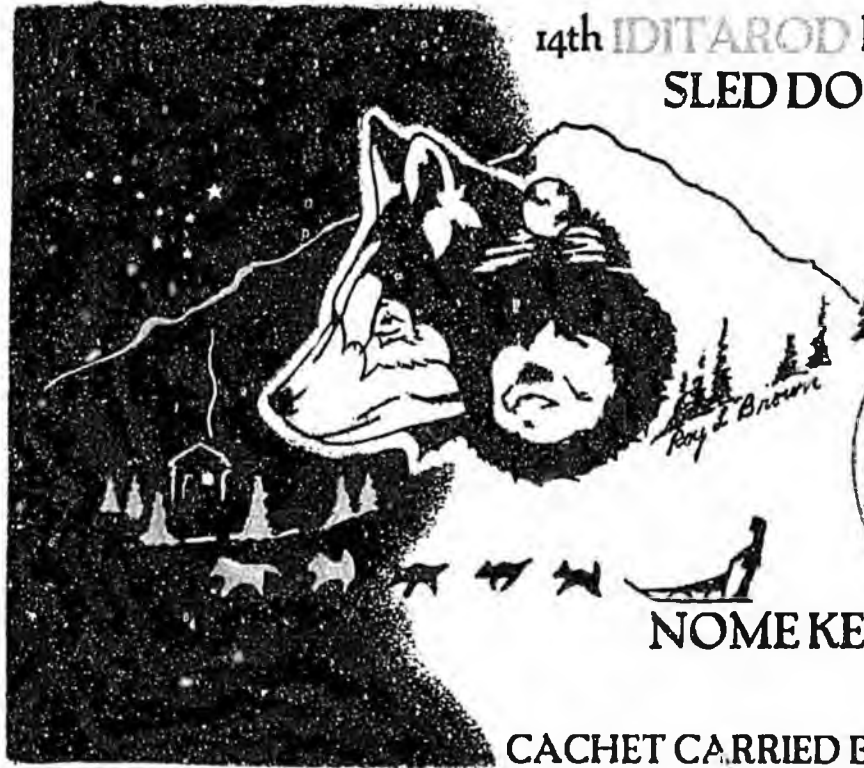
The intent of HB 146 is to create sweepstakes similar to the Nenana Ice Classic where tickets are bought wagering on the Nenana River ice breakup.

HB 146 will allow contestants to purchase raffle tickets and wager on checkpoint and finish line arrival times. Wagering on individual mushers will not be permitted. The Iditarod Trail Committee will conduct and administer the Iditarod sweepstakes in conjunction with state regulatory authorities.

The proposed Committee Substitute will make a minor change to "tighten" the title of HB 146 to ensure that the language in HB 146 is exclusive to the Iditarod sled dog race.

14th IDITAROD INTERNATIONAL  
SLED DOG RACE 1986

LOVE  
USA 22



The Gold Rush City



Arkansas Statehood  
1848-1862  
Old State House  
Little Rock  
USA 22

NOME KENNEL CLUB 1907

CACHET CARRIED BY *Greg H. Whitman*



ALASKA STATE LEGISLATURE  
REPRESENTATIVE RICHARD FOSTER

Session STATE CAPITOL ROOM 410 JUNEAU ALASKA 99811 • 907 465 3789 • FAX 907 465 3242  
Interim PO BOX 1630 NOME ALASKA 99762 • 907 443 5036 • FAX 907 443 2162

CO-CHAIR, HOUSE FINANCE COMMITTEE

MEMORANDUM

TO: Representative Alan Austerman, Co-Chair  
Representative Ivan Ivan, Co-Chair  
Community and Regional Affairs Committee

FROM: Representative Richard Foster, Prime Sponsor *RF*

DATE: February 7, 1995

RE: Scheduling request - House Bill 146

---

Please consider this a request to schedule House Bill 146 "An act relating to Sled Dog Classics" at your earliest convenience. HB 146 will grant the Iditarod Trail Committee the statutory authority to conduct annual sweepstakes.

The Iditarod Sled Dog Race has received generous financial support from the legislature in the past. However, this assistance has been declining and in the interim, other methods of keeping the Iditarod race financially afloat are being explored.

Concerns from animal rights activists have received substantial coverage in both the national and statewide media. As a direct result, important corporate sponsorships have been withdrawn. Without these sponsorships the future of the Iditarod race is in jeopardy.

HB 146 will provide the Iditarod Trail Committee with the means to raise money by creating a statewide sweepstakes. Tickets can be sold to people who wager the arrival times of mushers into checkpoints and the finish line. The Iditarod sweepstakes once created, will be designed and administered by the Iditarod Trail Committee. The state will not be involved beyond regulatory duties.

Thank you for considering this request. Please contact Bryce Edgmon of my staff at 465-3809 for further information.

# ISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 146

Revision Date: \_\_\_\_\_ Dept. Affected: Revenue  
Title: Sled Dog Race Classics BRU: Revenue Operations  
Componer: Charitable Gaming Division

Sponsor: Representative Foster  
Requester: Community & Regional Affairs COMPONENT SERIAL NO. 1883

**Expenditures/Revenues** (Thousands of Dollars)

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
<b>TOTAL OPERATING</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

CAPITAL EXPENDITURES						
----------------------	--	--	--	--	--	--

CHANGE IN REVENUES ( )						
------------------------	--	--	--	--	--	--

**FUND SOURCE** (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1006 GF/MHTIA						
Other						
<b>TOTAL</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

Estimate of any current year (FY95) cost: \$ 0.0

**POSITIONS**

FULL-TIME						
PART-TIME						
TEMPORARY						

**ANALYSIS:** (Attach a separate page if necessary)

This bill will not fiscally impact the Department of Revenue.

Prepared by: Jeff Prather, Acting Director  
Division: Charitable Gaming Division  
Approved by: \_\_\_\_\_  
Commissioner: Wilson L. Condon  
Agency: Department of Revenue

Phone: 465-2279  
Date: 2/8/95  
Date: 2/8/95

**PREPARER TO PROVIDE ALL DISTRIBUTION COPIES TO GOVERNOR'S LEGISLATIVE OFFICE**  
For further distribution information, call the Governor's Legislative Office




Stan Hooley, Executive Director, Iditarod Trail Sled Dog Race . 907.352.2204

---

FAX MEMORANDUM

**DATE:** Mon Feb 13, 1995 8:00AM

**TO:** Representative Richard Foster

**FROM:**   
Stan Hooley  
Executive Director

**RE:** Support Materials for HB 146

Following is a copy of an economic impact report which was released in December of 1992. The report quantifies, as best any report can, the economic impact generated by the Iditarod Trail Sled Dog Race. Obviously, beyond the desire of any House member to help ensure that an Alaskan tradition of some note lives on, the economic aspects of the race speak clearly.

cc: Wendy Mulder - via facsimile - 907.463.4620



ECONOMIC IMPACT REPORT

THE 1992 IDITAROD SLED DOG RACE

Prepared for:

The Iditarod Trail Committee

Prepared by:

Gilmore Research Group

December, 1992

SLAIC JGD  
2321 CASTLE AVENUE E  
SEATTLE WA 98102-3306  
(206) 724-3555  
FAX (206) 726-5670

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## BACKGROUND AND PURPOSE

The annual Iditarod Sled Dog Race is one of Alaska's premier historical events. This attraction draws an estimated 16 percent of the state's out-of-state visitors during the Fall, Winter and Spring season.<sup>1</sup> The race itself also draws thousands of visitors from within the state. These persons attend numerous events, stay at local hotels, eat at local restaurants, rent cars, buy gifts and participate in local cultural and entertainment activities. They are an important source of revenue. Their expenditures contribute to the local economy in the form of jobs, sales, and taxes. The purpose of this study is to estimate the impact of these expenditures upon the total economy in general and the tourism industry in particular.

This is the second Iditarod Economic Impact study. A previous study was conducted in 1985. Improved estimates of state tourism patterns and expenditures have become available since 1985. The availability of the data provided in the Alaska Visitor Statistics Program (AVSP)<sup>2</sup> enabled estimates of impact in the communities directly affected by the Iditarod Sled Dog Races: Anchorage, Wasilla and Nome. The improved data and a different methodological approach have resulted in somewhat lower estimates of economic impact than 1985. However, the new findings reinforce earlier observations that the races are an important economic contributor to the state and local economy and to the Fall-Winter-Spring tourism program.

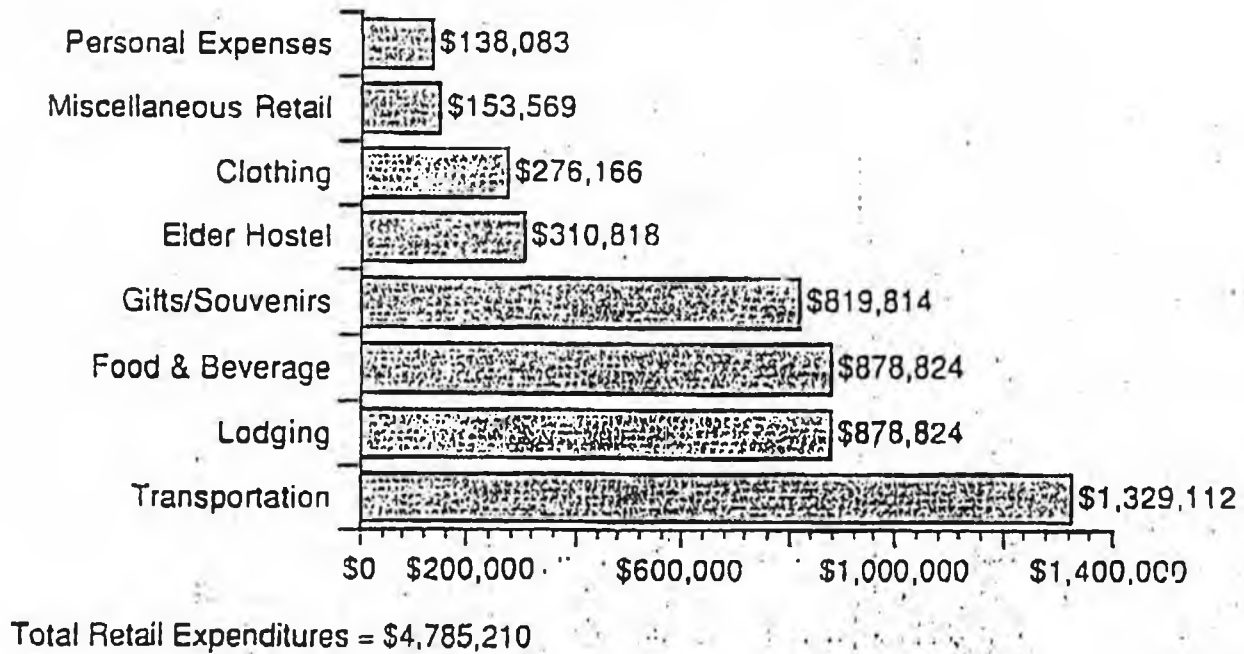
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<sup>1</sup>Alaska Visitor Statistics Program, Department of Commerce & Economic Development, Alaska Division of Tourism, State of Alaska, 1991

<sup>2</sup>Ibid.

Transportation captured the largest percentage of expenditures, 28%. This category includes ground transportation, in-state air travel, car rentals, personal vehicle expenses and in-state ferries.<sup>4</sup> Food-and-beverage and lodging each captured an estimated 18% of total expenditures, followed by gifts and souvenirs with 17%.

Figure 2  
1992 Expenditures by Retail Category



<sup>4</sup>All retail classifications with the exception of miscellaneous retail were adopted from the Alaska Visitor Statistics Program. Miscellaneous retail is called undistributed expenses in the AVSP.