

ALASKA LEGISLATURE COMMITTEE FILES 1995-1996 8672

8666 HOUSE LABOR & COMMERCE

**HB**

**233**

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 233

Revision Date: March 13, 1995 Department: Commerce and Economic Development  
 Title: An Act extending until 1999 the termination date BRU: Occupational Licensing  
 of (certain boards)..... Component: Operations  
 Sponsor: House Labor & Commerce  
 Requestor: House labor & Commerce COMPONENT SERIAL #: 1844

Expenditures/Revenues (Thousands of Dollars)

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	966.5	966.5	966.5	966.5	966.5	966.5
TRAVEL	92.2	128.7	128.7	128.7	128.7	128.7
CONTRACTUAL	396.2	490.3	490.3	490.3	490.3	490.3
SUPPLIES	15.6	15.6	15.6	15.6	15.6	15.6
EQUIPMENT	0.7	0.7	0.7	0.7	0.7	0.7
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
<b>TOTAL OPERATING</b>	<b>1,471.2</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>

CAPITAL EXPENDITURES						
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CHANGE IN REVENUES	528.6	2,385.2	658.7	2,544.9	658.7	2,544.9
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FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 General Fund						
1005 GF/Program Receipts	1,471.2	1,601.8	1,601.8	1,601.8	1,601.8	1,601.8
1006 GF/MHTIA						
Other						
<b>TOTAL</b>	<b>1,471.2</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>	<b>1,601.8</b>

Estimate of any current year (FY 95) cost: \$ 1,087.6

**POSITIONS**

FULL-TIME						
PART-TIME						
TEMPORARY						

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

HB 233 extends the termination dates of 8 licensing boards. This page of the fiscal note represents a cumulative total of the budget and anticipated revenue of the 8 licensing boards; funding that is already included in the FY 96 operating budget request. No new funds are requested in this fiscal note. Individual budget and revenue information for each of the 8 licensing boards are attached. No position count is provided since personal services costs shown are based on positive timekeeping information reported by staff within the division of occupational licensing.

Prepared by: Jennifer Strickler, Admin. Officer Phone: 465-2144  
 Division: Occupational Licensing Date: 3/13/95  
 Approved by Commissioner: William L. Hensley Date: 3/13/95  
 Agency: Commerce and Economic Development

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# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 233

ANALYSIS: (Continued)

## DEPARTMENT OF COMMERCE AND ECONOMIC DEVELOPMENT FISCAL NOTE CALCULATIONS FOR HB 233

The Estimate of FY 95 costs are based on FY 95 allocations assigned by the division of occupational licensing to each individual licensing program.

The FY 96 cost allocations for the 8 licensing boards extended in HB 233 are based on FY 94 actual expenses since actuals are more indicative of funding levels needed instead of using the FY 95 budget allocation. A Budget Appropriation is made each year to the Division of Occupational Licensing and the division then allocates funding to the various licensing programs based on prior year expenses and consideration of any authorized increments. Licensing fees are adjusted approximately six months prior to the next renewal cycle to ensure fees cover full-regulatory costs of the program. Detail information for each of the 8 licensing boards are shown below.

	<u>FY 96</u>	<u>FY 97</u>
1) <u>Board of Clinical Social Workers:</u>		
Personal Services	18.6	18.6
Travel	3.5	4.7
Contractual Services	3.4	4.2
Supplies	.2	.2
Equipment	<u>.0</u>	<u>.0</u>
Total:	25.7	27.7

*The difference of \$2.0 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$18.8

FY 97 Anticipated Revenue: (\$13.5 anticipated + \$2.0 increment), \$15.5

2) **Board of Marine Pilots:**

Personal Services	74.1	74.1
Travel	24.7	24.7
Contractual Services	62.7	137.7
Supplies	.6	.6
Equipment	<u>.0</u>	<u>.0</u>
Total:	162.1	237.1

*The difference of \$75.0 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$6.6

FY 97 Anticipated Revenue: (\$307.2 anticipated + \$75.0 increment), \$382.2

3) **Board of Marital & Family Therapy:**

Personal Services	14.8	14.8
Travel	4.0	6.3
Contractual Services	19.8	34.8
Supplies	.5	.5
Equipment	<u>.0</u>	<u>.0</u>
Total:	39.1	56.4

*The difference of \$17.3 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$2.5

FY 97 Anticipated Revenue: (\$56.8 anticipated + \$17.3 increment), \$74.1

4) **State Medical Board:**

Personal Services	260.7	260.7
Travel	17.2	37.2
Contractual Services	118.8	122.1
Supplies	3.0	3.0
Equipment	<u>.0</u>	<u>.0</u>
Total:	399.7	423.0

*The difference of \$23.3 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$87.2

FY 97 Anticipated Revenue: (\$717.6 anticipated + \$23.3 increment), \$740.9

5) **Board of Nursing:**

Personal Services	327.9	327.9
Travel	16.2	16.2
Contractual Services	95.1	95.1
Supplies	6.5	6.5
Equipment	<u>.1</u>	<u>.1</u>
Total:	445.8	445.8

FY 96 Anticipated Revenue: \$55.0

FY 97 Anticipated Revenue: \$1,045.5

6) **Board of Nursing Home Administrators:**

Personal Services	5.7	5.7
Travel	1.0	1.3
Contractual Services	2.5	2.5
Supplies	.0	.0
Equipment	<u>.0</u>	<u>.0</u>
Total:	9.2	9.5

*The difference of \$.3 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$1.9

FY 97 Anticipated Revenue: (\$17.2 anticipated + \$.3 increment), \$17.5

7) **Board of Psychology and Psychological Associate Examiners:**

Personal Services	51.4	51.4
Travel	3.4	8.6
Contractual Services	27.1	27.1
Supplies	.2	.2
Equipment	<u>.0</u>	<u>.0</u>
Total:	82.1	87.3

*The difference of \$5.2 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$23.4

FY 97 Anticipated Revenue: (\$40.7 anticipated + \$5.2 increment), \$45.9

8) Real Estate Commission:

Personal Services	213.3	213.3
Travel	22.2	29.7
Contractual Services	66.8	66.8
Supplies	4.6	4.6
Equipment	<u>.6</u>	<u>.6</u>
Total:	307.5	315.0

*The difference of \$7.5 between FY 96 and FY 97 is an increment requested in the FY 96 operating budget.*

FY 96 Anticipated Revenue: \$ 333.2

FY 97 Anticipated Revenue:(\$56.1 anticipated + \$7.5 increment), \$63.6

Between the 8 boards extended in HB 233 is an FY 96 increment totalling \$130.6, reflected in the FY 97 column. While estimated costs in FY 96 and FY 97 total \$3,073.0; and anticipated revenue for the same period total \$2,913.8, licensing fees will have to be adjusted to cover the \$159.2 difference.

**Fund Source:** The funding source for licensing programs is General Fund/Program Receipts generated from licensing fees. The division is mandated by AS 08.01.065 to adjust fees to cover full regulatory costs of each program. As a result, any change in anticipated costs (increase or decrease) will require licensing fees to be adjusted accordingly.

**Revenue:** Whenever anticipated biennial revenue is insufficient to cover biennial costs, licensing fees will be reviewed and adjusted to ensure full-regulatory costs are covered by fees. While fees are usually adjusted approximately six months prior to the license renewal, the division is required by statute to annually review all cost and revenue levels and report its findings and plan to the Office of Management and Budget.

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 233

Revision Date: \_\_\_\_\_ Dept. Affected: DOT&PF  
 Title: Extending Termination Date for Various Boards BRU: Office of the Commissioner  
 Component: \_\_\_\_\_  
 Sponsor: House Labor & Commerce Committee  
 Requester: Representative Kott COMPONENT SERIAL NO. 530

**Expenditures/Revenues**

(Thousands of Dollars)

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	0.0	0.0	0.0	0.0	0.0	0.0
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						
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CHANGE IN REVENUES ( )						
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**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 does not impact the Department of Transportation.

Prepared by: Sam Kito III Phone: 465-3904  
 Division: Office of the Commissioner Date: 3/9/95  
 Approved by Commissioner: *Joseph L. Pukis* Date: 3/9/95  
 Agency: Department of Transportation and Public Facilities

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COMMITTEE:

LABOR & Commerce

DATE:

3/17/95

SIGN-IN

Subject of meeting:

A/B 236

Reduction in State  
Employee Compensation

PLEASE PRINT!

NAME

ADDRESS

(MAILING) & (ZIP)

PHONE

REPRESENTING

DO YOU WANT TO TESTIFY?

Alkon Edgee ✓			465-5668	Dept. of Admin.	yes
ART SPOWEN ✓			463-4770	COURTS	YES
BRUCE LUDWIG			586-2334	APEA/AFT	YES
DON ETHELIDGE			586-6993	Local 71	YES
Fate Putman				ASEA	Y

# **HOUSE LABOR AND COMMERCE COMMITTEE**

ALASKA STATE LEGISLATURE

STATE CAPITOL, JUNEAU, AK 99801-1182  
(907) 465-4954



## **SPONSOR STATEMENT CS HB 233 (L&C)**

CS HB 233 (L&C) acts to extend the existence of numerous boards and commissions which are either in their sunset or wind-down year.

The affected boards and commissions perform regulatory and licensure services for the State of Alaska. It therefore is desirable and in the best interests of the state to continue to benefit from their efforts.

Your support of this bill is earnestly solicited.



# NASW

# ALASKA CHAPTER

National Association of Social Workers

Executive Director  
Angela Salerno, ACSW

## BOARD OF DIRECTORS

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Diane Tisher  
Anchorage

March 17, 1995

Representative Pctc Kott, Chair  
Labor and Commerce Committee  
House of Representatives  
Alaska State Legislature  
State Capitol  
Juneau, AK 99801-1182

Dear Representative Kott:

The National Association of Social Workers Alaska Chapter supports HB 233, a bill which will extend until 1999 the State Board of Clinical Social Work Examiners, as well as eight other professional boards, commissions and councils.

Social work licensure is foremost a method of consumer protection. Licensing boards are charged with investigating breaches of professional ethics and enforcing standards of professional behavior. In addition, licensure standards require social work practitioners to receive a prescribed level of continuing education. This standard assures the consumer that a helping professional is current with innovations in their profession, and is therefore more likely to provide quality service.

Thank-you for your attention to this matter. Please feel free to call me if you have any questions.

Sincerely,

Angela M. Salerno, Executive Director  
NASW Alaska Chapter

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 233

Revision Date: \_\_\_\_\_ Dept. Affected: Administration  
 Title: "An Act extending until 1999 the termination date of the BRU: General Services  
Board of Clinical Social Work Examiners, Board of Marital and ..." Component: Purchasing  
 Sponsor: (H) Labor & Commerce  
 Requestor: (H) Labor & Commerce COMPONENT SERIAL NO. 60

**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>	0.0	0.0	0.0	0.0	0.0	0.0

<b>CAPITAL EXPENDITURES</b>	0	0	0	0	0	0
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<b>CHANGE IN REVENUES ( )</b>	0	0	0	0	0	0
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**FUND SOURCE** (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1006 GFMHTIA						
Other						
<b>TOTAL</b>	0	0	0	0	0	0

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

**POSITIONS**

FULL-TIME						
PART-TIME						
TEMPORARY						

**ANALYSIS:** (attach a separate page if necessary.)

Continuation of the Correctional Industries program and Correctional Industries Commission will have a negligible impact on the Division's purchasing activities.

Prepared By: Dugan Pettv, Director *[Signature]* Phone: 465-2250  
 Division: General Services Date: \_\_\_\_\_

Approved by Commissioner: Mark Boyer *[Signature]* Date: 3/14/95  
 Agency: Department of Administration

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# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 233

Revision Date: \_\_\_\_\_  
Title: Extension of Misc. Boards and Commissions  
Sponsor: House Labor and Commerce Committee  
Requestor: \_\_\_\_\_

Department Affected: Environmental Conservation  
BRU: Administration  
Component: Response Fund Administration

COMPONENT SERIAL NO. 1925

Expenditures/Revenues: (Thousands of Dollars)

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	0.0	0.0	0.0	0.0	0.0	0.0
TRAVEL	0.0	0.0	0.0	0.0	0.0	0.0
CONTRACTUAL	150.0	150.0	150.0	150.0	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
<b>TOTAL OPERATING</b>	<b>150.0</b>	<b>150.0</b>	<b>150.0</b>	<b>150.0</b>	<b>0.0</b>	<b>0.0</b>

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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**FUND SOURCE**

1002 Federal Receipts	0.0	0.0	0.0	0.0	0.0	0.0
1003 GF Match	0.0	0.0	0.0	0.0	0.0	0.0
1004 GF	0.0	0.0	0.0	0.0	0.0	0.0
1005 GF/Program Receipt	0.0	0.0	0.0	0.0	0.0	0.0
1006 GF/MHTIA	0.0	0.0	0.0	0.0	0.0	0.0
1052 Oil/Haz Fund	150.0	150.0	150.0	150.0	0.0	0.0
<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	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	0	0	0	0	0	0

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

HB 233 proposes to extend the Department's Hazardous Substance Technology Review Council (HSSTRC).

(SEE ATTACHED)

Prepared by: Larry Jones  
Division: Director, Division of Administrative Services

Phone: 465-5010  
Date: 3/14/95

Approved by Commissioner: [Signature]  
Agency: Department of Environmental Conservation

Date: 3/14/95

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## FISCAL ANALYSIS

The Hazardous Substance Spill Technology Review Council (HSSTRC) is established within the Department of Environmental Conservation (DEC). Without legislative action, the HSSTRC will sunset June 30, 1995. HB 233 would extend the Council through FY 99 (June 30, 1999).

Funding for HSSTRC operations in FY 95 came from a 100.0 Oil and Hazardous Substance Spill Prevention and Response Fund allocation to the University of Alaska. The Department's proposed FY 96 budget includes 150.0 for HSSTRC activities during FY 96.

The Department expects no significant increase in staff costs to DEC as a result of this legislation.

9-LS0682M  
Lauterbach  
3/16/95

**CS FOR HOUSE BILL NO. 233(L&C)**

**IN THE LEGISLATURE OF THE STATE OF ALASKA**

**NINETEENTH LEGISLATURE - FIRST SESSION**

**BY THE HOUSE LABOR AND COMMERCE COMMITTEE**

Offered:  
Referred:

**Sponsor(s): HOUSE LABOR AND COMMERCE COMMITTEE**

**A BILL**

**FOR AN ACT ENTITLED**

1 "An Act extending until 2004 the termination date of the Real Estate Commission  
2 and the Special Education Service Agency; extending until 1999 the termination  
3 date of the Board of Clinical Social Work Examiners, Board of Marital and  
4 Family Therapy, State Medical Board, Board of Nursing, Board of Nursing Home  
5 Administrators, Board of Psychologist and Psychological Associate Examiners, Board  
6 of Storage Tank Assistance, and Hazardous Substance Spill Technology Review  
7 Council; extending until 1996 the termination date of the Board of Marine Pilots  
8 and the Correctional Industries Commission; and providing for an effective date."

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

10 \* Section 1. AS 08.03.010(c)(9) is amended to read:

11 (9) Board of Clinical Social Work Examiners (AS 08.95.010) -- June 30,  
12 1999 [1995];

13 \* Sec. 2. AS 08.03.010(c)(13) is amended to read:

1 (13) Board of Marine Pilots (AS 08.62.010) -- June 30, 1996 [1994];

2 \* Sec. 3. AS 08.03.010(c)(14) is amended to read:

3 (14) Board of Marital and Family Therapy (AS 08.63.010) -- June 30,  
4 1999 [1995];

5 \* Sec. 4. AS 08.03.010(c)(16) is amended to read:

6 (16) State Medical Board (AS 08.64.010) -- June 30, 1999 [1995];

7 \* Sec. 5. AS 08.03.010(c)(17) is amended to read:

8 (17) Board of Nursing (AS 08.68.010) -- June 30, 1999 [1995];

9 \* Sec. 6. AS 08.03.010(c)(18) is amended to read:

10 (18) Board of Nursing Home Administrators (AS 08.70.010) -- June 30,  
11 1999 [1994];

12 \* Sec. 7. AS 08.03.010(c)(22) is amended to read:

13 (22) Board of Psychologist and Psychological Associate Examiners  
14 (AS 08.86.010) -- June 30, 1999 [1995];

15 \* Sec. 8. AS 08.03.010(c)(23) is amended to read:

16 (23) Real Estate Commission (AS 08.88.011) -- June 30, 2004 [1995];

17 \* Sec. 9. AS 44.66.010(a)(14) is amended to read:

18 (14) Special Education Service Agency (AS 14.30.600) -- June 30, 2004  
19 [1995];

20 \* Sec. 10. AS 44.66.010(a)(18) is amended to read:

21 (18) Board of Storage Tank Assistance (AS 46.03.360) -- June 30, 1999  
22 [1996];

23 \* Sec. 11. AS 44.66.010(a)(19) is amended to read:

24 (19) Hazardous Substance Spill Technology Review Council  
25 (AS 46.13.110) -- June 30, 1999 [1994].

26 \* Sec. 12. Section 7, ch. 53, SLA 1982, as amended by sec. 1, ch. 25, SLA 1987, and sec.  
27 4, ch. 77, SLA 1991, is amended to read:

28 Sec. 7. AS 33.32 is repealed July 1, 1996 [1995].

29 \* Sec. 13. EXEMPTIONS FROM AS 44.66.010(c) AND 44.66.050(e). This Act is exempt  
30 from the provision of AS 44.66.010(c) that limits extension of a board or commission to a period  
31 of four years. This Act is also exempt from the provision of AS 44.66.050(e) that prohibits a  
32 bill from reestablishing more than one board or commission.

1

\* Sec. 14. This Act takes effect immediately under AS 01.10.070(c).

**DIVISION OF LEGAL SERVICES  
LEGISLATIVE AFFAIRS AGENCY  
STATE OF ALASKA**

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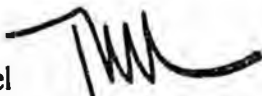
130 Seward Street, Suite 409  
Juneau, Alaska 99801-2105

**MEMORANDUM**

March 10, 1995

**SUBJECT:** Sectional Summary of HB 233. (Sunset Dates for Miscellaneous Boards and Commissions)

**TO:** Representative Pete Kott  
Attn: George Dozier

**FROM:** Terri Lauterbach   
Legislative Counsel

This memo is a sectional summary of the above-described bill. Please let me know if you have further questions.

**Sections 1 - 10.**

These sections change the termination dates of various boards and commissions to the dates specified in each section and as described in the bill title.

**Section 11.**

This section exempts the bill from the limits of AS 44.66.010(c) and 44.66.050(e) that would ordinarily prohibit (1) extension of a board for more than four years and (2) the reestablishment in one bill of more than one board.

**Section 12.**

Effective date section.

TML:klb:glc  
95-141.klb



P.O. Box 705  
Cordova, AK 99574  
(907) 424-5800 FAX: (907) 424-5820

March 14, 1995

Representative Pete Kott  
Chairman, House Labor & Commerce Committee  
Nineteenth Alaska State Legislature

Dear Representative Kott:

I urge you to support House Bill 233, re-instating several State boards and commissions. While all of the Boards and Commissions listed in the bill are important, I am most interested in seeing the Hazardous Substance Spill Technology Review Council (HSSTRC) continue to work for another four years.

The Legislature created the HSSTRC to fill a much needed gap in our ability as a state to prevent and respond to oil and hazardous substance spills. Over the last five years the Hazardous Substance Spill Technology Review Council (HSSTRC or the Council) has used its limited budget to finance research that has put Alaska in the forefront of spill technologies. Many of the research projects have had multiple sponsors, therefore encouraging cooperation and stretching limited research dollars. Projects sponsored in part by the Council have had joint sponsorship by industry, federal and state agencies, public groups, and universities. This has encouraged more cooperative efforts while ensuring no duplication of effort occurs.

Research sponsored by the Council has been used by state agencies to better accomplish their missions. For example, in situ burn research sponsored by the Council in fiscal years 1993-1995 has been useful in developing a burn model for Alaska, which addresses the human health impacts of burn emissions. The model was developed, ground-truthed and incorporated in the Alaska Regional Response Team's (ARRT) In Situ Burn Guidelines for Alaska, with HSSTRC sponsorship. In addition, a public education tool was developed which explains, in layman's terms, the benefits as well as the disadvantages of burning oil on water.

Most recently, the Alaska Department of Environmental Conservation was appropriated \$3.25 million from the Exxon Valdez Oil Spill Criminal Settlement Funds, to enter into competitively awarded contracts for research on prevention, response and amelioration of oil spills within the state. The Department enlisted the HSSTRC to advise them on research projects to fund. The HSSTRC worked with the Prince William Sound Oil Spill Recovery Institute (OSRI) to develop a joint oil pollution research program for Alaska's unique environment (enclosed for your review).

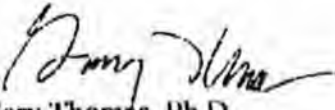
The OSRI was created in Title V of the federal Oil Pollution Act of 1990 (OPA '90) to conduct

research and development on the best available technologies for preventing and responding to oil spills in the Arctic and Subarctic marine environments; and complement state and federal efforts for long-term environmental monitoring in the Exxon Valdez oil spill impacted area. The federal legislation also authorized \$23 million to carry out this program. However, OSRI funds have not been appropriated to date. The State of Alaska can provide the catalyst necessary to free up federal funding available for Arctic/Subarctic oil pollution research mandated by the Federal Oil Pollution Act of 1990 (OPA '90). The impetus provided by the ADEC to implement this joint R&D program shows a commitment by the State, to ensure the state-of-the-art technology is available to prevent oil spills or be better prepared to deal with them should another spill occur.

The Department of Environmental Conservation solicited requests for proposals to conduct research outlined in the HSSTRC/OSRI research plan. The HSSTRC reviewed the proposals received by the Department, and made recommendations on those proposals to fund. However, no contracts have been negotiated or awarded at this time. The HSSTRC has put a great deal of effort into developing a research program that will benefit the State of Alaska. By supporting this bill, and allowing HSSTRC to operate for another four years, you will ensure that this program goes forward. As ADEC awards contracts for research, the expertise of Council members can be used to continue to guide the R&D efforts in those areas needing most attention, and provide quality control of research projects through continued review. Since 25% of the nation's oil originates in Alaska, and is moved through the fisheries rich, pristine waters of our state, it is imperative that we continue to support oil pollution research.

If you have any questions please feel free to call me.

Sincerely,

  
Gary Thomas, Ph.D.  
Director

cc: Brian Porter  
Jerry Sanders  
Reverly Masck  
Kim Elton  
Norman Rokeberg

ALASKA STATE  

---

**HOSPITAL & NURSING HOME**  

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ASSOCIATION

March 8, 1995

Representative Pete Kott, Chair  
Labor & Commerce Committee  
House of Representative  
Alaska State Legislature  
Juneau, AK 99801

Re: HB 233, Repeal Sunset  
Board Nursing Home Administrators

Dear Representative Kott:

ASHNHA, representing community hospitals and nursing homes from across Alaska request that Section 6, page 2, line 8 of HB 233, extending the sunset date for the Board of Nursing Home Administrators be deleted.

Our reason is that the Nursing Home Administrator Licensing Board is being allowed to sunset under the provisions of CSHB 124, by Representative Toohy. The administration of the licensing exam and disciplinary action are given to the Division on Occupational Licensing.

The state must license nursing home administrators to remain eligible to participate in the Medicaid program. The Division of Occupational Licensing may administer that function along with the handling of disciplinary proceedings.

Having a board is an option. Nursing home administrators met here in Juneau last month and agreed the board really wasn't necessary to provide the license exam and/or safeguard the public.

There are national exams utilized for licensure and the DHSS Division on Licensing and Certification and the Senior Services Ombudsman monitor closely the quality of care in Alaska's long term care facilities.

Sincerely,



Harlan R. Knudson  
President/CEO

CS FOR HOUSE BILL NO. 233(L&C)  
IN THE LEGISLATURE OF THE STATE OF ALASKA  
NINETEENTH LEGISLATURE - FIRST SESSION

BY THE HOUSE LABOR AND COMMERCE COMMITTEE

Offered:  
Referred:

Sponsor(s): HOUSE LABOR AND COMMERCE COMMITTEE

A BILL

FOR AN ACT ENTITLED

1 "An Act extending until 2004 the termination date of the Real Estate Commission  
2 and the Special Education Service Agency; extending until 1999 the termination  
3 date of the Board of Clinical Social Work Examiners, Board of Marine Pilots,  
4 Board of Marital and Family Therapy, State Medical Board, Board of Nursing,  
5 Board of Psychologist and Psychological Associate Examiners, Board of Storage  
6 Tank Assistance, Correctional Industries Commission, and Hazardous Substance  
7 Spill Technology Review Council; and providing for an effective date."

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

9 \* Section 1. AS 08.03.010(c)(9) is amended to read:

10 (9) Board of Clinical Social Work Examiners (AS 08.95.010) -- June 30,  
11 1999 [1995];

12 \* Sec. 2. AS 08.03.010(c)(13) is amended to read:

13 (13) Board of Marine Pilots (AS 08.62.010) -- June 30, 1999 [1994];

- 1 \* Sec. 3. AS 08.03.010(c)(14) is amended to read:  
2 (14) Board of Marital and Family Therapy (AS 08.63.010) -- June 30,  
3 1999 [1995];
- 4 \* Sec. 4. AS 08.03.010(c)(16) is amended to read:  
5 (16) State Medical Board (AS 08.64.010) -- June 30, 1999 [1995];
- 6 \* Sec. 5. AS 08.03.010(c)(17) is amended to read:  
7 (17) Board of Nursing (AS 08.68.010) -- June 30, 1999 [1995];
- 8 \* Sec. 6. AS 08.03.010(c)(22) is amended to read:  
9 (22) Board of Psychologist and Psychological Associate Examiners  
10 (AS 08.86.010) -- June 30, 1999 [1995];
- 11 \* Sec. 7. AS 08.03.010(c)(23) is amended to read:  
12 (23) Real Estate Commission (AS 08.88.011) -- June 30, 2004 [1995];
- 13 \* Sec. 8. AS 44.66.010(a)(14) is amended to read:  
14 (14) Special Education Service Agency (AS 14.30.600) -- June 30, 2004  
15 [1995];
- 16 \* Sec. 9. AS 44.66.010(a)(18) is amended to read:  
17 (18) Board of Storage Tank Assistance (AS 46.03.360) -- June 30, 1999  
18 [1996];
- 19 \* Sec. 10. AS 44.66.010(a)(19) is amended to read:  
20 (19) Hazardous Substance Spill Technology Review Council  
21 (AS 46.13.110) -- June 30, 1999 [1994].
- 22 \* Sec. 11. Section 7, ch. 53, SLA 1982, as amended by sec. 1, ch. 25, SLA 1987, and sec. 4,  
23 ch. 77, SLA 1991, is amended to read:  
24 Sec. 7. AS 33.32 is repealed July 1, 1999 [1995].
- 25 \* Sec. 12. EXEMPTIONS FROM AS 44.66.010(c) AND 44.66.050(e). This Act is exempt  
26 from the provision of AS 44.66.010(c) that limits extension of a board or commission to a period  
27 of four years. This Act is also exempt from the provision of AS 44.66.050(e) that prohibits a  
28 bill from reestablishing more than one board or commission.
- 29 \* Sec. 13. This Act takes effect immediately under AS 01.10.070(c).

# HOUSE COMMITTEE REPORT

(7)

Date Referred: March 6, 1995

FURTHER REFERRALS:

Finance

Date of Committee Action: 3-17-95

The LABOR AND COMMERCE Committee considered:

HB 233

HOUSE BILL NO. 233

EXTENSION OF MISC BOARDS & COMMISSIONS

"An Act extending until 1999 the termination date of the Board of Clinical Social Work Examiners, Board of Marital and Family Therapy, State Medical Board, Board of Nursing, Board of Nursing Home Administrators, Board of Psychologist and Psychological Associate Examiners, Real Estate Commission, and Hazardous Substance Spill Technology Review Council; extending until 1996 the termination date of the Board of Marine Pilots and the Correctional Industries Commission; and providing for an effective date."

recommends it be replaced  the same title  
 with the following committee substitute CS HB 233 (L&C)  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) Environ. Conservation!  
Commerce;

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

zero fiscal note(s) Admin; DOT

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

SIGNING WITH RECOMMENDATIONS	DP	DNP	NR	AM
<i>Pete Koelt</i>	✓			
<i>Ann Kotelny</i>	✓			
<i>Gene Kuchent</i>	✓			
<i>Jerry Sanders</i>			✓	

CHAIR'S SIGNATURE *Pete Koelt*

**HB**

**236**

TONY KNOWLES, GOVERNOR

**DEPARTMENT OF ADMINISTRATION**

*DIVISION OF PERSONNEL/OFFICE OF  
EQUAL EMPLOYMENT OPPORTUNITY*

P.O. BOX 110201  
JUNEAU, ALASKA 99811-0201  
PHONE: (907) 465-4430  
FAX: (907) 465-2576

March 24, 1995

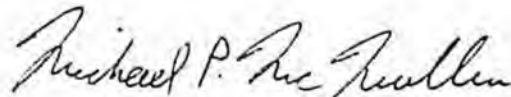
The Honorable Mark Hanley  
Chair, House Finance Committee  
Alaska State Legislature  
PO Box 113100  
Juneau, AK 99811

Dear Representative Hanley:

Enclosed is long term (since 1971) historical information regarding the Consumer Price Index and state employee salaries. Also enclosed is more recent abstracts of that data (1980 to present Consumer Price Index and 1990 to present salary increases). The information is provided for consideration of HB 236. I apologize for the delay in getting it to you.

I am taking the liberty of providing a copy to Representatives Kott and Sanders for their committee and sub-committee work on HB 236.

Sincerely,



Michael P. McMullen  
Acting Director

MPM/mpm  
Enclosures  
hb236.lt3

cc:  Representative Kott w/ enclosures  
 Representative Sanders w/ enclosures

## ANCHORAGE CPI PERCENTAGE OF FUNDED SALARY INCREASES

DATE	GGU R13A = \$878 (D) %mo.sal.	GGU Class One	Statutory A929.27 R13A = \$878	BU R20A = \$1,189 %mo.sal.	GU Class One	LTO W06(A) = \$6.01(H)(P) %hr.wage	LTO Class One	CEA R12A = \$879 %mo.sal.	PSEA R16A = \$1,092 %mo.sal.	KIU	TEAME	Anch. CPI Index 113.0	Anch. CPI- Re-indexed 1988	A/CPI CPI % Inc. (A)
7/16/73	0 0-\$928					6 0-\$8 37			0 0-\$1,158			120 4		0 55%
1/16/74	7 8-\$1,001		13 8-\$1001 *	13 8-\$1,000(D)		10 3-\$7 80		13 8-\$1,001(D)	7 8-\$1,243			125 8		4 32%
8/16/74	4 0-\$1,041		4 0-\$1041	4 0-\$1,728(D)		...		4 0-\$10,41	4 0-\$1,203			134 0		0 80%
11/16/74	...			14 00-\$1,000		...		...	...			...		...
1/1/75	...		3 5-\$1180 *	...		4 8-\$7 87		...	...			142 9		8 84%
						0 4.6mo-\$8 72								
2/16/75	4 0 - \$1,082			4 0 - \$2,076				4 0-\$1,002	4 0-\$1,344					
4/16/75	0 0 - \$1,180			...				...	0 0-\$1,468			150 0		4 87%
7/16/75	...		2 0-\$1204 *	...		4 8-\$8 35		0 0-\$1,180(E)	...			153 8		2 53%
8/1/75	...			1 0 - \$2,097		...		...	...					
10/1/75	2 0-\$1,288			...		...		...	2 0-\$1,508			157 4		2 34%
1/1/76	0 0-\$1,312		0 0-\$1312 *	4 0-\$2,187		0 0-\$8 35(F)		11 2-\$1,312	0 0-\$1,630			158 8		0 80%
1/1/77	5 0-\$1,378		5 0-\$1378 *	5 0-\$2,296		0 1-\$8 80		5 0-\$1,378	8 0-\$1,838(L)			169 4		8 88%
5/16/77	...			...		...		...	4 0-\$1,022					
1/1/78	5 0-\$1,447		5 0-\$1447 *	5 0-\$2,411		0 2-\$9 68		5 0-\$1,447	5 0-\$2,018(H)			179 2		5 79%
7/1/78	5 0-\$1,519			...		...		...	5 0-\$2,110(H)			188 5		5 19%
1/1/79	5 0-\$1,595		7 0-\$1548 *	3 5-\$2,495		4 5-\$10 11		7 0-\$1,474	5 0-\$2,225(H)			198 1		5 09%
7/1/79	...			3 5-\$2,582		...		3 0-\$1,518	...			207 4		4 60%
1/1/80	...		11 8-\$1731 *	...		...		...	10 1-\$2,450			218 2		6 21%
3/16/80	8 0-\$1,731			12 35-\$2,001(H)		0 0-\$11 28		13 96-\$1,731	...			223 5		2 43%
1/1/81	8 0-\$1,870		8 0-\$1870	6 7-\$3,095		8 0-\$12 27		8 0-\$1,870	8 8-\$2,665			240 1		7 43%
1/1/82	...			...		0 0-\$13 48		7 1-\$2,002	7 1-\$2,855			253 0		6 37%
3/16/82	7 1-\$2,002		7 5-\$2010 * (AJ)	8 9-\$3,309		...		...	...			260 0		2 77%
1/1/83	4 9-\$2190(J)		8 0-\$2111 *	4 85-\$3,460		5 2-\$14 18		5 4-\$2,111	5 0-\$2,897(H)			257 6		-0 02%
1/1/84	-0-			-0-		-0-(K)		-0-	...			271 5		5 40%
7/1/84	-0-			-0-		-0-		-0-	3 0-\$3,007			275 4		1 44%
3/1/85	...			...		...		...	5 0-\$3,241			280 0		1 87%
7/1/85	5 0-\$2,205		6 0-\$2217(AK)	3 5-\$3,590(L)		6 0-\$14 80		5 0-\$2,217	...			283 1		1 11%
1/1/88	...			...		...		...	-0 (H)			287 1		1 41%
7/16/86	3 8-\$2,289(M)			3 8-\$3,762(M)		3 8-\$16 48(M)		3 8-\$2,301(M)	...			288 3		-0 28%
4/16/88	...			-0 (I)		...		-0 (I)	...			...		
7/16/88	...			...		...		...	-0 (H)			289 4 (D)	108 4 (P)	1 08%
12/31/88	...			-0 (L)		...		-0 (L)	...			108 0 (O)	108 0 (O)	0 48%
6/30/89	...			...		...		...	...			110 9 (R)	110 9 (R)	1 84%
12/31/89	3 3-\$2,278	... (S)	3 3-\$2290 *	3 3-\$3,708(T)	4 08-\$3,708(U)	3 3-\$16 87(V)	4 8-\$16 87(W)	3 3-\$2,280	3 3-\$3,348	3 3%		112 5 (X)	112 5 (X)	1 44%
6/30/90	...	4 25-\$2,200	...	...		...		...	...			116 0 (Y)	116 0 (Y)	3 01%
12/31/90	5 0-\$2,392	...	5 0-\$2405 *	6 0-\$3,830	... (Z)	-0 (AA)	0 0(A1)	6 0-\$2,405	5 0-\$3,515	6%		120 4		2 09%
6/30/91	...	5 0-\$2,414	...	...		4 5-\$16 69(AC)	3 2-\$16 07(A2)	...	...			123 3		2 41%
12/31/91	3 6-\$2,478	...	...	3 6-\$4,033	...	-0-	-0-	3 6-\$2,492	0-	3 6%		124 7		1 14%
6/30/92	...	3 6-\$2,501	...	...		3 6-\$17 29(AE)	3 8-\$16 65(AE)	...	...			127 3		2 09%
12/31/92	...			...		...		...	...			129 1		1 41%
6/30/93	...			...		...		...	...			131 5		1 86%
12/31/93	...			...		...		...	...			132 8		0 99%
6/30/94	...			...		...		(A3)	...	1 6% All		134 3		1 13%
12/31/94	...			...		...		...	...	3 5%		135 8		1 12%
Total	182.8%		174.6%	178.1%		187.7%		184.5%	221.9%					220.8%

- A Increase from previous listing. For increases covering other periods, divide the index of the end of the period by the index at the beginning of the period.
- B All increases are from July 1971 statutory salary table, AS 39 27 010 (now AS 39 27 011).
- C 14U equals to Wage Group 54A
- D Statutory change.
- E Retroactive provision makes effective January 1, 1975.
- F +2 23% added to trust fund, other changes increased cost of contract to 4 77% with no change to 54A.
- G PSEA part of GGU until January 1977, R16 to R76
- H Settlement without arbitrator 1978-79, 1983, and 1986
- I To 40 hour workweek.
- J Additional cost of contract 53% from wages to Correctional Officers step increase, increase in three geographic differential areas, and birthday holiday.
- K Trust fund deleted.
- L To 37.5 hour workweek.
- M Not funded, not included in totals below.
- N To 40 hour workweek by including 1/2-hour paid meal period per day.

- O CPI indexed beginning in 1987, 289.2 = 100.3 for first half 1987.
- P First half 1988 U.S. Department of Labor has published a series of half year indices back to the first half of 1984, by weighting the bimonthly data previously published. The earlier indices are not reported here.
- Q Second half 1988
- R First half 1989
- S An Interest arbitrator awarded Class One employees a \$400 compensatory payment for FY 80.
- T Class 2 and 3 employees received an additional 1.26 hours of leave per month for calendar year 1990.
- U Interest arbitrator awarded salary increases.
- V Class 2 and 3 members received a compensatory leave payment of 39 hours if they were in BU all of 1989.
- W Interest arbitrator awarded wage increase for calendar year 1990 and a \$675 compensatory payment for 1989. Length of time for moving from Step A to B increased.
- X Second half 1989
- Y First half of 1990.
- Z Effective January 1, 1991, Class One employees put back on same salary schedule as other SU members. For CY 1991 they received extra 1.26 hours of personal leave each month.
- AA Received bonus payment of \$780 prorated by pay period for January-June 1991, equivalent of approximately 4.25%; will receive 4.5% increase effective July 1, 1991.
- AB Received additional 1.05 hours leave per pay period January-June 1991, will go on same schedule as other LTC employees effective July 1, 1991.
- AC Compensatory payment to employees in unit between 1/1/91 and 6/30/91, \$65 per pay period.
- AD Received semi-monthly annual leave accrual increase 1.05 hours for each full pay period through 12/31/91.
- AE Contract signed Feb 93. 3.6% Sal incr retro to July 1, 1992.
- AF Contract-May 1993-June 1998; COLA up to 5% on 1-1-95; HI FY94-\$423.50, HI FY95-\$457.39 on 2/1/95. 11 holidays, Dropp'd Lincoln's b'day in FY95.
- AG Contract July 1, 1994-June 30, 1995. 7/1/94 OT eligible employees will be paid hourly wages. Wage increase 2.5% eff. 7/1/95.
- AH contract = 7/1/94 to 6/30/95. Salary Incr = 1.6% 7/1/94; 2% 7/1/95 3% 7/1/96.
- AI Statutory employee base equal to range 13A as of 7/16/71.
- \* Retroactive effective dates of statutory amendment.
- AJ Plus compensatory to equal 1/16/82.
- AK Plus compensatory 3.5% 12/16/84 to 6/15/85.

## ANCHORAGE CONSUMER PRICE INDEX-U

### July thru December average

YEAR	Dec. Avg.	Note	1967 base Cnvtd 82-84	1982-84 Rebased	% change 2nd Half
1980	236.5	1	88.61		10.7%
1981	253.7	1	95.05		7.3%
1982	257.2	1	96.36		1.4%
1983	270.4	1	101.31		5.1%
1984	277.5	1	103.97		2.6%
1985	286.9	1	107.49		3.4%
1986	287.8	1	107.83		0.3%
1987	288.5	2	108.09		0.2%
1988		3		108.90	0.8%
1989				112.50	3.3%
1990				120.40	7.0%
1991				124.70	3.6%
1992				129.10	3.5%
1993				132.80	2.9%
1994				135.80	2.3%

Notes:

- 1 Special base period for Anchorage: October 1987=100.  
1979 thru 1986 based on Nov CPI. December CPI not available.
- 2 Effective Dec 1987 CPI change based on December mo end.  
For 1987 change is compared from Dec 87 to Nov 86.  
Effective with release of data for January 1987, both the CPI-U and CPI-W utilize expenditure weights based on 1982-1984 Consumer Expenditure Surveys data, replacing the 1972-1973 data formerly used.
- 3 Beginning with January 1988 data, both the CPI-U and CPI-W have been rebased to 1982-84=100 (up from the previous base of 1967=100) to coincide with the updated expenditure weights.

**SALARY INCREASES 1990 TO 1995 AND BEYOND  
BY BARGAINING UNIT**

<b>GGU</b>	<b>Class 2 &amp; 3</b>	<b>Class 1</b>	
	1/1/90	3.30	
	7/1/90		4.25
	1/1/91	5.00	
	7/1/91		5.00
	1/1/92	3.60	
	7/1/92		3.50
<b>SJ</b>	<b>Class 2 &amp; 3</b>	<b>Class 1</b>	
	1/1/90	3.30	4.08
	1/1/91	5.00	5.00 (Class 1 increase applied after movement to lower class 2&3 sal. schedule.)
	1/1/92	3.60	
<b>LTC</b>	<b>Class 2 &amp; 3</b>	<b>Class 1</b>	
	7/1/90	3.30	4.60
	7/1/91	4.50	3.20
	7/1/92	3.60	(Class 1 employees converted to single salary schedule effective 7/1/92.)
	7/1/95	Increase standard workweek to 40.0 hours. No change in hourly rates. (Subject to Legislative Appropriation)	
<b>CEA</b>			
	1/1/90	3.30	
	1/1/91	5.00	
	1/1/92	3.60	
	7/1/95	2.50 (Subject to Legislative Appropriation)	
<b>PSEA</b>			
	1/1/90	3.30	
	1/1/91	5.00	
	7/1/92	3.60	(Paid as a lump sum effective 7/1/94, and as a salary increase hereafter.)
<b>IBU</b>			
	4/1/90	3.30	
	4/1/91	5.00	
	4/1/92	3.60	
	7/1/95	3.50 (Subject to Legislative appropriation)	
<b>TEAME</b>			
	7/1/91	5.00	
	7/1/92	3.60	
	7/1/94	1.60	
	7/1/95	2.00 (Subject to Legislative appropriation)	
	7/1/98	3.00 (Subject to Legislative appropriation)	
<b>ACSEA</b>			
	1/1/93	3.60	
	1/1/95	2.30	
<b>MEBA</b>			
	4/1/90	3.30	
	4/1/91	5.51	
	4/1/92	3.60	
	9/1/94	3.10	
<b>MM&amp;P</b>			
	4/1/90	3.30	
	4/1/91	5.00	
	4/1/92	3.60	
<b>AVTECTA</b>			
	7/1/91	4.60	
	7/1/92	3.40	
	7/1/96	2.00 (Subject to Legislative appropriation)	

Note: CPI-U 2nd Half Change Dec 31, 1989 to Dec 31, 1994 = 135.8/112.5 = 20.7%

The University of Alaska requests that it be exempted from HB236. In particular, we request that Section 12 "Employees of the University" be deleted from the bill.

The primary rationale for this request is that the University has already complied with the intent of this act. This is evidenced by a number of factors, including the adoption of a salary schedule that sets hourly salaries at or below the levels outlined in Section 9 of HB 236, continuation of a 40 hour work week, elimination of the geographic differential for Fairbanks and restructuring of the employee benefits package so that employees pick up more of the cost. In addition, comparative data shows that faculty salaries at the University of Alaska are already slightly below comparable salaries in the rest of the Pacific region.

The University recognizes the budgetary pressures on the Legislature and further recognizes that personal services represent the largest proportion of non-formula state expenditures. To make the University subject to the provisions of this bill, however, perpetuates the disparity between University wages and comparable wages in other universities or other State of Alaska agencies. We request that HB 236 be revised to exempt the University of Alaska.

**- Salaries for non-union non-faculty University staff are already at or below the wage rates proposed in HB236:**

The University has developed and partially implemented a wage schedule for non-union non-teaching staff. As part of the development process the University compared job duties and wages for certain "bench mark" positions. As illustrated below, hourly wages for a cross section of comparable positions are already at or below the hourly wage proposed in HB 236:

<u>Position Title</u>	<u>UA Grade</u>	<u>State Range</u>	<u>UA Hourly Wage</u>	<u>HB236 Proposed Hourly Wage</u>
Senior Accountant	80	20	\$22.78	\$24.61
Accounting Tech (mid-level)	76	14	\$14.62	\$16.25
Administrative Asst. (mid-level)	76	14	\$14.62	\$16.25
Admin.Asst./Sec.	74	8	\$11.54	\$11.26

**- Non-union University employees work a 40 hour week:**

With the implementation of the new salary schedule for non-union, non-faculty staff, monthly salaries will be similar to those for comparable State positions. University employees work a 40 hour week, however, so hourly salaries are significantly less. That is, University employees work approximately 6.5% more hours for the same monthly pay.

**- The University has eliminated the geographical differential for Fairbanks:**

With the implementation of the new salary schedule, the University has also eliminated the geographic differential for Fairbanks.

**- The University has restructured its employee benefits package so that employees pick up more of the cost:**

In FY94 the University implemented a number of cost saving modifications to its health care benefit plan. In summary, the University implemented a charge for dependent coverage, increased the rate charged employees for certain base plans, capped the annual allowable charges for mental health and chemical dependency claims, implemented a network prescription drug program and deleted a supplemental for emergency room visits. As a result of these modifications the proportion of the health care plan borne by the University decreased by 3%.

**- Over the last 10 years, State salary adjustments total 55.4%; University salary adjustments during this same period total 22.8%:**

Since FY85, most state employees have received 16.5% in general salary increases as well as annual merit increases averaging 3.5%, for a total of 55.4%. During this same period University employees have received 22.8% in general salary increases but no annual merit increases.

**- The average UA faculty salary is lower than the average Pacific Region faculty salary:**

The average University of Alaska faculty salary, including geographic differential, is \$45,750. The average faculty salary for the Pacific region, as compiled by the American Association of University Professors, is \$46,122.

## UNIVERSITY OF ALASKA

The University of Alaska should be spared from budget reductions in the FY96 operating budget. The intensive internal program assessment implemented by the Board of Regents during the past year will be seriously undercut with further reductions at this time. While there is not an expectation of "reward" for fiscal conservatism, there should not be "penalties" for entities like the University that have taken the initiative to dramatically reduce their costs while still expanding their services.

### HISTORICAL

Since 1984:

The University's general fund budget has decreased by \$500 hundred thousand dollars; [ Between FY95 and FY96, the UA budget declined by -1.6%, while the national change in higher education funding was +4.3%.];

The general fund portion of the total UA budget has declined from 70% to less and 40%;

Student Credit Hours and FTE have increased by 21%;

[Between 1990 and 1994: Student Credit Hours and FTE have increased by nearly 10% ; baccalaureate degrees have increased by 35%; first time freshman enrollment by 12%; full time students by 19%]

Inflation has increased by over 20%. If the University's operating budget had kept pace with inflation, the FY95 budget would be over \$200 million;

UA funding as a share of total state spending has dropped from 10% to 7%. The national average in 1994 was 10%;

Tuition has been increased by 250%. Current tuition rates of \$75 per credit are at the West Coast average for baccalaureate degrees and above the national average for community colleges;

Aggressive land management has increased the UA Land Grant Trust Fund from \$10 million to \$28 million

### UA COMPENSATION AND BENEFITS

In FY93, the UA initiated major cost reductions in their employee health care coverage by instituting increased employee cost sharing (state employees do no cost sharing);

Health Care costs per UA employee are now at \$358 per month compared to state health care costs of \$428 per employee, per month;

In FY95 the UA instituted a new staff compensation plan that eliminated the Fairbanks area differential (state employees continue to receive 10%);

UA employees have received 3% in salary increases during the past 3 years; During the past 10 years, UA salaries have increased by 26% compared to state salaries that have increased by over 50%;

UA classified employees have not received annual step increases for nearly a decade;

Average faculty salary for 9 month faculty is \$45.7 compared with AAU West Coast average of \$46.1

### INSTITUTIONAL RESTRUCTURING/DOWNSIZING

In 1986, the UA system underwent a major reorganization merging 14 community colleges with the three University centers in Anchorage, Fairbanks and Juneau to generate \$12 million in administrative savings;

In 1993 consultants were hired to review all administrative functions. Implementation of recommendations, primarily in the area of computing and financial services, resulted in savings of close to \$1 million;

In dozens of communities, UA has entered into cooperative agreements with local school districts, municipalities, libraries, and private businesses for sharing of office space, equipment, and other resources to maximize their ability to offer instruction within existing budgets;

### PROGRAM ASSESSMENT

To assure that UA programs are in line with anticipated revenues, the Board of Regents initiated a major program assessment that directed a refocusing and downswing of the institutions to assure that program quality is maintained and that low priority programs are reduced and eliminated to assure the continuation and expansion of high priority programs.

The University determined that their fixed cost needs, to meet inflationary increases, to increase building maintenance funds, and to meet enrollment growth, would be approximately \$27 million during the next three years. Of this total, they assumed that they would receive 3%, or \$5 million in additional general funds, the balance of the funding needed to meet the fixed cost shortfall are generated from:

Tuition/Fee increase	\$8 million
Increased faculty productivity	\$2.5 million
Program reductions/reallocations	\$12 million

Highlights of the Program Assessment include:

Rural College decreases of nearly \$1.5 million will reduce their cost per student;

Consolidations of colleges and schools on the UAF campus will eliminate at least three dean level positions;

Reduction of all faculty salaries to 9 months;

Increased inter-campus collaborations and coordination of program delivery;

**APA NEED AND MAXIMUM PAYMENT STANDARDS**

SSI COLA HOUSEHOLD TYPE	4.0%	4.7%	5.4%	3.7%	3.0%	<i>Change in Law *</i>		2.6%		2.8%	
	1/1/89	1/1/90	1/1/91	1/1/92	1/1/93	10/1/93		1/1/94		1/1/95	
	Max Pymt	Max Pymt	Max Pymt	Max Pymt	Max Pymt	Need Std	Max Pymt	Need Std	Max Pymt	Need Std	Max Pymt
A Individual	685	717	756	784	808	807	796	828	808	851	820
B Individual	567	594	626	649	668	667	657	684	665	703	673
A Couple, 1 Elig	823	862	909	943	971	970	955	995	967	1023	979
B Couple, 1 Elig	650	681	718	745	767	766	753	786	761	808	769
A Couple, Both Elig	1015	1063	1120	1161	1196	1195	1180	1226	1197	1260	1215
B Couple, Both Elig	843	883	931	965	994	993	978	1019	989	1048	1001
NH Personal Needs	75	75	75	75	75	74	75	74	75	74	75
NH 300%	1104	1158	1221	1266	1302	1302	-	1338	-	1374	-

\* *Change in Law (Ch 29 SLA 1993)*

**SSI ELIGIBILITY/PAYMENT STANDARDS**

HOUSEHOLD TYPE	4.0%	4.7%	5.4%	3.7%	3.0%	<i>No Change</i>	2.6%	2.8%
	1/1/89	1/1/90	1/1/91	1/1/92	1/1/93		10/1/93	1/1/94
A Individual	368	386	407	422	434	434	446	458
B Individual	245.34	257.34	271.34	281.34	289.34	289.34	297.34	305.34
A Couple, Both Elig	553	579	610	633	652	652	669	687
B Couple, Both Elig	368.67	386	406.67	422	434.67	434.67	446	458
NH Personal Needs	30	30	30	30	30	30	30	30

**FEDERAL POVERTY LEVELS**

	FAMILY SIZE	100%	120%	133%	185%	200%
		QMB SIX-UP	SLMB	PREGNANT WOMAN HEALTHY CHILDREN	TRANSITIONAL MEDICAID	QOWI
ALASKA MONTHLY STANDARDS  Effective 4/1/95	1	779	934	1036	1440	1557
	2	1045	1254	1390	1934	2090
	3	1312		1745	2427	
	4	1579		2100	2920	
	5	1845		2454	3414	
	6	2112		2809	3907	
	7	2379		3164	4400	
	8	2645		3518	4894	
	Ea. Additional	267		355	494	

State of Alaska  
Department of Health and Social Services  
Division of Public Assistance



**AFDC NEED AND MAXIMUM PAYMENT STANDARDS**

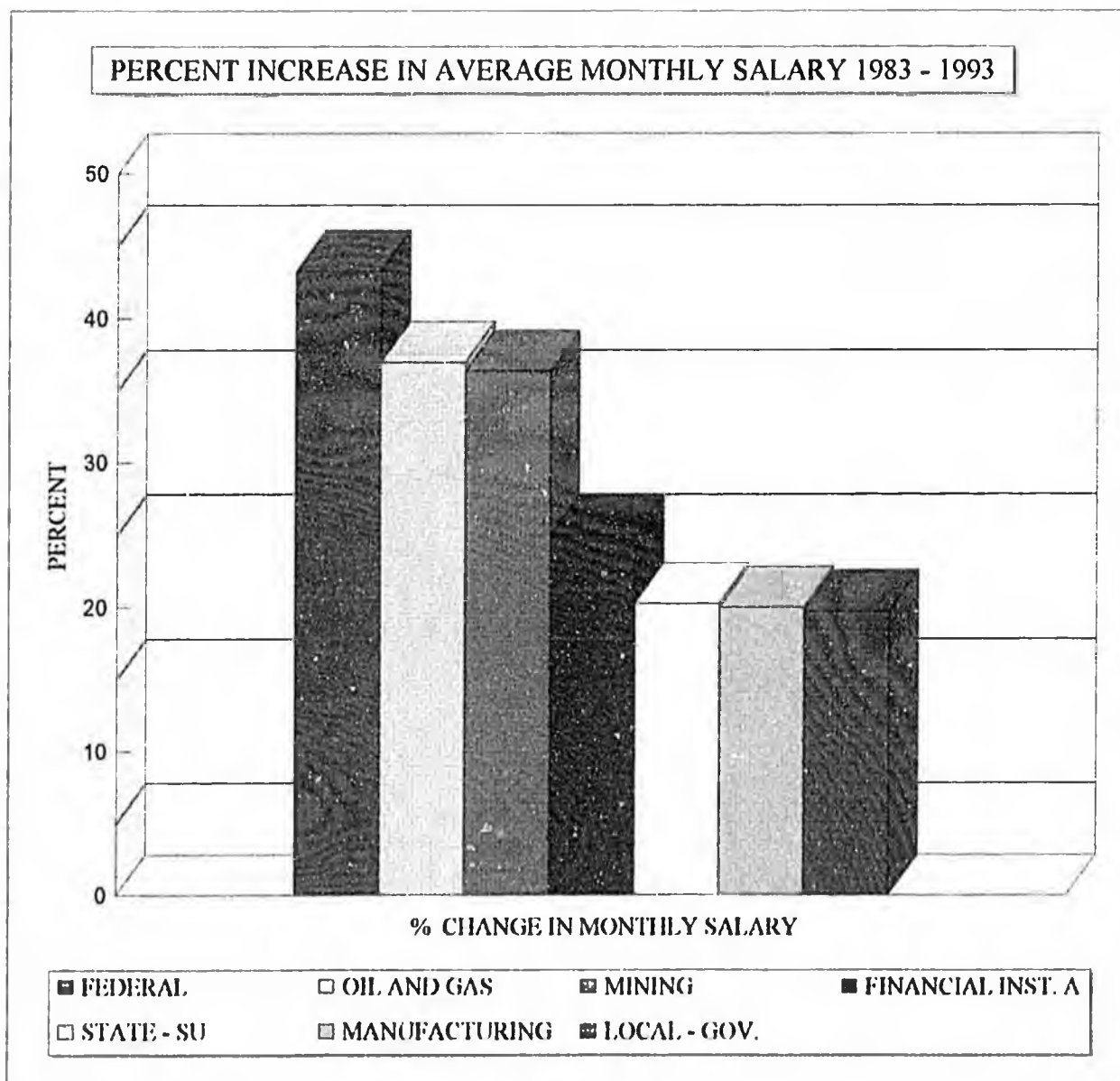
FAMILY SIZE	1/1/89	1/1/90	1/1/91	1/1/92	1/1/93	2.84% Ratable Reduction 10/1/93		5.30% Ratable Reduction 1/1/94		7.85% Ratable Reduction 1/1/95	
	Max Pymt	Max Pymt	Max Pymt	Max Pymt	Max Pymt	Need Std	Max Pymt	Need Std	Max Pymt	Need Std.	Max Pymt
<b>ADULT INCLUDED (AI)</b>											
2	719	752	792	821	845	845	821	867	821	891	821
3	809	846	891	923	950	950	923	975	923	1002	923
4	899	940	990	1025	1055	1055	1025	1083	1025	1113	1025
5	989	1034	1089	1127	1160	1160	1127	1191	1127	1224	1127
6	1079	1128	1188	1229	1265	1265	1229	1299	1229	1335	1229
7	1169	1222	1287	1331	1370	1370	1331	1407	1331	1446	1331
Ea. Additional	90	94	99	102	105	105	102	108	102	111	102
<b>AFDC-INCAP/AFDC-UP (AFDC-UP effective 10/1/90)</b>											
2	621	648	682	705	725	845	821	867	821	891	821
3	887	927	976	1011	1040	950	923	975	923	1002	923
4	977	1021	1075	1113	1145	1055	1025	1083	1025	1113	1025
5	1067	1115	1174	1215	1250	1160	1127	1191	1127	1224	1127
6	1157	1209	1273	1317	1355	1265	1229	1299	1229	1335	1229
7	1247	1303	1372	1419	1460	1370	1331	1407	1331	1446	1331
Ea. Additional	90	94	99	102	105	105	102	108	102	111	102
<b>ADULT NOT INCLUDED (ANI)</b>											
1	286	299	315	326	335	466	452	478	452	491	452
2	572	598	630	653	672	571	554	586	554	602	554
3	662	692	729	755	777	676	656	694	656	713	656
4	752	786	828	857	882	781	758	802	758	824	758
5	842	880	927	959	987	886	860	910	860	935	860
6	932	974	1026	1061	1092	991	962	1018	962	1046	962
7	1022	1068	1125	1163	1197	1096	1064	1126	1064	1157	1064
Ea. Additional	90	94	99	102	105	105	102	108	102	111	102
<b>SINGLE ADULT/PREGNANT WOMAN</b>											
1	453	473	498	515	530	530	514	544	514	559	514

## ALASKA'S AVERAGE MONTHLY WAGE BY INDUSTRY 1983 - 1993

**	SECTOR	% CHANGE	1983	1993
	FEDERAL	43	2,172	3,112
	OIL AND GAS	37	4,648	6,366
	MINING	36	4,550	6,205
	FINANCIAL INST. AND REAL ESTATE	25	2,017	2,521
*	STATE - SU	20		
	MANUFACTURING	20	2,065	2,478
	LOCAL - GOV.	20	2,397	2,870
	<b>AVERAGE:</b>	<b>28.8</b>	<b>2,975</b>	<b>3,925</b>

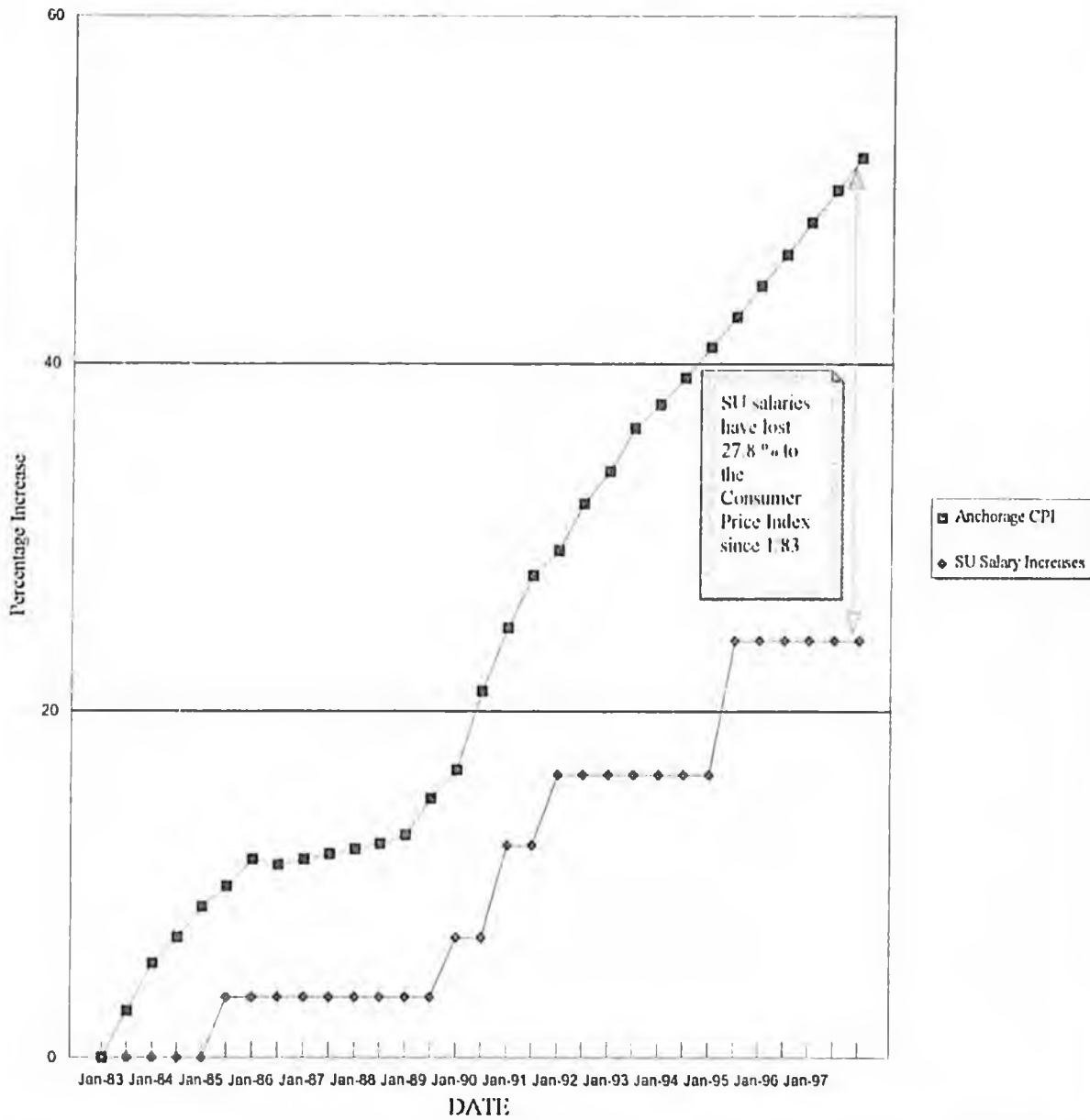
\*\* SOURCE: Alaska Economic Trends- November 1994

\* State SU percent change, is the sum of all salary increases negotiated from 1983 -1993.



# SU Salary Increases v. CPI

1/83 to 7/97



## Supervisory Unit Contract Concessions

**Contracting Out** - Limits Compliance Audits to 2 per year instead of 6 per contract.

**Discrimination** - Removed discrimination complaints from the Grievance Procedure.

**Health Insurance** - In addition to substantially reducing the level of Health Benefits we enjoy and increasing our out of pocket expenses, we committed to go to a "Flexible Benefit Plan" effective 7-1-96. The effects of these changes have been to shift the increased costs of Health Insurance from the State to the individual Employees.

**Hiring** - Vacancy Based Recruiting allowed.

**Holidays** - Lincoln's Day "Floater" deleted in 1997, and Presidential Proclamation language deleted. In return, all employees will have 2 days of P/L added to their account on 7/1/95.

**Hours of Work** - Increased from 37.5 to 40 hours per week

**Housing** - Rents increased in State Owned/Operated housing increased by 6.67 %.

**Involuntary Transfer** - Office closures and relocations are exempted from the "Best Interest of the State" requirements.

**Leave Balances** - Existing leave balances were not increased by 6.67 %, therefore the number of "days" of leave in an Employees account was reduced by 6.67%.

**Overtime** - Overtime only paid after 40 hours of work in a week, instead of 40 hours in pay status in a week.

**Protection of Rights** - Replaced "Grandfathering" with a provision that requires the state to Meet and Confer over new licensing requirements and requires the state to pay for the initial acquisition, thereafter the employee is responsible for renewals. The *Meet and Confer* will be used to explore alternatives to licensing, alternative employment, deadlines for acquisition, etc.

**Sea Duty** - Will have same provision as GGU, if and when they change.

**Travel** - Mileage reduced to IRS maximum, must be in travel status 10 or more hours to get Meal Allowance, and Non-commercial Per Diem set at \$30 plus Meal Allowance. Out of State travel reduced to actuals, with caps.

**Department of Transportation and Public Facilities**  
**Summary of General Fund and General Fund Program Receipt Increment Requests**

**Increments related to the rural airport tie down and parking fee program:**

Component	Amount	Source
Statewide Aviation	10.0	GF/Prgm
Central Region Admin Services	40.3	GF/Prgm
Central Region Leasing & Property Mgmt	40.8	GF/Prgm
Northern Region Admin Services	14.3	GF/Prgm
Northern Region Leasing & Property Mgmt	20.0	GF/Prgm
Southeast Region Admin Services	10.4	GF/Prgm
Statewide M&O Highways & Aviation	164.2	GF/Prgm

**Other increments from general fund sources:**

Northern Region Leasing & Property Mgmt for Leasing Officer position	76.0	GF/Prgm
Statewide M&O Highways & Aviation for Sitka airport operations	10.0	GF/Prgm
for Sitka airport operations	490.0	GF
for statewide airport maintenance	310.0	GF
for new highways and airport facilities	1,624.9	GF
for required alcohol & drug testing	70.0	GF
for rural airport safety and operations	265.0	GF
for fixed cost increases	602.6	GF
Statewide M&O Facilities for maint & ops of new buildings	678.5	GF
for fixed cost increases	310.0	GF/Prgm
Marine Highways Stabilization for AMHS fund stabilization	318.6	GF
<b>Total increments from general fund sources</b>	<b>5,055.6</b>	
	4,359.6	GF
	696.0	GF/Prgm

Department of Transportation/Public Facilities  
State Aviation, Leasing & Arprt

	Type	GHSC	Total	GF Total	G/F Match	Gen Fund	GF/Prgm	GF/MH	Federal	Other	PFT	PPT	Temp
14	Statewide Aviation												
	Add GF PR for Airport Tie-down	Inc	10.0	10.0			10.0	0.0					
	*** Component Total ***		10.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0	0	0
	*** BRU Total ***		10.0	10.0	0.0	0.0	10.0	0.0	0.0	0.0	0	0	0
	Central Region Admin Services												
20	Administrative Services												
	Add GF PR for Rural Airports	Inc	40.3	40.3			40.3	0.0					
	*** Component Total ***		40.3	40.3	0.0	0.0	40.3	0.0	0.0	0.0	0	0	0
21	Leasing and Property Mgmt												
	Add GF PR & 1 PFT/Rural Airprts	Inc	40.8	40.8			40.8	0.0				1	
	*** Component Total ***		40.8	40.8	0.0	0.0	40.8	0.0	0.0	0.0	0	1	0
	*** BRU Total ***		81.1	81.1	0.0	0.0	81.1	0.0	0.0	0.0	0	1	0
	Northern Region Admin Services												
26	Northern Region Admin Services												
	Add GF PR for Rural Airports	Inc	14.3	14.3			14.3	0.0					
	*** Component Total ***		14.3	14.3	0.0	0.0	14.3	0.0	0.0	0.0	0	0	0
27	Leasing and Property Managemnt												
	Add GF PR for Rural Airports	Inc	20.0	20.0			20.0	0.0					
	Add GF PR for Leasing Officer	Inc	76.0	76.0			76.0	0.0			1	-1	
	*** Component Total ***		96.0	96.0	0.0	0.0	96.0	0.0	0.0	0.0	1	-1	0
	*** BRU Total ***		110.3	110.3	0.0	0.0	110.3	0.0	0.0	0.0	1	-1	0
	Southeast Region Admin Service												
33	Southeast Region Admin Service												
	Add GF PR for Rural Airports	Inc	10.4	10.4			10.4	0.0					
	*** Component Total ***		10.4	10.4	0.0	0.0	10.4	0.0	0.0	0.0	0	0	0
	*** BRU Total ***		10.4	10.4	0.0	0.0	10.4	0.0	0.0	0.0	0	0	0
	Statewide Maint & Operations												
39	Highways and Aviation												
	Add GF PR for Rural Airports	Inc	164.2	164.2			164.2	0.0					
	Add Fed Rcpts for Galena Airprt	Inc	150.4					0.0	150.4				
	Add GF PR & 4 PFT for Sitka AP	Inc	10.0	10.0			10.0	0.0			4		
	Add GF PR for Airport Maint	Inc	310.0	310.0			310.0	0.0					

Department of Transportation/Public Facilities  
Statewide Maint & Operations

		Type	GHSC	Total	GF Total	G/F Match	Gen Fund	GF/Prgm	GF/MH	Federal	Other	PFT	PPT	Temp
39	Highways and Aviation													
	Add GF for New Hwys & Airports	Inc		1,624.9	1,624.9		1,624.9		0.0			5		
	Add GF for Sitka Airport M&O	Inc		490.0	490.0		490.0		0.0					
	Add GF for Drug/Alcohol Tests	Inc		70.0	70.0		70.0		0.0					
	Add GF for Rural Airport Ops	Inc		265.0	265.0		265.0		0.0			1		
	Add GF for Fixed Cost Increase	Inc		602.6	602.6		602.6		0.0					
	*** Component Total ***			3,687.1	3,536.7	0.0	3,052.5	484.2	0.0	150.4	0.0	10	0	0
41	Facilities													
	Add GF for M&O of New Bldgs	Inc		678.5	678.5		678.5		0.0			2		
	Add GF for Fixed Cost Increase	Inc		310.0	310.0		310.0		0.0					
	*** Component Total ***			988.5	988.5	0.0	988.5	0.0	0.0	0.0	0.0	2	0	0
	*** BRU Total ***			4,675.6	4,525.2	0.0	4,041.0	484.2	0.0	150.4	0.0	12	0	0
	Front Section													
92	Marine Highway Stabilization													
	Add GF for AMHS Stabilization	Inc		318.6	318.6		318.6		0.0					
	*** Component Total ***			318.6	318.6	0.0	318.6	0.0	0.0	0.0	0.0	0	0	0
	*** BRU Total ***			318.6	318.6	0.0	318.6	0.0	0.0	0.0	0.0	0	0	0
	*** Agency Total ***			5,206.0	5,055.6	0.0	4,359.6	696.0	0.0	150.4	0.0	13	0	0

## Department of Transportation and Public Facilities

Total general funds requested FY96 Knowles budget:	134,478.9
House Finance Committee general fund allocation (cap)	128,519.3
<b>General fund reduction needed to reach cap</b>	<b>5,959.6</b>

### **DOT&PF appropriation structure:**

Statewide Programs - contains general and other funds

International Airports - other funds only

Alaska Marine Highway System - other funds only

Marine Highways Stabilization - all general fund  
consists of a transfer from the general fund to the Alaska  
Marine Highway System Fund

### **House Finance Subcommittee actions on the FY95 budget closeout:**

Denial of increment request for Statewide Maintenance & Operations to offset SEF rate increases	(3,356.5)
Unallocated Reduction to Statewide Programs	(3,089.5)
<b>Total FY95 general fund reduction</b>	<b>(6,446.0)</b>

These actions were subsequently amended in full committee and in the  
Senate

Appendix 3  
(Continued)

Unit	Size	Expires	Status
1. General Government (GGU) Class 1 (can not strike)		04/30/93	Contract expired. Negotiations ongoing, may result in interest arbitration.
Class 2 & 3 (can strike)		12/31/92	Contract expired. Negotiations ongoing.
2. Inlandboatmen (IBU)		03/31/96	Third tentative agreement ratified September 1994, to be submitted for legislative approval January 1995. Salary increase 3.5 percent effective July 1, 1995, requires legislative appropriation.
3. Labor, Trades and Crafts (LTC)		06/30/95	Tentative agreement (including 40-hour workweek) effective July 1, 1995-June 30, 1997, to be submitted to Legislature January 1995. 1992-94 terms extended six months to June 30, 1995, by agreement.
4. Marine Engineers (MEBA)		06/30/96	Fall 1994 reopener rescheduled to January 1995.
5. Masters, Mates & Pilots (MM&P)		03/31/95	Negotiations begin February 1995 for successor.
6. Supervisory (SU)		06/30/95	Three-year tentative agreement (including 40-hour workweek) effective July 1, 1995, to June 30, 1998, to be submitted to Legislature January 1995.
7. Public Safety (PSEA)		12/31/95	Arbitrator's award for 1992-94 received and amended. Extended one year by agreement. Negotiations begin Summer 1995.
8. Correspondence Teachers (ACSEA)		12/31/95	Negotiations begin Fall of 1995. No changes in monetary terms in 1st half FY 96.
9. Confidential (K)		06/30/96	Negotiations begin Fall, 1995. Salary increase 2.5 percent effective July 1, 1995, legislative appropriation required.

Appendix 3  
(Continued)

Unit	Size	Expires	Status
10. Alaska Vocational Technical Center (AVTEC)		06/30/96	Negotiations begin Winter, 1995.
11. Mt. Edgecumbe Teachers		06/30/97	Salary increase of 2 percent effective July 1, 1995, legislative appropriation required.

*Note: Negotiations generally commence 90-120 days prior to contract expiration and may extend beyond termination date. Interest arbitration is possible if impasse is reached with GGU, SU or CEA.*



# Alaska State Legislature

## HOUSE OF REPRESENTATIVES

### *Committee on Finance*

Official Business

State Capitol  
Juneau, Alaska 99801-1182

#### SPONSOR STATEMENT

#### House Bill No. 236

#### Five Percent Salary and Benefit Reduction

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To deal realistically with Alaska's state spending gap, both in the short- and long-term, three very large, constantly increasing categories of state spending must be addressed -- education, health & social services, and state employee salaries and benefits. HB 263 addresses the last category.

The increase from 1980 to 1991 in average wages and salaries in Alaska's state sector was 62.3%. Adjusted for inflation, state workers' salaries have slipped 2.1%.

Private sector wages and salaries in Alaska have, during the same period, increased only 24.4%. Adjusted for inflation, private sector workers have lost 25% in pay.

To date, the Legislature has been reluctant to delve into the complicated issues surrounding state employee salaries and benefits. The serious imbalance between private and public sector pay, plus the fact that state employee salary and benefits comprise 25% of our state's general fund expenditures, requires that the Legislature propose a reduction.

HB 236 will apply a 5% reduction to all state workers, from judge to janitor, legislator to librarian. Employees not in bargaining units will have their salary schedule adjusted in AS 39.27.011. Employees participating in bargaining units will see pay reduced 5% only after their current contract has expired. This legislation requires the administration to negotiate contracts with a per employee value of 95% of the last year of the previous contract for that bargaining unit. The reduction will last for three years in contracts negotiated under this bill's language.

The House Finance committee has targeted FY96 spending to be \$70 million lower than FY95 spending. HB 236 will help reduce state spending in FY96 by \$5 to 10 million. Only by making similar reductions throughout government operations will the Legislature come close to reducing state spending and closing the fiscal gap.



**Representative Mark Hanley**  
**Alaska State Legislature**

**MEMORANDUM**

**DATE:** March 8, 1995

**TO:** Representative Pete Kott  
Chairman, Labor & Commerce Committee

**FROM:** Mark Hanley *MA*

**SUBJECT:** Request for Hearing of HB 236

.....

I kindly request that you schedule HB 236 for a hearing at your earliest convenience.

I have attached a sponsor statement and a few summary documents that show the relative importance of state salary and benefits in the Legislature's budget writing responsibilities.

A sectional analysis will be forthcoming from Legislative Legal.

Thank you.

# STATE OF ALASKA

DEPARTMENT OF ADMINISTRATION

DIVISION OF PERSONNEL AND  
OFFICE OF EQUAL EMPLOYMENT OPPORTUNITY

1994

## SALARY SURVEY REPORT



## 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/OBEO 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.

FIVE YEAR FISCAL WORKSHEET

	FY95	FY96 12/15	FY97	FY98	FY99	FY00	NOTES
Average Oil Price (\$/bbl.)	16.22	16.72	17.18	18.30	19.13	20.00	DOR Mid Case (FY95 includes Dec. Update)
Oil Production (MMbl/day)	1.606	1.595	1.489	1.408	1.366	1.291	DOR Mid Case
<b>REVENUES (\$ Millions):</b>							
General Fund Forecast	1,911.0	1,959.3	1,943.6	1,989.0	2,005.6	1,997.7	
Other Sources/Adjustments	408.6	48.6	48.6	48.6	48.6	48.6	FY95 \$200 AHFC/\$60 AIDEA/\$36.7 Exec. Life;\$16.5 DNR land sale
<b>TOTAL REVENUE</b>	<b>2,319.6</b>	<b>2,007.9</b>	<b>1,992.2</b>	<b>2,037.6</b>	<b>2,054.2</b>	<b>2,046.3</b>	
<b>EXPENDITURES (\$ Millions):</b>							
Operating	2,196.4	2,269.9					
Debt Service	133.1	111.2					State G.O/School Debt/U of A Lease Purchase/Housing Authority
Capital Budget	100.4	100.4					
Loans/Transfers/New Leg.	30.0	30.0					FY96 includes \$25 Oil Fund Transfer/\$5 New Leg.
Supplementals	35.2	30.0					Estimate less "extraordinary items"
<b>NECESSARY FY REDUCTION</b>	<b>0.0</b>	<b>-116.4</b>					
<b>REDUCTION FROM PREVIOUS FY</b>	<b>0.0</b>	<b>-70.0</b>	<b>-60.0</b>	<b>-50.0</b>	<b>-40.0</b>	<b>-30.0</b>	Five year total \$250.0
<b>TOTAL RECURRING EXPEND</b>	<b>2,495.1</b>	<b>2,425.1</b>	<b>2,365.1</b>	<b>2,315.1</b>	<b>2,275.1</b>	<b>2,245.1</b>	
<b>EXTRAORDINARY EXPEND</b>	<b>73.9</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	57.3 MHT Cap/9.8 Flood Disaster/.3 TB Outbreak/6.5 Non-fixed fire
<b>TOTAL EXPENDITURES</b>	<b>2,569.0</b>	<b>2,425.1</b>	<b>2,365.1</b>	<b>2,315.1</b>	<b>2,275.1</b>	<b>2,245.1</b>	
<b>PROJECTED FISCAL GAP</b>	<b>-249.4</b>	<b>-417.2</b>	<b>-372.9</b>	<b>-277.5</b>	<b>-220.9</b>	<b>-198.8</b>	
<b>CONSTITUTIONAL BUDGET RSRV</b>							
Beginning Balance	613.5	1,558.1	1,490.9	1,468.0	1,190.5	969.6	
Less Deficit	-249.4	-417.2	-372.9	-277.5	-220.9	-198.8	
Direct from CBR	-141.6	0.0	0.0	0.0	0.0	0.0	Oil and Gas Lit/Capitalization of Mental Health Trust Fund
Additional Payments to CBR	1,335.6	350.0	350.0	0.0	0.0	0.0	FY96/FY97 Balance of BP Settlement
<b>ENDING BALANCE</b>	<b>1,558.1</b>	<b>1,490.9</b>	<b>1,468.0</b>	<b>1,190.5</b>	<b>969.6</b>	<b>770.8</b>	

SCENARIO: DOR MID CASE / FY96 EXPENDITURES AT 12/15 SUBMITTAL LEVEL / \$250 REDUCTION OVER FIVE YEARS

Largest growth areas vs. remainder of budget  
general fund dollars

	Gov's FY96
Education	779,189.00
Health & Social Services	469,200.00
state employee salary & benefit (minus Ed & HSS salary)	595,387.50
sub-total	1,843,776.50

<b>GF for all other departments</b>	<b>597,709.00</b>
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**Total operating GF** 2,441,485.50

\$116 million is this percentage of "GF for all other departments"

19%



# *The State Factor*

Volume 20, Number 4

April 1994

## AMERICA'S PROTECTED CLASS III

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### *The Unfair Pay Advantage of Public Employees*

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A State-by State Analysis  
1980-1991

by  
Wendell Cox  
Director of State Policy and Legislation

and

Samuel A. Brunelli  
Executive Director

**Table B-1: Change in Average Employee Wages & Salaries: 1980 to 1991**

	Change			Inflation Adjusted Change		
	Private	State	Local	Private	State	Local
Alabama .....	60.6%	69.1%	74.2%	-1.9%	3.3%	6.4%
Alaska .....	24.4%	62.3%	58.3%	-25.0%	-2.1%	-4.5%
Arizona .....	56.7%	63.1%	82.6%	-5.5%	-1.6%	10.1%
Arkansas .....	57.7%	83.1%	69.0%	-3.7%	11.8%	3.2%
California .....	76.6%	78.4%	96.1%	6.5%	7.6%	18.3%
Colorado .....	61.4%	91.4%	80.8%	-2.6%	15.5%	9.1%
Connecticut .....	100.3%	160.9%	102.7%	14.6%	49.3%	16.0%
Delaware .....	63.4%	82.8%	111.3%	-0.2%	11.7%	29.0%
Florida .....	68.9%	80.1%	97.1%	3.1%	10.0%	20.4%
Georgia .....	76.6%	69.5%	89.6%	7.9%	3.5%	15.8%
Hawaii .....	81.1%	73.4%	83.5%	9.2%	4.6%	10.7%
Idaho .....	49.6%	66.3%	58.0%	-9.8%	0.3%	-4.7%
Illinois .....	62.7%	79.2%	71.7%	0.3%	10.5%	5.9%
Indiana .....	50.9%	76.2%	87.2%	-6.9%	8.7%	15.4%
Iowa .....	44.4%	102.8%	73.1%	-10.9%	25.1%	6.7%
Kansas .....	56.5%	57.7%	85.7%	-3.5%	-2.7%	14.6%
Kentucky .....	49.5%	99.8%	66.7%	-8.7%	22.1%	1.8%
Louisiana .....	45.8%	81.3%	69.0%	-11.0%	10.7%	3.2%
Maine .....	73.7%	96.8%	88.7%	-0.7%	12.6%	7.9%
Maryland .....	79.1%	98.8%	99.6%	9.4%	21.4%	21.9%
Massachusetts .....	103.2%	112.5%	80.6%	16.2%	21.5%	3.3%
Michigan .....	50.6%	83.8%	74.0%	-7.1%	13.4%	7.3%
Minnesota .....	69.5%	88.0%	90.8%	4.5%	15.9%	17.7%
Mississippi .....	57.7%	78.1%	73.2%	-3.7%	8.8%	5.7%
Missouri .....	60.5%	61.0%	88.7%	-1.0%	-0.7%	16.4%
Montana .....	40.3%	67.6%	73.2%	-15.4%	1.1%	4.5%
Nebraska .....	51.4%	84.0%	81.2%	-6.6%	13.5%	11.8%
Nevada .....	58.8%	67.8%	90.0%	-4.2%	1.2%	14.6%
New Hampshire .....	89.6%	87.6%	115.8%	8.5%	7.3%	23.5%
New Jersey .....	92.7%	120.3%	97.8%	10.2%	26.0%	13.1%
New Mexico .....	49.7%	72.8%	58.5%	-9.7%	4.2%	-4.4%
New York .....	87.9%	108.7%	94.4%	7.5%	19.4%	11.2%
North Carolina .....	72.3%	84.1%	94.5%	5.2%	12.4%	18.8%
North Dakota .....	42.6%	68.3%	71.9%	-12.0%	3.8%	6.0%
Ohio .....	52.4%	95.8%	78.5%	-6.0%	20.7%	10.1%
Oklahoma .....	45.0%	61.4%	75.2%	-11.5%	-1.4%	7.0%
Oregon .....	51.3%	75.9%	71.7%	-8.7%	6.1%	3.6%
Pennsylvania .....	65.5%	89.8%	87.6%	-5.3%	8.6%	7.3%
Rhode Island .....	82.5%	90.6%	89.2%	4.4%	9.0%	8.2%
South Carolina .....	66.3%	57.8%	92.2%	1.5%	-3.6%	17.4%
South Dakota .....	50.6%	62.5%	73.6%	-7.1%	0.2%	7.1%
Tennessee .....	67.6%	81.8%	72.9%	2.4%	11.0%	5.6%
Texas .....	60.1%	84.7%	66.4%	-2.3%	12.8%	1.6%
Utah .....	50.6%	52.4%	64.9%	-9.2%	-8.1%	-0.5%
Vermont .....	75.7%	94.1%	95.7%	0.5%	11.0%	12.0%
Virginia .....	78.2%	82.1%	88.2%	8.9%	11.2%	15.0%
Washington .....	48.7%	69.3%	61.0%	-10.3%	2.1%	-2.9%
West Virginia .....	40.7%	81.1%	69.9%	-14.1%	10.6%	3.8%
Wisconsin .....	54.7%	84.5%	68.4%	-4.6%	13.8%	3.9%
Wyoming .....	24.4%	57.2%	63.2%	-25.0%	-5.2%	-1.6%

Estimated for full-time equivalent employees: October

Source: *Public Employment*

Table B-2: Relative Change in Average Monthly Employee Wages and Salaries: 1980 to 1991

	Percentage Change Relative to Private Employees		Amount Change Relative to Private Employees	
	State Govt. Employees	Local Govt. Employees	State Govt. Employees	Local Govt. Employees
Alabama	5.3%	8.4%	\$105	\$142
Alaska	30.5%	27.3%	\$828	\$734
Arizona	4.1%	16.5%	\$81	\$351
Arkansas	16.1%	7.2%	\$272	\$114
California	1.0%	11.1%	\$76	\$323
Colorado	18.6%	12.0%	\$457	\$250
Connecticut	30.3%	1.2%	\$653	\$32
Delaware	11.9%	29.3%	\$241	\$557
Florida	6.7%	16.7%	\$139	\$320
Georgia	-4.0%	7.3%	(\$88)	\$98
Hawaii	-4.3%	1.4%	(\$76)	\$64
Idaho	11.2%	5.6%	\$202	\$110
Illinois	10.2%	5.5%	\$229	\$129
Indiana	16.8%	24.1%	\$342	\$427
Iowa	40.4%	19.9%	\$681	\$348
Kansas	0.8%	18.7%	\$12	\$321
Kentucky	33.7%	11.5%	\$566	\$212
Louisiana	24.4%	15.9%	\$448	\$301
Maine	13.3%	8.7%	\$284	\$158
Maryland	11.0%	11.4%	\$258	\$302
Massachusetts	4.6%	-11.1%	\$86	(\$279)
Michigan	22.0%	15.5%	\$510	\$364
Minnesota	10.9%	12.6%	\$285	\$289
Mississippi	12.9%	9.8%	\$214	\$148
Missouri	0.3%	17.6%	\$8	\$310
Montana	19.5%	23.5%	\$323	\$383
Nebraska	21.5%	19.7%	\$367	\$343
Nevada	5.7%	19.6%	\$121	\$419
New Hampshire	-1.1%	13.8%	(\$15)	\$251
New Jersey	14.3%	2.6%	\$385	\$58
New Mexico	15.4%	5.8%	\$277	\$111
New York	11.1%	3.4%	\$292	\$89
North Carolina	6.8%	12.9%	\$159	\$231
North Dakota	18.0%	20.5%	\$299	\$345
Ohio	28.4%	17.1%	\$549	\$343
Oklahoma	11.4%	20.9%	\$223	\$366
Oregon	16.3%	13.5%	\$324	\$273
Pennsylvania	14.7%	13.4%	\$330	\$289
Rhode Island	4.4%	3.7%	\$121	\$115
South Carolina	-5.1%	15.6%	(\$100)	\$246
South Dakota	7.8%	15.2%	\$120	\$231
Tennessee	8.5%	3.2%	\$160	\$55
Texas	15.4%	4.0%	\$313	\$82
Utah	1.2%	9.5%	\$5	\$180
Vermont	10.4%	11.4%	\$222	\$213
Virginia	2.2%	5.6%	\$48	\$119
Washington	13.9%	8.3%	\$298	\$174
West Virginia	28.7%	20.7%	\$505	\$390
Wisconsin	19.3%	8.9%	\$424	\$184
Wyoming	26.4%	31.2%	\$511	\$587

Estimated for full-time equivalent employees: October  
Source: Public Employment

AN APPEAL AGAINST HOUSE BILL NUMBER 236 †

"WE THE PEOPLE of the United States, in Order to form a more perfect Union, establish Justice, insure domestic tranquility, provide for the common defence, promote the general Welfare, and secure the Blessings of Liberty to ourselves and our Posterity, do ordain and establish this Constitution for the United States of America."

That was the Preamble to the Constitution of the United States of America, perhaps one of the best documents written in the history of mankind. This one paragraph is the backbone to which ALL of our laws and morals derive.

Webster's dictionary defines JUSTICE as fairness. Fairness has been THE primary concern of its citizens throughout our 219 year history. We were one of the first civilizations in the history of mankind to believe that fairness is a right to all people, not just to the upper class, or a minority of its citizens. All of our other laws derive from our search for fairness.

Domestic tranquility relies on its citizens' belief that life in the United States CAN be fair. To ensure domestic tranquility we must believe that as long as we work hard, follow the law and live an honest life we can prosper. That our children, if taught to work hard and follow the law, will also prosper.

If the average citizen comes to believe that he doesn't have a chance to succeed in life, that no matter how hard he works, no matter how law abiding he is, he will still only live a life of desperation, what will he do? He will find another way.

House Bill number 236 is the antithesis of fairness. Not only does it punish those who are honest and hard working, but it shows the citizens of Alaska that it doesn't pay to try. It demonstrates that rules can be changed at the legislature's whim. One can agree to give an employer all the knowledge and experience one has, yet without notice, the employer can change the work rules to suit himself. He doesn't have to consider fairness. He doesn't have to consider whether what he does is right or wrong. He just does it.

The State didn't hire us because we were the first ones through the door! Each of us was hired after exhaustive interviewing, comparing training and experience. We are the best the State could get. You are shooting yourself in the foot -- WE ARE THE ONES who run your programs! WE enforce your laws and statutes! Who's going to do it if we don't? And by burning us over and over again, you are causing severe morale problems. Any good manager in the lower 48 could tell you this is not the way to get the most from your employees. We have been doing more with

\*FROM A CONSTITUENT OF MARK HANLEY, NORMAN ROKEBERG  
AND DAVE PEARCE

less since the bust of 1985. We deserve respect and appreciation, not pay cuts.

And what kind of signal does this send to the citizens of Alaska? Is the Constitution of the United States only good in the lower 48? Doesn't it mean that ALASKANS also expect Justice? That we expect government to be fair?

I urge the legislature to reject House Bill number 236. Changing the work rules and requiring employees to work 40 hours but only get paid for 37.5 hours is not fair. Longer hours for less pay is not fair. Reducing wages an additional 5%, when we haven't had ANY increase in more than 3 years is not fair. Especially when other state workers HAVE had raises -- substantial raises! Targeting one bargaining group, composed primarily of female clerks and secretaries, the poorest paid group in State government, is not fair. I refer to ASEA.

I urge the legislature to stop harassing state workers -- the backbone of the State of Alaska -- those who have dedicated their whole lives to promoting the welfare of the citizens of Alaska. Of all the people in our state, these people, on a day to day basis, assist those (voters) who struggle in hundreds of different ways. I urge the legislature to instead direct the State to bargain a fair and just contract to ensure that the people of Alaska can see that working hard, living an honest life and following the law is the right way to live. You, as legislators, are models to the rest of us. Remember that in every decision you make.

ALASKA COURT SYSTEMComparison of Adjusted Judicial Salaries - Supreme Court (Associate Justice Level)

July 1, 1994

State	Actual		Cost of Living Index (1)	Adjusted	
	Salary	Rank		Salary	Rank
Georgia	\$109,459	6	93.7	\$150,112	1
Alabama	107,125	10	94.4	145,822	2
New York	122,500	2	108.0	145,752	3
Illinois	112,124	4	99.7	144,513	4
California	127,267	1	116.3	140,617	5
Virginia	102,700	14	94.9	139,062	6
Michigan	111,941	5	104.1	138,179	7
Tennessee	99,240	18	92.9	137,270	8
Florida	103,457	13	98.8	134,557	9
Arkansas	95,216	24	91.1	134,306	10
Ohio	101,150	16	98.7	131,690	11
Pennsylvania	108,045	8	105.7	131,351	12
Missouri	95,897	22	94.0	131,093	13
Washington	107,200	9	106.5	129,345	14
Texas	94,685	25	94.1	129,299	15
Delaware	108,300	7	108.5	128,263	16
South Carolina	97,040	20	98.3	126,853	17
North Carolina	96,000	21	97.5	126,523	18
Maryland	102,000	15	104.1	125,908	19
Mississippi	90,800	32	94.1	123,994	20
Wisconsin	97,756	19	101.4	123,882	21
Louisiana	93,400	28	97.5	123,096	22
Nebraska	88,157	34	92.2	122,865	23
Minnesota	94,395	26	99.2	122,276	24
Oklahoma	83,871	39	90.5	119,088	25
Utah	92,000	30	100.0	118,220	26
Kansas	86,577	35	96.6	115,167	27
Arizona	91,728	31	102.4	115,108	28
Kentucky	83,752	40	93.9	114,613	29
Iowa	92,100	29	103.8	114,016	30
New Hampshire	95,623	23	111.1	110,599	31
Connecticut	106,553	11	125.0	109,536	32
Wyoming	85,000	37	100.2	109,007	33
Indiana	81,000	43	97.0	107,304	34
Alaska	104,472	12	128.5	104,472	35
Colorado	84,000	38	104.9	102,898	36
Oregon	83,700	41	105.1	102,335	37
New Mexico	79,567	44	100.8	101,432	38
Nevada	85,000	36	107.9	101,228	39
West Virginia	72,000	48	91.7	100,894	40
Idaho	79,183	45	101.4	100,345	41
South Dakota	74,241	46	99.1	96,266	42
North Dakota	71,555	49	99.0	92,877	43
Vermont	73,890	47	111.0	85,539	44
Massachusetts	90,450	33	136.9	84,900	45
Montana	64,452	50	103.6	79,943	46
Hawaii	93,780	27	NA	NA	
Maine	83,616	42	NA	NA	
New Jersey	115,000	3	NA	NA	
Rhode Island	99,431	17	NA	NA	

(1) Cost of Living Index is based on American Chamber of Commerce Researchers Association (3rd quarter, 1994)

**ALASKA COURT SYSTEM**

**Comparison of Adjusted Judicial Salaries – Appellate Court**

**July 1, 1994**

State	Actual		Cost of Living Index (1)	Adjusted	
	Salary	Rank		Salary	Rank
Georgia	\$108,765	3	93.7	\$149,160	1
Alabama	106,125	6	94.4	144,460	2
New York	114,875	2	108.0	136,680	3
Illinois	105,528	7	99.7	136,012	4
Michigan	107,463	5	104.1	132,651	5
Virginia	97,565	13	94.9	132,109	6
California	119,314	1	116.3	131,830	7
Tennessee	94,620	15	92.9	130,879	8
Arkansas	92,205	17	91.1	130,059	9
Florida	98,284	12	98.8	127,829	10
Pennsylvania	104,444	8	105.7	126,973	11
Washington	101,900	9	106.5	122,950	12
Texas	89,952	21	94.1	122,836	13
Ohio	94,200	16	98.7	122,641	14
Missouri	89,558	23	94.0	122,428	15
North Carolina	92,000	20	97.5	121,251	16
South Carolina	92,190	18	98.3	120,513	17
Maryland	95,300	14	104.1	117,637	18
Nebraska	83,749	29	92.2	116,722	19
Wisconsin	92,041	19	101.4	116,640	20
Louisiana	88,400	27	97.5	116,507	21
Minnesota	88,945	25	99.2	115,216	22
Utah	87,850	28	100.0	112,887	23
Arizona	89,544	24	102.4	112,367	24
Oklahoma	78,660	35	90.5	111,689	25
Kansas	83,487	31	96.6	111,057	26
Kentucky	80,333	33	93.9	109,934	27
Iowa	88,500	26	103.8	109,559	28
Connecticut	99,077	10	125.0	101,851	29
Indiana	76,500	37	97.0	101,343	30
Oregon	81,700	32	105.1	99,890	31
Idaho	78,183	36	101.4	99,078	32
<b>Alaska</b>	<b>98,688</b>	<b>11</b>	<b>128.5</b>	<b>98,688</b>	<b>33</b>
Colorado	79,500	34	104.9	97,386	34
New Mexico	75,589	38	100.8	96,361	35
Massachusetts	83,708	30	136.9	78,572	36
Delaware	NA		108.5	NA	
Hawaii	89,780	22	NA	NA	
Maine	NA		NA	NA	
Mississippi	NA		94.1	NA	
Montana	NA		103.6	NA	
Nevada	NA		107.9	NA	
New Hampshire	NA		111.1	NA	
New Jersey	108,000	4	NA	NA	
North Dakota	NA		99.0	NA	
Rhode Island	NA		NA	NA	
South Dakota	NA		99.1	NA	
Vermont	NA		111.0	NA	
West Virginia	NA		91.7	NA	
Wyoming	NA		100.2	NA	

(1) Cost of Living Index is based on American Chamber of Commerce Researchers Association (3rd quarter, 1994)

ALASKA COURT SYSTEM

Comparison of Adjusted Judicial Salaries - General Trial Courts

July 1, 1994

<u>State</u>	<u>Actual</u>		<u>Cost of Living Index (1)</u>	<u>Adjusted</u>	
	<u>Salary</u>	<u>Rank</u>		<u>Salary</u>	<u>Rank</u>
Virginia	\$95,340	9	94.9	\$129,096	1
New York	108,500	1	108.0	129,095	2
Arkansas	89,188	18	91.1	125,803	3
Tennessee	90,540	15	92.9	125,236	4
Illinois	96,837	6	99.7	124,810	5
Michigan	98,844	5	104.1	122,012	6
Delaware	102,900	3	108.5	121,868	7
Florida	93,111	11	98.8	121,101	8
South Carolina	91,190	14	98.3	119,206	9
Washington	96,600	8	106.5	116,555	10
Texas	85,217	23	94.1	116,370	11
California	104,262	2	116.3	115,199	12
North Carolina	87,000	20	97.5	114,662	13
Nebraska	81,546	29	92.2	113,651	14
Missouri	82,967	28	94.0	113,418	15
Maryland	91,700	13	104.1	113,194	16
Pennsylvania	92,610	12	105.7	112,586	17
Mississippi	81,200	30	94.1	110,884	18
Louisiana	83,400	27	97.5	109,917	19
Arizona	87,360	19	102.4	109,627	20
Wisconsin	86,289	22	101.4	109,350	21
Minnesota	83,494	26	99.2	108,155	22
Georgia	78,564	34	93.7	107,743	23
Utah	83,650	25	100.0	107,490	24
Kentucky	76,916	36	93.9	105,258	25
Iowa	84,200	24	103.8	104,236	26
New Hampshire	89,646	16	111.1	103,686	27
Oklahoma	71,330	44	90.5	101,281	28
Kansas	75,266	39	96.6	100,121	29
Ohio	76,150	38	98.7	99,142	30
Wyoming	77,000	35	100.2	98,748	31
Alabama	72,500	42	94.4	98,689	32
Connecticut	94,647	10	125.0	97,297	33
<b>Alaska</b>	<b>96,600</b>	<b>7</b>	<b>128.5</b>	<b>96,600</b>	<b>34</b>
Nevada	79,000	33	107.9	94,082	35
Idaho	74,214	41	101.4	94,048	36
Oregon	76,200	37	105.1	93,166	37
Colorado	75,000	40	104.9	91,873	38
New Mexico	71,810	43	100.8	91,544	39
West Virginia	65,000	48	91.7	91,085	40
South Dakota	69,333	46	99.1	89,902	41
North Dakota	65,970	47	99.0	85,628	42
Indiana	61,740	50	97.0	81,790	43
Vermont	70,188	45	111.0	81,254	44
Montana	63,178	49	103.6	78,363	45
Massachusetts	80,360	31	136.9	75,429	46
Hawaii	86,780	21	NA	NA	
Maine	79,073	32	NA	NA	
New Jersey	100,000	4	NA	NA	
Rhode Island	89,521	17	NA	NA	

(1) Cost of Living Index is based on American Chamber of Commerce Researchers Association (3rd quarter, 1994)

## Alaska Court System

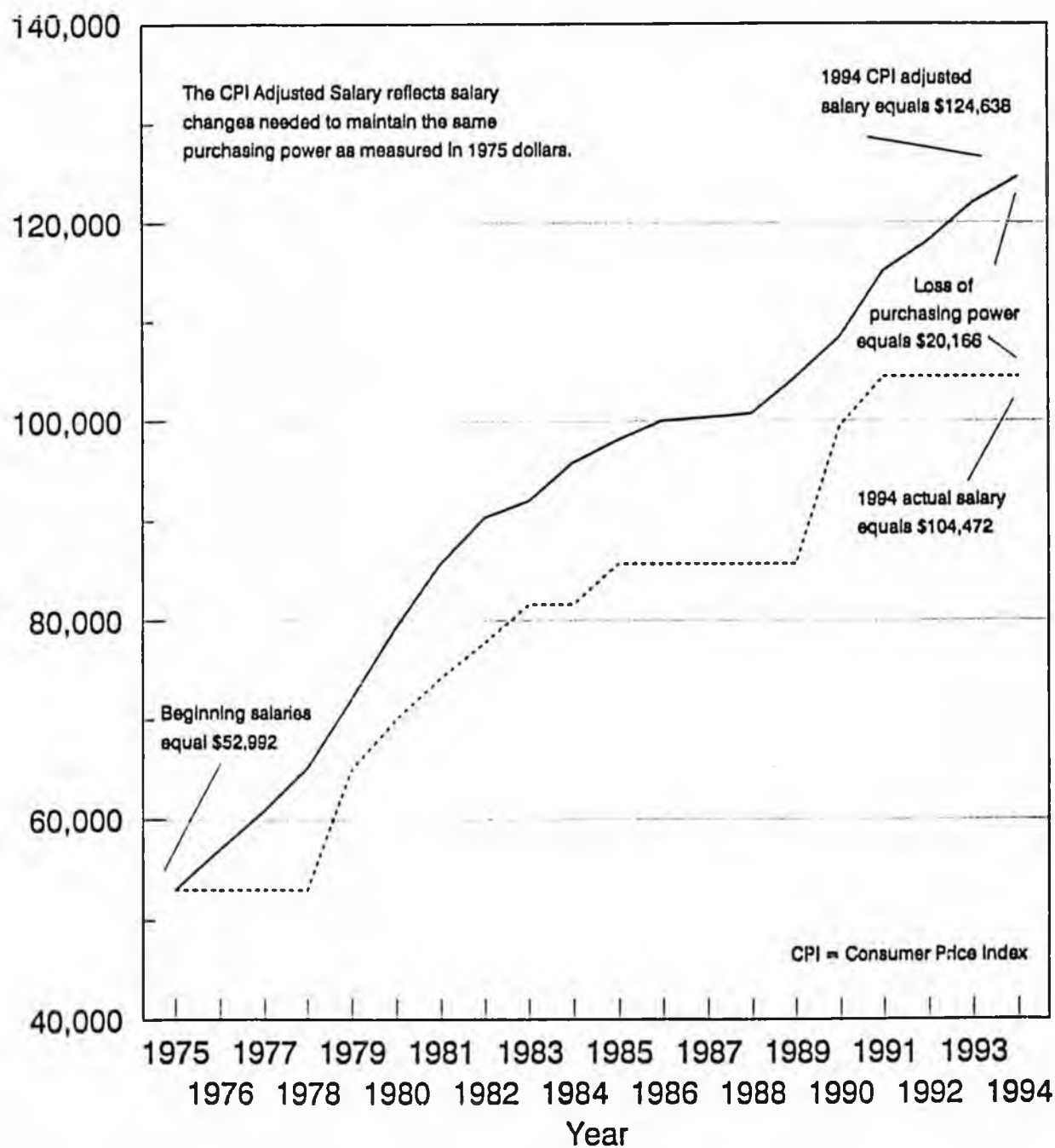
### Comparison of Judicial Salaries and the Anchorage Consumer Price Index - 1975 to 1994

Year	Actual Salaries			Salary Needed to Stay Even with Changes in Anchorage CPI* (1975 salary as base salary)			Estimated Loss of Purchasing Power Since 1975		
	Supreme Court Justice	Superior Court Judge	District Court Judge	Supreme Court Justice	Superior Court Judge	District Court Judge	Supreme Court Justice	Superior Court Judge	District Court Judge
1975	\$52,992	\$48,576	\$41,068	\$52,992	\$48,576	\$41,068	\$0	\$0	\$0
1976	52,992	48,576	41,068	57,075	52,319	44,233	4,083	3,743	3,165
1977	52,992	48,576	41,068	60,880	55,807	47,181	7,888	7,231	6,113
1978	52,992	48,576	41,068	65,150	59,720	50,490	12,158	11,144	9,422
1979	65,000	57,500	49,000	72,017	66,016	55,812	7,017	8,516	6,812
1980	70,068	63,120	54,480	79,349	72,736	61,494	9,281	9,616	7,014
1981	74,196	66,900	57,828	85,752	78,606	66,457	11,556	11,706	8,629
1982	77,760	70,116	60,600	90,393	82,860	70,053	12,633	12,744	9,453
1983	81,648	73,620	63,636	92,063	84,391	71,348	10,415	10,771	7,712
1984	81,648	73,620	63,636	95,868	87,879	74,296	14,220	14,259	10,660
1985	85,728	77,304	66,816	98,188	90,006	76,094	12,460	12,702	9,278
1986	85,728	77,304	66,816	100,044	91,707	77,533	14,316	14,403	10,717
1987	85,728	77,304	66,816	100,416	92,048	77,821	14,688	14,744	11,005
1988	85,728	77,304	66,816	100,787	92,388	78,108	15,059	15,084	11,292
1989	85,728	77,304	66,816	104,406	95,706	80,913	18,678	18,402	14,097
1990	99,504	92,004	78,000	108,490	99,449	84,078	8,986	7,445	6,078
1991	104,472	96,600	81,888	115,079	105,489	89,184	10,607	8,889	7,296
1992	104,472	96,600	81,888	118,142	108,296	91,558	13,670	11,696	9,670
1993	104,472	96,600	81,888	122,039	111,869	94,579	17,567	15,269	12,691
1994	104,472	96,600	81,888	124,638	114,251	96,593	20,166	17,651	14,705

\*Alaska Department of Labor, CPI-U, 1982-1984 = 100. CPI for 1994 = first half of 1994.

# Supreme Court Justice Comparison of Actual and CPI Adjusted Salaries 1975 thru 1994

Annual Salary



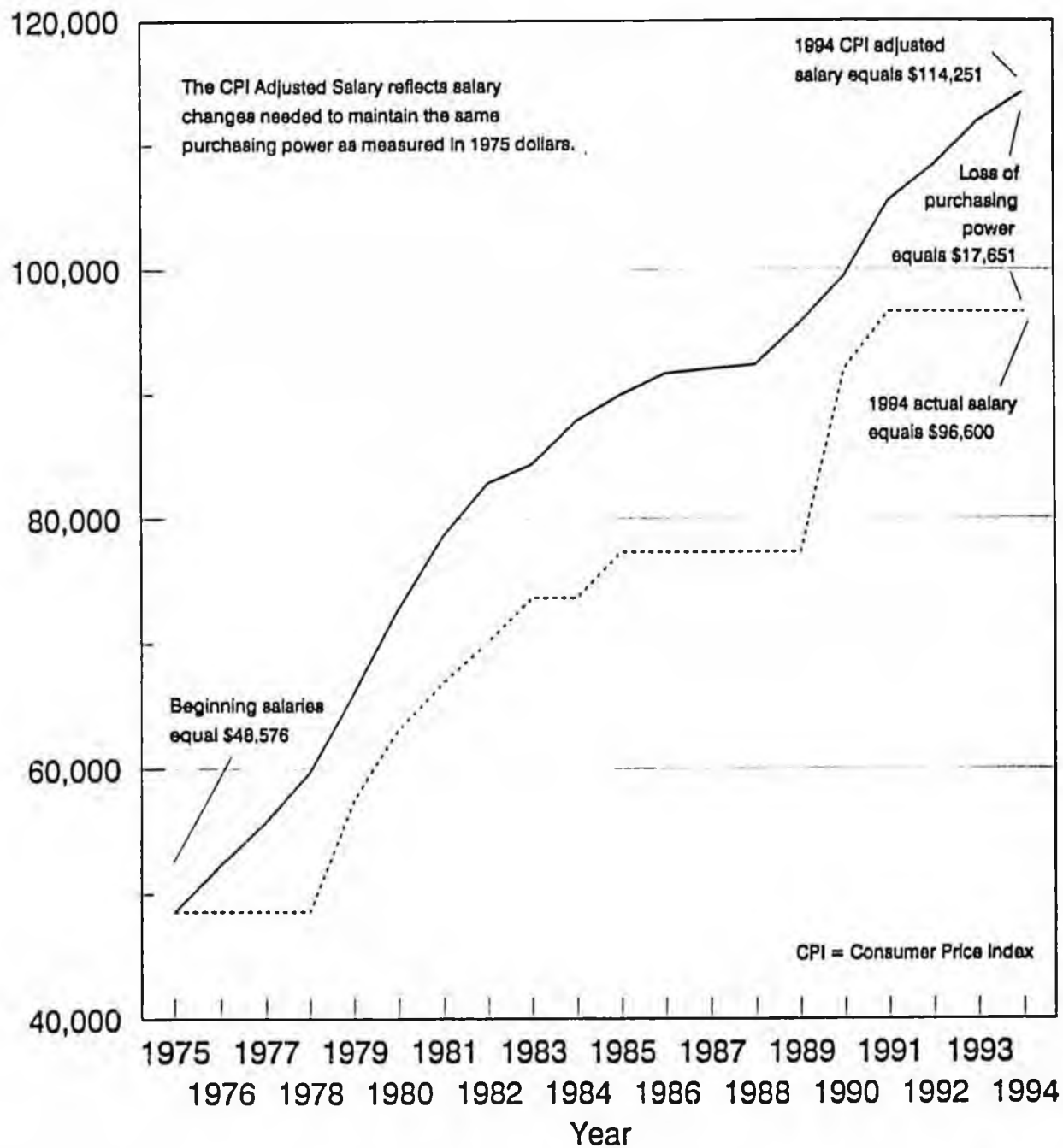
CPI Adjusted Salary    Actual Salary

—————

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# Superior Court Judge Comparison of Actual and CPI Adjusted Salaries 1975 thru 1994

Annual Salary

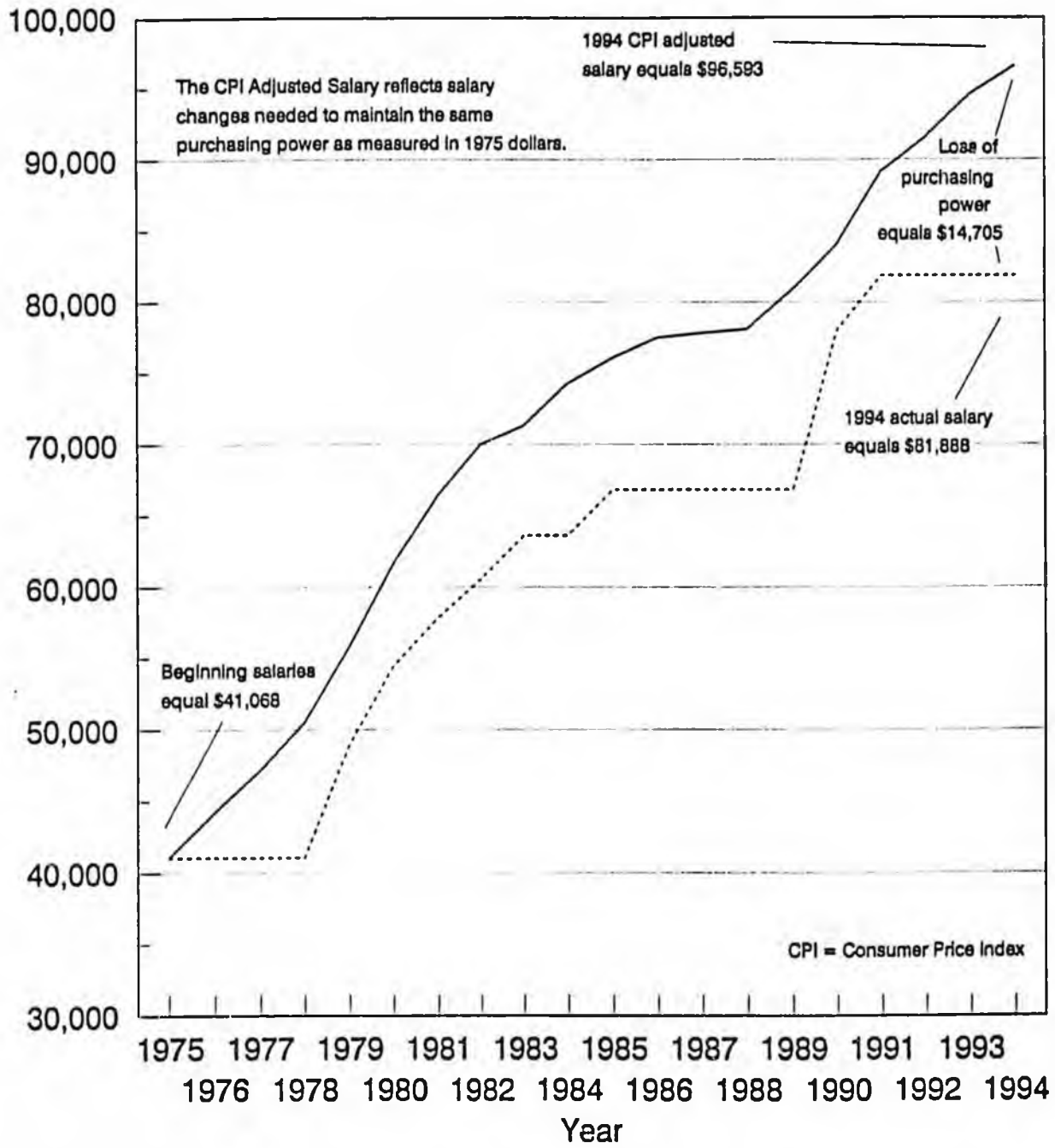


CPI Adjusted Salary    Actual Salary

—————                      - - - - -

# District Court Judge Comparison of Actual and CPI Adjusted Salaries 1975 to 1994

Annual Salary

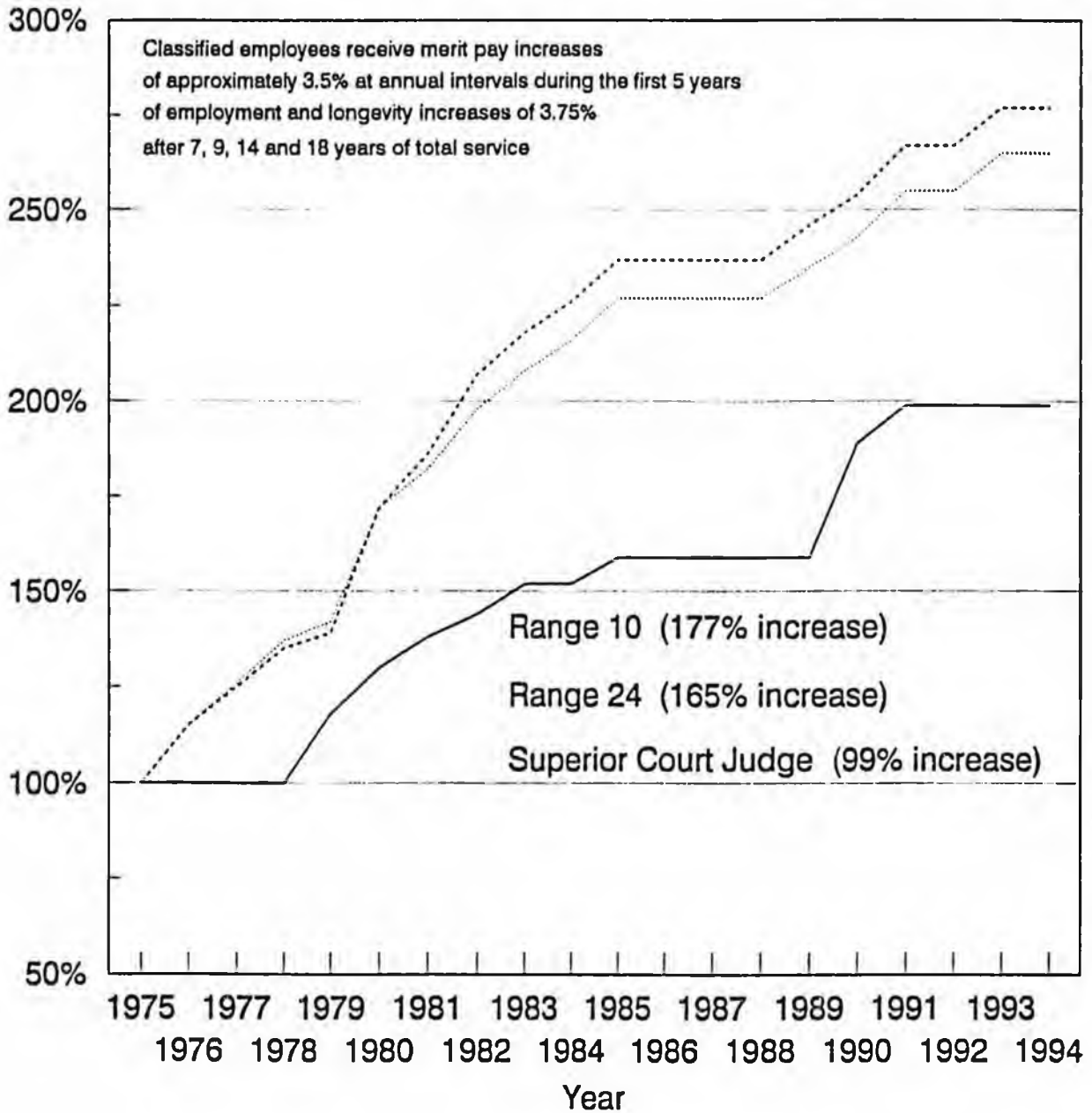


CPI Adjusted Salary    Actual Salary

—————                      ·······

# Comparison of Percentage Changes in Judicial and Classified Employee Salaries 1975 thru 1994

Change



Superior Range 10 Range 24

— ·····

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 236

Revision Date: \_\_\_\_\_ Dept. Affected: All Departments  
 Title: An Act relating to reductions in compensation BRU: \_\_\_\_\_  
 for state officers and employees. Component: \_\_\_\_\_  
 Sponsor: House Finance Committee  
 Requester: \_\_\_\_\_ COMPONENT SERIAL NO. \_\_\_\_\_

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

OPERATING EXPENDITURES	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01
PERSONAL SERVICES	(4,847.5)	(4,847.5)	(4,847.5)	(4,847.5)	(4,847.5)	(4,847.5)
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
<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						
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CHANGE IN REVENUES ( )						
------------------------	--	--	--	--	--	--

**FUND SOURCE** (Thousands of Dollars)

1002 Federal Receipts	(554.1)	(554.1)	(554.1)	(554.1)	(554.1)	(554.1)
1003 GF Match	(88.5)	(88.5)	(88.5)	(88.5)	(88.5)	(88.5)
1004 GF	(2,191.3)	(2,191.3)	(2,191.3)	(2,191.3)	(2,191.3)	(2,191.3)
1005 GF/Program Receipts	(234.1)	(234.1)	(234.1)	(234.1)	(234.1)	(234.1)
1006 GF/MHTIA	(81.0)	(81.0)	(81.0)	(81.0)	(81.0)	(81.0)
Other	(1,698.5)	(1,698.5)	(1,698.5)	(1,698.5)	(1,698.5)	(1,698.5)
<b>TOTAL</b>	<b>(4,847.5)</b>	<b>(4,847.5)</b>	<b>(4,847.5)</b>	<b>(4,847.5)</b>	<b>(4,847.5)</b>	<b>(4,847.5)</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 would, among other provisions, reduce the salary schedule by 5 percent for classified and partially exempt employees in the executive branch of state government who are not members of a collective bargaining unit, and for employees of the legislature. Salaries for certain exempt employees would also be reduced by 5 percent.

The fiscal impacts shown above reflect only the salary changes for the employees described above. The bill also attempts to mandate salary reductions for employees represented by collective bargaining. However, the outcome of any collective bargaining negotiations, and whether an impasse would be declared, are unknown, and the fiscal impacts for this group of employees are therefore equally uncertain.

Prepared by: Annalee McConnell, Director *Annalee McConnell* Phone: 465-4660  
 Division: Office of Management and Budget Date: 3/16/95

Approved by Commissioner: Jim Ayers, Chief of Staff Date: 3/16/95  
 Agency: Office of the Governor *Jim Ayers for*

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AMENDMENT #1

*Adopted*

OFFERED IN THE HOUSE

TO: HB 236

1 Page 3, after line 9:

2 Insert new bill sections to read:

3 \*\* Sec. 9. AS 39.20.010 is amended to read:

4 Sec. 39.20.010. ANNUAL SALARY OF GOVERNOR. The annual salary  
5 of the governor is \$77,566 [\$81,648].

6 \* Sec. 10. AS 39.20.030 is amended to read:

7 Sec. 39.20.030. ANNUAL SALARY OF LIEUTENANT GOVERNOR. The  
8 annual salary of the lieutenant governor is \$72,379 [\$76,188]."

9 Renumber the following bill sections accordingly.

10 Page 6, line 9:

11 Delete "sec. 9"

12 Insert "sec. 11"

13 Page 6, line 10:

14 Delete "Sections 1 - 9 and 11 - 12"

15 Insert "Sections 1 - 11 and 13 - 14"

16 Page 6, line 11:

17 Delete "Section 10"

18 Insert "Section 12"

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17 Delete "Section 10"

18 Insert "Section 12"





# Alaska State Legislature

Please enter into the record my testimony to the HL & C  
 committee on HB 236, dated 3-17-95  
 subject all subject

P.O. Box 3476  
 Kenai, Alaska 99541-3476  
 (907) 283-4430

March 17, 1995

To whom it may concern:

I would like to first let you know that I have no objections to having a pay reduction in my wages. But, I would like for you and your colleagues to consider a couple of issues.

1. I understand via the local media that you and your colleagues received a pay increase at the beginning of this session. This pay increase was handed in such a fashion that you did not have to vote on it to receive the increase in pay.
2. I also understand that your per diem was increased this session.
3. As a Correctional Officer I do not have the right to ~~STRIKE~~ which would prove to be very helpful in retaining my current earning power. It would also aid in getting a new contract.
4. I have not had a raise in several years ( Court Worker ) either. Why punish / leave one group and reward another.

My concern is this, you and your colleagues gave yourselves raises early in the session prior to any talks of budget cuts. Now that everyone is on the band wagon for budget cuts you want to balance the state budget on " STATE WORKERS WAGES ". I feel that you should be willing to lead the way. Show your constituents how you are also tightening up your belt.

Don't give yourselves a raise while everyone is looking one way, and then turn around and hit our pay.

Again, I'm willing to go without, but I strongly feel that you and your colleagues should be leading the way.

Sincerely

David A. Haynes



# Alaska State Legislature

Please enter into the record my testimony to the HL & C  
 committee name  
 committee on HB 236 dated 3-17-95  
 bill/subject

Sherrie R. Barlow  
 P O Box 4676  
 Soldotna, Alaska 99669  
 17 March 1995

To whom it may concern:

I would like to bring to your attention some concerns of mine. I am a life long Alaskan with the exception of higher education, which created a brief and intermittent absence. I proudly hold a bachelors degree in law & justice, and returned to my home state to perform the duties of a well educated, professional. Much to my dismay, the State of Alaska doesn't recognize it's citizens of such dedication and loyalties. Instead you created false hopes and dreams in this conscientious citizen by encouraging me as an elementary student, then jr./sr. high student, through finally my college years to get and obtain high goals, remaining of course in this state to utilize them. At present I am employed by the State Government as a Correctional Officer, a field I had hoped would carry me into a career. A career of which I felt strong enough about to seek and receive higher education in. You now are creating a condition from which I will be left with nothing to gain and EVERYTHING to lose. You see, while you insist on adding incentive to politicians by increasing income for "per diem", you are allowing an allegedly economically recessed state quicken it's arrival to /at depression. You will heighten the rate of crime and the number of criminals because your concern is NOT for the people of the state, but instead for the "people" running the state. By the time you complete the "granting" process for legislative bodies, and the denial of funds for the more definetly necessary areas of government, you will have allowed for a complete genocide of the honest, law abiding citizen in this state. It doesn't take a fool to realize that in a "world" of crime, lives CRIMINALS!!

I dislike very strongly having these types of feelings, and more-so having to write or voice them. I would hope that considerable time would be taken by each and every legislator in both reading this letter and reviewing the fact of it's content. Should you have the time to respond, written form would naturally be preferred, if verbal response is all that you can fit into your schedule however, you may contact me at 307 262-2953.

Respectfully I remain,

Sherrie R. Barlow

# FISCAL NOTE

STATE OF ALASKA  
1995 LEGISLATIVE SESSION

BILL NO. HB 236

Revision Date: \_\_\_\_\_ Dept. Affected: All Departments  
 Title: An Act relating to reductions in compensation BRU: \_\_\_\_\_  
 for state officers and employees. Component: \_\_\_\_\_  
 Sponsor: House Finance Committee  
 Requester: \_\_\_\_\_ COMPONENT SERIAL NO. \_\_\_\_\_

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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
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<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						
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CHANGE IN REVENUES ( )						
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PART-TIME						
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Prepared by: Annalee McConnell, Director *Annalee McConnell* Phone: 465-4660  
 Division: Office of Management and Budget Date: 3/16/95  
 Approved by Commissioner: Jim Ayers, Chief of Staff Date: 3/16/95  
 Agency: Office of the Governor *David Hunter for*

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## AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC)

### Basic Eligibility Criteria

#### Application and Review

Anyone may apply for AFDC. The Division of Public Assistance uses the family's application to determine initial eligibility for AFDC and uses recipients' monthly reports to determine continued AFDC eligibility and payment.

#### Non-Financial Criteria

**Citizenship:** U. S. Citizen or legal resident alien.

**Residency:** Living in Alaska with intent to remain.

**Age:** The caretaker relative receiving payment may be of any age.

Dependent children must be under age 18, or age 18 and in high school and expected to graduate by age 19.

**Social Security Number:**

Must have or apply for a Social Security Number.

**Work Requirements:**

Unless exempt, if selected must participate in the Job Opportunities and Basic Skills (JOBS) work and training program.

**Child Support Cooperation:**

The caretaker relative must sign over child support to the state and cooperate with the Child Support Enforcement Division (CSED) in identifying and locating absent parents, establishing paternity for a child born out of wedlock, and collecting support, unless they have good cause for not cooperating.

#### Categorical Requirements

One or both parents of a dependent child must be absent from the child's home, or one parent must be incapacitated or unemployed.

The child(ren) must be living in the home of a parent or any specified relative with resources and income below the resource and income standards.

Pregnant women with no other AFDC child can receive payment for the last 90 days of pregnancy.

#### Resources (liquid and non-liquid assets)

Resources include cash, stocks, bonds, vehicles, boats, real estate, or any other property that can be converted to cash.

**Exempt Resources:**

Home the family lives in, personal belongings, religious articles, \$1,500 of the equity value of one motor vehicle do not count. Identifiable Alaska Native corporation dividend savings up to \$2,000 per individual per calendar year are also excluded.

**Resource Limit:**

\$1,000 for each AFDC family unit, regardless of family size.

**Income**

**Disregards:** Earned income disregards are \$90 of gross, twelve months of an additional \$30, plus an additional 1/3 of the remainder for the first four months, and actual child care costs up to \$200 per month per child. Portions of student grants, bona fide loans, the first \$2,000 per person per year of Alaska Native corporation dividend payments, and up to \$50 per month "pass-through" child support is disregarded.

**Eligibility and payments:** To determine if a family is eligible for AFDC the family's total monthly income is compared to the need standard for the family size. AFDC payments are calculated by subtracting net income from the need standard then paying 92.15 percent of need (effective 1/1/95).

(See attached AFDC Need and Maximum Payment Standards (Rev 2/95).

TONY KNOWLES, GOVERNOR

DEPT. OF HEALTH AND SOCIAL SERVICES

DIVISION OF PUBLIC ASSISTANCE

P. O. BOX 110640  
JUNEAU, ALASKA 99811-0640  
PHONE: (907) 465-3347

March 21, 1995

Representative Pete Kott, Chairman  
House Labor and Commerce Committee  
Alaska State Legislature  
Alaska State Capitol  
Room 432  
Juneau, AK 99801-1182

Dear Mr. Kott:

During the testimony given by Myrtle Ellerbee of my staff on March 20, 1995 before the Labor and Commerce Committee, the committee requested some additional information about AFDC and the poverty guidelines for Alaska.

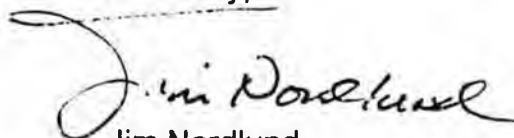
Enclosed is a description of how we calculate the net earned income used to determine eligibility for AFDC.

I have also enclosed the 1995 Poverty Guidelines for Alaska.

The Committee had questions about the number of AFDC recipients employed by the State. We do not collect data identifying employers and are unable to provide that information.

Please contact Curt Lomas at 465-3382 if you want any additional information.

Sincerely,



Jim Nordlund  
Director

Enclosures

STATE OF ALASKA  
DEPARTMENT OF HEALTH AND SOCIAL SERVICES  
DIVISION OF PUBLIC ASSISTANCE

DETERMINING INCOME ELIGIBILITY FOR AFDC

**INCOME CALCULATION FOR A NEW  
AFDC APPLICANT**

Family's gross earned income  
less \$90 work expense  
= net earned income that is  
compared to the eligibility need  
standard.

**INCOME CALCULATION FOR A  
FAMILY ALREADY RECEIVING AFDC**

Family's gross earned income  
less \$90 work expense deduction  
less \$30 for 12 months  
less 1/3 of remainder for the first  
four months  
= Net earned income that is  
compared to the eligibility need  
standard.

Number of People in the Family	AFDC Eligibility Need Standard
2	\$ 891
3	1002
4	1113
5	1224
6	1335
7	1446
Each Additional	111

STATE OF ALASKA  
DEPARTMENT OF HEALTH AND SOCIAL SERVICES  
DIVISION OF PUBLIC ASSISTANCE

**1995 POVERTY GUIDELINES FOR ALASKA (Effective 4/1/95)**

The Department of Health and Human Services poverty guidelines are based on the Consumer Price Index and published every February in the Federal Register.

<b>Number of Persons</b>	<b>Annual Income</b>	<b>Monthly Income</b>
1	\$ 9,340	\$ 779
2	12,540	1045
3	15,740	1312
4	18,940	1579
5	22,140	1845
6	25,340	2112
7	28,540	2379
Each Additional	3,200	267

(03/21/95)

RECEIVED

APR - 4 1995

ALB U.....

TO: Representative Sanders  
Committee Members  
HB 236

My name is Patricia Earl. I am a 26 year plus state employee with the Alaska Court System, a registered voter from House District 12, Senate District H.

Let me state first that I love my job as an in-court clerk. I handled the Exxon Valdez jury trial last summer in state court. My philosophy has been that I was thankful for my job, that I owed the state; the state didn't owe me. I've attached a letter from Arthur Snowden, II thanking me for taking LWOP (even though I had many, many hours of leave) when the Court System budget was in trouble. If I were to leave the court today, the state would receive back 600 hours of my banked sick leave.

I am here to voice my opposition to HB 236 in general, and the 5% salary decrease in particular. At this time in my career with the state, I am at the beginning of my last "high three years" before retirement, April 1999. The 5% decrease will not only impact my take home pay, the larger impact will be my lower pension in retirement years, where I will truly need it the most. This decrease will cause me to work two years past my eligible retirement date to make up for the 5% decrease.

I am a clerk and thus in the lower one-third of the state pay scale. I have not had a COL increase since July, 1991. My cost of living has not gone down, even though I live in a house I bought 21 years ago. As an example, in the last five years, my property taxes have gone from approximately \$1,700 to \$3,200, with no end to the increase in sight. To supplement the erosion of my state check, I have turned the main part of my house into a Bed and Breakfast. This means that as a 26 year state employee, I live in my basement without windows for 5 months a year, without complaint, while renting out rooms on the main floor.

I would ask that you either exempt court system employees from HB 236, or make the decreases graduated from the higher pay ranges of 5% to the lower pay ranges of 1%.

I do agree that the state should cut unreasonable, unnecessary spending. Possibly a more equitable way to cut state salaries would be to enact a two-tier pay schedule. Keep the current pay schedule for current employees, while instituting a reduced (10% to 40%?) pay scale, effective for new hirees January 1996. My opinion is that new hirees are younger people, just starting their careers, with many years of promotions, opportunities, and salary and benefit increases ahead of them. They would also be accepting positions with the state, with their eyes open, with a full understanding of benefits and salaries. As the ranks fill with these younger, lower paid employees, then "RIP" out the higher paid employees at a substantial savings to the State of Alaska.

Thank you for the opportunity to be heard.

April 1, 1995

Patricia L. Earl  
Alaska Court System  
1312 West 10th Ave.  
Anchorage, Alaska 99501



## Alaska Court System

State of Alaska

303 "K" STREET  
ANCHORAGE, ALASKA  
99501

ARTHUR H. SNOWDEN II  
ADMINISTRATIVE DIRECTOR

(907) 274-8611

February 25, 1987

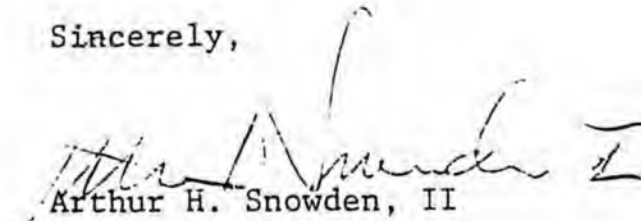
Patricia Earl  
Anchorage

Dear Ms. Earl:

I would like to personally thank you for participating in the voluntary leave without pay program.

The response to the program has been gratifying. The monetary sacrifice of employees such as yourself will surely aid the court and thus, the state pull through these financially difficult times.

Sincerely,



Arthur H. Snowden, II

cc: Personnel file

9.2.95  
Pete sort  
Ext. sort  
RM + has not  
returned.

RECEIVED  
APR 4 1995  
HHS U.....

DEBORAH OWENS  
STATE COURT SYSTEM EMPLOYEE  
HOUSE DISTRICT 25  
SENATE DISTRICT 11

-I have been a Court employee for nine years. Court employees have not received a raise in five years, to take money from us now would be like a slap in the face for being a dedicated employee.

Along with other benefit cuts,  
-Court employees also no longer receive per diem unless we work away from our home location for at least ten hours, and when we do receive it, it surely isn't enough

to rent a car for <sup>reasonable</sup> ~~meaningful~~ transportation, much less any other luxury!  
- In the near future we will be asked to go to a 40-hour work week - which will in effect be a further pay cut.

-My position as In-Court Clerk is a stressful position with a tremendous amount of responsibility and is in no way over-paid, if anything, we are underpaid.

-I drive an '82 Chevy Cavalier, my husband drives an '82 Honda Civic, we drive these older cars because we cannot afford the payments of a new car, much less the insurance.

-My lifestyle is based on my present salary, to receive a five percent pay cut would be like setting me back three years, and I've worked hard for what I achieved.

-My insurance payments are near \$2,800.00 per year, which doesn't include my mortgage insurance.

-My mortgage payment is over \$1,000.00 per month and takes almost a whole paycheck to pay.

-I have credit card payments that are existing, charges made with the intentions that I retain the same job with the same pay.

-Because I do work in a professional environment I must dress appropriately, part of this is where my charge card amounts come from. Not only does it cost for clothing, but cleaning bills add up also.

-My husband and I pay child support for his 10-year old son, who will begin to live with us next year. Cost will surely go up with day care, sports, and other extra-curricular activities, and we haven't even begun our own family.

-Also, I have not had a vacation outside Alaska since 1989.

-I have never understood why budget cuts seem to always

start at the bottom rather than the top where it is more likely to be afforded. I do understand that the State budget needs to be revised and cuts need to be made, but 'The State' is made up of more than just 'state

employees'. Alternatives would include welfare reform - people move to Alaska just for the welfare. And stop giving \* fishing + hunting guide license to non-residents, keep the money in the state.

-Remember you are elected officials and if you want to remain in office, don't cut our pay.

-Lastly, I ditto my co-workers statements and comments.

And please remember those employees that could not make it here today because they can not afford a baby sitter, ~~or are here.~~ or are hard at work, for the state.

\* - Before we began today, District Representative Pete Kott announced 'he thought we would be here to speak in favor of the pay cut' - how presumptuous of him to tell us how we will testify.

Thank you for taking time to hear my views.

RECEIVED  
APR 4 1995

COMMENTS TO HOUSE BILL 236

ANS U.....

To: Representative Sanders

March 31, 1995

I would like to respond to the measure proposing pay cuts for state employees which is before the subcommittee of the House Labor and Commerce Committee.

As an employee of the Alaska Court System since 1989, I have seen Court System employees quietly accept wage and hiring freezes over the past few years. However, the proposed pay cut strikes a very sensitive nerve with those of us who take great pride in the jobs we do for the Court System and the State of Alaska.

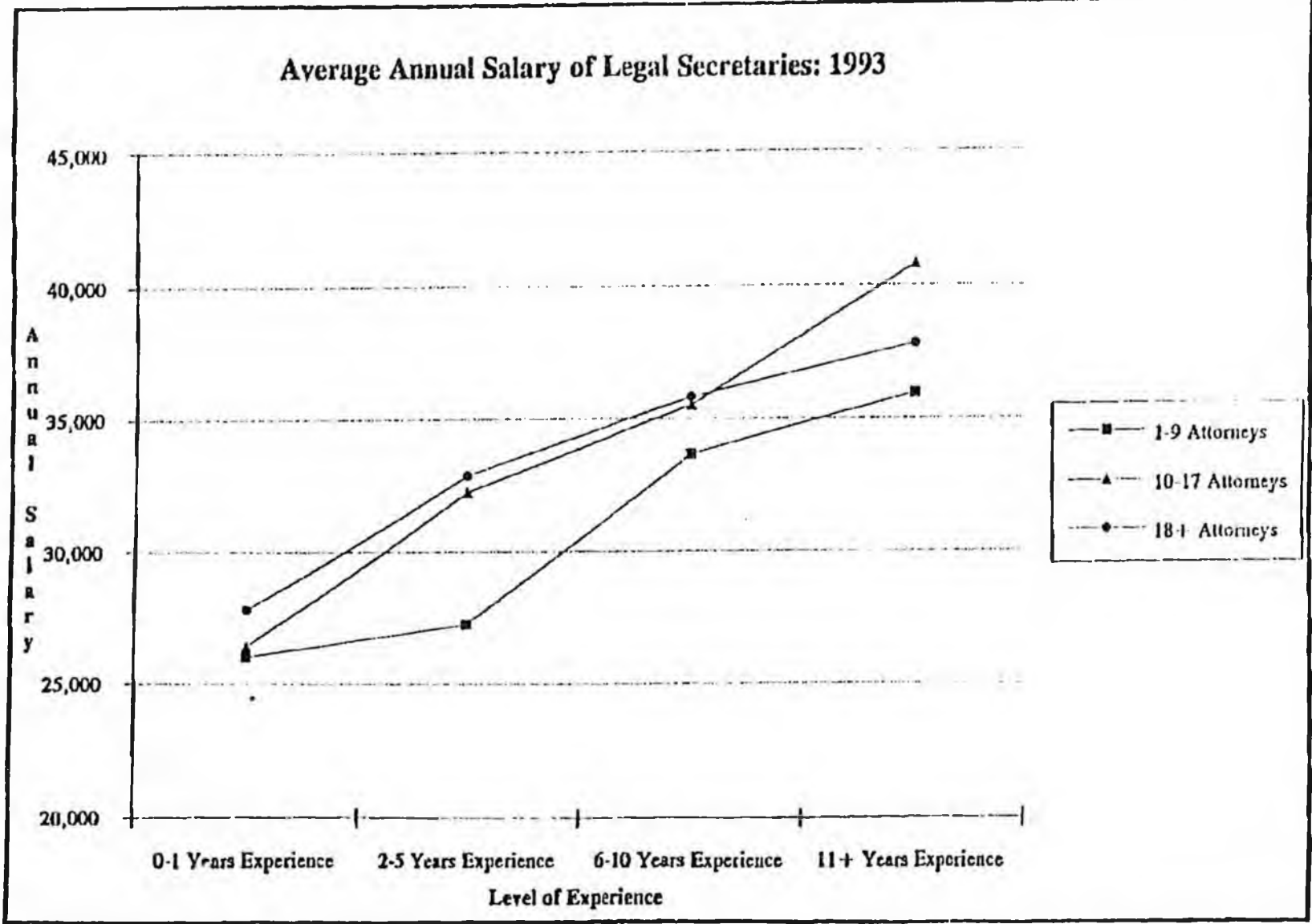
My observation, at least on the Superior Court level, indicates that the work load has increased due to increased case filings, new laws which require additional documentation, and special projects initiated to streamline court procedures. Many court employees routinely participate in extra projects, particularly regarding the computer systems which are now used extensively. I see many employees, including myself, who voluntarily work extra time on a regular basis in order to complete these special projects in addition to the regular work load. My supervisor has never asked me to do this, but I have done so willingly because I have felt that it was important. However, a pay cut is an affront that would not be taken lightly by those of us who already put in much more than the usual effort and time required by our jobs. And, knowing how difficult it would be for my family (with both children in college next year) to readjust to a 5% pay cut, I can scarcely imagine how state employees in entry level positions will manage.

An additional item of information that I believe has bearing on this subject relates to the general perception by the public and some legislators that state employees work fewer hours for more pay than others in the private sector.<sup>1</sup> While I am unaware of practices among state employees in other offices, I do know that Court System employees do not take a morning or afternoon break. Every other place I have ever worked allowed a 15 minute break every morning and afternoon. It's fairly simple math: 40 hours per week minus two 15 minute breaks each day equals 37.5 hours. It appears to me that the Court System is saving the State of Alaska 2 1/2 hours worth of utility bills each week!

Lora L. Newby  
1341 Heidi Circle, Anchorage, AK 99518  
Home: 344-0027 / Work: 264-0410

<sup>1</sup>As you can see by the attached information obtained from a local legal firm, and contrary to public perception, Alaska Court System secretaries, for example, are certainly not paid more than their counterparts in the public sector, particularly those who have been with the Court System for more than ten years.

### Average Annual Salary of Legal Secretaries: 1993



## COMPARISON OF AVERAGE SALARIES BY POSITION

### CURRENT ANNUAL SALARIES

*Due to the small number of positions, averages only are reflected for some positions.*

Position Title	FIRM SIZE: 1-9				FIRM SIZE: 10-17				FIRM SIZE: 18+			
	No.	SALARY			No.	SALARY			No.	SALARY		
	Pos. Reptd	LOW	AVG	HIGH	Pos. Reptd	LOW	AVG	HIGH	Pos. Reptd	LOW	AVG	HIGH
<b>SECRETARIES</b>												
<b>Legal Secretaries</b>												
0-1 years Experience	4	22,000	26,020	33,480			26,400		3	22,200	27,800	31,200
2-5 years Experience	10	20,165	27,243	30,600	3	30,000	32,262	34,350	18	28,800	32,896	37,200
6-10 years Experience	17	28,000	33,675	40,800	14	30,000	35,529	40,800	35	27,780	35,830	41,400
11+ years Experience	16	21,840	35,969	48,000	52	29,100	40,800	45,410	25	28,000	37,831	48,000
<b>LEGAL SUPPORT</b>												
<b>Receptionist</b>												
0-1 years Experience	3	12,728	18,243	21,600							19,152	
2-5 years Experience	9	18,037	21,020	24,000	6	10,440	22,530	28,200	6	18,720	22,322	26,300
6+ years Experience	5	23,700	24,080	24,600	3	13,200	18,900	23,400	3	19,760	24,600	28,500
<b>File Clerk</b>												
0-5 years Experience					3	14,016	17,808	20,808	10	18,720	19,684	21,600
6+ years Experience							27,120		5	20,280	26,296	31,500
<b>Library Clerk</b>												
							18,840				23,260	
<b>Librarian</b>												
											43,680	