

ALASKA LEGISLATURE COMMITTEE FILES 1995-1996 8672

8667 HOUSE LABOR & COMMERCE

RE: HB 2316

House Labor & Commerce Subcommittee on HB 2316

Rep. Terry Sanders

Rep. Gene Kubina

Rep. Beverly Masuk

I tried to think about what I would have to do if my paycheck were cut by 5%. As a Range 12 I'm on the lower end of the income bracket to begin with, with four hungry teenagers one has to pick and choose the best you can. I would probably cancel cable TV, not buy that second pair of shoes (wait til the school year starts at \$75 per pair) -- try to get a teenager pleased to have a \$30 pair. I would not do that 6 month dental checkup. Postpone fixing that noise from the car engine, not go to the department store just for fun w/ the family, Not make that extra trip to the grocery store for chips, movies, and milkshakes for dessert, not let the child sign up for the community soccer because of the sign up and uniform fees, and not attend some of the school, church, or charity functions in an effort to save on my pocketbook.

Please look at the above again and multiply them by 100 workers, 400 workers, 800 workers depending on the particular community. I really think that we will be looking at a lot of money not spent at the shoe store, the department store,

The doctors office, The corner store, The service station; and, that cannot help but in turn affect those private businesses. When the business notices a reduction in spending he/she has to consider reducing employee hours or layoffs to offset their loss of revenue. So I really see all of this as a trickle down that just perhaps can cause some lost jobs. A lost job is devastating to that person and his/her family. This might be someone you'd get to know at the local quick store, a service station attendant, or Wal-Mart employee. This 5% cut will affect someone else more than myself I truly believe.

It's not so easy to say cut "state workers" and that's it! Any cut proposed within state government will impact the state's economy! We say no more \$ to education, slash all departments and public services. Alaska is 97%

I HAVE WORKED FOR THE STATE FOR THIRTEEN YEARS AND EVERY YEAR WE HAVE HAD TO FACE POSSIBLE BUDGET CUTS, LAYOFFS AND THE STRESS THAT COMES WITH BEING CONSTANTLY THREATENED YEAR AFTER YEAR AND STILL PROVIDE SERVICES TO THE PUBLIC DAILY. WE FRONT LINE EMPLOYEES ARE THE ONES THAT ACTUALLY WORK WITH AND PROVIDE THE NECESSARY SERVICES TO THE PUBLIC THAT ARE VITAL TO KEEP ALASKA FUNCTIONING ECONOMICALLY AND SOCIALLY. TO BE HONEST, WE ARE CLOSER TO THE VOTING PUBLIC THAN THE POLITICIANS IN JUNEAU AND MOST OF THE ALASKAN VOTERS I HAVE BEEN IN TOUCH WITH ON A DAY TO DAY BASIS DO NOT FEEL THAT STATE EMPLOYEES ARE OVERPAID AND UNDER WORKED. THEY FEEL THAT THIS HB 236 IS JUST RHETORIC ON THE PART OF THE LEGISLATURE IN AN ATTEMPT TO SHIFT THE ATTENTION AWAY FROM THE REAL ISSUES OF ESTABLISHING A WORKABLE BUDGET TO THE "GOOD OL' SCAPEGOAT", THE STATE EMPLOYEE. DUE TO THE FACT THAT MANY STATE DEPARTMENTS ARE FEDERALLY FUNDED AND SOME OPERATE WITH FEDERAL GRANT MONIES, TO CUT THESE PROGRAMS WOULD MEAN ONLY TO FORFEIT THESE MONIES BACK TO THE FEDS.

ALSO, IT WILL BE VERY DIFFICULT IF NOT IMPOSSIBLE TO BALANCE A BUDGET, WHETHER IT BE THE FEDERAL OR STATE BUDGET, IF WE CONTINUE TO OPERATE GOVERNMENT BY PARTISAN POLITICS WHERE EVERY POLITICIAN IS IN IT FOR THEMSELVES AND/ OR THEIR INDIVIDUAL DISTRICTS. WE NEED TO START LOOKING AT THE WHOLE PICTURE, THE ENTIRE STATE AND A MORE EQUITABLE DISTRIBUTION BASED ON NEED AND POPULATION BASE.

ALSO, BEFORE ANCHORAGE PASSES A SALES TAX TO SOLVE SOME OF THEIR SERVICES/ EDUCATION PROBLEMS, I, AS A STATE EMPLOYEE, AM RELUCTANT TO GIVE UP 5 OR 11 PERCENT TO HELP ALLEVIATE ANCHORAGE'S PROBLEM THAT WE TAKE CARE OF HERE ON THE PENINSULA WITH SALES TAX. THE STATE IS SUPPLEMENTING CITY AND TOWN BUDGETS THAT SHOULD BE SELF SUPPORTING WITH SALES TAX, ETC. PLUS IMPLEMENTING A SALES TAX MEANS ALL RESIDENTS PAY FOR THE SERVICES AND NOT JUST THE PROPERTY OWNERS. TOURISTS ALREADY PAY MUCH HIGHER SALES TAXES WHERE THEY COME FROM IN THE LOWER 48 SO THEY DON'T REALLY NOTICE OR CARE ABOUT A 2 OR 5 PERCENT SALES TAX WHILE THEY ARE HERE.

A STATE INCOME TAX WOULD BE A WAY TO SECURE SOME OF THE LOST MONIES THAT HEADS SOUTH EVERYDAY, WEEK AND MONTH OF THE YEAR WITH OUT OF STATE WORKERS. SOME ALASKANS CAN DEDUCT STATE INCOME TAXES FROM THEIR FED IRS TAXES AND, AT THE SAME TIME, ENSURE THAT THEIR STATE INCOME TAX STAYS IN ALASKA FOR SERVICES TO ALASKANS AND NOT TO THE FEDS TO GO ELSEWHERE.

IF WE NEED TO BITE THE BULLET, LET'S ALL BITE THE BULLET, NOT JUST THE STATE EMPLOYEE.....

I HAVE BEEN WITH THE STATE FOR THIRTEEN YEARS AS I HAVE PREVIOUSLY MENTIONED AND HAVE ~~LESS~~ LESS THAN KEPT UP WITH THE COST OF LIVING AND INFLATION. I AM NOT A COMPLAINER AND WOULD BE WILLING TO STAY AT MY CURRENT LEVEL OF PAY AND BENEFITS..... JUST DON'T CUT US BECAUSE

WE ARE NOT KEEPING UP WITH INFLATION AS IT IS.
 OUR DOLLARS HAVE PURCHASING POWER AND OUR DOLLARS TURN OVER IN
 OUR INDIVIDUAL COMMUNITIES AND WE HAVE AN IMPACT ON OUR
 COMMUNITIES AND STATE WE PREFER THE IMPACT TO BE A POSITIVE ONE BUT
 WITH THIS PROPOSED CUT, I AM AFRAID IT WILL BE A VERY NEGATIVE ONE.

VOTE NO ON IIB 236.....

*economically
 and
 socially.*

April 5, 1995

Pete Kott
Room 432
State Capitol
Juneau, AK 99801-1182

RECEIVED
APR 11 1995
HIS U.....

SUBJECT: HOUSE BILL 236

Dear Legislator:

I am writing this letter as an anonymous citizen, since I work as an exempt employee for the State of Alaska. Because of the Governor's request last December for a resignation letter, I wish to remain anonymous. It appears that the bill that you submitted is not fair and equitable to all state employees and is a new threat to myself and my children's quality of life and my continuation as an employee for the State of Alaska. I would like to explain the unfairness of your bill and ask that you reconsider and modify its contents. I know that my counterparts in the private industry receive a salary of twice that which the State allows. The \$100.00 annual merit increase doesn't even keep up with the cost of living. Exempt employees **did not** receive a cost of living allowance in 1991. I want to make a few points for you to consider as you discuss my future as an employee working for the State.

Are you aware that last December, all you legislator's gave yourself a per diem raise. non-taxable? It is common knowledge that your proposed pay cut will effect the legislator's like it will effect other state employees, but you will still earn far more than you did last December before you gave your self the per diem raises. I know that the legislative body has suffered a loss of respect because of this from the public as well as from state employees.

Are you aware that under the Sheffield administration, in July 1986, all fully exempt employees, range 16 and above, took a 10% pay cut? It is true that one year later Governor Cowper rescinded this, but it demonstrates that the exempt employees with no representation are very vulnerable.

Are you aware that when Governor Hickle was elected that ASEA union members received a 3% raise. Governor Hickle wanted to show the "public" that the Governor's Office would set an example and would not take the pay raise. This made the exempt employees of the Governor's Office 3% lower than all other State employees. On top of that, he reduced the staff by a targeted 8%. The work load increased for all employees.... we remain swamped to this day.

Are you aware that employees of the AK Department of Transportation are about to receive a 6% raise? Not all this money comes from federal grants. The equality shows that your pay cut is NOT across the board. It appears that Union representation. Too bad exempt employees don't have one. No one represents us.

In addition, the proposal being discussed to have state workers work a 40 hour week is not too much of a concern. Many of us have been doing this for years as a custom and have not been paid for it. We would rather increase our hours than figure out how we are going to pay our bills. Additionally, I want to comment that as an exempt employee we only receive personal leave and not sick leave. As a manager, I would want to run an organization as efficiently as possible. Are you aware that employees that get sick leave get sick more and miss more days in the office than those who only receive personal leave. Exempt employees are very careful in what time they take away from the office.

Are you aware that SB 238 which passed last year is costing the State far more money than your proposed cuts will save. Permitters within the State now have to issue a public notice to move a light pole 50 feet. Guess what? The public does not comment on these. I look at this as one example that the legislator's have been an impediment to cutting the State's budget. I remember hearing Governor Hickle and now Governor Knowles claiming an election goal - if elected- would be to consolidate the permitting process.

Why should the employees and the economy take all the results of poor decisions? I mention economy since with a \$200.00 pay cut a month, I will not be able to afford anything extra. As a single parent on a State salary, I'm already having difficulties. I ask you to consider your motives in this decision. If it is with re-election in mind, you will lose all your state workers support as well as some of your other citizens. If it is to look good and conservative, then you are not working in the best interest of the State, but rather for personal gain.

Thank you for your reconsideration,

Anonymous

cc: Governor Tony Knowles



Alaska State Legislature

Please enter into the record my testimony to the J + C Subcommittee
 committee name
 committee on HB 236, dated 4-8-95
 bill/subject

I have been a dedicated State employee for over 16 years. We haven't had a cost of living allowance since 1991. To give me a 5% paycut now would adversely affect my family's well being. My husband and I live paycheck to paycheck, and depend on every dime that we earn. If I were to take a 5% paycut, I would no longer be able to cover my debts. This would cause undue hardship for my family. In order to have dedicated State employees, the state must continue to provide

Signed: Maya A. Howe
 Testifier

Representing (Optional)

P.O. Box 873515 - Wasilla, AK
 Address 99687

376-6743
 Phone No.

us with the wages & benefits that we deserve. This will definitely affect State employees. I know that amidst quality for welfare now, and a friend of mine that plans on retiring in the next year

her, and that is not fair after a
 her dedicated State Service. It
 will affect my retirement also
 and others. You cannot do this
 to us.

RECEIVED
MAR 30 1995

HHS U.....

To: House Labor and Commerce Committee
Rep. Pete Kott, Chair

From: Amy Carroll
POB 22041
Juneau 99802
790-2187

Thursday, March 30

As a Range 15 classified employee at the VAS Juneau campus (Graphic Artist, Public Information Office) I would like to take this opportunity to provide you with a slice of my life and to share my thoughts with you regarding HB 236.

First, a slice of my life.

I was born and raised here in Juneau, Alaska. As a 1984 high school grad, I wanted to get out of Juneau and planned on never coming back. The Alaska Student Loan program gave me the opportunity to pursue and complete a college education. After attending college in Washington and Arizona, I discovered that Juneau was different than other small towns "down south," and I missed it here. I came back to Juneau and decided to stay; the idea of being an active, productive member of this community appealed to me, and still does.

I have worked at the Juneau Campus since November of 1990. I am responsible for layout and design of VAS Juneau publications (and some for Ketchikan and Sitka too), ads, flyers, brochures, newsletters, posters, etc. I am paid an hourly wage for a required 40-hour workweek. During my 4½ years here at VAS, I have logged in countless hours beyond this that are never reported on my timesheet because overtime is frowned on.

I have the marvellous good fortune of waking up every weekday morning, impatient to get to work, to start new projects, to see what each new day brings. Looking around me in the community, I can see that not everyone has a job they love; I am one of the lucky ones. I do not view my work as "just a job." I studied graphic design at Northern Arizona University, where I received a BFA in Visual Communications. I feel fortunate that my work here is a natural extension of my passion for excellence in print design. I take pride in doing the very best work I can do, regardless of the 8-5, 40-hour workweek. I have the truly rewarding opportunity to work with talented and inspirational people here at UAS.

Because of the low wages paid at UAS, I am forced to have a second job so I can make ends meet. Note that I say "make ends meet" not "get extra money." My second job is as a lifeguard/supervisor at the Augustus Brown Pool. The job requirements for this position are that one be 18 yrs of age, certified in CPR, First Aid and Lifeguard Training (an 18-hour course covering water rescues). This job pays a higher hourly wage than my job at UAS. I am willing to suffer the indignity of picking up hairballs and crap off the locker room floors and reminding people to shower before entering the pool for 10-15 hours a week so that I can afford to keep the job I love at the Juneau campus.

There is a slice of my life, now my thoughts on HB 236.

Appalled is the feeling that overwhelms me when I think of a pay cut being forced on VA employees. VA employees have not received annual step increases in over 10 years. As a VAS employee I feel as though I am under siege. I am not represented by a union; I feel as if I am in a jungle trying to fend off surprise attacks from all sides. I wonder, more and more often, how many attacks I am willing to put up with before I say "the hell with it," succumb to the jungle beasts and find a different full-time job somewhere else, throwing away all my hopes and ambitions at VAS. I feel that university employees deserve better treatment than this, and I am shocked that you don't also feel this way. I am angry that my commitment to and success at VAS is so undervalued and can be so easily shunted aside in favor of a surface-level, quick-fix "solution."

A pay cut does not mean that I will just have to cut a few frills out of my life - there are no frills. Since graduating from college I have learned the hard way just how far a full time job at VAS in Juneau will get me. It will get me the smallest, cheapest, car, clothing, and apartment I can find. I remind myself that material possessions don't really count - it's friends and family that count. I find that between my two jobs, grocery shopping, laundromat visits and coupon clipping I don't have much time to spend

with friends, family or community.

A pay cut does not mean that I will have less money. If I earn less at VAS, the balance will need to be made up at the pool - less time for family, friends, community organizations, events, campaigns, PACS, and other such activities which have a significant bearing on the quality of life in my hometown.

I am not writing this letter so you can feel sorry for me. I am writing this letter (and sending you a copy of the March 3 issue of Sounding) to provide you with some info on the realities of my everyday life and to share with you the frustration I feel when VA employees are being dumped on again.

I urge you to exempt VA employees from HB 236.

Sincerely yours



Amy Carroll
P.O. Box 22041
Juneau, AK 99802
(907) 790-2187

STATE OF ALASKA

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 28, 1995

The Honorable Pete Kott
Chairman
House Labor and Commerce Committee
Alaska State Legislature
PO Box 113100
Juneau, AK 99811

RECEIVED

MAR 28 1995

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Dear Mr Chairman:

At the House Labor and Commerce Committee hearing on HB236 on March 21, I indicated that we could prepare some material on annual earning rates for state employees. Enclosed is a copy of a report on annualized salaries. It includes all active employees paid through the Division of Finance, except for members of the Alaska National Guard and emergency fire fighters of the Department of Natural Resources. The annualized rates are produced by multiplying semi-monthly pay rates by 24 or hourly pay rates by 1950. This method excludes any overtime, shift differential, or other premium pay, assumes that the pay rate does not change during the year, and assumes the employee works full time throughout the year. This method does include geographic differentials. While this method provides annualized rates for discussion purposes, it does not necessarily reflect the actual earnings of individual employees.

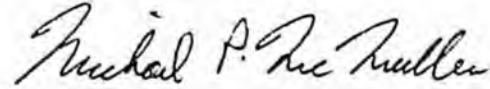
Because the summarized data condenses a lot of detail, the following provides some expansion which I hope will be helpful to your deliberations:

Salary \$8,287.50	These are five Patient Workers at the Alaska Psychiatric Hospital.
Salary \$13,650.00	Primarily Tour Guides for the Legislative Branch and Student Workers at the Alaska Vocational Technical Center.
Salary \$18,057.00	Primarily Student Interns I in the Executive Branch.
Salary \$19,090.50	Primarily Bailiffs in the Court System.
Salary \$20,202.00	Primarily emergency Guards for the Department of Public Safety.
Salary \$20,826.00	Primarily Administrative Clerks I.
Salary \$21,333.00	Primarily Bailiffs and emergency Guards with a geographic differential.
Salary \$21,996.00	Primarily Administrative Clerks II.

I would be happy to appear before the committee or sub-committee to answer questions on the report.

I am taking the liberty of providing a copy to Representative Sanders for his sub-committee on HB 236.

Sincerely,



Michael P. McMullen
Acting Director

MPM/mpm
hb236.lt2
Enclosure

cc: Representative Sanders w/ enclosure

Pat Pourchot
Legislative Director
Office of the Governor

Eileen Plate (HB236)

ANNUALIZED/SALARY:	8,287.50	TOTAL:	5
ANNUALIZED/SALARY:	11,788.00	TOTAL:	2
ANNUALIZED/SALARY:	12,576.00	TOTAL:	1
ANNUALIZED/SALARY:	13,650.00	TOTAL:	15
ANNUALIZED/SALARY:	14,625.00	TOTAL:	1
ANNUALIZED/SALARY:	15,600.00	TOTAL:	6
ANNUALIZED/SALARY:	16,020.00	TOTAL:	1
ANNUALIZED/SALARY:	16,175.00	TOTAL:	1
ANNUALIZED/SALARY:	16,575.00	TOTAL:	1
ANNUALIZED/SALARY:	17,550.00	TOTAL:	3
ANNUALIZED/SALARY:	18,057.00	TOTAL:	26
ANNUALIZED/SALARY:	18,544.50	TOTAL:	7
ANNUALIZED/SALARY:	18,700.50	TOTAL:	1
ANNUALIZED/SALARY:	19,090.50	TOTAL:	22
ANNUALIZED/SALARY:	19,149.00	TOTAL:	1
ANNUALIZED/SALARY:	19,500.00	TOTAL:	7
ANNUALIZED/SALARY:	19,617.00	TOTAL:	18
ANNUALIZED/SALARY:	19,620.00	TOTAL:	1
ANNUALIZED/SALARY:	19,714.50	TOTAL:	1
ANNUALIZED/SALARY:	20,196.00	TOTAL:	2
ANNUALIZED/SALARY:	20,202.00	TOTAL:	40
ANNUALIZED/SALARY:	20,358.00	TOTAL:	1
ANNUALIZED/SALARY:	20,728.50	TOTAL:	1
ANNUALIZED/SALARY:	20,736.00	TOTAL:	7
ANNUALIZED/SALARY:	20,826.00	TOTAL:	71
ANNUALIZED/SALARY:	20,832.00	TOTAL:	28
ANNUALIZED/SALARY:	20,923.50	TOTAL:	3
ANNUALIZED/SALARY:	21,036.00	TOTAL:	3
ANNUALIZED/SALARY:	21,048.50	TOTAL:	1
ANNUALIZED/SALARY:	21,086.16	TOTAL:	1
ANNUALIZED/SALARY:	21,333.00	TOTAL:	80
ANNUALIZED/SALARY:	21,336.00	TOTAL:	21
ANNUALIZED/SALARY:	21,384.00	TOTAL:	9
ANNUALIZED/SALARY:	21,450.00	TOTAL:	8
ANNUALIZED/SALARY:	21,567.00	TOTAL:	1
ANNUALIZED/SALARY:	21,576.00	TOTAL:	12
ANNUALIZED/SALARY:	21,668.00	TOTAL:	4
ANNUALIZED/SALARY:	21,664.50	TOTAL:	4
ANNUALIZED/SALARY:	21,667.12	TOTAL:	1
ANNUALIZED/SALARY:	21,698.50	TOTAL:	3
ANNUALIZED/SALARY:	21,957.00	TOTAL:	5
ANNUALIZED/SALARY:	21,968.00	TOTAL:	8
ANNUALIZED/SALARY:	21,996.00	TOTAL:	130
ANNUALIZED/SALARY:	22,015.50	TOTAL:	3
ANNUALIZED/SALARY:	22,093.50	TOTAL:	1
ANNUALIZED/SALARY:	22,113.00	TOTAL:	7
ANNUALIZED/SALARY:	22,152.00	TOTAL:	4
ANNUALIZED/SALARY:	22,171.50	TOTAL:	7
ANNUALIZED/SALARY:	22,188.00	TOTAL:	46
ANNUALIZED/SALARY:	22,191.00	TOTAL:	6
ANNUALIZED/SALARY:	22,230.00	TOTAL:	3
ANNUALIZED/SALARY:	22,236.00	TOTAL:	7
ANNUALIZED/SALARY:	22,327.50	TOTAL:	5
ANNUALIZED/SALARY:	22,425.00	TOTAL:	1
ANNUALIZED/SALARY:	22,440.00	TOTAL:	1
ANNUALIZED/SALARY:	22,536.00	TOTAL:	1
ANNUALIZED/SALARY:	22,542.00	TOTAL:	1
ANNUALIZED/SALARY:	22,632.00	TOTAL:	94
ANNUALIZED/SALARY:	22,639.50	TOTAL:	33
ANNUALIZED/SALARY:	22,644.00	TOTAL:	13

ANNUALIZED/SALARY:	22,678.50	TOTAL:	1
ANNUALIZED/SALARY:	22,704.00	TOTAL:	2
ANNUALIZED/SALARY:	22,737.00	TOTAL:	1
ANNUALIZED/SALARY:	22,756.50	TOTAL:	5
ANNUALIZED/SALARY:	22,815.00	TOTAL:	1
ANNUALIZED/SALARY:	22,824.00	TOTAL:	24
ANNUALIZED/SALARY:	22,872.00	TOTAL:	12
ANNUALIZED/SALARY:	22,873.50	TOTAL:	7
ANNUALIZED/SALARY:	22,971.00	TOTAL:	10
ANNUALIZED/SALARY:	23,076.00	TOTAL:	5
ANNUALIZED/SALARY:	23,124.00	TOTAL:	3
ANNUALIZED/SALARY:	23,340.00	TOTAL:	113
ANNUALIZED/SALARY:	23,341.50	TOTAL:	104
ANNUALIZED/SALARY:	23,352.00	TOTAL:	6
ANNUALIZED/SALARY:	23,361.00	TOTAL:	3
ANNUALIZED/SALARY:	23,384.16	TOTAL:	1
ANNUALIZED/SALARY:	23,400.00	TOTAL:	38
ANNUALIZED/SALARY:	23,458.50	TOTAL:	2
ANNUALIZED/SALARY:	23,520.00	TOTAL:	1
ANNUALIZED/SALARY:	23,532.00	TOTAL:	11
ANNUALIZED/SALARY:	23,536.50	TOTAL:	3
ANNUALIZED/SALARY:	23,556.00	TOTAL:	73
ANNUALIZED/SALARY:	23,673.00	TOTAL:	3
ANNUALIZED/SALARY:	23,731.50	TOTAL:	1
ANNUALIZED/SALARY:	23,736.00	TOTAL:	3
ANNUALIZED/SALARY:	23,751.00	TOTAL:	3
ANNUALIZED/SALARY:	23,760.00	TOTAL:	1
ANNUALIZED/SALARY:	23,829.00	TOTAL:	11
ANNUALIZED/SALARY:	23,752.00	TOTAL:	4
ANNUALIZED/SALARY:	23,965.50	TOTAL:	22
ANNUALIZED/SALARY:	24,004.50	TOTAL:	108
ANNUALIZED/SALARY:	24,012.00	TOTAL:	110
ANNUALIZED/SALARY:	24,063.00	TOTAL:	15
ANNUALIZED/SALARY:	24,072.00	TOTAL:	105
ANNUALIZED/SALARY:	24,168.00	TOTAL:	1
ANNUALIZED/SALARY:	24,180.00	TOTAL:	1
ANNUALIZED/SALARY:	24,219.00	TOTAL:	1
ANNUALIZED/SALARY:	24,276.00	TOTAL:	14
ANNUALIZED/SALARY:	24,277.50	TOTAL:	2
ANNUALIZED/SALARY:	24,288.00	TOTAL:	42
ANNUALIZED/SALARY:	24,297.00	TOTAL:	17
ANNUALIZED/SALARY:	24,420.00	TOTAL:	2
ANNUALIZED/SALARY:	24,504.00	TOTAL:	4
ANNUALIZED/SALARY:	24,511.50	TOTAL:	6
ANNUALIZED/SALARY:	24,609.00	TOTAL:	4
ANNUALIZED/SALARY:	24,624.00	TOTAL:	3
ANNUALIZED/SALARY:	24,667.50	TOTAL:	1
ANNUALIZED/SALARY:	24,672.00	TOTAL:	1
ANNUALIZED/SALARY:	24,706.50	TOTAL:	1
ANNUALIZED/SALARY:	24,728.64	TOTAL:	1
ANNUALIZED/SALARY:	24,732.00	TOTAL:	1
ANNUALIZED/SALARY:	24,756.00	TOTAL:	177
ANNUALIZED/SALARY:	24,765.00	TOTAL:	105
ANNUALIZED/SALARY:	24,768.00	TOTAL:	30
ANNUALIZED/SALARY:	24,782.00	TOTAL:	3

ANNUALIZED/SALARY:	25,116.00	TOTAL:	1
ANNUALIZED/SALARY:	25,155.00	TOTAL:	1
ANNUALIZED/SALARY:	25,252.50	TOTAL:	4
ANNUALIZED/SALARY:	25,260.00	TOTAL:	4
ANNUALIZED/SALARY:	25,272.00	TOTAL:	5
ANNUALIZED/SALARY:	25,330.50	TOTAL:	1
ANNUALIZED/SALARY:	25,332.00	TOTAL:	9
ANNUALIZED/SALARY:	25,350.00	TOTAL:	1
ANNUALIZED/SALARY:	25,369.50	TOTAL:	2
ANNUALIZED/SALARY:	25,440.00	TOTAL:	7
ANNUALIZED/SALARY:	25,500.00	TOTAL:	1
ANNUALIZED/SALARY:	25,512.00	TOTAL:	1
ANNUALIZED/SALARY:	25,524.00	TOTAL:	150
ANNUALIZED/SALARY:	25,525.50	TOTAL:	8
ANNUALIZED/SALARY:	25,564.50	TOTAL:	6
ANNUALIZED/SALARY:	25,572.00	TOTAL:	17
ANNUALIZED/SALARY:	25,584.00	TOTAL:	10
ANNUALIZED/SALARY:	25,662.00	TOTAL:	6
ANNUALIZED/SALARY:	25,692.00	TOTAL:	4
ANNUALIZED/SALARY:	25,752.00	TOTAL:	21
ANNUALIZED/SALARY:	25,759.50	TOTAL:	6
ANNUALIZED/SALARY:	25,764.00	TOTAL:	54
ANNUALIZED/SALARY:	25,779.00	TOTAL:	1
ANNUALIZED/SALARY:	25,795.12	TOTAL:	1
ANNUALIZED/SALARY:	25,908.00	TOTAL:	8
ANNUALIZED/SALARY:	25,915.50	TOTAL:	1
ANNUALIZED/SALARY:	25,968.00	TOTAL:	8
ANNUALIZED/SALARY:	25,974.00	TOTAL:	6
ANNUALIZED/SALARY:	25,993.50	TOTAL:	7
ANNUALIZED/SALARY:	26,013.00	TOTAL:	1
ANNUALIZED/SALARY:	26,148.00	TOTAL:	3
ANNUALIZED/SALARY:	26,295.00	TOTAL:	5
ANNUALIZED/SALARY:	26,247.00	TOTAL:	5
ANNUALIZED/SALARY:	26,286.00	TOTAL:	4
ANNUALIZED/SALARY:	26,292.00	TOTAL:	20
ANNUALIZED/SALARY:	26,364.00	TOTAL:	131
ANNUALIZED/SALARY:	26,442.00	TOTAL:	4
ANNUALIZED/SALARY:	26,460.00	TOTAL:	4
ANNUALIZED/SALARY:	26,472.00	TOTAL:	2
ANNUALIZED/SALARY:	26,500.50	TOTAL:	5
ANNUALIZED/SALARY:	26,544.00	TOTAL:	21
ANNUALIZED/SALARY:	26,596.00	TOTAL:	22
ANNUALIZED/SALARY:	26,604.00	TOTAL:	55
ANNUALIZED/SALARY:	26,617.50	TOTAL:	39
ANNUALIZED/SALARY:	26,637.00	TOTAL:	51
ANNUALIZED/SALARY:	26,682.72	TOTAL:	1
ANNUALIZED/SALARY:	26,724.00	TOTAL:	4
ANNUALIZED/SALARY:	26,784.00	TOTAL:	1
ANNUALIZED/SALARY:	26,793.00	TOTAL:	1
ANNUALIZED/SALARY:	26,796.00	TOTAL:	12
ANNUALIZED/SALARY:	26,812.50	TOTAL:	12
ANNUALIZED/SALARY:	26,832.00	TOTAL:	3
ANNUALIZED/SALARY:	26,851.50	TOTAL:	10
ANNUALIZED/SALARY:	26,929.50	TOTAL:	13
ANNUALIZED/SALARY:	26,949.00	TOTAL:	76
ANNUALIZED/SALARY:	26,968.50	TOTAL:	1
ANNUALIZED/SALARY:	26,988.00	TOTAL:	1
ANNUALIZED/SALARY:	27,072.00	TOTAL:	3
ANNUALIZED/SALARY:	27,084.00	TOTAL:	2
ANNUALIZED/SALARY:	27,096.00	TOTAL:	161

ANNUALIZED/SALARY:	27,105.00	TOTAL:	32
ANNUALIZED/SALARY:	27,108.00	TOTAL:	30
ANNUALIZED/SALARY:	27,163.50	TOTAL:	24
ANNUALIZED/SALARY:	27,216.00	TOTAL:	1
ANNUALIZED/SALARY:	27,241.50	TOTAL:	5
ANNUALIZED/SALARY:	27,300.00	TOTAL:	1
ANNUALIZED/SALARY:	27,346.00	TOTAL:	57
ANNUALIZED/SALARY:	27,376.00	TOTAL:	4
ANNUALIZED/SALARY:	27,417.00	TOTAL:	16
ANNUALIZED/SALARY:	27,428.00	TOTAL:	11
ANNUALIZED/SALARY:	27,436.56	TOTAL:	1
ANNUALIZED/SALARY:	27,453.20	TOTAL:	1
ANNUALIZED/SALARY:	27,475.50	TOTAL:	12
ANNUALIZED/SALARY:	27,480.00	TOTAL:	4
ANNUALIZED/SALARY:	27,514.50	TOTAL:	4
ANNUALIZED/SALARY:	27,534.00	TOTAL:	1
ANNUALIZED/SALARY:	27,648.00	TOTAL:	1
ANNUALIZED/SALARY:	27,670.50	TOTAL:	5
ANNUALIZED/SALARY:	27,672.00	TOTAL:	5
ANNUALIZED/SALARY:	27,684.00	TOTAL:	2
ANNUALIZED/SALARY:	27,720.00	TOTAL:	5
ANNUALIZED/SALARY:	27,729.00	TOTAL:	1
ANNUALIZED/SALARY:	27,816.00	TOTAL:	2
ANNUALIZED/SALARY:	27,924.00	TOTAL:	55
ANNUALIZED/SALARY:	27,936.00	TOTAL:	150
ANNUALIZED/SALARY:	27,943.50	TOTAL:	20
ANNUALIZED/SALARY:	28,044.00	TOTAL:	1
ANNUALIZED/SALARY:	28,060.00	TOTAL:	4
ANNUALIZED/SALARY:	28,138.50	TOTAL:	1
ANNUALIZED/SALARY:	28,176.00	TOTAL:	16
ANNUALIZED/SALARY:	28,177.50	TOTAL:	1
ANNUALIZED/SALARY:	28,197.00	TOTAL:	3
ANNUALIZED/SALARY:	28,200.00	TOTAL:	52
ANNUALIZED/SALARY:	28,236.00	TOTAL:	11
ANNUALIZED/SALARY:	28,272.00	TOTAL:	2
ANNUALIZED/SALARY:	28,275.00	TOTAL:	5
ANNUALIZED/SALARY:	28,296.00	TOTAL:	1
ANNUALIZED/SALARY:	28,332.00	TOTAL:	2
ANNUALIZED/SALARY:	28,333.50	TOTAL:	1
ANNUALIZED/SALARY:	28,360.00	TOTAL:	5
ANNUALIZED/SALARY:	28,392.00	TOTAL:	2
ANNUALIZED/SALARY:	28,411.50	TOTAL:	8
ANNUALIZED/SALARY:	28,431.00	TOTAL:	1
ANNUALIZED/SALARY:	28,440.00	TOTAL:	9
ANNUALIZED/SALARY:	28,450.50	TOTAL:	1
ANNUALIZED/SALARY:	28,451.64	TOTAL:	1
ANNUALIZED/SALARY:	28,452.00	TOTAL:	2
ANNUALIZED/SALARY:	28,596.00	TOTAL:	4
ANNUALIZED/SALARY:	28,723.50	TOTAL:	1
ANNUALIZED/SALARY:	28,748.00	TOTAL:	7
ANNUALIZED/SALARY:	28,743.00	TOTAL:	1
ANNUALIZED/SALARY:	28,752.00	TOTAL:	2
ANNUALIZED/SALARY:	28,776.00	TOTAL:	169
ANNUALIZED/SALARY:	28,782.00	TOTAL:	3
ANNUALIZED/SALARY:	28,860.00	TOTAL:	52
ANNUALIZED/SALARY:	28,499.00	TOTAL:	23

ANNUALIZED/SALARY: 47,328.00	TOTAL: 19
ANNUALIZED/SALARY: 47,340.00	TOTAL: 1
ANNUALIZED/SALARY: 47,412.00	TOTAL: 3
ANNUALIZED/SALARY: 47,447.50	TOTAL: 1
ANNUALIZED/SALARY: 47,560.50	TOTAL: 2
ANNUALIZED/SALARY: 47,580.00	TOTAL: 1
ANNUALIZED/SALARY: 47,677.50	TOTAL: 34
ANNUALIZED/SALARY: 47,716.50	TOTAL: 0
ANNUALIZED/SALARY: 47,783.04	TOTAL: 1
ANNUALIZED/SALARY: 47,794.50	TOTAL: 12
ANNUALIZED/SALARY: 47,808.00	TOTAL: 1
ANNUALIZED/SALARY: 47,854.00	TOTAL: 2
ANNUALIZED/SALARY: 47,904.00	TOTAL: 1
ANNUALIZED/SALARY: 47,911.50	TOTAL: 7
ANNUALIZED/SALARY: 48,034.00	TOTAL: 2
ANNUALIZED/SALARY: 48,048.00	TOTAL: 1
ANNUALIZED/SALARY: 48,060.00	TOTAL: 166
ANNUALIZED/SALARY: 48,090.24	TOTAL: 1
ANNUALIZED/SALARY: 48,204.00	TOTAL: 1
ANNUALIZED/SALARY: 48,213.36	TOTAL: 1
ANNUALIZED/SALARY: 48,288.00	TOTAL: 11
ANNUALIZED/SALARY: 48,300.00	TOTAL: 2
ANNUALIZED/SALARY: 48,360.00	TOTAL: 4
ANNUALIZED/SALARY: 48,379.50	TOTAL: 4
ANNUALIZED/SALARY: 48,384.00	TOTAL: 28
ANNUALIZED/SALARY: 48,396.00	TOTAL: 68
ANNUALIZED/SALARY: 48,399.00	TOTAL: 1
ANNUALIZED/SALARY: 48,400.00	TOTAL: 1
ANNUALIZED/SALARY: 48,477.00	TOTAL: 4
ANNUALIZED/SALARY: 48,480.00	TOTAL: 1
ANNUALIZED/SALARY: 48,492.00	TOTAL: 11
ANNUALIZED/SALARY: 48,496.50	TOTAL: 3
ANNUALIZED/SALARY: 48,552.00	TOTAL: 4
ANNUALIZED/SALARY: 48,555.00	TOTAL: 1
ANNUALIZED/SALARY: 48,576.00	TOTAL: 4
ANNUALIZED/SALARY: 48,588.00	TOTAL: 2
ANNUALIZED/SALARY: 48,594.00	TOTAL: 30
ANNUALIZED/SALARY: 48,633.00	TOTAL: 15
ANNUALIZED/SALARY: 48,642.48	TOTAL: 1
ANNUALIZED/SALARY: 48,652.50	TOTAL: 4
ANNUALIZED/SALARY: 48,672.96	TOTAL: 1
ANNUALIZED/SALARY: 48,684.00	TOTAL: 2
ANNUALIZED/SALARY: 48,696.00	TOTAL: 1
ANNUALIZED/SALARY: 48,711.00	TOTAL: 2
ANNUALIZED/SALARY: 48,720.00	TOTAL: 1
ANNUALIZED/SALARY: 48,780.00	TOTAL: 5
ANNUALIZED/SALARY: 48,792.00	TOTAL: 26
ANNUALIZED/SALARY: 48,828.00	TOTAL: 24
ANNUALIZED/SALARY: 48,840.00	TOTAL: 2
ANNUALIZED/SALARY: 48,852.00	TOTAL: 3
ANNUALIZED/SALARY: 48,864.00	TOTAL: 1
ANNUALIZED/SALARY: 48,888.00	TOTAL: 1
ANNUALIZED/SALARY: 48,936.00	TOTAL: 16
ANNUALIZED/SALARY: 48,948.00	TOTAL: 1
ANNUALIZED/SALARY: 49,003.50	TOTAL: 1
ANNUALIZED/SALARY: 49,020.00	TOTAL: 3
ANNUALIZED/SALARY: 49,104.00	TOTAL: 1
ANNUALIZED/SALARY: 49,120.50	TOTAL: 5
ANNUALIZED/SALARY: 49,159.50	TOTAL: 4
ANNUALIZED/SALARY: 49,198.50	TOTAL: 9

ANNUALIZED/SALARY: 49,212.00	TOTAL: 1
ANNUALIZED/SALARY: 49,272.00	TOTAL: 1
ANNUALIZED/SALARY: 49,491.00	TOTAL: 15
ANNUALIZED/SALARY: 49,520.00	TOTAL: 1
ANNUALIZED/SALARY: 49,549.00	TOTAL: 2
ANNUALIZED/SALARY: 49,596.00	TOTAL: 3
ANNUALIZED/SALARY: 49,620.00	TOTAL: 1
ANNUALIZED/SALARY: 49,744.50	TOTAL: 31
ANNUALIZED/SALARY: 49,860.00	TOTAL: 181
ANNUALIZED/SALARY: 49,861.50	TOTAL: 4
ANNUALIZED/SALARY: 49,881.00	TOTAL: 1
ANNUALIZED/SALARY: 49,944.00	TOTAL: 1
ANNUALIZED/SALARY: 49,946.00	TOTAL: 10
ANNUALIZED/SALARY: 49,978.50	TOTAL: 1
ANNUALIZED/SALARY: 49,980.00	TOTAL: 26
ANNUALIZED/SALARY: 50,076.00	TOTAL: 5
ANNUALIZED/SALARY: 50,088.00	TOTAL: 4
ANNUALIZED/SALARY: 50,124.00	TOTAL: 8
ANNUALIZED/SALARY: 50,164.00	TOTAL: 2
ANNUALIZED/SALARY: 50,196.00	TOTAL: 56
ANNUALIZED/SALARY: 50,220.00	TOTAL: 1
ANNUALIZED/SALARY: 50,256.00	TOTAL: 1
ANNUALIZED/SALARY: 50,292.00	TOTAL: 6
ANNUALIZED/SALARY: 50,320.00	TOTAL: 1
ANNUALIZED/SALARY: 50,328.00	TOTAL: 20
ANNUALIZED/SALARY: 50,329.50	TOTAL: 5
ANNUALIZED/SALARY: 50,340.00	TOTAL: 1
ANNUALIZED/SALARY: 50,380.00	TOTAL: 10
ANNUALIZED/SALARY: 50,407.50	TOTAL: 1
ANNUALIZED/SALARY: 50,436.00	TOTAL: 3
ANNUALIZED/SALARY: 50,444.50	TOTAL: 10
ANNUALIZED/SALARY: 50,460.00	TOTAL: 7
ANNUALIZED/SALARY: 50,485.50	TOTAL: 19
ANNUALIZED/SALARY: 50,640.00	TOTAL: 21
ANNUALIZED/SALARY: 50,680.50	TOTAL: 1
ANNUALIZED/SALARY: 50,688.00	TOTAL: 6
ANNUALIZED/SALARY: 50,700.00	TOTAL: 0
ANNUALIZED/SALARY: 50,724.00	TOTAL: 3
ANNUALIZED/SALARY: 50,736.00	TOTAL: 1
ANNUALIZED/SALARY: 50,951.00	TOTAL: 1
ANNUALIZED/SALARY: 50,973.00	TOTAL: 3
ANNUALIZED/SALARY: 50,992.50	TOTAL: 6
ANNUALIZED/SALARY: 51,031.50	TOTAL: 1
ANNUALIZED/SALARY: 51,110.00	TOTAL: 1
ANNUALIZED/SALARY: 51,120.00	TOTAL: 1
ANNUALIZED/SALARY: 51,192.00	TOTAL: 2
ANNUALIZED/SALARY: 51,246.00	TOTAL: 1
ANNUALIZED/SALARY: 51,312.00	TOTAL: 1
ANNUALIZED/SALARY: 51,334.00	TOTAL: 3
ANNUALIZED/SALARY: 51,336.00	TOTAL: 1
ANNUALIZED/SALARY: 51,363.00	TOTAL: 13
ANNUALIZED/SALARY: 51,402.00	TOTAL: 14
ANNUALIZED/SALARY: 51,408.00	TOTAL: 119
ANNUALIZED/SALARY: 51,432.00	TOTAL: 1
ANNUALIZED/SALARY: 51,480.00	TOTAL: 6
ANNUALIZED/SALARY: 51,507.20	TOTAL: 2

ANNUALIZED/SALARY:	51,720.00	TOTAL:	53
ANNUALIZED/SALARY:	51,732.00	TOTAL:	1
ANNUALIZED/SALARY:	51,768.00	TOTAL:	51
ANNUALIZED/SALARY:	51,821.00	TOTAL:	1
ANNUALIZED/SALARY:	51,850.50	TOTAL:	1
ANNUALIZED/SALARY:	51,852.00	TOTAL:	23
ANNUALIZED/SALARY:	51,876.00	TOTAL:	6
ANNUALIZED/SALARY:	51,936.00	TOTAL:	3
ANNUALIZED/SALARY:	52,059.60	TOTAL:	1
ANNUALIZED/SALARY:	52,068.00	TOTAL:	1
ANNUALIZED/SALARY:	52,080.00	TOTAL:	4
ANNUALIZED/SALARY:	52,140.00	TOTAL:	1
ANNUALIZED/SALARY:	52,176.00	TOTAL:	1
ANNUALIZED/SALARY:	52,200.00	TOTAL:	12
ANNUALIZED/SALARY:	52,201.50	TOTAL:	6
ANNUALIZED/SALARY:	52,260.00	TOTAL:	3
ANNUALIZED/SALARY:	52,279.50	TOTAL:	12
ANNUALIZED/SALARY:	52,290.24	TOTAL:	1
ANNUALIZED/SALARY:	52,296.00	TOTAL:	1
ANNUALIZED/SALARY:	52,308.00	TOTAL:	1
ANNUALIZED/SALARY:	52,320.00	TOTAL:	2
ANNUALIZED/SALARY:	52,344.00	TOTAL:	4
ANNUALIZED/SALARY:	52,356.00	TOTAL:	1
ANNUALIZED/SALARY:	52,380.00	TOTAL:	2
ANNUALIZED/SALARY:	52,396.50	TOTAL:	1
ANNUALIZED/SALARY:	52,440.00	TOTAL:	16
ANNUALIZED/SALARY:	52,536.00	TOTAL:	25
ANNUALIZED/SALARY:	52,569.84	TOTAL:	1
ANNUALIZED/SALARY:	52,572.00	TOTAL:	1
ANNUALIZED/SALARY:	52,644.00	TOTAL:	2
ANNUALIZED/SALARY:	52,650.00	TOTAL:	1
ANNUALIZED/SALARY:	52,656.00	TOTAL:	1
ANNUALIZED/SALARY:	52,669.20	TOTAL:	1
ANNUALIZED/SALARY:	52,728.00	TOTAL:	1
ANNUALIZED/SALARY:	52,764.00	TOTAL:	2
ANNUALIZED/SALARY:	52,812.00	TOTAL:	1
ANNUALIZED/SALARY:	52,884.00	TOTAL:	3
ANNUALIZED/SALARY:	52,991.52	TOTAL:	1
ANNUALIZED/SALARY:	53,040.00	TOTAL:	3
ANNUALIZED/SALARY:	53,110.00	TOTAL:	2
ANNUALIZED/SALARY:	53,176.50	TOTAL:	3
ANNUALIZED/SALARY:	53,254.50	TOTAL:	5
ANNUALIZED/SALARY:	53,304.00	TOTAL:	233
ANNUALIZED/SALARY:	53,313.00	TOTAL:	6
ANNUALIZED/SALARY:	53,328.00	TOTAL:	2
ANNUALIZED/SALARY:	53,340.00	TOTAL:	3
ANNUALIZED/SALARY:	53,352.00	TOTAL:	1
ANNUALIZED/SALARY:	53,400.00	TOTAL:	17
ANNUALIZED/SALARY:	53,408.88	TOTAL:	1
ANNUALIZED/SALARY:	53,500.00	TOTAL:	1
ANNUALIZED/SALARY:	53,500.00	TOTAL:	2
ANNUALIZED/SALARY:	53,664.00	TOTAL:	6
ANNUALIZED/SALARY:	53,676.00	TOTAL:	51
ANNUALIZED/SALARY:	53,712.00	TOTAL:	3
ANNUALIZED/SALARY:	53,722.50	TOTAL:	2
ANNUALIZED/SALARY:	53,724.00	TOTAL:	2
ANNUALIZED/SALARY:	53,800.50	TOTAL:	1
ANNUALIZED/SALARY:	53,808.00	TOTAL:	17
ANNUALIZED/SALARY:	53,844.00	TOTAL:	9
ANNUALIZED/SALARY:	53,892.00	TOTAL:	1

ANNUALIZED/SALARY:	53,952.00	TOTAL:	1
ANNUALIZED/SALARY:	53,976.00	TOTAL:	4
ANNUALIZED/SALARY:	54,000.00	TOTAL:	1
ANNUALIZED/SALARY:	54,034.50	TOTAL:	1
ANNUALIZED/SALARY:	54,036.00	TOTAL:	2
ANNUALIZED/SALARY:	54,093.00	TOTAL:	7
ANNUALIZED/SALARY:	54,120.00	TOTAL:	3
ANNUALIZED/SALARY:	54,171.00	TOTAL:	3
ANNUALIZED/SALARY:	54,241.44	TOTAL:	1
ANNUALIZED/SALARY:	54,252.00	TOTAL:	4
ANNUALIZED/SALARY:	54,264.24	TOTAL:	1
ANNUALIZED/SALARY:	54,276.00	TOTAL:	1
ANNUALIZED/SALARY:	54,348.00	TOTAL:	3
ANNUALIZED/SALARY:	54,366.00	TOTAL:	1
ANNUALIZED/SALARY:	54,364.00	TOTAL:	1
ANNUALIZED/SALARY:	54,509.04	TOTAL:	1
ANNUALIZED/SALARY:	54,516.00	TOTAL:	30
ANNUALIZED/SALARY:	54,540.00	TOTAL:	1
ANNUALIZED/SALARY:	54,564.00	TOTAL:	1
ANNUALIZED/SALARY:	54,708.00	TOTAL:	2
ANNUALIZED/SALARY:	54,756.50	TOTAL:	6
ANNUALIZED/SALARY:	54,924.00	TOTAL:	96
ANNUALIZED/SALARY:	54,931.50	TOTAL:	2
ANNUALIZED/SALARY:	54,969.12	TOTAL:	1
ANNUALIZED/SALARY:	54,972.00	TOTAL:	5
ANNUALIZED/SALARY:	55,087.50	TOTAL:	6
ANNUALIZED/SALARY:	55,224.00	TOTAL:	2
ANNUALIZED/SALARY:	55,268.00	TOTAL:	3
ANNUALIZED/SALARY:	55,260.00	TOTAL:	40
ANNUALIZED/SALARY:	55,263.00	TOTAL:	2
ANNUALIZED/SALARY:	55,296.00	TOTAL:	45
ANNUALIZED/SALARY:	55,308.00	TOTAL:	1
ANNUALIZED/SALARY:	55,344.00	TOTAL:	2
ANNUALIZED/SALARY:	55,419.00	TOTAL:	1
ANNUALIZED/SALARY:	55,438.50	TOTAL:	1
ANNUALIZED/SALARY:	55,440.00	TOTAL:	4
ANNUALIZED/SALARY:	55,552.88	TOTAL:	1
ANNUALIZED/SALARY:	55,680.00	TOTAL:	6
ANNUALIZED/SALARY:	55,716.00	TOTAL:	1
ANNUALIZED/SALARY:	55,812.00	TOTAL:	1
ANNUALIZED/SALARY:	55,824.00	TOTAL:	12
ANNUALIZED/SALARY:	55,887.00	TOTAL:	5
ANNUALIZED/SALARY:	55,896.00	TOTAL:	4
ANNUALIZED/SALARY:	55,945.50	TOTAL:	1
ANNUALIZED/SALARY:	56,024.20	TOTAL:	1
ANNUALIZED/SALARY:	56,040.00	TOTAL:	3
ANNUALIZED/SALARY:	56,064.00	TOTAL:	1
ANNUALIZED/SALARY:	56,168.00	TOTAL:	2
ANNUALIZED/SALARY:	56,199.12	TOTAL:	1
ANNUALIZED/SALARY:	56,208.00	TOTAL:	1
ANNUALIZED/SALARY:	56,244.00	TOTAL:	1
ANNUALIZED/SALARY:	56,268.00	TOTAL:	1
ANNUALIZED/SALARY:	56,280.00	TOTAL:	1
ANNUALIZED/SALARY:	56,335.50	TOTAL:	1
ANNUALIZED/SALARY:	56,424.00	TOTAL:	5
ANNUALIZED/SALARY:	56,433.20	TOTAL:	5

ANNUALIZED/SALARY:	56,700.00	TOTAL:
ANNUALIZED/SALARY:	56,881.52	TOTAL:
ANNUALIZED/SALARY:	56,862.08	TOTAL:
ANNUALIZED/SALARY:	56,904.00	TOTAL:
ANNUALIZED/SALARY:	56,913.00	TOTAL:
ANNUALIZED/SALARY:	56,998.50	TOTAL:
ANNUALIZED/SALARY:	57,001.00	TOTAL:
ANNUALIZED/SALARY:	57,036.00	TOTAL:
ANNUALIZED/SALARY:	57,115.50	TOTAL:
ANNUALIZED/SALARY:	57,129.00	TOTAL:
ANNUALIZED/SALARY:	57,168.00	TOTAL:
ANNUALIZED/SALARY:	57,252.00	TOTAL:
ANNUALIZED/SALARY:	57,324.00	TOTAL:
ANNUALIZED/SALARY:	57,339.00	TOTAL:
ANNUALIZED/SALARY:	57,336.00	TOTAL:
ANNUALIZED/SALARY:	57,512.00	TOTAL:
ANNUALIZED/SALARY:	57,468.00	TOTAL:
ANNUALIZED/SALARY:	57,480.00	TOTAL:
ANNUALIZED/SALARY:	57,486.00	TOTAL:
ANNUALIZED/SALARY:	57,504.00	TOTAL:
ANNUALIZED/SALARY:	57,516.00	TOTAL:
ANNUALIZED/SALARY:	57,672.00	TOTAL:
ANNUALIZED/SALARY:	57,720.00	TOTAL:
ANNUALIZED/SALARY:	57,768.00	TOTAL:
ANNUALIZED/SALARY:	57,778.50	TOTAL:
ANNUALIZED/SALARY:	57,760.00	TOTAL:
ANNUALIZED/SALARY:	57,804.00	TOTAL:
ANNUALIZED/SALARY:	57,840.00	TOTAL:
ANNUALIZED/SALARY:	57,948.00	TOTAL:
ANNUALIZED/SALARY:	57,954.00	TOTAL:
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ANNUALIZED/SALARY:	58,640.00	TOTAL:
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ANNUALIZED/SALARY:	59,064.00	TOTAL:
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ANNUALIZED/SALARY:	59,172.00	TOTAL:
ANNUALIZED/SALARY:	59,252.00	TOTAL:
ANNUALIZED/SALARY:	59,280.00	TOTAL:
ANNUALIZED/SALARY:	59,484.00	TOTAL:
ANNUALIZED/SALARY:	59,572.50	TOTAL:
ANNUALIZED/SALARY:	59,572.40	TOTAL:

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ANNUALIZED/SALARY:	59,628.00	TOTAL:
ANNUALIZED/SALARY:	59,728.00	TOTAL:
ANNUALIZED/SALARY:	59,784.00	TOTAL:
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ANNUALIZED/SALARY:	59,868.00	TOTAL:
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ANNUALIZED/SALARY:	60,056.00	TOTAL:
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ANNUALIZED/SALARY:	62,860.00	TOTAL:
ANNUALIZED/SALARY:	62,976.00	TOTAL:
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ANNUALIZED/SALARY:	63,216.00	TOTAL:

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ANNUAL T2ED/SALARY:	76,612.00	TOTAL:	1
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ANNUAL T2ED/SALARY:	80,008.00	TOTAL:	1
ANNUAL T2ED/SALARY:	80,608.00	TOTAL:	9
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ANNUAL T2ED/SALARY:	80,832.00	TOTAL:	2
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ANNUAL T2ED/SALARY:	80,952.00	TOTAL:	2
ANNUAL T2ED/SALARY:	81,624.00	TOTAL:	1
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ANNUAL T2ED/SALARY:	83,928.00	TOTAL:	4
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ANNUAL T2ED/SALARY:	84,728.00	TOTAL:	2
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ANNUAL T2ED/SALARY:	93,500.00	TOTAL:	5
ANNUAL T2ED/SALARY:	94,600.00	TOTAL:	1
ANNUAL T2ED/SALARY:	94,700.16	TOTAL:	1
ANNUAL T2ED/SALARY:	96,600.00	TOTAL:	2
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ANNUAL T2ED/SALARY:	104,064.00	TOTAL:	1
ANNUAL T2ED/SALARY:	104,972.00	TOTAL:	1
ANNUAL T2ED/SALARY:	104,968.00	TOTAL:	1
ANNUAL T2ED/SALARY:	106,600.00	TOTAL:	1
ANNUAL T2ED/SALARY:	107,576.00	TOTAL:	1
ANNUAL T2ED/SALARY:	107,760.00	TOTAL:	1
ANNUAL T2ED/SALARY:	108,456.00	TOTAL:	1
ANNUAL T2ED/SALARY:	109,224.00	TOTAL:	1
ANNUAL T2ED/SALARY:	110,004.00	TOTAL:	1
ANNUAL T2ED/SALARY:	110,145.12	TOTAL:	1
ANNUAL T2ED/SALARY:	113,412.00	TOTAL:	1
ANNUAL T2ED/SALARY:	115,780.00	TOTAL:	1
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ANNUAL T2ED/SALARY:	134,996.00	TOTAL:	1

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

(907) 465-3867 or 465-2450
FAX (907) 465-2029
Mail Stop 3101


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

MEMORANDUM

March 13, 1995

SUEJECT: Sectional Summary of HB 236. (Reducing compensation for state officers and employees)

TO: Representative Mark Hanley

FROM: Teresa B. Cramer 
Legislative Counsel

You have requested a sectional summary of the above-described bill.

As a preliminary matter, note that a sectional summary of a bill should not be considered an authoritative interpretation of the bill and the bill itself is the best statement of its contents. If you would like an interpretation of the bill as it may apply to a particular set of circumstances, please advise.

Section 1 reduces the salary of the chief justice of the state supreme court and the associate justices by 5 percent.

Section 2 directs that, beginning January 1, 1996, if the state salary schedule set out in AS 39.27.011 changes, the salary of the justices of the supreme court will change. The current provision only adjusts these salaries if the state salary schedule increases.

Sections 3 and 4 reduce the salary of judges of the court of appeals by five percent and provide for future changes if the state salary schedule changes.

Sections 5 and 6 reduce the salary of judges of the superior court by five percent and provide for future changes if the state salary schedule changes.

Sections 7 and 8 reduce the salary of judges of the district court by five percent and provide for future changes if the state salary schedule changes.

Section 9 reduces the statutory state salary schedule, which applies to partially exempt employees and those classified employees who are not members of a collective bargaining unit, by five percent. Under AS 24.10.060, 24.60.100, 24.10.200 and 24.10.210, legislators and employees of the legislature and of legislative agencies are compensated under the salary

Representative Mark Hanley

March 13, 1995

Page 2

schedule. In addition the compensation of various members of boards and commissions and other positions is set under the salary schedule.

Section 10 requires that collective bargaining agreements negotiated between the state and bargaining organizations representing state employees establish a salary reduction. The reduction, set out in subsection (f), must provide that during the next three years, the average per employee compensation set in the contract may not exceed 95 percent of the average per employee compensation under the final year of the most recent contract.

Section 11 directs that the salaries of the listed groups of employees (judicial branch and legislative branch employees, and executive branch employees who are in the exempt service but not covered by a collective bargaining agreement) be reduced comparably to the reductions of the salary schedule under sec. 9 of the bill. This section is similar to temporary law sections that were included in legislation raising the state salary schedule in earlier (more affluent) years.

Section 12 directs the Board of Regents of the University of Alaska to adopt a compensation policy reducing the compensation of University of Alaska employees who are not covered by a collective bargaining agreement. The compensation of university employees who are members of a collective bargaining agreement would be subject to reduction under sec. 10 of this Act.

Section 13 sets a July 1, 1995, effective date for all of the Act except the provisions concerning collective bargaining.

Section 14 directs that sec. 10, containing the provisions concerning collective bargaining, takes effect immediately.

Please let me know if you have questions on this bill.

TC:klb

95-151.klb



Alaska State Legislature

Page 2

Please enter into the record my testimony to the House Labor and Commerce
committee name

committee on HIB 236, dated April 1, 1995.
bill/subject

by addressing the needs for program reduction, sales tax and income tax. The load must be shared equally by all citizens of this state. I do not feel that because I am employed by the state I should be dealt with less equitably or fairly than I was when employed by the private sector. Stop scapegoating state employees, and get on with the task at hand.

Signed: Bernie D. Person

Testifier

Self

Representing (Optional)

PO Box 1796, Nome AK 99762

Address

907-443-2721

Phone No.



Alaska State Legislature

LABOR & COMMERCE

Please enter into the record my testimony to the

House

Committee

committee name

committee on

HB#236/Compensation

dated

April 1, 1995

bill/subject

I oppose HB# 236 as it disregards present ASEA employees collective bargaining provisions and is unfair;

Demolishes the present work force targets the lowest compensated employees and does not address the greatest areas that could be met -

Signed:

E. Chuck Wheeler

E. CHUCK WHEELER

Testifier

Self/Spouse

Representing (Optional)

P.O. Box 1209 Nome 99762-1209

Address

(907) 443-5533

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE COMMITTEE - LABOR
committee name
committee on 2-2-56, dated 4-1-85
bill/subject

I have been a resident of the State of Alaska since 1958. I remember when State employees worked three shift and then if the work wasn't completed they were required to work at no additional compensation. Not only were they not compensated, but the time was taken from their families. Collective Bargaining came and at last state employees were beginning to become fairly treated.

Shortly I would have been a state employee for 25 years. I raised a family of 4, we managed to be clothed and Fed, but there were no extras for vacations or the extra, which most people take for granted. I don't feel most of the state employees are compensated. Cost of food, clothing, oil, lights, water, gas all keep rising and I have not had a raise. In quite a few years and you want to cut my salary 5%? Most employees would handle a good job, but our salaries have not kept up with the cost of living. Remember this state has been penny wise and pound foolish for so long that you have forgotten to look at the cause of the problems, its not state workers

Signed:

James Johnson
Testifier

James Johnson

Thank you

Representing (Optional)

PO Box 474 Nome AK 99762

Address

907 443-5139

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House Finance Committee
 committee name
 committee on HB 236, dated 04/01/95
 bill/subject

My name is Matt Christian and I live in Nome. I have been ~~an~~ employed as a correctional officer for 13 years. Due to the cost of living in Nome, last year I qualified for child care assistance.

Our department has endured the wrath of the Legislature for years now. As a result of these cuts, I now fill two person's positions. Like many other State employees I work many uncompensated hours in an attempt to manage my increased work load. Now you ask me to take a reduction in pay which is just insult added to injury.

Signed: Matt Christian

Testifier

Matt Christian

SELF

Representing (Optional)

Address

Box 1307 Nome

Phone No.

443-2959



Alaska State Legislature

Please enter into the record my testimony to the House Labor and Commerce Committee
committee name

committee on HB 236 . dated April 1, 1995
bill/sub ect

I am opposed to the unilateral reduction in wages for State of Alaska Employees. In my opinion, it goes against the intent of the bargaining system that has been in effect for years in this state. Few state employees are overpaid. I have had the privilege of being a child protection worker for almost twelve years. I have a B.A. degree and at my expense took approximately another year of university subjects pertinent to my field at my own expense since being hired by the Division of Family and Youth Services. At times I attend conferences pertaining to child protection or substance abuse at my own expense to improve my ability to serve the clients.

My job challenges me and I find it anything but boring. I believe I have a gift to do this type of work. I'm told the average line social worker in the "lower 48" lasts less than a year because of the duress of their jobs. I have been threatened with a firearm, almost been intentionally run over received direct threats to my body on several occasions, and indirectly it has been reported to me that there are some planning to kill me when they get the chance. That threat began to be made about 1986 and was reiterated to me again in Oct. 1994. However, I don't pay such things much mind. I have walked five miles at minus 50 degrees to serve a client we thought was suicidal. I have walked to cabins in woods, gone in by airplane, float plane and snow machine to serve children we had reason to believe might be at risk. We regularly deal with parents or parent figures who are not pleased to see us and in the process may cry, yell or emotionally go to pieces or even threaten or assault you. All the above difficult situations have with the help of providence, been brought to peaceful conclusions. Many times I worked far beyond the hours required without pay to do the job. I have slept on floors, in tents and vehicles all over Interior Alaska in the process of doing this job. *DURING PART OF MY EDUCATION I LIVED ABOARD* and am fluent in Spanish & have occasion to use it in my profession. My colleges in Delta & Fairbanks that I have worked with for years are resourceful, dedicated & do credit to the state. My wife & I have 6 children which is where we invest our money rather than in

Signed: _____ bank account

Testifier

Robert P. Allen - Robert P. Allen

MY SELF

Representing (Optional)

PO BOX 1277, DELTA JCT., AK 99757

Address

WORK (907) 895-4452 HM. (907) 895-4711

Phone No.

DARREL L Anticim operator

8951028

P.C

1989-30-1995 19112

LIA DELTA DOT

907 995 5017 P.O.



Alaska State Legislature

Please enter into the record my testimony to the House Labor & Commerce committee on HB 236 ^{Reduct. in} State Emp Comp ^{dated} 4/1/95

committee name

bill/subject

I am an operator for the State of AK, and I oppose a wage cut. My job requires me to work under various hazardous conditions. I am on call 24 hours a day which means I have very little free time. The fact that I have to live in camp plus pay Rent & Utilities back to the state does not please me at all and the fact that I have to travel 50 miles to my store for groceries, that's 100 miles round trip. I don't see the cost of living going down. Besides, we had a contract.

Signed: Darrel L Anticim
 Testifier

DOT + PF Local # 71 (Operators)
 Representing (Optional)

Mile 218 Richardson Wy Delta Jct. 99737
 Address

451-5146
 Phone No.

RECEIVED
APR 4 1995

Testimony on HB 236 4-1-95

Submitted by: Dave Campana Phone 561-2171
Address: 8261 Resurrection Dr.
Anchorage, Alaska 99504

I respectfully submit the following testimony against HB 236 (the bill to decrease State Employees' pay by 5%.)

First I will thank the Legislature for having this hearing on a Saturday, so that I did not need to take leave and lose precious work time; precious time to work on the many projects that are assigned to me.

After that positive note, I believe it is unfair to pick on State employees to balance the budget when legislators increased their per diem in Juneau by 33.3 %. I stayed in Juneau for two days last week, made it on \$100.00 and believe the legislators could live comfortably on the old \$100.00 per day per diem. If State workers get a 5% cut the legislators should go back to \$100.00 per diem to show all constituents that legislators have concern for the State budget even when it has impact on their pocket book.

About two weeks ago an article concerning this bill appeared in the Anchorage Daily News. The idea in the article indicated that it would be all right to cut State worker's salary because most of the State workers are only office workers. Was the legislature trying to tell the Anchorage Daily News that State workers are only uneducated secretaries and such? Many State workers have a good education. Many secretaries and office workers have a good education or have a college education. Many State workers have professional degrees, Master degrees and above. I am a health professional, a pharmacist and one of less than 100 around the country who specialize in Medicaid Pharmacy issues.

This proposed 5% pay cut will greatly impact me since I am a single parent as are many State workers. Being a single parent I have no other resources. I can not make up a 5% pay cut with my spouse's salary because I have no spouse. I am fiscally responsible and trying to save for my children's college education. My car is paid for and nine years old. My current resources are totally used up each month.

I believe the legislature is trying to balance the budget on the employees back. The administration wants us to work a 40 hour week with only a 1.1% pay increase; that amounts to an actual 5% pay cut. Then the legislature wants an additional 5% from us. This proposed 5% pay cut is actually an employee tax, which is unusual for this legislature since the legislature is not looking at any other tax. The total assault on the employee this year if you get your way will amount to a 10% cut in real dollars.

We are out in the workplace saving money for the State, I have helped the State save over \$ 5 million over the last 4 years, with the Drug Rebate program. Now the legislators want to reward hard working State employees like myself with a 5% pay cut.

Please accept my testimony, re-think this pay cut and in the end do not cut our pay.



Alaska State Legislature

RECEIVED
APR 4 1995

THIS U.....

Please enter into the record my testimony to the LABOR & COMMERCE
committee name

committee on HR = 236 dated April 1, 1995
bill/subject

Please enter HR = 236. As a new member I have given
 my Alaska state constitutional right to merit pay increases for the
 right to collectively bargain for my salary, which by the way has not
 increased but even in the 6 yrs I have been a state employee but
 has increased in wages & compensation. House Bill 236 restricts
 my right to collectively bargain and does nothing to restore my right
 to merit pay increases. State of Alaska Dept. of Labor Title 36,
 Civil Service, does not contain any provision for merit pay increases
 rate of wages. Title 36 provisions wage base salary for my line
 of work Maintenance Man is already higher than my base salary and
 I supervise a Civil Service employee whose base salary is even lower than mine.
 How are we to catch up to the standard you have set by law when you
 by law want to slash all salaries which is not humanly better. I can
 have to make another wage freeze for three more years, but to take
 away from me what I am already spending spells trouble anyway you
 said. Suggestion - stop listening to the top brass and start pushing
 responsibility on AARW and to change current expiration dates.

Signed: Archie A. Archibald
Testifier

Representing (Optional)
3230 East 41st Ave Apt. A Anchorage Alaska 99508
 Address
(907) 561-7264
 Phone No.



Alaska State Legislature

APR 4 1995

Please enter into the record my testimony to the

committee name

committee on

HC 234

dated

3 6 95

bill/subject

Re 25 reduction in my case I am a single parent and receive no child support. I receive no child support and will see this reduction hurt my already limited income. I do pay legal fees and am paid at range 13 whereas my wife's are range 16. This is inequity. I issue support decisions for many families and for the majority of cases where the absent parent works for the state a further reduction in their pay won't be reflected in many of their orders. Many orders require cost of living increases every year. With the corresponding increases in COLI for the last 3 years and this 25 reduction there will be a 29 or 35 reduction in all support orders.

Signed:

Chris Beard

Testifier

Representing (Optional)

1428 ATKINSON DR

Address

338 7305

Phone No.

17237

To: Wott. Representative		From : Steve Eng
Fax Number : 465-2819		Company :
Company :		For Information Call: 694-7026. 273-4221
Date : 04/14/95	Time : 9:26:59	Fax Number :

I read your column in the "Star" each week & you asked for some input from your constituents. While I support reducing the size of government I do not support the method which has been identified by your office. Instead of a general pay reduction I think it is wiser to cut programs. I work as a Civil Engineer with the state and I think the state should either pay a fair wage or lay the people off.

I believe that spending can be cut without destroying worker morale in the process. I also know that my particular job class is not overpaid compared to my peers in the private sector.

I would also like to comment on the supposed short work week which we put in. I have to travel in the field several times each month and many times I will put in from 10 to 15 hours per day. I don't get paid overtime, I don't even get paid straight time. I get paid for 7.5 hours. If I pay a private consultant to perform similar work, he will bill for every hour.

While I am sure it is not easy to cut government, there are certainly many programs that could be cut or eliminated. This should be done in lieu of destroying the collective bargaining process.

Thankyou for soliciting my comments.

Steve Eng
 17237 Bear Paw Circle
 Eagle River, AK 99577

House Bill 236, as currently being considered by the House Finance Committee, presents a callous disregard for public servants for the state of Alaska. Legislative micro management of the administration of governmental functions sets a bad precedent, especially when nullifying portions of collective bargaining agreements.

The bill not only establishes limits to salaries, but calls for a five percent reduction in both union and non-union wage scales for three consecutive years. The bill represents an attempt to circumvent binding arbitration as practiced under the Public Employment Relations Act. The action is reminiscent of the period between 1986-87, when the concern over the downturn in oil prices translated into a delay in salary increases for five years.

The legislature has the responsibility to trim the cost of government to achieve a balanced budget. When such actions are designed to minimize impact, they are responsible; however, a large reduction in wage earners' salaries creates a major disruption. If an employer demands five percent of wages back as a concession to its failure to break even, the employee feels vulnerable to the whims of mismanagement. The employee might concede that he or she could manage a five percent cut, but sees that no one else is taking such a backward step. A fifteen percent cut becomes an unsettling offer, similar to a retroactive pay cut that undermines any ability to budget for set mortgage, lease and rental agreements already in place, not to mention family obligations that do not go away, hitting hardest at the lower end of the wage scales.

The bill's sponsor, Mark Hanley, believes this bill is fair because of his claim of spreading the pain. His contention is that all employees would share equally in the downsizing of government. Unfortunately, those at the lower end of the pay scales would take the heaviest hit in an across-the-board scalping. If upper management of professionals in public service earning sixty plus thousand dollars a year, fifteen percent will not topple fundamental life plans. A public servant making only eighteen thousand a year will feel the pain through less money to cover rent, groceries and car expenses. At this level, discretionary income becomes non-existent.

Another regressive feature of the bill is its inability to recognize priorities for what the legislature should fund. When wholesale slicing of all departments weakens all of those offices equally, the real danger comes in discovering that many of those departments may become ineffective and much less useful than was the intent. Budgets that have been stretched to the point weakening many area may best be cut department by department, according to

10333 Donnington Drive
Anchorage, AK 99504-3847
(907) 333-8347

April 14, 1995

Dear Representative:

I have worked for the State for six years. Over half of these years have been without a contract and only one cost of living pay raise. At present, I am waiting for the Governor to live up to his campaign promises. He courted the Unions, who in turn supported and encouraged voter participation. What do we have to show for our support and loyalty? Still no contract, a purposed 5% pay cut, and a demand for a 40 hour work week with no increase in pay.

I fail to understand why we are required to increase our production levels to almost unmanageable proportions, administering programs legislated or mandated by your body that may benefit even some of your constituents; and now you are considering a 5% pay reduction and possible increase in hours. Many of us enjoy our work and are tolerating the lack of a contract, no pay increase, other than longevity, and the slow erosion of other benefits. And what do we get for this loyalty to our job and the people we serve; a slap in the face by a group who has already implemented a pay benefit increase for themselves.

I understand that the State is facing budget shortfalls, due to declining revenues. I also understand that even if you eliminated all state employees that it wouldn't make a significant savings. If the objective is to obtain concessions from individuals to aid in an expense cutting action, then configure the action to apply to **everyone** that draws a State of Alaska paycheck, bar none. This would make the action a less painful pill to swallow by individuals as it would be a sacrifice that all state employees are sharing in order to see the State through it's budget crisis.

But, we both know that this is not the intent of this action. The State employees are being singled out and subjected to another dose of harassment and scorn all because we work for the State. The organization I work with facilitates programs that you people have mandated. We take pride in the work we do and accomplish it in the most effective and efficient manner possible, and what thanks do we get from the people we helped elect to manage our State? Maybe it time to start looking for other leadership candidates to send to Juneau.

Either make the pay cut applicable to **ALL who draw State wages**, or forget the idea.

signed
RANDY BJORGAN



RECEIVED
APR 13 1995

STATE of ALASKA HIS D.....

Delta Junction Legislative Information Office

P.O. Box 1189
Room 210, Jarvis Office Center
Delta Junction, AK 99737
(907) 895-4236

Fax: (907) 895-5017

April 8, 1995

TO: House Labor & Commerce Committee

Please accept the enclosed original(s) of written testimony for the House Labor and Commerce Committee teleconference hearing that was scheduled on 4/8/95.

Copy of this testimony was transmitted to your committee via fax on 4/8/95.

Thank you.

A handwritten signature in cursive script that reads "E. A. Sarver".

Elizabeth A. Sarver
Information Officer

Enclosures: 5



Alaska State Legislature

Please enter into the record my testimony to the Labor & Commerce committee name
 committee on Reduction in Compensation / Wages for State employees dated 4/8/95
 on employees subject

Contrary to conventional wisdom, State Employees do not pig out at the trough of public monies. Most live right at the edge of financial disaster from payday to payday and have no "discretionary" or "disposable" income. Most are committed to the communities in which they live and have fixed expenses, i.e. mortgages, automobile purchase contracts, school expenses within those communities. Most are dedicated professionals, who have prepared for and chosen to work in their respective professions. Most rely upon their "closed shop" unions to negotiate for them and then base their expenditures and living style upon the agreements reached. To arbitrarily and unilaterally reduce their income would spell personal financial disaster for many, would undoubtedly lower morale, reduce production due to stress, anxiety and the necessity of many taking second jobs and undermine confidence in state Government / Legislative body. NOT a wise idea!

Respectfully:
 Signed: Kenneth E. Farrol Kenneth E. FARROL
 Testifier

Representing (Optional)
PO B 1009 Delta AK 99737
 Address
907/295 4452
 Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House Labor & Commerce
 committee name
 committee on HB 2360, dated 4/5/95
 bill/subject

I do not believe that the state is in such dire straits that state employees of the Administrative Branch have to be squeezed while at the same time providing increased per diem to legislators. Yet if my belief is wrong, then let pay cuts be spread equally to all employees from the Governor, his assistants, cabinet members, to the legislators and their assistants, to Special Commissions, to the Alaska Railroad, to AHFC, etc. I may then support this bill. At this time, without across the board paycuts, I am against this bill as it is unfair.

Signed: William F. Biddings
 Testifier, Self
 Representing (Optional) P.O. Box 432 Delta, AK
 Address 895-4952
 Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR AND COMMERCE
 committee name
 committee on HR 236, dated 4-5-95
 bill/subject

THE PROPOSED 5% PAY CUT FOR STATE EMPLOYEES WILL BE AN INSULT AND HARSHIP FOR DEDICATED, HARD WORKING STATE EMPLOYEES, IF THE STATE BUDGET IS TO BE REDUCED, LET ALL CITIZENS OF THE STATE SHARE IN THE BURDEN, NOT JUST STATE EMPLOYEES.

DURING ALASKA PIPELINE CONSTRUCTION, THOSE DEDICATED STATE EMPLOYEES THAT STUCK WITH THEIR LOWER PAYING STATE JOBS WERE MALIGNED FOR NOT TAKING ADVANTAGE OF THE QUICK BUCK TO BE MADE IN THE PRIVATE SECTOR. NOW STATE EMPLOYEES ARE BEING MALIGNED BY THE PRIVATE SECTOR AND THE LEGISLATURE AS OVERPAID, AND THE LEGISLATURE SEEMS WILLING TO USE STATE EMPLOYEES AS A WHIPPING BOY FOR THE BUDGET DEFICIT.

ARE SIMILAR 5% CUTS PLANNED FOR ALL ADMINISTRATIVE AND LEGISLATIVE BRANCHES OF GOVERNMENT.

THIS PROPOSED 5% PAY CUT WILL DRASTICALLY REDUCE MY ABILITY TO MAKE MORTGAGE PAYMENTS ON A HOUSE ALREADY REDUCED IN VALUE, WILL PROVIDE MORE INCENTIVE TO SPEND MY MONEY ON OUT-OF-STATE GOODS AND SERVICES, AND COMBINED WITH THE PROPOSED INCREASE TO A 40 HOUR WORK WEEK, WILL BE AN UNFAIR ATTACK ON STATE EMPLOYEES.

I WOULD AGREE TO A 40 HOUR WORK WEEK BEFORE I AGREE TO A PAY CUT I WILL MONITOR YOUR VOTE ON THIS ISSUE CLOSELY.

Signed: STEVE DUBOIS

Testifier

SELF

Representing (Optional)

P.O. Box 702, DELTA JUNCTION, AK 99737

Address

895-4851

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House Labor & Commerce
 committee name
 committee on HB 236 , dated 4/8/95
 bill/subject

I Am OPPOSED TO ANY PAY CUTS TO STATE WORKERS. Direct CUTS will CAUSE FINANCIAL DIFFICULTY FOR MANY WORKERS SUCH AS MYSELF WITH HIGH MONTHLY LOAN PAYMENTS. I FAVOR A MORE EQUABLE STATE INCOME TAX IF THE STATE NEEDS ADDITIONAL FUNDS. HOWEVER, I FEEL THE LEGISLATURE MUST FIRST SHOW ITS CONSTITUENCY THAT IT CAN CONTROL ITS SPENDING.

Signed: *James F. Fisher*
 Testifier
 Representing (Optional)
P.O. Box 1035 Delta Tot.
 Address
895-1032
 Phone No.



Alaska State Legislature

Please enter into the record my testimony to the

HOUSE LEADERS

committee name

committee on

EDUCATION AND
SCHOOL EMPLOYEE
SOPHISTICATION

dated

10 JULY 1995

bill/subject

I AM OPPOSED TO THIS BILL BECAUSE
 IT WOULD HAVE A BIG IMPACT ON THE
 DELTA COMMUNITY AND THE OTHER PART OF STATE,
 FINANCIAL LESS
 PAY MEANS LESS MONEY BEING SPENT
 IN THE DELTA COMMUNITY AND REST
 OF STATE. THIS ALSO WILL HIT
 ME AS WELL FINANCIALLY AS I
 AM IN A RANGE S. RANGES
 AND BELOW WOULD DEFINITELY
 BE HIT HARD AS WELL AS HIGH
 RANGES. DELTA WILL SUFFER FOR
 ENOUGH WHEN FORT GREENE JOINSIZES.

Signed:

William A. [Signature]

Testifier

Representing (Optional)

PO BOX 656 DELTA TUNICIA ALASKA 99737

Address

DE (907) 553-4452

Phone No.

RECEIVED

APR 4 1995

AND U.....

Testimony regarding HB 236.

My name is John Gallant. I have been a state employee for the past 17½ years, and I am here to testify in favor of HB 236.

Now that I have your attention, let me add that I am in favor of HB 236 on one condition. That condition is that you also pass a state law that forces this same 5% cut on each and every entity that the state does business with. It's really quite simple. You just send a letter to the electric company that says all future payments on the state's electric bill will be reduced by 5% because you passed this new law. You send the same letter to all of the office supply stores, the equipment providers, the uniform suppliers, the grocery vendors, the vehicle and snow plow equipment providers, the hospitals and medical supply vendors, etc. etc. Even the letters you send will cost less because you send the same letter to the U.S. government telling them you're going to pay 5% less on all postage from now on.

In fact, if you want to be fair and treat all other entities the same way you treat your own employees, then this new law also needs to roll all expenses the state pays back to their 1992 levels and freeze them there, just like our wages have already been frozen since then, despite cost of living increases in the past three years. The 5% reduction in all payments would therefore apply to the 1992 prices for everything. Sure, you would have some business owners mad at you, but you just tell them that you don't care if the product they provide has increased in cost to them, you're just not going to pay more than you want to and they're going to have to eat the increased cost themselves. I'm sorry if I sound bitter, but my comments are based on a normal human reaction to the message you are sending us.

This new law I'm suggesting would not be necessary if you simply passed a different new law that set the price of Alaska oil at \$25-\$30 per barrel.

My point is this. You could never pass laws such as these, because market forces determine the price of office supplies, as well as the price of a barrel of oil. HB 236 might be appropriate in the communist Russia of the past, where the government did such things before it collapsed, but it is not right to do this in America. Just as market forces set the price of oil, and of the car you drove here and the breakfast you ate this morning, let market forces run their course in setting your employees' wages. In collective bargaining, the "market forces" are attained through negotiations, or through existing statutory mandates if negotiations do not succeed. If impasse is reached, then implementation and employee recourse to implementation are already set by law. Even these steps are past of the "market force" process.

Do not become the dictators that voting for HB 236 would make you. Do be fair and just let the market here run it's natural course. Thank you.

COMMENTS TO HOUSE BILL 236

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APR 4 1995

March 31, 1995

Representative Sanders,

My name is Kathryn Carbaugh. I've worked for the Alaska Court System for seven years. I, personally, can not remember ever receiving a pay percentage increase from the State or any cost of living increase. We didn't even get the two pay increases of 3% that other State Employees have received. Therefore, any pay reduction would hit Court Employees a lot harder than other State Employees.

On a personal note, my family of five is a two income family. We can not afford to take a 5% pay reduction in my income. It would be very detrimental to our life style, which is not very high at this point in time anyway. Considering the lack of pay increases for such a long period of time and given the increase of the cost of living adjustment, in essence, we have already taken a reduction.

Thank you for your time and consideration of my thoughts on H.B. 236.

Sincerely,

Kathryn Carbaugh
Kathryn Carbaugh
Court Clerk II
Anchorage

COMMENTS TO HOUSE BILL 236

RECEIVED
APR 4 1995

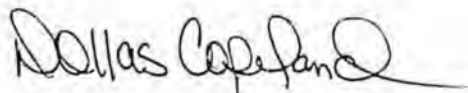
March 31, 1995

Representative Sanders,

My name is Dollas Copeland, and I have been an employee of the Alaska Court System for 20 years. I am a single parent raising a teenage daughter. I have not gotten a raise in several years, either cost of living or merit increase due to the fact that I am in longevity. Once you have worked for the State in excess of five to six years in the same pay grade you are not eligible for a yearly merit increase.

A 5% pay reduction would greatly effect mine and my daughter's lifestyle. I feel I have already taken a pay reduction by not receiving the cost of living raises from past years.

Sincerely,



Dollas Copeland
Trial Court Supervisor
Anchorage

COMMENTS TO HOUSE BILL 236

RECEIVED
APR 4 1995
.....

MARCH 31, 1995

REPRESENTATIVE MARK HANLEY
ALASKA STATE LEGISLATURE

In response to HB236 as proposed by the House Finance Committee, I have the following comments to offer for your consideration:

I am a state employee of 14 years, the last 10 consecutive years having been with the Alaska Court System as a legal secretary II. My tenure with the court system places me in step K (\$2854/mo) where the next merit increase does not incur for five years. In addition, I was not included in the last state employees' raise since court employees are not part of the state employees' union. Therefore, in my position, not only am I not anticipating a raise prior to retirement, but, instead, a five percent cut in what I have earned to date. An informal inquiry into the salaries of my counterparts in the private sector reveals salaries of \$3000/month, not taking into account profit-sharing contributions or bonuses. As much as I value my state employment, my financial security upon retirement is more important.

I am one of several state employees who already works in excess of 40 hours per week, the hours above 37-1/2 being on a voluntary basis. My supervisor does not ask that I work these hours and, in most cases, is not aware that I do. While I have no statistics to offer regarding the percentage of state employees who follow this practice, I am acquainted with many court employees who regularly work a 40 hour week or more because of the workload. We are not deserving of such a pay cut. In fact, we have demonstrated a degree of service that deserves a raise.

I also feel strongly that the range 8/10 employees (\$1778-\$1886/mo), who are literally the backbone of the court operations, would be unable to exist on a five percent pay cut. These are entry level positions, primarily staffed by young and less experienced individuals. Many have families and some are single parents. While the health and leave benefits are important, those benefits won't pay for daycare or food. We will be in a constant state of turnover in a division that is critical to the smooth operations of the courts at all levels.

As a state employee, I feel there are better and more fundamental methods of decreasing the state budget than to attack the pay structure in such a fashion. I have no doubt there are state agencies which could withstand budgetary cuts in staffing. Indeed, the public's perception of state employment is borne out in certain instances. I would be in favor of cuts through attrition. I favor meaningful investigations into staffing allocations and holding departmental supervisors accountable for unjustified position entitlements, with input from the persons who do the work and not just those who take credit for it. Another option which I understand to have been effective was the offering of leave without pay to employees under certain circumstances. In the past, the court system took advantage of such an opportunity and it proved effective.

Diane Dawley
P O Box 112036
Anchorage Ak 99511
(907) 345-8464
(907) 264-0406 (wk)

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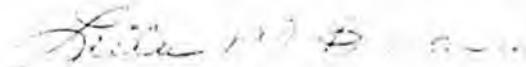
APR 4 1995

4110 d.....

RE HB236

HELLO, MY NAME IS LEILA BREAUX, A CLERICAL WORKER FOR THE ALASKA COURT SYSTEM. I LOVE MY JOB AND HAVE A DESIRE TO REMAIN IN THIS POSITION FOR ANOTHER FIVE YEARS UNTIL I CAN RETIRE. I ALSO VOTE IN HOUSE DISTRICT 12 AND SENATE DISTRICT F.

I OPPOSE THE FIVE PERCENT PAY REDUCTION, COURT SYSTEM EMPLOYEES HAVE NOT RECIEVED A RAISE SINCE JULY 1991, AND THE COST OF LIVING CONTINUES TO RISE. IF MY PAY IS REDUCED BY FIVE PERCENT AND FROZEN THERE FOR THE NEXT THREE YEARS, I WILL NOT BE ABLE TO ACHIEVE AN EQUAL SALARY BEFORE I RETIRE AND THAT WILL AFFECT MY HIGH THREE. ALSO THIS WILL BE EIGHT YEARS WITH OUT A PAY RAISE, LETS GET REAL HERE! EVERY ONE TO TWO YEARS I AM GIVEN THE OPPORTUNITY TO TRAVEL AND RECIEVE PER DIEM FOR THAT TRIP. BUT THIS IN NO WAY PUTS ME IN A STATUS OF BEING ABLE TO USE "FREE MILEAGE" AND RECIEVE A FREE TRIP FOR PLEASURE. I AM AN AVERAGE INCOME WORKER AND OBJECT TO A PAY REDUCTION UNLESS YOU TELL ME YOU ARE ALSO CUTTING STATE WELFARE RECIPITANTS FIVE PERCENT, WHAT'S FAIR IS FAIR, WHY SHOULD ANYONE BE EXEMPT? IN THE PAST, THE ALASKA COURT SYSTEM HAS BEEN ABLE TO RALLY AROUND AND CUT MONEY TO SAVE ALL OF OUR JOBS AND OUR INCOME. WHY IS IT NOT UP TO EACH BRANCH TO FIND WAYS TO CUT COST AND NOT A SALARY CUT. THERE ARE MANY UNNECESSARY JOBS AND ITEMS THAT COULD BE COST SAVING MEASURES. WHY NOT LOOK FOR THEM. THANK YOU FOR YOUR TIME.


LEILA M. BREAUX
ALASKA COURT SYSTEM
9372 CAMPBELL TERR. DR.
ANCHORAGE, ALASKA 99515



RECEIVED

Alaska State Legislature

AS U.....

Please enter into the record my testimony to the HOUSE FINANCE COMMITTEE
committee name

committee on House Bill No 236, dated 3-6-95
bill/subject

Let me tell you that I enjoy my job as an itinerant PHN, and work very hard for you. I oppose a 5% reduction in pay/benefits. As a member of ASEA, our last Cola was in 1992, and was a "catch up." Essentially we have already endured a 9% cut since then, & lost health benefits. I believe there are other issues you could be focusing on.

#1 - Per Diem Rules should be the same for everyone Statewide.

For the past 5 1/2 years I have worked as an itinerant public health nurse, we have always had "noncommercial" per diem for village visits. My \$85/d per diem has always been cut in half because there was not a motel in the community. Instead, I ~~stay~~^{sleep} on a cot or air mattress on the clinic floor & ~~pay~~^{pay} the clinic their \$20/nite fee. My remaining \$22.50 ~~is~~ to be used for food. Village store prices are often 2x that in town. There are many inconsistencies in per diem for many agencies, especially the legislature who raised their own per diem to \$150/d. In addition, legislators are given a moving allowance to move personal belongings to Juneau. Why are we paying this? It should be one or the other. If you are setting up a household in Juneau, "noncommercial" per diem should be imposed on you as well. I cannot believe it is nec to receive \$150/d per diem in Juneau.

#2 I also question the legality of this bill, and if this is really the appropriate arena to be addressing this. Will there be costly legal ramifications of this bill, that will cost all Alaskans? Thank you.

Signed: Marcy C. White
Testifier

Representing (Optional)
3950 W. Diamond # 214, Anchorage 99515
Address
243-7232
Phone No.

RECEIVED
APR 4 1995

Comte Chair, HL & C
HB 236 written
testimony

To the Legislatures:

HB 236.....

My name is Elma J. Gillett, born, raised, and living in Alaska nearing 50 years. I am a State employee for over 9 years for the Division of Public Assistance. In this 9 year period, I have experienced many changes along with the tremendous growth in public assistance programs. I am also living with cancer since 1992. This is a challenge, morally and financially. Since the reduction in health benefits with cost of medical care rising, I have had to seek other alternative health care as I could no longer afford the 20% (10% co-insurance + 10% for dropping the SBS). Fortunately I have the Indian Health Service to fall back on, which my husband is not eligible for. Because we have depleted our savings during earlier stages of my cancer, my husband is having to neglect his well-being. As you can see, the 5% reduction in pay could very well mean losing our home and doing without the necessities for a healthy life. When I first heard of this 5% reduction in pay, I felt I was kicked in the hind-end for sacrificing myself for this wonderful State we live in and call our home. Working for the Division of Public Assistance as an Eligibility Technician can be quiet stressfull at times, especially when you are as compassionate as we who work in this field are. We care enough for our clients to treat them with dignity and compassion. It is only fair that we be treated with the same from our employer, the State of Alaska.

I am a well trained employee with over 9 years of experience in all programs the State has to offer to the less fortunats. Believe me, I don't want to be on the other side applying for welfare. The 5% reduction in my pay along with the cuts in the Division's budget means more work for less pay and benefits. I may very well need to look elsewhere.

In December 1992, the State in it's wisdom, granted a 1 range pay increase to all eligibility technicians in the Division of Public Assistance. HB 236 would take that away and more. The state invests approximately \$40,000 to train a journeyman Eligibility Technician. Prior to the 1 range increase the turn-over rate in the Division was 35% per year, costing the State a fortune to train new employees. The increase served it's purpose and in fact saved the State money. Do you really want to see well trained employees leave State services once again and then lose the savings to train a new work force? I hope not.

I myself, am in favor of State TAX. Why not share the burden with others in the work force. Their is plenty of money leaving the State through employees who make the money an run home (out of state). Why not give ALASKANS more opportunities (chances) to develop. Majority of the businesses are owned by non-Alaskans. Why? More than likely because the State of Alaska has put up barriers for Alaskan own business to succeed and or survive.

Why is the State of Alaska paying the Federal Government because the people on welfare receive the Alaska State Permanent Fund Dividend. By continuing the Hold-harmless program, we are training and forcing these people to spend unwisely (keeping them dependent instead of becoming self-sufficient). My personal opinion (not as an employee) is to stress self-sufficiency and provide means to meet medical and child care cost. The welfare programs should be on a truly equitable needs based. Continued eligibility should include OJT and/or Public service duty requirements for the able bodied adult household members regardless of their geographical location.

I urge you to vote against an law leading to 5% or any pay decrease.

Thank you for you time and consideration.

Elma J. Gillett



Alaska State Legislature

RECEIVED

APR 4 1995

Please enter into the record my testimony to the House Labor Commission committee name

committee on HR 236, dated _____, bill/subject

MANY WHO WERE BORN IN ALASKA STAY BECAUSE THEY KNOW NOTHING ELSE. THIS ALASKAN CITIZENSHIP IS AN ACCIDENT OF BIRTH. I AM FORTY-EIGHT AND LIVED IN TEN OF THEM. YEARS OLD. HAVE VISITED FORTY-EIGHT STATES, A

I HAVE LIVED IN ALASKA FOR TWENTY YEARS - LONGER THAN I'VE LIVED ANYWHERE ELSE. I AM AN ALASKAN BY CHOICE. I HAVE WORKED FOR THE STATE FOR FOURTEEN YEARS, AND CONSIDER MYSELF DEDICATED, DESPITE THE EFFORTS OF THE LEGISLATURE TO CUT OUR/MY PAY AND THE ADMINISTRATION TO EXTEND EMPLOYEE HOURS WITHOUT COMPENSATION. IF THIS BILL PASSES, I WILL LIKELY LOSE MY HOUSE - WE ARE ON THE RAGGED EDGE NOW - AND I'D EITHER HAVE TO RENT OR DISPLACE A TENANT FROM A CONDOMINIUM THAT I CAN'T SELL. WITH THAT

Signed: Joseph P. Keagy
Testifier

Representing (Optional)
13011 LAGOON CIRCLE 99515

Address
345-7603

Phone No.

(OVER)

RECEIVED

APR 4 1995

ANS U.....

M E M O

To: Rep. Jerry Sanders, Chair Date: April 3, 1995
Commerce & Labor Committee

From: Superior Court In-Court Clerks Re: Further Hearings
(listed below) HB 236

We the undersigned request that further hearing be held on House Bill 236. Although two of us did testify on Saturday, April 1, at least six more were prepared to testify; and we further noted that many more people waited to testify at other sites around Alaska.

Any action on this bill will directly affect us and our work; the testimony given by sixty others on Saturday has convinced us of that. Additionally, we request notification of the date and time of any further hearings scheduled on this legislation. Thank you for the opportunity for testimony thus far.

Thank you for your attention and consideration.

Marie M. Suayd

Rebecca M. Roberts

Christy A. McKenna

Janice L. ...

Jane Barr

Nancy ...

Phyllis Goodman

Spila ...

Vernita J. Herdman

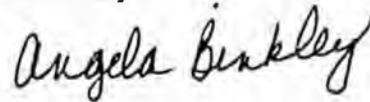
March 31, 1995

Dear Representative Kott:

I am writing in regards to the proposed 5% pay cut. I would have liked to attend the meeting on Saturday, April 1st, but I have a previous commitment that I could not change. In my opinion, a Saturday is not an ideal day for such a meeting.

I am a single parent, with two children. I am an Administrative Clerk II with the Department of Education, and at this time, it is my salary which supports all of us, like many other single parents today. A 5% pay cut would hurt, and I fear I might have to rely on Public Assistance benefits (AFDC, Food Stamps) to help make ends meet. I do not want to have to do that, so I pray this 5% pay cut proposal does not pass. It would hurt me, and my children as well. If you would like to speak to me about this, I can be reached at 465-4685. Thank you very much for your time.

Sincerely,

A handwritten signature in cursive script that reads "Angela Binkley".

Angela Binkley

cc: Representative Sanders
Representative Masek
Representative Kubina

March 20, 1985

Dear Chairman Kott:

We would like to ENCOURAGE YOU TO DEFEAT House Bill No. 136. This Bill, if passed will reduce the pay of State Employees by 5% and take away our right to collectively bargaining.

We are extremely shocked that you would even consider passing such a bill, especially after voting to raise your pay by 50% at the beginning of this Legislative year. It appears as though you are now trying to make the State employees pay for your raise. Do you think that we could live on less, when you yourself have indicated by your raise that you could not live on less? We also have families to feed and clothe.

We are sure that if you thought this proposal over, you would realize what a devastating effect it would have on your chances of re-election.

Thank you in advance for your DEFEATING VOTE.

Sincerely,

A handwritten signature in cursive script that reads "John & Dorothy Durfee". The signature is written in dark ink and is positioned above the typed name.

John and Dorothy Durfee



March 24, 1995

House Labor and Commerce Committee
Rep Pete Kott, Chair
Room 432
State Capitol Building
Juneau, AK 99801-1182

Dear Rep Kott and Members of the Committee:

I am writing in regard to HB 236 and exemption of university staff from the provisions of that act.

I debated writing a simple, personal letter. But my concern is as a supervisor within the university system and what I want to say is on behalf of my classified employees. So I am writing from my office, if you will.

I have worked for the university for almost seven years. I know that my counterparts in state government make more than I do and work fewer hours. My counterparts in private industry, at least in Ketchikan, earn almost 50% more. But my chief concern is with our classified staff. They work 40 hours/week and are paid less than state employees and their peers in the private sector. In one case, I have a staff member who works full-time in a responsible business office position and yet who would be on welfare if she were not married with a second income.

My own admissions officer -- the sole person responsible for student records, registration, room scheduling, financial aid and admissions -- has worked for me for over a year with no increase in salary: \$10.50 /hr! When positions were re-evaluated and up-graded during the year, she made 1¢/hr more than the cut-off for re-evaluation, and therefore did not get a raise. She is looking for other work and it will be sad for the campus if we lose her. Similar situations exist for other classified employees.

Please do not add the ~~university~~ especially classified staff -- to that 5% cut.

Sincerely,

William G. Trudeau
Assistant Director

March 24, 1995

Dear Alaskan Lawmaker,

- ◆ I have been a State of Alaska employee for the last ten years.
- ◆ My wife has been a State of Alaska employee for six years.
- ◆ I have been a resident of Alaska for 15 years.
- ◆ My wife is a native of Alaska and has lived here all her life.

DECREASING OUR WAGES BY 5 % IS UNFAIR !!!!

My wife and I are in the process of buying a house in Ketchikan, Alaska and are very concerned about our financial future. The Wages we make have been formed into a tight financial budget that allows us to make our mortgage payments and pay our other fixed costs. With this pay decrease we would have to seriously reconsider buying this house.

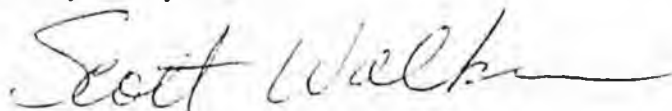
IF OUR WAGES ARE DECREASED, OUR FINANCIAL FUTURE IS UNCERTAIN !!!

I work for Fish and Game, and I already spend a considerable amount of time working above and beyond my required 37.5 hours a week. This extra time is required to properly do my job. This extra time is spent in the field and managing commercial fisheries. This wage decrease would be a insult to my already overworked position.

When you are making your decisions, please consider that my family and I budget our finances around our current wages and would incur extreme hardship and possible financial collapse if this legislation is passed.

This legislation would severely decrease moneys that are going into the local economy. Remember that there are many state workers in the city of Ketchikan and throughout the state.

Thank you very much,



Scott walker
State of Alaska Fish and Game Biologist.

March 23, 1995

Representative Pete Kott - Room #432
State Capitol Building
Juneau, Alaska 99801-1182

Dear Representative Kott:

My name is Rose Walker. I work in the Business Office at UAS Ketchikan campus. I have been employed with the University for three and a half years. My starting wage was \$10.65/hour. I received no cost of living or merit increase until January 1, 1995 in the amount of .32/hour which brought my hourly wage to \$10.97.

If it were not for my husband's income, I do not know how I would survive financially. I am a classified employee and my job class represents 43% of the total UA workforce. I am one of the 32.6% of employees making less than \$12.00/hr. If my wages were cut by 5%, it would reduce my hourly wage to \$10.42, which is lower than the hourly wage when I started working at UAS.

My husband is employed with Fish & Game and we were considering the scenario if both our wages were cut by 5%. It would impact us greatly on how we would make ends meet. We are currently in the process of buying a home and it scares us to think of having to make cuts in our personal budget that does not take into effect the 5% cut and rising cost of living. We are reconsidering if we can afford to purchase a home. One does not consider, when budgeting monies, having to take into effect a 5% cut in income for the next three years. I have always envisioned that my wages would increase with the rise in cost of living, or if nothing else, stay the same.

I would appreciate it if you could give some consideration to the impact of House Bill 236. I would like to suggest that if your committee is looking for ways to trim the personnel budget that they look at implementing another RIP bill. It would benefit the retiring state employee and not hurt our wages. There is also the possibility of implementing salary caps. I can not see where cutting wages such as mine, which is at the lower wage earning range, would save and benefit the State of Alaska.

If this bill passes imagine the impact on our community. Local businesses, banks, etc. will suffer because less money will be spent in the community. Some employees, such as two of my single co-workers who are single moms, would be forced to look for employment elsewhere or seek public assistance to make ends meet.

I would really appreciate if you could reconsider presenting House Bill 236 to the House for a vote. Thank you for your time.

Rose M Walker

March 19, 1995
Pete Kott
Chairman, House Labor And Commerce Committee
State Capitol, M/S 3101
Juneau, Alaska 99801-1182
(907) 465-3777

Dear Pete;

I would like to take this moment to comment on HB 236.

I feel this bill is nothing short of State Employee bashing. Yes public employees are an easy target. It seems to be a fad to attack public employees despite the numerous sacrifices they have made over the years.


Examples of these sacrifices abound. Consider the long term employees who did not pursue the "get rich quick" options of the pipe line jobs. They are the ones who dedicated their lives to their family and community. Consider the employees who work and only get paid for 37.5 hours a week. Every one of their pay checks currently reflect a 6% pay cut. Consider the across the board pay cuts that have already been implemented by previous administrations. Consider the unfunded negotiated raise of a previous legislature. Let us not forget the hiring freezes and wage freezes of past Governors.

I feel it is an outrage that any political body that has given itself numerous raises in wages and benifits would be so brazen as to cut the meager wages of its work force and fail to recognize the sacrifices public employees have already made.

Obviously I am strongly opposed to HB 236 and would urge you to vote against it.

In closing, Pete I would like you to consider that after ten years of political "chopping at the fat" perhaps it is time to take a look and make sure we are not chopping away at the meat and bone.

Sincerely,


Ronald P. Rathbun Sr.
6905 Cape Lisburne Loop
Anchorage, Alaska 99504-3961



Alaska State Legislature

Please enter into the record my testimony to me HOUSE LABOR & COMMERCE
committee name

committee on HR 236, dated April 1, 1995

I am a state worker. I am not going to plead poverty because everyone knows we get a relatively good salary. Most of the charts showing the wages of different segments of the population show state workers pretty much in the middle. If you looked at those same charts during one of the boom cycles this state is prone to; I think you might see there would be reason to propose a reduction in private sector wages.

I think a lot of state workers would admit and in fact are right in there complaining that there is a lot of waste in government; unfortunately most of it is not in wages.

As a state worker I have worked with people in the oil industry, timber industry, and other professions. For the most part the professional level people I was working with made more money than I do and had a whole lot better support facilities and incidental budgets. I also have several friends that work construction jobs. One in particular that I am familiar with works out of the laborers hall, makes more per hour than I do on regular time (I am not saying he does not deserve it), works about 7 months, in that 7 months he puts in a years worth of hours (so he gets a lot of over time), and then in his 5 months off he collects unemployment. The point of all this is that I certainly do not feel over paid compared to most of the people I work with or know.

It might be a result of poor money management on my part, but a 5% cut would put me in the negative column when comparing income to outgo. As a single working person it is difficult to afford the average home, a car, etc.

I think you need to look at the proposed 40 hour week (with little or no increase in salary) in conjunction with this bill. After several years of no increases in wages when the local cost of living was going up; these proposals are an insult to those of us that work hard to meet the demands of the people of the state.

Signed: Steve Trickett
Testifier

Steve Trickett
Representing (Optional)

P.O. Box 571471 Wasilla, AK 99687
Address

376-9751
Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE committee name
 committee on SB 236 , dated April 1, 1995
 bill/subject

Alaska State Employees have not received increases in pay in relation to the increase of cost of living in more than 3 years. It is cruel and unfair for the State to suggest cutting state employees pay by 5% to balance their problematic budget. A cut in pay would create undue hardship on families and contribute to the already poor morale of the employees. Public employee bashing and pay cuts are not the answer to the State's problems.

My position with the State was reclassified and downgraded 3 levels two years ago as a "behind the back" means to cut costs by the State. To suggest a 5% cut to my pay is to ask my family to sacrifice even further. My spouse has been unemployed for nearly a year and I am faced with poor prospects in enrolling two teenage children in college in the very near future.

It is my hope that the Legislature will look very carefully at the repercussions that will follow a pay cut for state employees.

Signed:

Candice A. Rotens

Testifier

Representing (Optional)

HC33 Box 3208XX

Address

Wasilla, AK 99654

(907) 745-2716

Phone No.

From: Robert Wiseman

Tel: (907) 253-6110

143153 4/2/95 Page 2 of 2 Log 100

To: LU Fax: 2621881

Robert Wiseman
 P.O. Box 1145
 Soldotna, AK. 99660
 (907) 253-6110

P.O.M.

House Labor & Commerce Committee

I was unable to testify during the tele-conference because we ran out of time. So I would like my testimony read into the record.

I'm pretty probably among a very small group to testify before your committee on 4/2/95. I'm not a public employee nor have I ever been one. About 2 years ago I participated in the Budget Summit exercise that the Kenai Borough Economic Development District sponsored. It was very enlightening. One of the facts that we saw, quite glaringly, was that Dept. budgets for salaries did not increase equally from Dept. to Dept. Nor did they increase within any Dept. equally from the top level to the bottom level. We found that some Depts. increased more in number of persons and compensation for more than others. We also found that most Depts. increased at a much higher percentage at the top levels than at the bottom both in number of persons and compensation. We also found that those persons represented by collective bargaining increased at a faster rate than those who were not. I feel that a thorough study into these facts should be made and any decreases in compensation or numbers of people be controlled by the findings of this study. This also holds true for the increase in the work week from 37 1/2 hours to 40. When the hours were reduced to 37 1/2 some employees wages were reduced and some were not. Only those who lost money should be compensated for the increase if state employees go back to 40 hours per week.

Since I'm now on a retirement income of \$25,000 per year, and in the past had an annual income of \$75,000 to \$85,000 per year, I know that a wage reduction of 10% when you make \$75,000 has a much less impact on your life style than a 5% reduction at \$25,000 does. A great many of those that would be effected by such a reduction earn less than \$25,000 annually and would be adversely effected.

I do not believe that across the board cuts in salaries or numbers of people is either proper or fair to them or to the taxpayers. These proposed wage reductions will have an adverse impact on the lower wage employees. These are for the most part the same employees who deal directly with the public. I believe that this will have a very adverse effect on the services that the public receives. This impact will short change the public far more than any savings we see.

I suggest that if you are truly looking for large savings, you could start by eliminating all discretionary funds that the legislators and the Governor receive each year.

Respectfully submitted

Robert Wiseman

March 31, 1995

Representative Jerry Sanders
Chairman, House Labor & Commerce Subcommittee for HB 236
414 State Capital Building
Juneau, Alaska 99801-1182

RE: proposed state employees 5% pay cut

Dear Representative Sanders:

I would like to state my opposition to the 5% pay cut.

I am classified currently as a **range 16 Loan/Collection Officer I**, working for the Division of Agriculture, since 09-27-94. I was employed in the same job, a **range 19 Loan Examiner III** for the Division of Agriculture, from 11/90-03/31/92 (about 1.5 years), leaving the Division of Agriculture due to layoff.

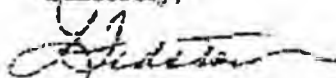
Since returning to the Division of Agriculture, I have a heavier work load and more duties because there are less than half the people to do the same amount of work. In addition, during my layoff, the position was downgraded by three grades and reclassified from a Loan Examiner III to a Loan/Collection Officer I. In real dollars, the reclassification has cost me over \$500 in pay per month—and I work harder and have more responsibility.

The State of Alaska has and is using the reclassification process to cut pay for doing the same job. We were powerless to stop or protest the action.

This pay cut would cost me an additional \$163.00 per month, money that I won't, and thousands of State of Alaska employees won't put back into the Alaska economy. I have worked in lending for over 15 years and am a professional.

Thank you for considering my position opposing the 5% pay cut.

Sincerely,



Lujean Diamond Fedotov
662 Lynnwood Drive
Anchorage, Alaska 99518-1858
907-561-5826 Home
907-746-7200 Work

CC: Representative Sean Parnell
Senator Steve Kieger



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
 committee name
 committee on HB 236 , dated April 1, 1995
 Bill/subject

Thank you for the opportunity to comment.
 My monthly bill obligations must be paid so
 I would cut the extras but if it does
 impact me too much I will need to juggle
 and refigure how to pay bank loans or
 other monthly obligations. The attached
 shows how my impact will affect others
 who may not think they or their neighbor
 will be taking or feeling such a cut.

Signed: Carol A. Compton
 Testifier
self
 Representing (Optional)
HC 31 Box 5175-V, Wasilla 99654
 Address
(907) 373-2319
 Phone No.

RECEIVED
MAR 31 1995

His U.....

March 29, 1995

State Capitol
HB-236
Attn: House Finance Committee
Juneau, AK 99801-1182

Dear Committee Members:

This letter is in response to HB-236 proposing a 5 percent pay cut for state employees. As an employee for the Alaska Court System, at range 12, I barely make enough to get by. A pay cut of 5 percent would cause significant detriment to my financial situation.

I am a new employee since August 1, 1994 and when I accepted this job, I accepted it with **promise of advancement**. Had I known that in a year I might be making less than what I was being offered, I may have considered other job offers more seriously.

In addition to working this full-time job, I am taking classes at UAA. For the last six years, the tuition at UAA has increased every year and every year, more classes and programs are cut from the curriculum. So as a student, I am continually being forced to **pay more and get less** out of my education.

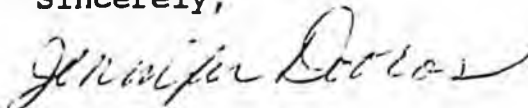
I feel that a 5 percent pay cut is unacceptable and personally, I **NEED** that \$100 every month. My rent and utilities alone consume almost one whole paycheck each month, not to mention food, school, car insurance, gas and maintenance on my car, etc., etc.

Also, what about the cost of living allowance? I was told that the State has not had an adjustment in over six years. How can people be expected to get by on taking pay cuts when inflation keeps increasing?

This whole proposal is an outrage. I'm sure there are many other areas that could facilitate a cut better than the working class.

Thank you for your attention.

Sincerely,



Jennifer Dooros
Tax Payer



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
 committee name
 committee on _____, dated _____
 bill/subject

[Handwritten text, mostly illegible due to cursive and fading. Discernible words include: "I am a member of the...", "I am pleased to...", "I am willing to...", "I am committed to..."]

Signed: Zella MS Brayer Zella MS Brayer

Testifier

Representing (Optional)

P.O. Box 1702, Nome, AK 99762

Address

(907) 443-3153

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House, Labor + Commerce
committee name

committee on House Bill 236, dated April 1, 1975.
bill/subject

I do not support House Bill 236. It sends a very strange message indeed. The legislators and the state workers are both in service to the state of Alaska. On the one hand you vote yourselves raises in salary and per diem and on the other hand the state workers are given no raise for three years and now you want to pass a bill to cut their salaries 5%. The message I'm getting is that you don't value or support the people that make the state function.

I realize that rising costs of the state doing business must be dealt with. As oil revenues decline, I would suggest that it may be time to look at implementing state income taxes at a flat percentage rate of total income would be simple to administer and most important it would tax nonresident wage earners. The cost of the state doing business would be equitably shared by everyone who earns income in the state.

I believe we should be looking at other ~~cost~~ means to cut costs and that these costs should be shared by all people who live and work here.

Signed: Jeanne Walker JEANNE WALKER
Testifier

Representing (Optional)

Box 2078, Nome, Ak 99762

Address

907-443-3962

Phone No.



Alaska State Legislature

Page 1 of 2

Please enter into the record my testimony to the House Labor & Commerce
committee name

committee on HB 236, dated 7/1/96
bill/subject

I am a state employee with the Department of Health and Social Services. I live and work with the families of the Seward Peninsula and Norton Sound Region. I consistently work over 40 hours a week, not counting travel time to villages. I am willing to do this because I am committed to the work I do, and the people of my region. I have only been a state employee for approx. 2 years. As a state employee I receive less in spendable compensation and "money in my pocket" than I did working for a non-profit human service agency in Anchorage. I took this job because I believe in the work I do, not for a fat paycheck. I am tired of being an easy target for a cowardly group of elected officials who are afraid to deal with fiscal issues realistically.

Signed: Bernie D Peron
Testifier

Representing (Optional)

Box 1796, N. Star AK 99716-2
Address

Phone No.

WHEN IN REALITY MORE WORK FOR LESS PAY ADDS UP TO 11%.

SECOND I WOULD LIKE TO KNOW HOW MR. HANLEY CAME TO THE CONCLUSION THAT STATE WORKERS ARE OVER PAID AND UNDER WORKED WHEN THE STATES OWN FIGURES CONCLUDE OTHERWISE. I WOULD LIKE TO REITERATE THE COLD HARD FACT THAT ASEA'S LAST RAISE WAS JANUARY 1ST. 1992 WHEN WE RECEIVED A 3.6% COLA THAT CAUGHT US UP FOR THE PRECEDING YEAR. SINCE THEN THE ANCHORAGE C.P.I. HAS RISEN 9%. WITH THIS IN MIND, I PERSONNALLY FEEL MR. HANLEY CONCEPT OF THIS WHOLE ISSUE IS LUDRIGOUS. IT MAKES ME ANGRY THAT THIS MAN IS TRYING TO PASS LEGISLATION THAT DIRECTLY AFFECTS THE ECONOMIC STABILITY OF SO MANY HARD WORKING TAX PAYERS (AND VOTERS I MIGHT ADD) AND THEIR FAMILYS BY MISINFORMING THE PUBLIC OF THE REAL FACTS. MR. HANLEYS MORE WORK FOR LESS PAY ADDS UP TO A LOT MORE THAN A 5% CUT IN WAGES NO MATTER HOW YOU SLICE THE PIE.

THE SIMPLE FACT THAT ASEA MEMBERS HAVE NOT HAD A PAY NCREASE FOR THE LAST THREE YEARS SHOULD EXPLAIN THAT WE ALREADY HAVE DONE OUR PART IN COST SAVINGS TO THE STATE. ALSO, A LOT OF OUR SERVICES ARE FEDERALLY FUNDED. SO BY REDUCING PAYROLL FOR ASEA WORKERS WILL HAVE THE EFFECT OF REDUCING FROM THE FEDS. I DO NOT UNDERSTAND HOW THIS WILL HELP BALANCE THE ALASKA STATE BUDGET?

IT SEEMS TO ME THAT MR. HANLEY HAS NOT DONE HIS HOMEWORK. I AM FED-UP WITH POLITICIANS WHO PASS LEGISLATION FOR ALL THE WRONG REASONS. IT IS APPARENT TO ME MR. HANLEY HAS NOTHING TO LOSE WITH THIS EXCEPT GETTING VOTES FROM THOSE WHO WILL GAIN BY OUR SACRIFICES.

AS I AM THE SOLE SUPPORTER OF MY FAMILY AT THIS TIME A PAYCUT OF ANY PERCENTILE WOULD BE ECONOMICALLY HARMFUL TO MY FAMILY. I QUALIFY FOR FEDERALLY SUBSIDIZED HOT LUNCH FOR MY CHILDREN AT THIS TIME, BUT I AM TO STUBBORN AND PROUD TO APPLY FOR IT. IF THIS LEGISLATION PASSES I WILL HAVE LITTLE CHOICE BUT TO APPLY. THIS TO ME IS PASSING THE BUCK TO ANOTHER STATE AGENCY. WHERE IS THE SAVINGS?(NOT TO MENTION THAT THE FEDS ARE TRYING CUT ALL HOT LUNCH PROGRAMS).

I SUGGEST THAT BEFOR ANY CUTS ARE MADE THE LEGISLATURE SHOULD LEAD THE WAY BY DECREASING THEIR OWN WAGES BY 15% AND THEN RE-EVALUATE FROM THAT POSITION. MAYBE SOMEONE SHOULD LOOK INTO CUTTING SOME OF THE FAT OUT OF MIDDLE MANAGEMENT POSITIONS AS WELL.

THIS STATE IS RUN BY US. IT IS OUR EXPERTISE THAT THIS STATE RELYS ON TO KEEP THINGS MOVING. FOR THE MOST PART WE ARE WELL EDUCATED, WELL TRAINED, AND DECAED TO SERVING THE PUBLIC. I CHALLENGE ANYONE TO DENY THAT FACT IN MY OFFICE. WE ARE A PART OF OUR COMMUNITY, AND WE CONTRIBUTE NOT ONLY IN THE WORK PLACE, BUT OUT IN THE COMMUNITY ITSELF. WE PAY TAXES, GO TO CHURCH, AND TRY TO DO WHAT IS RIGHT. I SUGGEST YOU DO THE SAME, OR YOU MIGHT BE OUT OF A JOB COME THE NEXT ELECTION. YEP, WE VOTE TOO!

ROBERT KENTH
Robert Kenth



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name

committee on HR 236, dated April 1, 1995
bill/subject

How can Rep. Mark Hanley even think about doing this to us - the last COCA raise was three years ago while the Cost of Living has went up every year. How far Does he think the Dollar can stretch? What does he want us + our children to give up? Local Business will suffer also they will get what's left after rent, utilities bills - etc. I would have to frequent them less as I would have less to spend.

You also want us to work longer hours for this pay decrease - our time must not be worth much to Rep. Mark Hanley. This action would cause great harm financially to my Family.

Signed: John DeStammi

Testifier John DeStammi

Representing (Optional) Box 2151 Palmer

Address 715-2682

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name

committee on HB 236 . dated April 1, 1995
bill/subject

I urge you to oppose HB 236 for the following reasons:

- 1) State employees are not overpaid! The Alaska Department of Labor reports that the average wage of a state employee is approximately equal to the average wage of all public/private employees in the state of Alaska.
- 2) There are over 400 state employees represented by ASEA in the Mat-Su Valley. It is estimated that a 5% cut in their pay will result in a \$1.1 million annual loss of revenue to Mat-Su Valley businesses.
- 3) HB 236 is an insult to the collective bargaining process as it makes the negotiation process irrelevant.

HB 236 has unfairly singled out state employees when all residents of the State of Alaska should share the burden of declining revenues. The resulting loss of revenue to area businesses will be devastating. The effects on morale that would be generated by these cuts would impact already limited services and deepen the divisions between state employees and the citizens that they faithfully serve.

Signed: Dean Fritz
 Title: President - Mat Su Chapter ASEA local 71
 Representing (Optional): Box 176 Palmer, AK
 Address: 745-4887 373-5846
 Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House Labor & Commerce, Committee
 committee name
 committee on House Bill 236 , dated 4/1/95
 bill subject

I oppose the proposed bill before this committee for the following reasons.

1. I have worked for the state for 7 yrs. We have not received a cost of living increase in the past five years. I have been in longevity for the past two years. My income today is the same as it was in 1993.
2. I work for the Court System in Palmer. We are extremely busy and understaffed. We work very hard for our money.
3. The recent increase in insurance deductible along with the decrease in coverage has decreased my earnings.
4. I am a single mother of 2 sons. I support my family and we already live on a shoestring budget. A 5% pay cut would greatly affect my ability to support my family.

Signed: Kay M. Lyle

Testifier

Palmer Court House

Representing (Optional)

P.O. Box 879104 Wasilla, AK 99687

Address

812-6395 / 746-8100 WK

Phone No

(pg 1)

to support my family. I make approximately \$62,000.00 per year.

5. It is my understanding that the legislature voted themselves a pay raise last year. It appears to me that this is a case of politicians making scapegoats out of hard-working low to middle class people. I sometimes wonder if I would make out better on welfare. There appears to be no balance between the rich & the poor.

6. I am a dedicated state worker. I want to continue to be a productive, working person. Please do not jeopardize my family by making it even harder than it already is to live in this inflated world we live in. Thank you for your consideration

Kay M. Toffe

(pp. 2)

17 Pgs



STATE OF ALASKA
LEGISLATIVE AFFAIRS AGENCY
DIVISION OF PUBLIC SERVICES

Mat Su
LHO

DATE: 4-1-95

Please accept the enclosed original(s) of written testimony
for the House Labor & Commerce (HMM) teleconference hearing that was
scheduled on 4-1-95.

A copy of this testimony was transmitted to your committee via
fax on 4-1-95.

Thank you,

Rubushman

April 1, 1995

Rep. Jerry Sanders, Chairman
House Labor Commerce Subcommittee for HB 236
414 State Capitol Building
Juneau, Alaska 99801-1182

Dear Representative Sanders:

I have been employed by the Alaska Department of Fish and Game in Glennallen, Alaska since September 1975 as an Administrative Clerk. I am sole provider for myself and am also helping finance my son's college education. I can barely make ends meet on my salary which is less than \$30,000 gross. The 3.6% COLA pay raise which I received in 1992 was long ago absorbed into the rising cost of living. There are few financial frills in my budget. If my salary is cut 5%, I will have to decide how to pay some unavoidable essential such as groceries, fuel, or electric bill.

I have done the best job I could for the State for the past 20 years. The Alaska Dept. of Fish and Game in Glennallen is a very busy office nearly all year. I recorded receiving 80 phone calls requesting information from the front office, not to mention all the calls I routed directly to the staff, and over 50 visits into the office on a typical work-day in June 1993. I have been a very dedicated state employee and think it is unfair of the Legislature to reward me and many other hard-working state employees with a 5% pay cut.

Please vote no to a 5% pay cut for State employees.

Sincerely,

Kathleen Adler

Kathleen Adler
Box 615
Glennallen, Ak 99588

April 1, 1995

Representative Gene Kubina
House Labor Commerce Subcommittee for HB 236
406 State Capitol Building
Juneau, Alaska 99801-1182

Dear Representative Kubina:

I have been employed by the Alaska Department of Fish and Game in Glennallen, Alaska since September 1975 as an Administrative Clerk. I am sole provider for myself and am also helping finance my son's college education. I can barely make ends meet on my salary which is less than \$30,000 gross. The 3.6% COLA pay raise which I received in 1992 was long ago absorbed into the rising cost of living. There are few financial frills in my budget. If my salary is cut 5%, I will have to decide how to pay some unavoidable essential such as groceries, fuel, or electric bill.

I have done the best job I could for the State for the past 20 years. The Alaska Dept. of Fish and Game in Glennallen is a very busy office nearly all year. I recorded receiving 80 phone calls requesting information from the front office, not to mention all the calls I routed directly to the staff, and over 50 visits into the office on a typical work-day in June 1993. I have been a very dedicated state employee and think it is unfair of the Legislature to reward me and many other hard-working state employees with a 5% pay cut.

Please vote no to a 5% pay cut for State employees.

Sincerely,

Kathleen Adler

Kathleen Adler
Box 615
Glennallen, Ak 99588

April 1, 1995

Representative Beverly Masek
House Labor Commerce Subcommittee for HB 236
418 State Capitol Building
Juneau, Alaska 99801-1182

Dear Representative Masek:

I have been employed by the Alaska Department of Fish and Game in Glennallen, Alaska since September 1975 as an Administrative Clerk. I am sole provider for myself and am also helping finance my son's college education. I can barely make ends meet on my salary which is less than \$30,000 gross. The 3.6% COLA pay raise which I received in 1992 was long ago absorbed into the rising cost of living. There are few financial frills in my budget. If my salary is cut 5%, I will have to decide how to pay some unavoidable essential such as groceries, fuel, or electric bill.

I have done the best job I could for the State for the past 20 years. The Alaska Dept. of Fish and Game in Glennallen is a very busy office nearly all year. I recorded receiving 80 phone calls requesting information from the front office, not to mention all the calls I routed directly to the staff, and over 50 visits into the office on a typical work-day in June 1993. I have been a very dedicated state employee and think it is unfair of the Legislature to reward me and many other hard-working state employees with a 5% pay cut.

Please vote no to a 5% pay cut for State employees.

Sincerely,

Kathleen Adler

Kathleen Adler
Box 615
Glennallen, Ak 99588

March 31, 1995

Representative Pete Kott
AK House of Representatives
Labor & Commerce Committee
Room 409, State Capital Bldg.
Juneau, Alaska 99801-1182

RE: HB 236, Public Employee Pay Cut

Dear Mr. Chairman,

I would like to submit to you this letter as written testimony for the public hearing being held on HB 236, on April 1, 1995.

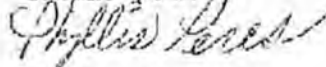
I have worked for the State of Alaska for 19 years and in these 19 years I have heard allot of comments made about "state employees", good and bad. And in these 19 years allot of the comments have come from the legislature and every time the State of Alaska gets into what appears to be a budget shortfall, guess what's the easiest way to help that shortfall? Let's cut state employees salaries and/or benefits. You want to cut my salary by 5% and the Governor wants to cut my salary by approximately 6% for working an additional 2.5 hours a week. You're asking me to take an 11% pay cut and sit back and not say a word. I can not do that. I'm into longevity on the pay scale and have not had a pay increase in 4 years. My husband is not a state employee and has not had a pay increase in over 8 years. (On the other hand, he has not had to take a pay cut either.)

A 5% pay cut to me is a weeks worth of groceries. A 5% pay cut is my monthly electric bill. A 5% pay cut is 1/12th of my property tax. Do you propose that my family not eat for a week, freeze for a month, or have the city & borough fine us for not paying our property tax on time?

I realize that it is not a very popular idea of bringing the state income tax back or introducing a statewide sales tax, but it is the only fair way of having ALL Alaskans cover the shortfall, not just state employees.

Please vote no on HB 236.

Thank you.



Phyllis Peres
4445 Mountainside Dr.
Juneau, Alaska 99811

cc: Representative Kim Elton
Representative Caren Robinson
Representative Jerry Sanders



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name

committee on HB 236, dated April 1, 1995
bill/subject

Please do not pass HB 236. State of Alaska employees have not had a pay raise since 1992 when COLA came through for us for 1991. With ~~pay~~ ^{cost of} living increases in this state, it is hardly sensible to even continue being a public servant if there is no increase of any kind, now the consideration is a 5% cut in pay. No one the State ends up the loser as their quality employees with experience and background will leave state employ for better jobs.

Signed: Taren Harvey
Testifier

Representing (Optional)
Box 949 Palmer AK 99648
Address
745-7200
Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
Committee name

committee on HB 236, dated April 1, 1995
bill/subject

I have worked for the State of Alaska for 14 1/2 years. as a fisheries biologist. I have always done what was necessary to accomplish the job at hand. This includes working more hours than I was paid. I have never complained about my pay and I have remained silent the last few years while inflation has made significant inroads into the purchasing power of my wages. I have also watched as budget cuts have decreased our work force and required us to do more. I can accept this. I cannot accept getting paid less. I will not accept getting paid less and doing more. Most of my contemporaries feel the same. Cutting our pay by 5% will cause a significant decrease in State services. It will eliminate the extra effort we all give to get the job done. Please do not take this action.

Signed: Larry Pelet
Testifier

myself
Representing (Optional)

P.O. Box 878641 Wasilla
Address

376-1367
Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name
committee on ED 236, dated April 1, 1995
bill/subject

Please don't cut our pay!
I am the wage earner for my family of 5
At the present pay I receive of \$1,733/mo.
I could break about even sitting home on
Welfare. It's a shame I work
Full-time for the State of Alaska at a
Poverty-rate-salary in the first place!
And now you want to decrease my pay?
Yet worse, you want to keep me away from
my family an extra half-hour/day! That's 10
hours/mo. Are you CR...ZY! Please Don't
Do It.

Signed: Leslie O. Adams
Testifier

Representing (Optional)

P.O. Box 873025 Wasilla, AK 99687

Address

h...376-1231 wk. 745-5015

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name

committee on HB 236, dated April 1, 1995
bill/subject

As an Administrative Clerk III (Range 8) and a single parent of two children, I am already on a tight budget. A 5% salary cut would certainly mean giving up "extras" such as participation in sports and other extracurricular activities for the kids, cable TV, meals out, etc., but more significantly, it could jeopardize my ability to meet basic needs such as mortgage and utility payments and food and clothing. Since hundreds of state employees would be affected, the economy of Alaska communities would be affected as well, since these employees would no longer be able to afford the products and services of local businesses.

State clerical employees today are expected to be proficient in the use of computer technology and must have high levels of knowledge and skills in the application of software to the particular requirements of their division or section. This is often accompanied by levels of responsibility and knowledge of programs on a par with that of "professional" ranges, but clerical employees are still compensated with very low salaries. It would be unfair to give a 5% pay cut across the pay ranges. If any pay cut must be made, why not start at the top with 5% (which would have little effect on individuals in these ranges), and go down the scale with decreasing cut percentages, requiring no pay cuts for those in the lowest ranges?

Signed: Sherry Spares
Testifier

Representing (Optional)

PO Box 1843, Palmer, AK 99645
Address

745-6904
Phone No.



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
committee name

committee on HB 236, dated April 1, 1995

I am a state worker, I am not going to plead poverty because everyone knows we get a relatively good salary. Most of the charts showing the wages of different segments of the population show state workers pretty much in the middle. If you looked at those same charts during one of the boom cycles this state is prone to; I think you might see there would be reason to propose a reduction in private sector wages.

I think a lot of state workers would admit and in fact are right in there complaining that there is a lot of waste in government; unfortunately most of it is not in wages.

As a state worker I have worked with people in the oil industry, timber industry, and other professions. For the most part the professional level people I was working with made more money than I do and had a whole lot better support facilities and incidental budgets. I also have several friends that work construction jobs. One in particular that I am familiar with works out of the laborers hall, makes more per hour than I do on regular time (I am not saying he does not deserve it), works about 7 months, in that 7 months he puts in a years worth of hours (so he gets a lot of over time), and then in his 5 months off he collects unemployment. The point of all this is that I certainly do not feel over paid compared to most of the people I work with or know.

It might be a result of poor money management on my part, but a 5% cut would put me in the negative column when comparing income to outgo. As a single working person it is difficult to afford the average home, a car, etc.

I think you need to look at the proposed 40 hour week (with little or no increase in salary) in conjunction with this bill. After several years of no increases in wages when the local cost of living was going up, these proposals are an insult to those of us that work hard to meet the demands of the people of the state.

cr - J.H.S.

cr - Eric Keith



Alaska State Legislature

Please enter into the record my testimony to the HOUSE LABOR & COMMERCE
 committee name
 committee on HR 236, dated April 1, 1995
 bill/subject

If there are going to be any pay cuts made they should not be made across the board. Start with the highest paid state workers, commissioners, directors, and anyone over range 16. These people are very well paid and a five percent pay cut would not hurt their lifestyles.

The clerical workers are already paid barely enough wages as it is and will be the one to suffer the most if cuts are made. Many would be making below poverty level wages if they have to take a five percent pay cut. Most are women and many are single parents. The higher paid employees would not feel the cut as greatly as the clerical staff would. They would only have to give up luxuries. The clerical would have to give up necessities. They can hardly afford a two percent pay cut, let alone a five percent pay cut.

Signed: Margaret Hagman
 Testifier

Representing (Optional)

PO BOX 32, PALMER, AK 99645-0032

Address

907-745-3708

Phone No.



Alaska State Legislature

Please enter into the record my testimony to the H. L & C.
committees name
 committee on HB 236 . dated 4-8-95
bill/subject

As a state employee, it is my opinion that we should receive a 5% increase and not a decrease. We work hard at our jobs and are often put in stressful situations when dealing with the public. We are paid professionals providing a service to people of Alaska. A pay reduction is a slap to our faces and disrespect to all concerned.

Signed: Keith Beauchamp
Testifier

Representing (Optional)
212 Susieanna Kenai AK 99611
Address
(907) 283-8497
Phone No.



Alaska State Legislature

Please enter into the record my testimony to the House LABOR & COMMERCE
 committee name
 committee on House Bill 136 dated 4-6-95
 bill/subject

State workers are charged with serving the public, not an easy task. While certainly well compensated we are required to retain an immense amount of information regarding government programs, rules and regulations. I am proud of the job I perform and bring 8 years of experience to work with me every day. Do not cut the pay and/or benefit package so much that the State of Alaska ends up with inexperienced workers or experienced workers that begin to define the stereotypical government worker who does not produce at peak level, cuts corners and contributes to the overall government waste level. Bear in mind that employees who are compensated and rewarded for a job well done will continue to produce. I love my job but I could not continue to bear the stresses of being a public servant if I were not working toward a ~~smooth~~ retirement and could also not pay my monthly obligations.

Thank you.

Signed: Gregory Poma
 Testifier

Representing (Optional)
509 Ash Ave Kenai Ak
 Address
907 283-8166
 Phone No.