

ALASKA LEGISLATURE COMMITTEE FILES 2001-2002 8672

10450 HOUSE STATE AFFAIRS

**HB**

**361**

# ALASKA STATE HOUSE OF REPRESENTATIVES

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Room 102

## REPRESENTATIVE JOHN COGHILL

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### Memorandum

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Date: March 26, 2002  
To: Tam Cook, Leg Legal  
From: Rynniva Moss, Legislative Aide *RW Moss*  
Re: HB 361 Work Order#1317AF

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The House State Affairs Committee passed out HB 361 version F with a conceptual amendment which on page 5, line 25 inserts language requiring the commissioner of administration to submit a progress report to the legislature during its regular session of 2004.

Representative Coghill is requesting a final CSHB 361(STA) with the above addition.

Thank you for your assistance.

22-LS1317F  
Cook  
3/20/02

**CS FOR HOUSE BILL NO. 361( )**  
**IN THE LEGISLATURE OF THE STATE OF ALASKA**  
**TWENTY-SECOND LEGISLATURE - SECOND SESSION**

BY

Offered:  
Referred:

Sponsor(s): REPRESENTATIVE KOTT

**A BILL**  
**FOR AN ACT ENTITLED**

1 "An Act relating to pilot pay programs to attract and retain state employees in job  
2 classes that are difficult to fill or require certain critical qualifications; and providing  
3 for an effective date."

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

5 \* Section 1. AS 14.25.220(6) is amended to read:

6 (6) "base salary"

7 (A) means the total remuneration payable under contract for a  
8 full year of membership service, including addenda to the contract, but does  
9 not include

10 (i) a bonus paid under a pilot pay program  
11 established under AS 39.27.032; and

12 (ii) [,] for a member first hired on or after July 1, 1996,  
13 [DOES NOT INCLUDE] remuneration in excess of the limitations set  
14 out in 26 U.S.C. 401(a)(17);

1 (B) has the same meaning as "compensation" under  
2 AS 39.35.680(8) when applied to a state legislator who elects membership  
3 under AS 14.25.040(b);

4 \* Sec. 2. AS 14.25.220(6) is amended to read:

5 (6) "base salary"

6 (A) means the total remuneration payable under contract for a  
7 full year of membership service, including addenda to the contract, but does  
8 not include

9 (i) a bonus paid under a pilot pay program established  
10 under former AS 39.27.032; and

11 (ii) for a member first hired on or after July 1, 1996,  
12 remuneration in excess of the limitations set out in 26 U.S.C.  
13 401(a)(17);

14 (B) has the same meaning as "compensation" under  
15 AS 39.35.680(8) when applied to a state legislator who elects membership  
16 under AS 14.25.040(b);

17 \* Sec. 3. AS 14.25.220(10) is amended to read:

18 (10) "compensation" means the total remuneration paid under contract  
19 to a member for services rendered during a school year, including cost-of-living  
20 differentials, payments for leave that is actually used by the member, the amount by  
21 which the member's wages are reduced under AS 39.30.150(c), and the amount  
22 deferred under an employer-sponsored deferred compensation plan or the tax shelter  
23 annuity plan approved by the Department of Education and Early Development, but  
24 does not include retirement benefits, welfare benefits, per diem, expense allowances,  
25 workers' compensation payments, bonus payments under a pilot pay program  
26 established under AS 39.27.032, or payments for leave not used by the member,  
27 whether those leave payments are scheduled payments, lump-sum payments,  
28 donations, or cash-ins; for purposes of AS 14.25.050, compensation paid includes any  
29 payment made after June 30 of a school year for services rendered before the end of  
30 the school year;

31 \* Sec. 4. AS 14.25.220(10) is amended to read:

1 (10) "compensation" means the total remuneration paid under contract  
2 to a member for services rendered during : school year, including cost-of-living  
3 differentials, payments for leave that is actually used by the member, the amount by  
4 which the member's wages are reduced under AS 39.30.150(c), and the amount  
5 deferred under an employer-sponsored deferred compensation plan or the tax shelter  
6 annuity plan approved by the Department of Education and Early Development, but  
7 does not include retirement benefits, welfare benefits, per diem, expense allowances,  
8 workers' compensation payments, bonus payments under a pilot pay program  
9 established under former AS 39.27.032, or payments for leave not used by the  
10 member, whether those leave payments are scheduled payments, lump-sum payments,  
11 donations, or cash-ins; for purposes of AS 14.25.050, compensation paid includes any  
12 payment made after June 30 of a school year for services rendered before the end of  
13 the school year;

14 \* **Sec. 5.** AS 23.40.075 is amended to read:

15 **Sec. 23.40.075. Items not subject to bargaining.** The parties may not  
16 negotiate terms contrary to the

17 (1) reemployment rights for injured state employees under  
18 AS 39.25.158;

19 (2) reemployment rights of the organized militia under AS 26.05.075;

20 (3) authority of the Department of Health and Social Services under  
21 AS 47.27.035 to assign Alaska temporary assistance program participants to a work  
22 activity considered appropriate by the Department of Health and Social Services; [OR]

23 (4) authority for agencies to create temporary positions under  
24 AS 47.27.055(c); or

25 (5) pilot pay programs established under AS 39.27.032.

26 \* **Sec. 6.** AS 39.27 is amended by adding a new section to read:

27 **Sec. 39.27.032. Pilot pay programs.** (a) Notwithstanding any contrary  
28 provision of this chapter, the personnel board may adopt and amend the personnel  
29 rules under AS 39.25.140 as it considers advisable to establish pilot pay programs for  
30 job classes that a department or other state agency identifies as difficult to fill or as  
31 requiring knowledge, skills, or abilities critical to the performance of its duties.

1 (b) A program established under (a) of this section may include payment of a  
2 recruitment bonus, retention bonus, or other incentive that the personnel board  
3 considers will help a department or other state agency compete for employees who  
4 possess skills that are in high demand. The pilot pay program must be based on  
5 criteria derived from and based on qualifications for a job class rather than on the  
6 qualifications of a particular employee.

7 (c) Payment of a bonus may be conditioned on agreement of the employee to  
8 complete a period of employment with the department or other state agency awarding  
9 the payment.

10 (d) In establishing a program under (a) of this section, the personnel board  
11 shall set a maximum amount that can be paid to an employee as a bonus.

12 (e) A payment under a program established under (a) of this section is not part  
13 of the employee's pay rate, base salary, or gross earnings for purposes of

14 (1) overtime compensation;

15 (2) the teachers' retirement system under AS 14.25.010 - 14.25.200;

16 (3) the public employees' retirement system under AS 39.35.010 -  
17 39.35.690; or

18 (4) determining the compensation and payments payable under  
19 AS 23.30.005 - 23.30.400 (Alaska Workers' Compensation Act).

20 (f) In this section,

21 (1) "recruitment bonus" means a single payment as an incentive to  
22 accept state employment in a job class that has a shortage of qualified applicants;

23 (2) "retention bonus" means a payment to retain a state employee with  
24 skills that are in high demand.

25 \* Sec. 7. AS 39.35.680(8) is amended to read:

26 (8) "compensation" means the remuneration earned by an employee  
27 for personal services rendered to an employer, including employee contributions under  
28 AS 39.35.160, cost-of-living differentials only as provided in AS 39.35.675, payments  
29 for leave that is actually used by the employee, the amount by which the employee's  
30 wages are reduced under AS 39.30.150(c), and any amount deferred under an  
31 employer-sponsored deferred compensation plan, but does not include retirement

1 benefits, severance pay or other separation bonuses, welfare benefits, per diem,  
2 expense allowances, workers' compensation payments, bonus payments under a  
3 pilot pay program established under AS 39.27.032, or payments for leave not used  
4 by the employee, whether those leave payments are scheduled payments, lump-sum  
5 payments, donations, or cash-ins; for a member first hired on or after July 1, 1996,  
6 compensation does not include remuneration in excess of the limitations set out in 26  
7 U.S.C. 401(a)(17) (Internal Revenue Code);

8 \* **Sec. 8.** AS 39.35.680(8) is amended to read:

9 (8) "compensation" means the remuneration earned by an employee  
10 for personal services rendered to an employer, including employee contributions under  
11 AS 39.35.160, cost-of-living differentials only as provided in AS 39.35.675, payments  
12 for leave that is actually used by the employee, the amount by which the employee's  
13 wages are reduced under AS 39.30.150(c), and any amount deferred under an  
14 employer-sponsored deferred compensation plan, but does not include retirement  
15 benefits, severance pay or other separation bonuses, welfare benefits, per diem,  
16 expense allowances, workers' compensation payments, bonus payments under a pilot  
17 pay program established under former AS 39.27.032, or payments for leave not used  
18 by the employee, whether those leave payments are scheduled payments, lump-sum  
19 payments, donations, or cash-ins; for a member first hired on or after July 1, 1996,  
20 compensation does not include remuneration in excess of the limitations set out in 26  
21 U.S.C. 401(a)(17) (Internal Revenue Code);

22 \* **Sec. 9.** AS 23.40.075(5), AS 39.27.032, and sec. 10 of this Act are repealed.

23 \* **Sec. 10.** The uncodified law of the State of Alaska is amended by adding a new section to  
24 read:

25 REPORT. The commissioner of administration shall report to the governor and the  
26 legislature by January 31, 2006, on the experience with each pilot pay program established  
27 under this Act and its effectiveness in attracting and retaining skilled state employees.

28 \* **Sec. 11.** Sections 1, 3, 5 - 7, and 10 of this Act take effect July 1, 2002.

29 \* **Sec. 12.** Sections 2, 4, 8, and 9 of this Act take effect July 1, 2007.

HB 483 and HB 315

Conversation with Guy Bell, March 8 9:00 a.m. Fully insured product. Retirement and Benefits would RFP for a separate pool from the self-insured state pool. It would be a separate, non-third party arrangement and a stand alone contract. R & B estimates a \$90,000 to \$95,000.



Alaska Community Mental Health Services Association  
3050 Fifth Avenue  
Ketchikan, Alaska 99901

February 28, 2002

Representative John Coghill, Chair  
House State Affairs Committee  
Capitol Room 102  
Juneau, AK 99801

Dear Representative Coghill:

We urge you to schedule a hearing at your earliest convenience for SSHB 315, regarding state health insurance for business/non-profits, sponsored by Representative Rokeberg. Our association, ACMHSA, strongly supports this legislation.

ACMHSA is a statewide association of non-profit mental health providers. Many of our members have endured three-fold increases in insurance premiums in the past few years. With our income sources remaining flat, demand for our services rising, and regulatory constraints increasing, our escalating insurance premiums need some creative remedy which we may find with passage of this legislation. We hope that a pooling structure, as would be established in the above legislation, would help us gain some control of this indispensable cost on services we provide.

We thank you in advance for your consideration of the above.

Sincerely,

Ron Adler, Chair  
Alaska Community Mental Health Services Association

RA/kdw

cc: Representative Rokeberg

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Chair  
3050 Fifth Avenue  
Ketchikan, AK 99901  
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Honorable John Coghill, Chair  
House State Affairs Committee  
Alaska Capitol, Room 102-A  
Juneau, AK 99801-1182

March 14, 2002

RE: HB 315 (Rokeberg) - SUPPORT

Dear Chair Coghill:

On behalf of the 112,000 members of AARP in Alaska, we urge you and your colleagues on the House State Affairs Committee to support HB 315, authored by Representative Norman Rokeberg.

HB 315 will allow greater participation in insurance pooling by allowing employees of small businesses, employees of small non-profit organizations or members of small associations who have banded together for insurance purposes to join state employee coverage as a group. Alaska has over 19% of our population under 65 without any health insurance at this time. HB 315 will make it easier to reduce the number of our uninsured not only for health but for other types of group insurance. AARP believes that all Alaskans should have the benefit of insurance coverage and HB 315 will go a long way toward achieving this goal.

AARP recommends you and your Committee colleagues vote "AYE" when HB 315 appears before your Committee.

Should you have any questions about our position, please feel free to contact Marie Darlin (907.586.3637), Coordinator of the AARP Capitol City Task Force; Patrick Luby (907.762.3314), AARP Legislative Representative; or me (907.245.5259).

Thank you for your consideration.

Sincerely,

A handwritten signature in cursive script that reads "Marguerite Stelson".

Marguerite Stelson  
AARP Alaska  
Executive Council Member for Advocacy  
3009 Northwood Street  
Anchorage, AK 99517-1871  
907.245.5259 voice  
907.245.5278 fax  
[ffmas@aurora.uaf.edu](mailto:ffmas@aurora.uaf.edu)

cc: Rep. Peggy Wilson Rep. Jeannette James Rep. Harry Crawford

Rep. "Bud" Fate Rep. Gary Steveris Rep. Joe Hayes Rep. Norman Rokeberg  
Alaska State Office | 3601 "C" Street, Suite 1420 | Anchorage, AK 99503 | Phone: 907-341-2277 | Fax: 907-341-2270 | [www.aarp.org](http://www.aarp.org)

# FISCAL NOTE

STATE OF ALASKA  
2002 LEGISLATIVE SESSION

Fiscal Note Number: \_\_\_\_\_  
Bill Version: HB 361  
( ) Publish Date: \_\_\_\_\_

Revision Date/Time (Note if correction): \_\_\_\_\_ Dept. Affected: All  
Title "An Act relating to pilot pay programs BRU All  
attract and retain exceptional employees... Component All  
Sponsor Rep. Kolt Component No. All  
Requester (H)State Affairs

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

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
<b>TOTAL OPERATING</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

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

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type--Do not abbreviate)						
<b>TOTAL</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>

Estimate of any current year (FY2002) cost: 0.0  
Check this box (X) if funding for this bill is included in the Governor's FY 2003 budget proposal:

**POSITIONS**

Full-time						
Part-time						
Temporary						

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

This legislation provides for programs to address short-term pay issues in recruitment & retention. Any costs will be funded within existing state agency budgets.

Prepared by: David Stewart Phone 465-4431  
Division: Personnel Date/Time 2/4/02 2:41 PM  
Approved by: Jim Duncan, Commissioner Date 2/4/2002  
Agency: Department of Administration

Alaska State Legislature  
House of Representatives

RULES COMMITTEE, CHAIR  
COMMITTEE ON COMMITTEES  
LABOR & COMMERCE COMMITTEE  
MILITARY & VETERANS AFFAIRS  
LEGISLATIVE COUNCIL



INTERIM:  
10928 EAGLE RIVER RD., SUITE 141  
EAGLE RIVER, AK 99577

SESSION:  
ALASKA STATE CAPITOL  
JUNEAU, AK 99801

# Memorandum

To: Rep. John Coghill  
From: Rep. Pete Kott *Pete*  
Date: January 28, 2002

Regarding: HB 361  
Pilot Pay Programs

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Attached to this memorandum is a copy of HB 361, relating to the pilot pay programs to attract & retain exceptional state employees. I am also submitting my sponsor statement and a sectional analysis.

At this time, I would like to request a hearing in State Affairs, at the earliest opportunity.



Representative Pete Kott

JUNEAU OFFICE (907) 465-3777 TOLL FREE 1-800-861-KOTT(5688) FAX (907) 465-2819  
EAGLE RIVER OFFICE (907) 694-8944 FAX (907) 694-8945 E-MAIL: representative\_pete\_kott@legis.state.ak.us  
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# Alaska State Legislature

## House of Representatives

RULES COMMITTEE, CHAIR  
COMMITTEE ON COMMITTEES  
LABOR & COMMERCE COMMITTEE  
MILITARY & VETERANS AFFAIRS  
LEGISLATIVE COUNCIL



Sponsor Statement

INTERIM:  
10928 EAGLE RIVER RD., SUITE 141  
EAGLE RIVER, AK 99577

SESSION:  
ALASKA STATE CAPITOL  
JUNEAU, AK 99801

HB 361

This bill provides options for the State of Alaska in its efforts to recruit and retain in-demand workers.

Alaska's current state employee pay plan is based entirely on a job classification system that is defined in law by the principle of "like pay for like work." This system serves the state well in maintaining pay equity but it doesn't allow the state to respond to the current competitive job market.

This legislation authorizes the Personnel Board to adopt regulations defining pilot programs for positions that a state agency has difficulty filling as well as recognizing exceptional employee performance. Payments made under this legislation would not be considered "base pay" nor is it included in retirement calculations. Any HB 344 bonuses would not be a part of collective bargaining during the pilot period. Further, the departments must absorb the expenses within their budget systems.

The pilot pay program options include:

- payment of a recruitment bonus
- excellence bonuses and retention bonuses or
- other bonuses or incentives that the Board determines will help a state agency compete for high demand job fields or for employees who perform exceptionally.

Last year the Alaska Legislature passed HB242 – Retiree Return, which partially addressed the issue of critical skill or knowledge loss through *retirement*. To date, 64 valuable retirees have returned to work for 26 employers statewide. Now, the State of Alaska seeks this additional tool in order to maintain a high quality public employee work force.

The pilot pay program would sunset on July 1, 2007.



### Representative Pete Kott

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# ALASKA STATE LEGISLATURE

REPRESENTATIVE  
PETE KOTT  
10928 Eagle River Rd Ste. 141  
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While in Juneau  
State Capitol  
Juneau, Alaska  
99801-1182  
(907) 465-3777  
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House of Representatives  
House District 24

HB361

## Sectional analysis

**Section 1.** Provides that an incentive paid under a pilot pay program established in sec. 6 of the bill is not "base salary" for purposes of the teachers' retirement program. This bill section takes effect July 1, 2002.

**Section 2.** Changes the language amended in sec. 1 to refer to a pilot pay program established under former law. This bill section takes effect July 1, 2007.

**Section 3.** Provides that an incentive paid under a pilot program established in sec. 6 of this bill is not "compensation" for purposes of teachers' retirement program. This bill section takes effect July 1, 2002.

**Section 4.** Changes the language amended in sec. 2 to refer to a pilot pay program established under former law. This bill section takes effect July 1, 2007.

**Section 5.** Makes a pilot pay program established under section 6 of this bill not subject to collective bargaining.

**Section 6.** Permits the personnel board to establish pilot pay programs for positions that a state agency has a difficult time filling and to recognize exceptional employee performance. A payment under a pilot pay program is not part of an employee's pay rate, base salary, or gross earnings for purposes of overtime compensation, the teachers' retirement system, the public employees' retirement system, or determining Workers' Compensation payments. This section takes effect July 1, 2002.

**Section 7.** Provides that a payment under a pilot pay program is not "compensation" for purpose of the Public Employees' Retirement System. This section takes effect July 1, 2002.

**Section 8.** Changes the language added in sec. 7 so that it refers to a pilot pay program established under former law. This section takes effect July 1, 2007.

**Section 9.** Repeals the change made in sec. 5, the provisions in sec. 6 permitting pilot pay programs, and the provisions in sec. 10 requiring a report. This section takes effect July 1, 2007.

**Section 10.** Requires the commissioner of administration to report by January 31, 2006 on the effectiveness of each pilot pay program established under the authority contained in sec. 6 of this bill.

**Section 11 and 12.** Establishes effective dates so that the authority to establish a pilot pay program starts at the beginning of the upcoming fiscal year and ceases on July 1, 2007.



## Recruitment and Retention Difficulties

Job Classes with Recruitment and Retention Difficulties since January 1, 2001

In which job classes in your department has recruitment or retention been a problem?	Why is it difficult to fill or maintain the employees in these positions?	How long does it take to fill a position?	What impact have these vacancies had in your department and in the services your department delivers?	Department
Administrative Clerks	Noncompetitive salary/benefits	Varies by recruitment area.	High turnover, burnout of current employees	Law Health and Social Services Education
Accountants	Noncompetitive salary. Very few qualified candidates.	30+ days	Overtime, services not provided as efficiently	Administration
Accounting Clerks/Technicians	Small applicant pools with very few qualified candidates, noncompetitive salary	Varies by recruitment area.	Overtime, services not provided as efficiently, more training required, missed deadlines, quality of work suffers	Administration Law Health and Social Services Education
Administrative Assistant	Small applicant pools	3-12 months	Reduced services, stress/burnout of current employees, high recruitment costs	Labor
Administrative Managers	Noncompetitive salary/benefits, programs understaffed, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
Adult Probation Officer II	Noncompetitive salary/benefits, programs understaffed, inequities in rural Alaska, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
Attorneys	Noncompetitive salary/benefits, 9-12 month training requirement with subsequent assignment to a rural or bush office for 2 years, lack of interest in part-time positions	Up to 10 months	Caseloads suffer	Law
Boiler & Pressure Vessel Inspector	Specialized education/experience requirements, noncompetitive salary	3-12 months	Backlog of approximately 680 boiler and pressure vessels awaiting inspection	Labor
Biological job classes (Fish and Wildlife technicians and biologists, Fish Culturists, Fishery Biologists, Habitat Biologists and others.	Noncompetitive salary, federal government is biggest competitor	Retention issue; incumbents leave to federal jobs.	Overtime, delay or cancellation of major projects, noncompliance with statutes/regulations	Fish and Game
Communication Engineering Associates	Noncompetitive salaries, small applicant pools	30+ days	Overtime, rearranging of priorities	Administration
Computer Specialist Job Classes (Analysts/Programmers, Systems Programmers, Data Processing Managers, Microcomputer/Network Specialists/Technician II)	Noncompetitive salaries/benefits, small applicant pools, difficult finding applicants that know the older languages used on our mainframe computers	30+ days	Overtime, delay or cancellation of major projects, noncompliance with statutes/regulations	Administration Law (A/P only) Public Safety (A/P only) Labor (A/P only) Health and Social Services (A/P & M/N Spec/Tech only)

Contracting Officers	Small applicant pools, noncompetitive salary	10-21 days; major issue is retention; incumbents leave to other public and private-sector competitors	Overtime, services not provided as efficiently	Administration
Criminalists	Small applicant pools, noncompetitive salary	Fluctuates	Investigations into forensic evidence is not completed or delayed	Public Safety
Data Communications Specialists	Noncompetitive salaries, small applicant pools	30+ days	Overtime, rearranging of priorities	Administration
Disability Adjudicator Associate	Specialized education/experience requirements, noncompetitive salary	3-12 months	Reduced services, stress/burnout of current employees, high recruitment costs	Labor
Education Specialists/Administrators	Noncompetitive salary, 12 month positions opposed to 9 with school districts	1+ years	Heavy workloads, burnout	Education
Elevator Inspectors	Very few qualified applicants nationwide	3-12 months	Inspection cycle increased from one to two years and still has a growing backlog	Labor
Employment Counselor	Specialized education/experience requirements, noncompetitive salary	3-12 months	Reduced services, stress/burnout of current employees, high recruitment costs	Labor
Engineering Job Classes (Engineers, Engineering Assistants, Technical Engineers/Architects, etc.)	Noncompetitive salary	Retention issue; incumbents leave to federal jobs and private contractors.	Project delays	DOT/PF
Equipment Operators/Mechanics (Southwest District)	Local citizens do not qualify as specialized training and a commercial drivers license is required	local hire issues	Project delays	DOT/PF
Fish and Wildlife Aides	Seasonal work, declining applicant pools, salary level	Fluctuates	Enforcement missions are postponed or more difficult. Follow-up of complaints may be delayed. Fewer cases to prosecution.	Public Safety
Foresters	Noncompetitive salary, federal government recruitment competition	In/out of state recruitment, 20 to 30+ days	Overtime, delay or cancellation of major projects, noncompliance with statutes/regulations	DNR
Health Care Job Classes (Nurses, Health Program Managers, Mental Health Clinicians, Public Health Nurses, Public Health Specialists, Psychiatric Nursing Assistants, Patient Workers, Staff Psychiatrists, Licensed Practical Nurses, Medical Assistance Administrator)	Noncompetitive salary/benefits, programs understaffed, inequities in rural Alaska, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services (except LPN) Education (LPN, RN only) Administration (Medical Assistance Administrator only)
Human Resource job classes (Personnel Assistants, Personnel Specialists)	Office understaffed in comparison to other agencies (Law)			Law Education
Industrial Hygienist	Specialized education/experience requirements, noncompetitive salary	3-12 months	Struggling to meet inspection quotas as required by federal grants	Labor
Internal Auditors	Noncompetitive salary	90+ days	Backlog	Education
Labor Economist	Specialized education/experience requirements, noncompetitive salary	3-12 months	Reduced services, stress/burnout of current employees, high recruitment costs	Labor
Laboratory Technician II	Noncompetitive salary/benefits, programs understaffed, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
Land Surveyors	Noncompetitive salary	Retention issue; incumbents leave to federal jobs and private contractors.	Project delays	DOT/PF
Law Office Assistant I/II	Noncompetitive salary	Varies with recruitment area.	Delays in work	Law
Librarians	Noncompetitive salary, specialized education requirement	up to 1 year	Delays in work	Education

Marine Job Classes (Steward, Oiler, Able Bodied Seaman, Junior Engineer)			Increase in overtime	DOT/PF
Microbiologist II	Noncompetitive salary/benefits, programs understaffed, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
Natural Resource Officers	Noncompetitive salary, federal government recruitment competition	In/out of state recruitment, 20 to 30+ days	Overtime, delay or cancellation of major projects, noncompliance with statutes/regulations	DNR
Physical Therapist	Noncompetitive salary	1+ years	Physical Therapy not provided as required.	Administration
Public Assistance Analyst II	Noncompetitive salary/benefits, programs understaffed, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
Publication Specialist	Small applicant pools	3-12 months	Reduced services, stress/burnout of current employees	Labor
Radio Dispatchers	Minimally qualified applicant pool, nonexistent in some locations, high turnover due to shift work, stress and exacting skill.	Fluctuates	Enforcement missions are postponed or more difficult. Follow-up of complaints may be delayed. Fewer cases to prosecution.	Public Safety
Research Analysts	Small applicant pools, noncompetitive salary/benefits	3-12 months	Reduced services, stress/burnout of current employees	Labor Health and Social Services
Retirement and Benefits Technicians	Quality of applicants has declined, noncompetitive salary	10-15 days	Overtime, services not provided as efficiently	Administration
Right of Way Agents			Project delays	DOT/PF
Secretary	Small, inexperienced applicant pools	3-12 months	Reduced services, stress/burnout of current employees	Labor
Social Services Job Classes (Social Services Program Administrator, Social Services Program Coordinator, Social Services Program Officer, Social Services Associate II, Social Workers, Children's Services Managers)	Noncompetitive salary/benefits, programs understaffed, inequities in rural Alaska, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services
State Archivist	Noncompetitive salary, specialized education requirement	up to 1 year of longer	Delays in work or program changes.	Education
State Trooper Recruits	Interest in law enforcement careers is declining nationwide. Many applicants fail to pass job requirements. Unique demands in Alaska (weather, isolation, housing, transfers, etc.)	Fluctuates	Enforcement missions are postponed or more difficult. Follow-up of complaints may be delayed. Fewer cases to prosecution.	Public Safety
Statistical Technician	Small applicant pools	3-12 months	Reduced services, stress/burnout of current employees	Labor
Youth Counselor I	Noncompetitive salary/benefits, programs understaffed, lack of training opportunities	11+ weeks	Crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification or federal funding	Health & Social Services

## Talking Points for Pilot Pay Proposed Legislation

As of September 30, 2001, just over 6% of the Executive Branch workforce is eligible to retire

Another 16.7% will be eligible in the next five years. → One fourth of the Executive Branch workforce will be eligible to retire in five years.

Nearly 200 job classes have been identified as "difficult to fill" because of salary and benefit issues.

90% of the Correctional Superintendents will be eligible to retire in five years.

- 81% of the Public Safety Lieutenants
- 64% of the Natural Resource Managers
- 60% of the supervisory Psychiatric Nurses
- 50% of the Ships' Masters for the Marine Highway system
- 35% of senior Juvenile Probation Officers
- 30% of senior Nurses

The current pay plan provides for pay rates based on "like pay for like work," with internal equity as the primary influence. Market adjustments must be factored over an entire class of work ("like work"). The legislative proposal before you provides for some flexibility in responding to changing market pressures and addressing the retention of critical job skills and knowledge.

Examples of pilot pay plans include:

Recruitment bonuses - a one-time payment as incentive to accept employment with the State of Alaska;

Retention bonus - a payment to retain a current state employee with needed or high-demand skills;

Excellence bonus - a payment to reward a state employee who has performed beyond normal expectations, who has performed exceptionally on mission-critical projects or works.

This proposal allows the Personnel Board to develop regulations adopting some, all or other pilot programs for to allow the state to more effectively compete for scarce or needed job skills and knowledge, and to retain valuable skills and knowledge in the workplace.

The proposal defines pilot pay programs adopted under it as exempt from collective bargaining. By retaining control over the definitions and duration of pilot programs, the Personnel Board can most accurately assess their effectiveness. To have the pay programs individually bargained could cause an ineffective program to remain active and only perhaps unused, while preventing the adoption and trial of more effective programs.

## **Turnover Rates**

### **Boiler & Pressure Vessel Inspectors**

- Department of Labor
- There's a backlog of approximately 680 boiler and pressure vessels awaiting inspection

### **State Trooper Recruits**

- Department of Public Safety
- Enforcement missions are postponed or more difficult.
- Follow-up of complaints may be delayed.
- Fewer cases go to prosecution

### **Elevator Inspectors**

- Department of Labor.
- The inspection cycle has increased from one to two years and still has a growing backlog

### **Nurse I**

- Department of Health and Social Services
- Number of Positions - 4
- Average Annual Vacancy Rate 98-00 – 26%
- Turnover Rate 98-00 – 92%
- 50% of the recruitment attempts in the past 16 months did not result in hire.
- The turnover and vacancy rate results in them working in crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification of federal funding.

### **Social Workers – Health and Social Services**

#### **Social Worker I**

- Department of Health and Social Services
- Number of Positions - 18
- Average Annual Vacancy Rate 98-00 – 19%
- Turnover Rate 98-00 – 68%
- 51% of the recruitment attempts in the past 16 months did not result in hire.

#### **Social Worker II**

- Department of Health and Social Services
- Number of Positions - 29
- Average Annual Vacancy Rate 98-00 – 10%
- Turnover Rate 98-00 – 52%
- 25% of the recruitment attempts in the past 16 months did not result in hire.

#### **Social Worker III**

- Department of Health and Social Services
- Number of Positions - 115

- Average Annual Vacancy Rate 98-00 – 14%
- Turnover Rate 98-00 – 38%
- 32% of the recruitment attempts in the past 16 months did not result in hire.

**Social Worker IV**

- Department of Health and Social Services
- Number of Positions - 33
- Average Annual Vacancy Rate 98-00 – 19%
- Turnover Rate 98-00 – 47%

**Social Worker V**

- Department of Health and Social Services
- Number of Positions - 6
- Average Annual Vacancy Rate 98-00 – 13%
- Turnover Rate 98-00 – 50%

The turnover and vacancy rate results in them working in crisis management only, delays in nonemergency work, overtime, lack of training, potential loss of certification of federal funding.

**Fishery Biologists**

- Department of Fish and Game
- Number of Positions – 381
- Positions Vacant – 74
- Turnover Rate – 19%
- Results in delay or cancellation of major projects, noncompliance with statutes/regulations

# ALASKA STATE LEGISLATURE

REPRESENTATIVE  
PETE KOTT  
10928 Eagle River Rd Ste. 141  
Eagle River, Alaska 99577  
(907) 694-8944  
FAX (907) 694-8945



While in Juneau  
State Capitol  
Juneau, Alaska  
99801-1182  
(907) 465-3777  
FAX (907) 465-2819

House of Representatives  
House District 24

HB361

## Sectional analysis

**Section 1.** Provides that an incentive paid under a pilot pay program established in sec. 6 of the bill is not "base salary" for purposes of the teachers' retirement program. This bill section takes effect July 1, 2002.

**Section 2.** Changes the language amended in sec. 1 to refer to a pilot pay program established under former law. This bill section takes effect July 1, 2007.

**Section 3.** Provides that an incentive paid under a pilot program established in sec. 6 of this bill is not "compensation" for purposes of teachers' retirement program. This bill section takes effect July 1, 2002.

**Section 4.** Changes the language amended in sec. 2 to refer to a pilot pay program established under former law. This bill section takes effect July 1, 2007.

**Section 5.** Makes a pilot pay program established under section 6 of this bill not subject to collective bargaining.

**Section 6.** Permits the personnel board to establish pilot pay programs for positions that a state agency has a difficult time filling ~~and to recognize exceptional employee performance~~. A payment under a pilot pay program is not part of an employee's pay rate, base salary, or gross earnings for purposes of overtime compensation, the teachers' retirement system, the public employees' retirement system, or determining Workers' Compensation payments. This section takes effect July 1, 2002.

**Section 7.** Provides that a payment under a pilot pay program is not "compensation" for purposes of the Public Employees' Retirement System. This section takes effect July 1, 2002.

**Section 8.** Changes the language added in sec. 7 so that it refers to a pilot pay program established under former law. This section takes effect July 1, 2007.

ALASKA STATE PERSONNEL BOARD MEETING MINUTES

June 13, 2000

Training Room

Division of Personnel

619 E. Ship Creek Avenue

Anchorage, Alaska

Attendance:

In person:

Peter Hallgren, Chairperson

Chuck Borg, Member

Sharon Barton, Director of Personnel, Secretary to the Board

Dave Stewart, Division of Personnel

Sarah Felix, Asst. Attorney General, Counsel to the Board

Elizabeth Hickerson, Asst. Attorney General, Counsel to the Board on the Skvorc matter

Doug Carson, Division of Personnel

1. CALL TO ORDER:

Chairperson Hallgren called the meeting to order at 10:00 A.M. He introduced himself and Member Chuck Borg. The third seat on the Board is currently vacant. With two members present, there was a quorum.

2. APPROVAL OF AGENDA:

Chairperson Hallgren asked if there was any discussion of the draft agenda. Ms. Barton suggested that the Board might want to take up the proposed amendments to the Personnel Rules first so that the Board could open the floor for public comment. Ms. Barton advised the Board that there would be no telephonic comment since she had not received any requests for the bridge telephone number by the deadline set out in the public notice. Therefore, the only public comment would be if someone appeared at the meeting. Chairperson Hallgren stated that he would proceed on the agenda as written and if someone showed up at the meeting to comment on the proposed amendments to the Personnel Rules, he would take their comments at that time. The agenda was approved by affirmation.

3. ETHICS DISCLOSURES:

Chairperson Hallgren asked if any member had any ethics disclosures. Member Borg and Chairperson Hallgren indicated they did not. Chairperson Hallgren signed the ethics disclosure statements for the periods October, 1999 through December, 1999 and January, 2000 through March, 2000 and asked Mr. Carson to file these statements with the Department of Law. Mr. Carson stated that he would do so.

#### 4. APPROVAL OF MINUTES:

Before taking up approval of the minutes of the previous meeting, the Board reviewed pending case logs. Upon returning to agenda item no. 4, Chairperson Hallgren asked if there was a motion to approve the minutes. Member Borg moved to approve the minutes of the September 21, 1999 meeting. Chairperson Hallgren seconded the motion. Chairperson Hallgren complimented former Personnel Manager, Mike McMullen, on preparation of the minutes stating that they provided an excellent recount of the September 21, 1999 meeting. Chairperson Hallgren noted that page 7 of the minutes indicated that notes provided by Harriet Lawlor from ASEA were attached to the minutes but he did not get a copy of the attachment. Ms. Barton stated she would get a copy of the notes and provide them to the Board. Chairperson Hallgren stated he had been interested in the attachment because he felt they could have helped to refresh his recollection on ASEA's position on the proposed amendments to the Personnel Rules. However, Chairperson Hallgren stated he understood ASEA's concerns had been addressed and therefore he did not need the notes. Chairperson Hallgren also noted on page 5 of the minutes that three proposed amendments to the Personnel Rules had been distributed at the meeting on September 21, 1999 and since the Board did not adopt the changes to the Personnel Rules at that meeting he wanted to know if those amendments had been incorporated into the package that was before the Board at this meeting. Ms. Barton replied that the proposed amendments had been incorporated into the package that was before the Board at this meeting. On voice vote the minutes were approved 2-0.

#### 5. REVIEW PENDING CASE LOGS:

Before the Board took up review of pending case logs, Mr. Carson advised the Board he needed to supplement the packet he had previously prepared for the Board. Mr. Carson stated the packet he had prepared for the Board contained case logs for the months of January through May, 2000 and that he wanted to supplement the packet with case logs for the months of September through December, 1999. Chairperson Hallgren stated that based on his review of the case logs it appeared that there were no pending ethics cases. Mr. Carson replied that this was his understanding as well. Chairperson Hallgren asked whether those cases that had been either dismissed or closed would be taken up and Mr. Carson replied those cases were on the agenda under Item no. 6.

#### 6. REVIEW CONFIDENTIAL CLOSED EXECUTIVE BRANCH ETHICS ACT CASES:

Before reviewing confidential closed Executive Branch Ethics Act cases, the Board heard the report of counsel on further Personnel Board proceedings on the Skvorc case. After hearing the report of counsel, the Board returned to Agenda Item No. 6. Chairperson Hallgren noted that one of the two cases in the packet he had reviewed remained confidential while the parties in the other case had stipulated to make the case public. Chairperson Hallgren asked Member Borg if he had any questions on the case

that remained confidential. Member Borg stated he did not have any questions. On that basis, and because he did not have any questions either, Chairperson Hallgren stated there was no need to go into executive session.

Chairperson Hallgren then asked if Member Borg had any questions about the Elaine Williams case. Member Borg said he did not have any questions. Chairperson Hallgren stated he appreciated this case being made public by stipulation because in summary it provided direction to State employees on how to avoid problems. Chairperson Hallgren stated the crux of many problems seemed to be cured by full and honest disclosure to their designated ethics supervisor. Member Borg asked who generally is an ethics supervisor and what level are they at in the State structure. Ms. Barton replied the answer to that question varies by Department and by entity such as Boards and Commissions. For example, Ms. Barton stated that, in the Department of Administration, a Deputy Commissioner is the designated ethics supervisor. Ms. Barton stated that while the role of ethics supervisor may be delegated to an Administrative Services Director it usually remains at a high level close to the Commissioner or Deputy Commissioner of a Department.

#### 7. REPORT OF COUNSEL ON FURTHER PERSONNEL BOARD PROCEEDINGS IN THE SKVORC CASE:

Chairperson Hallgren stated that the Board had a Stipulation signed by the State and by Skvorc's attorney having to do with the remand by the Alaska Supreme Court to the Board. Chairperson Hallgren noted that Member Borg had a copy of the Stipulation. Chairperson Hallgren stated he found the Stipulation acceptable. Chairperson Hallgren asked if the parties had any preference for a hearing date before the Board. Board attorney Hickerson first asked if this matter should be taken up in executive session. Chairperson Hallgren stated that since the Board was dealing with a remand from the Supreme Court he did not believe the matter was confidential. Ms. Hickerson concurred and then proceeded to discuss potential dates for a hearing before the Board. Ms. Hickerson stated the parties wanted 45 minutes each for argument and requested that the Board set aside some time following argument for deliberation. Ms. Hickerson stated the parties felt the Board would have sufficient information at that time to deliberate and make a final decision.

Chairperson Hallgren then brought up the issue that his term was set to expire and therefore there was no guarantee he would be around for the hearing contemplated by the parties. Discussion ensued between Chairperson Hallgren and Ms. Barton about recent legislation that did away with the requirement that a person appointed to serve on the Personnel Board also had to serve on the PERS Board. Ms. Barton stated the Governor's Office was waiting until after the effective date of the legislation, which she believed to be July 1<sup>st</sup>, so that someone could be recruited to fill the vacancy without requiring them to make too heavy a commitment by having to serve on the PERS Board at the same time. Chairperson Hallgren stated he was not sure of the effective date of the legislation

and asked if someone could check. Ms. Barton replied that she would check and let him know.

Chairperson Hallgren stated he was happy to continue serving until he was replaced. However, he stated the way the Stipulation was put together made it easy for a replacement to come on board. Chairperson Hallgren asked Member Borg if setting the hearing for October 31, 2000 in Anchorage would be acceptable and Member Borg replied that October 31<sup>st</sup> was acceptable to him. Chairperson Hallgren stated he thought entering into deliberation immediately following the argument was the appropriate way to go and therefore the Board should set the better part of the day aside on October 31<sup>st</sup> for argument and deliberation.

Chairperson Hallgren then asked if the Board could have its attorney sit in on the deliberations. Ms. Hickerson said she would be available to do so. Chairperson Hallgren stated that, in the last hearing in which he had participated, he and Judge Buckalew had deliberated without an attorney and he was interested in having the Board's attorney sit in on the deliberations on this case. Chairperson Hallgren and Ms. Hickerson then engaged in some discussion about the A.G.'s office acting as both the Board's attorney and the prosecuting attorney in this case. Ms. Hickerson stated that both parties were fully aware of her involvement in this case and there have been no objections to her continued participation. In order to ensure full disclosure, Ms. Hickerson suggested that an order be prepared setting out the date for the hearing as well as the fact she would participate in the deliberations as the Board's attorney. Chairperson Hallgren moved to accept the Stipulation filed by the parties and issue an Order setting the hearing date for October 31<sup>st</sup>, requiring the parties to serve the documents mentioned in the Stipulation on the Board members individually as well as the Board's attorney, Ms. Hickerson, and advising the parties that the Board intends to have the Board's attorney sit in on the deliberations following the hearing. Member Borg seconded the motion. On voice vote, the motion was approved 2-0.

#### 8. CONSIDER AMENDMENTS TO THE PERSONNEL RULES:

Chairperson Hallgren noted that no one had come to comment on the proposed amendments to the Personnel Rules. Chairperson Hallgren asked if anyone had called the number listed in the public notice in order to participate in the meeting. Mr. Carson replied that the telephone number in the notice was his number and that he had checked his voice mail at 8:30 a.m. this morning and no one had called to indicate that they wanted to comment on the proposed amendments.

Chairperson Hallgren stated that one of the reasons the Board held off on adopting the proposed amendments at the last meeting was that the enabling legislation had not yet been passed by the legislature. Chairperson Hallgren asked for a report on what had taken place since the last meeting. Ms. Barton stated that two important events had taken place since the last meeting. First, the enabling legislation had passed without any controversy. The effective date of the legislation is August 31, 2000. Second, the State

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was successful in negotiations with all 12 unions in incorporating the provisions of Workplace Alaska into the collective bargaining agreements.

Ms. Barton stated that Dave Stewart from the Division of Personnel was present to answer any questions the Board might have. Chairperson Hallgren asked if Member Borg had any other questions. Member Borg said he did not have any questions.

Chairperson Hallgren stated he understood there to be a preference for hiring Alaska residents all things being equal between an in-state applicant and an out-of-state applicant. Chairperson Hallgren asked what happened when the out-of-state applicant scores one point higher than the in-state applicant. Mr Stewart replied that in-state and out-of-state applicants are ranked separately with in-state applicants ranked above out-of-state applicants. If an in-state applicant qualifies for the job he/she will be given preference even if the out-of-state applicant scores higher. Ms. Barton added that the State requires its Departments to do a thorough in-state recruitment before going outside. Further, even if a Department conducts an out-of-state recruitment, if it gets an in-state applicant, there is a preference towards the in-state applicant.

Chairperson Hallgren asked about a change on page 36 concerning layoffs (2 AAC 07.405(a)), specifically the following change:

The name of a laid off former employee may be removed from the layoff list for any reason that an applicant would be disqualified, or if the employee's application for a refund of retirement contributions from the Public Employees Retirement System is processed, or if the employee retires under the Public Employees Retirement System or the Teachers Retirement System.

Chairperson Hallgren asked about the thought processes behind these changes. Mr. Stewart replied that under the collective bargaining agreements the State has with 12 different unions an employee who is laid off has a preferential right to rehire. These agreements also provide that an employee loses this preferential right if he/she requests a refund from PERS or retires. If an employee requests a refund of his/her contributions to PERS or retires the employee is no longer considered to be in lay-off status but has completely separated from State service. The proposed amendment to 2 AAC 07.405(a) is intended to bring the Personnel Rules in line with the State's obligations under its collective bargaining agreements and the definitions used by PERS.

Chairperson Hallgren asked about the veteran's preference language on page 25 of the proposed amendments. Mr. Stewart replied that Workplace Alaska changes the preference for veteran's from a point system to a percentage system. Chairperson Hallgren stated that he understood there to be a tension between the veteran's preference and the constitutional merit system of employment. Ms. Felix stated she believed veteran's preference language has survived constitutional challenge at the U.S. Supreme Court level.

Ms. Felix also stated that, at the last meeting, the Department of Law had had reservations about the Board taking action on the proposed amendments because the statutory changes necessary to implement Workplace Alaska had not been passed by the legislature. Now, however, House Bill 317, which made the necessary statutory changes, had been passed the legislature, and therefore the Department of Law no longer had any reservations about the Board taking action on the proposed amendments to the Personnel Rules.

After a brief recess, Chairperson Hallgren noted that it was 12:02 p.m. and that no one had shown up to comment on the proposed amendments to the Personnel Rules. Chairperson asked if there was a motion to adopt the proposed amendments to the Personnel Rules. Member Borg moved to adopt the proposed amendments to the Personnel Rules. Chairperson Hallgren seconded the motion. On voice vote, the motion was approved 2-0.

9. OTHER MATTERS THAT MAY PROPERLY COME BEFORE THE BOARD:

There were not other matters for this meeting.

10. ADJOURNMENT:

Having completed the business agenda, Chairperson Hallgren adjourned the meeting at 12:05 P.M.

Respectfully submitted

Sharon Barton  
Secretary to the Board





**HB**

**364**

**HOUSE COMMITTEE REPORT**

(7)  
Date Referred to Committee: January 30, 2002

FURTHER REFERRALS: Finance

Date of Committee Action: 18 APRIL 02

The STATE AFFAIRS Committee considered:

HB 364

HOUSE BILL NO. 364

STATE FACILITIES

"An Act relating to capital projects for deferred maintenance, replacement, modification, and expansion of state facilities; relating to leases to secure financing for those projects; relating to the issuance of certificates of participation to finance those projects for certain capital facilities owned by the state; giving notice of and approving the entry into, and the issuance of certificates of participation in, lease-financing agreements for those projects; and providing for an effective date."

Recommends it be replaced with CS HB 364 ( STA ) [  Same Title [  New Title  
For Senate Bills with new title: [  Technical Title [  New Title: HCR \_\_\_\_\_

- [  ] attach amendments
- [  ] add new referral to \_\_\_\_\_ Committee
- [  ] Letter of Intent \_\_\_\_\_ Committee

List of Abbrev. for Dep'ts:  
ADM  
CED  
COR  
CRT  
EED  
DEC  
DFG  
GOV  
HSS  
LAA  
LAW  
LWF  
MVA  
DNR  
DPS  
REV  
DOT  
UA

<u>NEW FISCAL NOTES</u>				
*For Chief Clerk's Office Use Only				
List by Dept(s):	*FN#	Fiscal	Indet.	Zero
REV		✓		

<u>PREVIOUS FISCAL NOTES</u>				
List by Dept(s):	FN#	Fiscal	Indet.	Zero

<u>Signing with recommendations</u>	Printed Last Name	DP	DNP	NR	AM
<i>Rogay Wilson</i>	Wilson	✓			
<i>Hannah Crawford</i>	CRAWFORD	✓			
<i>Quemette James</i>	STEVENS	X			
<i>Hugh Fite</i>	JAMES	X			
	Fite			✓	
Chair: <i>John Coffey</i>	Coffey			✓	
Chair:					

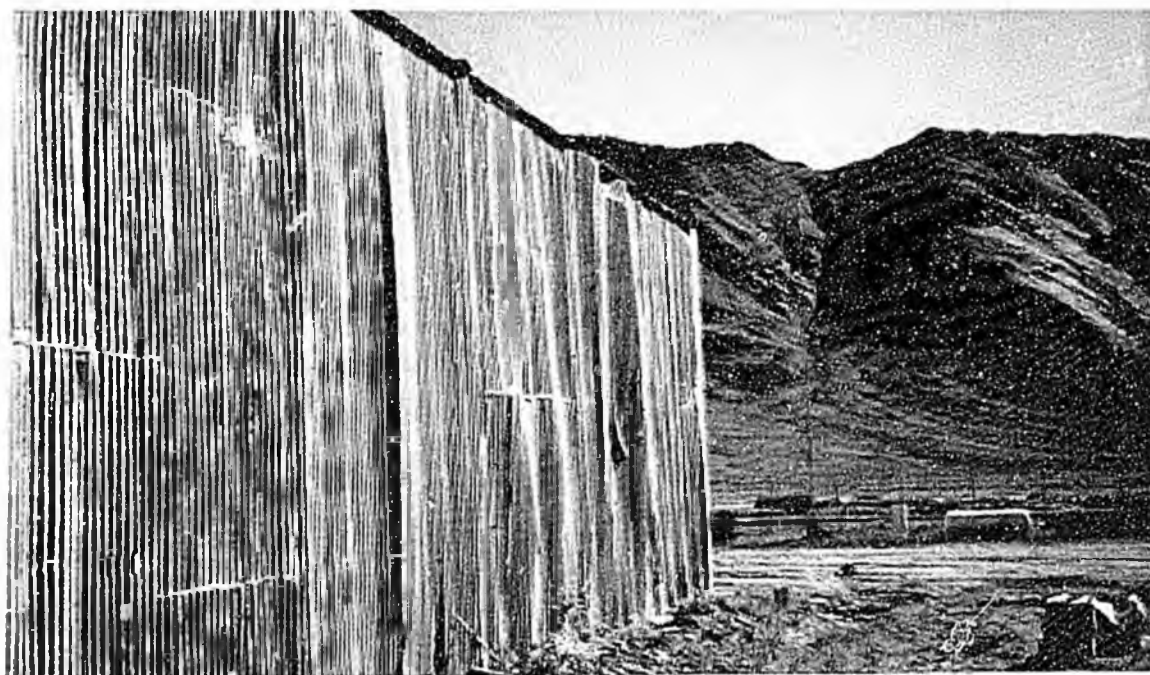


# State of Alaska

Department of Transportation and Public Facilities

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## Maintenance Station Replacements



(Chandalar Maintenance Station on the Dalton Highway - South Wall Settlement Damage)

February 26, 2002

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CHAN DALAR  
MAINTENANCE  
STATION

## **Chandalar Maintenance Station Executive Summary**

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After the collapse of the Department's maintenance structures at Cascade Station on the Glen Highway and 7-Mile Camp on the Dalton Highway, Commissioner Perkins ordered structural evaluations of suspect buildings. From the initial evaluations, the Chandalar building was found to be unsafe for occupancy and was vacated and demolished in the summer/fall of 2001.

Without an alternative for shop space and warm storage of equipment, a temporary structure was purchased and erected in the fall of 2001. This double walled tent-like structure has a plastic skin, with an energy rating of R-15, which results in very high heating costs. Without adequate ventilation and because of the structure's skin, this facility cannot be used for welding and grinding. These tasks must be performed at the nearby Alyeska Pipeline shop, which has been graciously loaned to the department for the winter.

The replacement building will be the same size as the original building: 10,800 square feet. The facility will provide warm storage and a maintenance shop for the heavy equipment used to maintain the Atigun Pass, Milepost 210 to Milepost 284 of the Dalton Highway, and the Chandalar Airport. The replacement structure is estimated to cost \$5,659,000: \$456,800 to design and \$5,202,200 to construct. The Federal Aviation Administration (FAA) has authorized \$850,000 from the Airport Improvement Program (AIP) for the project, or 15% of the project.

The Chandalar Maintenance station is critical to the mission of keeping commerce flowing to the North Slope and keeping the Dalton Highway passable year round. Without proper vehicle maintenance and warm storage at Chandalar, road maintenance service levels would reduce and weather and avalanche related road closures would increase. Shifting crews and equipment to camps north and south of Chandalar would result in longer response times and higher maintenance costs.

## Fast Facts

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### Dalton Highway Chandalar Maintenance Station

- Location: Dalton Highway, MP 239
- 64 Miles North of the Coldfoot Maintenance Station
  - 67 Miles South of the Sag River Maintenance Station
- Operations: Dalton Highway, MP 210-284 (74 miles)
- Heavy snow, wind & avalanche area
  - Includes Atigun Pass and Chandalar Airport
- Buildings: Temporary Facilities
- 72'x120' "Alaska Cover-All" tent-like building
  - Temporary use of 60'x100' Alyeska building
- Staff/Equip: 4 Operators, 1 Mechanic
- 2 Graders with front V plows, scarifiers, rollers
- 2 Loaders, one with snow blower attachment
- 8 yd. dump truck with plow
- D-8 Cat
- 2 Semi tractors, w/ lowboy, belly dump & 2 water tankers
- Boiler truck
- Flatbed with avalanche gun
- Mechanic's truck with hoist

## **Chandalar Maintenance Station Narrative**

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The Dalton Highway is critical to development and operation of the North Slope oil fields and the Trans-Alaska Pipeline. The 5-mile segment through 4,800' high Atigun Pass is the most difficult part of this highway to maintain. There the highway traverses a steep 2,000' high mountain face with over 40 avalanche chutes. The area is subject to severe wind conditions with drifting snow in winter and torrential rainstorms in the summer. Visibility is often poor with fog and whiteout conditions.

Commissioner Perkins ordered a structural evaluation of all suspect buildings, including the Chandalar Equipment Shop and Warm Storage Building. The structural evaluation concluded that the existing building was not capable of resisting wind and snow loads without danger of complete failure. In addition, the floor slab had cracked and settled due to thawing permafrost. Settlement and age had also seriously damaged the mechanical and electrical systems. The building was vacated and razed in fall 2001.

### **Current Temporary Operations**

Continued operations at Chandalar are essential. In order to continue operations, a 72' x 120' temporary structure was purchased and erected at Chandalar in the fall of 2001. This structure is made of a plastic type skin that has an extremely high heating demand. This tent-like building is only suitable for equipment warm storage. There is no ventilation system; therefore no welding or engine idling is performed indoors. There is also no foundation. The building is held to the gravel pad with cable anchors.

The department obtained permission from Alyeska Pipeline Service Company to use one of their buildings to get through this winter season. This 60'x100'

building is being used as a temporary shop for equipment servicing and repairs. It houses the tire equipment, compressor, press, welder, grinder and other tools. It is also used for storage of parts, filters, oil and other lubricants.

The Chandalar Camp maintains one of the most difficult stretches of road in Alaska. The pass is very steep with grades up to 12% over its five-mile route. This section of road can drift closed in an hour. Avalanches occur frequently; and whiteouts and extreme cold are common.

- Response Time

Inadequate maintenance facilities at Chandalar will decrease road maintenance, lower service levels and increase weather related road closures. Timely maintenance is essential, especially in the Atigun Pass area. The nearest maintenance stations are 64 miles south at Coldfoot and 67 miles north at Sag River. Crews are at least 1 1/2 hours from the pass and cannot respond timely to the frequent avalanches, drifting and heavy storms. Their response will be more difficult because their road clearing will be done in an uphill direction on the very steep grades. Equipment kept at Chandalar must also be kept warm to provide adequate response time.

- Productivity

Without the current temporary facilities at Chandalar, equipment service and repairs would have to be done in the shops at Coldfoot or Sag River. Shop facilities are also needed to change attachments and replace cutting edges. Only very light duty equipment service and repair can be done outdoors under the harsh climatic conditions in the area. Moving equipment back and forth is a major expense. Equipment left parked outdoors at Chandalar would be subject to damage from cold starts and would require time to warm up. Time would also be spent removing caked on snow and ice before equipment could be used.

Operators responding from Coldfoot or Sag River would also have their productivity cut by the three hours of extra travel time to and from the area. The added cost in manpower and equipment more than offsets the cost of maintaining facilities at Chandalar.

- Equipment Storage

Regardless of location, warm storage and shop facilities are needed for the equipment currently at Chandalar. The warm storage facilities at Coldfoot and Sag River are not adequate to house this equipment. Additional facilities are needed.

Current operations are dependent on a lightweight temporary shelter and temporary use of a building owned by Alyeska. Additional facility investments are needed to provide permanent facilities to house and service our equipment.

## **Description of New Facility**

### **A. General Description**

The new building will provide the Chandalar Maintenance Station with a shop designed and equipped to perform all maintenance and repair work on their heavy equipment and to provide a warm storage area for DOT's vehicles and equipment used for highway and airport maintenance and snow removal operations. With minor modifications for size and site considerations, this design will be used as a standard for the construction of heavy maintenance/warm storage shops in the future.

### **B. Site Selection**

The new Maintenance Garage will be constructed approximately 1000 feet to the south of the existing facility. A geotechnical site investigation conducted in October of 2001 determined that the site is preferable based on soil boring

samples. The property is currently owned by the Bureau of Land Management (BLM) and a property transfer is underway.

#### C. Building Design Criteria

The design of the Maintenance Garage will comply with applicable building codes including any amendments enforced by local jurisdictions and governing authorities. Design criteria will meet with the approval of State agencies while conforming to Federal requirements. The garage design will meet the provisions of the following references:

1. International Building Code, 2000 Edition
2. Uniform Fire Code, 2000 Edition
3. Americans with Disabilities Act, ADA Accessibility Guidelines for Buildings and Facilities
4. National Fire Protection Association (NFPA) 101, Life Safety Code

#### D. Building Layout

The new shop building will have 10,800 SF of floor space, which is the same as the old facility. The floor configuration will be centered on a 20 Ft wide office and storage/equipment area with two 25 Ft wide by 90 Ft long drive-through equipment bays along each side. Structural building columns are confined to perimeter wall locations allowing free access between adjacent bays. On the shop side of the facility there is an overhead bridge crane to assist with lifting operations involving heavy equipment. There is to be a welding table and lube station in this area as well. The opposite side of the building is a mirror image with another 50 Ft by 90 Ft area to be used as an equipment warm storage garage. The partitioned area between the garage and shop will house the mechanical room, parts storage, battery room, toilet, and office/break room. A small vehicle bay is located at the end of this area.

Stairs will allow access to a mezzanine area located 12 Ft above the grade level floor. The Mezzanine will be utilized for miscellaneous storage and to house mechanical air handling equipment. There will be gated openings through the mezzanine wall to allow forklift access for the handling of bulk materials and over-sized items. Man doors for individual rooms and along the building perimeter will be located and configured to comply with building code exiting requirements.

#### E. Equipment

The shop and garage areas will have central trench drains between equipment bays with an oil separator and wastewater holding tank. The shop will be equipped with a 7 1/2 ton capacity overhead traveling bridge crane, a floor mounted vehicle lift, compressed air, ventilation systems for welding and vehicle exhaust, deep sink, water hose bibs, pressure washer, emergency eye wash/shower, petroleum lube station, HazMat storage locker, and welding table. Additional equipment for this facility will include a workbench, steel shelving units, and portable fire extinguishers.

#### F. Materials

The building materials for the new maintenance facility shall include the following items:

##### 1. Exterior Walls:

Preformed insulated wall panels with a factory finished gage metal exterior face, interior liner panel, and foamed-in-place insulation core. A protective 8 Ft high plywood wainscoting will be installed at interior wall surfaces in the shop and garage areas.

2. Interior Partitions:

Metal studs w/ gypsum wallboard sheathing each side and fiberglass batt insulation as required to limit thermal conductivity and sound transmission.

3. Ceilings:

The office and toilet room shall have drop ceilings of gypsum board construction. The mechanical rooms, battery room, and parts room will be open to the floor framing above. The shop/garage areas and mezzanine will be open to the structural framing above.

4. Roofing:

The roof shall be designed with a standing seam metal roof over rigid board insulation with gypsum board and vapor barrier over galvanized steel roof deck exposed to view from below. The metal roof will have a minimal pitch to limit building height and reduce wind resistance.

5. Doors & Windows:

The doors and frames shall be of hollow metal construction, insulated at exterior locations and fire rated as required at interior rooms. Doors along eave end walls shall have canopies to protect personnel from falling ice and snow. Door openings to allow vehicle access into the shop and garage areas shall be 18 Ft wide by 14 Ft high, insulated steel sectional overhead doors with thermal glazing, electric operators with push button stations and remote operators, and a backup manual chain hoist. Pedestrian pass doors in overhead doors may be used in limited locations to satisfy building code exiting requirements and User Group requests. Fixed pane, fire-rated glazing in the office area to view shop and garage activities is optional. There are no exterior windows scheduled for installation in this building.

## 6. Floors:

The floors for the garage and shop areas shall consist of reinforced concrete slabs-on-grade, sloped towards a central trench drain, and finished with an epoxy coating. The mezzanine floor will consist of a concrete slab over metal decking to provide a strong and durable surface of fire resistant construction for storage applications and equipment support.

## G. Foundation

The garage building foundation will be constructed of cast-in-place reinforced concrete. The design will be on individual pilasters centered over isolated spread footings to support column loads at structural building frame locations. The footings will be designed to resist applicable load combinations involving building dead loads, live loads, collateral loading, along with snow, wind and seismic loads calculated for this specific building site. A perimeter grade beam will run between pilasters to tie foundation elements together in resisting lateral forces and provide support for possible settlement. The shop and garage floor slabs will be designed to resist large concentrated loads and reinforced at designated locations to support steel tracked equipment. Slab reinforcing will receive special detailing to limit cracking and transfer wheel loads across control joints. The facility foundation design is complicated by the installation of a mechanical freeze-back system under the building. The refrigeration piping, insulation, and containment liners will insure foundation stability by keeping the ice-rich soils underlying this site from thawing.

## H. Environmental Issues

An environmental assessment is scheduled to be completed this spring, and will determine if any environmental mitigation is necessary for this project. Due to the nature of the activities at the maintenance yard, it is expected that there will be some level of environmental remediation required.

## Chandalar Maintenance Station Project Schedule

Milestone	Start Date	Finish Date
Design	December 1, 2001	May 14, 2002
Bid Advertisement	May 15, 2002	June 12, 2002
Bid Award	June 12, 2002	July 3, 2002
<b>If Funding is available</b>	<b>July 1, 2002</b>	
Construction	July 15, 2002	December 15, 2002
<b>If Funding is available</b>	<b>January 2003</b>	<b>(HB365 and SB262)</b>
Construction	June 2003	November 2003

Given the arctic environment in which this project will be constructed, it is imperative that the project continues based on the first construction schedule shown above. If the project does not receive additional supplemental design funding by mid to late March, the design will stop at the 65% stage. Delayed receipt of construction funding could postpone completion until 2004 or beyond.

# Chandalar Maintenance Station Summary of Design and Construction Estimated Costs

## Design

Conceptual Design	\$63,800
Design Consultant	321,000
DOT&PF Design Management	59,000
DOT&PF ICAP	<u>13,000</u>
<i>Subtotal</i>	<i>\$456,800</i>

## Construction

Construction Contract	\$4,242,000
Change Order Reserve	420,000
DOT&PF Construction Management	287,000
Design Consultant & Special Inspections	82,000
DOT&PF ICAP	<u>171,000</u>
<i>Subtotal</i>	<i>\$5,202,000</i>

FAA Funding	<u>(850,000)</u>
<b>Project Total</b>	<b>\$4,808,800</b>

## Environmental Remediation

Remediation of Existing Building Site	\$TBD
<b>Total</b>	<b>\$TBD</b>

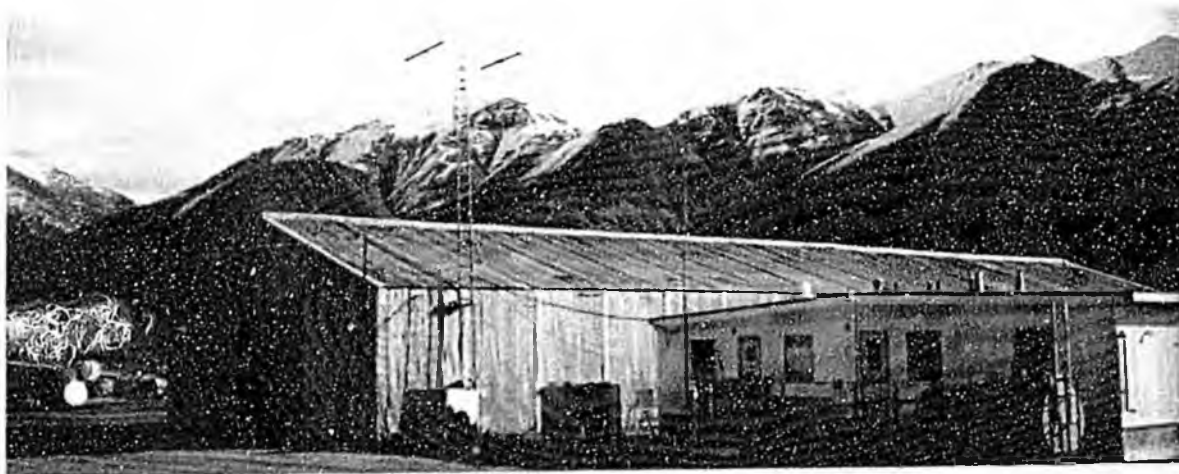
## Summary of Temporary Operating Costs

Construction of Temporary Shelter	\$127,800
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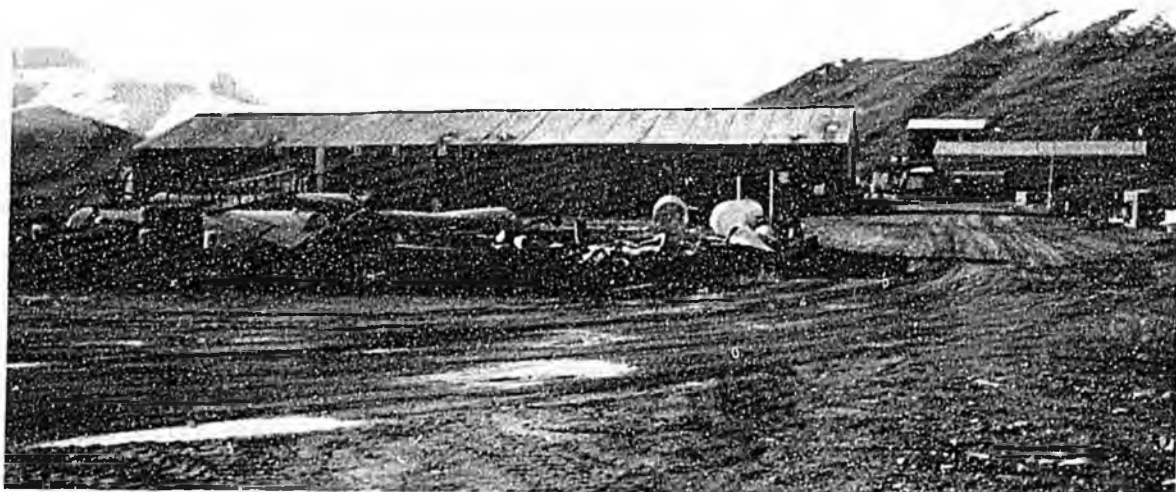
## Chandalar Maintenance Station Photographs



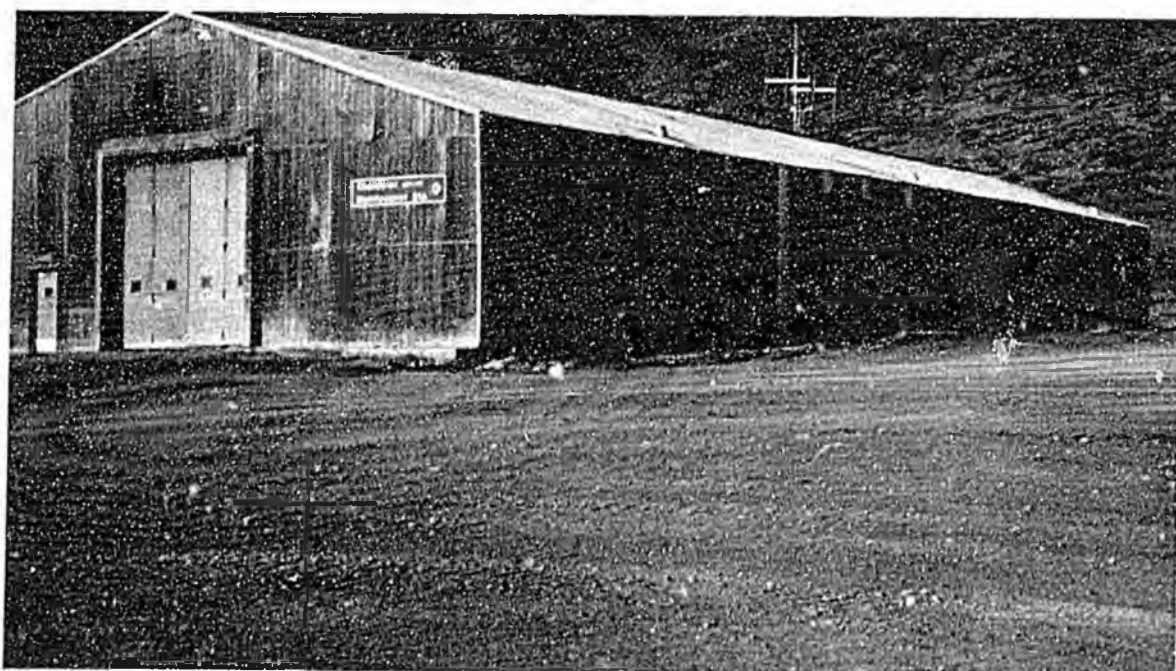
*Photograph One: Maintenance Shop as viewed from the South*



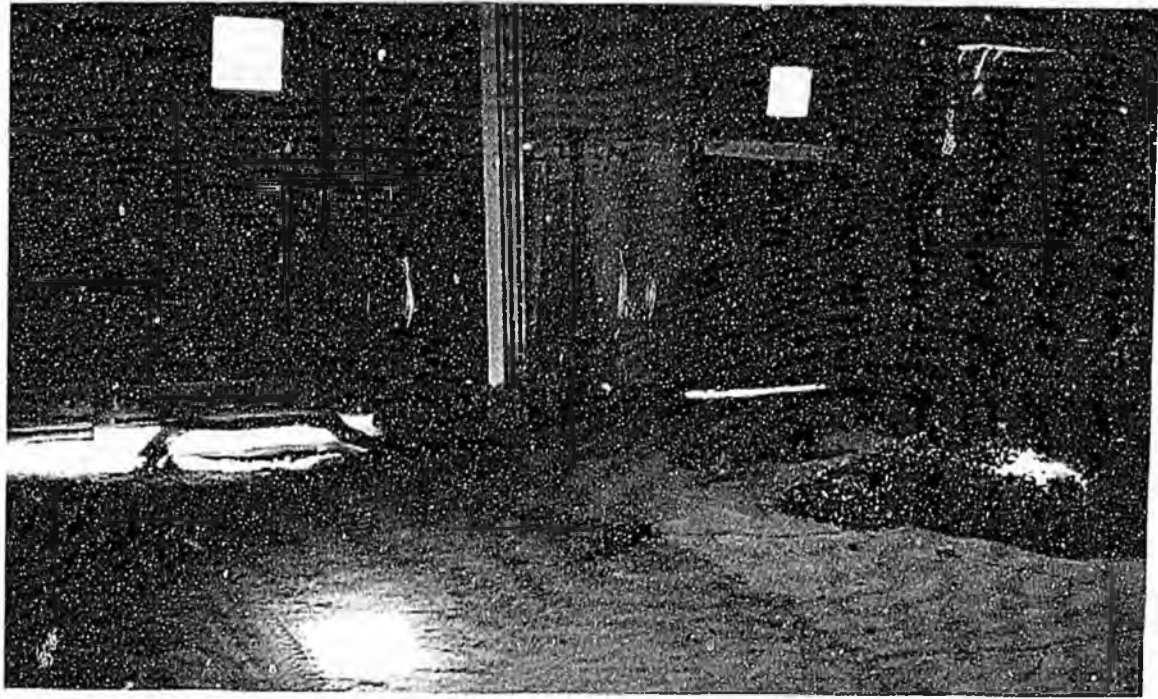
*Photograph Two: Maintenance Shop as viewed from the Southwest*



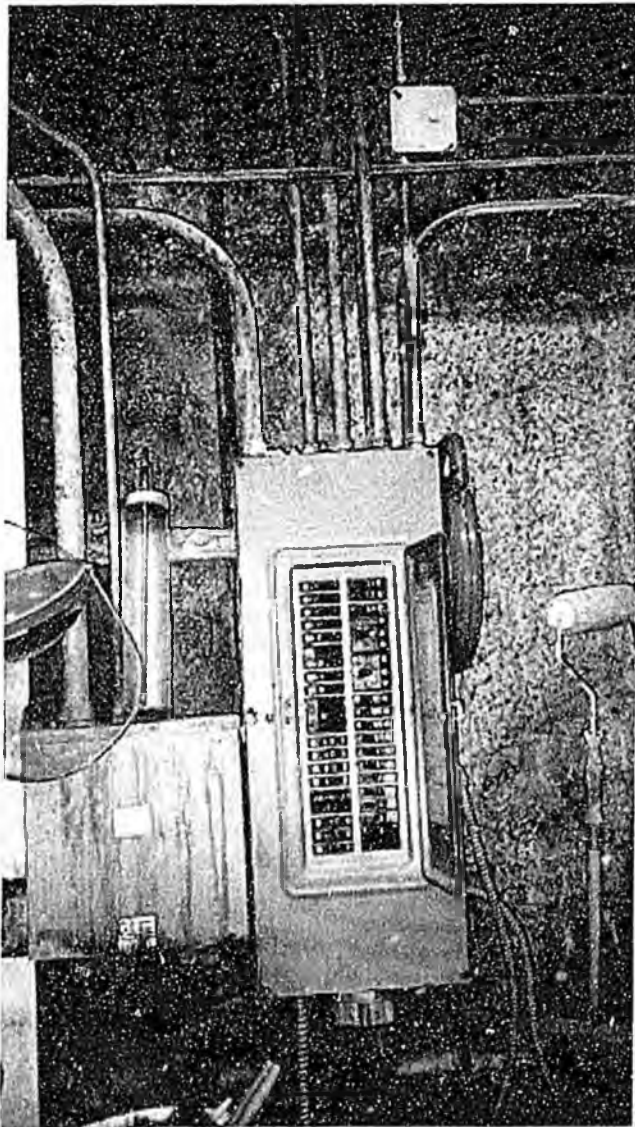
*Photograph Three: Maintenance Shop as viewed from the North*



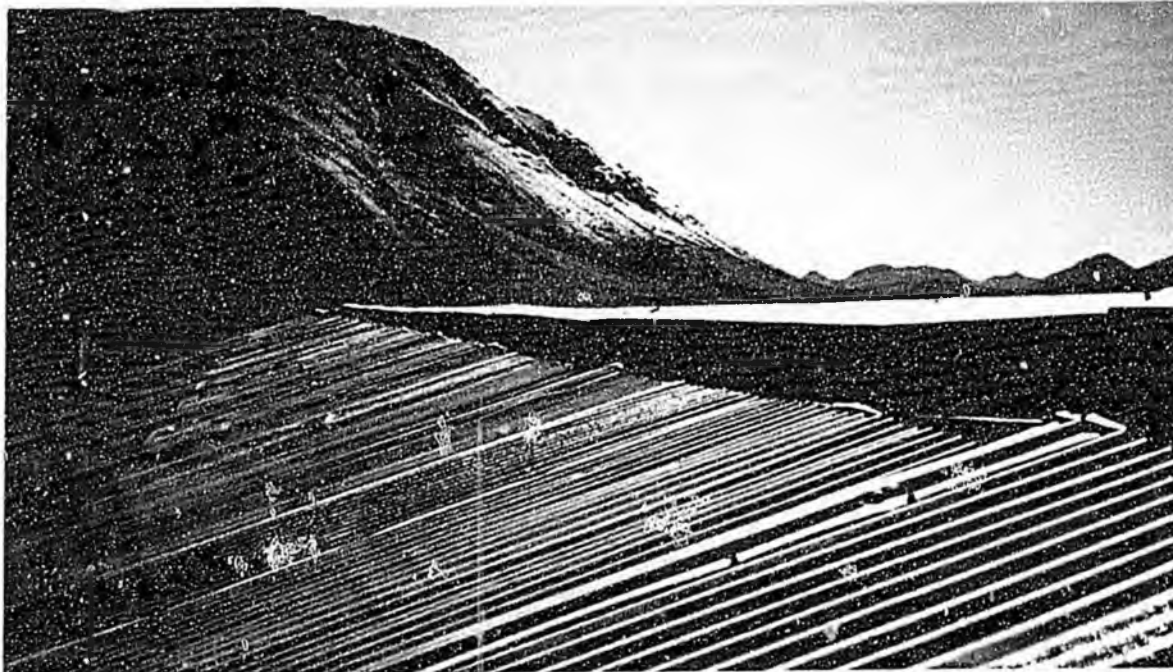
*Photograph Four: Maintenance Shop as viewed from the Northeast*



*Photograph Five: East End Foundation Settlement*



*Photograph Six: Water Stains on Wall and Electrical Panel*



*Photograph Seven: Roof panel corrosion and separation.*



*Photograph Eight: Floor slab separation and settlement.*

EAST FORK  
MAINTENANCE  
STATION

## **East Fork Maintenance Station Executive Summary**

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Structural evaluation of the Department of Transportation and Public Facilities' East Fork Maintenance Building deemed the structure unsafe, and following a directive from the Commissioner, it was vacated during the summer of 2001. The Northern Region will initiate replacement structure design upon receipt of project funding. There is no warm storage building in the immediate area for housing the crews and equipment. The maintenance work is currently being accomplished at the Cantwell Station, which is located 28 miles north on the Parks Highway.

The existing East Fork Maintenance Station is located in a heavy snow area and receives several times the amount of snow compared to Cantwell. Due to these severe winter conditions and the steep grades within the areas maintained by this station, it is critical that people and equipment be located at East Fork to be able to react quickly to keep the highway clear of snow and ice and safe for the traveling public.

The project will include a maintenance shop, generator building, salt/sand building, fueling station, mobile home pads, water and septic systems. The existing maintenance shop is located on land owned by the local native corporation and is in a flood plain of the Chulitna River. The new facility will be constructed approximately three miles to the south of the existing site to improve telephone and radio communication and get out of the floodplain. The design of the maintenance shop will be very similar to that for Willow, and will become a standard for future warm storage facilities.

The facility design cost is estimated at \$595,300 and construction at \$5,739,800. This does not include demolition of the existing buildings or site remediation costs, which will be determined at a later date when more information on the extent of remediation required is known.

## Fast Facts

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### East Fork Maintenance Station

Location: MP 185 Parks Highway

- 64 miles north of the Chulitna Maintenance Station
- 25 miles south of the Cantwell Maintenance Station

Operations: Parks Highway, MP 156 – 194 (38 Miles)

- Very heavy snow area. Normally exceeds 20' annually
- Includes 3 major hills requiring frequent sanding

Buildings:

- Two 30-year-old modular metal buildings with treated timber foundations
- 40' x 60' equipment shop and warm storage
- 40' x 60' housing electrical generators and sand storage area

Staff/Equip:

- Four operators
- One front-end loader with a snow blower attachment
- One grader with a snow wing attachment
- Two dump trucks with sand spreaders, belly blades, front plows and snow wings.

## **East Fork Maintenance Station Narrative**

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In 2001, after the collapse of structures at Cascade on the Glenn Highway and at 7-Mile Camp on the Dalton Highway, Commissioner Perkins ordered a structural evaluation of all suspect buildings, including the East Fork equipment shop and sand storage building. The structural evaluation concluded that the existing buildings were not capable of resisting wind and snow loads without danger of complete failure.

The existing buildings are beyond repair. They are pre-fabricated metal modular units, engineered for temporary use. They were not designed or constructed to withstand the snow, wind and seismic loads prevalent in the area. The structural components exhibit substantial evidence of stress flexing and splaying. These buildings have a high danger of collapse under the right loading conditions. In addition, the heavy snow loads have caused the metal panels to separate, resulting in moisture leaks, cold air infiltration and very inefficient heating. The buildings have only one inch of compressed fiberglass insulation, which adds to the heating demand.

### **Current Temporary Operations**

Following closure of the East Fork Station, the operators and equipment were relocated to the Cantwell Station. Six miles of road maintenance were transferred to the Chulitna Station, where an equipment operator was hired for the increased work. In addition, a sand storage area was rented at Igloo (MP 188), the closest location with electricity where the sand loader can be plugged in.

This significantly reduces the effectiveness and efficiency of our maintenance in this remote area. This will result in more frequent road closures, increased snow

and ice on the roadway and a reduction in travel speeds and safety for motorists and truckers. Maintenance and operations are affected in a number of ways:

- Travel Time

Additional overtime is needed as well as an additional operator. Equipment and operators must travel greater distances to reach the area. The extra travel effectively reduces the time spent on maintenance by 10%-15% per shift. This wasted time is reflected in labor and equipment costs.

- Response Time

Even with the additional overtime and additional operator, the level of service is reduced. The East Fork area has a microclimate that is quite different from Cantwell. The East Fork area gets much more snow. It can be snowing hard at East Fork and clear at Cantwell. The East Fork station had several trailer pads where the crew lived. When a storm hits, they could immediately get out on the road and begin clearing snow before it turned into cake ice that is much harder to remove. Without a presence at East Fork, it takes more time to respond.

- Productivity

The current temporary operation is providing a lower level of service to the traveling public with no advantage in cost. Additional costs for labor and equipment more than offset the cost of running the camp. In any event, additional facility investments are needed to house our equipment. It is only logical that this investment be made at a location that will reduce inefficiencies and at the same time improve level of service.

- Sand Storage

We have relocated our sand stockpile to Igloo, the nearest point in the East Fork area where electricity is available to plug in the sand loader. It is critical that the sand stockpile be kept in close proximity to the areas where it is

used, for both reasons of efficiency and response time. It is impractical to make a fifty mile round trip to get a load of sand. A building is needed to keep the stockpile and loader out of the snow.

- Equipment Storage

Additional warm storage facilities are needed. The warm storage at Cantwell cannot house the additional equipment transferred from East Fork. Warm storage is needed to thaw out the vehicles and remove the buildup of ice on hydraulic lines and other moving parts. A warm shop is also needed to service and repair equipment, change attachments and replace cutting edges.

## **Description of New Facility**

### **A. General Description**

The East Fork maintenance garage is primarily a warm storage area for DOT's heavy equipment and vehicles used for highway maintenance and snow removal operations. The garage area is also used for minor repair work to vehicles and seasonal change-out of equipment components where an overhead crane is required. The basic layout and construction type of this facility will be very similar to that of the Willow maintenance garage. With minor modifications for size and site considerations, this design will be used as a standard for the construction of warm storage shops in the future.

### **B. Site Issues**

The existing site has significant problems. The current maintenance station site is located in the bottom of a narrow valley in a river floodplain, shielded by hills from radio and cellular communications, which results in a lack of reliable communications with mobile equipment. The site is also located along an S-curve in the highway, and limited sight-distance presents a serious hazard for vehicles pulling onto the highway. A new site has been identified approximately three miles to the south, located on the east side of

the Parks Highway on Department of Natural Resource (DNR) lands. A land transfer from DNR to DOT&PF has been initiated.

#### C. Building Design Criteria

The design of the maintenance garage will comply with applicable building codes including any amendments enforced by local jurisdictions and governing authorities. Design criteria will meet with the approval of state agencies while conforming to federal requirements. The garage design will meet the provisions of the following references:

1. International Building Code, 2000 Edition
2. Uniform Fire Code, 2000 Edition
3. Americans with Disabilities Act, ADA Accessibility Guidelines for Buildings and Facilities
4. National Fire Protection Association (NFPA) 101, Life Safety Code

#### D. Building Layout

The central feature of the maintenance garage is the 6,000 SF vehicle storage area. This open area is 60 Ft wide by 100 Ft long with two overhead doors at each end creating a doublewide, drive-through equipment bay. The 22 Ft eave height allows clearance above the garage floor for a bridge crane to assist with lifting operations involving heavy equipment. A 16 Ft wide by 80 Ft long building width extension allows for an office/break room, a workshop, parts storage area, toilet and shower room, and mechanical room. The garage area will be separated from the remaining support areas with a fire rated wall. Stairs will allow access to a mezzanine area above these grade level rooms, which will be utilized for miscellaneous storage and to house mechanical air handling equipment. There will be gated openings through the mezzanine wall to allow forklift access for the handling of bulk materials and over-size items. Man doors for individual rooms and along the building

perimeter will be located and configured to comply with building code exiting requirements.

#### E. Equipment

The garage will have a central trench drain between equipment bays with an oil separator and wastewater holding tank. The garage will be equipped with a 5 ton capacity overhead traveling bridge crane, compressed air, ventilation systems for welding and vehicle exhaust, deep sink, water hose bibs, pressure washer, emergency eye wash/shower, petroleum lube station, HazMat storage locker, and welding table. Additional equipment for this facility will include a workbench, steel shelving units, shower room lockers, and portable fire extinguishers.

#### F. Materials

The building materials for the new maintenance garage shall include the following items:

##### 1. Exterior Walls:

Preformed insulated wall panels with a factory finished gage metal exterior face, interior liner panel, and foamed-in-place insulation core. A protective 8 Ft high plywood wainscoting will be installed at interior wall surfaces in the garage area. The eave end walls will have a concrete retaining wall that extends 4 Ft above the floor level to protect against the massive build up of snow and ice sliding off the roof. The concrete exterior will provide a durable surface to resist damage from snow removal operations around the building. The concrete wall will be insulated along the inside surface within the building and along the exterior perimeter below grade level.

2. Interior Partitions:

Metal studs w/ gypsum wallboard sheathing each side and fiberglass batt insulation as required to limit thermal conductivity and sound transmission.

3. Ceilings:

The office and toilet/shower room shall have drop ceilings of gypsum board construction. The mechanical rooms, workshop, and storage room will be open to the floor frame above. The garage area and mezzanine ceilings will consist of the prefinished metal liner above the exposed roof framing.

4. Roofing:

The roof shall be designed with a standing seam metal roof over rigid board insulation with a vapor barrier and a prefinished, gage metal liner panel exposed to view from below. The metal roof will have a moderate pitch to encourage snow to slide and assure minimal snow accumulation during the winter. The roof eaves will be extended 3 Ft to insure that sliding snow and ice land clear of the sidewalls.

5. Doors & Windows:

The doors and frames shall be of hollow metal construction, insulated at exterior locations and fire rated as required at interior rooms. The large garage doors shall be 18 Ft wide by 14 Ft high, insulated steel sectional overhead doors with thermal glazing, electric operators with push button stations and remote operators, and a backup manual chain hoist. There will be one window in the office area with a low maintenance vinyl frame and energy efficient triple pane glazing.

## 6. Floors:

The shop floor shall consist of a concrete slab-on-grade, sloped towards a central trench drain, and finished with an epoxy coating. Piping within the slab will provide radiant floor heat. The mezzanine floor will consist of a concrete slab over metal decking to provide a strong and durable surface for storage and equipment support of fire resistant construction.

## G. Foundation

The foundation for the garage building shall be constructed of cast-in-place reinforced concrete. The design will center on individual pilasters centered over isolated spread footings to support column loads at structural building frame locations. The footing will be designed to resist applicable load combinations involving building dead loads, live loads, collateral loading, along with snow, wind and seismic loads calculated for this specific building site. A perimeter grade beam will run between pilasters to tie foundation elements together in resisting lateral forces and provide support for possible differential settlement. The garage floor slab will be designed to resist large concentrated loads and reinforced at designated locations to support steel tracked equipment. Slab reinforcing shall receive special detailing to limit cracking and transfer wheel loads across control joints.

## H. Sand Storage Building

The East Fork Station uses both sand and salt during their winter highway operations. A building is needed to store these materials. A conceptual design for a 40 Ft wide by 60 Ft long sand storage building with a separate 20 Ft wide by 40 Ft long salt storage area was included with the construction cost estimate for this facility. The building uses a cast-in-place concrete wall to retain the bulk materials with a simple pre-engineered metal building resting on top of the walls to keep out rain and snow. There is a concrete

floor slab in the smaller salt storage area. The floor of the sand storage area is to be compacted gravel.

I. Generator Building

Two diesel engine generators will provide prime power for the East Fork Maintenance Station. The building to house these gensets and associated equipment shall be constructed of noncombustible light gage metal framing with gypsum board sheathing and metal roofing and siding. There will be a fire-rated partition wall separating the two generators to isolate and limit damage from fire to a single genset. The building will have a continuous concrete foundation and floor slab. The generators will sit on mat foundations isolated from the floor slab. The building will be designed with adequate clearance around equipment to allow for maintenance and repair operations.

J. Storage Building

A 24 Ft wide by 30 Ft long pre-engineered metal building will be constructed adjacent to the garage for dry, unheated storage. The building will have lights but will not be insulated. Metal roofing and siding will be supported by secondary gage metal purlins and girts over primary structural steel framing. An overhead door and man door will provide access for forklifts and foot traffic. The foundation and floor slab will be cast in a monolithic pour to simplify construction.

K. Environmental Issues

A Phase I Environmental Assessment was completed in December of 2001 for the existing site. The report finds that past on-site activities have released petroleum hydrocarbons and/or hazardous substances to the underlying soil and groundwater. This assessment recommends that a Site Characterization and Interim Removal Action work plan for the property be completed, and that a hazardous material survey of the buildings be completed prior to their

removal. These plans will detail the environmental remediation required for the site.

Environmental remediation is not anticipated for the development of the new site. During site development and construction, preventative measures will be required to be taken for erosion and pollution control.

# East Fork Maintenance Station Project Schedule

Milestone	Start Date	Finish Date
<b>If funding is available</b>	<b>July 1, 2002</b>	
Design	July 1, 2002	January 2003
Bid Advertisement	January 2003	February 2003
Bid Award	February 2003	March 2003
Construction	May 1, 2003	October 31, 2003

Milestone	Start Date	Finish Date
<b>If funding is available</b>	<b>January 2003</b>	<b>(HB365 and SB262)</b>
Design	January 2003	July 2003
Bid Advertisement	July 2003	August 2003
Bid Award	August 2003	September 2003
Construction	October 2003	October 31, 2004

## East Fork Maintenance Station Summary of Design and Construction Estimated Costs

### Design

Conceptual Design	\$62,300
Design Consultant	423,000
DOT&PF Design Management	92,500
DOT&PF ICAP	<u>17,500</u>
<i>Subtotal</i>	<i>\$595,300</i>

### Construction

Construction Contract	\$4,747,000
Change Order Reserve	470,000
DOT&PF Construction Management	240,000
Design Consultant & Special Inspections	94,000
DOT&PF ICAP	<u>188,800</u>
<i>Subtotal</i>	<i>\$5,739,800</i>

**Project Total** **\$6,335,100**

### Environmental Remediation

Phase II Environmental Assessment	\$TBD
Mitigation of Existing Building Site	TBD
Demolition of Existing Buildings	TBD
<b>Total</b>	<b>\$TBD</b>

### Summary of Additional Temporary Operating Costs

FY02 Supplemental - additional equipment operator	\$21,900
FY03 Operating Budget - equipment operator	\$21,900

## East Fork Maintenance Station Photographs

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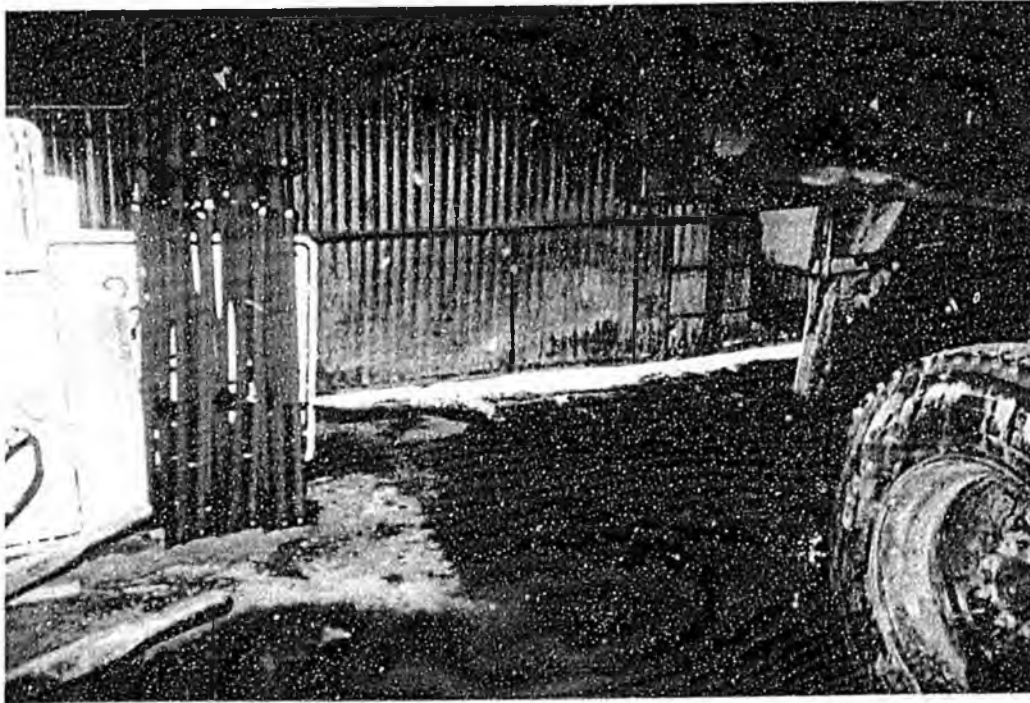


*Photograph One: Maintenance Shop as viewed from the East*



*Photograph Two: Settlement of Foundation*

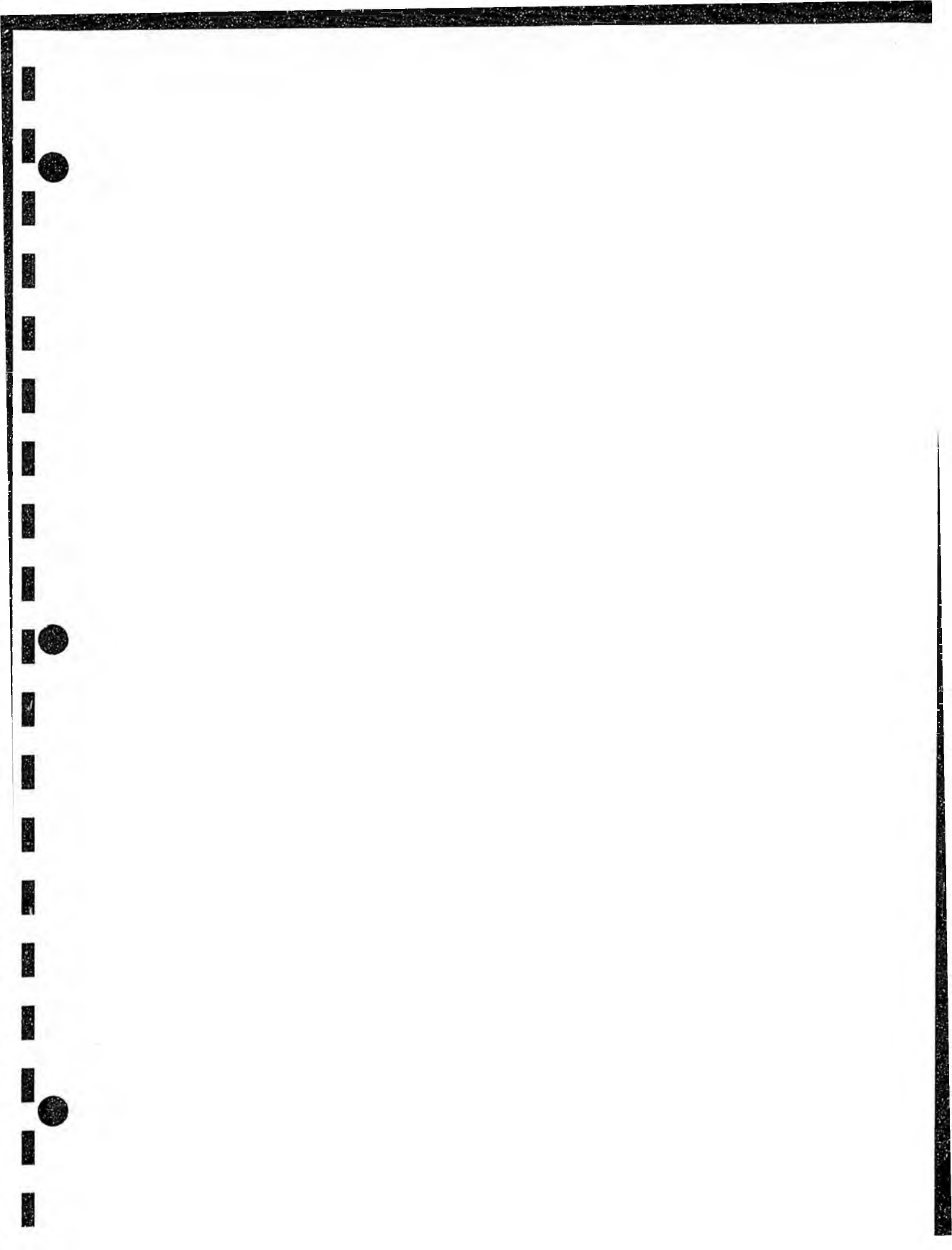
Willow MAINTENANCE  
STATION



**Photograph Three: Settlement of Foundation**



**Photograph Four: Corrosion of Building**



## **Willow Maintenance Station Executive Summary**

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Structural evaluation of the Department of Transportation and Public Facilities' Willow Maintenance Building deemed the structure unsafe, and following a directive from the Commissioner, it was vacated during the summer of 2001. The Central Region will initiate design of a replacement structure upon project funding. Currently the Department is renting a hangar for use as a warm storage building at the Willow Airport and using the former sign shed as an office and crew station, as well as continuing to use the airport snow removal equipment building constructed in 1999.

The Willow maintenance station is responsible for maintaining the Parks Highway from milepost 52 to milepost 99 (Talkeetna cutoff), as well as 23 miles of Hatcher Pass Road, several side roads in the Willow vicinity and the Willow airport. This equates to a very high 55.9 lane miles per operator (37 lanes miles per operator is State average).

The project will consist of constructing a new maintenance shop, water and septic systems, and relocating a fueling station. The design of the maintenance shop will be very similar to that for East Fork, and will become a standard for future warm storage facilities. The new facility will be constructed on the east side of the Parks Highway in order to situate it closer to the Willow Airport vehicle warm storage building. A primary site and alternate site have been identified on the airport property.

The facility design cost is estimated at \$414,000 and construction at \$4,021,800. This does not include demolition of the existing building or site remediation costs, which will be determined at a later date when more information on the extent of remediation required is known.

## Fast Facts

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### Willow Maintenance Station

Location: MP 71 Parks Highway

- 40 miles north of the Palmer Maintenance Station
- 50 miles south of the Chulitna Maintenance Station

Operations: Parks Highway, MP 52 – 99 (47 Miles)

- Heavy snow area with frequent icing conditions
- Additional responsibilities include 23 miles of Hatcher Pass Road and several side roads in the Willow area
- Responsible for the maintenance of the Willow Airport

Buildings:

- One 38 year-old four bay wood framed building with concrete foundation for highway equipment shop and warm storage
- One 3 year-old two bay pre-engineered metal building with concrete foundation for airport equipment warm storage

Staff/Equip:

- Four operators
- Three dump trucks with sand spreaders, belly blades, front plows and snow wings
- One road grader
- One front-end loader
- One steam boiler thaw truck
- Two pickup trucks
- Occasionally Oshkosh snow blower on loan from Palmer

## **Willow Maintenance Station Narrative**

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In 2001, after the collapse of structures at Cascade on the Glenn Highway and at 7-Mile Camp on the Dalton Highway, Commissioner Perkins ordered a structural evaluation of all suspect buildings, including the Willow Equipment Shop. The structural evaluation concluded that the existing building was not capable of resisting wind and snow loads without danger of complete failure.

The existing building is beyond repair. It is a wood framed structure on a concrete foundation. The building was not designed or constructed to withstand the snow, wind and seismic loads prevalent in the area. The building is a high risk in the case of earthquake, and cannot be practically strengthened to be code compliant. The roof deck is highly deteriorated in some areas and has a high danger of collapse under the heavy snow loading conditions experienced in the region.

### **Current Temporary Operations**

Following closure of the Willow Equipment Shop, the Willow crew has been operating out of the station's old sign shed. The sign shed has been insulated and the walls sheet rocked. An oil burning Monitor heater that is mounted to a wall provides heat. Restroom facilities consist of a Port-a-Can with a blue Styrofoam seat that they carry out with them. There is no running water. A Conex shipping container was purchased to store small equipment and materials from the old shop. The two bay airport snow removal equipment (SRE) warm storage building that was constructed in 1999 is used to house the loader and a sanding/plow truck. A large hanger (approximately 4,000 square feet) has been rented at the airport to house an additional sanding/plow truck and the grader.

- Response Time

Lack of adequate maintenance facilities at Willow will decrease road maintenance, lower service levels and increase weather related road closures. Timely maintenance is essential, with school buses and commuters traveling the road. The nearest maintenance stations are 40 miles south at Palmer and 50 miles north at Chulitna. They maintain the Parks Hwy from the Big Lake Road cutoff MP52 to the Talkeetna Y MP99. They also have 23 miles of Hatcher Pass Road, the opening of which in the summer takes a huge effort with the available equipment, and several side roads in the Willow vicinity. Lane miles per operator are a very high 55.9, with the state average approximately 37 and the national average is in the mid-20s. This indicates that the level of maintenance in Willow is already too low. Response time for sanding and plowing would be greatly increased if equipment were to come from Palmer and Chulitna.

The area maintained by the Willow crew typically has much higher snowfall than Palmer, and much colder temperatures than either Palmer or Chulitna. The boundary for freezing rain generally falls in the Willow crew's area and they consequently use two to three times the amount of sand that Chulitna uses for similar miles of road. Additional manpower would be needed just for sanding if they were not based in Willow.

The crew also maintains the four thousand foot lighted airstrip in Willow. This has been the Iditarod restart for at least four of the last six years. With an average turnout of approximately 15,000 cars for this event, it takes the Willow crew weeks of preparation to have the facility ready for the public.

- Productivity

The current temporary operation is inefficient. The operation is being run out of three separate facilities, requiring the crew to shuttle one mile between them. With no running water and only the most basic amenities, the sign shed is an inadequate facility for crew operations. Additional facility investments are needed to house the equipment. It is only logical that this investment be made at a location that will

reduce inefficiencies and at the same time improve level of service.

- Equipment Storage

Additional warm storage facilities are needed. The facility should be relocated so that it is nearer the SRE building and sand storage piles. Warm storage is needed to thaw out the vehicles and remove the buildup of ice on hydraulic lines and other moving parts. A warm shop is also needed to service and repair equipment, change attachments and replace cutting edges.

### **Description of New Facility**

#### **A. General Description**

The Willow Maintenance Garage is primarily a warm storage area for DOT's heavy equipment and vehicles used for highway maintenance and snow removal operations. The garage area is also used for minor repair work to vehicles and seasonal change-out of equipment components where an overhead crane is required. The basic layout and construction type of this facility will be very similar to that of the East Fork Maintenance Garage. With minor modifications for size and site considerations, this design will be used as a standard for the construction of warm storage shops in the future.

#### **B. Site Issues**

The new facility will be constructed on airport land nearer to the existing SRE building and the sand storage piles. The new site will also provide for a green belt barrier between the shop facility and the Parks Highway. Relocating the facility location will allow hazardous material remediation at the existing site, while not impacting the progress of this project.

#### **C. Building Design Criteria**

The design of the Maintenance Garage will comply with applicable building codes

including any amendments enforced by local jurisdictions and governing authorities. Design criteria will meet with the approval of State agencies while conforming to Federal requirements. The garage design will meet the provisions of the following references:

1. International Building Code, 2000 Edition
2. Uniform Fire Code, 2000 Edition
3. Americans with Disabilities Act, ADA Accessibility Guidelines for Buildings and Facilities
4. National Fire Protection Association (NFPA) 101, Life Safety Code

#### D. Building Layout

The central feature of the Maintenance Garage is the 6,000 SF vehicle storage area. This open area is 60 Ft wide by 100 Ft long with two overhead doors at each end creating a doublewide, drive-through equipment bay. The 22 Ft eave height allows clearance above the garage floor for a bridge crane to assist with lifting operations involving heavy equipment. A 16 Ft wide by 100 Ft long building width extension allows for an office/break room, a workshop, parts storage area, toilet and shower room, mechanical room, and emergency generator. The garage area will be separated from the remaining support areas with a fire rated wall. Stairs will allow access to a mezzanine area above these grade level rooms that will be utilized for miscellaneous storage and to house mechanical air handling equipment. There will be gated openings through the mezzanine wall to allow forklift access for the handling of bulk materials and over-size items. Man doors for individual rooms and along the building perimeter will be located and configured to comply with building code exiting requirements.

#### E. Equipment

The garage will have a central trench drain between equipment bays with an oil separator and wastewater holding tank. The garage will be equipped with a 5 ton

capacity overhead traveling bridge crane, compressed air, ventilation systems for welding and vehicle exhaust, deep sink, water hose bibs, pressure washer, emergency eye wash/shower, petroleum lube station, HazMat storage locker, and welding table. Additional equipment for this facility will include a diesel driven emergency generator, workbench, steel shelving units, shower room lockers, and portable fire extinguishers.

#### F. Materials

The building materials for the new maintenance facility shall include the following items:

##### 1. Exterior Walls:

Preformed insulated wall panels with a factory finished gage metal exterior face, interior liner panel, and foamed-in-place insulation core. A protective 8 Ft high plywood wainscoting will be installed at interior wall surfaces in the garage area.

##### 2. Interior Partitions:

Metal studs w/ gypsum wallboard sheathing each side and fiberglass batt insulation as required to limit thermal conductivity and sound transmission.

##### 3. Ceilings:

The office and toilet/shower room shall have drop ceilings of gypsum board construction. The mechanical rooms, workshop, and storage room will be open to the floor frame above. The garage area and mezzanine ceilings will consist of the prefinished metal liner above the exposed roof framing.

##### 4. Roofing:

The roof shall be designed with a standing seam metal roof over rigid board insulation with a vapor barrier and a prefinished, gage metal liner panel

exposed to view from below. The metal roof will have a moderate pitch to encourage snow to slide and assure minimal snow accumulation during the winter.

5. Doors & Windows:

The doors and frames shall be of hollow metal construction, insulated at exterior locations and fire rated as required at interior rooms. The large garage doors shall be 18 Ft wide by 14 Ft high, insulated steel sectional overhead doors with thermal glazing, electric operators with push button stations and remote operators, and a backup manual chain hoist. There will be one window in the office area with a low maintenance vinyl frame and energy efficient triple pane glazing.

6. Floors:

The shop floor shall consist of a concrete slab-on-grade, sloped towards a central trench drain, and finished with an epoxy coating. Piping within the slab will provide radiant floor heat. The mezzanine floor will consist of a concrete slab over metal decking to provide a strong and durable surface for storage and equipment support of fire resistant construction.

G. Foundation

The foundation for the garage building shall be constructed of cast-in-place reinforced concrete. The design will center on individual pilasters centered over isolated spread footings to support column loads at structural building frame locations. The footing will be designed to resist applicable load combinations involving building dead loads, live loads, collateral loading, along with snow, wind and seismic loads calculated for this specific building site. A perimeter grade beam will run between pilasters to tie foundation elements together in resisting lateral forces and provide support for possible differential settlement. The garage floor slab will be designed to resist large concentrated loads and reinforced at

designated locations to support steel tracked equipment. Slab reinforcing shall receive special detailing to limit cracking and transfer wheel loads across control joints.

#### H. Environmental Issues

A Phase I Environmental Assessment will be completed for the existing site once the project is funded. It is known that past on-site activities have released petroleum hydrocarbons and/or hazardous substances to the underlying soil and groundwater.

Environmental remediation is not anticipated for the development of the new site. During site development and construction, preventative measures will be required to be taken for erosion and pollution control.

**Willow Maintenance Station  
Project Schedule**

<b>Milestone</b>	<b>Start Date</b>	<b>Finish Date</b>
<b>If funding is available</b>	<b>July 1, 2002</b>	
Design	July 1, 2002	January 2003
Bid Advertisement	January 2003	February 2003
Bid Award	February 2003	March 2003
Construction	May 1, 2003	October 31, 2003

<b>Milestone</b>	<b>Start Date</b>	<b>Finish Date</b>
<b>If funding is available</b>	<b>January 2003</b>	<b>(HB365 and SB262)</b>
Design	January 2003	July 2003
Bid Advertisement	July 2003	August 2003
Bid Award	August 2003	September 2003
Construction	October 2003	October 31, 2004

**Willow Maintenance Station  
Summary of Design and Construction Estimated Costs**

**Design**

Conceptual Design	\$49,000
Design Consultant	300,500
DOT&PF Design Management	57,500
DOT&PF ICAP	<u>7,200</u>
<i>Subtotal</i>	<b>\$414,000</b>

**Construction**

Construction Contract	\$3,373,400
Change Order Reserve	334,000
DOT&PF Construction Management	168,500
Design Consultant & Special Inspections	67,000
DOT&PF ICAP	<u>78,900</u>
<i>Subtotal</i>	<b>\$4,021,800</b>

**Design and Construction Total** **\$4,435,800**

**Environmental Remediation**

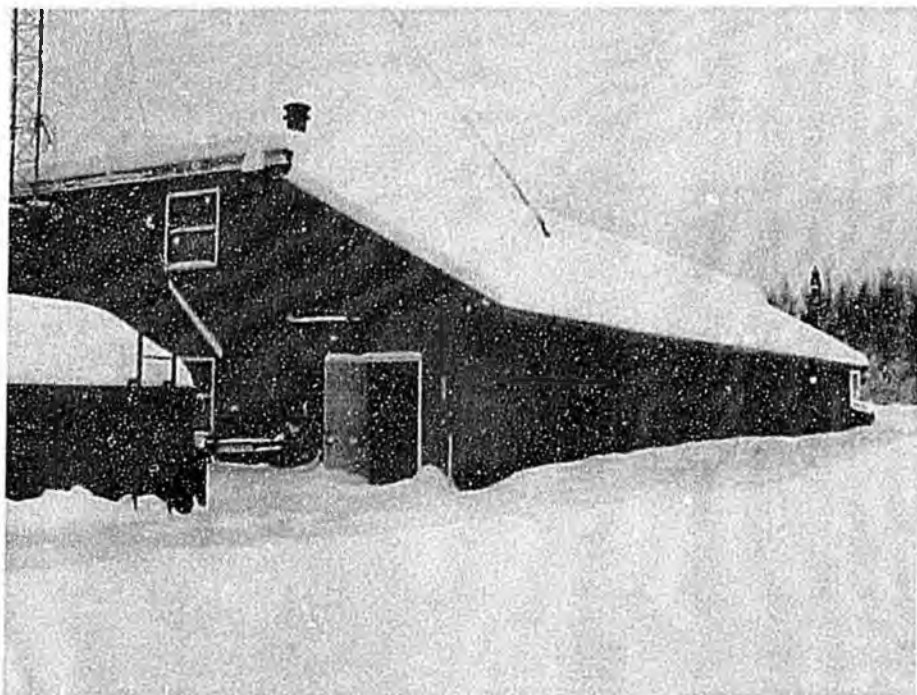
Phase I/II Environmental Assessment	\$TBD
Remediation of Existing Building Site	TBD
Demolition of Existing Buildings	<u>TBD</u>
<b>Total</b>	<b>\$TBD</b>

**Summary of Temporary Operating Costs**

FY02 Supplemental – Hangar rental and Conex building purchase	\$45,500
FY03 Operating Budget – Hangar rental	\$40,900

## **Willow Maintenance Station Photographs**

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*Photograph One: Maintenance Shop as viewed from the Southwest*



*Photograph Two: Maintenance Shop as viewed from the Parks Highway*