

SENATE BILL NO. 121

IN THE LEGISLATURE OF THE STATE OF ALASKA

THIRTIETH LEGISLATURE - FIRST SESSION

BY THE SENATE FINANCE COMMITTEE

Introduced: 5/17/17

Referred: State Affairs, Finance

A BILL

FOR AN ACT ENTITLED

1 **"An Act relating to the compensation of members of the Alaska State Defense Force and**
2 **certain state employees; and providing for an effective date."**

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

4 * **Section 1.** AS 26.05.260(i) is amended to read:

5 (i) When active state service is authorized by the governor or by the adjutant
6 general as the governor's designee, members of the Alaska State Defense Force are
7 entitled to receive, for each day of active service under AS 26.05.070, pay and
8 allowances as provided in this subsection. Pay is equal to that provided under
9 **AS 39.27.011(a)** [AS 39.27.011 (a) - (f)] and 39.27.020 for equivalent assignments of
10 state officials or employees, including adjustments under AS 39.27.025, if applicable.
11 Allowances shall be paid to the same extent, in the same manner, and under the same
12 conditions as provided for state officials and employees under AS 39.20.110 -
13 39.20.170. However, pay or allowances are not authorized for training or community
14 service activities of members of the Alaska State Defense Force.

* **Sec. 2.** AS 39.27.011(a) is repealed and reenacted to read:

(a) The following monthly basic salary schedule is approved as the pay plan for classified and partially exempt employees in the executive branch of the state government who are not members of a collective bargaining unit established under the authority of AS 23.40.070 - 23.40.260 (Public Employment Relations Act) and for employees of the legislature under AS 24:

Range	Step	Step	Step	Step	Step	Step
No.	A	B	C	D	E	F
5	2,227	2,289	2,353	2,421	2,493	2,558
6	2,353	2,421	2,493	2,558	2,632	2,711
7	2,493	2,558	2,632	2,711	2,793	2,883
8	2,632	2,711	2,793	2,883	2,965	3,056
9	2,793	2,883	2,965	3,056	3,153	3,243
10	2,965	3,056	3,153	3,243	3,343	3,440
11	3,153	3,243	3,343	3,440	3,557	3,669
12	3,343	3,440	3,557	3,669	3,795	3,924
13	3,557	3,669	3,795	3,924	4,060	4,205
14	3,795	3,924	4,060	4,205	4,352	4,517
15	4,060	4,205	4,352	4,517	4,662	4,837
16	4,352	4,517	4,662	4,837	5,011	5,188
17	4,662	4,837	5,011	5,188	5,367	5,550
18	5,011	5,188	5,367	5,550	5,722	5,939
19	5,367	5,550	5,722	5,939	6,125	6,349
20	5,722	5,939	6,125	6,349	6,541	6,782
21	6,125	6,349	6,541	6,782	6,990	7,244
22	6,541	6,782	6,990	7,244	7,479	7,747
23	6,990	7,244	7,479	7,747	8,005	8,305
24	7,479	7,747	8,005	8,305	8,581	8,871
25	8,005	8,305	8,581	8,871	9,192	9,535
26	8,305	8,581	8,871	9,192	9,535	9,877
27	8,581	8,871	9,192	9,535	9,877	10,249

1	28	8,871	9,192	9,535	9,877	10,249	10,605
2	29	9,192	9,535	9,877	10,249	10,605	10,980
3	30	9,535	9,877	10,249	10,605	10,980	11,366

4 * **Sec. 3.** AS 39.27.011(h) is amended to read:

5 (h) **Merit-based pay increases** [PAY INCREMENTS], computed at the rate
6 of 3.25 percent of the employee's base salary, shall be provided after an employee has
7 remained in [THE FINAL] step **F** within a given range for two years, and every two
8 years thereafter, if, at the time the employee becomes eligible for the **increase**
9 [INCREMENT], the employee's current annual rating by the employee's supervisors is
10 designated as "good" or higher.

11 * **Sec. 4.** AS 39.27.011(i) is amended to read:

12 (i) **Merit-based pay increases** [PAY INCREMENTS] provided for in (h) **and**
13 **(l)** of this section are approved under AS 39.25.150(2) as an amendment to the pay
14 plan for employees of the state.

15 * **Sec. 5.** AS 39.27.011(j) is amended to read:

16 (j) Subsections **(h), (i), (l), and (m)** [(h) AND (i)] of this section apply to
17 employees of the legislature only if the committee responsible for adopting
18 employment policies concerning the employee adopts a written policy that **(h), (i), (l),**
19 **and (m)** [(h) AND (i)] of this section apply. Subsections **(h), (i), (l), and (m)** [(h)
20 AND (i)] of this section apply to the employees of the office of the ombudsman only if
21 the ombudsman adopts a policy that **(h), (i), (l), and (m)** [(h) AND (i)] of this section
22 apply. Subsections **(h), (i), (l), and (m)** [(h) AND (i)] of this section apply to the
23 employees of the office of victims' rights only if the victims' advocate adopts a policy
24 that **(h), (i), (l), and (m)** [(h) AND (i)] of this section apply.

25 * **Sec. 6.** AS 39.27.011(k) is amended to read:

26 (k) Notwithstanding (a) - (j), **(l), and (m)** of this section, the governor or a
27 designee of the governor may, on a case-by-case basis, authorize for a partially exempt
28 employee in the executive branch a higher pay than Step F. The authorization must be
29 based on a determination that the action serves a critical governmental interest of the
30 state, the employee possesses exceptional qualifications, recruitment difficulties exist,
31 or the action is necessary due to competitive salaries in the relevant labor market. A

1 determination made under this subsection must be in writing.

2 * **Sec. 7.** AS 39.27.011 is amended by adding new subsections to read:

3 (l) Merit-based pay increases of one step on the salary schedule under (a) of
4 this section shall be provided each time an employee has remained for two years in a
5 single step that is one or more steps below step F within a given range if, at the time
6 the employee becomes eligible for the increase, the employee's current annual rating
7 by the employee's supervisors is designated as "good" or higher.

8 (m) Notwithstanding a current annual rating of "good" or higher, an employee
9 who has remained in a step within a given range for less than two years may not
10 receive an increase under (h) or (l) of this section.

11 * **Sec. 8.** AS 39.27.011(e) and 39.27.011(f) are repealed.

12 * **Sec. 9.** This Act takes effect immediately under AS 01.10.070(c).