

MEMORANDUM

STATE OF ALASKA

To: All Human Resources Managers

Date: October 5, 1992

File No:

Thru:

Phone: 465-4430

From: *Bob*
Robert H. King
Director
Division of Personnel
Department of Administration

Subject: Personnel Memorandum
92-1 Interpretation of
2 AAC 07.340

The Seventeenth Alaska State Legislature, Second Session funded a pay increase for those state employees in unions with current agreements providing for an increase. The Legislature neither amended the statutory pay schedule nor funded an increase for those paid by that schedule. An interpretation of 2 AAC 07.340 in the connection with a change in bargaining unit and salary schedule is required at this time.

This memorandum is to interpret 2 AAC 07.340 of the Personnel Rules in relation to employees moving from bargaining units to coverage of the Personnel Rules when there are common salary ranges but lower salary rates under the Personnel Rules.

If the salary rates for employees covered by the Personnel Rules is higher than the salary rates for common ranges under collective bargaining agreements at some time in the future, we will consider an appropriate interpretation at that time.

History and Analysis:

From statehood until 1966, Personnel Rule (PR) 9 02.14 provided only that an employee transferred from one position to another position assigned to the same pay range would be appointed "at the same step rate" held prior to the transfer.

In 1966, PR 9 02.14 was amended to add that an employee moving to a position at the same pay range that was not a transfer would have "the step in the range" unchanged.

In 1971, this rule was further amended by adding subsection 9 02.141 that provided the "step assignment" of an employee whose position is reallocated from one job class to another job class at the same salary range would remain unchanged.