

Senate Bill 95

Highlights Relating to Leave and Salaries

NOTE: AS OF THIS DATE SB 95 HAS NOT BEEN ENACTED INTO LAW AND SOME OF THE INFORMATION PROVIDED (IN *ITALICS*) IS SUBJECT TO THE ADOPTION OF REGULATIONS BY THE PERSONNEL BOARD.

Leave

- Accrual Rates

Years of Service	First Employed Prior to 7/1/13*	First Employed On or After 7/1/13
Less than 2	2 days per pay month	1 ¾ days per month
2 but less than 5	2 ¼ days per month	2 days per month
5 but less than 10	2 ½ days per month	2 ¼ days per month
10 but less than 15		2 ½ days per month
10 or more	3 days per pay month	
15 or more		3 days per month

*No change

- Maximum Accumulation Limit and Mandatory Leave Usage

Balance as of 12/16/13	Max Accumulation Limit	Mandatory Leave Usage*
400 hours or less	1000 hours as of 12/16 of each leave year	10 days
More than 400 hours	Exempt from 1000 hr limit until such time as the personal leave balance is equal to or less than 400 hours <i>on 12/16 of any leave year</i>	15 days

**Up to 5 days of a personal leave cash-in may be applied*

The proposed regulations include additional detail regarding the application. The proposed regulations are available at:

<http://doa.alaska.gov/dop/fileadmin/PersonnelBoardReports/LeaveRegulationUpdates060313.pdf>

Salaries

- Cost of Living Increase
The statutory salary schedule which applies to noncovered classified and partially exempt employees is increased as follows:

Effective Date	Increase
July 1, 2013	1%
July 1, 2014	1%
July 1, 2015	2.5%

These increases also apply to employees in the exempt service.

- Pay Increments
Effective July 1, 2015 the percentage between pay increments (steps after F) will be reduced from 3.75% to 3.25%.

- **Geographic Differential**
Effective July 1, 2013 the geographic differential rates will change from steps above base to a percentage. The new rates are consistent with those implemented through collective bargaining as a result of the McDowell Study. The locations which will experience either an increase or decrease are listed below.

Location	Steps Above Base (old rate)	@ % Above Base*	Percentage (new rate)	Increase/Decrease
Barrow	9	32.76%	50%	17.24%
Bethel	8	29.12%	50%	20.88%
Dillingham	7	25.48%	37%	11.52%
Fairbanks	4	14.56%	3%	-11.56%
Juneau	0	0	5%	5%
Kasilof	2	7.28%	0	-7.28%
Kenai	2	7.28%	0	-7.28%
Kodiak	2	7.28%	11%	3.72%
Kotzebue	9	32.76%	60%	27.24%
Mount Edgecumbe	1	3.64%	5%	1.36%
Nikiski	2	7.28%	0	-7.28%
Ninilchik	2	7.28%	0	-7.28%
Nome	9	32.76%	37%	4.24%
Palmer	1	3.64%	0	-3.64%
Seward	2	7.28%	0	-7.28%
Sitka	1	3.64%	5%	1.36%
Wasilla	1	3.64%	0	-3.64%
Outside Alaska	-6	-21.84%	0	21.84%

*3.64% per step based on the difference between steps A and B at salary range 23 of the base schedule

Employees in locations in which the geographic differential is decreased will not experience a reduction in pay. Employees salaries will be frozen until they equal or exceed the salary assigned to their range and step.