



Alaskans Working For Alaska!

1577 C Street, Suite 201, Anchorage, Alaska 99501 • Phone (907)277-5200 • Fax (907)277-5206

E-mail: aseahq@afscmelocal52.org • Website: www.afscmelocal52.org

July 9, 2010

Annette Kreitzer, Commissioner
Department of Administration
P.O. Box 110200
Juneau, Alaska 99811-0200

Re: Eligibility Technician Classification Study

Dear Commissioner Kreitzer,

On July 6, 2010, I received the Division of Personnel and Labor Relations classification study of Eligibility Technician I – IV and Workforce Development Specialist I – IV positions. In accordance with Article 17.02 C of our Collective Bargaining Agreement I am requesting reconsideration of the conclusions reached in the study for the Eligibility I and II job classes.

This request for reconsideration is based on the following:

- The State acknowledges under the Study Method section that there was difficulty in obtaining updated positions descriptions. The State has the duty to ensure that employees provide current and updated position descriptions prior to the study being undertaken. The State can and should have required employees to provide the updated position descriptions.
 - It is stated in the Study Method section that the study team specifically chose which positions would be interviewed for the study. I am concerned that handpicking specific positions could be designed to achieve a desired result. It would have been preferable and more objective to randomly select which positions would be chosen for interview in the study.
 - In the Class Analysis section the State begins by stating that these positions and employees are Professional which would indicate a higher wage scale. The State then goes on to dispute this statement. I believe the State did not appropriately recognize the positions as Professional in the Study because of the added financial impact that would have resulted.
 - In the Salary Analysis section (beginning on page 10) I believe the State was incorrect in not comparing Eligibility Technician II work to that of Eligibility Quality Control Technician I, Medical Assistance Administrator I, Public Assistance Analyst I, and Disability Adjudicator Associate I positions. A proper comparison to these job classes would have undoubtedly resulted in a higher range classification for the ET positions.
-

ET Classification Study

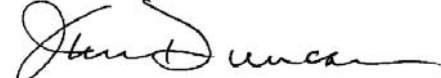
July 9, 2010

Page 2 of 2

- On page 13 of the study the State uses the Fox Lawson Salary Analysis as a basis to state that the Eligibility Technician II is currently being compensated at 11.6% above market. This is misleading. The Fox Lawson Salary Analysis states that this applies only to beginning salary. They go on to state that by the 5th year of employment the State Eligibility Technician is making 1.2% less than market and a ten year State Eligibility Technician is making 32.4% less than market. This should have been a major consideration in the final recommendations of the study.

For the above reasons I am requesting immediate reconsideration of the conclusions of the study for the ET I and ET II job classes.

Sincerely,



Jim Duncan

Business Manager

ASEA/AFSCME Local 52

Cc: Nicki Neal

Director of Personnel & Labor Relations
