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Introduced: 2/19/69  
Referred: State  
Affairs

1 IN THE SENATE

BY THE RULES COMMITTEE  
BY REQUEST OF THE GOVERNOR

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SENATE BILL NO. 175

IN THE LEGISLATURE OF THE STATE OF ALASKA

SIXTH LEGISLATURE - FIRST SESSION

A BILL

For an Act entitled: "An Act creating the work performance training board to evaluate and accept job ability as a criteria for entrance and advancement in state employment, and providing for an effective date."

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

\* Section 1. PURPOSE AND EFFECT. It is the purpose of this Act to establish a system under which persons who do not meet the minimum educational or experience criteria for state employment may demonstrate their abilities and achieve permanent state employee status. Provisions of AS 39.25 relating to selection, classification and promotion of state employees apply to work performance trainees only if and to the extent they are consistent with this Act.

\* Sec. 2. ADMINISTRATION. There is created a work performance training board. It shall be composed of the Commissioner of Administration, the Commissioner of Labor and the Director of the Division of Personnel. A chairman shall be elected from the membership at the first meeting of each calendar year. A non-voting trained employment counselor shall act as consultant to the board.

\* Sec. 3. CLASS. The board shall review the class specifications of all entry positions under the state personnel system, and determine which positions should be part of the work performance program. Performance trainee positions in the classes selected by the board shall be incorporated in the state classification plan.

1 \* Sec. 4. SELECTION OF TRAINEES. The board shall prescribe appropriate  
2 examinations to be administered to trainee applicants. Examinations  
3 shall test the applicant's ability in the areas of basic mathematics,  
4 reading, writing and other subjects which the board considers necessary  
5 to the performance of the tasks in each class selected. The board will  
6 accept or reject individual applicants and applicants selected will be  
7 entered in the selected work performance trainee classifications. Their  
8 names shall be entered on eligible lists for the entry positions in the  
9 applicable class under sec. 7 of this Act when their work performance  
10 merits it.

11 \* Sec. 5. MEETINGS OF THE WORK PERFORMANCE TRAINING BOARD. The board  
12 will meet at least once a month at the time and place designated by the  
13 chairman.

14 \* Sec. 6. CLASSIFICATION AND PAY PLAN. The board will establish rates  
15 of pay for the work trainee classifications selected at lower rates of pay  
16 than the beginning entry pay rates for non-work trainees in the same  
17 classification.

18 \* Sec. 7. PROMOTION. Upon completion of three months' service, the  
19 department in which the trainee is employed and the division of personnel  
20 will report his progress to the board. If the applicant's record merits  
21 it, the board will recommend to the division of personnel and the employing  
22 department that the applicant be designated as eligible for permanent  
23 employment. The board may extend the training period for an additional  
24 period of time not to exceed six months.

25 \* Sec. 8. REPORT TO THE LEGISLATURE. Before the sixth day of the  
26 Sixth Legislature, Second Session, the board shall report to the legislature  
27 showing the classes selected, the current rates of pay selected, the  
28 number of trainees and the number of permanent employees from the work  
29 performance training program. The board shall recommend to the legislature

1 whether the work performance training program should be permanently  
2 incorporated into the existing state personnel system.

3 \* Sec. 9. DEFINITIONS. As used in this Act

4 (1) "board" means the work performance training board;

5 (2) "certification" means the act of submitting available names  
6 on the eligible list to an appointing authority for the purpose of making  
7 an appointment;

8 (3) "class" means one or more positions sufficiently similar  
9 as to duties and responsibilities, degree of supervision exercised or  
10 required, and as to entrance requirements that the same descriptive title  
11 may be used to designate them;

12 (4) "class specification" is a written statement of duties  
13 and responsibilities which are characteristic of a class of positions  
14 and includes the education, experience, knowledge and ability required  
15 to perform the work of the class of positions;

16 (5) "current rate of pay" means the salary received by an  
17 employee for his scheduled hours of work;

18 (6) "eligible" means any person who has qualified under these  
19 rules for appointment to positions in a specified class;

20 (7) "examination" means a test or combination of tests to  
21 determine the relative fitness of applicants for positions in the  
22 classified service;

23 (8) "pay plan" means a schedule of salaries established,  
24 covering all classes of positions in the classified and partially exempt  
25 services;

26 (9) "promotion" means the change of an employee from a  
27 position in one class to a position in another class with a higher salary  
28 range.  
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\* Sec. 10. This Act is repealed on July 1, 1970.  
\* Sec. 11. This Act takes effect on July 1, 1969.