

Original sponsor: Ray

Offered: 2/2/71  
Referred: Rules

1 IN THE SENATE

BY THE STATE AFFAIRS COMMITTEE

2 CS FOR SENATE BILL NO. 61

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SEVENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act providing an avenue for individuals with  
7 demonstrated abilities to enter into employment with-  
8 out educational and experience requirements; and  
9 providing for an effective date."

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

11 \* Section 1. AS 39.25 is amended by adding a new section to read:

12 Sec. 39.25.155. VOCATIONAL SUBSTITUTION PROGRAM. (a) It is the  
13 purpose of this section to establish a liberal system under which  
14 Alaskan residents not employed by the state who do not meet the minimum  
15 educational or experience criteria for state employment may demonstrate  
16 their abilities and achieve temporary or permanent state employee  
17 status. This program is intended for use primarily in remote or under-  
18 employed areas where the opportunity to gain required hiring qualifica-  
19 tions does not exist, but where there is a local need for employees  
20 with certain vocational skills. The provisions of this section apply  
21 notwithstanding the provisions of sec. 150(3) of this chapter.

22 (b) The director of personnel shall establish vocational standards  
23 as alternates for educational or experience levels now required for  
24 nonprofessional occupational areas under the state personnel system  
25 and incorporate these alternates into the state classification plan.

26 (c) Applicants shall be placed on eligible lists for the voca-  
27 tional classification indicated in their applications submitted to the  
28 division of personnel in the order of their relative ranking based on  
29 an assessment of their technical ability, place of residence and without

1 written examination. Aptitude or occupational tests may be given if  
2 a position requires a specific ability.

3 (d) The director of personnel shall establish rates of pay for  
4 the selected vocational substitution classifications in relation to the  
5 beginning entry classification pay rates.

6 (e) The department in which the vocational applicant is employed  
7 shall continuously review his progress. Upon certification by the  
8 department of the applicant's proficiency he shall be placed on the  
9 entry classification merit system register with the performance evalua-  
10 tion as the equivalent of any requirement for the entry classification.  
11 Service in a vocational classification shall not be counted toward  
12 permanent status in the classified service. However, upon promotion  
13 the employee shall serve the established probationary period for the  
14 classification and thereafter will advance through competitive examina-  
15 tion.

16 (f) The director of personnel shall embody a concept combined of  
17 technical ability, place of residence, local hire and area unemployment  
18 in the personnel rules to accomplish the intent of this section.

19 (g) Applicants selected under this section are subject to the  
20 provisions of sec. 160 of this chapter.

21 (h) In this section "resident" means a person who has been  
22 domiciled in Alaska for at least one year immediately before filing  
23 his application.

24 \* Sec. 2. This Act takes effect on May 1, 1971.  
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