

FCCS CS

Original sponsor: Ray

Offered: 2/2/71  
Referred: Rules

1 IN THE SENATE

BY THE STATE AFFAIRS COMMITTEE

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CS FOR SENATE BILL NO. 61

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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SEVENTH LEGISLATURE - FIRST SESSION

5

A BILL

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For an Act entitled: "An Act providing an avenue for individuals with

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demonstrated abilities to enter into employment with-

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out educational and experience requirements, and

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providing for an effective date."

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

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

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Sec. 39.25.155. VOCATIONAL SUBSTITUTION PROGRAM. (a) It is the

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purpose of this section to establish a liberal system under which

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Alaskan residents not employed by the state who do not meet the minimum

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educational or experience criteria for state employment may demonstrate

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their abilities and achieve temporary or permanent state employee

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status. This program is intended for use primarily in remote or under-

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employed areas where the opportunity to gain required hiring qualifica-

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tions does not exist, but where there is a local need for employees

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with certain vocational skills. The provisions of this section apply

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notwithstanding the provisions of sec. 150(3) of this chapter.

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(b) The director of personnel shall establish vocational standards

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as alternates for educational or experience levels now required for

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nonprofessional occupational areas under the state personnel system

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and incorporate these alternates into the state classification plan.

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(c) Applicants shall be placed on eligible lists for the voca-

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tional classification indicated in their applications submitted to the

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division of personnel in the order of their relative ranking based on

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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. But in no case may the pay be  
6 less than 90 per cent of the base pay for the position being filled.

7 (e) Upon completion of three months service, the department in  
8 which the trainee is employed shall review his progress. If it approves  
9 the employee's performance record, the employee shall be placed on the  
10 entry classification merit system register with the performance evalua-  
11 tion as the equivalent of the written examination and educational  
12 requirements for the entry classification. If selected the employee  
13 shall serve the established probationary period for the classification  
14 and thereafter will advance through competitive examination. The  
15 period of the trainee performance may be extended for an additional  
16 period of time not to exceed six months.

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

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

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

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