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1 IN THE HOUSE

2 HOUSE BILL NO. 326

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 FIFTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act abolishing the current state register system;
7 and relating to a system for hiring state employees."

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

9 * Section 1. FINDINGS. The legislature finds that

10 (1) it is important to the economies of local communities to
11 enhance employment of local residents;

12 (2) the system of registers used in the hiring of state employ-
13 ees is a hindrance to local hire;

14 (3) to ensure increased hiring of local residents, the state
15 needs to implement a more comprehensible and accessible system;

16 (4) increased hiring of local residents will also improve state
17 resident hire;

18 (5) the present register system for evaluating applicants for
19 state employment and referring qualified applicants is inadequate to bring
20 rural residents into the selection zone used to hire for state jobs;

21 (6) the criteria used to evaluate applicants for state employ-
22 ment should be closely based on the skills and abilities actually needed to
23 perform each job;

24 (7) in some instances, the present register system places too
25 much emphasis on and gives too much credit for educational degrees and
26 other achievements that are not related to the skills actually required to
27 perform the job;

28 (8) requirements that are not job-related sometimes eliminate
29 rural people from consideration for jobs that they are qualified to

1 perform;

2 (9) when the standards used to evaluate applicants are not the
3 most appropriate criteria for identifying the most qualified applicants,
4 the most qualified applicant may not even be considered for the position;

5 (10) all qualified applicants who are interested in being con-
6 sidered for a vacancy should be interviewed or otherwise considered before
7 the position is filled;

8 (11) local applicants for a vacancy should be considered for the
9 position before applicants from elsewhere are considered.

10 * Sec. 2. AS 39.25.150(5) is amended to read:

11 (5) the procedure for certifying eligible candidates; the
12 rule adopted under this paragraph must [MAY] include procedures pro-
13 viding a preference for certifying local residents when appropriate;

14 * Sec. 3. AS 39.25.150(9) is amended to read:

15 (9) provisional appointment without competitive examination
16 when appropriate [ELIGIBLE LISTS ARE NOT AVAILABLE];

17 * Sec. 4. The division of personnel in the Department of Administration
18 shall by July 1, 1989, after extensive state-wide hearings, implement a
19 system for evaluating applicants and referring eligible applicants to job
20 vacancies that offers Alaskans more equitable opportunities for considera-
21 tion for employment and that provides local residents with a greater and
22 more equitable opportunity to find employment with the state in positions
23 located in their place of residence. The division may not use the current
24 register system for evaluating applicants and referring eligible applicants
25 to vacancies after June 30, 1989.