

"An Act making a supplemental appropriation to the Office of the Governor, Human Rights Commission, to enforce female minority and resident hire, pay deficit, and correct current underfunding; and providing for an effective date."

### COMMITTEE REPORT

3/3/75

### HOUSE

Mr. Speaker:

Date March 23 1975

The Committee on FINANCE has had SSHB 184

under consideration. A Majority of the members of the Committee

recommends it DO PASS

recommends it DO NOT PASS

recommends it DO PASS WITH ATTACHED AMENDMENT(S)

recommends it BE REPLACED WITH CS FOR SSHB 184 AND THAT  
CS FOR SSHB 184 DO PASS

"and" recommends it BE REFERRED TO THE \_\_\_\_\_  
COMMITTEE

reports it back WITHOUT RECOMMENDATION

"other"

Members signing the Majority report:

<u>[Signature]</u>	_____	_____
<u>[Signature]</u>	_____	_____
<u>[Signature]</u>	_____	_____
<u>[Signature]</u>	_____	_____

Members NOT concurring in the Majority report:

<u>[Signature]</u>	recommends: <u>no rec</u>
_____	recommends:
_____	recommends:
_____	recommends:
_____	recommends:

[Signature] Chairman

Introduced: 2/20/75  
Referred: Finance

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 HOUSE BILL NO. 184

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act making a special appropriation to the Office of  
7 the Governor, Human Rights Commission, for minority and  
8 resident hire enforcement; and providing for an effec-  
9 tive date."

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

11 \* Section 1. The sum of \$148,000 is appropriated from the general fund to  
12 the Office of the Governor, Human Rights Commission, to provide funds for the  
13 hiring of six investigators to enforce the Alaska law on minority and resident  
14 hire.

15 \* Sec. 2. This Act takes effect July 1, 1975.  
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The Legislature of the State of Alaska  
FISCAL NOTE

First Session - Ninth Legislature

I. REQUEST

Bill No. HB 184

Title: Relating to a special appropriation for Human Rights Commission; effective date

Requested by: The Finance Committee

Date: 2/20/75

Return Date Requested: \_\_\_\_\_

Agency: Office of the Governor

Program: Human Rights Commission

II. FISCAL DETAIL

Budget Request Unit(s) Affected: Administration of Justice: 01-67-1-01-00

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	-0-	134.0	147.4	162.1	178.3	196.1
200 TRAVEL	-0-	12.8	14.1	15.5	17.1	18.7
300 CONTRACTUAL	-0-	-0-	2.0	2.2	2.4	2.6
400 COMMODITIES	-0-	-0-	1.0	1.1	1.2	1.3
500 EQUIPMENT	-0-	1.2	1.3	1.4	1.5	1.6
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.						
TOTAL	-0-	148.0	165.8	182.3	200.5	220.3

B. FUNDING: (Thousands of dollars)

GENERAL FUND	-0-	148.0	165.8	182.3	200.5	220.3
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	-0- /	6 /	6 /	6 /	6 /	6 /
MAN MONTHS (P./T.)	/	72 /	72 /	72 /	72 /	72 /

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

A. Personal services: Salary schedule effective 8/16/74

Travel: Estimated \$45/day (avg. new rates effective 2/16/75).

Contractual: No expansion thru FY 76.

Commodities: Possible federal support FY 76.

Equipment: Minimum initial requirements FY 76.

Projections assumes 10% inflation factor.

B. Personal Services: Human Rights Field Representative, Range 18A, Permanent full-time  
Anchorage & Juneau: 2 ea., Annual Salary \$17,988, Merit increase 1.5% \$270, Benef. 18% \$3,200

Fairbanks: 2 ea., Annual Salary \$20,076, Merit increase 1.5% \$301, Benefits 18% \$3,668

\$134.0

IV. ATTACHMENTS

A. Agency comments

V. DATE: February 21, 1975

PREPARED BY: Marion L. Nelson

Original: Legislative Finance  
cc: Budget and Management  
Prime Sponsor (First Legislator Named)

III. Analysis continued:

Travel: Provides each investigator with a minimum of 6 trips per year, 4 days per trip.	\$ 6.5
Transportation (including inflation allowance) estimated cost \$175/trip	<u>\$ 6.3</u>
	<u>\$12.8</u>
Equipment: \$200/position for desk & chair	<u>\$ 1.2</u>

#### IV. Attachments

- A. Creation of a State-paid professional investigative staff to serve the Human Rights Commission is a most urgent objective. Currently the State is ill-served when its entire field level staff is composed of volunteers. The two new positions proposed for each of the regional offices will insure that cases are moved efficiently and that respondents receive the same professional treatment generally expected of Alaska State agencies.

This is the basic field level representative position at HRC. The incumbent interviews persons who file charges, shape the complaint document into acceptable legal form, prepares investigative plans and interrogations for approval. The representative gathers factual data by affidavit, deposition and interviews. The incumbent prepares formal findings for the Executive Director's approval, together with terms of settlement. If not successful in negotiating a voluntary settlement (approved by the Executive Director) he or she presents the results of the investigation in form of testimony at a public hearing.

Introduced: 2/20/75  
Referred: Finance

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 HOUSE BILL NO. 184

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

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7 the Governor, Human Rights Commission, for minority and  
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The Legislature of the State of Alaska  
FISCAL NOTE

First Session - Ninth Legislature

I. REQUEST

Bill No. CSSSHB184  
 Title: An act relating to a supplemental appropriation for the Human Rights Commission  
 Requested by: The Finance Committee Date: March 26, 1975  
 Return Date Requested: \_\_\_\_\_  
 Agency: Office of the Governor Program: Human Rights Commission

II. FISCAL DETAIL

Budget Request Unit(s) Affected: Admin of Justice 01-67-1-01-00

A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 75	FY 76	FY 77	FY 78	FY 79	FY 80
100 PERSONAL SERVICES	29.9	97.4	107.1	117.9	129.6	142.6
200 TRAVEL	33.9	52.1	57.3	63.0	69.5	76.2
300 CONTRACTUAL	26.2	54.7	60.1	66.2	72.8	80.1
400 COMMODITIES	5.2	5.6	6.2	6.8	7.4	8.1
500 EQUIPMENT	4.8	3.0	2.0	2.2	2.4	2.6
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.						
TOTAL	100.0	212.8	232.7	256.1	281.5	309.6

B. FUNDING: (Thousands of dollars)

GENERAL FUND	100.0	212.8	232.7	256.1	281.5	309.6
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	6 / -0-	6 / -0-	6 / -0-	6 / -0-	6 / -0-	6 / -0-
MAN MONTHS (P./T.)	18 / -0-	72 / -0-	72 / -0-	72 / -0-	72 / -0-	72 / -0-

III. ANALYSIS (See Fiscal Note Preparation Instructions, Section III)

- A. Assumptions: Salary schedule and per diem rates effective February 16, 1975.  
 B. Summary: Please see attached

IV. ATTACHMENTS: (2)

V. DATE: March 26, 1975

PREPARED BY: Marion L. Keller

Original: Legislative Finance  
 cc: Budget and Management  
 Prime Sponsor (First Legislator Named)

### III. Summary Analysis

#### 1. Personal Services-

Investigator, Anchorage, Range 18A: 1 ea. \$1,559/month- 3 months	\$ 4,677
Investigator, Fairbanks, Range 18A: 3 ea. \$1,740/month- 3 months	\$ 15,660
Clerk Typist, Anchorage, Range 8A: 1 ea. \$ 790/month- 3 months	\$ 2,370
Clerk Typist, Fairbanks, Range 8A: 1 ea. \$ 867/month- 3 months	\$ 2,601
Subtotal salary	<u>\$ 25,308</u>
Benefits 18%	<u>4,555</u>
Total salary	<u><u>\$ 29,863</u></u>

#### 2. Travel-

Current underfunding	\$ 22,000
New positions (including attorney travel) 135 per diem days estimated cost: \$50/day	\$ 6,750
Transportation: \$115/trip- 45 trips	<u>\$ 5,203</u>
Total travel	<u><u>\$ 33,953</u></u>

#### 3. Contractual services

Current underfunding	\$ 13,000
Increases rent & utilities: new position costs: \$1,200/mo- 3 mo	\$ 3,600
Attorney VI, Range 26A \$2,707/month- 3 months + 18% benefits ( Reimbursable services to the Department of Law)	<u>\$ 9,585</u>
Total contract.	<u><u>\$ 26,185</u></u>

#### 4. Commodities

Current underfunding	\$ 4,000
New position costs	<u>\$ 1,200</u>
Total commodot.	<u><u>\$ 5,200</u></u>

#### 5. Equipment

Current underfunding & projected deficit	\$ 2,000
New position cost: 6 positions desk & chair \$200/position	1,200
2 correcting Selectric \$800 each	<u>1,600</u>
Total equipment	<u><u>\$ 4,800</u></u>

Note: FY76 assumes 9% inflation  
FY77-80 assumes 10% inflation

#### IV. Attachments

- A. Creation of a State-paid professional investigative staff to serve the Human Rights Commission is a most urgent objective. Currently the State is ill-served when its entire field level staff is composed of volunteers. The positions proposed will insure cases are moved efficiently and that respondents receive the same professional treatment generally expected of Alaska state agencies.

This is the basic level field representative position at HRC. The incumbent interviews persons who file charges, shapes the complaint document into acceptable legal form, prepares investigative plans and interrogation detail for approval by the Executive Director. The representative gathers factual data by affidavit, deposition and interviews. Formal findings, together with terms of settlement are prepared for approval by the Executive Director. If not successful in negotiating a voluntary settlement, he or she presents the results of the investigation in the form of testimony at public hearing.

- B. The FY75 underfunding and expected deficit is a result of higher support costs for travel, commodities and equipment for Vista Volunteer staff. Six investigator positions were requested in the FY75 budget and anticipated use of VISTA contract staff for research and statistical duties. The positions were disallowed and the agency altered the intent of the VISTA contract to use volunteers for investigation and conciliation of cases filed with the HRC. Travel and other costs related to the requested positions were incurred by use of the volunteers but funding was not provided for this alternative.
- C. The requested \$21.0 for FY74 over-expenditures is repayment of general funds to federal Grant FEP 74050 with the Equal Employment Commission. This request is consistent with the State Internal Audit report dated January 24, 1975.

Original sponsor: Finance Committee

Offered: 3/24/75  
Referred: Rules

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

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CS FOR SPONSOR SUBSTITUTE FOR HOUSE BILL NO. 184

3

IN THE LEGISLATURE OF THE STATE OF ALASKA

4

NINTH LEGISLATURE - FIRST SESSION

5

A BILL

6

For an Act entitled: "An Act making a supplemental appropriation to the  
7 Office of the Governor, Human Rights Commission, to  
8 enforce minority and resident hire, pay deficit, and  
9 correct current underfunding; and providing for an  
10 effective date."

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

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\* Section 1. The sum of \$121,000 is appropriated from the general fund to  
the Office of the Governor, Human Rights Commission, to provide funds for the  
hiring of four investigators and to reimburse the Department of Law for legal  
services to the commission to enforce the Alaska law on minority and resident  
hire; to pay the deficit from the last fiscal year and to correct the under-  
funding in the current year's appropriation for operating expenses.

\* Sec. 2. This Act takes effect immediately in accordance with AS 01.10.-  
070(c).

LAW OFFICES OF  
ALASKA LEGAL SERVICES CORPORATION  
524 WEST SIXTH AVENUE, SUITE 204  
ANCHORAGE, ALASKA 99501  
TELEPHONE 272-9431

March 6, 1975

Representative Hugh Malone  
Chairman, House Finance Committee  
House of Representatives  
Juneau, Alaska 99801

Re: Sponsor Substitute, H.B. 184  
(Appropriation for the Alaska  
State Commission on Human Rights  
for Pipeline Monitoring)

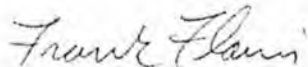
Dear Representative Malone:

Please be advised that this agency is enormously interested in the employment problems to which the appropriation contemplated in the Sponsor Substitute House Bill 184 is to be directed, and looks forward to working with the State Department of Labor and the Human Rights Commission in solving pipeline employment problems. We recently received authority from the federal government's Equal Employment Opportunity Commission to take legal action to correct certain employment problems related to the pipeline, and have secured the backup expertise of the National Employment Law Project as well as the Equal Employment Opportunity Commission to assist us in whatever future action we may undertake.

If you feel that we could be of any assistance to you in deciding the size and nature of appropriation that should be made, please do not hesitate to contact either myself or Don Clocksin from our Juneau office.

Sincerely yours,

ALASKA LEGAL SERVICES CORPORATION



Frank Flavin  
Executive Director

FF/lc