

COMMITTEE REPORT

SENATE

4/2/75

Mr. President:

Date 4-11-75

The Committee on FINANCE has had SB 310 relating to leaves of absence for auxiliary members of armed forces 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 SB 510 AND THAT CS FOR SB 310 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>	_____
<u>[Signature]</u>		_____
<u>[Signature]</u>		_____

Members NOT concurring in the Majority report:

_____ recommends:

_____ recommends:

_____ recommends:

_____ recommends:

_____ recommends:

[Signature] Chairman

A M E N D M E N T

Offered in the SENATE

By WILLIAM C. WILSON

To: SENATE BILL NO. 310

 HOUSE BILL NO.

AMENDMENT: Page 7 Line 10 & 23

State Calendar year

Session 12 (1911) (1912)

Original Sponsor: Rules Committee by request
of the Governor

Offered: 4/14/75
Referred: Rules

1 IN THE SENATE

BY THE FINANCE COMMITTEE

2 CS FOR SENATE BILL NO. 310 am

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 NINTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act relating to leaves of absence for auxiliary
7 members of armed forces."

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

9 * Section 1. AS 39.20.340 is amended to read:

10 Sec. 39.20.340. LEAVE OF ABSENCE FOR RESERVE OR AUXILIARY MEMBERS
11 OF ARMED FORCES. (a) An employee of the state, or a political sub-
12 division [,] with the approval of the city council or borough assembly,
13 who is a member of a reserve or auxiliary component of the United
14 States Armed Forces is entitled to a leave of absence without loss of
15 normal pay, time, or efficiency rating on all days during which he is
16 ordered to training duty, as distinguished from active duty, with
17 troops or at field exercises, or for instruction, or when under direct
18 military control in the performance of a search and rescue mission.
19 The leave of absence may not exceed 16 1/2 working days in any one
20 12 month period. The state or political subdivision shall supplement
21 the military pay received to the extent required to maintain the
22 employee's normal rate of pay. If the employee receives no military
23 pay, the state or political subdivision shall pay the employee at his
24 normal rate of pay.

25 (b) If an employee is called to active duty by the governor, an
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The Legislature of the State of Alaska
FISCAL NOTE

Second Session - Eighth Legislature
First Ninth

I. REQUEST

Bill Identification: Senate Bill No 310
 Title: Leaves of Absence for Auxiliary Members of Armed Forces
 Requested by: Rules Committee Date: 4/4/75
 Return Date Requested: 4/8/75
 Agency: Administration Program: Division of Finance

II. FISCAL DETAIL

Budget Request Unit(s) Affected: _____
 A. EXPENDITURES: (Thousands of dollars)

OBJECT	FY 74	FY 75	FY 76	FY 77	FY 78	FY 79
100 PERSONAL SERVICES		4.3	4.5	4.7	5.0	5.3
200 TRAVEL						
300 CONTRACTUAL						
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.						
TOTAL		4.3	4.5	4.7	5.0	5.3

B. FUNDING: (Thousands of dollars)

GENERAL FUND		4.3	4.5	4.7	5.0	5.3
FEDERAL FUNDS						
OTHER						

C. POSITIONS:

PERMANENT/TEMPORARY	/	/	/	/	/	/
MAN MONTHS (P./T.)	/	/	/	/	/	/

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

Based on 1974 figures for hours spent by Civil Air Patrol and Coast Guard Auxiliaries in search and rescue missions by state employees.

430 hrs at 7.69 per hour (Range 14-C)
 plus 18% benefits

Costs equals \$3900 (est. FY 74).

IV. ATTACHMENTS

V. DATE: 4/7/75 PREPARED BY: Shirley F. Pierce

Original: Legislative Finance
 cc: Budget and Management
 Prime Sponsor (First Legislator Named)
 SENATE FINANCE (ATN. Jim Finnel)

STATE OF ALASKA

DEPARTMENT AND MILITARY AFFAIRS

OFFICE OF THE ADJUTANT GENERAL

JAY S. HAMMOND, Governor

ROOM 618 MICHAEL BULWYNS
333 CHASE BUILDING - ANCHORAGE 99501
PHONE: 277-7661 - AUTODIAL: 652-7219

AG

15 April 1975

The Honorable Chancy Croft
President of the Senate
Alaska State Senate
Pouch V
State Capitol Building
Juneau, Alaska 99801

Dear Senator Croft:

I respectfully wish to express my opposition to the passage of SB 310 as recently amended by the Senate Finance Committee. Originally SB 310 was meant to provide leave of absence privileges to state employees in Civil Air Patrol Search and Rescue work. I support that original intent.

But, the Finance Committee amendment withdraws military leave with full state salary benefits now enjoyed by state employees who are active members of the Alaska Guard. Instead, the amendment provides deduction of Guard pay from the normal state salary schedule. If this amendment passes, our members will no longer collect full regular pay in addition to the Guard check.

This will have a significant negative impact on the Guard program in that not only are we withdrawing an existing benefit of state service, but it is in contradiction to federal civil service policy which continues to provide this dual payment to encourage Guard and Reserve service.

With 157 personnel falling in this category, this amendment would save the state approximately \$50,000 on the average.

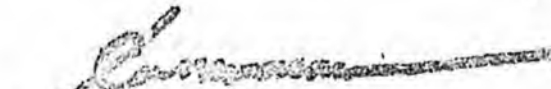
We can expect upwards of 50 of these members to question their future involvement with the Alaska Guard upon loss of this benefit. In this

voluntary service environment, I cannot afford to risk the dissatisfaction of that many members in our units. We are holding our own in the recruiting and retention field, thanks to our state supported benefits, but our job is to increase our strength from the decline we were lately experiencing. Passage of SB 310 as amended will not foster achievement of this goal.

I sincerely request your close scrutiny of this bill and eventually changing it back to its original intent prior to passage by your body.

Thank you.

Sincerely,


C.F. NECHASON
Adj Gen. AK ANG

FILE WITH BILL

STATE OF ALASKA

JAY S. HAMMOND, Governor

DEPARTMENT OF MILITARY AFFAIRS

OFFICE OF THE ADJUTANT GENERAL

ROOM 610 MACKAY BUILDING
338 DENALI STREET - ANCHORAGE 99501
PHONE: 277-7661 - AUTOVON: 862-7210

AG

1 May 1975

The Honorable Bill Ray
Alaska State Senate
Pouch "V" State Capitol Bldg.
Juneau, Alaska 99801

Dear ~~Senator~~ ^{Bill,} Ray:

I think it only fair to let you know that the Department of Military Affairs testified last week to the House State Affairs Committee, non-concurring with the Senate Finance Committee Substitute for Senate Bill #310 dealing with military leave privileges for the Alaska National Guard.

You might remember the original Senate Bill #310 was introduced by the Rules Committee at the request of the Governor and dealt with providing military leave benefits for members of the Civil Air Patrol performing search and rescue missions under direct military control. SB #310 was amended by the Senate Finance Committee to delete the existing military leave benefits to state employment, replacing them with the provisions that the state would only pay the difference between military pay and the normal state salary. CSSB #310 passed the Senate and was referred to the House.

The Department of Military Affairs expressed its non-concurrence at the first opportunity during House hearings. The main reasons we oppose the committee substitute are outlined in the attached Legislative Talking Paper which may be summarized as follows:

a. CSSB #310 will have a definite negative impact on Guard Recruiting and Retention at a time when we can least afford it.

b. CSSB #310 conflicts with specific provisions of negotiated contracts between the State of Alaska and the APEA representing state employees.

c. CSSB #310 does not address discrepancies on periods of payment between military pay which is based on a 30-day month to include weekends and state military leave which applies only to a 5-day work week, Monday through Friday. Because of this fact alone, CSSB #310 would be difficult to administer.

d. CSSB #310 would save the state only \$50,000. The cost of administering the program plus recruiting and training cost for replacement personnel would greatly exceed the savings to the State of Alaska.

I am sure that you too, can see the difficulties inherent in the passage of CSSB #310. The House State Affairs Committee did amend CSSB #310 back to its original version providing military leave benefits for the Civil Air Patrol members only. I realize that if the House version passes, the Senate leadership must then concur in the new version of the bill or else the package goes into the free conference committee.

I respectfully request your concurrence in deleting your Finance Committee's amendment to SB #310 which would then change the bill back to its original intent as requested by the Governor to fulfill a very real need on the part of our Civil Air Patrol members.

Thank you for your consideration.

Sincerely,



C.F. NECRASON
Maj Gen, AK ANG
The Adjutant General

1 Incl:
as

cc: Governor Hammond

SHORT TITLE: "MILITARY LEAVE"

LEGISLATIVE TALKING PAPER #10

BILL NUMBER: SB 310

FOR AN ACT ENTITLED: "AN ACT RELATING TO LEAVES OF ABSENCE FOR
AUXILIARY MEMBERS OF THE ARMED FORCES"

BACKGROUND INFORMATION:

A. THE ORIGINAL BILL SPONSORED IN THE SENATE BY THE RULES COMMITTEE WAS DESIGNED TO PROVIDE MILITARY LEAVE BENEFITS FOR STATE EMPLOYEES WHO ARE CAP MEMBERS PARTICIPATING IN SEARCH AND RESCUE MISSIONS UNDER DIRECT MILITARY CONTROL.

B. SB 310 PASSED THE SENATE STATE AFFAIRS COMMITTEE AND WAS REFERRED TO THE SENATE FINANCE COMMITTEE.

C. THE SENATE FINANCE COMMITTEE AMENDED THE ORIGINAL BILL ON 14 APRIL WITHDRAWING FULL MILITARY LEAVE BENEFITS BY STATE EMPLOYEES AND REPLACED IT WITH THE PROVISION THAT THE STATE PAY ONLY THE DIFFERENCE BETWEEN GUARD PAY AND NORMAL STATE PAY.

D. SB 310 AS AMENDED PASSED THE SENATE ON 4/17/75 AND WAS SENT TO THE HOUSE ON 4/18/75.

GENERAL DEPARTMENTAL POSITION

THE DEPARTMENT OF MILITARY AFFAIRS CONCURS IN THE ORIGINAL INTENT OF THE BILL TO PROVIDE MILITARY LEAVE TO STATE EMPLOYEES-CAP MEMBERS BUT NON-CONCURS IN THE AMENDMENT FURNISHED BY THE SENATE FINANCE COMMITTEE AND PASSED BY THE STATE SENATE.

DISADVANTAGES OF PROPOSED AMENDMENT

1. THIS AMENDMENT WILL HAVE A SIGNIFICANT NEGATIVE IMPACT ON THE GUARD PROGRAM BECAUSE:

A. IT WITHDRAWS AN EXISTING BENEFIT OF STATE SERVICE.

B. IT IS IN CONTRADICTION TO FEDERAL CIVIL SERVICE POLICY WHICH CONTINUES TO PROVIDE THIS BENEFIT TO ENCOURAGE GUARD AND RESERVE SERVICE.

C. IT APPEARS TO CONFLICT WITH SPECIFIC PROVISIONS OF THE NEGOTIATED CONTRACTS IN THE TRI-TRADES AND SUPERVISORY UNITS WHICH ARE WORD BY WORD EXTRACTS OF CURRENT LAW PROVIDING FULL MILITARY LEAVE BENEFITS.

D. IT APPLIES TO AT LEAST 157 MEMBERS OF THE ALASKA NATIONAL GUARD WHO ARE STATE EMPLOYEES IN VARIOUS DEPARTMENTS OF THE STATE GOVERNMENT. WE CAN EXPECT UPWARDS OF 50 OF THESE MEMBERS TO QUESTION THEIR FUTURE INVOLVEMENT WITH THE ALASKA NATIONAL GUARD UPON LOSS OF THIS BENEFIT. AT AN AVERAGE COST OF \$191 TO SIGN UP A NEW MEMBER, IT WOULD COST AN ADDITIONAL \$9,550 TO REPLACE THESE 50 PERSONNEL WHICH DOES NOT INCLUDE THE COSTS OF TRAINING THE NEW RECRUIT, ETC.

E. BUT REPLACEMENT OF PERSONNEL IN THE VOLUNTARY ENVIRONMENT OF TODAY IS NOT JUST A MATTER OF DOLLARS, BUT IS MORE DEPENDENT ON ATTITUDES AND UNIT MORALE. THIS PROPOSAL IS DESTRUCTIVE TO UNIT MORALE.

F. LOSS OF A VERY REAL, LOW COST RECRUITING AND RETENTION INCENTIVE MEASURE FOR STATE EMPLOYEES. OUR RECRUITERS USE THE CURRENT PROVISIONS OF BOTH FEDERAL AND STATE LAW IN PRESENTATIONS TO FEDERAL AND STATE EMPLOYEES. THE PROSPECT FINDS IT ATTRACTIVE AND THEY JOIN PARTLY BECAUSE THIS BENEFIT IS AVAILABLE.

2. THE PROPOSED AMENDMENT DOES NOT ADDRESS THE DISCREPENCY IN PERIODS OF PAYMENT. ACTIVE DUTY MILITARY PAY IS BASED ON A 30 DAY MONTH INCLUDING WEEKENDS. STATE PAY IS BASED ON A 5 DAY WORKWEEK. TO BE FAIR, THE STATE EMPLOYEE SHOULD BE ALLOWED TO KEEP THE MONIES EARNED ON THREE SATURDAYS AND ONE SUNDAY OF HIS OR HER 15 DAY ACTIVE DUTY PERIOD WHEN NOT CARRIED IN A MILITARY LEAVE STATUS WITH THE STATE. AFTER ALL, OTHER STATE EMPLOYEES WITH PART-TIME JOBS DO NOT HAVE TO TURN IN THEIR PART-TIME EMPLOYMENT PAY FOR A WEEKEND OF WORK.

3. IMPLEMENTATION OF THE ABOVE PROVISION, I.E., EXCLUDING 4 DAYS OF MILITARY PAY FROM EACH PERSONS MILITARY PAYCHECK, THEN SUPPLEMENTING THAT AMOUNT TO THE REGULAR STATE PAY LEVEL WILL BECOME AN ADDITIONAL ADMINISTRATIVE FUNCTION REQUIRING GREATER BUDGETARY SUPPORT TO ACCOMPLISH.

4. AT AN AVERAGE STATE PAY RANGE 14 AND AN AVERAGE MILITARY PAY GRADE E5 WITH 6 YEARS OF SERVICE, THIS AMENDMENT WILL PROVIDE A GROSS SAVINGS OF ONLY \$50,000 TO THE STATE. DEDUCTING AN APPROXIMATE ADMINISTRATIVE COST OF \$10,000 AND ANOTHER \$10,000 TO REPLACE THE DISCHARGED PERSONNEL, WE ARRIVE AT A NET SAVINGS TO THE STATE OF ONLY \$30,000.

5. WHEN ALL THE PROS AND CONS ARE CONSIDERED, THE DEPARTMENT OF MILITARY AFFAIRS SINCERELY FEELS THAT THE BENEFITS ARE NOT WORTH THE PRICE TO BE PAID BY THE STATE IN TERMS OF:

- A. REAL DOLLARS IN ADMINISTRATIVE COSTS.
- B. REAL DOLLARS IN REPLACEMENT OF DISCHARGED PERSONNEL.
- C. INCREASED DISSATISFACTION WITH ALASKA GUARD SERVICE BY BOTH OBLIGATED CURRENT MEMBERS AND DISSATISFIED DISCHARGEES WHO THEN ACT AS NEGATIVE CENTERS OF INFLUENCE IN THE COMMUNITY FROM WHICH WE MUST PROCURE ADDITIONAL PERSONNEL RESOURCES.

The Legislature of the State of Alaska

FISCAL NOTE

~~Second~~ Session - ~~Eightth~~ Legislature

First

Ninth

I. REQUEST

Bill Identification: Senate Bill No 310
 Title: Leaves of Absence for Auxiliary Members of Armed Forces
 Requested by: Rules Committee Date: 4/4/75
 Return Date Requested: 4/8/75
 Agency: Administration Program: Division of Finance

II. FISCAL DETAIL

Budget Request Unit(s) Affected: _____

A. EXPENDITURES: (Thousands of dollars)

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MAN MONTHS (P./T.)	/	/	/	/	/	/

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

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430 hrs at 4.69 per hour (Range 14C)
 plus 18% benefits

Costs equals: \$3900 (est. FY 74)

IV. ATTACHMENTS

V. DATE: 4/7/75 PREPARED BY: Shirley F. Poirer

Original: Legislative Finance
 Budget and Management
 cc: Prime Sponsor (First Legislator Named)
 SENATE FINANCE (ATTN: Jim Finnel)

Introduced: 3/24/75
Referred: State Affairs and
Finance

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BY THE RULES COMMITTEE BY
-REQUEST OF THE GOVERNOR-
FINANCE COMMITTEE

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IN THE LEGISLATURE OF THE STATE OF ALASKA

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NINTH LEGISLATURE - FIRST SESSION

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