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COMMITTEE REPORT

HOUSE

FURTHER: STATE AFFAIRS

(5)

1/27/82

Date: 2-11-82

Mr. Speaker:

The Committee on LABOR & COMMERCE has had CS HB 697

"An Act relating to appointment of nonpermanent employees for certain work assignments; and providing for an effective date."

under consideration and reports it back as follows:

- do pass do not pass
- do pass with attached amendments(s)
- replace with CS for HB 697 same title
 new title
- and recommends _____
- AND attaches a "Letter of Intent" New Fiscal Note
- reports it back without recommendation
- referred to the _____ Committee

MEMBERS SIGNING
DO PASS

MEMBERS HAVING
OTHER RECOMMENDATIONS:

CHAIRMAN

Date Filed 1-27-82

" Recd. 1-28-82

Referrals - State Affairs

Comm. hearing
" action

~~2-11-82~~ 2-11-82 - presed ^{as CS} 2-11-82 Taken
clerk's office

X

□

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... and providing for an effective

3/13/82 - ^{for} ~~part~~ = Fish & Game
& participation many J. L. ...

3/13/82 - F/N & points paper
to Rules -

THE LEGISLATURE OF THE STATE OF ALASKA
TWELFTH LEGISLATURE

FISCAL NOTE

I. REQUEST

Bill/Resolution No. HB 697

Title An Act Relating to appointment of nonpermanent employees

Requested by Representative B. Isma Date 1/27/82

II. FISCAL DETAIL

Agency Affected Fish and Game

Program Category Affected Natural Resources Management

BRU, Program, Or Subprogram(s) Affected see #III

(Note: If more than one budget component is affected, separate line-item amounts and funding for each component in the analysis section.)

EXPENDITURES (Thousands of Dollars)

	FY 82	FY 83	FY 84	FY 85	FY 86	FY 87
100 PERSONAL SERVICES	(471.6)	(477.0)				
200 TRAVEL						
300 CONTRACTUAL	(24.5)	(26.7)				
400 COMMODITIES						
500 EQUIPMENT						
600 LAND & STRUCTURES						
700 GRANTS, CLAIMS, ETC.						
TOTAL	(496.1)	(503.7)				

FUNDING (Thousands of Dollars)

	FY 82	FY 83	FY 84	FY 85	FY 86	FY 87
GENERAL FUND	(378.0)	(383.9)				
FEDERAL FUNDS	(78.5)	(79.5)				
OTHER (Specify Source)	(39.6)	(40.3)				
Fish & Game Fund						

POSITIONS

	FY 82	FY 83	FY 84	FY 85	FY 86	FY 87
FULL TIME						
PART TIME						
TEMPORARY						

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

	Line Item	
	100	300
Commercial Fisheries	(239.1)	(16.0)
F.R.E.D.	(125.9)	(5.0)
Sport Fish	(75.0)	(2.0)
Game	(31.6)	(1.5)

IV. DATE 2/5/82

PREPARED BY Beverly Reaume

AGENCY Fish and Game

Original: Legislative Finance

PHONE 465-4120

cc: Budget and Management

Prime Sponsor (First Legislator Named)

33-001 (Rev. 12/81)

Beverly Pearce -
Fish + Game - Sport term

Mr. Andy Hoge -
REAR

Permits per cable T.V.

A.P.U.C.

Mat. Su - telephone - allows

The Department of Fish and Game currently has 712 permanent seasonal positions that were created in response to Alaska Statute 39.25.195. These seasonal positions range in time from two weeks to ten months each year. The regulations required us to create seasonal positions because our activities are both planned and reoccurring each year. For positions that last more than four months in a year, the seasonal system has produced some positive benefits for Fish and Game. For these longer term positions, a higher percentage of the incumbents return in succeeding years providing us with trained, knowledgeable employees. However, these benefits are unfortunately overshadowed by the problems we encounter with the system on those positions that last less than 120 days. The difficulties occur in two major areas: cost and local hire.

First the cost.

Attachment No. 1 outlines the salary plus benefit costs for 712 seasonal positions. 56% or 399 of these 712 positions are employed for less than 120 days a year. These 399 positions represent a salary cost of 2.4 million dollars to which you must add \$656,000 for benefits as permanent seasonals. These same 399 positions would need only \$185,000 as non permanents—a difference of \$471,000. Keep in mind these employees are on our payroll for two weeks to four months per year.

That is only part of the cost. To that you must add the cost of recruiting these people. We did a survey of those positions hired out of our Anchorage Regional office for just the Division of Commercial Fisheries. In 1979, prior to the passage of the non permanent hire law, we spent \$3,900 on telegrams and long distance phone calls, during April, May and

June, to hire 175 temporary employees. In 1980, after the non permanent hire law, to hire these same 175 employees we spent \$14,600 on telegrams and long distance phone calls--a difference of \$10,000. In 1981 our \$14,000 in long distance calls and telegrams only got us 40 employees. The total cost for telegrams and long distance phone calls for recruiting in 1981 was \$28,000.

The third cost associated with these seasonal employees is another recruiting cost--manpower. Commercial Fisheries estimates it took about 50 man days in 1979 to recruit 175 seasonals. In 1980 it took 217 man days to recruit 175 seasonals. In 1981 the personnel doing the recruiting were more organized, more knowledgeable about the new regulations and more efficient and it still took in excess of one man day of effort to hire each seasonal employee. When we hit the peak recruiting months of April, May and June in Anchorage, everyone from a range 8 clerk typist to range 20 management biologists recruit seasonal personnel. At an average salary of \$12 per hour plus benefits, 217 man days represents a cost of \$25,000. Even at this we haven't begun to measure the cost of lost productivity in their regular jobs.

Another area of particular concern to the Department is the ability to hire local residents. In the past, if one of the Fisheries Divisions needed some basic biological information in a rural area, they sought someone in the area who understood the local fishery to gather the data. Now, when that need arises, the Divisions must go to a register and hire from the top five. In most cases they hire someone from an entirely different area. This is compounded by some rural residents who don't want to bother with the

bureaucracy so don't bother to get on registers or, during the one month in the year when the register is open, doesn't think he will want to work for us in six months so again doesn't get on the register.

Those are the major problems but, in addition, there are the little ones:

- Comm Fish tries to get this seasonal hiring organized early and on May 1 offers John Smith a Fish Tech II job for two months beginning on June 1. John says, "I'll be there." On May 27, Sport Fish offers John Smith a Fish Tech III job for three months beginning June 1 and John Smith accepts. Comm Fish then finds themselves with an expired register and no employee to begin work in 4 days. An emergency hire is only good for 30 days so, if you hire that way, you will have to replace the person mid stream. It will take a week to get a new register, another week to work it and, if you are successful, there is only a two week delay which probably means some data is lost forever.

- College students who want summer jobs have to be on the registers when we go through our big recruiting effort in April and May. Individuals have told us they have received in excess of 100 telegrams from Fish and Game. Each one must be responded to or their name will be removed from the register.

In summary, Fish and Game supports permanent seasonal positions for jobs that last more than 120 days per year. However, we believe the Department could operate more efficiently, less expensively, to greater satisfaction of all parties and to the benefit of State if AS 39.25.195 applied only to positions in excess of 120 days.

Department of Fish and Game
Seasonal Positions
FY 1982

		<u>Pos</u>	<u>Mos</u>	<u>Salary</u> \$
Commercial Fisheries	Salmon	326	868.2	1,419.4
	Shellfish	40	142.8	280.7
	Herring	42	97.7	165.4
	Admin	3	9.5	16.4
	Groundfish	14	76.0	159.1
Sport Fish	Investigations	119	313.5	593.7
	Management	5	17.0	33.7
	Restoration	4		14.8
F.R.E.D.	Operations	127	579.0	1,037.4
	Admin	4	27.5	37.9
Game	Investigations & Research	28	147.0	270.8
		<u>712</u>	<u>2,286.2</u>	<u>4,029.3</u>

56% of these positions are for less than 120 days.

$\$4,029.3$ (total salaries) \times .56 = $\$2,256.4$

Benefits as Non Permanents

$\$2,256.4 \times .0819$ (FY 82 benefit rate) = $\$184.8$

Benefits as Permanent Seasonals

$\$2,256.4 \times .1575$ (FY 82 benefit rate) = 355.4

$\$1,128.2 \times .0966$ (50% covered by police retirement) = 109.0

$1,280.3 \text{ mm} \times \150 (insurance premium \times months) = 192.0

Total benefits $\$656.4$

Difference $\$471.6$

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Temporary
State Em-
ployees
(hiring of)

HOUSE BILL NO. 697, by Rep. Bylsma. Would allow the state to hire temporary employees if the hiring of permanent employees for a work assignment of 120 days or less would result in "additional costs or the hiring of inappropriate individuals." Adds new section to AS 39.25 entitled "Procedure for Certain Nonpermanent Employees" which allows above exception to current prohibition on the hiring of temporaries contained in AS 39.25.195. Directs the Commissioner of a department that hires temporaries under provisions of bill to adopt regulations "to ensure that employees are appointed in the most efficient manner possible so that the needs of the department regarding these work assignments of 120 days or less are met. The regulations shall require that each employee meet the minimum qualifications established by regulation for a particular work assignment." Effective immediately.

Introduced January 27 and referred to Labor & Commerce and State Affairs.