

S

B

7

9

9

COMMITTEE REPORT

SENATE

2/16/32

FURTHER: Finance

Date: 4-12-82

Mr. President:

HEALTH, EDUCATION AND
SOCIAL SERVICES

The Committee on

has had

SB 799

establishing the senior Alaskans volunteer enterprises program

under consideration and (a majority of the committee) (the committee) reports it back with the following recommendations:

do pass do not pass

do pass with attached amendments(s)

replace with CS for

SB 799

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

[Signature]

MEMBERS HAVING

OTHER RECOMMENDATIONS:

CHAIRMAN



Alaska State Legislature

Senator Vic Fischer • Pouch V • Juneau, Alaska 99811 • (907) 465-4954

Never distributed

February 16, 1982

To: Members of the Senate and interested parties

From: Senator Vic Fischer

Re: SB 799 - ASCET: Alaska Senior Citizen Employment Team

Senate Bill 799 is designed to preserve and enhance the unique knowledge and experience of our pioneers for the benefit of all Alaskans.

This bill will provide jobs for senior citizens, encourage community self-reliance through volunteer services, and incorporate older Alaskans back into the mainstream of our society. It was introduced in response to requests by senior citizen groups for community volunteer plan modeled after federal VISTA legislation.

This bill establishes the Alaska Senior Citizen Employment Team (ASCET). ASCET provides a hiring, placement, and training mechanism along with reimbursement for volunteer community service performed by older Alaskans.

ASCET will provide communities with a reserve of qualified, highly skilled, and knowledgeable volunteers. The legislation especially encourages older Alaskans with business ownership and management experience to pass on the benefits of their training and knowledge for community enterprises.

The legislation would enable many older Alaskans to give valuable community service, enhance their employment skills, and endow their special knowledge to future generations of Alaskans.

Big Bands Forever
8210
30306
12 98

Hein
4/18/82

Original sponsor: Fischer

1 IN THE SENATE

BY THE HEALTH, EDUCATION
AND SOCIAL SERVICES COMMITTEE

2 CS FOR SENATE BILL NO. 799 (HESS)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 TWELFTH LEGISLATURE - SECOND SESSION

5 A BILL

6 For an Act entitled: "An Act establishing the Alaska senior citizen employ-
7 ment team program and fund; and providing for an effec-
8 tive date."

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

10 * Section 1. FINDINGS AND INTENT. The legislature finds that the wealth
11 of experience, expertise, and wisdom of older Alaskans constitutes a valuable
12 state resource. It is the intent of the legislature that this resource be
13 developed in order to address the needs and problems of Alaskans, to enable
14 older Alaskans to earn a reasonable wage, and to improve the general welfare
15 of the people of the state.

16 * Sec. 2. PURPOSE. This Act provides for the Alaska senior citizen
17 employment team (ASCET) program of full-time and part-time employment in
18 community volunteer service. The purpose of this Act is to strengthen and
19 supplement efforts to eliminate human, social, and environmental problems in
20 Alaska by encouraging and enabling Alaska residents 55 years of age and older
21 from all walks of life to perform meaningful and constructive service to
22 their communities, and, if they have business experience, to assist persons
23 in small business enterprises.

24 * Sec. 3. PROGRAM ESTABLISHED. The Alaska senior citizen employment team
25 program is established under the Older Alaskans Commission, Department of
26 Administration. The executive director of the Older Alaskans Commission is
27 the director of the program.

28 * Sec. 4. FUND ESTABLISHED. (a) The Alaska senior citizen employment
29 team fund is established in the Department of Administration and consists of

1 money appropriated to it by the legislature.

2 (b) The fund shall be administered by the director for the following
3 purposes:

4 (1) to reimburse participating program sponsors for wages paid to
5 an enrollee and expenses incurred on behalf of an enrollee under terms of
6 this Act;

7 (2) to employ or contract for staff and services necessary to
8 accomplish the purposes of this Act.

9 * Sec. 5. ENROLLEES. The director shall recruit, select, and enroll
10 Alaska residents ⁶⁰ years of age or older to perform full-time and part-time
11 service in eligible programs under sec. 6 of this Act. The director may
12 provide short-term training necessary to make the most effective use of the
13 skills and talents of enrollees.

14 * Sec. 6. CONTRACTS FOR EMPLOYMENT OF ENROLLEES. (a) The director may
15 contract for the employment of an enrollee by a nonprofit organization, by a
16 unit of local government, or by the sponsor of an older Alaskans service
17 program under AS 47.65, or for the employment of an enrollee with ^{relevant} business
18 experience ^{to assist} a person engaged in small business matters to accomplish a
19 purpose of this Act.

20 (b) A contract under (a) of this section shall provide for the employ-
21 ment of an enrollee at a wage of not less than \$5 an hour and may provide
22 that an enrollee may work full time or part time, may share the job with
23 another person, and may arrange to work on a "flex-time" basis. The contract
24 shall require an employer of an enrollee to establish a procedure for an
25 enrollee to present and obtain resolution of grievances with the employer
26 concerning terms and conditions of employment. The procedure shall provide
27 the enrollee with notice and the opportunity to be heard. The contract shall
28 require the program sponsor to pay the wages of the enrollee, to provide all
29 employee benefits required by state and federal law, and to provide the

1 enrollee with a written description of the duties to be performed by the
2 enrollee. The contract shall specifically provide that the program sponsor
3 will not discriminate with respect to the program because of age, race,
4 creed, color, national origin, sex, sexual orientation, marital status,
5 parental status, physical disability, or political affiliation. The contract
6 shall provide that the enrollee may not be employed to displace an employee
7 who is not an enrollee. The ^{EMPLOYEE} director upon request shall provide an enrollee
8 employed under this program with a copy of the enrollee's contract of employ-
9 ment. *DESCRIPTION*

10 (c) An employee is eligible to receive reimbursement of all or a portion
11 of the wages paid to an enrollee, and expenses authorized by the director and
12 incurred on behalf of an enrollee, in amounts specified in the contract of
13 employment and in a manner prescribed by regulations issued by the director.

14 (d) The director shall assign an enrollee to work in the community in
15 which the enrollee resides, or a nearby community, unless the enrollee agrees
16 to serve elsewhere in the state.

17 * Sec. 7. AUDIT. A program or business employing an enrollee under this
18 Act is subject to audit by the legislative audit division.

19 * Sec. 8. ANNUAL REPORT. The director shall submit to the legislature
20 each January a report of the activities of the Alaska senior citizen employ-
21 ment team program.

22 * Sec. 9. REGULATIONS. The director shall issue regulations necessary to
23 accomplish the purposes of this Act.

24 * Sec. 10. DEFINITIONS. In this Act,

25 (1) "director" means the executive director of the Older Alaskans
26 Commission (AS 44.21.200);

27 (2) "enrollee" means a person enrolled in the Alaska senior citi-
28 zen employment team program;

29 (3) "resident" means a person who for 12 consecutive months imme-

1 diately preceding enrollment in the Alaska senior citizen employment team
2 program has maintained a permanent place of abode in the state and has con-
3 tinually maintained a voting residence in the state.

4 * Sec. 11. This Act is repealed June 30, 1987.

5 * Sec. 12. This Act takes effect July 1, 1982.

6

7

8

9

10

11

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

27

28

29

IN THE SENATE

12
11/3/60
BY FISCHER

SPONSOR SUBSTITUTE FOR SENATE BILL NO. 799
IN THE LEGISLATURE OF THE STATE OF ALASKA
TWELFTH LEGISLATURE - SECOND SESSION

A BILL

For an Act entitled: "An Act establishing the Alaska senior citizen employment team program and fund; and providing for an effective date."

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

* Section 1. FINDINGS AND INTENT. The legislature finds that the wealth of experience, expertise, and wisdom of older Alaskans constitutes a valuable state resource. It is the intent of the legislature that this resource be developed in order to address the needs and problems of Alaskans, to enable older Alaskans to earn a reasonable wage, and to improve the general welfare of the people of the state.

* Sec. 2. PURPOSE. This Act provides for the Alaska senior citizen employment team (ASCET) program of full-time and part-time employment in community volunteer service. The purpose of this Act is to strengthen and supplement efforts to eliminate human, social, and environmental problems in Alaska by encouraging and enabling Alaska residents 60 years of age and older from all walks of life to perform meaningful and constructive volunteer service to their communities, and, if they have business experience, to assist persons in small business enterprises.

* Sec. 3. PROGRAM ESTABLISHED. The Alaska senior citizen employment team program is established under the Older Alaskans Commission, Department of Administration. The executive director of the Older Alaskans Commission is the director of the program.

* Sec. 4. FUND ESTABLISHED. (a) The Alaska senior citizen employment team fund is established in the Department of Administration and consists of

1 money appropriated to it by the legislature.

2 (b) The fund shall be administered by the director for the following
3 purposes:

4 (1) to reimburse participating program sponsors for wages paid to
5 a volunteer under terms of this Act;

6 (2) to employ or contract for staff and services necessary to
7 accomplish the purposes of this Act.

8 * Sec. 5. VOLUNTEERS. The director shall recruit, select, and enroll
9 Alaska residents 60 years of age or older to perform full-time and part-time
10 service in eligible older Alaskans service programs under sec. 6 of this Act.
11 The director may provide short-term training necessary to make the most
12 effective use of the skills and talents of volunteers.

13 * Sec. 6. CONTRACTS FOR VOLUNTEER SERVICES. (a) The director may con-
14 tract for the employment of a volunteer by the sponsor of an older Alaskans
15 service program under AS 47.63 or to persons engaged in small business
16 matters to accomplish a purpose of this Act.

17 (b) A contract under (a) of this section shall provide for the employ-
18 ment of a volunteer at a wage of not less than \$5 an hour and may provide
19 that a volunteer may work full-time or part-time, may share the job with
20 another person, and may arrange to work on a "flex-time" basis. The contract
21 shall establish a procedure, including notice and an opportunity to be heard,
22 for a volunteer to present and obtain resolution of grievances with the
23 volunteer's employer concerning terms and conditions of service. The contrac
24 shall require the program sponsor to pay the wages of the volunteer and
25 provide all employee benefits required by state and federal law. The contrac
26 shall specifically provide that the program sponsor will not discriminate
27 with respect to the program because of age, race, creed, color, national
28 origin, sex, sexual orientation, marital status, parental status, physical
29 disability, or political affiliation. The contract shall provide that the

be employed to displace an employee who is not a volunteer.
provide a volunteer employed under this program with a
employee's contract of employment.

employee is eligible to receive reimbursement of the wages paid
a volunteer in accordance with regulations issued by the

director shall assign a volunteer to work in the community in
which resides, or a nearby community, unless the volunteer
resides elsewhere in the state.

F. A program or business employing a volunteer under this
Act shall be audited by the legislative audit division.

ANNUAL REPORT. The director shall submit to the legislature
an annual report of the activities of the Alaska senior citizen employ-

MENT REGULATIONS. The director shall issue regulations necessary to
carry out the purposes of this Act.

DEFINITIONS. In this Act,

"director" means the executive director of the Older Alaskans
Program (AS 14.200);

"resident" means a person who for 12 consecutive months imme-
diately preceding enrollment as a volunteer under this Act has maintained a
primary abode in the state and has continually maintained his
primary abode in the state;

"volunteer" means a person enrolled to perform volunteer
work on the Alaska senior citizen employment team program.

This Act is repealed June 30, 1987.

This Act takes effect July 1, 1982.



STATE OF ALASKA
OFFICE OF THE GOVERNOR

BILL ANALYSIS

Department Older Alaskans Commission	Sponsor (Principal) Sen. Fischer	Bill Number SSSB799
---	-------------------------------------	------------------------

Department Position
The Older Alaskans Commission supports the establishment of an Alaskan senior citizen employment team program and endorses this bill with some housekeeping amendments as recommended.

Division Director <i>Sen. B. Hooper</i>	Date 3/26/82	Commissioner	Date
--	-----------------	--------------	------

GOVERNOR'S OFFICE USE

Comments:

<input type="checkbox"/> Position Noted	by	Date
---	----	------

SUMMARY

1. a) Related Bills (Similar or Conflicting)	1. b) Other Agencies Affected by Bill
2. a) Organizational Support for Bill Older Alaskans Commission Older Person Action Group	2. b) Organizational Opposition to Bill Unknown

3. Program Effects of Bill
This bill is similar to current Federal programs which are to be phased out. SSSB799 has a broader scope than our current Title V program as it imposes no income limitation on eligibility. However, it also has a higher criteria of 60 rather than 55 years. The Administrative capability to operate such a program is already in place. The program would require a moderate increase of staff.

4. Fiscal Impact: None Fiscal Note Attached

5. Amendments Proposed:
See attached

6. Comments:
See attached

1. Change the word "volunteer" to "enrollee" when referring to a person who is to be employed by the program and delete "volunteer" when used in the context of community service.

~~2. Change age 60 to age 75 for purposes of employment.~~

3. Under Sec. 4 (b) (1), add the phrase "and other authorized related employment or training expenses" in front the phrase "under terms of this Act:" ✓
4. Under Sec. 5. delete "older Alaskans service". ✓
5. Under Sec. 6 (a), change to read "...the employment of a volunteer by a non-profit organization, local units or branches of government, or to a small business enterprise, preferably those serving or operated by Alaskan senior citizens, to accomplish a purpose of this Act."
6. Under Sec. 6 (b) at the end of line 20, change the word "contract" to "the Alaska senior citizen employment team".

Change line 22 and 23 to read, "for a volunteer to use for the resolution of alleged grievances with the".

7. Page 3, line 2, change "director" to "employer". Line 3, change "contract of employment" to "job description".

6. Comments.

Each item number below is the same as the amendment number to which it refers under "5. Amendments Proposed".

1. Recommend changes in terminology to conform with standard nomenclature used in other employment and volunteer programs throughout the country.

Volunteer: is very misleading as it denotes a person who performs services, usually without compensation. Nationwide volunteer programs under ACTION, sometimes give a stipend - a nominal amount to cover out-of-pocket expenses in connection with the volunteer work. The stipend is not a wage and not declarable for Income Tax purposes as income.

Although the person is actually an employee, this term would not distinguish him from other employees under the same employer. Other terms that might be more suitable are enrollee, participant, older worker, or enlistee. Enrollee is used in Title V. Participant is often used for the recipient of services rather than the person providing services within the program. Although older worker is also descriptive of the positions, enrollee and enlistee retain the concept of volunteerism in that persons enroll or enlist voluntarily as opposed to being drafted, forced or coerced.

Community services are exactly what the name implies whether or not they are performed by volunteers or paid workers.

2. There are several reasons for recommending the younger age although the older age could still be given preference.
 - a. There are many jobs that require the greater strength and better health, especially those providing home chores services to seniors, such as woodcutting, waterhauling, cooking and cleaning, etc.
 - b. Changing to age 55 would be the same as Title V.
 - c. At age 55, more people are looking and needing career changes or new careers such as displaced homemakers.
 - d. Social security is not available (unless disabled) until age 62.
3. Wages to be paid will be the principal expenditure but not the only expenditure. In other sections of the act fringe benefits according to federal and state law must be paid, training may be provided, and other incidental expenses necessary to operate an employment program.
4. This phrase is redundant and not all inclusive. By referring to "eligible programs under sec. 6" and then listing the types of eligible programs in section 6, this redundancy is eliminated and makes it unnecessary to change both sections should the types of programs listed under section 6 be changed.
5. Limiting the employment to service programs under AS 47.65 would result in very few job opportunities as this is only one type of funding used for older Alaskans service programs and is a relatively small portion of the total. There are many more programs under Title III, IV, etc. There are also many other organizations serving the elderly who may not have applied for these particular funds or may not have received funding due to federal cutbacks who should also be eligible for a position under this employment program.

The phrase "to persons engaged in small business matters" is not very clear but is probably meant to mean a small business enterprise. The idea relates to the use of former business executives under the volunteer organization "SCORE" who assist small businesses with their expertise. Employing an appropriate person for this purpose would be of great benefit to a small struggling business and would make good use of an older person as a resource.

6. A grievance procedure is usually established by the organization in charge of the program and may then become a part of each contract.
7. Each employer should be required to supply his employee with his own job description. These should not have to come from the organization in charge of the entire program. Also, since the contract is with the employer and concerns other items required of the employer, it is not supplied to each employee. What each employee does need is a copy of his job description and he may also want a copy of his application which would show his job assignment, rate of pay, and other pertinent facts.

THE LEGISLATURE OF THE STATE OF ALASKA
TWELFTH LEGISLATURE

FISCAL NOTE

I. REQUEST

Bill/Resolution No. SS SB 799

Title An Act establishing the senior Alaskans volunteer enterprises program

Requested by _____ Date 4/5/82

II. FISCAL DETAIL

Agency Affected Administration

Program Category Affected Social & Economic Assistance for the Aged

BRU, Program, or Subprogram(s) Affected Older Alaskans Commission

(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 81	FY 82	FY 83	FY 84	FY 85	FY 86
100 PERSONAL SERVICES			113.3	124.6	137.1	150.8
200 TRAVEL			12.0	13.2	14.5	16.0
300 CONTRACTUAL			10.6	11.7	12.9	14.2
400 COMMODITIES			3.0	3.3	3.6	4.0
500 EQUIPMENT			2.0	0	0	0
600 LAND & STRUCTURES			0	0	0	0
700 GRANTS, CLAIMS, ETC.			1,069.9	1,176.9	1,294.6	1,424.1
TOTAL			1,210.8	1,329.7	1,462.7	1,609.1

FUNDING (Thousands of Dollars)

	FY 81	FY 82	FY 83	FY 84	FY 85	FY 86
GENERAL FUND			1,210.8	1,329.7	1,462.7	1,609.1
FEDERAL FUNDS						
OTHER (Specify Fund Source)						

POSITIONS

	FY 81	FY 82	FY 83	FY 84	FY 85	FY 86
FULL TIME			3	3	3	3
PART TIME						
TEMPORARY						

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

This type of program necessitates detailed planning and development, accounting and clerical functions as well as on-site monitoring and evaluation.

Funds for administrative support are included for the following three positions:

- Project Coordinator (R18);
- Administrative Assistant I (R12); and an
- Accounting Technician I (R12).

Travel includes that necessary for enrollee training, for program development and implementation, monitoring of worksites and enrollees, program evaluation and modification.

Inflation is computed at 10% per year except for equipment, one time only purchase.

(Continued on attached page.)

IV. DATE April 5, 1982

PREPARED BY Eileen Richard

AGENCY Older Alaskans Commission

PHONE 465-3250

Original: Legislative Finance

cc: Budget and Management

Prime Sponsor (First Legislator Named)

ATTACHMENT TO FISCAL NOTE SSB799

III. ANALYSIS (continued)

To select a logical number of enrollees to be funded on this program, a determination of the number of older workers available to work is necessary. Since most older workers have become discouraged, they no longer apply at employment centers and of those that do apply, only 12% are placed in jobs. The number of those that apply should then be considered as an absolute minimum of persons available to work. In the case of persons 55 and up, it is 2,528 applicants; and of those applicants 60 and up, it is 1,211. In order to narrow the target group it was determined to use figures for only the economically disadvantaged applicants as those having the greatest need although this is not an eligibility requirement for the program. For the group 55 and up, this would be 676 persons and for those 60 and up, it would be 294 persons.

It was decided to use the number 100 as the enrollees to be served by the basic budget described herein. Because President Reagan's budget has allocated "0" dollars for the Title V program planning to eliminate it, this program cannot be considered as "add-on" and must be self-supporting administratively. Because of its similarity to Title V, the projected Title V budget for FY '83 with minor modifications is being used.

The following assumptions have been made:

- (1) the average hours to be worked is 25 hours per week, although they may work part or full time.
- (2) the average wage is \$6.86 per hour (the current rate paid on Title V)
- (3) 20% of the average wage is to cover required fringe benefits, training, and other work-related necessities.

Thus, the cost per person is as follows:

$$25 \text{ hours} \times (\$6.86 \text{ per hour} + 20\%) \times 52 \text{ weeks} = \$10,699$$

The grants/contract component is:

$$100 \text{ persons} \times \$10,699 \text{ per person} = \$1,069,900.$$

The total budget for 100 is \$1,210,800.

FISCAL NOTE

I. REQUEST

Bill/Resolution No. SS SB799

Title An Act establishing the senior Alaskans volunteer enterprises program

Requested by _____ Date 3/25/82

II. FISCAL DETAIL

Agency Affected Administration

Program Category Affected Social & Economic Assistance for the aged

BRU, Program, or Subprogram(s) Affected Older Alaskans Commission

(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 81	FY 82	FY 83	FY 84	FY 85	FY 86
100 PERSONAL SERVICES			178.8	196.7	216.4	238.0
200 TRAVEL			16.6	18.2	20.	22.
300 CONTRACTUAL			22.1	24.4	26.8	29.5
400 COMMODITIES			3.0	3.3	3.6	4.0
500 EQUIPMENT			2.5	0	0	0
600 LAND & STRUCTURES			0	0	0	0
700 GRANTS, CLAIMS, ETC.			2,139.8	2,353.8	2,589.2	2,848.1
TOTAL			2,362.8	2,596.4	2,856.	3,141.6

FUNDING (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER (Specify Fund Source)						

POSITIONS

FULL TIME			5	5	5.	5
PART TIME						
TEMPORARY						

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

Funds for administrative support are included for the following five positions:

Project Coordinator (R18); Project Field Representative II (R15); Administrative Assistant I (R12); Accounting Technician I (R12); and a Clerk Typist III.

Travel includes that necessary for enrollee training, for program development and implementation, monitoring of worksites and enrollees, program evaluation and modification.

Inflation is computed at 10% per year except for equipment, one time only purchase.

(Continued on attached page.)

IV. DATE March 25, 1982

PREPARED BY [Signature]

AGENCY Older Alaskans Commission

PHONE 465-3250/9

Original: Legislative Finance

cc: Budget and Management

Prime Sponsor (First Legislator Named) SN Fisher

III. ANALYSIS

To select a targeted number of enrollees to be served in this program, a determination of the number of older workers available to work is necessary. This information is available from job service centers. It should be noted, however, that most older workers have become discouraged, and no longer apply at employment centers. Of those that do apply, only 12% are placed in jobs. The number of those that apply could then be considered the minimum number of persons available to work. In the case of applicants 60 and up, it is 1,211. In order to narrow the target group it was determined to use figures for only the economically disadvantaged applicants although this is not an eligibility requirement for the program. Of those applicants 60 years of age and over.

Therefore, it was decided to use the number 200 as the enrollees to be served by the basic budget described herein. Because President Reagan's budget has allocated "0" dollars for the Title V program planning to eliminate it, this program cannot be considered an "add-on" and must be self-supporting administratively. Because of its similarity to Title V, the projected Title V budget for FY'83 with minor modifications is being used. Should the Title V program not be eliminated, then there would be some savings in the Personal Services category of the budget.

The following assumptions have been made:

- (1) the average hours to be worked is 25 hours per week, although they may work part or full time
- (2) the average wage is \$6.86 per hour (the current rate paid on Title V)
- (3) 20% of the average wage is to cover required fringe benefits, training, and other work-related necessities.

Thus, the cost per person is as follows:

25 hours x (\$6.86 per hour + 20%) x 52 weeks = \$10,699

The grants/contract component is:

200 persons x \$10,699 per person = \$2,139,800

The total budget for 200 is \$2,418,000.