

S C R

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JUNEAU, ALASKA

Alaska State Legislature

BLUE RIBBON COMMISSION ON THE
STATE PERSONNEL ACT

Senator Bill Ray, Chairman

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M E M O R A N D U M

February 7, 1983

TO: Senate State Affairs Committee

FROM: Teresa B. Cramer *Teresa B. Cramer*
Administrative Assistant

SUBJECT: SCR 3 - Extending the Life of the Blue Ribbon Commission

The Alaska State Legislature created the Blue Ribbon Commission on the State Personnel Act in 1978 and directed it to review the personnel system and make recommendations to improve it. Since then, the commission has worked on the issues it has identified, sponsoring legislation, making recommendations to appropriate state agencies and reporting its progress to the legislature each year.

In its first year, the commission studied the temporary employee issue extensively and sponsored a bill creating the nonpermanent employee system. The bill intended to curb the administrative practice of using temporary state employees to evade departmental accountability and mask poor planning. The legislation became effective on January 1, 1980.

The commission continued to address personnel issues and also addressed issues in collective bargaining during its second year. It studied and made recommendations to the Division of Personnel concerning the state's application process, testing practices, and identified and began discussion of problems which it was not able to act on because of time constraints. In its third year, the commission sponsored a comprehensive revision of the State Personnel Act as well as several other pieces of legislation in the personnel and retirement areas. The revision of the State Personnel Act became effective in 1982.

The commission reviewed the state's practices on employment of women and minorities during its fourth year. It recommended that a local hiring preference system be implemented particularly for state government positions in rural Alaska. It identified administrative changes to address issues presented to it and made recommendations to the Governor and to the Department of Administration. The legislature extended the existence of the commission until June 30, 1983, so that it could continue to perform the assignments made to it.

During the past year, the commission has considered a variety of issues and topics which were identified in public testimony and inquiries. It has sponsored legislation this session addressing seven of these issues, including amending the nepotism statute to provide statutory authorization for the current Personnel Rule, proposing a system of legislative review of labor agreements between the state and employee unions and associations, addressing issues in the retirement statutes, creating and protecting the state's interests in the discoveries and inventions of its employees when they are job-related, and resolving issues in the personnel system.

The commission is composed of representatives from groups and persons most concerned about the state personnel system. In addition to legislators, the membership includes representatives from the unions and associations representing state employees, from the Department of Administration and the Division of Personnel, from the Ombudsman, other state agencies and the public. The breadth of expertise insures that a diversity of viewpoints is heard on the issues raised before the commission.

The commission has been unable to resolve all the questions it has considered. It therefore requests that the legislature authorize the Blue Ribbon Commission on the State Personnel Act to continue to perform the assignments delegated to it through June 30, 1984.

TBC: 1mk

THE LEGISLATURE OF THE STATE OF ALASKA
THIRTIFFIFTH LEGISLATURE

FISCAL NOTE

I. REQUEST

Bill/Resolution No. SENATE CONCURRENT RESOLUTION NO. 3
 Title Extending the life of the Blue Ribbon Commission on the State
 Requested by Senator Ray | Personnel Act Date 2/4/83

II. FISCAL DETAIL

Agency Affected Legislative Affairs Agency
 Program Category Affected General Government
 BRU, Program, Or Subprogram(s) Affected Legislative Council
 (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 83 | FY 84 | FY 85 | FY 86 | FY 87 | FY 88 |
|--------------------------|--------------|--------------|-------|-------|-------|-------|
| 100 PERSONAL SERVICES | 87.0 | 87.0 | | | | |
| 200 TRAVEL | 10.0 | 10.6 | | | | |
| 300 CONTRACTUAL | 2.0 | 2.1 | | | | |
| 400 COMMODITIES | 1.0 | 1.1 | | | | |
| 500 EQUIPMENT | | | | | | |
| 600 LAND & STRUCTURES | | | | | | |
| 700 GRANTS, CLAIMS, ETC. | | | | | | |
| TOTAL | 100.0 | 100.8 | | | | |

FUNDING (Thousands of Dollars)

| | FY 83 | FY 84 | FY 85 | FY 86 | FY 87 | FY 88 |
|------------------------|-------|-------|-------|-------|-------|-------|
| GENERAL FUND | 100.0 | 100.8 | | | | |
| FEDERAL FUNDS | | | | | | |
| OTHER (Specify Source) | | | | | | |

POSITIONS

| | FY 83 | FY 84 | FY 85 | FY 86 | FY 87 | FY 88 |
|-----------|-------|-------|-------|-------|-------|-------|
| FULL TIME | 2 | 2 | | | | |
| PART TIME | | | | | | |
| TEMPORARY | | | | | | |

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

Continuation of present staff and activity:

One Administrative Assistant full-time and
 One Secretary full-time with benefits \$ 87,000

Travel - Staff & Commission
 Estimate 10 members per meeting at \$530
 travel and per diem per trip for two trips \$ 10,600

Contractual - phone, public notices, etc. \$ 2,100

Commodities - Office Supplies \$ 1,100

TOTAL ----- \$100,800

IV. DATE 2/7/83

PREPARED BY Wally Harrison, Director, Admin. Svcs.
 AGENCY Legislative Affairs Agency
 PHONE 465-3850

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

S.A.

THE LEGISLATURE OF THE STATE OF ALASKA
THIRTEENTH LEGISLATURE

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AGENCY Legislative Affairs Agency

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

33-001 (Rev. 12/82)

Wally Harrison

Rec'd 2/7/83

