HB

25

SPONSOR STATEMENT
CSHB 25 (Finance)
Representative Terry Martin

When the Office of Equal Employment Opportunity was established by statute in 1985, it was given the responsibility to administer the states equal employment opportunity program and to ensure complaince.

The problems arose, however, when the OEEO was unable to do more than simply suggest solutions to agencies found to be in noncompliance with affirmative action and equal employment guidelines. The agency was in no way obligated to comply with those recommendations.

As a result of the Office's lack of enforcement authority, many complaints went unresolved or were unsatisfactorily resolved, forcing the complaintant to refile his/her grievance with the Human Rights Commission, union or federal agency.

HB 25 was introduced to empower the OEEO to enforce complaince with established guidelines by directing the agency in question and/or the Division of Personnel to take certain action with regard to employees who have been discriminated against by the state.

Public interest in the issue of discriminatory action by the state against its employees runs very high as evidenced by the documentation on file in our office from individuals who allege to have been discriminated against by the state. All of these individuals have filed complaints with the Office of Equal Employment Opportunity or the Human Rights Commission or both.

In many cases, as a result of the unsatisfactory resolution of these complaints by the state agencies involved, many of these individuals have been forced to enter into costly litigation. Many others could not afford to do so.

Last year the Governor proposed a plan to reorganize and consolidate the eight state EEO offices. Under this plan, the duties of investigating and resolving complaints of discrimination would be removed from the Office of Equal Employment Opportunity. The new focus of the Office of Equal Employment Opportunity would be setting and attaining affirmative action goals and training programs. The Human Rights Commission would become the sole state agency responsible for resolution of complaints.

However, testimony heard in the House State Affairs and House Judiciary Committees, indicates that the public has little confidence in the Human Rights Commission and would prefer that the Office of Equal Employment Opportunity continue to investigate and resolve complaints. Public testimony revealed

that much of the dissatisfaction with the Human Rights Commission stems from the fact that the Commission has been unable to resolve complairts in a timely manner due to a backlog of unresolved cases and a reduction in staff and budget.

In closing, we believe that this legislation, if enacted, would offer some degree of protection to individuals filing complaints of discrimination against the state and would statutorilly empower the Office of Equal Employment Opportunity to take a more specific course of action against state agencies or individuals found to have discriminated against another individual.

/laj/d2.laj

STATE OF ALASKA
1988 LEGISLATIVE SESSION

Bill Version: CSHB 25 (Judiciary)
Publish Date:

FISCAL NOTE

REQUEST:

Revision Date: 03-17-88
Title: An act relating to affirmative action.
Sponsor: Martin
Requestor:

Agency Affected: Department of Administration
BRU: Personnel
Components: Centralized Administrative Services

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 88	FY 89	FY 90	FY 91	FY 92	FY 93
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0
CAPITAL	0	0	0	0	0	0
REVENUE	0	0	0	0	0	0

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0

POSITIONS:

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	0	0	0	0	0
TEMPORARY	0	0	0	0	0	0

ANALYSIS: (Attach a separate page if necessary)

CSHB 25 (Judiciary) is consistent with current federal and State requirements regarding selection procedures. This bill will not have a fiscal impact on the Division of Personnel.

Prepared By: Dave Otto
Phone: 465-4430
Division: Personnel
Date: 3-17-88

Approved by Commissioner: John M. Andrews
Date: 3/18/88
Agency: Department of Administration

Distribution (by preparer):
- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

Rev: 1/11/87

6/4K4/0115-88

STATE OF ALASKA 1987 LEGISLATIVE SESSION
FISCAL NOTE

Bill Version: HB 25
Publish Date: 1-19-87

REQUEST:

Revision Date:
Title: An Act Relating to Affirmative Action
Sponsor: Martin
Requestor: House State Affairs

Agency Affected: Office of the Governor
BRU: Commissions/Special Offices
Component: Equal Employment Opportunity

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 87	FY 88	FY 89	FY 90	FY 91	FY 92
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING		0	0	0	0	0
CAPITAL						
REVENUE						

FUNDING: (Thousands of Dollars)

GENERAL FUND						
FEDERAL FUNDS						
OTHER						
TOTAL		0	0	0	0	0

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary)

Prepared by: Michael A. Nizich, Director
Phone: 465-3616
Division: Administrative Services
Date: 2-6-87

Approved by Commissioner: Carol P. Kastelic
Date: 2-6-87
Agency: Exec. Assistant, Office of the Governor

Distribution (by preparer):
- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)
- Senate Secretary

February 22, 1986 CONFIDENTIAL

Juliet Hay
POB 33453
Juneau, AK 99803

Representative Terry Martin
Alaska House of Representatives
POB [illegible] Mail Stop 3100
Juneau, AK 99811

Dear Representative Martin:

RE: C.S.H.B. 22

I would like to state that I support this legislation, CSHB 22 for the following reasons:

On September 9, 1985 I started my employment with the Alaska Department of Labor, Division of Workers' Compensation.

During my employment there, I was subjected to RACIAL harassment. Upon my opposing the harassment, my former Supervisor responded defensively creating a retaliatory work environment at the place of State employment. Since that, she influences and encourages my co-workers against me.

In addition, I was subjected to derogatory comments from my co-workers and supervisors. Events escalated to a physical assault on me by a co-worker. These actions were condoned by the Director. After my filing a complaint for Racial harassment with Alaska Office of EEO, I was terminated on June 5, 1986 in RETALIATION by Alaska Department of Labor for ALLEGED failure to meet the performance standards which they had prepared for my termination evaluation distinctively. These actions were CONDONED by former department EEO Rep as well as the former Commissioner.

According to Alaska Human Rights Commission, my employer has the right to harass me as long as they were harassing other employees because there are no laws stating that harassment on the basis of race, sex, religion, color or national origin, age, physical or mental disability, marital status, changes in marital status, pregnancy or parenthood. For example, according to my Supervisors and Directors it is not discrimination if a person makes unwelcome jokes against another person who has mental disability as long as she/he was making unwelcome jokes against a person who has physical disability. According AK Human Rights Commission, my employers were treating us equally.

On March 3, 1987 I was rehired by Alaska Department of Labor, Division of Administrative Services. Upon my returning to department of Labor, certain employees responded defensively creating a RETALIATORY environment.

Starting from the first day of my employment my new Supervisor's attitude toward me was BIAS and ABRASIVE. It was as if he was taking in a BAD APPLE and also, as if I was already LABELLED as a TROUBLE MAKER.

Although my employers were receiving FEDERAL funding for my position, I was not provided with minimum office furnishings, adequate office space and a work station to perform my job responsibilities. I was denied office furnishings and office space by my supervisor with insulting remarks.

Discriminatory and inadequate accommodations resulted in back, shoulder and arm strain. Upon my filing an occupational injury report, I was reprimanded by my supervisor.

In addition, there were some jokes of SEXUAL harassment nature at the place of State employment. Upon my opposing those jokes, Co-workers and Supervisors responded defensively creating a retaliatory work environment.

It seemed that my performance evaluation reports were used to retaliate against me. In my evaluation I was rated as UNACCEPTABLE in Interpersonal Relationships. According to my supervisor, filing occupational injury report, opposing jokes of sexual harassment nature; calling APEA; calling office of EEO and bringing a EEO investigator were like making threats to the Co-workers, Supervisors and the management and it causes interpersonal relationship problems. I have never causes interpersonal relationship problems. I brought the EEO investigator because I felt threatened by my co-workers, Supervisors and Directors.

In addition, he rated my work performance according to seniority rights instead of my performance on the job. Furthermore, according to him, merit increases, promotions, training, office furnishings, office space and work station are supposed to be provided according to seniority rights instead of job responsibilities. My supervisor's actions were condoned because my evaluations were reviewed and approved by his Supervisors as well as the Director prior to giving them to me.

While seniority right is a plus, it is not everything. This means no-one should go to college, get a degree or get any kind of work experience because it is not important. This means a file clerk could qualify for any kind of position as long as the supervisor like this person for personal reasons.

Upon receiving my rebuttal to my evaluation, again he responded defensively for complaining about and reporting these activities through my rebuttal. In retaliation, he placed FRAUDULENT and LIBELUS memos in my personnel file. Again, my supervisor's actions were condoned by his supervisors as well as the Director.

Furthermore, he influenced and encouraged my co-workers against me creating a retaliatory work environment at the place of State employment. I was subjected to THREATS, VERBAL ATTACKS, RACIAL and CULTURAL harassment, NAME calling, OFFENSIVE personal remarks, joking INSULTS, casually expressed SLURS or DEROGATORY comments by my co-workers and supervisors. Again these actions were CONDONED.

When these kind of activities persisted, again, I opposed it in writing. Again, I was terminated on October 2, 1988 in RETALIATION by Alaska Department of Labor for ALLEGED failure to work to resolve interpersonal relationship in the work place.

It appears that Supervisors and Directors are trained and skilled to cover their tracks to go around the law instead of complying with the law. From my experience with Alaska Department of Labor, I have come to the conclusion that VERY WELL EASTABLISHED OLD HABITS from the OLD GENERATION and from the OLD ADMINISTRATION are not only still existing but also persisting in the Department of Labor.

According to Labor Relations, my employer's actions were not prohibitted by the CONTRACT. If this is true, I was working under a BIASED contract because it seems that I was required to take unlawful harassment, discrimination and retaliation at the place of State employment. How can State employment have this kind of contract? How can State of Alaska be an Equal Employment Opportunity Employer?

Today, I am a victim of unlawful harassment, discrimination and retaliation and my constitutional rights have been VIOLATED numerous times in many ways by the Alaska Department of Labor.

I have received letters from Senator Duncan and Governor Cowper stating that this Administration doesnot permit, tolerate or condone unlawful employment practices.

It is interesting to point out that personal relationships are interfering with professional decisions because all the involved Directors, Supervisors and co-workers are still employed by department of Labor while I was the only one who was terminated both times.

It appears that STATE is permitting, tolerating and condoning my Employers', Supervisors' and Co-workers' actions.

I hate being on the defensive, but I do not feel I can permit, tolerate or condone such MALICIOUS, FRAUDULENT, LIBELOUS and BIASED judgement about my personality and character go unanswered and I will not rest until JUSTICE is done.

Again, I want to state that I support CSHS 25 and I urge that it should be passed.

Sincerely,

Juliet Kay

CENTRAL COUNCIL
tlingit and haida indian tribes of alaska
EXECUTIVE COMMITTEE, 1986 - 1988

April 29, 1987

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The Honorable Steve Cowper
Governor of Alaska
P. O. Box A
Juneau AK 99811

Dear Governor Cowper:

re Resolution 87/88-04 : Support for House Bill 25

The Central Council of Tlingit and Haida Indian Tribes of Alaska advised legislative committees of its support of HB 25 upon adoption of a Central Council position last week. The formal resolution is enclosed for your records.

We believe this piece of legislation is critical to the proper functioning of the EEO law, and we urge its enactment into law.

Please advise if we may provide further support. Thank you.

Sincerely,

Ed Thomas

Edward K. Thomas
President

EKT/jg
encls

cc: State Legislators
State Agencies
Bush Caucus
Rep. Terry Martin

ADMINISTRATIVE OFFICES: Andrew Hope Building, 320 W. Willoughby, Suite 300, Juneau, Alaska 99801
TELEPHONE: (907) 586-1432

CENTRAL COUNCIL
tlingit and haida indian tribes of alaska
320 West Willoughby Avenue • Suite 300
Juneau, Alaska 99801

FIFTY-SECOND GENERAL ASSEMBLY
Central Council of Tlingit and Haida Indian Tribes of Alaska
April 16-18, 1987
Juneau, Alaska

Resolution 87/88-04

Title: Support for HB 25

Submitted by: Juneau T&H Community Council

WHEREAS, the State Equal Employment Opportunity law, AS 44.19, was passed in 1985; and

WHEREAS, the Alaska Native Brotherhood, Central Council of Tlingit and Haida Indian Tribes of Alaska and Sealaska Corporation worked hard to assure the passage of the law; and

WHEREAS, Native hire in State government continues to remain a high priority for us; and

WHEREAS, HB 25 has been introduced in this legislative session to amend the EEO law; and

WHEREAS, the bill is designed to strengthen and give clout to current EEO law; and

WHEREAS, HB 25 in its present form would provide the office of EEO tools necessary to adequately implement the EEO law;

NOW, THEREFORE, BE IT RESOLVED by the Central Council of Tlingit and Haida Indian Tribes of Alaska, in Annual Assembly, to go on record as supporting HB 25 in its present form; and

BE IT FURTHER RESOLVED, that copies of this resolution be sent to the Bush Caucus, Representative Terry Martin, and Governor Steve Cowper.

ADOPTED this 17th day of April, 1987, by the Fifty-Second General Assembly of the Central Council of Tlingit and Haida Indian Tribes of Alaska, in session at Juneau, Alaska.

CERTIFIED

Edward K. Thomas
President

ATTEST

Tribal Secretary

TELEPHONE: 907/ 586-1432

UMC NEWS

United Alaska Minority Coalition

P.O. Box 3126, Juneau, Alaska 99803

February 1987

Editor: Tim Weiss

UMC MEETING

February 6, 5-7:30 pm
Filipino Community Hall
251 South Franklin St.

AGENDA:
Appointment of Committees on UMC's function: membership, fund raising, legislative lobbying, Martin Luther King anniversary 1988, problem of UMC, solutions.

Meetings are open to the public.

MEMBERSHIP DUES DUE

UMC Treasurer, Aida Ganev, has informed me that UMC membership dues are due. UMC needs your support to continue putting out this newsletter, to continue to provide support to the minority community, put on functions such as Martin Luther King Jr. Day celebrations, and future efforts. Dues are totally tax deductable.

AFFIRMATIVE ACTION BILL INTRODUCTED

As Review by: *Ben Holganza, UMC President*

HB 25 entitled "An Act relating to affirmative action" was recently introduced by Representative Terry Martin. This would amend the State Office of EEO statute by adding a few requirements and duties to the office, namely:

1) require the division of personnel in the Department of Administration to purge records from an employee's personnel file if the records are the direct or indirect result of complaint of unlawful discrimination by a state official or employee;

2) forbid an agency to hire or promote employees and require an agency to reverse a personnel action including a hiring decision if it finds that the action was based on a discriminatory employment practice;

3) require an agency to change its selection procedures if it finds that the procedures have a discriminatory affect on members of a protected class; and

4) require an agency to hold a disciplinary hearing to determine whether an employee has violated this subsection; the office may participate in the hearing.

I have heard that the ideas in this bill originated from an actual case that Rep. Martin was aware of in which a state employee was "blackballed" after filing and winning a discrimination complaint. Apparently the fact that he/she had filed a complaint was kept in the personnel files and agencies who interviewed this person felt that he/she might be a troublemaker.

Several people have commented that even former convicts have more rights than state government employees do. Former convicts can have have their conviction and arrest records purged after serving their probation, but state employees who file a complaint can't. Is this justice?

This bill would also serve another valuable function, it would finally define the function of OEEO more clearly and settle the dispute over whether OEEO is a "resource" agency or an "enforcement" agency.

PUBLIC HEATH NURSES' APPEAL

On November 27, 1986, Superior court Judge Duane Craske directed the parties in the public heath nurses' case to get on with the appeal of the Human Rights Commission's Order. The commission decided earlier in January 1986 that the state Department of Health and Social Services and Department of Administration had discriminated against the nurses by paying them less than physician's assistants. The commission decided that nurses were victims of sex discrimination because their work was of comparable character to the work of the physician's assistants but were paid less.

In February 1986, the state appealed the commission decision and since then the progress of the appeal was stymied by disputes about which judge should decide the case and whether damages should be calculated before the appeal would be heard. In the most recent action, Judge Craske of Sitka told the parties to go forward on the appreal without a specific damage award.

TO : House Finance Committee Members

REF : G. Nicole Harrison
In Support of House Bill #25

During the afternoon hearing held on April 22, 1988, I shared with you some of the roadblocks I have encountered while seeking employment with the Alaska State government. Over the last two and one half (2 1/2) years I have been presented with no real opportunities to apply my professional auditing/accounting training and experience in the State's government.

Below I have constructed a synopsis summarizing the actions I feel violate the 1964 Civil Rights Act, Title VII; Alaska Statute 44.19; Freedom of Information Act; my first, nineth and fourteenth amendments to the U.S. Constitution.

After you have read this information, I sincerely hope your compassion and your legislative integrity will permit you to support House Bill #25, passing it out of Committee and supporting it through full passage and implementation.

Thank you for your support.

Additional information will be provided upon request. Similar occurences showing lack of Affirmative Action by Dept of Labor, Dept. of Environmental Conservation, Dept. of Natural Resources, the Office of the Governor, Department of Administration and the Dept. of Labor can also be shared with you showing a pattern of traditionally hiring nonminority

TO : Judiciary Committee Members

REF : G. Nicole Harrison
In Support of House Bill #25

SUBJECT: Interview(s) with Department of Revenue

Ms. Harrison received numerical ratings for Revenue Auditor I, II, III, IV after numerous complaints against Revenue personnel to rate Ms. Harrison's application. Revenue personnel personnel had procrastinated over a nine month period of time before rating application. Ms. Harrison questioned fifteen point variance between Revenue Auditor II level (90) and Revenue Auditor III level of (75). No justification was given by Revenue personnel. There is only a 5 point difference between Revenue Auditor I rating of (95) and Revenue Auditor II rating.

Ms. Harrison inquired to local Audit Manager and Commissioner on projected hiring of Revenue Auditors. Audit Manager's response, "the money budgeted for Fiscal Year 1988 was to be used for promoting Revenue Auditors presently working within the department." The Equal Employment Opportunity Manager was also informed of the same. At least three newspaper advertisements were published encouraging applicants to apply. Ms. Harrison discussed the contradiction with the Commissioner during a meeting on 7/16/87. This was one of several meetings and telephone calls to come. Commissioner informed Ms. Harrison new Revenue Auditor jobs were budgeted for F.Y. 1988 and the positions would be filled.

Ms. Harrison was notified by mail of Revenue Auditor positions (seven (7) positions in the Anchorage area) to be filled. Ms. Harrison responded by certified mail confirming interest in being interviewed for one of the seven positions. All seven positions were at the III level.

First interview took place by telephone on 10/7/87. The first question asked Ms. Harrison was if she could report to work in the Anchorage area within two weeks. Ms. Harrison was also asked to participate in a visual. To be exact -- Ms. Harrison was asked to visit a revenue employee who worked in the State Office building and chat with him. Ms. Harrison was instructed that it would not be another interview, she did not have to discuss her qualifications or the job being interviewed for. She was to just chat with the employee and that this employee would be able to see what they had not been able to see by telephone. Ms. Harrison declined to participate in the visual.

TO : Judiciary Committee Members

RE : G. Nicole Harrison
In Support of House Bill #25

SUBJECT: Interview(s) with Department of Revenue
Page Two

Ms. Harrison complained to the Commissioner and Revenue Audit Manager in the Anchorage area. Later Ms, Harrison was informed by the Commissioner he had been informed the interview never took place. Telephone records will show telephone call took place on 10/7/87 from approximately 3:07 p.m. and lasted to 3:44 p.m. Ms. Harrison was then informed by Anchorage Audit Manager he wanted to make everything right. He decided to throw out the telephone interview and set up a local interview with the same Revenue employee Ms. Harrison was asked to participate in a visual with. The interview with the Revenue employee lasted approximately three hours. Later Ms. Harrison was informed she was highly recommended for one of the Revenue Auditor III positions but was not selected.

Three (3) white males and two (2) white females, outside of State government were hired for five (5) of the Revenue Auditor positions; numerous positions of Revenue Auditors were upgraded to higher levels; One (1) white male was hired as Revenue Auditor I and One (1) Asian/Pacific Islander male was hired as Revenue Auditor I during the periods Ms. Harrison pursued work with Department as a Revenue Auditor. Two (2) white employees within the service were also hired as Rev Aud IIIs. Ms. Harrison was interviewed again on 2/11/88 for a Revenue Auditor III position in the Seattle Office but did not receive job offer.

Revenue Auditor register has reopened for the third time in a one year period. Ms. Harrison's rating will expire in less than one year. Department continue to seek new applicants despite Ms. Harrison's rating of being qualified.

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
REVENUE														
FULL-TIME														
REVENUE AUDIT SUPVR I														
5	0	0	0	0	0	0	0	0	0	0	0	0	2	3
REVENUE AUDIT SUPVR III														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
REVENUE AUDITOR I														
2	0	0	0	0	0		0	0	0	0	0	0	0	1
REVENUE AUDITOR III														
11	0	0	0	0	0	0	0	0	0	0	0	0	4	7
REVENUE AUDITOR IV														
7	0	1	0	0	0	1	0	0	0	0	0	0	2	3
REVENUE AUDITOR V														
9	0	0	0	0	0	0	0	0	0	0	0	0	1	8
REVENUE ENFORCEMENT OFCR IV														
2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
REVENUE ENFRCMENT OFCR II														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

RACE/SEX CODES:

W/M	= WHITE MALE	W/F	= WHITE FEMALE
B/M	= BLACK MALE	B/F	= BLACK FEMALE
H/M	= HISPANIC MALE	H/F	= HISPANIC FEMALE
API/M	= ASIAN/PACIFIC ISL. MALE	API/F	= ASIAN/PACIFIC ISL. FEMALE
AI/M	= AMERICAN INDIAN MALE	AI/F	= AMERICAN INDIAN FEMALE
AN/M	= ALASKAN NATIVE MALE	AN/F	= ALASKAN NATIVE FEMALE
U/M	= UNKNOWN MALE	U/F	= UNKNOWN FEMALE

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
REVENUE														
FULL-TIME														
REVENUE HEARING EXAMINER														
5	0	0	0	0	1	0	0	0	0	0	0	0	2	2
REVENUE OFFICE MANAGER														
3	0	0	0	0	0	0	0	0	0	0	0	0	3	0
SECRETARY I														
6	0	0	0	0	1	0	0	0	0	0	0	0	4	1
SECRETARY II														
1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
SPEC ASST/COMM I														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
SPEC ASST/COMM II														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
STATE INVST OFCR I														
4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
STATE INVSTMNT OFCR II														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

RACE/SEX CODES:

W/M	= WHITE MALE	W/F	= WHITE FEMALE
B/M	= BLACK MALE	B/F	= BLACK FEMALE
H/M	= HISPANIC MALE	H/F	= HISPANIC FEMALE
API/M	= ASIAN/PACIFIC ISL. MALE	API/F	= ASIAN/PACIFIC ISL. FEMALE
AI/M	= AMERICAN INDIAN MALE	AI/F	= AMERICAN INDIAN FEMALE
AN/M	= ALASKAN NATIVE MALE	AN/F	= ALASKAN NATIVE FEMALE
U/M	= UNKNOWN MALE	U/F	= UNKNOWN FEMALE

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
REVENUE														
1405														
RESEARCH ANALYST III														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1405														
2	0	0	0	0	0	0	0	0	0	0	0	0	1	1
1410														
ACCOUNTING SUPERVISOR III														
2	0	0	0	0	0	0	0	0	0	0	0	0	2	0
COORD/FLD AUDIT OPERATION														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
FLD SVC MGR/REVENUE														
1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
LOAN EXAMINER III														
1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
PETRO PROPRTY APPRAISER I														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
PETRO PROPRTY APPRAISER III														
2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
REVENUE AUDITOR III														
5	0	0	0	0	0	0	0	0	0	0	0	0	2	3
REVENUE AUDITOR IV														
8	0	1	0	0	0	1	0	0	0	0	0	0	3	3
REVENUE AUDITOR V														
9	0	0	0	0	0	0	0	0	0	0	0	0	2	7
REVENUE FIELD AUDITOR II														
4	0	0	0	0	0	0	0	0	0	0	0	0	1	3
STATE INVST OFCR I														
4	0	0	0	0	0	0	0	0	0	0	0	0	0	4

12/9
Underut
Prog Black or
female
as of Oct 3

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
REVENUE															
1410															
STATE INVSTMNT OFCR II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
STATE INVSTMNT OFCR III	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
STATE PETRO PROPERTY ASSES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1410	43	0	1	0	0	0	1	0	0	0	0	0	0	12	29
1430															
PERSONNEL OFFICER II	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
*TOTAL JOB GROUP 1430	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
1470															
CHIEF/PERM FUND DIV OPNS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
CHLD SPRT ENFRCMNT OFCR I	4	0	0	0	0	0	0	0	0	1	0	0	0	2	1
CHLD SPRT ENFRCMNT OFCR II	7	0	0	1	0	0	0	1	0	0	0	0	0	5	0
CHLD SPRT ENFRCMNT OFCR III	3	0	0	0	0	0	0	0	0	0	0	0	0	2	1

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
REVENUE															
1410															
STATE INVSTMNT OFCR II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
STATE INVSTMNT OFCR III	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
STATE PETRO PROPERTY ASSES	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1410	43	0	1	0	0	0	1	0	0	0	0	0	0	12	29
1430															
PERSONNEL OFFICER II	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
*TOTAL JOB GROUP 1430	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
1470															
CHIEF/PERM FUND DIV OPNS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
CHLD SPRT ENFRCMNT OFCR I	4	0	0	0	0	0	0	0	0	1	0	0	0	2	1
CHLD SPRT ENFRCMNT OFCR II	7	0	0	1	0	0	0	1	0	0	0	0	0	5	0
CHLD SPRT ENFRCMNT OFCR III	3	0	0	0	0	0	0	0	0	0	0	0	0	2	1

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT, BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
REVENUE															
3961															
PERM FUND SPEC I	14	1	0	2	1	0	0	0	1	0	1	0	0	5	3
PERSONNEL ASSISTANT II	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0
REVENUE OFFICE MANAGER	3	0	0	0	0	0	0	0	0	0	0	0	0	[illegible]	0
TAX COLLECTION SPEC II	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0
TAX EXAMINER II	10	0	0	0	0	0	0	0	0	0	0	0	0	8	2
TAX EXAMINER III	5	0	0	0	0	0	1	0	0	0	0	0	0	3	1
*TOTAL JOB GROUP 3961	59	1	0	2	1	1	1	1	1	1	1	0	0	39	10
3980															
ACCOUNTING SUPERVISOR I	3	0	0	0	0	0	0	0	0	0	0	0	0	3	0
ACCOUNTING SUPERVISOR II	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
ACCOUNTING TECHNICIAN I	7	0	0	0	0	0	1	0	0	0	0	0	0	5	1
ACCOUNTING TECHNICIAN II	2	0	0	0	0	0	0	0	0	0	0	0	0	1	1
ACCOUNTING TECHNICIAN III	3	0	0	0	0	0	0	0	0	0	0	0	0	2	1
*TOTAL JOB GROUP 3980	16	0	0	0	0	0	1	0	0	0	0	0	0	12	3

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
REVENUE														
FULL-TIME														
STATE INVSTMNT OFCR III														
2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
STATE INVSTMNT OFCR IV														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
STATE PETRO PROPERTY ASSES														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
SUPPLY OFFICER II														
1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
TAX COLLECTION SPEC II														
3	0	0	0	0	0	1	0	0	0	0	0	0	2	0
TAX EXAMINER II														
13	0	0	0	0	0	0	0	0	0	0	0	0	12	1
TAX EXAMINER III														
2	0	0	0	0	0	0	0	0	0	0	0	0	1	1
TREASURY COMPTROLLER														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

RACE/SEX CODES:

W/M = WHITE MALE	W/F = WHITE FEMALE
B/M = BLACK MALE	B/F = BLACK FEMALE
H/M = HISPANIC MALE	H/F = HISPANIC FEMALE
API/M = ASIAN/PACIFIC ISL. MALE	API/F = ASIAN/PACIFIC ISL. FEMALE
AI/M = AMERICAN INDIAN MALE	AI/F = AMERICAN INDIAN FEMALE
AN/M = ALASKAN NATIVE MALE	AN/F = ALASKAN NATIVE FEMALE
U/M = UNKNOWN MALE	U/F = UNKNOWN FEMALE

TO : Judiciary Committee Members

REF : G. Nicole Harrison
In Support of House Bill #25

SUBJECT: Interview with Department of Regional & Community Affairs

Ms. Harrison was interviewed on 3/18/87, by Auditor within Division of Administration, for Internal Auditor II position. The interview was unstructured. Ms. Harrison was again interviewed by Director of Administrative Services and informed at end of interview the Commissioner would want to interview her. The selection was delayed for over two months.

Ms. Harrison was later informed the Internal Auditor II vacancy had been filled by someone who had previous State Administrative experience. This requirement was not mentioned by either of the interviewers but was mentioned to Senator Duncan's Aide when she inquired to the Department as to why I was not hired for the position. Previous state administrative experience is not specified in Internal Auditor job description.

A white male was hired on or about 3/30/87. As of 2/87 the Department of Community & Regional Affairs employ two (2) white male Internal Auditors. One at the II level and one at the III level.

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
COMMUNITY & REGIONAL AFFAIRS														
FULL-TIME														
INTERNAL AUDITOR II	1	0	0	0	0	0	0	0	0	0	0	0	0	1
INTERNAL AUDITOR III	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LOAN CLOSER II	1	0	0	1	0	0	0	0	0	0	0	0	0	0
LOAN EXAMINER I	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LOAN EXAMINER II	5	0	0	2	1	0	0	0	0	0	0	0	1	1
LOAN EXAMINER III	2	0	0	0	0	0	0	0	0	0	0	0	2	0
LOAN MANAGER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
LOCAL GOVERNMENT SPEC II	1	0	0	0	1	0	0	0	0	0	0	0	0	0

RACE/SEX CODES:

W/M = WHITE MALE
B/M = BLACK MALE
H/M = HISPANIC MALE
API/M = ASIAN/PACIFIC ISL. MALE
AI/M = AMERICAN INDIAN MALE
AN/M = ALASKAN NATIVE MALE
U/M = UNKNOWN MALE

W/F = WHITE FEMALE
B/F = BLACK FEMALE
H/F = HISPANIC FEMALE
API/F = ASIAN/PACIFIC ISL. FEMALE
AI/F = AMERICAN INDIAN FEMALE
AN/F = ALASKAN NATIVE FEMALE
U/F = UNKNOWN FEMALE

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	TOTAL COUNT	AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
COMMUNITY & REGIONAL AFFAIRS															
FULL-TIME															
LOCAL GOVERNMENT SPEC III	8	0	0	1	0	0	0	1	0	0	0	0	0	3	3
LOCAL GOVERNMENT SPEC IV	6	0	0	1	1	0	0	0	0	0	0	0	0	1	3
LOCAL GOVERNMENT SPEC V	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NAT RESOURCE MGR I	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NAT RESOURCE MGR II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NAT RESOURCE OFFICER I	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NAT RESOURCE OFFICER II	2	0	0	0	1	0	0	0	0	0	0	0	0	0	1
PLANNER III	2	0	1	0	0	0	0	0	0	0	0	0	0	0	1

RACE/SEX CODES:

W/M = WHITE MALE	W/F = WHITE FEMALE
B/M = BLACK MALE	B/F = BLACK FEMALE
H/M = HISPANIC MALE	H/F = HISPANIC FEMALE
API/M = ASIAN/PACIFIC ISL. MALE	API/F = ASIAN/PACIFIC ISL. FEMALE
AI/M = AMERICAN INDIAN MALE	AI/F = AMERICAN INDIAN FEMALE
AN/M = ALASKAN NATIVE MALE	AN/F = ALASKAN NATIVE FEMALE
U/M = UNKNOWN MALE	U/F = UNKNOWN FEMALE

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
COMMUNITY & REGIONAL AFFAIRS															
1405															
PROGRAM COORDINATOR	5	0	0	0	0	0	0	0	0	0	0	0	0	2	3
PROJECT ASSISTANT	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
PROJECT COORDINATOR	3	1	0	0	0	0	0	0	0	0	0	0	0	1	1
*TOTAL JOB GROUP 1405	52	3	0	3	2	0	1	3	0	0	0	0	0	21	19
1410															
ASST STATE ASSESSOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
INTERNAL AUDITOR III	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
LOAN EXAMINER II	6	0	0	2	1	0	0	0	0	0	0	0	0	2	1
LOAN EXAMINER III	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
LOAN MANAGER	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
STATE ASSESSOR	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1410	11	0	0	2	1	0	0	0	0	0	0	0	0	3	5

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
COMMUNITY & REGIONAL AFFAIRS															
1260															
NAT RESOURCE MGR I	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
NAT RESOURCE MGR II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1260	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
1405															
ADMIN ASSISTANT II	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
ADMIN OFFICER I	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
ADMIN OFFICER II	2	0	0	0	0	0	1	0	0	0	0	0	0	1	0
BLOCK GRANT ADMINISTRATOR	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0
COMMUNITY DEV SPEC II	11	0	0	0	0	0	0	0	0	0	0	0	0	7	4
GRANTS ADMINISTRATOR	8	1	0	1	0	0	0	1	0	0	0	0	0	3	2
LOCAL GOVERNMENT SPEC II	2	0	0	0	1	0	0	1	0	0	0	0	0	0	0
LOCAL GOVERNMENT SPEC III	10	0	0	2	0	0	0	1	0	0	0	0	0	4	3
LOCAL GOVERNMENT SPEC IV	6	0	0	0	1	0	0	0	0	0	0	0	0	1	4
PROGRAM BUDGET ANALYST III	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

TO : Judiciary Committee Members

REF : G. Nicole Harrison
In Support of House Bill #25

SUBJECT: Interview with Department of Transportation

Ms. Harrison mailed certified return receipt affirmative response confirming interest in being interviewed for Internal Auditor II position. Ms. Harrison was interviewed by Division Auditor (telephone interview) but was not selected for position. A white male was hired to fill the vacancy.

Later Ms. Harrison met with Audit Manager twice and talked with him on several occassions in seeking employment with Department. In the most recent telephone inquiry with Audit Manager, Ms. Harrison was informed the previous problem presented was promoting the Internal Auditor IIs,currently on board, to Internal Auditor IIIs. This inquiring took place during 12/87. Ms. Harrison was also informed by Audit Manager the Internal Auditor II position we had discussed would be filled in January, 1988. My rating for Internal Auditor II and III expired in January, 1988.

As of 2/88 the Department of Transportation employs One(1) Alaska Native male as Internal Auditor II; four (4) white males as Internal Auditor IIIs; three (3) white males as Internal Auditor IVs; and one (1) white male as Internal Auditor V.

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	RACE/SEX PROFILE AI/F	AI/M	AN/F	AN/M	API/F	API/M	B/F	B/M	H/F	H/M	UNK/F	UNK/M	W/F	W/M
TOTAL	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT	COUNT
TRANSPORTATION & PUBLIC FACILITIES														
FULL-TIME														
HIGHWAY ENG TECH WG IX														
2	0	0	0	0	0	0	0	0	0	0	0	0	1	1
HIGHWAY ENG TECH WG V														
3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
HIGHWAY ENG TECH,WG VII														
1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
INFORMATION OFFICER III														
1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
INTERNAL AUDITOR II														
1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
INTERNAL AUDITOR III														
4	0	0	0	0	0	0	0	0	0	0	0	0	0	4
INTERNAL AUDITOR IV														
3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
INTERNAL AUDITOR V														
1	0	0	0	0	0	0	0	0	0	0	0	0	0	1

RACE/SEX CODES:

W/M = WHITE MALE
B/M = BLACK MALE
H/M = HISPANIC MALE
API/M = ASIAN/PACIFIC ISL. MALE
AI/M = AMERICAN INDIAN MALE
AN/M = ALASKAN NATIVE MALE
U/M = UNKNOWN MALE

W/F = WHITE FEMALE
B/F = BLACK FEMALE
H/F = HISPANIC FEMALE
API/F = ASIAN/PACIFIC ISL. FEMALE
AI/F = AMERICAN INDIAN FEMALE
AN/F = ALASKAN NATIVE FEMALE
U/F = UNKNOWN FEMALE

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
TRANSPORTATION & PUBLIC FACILITIES															
1410															
ACCOUNTANT I	4	0	0	0	0	0	0	0	0	0	0	0	0	4	0
ACCOUNTANT II	2	0	0	0	0	0	0	1	0	0	0	0	0	0	1
ACCOUNTANT IV	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0
ACCOUNTING SUPERVISOR III	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0
ACCOUNTING SUPERVISOR IV	3	0	0	0	0	0	0	0	0	0	0	0	0	2	1
INTERNAL AUDITOR II	3	0	0	0	0	0	0	0	0	0	0	0	0	1	2
INTERNAL AUDITOR III	3	0	0	0	0	0	0	0	0	0	0	0	0	0	3
INTERNAL AUDITOR IV	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
INTERNAL AUDITOR V	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
*TOTAL JOB GROUP 1410	20	0	1	0	0	0	0	1	0	0	0	0	0	9	9
1430															
EQUAL EMPLYMNT OFCR II	3	0	0	0	0	0	0	0	1	0	0	0	0	2	0
EQUAL EMPLYMNT OFCR III	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0
PERSONNEL OFFICER I	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0

TO : Judiciary Committee Members

REF : G. Nicole Harrison
In Support of House Bill #25

SUBJECT: Interview with Department of Health & Social Services

Ms. Harrison mailed certified return receipt response to Department of H & SS confirming interest in being interviewed for Internal Auditor III vacancy. In January,1986 Ms. Harrison was interviewed by one of the auditors and told she was highly recommended to Auditor Manager. She was then interviewed by Audit Manager. A written test was given during each interview. During second interview, Ms. Harrison was strongly encouraged to pursue CPA status. CPA status was not one of the requirements on vacancy announcement, job description nor discussed during two interviews as being manatory.

Later Ms. Harrison was told by first interviewer that Audit Manager was interested in hiring an applicant with CPA status and that was her initial intent.

A white male was hired to fill Internal Auditor II vacancy. As of 2/29/88 the Department of Health & Social Services employ two white males as Internal Auditor IIIs and one white female as Internal Auditor IV.

REQUEST FOR INFORMATION-STATISTICS WITHIN JOB GROUPS
WITHIN DEPARTMENTS FOR THE PERIOD ENDING FEBRUARY 29, 1988
(REQUESTED BY NICOLE HARRISON)
PREPARED MARCH 14, 1988

EMPLOYER STATUS CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
HEALTH & SOCIAL SERVICES															
FULL-TIME															
HRBRVW DEV CTR SUPT	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
INDUSTRIAL THERAPIST	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
INSTITUTNL EDUCATION COORD	2	0	0	0	0	0	0	0	0	0	0	0	0	2	0
INTERNAL AUDITOR III	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2 X
INTERNAL AUDITOR IV	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0 X
INVESTIGATOR II	[illegible]	0	0	0	0	0	0	0	0	0	0	0	0	0	1
JANITOR, WG IX	5	0	0	0	0	0	0	0	1	0	0	0	0	0	4
LABORATORY ASSISTANT I	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0

RACE/SEX CODES:

W/M = WHITE MALE	W/F = WHITE FEMALE
B/M = BLACK MALE	B/F = BLACK FEMALE
H/M = HISPANIC MALE	H/F = HISPANIC FEMALE
API/M = ASIAN/PACIFIC ISL. MALE	API/F = ASIAN/PACIFIC ISL. FEMALE
AI/M = AMERICAN INDIAN MALE	AI/F = AMERICAN INDIAN FEMALE
AN/M = ALASKAN NATIVE MALE	AN/F = ALASKAN NATIVE FEMALE
U/M = UNKNOWN MALE	U/F = UNKNOWN FEMALE

CURRENT WORKFORCE STATISTICS IN THE EXECUTIVE BRANCH
(WITHIN JOB GROUP/BY DEPARTMENT/BY JOB CLASS)
REQUESTED BY NICOLE HARRISON
PREPARED JULY 1, 1987

DEPARTMENT / JOB GROUP / CLASSTITLE	TOTAL COUNT	RACE/SEX PROFILE AI/F COUNT	AI/M COUNT	AN/F COUNT	AN/M COUNT	API/F COUNT	API/M COUNT	B/F COUNT	B/M COUNT	H/F COUNT	H/M COUNT	UNK/F COUNT	UNK/M COUNT	W/F COUNT	W/M COUNT
HEALTH & SOCIAL SERVICES															
1405															
RESEARCH ANALYST II	4	0	0	0	0	0	0	0	0	0	0	0	0	2	2
RESEARCH ANALYST III	3	0	0	0	0	0	0	0	0	0	0	0	0	1	2
SOCIAL SERVICES PROG COORD	4	0	0	0	0	0	0	0	0	0	0	0	0	2	2
*TOTAL JOB GROUP 1405	35	0	1	1	0	1	0	0	0	1	1	0	0	18	12
1410															
ACCOUNTANT II	2	0	0	0	0	0	1	0	0	0	0	0	0	0	1
ACCOUNTANT III	2	0	0	0	0	0	1	0	0	0	0	0	0	1	0
ACCOUNTANT IV	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
ACCOUNTING SUPERVISOR V	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
INTERNAL AUDITOR II	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0
INTERNAL AUDITOR III	3	0	0	0	1	0	0	0	0	0	0	0	0	0	2
INTERNAL AUDITOR IV	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0
*TOTAL JOB GROUP 1410	11	0	0	0	1	0	4	0	0	0	0	0	0	3	3