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SENATE COMMITTEE REPORT

FURTHER

4/22/89

DATE TURNED INTO OFFICE 5/3/89

Mr. President:

Finance Committee considered CSHB 138 (FIN) am

establishing a state employee incentive award system
and recommended

replace with SCS CSHB 138 (Fin) same title
 or adopt CS new title
 attached amendment(s) and technical title change (HB only)
 Senate Finance letter of intent adopted

- do pass
- do not pass
- no recommendation
- individual recommendations
- further referral to _____

FISCAL NOTE(S) zero fiscal impact appropriation no FN
 new updated previous
 same as previous fiscal note(s) published _____

MEMBERS SIGNING DO PASS

OTHER RECOMMENDATIONS

[Signature]
[Signature]
[Signature]

Frank T. Chung No Rec
Paul Hunt No Rec
[Signature] (No Rec)

Chair: signature and recommendation

Committee Backup attached [Signature] Co-CHAIR



Official Business

Alaska State Legislature

SENATE

Committee on Finance

P.O. Box V
State Capitol
Juneau, Alaska 99811

LETTER OF INTENT

SENATE CS FOR CS FOR HOUSE BILL 138 (FINANCE)

It is the intent of the legislature that no awards be paid by an agency until the amount of the savings realized by the employee's idea or suggestion has been removed from the agency's budget and the legislature has appropriated the award amount from the savings realized.

Adopted

STATE OF ALASKA

BILL VERSION: SCS CSHB 138 (Fin)

1989 LEGISLATIVE SESSION

PUBLISH DATE: _____

FISCAL NOTE

REQUEST: _____

REVISION DATE: _____
TITLE: State employee incentive
award program

AGENCY: Dept. of Administration
BRU: _____

SPONSOR: Ulmer, Koponen, Ellis
REQUESTOR: _____

COMPONENTS: _____

EXPENDITURES/REVENUES: (THOUSANDS OF DOLLARS)

OPERATING	FY 89	FY 90	FY 91	FY 92	FY 93	FY 94
PERS. 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/BUILD.	0	0	0	0	0	0
GRANTS/CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL	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 FUNDS	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:

PREPARED BY: _____

Rick Uehling
SENATOR/RICK UEHLING, CO-CHAIRMAN
SENATE FINANCE COMMITTEE

DATE: May 3, 1989
PHONE NO.: 465-4821

Adopted

Original sponsors: Ulmer, Koponen,
Ellis, et al.

1 IN THE HOUSE

BY THE FINANCE COMMITTEE

2 SENATE CS FOR CS FOR HOUSE BILL NO. 138 (Finance)

3 IN THE LEGISLATURE OF THE STATE OF ALASKA

4 SIXTEENTH LEGISLATURE - FIRST SESSION

5 A BILL

6 For an Act entitled: "An Act establishing a state employee incentive award
7 system."

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

9 * Section 1. AS 39.51 is amended by adding new sections to read:

10 ARTICLE 2. INCENTIVE AWARD PROGRAM.

11 Sec. 39.51.110. INCENTIVE AWARDS. The Incentive Awards Board
12 may authorize the commissioner of a department or the executive head
13 of an agency other than a department to pay an employee a cash award
14 and incur necessary expense for the honorary recognition of the em-
15 ployee if the employee has contributed to the efficiency, economy, or
16 other improvement of state operations by a superior suggestion, in-
17 vention, accomplishment, or other superior personal effort in con-
18 nection with or related to the employee's official employment.

19 Sec. 39.51.120. PAYMENT OF AWARDS. (a) A cash award under
20 AS 39.51.110 - 39.51.200 is in addition to the regular pay of the
21 recipient. Acceptance of a cash award constitutes an agreement that
22 the use by the state of an idea, method, or device for which the award
23 is made does not form the basis of a further claim of any nature
24 against the state by the employee.

25 (b) A department or agency may pay a cash award and the expense
26 for the honorary recognition of an employee from the appropriation
27 available to the activity or activities primarily benefiting from the
28 idea, method, or device that forms the basis for the award. The
29 commissioner of the department or head of the agency shall recommend

1 to the board the amount to be paid by each activity for an award.

2 (c) An employee may receive a cash award only if the board is
3 satisfied that a net savings has been realized by the department or
4 agency as a direct result of the employee's concept or idea, and the
5 proposal has been developed outside normal working hours.

6 (d) The board may not grant an award to an employee whose idea
7 or concept requires a change in law before it may be implemented.

8 Sec. 39.51.130. AMOUNT OF AWARDS. The board may not grant a
9 cash award under AS 39.51.110 - 39.51.200 that exceeds \$25,000. The
10 amount of the award is determined by multiplying each increment of the
11 state's actual cost savings during the first 12 months of implementa-
12 tion, as determined by the board, by the following percentages and
13 adding the results:

- 14 (1) five percent of the first \$10,000 in savings;
15 (2) four percent of the next \$20,000 in savings;
16 (3) three percent of the next \$30,000 in savings;
17 (4) two percent of the amount of savings that exceeds
18 \$60,000.

19 Sec. 39.51.140. MERITORIOUS ACHIEVEMENT. When the commissioner
20 of a department or the executive head of an agency certifies to the
21 board that an employee's superior suggestion, invention, accomplish-
22 ment, or other meritorious effort is highly exceptional and unusually
23 outstanding, but does not result in a direct savings to state govern-
24 ment, the board may approve an award consisting of a certificate of
25 merit issued by the Office of the Governor.

26 Sec. 39.51.150. LIMITATION ON AWARDS. The board may not make an
27 award to an employee

- 28 (1) for a suggestion that represents a part of the normal
29 duties of the employee;

1 (2) who has sole authority to implement the suggestion;

2 (3) whose duties include research or planning, unless the
3 subject matter of the suggestion is unrelated to the employee's normal
4 work assignments; or

5 (4) is developed by more than one person unless each person
6 is an employee eligible for an award under this section.

7 Sec. 39.51.160. AWARDS TO FORMER EMPLOYEES. Notwithstanding the
8 death or separation from state service of the employee concerned, a
9 department or agency may pay or grant an award under AS 39.51.110 -
10 39.51.200 if the award is based on events that happened while the
11 employee was in the employ of the state, and after the effective date
12 of this Act.

13 Sec. 39.51.170. INCENTIVE AWARDS BOARD. (a) The Incentive
14 Awards Board is established in the division of personnel in the De-
15 partment of Administration.

16 (b) The board consists of the director of the division of per-
17 sonnel in the Department of Administration, the directors of the
18 office of management and budget in the Office of the Governor, and a
19 public member from the private sector with experience in accounting
20 and management appointed by the governor. The board shall elect a
21 chair.

22 (c) The board shall meet as necessary at a time and place deter-
23 mined by the chair. The meetings are open to the public. A majority
24 of the membership of the board constitutes a quorum. The board may
25 not take action on a matter except by affirmative vote of a majority
26 of the board members.

27 (d) A member of the board may not act on a matter in which the
28 relationship of the member with another person creates a conflict of
29 interest.

1 (e) A member of the board may not receive an award under this
2 chapter.

3 (f) The board shall adopt regulations and conduct hearings under
4 the Administrative Procedure Act (AS 44.62).

5 Sec. 39.51.180. ANNUAL REPORT. The board shall submit a report
6 regarding the operation of the awards program to the governor and the
7 legislature by January 15 of each year. The report must include the
8 name of each person who received an award, the basis for making the
9 award, and the amount of the award.

10 Sec. 39.51.200. DEFINITIONS. In AS 39.51.110 - 39.51.200

11 (1) "board" means the Incentive Awards Board;

12 (2) "employee"

13 (A) includes a permanent, probationary, seasonal,
14 nonpermanent, temporary, or provisional employee of the executive
15 branch of state government whether in the classified, partially
16 exempt, or exempt service;

17 (B) but does not include a commissioner, deputy com-
18 missioner, assistant commissioner, director, or deputy director.

19 * Sec. 2. AS 39.35.680(8) is amended to read:

20 (8) "compensation" means the total remuneration earned by an
21 employee for personal services rendered to an employer, including
22 employee contributions under AS 39.35.160, cost-of-living differen-
23 tials only as provided in AS 39.35.675, payments for leave that is
24 actually used by the employee, the amount by which the employee's
25 wages are reduced under AS 39.30.150(c), and any amount deferred under
26 an employer-sponsored deferred compensation plan, but does not include
27 retirement benefits, severance pay or other separation bonuses, wel-
28 fare benefits, per diem, expense allowances, workers' compensation
29 payments, incentive cash awards under AS 39.51.120, or payments for

1 leave not used by the employee whether those leave payments are sched-
2 uled payments, lump-sum payments, donations, or cash-ins;

3 * Sec. 3. Section 1 of this Act is repealed July 1, 1993.

4 * Sec. 4. The directors of the office of management and budget in the
5 Office of the Governor and of the division of personnel in the Department
6 of Administration shall report to the legislature by January 15, 1994, on
7 the state's experience with the incentive awards program. The report must
8 include the name of each person who received an award during 1993, the
9 basis for making the award, and the amount of the award.

5/3/89
6-0662Da WJB lg
Cramer)
Fischer
Adapted

A M E N D M E N T

OFFERED IN THE SENATE

BY FISCHER

TO: SCS CSHB 138 (State Affairs)

Page 5, after line 2:

Insert new bill sections to read:

"* Sec. 3. Section 1 of this Act is repealed July 1, 1993.

* Sec. 4. The directors of the office of management and budget in the Office of the Governor and of the division of personnel in the Department of Administration shall report to the legislature by January 15, 1994, on the state's experience with the incentive awards program. The report must include the name of each person who received an award during 1993, the basis for making the award, and the amount of the award."

Alaska State Legislature

APR 26 1989

Representative Fran Ulmer



P.O. Box V
Juneau, Alaska 99811
(907) 465-4947

HOUSE OF REPRESENTATIVES

MEMORANDUM

TO: Senator John Binkley, Senator Rick Uehling
Co-chairs Senate Finance

FROM: Rep. Fran Ulmer

DATE: April 24 1989

RE: SCS HB 138 (SA)-State Employee Incentive Awards

I would appreciate your scheduling of SCS HB 138 (SA) for a hearing in the Senate Finance Committee as soon as possible.

HB 138 would establish a monetary incentive program to encourage state employees to improve state operations by promoting efficiency and reducing costs without decreasing services.

An incentive awards board would be established within the Division of Personnel in the Department of Administration. This board would review cost saving ideas and grant cash awards in accordance with the amount of money being saved by the state. These awards would not apply to a cost savings suggestion made by an employee in the course of their employment, so we would not be rewarding an employee for just doing their job.

Awards could total from a low of 5% of the first \$10,000 in savings, to an amount not to exceed \$25,000. This type of legislation has been established in many states, and the Federal government has had a similar program in place since 1954. Federal data shows a long term saving of over \$12 for every dollar awarded.

Two changes were adopted in Senate State Affairs. One regards the submittal of an annual report to the legislature to include the names of the persons who receive awards, the basis for making the award and the amount awarded. The second change would exclude commissioners, deputy commissioners, assistant commissioners, directors and deputy directors from receiving the incentive awards.

Thank you for your consideration of this request.

Alaska State Legislature

Representative Fran Ulmer



P.O. Box V
Juneau, Alaska 99811
(907) 465-4947

HOUSE OF REPRESENTATIVES

MEMORANDUM

TO: Senator Binkley, Senator Uehling, Co-chairs
Members
Senate Finance

FROM: Rep. Fran Ulmer

DATE: April 30, 1989

RE: SCS HB 138 (SA)-State Employee Incentive Awards

HB 138 would establish a monetary incentive program to encourage state employees to improve state operations by promoting efficiency and reducing costs without decreasing services.

An incentive awards board would be established within the Division of Personnel in the Department of Administration. This board would review cost saving ideas and grant cash awards in accordance with the amount of money being saved by the state. These awards would not apply to a cost savings suggestion made by an employee in the course of their employment, so we would not be rewarding an employee for just doing their job.

Awards could total from a low of 5% of the first \$10,000 in savings, to an amount not to exceed \$25,000. Please see the attached chart for actual calculations of awards. This type of legislation has been established in many states, and the Federal government has had a similar program in place since 1954. Federal data shows a long term saving of over \$12 for every dollar awarded. I have also attached news articles regarding other savings on the Federal and state level.

Two changes were adopted in Senate State Affairs. One regards the submittal of an annual report to the legislature to include the names of the persons who receive awards, the basis for making the award and the amount awarded. The second change would exclude commissioners, deputy commissioners, assistant commissioners, directors and deputy directors from receiving the incentive awards.

EXPLANATION OF CALCULATION OF INCENTIVE AWARDS

The amount of the award is determined by multiplying each increment of the state's actual cost savings during the first 12 months of implementation by the percentages listed below:

- 5% of savings up to \$10,000 plus
- 4% of savings between \$10,000 and \$30,000 plus
- 3% of savings between \$30,000 and \$60,000 plus
- 2% of savings between \$60,000 and \$1,250,000

The maximum award would be capped at \$25,000.

Example: if an employee saved the state \$30,000 in a 12 month period, the award would equal \$1,300.

5% of the first \$10,000=	\$500
+	
4% of the next \$20,000=	<u>800</u>
Total	\$1,300 award

Example: Savings equal \$60,000-award would be \$2,200

5% of the first \$10,000=	\$500
+	
4% of the next \$20,000=	800
+	
3% of the next \$30,000=	<u>900</u>
Total	\$2,200 award

Example: Savings equal \$100,000-award would be \$3,000

5% of the first \$10,000=	\$500
+	
4% of the next \$20,000=	800
+	
3% of the next \$30,000=	900
+	
2% of the next \$40,000=	<u>800</u>
Total	\$3,000 award

Example: Savings equal \$200,000-award would be \$5,000

5% of the first \$10,000=	\$500
+	
4% of the next \$20,000=	800
+	
3% of the next \$30,000=	900
+	
2% of the next \$ 140,000=	<u>2800</u>
Total	\$5,000 award

Example: Savings equal \$1,000,000-award would be \$21,000

5% of the first \$10,000=	\$500
+	
4% of the next \$20,000=	800
+	
3% of the next \$30,000=	900
+	
2% of the next \$ 940,000=	<u>18.800</u>
Total	\$21,000 award

T H E
**NEWS
LETTER**
WASHINGTON STATE
EMPLOYMENT SECURITY

IN THIS ISSUE
Washington Employment Futures
Brown Bag Receipt Fund
Aberdeen . . . A "Can Do" Office
Letters From Clients
Volume 6 Number 1

Winter 1988/89

* **Happy Holidays** *

ES Employees Save State \$530,000

Georgia Van Amerongen's suggestion to modify the UI File and Record Retention System has netted her \$10,000 and pushed ES into first place among state agencies for total cost savings for 1988.

Her employee suggestion won the first maximum award for the department and is expected to save state taxpayers well over \$399,000.

"When I first started working on my suggestion, my motivation was to make my workers' and my job a little easier," said Amerongen, the new Acting JSC Administrator in Everett. "I didn't realize until later what a large impact it would have on the Department."

Amerongen's idea, which was implemented in 1987, eliminated the need for UI Core Files within JSCs. It established a much smaller system in its place to maintain mandatory UI validation information.

When asked about her suggestion and the substantial award, Amerongen said a celebration is definitely warranted.

"I never would have got my suggestion off the ground if it wasn't for all the help I received from my co-workers," said Amerongen. "I think it's only fitting that I have a party to let



Georgia Van Amerongen saves Washington tax payers over \$500,000.

them know I appreciated all their help."

Ten other suggestions by Job Service Specialists were approved in November. According to Commissioner Isiah Turner, these remaining suggestions gave ES what it needed to take the lead.

"I'm extremely proud that our department is leading the way in terms of total cost savings for 1988," said Turner. "But what's important is that these suggestions will save Washington taxpayers over \$500,000."

Jerry Staudenraus, Moses Lake, saved the department over \$18,000 by rewording the conditional pay statements sent to claimants. He will receive \$1,808 for his idea.

Three winners were from Bellingham.

Michael Riber saved the department over \$13,000 by combining three forms

into one. He will receive \$1,331 for his suggestion.

Tammy O'Neil will be awarded a total of \$1,585 for two suggestions. Her ideas to streamline a computer process are expected to save the department over \$15,000.

Catherine Kunamann came up with a computer modification that will save \$12,500. She will receive \$1,256 for her suggestion.

Joseph Jones, Tacoma, will receive \$834 for the modification of UI forms. His suggestion is expected to save over \$8,000 in duplication costs and will improve service.

Barbara Schmidt, Mt. Vernon, will receive \$814 for her idea to incorporate two forms into one. Her idea is expected to save the department \$8,000 in copy costs and storage requirements.

Anita Robinson, Spokane, will receive \$450 for streamlining a computer process. Her idea is expected to save the department over \$4,500.

Kathie Dolton, Everett, came up with the idea to automate the tallying of Appeals and Petitions for Review. She will receive \$336 for her idea, which is expected to save the department over \$3,000.

The Employee Suggestion Program, established by the 1982 Legislature, provides cash awards to employees who suggest workable ways to reduce costs and improve state operations. From January to November, the department has generated savings and cost reductions totaling \$530,208. ■

pg. A-1 Anchorage Times 2-17-89

Worker saves military \$7 million

MONTPELIER, Vt. (AP) — A military technician who was worried about the safety of a \$4,500 infrared light tester used on helicopters went to the local hardware store and built his own — for \$8.75.

Now, after saving the military more than \$8 million a year, John Ledoux is getting his reward: a check for \$25,000.

Ledoux, a part-time sergeant in the Vermont Army National Guard and a full-time civilian employee of an Army National Guard base in Burlington, Vt., received a \$10,000 incentive prize from the government more than a year ago.

Today he was to receive the larger prize from the federal Office of Personnel Management.

"I'm just kind of glad I'm finally getting the monetary award. It seems like it's a long time coming," said Ledoux, who explained that bureaucratic errors delayed the check.

"I feel like it's been put off for so long it's lost its glow," he said. "But I'm glad things are finally coming to a head."

The award is the maximum allowed by law and the largest given to a federal employee, said Joseph Jamele, press secretary for Sen. Patrick Leahy, D-Vt. He said only 20 such awards have

ever been granted.

Ledoux, 33 and father of five, said the money would come in handy.

"My wife and I have a big family so, of course, the money is nice," he said.

Ledoux said he developed his hand-held device in 1986 after watching engineers with the Lockheed Aircraft Corp. install infrared lights on helicopters using the standard-issue testing device, which was built into a pair of goggles.

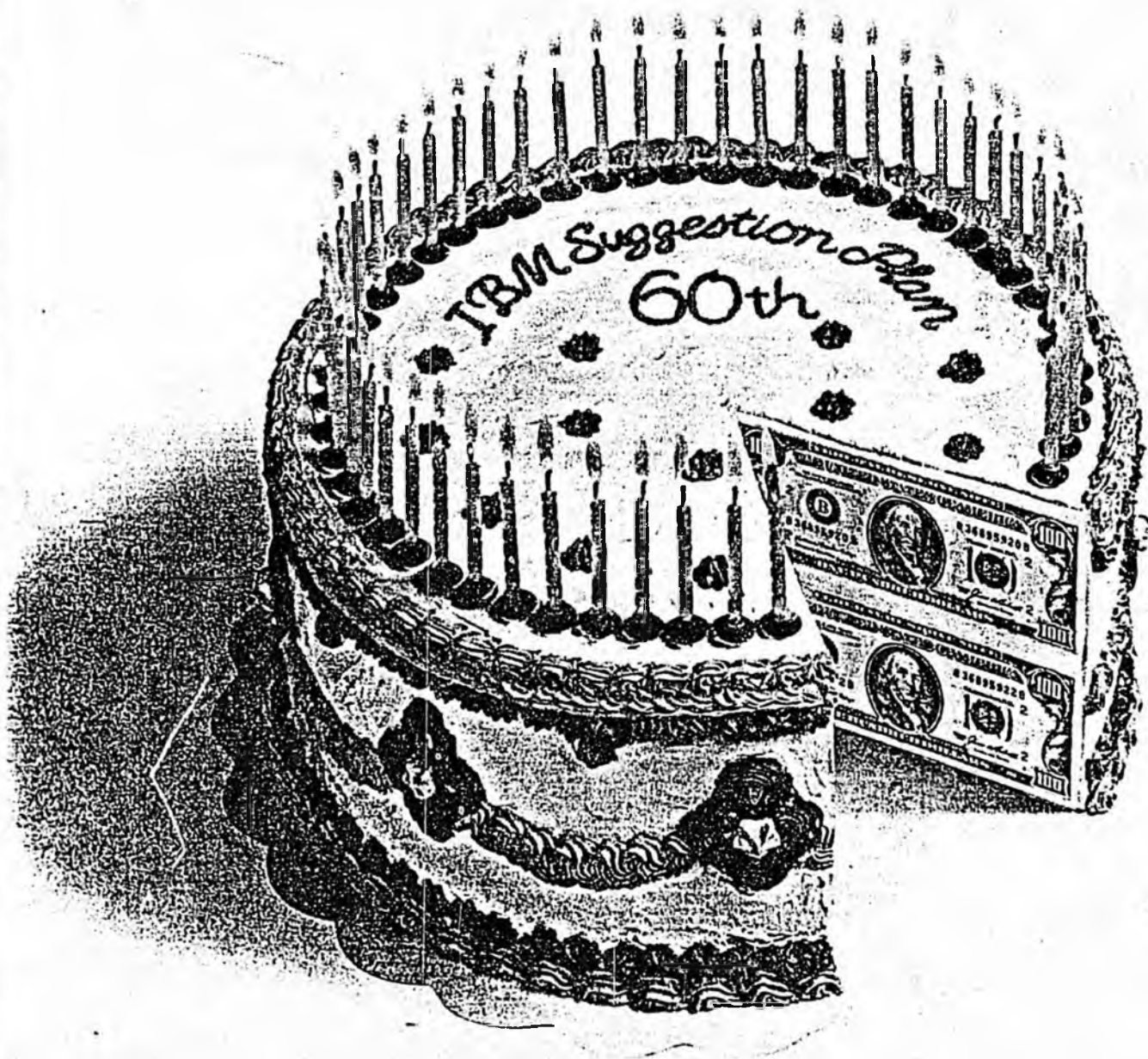
Ledoux said the engineers often perched in precarious positions on the helicopters to test the lights. Concerned for their safety, he went down to a local electronics store and picked up a phototransistor, a light-emitting diode, a switch and a nine-volt battery. After fiddling around with the parts for a couple of days, he put the device together.

He said it took the Army a bit longer to realize the potential savings. First he sent a diagram of the device, but it was only after he sent the device itself that the Army congratulated him on his ingenuity.

Army officials are crediting the device with saving 987,000 hours of labor a year, for a total of \$6.85 million.

What's An Idea Worth?

The Suggestion Plan. It's Worth Thinking About.



The IBM Suggestion Plan

Overview

Introduced in 1928 by Thomas J. Watson, Sr.

Goals then:

- Encourage employee creativity
 - Enhance quality throughout the business
 - Reduce costs
 - Provide monetary recognition
-

And now:

- Encourage employee participation in the business
- Eliminate unnecessary work
- Promote safety, health, security
- Increase productivity
- Enhance customer service

The IBM Suggestion Plan

Recognition Policy

Minimum \$50

Maximum \$150,000

Tangible awards – 25 percent of first and second years' savings

For suggestions that:

- Improve methods or operations
 - Save time or materials
 - Increase efficiency, productivity
-

Intangible awards – no direct measurable savings

For suggestions that:

- Improve job safety, health, security
- Improve product quality or reliability
- Enhance customer relations

The IBM Suggestion Plan

Suggester Responsibilities

Be knowledgeable of plan provisions

— Refer to “Your Ideas Have Value” brochure

Clearly state specific problem

Clearly state proposed solution

Identify expected benefits

Identify affected areas

Put yourself in the evaluator's place!

The IBM Suggestion Plan

Evaluator Responsibilities

Read suggestions immediately

Be knowledgeable – refer to:

- “Evaluator’s Guide to the IBM Suggestion Plan”
- “Your Ideas Have Value”

Respond *promptly* – suggestions are current business

- 2-day turnaround for safety, health, security
- 10-day turnaround for all others

Analyze carefully

- Contact suggester for clarification
- Identify all areas/locations suggestion may benefit
- Review with areas affected
- Establish implementation date
- Calculate savings or intangible benefit
- If not adopted, provide reasons

***Be positive! Look for ideas that will benefit IBM!
Be the advocate of the suggester!***

**The IBM
Suggestion Plan**

**Coordinator
Responsibilities**

Determine correct evaluator

Track and monitor evaluation status

Assure timely evaluations

**Notify Suggestion Department of changes in
responsibilities of your area**

**Review evaluations for completeness and
proper approvals**

***You are the key interface between the
Suggestion Department and the evaluator***

The IBM Suggestion Plan

Management Responsibilities

Be knowledgeable about the plan

- Read "Your Ideas Have Value"
- Refer to Managers Manual, Section 2-24
- Consult with your Suggestion Department

Encourage participation

Assist employees in developing their ideas

Provide training for:

- Coordinators
- Evaluators
- Suggesters

Approve evaluations

Determine employee eligibility

Recognize and reward employees

The IBM Suggestion Plan

Employee Eligibility

Participation

- All regular and supplemental employees, including management
- Employees on approved leaves of absence
- Retirees under the IBM Retirement Plan
- Employees on Medical Disability Income Plan

Awards

- Determined by management based on suggester's performance plan and position description at time of submission
- Program managers without people responsibilities are eligible

Note: Managers with people reporting to them and employees assigned to Suggestion Departments are NOT eligible for awards.

The IBM Suggestion Plan

Subject Eligibility

Subjects to consider:

Ideas that reduce, eliminate, simplify:

- Waste
- Repairs
- Equipment downtime
- Paperwork
- Administrative procedures
- Reports
- Materials
- Efforts
- Energy consumption

Ideas that improve or increase:

- Operating procedures
- Methods, processes
- Packaging, handling, distribution
- Product quality
- Customer satisfaction
- Efficiency, productivity
- Safety, health, security

***Note: Please refer to "Your Ideas Have Value"
for more examples of eligible subjects.***

The IBM Suggestion Plan

Subject Eligibility

Subjects to avoid:

Subjects not awardable

- No savings or value to IBM
- Ideas unrelated to IBM or not within IBM's control

Subjects not normally awarded

- Routine corrections/updates to printed data
- Routine matters with established procedures under periodic review

Predated suggestions not awardable

- Ideas presented by earlier active suggestion
- Ideas already considered by IBM

Subjects in the maturing process not awardable

Aspects of the business in state-of-change, such as:

- Improvements to products prior to release
- Changes to information systems under development
- Ideas related to pilot production

***Note: Please refer to "Your Ideas Have Value"
for Plan provisions on subject eligibility.***

The IBM Suggestion Plan

60th Anniversary!

60 years of corporate commitment

- 1928 Plan established/award \$1
- 1948 Minimum award \$10/maximum award \$2,500
- 1959 Minimum award \$25/maximum award \$25,000
15 percent of first year's savings
- 1978 Maximum award \$100,000
25 percent of first year's savings
10 percent of second year's savings
- 1982 Minimum award \$50
25 percent of second year's savings
- 1985 Maximum award \$150,000!

Tangible benefits (past 3 years)

- To IBM: over \$300 million in savings
- To employees: over \$50 million in awards

Intangible benefits

- A better, more productive company
- A safer, more secure work environment

***The IBM Suggestion Plan.
It's worth thinking about!***

FISCAL NOTE

REQUEST:

Revision Date: 3/15/89
Title: An act establishing a state employee incentive award
Sponsor: Ulmer, Koponen, Ellis,
Requestor: _____

Agency Affected: Dept. of Administration
BRU: _____
Components: _____

EXPENDITURES/REVENUES: (Thousands of Dollars)

OPERATING	FY 89	FY 90	FY 91	FY 92	FY 93	FY 94
PERSONAL SERVICES	0	8.1	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	3.0	3.0	3.0	3.0	3.0
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	11.1	3.0	3.0	3.0	3.0
CAPITAL	0	0	0	0	0	0
REVENUE	0	0	0	0	0	0

FUNDING: (Thousands of Dollars)

GENERAL FUND	0	11.1	3.0	3.0	3.0	3.0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER	0	0	0	0	0	0
TOTAL	0	11.1	3.0	3.0	3.0	3.0

POSITIONS:

FULL-TIME	0	0	0	0	0	0
PART-TIME	0	1	0	0	0	0
TEMPORARY	0	0	0	0	0	0

ANALYSIS : (Attach a separate page if necessary)

See attached

House Finance Committee
Rep. Hoffman, Rep. Larson, Co-Chairs

Prepared by: [Signature] Phone: _____
Division: [Signature] Date: 3/20/89

Approved by Commissioner: _____ Date: _____
Agency: _____

Distribution (by preparer):

- Legislative Finance
- Legislative Sponsor
- Requestor
- Office of Management and Budget
- Impacted Agency(ies)

CONTINUATION OF FISCAL NOTE ANALYSIS

For CS House Bill 138 (FIN)

The specific cost of the program for years covered by this fiscal note are outlined below:

FY 90

PERSONAL SERVICES

Regulations Specialist, Range 16A, 3 months, Juneau. (42,702 x 3)	8.1
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CONTRACTUAL

Legal Services--Hearing Officer	3.0
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Costs for FY 91-94 are the same less the one time FY 90 cost for a Regulations Specialist. Total cost per these years \$ 3.0.