

HB371

HOUSE COMMITTEE REPORT

(11)

Date Referred: January 29, 1992

FURTHER REFERRALS:

Date of Committee Action: 2/26/92

The FINANCE Committee considered:

HB 371

HOUSE BILL NO. 371

CREDITED SERVICE FOR SEASONAL EMPLOYEES

"An Act relating to computation of credited service in the public employees' retirement system for seasonal employment."

RECOMMENDATIONS:

be replaced with CS HB 391 (FIN) the same title

a new title

have attached amendments(s)

do pass

do not pass

no recommendations

individual recommendations

additional referral to the _____ Committee

ADOPTS: _____ letter of Intent

ATTACHES NEW FISCAL NOTE(S): _____ (Dept)

APPROVES PREVIOUS: _____ (Dept/Date)

; fiscal impact _____

fiscal note(s) _____

2 zero fiscal note Admin.

zero fiscal note(s) _____

SIGNING <u>DO</u> PASS	DP	OTHER RECOMMENDATIONS	DNP	NR	AM
<i>Mike Savare</i> NAUAYIC	<input checked="" type="checkbox"/>	<i>Tan Brown</i> BROWN		<input checked="" type="checkbox"/>	
<i>Martin Boyer</i> Boyer	<input checked="" type="checkbox"/>	<i>Phillips</i> Phillips		<input checked="" type="checkbox"/>	
<i>Koponen</i> Koponen	<input checked="" type="checkbox"/>	<i>Bea Sharp</i> Sharp		<input checked="" type="checkbox"/>	
<i>Winters</i> Winters	<input type="checkbox"/>				
<i>Ulmer</i> Ulmer	<input checked="" type="checkbox"/>				

Mike Savare NAUAYIC
 CO - CHAIRMAN'S SIGNATURE

FISCAL NOTE

BILL NO. CSHB 371 (FIN)

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
 Title: "An act relating to a conditional service benefit in the Public Employees Retirement System for seasonal Employees"
 Sponsor: Boyer
 Requestor: House Finance Committee

Department Affected: ALL STATE
 BRU: ALL STATE
 Component: ALL STATE
 COMPONENT SERIAL NO. _____

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
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
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE	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

Estimate of current year impact: \$0

ANALYSIS: (attach a separate page if necessary.) Passage of this bill would enable some seasonal employees to receive a conditional benefit in the PERS, who would not otherwise be able to. Since we estimate that number of members advantaged would be less than 100, the actuarial impact to the PERS would be unmeasurable.

Prepared By: Gary Bader *Gary M. Bader*
 Division: Retirement and Benefits

Phone: 465-4470
 Date: February 24, 1992

Approved by Commissioner: Nancy Bear Usura *NBCU*
 Agency: Department of Administration

Date: 2/15/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB & Impacted Agency(ies).
 Rev 11/91 Page 1 of 1

FISCAL NOTE

BILL NO. CSHB 371 (FIN)

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
Title: "An act relating to a conditional service benefit in the Public Employees Retirement System for seasonal Employees"
Sponsor: Boyer
Requestor: House Finance Committee

Department Affected: Administration
BRU: Retirement and Benefits
Component: Retirement and Benefits
COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
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
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE	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

Estimate of current year impact: \$0

ANALYSIS: (attach a separate page if necessary.)

Prepared By: Gary Bader *Nancy M. Bader*
Division: Retirement and Benefits

Phone: 465-4470
Date: February 24, 1992

Approved by Commissioner: Nancy Bear Usura *NBE*
Agency: Department of Administration

Date: 2/25/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB & Impacted Agency(ies).
Rev 11/91

CS FOR HOUSE BILL NO. 371 (FINANCE)
IN THE LEGISLATURE OF THE STATE OF ALASKA
SEVENTEENTH LEGISLATURE - SECOND SESSION

BY THE HOUSE FINANCE COMMITTEE

Offered:
Referred:

Sponsor(s): REPRESENTATIVES BOYER, B.Davis

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to a conditional benefit for certain seasonal employees in the public
2 employees' retirement system."

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

4 * Section 1. AS 39.35.385 is amended by adding a new subsection to read:

5 (g) Subject to AS 39.35.450, an employee is eligible for a normal retirement benefit at
6 age 55 or an early retirement benefit at age 50 if the employee was first hired as an employee
7 before July 1, 1986, and has made contributions to the system on a total of 9,750 hours worked
8 as a seasonal employee. However, an employee may not receive credit towards the total for
9 more than 1,950 hours in a calendar year. Subject to AS 39.35.450, an employee who was first
10 hired on or after July 1, 1986, and is otherwise eligible under this subsection is eligible for a
11 normal retirement benefit at age 60 or an early retirement benefit at age 55.

S FIN

FISCAL NOTE

**STATE OF ALASKA
1992 LEGISLATIVE SESSION**

BILL NO. HB371

Revision Date:

Title: "An Act relating to computation of credited service in the public employees' retirement system for seasonal employment"

Dept: University

BRU: All

Component: All

Sponsor: Reps. Boyer, B. Davis

Requestor:

Component Serial No. 730

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY93	FY94	FY95	FY96	FY97	FY98
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL	0.0	0.0	0.0	0.0	0.0	0.0
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL						
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REVENUE						
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FUNDING: (Thousands of Dollars)						
GENERAL FUND	0.0	0.0	0.0	0.0	0.0	0.0
FEDERAL FUNDS						
OTHER						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

POSITIONS:						
FULL-TIME						
PART-TIME						
TEMPORARY						

Estimate of current year impact: None

ANALYSIS: (Attach a separate page if necessary.)
 No monetary impact on the university. University currently makes contributions on hours worked by seasonal employees although service is not credited for them. (Jean Freeman 2/28/92)

Prepared by: Marsha Hubbard, Director
 Division: Statewide Budget Office

Phone: 474-7593
 Date: 3/5/92

Approved by: Brian Rogers, Vice President for Finance
 Agency: University of Alaska

Date: 3/5/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB, & Impacted Agency(ies).

FISCAL NOTE

BILL NO. HB 371

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
 Title: "An act relating to computation of credited service in the Public Employees Retirement System for seasonal Employees"
 Sponsor: Boyer
 Requestor: House State Affairs Committee

Department Affected: Administration
 BRU: Retirement and Benefits
 Component: Retirement and Benefits
 COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	319.6	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	319.6	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
REVENUE	0	0	0	0	0	0
FUND SOURCE:						

FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER						
FUND SOURCE	319.6	0	0	0	0	0
TOTAL	319.6	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

Estimate of current year impact: \$0

ANALYSIS: (attach a separate page if necessary.) Programming changes must be made to two automated systems, these costs are estimated for the enhancements necessary to maintain data not currently maintained.

Prepared By: Gary Bader *Gary M. Bader*
 Division: Retirement and Benefits

Phone: 465-4470
 Date: January 23, 1992

Approved by Commissioner: Nancy Bear Usura *Nancy Bear Usura*
 Agency: Department of Administration

Date: 1/24/92

FISCAL NOTE

BILL NO. HB 371

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
 Title: "An act relating to computation of credited service in the Public Employees Retirement System for seasonal Employees"
 Sponsor: Boyer
 Requestor: House State Affairs Committee

Department Affected: ALL STATE
 BRU: ALL STATE
 Component: ALL STATE
 COMPONENT SERIAL NO. _____

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
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
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REVENUE FUND SOURCE:	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUNDSOURCE	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

Estimate of current year impact: \$0

ANALYSIS: (attach a separate page if necessary.) Passage of this bill would enable some seasonal employees to vest in the PERS, who would not otherwise be able to. Since we estimate the number of members who would be advantaged to be less than 100, the actuarial impact to the PERS would be unmeasurable.

Prepared By: Gary Bader *Nancy M. Bader*
 Division: Retirement and Benefits

Phone: 465-4470
 Date: January 23, 1992

Approved by Commissioner: Nancy Bear User
 Agency: Department of Administration

Date: 1/24/92

WRITTEN TESTIMONY OF GARY D. MULLEN
ON HOUSE BILL 371
"CREDITED SERVICE FOR SEASONAL EMPLOYEES"
BEFORE THE
HOUSE FINANCE COMMITTEE
JANUARY 28, 1992

FOR THE COMMITTEE RECORD, MY NAME IS GARY D. MULLEN. I AM A SEASONAL EMPLOYEE WITH THE ALASKA DEPARTMENT OF NATURAL RESOURCES' DIVISION OF FORESTRY IN GLENNALLEN.

LET ME START OUT FIRST BY SINCERELY THANKING THE HOUSE FINANCE COMMITTEE CO-CHAIRS, REPS. MIKE NAVARRE AND EILEEN MACLEAN, FOR ALLOWING ME TO SUBMIT WRITTEN TESTIMONY ON HOUSE BILL 371 FOR THE COMMITTEE RECORD. I ALSO WANT TO THANK REP. MARK BOYER, OF FAIRBANKS, FOR HAVING INTRODUCED THIS BILL ON BEHALF OF ALL SEASONAL EMPLOYEES. BELIEVE ME WHEN I SAY I AM SINCERE IN MY GRATITUDE, FOR IT'S PUBLIC EMPLOYEES LIKE YOURSELVES THAT KEEP THE LIGHT OF RESPONSIBILITY, COMMITMENT AND ACCOUNTABILITY ALIVE IN STATE GOVERNMENT.

I'LL KEEP MY COMMENTS BRIEF AND TO THE POINT. TO START, IT IS A FACT THAT EVERY SEASONAL EMPLOYEE IS UNDER THE BELIEF THAT ALL OVERTIME WORKED IN THE PAST AND PLACED INTO THE OVERTIME CONVERSIONS WAS LOGGED TOWARDS TOTAL TIME IN SERVICE TO THE STATE AND TOWARD RETIREMENT.

THIS HAS ALWAYS BEEN THE CASE, BUT SINCE THE LAST (UNION) CONTRACT THE PARTICIPATION IN THE OVERTIME CONVERSION HAS ALMOST BEEN 100 PERCENT. THIS WAS DUE TO THE RECEIVING OF EQUAL TIME IN SERVICE FOR EACH OVERTIME HOUR. TIME IN SERVICE TOWARD RETIREMENT IS THE ONLY REASON SOMEONE WOULD DEFER THEIR WAGES. IN 1990, I DEFERRED OVER \$10,000.00 THROUGH THE CONVERSION PROGRAM.

TO ME, HOUSE BILL 371 PRESENTS ONE QUESTION: DOES THE SEASONAL WORK FORCE FOR THE STATE OF ALASKA DESERVE A RETIREMENT?

(CONTINUED)

HOUSE FINANCE COMMITTEE
TESTIMONY OF GARY D. MULLEN ON H.B. 371
PAGE TWO

AT THE RISK OF SOUNDING VAIN, I HAVE TWO COMMENTS ABOUT THE SEASONAL WORK FORCE THAT I AM A PART OF, AND SUPERVISE. FIRST, THIS DIVERSIFIED GROUP IS MADE UP OF PROFESSIONAL PEOPLE WITH HIGH QUALIFICATION, MOST WITH COLLEGE DEGREES IN THE RESOURCE FIELD BUT, MOST IMPORTANT, THEY ARE EXPERIENCED. IN STATE GOVERNMENT WE MAINTAIN THAT EXPERIENCE THROUGH THE PERMANENT STATUS WE HAVE AS SEASONAL TECHNICIANS. WE ARE THE PEOPLE THAT ACTUALLY IMPLEMENT THE PROGRAMS AND EXPEND THE FUNDS THAT YOU APPROPRIATE TO US TO PROTECT AND DEVELOP ALASKA'S NATURAL RESOURCES. AT TIMES, THIS FUNDING CAN BE IN THE MILLIONS OF DOLLARS, AS THOSE OF YOU ON THE FINANCE COMMITTEE WELL KNOW.

BUT MAINTAINING AN EXPERIENCED SEASONAL WORKFORCE IS NOT EASY. PROVIDING GOOD AND EQUAL BENEFITS TO EMPLOYEES IS A MAJOR FACTOR DIRECTLY RELATED TO AN ORGANIZATION'S ABILITY TO MAINTAIN EXPERIENCED PEOPLE IN ITS RANKS. THIS IS PRECISELY WHAT HOUSE BILL 371 SEEKS TO DO, AND IS ONE OF THE PRIMARY REASONS I AM URGING THE COMMITTEE TO APPROVE THE BILL.

SECOND, THERE IS AN UNWRITTEN RULE ABOUT THE DEDICATION OF THE SEASONAL WORKFORCE, NAMELY, NO MATTER WHAT YOUR ASKED TO DO OR HOW MANY HOURS YOU ARE ASKED TO WORK, YOU DO IT. THAT'S JUST THE WAY IT IS. WHAT I AM TRYING TO SAY IS THAT THE EXTREME AMOUNT OF OVERTIME HOURS THAT CAN BE WORKED ARE NOT ALWAYS WORKED BY CHOICE. THEY ARE WORKED IN EMERGENCY SITUATIONS UNDER THE OBLIGATION OF THIS UNWRITTEN RULE, A SENSE OF RESPONSIBILITY AND PRIDE IN WHAT THEY DO.

LAST BUT NOT LEAST, WE CONTRIBUTE ON ALL OVERTIME MONIES TO THE RETIREMENT SYSTEM. WHEN COMPARED TO A REGULAR FULL-TIME EMPLOYEE, MANY OF US CONTRIBUTE A MUCH HIGHER PERCENTAGE, BECAUSE OF OVERTIME, THAN THE 1,950 ANNUAL HOURS CONTRIBUTED BY REGULAR, NON-SEASONAL EMPLOYEES.

(CONTINUED)

HOUSE FINANCE COMMITTEE
TESTIMONY OF GARY D. MULLEN ON H.B. 371
PAGE THREE

HOUSE BILL 371 MAKES SENSE TO ME BECAUSE IT ALLOWS MY FAMILY AND I TO RECEIVE BACK WHAT WE PAYED FOR. I KNOW THERE ARE PROBABLY ARGUMENTS AGAINST THE BILL. BUT I BELIEVE THAT TIME WORKED IS TIME WORKED, WHETHER IN 7.5 HOUR INTERVALS OR IN 18 SHIFTS ON A FIREFIGHTING LINE, A PERSON SHOULD BE GIVEN CREDIT FOR THE TIME AND MONEY HE OR SHE HAS CONTRIBUTED.

IN URGING YOUR SUPPORT FOR HOUSE BILL 371, I DON'T BELIEVE I AM ASKING FOR A FREE LUNCH HERE, OR EVEN A CHEAP LUNCH. I AM ONLY ASKING THAT I BE ALLOWED TO EAT THE LUNCH THAT I HAVE BEEN PAYING FOR.

AGAIN, I THANK THE COMMITTEE FOR ALLOWING ME TO SUBMIT THIS TESTIMONY AND FOR, I HOPE, TAKING THE TIME TO READ IT.

(END OF TESTIMONY)

Many seasonal employees work as inspectors along side construction workers on highway projects. Traditionally, construction workers earn their pension credits on a hours worked basis. This is due to the long hours of work in the construction season verses little or no work in the off-season. Under this type of system a worker is much more likely to achieve a vesting requirement during their tenure in that field and thereby earning a pension which fairly represents the service to the employer.

Currently under PERS a seasonal worker may actually work close to, or over the maximum annual hours (1,950). Their PERS credited service however, will only reflect the number of days worked.

Example:

State employee works from April-September, 6 days per week and 12 hours a day (the schedule is set by the contractor) for 5 years.

$312 \text{ hours per month} \times 6 \text{ months worked} = 1,872 \text{ hours per year}$

$1,872 \times 5 \text{ years} = 9,360 \text{ hours total service}$

Under the current law this employee is 2.5 years short of vesting in PERS, even though he has just 390 (approximately 2.5 months regular full-time work) fewer hours than the regular full-time employee (1950 hours x 5 years =9,750).

In this example, if we applied our proposed amendment the seasonal employee would have received 4.8 years of credited service. The 1950 hour cap in the proposed legislation prevents a seasonal employee from making out better than a regular full time employee, who does not and would not earn service credit for hours worked over 1950 in any year.

2) Permanent part-time employees under AS 39.35.300(b) receive credited service on a pro rata basis. This creates an inequity. Since part-time employees have credited services cut to reflect hours worked below the standard work day, it logically follows that seasonal employees should receive credited service for hours worked over the standard work day.

3) The Employee Retirement Income Security Act (ERISA), is our nations most comprehensive and far reaching law regarding pension plans. While the State of Alaska is not bound by the ERISA it most certainly influences the statues and regulations for PERS. Under ERISA a pension plan must grant workers a full "year of service" when an employee has at least 1,000 hours of service in a year. (See (3)(A)of Code 1052) Additionally, in the case of seasonal industries, the Secretary of the Department of Labor may set an even lower standard than 1,000 hours. For example the Alaska Laborers-Employers Construction Industry Pension Trust Fund uses a minimal 250 hour threshold to get a vested year.

4) Opponents of this legislation may argue that overtime wages is the vehicle in which employees are compensated for denial of pension credit for time worked. This argument is totally without merit. The Fair Labor Standards Act as well as years of collectiv^e bargaining history, clearly, recognize overtime compensation as a penalty for working employees over the maximum standards. Additionally, contributions are paid by both the employer and the employee for all overtime work. Under the current system the employee is simply robbed of their time worked for pension purposes.

1460 Old Richardson Hwy.
Fairbanks, Ak. 99705
Jan. 25, 1992

Rep. Mark Boyer
Pouch V
Juneau, AK.

Post-It™ brand fax transmittal memo 7671		# of pages > /
To	Rep. Mark Boyer	From Michael McGowan
Co.		Co.
Dept.		Phone 4747916
Fax # 465-3841		Fax # 4747335

Dear Representative Boyer:

I would like to express my support for HB371. This is probably the most important employment issue affecting turnover of seasonal fire fighters at State Forestry. This bill would go a long ways to recognize the important role served by the seasonal workforce within Alaska. It would create more incentive for workers to return each year rather than look for other jobs. This will help maintain a more stable workforce. The State will benefit through greater efficiency of experienced fire fighters and save unnecessary expense of training new recruits.

If you had a raging forest fire near your home, would you prefer to be protected by a workforce averaging fifteen fire seasons of experience or three fire seasons of experience? These people have to rapidly make decisions that can affect life safety of whole communities and obligate the State for millions of dollars. The Tok fire in 1990 cost over \$20 million. Has anybody even wondered how many fire seasons experience the Initial Attack Incident Commander had? You would probably insist on having an experienced surgeon do a heart bypass rather than an intern so why not use the same logic in hiring seasonal employees?

Most seasonal forestry technicians are funded for five months work per year. It takes about ten to twelve years just to get vested for retirement. Based on an average season of 500 hours of overtime, vestment would occur within eight or nine years with HB 371 in effect. This is a big deal to someone thinking of remaining with a seasonal job or looking elsewhere.

I have personally worked at State Forestry as a seasonal for eleven years and have accumulated aproximately eight years time in service. If my overtime had been included, I would have accumulated eleven years of time in service. If I continue to work another fifteen years without HB371, I will probably only have a total of sixteen years of service for retirement at age 55. HB 371 would boost that up to a total of twenty three years.

I would like to ask you to amend HB 371 to include a provision to allow seasonal employees to receive credited service for all overtime worked since their original date of hire. Let's stop treating the seasonal workforce in the State like they're a bunch of second class citizens. An hours service credit for every hour worked is only fair to those who go beyond the call of duty to serve the State.

Please feel free to contact me at 488-2096 (home) or 474-7916 (work) if you need any further information. Thanks for your support.

Sincerely,
Michael G. McGowan
Michael G. McGowan

1-25-92

Dear Sirs:

Rep.
Boyer

465-2278

Concerning House Bill No. 371 by Representative Boyer introduced 1/13/92 in State Affairs, Finance.

Please make this Bill a law.

I have worked for the State of Alaska Division of Forestry since May of 1985, as a permanent seasonal Fire Fighter (Forest Technician). In that time period I have accumulated no less than 300 hours of overtime on the average, each March to September season. These over time hours were accrued during forest fires performing exhaustive and often hazardous duty, in charge of fire fighting crews and often millions of dollars of equipment to suppress forest fires.

From the overtime moneys, I contributed to SBS, and retirement funds. I didn't recieve credit for overtime on even an hourly rate, for time in service. I would like to recieve the hours I work in overtime to count on my retirement on an hour for hour or even at the time and a half rate. At this point we gain nothing for this extra time in service on our retirement. Money is deducted from this time for SBS, and Retirement; we should get credit for time in service that will count on our years in service for retirement too.

Please understand that overtime paid to seasonal employees is often paid for duty far from home or duty station, in field conditions for weeks or months, away from family, often in the bush, doing hazardous and tiring jobs. This overtime regardless of how it is paid to the employee, either as overtime paid immediately or paid out during extra months after the work season, is indeed and should be considered time in service on our Retirement.

I am a dedicated seasonal and professional employee of the State. Each year I return to the job as a seasonal to earn the main part or all of my entire years income. Full time jobs in the Division even with my experience and education in Forestry are scarce. In the past we have lost good, qualified, productive employees and the skills they learned or possessed on the job. Passing this Bill would help encourage a more stable better trained employee to remain with the Division rather than "burning out" at a job where extra time dosent count for the future in retirement. I can tell you that on our bodies and physically, that extra time does count.

Thankyou for considering this important Bill, I look forward to hearing how you handle it.

Sincerely,

Glen Holt

Glen Holt

STATE OF ALASKA

DEPARTMENT OF NATURAL RESOURCES
DIVISION OF FORESTRY

WALTER J. HICKEL, GOVERNOR

P.O. BOX 130
MCGRATH, ALASKA 99627
PHONE: (807) 524-3010

HB 371

January 24, 1992

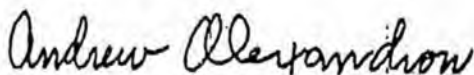
Mr. Mark Boyer,

I am a seasonal employee on the overtime/seasonal leave option and I very much want to voice my support for HB 371. As you know funds are take out and paid into PERG while I'm on this leave option and the time does not count toward my retirements. That is not right and something needs to be done about it, HB 371 is that something. At present I'd have to work till I'm 76 years old to retire with 30 years of service. As an Assistant Area Forester and the nature of the wildland fire suppression work that I do I would not ever see a 30 year retirement under the present system.

The demands of the job and the hardships encountered with a busy fire season takes it's toll on the body as the years go by. Other issues like health problems that arise from continued exposure to smoke and dust and the risk regarding aircraft travel to perform job duties is an everyday occurrence for me and my colleagues. The job demands more than just time, it requires the giving of the sole and body.

Any thing that can be done to assist dedicated employees should be pursued to the limits. I support HB 371 and the effort that you are putting forth.

Sincerely,



Andrew Alexandrou
Assistant Area Forester