

ALASKA LEGISLATURE COMMITTEE FILES 1999-2000 8672

9999 HOUSE STATE AFFAIRS

HB

74

HOUSE COMMITTEE REPORT

(7)

Date Referred to Committee: February 3, 1999

FURTHER REFERRALS:

Finance

Date of Committee Action: 4/13/99

The STATE AFFAIRS Committee considered:

HB 74

HOUSE BILL NO. 74

SALARIES FOR CERTAIN STATE OFFICIALS

"An Act relating to salary caps and to the power to transfer certain positions to the classified service and entitlement to longevity increments for certain state officials."

recommends it be replaced the same title
 with the following committee substitute _____ a new title

additional referral to _____ Committee
 attached amendment(s)

ADOPTS: _____ Letter of Intent

ATTACHES NEW FISCAL NOTE(S): (Dept)

APPROVES PREVIOUS: (Dept/Date)

fiscal note(s) GOV

fiscal note(s) _____

zero fiscal note(s) _____

zero fiscal note(s) _____

SIGNING WITH RECOMMENDATIONS	DP?	DNP	NR	AM
<i>Deannette James</i>			✓	
<i>Hal Smalley</i>		✓		
<i>John Collett</i>			✓	
<i>Scott Ogan</i>	✓			

CHAIR'S SIGNATURE *Deannette James*

Questions for the Administration via Rep. Ogan

1. What is the total value in dollars for salary plus all benefits, including the accumulation of air miles for a Range 28 Step F employee. (Airline miles should be calculated by using the average for executives in the range 28 position of authority.)
2. How many state employees make more money than the Governor? How many of those are exempt or partially exempt? How many partially exempt or exempt administrators make more money than their supervisors?
3. How many persons listed in HB 74 previously held legislative positions?
4. What is the annual salary and benefit total, including airline miles accumulated, for all partially exempt or exempt persons in the state?
5. What are the total travel expenses for all the persons included in HB 74 for the last two fiscal years?

LEGISLATIVE BUDGET AND AUDIT COMMITTEE

Wage and Benefit Study

January 1999

- FINAL REPORT -

Executive Summary (cont.)

- Based upon an analysis of private salary survey results using the market weighted average, a significant number of State jobs are above market as follows:
 - 38% of the benchmark jobs (31 out of 82) are considered above the market range
 - 61% of the benchmark jobs (50 out of 82) are considered within the market range
 - 1% of the benchmark jobs (1 out of 82) are considered below the market range
- Based upon an analysis of published national data for certain positions for which private survey data is unavailable, 3 of 10 positions were compensated above the market range and 7 were compensated within the market range
- An analysis by pay range stratification (pay range 12 and below, ranges 13-18, ranges 19-22 and range 23 above) reveals that the aggregate compensation for positions within a particular segment are within a market range when compared with the survey median, however ranges 13 through 18 are above the market range based upon the survey market weighted average (see page 18)
- The cost of benefits for State employees are substantially higher than the survey participants as follows:
 - State benefits as a percentage of State salaries are 46%
 - Survey participant benefits as a percentage of both market median and market weighted average participant salaries are 39%
- State contributions toward medical benefits are 31% higher than the average contribution for other survey participants
- State contributions for SBS and PERS are 25% higher than retirement and social security contributions for survey participants overall, but similar to retirement contributions for public employers in the survey
- Paid time off benefits for State employees are approximately 48% higher than the average for all survey participants, and 24% higher than the average of all public employers in the survey

ALASKA STATE LEGISLATURE

LEGISLATIVE BUDGET AND AUDIT COMMITTEE

Division of Legislative Audit



January 21, 1998

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Members of the Legislative Budget and Audit Committee:

This informational report is in response to a request by the Committee on the compensation paid and travels expenses for executive management positions in the Executive Branch during fiscal year 1997. This report contains the results of our survey of the governor, lieutenant governor, chief of staff, commissioner and deputy commissioners of each department, University of Alaska president, vice presidents and chancellors, and the executive director for each state corporation. (Compensation paid to the President/CEO of the Alaska Railroad Corporation is not available for public disclosure.)

Schedule A reports compensation paid to the individuals in the positions listed above. Compensation has been defined to include salary, benefits, housing or vehicle allowances, and other¹ reportable income. Schedule B is a summary schedule of travel costs. Travel costs include conference fees, travel costs, meal and incidentals, lodging, and other costs. Finally, Schedule C is the detail schedule of travel costs.

This report is not limited to any specific funding source.

Salaries established in Statute

Title 39 of the Alaska Statutes establishes the salaries for the governor, lieutenant governor, and the head and deputy head of each principal executive department. The governor and lieutenant governor's salary are defined as \$81,648 and \$76,188 respectively. The salaries for the head of each principal executive department is defined as range 28, step E.

The salary for the deputy department head is addressed in a variety of statutes. AS 39.20.080 establishes the salary as not less than step A nor more than step F, range 28. AS 39.27.011 provides an exception for the salary of deputy department head.

"If a state officer or employee is appointed a deputy department head or a division director, and at the time of the appointment, the officer or employee is receiving a salary higher than that set for the position to which appointment has been made, the officer or employee is entitled to continue receiving the higher salary."

¹ This category is primarily payments received from leave cash-in.

AS 39.27.022 provides for pay increases for longevity in state service, according to the Department of Administration, Division of Personnel, longevity steps are increments of step F, and therefore deputy commissioners are eligible for longevity salary increases.

Some observations and explanations on the compensation schedule:

- The highest paid executive management position in state is the president of the University of Alaska.
- The deputy attorneys general were overpaid in FY 97, but the Department of Law has taken corrective action during the current fiscal year. The overpayment correction is shown in the "Other" column on Schedule A.
- Deputy Commissioner Ewing's position in the Department of Environmental Conservation is covered by an intergovernmental personal act agreement between the state and the Environmental Protection Agency. Benefits are paid at the federal benefit rate.
- Deputy Commissioner Parker, Department of Corrections is a member of the Elected Public Officers Retirement System (EPORS). While employee contributions are made each year, annual employer contributions are not paid. Rather EPORS benefit payments are funded by a combination of employee contributions and an annual appropriation from the State General Fund.

Travel rules are established in Alaska Statutes and the Alaska Administrative Manual

AS 39.20.110 provides that officials of state agencies while traveling on official business and away from their designated post of duty, shall be allowed, instead of their actual expenses for subsistence for all fees or tips, a per diem allowance. The Alaska Administrative Manual 60.190 provides that an employee shall be allowed reimbursement for lodging expenses when traveling on official state business and overnight lodging is obtained. In addition, the employee shall be reimbursed for meal and incidental expenses (M&IE). Together, the reimbursement for lodging and the M&IE allowance are considered the per diem allowance. An employee is not entitled to any per diem or M&IE allowance if they do not incur expenses for either meals or lodging.

Some observations on the travel schedule:

- Governor Knowles has the highest travel costs for executive positions.
- When on national guard business Adjutant General Lestenkof may use military or National Guard transport rather than commercial airlines for part or all of the trip.

SCHEDULE A

COMPENSATION FOR EXECUTIVE POSITIONS FOR FY 97

Organization/Position	Annual Salary	Annual Benefits	Housing Use or Allowance	Vehicle Use or Allowance	Other **	Total Compensation
Office of the Governor						
Governor Knowles	81,648	24,597	Yes	Yes	-	106,245
Lt. Governor Ulmer	76,188	20,761	No	No	-	96,949
Chief of Staff Ayers	95,099	27,184	No	No	17,516	139,799
Department of Administration						
Commissioner Boyer	85,020	24,099	No	No	-	109,119
Deputy Commissioner Elgee	81,900	24,012	No	No	3,150	109,062
Department of Law						
Attorney General Botelho	85,020	24,935	No	No	-	109,955
Deputy Attorney General Ritchie	96,120	27,526	No	No	(10,178)	113,468
Deputy Attorney General Cooper	96,120	27,526	No	No	(9,949)	113,697
Department of Revenue						
Commissioner Condon	85,020	24,548	No	No	-	109,568
Deputy Commissioner Vogt	87,972	24,123	No	No	-	112,095
Deputy Commissioner Kinney	83,850	24,458	No	No	-	108,308
Department of Education						
Commissioner Holloway	85,020	23,505	No	No	-	108,525
Deputy Commissioner Cross	87,972	24,134	No	No	-	112,106
Department of Health and Social Services						
Commissioner Perdue	85,020	23,901	No	No	-	108,921
Deputy Commissioner Livey	85,020	24,544	No	No	-	109,564
Deputy Commissioner Webb	76,200	21,982	No	No	-	98,182
Department of Labor						
Commissioner Cashen	85,020	22,957	No	No	-	107,977
Deputy Commissioner Flanagan	83,070	23,133	No	No	-	106,203
Department of Commerce and Economic Development						
Commissioner Hensley	85,020	23,009	No	No	-	108,029
Deputy Commissioner Bush	81,900	23,009	No	No	-	104,909
Department of Military and Veterans Affairs						
Adjutant General Lestenkof	85,020	26,800	No	No	-	111,820
Deputy Commissioner Schnell	82,290	26,500	No	No	-	108,790
Department of Natural Resources						
Commissioner Shively	85,020	25,323	No	No	-	110,343
Deputy Commissioner Rutherford	90,859	25,644	No	No	7,568	124,071

** Includes leave cash-in paid during the fiscal year

SCHEDULE A

COMPENSATION FOR EXECUTIVE POSITIONS FOR FY 97

Organization/Position	Annual Salary	Annual Benefits	Housing Use or Allowance	Vehicle Use or Allowance	Other **	Total Compensation
Department of Fish and Game						
Commissioner Rue	85,020	25,402	No	No	1,635	112,057
Deputy Commissioner Benton	85,062	27,458	No	No	10,464	122,984
Deputy Commissioner Bosworth	84,713	25,584	No	No	4,200	114,497
Department of Public Safety						
Commissioner Otte	85,020	28,100	No	Yes	-	113,120
Deputy Commissioner Smith	83,330	27,679	No	Yes	-	111,009
Department of Environmental Conservation						
Commissioner Brown	85,020	24,823	No	No	5,232	115,075
Deputy Commissioner Ewing	106,837	-	No	No	-	106,837
Department of Corrections						
Commissioner Pugh (vehicle in Anch only)	85,020	27,846	No	Yes	-	112,866
Deputy Commissioner Parker	73,488	15,447	No	No	-	88,935
Department of Community and Regional Affairs						
Commissioner Irwin	85,020	23,927	No	No	-	108,947
Deputy Commissioner Cotten	82,810	23,628	No	No	-	106,438
Department of Transportation and Public Facilities						
Commissioner Perkins	85,020	28,172	No	No	-	113,192
Deputy Commissioner Brownfield	87,972	28,827	No	No	-	116,799
Deputy Commissioner Parkan	78,824	26,942	No	No	-	105,766
University of Alaska						
President Komisar	148,000	31,935	Yes	Yes	-	179,935
Vice President Creamer	119,000	27,264	No	No	-	146,264
Vice President Redman	105,000	23,486	No	No	-	128,486
Chancellor Gorsuch	118,758	26,817	31,850	Yes	375	177,800
Chancellor Wadlow	126,884	28,523	Yes	Yes	-	155,407
Chancellor Lind	106,475	23,413	14,404	Yes	-	144,292
Alaska Aerospace Development Corporation						
Executive Director Ladner	103,000	26,608	No	8,870	31,723	170,201
Alaska Housing Finance Corporation						
Executive Director Fauske	122,579	42,184	No	No	-	164,763
Alaska Industrial Development and Export Authority						
Executive Director Simmons (started 11/96)	62,870	18,342	No	No	-	81,212

** Includes leave cash-in paid during the fiscal year

SCHEDULE A

COMPENSATION FOR EXECUTIVE POSITIONS FOR FY 97

Organization/Position	Annual Salary	Annual Benefits	Housing Use or Allowance	Vehicle Use or Allowance	Other **	Total Compensation
Former Executive Director Snell (term. 10/96)	30,770	8,569	No	No	24,885	64,224
Alaska Mental Health Trust Authority Executive Director Jessee	83,100	22,100	No	No	-	105,200
Alaska Permanent Fund Corporation Executive Director Mallott	129,502	31,130	No	No	-	160,632
Alaska Public Utilities Commission						
Chairman Cotten	74,590	21,707	No	No	-	96,297
Commissioner Cook (current)	68,374	19,898	No	No	-	88,272
Commissioner Thompson (former)	6,216	1,809	No	No	-	8,025
Commissioner Posey (current)	31,079	9,045	No	No	-	40,124
Commissioner Schroer (former)	43,511	12,662	No	No	-	56,173
Commissioner Ornquist	74,590	21,707	No	No	-	96,297
Commissioner Hanley	74,590	21,707	No	No	-	96,297
Executive Director Lohr	83,129	23,114	No	No	-	106,243
Alaska Railroad Corporation President and CEO Sheffield	Information not available for public disclosure per AS. 42.40.220					
Alaska Science and Technology Foundation Executive Director Kenworthy	98,500	25,166	No	4,800	-	128,466
Alaska Seafood Marketing Institute Former Executive Director Scheunemann	92,844	26,526	No	No	-	119,370
Alaska Student Loan Corporation Executive Director Barrans	95,712	28,763	No	No	-	124,475
Alaska Tourism Marketing Council Executive Director Karp	74,592	21,537	No	No	-	96,129

** Includes leave cash-in paid during the fiscal year

SCHEDULE B

SUMMARY SCHEDULE OF TRAVEL FOR EXECUTIVE POSITIONS IN FY 97

Organization/Position	Conference Fees	Travel Expenses	Meals and Incidental	Lodging Expense	Other Expense	Total
Office of the Governor						
Governor Knowles	600	54,968	3,717	14,895	435	74,615
Lt. Governor Ulmer	800	28,244	3,685	11,069	2,798	46,596
Chief of Staff Avers	-	20,358	1,998	5,856	1,500	29,712
Department of Administration						
Commissioner Boyer	5,255	9,072	1,485	3,139	2,106	21,057
Deputy Commissioner Alqee	-	4,434	973	1,651	471	7,529
Department of Law						
Attorney General Botelho	-	20,342	4,183	8,783	700	34,008
Deputy Attorney General Ritchie	-	3,683	890	1,709	9	6,291
Deputy Attorney General Cooper	-	6,376	1,496	2,420	3	10,295
Department of Revenue						
Commissioner Condon	-	19,737	159	5,862	1,384	27,142
Deputy Commissioner Vogt	-	4,222	737	1,348	95	6,402
Deputy Commissioner Kinney	350	12,543	1,764	4,013	114	18,784
Department of Education						
Commissioner Holloway	370	19,284	6,175	9,331	4,298	39,458
Deputy Commissioner Cross	-	4,068	946	1,658	544	7,216
Department of Health and Social Services						
Commissioner Perdue	1,065	23,646	2,844	5,264	366	33,185
Deputy Commissioner Livey	725	13,719	1,914	3,197	64	19,619
Deputy Commissioner Webb	-	1,954	147	102	12	2,215
Department of Labor						
Commissioner Cashen	925	9,750	2,208	5,379	-	18,262
Deputy Commissioner Flanagan	1,950	4,341	1,044	638	39	8,012
Department of Commerce and Economic Development						
Commissioner Hensley	3,170	33,952	2,323	6,038	342	45,825
Deputy Commissioner Bush	-	7,713	2,032	3,062	6	12,813
Department of Military and Veterans Affairs						
Adjutant General Lestenkof	175	3,391	1,843	3,477	348	9,234
Deputy Commissioner Schnell	100	1,386	466	902	38	2,892
Department of Natural Resources						
Commissioner Shively	-	18,263	1,289	3,531	393	23,476
Deputy Commissioner Rutherford	-	6,548	790	70	145	7,553

SCHEDULE B

SUMMARY SCHEDULE OF TRAVEL FOR EXECUTIVE POSITIONS IN FY 97

Organization/Position	Conference Fees	Travel Expenses	Meals and Incidental	Lodging Expense	Other Expense	Total
Department of Fish and Game						
Commissioner Rue	-	13,881	2,455	3,399	215	19,950
Deputy Commissioner Benton	-	22,589	5,679	9,654	1,907	39,829
Deputy Commissioner Bosworth	-	11,975	2,490	4,176	515	19,156
Department of Public Safety						
Commissioner Olte	-	5,562	2,270	5,606	290	13,728
Deputy Commissioner Smith	-	4,647	1,706	1,626	108	8,087
Department of Environmental Conservation						
Commissioner Brown	-	19,680	2,968	4,922	363	27,933
Deputy Commissioner Ewing	-	11,809	1,683	3,032	261	16,785
Department of Corrections						
Commissioner Pugh	-	16,299	3,179	2,070	120	21,668
Deputy Commissioner Parker	280	5,976	2,224	1,386	482	10,348
Department of Community and Regional Affairs						
Commissioner Irwin	50	13,297	2,038	3,146	-	18,531
Deputy Commissioner Colton	90	12,934	5,571	487	12	19,094
Department of Transportation and Public Facilities						
Commissioner Perkins	725	19,133	3,135	6,198	1,870	31,061
Deputy Commissioner Brownfield	535	10,793	1,390	2,621	698	16,037
Deputy Commissioner Parkan	2,095	13,248	3,093	3,323	2,735	24,494
University of Alaska						
President Komisar	415	14,105	3,440	6,708	2,389	27,057
Vice President Creamer	-	7,809	830	1,979	1,041	11,659
Vice President Redman	370	13,687	4,112	2,794	2,815	23,778
Chancellor Gorsuch	445	6,895	1,335	2,617	911	12,203
Chancellor Wadlow	375	6,496	995	3,203	1,269	12,338
Chancellor Lind	-	6,798	1,187	2,410	1,432	11,827
Alaska Aerospace Development Corporation						
Executive Director Ladner	3,100	15,185	1,591	2,844	1,526	24,246
Alaska Housing Finance Corporation						
Executive Director Fauske	445	6,406	880	1,172	463	9,366
Alaska Industrial Development and Export Authority						
Executive Director Simmons	-	4,957	727	1,483	1	7,168
Former Executive Director Snell	-	2,684	341	452	359	3,836
Alaska Mental Health Trust Authority						
Executive Director Jessee	150	8,742	1,276	2,514	331	13,013

SCHEDULE B

SUMMARY SCHEDULE OF TRAVEL FOR EXECUTIVE POSITIONS IN FY 97

Organization/Position	Conference Fees	Travel Expenses	Meals and Incidental	Lodging Expense	Other Expense	Total
Alaska Permanent Fund Corporation						
Executive Director Mallott	-	16,255	1,914	5,375	106	23,650
Alaska Public Utilities Commission						
Chairman Cotton	-	1,798	648	1,285	313	4,044
Commissioner Thompson	-	70	21	-	19	110
Commissioner Schroer	500	1,009	432	1,836	81	3,858
Commissioner Posey	700	2,346	581	1,780	277	5,684
Commissioner Ornquist	1,545	1,980	1,028	3,857	850	9,260
Commissioner Hanley	-	465	272	436	65	1,238
Commissioner Cook	750	1,650	608	2,093	323	5,424
Executive Director Lohr	150	541	126	306	22	1,145
Alaska Railroad Corporation						
President and CEO Sheffield	-	8,362	1,780	4,580	145	14,867
Alaska Science and Technology Foundation						
Executive Director Kenworthy	75	3,926	864	974	621	6,460
Alaska Seafood Marketing Institute						
Prior Executive Director Scheunemann	675	18,803	1,949	4,174	2,615	28,216
Alaska Student Loan Corporation						
Executive Director Barrans	750	8,285	1,309	4,393	48	14,785
Alaska Tourism Marketing Council						
Executive Director Karp	325	9,234	2,315	5,061	435	17,370

Legislative Affairs Agency Staff Cost Savings Analysis 1993 – 1999

The Legislature has consistently worked to cut costs and maintain the efficiency of the Legislative Affairs Agency operation. We have acted on recommendations contained in the 1993 'Review of Legislative Agencies' prepared by Jay Hogan for LB&A and on a 1994 salary study of agency positions. We continue to look for ways to sustain this trend. It is not always an easy task, especially with recent budget reductions, to provide the same level of service to the 60 legislators, legislative staff and the public.

In Fiscal Year 1994 the Legislative Affairs Agency consisted of 5 divisions employing 83 people year round and 37 seasonal employees. The Legislative Research Agency employed 9 full-time employees and 5 seasonal employees. The total number of positions for the two agencies was 134.

Since that time the Agency has undergone a significant organizational change, which has resulted in fewer divisions and employees. Legislative Council dissolved the Legislative Research Agency and the Senate research arm and the Legislative Affairs Agency's Legal Services Division assumed its functions.

The total number of positions in the Fiscal Year 1999 Budget is 121 positions, which is a net reduction of 13 positions since Fiscal Year 1994. These consolidations and reductions have resulted in both organizational efficiency and savings in personal services.

During 1993 and 1994 a position and salary analysis of all Agency positions was conducted. An independent analyst was hired to determine the appropriateness of Agency salary levels. While most positions were found to be correctly classified, a few were shown to need adjustment up or down. This study was used in

conjunction with the organizational restructure in determining staff changes over the next several years.

In Fiscal Year 1995 the first major change in the Agency was to restructure all Agency Divisions except the Legal Services Division within a single Administrative Services Division. Executive Operations, Public Services and General Services Divisions were eliminated. The Director of Administrative Services (range 24) position was eliminated along with the Special Assistant (range 18) position. The duties of the Executive Director and the Director of Administrative Services were combined. The Accounting Supervisor's position (range 19) was re-classified to Deputy Director (range 23). The result was a more efficient management structure and net savings of over \$155,000. As part of the re-structure process the Public Services Division was re-organized into the Information and Teleconferencing Section of the Administrative Services Division. The Director position was eliminated and the Juneau Information Officer's position re-classified to the Manager of Information and Teleconferencing. The duties of the director and information officer were combined. The result was a \$26,000 saving in personal services costs. Divisions became sections – for example Maintenance, Supply, Data Processing, Executive Director's Office and Information and Teleconference.

Also in Fiscal Year 1995 one full-time Attorney (range 23) position was reduced to a seasonal 9-month position for net savings of \$22,000.

In Fiscal Year 1996 the Legislative Research Agency was dissolved and its functions assumed by the Legislative Legal and Research Division of the Legislative Affairs Agency. In the process, positions associated with the research function were reduced by two ranges and made seasonal positions. The result was a net saving of \$370,000.

Also beginning with Fiscal Year 1996 the Legislative Affairs Agency assumed all accounting and payroll functions for the Legislative Finance Division, House and Senate Finance Committees, and the Office of the Ombudsman. Because these components received budget cuts and personnel reductions this shifting of duties was a way of solving this shortage. It also streamlined lists and information on legislative employees. Although this represented a significant increase in workload, it was accomplished with no increase in staff for the Agency.

In Fiscal Year 1997 the Print Shop manager's duties were re-structured and the position re-classified from a range 22 to range 18. Resulting in net savings of \$35,335. And as part of the Agency's overall re-structure and re-classification process, the year round staff of the print shop has been reduced from 5 positions at range 17 to 2 positions at range 15. Some positions were eliminated others changed to seasonal. The budgetary impact in the Print Shop (not including the session Documents Office or session copy machine operators) has been an annual savings in personal services of approximately \$164,000.

Other position re-classifications have been to reduce the Building Manager's position to range 19 from a range 21 and the Data Processing Manager's position from a range 24 to a range 23.

Fiscal Years 1998 and 1999 have not included major changes to the staffing structure of the Agency except for Legal Services. In Fiscal Year 1998 nearly all Attorney positions were reduced to 11-month positions. The result was a savings in personal services costs, but a significant loss of attorney time and availability. In Fiscal Year 1999 the positions were returned to 12-month status.

The re-structure and re-classification process spread over the past six years has resulted in a more efficient Agency operation and a significant reduction in personal services costs.

Legislators have not received a salary increase for over 9 years. Their salary is \$24,012 per year.

Session staff working for the individual legislator's pay has remained at the same level for many years. The Session Expenses personal services budget for 1993 included 212 positions. The number of positions has dropped to 202 in Fiscal Year 1998.

The Office of the Ombudsman has been reduced from a budget of \$1,620.8 with 22 positions in FY94 to a budget of \$503.2 with 7 positions in FY99.

Future cost saving includes moving the LAA administrative offices into Capital School in July of 1999. This will save the Legislature over \$200,000 each year in rent.

As you can see from the information provided above, the Legislature is committed to reducing it's own budget while maintaining organizational efficiency with fewer resources. The examples show that the Legislative Affairs Agency has been successful in achieving this goal.



REPRESENTATIVE SCOTT OGAN

Alaska State Legislature

House District 27 • Palmer • Greater Palmer • Sutton • Chickaloon • Sheep Mountain

House Bill 74

SPONSOR STATEMENT

HB 74 was introduced to begin discussions on reducing costs in the upper levels of the administration. It uses the general salary cap that applies to our administrative staff as a place for the discussion to commence.

The legislation contains exemptions for positions within the administration that require a specific educational background, or involve a wide range of oversight responsibilities. If members of the administration have alternative suggestions for reducing costs at upper levels of management I remain open to their ideas and am most anxious to hear them.

These are tough times. It may be difficult for some of us to suggest changes in the salaries of persons that lobby before us daily on behalf of government. Many have worked as legislative staff before finding the greener pastures of administrative appointment.

As we recommend budget cuts, and the Governor pushes taxes, I remain committed to conveying the message that no administrator's salary or job in the public sector is more sacred than their counterparts in the private sector. When the final balance is struck to address overspending, and slumping revenue, it must be as fair and equitable as possible.

Alaska is facing a new economic challenge. If we are to overcome it, those who have built the towers of government on the shifting sands of oil should realize the tower must be reduced in size or it will topple. Until we can honestly look our constituents in the eye and tell them we have done all we can do to reduce all of state government to an affordable level, then and only then should Alaskans be asked to consider other options.

LEGAL SERVICES

DIVISION OF LEGAL AND RESEARCH SERVICES
LEGISLATIVE AFFAIRS AGENCY
STATE OF ALASKA

(907) 465-3867 or 465-2450
FAX (907) 465-2029
Mail Stop 3101

130 Seward Street, Suite 409
Juneau, Alaska 99801-2105

MEMORANDUM

February 9, 1999

SUBJECT: Sectional Summary of HB 74 (Salary caps for certain state officials)

TO: Representative Scott Ogan
Attn: Dave Stancliff

FROM: Teresa B. Cramer *TBC*
Legislative Counsel

You have requested a sectional summary of the above-described bill. As a preliminary matter, note that a sectional summary of a bill should not be considered an authoritative interpretation of the bill and the bill itself is the best statement of its contents.

Section 1 amends AS 39.20.080(b) to set the monthly salary of deputy commissioners and assistant commissioners in principal departments of the executive branch of state government at between Steps A and F of Range 21 of the state salary schedule for Juneau. The direction that the salary be for Juneau means that these employees will not be entitled to a geographic salary differential even if they are stationed in a location in which they would otherwise be entitled to receive one.

Section 2 amends AS 39.20.080 by adding new subsections. Subsection (d) sets the monthly salary of a division director within a principal executive department of the executive branch of state government at between Steps A and F or Range 21 of the state salary schedule for Juneau.

Subsection (e) sets the monthly salary for employees in the Office of the Governor and Lieutenant Governor or the office of a commissioner who are members of the exempt or partially exempt service at no more than Step F, Range 21 of the state salary schedule for Juneau. There are a number of exceptions listed in the subsection.

Section 3 amends AS 39.25.130(c) to limit the authority of the personnel board to move positions from the partially exempt service to the classified service by excluding the positions listed in new AS 39.20.080(e)(1) and (2), enacted by bill section 2. Those positions are in the Office of the Governor and the Office of the Lieutenant Governor.

Section 4 adds a new subsection to AS 39.27.022, which is the statute that sets out the longevity pay raises for state employees. The new language excludes deputy commissioners, assistant commissioners, and division directors in principal departments of the executive branch of state government from eligibility for longevity pay raises.

Representative Scott Ogan
February 9, 1999
Page 2

Section 5 specifies that work performed by a state official named in the bill on or after the effective date of the Act is subject to the limitations of the Act.

TC:jdr
99-057.jdr

State of Alaska

Legislative Affairs Agency

Administrative Services

130 Seward Street, Suite 313 ~ Juneau, Alaska 99801-2197 ~ Phone (907)465-3852 ~ Fax (907) 465-3234



TO: Representative Scott Ogan
Alaska House of Representatives

FROM: *Karla Schofield*
Karla Schofield, Deputy Director
Administrative Services

SUBJ: Legislative Employees

DATE: February 4, 1999

The following information is provided per your request:

Number of legislative employees compensated above Range 21	33
Number of legislative employees compensated at Range 21F or below	422
Number of legislative employees compensated at Range 19A through Range 21F	130

These employee numbers are current for this session as of February 4, 1999. The Legislature employs fewer people during the interim. If you have any questions about this information please contact me at 465-6626 or Pam Varni at 465-3800.

cc: Pamela Varni, Executive Director



REPRESENTATIVE SCOTT OGAN

Alaska State Legislature

House District 27 • Palmer • Greater Palmer • Sutton • Chickaloon • Sheep Mountain

***** **FOR IMMEDIATE RELEASE** *****

2/3/99

For more info: 465-3878

LEGISLATOR URGES SALARY ADJUSTMENTS

Representative Scott Ogan (R-Palmer) has introduced legislation (HB-74) to bring the salaries of certain state administrators within long-standing legislative guidelines. Ogan's bill would affect deputy and assistant commissioners, special assistants, and directors of agencies throughout the state, including the office of the Governor and Lt. Governor. The legislation would cap salaries at the same level as top paid legislative staff. Under current statute, the administration's top level is a range 28, step F or \$ 7,486 per month. Ogan's bill would apply the legislature's guideline that sets a cap at a range 21, step F or \$ 5,095 per month. *"Years ago, the legislature set their salary caps and standards for administrative staff. It is a policy that has saved money and we encourage the administration to follow the legislature's salary guidelines to meet our tighter budgets,"* said Ogan.

When asked about cost of living differentials, Ogan again cited legislative policy. *"Our professional assistants come from all over the state, in many cases maintain two homes, and do not receive travel reimbursement or per diem for their journey to Juneau, or expenses while they are here."*

There may be more than just salaries discussed. Ogan has not looked specifically at administrative travel budgets, and accumulated airline miles, but he feels it will probably come out in the testimony. *"If legislators want to see all the differences in budget between administrative assistants and legislative assistants, travel will likely be discussed as will area salary differentials. Our (legislative) staff travel very little. They serve our districts through phones, faxes, and e-mail, even though some are larger than many states and most have at least 12,000 constituents,"* said Ogan.

Ogan's bill is the first to attempt salary parity between the legislature and the administration. The measure as introduced applies only to those administrative positions not protected by collective bargaining agreements. *"Our ship of state is in rough waters. We need to ask all who sail upon her to reef their sails and batten down the hatches. I would encourage those affected by my bill to come to the table and give us alternatives if they are unhappy with legislative salary guidelines."*

THE
FOLLOWING
DOCUMENT(S)
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Existing Statutes Affected

Sec. 39.20.020. Date of entitlement of governor's salary. The governor is entitled to receive the salary established for the office effective from the date on which the oath of office is taken by the governor. (§ 2 ch 39 SLA 1959)

Sec. 39.20.030. Annual salary of lieutenant governor. The annual salary of the lieutenant governor is \$76,188. (§ 1 ch 40 SLA 1959; am § 2 ch 115 SLA 1965; am § 1 ch 123 SLA 1967; am § 5 ch 101 SLA 1969; am § 5 ch 193 SLA 1970; am § 6 ch 34 SLA 1974; am § 8 ch 148 SLA 1976; am § 10 ch 263 SLA 1976; am § 7 ch 3 SLA 1980; am § 22 ch 3 SLA 1980; am § 3 ch 87 SLA 1985)

Sec. 39.20.040. Date of entitlement of lieutenant governor's salary. The lieutenant governor is entitled to receive the salary established for the office effective from the date on which the oath of office is taken by the lieutenant governor. (§ 2 ch 40 SLA 1959)

Sec. 39.20.050. Exclusive compensation. The compensation fixed by law for the governor and lieutenant governor is in full for all services rendered by each of them in any official capacity or employment whatsoever during their respective terms of office, and shall be paid throughout their respective terms of office unless the office becomes vacant. (§ 1 ch 160 SLA 1960)

Sec. 39.20.060. Exclusion of governor and lieutenant governor from personnel laws. Notwithstanding the provisions of any other law, the governor and lieutenant governor are not considered employees of the state for the purpose of state personnel laws relating to hours of employment, annual leave, sick leave, overtime, compensatory time, and travel allowances. This section does not deprive the governor and lieutenant governor of the right to participate in the state retirement system or in state group insurance plans. (§ 2 ch 160 SLA 1960)

Sec. 39.20.070. Subsequent legislation relating to AS 39.20.050 and 39.20.060. AS 39.20.050 and 39.20.060 are not superseded or modified by any subsequent legislation except to the extent that the legislation does so expressly. (§ 3 ch 160 SLA 1960)

*

Sec. 39.20.080. Salary of executive department head and deputy. (a) The monthly salary of the head of each principal executive department of the state is equal to Step E, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska.

(b) The monthly salary of a deputy head of a principal executive department of the state is not less than Step A nor more than Step F, Range 28 of the salary schedule in AS 39.27.011(a) for Juneau, Alaska. *amended*

(c) Except as provided by a general law applicable to all officers of the state, the compensation of the head of each principal executive department of the state may not be reduced during the executive's tenure in office. (§ 1 ch 105 SLA 1959; am § 1 ch 128 SLA 1962; am § 3 ch 115 SLA 1965; am § 1 ch 156 SLA 1966; am § 2 ch 123 SLA 1967; am § 6 ch 101 SLA 1969; am § 6 ch 193 SLA 1970; am § 37 ch 71 SLA 1972; am § 7 ch 84 SLA 1974; am § 5 ch 205 SLA 1975; am § 9 ch 148 SLA 1976; am § 11 ch 263 SLA 1976; am §§ 8, 9, 15, 23, 24 ch 3 SLA 1980)

dfe added

Editor's notes. — Chapter 205, SLA 1975, which amended this section, was submitted to the voters by referendum and was rejected.

Sec. 39.20.090. Salaries and expenses. The salaries and expenses of officers, boards, commissions, and bureaus established by the laws of the state shall be paid

law

SLA 1988; am E.O. No. 69 § 22 (1988); am E.O. No. 79 § 2 (1991); am § 13 ch 66 SLA 1991; am § 28 ch 89 SLA 1991; am § 21 ch 6 SLA 1993; am E.O. No. 83 § 20 (1993); am § 18 ch 5 FSSLA 1994; am § 3 ch 92 SLA 1995; am ch 30 § 43; am E.O. No. 94 § 2 (1996)

principal
partially
special

Revisor's notes. — Paragraph (c)(17), formerly (c)(18), was renumbered in 1984. Paragraph (c)(18), enacted as (c)(19), was renumbered in 1984. Paragraph (c)(20), enacted as (c)(19), was renumbered in 1996.

The second 1993 amendment, effective July 1, 1993, repealed subparagraph (c)(9)(G).

ons:

In 1992, under § 6, ch. 13, SLA 1992, and AS 5.031, "Governor's Council on Disabilities and Special Education" was substituted for "Governor's Council for the Handicapped and Gifted."

The 1994 amendment, effective June 24, 1994, added paragraph (c)(23).

The 1995 amendment, effective July 1, 1995, added paragraph (c)(24).

Paragraph (24) was enacted as (19). Renumbered in 1996.

The first 1996 amendment, effective May 16, 1996, substituted "Alaska Commission on Aging" for "Older Alaskans Commission" in subparagraph (c)(9)(J).

Effect of amendments. — The first 1991 amendment, effective March 23, 1991, added paragraph (c)(21).

The second 1996 amendment, effective July 1, 1996, in paragraph (c)(21), substituted "assigned to" for "of the division of," inserted "functions," and added a section reference at the end.

The second 1991 amendment, effective July 2, 1991, added paragraph (c)(22).

Effective dates. — Under § 58(a), ch. 66, SLA 1991, as amended by § 37, ch. 5, FSSLA 1994 and § 2, ch. 1, SSSLA 1994, this section, as set out above, took effect December 16, 1994.

The first 1993 amendment, effective April 14, 1993, repealed paragraph (c)(20).

NOTES TO DECISIONS

Cited in *Sheffield v. Alaska Pub. Employees' Ass'n*, 5 P2d 1083 (Alaska 1987).

facilities

Sec. 39.25.130. Extension of partially exempt and classified services. (a) The personnel board, upon written recommendation of the commissioner of administration, may extend the partially exempt service to include any position in the classified service in the judgment of the board,

er of the
ent;

- (1) involves principal responsibility for the determination of policy;
- (2) involves principal responsibility for the way in which policies are carried out; or
- (3) involves responsibilities and duties of a type not susceptible to the ordinary recruiting and examining procedures.

ons in the

(b) Positions may not be included in the partially exempt service under this section if the inclusion is inconsistent with federal requirements for state agencies supported in whole or in part by federal funds.

(c) The personnel board, upon written recommendation of the commissioner of administration, may extend the classified service to include any position in the partially exempt service. (§ 7 ch 144 SLA 1960; am §§ 9, 10 ch 112 SLA 1982) *amended*

NOTES TO DECISIONS

Cited in *Hafing v. Inland Hostmen's Union*, 585 P2d 1083 (Alaska 1978).

Article 3. Personnel Rules.

Section

158. Reemployment rights for injured state employees

159. Employment preference for veterans and prisoners of war

ate correc-
ions under
SLA 1961;
§ 4 ch 78
SLA 1975;
77); am § 1
E.O. No. 42
No. 45 § 3
A 1981; am
§ 26 ch 93
am § 106 ch
No. 58 § 18
A 1986; am
§ 33 ch 14

- Amendment of personnel rules
- Scope of the rules
- Departmental personnel officers
- Positional substitution program
- Position descriptions

Sec. 39.25.140. Amendment of personnel rules. (a) The director of personnel shall prepare and submit to the commissioner of administration any proposed amendment to the personnel rules for all positions and employees subject to this chapter.

Election District

Pay Steps Above Basic Salary Schedule

19
In other states

8
minus 6

(b) For purposes of (a) of this section, "election district" means an election district designated in the governor's proclamation of reapportionment and redistricting December 7, 1961.

(c) The director of the division of personnel shall establish salary differentials for positions in foreign countries. The differentials shall be adjusted annually, effective June 1, to maintain equitable relationships between salaries for positions in foreign countries and salaries for positions in Alaska. (§ 1 ch 158 SLA 1966; am § 8 ch 101 SLA 1969; am § 2 ch 87 SLA 1971; am § 3 ch 47 SLA 1974; am § 3 ch 138 SLA 1975; am § 13 ch 1 SLA 1976; am §§ 32, 33 ch 3 SLA 1980; am § 45 ch 30 SLA 1996)

Revisor's notes. — Section 6, ch. 138, SLA 1975, provided that this section would be repealed on the effective date of a pay schedule adopted under a section enacted by a particular bill. However, that bill did not become law.

Effect of amendments. — The 1996 amendment effective May 16, 1996, inserted "of the division of personnel" in the first sentence of subsection (c).

Sec. 39.27.022. Pay increments for longevity in state service. (a) Pay increments, computed at the rate of 3.75 per cent of the employee's base salary, shall be provided after an employee has remained in the final step within a given range for ten years, provided that the employee has worked continuously for the state for seven years and provided that the current annual rating by the employee's supervisors is designated as "good" or higher.

(b) Additional increments, each computed at the rate of 3.75 per cent of the employee's base salary, shall be provided under the same restrictions as provided in (a) of this section when the employee has remained in the final step for four, nine and thirteen years.

(c) Longevity pay increments provided for in (a) and (b) of this section are approved under AS 39.25.150(2) as an amendment to the pay plan for employees of the state.

(d) This section applies to employees of the legislature only if the committee responsible for adopting employment policies concerning the employee adopts a written policy that the section applies. This section applies to the employees of the office of ombudsman only if the ombudsman adopts a policy that the section applies. (§ 1 ch 1 SLA 1972; am § 8 ch 21 SLA 1987)

#

(e) added

Editor's notes. — Section 10, ch. 21, SLA 1987 provides: "Notwithstanding the amendments made to AS 39.27.022 by sec. 8 of this Act, an employee of the legislature who has received a longevity pay increment under AS 39.27.022 before June 16, 1987 shall continue to receive the increment until the committee responsible for adopting employment policies concerning the employee adopts a policy on the question of longevity pay increments."

Opinions of attorney general. — Interpreting the longevity pay increments provided for by this

section, so as to suggest that these increments are not be salary steps and therefore employees receive these longevity increments who are promoted to higher job series are not entitled to the salary increases required by Personnel Rule 9.02.13 and art. 7 of the agreement between the state of Alaska and the Alaska Public Employees Association covering general government unit would be at variance with the legislative intent expressed in this section. September 11, 1974 Op. Att'y Gen.

NOTES TO DECISIONS

The purposes of this section are twofold, namely: To provide a reward for longevity in state employ, and to reestablish an incentive for employees who have attained the final step within a given range to continue in their employment. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

Legislative history. — See Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

The language of this section is not clear and

unambiguous as to when the pay increment under either subsection (a) or (b) should be granted. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

But at least some increment intended for immediate implementation. — The language of this section is not clear and unambiguous as to when pay increments should be implemented. However, Free Conference Committee Report indicates

tion that at least some increment be implemented immediately. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

No basis for assigning different implementation times to increments of subsections (a) and (b). — Since the wording of subsections (a) and (b) is nearly identical, there would seem to be no basis for assigning different implementation times to the increments, unless an indication of such legislative intent is to be found elsewhere. The supreme court has discovered no such expression of contrary legislative intent. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

Thus, employees entitled retroactively to pay increments in subsection (b). — As of July 1, 1972, state employees who otherwise met the statutory

eligibility requirements and had been in the last step of their pay range for four, nine, or 13 years should have immediately received the pay increments provided by subsection (b) of this section. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

Given an indication of retroactivity in the Free Conference Committee Report on the original bill and the similarity in the phrasing of subsections (a) and (b), the most intrinsically reasonable interpretation of the bill would seem to be that, in the absence of any indications of legislative intent to the contrary, if eligibility for the initial pay increase was to become effective on July 1, 1972, then eligibility for all the incremental increases should become effective on that date. Alaska Pub. Employees Ass'n v. State, 525 P.2d 12 (Alaska 1974).

Sec. 39.27.025. Swing and graveyard shift differentials. (a) Classified and partially exempt state employees who regularly work a "swing" shift beginning between 12:00 noon and 7:59 p.m. are entitled to a one-step increase over their normal pay established by this chapter.

(b) Classified and partially exempt state employees who regularly work a "graveyard" shift beginning between 8:00 p.m. and 3:59 a.m. are entitled to a two-step increase over their normal pay established by this chapter. (§ 3 ch 87 SLA 1971)

Sec. 39.27.030. Cost-of-living survey. Subject to an appropriation for this purpose, the director shall conduct a survey, at least every five years, to review the pay differentials established in AS 39.27.020. The survey may address factors, as determined by the director, that are also relevant in review of state salary schedules, entitlement for beneficiaries of state programs, and payments for state service providers. The survey must reflect the costs of living in various election districts of the state, and Seattle, Washington, by using the cost of living in Anchorage as a base. (§ 1 ch 226 SLA 1970; am §§ 1, 2, 4 ch 42 SLA 1971; am § 12 ch 4 FSSLA 1996)

Cross references. — For gathering data reflecting the cost of living in various election districts, see AS 44.31.020(4).

Effect of amendments. — The 1996 amendment,

effective July 1, 1996, rewrote this section.

Editor's notes. — Under § 45, ch. 4, FSSLA 1996, the provisions of that act, which amended this section, are not severable, notwithstanding AS 01.10.030.

Sec. 39.27.035. Preparation and submission of pay schedules. [Repealed, § 20 ch 4 FSSLA 1996.]

Sec. 39.27.040. University salary survey. [Repealed, § 20 ch 4 FSSLA 1996.]

Sec. 39.27.045. Definition. In AS 39.27.020 — 39.27.030, "director" means the director of the division of personnel. (§ 1 ch 226 SLA 1970; am § 13 ch 4 FSSLA 1996)

Effect of amendments. — The 1996 amendment, effective July 1, 1996, made section reference substitutions.

Chapter 30. Insurance and Supplemental Employee Benefits.

Article

1. Old Age and Survivors Insurance (§§ 39.30.010 — 39.30.080)
2. Group Life and Health Insurance (§§ 39.30.090 — 39.30.095)
3. Special Hazard Insurance (§ 39.30.130)
4. Supplemental Employee Benefits on Withdrawal from Social Security (§§ 39.30.150 — 39.30.180)

Subject: ~~fiscal notes~~

Date: Wed, 03 Feb 1999 16:33:51 -0900

From: Barbara Cotting <Barbara_Cotting@legis.state.ak.us>

Organization: Alaska State Legislature

To: shari_kochman@gov.state.ak.us

Hi Shari,

I have scheduled the following bill for hearing in House State Affairs next week, February 11, and need fiscal notes:

HB 74 by Rep. Ogan: Salaries for Certain State Officials

This should affect ALL departments, so there will be lot of fiscal notes!

Barbara

*none received
as of Wed.
Feb 10 -
10:45 a.m.
lcc*

FISCAL NOTE

STATE OF ALASKA
1999 LEGISLATIVE SESSION

BILL NO. HB 74

Revision Date/Time (Note if correction) _____ Dept. Affected All
 Title An Act relating to salary caps, . . . longevity BRU All
 increments _____ Component: _____
 Sponsor Ogan
 Requester House State Affairs Component Serial No. _____

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2000	FY 2001	FY 2002	FY 2003	FY 2004	FY 2005
Personal Services	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)

CAPITAL EXPENDITURES						
-----------------------------	--	--	--	--	--	--

CHANGE IN REVENUES ()						
-------------------------------	--	--	--	--	--	--

FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF	(1,930.0)	(1,930.0)	(1,930.0)	(1,930.0)	(1,930.0)	(1,930.0)
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type)	(1,247.4)	(1,247.4)	(1,247.4)	(1,247.4)	(1,247.4)	(1,247.4)
TOTAL	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)	(3,177.4)

Estimate of any current year (FY99) cost: 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)

House Bill 74 contains several provisions that will lower the salary of certain positions in the Executive Branch: Section 1 would change the range of deputy commissioners and assistant commissioners from Range 28 and 27 respectively to Range 21, and Section 4 would exempt them from coverage under the longevity increments provisions; Section 2 would limit the salary of division directors (currently paid throughout the steps and longevity increments of Ranges 24 through 29) to not more than Step F, Range 21, and Section 4 would exempt them from coverage under the longevity increments provisions; Section 2 would also limit the salary of all employees in the Office of the Governor, in the office of the lieutenant governor, and in commissioners' offices (with certain exceptions) to not more than Step F, Range 21.

Prepared by David Koivuniemi Phone 465-5663
 Division Personnel Date/Time _____
 Approved by Commissioner [Signature] Date 2/10/98
 Agency Administration

PREPARER TO PROVIDE ALL DISTRIBUTION COPIES TO GOVERNOR'S LEGISLATIVE OFFICE

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FISCAL Note HB 74

Analysis (cont.):

Assumptions:

1. Act will have an effective date of July 1, 1999. (Note: potential conflict with another statute may delay impact on partially exempt positions for two years.)
2. Assume new AS 39.20.080(e) also does not apply to heads of principal departments whose salary is set in AS 39.20.080(a).
3. Assume employees of boards, commissions, trusts, authorities, etc., organizationally attached to the office of a commissioner are considered employees of the board, commission, trust, authority, etc., and not covered by this bill.
4. Assumes positions in the Office of the Governor are fully funded by General Funds. Assumes office of the commissioner positions are funded 50% General Funds and 50% Other. Assumes Division Directors are funded 60% General Funds and 40% Other. Funding sources subject to refinement in future updates of this fiscal note.
5. Variable benefits are at 22%.
6. Assumes savings based on current employees at current rates, with no turnover and no pay increases in future years. No assumptions are made on the effect of the State's ability to recruit and retain employees in leadership positions at the lower rates.
7. Assumes cap of Step F, Range 21 applies as cap to geographic pay differentials (AS 39.27.020) and to longevity increments to lower ranges.

Estimate:

There are 22 employees in the Office of the Governor (including the office of the lieutenant governor) whose salary will be reduced by this bill. The net reduction in salary is \$191.7 thousand annually.

There are 28 employees in commissioners' offices whose salary will be reduced by this bill. The net reduction in salary is \$573.5 annually.

There are 85 division directors whose salary will be reduced by this bill. The net reduction in salary is \$1,839.1 annually.

Based on the funding assumptions above the funding impact is as follows:

	Governor's Office	Commissioners' Offices	Division Directors
Salary Total	-\$ 191.7	-\$ 573.5	-\$ 1,839.1
Salary GF	-\$ 191.7	-\$ 286.8	-\$ 1,103.5
Salary Other	\$ 0.0	-\$ 286.8	-\$ 735.6
Salary and Benefits Total	-\$ 233.9	-\$ 699.7	-\$ 2,243.7
Salary and Benefits GF	-\$ 233.9	-\$ 349.9	-\$ 1,346.2
Salary and Benefits Other	\$ 0.0	-\$ 349.9	-\$ 897.5

Details of affected positions are attached.

Employees in the Office of the Governor or Lieutenant Governor
potentially affected by House Bill No. 74

Name	PCN	Class code	Title	Work Location	Range	Step	Dept	Reg	Div	Sec	Semi-monthly Rate
ABBOTT, MICHAEL K	01003X	X0172	ECONOMIC DEVELOPMENT ASST.	Juneau	26	B	01	01	01	02	\$3,024.00
ANDREWS, MICHAEL C.	01332X	X1952	EXECUTIVE DIRECTOR	Anchorage	23	F	01	01	33	02	\$2,925.00
CLARKE, RONALD G	01004X	X0080	SPECIAL STAFF ASSISTANT	Juneau	24	B	01	01	01	01	\$2,728.50
FARGNOLI, JOHN E	01802X	X1154	SENIOR ANALYST	Juneau	23	K	01	01	80	01	\$3,148.50
GIANG, MONICA	01523X	X0824	ELECTION SUPERVISOR	Anchorage	21	A	01	01	50	04	\$2,925.00
GROWDEN, SHELLY L.	01519X	X0824	ELECTION SUPERVISOR	Fairbanks	21	J	01	01	50	03	\$3,034.50
HEIMAN, MARILYN R	01019X	X0080	SPECIAL STAFF ASSISTANT	Juneau	24	D	01	01	01	01	\$2,925.00
HOOVER, JEFF J	01615X	X0837	PROGRAM BUDGET ANALYST V	Juneau	22	F	01	01	80	01	\$2,728.50
HOWARD, KERRY M	01904X	X0158	PROJECT ANALYST	Juneau	23	J	01	01	90	04	\$3,034.50
HUNT, SARA L	01903X	X1201	DISTRICT PROGRAM COORDINATOR	Juneau	21	J	01	01	90	01	\$2,643.00
KOTEFF, STEPHEN	019025	P7145	ATTORNEY IV	Anchorage	24	A	01	01	37	02	\$2,631.50
KREINHEDER, JACK R	01805X	X0102	CHIEF ANALYST	Juneau	23	K	01	01	80	01	\$3,148.50
LAROCHE, GABRIELLE	01906X	X0162	COASTAL PROGRAM COORDINATOR	Juneau	23	F	01	01	90	01	\$2,925.00
PEACOCK, SARA J	01122X	X0505	FINANCE OFFICER	Juneau	20	K	01	01	10	01	\$2,565.50
PEREZ, LINDA J	01102X	X0023	ASST ADMINISTRATIVE DIR	Juneau	22	E	01	01	10	01	\$2,631.50
PIERCE, BRADLEY S	01803X	X0485	SENIOR ECONOMIST	Juneau	23	J	01	01	80	01	\$3,034.50
PUSICH, MICHAEL G.	01136X	X1225	LAN ADMINISTRATOR	Juneau	24	D	01	01	10	01	\$2,925.00
RAMOS, EVELYN A	019002	P4208	HUMAN RIGHTS FLD REP IV	Anchorage	20	K	01	01	37	02	\$2,565.50
RAMSEUR, DAVID S	01017X	X1156	DEPUTY CHIEF OF STAFF	Juneau	27	F	01	01	01	01	\$3,617.00
SCANDLING, BRUCE W	01071X	X0080	SPECIAL STAFF ASSISTANT	Juneau	24	D	01	01	01	01	\$2,925.00
SPENCER, DANIAL R.	01601X	X0713	CHIEF BUDGET ANALYST	Juneau	24	E	01	01	80	01	\$3,024.00
VEZINA, JOHN B	01072X	X0080	SPECIAL STAFF ASSISTANT	Juneau	24	D	01	01	01	01	\$2,925.00

Total Number of Employees	22
Current Total Annual Salary	\$1,536,828.00
Annual Salary at Range 21 Step F	\$1,345,080.00
Annual Difference	\$191,748.00

Executive Branch Division Directors
potentially affected by House Bill No. 74

Name	PCN	Class code	Title	Work location	Range	Step	Dept	Reg	Div	Sec	Semi-monthly Rate
ADAIR-SIMMONS, JANICE	187056	P1901	DIVISION DIRECTOR	Anchorage	26	J	18	01	01	01	\$3,615.00
ANGVIK, JANE R	101001	P1901	DIVISION DIRECTOR	Anchorage	26	C	10	20	04	99	\$3,126.50
BADGER, MARK O	023001	P1846	DIRECTOR, INFO TECHNOLOGY	Juneau	27	F	02	01	30	01	\$3,617.00
BARTON, SHARON L	021030	P1901	DIVISION DIRECTOR	Juneau	26	K	02	01	02	10	\$3,750.50
BELL, GUY B	028001	P1901	DIVISION DIRECTOR	Juneau	26	K	02	01	80	01	\$3,750.50
BISCHOFF, KENNETH E	124200	P1901	DIVISION DIRECTOR	Juneau	26	K	12	37	81	01	\$3,750.50
BOWERS, PAUL D	250153	P1900	DIVISION DIRECTOR	Anchorage	24	F	25	06	03	01	\$3,126.50
BOYD, KENNETH A	104100	P1901	DIVISION DIRECTOR	Anchorage	26	K	10	40	04	99	\$3,750.50
BRIGHAM, THOMAS B	250124	P1901	DIVISION DIRECTOR	Juneau	26	F	25	06	02	01	\$3,484.50
BRIMNER, KARL R	062001	P1901	DIVISION DIRECTOR	Juneau	26	B	06	01	02	01	\$3,024.00
BROOKS, KEVIN A	110201	P1901	DIVISION DIRECTOR	Juneau	26	F	11	01	84	01	\$3,484.50
BURKE, MARIANNE K	084001	P1901	DIVISION DIRECTOR	Juneau	26	F	08	01	40	01	\$3,484.50
BURROWS, KAY L	027001	P1901	DIVISION DIRECTOR	Anchorage	26	A	02	01	15	01	\$2,925.00
CALDWELL, ELLIS	252953	P1975	AIRPORT MANAGER ANCH	Anchorage	25	F	25	08	05	01	\$3,363.00
CARROLL, CAROL B	90020	P1901	DIVISION DIRECTOR	Juneau	26	C	09	02	02	01	\$3,126.50
CHASE, YVONNE M	213111	P1901	DIVISION DIRECTOR	Anchorage	26	F	21	01	03	01	\$3,484.50
CLARKEKENNEDY, JANET E	060500	P1901	DIVISION DIRECTOR	Juneau	26	K	06	01	05	01	\$3,750.50
CONWAY, MICHAEL A	187051	P1901	DIVISION DIRECTOR	Juneau	26	B	18	01	05	06	\$3,161.00
COOPER, ALLEN J	206001	P1901	DIVISION DIRECTOR	Anchorage	26	F	20	01	03	01	\$3,484.50
CRANE, KAREN R	053001	P1901	DIVISION DIRECTOR	Juneau	26	L	05	00	08	01	\$3,891.00
DELANEY, KEVIN J	114001	P1901	DIVISION DIRECTOR	Juneau	26	E	11	01	40	01	\$3,363.50
DICKINSON, DAN E	043047	P1901	DIVISION DIRECTOR	Anchorage	26	C	04	30	08	01	\$3,126.50
DIETRICK, LARRY V	187161	P1901	DIVISION DIRECTOR	Juneau	26	A	18	01	06	02	\$3,058.50
DOLL, ROBERT	252342	P1901	DIVISION DIRECTOR	Juneau	26	C	25	07	01	01	\$3,126.50
DWYER, ALAN W	074014	P1901	DIVISION DIRECTOR	Juneau	26	F	07	01	04	42	\$3,484.50
EASTON, DAN	187002	P1901	DIVISION DIRECTOR	Juneau	26	D	18	01	04	01	\$3,242.00
EBERLE, DAVID R	250373	P1901	DIVISION DIRECTOR	Anchorage	26	M	25	01	04	01	\$4,037.00
ELDER, FRANKLIN T	083021	P1901	DIVISION DIRECTOR	Juneau	26	A	08	01	30	01	\$3,015.50
ESPOSITO, FRED W	058001	P1901	DIVISION DIRECTOR	Seward	26	B	05	00	05	01	\$3,242.00
ESSARY, DAVID L	024001	P1901	DIVISION DIRECTOR	Juneau	26	F	02	01	40	04	\$3,484.50
FRANK, BARBARA A	187035	P1901	DIVISION DIRECTOR	Juneau	26	D	18	01	03	03	\$3,242.00
FREDRIKSSON, KURT A	187435	P1901	DIVISION DIRECTOR	Juneau	26	D	18	01	06	00	\$3,242.00
FRENCH, DUANE	052001	P1901	DIVISION DIRECTOR	Juneau	26	F	05	02	07	00	\$3,484.50
FRISBY, PERCY E	080401	P1901	DIVISION DIRECTOR	Anchorage	26	D	21	01	07	01	\$3,242.00

Executive Branch Division Directors
potentially affected by House Bill No. 74

GAMEZ, REBECCA N	075001	P1901	DIVISION DIRECTOR	Juneau	26	F	07	01	05	09	\$3,484.50
GARRETT, THOMAS C	082201	P1901	DIVISION DIRECTOR	Juneau	26	D	08	01	22	01	\$3,242.00
GLASS, JOHN D	123001	P1901	DIVISION DIRECTOR	Anchorage	26	F	12	02	07	01	\$3,484.50
GODFREY, GLENN G	121158	P1901	DIVISION DIRECTOR	Anchorage	26	K	12	14	51	01	\$3,750.50
GOODRICH, CRAIG P	122001	P1900	DIVISION DIRECTOR	Anchorage	24	D	12	06	16	01	\$2,925.00
GRIFFIN, DOUGLAS B	049001	P1901	DIVISION DIRECTOR	Anchorage	26	D	04	30	09	01	\$3,242.00
GROSSI, PAUL L	073001	P1901	DIVISION DIRECTOR	Juneau	26	F	07	01	03	31	\$3,484.50
HAYDEN, GARY L	253192	P1901	DIVISION DIRECTOR	Juneau	26	J	25	03	04	01	\$3,617.00
HENDERSON, REMOND	212001	P1901	DIVISION DIRECTOR	Juneau	26	L	21	01	02	01	\$3,891.00
HUBBARD, MARSHA A.	025001	P1901	DIVISION DIRECTOR	Juneau	26	A	02	01	50	01	\$2,925.00
JAHNKE, JEFFREY J	109001	P1901	DIVISION DIRECTOR	Juneau	26	B	10	30	48	99	\$3,024.00
JOHNSON, BRUCE F	056001	P1901	DIVISION DIRECTOR	Sitka	26	F	05	00	06	01	\$3,617.00
JONES, LOREN A	060274	P1901	DIVISION DIRECTOR	Juneau	26	J	06	01	07	01	\$3,615.00
JONES, NANJI A	046001	P1901	DIVISION DIRECTOR	Juneau	26	C	04	01	06	01	\$3,126.50
KOHN, JAMES L	027005	P1901	DIVISION DIRECTOR	Juneau	26	F	02	01	70	01	\$3,484.50
KORENEK, STEPHEN D	090123	P1901	DIVISION DIRECTOR	Anchorage	26	F	09	02	01	01	\$3,484.50
KOWALSKI, JANET L	116001	P1901	DIVISION DIRECTOR	Juneau	26	F	11	01	90	01	\$3,484.50
KULAWIK, EUGENE L	251212	P1901	DIVISION DIRECTOR	Anchorage	26	F	25	01	01	01	\$3,484.50
LABBE, ROBERT B	064001	P1901	DIVISION DIRECTOR	Juneau	26	F	06	01	06	01	\$3,484.50
LAWSON, THOMAS W	081101	P1901	DIVISION DIRECTOR	Juneau	26	E	08	01	11	01	\$3,363.50
LEFEBVRE, RICHARD A	101472	P1901	DIVISION DIRECTOR	Anchorage	26	F	10	20	04	99	\$3,638.00
LICCIOLI, DENISE L	071201	P1901	DIVISION DIRECTOR	Juneau	26	A	07	01	06	67	\$3,058.50
LIEBERSBACH, DAVID E	090050	P1901	DIVISION DIRECTOR	Fl. Richardson	26	A	09	01	04	88	\$3,058.50
LOEFFLER, ROBERT M	108251	P1901	DIVISION DIRECTOR	Anchorage	26	B	10	50	04	99	\$3,024.00
MARSHBURN, MARY C	04N21X	P1901	DIVISION DIRECTOR	Anchorage	26	A	04	30	02	02	\$2,925.00
MECUM, ROBERT D	115001	P1901	DIVISION DIRECTOR	Anchorage	26	C	11	01	10	01	\$3,126.50
MEYERS, LARRY E	043001	P1901	DIVISION DIRECTOR	Anchorage	26	K	04	30	05	05	\$3,750.50
MIKLOS, BARBARA J	047001	P1901	DIVISION DIRECTOR	Anchorage	26	F	04	30	07	15	\$3,484.50
MOSES, EDWARD	085055	P1901	DIVISION DIRECTOR	Anchorage	26	K	25	06	09	20	\$3,750.50
NAKAMURA, PETER	61001	P5268	DIRECTOR OF PUBLIC HEALTH	Juneau	29	F	06	01	01	30	\$3,875.00
NORDLUND, JAMES R	068158	P1901	DIVISION DIRECTOR	Juneau	26	D	06	01	04	01	\$3,242.00
PEEPLES, DWAYNE B	201001	P1901	DIVISION DIRECTOR	Juneau	26	D	20	01	01	04	\$3,242.00
PERKINS, LAURIE P	041001	P1901	DIVISION DIRECTOR	Juneau	26	B	04	01	01	05	\$3,024.00
PETE, MARY	110400	P1901	DIVISION DIRECTOR	Juneau	26	D	11	01	88	01	\$3,242.00
PILKINTON, JOHN E	043047	P1901	DIVISION DIRECTOR	Anchorage	26	F	04	30	08	01	\$3,484.50
PLUMB JR., MARTIN V	252554	P1980	ASSISTANT COMMISSIONER	Anch. Intl. Airport	27	F	25	08	05	01	\$3,617.00
POLAND, PATRICK K	216001	P1901	DIVISION DIRECTOR	Anchorage	26	F	21	01	06	01	\$3,484.50

HB

80

HOUSE COMMITTEE REPORT

(7)

Date Referred to Committee: February 17, 1999

FURTHER REFERRALS:

Date of Committee Action: _____

The STATE AFFAIRS Committee considered:

HB 80

HOUSE BILL NO. 80

EMPLOYMENT PREFERENCE FOR NAT'L GUARD

"An Act relating to a state employment preference for certain members of the Alaska National Guard."

recommends it be replaced with the following committee substitute _____ [] the same title
[] a new title

[] additional referral to _____ Committee
[] attached amendment(s)

ADOPTS: _____ Letter of Intent

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

APPROVES PREVIOUS: _____ (Dept/Date)

[] fiscal note(s) _____

[] fiscal note(s) _____

[] zero fiscal note(s) _____

[] zero fiscal note(s) _____

SIGNING WITH RECOMMENDATIONS	DP	DNP	NR	AM
<i>Donnette James</i>	✓			
<i>Hal Swales</i>	✓			
<i>Ben Fortin</i>	✓			
<i>Bill Hudson</i>	✓			
<i>M. H. ...</i>	✓			
<i>Scott ...</i>	✓			

CHAIR'S SIGNATURE *Donnette James*

Alaska State Legislature

SESSION

State Capitol Building, Suite 409

Juneau, Alaska 99801-1182

Phone: 907-465-4527

Fax: 907-465-2197

Toll Free: 800-491-4527

E-mail: Representative_Carl_Morgan@legis.state.ak.us

MEMBER

Community & Regional Affairs Committee

Health, Education & Social Services Committee

House Resources Committee

Special Committee on Fisheries



INTERIM

P.O. Box 243

Aniak, Alaska 99557

Phone: 907-675-4413

Representative Carl M. Morgan, Jr. District 36

Sponsor Statement HB 80

“An Act relating to a state employment preference for certain members of the Alaska National Guard”

This legislation serves as motivation for joining the Alaska National Guard by establishing an enlistment and retention incentive. This bill will initiate a state hiring preference for Alaska National Guard members recognizing their tremendous contributions to our state.

Specifically, the bill will allow three points to be added to the passing grade of a member of the Alaska National Guard when qualified for classified service under the State of Alaska's merit system examination. To qualify for the preference points, Alaska National Guard members must have served in the Alaska National Guard for eight years. A person may use the preference without limitation when being considered for a position for which persons who are not currently state employees are being considered.

Currently, under Statute 39.25.159, the bill considers preference for veterans, disabled veterans and prisoners of war. With the introduction of this new bill, members of the Alaska National Guard will also be included in the hiring preference.

By Representative Smalley

AMENDMENT

#4

TO: HB 80

Page 2, lines 18-21

Delete: [If all job qualifications are equal.....the national guard shall be kept on the job.]

Yes ~~111~~
No 1

Passed

AMENDMENT

TO: HB 80

#3

Page 2, lines 12

Delete: [three] and insert five

Yes 11 2

No 1111 4

Failed

HOUSE BILL NO. 80

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-FIRST LEGISLATURE - FIRST SESSION

BY REPRESENTATIVES MORGAN, Foster, Kapsner, Masek, Harris, Kott, Mulder, Croft, Dyson

Introduced: 2/3/99

Referred: House Special Committee on Military and Veterans' Affairs, State Affairs

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to a state employment preference for certain members of the
2 Alaska National Guard."

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

4 * Section 1. AS 39.25.159(a) is amended to read:

5 (a) A veteran or prisoner of war who possesses the necessary qualifications for
6 a job classification applied for under this chapter is entitled to a preference under this
7 subsection. In an examination to determine the qualification of applicants for the
8 classified service under merit system examination, five points shall be added to the
9 passing grade of a veteran, 10 points shall be added to the passing grade of a disabled
10 veteran, or 10 points shall be added to the passing grade of a prisoner of war. A
11 person may receive preference points under only one of the [THESE] categories
12 described in this subsection or in (d) of this section. A person may use the
13 preference without limitation when being considered for a position for which persons
14 who are not currently state employees are being considered. If consideration of

1 applicants is limited to state employees, preference points under this subsection may
2 not be counted. If a position in the classified service is eliminated, employees shall
3 be released in accordance with rules that give due effect to all factors. If all job
4 qualifications are equal, a veteran or prisoner of war shall be given preference over a
5 person who was not a veteran or prisoner of war, and the veteran or prisoner of war
6 shall be kept on the job. This subsection may not be interpreted to amend the terms
7 of a collective bargaining agreement.

8 * Sec. 2. AS 39.25.159 is amended by adding a new subsection to read:

9 (d) A member of the national guard who possesses the necessary qualifications
10 for a job classification applied for under this chapter is entitled to a preference under
11 this subsection. In an examination to determine the qualification of applicants for the
12 classified service under merit system examination, three points shall be added to the
13 passing grade of a member of the national guard. A person may use the preference
14 without limitation when being considered for a position for which persons who are not
15 currently state employees are being considered. If consideration of applicants is
16 limited to state employees, preference points under this subsection may not be counted.
17 If a position in the classified service is eliminated, employees shall be released in
18 accordance with rules that give due effect to all factors. If all job qualifications are
19 equal, a member of the national guard shall be given preference over a person who
20 was not a veteran, prisoner of war, or member of the national guard, and the member
21 of the national guard shall be kept on the job. This subsection may not be interpreted
22 to amend the terms of a collective bargaining agreement. In this subsection, "member
23 of the national guard" means a person who is presently serving as a member of the
24 Alaska National Guard and who has at least eight years of service in the Alaska
25 National Guard.

Walt

Bruce will talk to VFW
 + American Legion - RE
 5 pts vs 3 pts.

PHONE MEMO	TO	Bart	DATE	TIME	AM PM								
	FROM	Bruce Gazaway	AREA CODE										
	OF	NG ENV. ASSOC.	NO.										
			EXT.										
MESSAGE	re HB 80												
	Will FAX Material												
	243-6779												
		SIGNED											
PHONED	<input checked="" type="checkbox"/>	CALL BACK	<input type="checkbox"/>	RETURNED CALL	<input type="checkbox"/>	WANTS TO SEE YOU	<input type="checkbox"/>	WILL CALL AGAIN	<input type="checkbox"/>	WAS IN	<input type="checkbox"/>	URGE IT	<input type="checkbox"/>

He talked to Shilma & she's
 being more cooperative.
 Will testify Thursday -



ALASKA NATIONAL GUARD OFFICER'S ASSOCIATION

200 West 34th Avenue, Suite 727 Anchorage, Alaska 99503

February 25, 1999

RECEIVED BY

MAR 3 - 1999

By Jeannette James

Honorable Jeannette A. James
Chairwoman, House State
Affairs Committee
State Capitol Building, Suite 102
Juneau, AK 99801-1182

Dear Representative James,

Thank you for giving me the opportunity to testify before the House State Affairs Committee on **House Bill No. 80**, an act relating to a state employment preference for certain members of the Alaska National Guard. I am providing a written copy of my testimony. Respectfully request that a copy of my testimony be included in the official record of the proceedings on House Bill No. 80.

The Alaska National Guard Officer's Association (ANGOA) represents the leadership of the 4,000 Army and Air Guard men and women in Alaska. If I may be of further assistance please contact me at (907) 694-3874 or by fax at (907) 694-3832.

Sincerely,

Bruce J. Gabrys
President

cc: Rep. Morgan

RECEIVED BY

TESTIMONY OF: Bruce J. Gabrys, President, Alaska National Guard Officer's Association, given on February 25, 1999 during House State Affairs Committee hearing on HOUSE BILL # 80.

MAR 3 - 1999
Rep. Jeannette James

Good morning, I am Bruce Gabrys, President of the Alaska National Guard Officer's Association (ANGOA). I agree with Representative Morgan, and ask that HOUSE BILL # 80 pass out of this committee as a three (3) point preference bill; not as a five (5) point preference bill as discussed during the Tuesday, February 23, 1999, House State Affairs Committee hearing. The three (3) point preference is the original intent of the proposed legislation. The choice of providing a three (3) point National Guard preference is appropriate. It recognizes the contributions of National Guard service without diminishing or placing it on par with the contributions of Veterans who served during a time of war and/or were disabled, or a Prisoner of War. The bill has Veterans support at the three (3) point level.

On Tuesday during the hearing conducted on this bill, the Department of Administration raised a concern on applicant scoring. This concern needs to be looked into, however the illustration presented (copy attached) is unrealistic. It proposes a "false dilemma." A couple of examples are:

- (1) Veteran applicants are over represented in the illustration. It also makes the assumption that fifty percent of the Veteran applicants are eligible for a 10 point preference (i.e. disabled, or POW).
- (2) Of the four Veteran applicants listed in the illustration, two are scored (without the preference points) as a perfect 100 points, and two are scored at 90 points (without the preference points). Under this scenario all of the Veteran applicants are on the "reachable" list with or without preference points. This is not a realistic reflection of Veteran applicants. The preference points are important to assist the Veterans scoring in the 70 to 85 point levels to be "reachable" and thus eligible to be interviewed.
- (3) Applicant scores in this illustration are listed in five point increments. Unless Workplace Alaska has changed the scoring, an applicant could score 87 points and then, as proposed by this bill, the additional three (3) preference points would raise the total applicant score to 90. This would now make the applicant under scenario A of the illustration "reachable" and eligible to be interviewed.

I urge HOUSE BILL # 80 be passed out of this committee with the three (3) point preference. If there are concerns with Workplace Alaska integration, it needs to be addressed administratively. Thank you for your time and attention.

Workplace Alaska Ranking System

Current Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	100	
4	95	Guaranteed Veteran
5	90	
6	85	Guaranteed Veteran
7	80	
8	75	Guaranteed Veteran
9	70	

Possible Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	103	Guaranteed AK Nat. Guard
4	100	
5	95	Guaranteed Veteran
6	93	Guaranteed AK Nat. Guard
7	90	
8	85	Guaranteed Veteran
9	83	Guaranteed AK Nat. Guard
10	80	
11	75	Guaranteed Veteran
12	73	Guaranteed AK Nat. Guard
13	70	

Possible Scenario A

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	100	10 pt. Veteran with 90
3	100	
3	100	
3	100	
4	95	5 pt. Veteran with 90
5	90	
5	90	
5	90	
5	90	
5	90	
5	90	
5	85	Unreachable
6	85	Unreachable
6	85	Unreachable
6	85	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
9	70	Unreachable
9	70	Unreachable
9	70	Unreachable

Possible Scenario B

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	103	3 pt. AK Nat. Guard with 100
4	100	10 pt. Veteran with 90
4	100	
4	100	
5	95	5 pt. Veteran with 90
6	93	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
8	85	Unreachable
8	85	Unreachable
8	85	Unreachable
9	83	Unreachable
9	83	Unreachable
10	80	Unreachable
10	80	Unreachable
10	80	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
12	73	Unreachable
13	70	Unreachable
13	70	Unreachable

Shaded areas are those "reachable" applicants.

Total Applicants: 31
 Total "Reachable" Applicants: 13
 Total "Reachable" Applicants without special preference: 9

Total Applicants: 31
 Total "Reachable" Applicants: 7
 Total "Reachable" Applicants without special preference: 2

31

ASSUMES ASSUMES

50% ARE DISABLED
 12% OF APPLICANTS ARE
 VETERANS (12% STATE MARRIAGE
 VETERANS)

**Testimony before the House State Affairs Committee
In support of House Bill 80:
An act relating to a state employment preference for
certain members of the Alaska National Guard.**

**Bruce Gazaway, President
Alaska National Guard Enlisted Association**

I would like to thank the Chairperson Rep. Jeannette James for allowing time for a discussion of this bill. I also wish to thank the primary sponsor, Rep Carl Morgan.

Allow me to introduce myself:

- I am the President of the Alaska National Guard Enlisted Association; a group representing the interests of 3,500 enlisted members of the Army National Guard, the Air National Guard and the Alaska Naval Militia.
- I am a Technical Sergeant, a Non-Commissioned Officer, with 18 years of service in the Guard.
- I am a "Traditional" Guardsman, a part-time citizen soldier. I have a civilian career outside of the guard.

Let me emphasize that we are asking for Guard Preference Points not as a reward for past service, but to encourage further service. This is an incentive to keep our trained technicians and mid-level managers on the job. We believe this is a modest and low-cost to no-cost incentive for master mechanics, shop foremen, loadmasters pilots, squad

Allow me to raise another aspect. The Alaska National Guard is one of the most racially integrated and ethnically representative institutions in the state. Alaska Natives comprise over 34% of our membership; in addition we have large numbers of other ethnic groups in our membership. These are the individuals most likely to benefit from this policy.

What drives many rural youth, and many lower income urban youth, to join the military is the desire to learn job skills. In the Guard we can train them but we cannot provide many with fulltime employment. Right now this group suffers a high dropout rate from the military- largely because of job instability. I firmly believe that this measure can be a bridge to better jobs for our members who come from the poorest circumstances. I believe this incentive will encourage guard members from our most economically disadvantaged communities in their quest for a stable job and a guard career.

Once again I wish to express my appreciation for this opportunity to be heard. I believe that if this measure is adopted you will have pioneered a low-cost and effective measure for encouraging skilled workers and mid-level managers to stay in the National Guard. In this manner you, as a state legislator, will make a tangible contribution to National Security and the long-term welfare of Alaska.

Thank you.

leaders, platoon leaders and the other "worker bees" that make the military function smoothly.

Now we would not object if this bill were to be amended to extend this preference to retired guard members. That, however, is not our focus. Our goal is to keep skilled craftsmen and experienced mid-level managers in the Guard.

We feel that this Guard Preference in state hire will encourage retention for three reasons. The first reason is tangible- those extra three points just might help a guard member stand out in the crowd of applicants. This is a very obvious reward for service. The second reason is that this will encourage job stability; for an enlisted member of the Guard job instability is a leading reason for leaving the ranks. The third reason has to do with morale- by demonstrating that the state values his or her service this will encourage the individual to continue in that service.

You may wonder at our preoccupation with retaining people. The fact is that today the entire United States military faces a retention crisis as the most skilled service members are often lured away in mid-career.

The Alaska National Guard also shares this retention problem. Based upon my conversations with senior members of the recruiting staff I believe the Army and Air Guard suffer a 10% to 20% dropout rate every year.



ALASKA NATIONAL GUARD OFFICER'S ASSOCIATION

200 West 34th Avenue, Suite 727 Anchorage, Alaska 99503

February 25, 1999

Honorable Jeannette A. James
Chairwoman, House State
Affairs Committee
State Capitol Building, Suite 102
Juneau, AK 99801-1182

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Bruce J. Gabrys
President

cc: Rep. Morgan

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On Tuesday during the hearing conducted on this bill, the Department of Administration raised a concern on applicant scoring. This concern needs to be locked into, however the illustration presented (copy attached) is unrealistic. It proposes a "false dilemma." A couple of examples are:

- (1) Veteran applicants are over represented in the illustration. It also makes the assumption that fifty percent of the Veteran applicants are eligible for a 10 point preference (i.e. disabled, or POW).
- (2) Of the four Veteran applicants listed in the illustration, two are scored (without the preference points) as a perfect 100 points, and two are scored at 90 points (without the preference points). Under this scenario all of the Veteran applicants are on the "reachable" list with or without preference points. This is not a realistic reflection of Veteran applicants. The preference points are important to assist the Veterans scoring in the 70 to 85 point levels to be "reachable" and thus eligible to be interviewed.
- (3) Applicant scores in this illustration are listed in five point increments. Unless Workplace Alaska has changed the scoring, an applicant could score 87 points and then, as proposed by this bill, the additional three (3) preference points would raise the total applicant score to 90. This would now make the applicant under scenario A of the illustration "reachable" and eligible to be interviewed.

I urge HOUSE BILL # 80 be passed out of this committee with the three (3) point preference. If there are concerns with Workplace Alaska integration, it needs to be addressed administratively. Thank you for your time and attention.

HOUSE BILL NO. 80

IN THE LEGISLATURE OF THE STATE OF ALASKA

TWENTY-FIRST LEGISLATURE - FIRST SESSION

BY REPRESENTATIVES MORGAN, Foster, Kapsner, Masek, Harris, Kott, Mulder, Croft, Dyson

Introduced: 2/3/99

Referred: House Special Committee on Military and Veterans' Affairs, State Affairs

A BILL

FOR AN ACT ENTITLED

1 "An Act relating to a state employment preference for certain members of the
2 Alaska National Guard."

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

4 * Section 1. AS 39.25.159(a) is amended to read:

5 (a) A veteran or prisoner of war who possesses the necessary qualifications for
6 a job classification applied for under this chapter is entitled to a preference under this
7 subsection. In an examination to determine the qualification of applicants for the
8 classified service under merit system examination, five points shall be added to the
9 passing grade of a veteran, 10 points shall be added to the passing grade of a disabled
10 veteran, or 10 points shall be added to the passing grade of a prisoner of war. A
11 person may receive preference points under only one of the [THESE] categories
12 described in this subsection or in (d) of this section. A person may use the
13 preference without limitation when being considered for a position for which persons
14 who are not currently state employees are being considered. If consideration of

1 applicants is limited to state employees, preference points under this subsection may
2 not be counted. If a position in the classified service is eliminated, employees shall
3 be released in accordance with rules that give due effect to all factors. If all job
4 qualifications are equal, a veteran or prisoner of war shall be given preference over a
5 person who was not a veteran or prisoner of war, and the veteran or prisoner of war
6 shall be kept on the job. This subsection may not be interpreted to amend the terms
7 of a collective bargaining agreement.

8 * Sec. 2. AS 39.25.159 is amended by adding a new subsection to read:

9 (d) A member of the national guard who possesses the necessary qualifications
10 for a job classification applied for under this chapter is entitled to a preference under
11 this subsection. In an examination to determine the qualification of applicants for the
12 classified service under merit system examination three points shall be added to the
13 passing grade of a member of the national guard. A person may use the preference
14 without limitation when being considered for a position for which persons who are not
15 currently state employees are being considered. If consideration of applicants is
16 limited to state employees, preference points under this subsection may not be counted.
17 If a position in the classified service is eliminated, employees shall be released in
18 accordance with rules that give due effect to all factors. If all job qualifications are
19 equal, a member of the national guard shall be given preference over a person who
20 was not a veteran, prisoner of war, or member of the national guard, and the member
21 of the national guard shall be kept on the job. This subsection may not be interpreted
22 to amend the terms of a collective bargaining agreement. In this subsection, "member
23 of the national guard" means a person who is presently serving as a member of the
24 Alaska National Guard and who has at least eight years of service in the Alaska
25 National Guard.

*including
seniority*

*as written this is... is NOT
including seniority?*

Had to investigate

5

Workplace Alaska Ranking System

Current Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	100	
4	95	Guaranteed Veteran
5	90	
6	85	Guaranteed Veteran
7	80	
8	75	Guaranteed Veteran
9	70	

Possible Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	103	Guaranteed AK Nat. Guard
4	100	
5	95	Guaranteed Veteran
6	93	Guaranteed AK Nat. Guard
7	90	
8	85	Guaranteed Veteran
9	83	Guaranteed AK Nat. Guard
10	80	
11	75	Guaranteed Veteran
12	73	Guaranteed AK Nat. Guard
13	70	

Possible Scenario A

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	100	10 pt. Veteran with 90
3	100	
3	100	
3	100	
4	95	5 pt. Veteran with 90
5	90	
5	90	
5	90	
5	90	
5	90	
5	90	
5	85	Unreachable
6	85	Unreachable
6	85	Unreachable
6	85	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
9	70	Unreachable
9	70	Unreachable
9	70	Unreachable

Probable

Possible Scenario B

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	103	3 pt. AK Nat. Guard with 100
4	100	10 pt. Veteran with 90
4	100	
4	100	
5	95	5 pt. Veteran with 90
6	93	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
8	85	Unreachable
8	85	Unreachable
8	85	Unreachable
9	83	Unreachable
9	83	Unreachable
9	83	Unreachable
10	80	Unreachable
10	80	Unreachable
10	80	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
12	73	Unreachable
13	70	Unreachable
13	70	Unreachable

Shaded areas are those "reachable" applicants.

Total Applicants: 31

Total "Reachable" Applicants: 13

Total "Reachable" Applicants without special preference: 9

Total Applicants: 31

Total "Reachable" Applicants: 7

Total "Reachable" Applicants without special preference: 2

Workplace Alaska Ranking System

Current Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	100	
4	95	Guaranteed Veteran
5	90	
6	85	Guaranteed Veteran
7	80	
8	75	Guaranteed Veteran
9	70	

Possible Scored Applicant Pools

Rank	Score	Applicant
1	110	Guaranteed Veteran
2	105	Guaranteed Veteran
3	103	Guaranteed AK Nat. Guard
4	100	
5	95	Guaranteed Veteran
6	93	Guaranteed AK Nat. Guard
7	90	
8	85	Guaranteed Veteran
9	83	Guaranteed AK Nat. Guard
10	80	
11	75	Guaranteed Veteran
12	73	Guaranteed AK Nat. Guard
13	70	

Possible Scenario A

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	100	10 pt. Veteran with 90
3	100	
3	100	
3	100	
4	95	5 pt. Veteran with 90
5	90	
5	90	
5	90	
5	90	
5	90	
5	90	
5	85	Unreachable
6	85	Unreachable
6	85	Unreachable
6	85	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
7	80	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
8	75	Unreachable
9	70	Unreachable
9	70	Unreachable
9	70	Unreachable

Possible Scenario B

Rank	Score	Applicant
1	110	10 pt. Veteran with 100
2	105	5 pt. Veteran with 100
3	103	3 pt. AK Nat. Guard with 100
4	100	10 pt. Veteran with 900
4	100	
4	100	
5	95	5 pt. Veteran with 90
6	93	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
7	90	Unreachable
8	85	Unreachable
8	85	Unreachable
8	85	Unreachable
8	85	Unreachable
9	83	Unreachable
9	83	Unreachable
9	83	Unreachable
10	80	Unreachable
10	80	Unreachable
10	80	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
11	75	Unreachable
12	73	Unreachable
13	70	Unreachable
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Total "Reachable" Applicants without special preference: 9

Total Applicants: 31

Total "Reachable" Applicants: 7

Total "Reachable" Applicants without special preference: 2

Alaska State Legislature

SESSION

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INTERIM

P.O. Box 243
Aniak, Alaska 99557
Phone: 907-675-4413



MEMBER

Community & Regional Affairs Committee
Health, Education & Social Services Committee
House Resources Committee
Special Committee on Fisheries

Representative Carl M. Morgan, Jr. District 36

MEMORANDUM

TO: Representative Jeannette James
Chair, State Affairs Committee

FROM: Representative Carl M. Morgan, Jr.

RE: HB 80: List of Potential Witnesses

DATE: February 23, 1999

Please accept the following as a potential list of witnesses in support of HB 80.

Introduction by Representative John Coghill (for Representative Carl Morgan)

Chris Nelson

Bruce Gazaway (*via teleconference Anch. LIO: 907-258-8111*)
President, Alaska National Guard Enlisted Association

Bruce Gabrys (*via teleconference Anch. LIO: 907-258-8111*)
President, Alaska National Guard Officers Association

Alaska State Legislature

SESSION

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MEMBER

Community & Regional Affairs Committee

Health, Education & Social Services Committee

House Resources Committee

Special Committee on Fisheries



Representative Carl M. Morgan, Jr. District 36

MEMORANDUM

To: Representative Jeannette James
Chair: State Affairs Committee

From: Representative Carl M. Morgan, Jr.

Date: February 17, 1999

Re: Scheduling HB80

Please accept this memorandum as a formal request that HB80 be considered in the State Affairs Committee at your earliest convenience. Attached is a sponsor statement for your information and bill file.

Thank you for your consideration. If you have any questions, please don't hesitate to contact me or my staff regarding this bill.

PHONE MESSAGE	DATE	TIME	A.M. P.M.
FOR			
M			
OF			
PHONE ()			
FAX MOBILE			
MESSAGE			
re: HB-80 - Con Tut			
4527			
SIGNED _____			

URGENT
 PHONED
 RETURNED YOUR CALL
 PLEASE CALL BACK
 WILL CALL AGAIN
 WAS IN
 WANTS TO SEE YOU

REC'D BY

FEB 17 1999

Rep. Jeannette James

**Testimony in support of Senate Bill 53/House Bill 80:
Acts relating to a state employment preference for
certain members of the Alaska National Guard**

**Bruce Gazaway, President
Alaska National Guard Enlisted Association**

I would like to thank the Chairperson (Sen. Mackie/ Rep. Murkowski) for allowing this time for a discussion of this bill and the primary sponsor (Sen. Kelly/ Rep Morgan) for introducing this beneficial legislation.

Allow me to introduce myself:

- I am the President of the Alaska National Guard Enlisted Association; a group representing the interests of 3,500 enlisted members of the Army National Guard, the Air National Guard and the Alaska Naval Militia.
- I do not, nor does my organization, represent the Department of Military and Veterans Affairs.
- I am a Technical Sergeant, a Non-Commissioned Officer, with 18 years of service in the Guard.
- I am a "Traditional" Guardsman, a part-time citizen soldier. I have a career outside of the guard.
- I have been in both the Army and Air Guard and I have belonged to units in Anchorage, Juneau, Sitka, Hoonah and Skagway.
- I am not a paid staff member, nor am I a paid lobbyist, for this Association - since we have neither.

Allow me to explain what we are asking for and what we hope to accomplish with this legislation.

The existing Employment Preference is a Veterans Preference. Members of the military who served during specifically defined periods of combat are authorized five or ten Veterans Preference Points. We seek neither modification of this system nor any participation in it. We honestly believe that those men and women deserve this extra recognition and we have no desire to diminish their reward.

What we propose is something slightly different. Our three Guard Preference Points are to be awarded to serving members with eight years of good service - this is primarily designed to be a retention tool.

We are asking for Guard Preference Points not as a reward for past service, but to encourage further service. This is an incentive to keep our trained technicians and mid-level managers on the job. We believe this is a modest and low-cost to no-cost incentive for master mechanics, shop foremen, loadmasters, pilots, squad leaders, platoon leaders and the other "worker bees" that make the military function smoothly.

Now we would not object if this bill were to be amended to extend this preference to retired guard members. That, however, is not our focus. Our goal is to keep skilled craftsmen and experienced mid-level managers in the Guard.

We feel that this Guard Preference in state hire will work as an incentive for two reasons. The first reason is tangible- those extra three points just might help a guard member stand out in the crowd of applicants. This just might be what allows a young soldier to qualify for his or her first interview. The second reason is intangible- this preference clearly demonstrates that our service is valued by our state.

You may wonder at our preoccupation with retaining people. The fact is that today the entire United States military faces a retention crisis as the most skilled service members are often lured away in mid-career. The Alaska National Guard also shares this retention problem.

I cannot provide you with the official figures for our retention losses; a spokesperson with the Department of Military and Veterans Affairs will have access to that information. However, based upon my conversations with senior members of the recruiting staff I believe the Army and Air Guard suffer a 10% to 20% dropout rate every year.

I can provide some antidotal evidence. In 1985, as a buck sergeant, I attended a Non-Commissioned Officer Training School at Fort Richardson. Of the twelve people in my squad I am the only one still in service. I was also the oldest member. Those younger could not afford to stay in.

The world, and the U.S. Military, has changed a great deal since 1985. Today, as we speak, there are Alaskan Guard

members training in Germany. In October, in Central America, our Guard members were flying supplies to the victims of Hurricane Mitch. In a matter of months my own unit will fly to Okinawa on a routine training event. The average Guard member can be, and will be, sent anywhere in the world in a matter of hours.

Not only does the Guard now have a global mission, but also we are a more important part of the nations military strength than we were a decade ago. The Guard provides 40% of the nations combat strength.

In recent years members of the Alaska National Guard have often deployed overseas on extended missions. Alaskan Guard members participated in Desert Storm. We were sent to Rwanda and Somalia on Humanitarian Missions. We have sent soldiers and airmen to support peace in Bosnia. We have been back to participate in Operation Desert Watch several times and we will be going back again.

The average Guard member today is more likely to go overseas and is more likely to be deployed for an extended period of time than was the case ten years ago.

Now, of those who go overseas on an extended mission most have to come back and look for work. There are few employers who can afford to let workers go for three to six months. Those individuals who participate in an extended deployment are considered to be volunteers and are not eligible for any of the existing veterans preference programs.

Reasonable people may question the need for this legislation. They may ask if this wouldn't open the door to other groups gaining similar preferences.

I firmly believe that National Guard members constitute a special class. We regularly and voluntarily relinquish the rights and privileges of citizenship in the service of our nation and our state. We are subject to immediate call-up by the President or the Governor. Our situation is unique, shared by no other category of employee.

There are some that may perceive that as unfair to other state employees to allow a Guard Preference in the state hiring process. I disagree. Guard members can be mobilized by both state and federal authorities. Guard members are the only state employees who can be ordered into a combat zone. Guard members are the only state employees who are subject to military discipline.

There are reasonable people who may question the administration of this program. How will the state know if a person has eight years of good service or if they are currently active in the Guard? The simplest solution is to place the burden of proof upon the individual applicant. The applicant should be required to provide a letter from his commander who can verify his service.

Others may question why we would create a program that only effects those who seek state employment. For that

there are two responses. The first is that we simply cannot burden the small businessperson with such a regulation. Secondly the Guard is a unique state asset, so it is fitting that the state government should provide appropriate recognition.

Once again I wish to express my appreciation for this opportunity to be heard. I believe that if this measure is adopted you will have pioneered a low-cost and effective measure for encouraging skilled workers and mid-level managers to stay in the National Guard. In this manner you, as a state legislator, will make a tangible contribution to National Security and the long-term welfare of Alaska.

Thank you.

Once again I wish to express my appreciation for this opportunity to be heard. I believe that if this measure is adopted you will have pioneered a low-cost and effective measure for encouraging skilled workers and mid-level managers to stay in the National Guard. In this manner you, as a state legislator, will make a tangible contribution to National Security and the long-term welfare of Alaska.

Thank you.



ALASKA NATIONAL GUARD OFFICER'S ASSOCIATION

200 West 34th Avenue, Suite 727 Anchorage, Alaska 99503

February 11, 1999

Honorable Carl M. Morgan, Jr.
State Capitol Building, Suite 409
Juneau, AK 99801-1182

Dear Representative Morgan,

On behalf of the Alaska National Guard Officer's Association (ANGOA) I am writing today in support of House Bill No. 80, an act relating to a state employment preference for certain members of the Alaska National Guard.

The three point preference recognizes the service that the Alaska National Guard provides to the people of Alaska and the nation. National Guard members are called upon on an increasing frequency to assist in time of state emergency and federal service. This bill will provide an additional incentive for the retention of mid-career service men and women who have received a great deal of training and are critical to the success of the National Guard.

When state employees are also members of the Alaska National Guard, synergistic efficiency results. In time of state emergency, this cross-pollination of skills facilitates interdepartmental coordination and the speed and efficiency of disaster response.

The choice of providing a three point preference is appropriate. It recognizes the contributions of National Guard service without diminishing or placing it on par with the contributions of veterans who served during a time of war and/or were disabled or a prisoner of war.

The Alaska National Guard Officer's Association (ANGOA) represents the leadership of the 4,000 Army and Air Guard men and women in Alaska. If I may be of further assistance please contact me at (907) 694-3874 or by fax at (907) 694-3832.

Sincerely,

Bruce J. Gabrys
President



Alaska Department of Military and Veterans Affairs



Alaska Army National Guard



The Alaska Army National Guard continued planning and implementing significant force structure realignments in 1997. Developments at the national level are effecting the future of the Guard. Alaska's soldiers will benefit from many of the decisions made by our Nation's leadership. Among them:

- *validation of our current strength level of 2,223 authorized positions;*
- *continued modernization of our aviation fleet and ground support assets; and,*
- *recognition by both the Alaskan Command and U.S. Army Pacific that the Alaska Army Guard is a relevant force of great importance in the successful accomplishment of their respective various missions.*

The Army Guard's State mission has not changed --- adding value to Alaska as

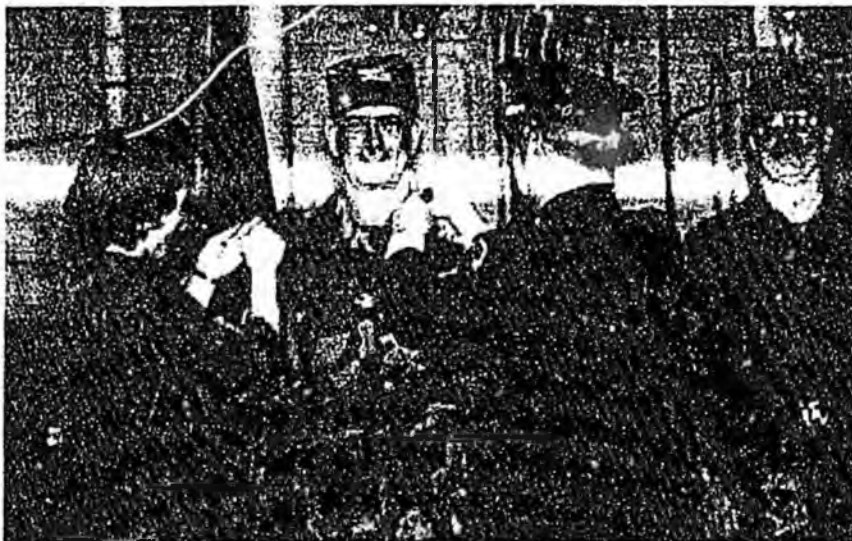
demonstrated during multiple search and rescue operations and a whole host of other community support operations.

207TH INFANTRY GROUP (SCOUT)

The 207th Infantry Group (Scout) is the primary troop and maneuver unit within the Army Guard. They direct quality training, emergency assistance to State and local officials in times of crisis, and ensure a ready deployable combat force.

As the senior tactical headquarters for the Army Guard's varied battalions, the 207th Group provides a command and control platform for coordinating the Army Guard's State and federal missions. Currently, the Group has three identical Scout Battalions with 320 soldiers assigned to each; a newly reorganized aviation battalion of 446 troops; and a Support Battalion with two Companies in Alaska and two in California.

The missions never slow down. The 207th Infantry Group, and its soldiers, continue on the leading edge of readiness, training, and operational missions for Alaska *and* America's Army.



GETTING HIS STAR

Commander 207th Infantry Group, Colonel Stephen Korenik is promoted to Brigadier General in February of '97. He became the first commander of his unit to gain flag rank while in this position. In a short time, General Korenik would assume command of the entire Alaska Army National Guard, replacing retiring General Sig Murphy (at right).

STRENGTH MANAGEMENT

Our Federal mission must be considered in the context of decreasing Department of Defense force structure and budgets. A key tenant of national strategy is the employment of active Army, Army National Guard, and the Army Reserve. Each component competes for a portion of available Defense funds. To receive our share, our soldiers and units must meet the same tough objective readiness criteria as the active Army--- in personnel, training, maintenance and worldwide

deployability.

Alaska's Army Guard met Army readiness standards in FY96. Personnel shortages have slowed since the reorganization began. Comparative statistics, between Federal fiscal years '95 and '96, demonstrate improvement since implementing the zero tolerance drug policy and enforcement of drill attendance. Drug positive urinalysis results are down; reenlistment rates are up and loss rates are down.

Today, the Alaska Army Guard is at 93.5% of authorized strength with 2,055 soldiers assigned (including 464 full-time Federal employees). We continue to recruit quality soldiers from around the State. Guard members are located in 76 communities across the State - more than in any other State. The Alaska Army National Guard also has the highest percentage (34 percent) of native Americans in the nation, per capita.

MILITARY EXERCISES AND DEPLOYMENTS

In addition to the Army Guard's regular Annual Training events, soldiers took part in several overseas and domestic deployments, exercises, and innovative readiness training opportunities. Alaskans provided real-world mission support in Korea, Indonesia, Southern California, Italy, Arkansas, Washington, Hawaii, and Panama to name a few. Guard members train in all kinds of environments and conditions here at home also. Such events help hone our soldier's skills and readiness.

Guard members are striving, on every front, to maintain credibility and viability. They work hard at it. The Alaska Army National Guard is now a contributing member of U.S. Army Pacific which is working initiative to include Scout units into selected USARPAC contingency plans. Our current five year Federal operations deployment window includes training soldiers and units in California, Arkansas, Louisiana, Washington, Oregon, Japan, Indonesia, Russia, Hawaii, Panama, Guatemala, Honduras, Belize, Costa Rica, Korea ---and here at home.

FORCE MODERNIZATION

Alaska Army Guard aviators recently accepted the first of the next group of UH-60L Blackhawk helicopters and the first of a fleet of eight C-23B+ Sherpa fixed wing aircraft. The significance of this upgraded aircraft fleet cannot be overstated. We are far ahead of many other states in the capabilities of our Army Aviation fleet. These modern, high-tech weapons systems, along with the continuing upgrades of ground support vehicles, communications systems, and personal equipment allow us to dramatically improve our support for State

missions while meeting our mission requirements for America's Army.

PAYROLL BENEFITS

The Alaska Army National Guard received Federal payroll, operating and maintenance funding of \$44.35 million in FY95 and \$63.3 million in FY96. Corresponding Alaska Army Guard State budget was respectively \$2.5 million and \$3.2 million for those two years. Therefore, during FY96, the Federal government spent approximately \$25.00 in Alaska for each Alaskan dollar spent on the Alaska Army Guard, a 96 percent share. State dollars primarily go toward maintenance and utilities in State armories.

COMMUNITY SUPPORT

The Alaska Army Guard routinely provides quick, reliable support to Alaska's citizens, groups, communities and our State government. Here are examples of recent "shoppers and shopping lists" requiring soldiers, units, equipment, or preparatory planning. They include: search and rescue, rural medevac, assessing key utility site security, natural disaster preparation, civil disorder preparation, Boy and Girl Scout support, Fish and Game support, Department of Corrections support, homeless veterans through *StandDown*, law enforcement support, JROTC, ROTC and the ChalleNGe Youth Corps Program.

Additionally, the Army Guard is actively involved in preventive measures to protect Alaska's perishable environment - fuel/oil drum recovery from rural Alaska: fuel/oil storage upgrade to double-wall tanks: retrieval of hazardous materials (batteries); and, placement of spill response kits at all Readiness Center sites.

Soldiers served in a State Active Duty status to support operations during FY96: *Arctic Care '96*, where military members provided no-cost medical and/or dental care to rural Alaskan citizens; *Arctic Engineer '96*, where military engineers constructed a new runway in Noorvik; the Juneau Flood; and the Miller's Reach disaster.

EDUCATION

State tuition assistance was paid to 52 guard members in the amount of \$21,000 for reimbursement of educational or vocational expenses. Federal tuition assistance was paid to 65 guardsmen in the amount of \$40,000 for reimbursable education expenses.

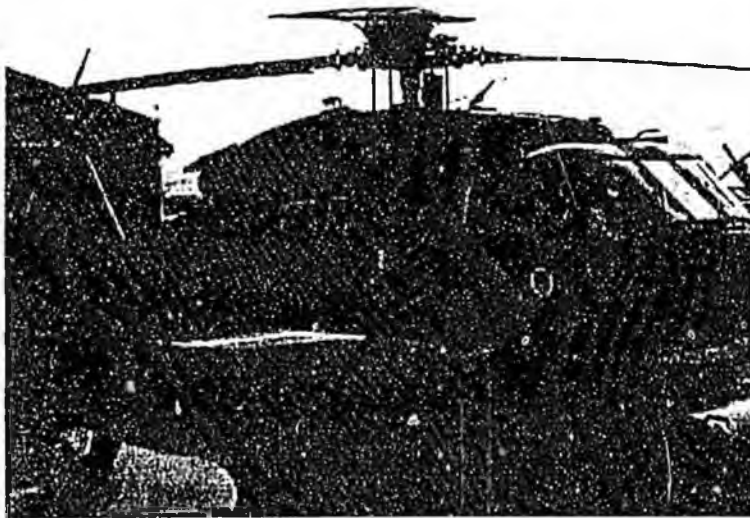
One Army Guard minority officer, an Alaska native, is currently on a

professional development tour. He is attending college full-time, at full pay and allowances, in order to complete baccalaureate degree requirements. Alaska is the only State with this program.

Troublesome in all of the good news is that some rural soldiers, attending Army-required professional development courses, conducted at the Alaska Army Guard's Regional Training Institute (RTI) have demonstrated a greater-than-average tendency to fail mandatory written exams. This is largely due to low reading skill levels. New programs are in development to address the problem.

Army Guard leaders are working with the University of Alaska, the State Department of Education and local schools to address these serious problems. *Soldiers need to arrive at any of their courses better prepared.* The Defense Activity for Nontraditional Education Support (DANTES) reading enhancement program - "*Return to Lead*" - is still being distributed to all units. The State Education Services Officer administers this program. The Defense Language Institute located at Lackland AFB, Texas is providing materials and guidance for developing a resident reading program to be located at Camp Carroll and operated by the soldiers assigned to the RTI.

[click here to view 1997 deployments](#)



This is our Alaska Army National Guard. In the course of restructuring, the Alaska Army Guard will become a stronger, *mission-ready* organization; ready to help at home and meet the challenges of defending the nation's interests.

The Alaska Army Guard is located in 76 communities across the State - more communities than any other state. The Alaska Army Guard has the highest percentage of Native Americans of any military organization.

[[Home](#)] [[ARNG Major Units](#)] [[207th Group](#)]



Alaska Department of Military and Veterans Affairs

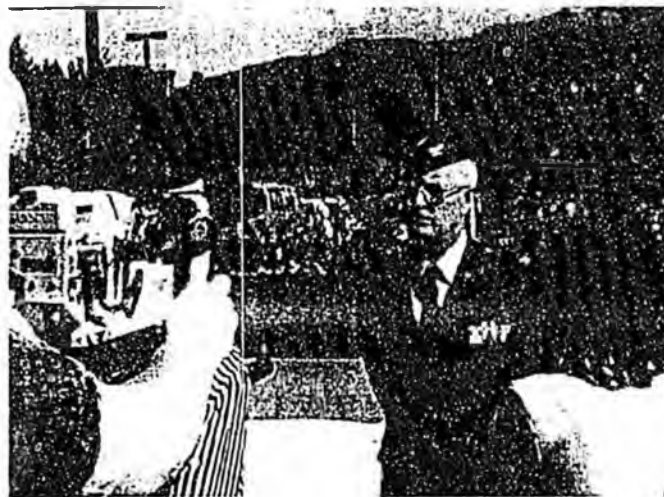
ALASKA



Alaska Air National Guard

Keeping the Peace, Keeping the Pledge

Organization & Location



Colonel Jerry Gillean interviews with Anchorage TV crews after assuming command of the Alaska Air National Guard.

Nearly 1,900 Alaskans serve as members of the Air National Guard. The Alaska Air Guard is organized with a small Headquarters and the Alaska Rescue Coordination Center at Camp Denali; the 176th Wing, with the 144th Airlift Squadron and the 210th Rescue Squadron, at Kulis ANG Base next to Anchorage International Airport; the 168th Air Refueling Wing at Eielson Air Force Base; and, the 206th Combat Communications Squadron at Elmendorf Air Force Base. Each mission is unique. With the exception of the Air Headquarters, each of the operational units is gained by the Pacific Air Forces.

176th WING

Kulis Air National Guard Base, home of the 176th Wing, occupies just over 130 acres of land on the south side of Anchorage International Airport. The area has been the home for the unit since 1954. The Wing's two major flying units, the 144th Airlift Squadron and the 210th Rescue Squadron, operate with diverse airframes.

144th Airlift Squadron

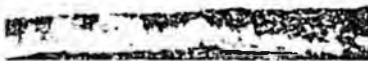
The 144th operates nine medium range C-130 Hercules aircraft capable of flying both passengers and heavy cargo loads anywhere in the world-*and they often do*. Aircrews, of the 144th, have literally flown to the far reaches of the globe this year, performing missions in Panama, Thailand, Japan, Australia and Germany. The unit also participated in OPERATION FULL ACCOUNTING, an effort to bring back remains of Americans from Viet Nam, Laos and Cambodia. The 144th Airlift Squadron traces its lineage to 1952. It is the foundation of the Alaska Air Guard.

210th Rescue Squadron

The 210th Rescue Squadron, continues to lead the way in rescuing their fellow Alaskans. They passed by their 310th rescue in 1996. The unit flies two types of aircraft: four HC-130 Hercules, modified for rescue duty with an ability to provide aerial refueling to helicopters and extended loiter time for search and rescue operations; HH-60L Pavehawk helicopters, equipped with hoists, are designed to enable aircrews to perform their missions with singular accuracy – they are the muscle.



While members of the 210th RQS have served in a host of other countries this year, perhaps their greatest work has been accomplished here at home with the rescues of nearly two dozen Alaskans.



168th AIR REFUELING WING

The 168th Air Refueling Wing operates ten KC-135R Strato Tankers from Eielson AFB, about 20 miles south of Fairbanks. Eielson has been home for the Wing since 1986. Approximately 700 Alaskans serve as members of the unit.

The recently re-engined, re-winged KC-135R's provide flying '*gas stations*' on a daily basis, across the North Pacific, the deep Arctic and across the world. The 168th plays a significant role as part of the Air Force's tanker fleet providing key aerial mobility and force projection. Active, Guard and Reserve fighter, bomber and support aircraft are literally able to receive fuel in mid-air from 168th tankers.

Air Guard Team - Adding Value to Alaska

You find interesting Alaskans in the Air Guard --- teachers, counselors, carpenters, welders, heavy machine operators, painters, lawyers, dentists, nurses, pilots, police, engineers, cooks, computer operators, clerks and accountants to name but a very few. This well trained, highly motivated work force represents one of Alaska's best human resources. Each year, the Air Guard spends millions of dollars training these excellent young men and women.

The involvement of Air Guard members, in their communities, is central to their connection with their neighbors. The Air Guard supports such diverse events as the Veterans StandDown, the Fur Rondy, the annual Governor's Picnic, *Operation Santa Claus*, Golden Valley Days, numerous sporting events, community activities and unit sponsored events.

In recent years, Air Guard related construction projects at Kulis, Eielson and Elmendorf have netted local construction companies tens of millions of dollars. Routine contracting and unit support services and items bring more million into local economies in Fairbanks/North Pole and Anchorage.

A Vision for the Alaska Air Guard's Future

Alaska Air Guard leaders continue to look for niches and opportunities to provide service and support within the State of Alaska, for the Pacific Air Forces and the Defense community. The success of the past is not only the foundation for the future, but the framework for moving forward (in tandem with Alaska) across the Pacific Rim.



This is our Alaska Air National Guard. Approximately 1,900 Alaskans serve in the Air Guard. The 176th Wing has 1,150 in the Anchorage area, and the remainder are with the 168th Wing at Eielson AFB near Fairbanks.

The Alaska Air Guard recognizes that Air Force commanders are increasingly regarding us as one of their essential resources. Our ability to rapidly deploy Guard forces from Alaska to anywhere in the Pacific Rim (and throughout the world) is gaining wider awareness and reputation.

[click here to view 1997 deployments](#)

[[Home](#)] [[ANG Major Units](#)] [[Op Santa](#)]



Veteran Preference

Veteran's Preference - Federal and State Jobs

Veterans, as well as their dependent spouses and the dependent mothers of veterans who died under honorable circumstances while on active duty, may be eligible for preference in a federal job. The preference system awards points to eligible veterans and some of their family members, so that if many people are competing for the same job, veterans and some of their family members may appear higher on the list. For more information, contact the Office of Personnel Management. Similar preferences apply to employment in state government. Contact Alaska Department of Personnel for more information.

Detailed Information About Veteran's Preference

Since the time of the Civil War, veterans of the Armed Forces have been given some degree of preference in appointments to Federal jobs. Recognizing that sacrifices are made by those serving in the Armed Forces, Congress enacted laws to prevent veterans seeking Federal employment from being penalized because of the time spent in military service. By law, veterans who are disabled or who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are entitled to preference over non-veterans both in Federal hiring practices and in retention during reductions in force.

Preference does not have as its goal the placement of a veteran in every vacant Federal job; this would be incompatible with the merit principle of public employment. Nor does it apply to promotions or other in service actions. However, preference does provide a uniform method by which special consideration is given to qualified veterans seeking Federal employment.

Preference applies in hiring from civil service examinations, for most excepted service jobs, and when agencies make temporary appointments or use direct hire and delegated examining authorities from the US Office of Personnel Management.

GENERAL REQUIREMENTS FOR PREFERENCE

An honorable or general discharge is necessary.

Military retirees at the rank of major, lieutenant commander, or higher are not eligible for preference unless they are disabled veterans.

Guard and Reserve active duty for training purposes does not qualify for preference.

When applying for Federal jobs, eligible veterans should claim preference on their application or resume.

Applicants claiming 10-point preference must complete form SF-15, Application for 10 Point Veteran Preference.

TYPES OF PREFERENCE:

5-POINT PREFERENCE

Five points are added to the passing examination score of a veteran who served:

During the period December 7, 1941, to July 1, 1955; or

For more than 180 consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976; or

In a campaign or expedition for which a campaign medal has been authorized, including Lebanon, Grenada, Panama, Southwest Asia, Somalia, and Haiti.

Medal holders who enlisted after September 7, 1980, or entered on active duty on or after October 14, 1982, must have served continuously for 24 months or the full period called or ordered to active duty.

The service requirement does not apply to veterans with compensable service-connected disabilities, or to veterans separated for disability in the line of duty, or for hardship.

10-POINT PREFERENCE

Ten points are added to the passing examination score of:

A veteran who served at any time and who (1) has a present service-connected disability or (2) is receiving compensation, disability retirement benefits, or pension from the military or the Department of Veterans Affairs.

Individuals who received a Purple Heart qualify as disabled veterans.

An unmarried spouse of certain deceased veterans, a spouse of a veteran unable to work because of a service-connected disability, and a mother of a veteran who died in service or who is permanently and totally disabled.

PREFERENCE IN EXAMINATION

Veterans meeting the criteria for preference and who are found eligible (achieve a score of 70 or higher) either by a written examination or an evaluation of their experience and education, are eligible to have 5 or 10 points added to their numerical ratings depending on the nature of their preference. For all other positions, the names of 10-point preference eligibles who have a compensable, service-connected disability of 10 percent or more are placed ahead of the names of all other eligibles on a given register. The names of other 10-point preference eligibles, 5-point preference eligibles, and non-veterans are listed in order of their numerical ratings.

For scientific and professional positions in grade GS-9 or higher, names of all eligibles are listed in order of ratings, augmented by veteran preference, if any.

Entitlement to veterans' preference does not guarantee a job.

FILING APPLICATIONS AFTER EXAMINATIONS HAVE BEEN CLOSED

A 10-point preference eligible may file an application at any time for any position:

For which there is a list of eligibles; For which a list is about to be established; or For which a non-temporary appointment has been made in the preceding three years.

A veteran may file an application for any examination: Which was open while he or she was in the Armed Forces; or Which was announced within 120 days after his or her separation, provided a list of eligibles is still in existence, and the veteran makes application within 120 days of an honorable discharge. A period of hospitalization up to one year immediately following discharge extends this eligibility.

POSITIONS FOR PREFERENCE ELIGIBLES ONLY

Certain examinations are open only to preference eligibles as long as such applicants are available. Among these are custodian, guard, elevator operator and messenger.

Questions? Comments?  [email](#) the site administrator!

[Labor Home](#) || [Job Seeker](#) || [State of Alaska](#) || [Veteran Services](#)

Veteran preference may also occur in reference to "training and employment services." This refers to the prioritization of veterans over other applicants in receiving services from job assistance and education programs. Through a combination of federal and state programs the U.S. Department of Labor oversees the Veterans Employment and Training programs within each state's labor department. These programs provide veteran preference in receiving services such as vocational counseling, case management, advocacy, internships, and job placement assistance. In addition, programs such as those funded under the federal Job Training and Partnership Act (JTPA) also offer veterans priority in accessing services. A previous legislative research report "Veterans Benefits in Alaska and Other States," includes a description of federal job training and assistance programs available to veterans.⁵

Veterans Preference and Workplace Alaska

"Workplace Alaska" is the new recruitment process used to fill most of the vacant job positions with the State of Alaska.⁶ Previously, people applied to be listed on a position "register" regardless of whether there was an actual vacancy. Once a position was open for hire, the register often contained the names of applicants no longer available or interested in the specific position. In an attempt to improve and streamline both the application and hiring process, Workplace Alaska replaces the previous system of registers.

Elaine Williams, Employee Acquisition Manager of the Alaska Department of Administration, Division of Personnel, explained that , effective November 30, all classified service positions with the State of Alaska (salary range eight and above) are processed through Workplace Alaska. According to Ms. Williams, applicants interested in applying for position vacancies with the State of Alaska complete a two-step process:

- 1) Completion of the Applicant Profile form, and
- 2) Completion of the Job Qualification Summary for a specific job vacancy.

Rather than applying to be listed on a "register" as was previously required, applicants submit a general application profile.⁷ The profile includes basic demographic, education, job experience, as well as information regarding veteran preference. For positions within the General Government Unit (GGU), the computer generates a score based on basic qualifications, including adding points for qualifying veterans.⁸ Qualifying veterans receive five extra points for a passing grade (disabled veterans and former prisoners of war receive ten extra points).⁹

⁵ A copy of "Veterans Benefits in Alaska and Other States" (Legislative Research Report 97.052) is included as Attachment D.

⁶ Workplace Alaska applies to all positions included in the General Government Unit, Supervisory Unit, and the Confidential Employee Association. A copy of the Workplace Alaska brochure is included as Attachment E.

⁷ Applicants submitting the profile on-line must do so only once. Applicants submitting hard copy applications must submit a copy each time they apply for a position. Division of Personnel staff then enter the information into the computer. A copy of an Applicant Profile form is included in Attachment F.

⁸ Veterans do not receive a preference when a job vacancy is limited only to current state employees.

⁹ For purposes of hiring, state law defines a veteran as a person with 181 days or more of active service in the armed forces of the United States who has been honorably discharged after having served during specific periods of time or was awarded a campaign badge, expedition medal, the Purple Heart, or an award or decoration for heroism or gallantry in action, or who served 181 days or more in the Alaska Territorial Guard. A copy of "Employment Preference for Veterans and Prisoners of War," AS 39.25.159 is included as Attachment G.

The state advertises position vacancies on-line through the Division of Personnel's home page, through each department's human resources office, over the phone via recruitment messages, and in the Sunday editions of the *Fairbanks Daily News Miner*, *Juneau Empire*, and *Anchorage Daily News*.¹⁰ To apply for a specific position vacancy, in addition to the applicant profile, the applicant also completes a Job Qualification Summary. Applicants answer questions about skills, education, and experience that are specific or relevant to the actual vacancy. In a section referred to as the "cover letter," applicants may also include their unique skills and abilities.

For GGU position vacancies, the computer ranks applicants based on information included in the applicant profiles and job qualification summaries, including veteran preference points for qualifying applicants.¹¹ Because veteran preference questions are included on the applicant profile, the addition of veteran preference points occurs at the same time in the new recruitment system as under the previous systems of registers. The hiring manager receives all application materials including the applicants' ranked scores. After reviewing the application materials, the hiring manager selects the candidates to be interviewed. Based on information from the interviews and the application materials, a manager selects a candidate for hire. Before a manager offers a position to a candidate, the human resource officer within the department reviews the selection process and application materials to ensure compliance with state laws, regulations, and union contracts. If the human resource officer confirms that all procedures and conditions have been met, the hiring manager may then offer the position to the selected candidate.

For confidential and supervisory positions, only applicants who meet specific qualifications are considered for interviews. After receiving all applicant profiles and job qualification summaries, the hiring manager ranks the applicants according to their specific skills and the job requirements, and selects the candidates to be interviewed. Applicants are again scored based on the interviews. If a veteran is selected for an interview, veteran preference points are added to the total score at this time.

Ms. Williams explains that this standard is virtually the same in Workplace Alaska as it was under the register method of recruitment. In both systems, interview selections are based on the applicants' qualifications. Applicants who do not meet minimum qualification standards are not considered for interviews, regardless of their veteran status. As with GGU positions, confidential and supervisory positions require approval from the department human resource officer to ensure compliance with state statute and department regulations. Ms. Williams explains that the review by the human resource officer is also performed in order to minimize errors or abuse of discretion on the part of the hiring manager.

Ms. Williams reports that Beverly Reaume, Director of the Department of Administration, Division of Personnel will be sending a letter to all Alaska veterans explaining Workplace Alaska and how veterans receive preference in the recruitment process.¹² As to the use of the new recruitment process by veterans, Ms. Williams reports that as of October 27, 1998, veterans had submitted 1,743 applications for 540 job vacancies.¹³ Of these vacancies, 380 positions were filled. Veterans were hired for 48 of these positions.

¹⁰ Members of the GGU and Alaska State Employees Association/GGU bargaining units may also receive e-mail notification of Workplace Alaska recruitment notices.

¹¹ The computer can only score items requesting a "yes or no" response and therefore, information in the "cover letter" section is not scored.

¹² A draft copy of this letter (December 23, 1998) is attached as Attachment H.

¹³ This number of applications by veterans may include duplication, as a veteran may have responded to more than one recruitment notice and submitted more than one application.

Alaska State Legislature

SESSION

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MEMBER

Community & Regional Affairs Committee
Health, Education & Social Services Committee
House Resources Committee
Special Committee on Fisheries

INTERIM

PO Box 243
Aniak, Alaska 99557
Phone 907-675-4413

Representative Carl M. Morgan, Jr. District 36

MEMORANDUM

TO: Representative Lisa Murkowski
Chair, Special Committee on Military & Veterans Affairs

FROM: Representative Carl M. Morgan, Jr.

RE: HB 80: List of Probable Supporters and Opponents

DATE: February 11, 1999

Please accept this as a list of probable supporters and opponents for HB 80.

In support:

Alaska National Guard, State of Alaska
Department of Military and Veterans Affairs, State of Alaska
Department of Administration, State of Alaska
Representative Morgan
Representative Foster
Representative Kapsner
Representative Masek
Representative Harris
Representative Mulder
Representative Coghill
Representative Kott
Representative Dyson
Representative Croft
Representative Rokeberg
Representative Phillips
Representative Murkowski

In opposition:

None known

FISCAL NOTE

STATE OF ALASKA
1999 LEGISLATIVE SESSION

BILL NO. HB 80

Revision Date: _____
 Title: "An Act relating to a state employment preference for certain members of the Alaska National Guard."
 Sponsor: Representative Morgan
 Requestor: (H) MLV

Department Affected: Administration
 BRU: Personnel
 Component: _____
 COMPONENT SERIAL NO. 56

Expenditures/Revenues: (Thousands of Dollars)
 Note: Amounts do not include inflation unless otherwise noted below

OPERATING EXPENDITURES	FY 2000	FY 2001	FY2002	FY 2003	FY 2004	FY 2005
PERSONAL SERVICES						
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	0.0	0.0	0.0	0.0	0.0	0.0

CAPITAL EXPENDITURES						
----------------------	--	--	--	--	--	--

CHANGE IN REVENUES ()						
------------------------	--	--	--	--	--	--

FUND SOURCE: (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
OTHER						
TOTAL	0.0	0.0	0.0	0.0	0.0	0.0

Estimate of any current year (FY 99) cost: \$ _____

POSITIONS:

FULL-TIME						
PART-TIME						
TEMPORARY						

ANALYSIS: (Attach a separate page if necessary.)

This bill creates no fiscal impact to the Department of Administration.

Prepared by: David Koivuniemi
 Division: Personnel

Phone: (907) 465-2200
 Date: _____

Approved by Commissioner: Robert Poe Jr.
 Agency: Department of Administration

Date: 2/16/99

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