



Alaska State Legislature

1971

Source:

CSHCR 35

HOUSE CONCURRENT RESOLUTION NO. 35

Relating to the personnel rules for state employees.

BE IT RESOLVED BY THE LEGISLATURE OF THE STATE OF ALASKA:

WHEREAS the state personnel system is and should be geared to the recruitment of qualified employees, the improvement of employee skills and abilities, and the retention of experienced, qualified employees in state service; and

WHEREAS the current personnel rules sometimes restrict state agencies in their efforts to select best suited personnel; and

WHEREAS this fact is occasioned to a certain extent by the sometimes unrealistic academic requirements, with the result that a person's prior on-the-job training and work experience receive secondary consideration; and

WHEREAS the present practice of requiring state agencies to select employees from the top three persons on the register limits an agency's prerogative to select employees from the register who may be uniquely or best qualified to meet the agency's particular need;

BE IT RESOLVED by the Alaska Legislature that the Governor is respectfully requested to direct the Division of Personnel and the Personnel Board to make a thorough study of the existing class specifications and to revise them as needed to ensure that standards for academic study, prior training and prior experience truly reflect the minimum qualifications required; and be it

FURTHER RESOLVED that the personnel rules should be revised

to permit selection of an eligible applicant whose name appears lower than third on the list when unique or unusual circumstances that can be documented by the appointing agency and the agency can justify the selection so long as each eligible applicant is considered in rank order.