

# **State of Alaska FY2002 Governor's Operating Budget**

Office of the Governor  
Equal Employment Opportunity  
Component

## **Component: Equal Employment Opportunity**

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### **Component Mission**

Ensure fair employment practices in Alaska state government.

### **Component Services Provided**

- File statistical reports with the governor, the legislature, department human resource managers, Alaska library system, and other interested parties identifying the state workforce by ethnicity, gender and pay range.
- Train state employees concerning their rights and responsibilities.
- Serve as liaison between Alaska state government and groups representing minorities, women, disabled persons, older Alaskans and veterans.

### **Component Goals and Strategies**

Full compliance with federal and state laws relating to EEO and affirmative action.

- Assist state departments to implement the state's affirmative action plan through the creation of individual department affirmative action plans.
- Train state managers and supervisors in diversity, affirmative action, and equal employment opportunity.
- Increase awareness of fair employment practices in the executive branch of Alaska state government by reaching out to key constituencies, including minority and women's groups, community organizations and state agencies.
- Create new state affirmative action plan with updated data and applicant tracking system to interface with Workplace Alaska.

### **Key Component Issues for FY2001 – 2002**

- Continue to update computer system to create and produce EEO statistical data and analysis required under state and federal laws and regulations.
- Develop current, defensible state affirmative action plan.
- Add workplace training that addresses urban-rural issues.

### **Major Component Accomplishments for FY2000**

- Conducted training for the Department of Health & Social Services/Alaska Psychiatric Institute; Alaska Housing Finance Corporation; University of Alaska Anchorage Job Fair; class of state employees from various departments working on Certified Public Manager course; and Department of Transportation in Fairbanks.
- Increased visibility and impact of outreach by hosting three informal receptions, honoring the late Elizabeth Peratrovich, Alaska's foremost civil rights activist, with one of her sons, Frank Peratrovich, as guest speaker; celebrated Women's History Month with guest speakers from the Alaska Native community, the Hispanic community, the African American community; and Asian Pacific American Heritage month with guest speakers from the Indian community, Laotian community, and the Japanese American community. State employees in Anchorage received e-mail invitations. People on the public mailing list were sent post card invitations.
- Outreach included Anchorage NOW, NAACP Multi-Cultural Youth Fair, Alaska Jobs Corps, Anchorage Business and Profession Women, Alaska Federation of Natives Convention, Alaska Humanities Forum/United Way Discussion Group, Maharlika, Martin Luther King Reception, Alaska Native Heritage Center, University of Alaska Anchorage Civil Rights Community Convocation, Anchorage Women's Commission Meeting, Alaska Native Sisterhood, Camp 72, Combined Federal Agencies' Black History Month, Governor's Minority Working Group, Anchorage 2000/Bridge Builders Signing the Pledge of Mutual Respect, 2001 Special Olympics Briefing, Filipino communities in Anchorage, Fairbanks, Juneau, Sitka, Ketchikan, and Kodiak; Alaska Common Ground "Urban-

Rural Relationships", Anchorage Association of Women Lawyers, Anchorage Equal Rights Commission, Alaska's Filipino Heritage Day, Federal Asian Pacific American Heritage Month, Juneteenth Celebration, Governor's Annual Family Picnic, Healing Racism in Anchorage, FAA Office of Civil Rights, BLM Office of Civil Rights, and the Asian Alaskan Cultural Center.

- Provided 100 schools with information concerning EEOC contests.
- Initiated software upgrade (from Cobol) intended to extract more accurate workforce figures from the payroll data maintained by the Department of Administration. Identified the need for refinements or additional software in order to prepare statewide affirmative action plan.

### **Statutory and Regulatory Authority**

AS 44.19.450-458, AS 18.80.220, AS 23.10.500-550

**Equal Employment Opportunity**  
**Component Financial Summary**

*All dollars in thousands*

	FY2000 Actuals	FY2001 Authorized	FY2002 Governor
<b>Non-Formula Program:</b>			
<b>Component Expenditures:</b>			
71000 Personal Services	218.3	230.3	242.3
72000 Travel	4.1	5.0	5.0
73000 Contractual	37.1	37.3	30.7
74000 Supplies	3.1	6.0	3.0
75000 Equipment	5.1	0.0	0.0
76000 Land/Buildings	0.0	0.0	0.0
77000 Grants, Claims	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
<b>Expenditure Totals</b>	<b>267.7</b>	<b>278.6</b>	<b>281.0</b>
<b>Funding Sources:</b>			
1004 General Fund Receipts	267.7	278.6	281.0
<b>Funding Totals</b>	<b>267.7</b>	<b>278.6</b>	<b>281.0</b>

**Equal Employment Opportunity**

**Proposed Changes in Levels of Service for FY2002**

No service changes.

**Summary of Component Budget Changes**

**From FY2001 Authorized to FY2002 Governor**

*All dollars in thousands*

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
<b>FY2001 Authorized</b>	<b>278.6</b>	<b>0.0</b>	<b>0.0</b>	<b>278.6</b>
<b>Adjustments which will continue current level of service:</b>				
-Year 2 Labor Costs - Net Change from FY2001	2.4	0.0	0.0	2.4
<b>FY2002 Governor</b>	<b>281.0</b>	<b>0.0</b>	<b>0.0</b>	<b>281.0</b>

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**Personal Services Information**

Authorized Positions			Personal Services Costs	
	FY2001 Authorized	FY2002 Governor		
Full-time	4	4	Annual Salaries	183,358
Part-time	0	0	COLA	4,352
Nonpermanent	0	0	Premium Pay	0
			Annual Benefits	61,911
			<i>Less 2.93% Vacancy Factor</i>	<i>(7,321)</i>
			Lump Sum Premium Pay	0
<b>Totals</b>	<b>4</b>	<b>4</b>	<b>Total Personal Services</b>	<b>242,300</b>

**Position Classification Summary**

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Director Of EEO	1	0	0	0	1
Employment Law Specialist	1	0	0	0	1
Equal Employment Specialist	1	0	0	0	1
Program Assistant	1	0	0	0	1
<b>Totals</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>