

# State jobs will be advertised in villages

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Tundra Times

State jobs will be advertised longer and more effort will be made to inform village residents of job openings on the state register, according to the two men in charge of increasing the numbers of Natives, women, Blacks and other ethnic minorities in state jobs.

Frank Raye, state personnel director and Barry Best, Equal Employment Opportunity director for the Bill Sheffield administration explained portions of their master plan to increase the numbers of non-male, non-whites on the state salary, to a meeting of the Alaska Affirmative Action Association last week.

State government was criticized by Frank O. Williams, grand camp president of the Alaska Native Brotherhood two months ago for its dismal rec-

ord of hiring Alaska Natives.

Stung by that criticism, Gov. Bill Sheffield brought Best to a meeting of his commissioners and told them and him to fix the problem.

Best and Raye told the AAAA that they are doing studies to determine how many employees now actually work in state government.

Once that figure is established, statistics from the private industry labor market and the University of Alaska system will be researched to find out the numbers of Alaska Natives and other minorities working versus the numbers of white males working. State figures will have to be at that rate or better, said the men.

That means that if every three workers out of a 10-worker group is Alaska Natives, then the state should also have three of 10 members of that group

be Alaska Natives.

In order to assure that those numbers are reached, the state will modify its top five hiring procedure to a modified five-plus-five plan.

That means that if the top five applicants for a job as bookkeeper are men and there are no minorities included in state bookkeepers but four of every 10 private industry bookkeepers are minorities, then the state needs to "reach down the list" until the next five applicants for the job are minorities, even if the last minority applicant is number 114 on the list.

The best applicant is chosen from that "five plus five" list.

One way the state hopes to reach and employ Alaska Natives is to use the radio and television, area newspapers, newsletters, job boards to inform people of job openings.

The television and radio broadcast of job openings will be in the local language as well as in

English, said Raye.

He said there also will be local preference so that villagers can benefit from jobs opening in their villages instead of seeing jobs go to outsiders.

Raye said that jobs in the villages often are non-permanent and seasonal jobs but he hopes to increase those jobs by 900 Natives alone in the Department of Fish and Game. Those jobs were "previously filled from Anchorage and Juneau. DF&G became a real pipeline for white collar students from outside to move to rural Alaska."

Barry Best, who was appointed to the EEO job recently, said the state has such a bad record with minority hiring "there is no where to go but up." But he said that "up" may mean a very small increase in hiring because it takes a large amount of people hired to move the percentage up.

A Senate bill now in the Legislature would put teeth in the

EEO by creating an EEO office in the department of Administration and giving it legal authority. Right now, it is difficult to get the state to comply with EEO regulations because there is no law behind it, said Best.

Best said he and Raye are making the travel and speech circuit to contact people who need to know about job hiring practices and "we will try to get to rural areas if we can get some money to do so."

Best said that in the past, some state agencies could be threatened with loss of federal monies if they didn't comply with EEO hiring requirements but that time has past.

"The Justice has been moving back on (equal hiring issues). They are not our friends so I can't go to the (Department of Transportation) and say the feds will take their money away 'cause they read the paper and know what's going on there."