

ALASKA LOCAL HIRE PROGRAM

1. What is the Alaska Local Hire Program?

An excepted service hiring program -- established to recognize the quality of human resources available in Alaska, the unusual aspects of work to be accomplished with conservation units in the state, the unique lifestyles of Alaska residents, and their subsequent correlation to Alaska land conservation.

The Alaska National Interest Lands Conservation Act (Public Law 487 of December 2, 1980) provided for the establishment of an Alaska local hire program. By using this hiring program, bureaus can recruit, select and hire persons with a wide variety of local skills and knowledge that are difficult to obtain through normal procedures. The flexible design of this program allows the managers of land conservation organizations to consider both the needs of the organization and local needs and lifestyles.

2. What Departmental bureaus are authorized to use this authority?

Those bureaus in Alaska with land managing responsibilities on "conservation system units", such as the U.S. Fish and Wildlife Service, the National Park Service, and the Bureau of Land Management.

3. What is a Conservation system unit?

The Act describes these units as any unit in Alaska of the National Park System, National Wildlife Refuge System, National Wild and Scenic Rivers System, National Trails System, or National Wilderness Preservation System, including existing units, units established, designated or expanded by or under the provisions of the Act, additions to

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the units, and units established, designated or expanded under Section 102 of the Act.

4. **Are employees appointed under this authority in the competitive or excepted service?**

Excepted service under the authority of P.L. 96-487, section 1308.

5. **Are there any special appointment provisions when this authority is used?**

The Act provides that employees appointed under this authority may be appointed without regard to any provision of Civil Service laws or regulations which:

- requires minimum periods of formal training or experience.
- provides an employment preference to any other class of applicant in such selection.
- places any numerical limitation on personnel.

6. **Who is eligible for appointment under this authority?**

Any person who, by reason of having lived or worked in or near a land conservation unit, has special knowledge or expertise concerning the natural or cultural resources of the unit and the management and administration of that unit. The position to be filled must be located within the geographic boundaries of the unit.

This authority may also be used to fill any position working out of the offices which provide direct administration to and management of a land conservation unit when it can be clearly demonstrated that such position requires special knowledge or expertise concerning the natural or cultural resources of the unit.

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7. What benefits are afforded to employees appointed under this authority?

Employees can obtain and receive insurance, leave, retirement, Workman's Compensation coverage, tort claims protection, service credit, incentive awards, and other benefits available to other Federal employees in the excepted service.

The right to appeal adverse actions to the Merit Systems Protection Board if:

- employee has veterans preference;
- employee has 1 or more years of current continuous service

8. Where can I find the legal authority for appointment under this program?

PL 96-487 of December 2, 1980.