



State of Alaska
Department of
Public Safety

Sarah Palin, Governor
Joseph A. Masters, Commissioner

January 29, 2009

The Honorable Bill Stoltze, Chair
Public Safety Subcommittee
House Finance Committee
State Capitol, Room 515
Juneau, AK 99801-1182

Dear Representatives Stoltze:

During the January 22, 2009 House Finance Public Safety Subcommittee hearing, a number of questions were asked relating to the Department of Public Safety's (DPS) operating budget. Our responses follow:

Several questions were posed asking about DPS' recruitment efforts generally, and more specifically how these efforts are directed toward the military. Attached is a paper discussing those efforts. I hope it will provide the information you need.

Another questioner asked for statistics on the Drug Abuse Resistance Education (D.A.R.E.) program. D.A.R.E. Alaska, Inc., is a private non-profit organization. DPS employees administer federal funds used for D.A.R.E. officer training.

During the 2007-2008 school year, 70 D.A.R.E. officers from 20 police agencies taught D.A.R.E. curricula to 5,108 students in 57 elementary, middle, and high schools throughout the state. During October 2007, a two-day in-service was held to provide ongoing training for D.A.R.E. officers. Twenty-five certified D.A.R.E. officers attended the in-service, receiving training for additional supplemental lessons, the new community program, and enhanced training on a variety of topics that the D.A.R.E. officer deals with such as Internet safety. In December 2007, D.A.R.E. Alaska, Inc. hosted the Alaska Student Safety Summit, which provided critical information and skills for attendees. This two-day conference was attended by one hundred and fifty D.A.R.E. officers, police officers, educators, community based treatment providers, and

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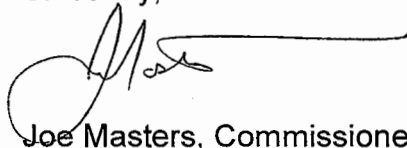
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community and youth leaders. Evaluations of the speakers and the conference as a whole were very positive with many requests to continue to host the conference. In February 2008, 20 new D.A.R.E. officers graduated from the two-week D.A.R.E. Officer Training. Nine of the graduating D.A.R.E. officers were VPSOs who will be taking the program back to their communities. The D.A.R.E. program saw a decrease in the number of students that were taught during the 2007-2008 school year from six percent to four percent. This could be related to a number of differing factors, including officers moving to new positions, some larger schools not receiving the program due to construction, and several officers not responding to the request for surveys. There was a 29 percent increase in the number of certified D.A.R.E. officers statewide, a 12 percent increase in D.A.R.E. police agencies, a 29 percent increase in the percentage of school districts with the D.A.R.E. program, and a 59 percent increase in communities that have adopted the D.A.R.E. program.

Do VPSO training programs differ around the state? All VPSOs attend the same basic training at the department's Sitka training academy. Each year, regional training sessions are held, bringing in the VPSOs in that geographic area to a regional hub. Essentially, the regional trainings are consistent as it pertains to insuring all the necessary re-certification needs are met and continued training in DPS lead courses, such as Defensive Tactics, Report Writing, Crime Scene Investigation, EMT, Fire Training, Probation and Parole, DUI Enforcement, SAR/ICS, Domestic Violence, etc. The various regional non-profits also include training that is specific the non-profit corporation's policies and procedures, i.e., risk management, sexual harassment, regional Indian Child Welfare Act issues, etc.

Please call if you have additional questions.

Sincerely,



Joe Masters, Commissioner

Enclosure

cc: The Honorable Nancy Dahlstrom
The Honorable John Harris
The Honorable Mike Hawker
The Honorable Scott Kawasaki
The Honorable Bob Lynn
The Honorable Woodie Salmon
Kelly Cunningham, Legislative Finance
Mary Sutton, Office of Management and Budget

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2007/2008 D.P.S. Recruitment Brief

Outreach events attended by D.P.S. Recruiters and Personnel

- 01/30/2007 Army Career & Alumni Program (ACAP), Fairbanks Military Job Fair
- 2/21/2007 Juneau Job Fair
- 2/21/2007 Alaska Pacific University
- 2/27-28/2007 High School and Community Career Fair, Sitka
- 03/01/2007 Bethel Job Fair
- 3/3-4/2007 Palmer Gun Show
- 03/05/2007 Dillingham Job Fair
- 03/07/2007 Anchorage Daily News Job Fair, Egan
- 03/08/2007 Ketchikan Job Fair
- 03/08/2007 Kotzebue Job Fair
- 03/19/2007 Ft. Richardson, Winter Safety Driving/Driving Under the Influence (DUI)/Recruiting
- 03/27/2007 Fairbanks Job Fair
- 03/29/2007 Kenai Job Fair
- 03/29-4/1/2007 Sportsman Show
- 04/3-5/2007 Alaska Police Officer Association (APOA) Crime Conference
- 04/09/2007 Seward Job Fair
- 04/10/2007 St. Marys Job Fair
- 04/11/2007 Valdez Job Fair
- 04/19/2007 Michigan Job Fair
- 04/20-22/2007 Anchorage Women's Show, Sullivan Arena
- 05/01/2007 Mat-Su Job Fair
- 05/03/2007 Dutch Harbor High School Job Fair
- 05/5-6/2007 Alaska State Aviation Trade Show and Conference
- 05/19/2007 Copper River Native Association Job Fair
- 05/19/2007 Armed Forces Day, Dimond Mall
- 06/24/2007 Anchorage Glacier Pilots' Kids Day
- 06/30/2007 Polynesian Cultural Awareness Day Celebration
- 07/20/2007 Fort Lewis, Washington Job Fair
- 07/30/2007 Chugiak Career Day, Alaska Pacific University
- 08/22-9/3/2007 Alaska State Fair
- 09/12/2007 Anchorage Daily News Job Fair, Egan
- 09/13/2007 King Career Center Recruitment Night
- 09/19/2007 Juneau Job Fair
- 09/28-30/2007 Winter Recreation and Travel Show, Sullivan Arena
- 10/17/2007 Joint Military Job Fair, Ft. Richardson
- 10/24/2007 2007 Alaska Federation of Natives Business Expo/Job Fair
- 11/08/2007 Veteran Job Fair, Anchorage Job Center, Muldoon
- 11/14/2007 ACAP Law Enforcement and Corrections Day, Fort Lewis, WA
- 01/23-25/08 San Diego Job Fair
- 01/29/08 Anchorage Daily News Job Fair, Trades, and Construction

- 02/8-9/08 Kodiak High School Job Fair
- 02/20/2008 Alaska Pacific University Career Fair
- 02/22/2008 University of Alaska-Anchorage (UAA) Justice Club Meeting
- 02/27-28/08 World of Work Job and Career Fair, Sitka
- 03/1-2/08 Palmer Gun Show
- 03/06/08 Ketchikan Job Fair
- 03/06/08 Kotzebue Job Fair
- 03/12/08 Juneau Job Fair
- 03/19/08 Anchorage Daily News Job Fair
- 03/26/08 Annual Kenai Peninsula Job Fair
- 03/28/08 Annual 2008 Yukon Kuskokwim Delta Job and Career Fair
- 03/31/08 King Career Center
- 04/02/08 Fairview Works Job Fair for Youth and Adults
- 04/04/08 Career Day, Tech High School, Wasilla
- 04/4-6/08 Great Alaska Sportsman Show
- 04/07/2008 Seward Community Job Fair
- 04/10/2008 Burchell High School, Wasilla
- 04/11/2008 Homer College, Career and Job Fair
- 04/11-13/2008 Today's Woman, Woman Show
- 04/14/2008 King Career Center
- 04/16/2008 Annual Valdez Job Fair
- 04/18-20/2008 Alaska Women's Show
- 04/22/2008 Annual Fairbanks Job Fair
- 04/25/2008 Mat-Su Job Fair
- 05/3-4/2008 Alaska State Aviation Trade Show
- 05/07/2008 King Career Center
- 05/17/2008 Military Appreciation Day
- 06/27-28/2008 Arctic Thunder 2008 Air Show
- 07/20/2008 Glacier Pilots Kids Day
- 07/13/202008 Kulis Family Day
- 07/25/202008 Mayor's (Anchorage) Diversity Day, Park Strip
- 08/1-9/202008 Tanana Fair
- 08/21-9/1/2008 Alaska Fair, Palmer
- 09/5/2008 Career Day-Tech High School, Wasilla
- 09/10/2008 Anchorage Daily News Job Fair
- 09/11/2008 King Career Center
- 10/1/2008 Joint Military Job Fair, Ft. Richardson
- 10/1/2008 Sitka Job Fair
- 10/2/2008 Juneau Job Fair
- 10/15/2008 Fort Lewis, Washington Job Fair
- 10/16/2008 Charter College Career Services Career Fair
- 10/17-19/2008 Oxygen and Octane Expo
- 10/20-25/2008 Alaska Federation of Natives
- 11/05/2008 Veterans' Job Fair
- 11/13/2008 2008 Human Services Employer Expo, UAA
- 11/17/2008 Ft. Richardson

DPS Military Recruitment Efforts

The Department of Public Safety, Alaska State Troopers, has a long history of recruiting military veterans and being active in the Guard and Reserve. This partnership is natural in part due to the paramilitary atmosphere of the Alaska State Troopers and the search for highly independent, disciplined, and ethical public service orientated men and women with adventurous spirits.

The department has employed members who have served at nearly all levels of the armed forces in all branches, including the Guard and Reserve. Currently, the Command Sergeant Major of the National Guard is a former Alaska State Trooper captain who retired from DPS to accept the highest-ranking enlisted position with the National Guard.

The department's historical recruitment efforts have focused on the "separating" active duty personnel as these veterans are often preparing to enter the civilian workforce and are searching for career opportunities. Guard and Reserve members generally have civilian careers and/or live in communities with ties that discourage them from joining the Alaska State Troopers, who often require them to move from their communities. It is, however, common for commissioned troopers to join their local National Guard and Reserve Units so they can enjoy the benefits of the Guard and Reserve programs.

Recruiting the Military

The Alaska State Troopers recruitment efforts have had a constant military focus. Currently, the department employs a significant percentage of military veterans. DPS provides a military preference in that all honorably discharged military veterans are offered an interview during the background portion of the application process.

The department recruitment unit attends several out-of-state military career fairs every year. DPS advertises with the Marine for Life program, Vet Jobs publications, Hire a Vet publications, G.I. Jobs, the Elmendorf and Ft. Richardson Newcomer's Guide, and all statewide Veteran Job Fairs and Army Career and Alumni Program (ACAP) events. The department also participates in the U.S. Army Partnership for Youth (PaYS) Program.

In addition, the DPS Academy has been approved by the Alaska Department of Military and Veterans Affairs (DMVA) Office of Veterans Affairs to allow military veterans to receive their G.I. Bill benefits while attending the academy and during the 15 week Field Training and Evaluation Program.

The department staffs a recruitment booth and display during the Military Appreciation Day at the Dimond Center in Anchorage as well as Arctic Thunder Air Show on Elmendorf Air Force Base.

Frequently throughout each year, the military asks for troopers to present information during their Safety Day Training, and during those presentations, trooper recruitment is highlighted. The department also attends venues to address separating military personnel from all the

installations, whenever the opportunity is presented. These events occur both in Anchorage and in Fairbanks.

Alaska National Guard and Reserve

Historically, current troopers who are also members of Alaska's Guard and Reserve have maintained themselves as informal liaisons with their Guard and Reserve counterparts, encouraging their peers to consider the Alaska State Troopers as a civilian career. These troopers have the advantage of working along side potential applicants and can provide valuable "real life" considerations for Guard members to consider.

The department recruiter has begun working with the Alaska National Guard recruitment commander discussing joint advertising and exploring the option of a "joint career track" between the Alaska State Troopers (civilian occupation) and the National Guard Military Police (Guard Service). In part, this concept may allow an "under 21" National Guard member to undergo the criminal background check for the Alaska State Troopers and if acceptable, attend the DPS Training Academy. At the conclusion of the Academy, the member could be hired into a non-commissioned position and secure employment with DPS with the anticipation that the employee promotes to trooper after reaching the age of 21. This would allow the department to mentor and train the young employee while providing them with a solid career path, and at the same time, they participate in Alaska's National Guard.

DPS has formalized a group of troopers whose heritage comes from Alaska Native communities from around the state. These troopers are focusing on recruiting Alaska Natives and building bridges between the department and native organizations statewide. In addition, this group will solicit interest from those National Guard and Reserve members who are currently residing in "Bush" Alaska.

Periodically throughout the year, the department attends meetings with ESGR (Employee support for Guard and Reserve) to discuss veterans' issues, strategize opportunities for returning military members, and the services we can provide those members.

Recruitment Enhancements

Staff Realignment

Currently the recruitment section staff consists of a Lieutenant, a Criminal Justice Technician, an Administrative Clerk II, and five background investigators. A vacant Corporal PCN is being upgraded to Sergeant and will be assigned to recruitment. Additionally, a vacant Administrative Assistant position will be converted to a GGU employee assigned to recruitment to focus on VPSO recruitment and background investigation.

Alaska National Guard and Reserve

Historically, troopers who are also members of Alaska's Guard and Reserve have maintained themselves as informal liaisons with their Guard and Reserve counterparts, encouraging their

peers to consider the Alaska State Troopers as a civilian career. Additionally, discussions with the Alaska National Guard recruitment commander have begun, discussing joint advertising and exploring the option of a "joint career track" between the Alaska State Troopers (civilian occupation) and the National Guard Military Police (Guard Service). Discussions and options are ongoing with particular interest in rural Alaska.

Alaska Native State Trooper Recruitment Program

Nine Alaska Native State/Wildlife Troopers have been selected to staff this team. These troopers will travel singly or in teams to different parts of Alaska to speak specifically about the need to increase native recruitment numbers in the divisions of Alaska State and Alaska Wildlife Troopers. They will also speak at social events like high school graduations and at other high school and university functions to encourage young adults to maintain a lifestyle that would allow for future employment in law enforcement. This team would also be allowed to travel to events put on by Alaskan Native corporations, other Alaskan Native professional organizations, as well as tribal events. Prisoner trips and airline mileage rewards would augment travel costs where possible.

Female Alaska State Trooper Recruitment Contract

A contract will be let for a retired female Alaska State Trooper to make recruitment trips to specific events aimed at increasing the numbers of qualified female recruits. The contractor would submit an overall plan and budget to the recruitment supervisor for approval. The contractor would provide generalized information and directions to large groups and would also seek out prospects with a high interest and stay in touch with those to provide encouragement and assistance during application.

Alaska State Trooper Ambassador Program

Troopers will be given the opportunity to submit a written plan to the recruitment supervisor that outlines a specific recruitment trip in which they have a personal interest. This may be a return to a hometown, a previous employment location, a university alma mater, etc. The troopers selected would bring a personal touch and personal interest to this effort, thus providing a greater chance for success. Each submission would be reviewed by headquarters command staff. AST would offset the cost of travel by using prisoner trips and airline mileage rewards where possible. The troopers who take these trips will be required to focus on a select few applicants that are really interested and have a true potential to succeed through the hiring process. The troopers would stay in touch with the prospects to maintain encouragement.

D.P.S. Recruitment Enhancements

- Opened recruitment to out-of-state applicants, 2005
- Establish \$100,000 budget for advertising/recruitment programs, 2005
- Discontinued use of out-of-date written exam
- Finished the new recruitment website, 2006
- Integrated to Workplace Alaska by fall, 2007
- Open lateral hires to out-of-state police and troopers, 2007

- Increased moving allowance to include cost of transportation from point of origination to assigned duty station in Alaska instead of from Alaska border
- Increased outreach efforts (job, trade ,and career fairs) in all of Alaska
- Increased presence at military job fairs in Alaska, Washington, and San Diego
- Advertised with Career Builder.Com, Fish Alaska, Alaska Magazine, Alaska Airline Magazine, Military Guides
- Increased free advertising with Policeone.com, Officer.com, Craig's List
- Increased advertising in military venues
- Implemented Recruitment Incentives to PSEA members (leave award)
- Active with King Career Center, MatSu Career and Tech, Charter College, and UAA Criminal Justice Club
- Improved Lateral Hire process and Training program
- Updated Recruitment Display, VPSO banner, and incorporated DUI seized Caddie as a recruitment vehicle
- Updated and improved selection criteria for State Trooper Recruit, Court Service Officer, and Deputy Fire Marshal
- Increased advertising through "give-always"
- Increased background investigators by one
- Improved information passed on to applicants by the background investigators about "what it means to be an Alaskan State Trooper."
- DPS payment of Basic Police Certificate fee
- Improved follow-up with potential applicant questions

Proposed Projects

- Contract recruiter for female applicants
- Native trooper recruitment outreach program
- Assist lateral applicants with airfare and hotel costs for testing
- Host a co-operative Alaska law-enforcement summit/career fair
- Increase advertising budget
- College job fairs (Criminal Justice)
- "Troops to Trooper" concept with the National Guard
- Attempt to secure Advanced Step Placement for lateral hires
- Traveling AST recruitment Ambassador Program "Road Show"