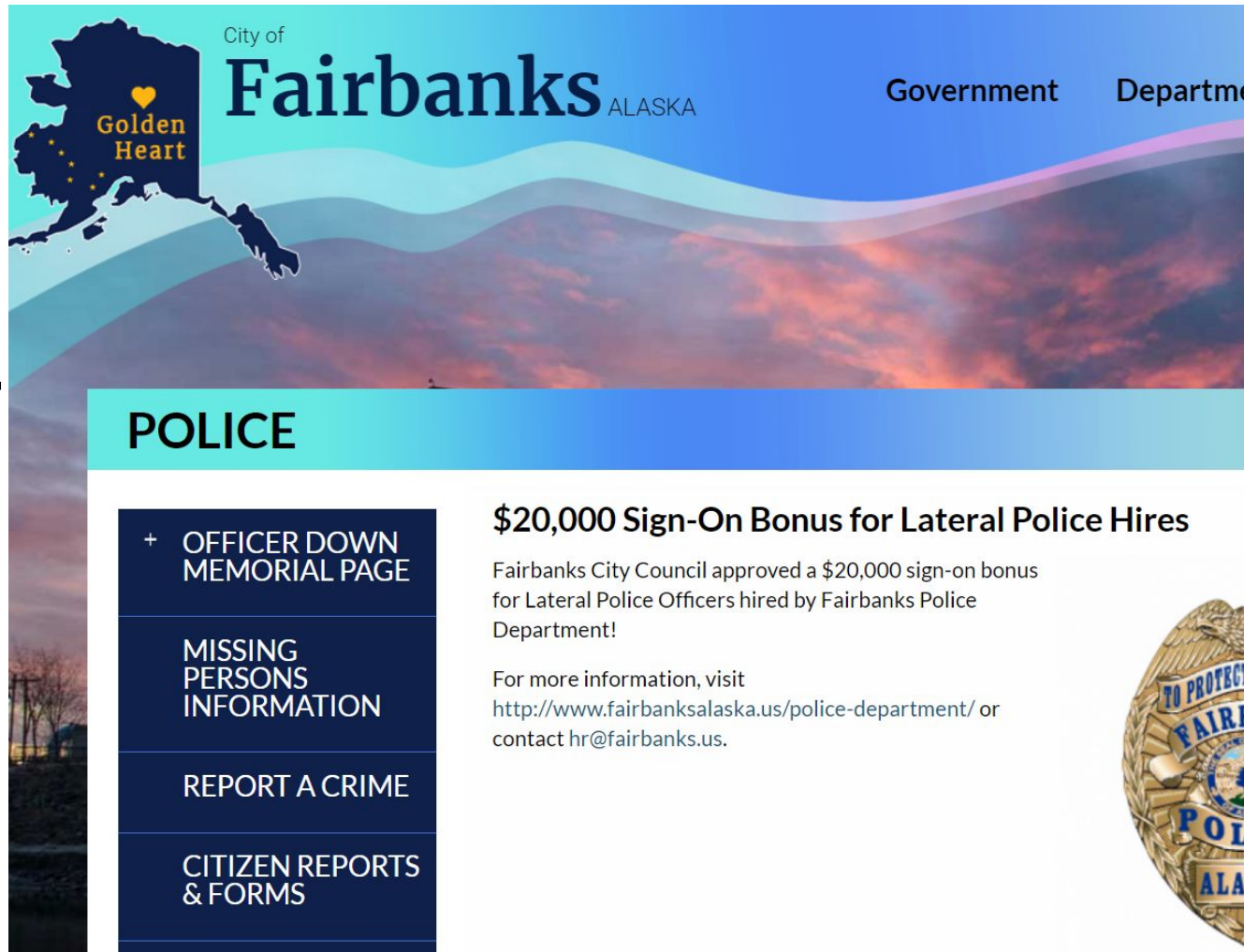

House Bill 220

Representative Grier Hopkins
House District 4, Fairbanks



Why HB 220?

Alaska is facing an unprecedented recruitment and retention crisis



The screenshot shows the official website of the City of Fairbanks, Alaska. The header features the city's logo, which includes a map of Alaska with a heart and the words "Golden Heart", and the text "City of Fairbanks ALASKA". Navigation links for "Government" and "Department" are visible. The main content area is titled "POLICE" and contains a sidebar with links to "OFFICER DOWN MEMORIAL PAGE", "MISSING PERSONS INFORMATION", "REPORT A CRIME", and "CITIZEN REPORTS & FORMS". The main text area highlights a "\$20,000 Sign-On Bonus for Lateral Police Hires", stating that the Fairbanks City Council approved this bonus for lateral police officers hired by the Fairbanks Police Department. It provides a website link and an email address for more information. A partial view of a police badge is visible on the right side of the page.

City of
Fairbanks ALASKA

Government Department


POLICE

- + OFFICER DOWN MEMORIAL PAGE
- MISSING PERSONS INFORMATION
- REPORT A CRIME
- CITIZEN REPORTS & FORMS

\$20,000 Sign-On Bonus for Lateral Police Hires

Fairbanks City Council approved a \$20,000 sign-on bonus for Lateral Police Officers hired by Fairbanks Police Department!

For more information, visit
<http://www.fairbanksalaska.us/police-department/> or
contact hr@fairbanks.us.



- “The department has struggled to be an employer of choice due to internal and external perceptions of the department being underfunded and understaffed, combined with the lack of a competitive pay and benefits package.”



Alaska Department of Public Safety

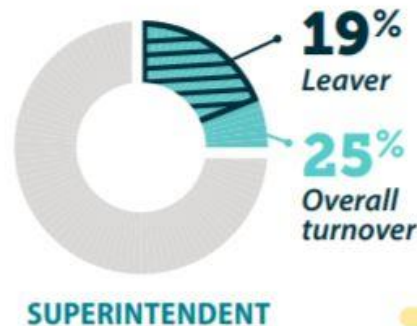
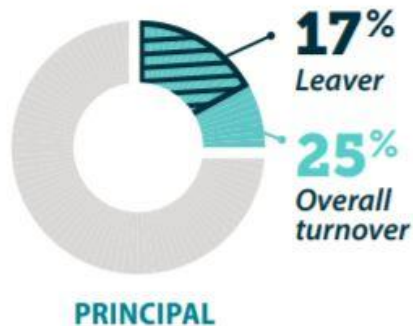
*Recruitment and Retention Plan Overview:
2018-2023*

Turnover among Alaska educators is dismal and at crisis levels

Most of Alaska's turnover was educators leaving Alaska or the profession

Statewide turnover rates from 2012/13 to 2017/18 remained steady for teachers but varied for principals and superintendents.² Nearly 60 percent of teacher turnover involved “leavers”—individuals who left Alaska or remained in the state but were no longer educators. For example, in 2017/18, 13 percent of teachers left the profession or their position, while 9 percent of teachers went to a new district or school but remained in the Alaska public school system.

Turnover rates in Alaska for 2017/18



MELISSA KAY DILIBERTI, HEATHER L. SCHWARTZ

The K–12 Pandemic Budget and Staffing Crises Have Not Panned Out—Yet

Selected Findings from the Third American School District Panel Survey

Key Findings

- Nationally, district leaders reported that 6 percent of their teachers and 6 percent of their principals retired or resigned at the end of the 2020–2021 school year—rates they said were on par with their pre-pandemic attrition rates.
- About one in ten superintendents said they planned to leave their jobs by spring 2022, and media reports indicate their turnover is higher than normal.
- Nearly four in ten districts anticipate a fiscal cliff in the next three or four years as federal aid expires.
- Eight in ten districts that anticipate a fiscal cliff have modified their spending plans for the upcoming 2021–2022 school year and the year that follows to mitigate the effects of such an event.
- District leaders are seeking to hire more staff across job categories, especially substitute teachers and mental health staff.

During the coronavirus (COVID-19) pandemic, district leaders experienced higher levels of teacher and principal attrition and symptoms of burnout among working adults.

Perhaps related to their high levels of stress, as one-quarter of teachers and principals indicated they planned to leave their jobs by the end of the 2020–2021 school year, rates much higher than pre-COVID-19 levels (Goldring et al., 2014; Goldring et al., 2018; Kaufman et al., 2020). District leaders, policymakers, and educators are concerned about an exodus among K–12 educators at the end of the 2020–2021 school year.

In addition, researchers have raised concerns about school district budgets because of reduced state and federal funding for education and the unknown effects of school adaptations to schooling (Goldring et al., 2020), although these concerns are somewhat mitigated by federal stimulus funding from the Department of Education.

Key Findings

- Nationally, district leaders reported that 6 percent of their teachers and 6 percent of their principals retired or resigned at the end of the 2020–2021 school year—rates they said were on par with their pre-pandemic attrition rates.

Turnover among Alaska educator's is dismal and at crisis levels. It's even worse in rural Alaska.

Rural schools and students are hardest hit by turnover

Rural schools have much higher teacher and principal turnover than urban or urban-fringe schools, with 64 percent of rural-remote teachers who turn over leaving the state or the profession.

Average annual turnover rates for 2012/13 to 2017/18



Rural-remote³

Teachers

36%

Principals

38%



Rural-hub/
fringe⁴

Teachers

25%

Principals

33%



Urban-fringe⁵

Teachers

19%

Principals

21%



Urban⁶

Teachers

19%

Principals

19%

Teacher Retention and Recruitment Survey Results

Prepared for the Alaska Department of Education & Early Development

Prepared by Dr. Barbara L. Adams
Adams Analytic Solutions LLC

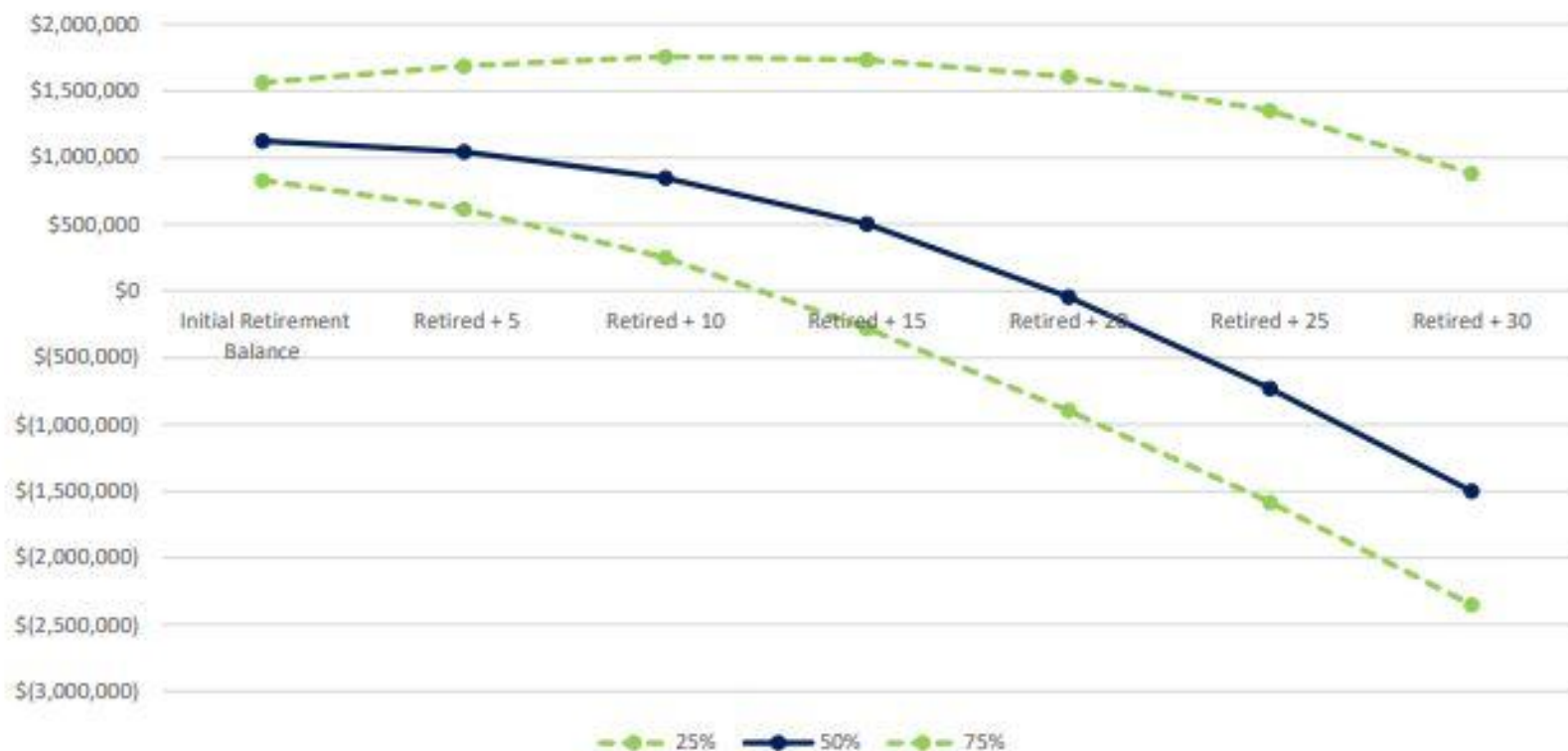


April 2021

Table 2.1: Ranking of all 34 Solution Influence items from most important (1) to least (34)

Ranking	Solution Influence Items (Part 2)
1	competitive salary commensurate with cost of living
2	enhanced salary schedule (scale based on years of experience, etc.)
3	state goes back to a defined benefit retirement system
4	annual retention incentives
5	additional opportunities for salary advancement
6	improved healthcare in the state
7	contributing into social security
8	state moves to a hybrid retirement with personal and state investments

30-Year TRS



**How does HB 220
work?**

**HB 220 restores the option for
a modest pension for
Alaskans, while protecting the
state from potential unfunded
liabilities.**

**HB 220 is
Designed to
be COST
NEUTRAL to
Alaska.**

HB 220 establishes a pension option using the existing contribution amount to the Defined Contribution plan.

**HB 220 protects
Alaska taxpayers
with a variable
contribution rate.**

HB 220 establishes a
variable contribution
rate of 6% to 8%.

If the plans funding falls
below 90%, employee
contribution rates can
rise from 6% all the way
to 8%.

HB 220 establishes employee choice

TRS 3, PERS 4, and all future SOA employees would have a choice between a Defined Contribution or a Defined Benefit.

New hires have 90 days to decide.

Existing PERS 4 and TRS 3 employees can use their DC accounts to buy years of service credit in the new system.

Vesting and retirement age

Employees are eligible for retirement after 30 years of employment or at age 60.

Health Care

HB 220 maintains the status quo for health care benefits. It includes the same health care benefits as PERS 4 and TRS 3.

**What do Alaskans
get from 220?**

-
- Improved recruitment and retention**
 - Long term expertise and career**
 - Efficient use of state dollars**
 - Improved education and public safety results**
 - Competetiveness with other states**
-