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January 28, 2023

To Whom It May Concern:

My name is Sergeant Darrell Evans. I am the President of the Anchorage Police Department Employees Association (APDEA). In my capacity as President, I represent over 500 members of the Anchorage Police Department.

The APDEA has voted to support HB22.

On a personal note, I have been a police officer in Alaska for over 28 years. I began my career with the Homer Police Department in 1994, at 22 years old.

In my time with the Anchorage Police Department, I have had many different assignments. Just a few of those involved instructing young police recruits and then supervising those same young police officers on patrol.

I can tell you that at 22 years old, a pension was not high on the list of reasons I began my career. Like most young cops, I wanted to help people, get some of the best training in the nation, and drive a cool car!

But as I've gotten older and wiser, my pension has become one of the most important aspects of my career. The ability to support my family and I well after my career ends is very important to me. I was lucky that my pension existed and was in place, so I did not have to worry about it when I was 22 years old.

There are many reasons why young officers leave the Anchorage Police Department and Alaska in general. It's becoming more and more difficult in today's current climate to recruit young men and women to be police officers, and it's become more and more difficult to hold on to them. One thing is for certain, there is no pension preventing them from leaving.

While the current defined contribution system may benefit an employee in the respect that they are more "portable," it has caused a revolving door for our department. It is well known that Alaska has some of the best trained officers in the nation. The Anchorage Police Department and the Department of Public Safety (Alaska State Troopers) both run two of the best academies by far. Other cities and states hire our officers as lateral hires in a heartbeat, knowing they are getting quality officers.

We spend approximately \$200,000 in the first-year training and equipping a new patrol officer. This does not count the salaries of our training staff and Field Training Officers. After one year as a police officer, officers are awarded a Basic Certificate through the Alaska Police Standards Council. That Basic Certificate is the officer's ticket to being hired by an out-of-state agency.

Do I think that a defined benefit system will solve all our problems with hiring and retention? Absolutely not. Do I think that a defined benefit

system would help our current situation? Absolutely. Even if we could keep our officers until they are vested in the system, we could at least “get our money back” for the investment we have put into them.

Thank you for your time.

Respectfully,

Darrell Evans

Sergeant Darrell Evans