

DEPARTMENT  
OF PUBLIC  
SAFETY



# Alaska State Legislature

## House of Representatives

### Committee on Judiciary

Pouch V  
State Capitol  
Juneau, Alaska 99811

Official Business

To: Charlie Parr, Chairman, and Members of the House  
Judiciary Committee

From: Margaret W. Berck, Staff

Date: November 26, 1979

Subject: Report on Department of Public Safety

As a matter of courtesy, I sent a copy of my report on the Department of Public Safety to the Department for their comments and any necessary updating. Rather than providing individual comments or responses, the Department had the entire report retyped incorporating their clarifications and latest information. The Department's version of my report is attached hereto. You should note that this report includes the number of minority and women troopers. That information was not available at the time of writing my report.

To: Charlie Parr, Chairman, and Members of the House  
Judiciary Committee

From: Margaret W. Berck, Staff

Date: September 13, 1979

Subject: The Department of Public Safety

## I. INTRODUCTION

The Department of Public Safety (DPS) is comprised of two law enforcement divisions, the Division of Alaska State Troopers and the Division of Fish and Wildlife Protection.<sup>1</sup> Currently, these two Divisions have 405 commissioned officer positions. The Division of Alaska State Troopers has 291 such positions, with 17 vacancies; the Division of Fish and Wildlife Protection has 100 such positions, with 10 vacancies. In addition, 10 full and 30 training positions (30 vacancies<sup>2</sup>) are assigned to the Alaska State Trooper Academy and 4 positions (2 vacancies) are assigned to the Office of the Commissioner. Because of a maintenance budget, DPS is unable to increase these positions during fiscal year 1980. Officers assigned to either of the main two law enforcement divisions must meet the same qualifications requirements and pass the same entrance examination. Both law enforcement Divisions have the same ranking structures and rates of pay. An officer enters DPS at range 74 and, after the satisfactory completion of his or her one-year probationary period, receives a range 76 salary.<sup>3</sup>

<sup>1</sup>Other divisions include the Division of Motor Vehicles, the Division of Administrative Services and the Division of Fire Prevention, but for the purposes of this report, remarks are limited to the two main law enforcement divisions.

<sup>2</sup>The 30 positions attached to the State Trooper Academy are funded to be filled to capacity only during periods of recruit academy sessions.

<sup>3</sup>In the Anchorage area, range 74 pays \$1829 per month; range 76 \$2119.

Officer positions with both such Divisions are located throughout the State.<sup>4</sup>

## II. RECRUITMENT AND TRAINING

Presently, DPS is seeking to recruit more minorities and women to the force. This recruitment effort is the result of protracted negotiations with the Human Rights Commission. Since the Human Rights Commission had found that the written examination,<sup>5</sup> used by DPS in its selection process, was culturally biased, a new examination was developed.<sup>6</sup> This examination will be administered to applicants in October, 1979.

In order to attract large numbers of minorities and women for the October entrance examination, DPS is currently in the midst of notifying Native corporations, the Bureau of Indian Affairs, and various minorities' and women's organizations of employment opportunities with DPS. In addition, the examination will be given in the eight major cities of Alaska, as well as, any other location where there are at least three applicants desiring to take the examination. Furthermore, DPS is negotiating with the Bureau of Indian Affairs so that the Bureau might provide travel funds to any Native applicant who might have to travel to another location in order to take the examination.

DPS recognizes the need to increase the number of minority and female commissioned officers within its Divisions of State Troopers

<sup>4</sup> See Appendix to this report for exact locations of officers, as well as, detachment organization.

<sup>5</sup> Although DPS utilizes separate written examinations for various promotional positions, apparently the Human Rights Commission negotiations only pertained to the entrance examination.

<sup>6</sup> This new entrance examination is also used by the Anchorage Police Department.

and Fish and Wildlife Protection. DPS believes the number of minority and female commissioned officers should approximately equal the percentage of minorities and females in the Alaska labor force from which commissioned officers are selected.

On October 1, 1979, the Alaska State Troopers, Fish and Wildlife Protection, the Commissioner's Office and the Academy had 376 filled commissioned positions (29 vacancies). Of these 376, thirty-eight (38) were minority or female: 10.01%.

To insure the attainment of this goal, DPS has entered into an agreement to modify the normal selection process. Normally, DPS considers on a one to five ratio. For example, if DPS had one position available, it would normally select that individual from the top five on the eligible list for the position. However, under their affirmative action plan, DPS intends to consider for selection all the minority and female applicants who appear on the eligible list under "the rule of the whole" (list). Some of those individuals may be offered positions ahead of white males even should the white males score better on the examinations. Under this process it is possible that the next group of troopers employed may be predominantly minorities and women.

In addition to the written examination, applicants for trooper positions must undergo a medical examination and a polygraph examination. Currently, psychological examinations are not required. In the past, applicants were required to submit to a psychological screening. This was conducted by a psychiatrist in Anchorage and costs \$500 per evaluation. This procedure was subsequently abandoned by DPS primarily because it found the evaluations to be useless.

Applicants who failed the psychological evaluation would seek an opinion from another psychiatrist and frequently obtain a completely different opinion. One such applicant was ultimately hired by DPS and has made a fine trooper. Despite difficulties in the past, DPS is seeking to incorporate some type of psychological evaluation in their selection process. DPS has contracted with a police psychiatrist who subjects trainees at the State Trooper Academy to simulated stress situations. Trainees are then assigned grades upon the basis of their responses. The behavior of these trainees is being traced, once they have been placed on the force, to determine if there is any correlation between the test results and on-the-job behavior. Should this test ultimately be validated, it will be incorporated in the DPS selection process.

Applicants must also take an agility test. Currently, however, the results of this test alone, would not eliminate an applicant from the selection pool. The test is not a pass/fail examination. DPS is attempting to validate this test in order that it might be established as one of their selection criteria.

Once the applicant has successfully completed the required examinations described above, together with a comprehensive background investigation, and is selected by DPS for hire, he or she must then complete the Alaska State Trooper training requirements. These training requirements must be completed prior to the end of the officer's one-year probationary period. The first portion of training is conducted at the Public Safety Academy<sup>7</sup> located in Sitka. The State Trooper Recruit

<sup>7</sup>Although normally the State Trooper Academy has two sessions each year to accommodate the average yearly turn-over rate of 24+ officers, because of a maintenance budget for fiscal year 1980, DPS intends to hold only one Academy session in 1980.

Academy consists of 13 weeks of instruction on various law enforcement subjects, including a course of Emergency Medical Technician and 40 hours on cultural sensitivity. The second portion of training consists of three months of field training. Field training is basically on-the-job training under formalized close supervision. All of this and the completion of a 12 month probationary period allows the officer to obtain a Basic Certificate and promote to Range 76.

Presently, DPS is in the midst of completely revising its "shoot and no shoot" instruction at the academy. In the past, DPS brought instructors up from Los Angeles to provide this training. However, DPS has found that there was no coordination between what was taught at the academy and what was later taught in the field. As a result of this finding, DPS intends to retrain every state trooper on this specific issue. This training will provide the officer with instruction on when he or she may grab, unstrap, draw, and aim his or her weapon. Before the officer is permitted to shoot an assailant, the assailant must present the ability and opportunity to endanger the officer or other person(s). Furthermore, the officer or other person(s) must be in actual jeopardy. It is contemplated that this training will be completed by July 1980.

### III. COOPERATION AMONG LAW ENFORCEMENT AGENCIES

Alaska law<sup>8</sup> requires DPS to assist other departments of the state, municipal, and federal governments in the enforcement of criminal laws and regulations pertaining to those departments. In practice, agreements between DPS and other law enforcement agencies may be either written or verbal. With municipalities, where there is concurrent law

<sup>8</sup>See AS 18.65.090; see also 18.65.060 and AS 18.65.080.

enforcement jurisdiction between the Alaska State Troopers and local law enforcement officers, most of the agreements are verbal. An example of coordination between the Alaska State Troopers and a municipal police department is the Metro Unit in Anchorage. This is a combined city-state drug enforcement unit. Furthermore, combined state-federal law enforcement efforts are also usually of an informal nature. Alaska State Troopers will frequently coordinate investigation efforts with federal agencies in the drug enforcement area, as well as, violent crimes, such as bank robberies.

The Fish and Wildlife Protection Division of DPS contracts with NOAA in order to enforce fish and game laws in the crab fishery beyond the three mile limit. This contractual relationship permits officers from both agencies to deputize each other to facilitate this joint law enforcement effort.

DPS enforces state criminal laws both inside and outside the National Monuments. The Division of Fish and Wildlife Protection does not enforce National Wildlife or National Park regulations inside the monuments, but it is responsible for enforcing state fish and game laws inside the USFS Admiralty Island and Misty Fiords monuments. A copy of DPS policy on this issue is attached at the conclusion of this report.

Although these cooperative arrangements exist with respect to other law enforcement agencies, Commissioner Nix contends that there is not enough cooperation between police, prosecutors, courts and corrections to develop a cohesive strategy for curbing Alaska's increasing crime situation.

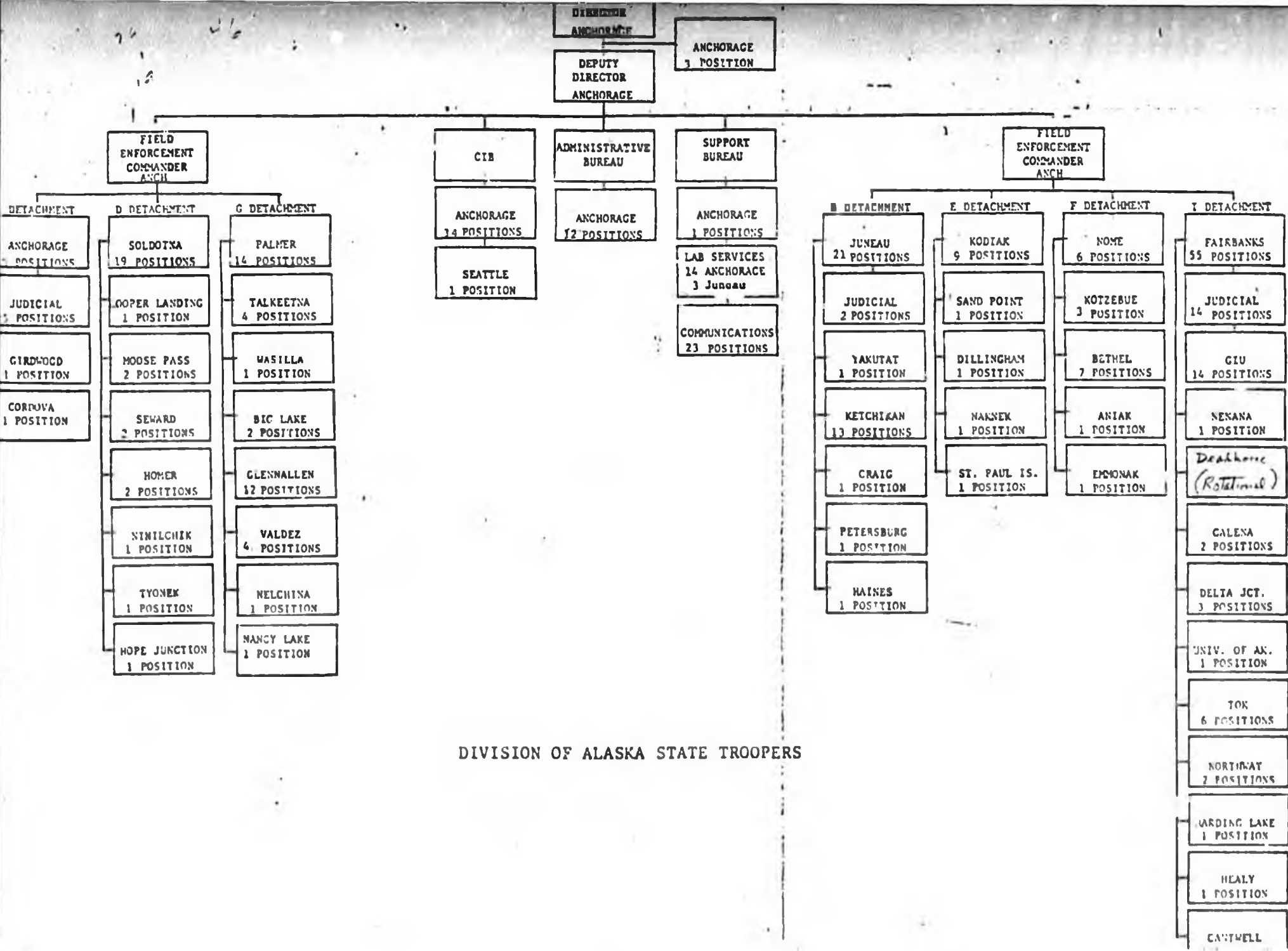
DPS is moving gradually in the direction of becoming a state

police force. DPS desires not to duplicate services in the urban areas. Recently, in line with this philosophy, law enforcement in the Anchorage bowl area was made primarily the responsibility of the Anchorage Police Department. Although DPS believes that combined state-local law enforcement efforts are necessary, it would like to reduce the level of its involvement in, for example, the Metro Unit in order that better services might be had in the bush. Response time for major crimes in rural Alaska is presently five days. The DPS hopes to reduce this response time to three days in the coming year.

#### IV. DPS PRIORITIES

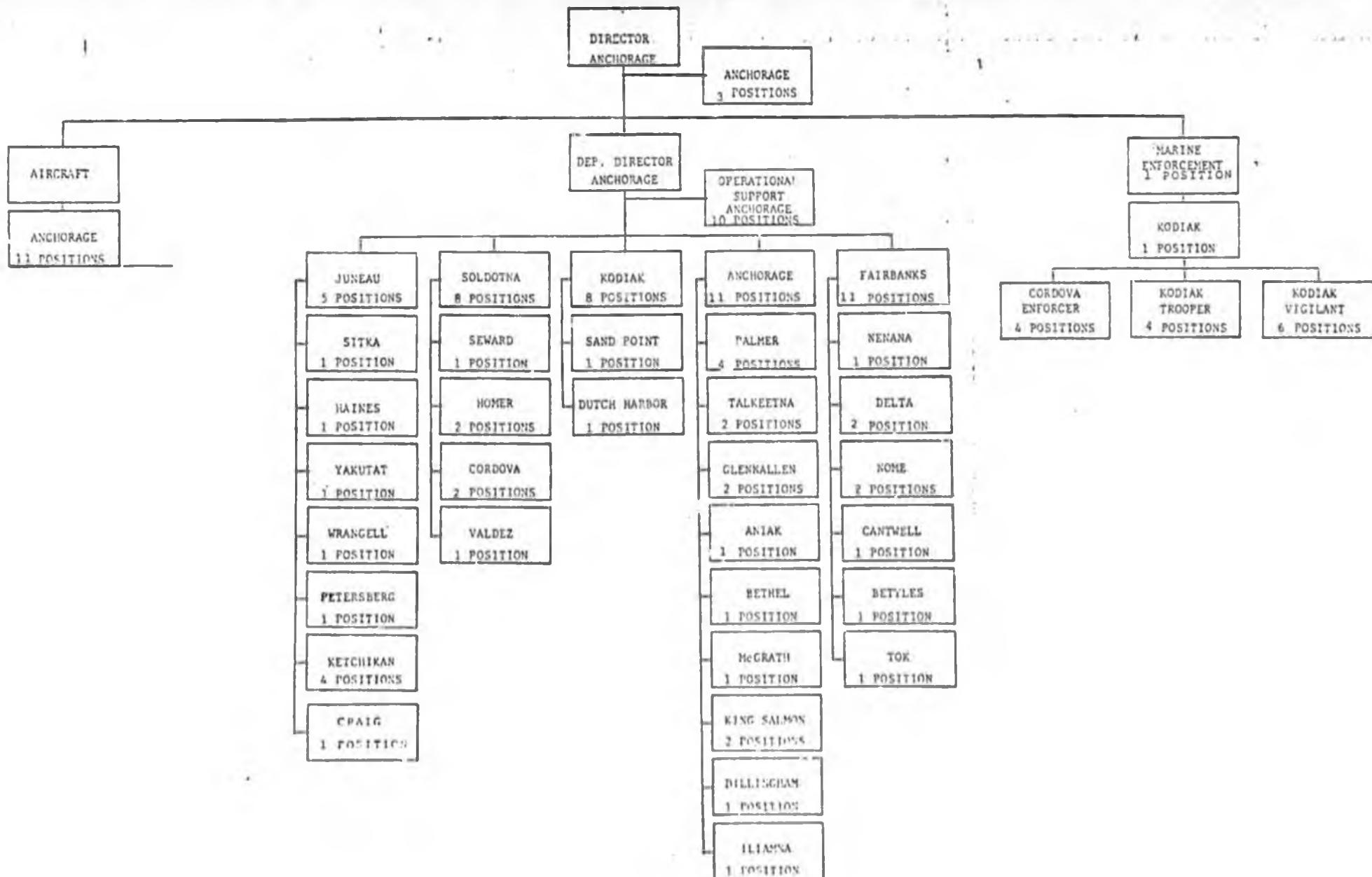
DPS law enforcement priorities are first, protecting life; second, protecting property; and third, protecting resources. Aside from these basics, the DPS does not make selective enforcement decisions, nor does the DPS believe that such decisions would be good public policy.

Although specialized units, such as fraud, drug, traffic, and criminal investigation exist within the Division of Alaska State Troopers, should the DPS budget require a reduction of officer positions, a generalist would be kept over a specialist. This management position is a result of the DPS philosophy not to engage in selective law enforcement.



DIVISION OF ALASKA STATE TROOPERS

DIVISION OF FISH & WILDLIFE  
PROTECTION



JP04 0245 16.48 JP04 0298 16.49 08/02/79

SPO4 COL. ANDERSON  
SPO8 COL. WOLDSTAD

REFERENCE NEW PARKS AND MONUMENTS

STATE CRIMINAL LAW: WE WILL CONTINUE TO RESPOND TO, INVESTIGATE AND ASSIST IN THE PROSECUTION OF REPORTED VIOLATIONS OF THE STATE CRIMINAL LAWS BOTH INSIDE AND OUTSIDE OF THE NEW FEDERAL MONUMENTS. THE EXCEPTION TO THIS WILL BE "OLD MT. MCKINLEY PARK" WHEREIN THE NATIONAL PARK SERVICE RETAINS EXCLUSIVE JURISDICTION. PERSONS REPORTING VIOLATIONS OF FEDERAL MONUMENT REGULATIONS, AND ANY SUCH VIOLATIONS OBSERVED BY OUR OFFICES WILL BE DIRECTED OR RELAYED TO THE APPROPRIATE FEDERAL ENFORCEMENT AGENCY.

NATIONAL FOREST SYSTEM MONUMENTS OF ADMIRALTY ISLAND AND MISTY FORDS: FISHING, HUNTING, TRAPPING AND SUBSISTANCE WILL CONTINUE (AT LEAST UNTIL DECEMBER 1981) UNDER ALASKA STATE LAW AND THE JURISDICTION OF A D F & G. WE WILL CONTINUE TO ENFORCE STATE WILDLIFE AND FISHERIES RESOURCE REGULATIONS WITHIN THE TWO MONUMENTS AS ON OTHER NATIONAL FOREST AREAS.

IN NATIONAL PARKS 13 MONUMENTS AND U S F W I. 2 MONUMENTS I ASK THAT F W L P CONTINUE, FOR THE PRESENT, UNDER INSTRUCTIONS FROM COL. WOLDSTAD'S MEMO DATED JULY 20, 1979. WHEN WE HAVE WORKED OUT A FULL POSITION IN THIS QUESTIONABLE AREA WE WILL LET YOU KNOW. SPORT TAKE AND SUBSISTANCE ARE STILL PROBLEMS.

JP03 DEP. COMM. SYDNAM

SA

November 1, 1979

Troopers:

White Females	12
Black Males	3
Spanish Males	3
American Indian Males	6
Eskimo Males	5

Constables:

American Indian Males	3
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Protection Aides:

White Female	1
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Corporals:

Eskimo Males	1
Other Male	1

First Sergeant:

Eskimo Males	1
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Lt.:

Black Male	1
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Captain:

American Indian Male	1
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TOTAL: 38



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#### I. INTRODUCTION

The Department of Public Safety (DPS) is comprised of two law enforcement divisions, the Division of Alaska State Troopers and the Division of Fish and Wildlife Protection.<sup>1</sup> Currently, DPS has 447 commissioned officer positions. The Division of Alaska State Troopers has 287 such positions, with 14 vacancies; the Division of Fish and Wildlife Protection has 101 such positions, with 11 vacancies. In addition, 40 positions (30 vacancies<sup>2</sup>) are assigned to the Alaska State Trooper Academy; 8 positions (2 vacancies) are assigned to the office of the Commissioner; and 11 positions (4 vacancies) are assigned to Fire Prevention. Because of a maintenance budget, DPS is unable to increase these positions during fiscal year 1980. Officers assigned to either of the main two law enforcement divisions must meet the same qualifications requirements and pass the same entrance examination. Both law enforcement Divisions have the same

<sup>1</sup>Other divisions include the Division of Motor Vehicles and the Division of Fire Protection, but for purposes of this report, remarks are limited to the two main law enforcement divisions.

<sup>2</sup>The positions attached to the State Trooper Academy are filled to capacity only during periods of instruction.

ranking structures and rates of pay. An officer enters DPS at range 74 and, after the satisfactory completion of his or her one-year probationary period, receives a range 76 salary.<sup>3</sup> Officer positions with both such Divisions are located throughout the State.<sup>4</sup>

## II. RECRUITMENT AND TRAINING

Presently, DPS is seeking to recruit more minorities and women to the force. This recruitment effort is the result of protracted negotiations with the Human Rights Commission. Since the Human Rights Commission had found that the written examination,<sup>5</sup> used by DPS in its selection process, was culturally biased, a new examination was developed.<sup>6</sup> This examination will be administered to applicants in October, 1979.

In order to attract large numbers of minorities and women for the October entrance examination, DPS is currently in the midst of notifying Native corporations, the Bureau of Indian Affairs, and various minorities' and women's organizations of employment opportunities with DPS. In addition, the examination will be given in the eight major cities of Alaska, as well as, any other location where there are at least three applicants desiring to take the examination. Furthermore, DPS is negotiating with the Bureau of Indian Affairs so that the Bureau

<sup>3</sup>In the Anchorage area, range 74 pays \$1829 per month; range 76, \$2119.

<sup>4</sup>See Appendix to this report for exact locations of officers, as well as, detachment organization.

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<sup>6</sup>This new entrance examination is also used by the Anchorage Police Department.

might provide travel funds to any Native applicant who might have to travel to another location in order to take the examination.

DPS's goal is to obtain 13 percent minority representation on the force. The basis for this percentage is that that is the current percentage of minorities in the Alaska available work force. In other words, minorities comprise 13 percent of all of those in Alaska who are presently looking for work. DPS did not know the percentage of minorities presently employed in their department. At the time of writing this report, DPS was making a computer run to determine this fact. DPS did state that there are 9 percent women on the force excluding the Anchorage area and 11 percent women on the force taking into account solely the Anchorage area.

To insure the attainment of this goal, DPS has obtained a waiver of their normal selection process. Normally, DPS hires on a one to five ratio. For example, if DPS had one position available, it would normally select that individual from a group of five interested in the position. Those five would be drawn from those achieving the highest scores on the written examination. However, under their affirmative action plan, DPS intends to cull all the minority and female applicants who have passed the written examination. Those individuals will be offered positions ahead of white males even should the white males score better on the examination. Under this process it is possible that the next group of troopers employed will be all minorities and women.

In addition to the written examination, applicants for trooper positions must undergo a medical examination and a polygraph examination. Currently, psychological examinations are not required. In

the past, applicants were required to submit to a psychological screening. This was conducted by a psychiatrist in Anchorage and costs \$500 per evaluation. This procedure was subsequently abandoned by DPS primarily because it found the evaluations to be useless. Applicants who failed the psychological evaluation would seek an opinion from another psychiatrist and frequently obtain a completely different opinion. One such applicant was ultimately hired by DPS and has made a fine trooper. Despite difficulties in the past, D.S. is seeking to incorporate some type of psychological evaluation in their selection process. DPS has contracted with a police psychiatrist who subjects trainees at the State Trooper Academy to simulated stress situations. Trainees are then assigned grades upon the basis of their responses. The behavior of these trainees is being traced, once they have been placed on the force, to determine if there is any correlation between the test results and on-the-job behavior. Should this test ultimately be validated, it will be incorporated in the DPS selection process.

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Once the applicant has successfully completed the battery of examinations described above and is selected by DPS for hire, he or she must then complete the Alaska State Trooper training requirements. These training requirements must be completed prior to the end of the officer's one-year probationary period. The first portion of

training is conducted at the State Trooper Academy<sup>7</sup> located in Sitka. The State Trooper Academy consists of 13 weeks of instruction on various law enforcement subjects, including a course on emergency medical procedures and a brief session on cultural sensitivity. The second portion of training consists of three months of field training. Field training is basically on-the-job training.

Presently, DPS is in the midst of completely revising its "shoot and no shoot" instruction at the academy. In the past, DPS brought instructors up from Los Angeles to provide this training. However, DPS has found that there was no coordination between what was taught at the academy and what was later taught in the field. As a result of this finding, DPS intends to bring every state trooper back to the academy to be retrained on this specific issue. This training will provide the officer with instruction on when he or she may grab, unstrap, draw, and aim his or her weapon. Before the officer is permitted to shoot an assailant, the assailant must present the ability and opportunity to endanger the officer. Furthermore, the officer must be in actual jeopardy. It is contemplated that this training will be completed by the end of 1979.

### III. COOPERATION AMONG LAW ENFORCEMENT AGENCIES

Alaska law<sup>8</sup> requires DPS to assist other departments of the state, municipal, and federal governments in the enforcement of criminal laws and regulations pertaining to those departments. In

<sup>7</sup>Although normally the State Trooper Academy has two sessions each year to accommodate the average yearly turn-over rate of 24 officers, because of a maintenance budget for fiscal year 1980, DPS intends to hold only one Academy session in 1980.

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practice, agreements between DPS and other law enforcement agencies may be either written or verbal. With municipalities, where there is concurrent law enforcement jurisdiction between the Alaska State Troopers and local law enforcement officers, most of the agreements are verbal. An example of coordination between the Alaska State Troopers and a municipal police department is the Metro Unit in Anchorage. This is a combined city-state drug enforcement unit. Furthermore, combined state-federal law enforcement efforts are also usually of an informal nature. Alaska State Troopers will frequently coordinate investigation efforts with federal agencies in the drug enforcement area, as well as, violent crimes, such as bank robberies.

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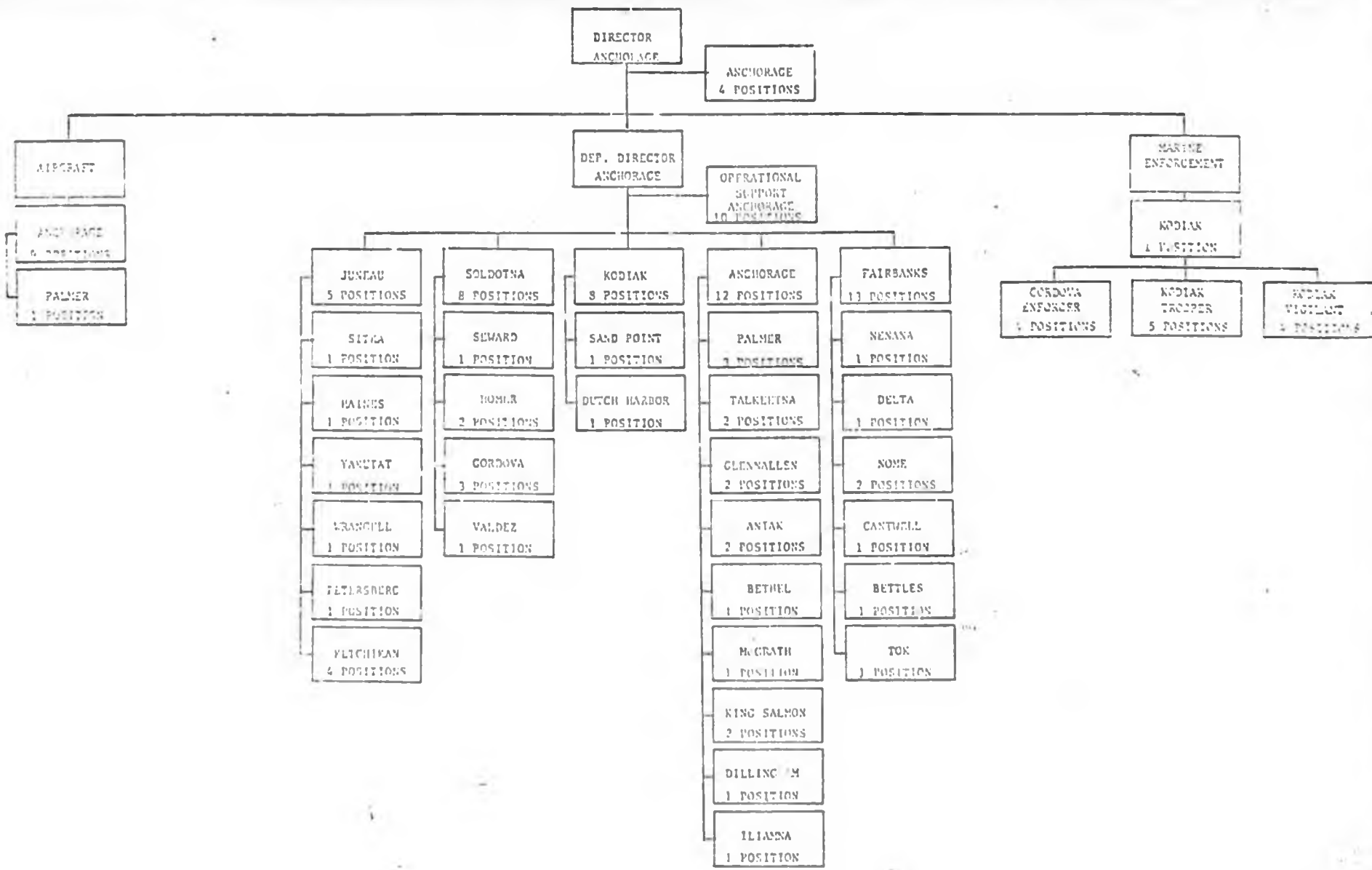
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DPS law enforcement priorities are first, protecting life; second, protecting property; and third, protecting resources. Aside from these basics, the DPS does not make selective enforcement decisions, nor does the DPS believe that such decisions would be good public policy.

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FISH AND WILDLIFE PROTECTION





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