

HB

450



Alaska Nurses Association

MAR 09 1992

237 East Third Avenue
Anchorage, Alaska 99501
(907) 274-0827

... a constituent of American Nurses' Association

March 9, 1992

Representative Pat Parnell
State House of Representatives
Capital Room 128
Juneau, Alaska 99801-1182

File

Dear Representative Parnell:

Thank you for your recent meeting with representatives of the Alaska Nurses' Association, the Alaska Advanced Nurse Practitioner Association and the Alaska Chapter of the American College of Nurse Midwives. We certainly appreciate your time and attentiveness.

The Alaska Nurses' Association would like to go on record supporting HB450 which would make it possible for nurses at the Alaska Psychiatric Institute and correctional nurses to be categorized as "peace officers". This proposal would allow for these employees to be considered under the retirement plan offered to other state employees in hazardous fields of work. Certainly these employees are at high risk for injury in the workplace.

One of the major objectives of the Alaska Nurses' Association is to promote the economic and general welfare of nurses. Certainly the changes being proposed in the retirement options for this group of professionals can only enhance their welfare.

The Alaska Nurses' Association urges prompt passage of this legislation.

Sincerely yours,

Jackie Pflaum
Jackie Pflaum
Legislative Chairperson
Alaska Nurses' Association

letters of support

MAR 13 1992

2900 Providence Drive
Anchorage, Alaska 99508
February 20, 1992

The Honorable Pat Parnell
3111 C Street
Anchorage, Alaska 99503

Dear Sir:

I thank you for introducing HB 450, the twenty year retirement bill for the employees of the Alaska Psychiatric Institute. Do not hesitate to contact me if I can provide further information and support.

I appreciate your effort on our behalf.

Sincerely,

Shenni Knoedler
4850 Bryn MAWR
Anch. Ak. 99508



Alaska State Legislature

HOUSE OF REPRESENTATIVES

Kevin "Pat" Parnell

Room 128

State Capitol
Juneau, AK 99801-1182

Official Business

LIST OF PEOPLE FROM API LETTERS.

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Chugiak, 99567

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Anchorage, AK 99507

Couey, Zula A.
3900 Coventry Drive
Anchorage, AK 99507

Davis, Michael
P.O. Box 9-1801
Anchorage, AK

Drabe, Denise
801 Airport Heights, #241
Anchorage, AK 99508-1914

Eshenower, Kim
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Anchorage, AK 272-3320

Fish, Emma
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Anchorage, AK 99507

Hord, Johnnie M.

Knoedlek, Sherrie
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Anchorage, AK 99508

Myers, Willie E. PNA

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Clinch, Richard

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Anchorage, Alaska 99516

Davis, Steven L.
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Drost, Patricia RN

Ferbracke, Barbara

Goocey, Paul
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Anchorage, AK 99518

Page 2 of 2
April 1, 1992
List of API Letters

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Anchorage, AK 99515

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Ass't Nursing Director

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Anchorage, AK 99501

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*Nurse for 26 1/2 years.

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Yi, Yun O.
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Anchorage, AK 99502

ALASKA LEGISLATURE

Committees

JUDICIARY
LABOR & COMMERCE
BUDGET SUBCOMMITTEE-
ADMINISTRATION



JUNEAU

BOX V
JUNEAU, ALASKA 99811
(907) 465-2647

ANCHORAGE

BOX 10-1776
ANCHORAGE, ALASKA 99510
(907) 562-1776

Kevin "Pat" Parnell
Representative
University-Midtown, Anchorage

SPONSOR STATEMENT

House Bill 450 grants the status of "peace officers" under the public employees' retirement system to correctional nurses and certain state employees employed at a residential psychiatric facility.

This bill was brought to my attention by employees of the Alaska Psychiatric Institute (API), in Anchorage. Some employees of API face hazards equal to or more than "peace officers," but are not recognized under the public employees' retirement system as such.

HB 450 simply allows for these employees to be considered under the retirement plan offered to other state employees in hazardous fields of work.

Certain employees at API are exposed to a daily risk of violence, having an average of 166 total days lost due to patient-connected injury for employees at API (Over the last ten years, ending in 1990). In the year 1990, "API had a total of 2394 hours lost from work due to injuries."

Realizing that not all the 304 employees at API are at risk, therefore they should not all qualify for "Peace Officer" status. API officials state there are slightly over 200 employees who should be entitled to this level.

To determine whether or not one would be able to qualify, the wording on Page 1, Line 7 states "that requires interacting with patients at the facility on a direct basis...", thus eliminating those in support positions such maintenance, supply, and administrative.

The primary goal is protect those individuals who do a job under hazardous conditions. I encourage your support for this bill in committee and welcome any suggestions you may have to improve upon it.

Sponsor statement

ALASKA LEGISLATURE

Committees

JUDICIARY
LABOR & COMMERCE
BUDGET SUBCOMMITTEE
ADMINISTRATION



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Kevin "Pat" Parnell
Representative
University-Midtown, Anchorage

SECTIONAL ANALYSIS FOR HOUSE 450

"An Act granting status as peace officers under the public employees' retirement system to correctional nurses and to certain state employees employed at a residential psychiatric facility; and providing for an effective date."

Section 1.

This section provides an amendment to the existing definitions of "peace officer" or "fire fighter," which was used in determining the ability to qualify under the public employees' retirement system.

The addition of a state employee at a residential psychiatric facility employed in a position that requires interacting with patients at the facility on a direct basis, or which would then qualify those nurses, nursing supervisors, at API to qualify.

Correctional Nurse was added because they are also being exposed to the same dangers as those of a correctional officer and correctional superintendent, i.e., exposure to prisoners with possible threat of harm.

Section 2.

This section allows for an employee to convert credited service because they were employed before the effective date clause came into effect. Once they claim this retroactive credited service, an indebtedness shall be established. This will be equal to the contributions to the system that the employee would have made if the service was counted as peace officer service, less the contributions they actually have made.

Section 3.

This takes effect immediately under AS 01.10.070(c).

sectional analysis

In the Matter of the Appointment)
of a Special Peace Officer.)
)
)
)

ORDER

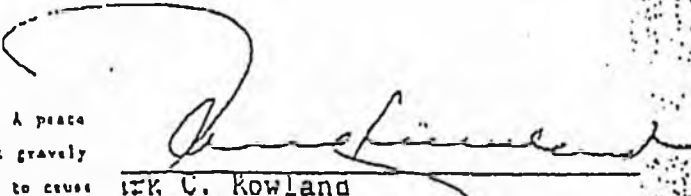
In that it appears that there is an omission in AS 47.30 as to persons who appear at Alaska Psychiatric Institute or who have been brought to Alaska Psychiatric Institute, neither under an Order for Screening Investigation through AS 47.30.700 nor emergency detention for evaluation under AS 47.30.705, and who appear to be proper subjects for admission,

IT IS ORDERED that the Nursing Supervisor on duty is designated as a Peace Officer under AS 47.30.915(13) and, as such, is authorized by the court to make an independent determination; based on probable cause, that a person in their presence is gravely disabled and is suffering from a mental illness and is likely to cause serious harm to themselves or others. This designation as Peace Officer is limited to those duties described for a peace officer in AS 47.30. Based on such determination, the designee may complete an application for examination under AS 47.30.705.

DATED at Anchorage, Alaska this 3 day of February, 1982.

Sec. 47.30.705. EMERGENCY DETENTION FOR EVALUATION. A peace officer who has probable cause to believe that a person is gravely disabled or is suffering from mental illness and is likely to cause harm to himself or others of such an immediate nature that considerations of safety do not allow initiation of involuntary commitment procedures set out in AS 47.30.700, may cause the person to be taken into custody and delivered to the nearest evaluation facility. A correctional facility may be used as an emergency evaluation facility if an evaluation facility is not available. Upon arrival at the evaluation facility, the peace officer shall complete an application for examination of the person in custody and be interviewed by a mental health professional at the facility.

Sec. 47.30.710. EXAMINATION. (a) A respondent who is delivered for AS 47.30.700 or 47.30.705 for emergency examination and treatment


K. C. Kowland
Residing Judge
Third Judicial District

misc. back-up

reference when the landlord pays the heat.)
 s for the dry rot in the floor when the
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 Sloan migl d why he seems
 to want h

Monday, February 3, 1992
Anchorage Daily News
B6

DISPATCH

Ads don

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 drinking problems — there's no doubt it's a
 struggle, but at the same time one cannot
 blame an advertisement for their problem —
 let's look at the real reasons for these
 problems. Liquor ads in a newspaper not
 only promote a brand, you're also able to
 see the low low price you can get it for.

Alcoholism goes much deeper than ink.
 — Claudia Krupa

Sm'ear

We are writing in response to the cheap
 shot the Alaska Ear took at Rep. Bettye
 Davis in your Jan. 12 edition. Reference was
 made to her sponsoring a 20-year retirement
 bill for the nursing staff at API, alluding to
 her husband's employment at API as her
 reason for doing this.

Had the "Dear Ear" bothered to do its
 homework, it would have discovered that
 Rep. Davis was approached by several of
 the nurses at API because of the inequities

Alcoholism

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 let's look at the real reasons for these
 problems. Liquor ads in a newspaper not
 only promote a brand, you're also able to
 see the low low price you can get it for.

Alcoholism goes much deeper than ink.
 — Claudia Krupa

Diane Wendling

we feel strongly about. Our nursing staff
 constantly works under the threat of phys-
 ical assault, in addition to the fact that the
 emotional stress involved is enormous —
 and we do it without benefit of hazardous
 duty pay or any of the considerations given
 those employees of the Department of Cor-
 rections. We care for the same clients as
 DOC and have agreements with the prison
 system for the transfer of criminals between
 the prisons and API when these people
 become mentally ill and untreatable in their
 prison setting. Oftentimes these clients are
 out of control, putting our nursing staff at
 great risk to physical assault.

We would like to take this opportunity to
 thank Rep. Davis for her concern and
 initiative in drafting a bill to help meet the
 needs expressed by our nursing staff. We
 would also like to thank Sens. Pat Rodey
 and Virginia Collins for their Senate Bill
 220 addressing this same subject, and Rep.
 Pat Parnell for his continued support in the
 House.

It's unfortunate that the Ear felt the need
 to print something for the sake of its
 "readability" rather than find out the facts
 behind the story.

— Lois Sneed, R.N. and 11 other members
 of the nursing administration
 of Alaska Psychiatric Institute

Ad was jingoistic claptrap

Anchorage Chrysler Dodge seems to be-
 lieve that "real Americans" only buy Amer-
 ican cars (Anchorage Daily News advertise-
 ment Jan. 18). This diversionary, jingoistic
 claptrap ignores facts. "Real Americans"
 have been buying Japanese cars because
 they're getting a better deal. Now tell me,
 would a real American turn down a deal?

The American auto industry is in trouble
 not because the Japanese will not buy
 American cars but because Americans are
 not. The screw-the-worker, fat bonus, take-
 what-we-make-or-leave-it management
 style, historically the hallmark Big Three
 attitude, has come home to roost. Perhaps it
 would help the sales of American cars in
 Japan to actually design and make them for
 the Japanese consumer? Maybe they could
 start by offering them cars with a steering
 wheel on the right and not the left.

The Japanese learned from Americans the
 theories of management that now make
 them top producers. Are the Japanese who
 applied the theories of "real American"
 Robert Demming to be condemned for it?
 What would the price and quality of autos
 be now if the Japanese were not allowed
 into our market? Where would the air bags
 and long-term warranties be? Probably in
 the pockets of Lee Iacocca.

Anchorage Chrysler Dodge stoops low as
 they wave the bloody shirt of World War II.

TO: Mr. Frank Crum
Nursing Director

DATE: April 25, 1989

FILE NO:

TELEPHONE NO:

FROM: Roberta Helmuth, RN, Educ. Coor. SUBJECT: Staff Injury Audit Report
Heather McCracken, RN

Attached is a report summarizing some of the data compiled during investigation of staff injuries resulting from patient assaults.

As the principal investigators in this project, we request permission to submit for publication pending Education and Research Committee approval of the research.

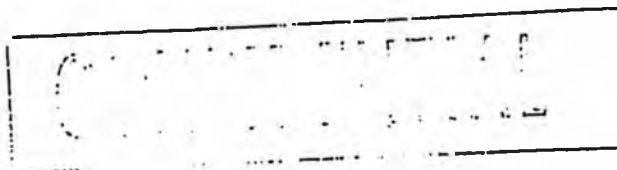
Roberta Helmuth Ed. Coor.
Heather McCracken, Nursing Director

A STUDY OF STAFF INJURIES AT THE ALASKA PSYCHIATRIC INSTITUTE

by Roberta Helmuth, RN, BA
and Heather McCracken, RN, BA

In recent months numerous nursing staff have been assaulted by patients resulting in injuries requiring time off work. The rising number and severity of staff injuries was noted by nursing administration and referred to the Nursing Quality Assurance Committee for review. The committee concurred with a proposal to research the problem utilizing an audit process. Nursing Education staff designed an audit tool and implemented the project. ¹

Due to the urgent need for the results of the research, the Nursing Director assigned one staff member from Nursing Education to work full time on gathering the audit data to enable rapid generation of a report from the data.



Ms. Helmuth is Education Coordinator, and Ms. McCracken is a Nursing Instructor at the Alaska Psychiatric Institute, 2900 Providence Drive, Anchorage, Alaska 99508.

¹ All data not otherwise credited was retrieved by an audit of records of patients who assaulted staff during the audit period, March '87 - February '89. The data will be presented for publication elsewhere.

FINDINGS

In the period March 1, 1987 through February 26, 1989 there were 1397 reports of patient assaults on staff. Sixteen (16) of the reports were dropped from the sample as invalid due to incomplete information. Of the 1381 remaining assaults, 1147 had no staff injury reported. Staff injuries occurred in 234 (17%) of the assaults. These injuries ranged from scratches to dislocated shoulders and concussions.

A month by month comparison of incidence of injury to patient census did not demonstrate any correlation in these two factors. (Table I)

TABLE I

MONTH	INJURIES	MONTHLY CENSUS
3/87	9	128
4/87	9	137
5/87	7	153
6/87	9	137
7/87	8	125
8/87	12	121
9/87	6	121
10/87	0	120
11/87	6	118
12/87	12	119
1/88	5	119
2/88	17	120
3/88	9	127
4/88	7	131
5/88	12	119
6/88	8	125
7/88	16	134
8/88	11	131
9/88	9	124
10/88	5	115
11/88	19	115
12/88	12	114
1/89	11	129
2/89	15	114

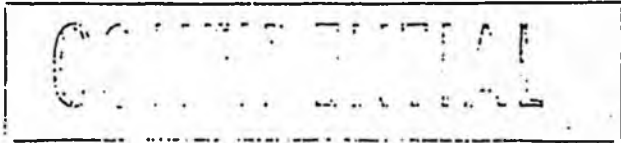
A breakdown of assaults by patient unit was done. (Table II)

TABLE II

UNIT	Total Assaults	Assaults with Injury	Assaults without Injury
Third	106	18	88
AAU	156	27	129
PSU	368	78	290
DTU	386	46	340
STP	31	6	25
ICP	102	20	82
YTP	232	39	193

Table III data was retrieved from Medical Record Departments annual reports and details the average daily census per unit and % of bed occupancy on the unit. Table III data covers FY '88, the only complete fiscal year within the audit period. Within that limited time frame, there does not appear to be any correlation between numbers of staff injuries, (Table II), and the % of bed occupancy on any given unit.

TABLE III

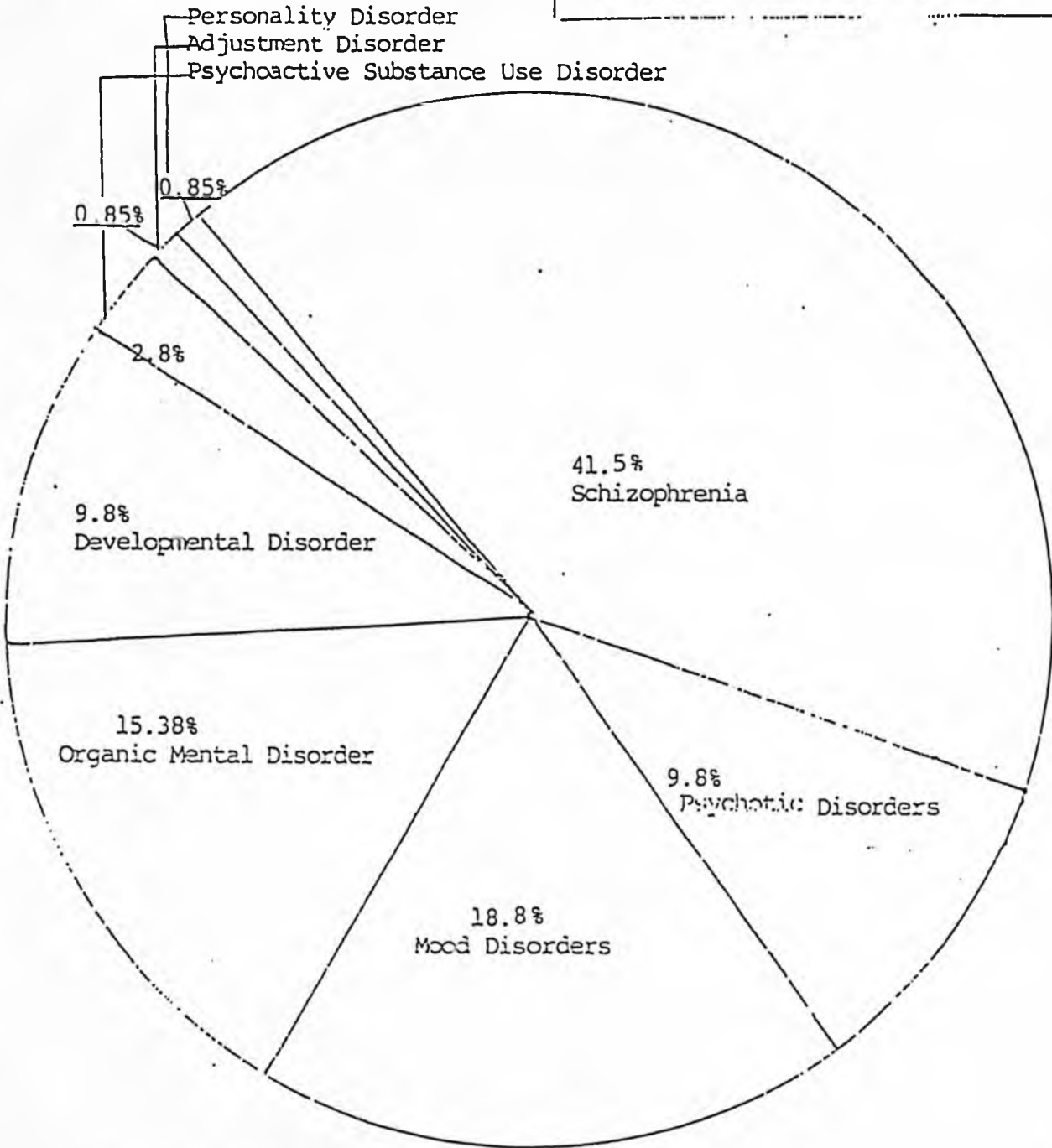


UNIT	Average census FY'88	Bed Capacity	% of Capacity
Third	32	48	66.6
AAU	14	16	87.5
PSU	8	14	57.1
DTU	22	24	91.6
STP	17	20	85.0
ICP	17	20	85.0
YTP	13	32	40.6

Table IV shows a breakdown of the Primary diagnosis , per DSM-III-R classification, of patients committing assaults resulting in staff injuries. It is significant to note that 70.1% of these people fall into three (3) broad categories: Schizophrenia, Psychotic Disorders not elsewhere classified, and Mood Disorders. Traditionally, the majority of these three (3) categories have been successfully treated/controlled with medications.

TABLE IV

CONFIDENTIAL



Categories as designated in the DSM-III-R

Table V is a breakdown of assaultors by DSM-III-R diagnostic categories. This table identifies how many patients in each category had no psychotropic medications ordered, how many were refusing ordered medications and the per category percentage not on medication.

TABLE V

DSM-III-R Categories	Total number of Patients	Number with no Psychotropics Ordered	Number Refusing	Total % not on Medication
Schizophrenic Disorders	97	14	26	41%
Psychotic Disorders	23	4	4	35%
Mood Disorders	44	9	17	59%
Organic Mental Disorders	36	5	7	33%
Developmental Disorders	23	8	5	57%
Psychoactive Substance Use	7	7	0	100%
Personality Disorders	2	2	0	100%
Adjustment Disorders	2	2	0	100%

In summation, 22% of the total 234 assaultors had no medications ordered, 25% were refusing ordered medications for a total of 47% of the assaultors who were not receiving medications. In the review of diagnostic categories, 34 patients (including developmental disorders, psychoactive substance use disorders, personality disorders, and adjustment disorders), may or may not be appropriate for medication depending upon physician interpretation of their individual circumstances. Keeping in mind the 34 patients represent 14.5% of the 234 assaultors, there remains 32.5% of the assaultors in this review who fall into categories traditionally treated by medications. This segment either had no medication ordered or were refusing ordered medication.

CONFIDENTIAL

RELATED FACTORS

Risk Management data regarding staff injuries was reviewed. The quarterly figures from '87 and '88 show a steady and marked increase since the fourth quarter of 1987, corroborating our data.

All API nursing staff have been trained in the Mandt system since 1979. The focus of the system is prevention and de-escalation utilizing verbal skills prior to using physical techniques. It prepares staff to use verbal and physical skills in situations requiring intervention.

In accordance with hospital policy, none of the records (except charts on the unit) were flagged in any manner to alert the care giver to a history of assaultive behavior. We defined "history of assaultive behavior" for the purposes of this research as more than one assault. It was found that 54% of the assaultors had a history of previous assaults.

While compiling various sets of statistics it was discovered that three (3) patients accounted for 46 (19.7%) of the injuries. In the interest of prevention a memo of 4/18/89 as forwarded to you prior to report completion.

The researcher's attempts to correlate reports of injury with workmen's compensation filings were unsuccessful.

CONFIDENTIAL

TO: Al Finneseth
Administrator

DATE: January 24, 1991

FILE NO:

TELEPHONE NO:

THRU:

SUBJECT: Workmen's Compensation
Report, 1990

FROM: Jim Gordon
Administrative Assistant I

<u>Calendar year</u>	<u>1986</u>	<u>1987</u>	<u>1988</u>	<u>1989</u>	<u>1990</u>
Total Days Lost Due to Injury	210.9	258.73	448.6	803.1	319.2
Total Days Lost Due to Non-Patient Injury	93.5	84	353.7	593.7	84.6
Total Days Lost Due to Patient-Connected Injury	117.4	174.73	94.9	209.4	234.6

For the calendar year 1990, API had a total of 2394 hours lost from work due to injuries.

There were 106 incidents reported, 36 involving lost time (12 of which resulted from a combative patient).

There were 70 incidents filed which did not result in any lost time, of these 32 were small abrasions and bumps suffered while subduing patients.

There were five staff injuries resulting in more than 150 hours away from the job. Three were the result of combative or uncooperative patients. One was the result of a fall in gym activities. One was a recurring hand injury that required surgery.

Additionally, there were 412 hours carried over as a result of prior year injuries that were not included in this report.

JG/ojb/MISC33/5024

r. & t. 1/25/91

PERSONNEL REPORT

NOVEMBER 14, 1990

NUMBER OF PCN's: 304

NUMBER OF FULL-TIME EQUIVALENTS: 292

1292

	<u>Number PCN's</u>	<u>Part-Time & Seasonal</u>	<u>Number FTE's</u>	<u>Vacancies</u>
Medical Staff	11	1	10.5	4
Ancillary Services	4	1	3.5	1
Nursing Services	164	20	154	4
RN's	72 (*)	3	70.5	3
LPN's	3	0	3	0
PRN's	83	17	74.5	1
Clerical	6	0	6	0
Social Services ✓	9	0	9	1
Psychology ✓	7	0	7	1
Forensics ✓	4	0	4	0
Activity Therapy ✓	10	0	10	1
<u>SUPPORTING SERVICES:</u>				
Administration (includes Volunteer Services Coordinator and Chaplain) ✓	14	2	13	4
Medical Records X	11	0	11	0
Maintenance	14	0	14	2
Housekeeping X	22	0	22	1
Business Office X	9	0	9	1
Dietary X	21	0	21	0
Supply X	4	0	4	0
TOTALS	304	24	292	20 (FTE's 19)

Includes 2 Mental Health Clinician II positions with nursing specialty.

Presently there are 2 non-perts. working in Maintenance which are not indicated on this report.

JG/bj/IMISC4 4152

r. 11/1/90
t. 11/6/90

11/14/90

1990

Reports Involving No Lost Time

Lifting.....6
Walking.....2
 In Hospital.....1
 On Grounds.....1
Gym Activities.....7
Responding to Aide Calls.....4
Miscellaneous.....19
Combative Patients.....32
TOTAL.....70

Reports Involving Lost Time

Lifting.....5
Walking.....6
 In Hospital.....1
 On Grounds.....5
Gym Activities.....4
Responding to Aide Calls.....2
Miscellaneous.....7
Combative Patients.....12
TOTAL.....36

JG/ojb/MISC33/5024

r. & t. 1/25/91

FISCAL NOTE

BILL NO. HB 450

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
Title: An act granting employees of a state residential psychiatric facility status of peace officers under PERS.

Department Affected: ALL STATE
BRU: ALL STATE

Sponsor: PARNELL
Requestor: House Health, Education & Social Services

Component: ALL STATE
COMPONENT SERIAL NO. _____

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98
PERSONAL SERVICES	0	0	501.2	501.2	501.2	501.2
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	501.2	501.2	501.2	501.2

CAPITAL	0	0	0	0	0	0
---------	---	---	---	---	---	---

REVENUE	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	501.2	501.2	501.2	501.2
FEDERAL FUNDS	0	0	0	0	0	0
OTHER FUND SOURCE	0	0	0	0	0	0
TOTAL	0	0	501.2	501.2	501.2	501.2

POSITIONS

FULL-TIME:	0	0	0	0	0	0
PART-TIME:	0	0	0	0	0	0
TEMPORARY:	0	0	0	0	0	0

Estimate of current year impact: Zero

ANALYSIS: (attach a separate page if necessary.)

Since this bill only affects employees of a state facility, we do not anticipate that political subdivisions will incur additional costs.

Prepared By: Gary Bader *Gary M. Bader*
Division: Retirement and Benefits

Phone: 465-4460
Date: February 11, 1992

Approved by Commissioner: Nancy Bear Usery *Nancy Bear Usery*
Agency: Department of Administration

Date: 2/18/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB & Impacted Agency(ies).

*All State
FN & Admin*

House Bill 450
Analysis of Fiscal Implications to the Retirement Funds
Prepared by Division of Retirement and Benefits
Department of Administration
February 11, 1992

Analysis: This bill is intended to include Public Employees' Retirement System (PERS) members who serve as employees of a state residential psychiatric facility under "Peace Officer/Firefighter" coverage. They are currently covered under the "All Other" category. We have assumed that this bill will increase the "Peace Officer/Firefighter" participation and decrease the "All Other" participation in PERS by 440 members.

This bill is estimated to increase the state FY 95 PERS contribution rate by .08%. The state payroll is estimated to be \$626,535,254 in FY 95 and remain stable each year thereafter.

The state cost of \$501.2 is calculated as follows:

State FY 95 payroll	\$ 626,535,254
Increase in PERS rate	X <u>.08%</u>
TOTAL FY 95 STATE COST.....	<u>\$ 501,228</u>

This bill will increase the PERS accrued liabilities by \$3 million and result in a decrease of .01% in the funding ratio of the PERS fund.

FISCAL NOTE

BILL NO. HB 450

STATE OF ALASKA
1992 LEGISLATIVE SESSION

Revision Date: _____
Title: An act granting employees of a state residential psychiatric facility status of peace officers under PERS.

Department Affected: Administration
BRU: Retirement and Benefits

Sponsor: PARNELL
Requestor: House Health, Education & Social Services

Component: Retirement and Benefits
COMPONENT SERIAL NO. 64

Expenditures/Revenues: (Thousands of Dollars)

OPERATING	FY 92	FY 93	FY 94	FY 95	FY 96	FY 97
PERSONAL SERVICES	0	0	0	0	0	0
TRAVEL	0	0	0	0	0	0
CONTRACTUAL	0	0	0	0	0	0
SUPPLIES	0	0	0	0	0	0
EQUIPMENT	0	0	0	0	0	0
LAND & STRUCTURES	0	0	0	0	0	0
GRANTS, CLAIMS	0	0	0	0	0	0
MISCELLANEOUS	0	0	0	0	0	0
TOTAL OPERATING	0	0	0	0	0	0

CAPITAL	0	0	0	0	0	0
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REVENUE	0	0	0	0	0	0
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FUNDING: (Thousands of dollars)

GENERAL FUND	0	0	0	0	0	0
FEDERAL FUNDS	0	0	0	0	0	0
OTHER	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0

POSITIONS

FULL-TIME:	0	0	0	0	0	0
PART-TIME:	0	0	0	0	0	0
TEMPORARY:	0	0	0	0	0	0

Estimate of current year impact: Zero

ANALYSIS: (attach a separate page if necessary.)

Prepared By: Gary Bader *Gary M. Bader*
Division: Retirement and Benefits

Phone: 465-4460
Date: February 11, 1992

Approved by Commissioner: Nancy Bear Usura *Nancy Bear Usura*
Agency: Department of Administration

Date: 2/18/92

Distribution (by preparer): Legislative Finance, Legislative Sponsor, Requestor, OMB & Impacted Agency(ies).

*Retirement & Benefits
FN & Admin*