

SB 32

DATE: 2/6/91

FURTHER:

DATE TURNED INTO OFFICE: 2/12/91

The Finance Committee considered SENATE BILL NO. 32

"An Act granting certain juvenile correctional institution employees status as peace officers under the public employees' retirement system; and providing for an effective date."

and recommended:

- replace with _____ CS _____
- or adopt _____ CS SB 32 (SA)
- attached amendment(s)
- _____ letter of intent adopted

- same title
- new title
- technical title change (HB only)

do pass

do not pass

no recommendation

individual recommendations

further referral to _____

ATTACHES NEW FISCAL NOTE(S):

fiscal note(s) _____ Dept/Date: _____

zero fiscal note(s) _____

appropriation-no fiscal note

SIGNING DO PASS:

[Handwritten signatures]

APPROVES PREVIOUS:

fiscal note(s) _____ Dept/Date: _____

zero fiscal note(s) DOA 2/4/91

OTHER RECOMMENDATIONS:

[Handwritten: No Rec]

1. *[Signature]* 2. *[Signature]* Do Pass

CS-Chairs: Signatures and Recommendations

Senate Bill 32
Analysis of Fiscal Implications to the Retirement Funds
Prepared by Division of Retirement and Benefits
Department of Administration
February 1, 1991

Analysis: This bill is intended to include Public Employees' Retirement System (PERS) members who serve as youth counselors, unit leaders or superintendents in juvenile correctional institutions 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 170 members.

This bill, if amended to clarify the covered group, will increase the state FY 93 PERS contribution rate by .03%. The state payroll is estimated to be \$561,946,558 in FY 93 and remain stable each year thereafter.

The state cost of \$168.6 is calculated as follows:

State FY 93 payroll	\$ 561,946,558
Increase in PERS rate	<u>X</u> .03%

TOTAL FY 91 STATE COST.....\$ 168,584

This bill will not materially affect the accrued liabilities or the funding ratio of the PERS fund.

CS FOR SENATE BILL NO. 32 (STATE AFFAIRS)
 IN THE LEGISLATURE OF THE STATE OF ALASKA
 SEVENTEENTH LEGISLATURE - FIRST SESSION

BY THE SENATE STATE AFFAIRS COMMITTEE

Offered: 2/6/91
 Referred: Finance

Sponsor(s): SENATORS DUNCAN, Sturgulewski A BILL

FOR AN ACT ENTITLED

1 "An Act granting certain juvenile correctional institution employees status as peace officers
 2 under the public employees' retirement system; and providing for an effective date."

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF ALASKA:

4 * Section 1. AS 39.35.680(28) is amended to read:

5 (28) "peace officer" or "fire fighter" means an employee occupying a position as
 6 a peace officer, chief of police, correctional officer, correctional superintendent, fire fighter, fire
 7 chief, [OR] probation officer, or youth counselor, unit leader, superintendent, or nurse in a
 8 juvenile correctional institution;

9 * Sec. 2. An employee who was employed as a youth counselor, unit leader, superintendent, or nurse
 10 at a juvenile correctional institution in the public employees' retirement system before the effective date
 11 of this Act may convert the credited service for that position to credited service as a peace officer by
 12 claiming the service as peace officer service before the member is appointed to retirement. When the
 13 member claims this retroactive credited service, an indebtedness of the member to the system shall be
 14 established. The indebtedness is equal to (1) the contributions to the system that the juvenile correctional

1 institution employee would have made if the service had counted as peace officer service, less (2) the
2 contributions to the system that the juvenile correctional institution employee actually made. Interest
3 as prescribed by regulation accrues on this indebtedness beginning July 1, 1992. Any outstanding
4 indebtedness that exists at the time a person is appointed to retirement will require an actuarial
5 adjustment to the benefits payable based upon the juvenile correctional institution service.

6 * Sec. 3. This Act takes effect immediately under AS 01.10.070(c).

ALASKA JUVENILE CORRECTIONAL OFFICER ASSOCIATION

POSITION PAPER

It is the position of the Association that Juvenile Correctional Officers, (i.e., Youth Counselors, Unit Leaders, and Youth Center Superintendents) be included as members in the Peace Officers Retirement System.

The Association requests that legislation be introduced granting Youth Counselors, Unit Leaders, and Youth Center Superintendents status as peace officers under the public employees retirement system. This proposed legislation should allow these job classes currently employed, the ability to claim prior years of service as peace officers for the purpose of credited service. Youth Counselors, Unit Leaders, and Youth Center Superintendents claiming this retroactive service should accrue an indebtedness to the retirement system equal to the difference between their actual employee contribution and the contribution which they would have made at the peace officer rate.

For most state employees the Public Employee Retirement System provides for normal retirement at age 55 or 30 years service if hired before July 1, 1986 and at age 60 or 30 years service if hired after June 30, 1986.

Employees defined as peace officers are eligible to retire with normal benefits after 20 years of service without regard to age. PERS regulations and Title 39 define "peace officer" as an employee of a police agency or other governmental organization who has primary responsibility of "the prevention and detection of crime and the enforcement of the fish and game, penal, traffic or highway laws of the state ...". This special retirement plan for peace officers was enacted in 1960 in recognition of the dangers and stress related to the performance of peace officer duties and

the need for persons performing peace officer functions to be physically and mentally fit. Peace officers are encouraged to retire before the inevitable loss of the physical and emotional stamina required for peak performance.

Over the last few years, eligibility for the 20 year peace officer retirement plan has been expanded to include other job classifications. Fire fighters, fire chiefs, special officers commissioned by the state troopers, correctional officers, correctional superintendents, and probation officers have now been included in addition to the original group of police officers, state troopers, and police chiefs.

Correctional officers and correctional superintendents in the adult system became the first justice system employees to participate as "peace officers" who were not in the traditional law enforcement category. Failure to include Youth Counselors, Unit Leaders, and Youth Center Superintendents employed in juvenile correctional institutions in the peace officers retirement system has resulted in glaring inequities between similar job classifications in the justice system.

The job classifications of law enforcement powers, danger, stress, and the need for physical and emotional fitness which justified inclusion of adult correctional officers and correctional superintendents are present to an equal or greater degree with Youth Counselors, Unit Leaders, and Youth Center Superintendents. Youth Counselors, Unit Leaders, and Youth Center Superintendents employed at state juvenile correctional institutions have many of the same job characteristics as those personnel employed in the adult system. The above mentioned personnel within the juvenile system are required to physically restrain out of control juveniles, transport juvenile offenders, and apprehend juveniles who have absconded from the institution. Juveniles, because of

their impulsive nature are more likely than adults to be aggressive and assaultive to staff.

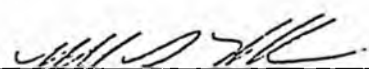
The disparate treatment of these job classes with respect to 20 year retirement demoralizes the ineligible employees and reduces the benefits to the employing agency of an established progressive system. There is little incentive for an employee of the juvenile correctional system to seek professional advancement within. To work in youth corrections rather than in the adult correctional system deprives the employees of the security of a 20 year retirement option. Employees are drawn down the career ladder rather than up.

An agency whose employees are eligible for 20 year peace officer retirement potentially accrues a number of organizational benefits. Recruitment and retention of a skilled, satisfied and stable work force can contribute greatly to public service goals. Such an agency can more easily attract the most qualified workers.

Youth Counselors, Unit Leaders, and Youth Center Superintendents have become the entry point for persons into state service and the training ground for employees seeking greater benefits available in the adult correctional system or the probation officer job classification series.

In summary, the Association respectively requests the introduction of legislation to include Youth Counselors, Unit Leaders, and Youth Center Superintendents as members of the Peace Officers Retirement System.

Respectively,



Billy D. Holder, Pres.
Alaska Juvenile Correctional
Officers Association

12-6-90

Date

ALASKA JUVENILE CORRECTIONAL OFFICER ASSOCIATION
FACT SHEET

1. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) have the powers of Peace Officers as defined by AS 11.81.900(38) and AS 47.10.220.
2. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) have the authority to make arrests, execute court orders, and the service of process.
3. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) are frequently called upon to physically restrain delinquent youth both inside and outside Juvenile Correctional Institutions.
4. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) are subjected to the same or greater degree of stress and physical endangerment as Adult Correctional Officers.
5. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) are currently the only Correctional law enforcement group not included in the Peace Officer retirement system.
6. Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) perform the same job duties as Adult Correctional Officers. In addition, are required to transport incarcerated individuals and perform community searches for escaped individuals.
7. In a sense of fairness and recognition of contributions to public safety, Juvenile Correctional Officers (ie. Youth Counselors, Unit Leaders, and Youth Center Superintendents) should be included in the Peace Officer Retirement System.

ALASKA JUVENILE CORRECTIONAL OFFICERS ASSOCIATION

STATISTICAL REPORT
ALASKA YOUTH CORRECTIONAL INSTITUTIONS

	<u>1988*</u>	<u>1989</u>	<u>1990</u>
1. <u>ADMISSIONS</u> - total # of admissions to Juvenile Correctional Institutions	1520	1806	1628
2. <u>FELON ADMISSIONS</u> - total # of felon admissions to Juvenile Correctional Institutions	211	231	236
3. <u>SUICIDE ATTEMPTS</u> - total # of suicide attempts by incarcerated youth	86	94	79
4. <u>ASSAULTS ON JCO</u> - total # of assaults on Juvenile Correctional Officers	19	34	76
5. <u>ASSAULTS ON YOUTH</u> - total # of assaults on youth by other youth	136	118	161
6. <u>PLANNED ASSAULTS</u> - total # of disclosed planned assaults by incarcerated youth on Juvenile Correctional Officers	193	131	287
7. <u>JCO INJURIES</u> - total # of Juvenile Correctional Officer injuries while on duty	26	19	30
8. <u>RESTRAINTS</u> - total # of incarcerated youth requiring physical restraints by Juvenile Correctional Officers	338	421	418
9. <u>ESCAPES</u> - total # of escapes by incarcerated youth	77	53	52
10. <u>APPREHENDED ESCAPEES</u> - total # of escapees apprehended by Juvenile Correctional Officers	41	24	18
11. <u>ESCAPE PLANNING</u> - total # of incarcerated youth involved in disclosed escape planning	191	129	285
12. <u>CONTRABAND</u> - total # of contraband incidents involving dangerous or illegal objects or substances	141	103	183
13. <u>SECURITY ESCORTS</u> - total # of security escorts by Juvenile Correctional Officers	1969	2349	3519
14. <u>DESTRUCTION OF STATE PROPERTY</u> - total # of destruction of State property incidents by incarcerated youth	63	60	52

* Statistics for Bethel and Nome Youth Correctional Facilities not available for this year.

STATE OF ALASKA

Class Specification

YOUTH COUNSELOR I	7611-11
YOUTH COUNSELOR II	7612-13
<u>YOUTH COUNSELOR III</u>	7613-15

Definition:

Positions in the Youth Counselor series participate in a treatment team concept and perform or lead a variety of duties designed to provide care, custody, and treatment to residents of a juvenile correctional institution.

Distinguishing Characteristics:

Youth Counselor I is the entry level training class in which incumbents gain familiarity with policy and procedures while acquiring a basic understanding of the dynamics of juvenile delinquency and the practices of juvenile rehabilitation. Youth Counselor I acts as primary counselor to one or two residents; duties are designed to acquaint them with fundamental program treatment concepts and assist them in developing basic counseling skills. Advancement to the journey Youth Counselor II level is contingent upon demonstrated achievement of established performance standards; failure to achieve these standards within 18 months constitutes unsatisfactory service and is grounds for dismissal.

Youth Counselor II is the journey level class in which incumbents perform a full range of treatment and security functions. Incumbents in this class act as primary counselor to three to five residents for which they actively participate in the development, implementation and administration of an individual treatment program. Youth Counselor II may be assigned additional responsibility such as institutional center duty officer or shift supervisor in the absence of higher level classified personnel.

Youth Counselor III is the lead level classification in which incumbents provide training and direction to Youth Counselor I and II; supervise the activities of living or reception unit during an assigned shift; and assume the responsibility of institutional center duty officer on a regular rotating basis.

Example of Duties:

Youth Counselor I and II

Supervises resident group living situations; initiates resident interaction, establishes rapport and builds trust; encourages the development of interpersonal skills and personal hygiene; promotes socially acceptable attitudes and behaviors; supervises resident recreational and housekeeping functions; evaluates residents attitude

YOUTH COUNSELOR I
YOUTH COUNSELOR II
YOUTH COUNSELOR III
Page Three

7611-11
7612-13
7613-15

Conducts I-level interviews; evaluates individual resident treatment needs; recommends unit placement, primary counselor and group leader; orients new residents to living unit; explains program rules and expectation.

Knowledges, Skills and Abilities:

Youth Counselor I

Basic awareness of human behavior and the dynamics of juvenile delinquency.

Ability to: acquire general knowledge, skills and abilities necessary to establish and promote a therapeutic relationship; read and comprehend policies, procedures, manuals and other written material; follow written and oral instruction; learn quickly and reason logically, secure cooperation, maintain control, and direct the activities of delinquent adolescents; apply the principles of good personal hygiene and sound mental health; promote socially acceptable attitudes and behaviors; accept variable behavior and values and treat individuals with respect and consideration; enforce rules and regulations with firmness, tact and impartiality; think and act quickly in emergencies; respond appropriately to verbal and/or physical confrontations; communicate effectively both orally and in writing; operate a motor vehicle.

Youth Counselor II

In addition to the above, Youth Counselors II are expected to possess

Knowledge of: program manuals, policies and procedures; the dynamics of juvenile delinquency; the principles of rehabilitation; treatment methodologies, counseling techniques, and basic first aid.

Ability to: contribute significantly toward the rehabilitation of delinquent adolescents within the treatment team concept; exercise effective judgement in emergency and/or stressful situations; provide therapeutic intervention; recognize and interpret significant individual and group behavior changes and cues; maintain appropriate safety and security measures.

Youth Counselor III

In addition to the above, Youth Counselors III are expected to possess,

YOUTH COUNSELOR I
YOUTH COUNSELOR II
YOUTH COUNSELOR III

7611-11
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Page Five

Youth Counselor III

One year of experience as a Youth Counselor II with the State of Alaska or the equivalent elsewhere.

OR

Two years of experience as a Probation Officer or Correctional Officer with the State of Alaska or the equivalent elsewhere.

NOTE: Positions in the Youth Counselor series are required to work a nonstandard work-week including a regular rotating shift frequently encompassing weekend and holiday work.

Orig: 03/70

Rev: 12/16/80 Def.; D.C.; E.D.; K.S.A.; M.Q.s

Rev: 06/06/83 M.Q.s

9/7SPEC9/7611-13

STATE OF ALASKA

Class Specification

UNIT LEADER

7614-17

Definition:

Under direction, coordinates, develops, and directs all programs within a reception or residence unit for delinquent or court-ordered detention youth; oversees the treatment, custody, care and discipline of residents; directs staff and conducts and coordinates training and counseling sessions.

Examples of Duties:

Directs unit staff (Youth Counselors) in providing training, treatment, and care of Center residents.

Serves in an administrative capacity as head of the unit.

Conducts and plans group staff conferences; conducts in-service training classes.

Plans and administers recreation, training, and work schedules.

Handles complex social, behavioral, and disciplinary problems.

Coordinates unit activities with Center Clinical and Admissions Sections.

Consults with professional administrative superiors on policy and problem matters.

Performs other related work as required.

Knowledges, Skills and Abilities:

Knowledge of: The principles and techniques of individual and group counseling and guidance of delinquent youths; causes and treatment of juvenile delinquency; principles and aims of juvenile rehabilitation; health and safety precautions; record keeping and report preparation; principles of employee supervision and training.

Ability to: Apply principles and techniques of individual and group supervision of delinquent youths; secure and maintain confidence and cooperation of delinquent juveniles and fellow workers; supervise and train others; maintain fair and firm discipline; plan and conduct recreational; and work activities; analyze situations accurately and adopt an effective course of action; conduct meetings effectively; exercise tact and discretion; maintain records and prepare comprehensive reports; establish and maintain cooperative relationships with those contacted in the course of the work; be flexible in a variety of situations.

Minimum Qualifications:

One year of experience as a Youth Counselor III with the State of Alaska or the equivalent elsewhere.

Rev: 03/70
Rev: 05/16/73
Rev: 01/16/79 Title
Rev: 10/16/80 Title, Definition
Rev: 08/16/84 Definition

STATE OF ALASKA

Class Specification

YOUTH CENTER SUPERINTENDENT I
YOUTH CENTER SUPERINTENDENT II

7631-19
7632-21

Definition:

Under general direction is responsible for the management of a juvenile detention facility including planning, general administration, budget, operations, maintenance, logistics, treatment, training and coordination of community activities related to facility functions. These are supervisory classes with substantial responsibility for the exercise of independent judgment in appointing, promoting, transferring, suspending, discharging and adjudicating grievances of subordinates.

Distinguishing Characteristics:

The classes of Youth Center Superintendent I and Youth Center Superintendent II are differentiated by such factors as: size of physical plant, size of staff, scope, intensity and impact of youth programs and operating budgets. Youth Center Superintendent II is in charge of a recognized major juvenile residential and detention facility equivalent to the McLaughlin Youth Center, Anchorage. Youth Center Superintendent I has two options: 1) in charge of those facilities with lesser capacity, such as Fairbanks and Nome; or 2) under the Youth Center Superintendent II directing the institutional detention units or treatment units within a major institution equal to or larger than the small institution in terms of size of staff, number of residents, and the scope and intensity of the programs.

Examples of Duties:

Establishes policies, procedures and programs within the institutions in conformance with agency and department regulations.

Selects personnel; assigns work and supervises custodial, maintenance, clerical and other personnel; prepares evaluations on work performance.

Reviews and monitors actions of the review board and other committees to evaluate the care and treatment program through treatment planning, specific and general maintenance, work assignments, program changes, disciplinary actions, and release planning; ameliorates problems which may arise.

Drafts and submits annual budget for institutions; authorizes and approves budget expenditures; supervises food service operations and all other institutional operations.

Minimum Qualifications:

Bachelor's degree in corrections, criminology/justice, behavioral sciences, sociology, psychology, or anthropology and three years of work experience in the justice field including one year of management or supervisory experience equivalent to Unit Leader, Special Services Officer, Probation Officer III or Assistant Correctional Superintendent with the State of Alaska or the equivalent elsewhere.

Substitutions: A Master's degree in corrections, psychology, social work, public administration or a closely related area may be substituted for one year of the required experience, except for the required year of management or supervisory experience.

Additional years of experience in the justice field may be substituted for the required college education on a year-for-year basis.

Orig: 04/04/68 Youth Treatment Program Supervisor
Abol: 07/16/84 Merged: Youth Center Superintendent I

Orig: 04/04/68 Clinical Services Administrator
Rev: 09/01/78 Def. Supv.
Abol: 07/16/84 Merged: Youth Center Superintendent I

Orig: 04/04/68 Youth Center Assistant Superintendent
Rev: 05/19/70
Rev: 07/16/84 Youth Center Superintendent II

Sec. 47.10.200. Releasing juveniles after commitment. A juvenile delinquent who by conduct gives sufficient evidence of having reformed may be released at any time under the conditions and regulations that the department considers proper, if it appears to the satisfaction of the department that there is a reasonable probability that the juvenile will remain at liberty without violating the law. (§ 10 art II ch 145 SLA 1957)

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NOTES TO DECISIONS

Jurisdiction over probation revocation proceedings. — The Department of Health and Social Services has the authority to conduct revocation proceedings when it has granted the probation allegedly violated, as a corollary to its power under this section to grant probation. However, until such time as the department chooses to establish procedures regarding probation revocation, jurisdiction over such cases will remain in the superior court. L.C. v. State, 625 P.2d 839 (Alaska 1981).

Hearing. — The requirement in Children's Rule 12(a) of a disposition hearing applies to a court-ordered revocation of a juvenile delinquent's administratively granted probation. L.C. v. State, 625 P.2d 839 (Alaska 1981).

The hearing in connection with a juvenile delinquent's probation revocation must be broader than merely determining probable cause that probation conditions are violated. L.C. v. State, 625 P.2d 839 (Alaska 1981).

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Sec. 47.10.210. Youth counsellors. The department may employ youth counsellors. Youth counsellors shall exercise the duties of probation officers and shall prepare preliminary investigations for the information of the court. They shall also carry out other duties in the care and treatment of minors which are consistent with the intent of this chapter. Youth counsellors have the powers of a peace officer with respect to the service of process, the making of arrests of minors who violate state or municipal law, and the execution of orders of the court relating to juveniles. The youth counsellors shall assist and advise the courts in the furtherance of the welfare and control of minors under the court's jurisdiction. (§ 11 art II ch 145 SLA 1957)

Sec. 47.10.220. Grants-in-aid. The department may accept grants-in-aid from the federal government or private foundations and may accept other gifts consistent with the purposes of this chapter. (§ 13 art II ch 145 SLA 1957; am § 6 ch 104 SLA 1971)

ch wi pa 1:

Article 3. Care of Children.

Section	Section
230. Powers and duties of department over care of child	250. Standards of care
240. Adequacy of home or institution	260. Payment of costs

3-14-91
12 (3A)
Fin

FISCAL NOTE

copy to:
Susie
HFC

STATE OF ALASKA
1991 LEGISLATIVE SESSION

BILL NO. CSSB 32

Revision Date: _____ Dept. Affected Health and Social Services
 Title: An Act granting certain juvenile correction BRU: Youth Services
institution employees status as peace officers Component: All youth facility components
 Sponsor: Senator Duncan
 Requestor: _____ COMPONENT SERIAL NO. 0264-0268

Expenditures/Revenues (Thousands of Dollars)

OPERATING	FY92	FY93	FY94	FY95	FY96	FY97
PERSONAL SERVICES	100.2	100.2	100.2	100.2	100.2	100.2
TRAVEL						
CONTRACTUAL						
SUPPLIES						
EQUIPMENT						
LAND & STRUCTURES						
GRANTS, CLAIMS						
MISCELLANEOUS						
TOTAL OPERATING	100.2	100.2	100.2	100.2	100.2	100.2

CAPITAL						
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REVENUE						
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FUNDING: (Thousands of Dollars)

	FY92	FY93	FY94	FY95	FY96	FY97
GENERAL FUND	100.2	100.2	100.2	100.2	100.2	100.2
FEDERAL FUNDS						
OTHER						
TOTAL	100.2	100.2	100.2	100.2	100.2	100.2

POSITIONS:

	FY92	FY93	FY94	FY95	FY96	FY97
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:

ANALYSIS: (Attach a separate page if necessary)

This bill will add youth counselors, unit leaders, youth facility superintendents, and nurses working in juvenile correctional institutions to the 20 year "peace officer" retirement plan of PERS. 168 employees of the Division of Family & Youth Services could become eligible for 20 year retirement.

Each affected employee would have the option of participating in the 20 year retirement plan or remaining in the regular Public Employee Retirement Plan.

Prepared by: Russ Webb, Acting Director
Division: Family and Youth Services

Phone: 465-3170
Date: 2/15/91

Approved by Commissioner: Theodore A. Mala, MD, MPH
Agency: Department of Health and Social Services

Date: 2/26/91

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

ANALYSIS (cont.):

This bill would have a personal services impact on all youth facility components; McLaughlin Youth Center, Fairbanks Youth Facility, Nome Youth Facility, Johnson Youth Center and Bethel Youth Facility. The State PERS contribution for affected employees would increase from 15.64% to 16.97%. Combined annual fiscal impact for all youth facility components within the BRU is \$95,424.00.

If passed this bill would become effective immediately under AS.01.10.070(c). It is possible to have an effective date prior to the end of FY91. For FY91 the monthly cost could be \$7,553.00 distributed among components in the Youth Services BRU.

FY92 Cost Calculation

Average Base Salary	\$42,700.00
PERS Increase (1.33%)	x .0133
Cost Per Person	\$ 568.00
Number of Affected Employees	x 168
TOTAL	\$95,424.00

FY93-FY97 cost calculation includes a 5% COLA.

DOCUMENTS WHICH HAVE NOT BEEN
FILMED BUT ARE AVAILABLE IN THE
ORIGINAL FILE INCLUDE:

Correspondence in Support from:
Nurses at McLaughlin 12/24/90
Fairbanks Correctional Staff:
Fateh Singh Khalsa 2/11/91
Eric Kuntz 2/11/91
Art Konetfal 2/11/91