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Cramer
2/1/91

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:
Referred:

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, 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).

FISCAL NOTE

BILL NO. SB 32

STATE OF ALASKA
1991 LEGISLATIVE SESSION

Revision Date: _____
Title: An act granting certain juvenile correction employees status of peace officers under PERS.

Department Affected: Administration
BRU: Retirement and Benefits

Sponsor: DUNCAN
Requestor: _____

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.) This bill is estimated to cost the state of Alaska \$168.6 in increased personal services for FY 93 and each year thereafter.

The attached sheet discusses the fiscal implications of this bill to the Public Employees' Retirement System.

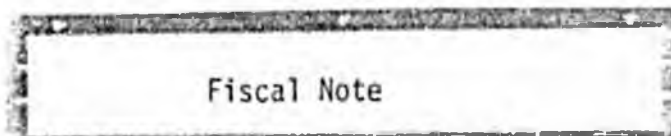
Prepared By: Garv Bader
Division: Retirement and Benefits

Phone: 465-4460
Date: February 1, 1991

Approved by Commissioner: Millett Keller
Agency: Department of Administration

Date: 2/4/91

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



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	X <u>.03%</u>

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

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

Karen Decker-Brown
7601 Lotus Drive
Anchorage, Alaska 99502
907-248-1606

December 24, 1990

Senator Jim Duncan
P.O. Box V
Juneau, Alaska 99811

Re: 20 year retirement

Dear Jim:

I hope this letter finds you and your family in good health and looking forward to a good new year.

On several occasions I have tried to contact you to discuss an item that is of importance to myself and my partner, Debbie Eisenmenger. We both are employed in youth corrections at McLaughlin Youth Center in the capacity of Nurse II.

It is in this capacity as nurses that we ask you to review the following and consider our request for a 20 year retirement for the nurses in youth corrections as part of the bill you are sponsoring for the youth counselors.

First, there is to my knowledge only three nursing positions in youth correctional facilities funded by the State. The two positions at McLaughlin Youth Center and one position at Fairbanks Youth Facility which is split into two part-time positions. The rest of the facilities statewide are contract positions to the best of my knowledge.

Secondly, it is my understanding that the medical staff is included in the 20 year retirement plan for the State of California. Thus there is precedent for this already established.

A brief review of what our job entails and how it compares to the youth counselors will give you a better perspective of why we are asking to be included.

Primarily 75 - 80% of our time is spent in direct contact with the residents. These residents are being held or convicted of serious crimes such as homicide, armed robbery, rape assault, drug dealing, etc. We are not talking about the Sunday School choir here. Our job involves

doing physicals, drawing blood, giving medication or injections, cleaning and scrubbing of wounds, splinting, and examination of body parts on a population that may or more than likely does not want this done. In this capacity we have to utilize instruments which can be used as weapons against us such as syringes, needles, scalpels, scissors, etc, and thus we have to be even more vigilant than the youth counselors that these objects are accounted for and utilized in a manner that they will not be taken from us. As nurses we are responsible for more potentially harmful and dangerous objects than the counselors. In accreditation of correctional facilities the medical offices are scrutinized far more than any other area because of the above.

In this capacity we are subjected to the same verbal and physical abuse the youth counselors have received. We have had to examine and assist in controlling residents while in restraints on more than one occasion.

Both the nurses here at the facility are required to take Mandt training which is methods of holding and applying restraints on inmates.

Since we are on call 24 hours a day, seven days a week - every other week and subject to recall, we have additional stress of never leaving our jobs at the office. We usually receive at least one call a night on average and on occasion have to come into the facility under extreme circumstances, usually to give injections to a combative person that is on medication for assaultive behavior. Because of this probability of recall at any hour we have keys to every area of the facility including the master key in and out of the facility and all the jail cells. It is because of these keys we also become a target unlike the counselors that do not carry these keys to everything.

On a daily basis we provide escort duties to many times to count for the residents between their units and various locations including outside the main facility and on occasion medical escorts. Many of these are alone on a one-to-one basis as well as being alone in the medical office with one or more of the residents.

Inmates and their families are particularly litigious and being in the medical field we are especially vulnerable for suit happy persons. We have been threatened many times with law suits.

Should your bill for the 20 year retirement go through for the youth counselors, MYC's training officer and superintendant as well as the directors of the cottage and detention units would be eligible. The only contact the first two people have with any of the residents at all is during the lunch break when they are in the cafeteria the same time meal movement occurs. The latter two have minimal contact at best and do not work the "front line" that we are involved in.

Finally, our contract physician, Dr. Don Hudson, who has spent numerous years providing medical care to inmates of Alaska's correctional facilities can and will attest of the hazards and dangerous inherent to nursing in

this setting. He states the average length of time a medical person lasts in the correctional setting is three years. I would wager there is no one approaching 20 or 30 years in the correctional medical field working for the State of Alaska in that capacity.

I am writing this letter on a personal level and not representing the views of the administration of McLaughlin Youth Center or Youth Corrections.

Please review and consider this matter. Thank you for your time and we await your response.

Sincerely yours,

Karen Decker-Brown RN BSN

Karen Decker-Brown RN., BSN

CC ASEA
Debbie Eisenmenger RN



Cramer

P.O. Box V
Juneau, Alaska 99811
(907) 465-3793



Senate

January 28, 1991

Karen Decker-Brown, RN BSN
7601 Lotus Drive
Anchorage, Alaska 99502

Dear Karen:

Thank you for your recent letter expressing your interest in having nurses, who are employed at juvenile correctional institutions, included under Senate Bill 32.

Senate Bill 32 has been referred to the Senate State Affairs Committee, which I chair. I agree that your suggestion is a good one and will be happy to support efforts to include nurses, such as yourself, in the legislation. I plan to address your suggestion when this bill is scheduled in the committee.

I appreciate knowing of your interest in this proposal. Although the bill has not yet been scheduled for committee consideration, I anticipate it will pass out of the Committee in the near future.

Thanks again for getting in touch with me about this issue.

Kindest regards,

Patrick M. Rodey

*Max - This bill is in St. Affairs - Pat wants to add an amendment to include nurses -
- Duncan supports having nurses included -
See Mr. Kater*

Karen Decker-Brown
7601 Lotus Drive
Anchorage, Alaska 99502

January 20, 1991

Senator Pat Rodey
Alaska State Senate
P.O. Box V
Juneau, Alaska 99811

Dear Senator Rodey:

Enclosed you will find correspondence with Senator Jim Duncan requesting he include State employed nurses working in Youth Corrections to be included in the 20 year retirement bill he is sponsoring. Since this bill, Senate Bill No. 32, has already been prefiled he directed me to correspond with you as you are the senator representing my area.

Please review my correspondence with him outlining the reason this is requested. I believe we present very valid reasons.

Additionally, I believe only 3 positions would be affected by this addition. The positions being at McLaughlin Youth Center (two full time nursing positions) and one at Fairbanks Youth Facility (a shared half time position).

+ 1 amendment
part time
B...

Therefore, I am formally requesting that you include an amendment to Senate Bill #32 introduced by Senator Duncan to include those positions for the 20 year retirement.

ASEA has also been advised of this request and have assisted and encouraged pursuit of this matter.

I await your response to this request.

Sincerely yours,

Karen Decker-Brown RN BSN
Karen Decker-Brown RN BSN

cc: Senator Duncan
ASEA
Deb Eisenmenger

265-5095 - Dick Williams (Advisor Youth Corrections)
"Nurse" is position -
Then an as other health care professionals - May want to consider including mental health services

Alaska State Legislature



SENATOR JIM DUNCAN

P. O. Box V JUNEAU, ALASKA 99811-3100

(907) 465-4766

January 14, 1991

COMMITTEES:
FINANCE
VICE CHAIR -
HEALTH EDUCATION
& SOCIAL SERVICES
BUDGET & AUDIT
BANKING &
ECONOMIC
DEVELOPMENT

Ms. Karen Decker-Brown
7601 Lotus Drive
Anchorage, Alaska 99502

Dear Ms. ^{Karen} Brown:

Thank you for your letter concerning 20 and out retirement for nurses in Youth Correctional Facilities.

I certainly understand your concerns about the retirement status of nurses in the Youth Correctional System. In my experience, adding groups to the 20 and out system has always been a very sensitive and difficult area legislatively. For this reason, we have been working to add one group at a time to the program.

Your letter convinced me that nurses such as yourself should be included in the 20 and out retirement system. Since the legislation extending the 20 and out to Youth Corrections Officers has already been prefiled, I suggest you contact your area's legislators recommending addition of nurses in Youth Correctional Facilities to the bill. If addition of nurses to the legislation is proposed and supported by other legislators, it will be much easier to gain passage of the legislation including nurses.

I appreciate your contacting me on this issue, please be sure to keep me informed of your plans in pursuing this matter.

Sincerely,

A handwritten signature in black ink, appearing to be "Jim Duncan".

Jim Duncan
Senator

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

and behavior during these activities; administers medications and routine medical treatments.

Assumes responsibility for individual resident caseload; reviews resident's intake interview, medical and psychological history, or other pertinent information regarding the resident's background; assists in establishing and/or revising treatment goals and strategies; participates in treatment team evaluation conferences; conducts and/or participates in individual, family and group counseling sessions; assists in reintegrating residents into the community; and, participates in treatment related meetings with probation officers or medical and psychiatric consulting personnel.

Remains cognizant of individual and group emotional tone; responds appropriately to significant behavior changes; closely monitors potentially suicidal and/or assaultive residents; intervenes in crisis situations; physically restrains residents as necessary; recommends disciplinary action.

Maintains adequate security measures; performs routine and special security checks; supervises the movements of residents within the institution; escorts residents to medical appointments, etc., outside the institution including transportation to other cities and/or states; conducts searches and apprehends AWOL residents.

Performs treatment related administrative functions including preparation of initial treatment plans, quarterly and annual progress reports, review board memos, pre-release reports, court summaries, "behavioral contracts" or "special programs," and incident reports; maintains chronological log of unit activities; notes and documents significant resident behaviors; attends staff meetings and training sessions.

Performs routine administrative functions, e.g., preparation of maintenance requests, supply requests, maintains resident's financial accounts; admits youth offenders to the reception unit.

Youth Counselor III

In addition to one of more of the above, Youth Counselors III perform the following:

Trains and directs subordinate Youth Counselors I and II; evaluates employee performance; supervises group living activities during an assigned shift; schedules and coordinates recreational activities; supervises the maintenance of the daily log.

Prepares and/or reviews and approves the preparation and submission of treatment, disciplinary, and security related reports; leads small group counseling sessions; confers with medical psychiatric consulting personnel; recommends psychiatric evaluations.

YOUTH COUNSELOR I
YOUTH COUNSELOR II
YOUTH COUNSELOR III

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7613-15

Page Three

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

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Knowledge of: institutional and unit policies, procedures and programs, the I-level classification system; individual and group counseling techniques.

Familiarity with: judicial proceedings; principles of behavior modification and reinforcement techniques.

Skill in: coordinating and directing the work of others; preparation of written reports; recognizing and assessing individual and group emotional tone.

Ability to: analyze situations accurately and adopt an effective course of action.

Minimum Qualifications:

Youth Counselor I

Graduation from high school or the equivalent.

One year of experience in a correctional, medical, psychiatric, casework, nursing, childcare, educational, law enforcement, or security program.

Substitution:

College may be substituted for the required experience on a year for year basis.

Special Requirement: Possession of a valid Alaska driver's license.

Youth Counselor II

Six months experience as a Youth Counselor I with the State of Alaska and demonstrated achievement of departmentally approved performance standards.

OR

One year of experience equivalent to Youth Counselor I, Probation Officer I, Correctional Officer I, Social Worker I, or a closely related job class.

OR

A Bachelor's degree or the equivalent in counseling, education, psychology, corrections, criminal justice, other behavioral science, or a closely related field.

YOUTH COUNSELOR I
YOUTH COUNSELOR II
YOUTH COUNSELOR III

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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.

Supervises admissions, health care, diagnosis and treatment. Reviews psychological and psychiatric evaluations. Oversees personal fund accounts, releases, and other required records. May direct the operation of a diagnostic and treatment clinic within the detention program.

Responsible for preparation and submission of monthly reports on operations and submits a total fiscal report annually.

Coordinates intern training with universities and oversees continuous in-service training program.

Maintains close relationships with civic clubs and organizations within the community to promote better understanding of facility programs and responsibilities; coordinates volunteer programs and special events.

Maintains close working relationships with various federal, state and local agencies to enhance the operation of the facility.

Coordinates a school program with the State Department of Education or local educational jurisdictions.

Knowledges, Skills and Abilities:

Knowledge of: Principles of and practices in the administration of facilities for the rehabilitation of delinquent youths; provisions of the Alaska laws relating to juvenile delinquency; vocational guidance and recreational and educational principles and methods as related to the rehabilitation and treatment of delinquent youths; principles and practices of youth vocational education; principles and techniques of normal and abnormal psychology, and social casework; principles of personnel management and supervision; functional requirements of a physical education program in a school for youths; medical and psychiatric problems involved in the diagnosis, classification, and treatment of delinquency cases.

Ability to: Plan, organize, and direct the work of the youth center staff and provide for their training in the techniques of supervision of youths; assume total responsibility for the operation of the center; keep records and prepare reports, make budget estimates and conduct special studies; maintain effective leadership and gain the interest, respect, and cooperation of employees and youths; analyze situations accurately and take effective action; maintain cooperative relationships with those contacted in the work; speak and write clearly and effectively; interpret and enforce institutional rules and regulations with firmness, tact, and impartiality.

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

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.

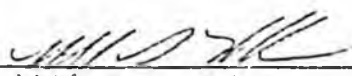
The disparate treatment of these job classes with respect to 20 year retirement demoralizes the ineligible employees and reduces the benefits to the employing agency of an established progressive system. There is little incentive for an employee of the juvenile correctional system to seek professional 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 respectfully 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.

Alaska State Legislature



SENATOR JIM DUNCAN

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MEMORANDUM

February 1, 1991

TO: ~~Senator Pat Rodey, Chairman~~
Senate State Affairs Committee

FROM: Senator Jim Duncan

SUBJECT: SB 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."

Thank you for scheduling SB 32, granting certain juvenile correctional institution employees status as peace officers under the public employees' retirement system for a hearing February 4, 1991.

SB 32 provides Juvenile Correctional Officers a 20 year retirement by granting them Peace Officer Status in the Public Employees' Retirement System. This status in the retirement system is currently afforded to peace officers, fire fighters, probation officers, and adult correctional officers.

Employees at state juvenile correctional facilities have many of the same responsibilities as personnel in adult correctional institutions. Because of the hazardous nature of this work, I feel it is appropriate to include these employees in the 20 year retirement system. There is much support throughout the state for this legislation.

Please find attached pertinent information relating to this legislation.