

HB

183

HOUSE COMMITTEE REPORT

(7)

Date Referred to Committee: March 10, 2003

FURTHER REFERRALS: Finance

Date of Committee Action: Apr. 13, 2003

The STATE AFFAIRS Committee considered:

HB 183

HOUSE BILL NO. 183

PERS BENEFITS FOR JUV INSTIT EMPLOYEES

"An Act relating to retirement contributions and benefits under the public employees' retirement system of certain juvenile detention employees and juvenile correctional institution employees."

Recommends it be replaced with [] HCS or [] CS for _____ (_____)
 For Senate Bills with new title: [] Technical Title [] New Title: HCR _____ [] Same Title [] New Title

- [] attach amendments
- [] add new referral to _____ Committee
- [] Letter of Intent _____ Committee

t of
 Abbrev
 for
 Depts.:

- ADM
- CEC
- COR
- CRT
- EED
- DEC
- DFG
- GOV
- HSS
- LEG
- LAW
- LWF
- MVA
- DNR
- DPS
- REV
- DOT
- UA

<u>NEW FISCAL NOTES</u>				
*Assigned by Chief Clerk's Office				
List by Dept(s):	*FN#	Fiscal	Indet.	Zero
ADM			✓	

<u>PREVIOUS FISCAL NOTES</u>				
List by Dept(s):	FN#	Fiscal	Indet.	Zero

<u>Signing with recommendations</u>	Printed Last Name	DP	DNP	NR	AM
	Seaton			✓	
	Gruenberg	✓			
	Holm			✓	
	L. N. J.			✓	
	Dahlstrom			X	
	Berkowitz			✓	
Chair:	Weyhrauch	X			
Chair:					

ALASKA STATE LEGISLATURE

REPRESENTATIVE BRUCE WEYHRAUCH
HOUSE DISTRICT 4



ALASKA
STATE CAPITOL
JUNEAU, ALASKA
99801-1182

(907) 465-3744
FAX (907) 465-2273

HB 183

PERS STATUS FOR JUVENILE OFFICERS

Sponsor Statement

Presently, Alaska law states that peace officers and firefighters are entitled to normal retirement benefit after 20 years of service. HB 183 adds "juvenile officers" to AS 39.35.370(a)(2) as employees eligible to participate in the 20-year retirement system. The term "juvenile officer" is defined to mean, "a youth counselor, unit leader, or a superintendent in a juvenile detention or juvenile correctional facility." Generally speaking, these juvenile officers are the employees who work with juveniles inside a correctional facility. They have the same or very similar training, and authority to restrain and arrest individuals as other peace officers.

Juveniles who are in a correctional facility are there for reasons such as commission of a serious crime, mental health issues, substance abuse problems, or a combination of all of the above. Such juveniles demand the highest level of care and rehabilitation efforts, while at the same time, presenting the highest level of risk to juvenile officers.

Presently, probation officers and other employees working with juveniles outside a correctional facility qualify for a 20-year retirement. As presently written, the statutes create an uneven situation where a probation officer working outside a correctional facility could arrest and deliver a juvenile to a correctional facility. The officer outside the facility would be entitled to a 20-year retirement while the officers inside the facility are not. Adult correctional officers also qualify for a 20-year retirement.

Providing a 20-year retirement system for juvenile officers is fair since these employees perform the same or very similar work duties as other employees charged with preserving public safety. It also creates an incentive for existing juvenile officers to remain in their positions and will attract qualified applicants for new positions.

Contact: Linda Sylvester
465-3744

Released: March 10, 2003

ALASKA JUVENILE CORRECTINAL 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 employee 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.

Alaska Juvenile Correctional Officers Association

FISCAL NOTE

STATE OF ALASKA
2003 LEGISLATIVE SESSION

Fiscal Note Number: _____
 Bill Version: House Bill 183
 () Publish Date: _____

Revision Date/Time (Note if correction): _____ Dept. Affected: Administration
 Title Retirement contributions under PERS BRU Centralized Administrative Services
for juvenile detention and correctional institution employees. Component Retirement and Benefits
 Sponsor Representative Weyrauch
 Requester House State Affairs Component No. 64

Expenditures/Revenues (Thousands of Dollars)

Note: Amounts do not include inflation unless otherwise noted below.

OPERATING EXPENDITURES	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008	FY 2009
Personal Services						
Travel						
Contractual						
Supplies						
Equipment						
Land & Structures						
Grants & Claims						
Miscellaneous						
TOTAL OPERATING	*	*	*	*	*	*

CAPITAL EXPENDITURES						
-----------------------------	--	--	--	--	--	--

CHANGE IN REVENUES ()						
-------------------------------	--	--	--	--	--	--

FUND SOURCE (Thousands of Dollars)

1002 Federal Receipts						
1003 GF Match						
1004 GF						
1005 GF/Program Receipts						
1037 GF/Mental Health						
Other (Specify Type--Do not abbreviate)						
TOTAL	*	*	*	*	*	*

Estimate of any current year (FY2003) cost: 0.0
 Check this box (X) if funding for this bill is included in the Governor's FY 2004 budget proposal:

POSITIONS

Full-time						
Part-time						
Temporary						

ANALYSIS: (Attach a separate page if necessary)
 This legislation converts the retirement status of juvenile detention employees and juvenile correctional institution employees from "thirty years and out" to "twenty years and out." The bill would allow affected employees to claim this status retroactive to their date of hire into these positions; in return, the employee is indebted to the system based on (1) the contributions to the system the employee would have made if the service had counted as twenty and out service; less (2) the contributions the employee actually made; (3) plus interest on that difference. This is not equal to the full actuarial cost of that service. Therefore, this legislation creates both a "past service liability" for service retroactively claimed, and a future actuarial liability for the State of Alaska because 20 and out service is more costly than 30 and out service. 240 employees are affected by this legislation. Our actuarial consultant has estimated the total cost (the net present value of fully projected benefits) of this legislation to be \$8.5 million, producing an increase in the state's contribution rate of 0.16% and an annual cost to the State of \$1,050.0.

Prepared by: Guy Bell, Director Phone 465-4471
 Division: Retirement and Benefits Date/Time March 31, 2003
 Approved by: Mike Miller, Commissioner Date March 31, 2003
 Agency: Department of Administration

MAR 31 2003

4/1

ALASKA JUVENILE CORRECTIONAL OFFICERS ASSOCIATION

Alaska Statutes

Sec. ~~47.12.270~~ Youth counselors.

The department may employ youth counselors. Youth counselors 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 that are consistent with the intent of this chapter. Youth counselors 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, and shall assist and advise the courts in the furtherance of the welfare and control of minors under the court's jurisdiction.

The "Alaska Juvenile Correctional Officers Association" asks for your full support for HB 183, full Peace Officers retirement bill for our job class.

Thank you,

The Statewide Membership

Local Contact
Greg Roth Co-Chair
Juneau, Alaska
907-780-8658

Support for HB 183, Twenty Year Retirement for Youth Counselors

- There is a long standing inequity in the Public Employees Retirement System. Currently adult correctional officers and superintendents, adult probation officers, and juvenile probation officers are all eligible for 20 year peace officer retirement. Despite being identified peace officers in Alaska Statute 47.12.270 and performing job duties substantially similar to their adult corrections counterparts, youth counselors are excluded from this retirement system.
- The job title "Youth Counselor" is misleading. Youth counselors perform all of the security, custody, and control functions in juvenile detention and correctional facilities. In addition to these functions, youth counselors are responsible for rehabilitation and treatment services for delinquent youth.
- In an Alaska Court of Appeals ruling regarding a youth convicted and sentenced for assaulting a youth counselor in an attempt to escape from McLaughlin Youth Center, the Court states that "the "youth counselors" employed by the Department of Health and Social Services at juvenile institutions like McLaughlin are expected to perform duties that are analogous to the duties entrusted to corrections officers at adult institutions." (WILSON, Jr. v. STATE of Alaska. Oct.23, 1998)
- Youth Counselors are required to complete a minimum of 160 hours of training in their first year of employment. Although there is no formal training "academy" for DJJ employees, youth counselor training includes security procedures, supervision of juveniles, use of force regulations and tactics, suicide precautions, fire and emergency procedures, first aid/CPR, and counseling skills. This training is consistent with standards established by the American Correctional Association.
- Like adult correctional officers, youth counselors are responsible for supervising, controlling, and caring for offenders whose behavior has necessitated secure confinement. Additionally, the youthfulness and immaturity of juvenile offenders often results in a level of impulsive behavior beyond that generally seen in adult populations.
- Including youth counselors, unit leaders, and superintendents in the peace officer retirement system would be consistent with the benefits afforded similar job classes in adult corrections and juvenile justice, and would correct an existing inequity in the Public Employees Retirement System.

Valorie Lee Miller
1250 Beaver Way
Kodiak, Alaska 99615
(907)486-5113

MAR 31 2003

March 22, 2003

Bruce Weyhrauch
House State of Affairs Committee
State Capital, Room #102
Juneau, Alaska 99801-1182

Dear Mr. Bruce Weyhrauch,

This letter is in support of HB 138 regarding 20 Year Retirement for Youth Counselors. The following is an edited reprint of my testimony previously given before the House Finance Committee for the same subject matter, but under HB 148 which has been re-introduced as HB 138:

I am Valorie Miller, Juvenile Probation Officer (JPO) in Kodiak. I began working for the State of Alaska in 1976 as a Youth Counselor (YC) I at McLaughlin Youth Center. I worked in the girl's detention unit, and boy's and girl's treatment units until 1988.

As a Youth Counselor I, II, III and Unit Leader, I experienced verbal abuse, was spat upon and physically assaulted. Incarcerated youth sometimes felt they had nothing to loose, and were often impulsive, unpredictable, disturbed/angry and dangerous. That dynamic required intense alertness to duty and safety concerns making this work exhausting. Youth Counselors are the front-line workers between the youth and the public without the armored or electronic barriers for protection that exist in the adult system. Interpersonal skills that develop with experience and maturity balance the need to win the respect, trust and cooperation of the youth.

The level of stress increased with the level of supervisory responsibility and liability. The safety of staff, youth and the public at large, was of utmost importance and a consideration on a moment-to-moment basis. I remember feeling a sense of relief, when I transferred to the probation officer position. I felt a distinct difference in the type of anxiety associated with the duties and responsibilities as compared to that of an institutional worker. Some of these differences are:

YC's work with youth who have the highest risk factor, and who are either a danger to themselves and /or others, and can not be placed in a lesser restrictive environment.

YC's usually have no rest or relief period from the time they come to work until the time they go home, and are even required to spent meal-times with the youth. They work within the same walls day after day with little to no opportunity to leave.

YC's, in times of emergency, are responsible for the safety of many youth, and for the other staff on the unit. They must remain calm and work through a crisis situation no matter how hostile, or out of control the youth become. JPO's in emergency situations, tend to be more concerned with there own safety and/or perhaps other staff and may have to deal with a small number of youth and those immediately in the surrounding vicinity in the community.

YC's ARE the guard/escort, and often have to sit with a youth for long periods of time until the youth regains control. JPO's often have the option to hire a guard to sit with them, transport and/or escort youth. Also, they can ask for law enforcement back up when confronting a youth.

There is a disparity within the Division of Juvenile Justice job classifications. YC's deserve more equitable incentive and recognition to want to remain at their posts in the institutions, rather than be attracted to better benefits offered as adult correction officers and adult or juvenile probation officers. To promote and ensure qualified and experience workers, this inequity must be rectified.

Your assistance in getting HB 138 before the committee for a vote would be greatly appreciated. Thank you for your attention to this important issue.

Sincerely,

A handwritten signature in cursive script that reads "Valorie L. Miller". The signature is written in dark ink and is positioned above the typed name.

Valorie L. Miller

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

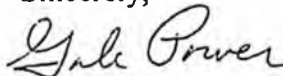
MAR 31 2003

Dear Rep. Weyhrauch,

Just a short note to let you know that I appreciate your sponsorship and support of House Bill 183, that places Youth Counselors into the Peace Officer's Retirement System. I am employed by the Bethel Youth Facility as a school teacher, and realize that passage of this piece of legislation would finally recognize the nature of the work youth counselors perform with serious juvenile offenders. HB 183 also brings fairness between Youth Counselors and the other employees within the Division of Juvenile Justice, such as Juvenile Probation Officers who are currently in the 20-year system.

Again, thank you for your recognition of Youth Counselors and the work that they do in our youth facilities across the state.

Sincerely,



Gale Power

MAR 31 2003

March 26, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is David Matthews and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the Bethel Youth Facility. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


David Matthews

March 26, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

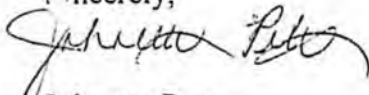
My name is Johnette Pete and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor at the Bethel Youth Facility. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Johnette Pete

MAR 31 2003

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

Dear Rep. Weyhrauch,

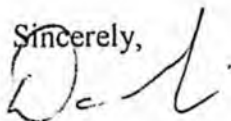
I would like to take this opportunity to thank you for sponsoring House Bill 183 that places the Youth Counselor series employees of the Division of Juvenile Justice into the Peace Officers Retirement System.

I work as a Youth Counselor in Bethel, Alaska and know first hand the nature of the work performed in the division's facilities. A 20-year retirement benefit will go a long way to retain good employees and improve staff morale.

In addition to being a youth facility employee, I am also a member of the Alaska Juvenile Correctional Officers Association (AJCOA), which has been formed to rally support for HB 183. With your leadership in the House on this issue, AJCOA feels confident that HB 183 will have widespread support. Association members will assist in any way possible to ensure the passage of this legislation.

Please feel free to contact me or any other association member regarding HB 183. Thank you again for your support of the Youth Counselor series employees in our youth facilities across the state.

Sincerely,



Darrel Garrison

MAR 3 1 2003

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

Dear Rep. Weyhrauch,

Just a short note to let you know that I appreciate your sponsorship and support of House Bill 183, that places Youth Counselors into the Peace Officer's Retirement System. I am employed by the Bethel Youth Facility as a school teacher, and realize that passage of this piece of legislation would finally recognize the nature of the work youth counselors perform with serious juvenile offenders. HB 183 also brings fairness between Youth Counselors and the other employees within the Division of Juvenile Justice, such as Juvenile Probation Officers who are currently in the 20-year system.

Again, thank you for your recognition of Youth Counselors and the work that they do in our youth facilities across the state.

Sincerely,

A handwritten signature in cursive script that reads "Cheri Chartier".

Cheri Chartier

MAR 3 1 2003

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

Dear Rep. Weyhrauch,


I would like to take this opportunity to thank you for sponsoring House Bill 183 that places the Youth Counselor series employees of the Division of Juvenile Justice into the Peace Officers Retirement System.

I work as a Youth Counselor in Bethel, Alaska and know first hand the nature of the work performed in the division's facilities. A 20-year retirement benefit will go a long way to retain good employees and improve staff morale.

In addition to being a youth facility employee, I am also a member of the Alaska Juvenile Correctional Officers Association (AJCOA), which has been formed to rally support for HB 183. With your leadership in the House on this issue, AJCOA feels confident that HB 183 will have widespread support. Association members will assist in any way possible to ensure the passage of this legislation.

Please feel free to contact me or any other association member regarding HB 183. Thank you again for your support of the Youth Counselor series employees in our youth facilities across the state.

Sincerely,


Patricia Zulkosky

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

Thank you very much for your sponsorship of House Bill 183 that places Youth Counselor series employees in the Peace Officer's Retirement System. I am employed by the Division of Juvenile Justice as a Youth Counselor, and have recently joined the Alaska Juvenile Correctional Officers Association (AJCOA) to show my support for HB 183.

I have worked for six years in this job class and know full well that entry into a 20-year retirement plan, like most others in my division, will have a profound effect on employee morale and longevity across the state. This includes the new Youth Counselors that will be hired in the future

Please let me know what I can do through AJCOA to help support the passage of HB 183.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael Warzewick", written over a light blue horizontal line.

Michael Warzewick

MAR 31 2003

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801- 1182

Jerry Ivon
P.O. Box 2026
Bethel Alaska 99559

Dear Rep. Weyhrauch,

My name is Jerry Ivon and I work for the Division of Juvenile Justice in the Bethel Youth Facility as a Youth Counselor II. I appreciate your sponsorship of House Bill 183 (20-year retirement for Youth Counselors) and hope that it garners support for passage this legislative session and gets placed before the Governor for his signature. I am confident that HB 183 will benefit the Youth Counselor job class by bringing parity and fairness with the division's other employee classes.

Thank you very much for your leadership and support for 20-year retirement for Youth Counselors in our state's youth facilities.

Sincerely,


Jerry Ivon

Rep. Bruce Weyhrauch
State Capitol Room 102
Juneau, AK 99801-1182

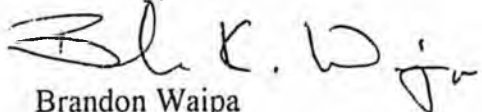
MAR 31 2003

Dear Rep. Weyhrauch,

Just a short note to let you know that I appreciate your sponsorship and support of House Bill 183, that places Youth Counselors into the Peace Officer's Retirement System. I am employed by the Bethel Youth Facility as a Youth Counselor, and realize that passage of this piece of legislation would finally recognize the nature of the work youth counselors perform with serious juvenile offenders. HB 183 also brings fairness between Youth Counselors and the other employees within the Division of Juvenile Justice, such as Juvenile Probation Officers who are currently in the 20-year system.

Again, thank you for your recognition of Youth Counselors and the work that they do in our youth facilities across the state.

Sincerely,


Brandon Waipa

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

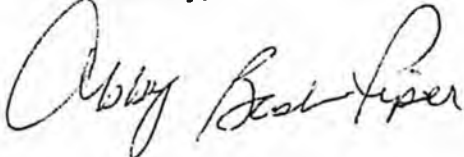
My name is Abby Baskin-Piper and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employees because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Abby Baskin-Piper". The signature is written in dark ink and is positioned above the printed name.

Abby Baskin-Piper

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Duane Hunte and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in black ink, appearing to read 'Duane Hunte', with a stylized flourish at the end.

Duane Hunte

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

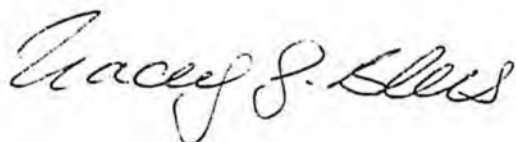
My name is Tracey Bles and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Tracey Bles

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Brandon Johnson and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor I at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

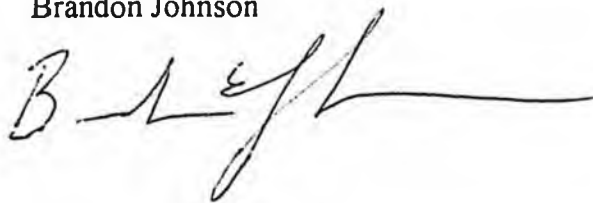
Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

Brandon Johnson

A handwritten signature in black ink, appearing to read "Brandon Johnson", with a long horizontal flourish extending to the right.

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

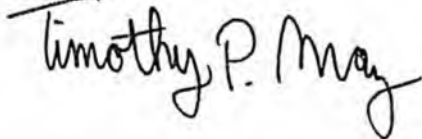
My name is Timothy Mraz and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Timothy P. Mraz". The signature is written in black ink and is positioned below the word "Sincerely,".

Timothy Mraz

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

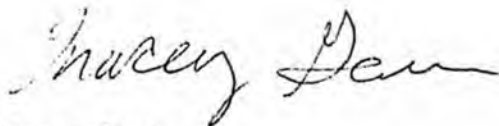
My name is Tracey Garn and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Tracey Garn

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

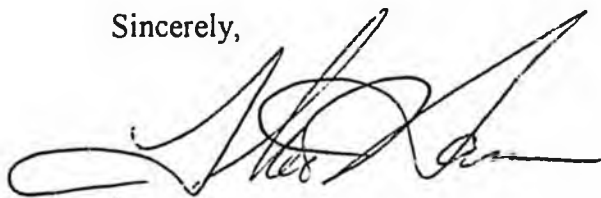
My name is Theodore Harris and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in black ink, appearing to read 'Theodore Harris', written in a cursive style.

Theodore Harris

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

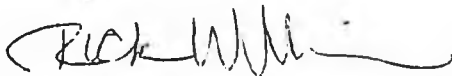
My name is Rick Williams and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Rick Williams". The signature is written in black ink and is positioned above the printed name.

Rick Williams

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Heath McLeod and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Heath McLeod, VC II".

Heath McLeod

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Nan Truitt and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


Nan Truitt

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

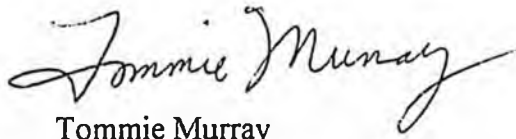
My name is Tommie Murray and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Tommie Murray". The signature is written in dark ink and is positioned above the printed name.

Tommie Murray

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

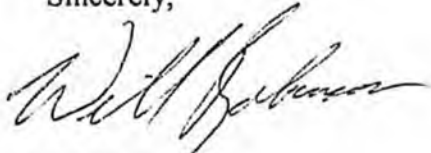
My name is Willie Robinson and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Willie Robinson

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Kathy Shankel and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA), recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Kathy Shankel

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Jeffrey Burger and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Jeffrey Burger

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Robert Kehrer and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in dark ink, appearing to read 'R. Kehrer', with a long horizontal flourish extending to the right.

Robert Kehrer

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

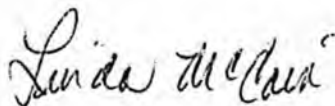
My name is Linda McCain and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Linda McCain

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Shawn Tollefsen and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Shawn Tollefsen

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Ralph Champion and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Ralph Champion

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

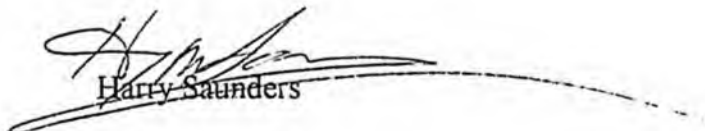
My name is Harry Saunders and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


Harry Saunders

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

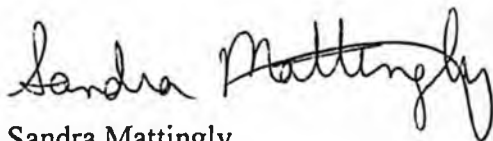
My name is Sandra Mattingly and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Sandra Mattingly". The signature is written in dark ink and is positioned above the printed name.

Sandra Mattingly

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

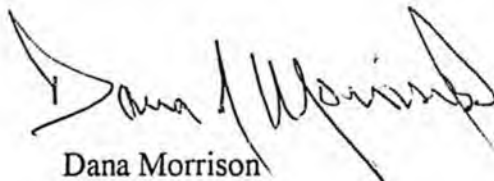
My name is Dana Morrison and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Dana Morrison

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,


My name is Willard Vance, Jr and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


Willard Vance, Jr.

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,


My name is Chairi Sims and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Chairi Sims".

Chairi Sims

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

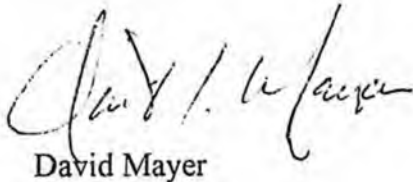
My name is David Mayer and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script, appearing to read "David Mayer".

David Mayer

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 21 2003

Dear Rep. Weyhrauch,

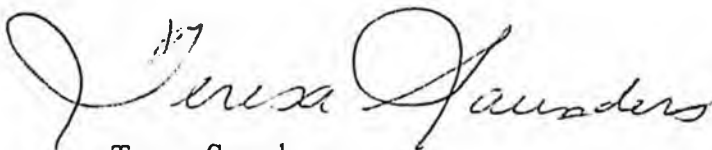
My name is Teresa Saunders and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Teresa Saunders". There is a small mark above the first letter "T" that looks like "1:7".

Teresa Saunders

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

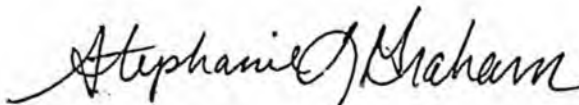
My name is Stephanie Graham and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employees because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Stephanie Graham

March 20, 2003

March 21 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Grant Klotz and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Grant Klotz

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

2003

Dear Rep. Weyhrauch,

My name is Jacquelin Gold and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor I at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


Jacquelin Gold

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Daniel Dickey and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in black ink, appearing to read 'Daniel Dickey', written in a cursive style.

Daniel Dickey

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Timothy Beall and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Tim Beall". The signature is written in dark ink and is positioned above the printed name.

Timothy Beall

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1183

Dear Rep. Weyhrauch,

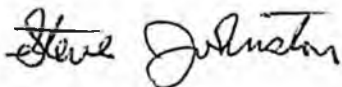
My name is Steven Johnston and I work for the Division of Juvenile Justice (DJJ) as a Unit Leader at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Steven Johnston

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

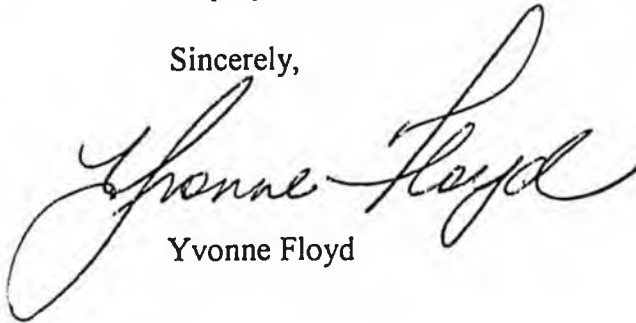
My name is Yvonne Floyd and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script that reads "Yvonne Floyd". The signature is written in dark ink and is positioned above the printed name.

Yvonne Floyd

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

MAR 31 2003

Dear Rep. Weyhrauch,

My name is Theodore Greene and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor III at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,



Theodore Greene

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Deborah Pickel and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in cursive script, appearing to read 'Deborah Pickel', written in black ink.

Deborah Pickel

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Robert Hartsock and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert Hartsock", with a long horizontal flourish extending to the right.

Robert Hartsock

March 20, 2003

MAR 31 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

My name is Joseph Williams and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,


Joseph Williams

MAR 31 2003

March 20, 2003

Representative Bruce Weyhrauch
State Capitol, Room #102
Juneau AK 99801-1182

Dear Rep. Weyhrauch,

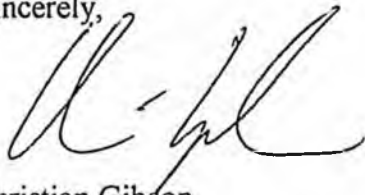
My name is Christian Gibson and I work for the Division of Juvenile Justice (DJJ) as a Youth Counselor II at the McLaughlin Youth Center. I joined the Alaska Juvenile Correctional Officers Association (AJCOA) recently to support the passage of the Youth Counselor 20-year retirement legislation, HB 183.

Youth Counselors deserve a 20-year package more than any other group of employee because of the inequity that exists within our own division. You probably know that most all other employees in DJJ are in the Peace Officers Retirement System already and have been for sometime.

As the Chair, I know that you can make HB 183 move to a hearing in the State Affairs Committee. I would certainly support such an action as a Youth Counselor and an AJCOA member. I know that HB 183 will have support in both the House and the Senate when they see it.

Please make HB 183 move for the Youth Counselors as a sign of support for a group of employees who have been working a long time toward fairness and equity.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. Gibson', written in a cursive style.

Christian Gibson

HB 183 file

HISTORY OF POLICE OFFICER/FIREFIGHTER RETIREMENT

The provisions in the Public Employees' Retirement System (PERS) for a 20 year retirement originally covered police officers, fire fighters, guards at public institutions and firewardens, other than ex officio, (PERS Statutes, 1969)

Over the years many arguments have been proposed regarding eligibility for police officer/firefighter coverage. One of the primary arguments has been the high stress or hazard involved with the positions. The PERS did allow inclusion of non-police/fire positions based on this criterion in the past.

In 1975, police/fire coverage was extended to qualifying Fish and Game personnel. The coverage was removed in 1983 when it became apparent that this inclusion opened the door for an ever-increasing number of requests to include other positions.

Initially, the legislature extended the 20-year retirement to Fish and Game Biologist positions based on the greater hazards experienced in field work than other employees experienced working in a traditional office setting (January 4, 1977 Attorney General Opinion). The original covered group included selected supervisory and administrative staff positions who encountered similar hazards. The total number of covered positions at the original passage of the bill was 26 but swelled to 750 between 1976 and 1982 due in part to departmental growth and expansion of the included positions.

In 1980, non-hazardous administrative positions in the Department of Fish and Game were being considered for Police Officer coverage solely on the basis that the person in the 20 year retirement was reluctant to seek or accept a promotion to a position participating in the 30 year retirement system. In a memo dated October 3, 1980, then Retirement and Benefits Director Paul Arnoldt stated that "the number of positions considered at one time or another for inclusion into the Police Officer category encompasses nearly the full spectrum of public service employment." In 1981, the Alaska Public Employees Association petitioned the State to include a number of additional positions in the Police officer category.

Regulations were developed that defined the requirements for non-Police officer/firefighter personnel covered in the 20-year retirement. These regulations drew considerable negative public comment and were ultimately revised to be less stringent. From the effective date of the regulation in March of 1982, the number of Fish and Game positions covered grew to 1500.

It was decided that a return to the original concept of limiting coverage to bona fide police officers, fire fighters and correctional officers was the only way to stem the tide of requests for coverage under the 20-year retirement. In 1983 legislation was drafted to remove Fish and Game employees from future coverage. The estimated saving, at the time, was approximated at \$25 million over the next 17 years. (Proposed Action Regarding Police Officer Coverage in the PERS, 1983)

The legislative record indicates that in 1983 the legislators supported the concept that, although some of the Fish and Game positions were indeed hazardous, their job descriptions, training and qualifications did not mirror a police officer position. The hazardous nature of their positions alone was not a qualifying reason for police officer

coverage. One argument put forth during consideration of this legislation was that PERS employers can meet employee concern about the possibility of loss of life while performing a dangerous job with other benefit options, such as life insurance plans, accidental death and dismemberment coverage, disability benefits or hazard pay. The 1983 change returned the 20-year retirement to its original philosophy.

Correctional officers remained in PERS in 1983 because their duties and training were similar to the police officer and because they were covered in the police officer retirement for the Federal Retirement System (December 3, 1980 Paul Arnoldt memo). The 1983 legislation defined those covered in the 20-year retirement as:

AS 39.35.680(28) "Peace officer" or "fireman" means an employee occupying a position as a peace officer, chief of police, correctional officer, correctional superintendent, correctional superintendent, fireman or fire chief.

Adult and Juvenile Probation Officers were added in 1990.

Since 1983 legislation, additional positions considered for inclusion in the 20-year retirement have had to meet the same or similar requirements as police officers. These are completion of academy attendance, a field training officer program and certification by the police standards council as well as the regulatory requirements for prevention and detection of crime and enforcement of fish and game, penal, traffic or highway laws.

There are other positions, whose duties are similar to either the correctional officer or the police officer, who either are in PERS in the all-other category because they are not fully commissioned, or not in PERS at all because they are not employed by a state or municipal police agency. Therefore, duties and hazard alone do not dictate placement in the police officer classification in the PERS.

Compelling arguments can be made for the physical and/or psychological hazards faced by many groups of state and municipal employees such as:

- Park rangers
- Public service officers
- Department of Fish and Game field personnel
- Department of Transportation airport staff trained in crash rescue
- Department of Transportation weights and measures officers
- Child protective service social workers
- Department of Natural Resources fire fighting personnel
- Harbormasters
- Police dispatchers
- Intake officers
- Psychiatric nurses
- Jailers

If consideration were given to PERS disability statistics, heavy equipment operators and mechanics could be afforded twenty and out status.

Offering an individual a 20-year retirement carries a cost. The employee rate increases from 6.75% to 7.5%. The employer rate can increase also, particularly if the cost of conversion of an employee's prior service is principally borne by the employer.