

AK LEGISLATURE SPECIAL COMMITTEE FILES SCOMM 157 3364

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**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

Authority and Direction

The Senate VPSO Task Force was established by Senate Resolve No. 6 in the first session of the Twenty-fifth Alaska State Legislature. The Senate VPSO Task Force was created to find ways to strengthen and improve public safety in rural Alaska by identifying problems with the VPSO program, and ways those problems might be addressed.

The Senate VPSO Task Force was directed to consider whether statutory changes are necessary or desirable and to submit a report of its findings and recommendations to the Senate by February 15, 2008, after which it is terminated.

Senate Resolve No. 6 is shown as Appendix 1. The statutes governing the VPSO program, AS 18.65.670 and AS 18.65.680, are brief and are shown as Appendix 2.

Methodology

The Senate VPSO Task Force met during September, October, and November in Nome, Savoonga, Gambell, Bethel, Mountain Village, Emmonak, and Kodiak to take public testimony on this important issue. Over 100 people testified during these meetings. The Senate VPSO Task Force also accepted written testimony in addition to testimony given at the hearings.

The Task Force asked testifiers to state their problems or concerns about the program and to concentrate on their recommendations and ideas for restructuring and improvements that would make the program more effective. The Task Force received many recommendations; a full list of recommendations made can be found as Appendix 3.

Following the public meetings where testimony was accepted, the Task Force met in public work sessions in Anchorage and Juneau during November and January to decide on its recommendations and report contents, which ultimately resulted in this report.

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History of the VPSO Program

One of the best documents describing a brief history of the program was provided by Loretta Bullard, one of the public members of the Task Force. Following is that document; the original source of the document is unknown.

"The VPSO program was a response to problems with the training, turnover, and performance of the village police officer program in the 1970s.¹ It was based largely on the idea that law enforcement ought to be 'home-grown' rather than imposed, should encourage local initiative and participation, should incorporate local traditions, and should include elements of social work and public safety.² It combined responsibility for law enforcement, firefighting, search and rescue, water safety, and emergency medical into one position.³ And, as local employees under the direct control of village councils, it intended for VPSOs to be 'responsive to community needs and priorities.'⁴

James Messick and William Nix, two of the principal designers of the VPSO program, wanted villages to have control over the program. They believed that the imposed Western legal system was ineffective and was not supported by local people. However, they thought that villages lacked the organizational capacity to run the program. Therefore, they gave control of the management of the program to the regional native non-profits.⁵ The State Troopers were to serve as technical providers but not tell the VPSOs what to do. And 'the day to day control of the VPSOs ought to come from the city' or the village, increasing 'local control and self-determination at the village level.'⁶

Training was designed to be more extensive and relevant to rural needs and included follow-up training and supervision in the field by oversight Troopers specifically assigned to the program. A steady and sufficient income was intended to help reduce turn-over. In addition, the program represented 'a long term career ladder for the rural, often native individual to enter into the public safety field.'⁷

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Funding level and numbers of officers:

In 1979, a small pilot program was launched with an original request for \$500,000.⁸ However, when the legislature received the request, it increased the project's funding to over \$2.9 million, supporting 52 VPSO positions.⁹ And by FY 1982, the program had grown to 108 VPSO positions and 7 oversight officers, costing \$6,729,700 per year.¹⁰

The program grew through the 1980s and 1990s. In FY 1990, the VPSO program supported 125 positions in 123 villages with a budget of \$6.5 million.¹¹ And by FY 2002, the program had a budget of \$9.1 million.¹² However, the program was cut in FY 2004 to \$5.8 million.¹³

Initial Response from the Troopers:

When the VPSO program was first created, the Troopers resisted the program 'as it seemed to take away some of their authority and (possibly) cut into their budget and offended their sense of professional law enforcement.'¹⁴ Commissioner Nix had to 'read them the riot act,' and threatened to move the program into another division and take away their control over the program.¹⁵

Qualifications:

The Alaska Police Standards Council was advised by the Attorney General's office in 1982 that VPSOs were not considered police officers unless they worked in a 'second class' city for a municipal police department.¹⁶ The certification process then shifted to being part of the contractual arrangement with the regional non-profits.¹⁷

One of the biggest problems with qualifications was the prohibition on hiring officers with arrest records. For example, in 1981 eighteen of the twenty six applicants for the VPSO program had arrest records.¹⁸

Commissioner Nix thought it was inappropriate to view arrest records as a barometer of moral character in rural communities. Instead, he thought the decision should rest with the residents of the villages themselves.¹⁹

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Program Operation:

In 1989, the program operated similarly to the way it operates today. The native nonprofit in each region contracted with the State to manage the VPSO program. The villages in each region appealed to their nonprofit for a VPSO, and the nonprofit allocated VPSOs based on available funding.²⁰ VPSOs were hired and fired by the nonprofit in close consultation with the village councils and the Troopers.²¹

Supervision by the Troopers:

Supervision for VPSOs in the 1980s was managed by oversight troopers in the regional hubs. In 1987, there were 5 oversight officers for 116 VPSOs.²² It was their responsibility to check the work of the VPSOs, contact them by phone at least ~~once~~ a week, visit them in the field at least every two months, conduct in-field training, follow up on actions taken by the VPSOs, check their notebooks and records, ensure that VPSOs submit their bi-weekly reports on time, arrange for external training and travel, maintain contact with village council members, approve the hiring by VPSOs of emergency guards to hold detained or arrested suspects, and submit personnel evaluation forms on their VPSOs and a monthly recap record of their own activities.²³

VPSO training:

In the 1980s, new VPSO recruits attended a six week course at the Trooper Academy in Sitka. They received 60 hours of EMT training, 90 hours of firefighting training, and instructions on water safety, search and rescue, and how to organize a volunteer fire department.²⁴ They received no training in firearms. And every year, they were required to return for a one-week training course at the Academy.²⁵

Snapshot – TCC 1989:

In 1989, salaries for VPSOs in the Tanana Chiefs Conference region ranged from \$21,612 to \$28,080 per year.²⁶ There were 18 VPSOs and 6 VPSOs in the 42 villages in the region along with 6 State Troopers stationed permanently in the region.²⁷

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The FY 2008 budget for the VPSO program is \$5.4 million. There are 51 VPSO positions authorized, but there is a very high turnover rate ranging from 30% to 48%, over the last 6 years for which data exists.

The current starting salary, without overtime or pay incentives, for a VPSO is \$16.55 per hour, or \$32,273 per year, based on a 37.5 hour work week.

¹ "The Village Public Safety Officer Program: A Conceptual Design to Improve Law Enforcement and Public Safety in the Rural Areas of Alaska," Department of Public Safety, Commissioner William R. Nix, 1980; "Innovation in Policing: Bureaucratic Entrepreneurship in the Development of the Village Public Safety Officer Program in Alaska," Otwin Marenin, 1989, p. 11-12.

² "Innovation in Policing" at p. 13.

³ Id.

⁴ "The Village Public Safety Officer (VPSO) Program in Rural Alaska: Trends and Prospects," Otwin Marenin, 1989, p. 25

⁵ "Innovation in Policing," at 17.

⁶ "The Village Public Safety Officer Program: A Conceptual Design to Improve Law Enforcement and Public Safety in the Rural Areas of Alaska," Department of Public Safety, Commissioner William R. Nix, 1980, p. 4, 11; "Innovation in Policing," at 17.

⁷ "Innovation in Policing," at 13.

⁸ "The VPSO Program, Concept, History and Operation," State of Alaska, undated, p. 5.

⁹ Id.

¹⁰ Id.

¹¹ Id.; "The Village Public Safety Officer Program: Providing Public Safety Services to Rural Alaska," Patrick Jolley, 1990, p. 48; "The VPSO Program," Marenin, p. 25.

¹² "VPSO Comparison Gov Request to Authorized FY 83 to FY 05," State of Alaska, Department of Public Safety, 2004.

¹³ Id.

¹⁴ "The VPSO Program," Marenin, at 18.

¹⁵ Id.

¹⁶ "Innovation in Policing, Marenin, p. 18.

¹⁷ Id.

¹⁸ Id.

¹⁹ Id. at 19.

²⁰ "The VPSO Program," Marenin, p. 26.

²¹ Id. at 26.

²² Id. at 27.

²³ Id. at 27.

²⁴ Id. at 27.

²⁵ Id. at 27.

²⁶ Id. at 26.

²⁷ Id. at 26.

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Findings and Issues

The main findings are not new, and are essentially the same concerns that existed and were behind the creation of the program about 30 years ago. The Task Force members heard from many testifiers that there have been many other studies and reports written over the years, each expressing the same or very similar concerns, yet nothing changes. Overall, there is a feeling of inequity, whether perceived or real, when comparing public safety provided to urban residents of the State of Alaska to public safety provided to the rural residents of the State. The lack of visible change from any of the previous reports or studies contributes to this feeling since it is seen as meaning that the rural residents are not important enough to be worth the time and money it might take to make some of the changes.

The Task Force repeatedly heard that the residents of rural Alaska want to be treated fairly, and are as deserving of and entitled to protection, peace, and dignity as the residents of our state who happen to live in an urban area. They point to several things to support those comments, including the area/number of miles covered by a VPSO compared to a Trooper; the respect and support given to a Trooper compared to a VPSO; pay and other benefits such as retirement and health insurance, and the equipment and facilities provided to VPSOs compared to other law enforcement.

It was for these reasons that the Task Force decided to concentrate its recommendations to things that could be implemented over the short run to show good faith and progress; and to limit the recommendations to a small number to ensure clear direction for needed improvements.

The main areas for the findings revolved around five main issues:

- Recruitment and retention. No matter how much money or how many positions are authorized, public safety cannot be strong until we can get and keep good people in the positions that are authorized. Recruitment often results in no acceptable applicants; and once filled, these positions turn over frequently. Some of the reasons given were:

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- Too much stress and not enough down time or counseling when faced with traumatic events and/or long hours or days in a row
- There are not enough VPSOs, no backup, need more than one in many locations
- Pay too low, can make more elsewhere
- Not enough benefits or housing, no future
- Do not like arresting family and friends
- Not enough equipment or adequate facilities to do the job, need to use their own, buy their own.
- Sometimes a good candidate cannot be considered due to having a police record from something they did a long time ago when they were younger; have since reformed, but not given the chance.

Other ideas discussed involved whether or not VPSOs should become state employees, and whether or not there should be tiers within the VPSOs to recognize differences in what is asked of each VPSO, and the different training, background and longevity each might have. The concept of becoming state employees seemed to have cautious support in most areas with the exception of the Tanana and AVCP areas. Admittedly, each of the options would help with advancement opportunities. Becoming state employees would help with the benefit package, equipment and facilities, and backup and support. The concerns expressed regarding becoming state employees were mostly related to loss of control over the hires and over the program itself. There was a strong feeling that VPSOs need to come from the rural parts of the state, with an understanding of the culture in the village.

The Task Force frequently heard the need for more VPSOs. Not only in additional communities, but also for multiple VPSOs in a single location, and for a possible itinerant cadre of VPSOs to go from village to village, to assist with backup and for those times when more than 1 VPSO is needed.

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It is clear that criteria needs to be established, or if already established, then reconsidered for which communities should have a VPSO and how many. Criteria that needs to be included:

- The size of the community
- Proximity to troopers
- Proximity to other villages
- Support and commitment of the community
- Amount and level of crime/dysfunction in that community
- VPSOs should be allowed whether the community is on or off the road system

In many cases, people who are capable and currently good citizens cannot qualify to become a VPSO because of a criminal record. Too often, people do things when they are young that they regret and that they would not do as an adult. Or sometimes a person may have an isolated instance of doing something stupid that is shown as being just that, and it might have happened a long time ago. People do change, especially if the mistake was made when they were young, and/or it was an isolated occurrence rather than a pattern of behavior. There needs to be a way of pardoning past crimes in some cases so that people who are now on the right path qualify to become a VPSO. With the difficulty in finding VPSOs and with the high rate of suicide among youth especially, this change if done carefully could make a big difference.

- Governance and policies. There is a real need for a short and long term plan. The writing of a 5-10-20 year plan is needed and would best be done as a collaborative effort by the regional non-profits and DPS.

The expectations of the VPSOs, as well as for contract management, reports, training, and other areas needs to be better defined, and communicated to all.

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If VPSOs remain as contract employees rather than becoming state employees, there needs to be better grant management between the Department of Public Safety and the regional non-profit that holds the contract. There also needs to be provision in the contract to cover CPI increases to salaries and the other costs of running the program.

If VPSOs do become state employees, they need to be hired at the regional/local level. Current VPSOs would also like to be given credit for time already served.

The community support really needs to be strengthened. The example was given of what happens when a search and rescue is needed: the whole village comes together to help and take responsibility. Yet when it comes to the other things that affect public safety in the village, the support of the community is not always there. It was clear from the testimony from VPSOs that they really need the support and respect of their community.

Some ideas expressed that would help strengthen community support:

- Promote VPSOs as a respectable career choice
- Perhaps create an ad campaign for VPSOs similar to what is done for Troopers
- Provide assertiveness training to locals so they will be able to confront those who are known in the community to have drug/alcohol problems
- Form Village Public Safety Committees to deal with:
 - Fires
 - Search and rescue
 - Citizen patrols
 - Community policing
 - Neighborhood watch
 - Eyes and ears of the VPSO or other law enforcement in the community
 - Backup and assistance to the VPSO, VPO, TPO

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An ounce of prevention is worth a pound of cure is how the saying goes, and this is very true of law enforcement in rural Alaska as well. For example, better lighting would help. Sometimes it is simple human nature that fear of being seen is a strong motivator for not doing things one should not do. Education programs and teen centers or other activities that would provide something for the residents to do would also help to keep things positive and provide something to do other than get in trouble, especially for the youth in the villages.

Many people expressed their respect and belief in the power of some type of Elders program, too. Particularly when working with youth, and being able to "nip things in the bud" before small troubles become big. The elders in the community are more concerned with teaching the youth their boundaries, rather than finding a way to punish. It could be an effective way of turning youth around and putting them on track, teaching them respect for themselves and others, as well as keeping some of them "out of the system".

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- Responsibilities and training. The VPSOs do get concentrated training when they are hired. Not only is that welcomed and necessary, but more training would be better, and also in other areas like search and rescue, and their other areas of responsibility. They need that kind of concentrated training once or twice per year, in addition to the day to day situations, questions and answers, and ongoing training.

They need regular, onsite, visits by the Trooper assigned to the area. The Troopers need to be trained in the culture and ways of the village, too.

Sometimes it is the VPO that needs training and/or direction, which could perhaps be provided by the VPSO. This would help

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to strengthen their standing, as well as another way of having trained backup that is sometimes needed.

The VPSOs would also like to be trained on youth prevention programs, so they can do things like the DARE program in the schools. This could be a dual advantage not only by the prevention of crime, but also by escalating how VPSOs are viewed in the community.

- Program Funding. Funding is definitely an issue. It would take a lot of money to do everything that is requested. Some of the fixes will only be able to happen if additional funding comes from the State. If we are to have more VPSOs and pay them more to attract and retain good candidates, it will come with a price tag.

In addition, CPI increases to the salary of VPSOs need to be programmed in on an annual basis. It is only because of the technicality of being contract employees that this is not done routinely, as it is with state employees. The regions also want more say in what the VPSO is paid in their region to account for differences in cost of living.

CPI increases are also needed to cover things like fuel and utility increases, replacement of uniforms and equipment, etc. This could also be accomplished by including some type of stipend in the contract, or even by increasing revenue sharing in locations that provide support to a VPSO.

Other ways to tap into more funding would be to partner with other agencies such as the National Guard. Support might also be available from the Denali Commission, HUD, USDA, Alaska Housing, and the regional housing authority. These avenues need to be explored to see what is available that would be of benefit to the program.

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Some suggested using the money from forfeitures to pay some of the cost of public safety in rural Alaska. Perhaps establish some type of Rural Public Safety Fund and deposit those funds and other funds into that fund for use in rural areas.

- Support. The frequency and quality of communication with the oversight Trooper needs to be improved. Sometimes the response from the Trooper is slow or too late to be very helpful. The Troopers are also being pulled in different directions, and sometimes see what is happening in their area as being more critical. Other times, it is simply weather that may keep them away. Regardless of the reason, better communication and frequent interaction between the VPSO and oversight Trooper is needed.

There is a critical need for VPSO housing, and adequate facilities and equipment. Some villages do not have any housing for VPSOs; others have housing, but it is substandard. Many villages have public safety facilities that are so poor as to be nonexistent from a practical stand point. The lack of equipment was also frequently voiced as a concern. Many VPSOs use their own snowmobiles, ATVs, etc., and buy their own gas. Due to the geographic challenges that exist in rural Alaska, radios and satellite phones would make a difference.

A possible partnership with the National Guard (NG) would be advantageous from a number of sides. First, the possibility of having NG members become VPSOs would help with having trained and capable people hired. Also, many villages have armories that stand idle for most of the year; perhaps these could become dual purpose facilities through some type of partnership. The NG has a lot of equipment available, too, and perhaps a partnership with them could assist with the current lack of equipment available to VPSOs.

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Other possible partnerships include the school systems and the technical centers. Perhaps they could develop and offer a course on building and maintenance, and have the students build a facility, or add on to a facility, or do some type of upkeep to facilities. The student would gain experience in construction and credit toward their coursework; and the village would get a facility or improvements to their facility.

There is an urgent need for counseling and some type of Critical Incident Stress Management (CISM) program. VPSOs often have to spend all day and night on a tragedy like a search and rescue, then go right back out in very little time, often with little sleep, and be on the job again. Troopers are required to take time off and have counseling when critical incidents occur; the same support should be provided to the VPSOs.

With a list that contains so many important and essential items to public safety, there is clearly more that needs to be done than can reasonably be accomplished in a short time. The Task Force weighed each of the many suggestions including some of their own to narrow down the lengthy list to just a few items. Again, this in no way indicates a lack of importance for anything that did not make it to a recommendation; rather it only indicates the commitment of the Task Force to being able to make some changes immediately.

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Recommendations

After careful consideration of the possible ways that could be employed to strengthen public safety and the VPSO program in rural Alaska, it was difficult to narrow down the recommendations to a short list. Many of the possibilities which are not included as a recommendation are worthy of further consideration. Please refer to Appendix 3.

For the recommendations that follow to be successful, it is incumbent upon DPS to support and collaborate with the regional non-profits in developing plans and implementing changes - to the degree the plans or changes are significant to the program or grant agreements. With them working together, we as a State can honor those elders and others who came before the Task Force to share their thoughts and knowledge on this topic, and to truly have an impact on the public safety in rural Alaska.

Statutory changes are not necessary to achieve any of the recommendations of this Task Force. However, should it be decided at a later date to have VPSOs become state employees, or if the grant management is changed, the appropriate statutes would require changes.

In keeping with the intent of staying focused on only a few items, the VPSO Task Force recommendations are:

Recommendation 1. Increase the base pay to \$22 per hour and program CPI increases into the budget annually.

The current base pay of \$16.55 per hour was consistently voiced as one of the reasons for difficulties in recruiting and retaining VPSOs. Even Transportation Security Officers make a higher starting wage with much less risk in their day to day duties, and much less training required; and they enjoy the backup and other support lacking for VPSOs. Health Aides with no experience or training start at approximately that wage, but once they become credentialed, their wage increases substantially by about \$6.50 per hour. Without exception, every comparable field with duties similar to some part of what VPSOs are required to perform, will earn a higher wage.

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In order to prevent the erosion of the base wage, CPI increases, equal to what the State Troopers receive, need to be budgeted for and DPS should request annual increases in their budget to cover those CPI increases, similar to what is done for State Troopers and other state employees.

Further, the probation and parole adjustment should be available to all VPSOs equally (and in addition to their regular salary).

To clarify, the intention is to increase all steps and ranges of the current salary schedule accordingly -- not just the starting pay -- to maintain the existing parity between those steps and ranges, and afford every VPSO a comparable increase of approximately \$5.50 per hour, whether newly hired or not, with no diminution of any bonus or incentive pay, such as the probation and parole adjustment.

DPS estimates the cost to implement the salary increase for VPSOs to be approximately \$862,500.

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more like 600 for 21

Recommendation 2. Increase the number of VPSOs.

The Task Force recognizes that public safety is a basic function of organized communities, and that the state has a role in making certain that there is a minimum level of police protection throughout the state. It is clear by the testimony heard and the experience of some members of the Task Force that there are not enough VPSOs to do an adequate job of providing public protection, and it is one of the most voiced reasons for VPSOs becoming burned out and leaving their position. To ask them to work 24/7 under the stress they face and in many cases without backup, is not reasonable or fair.

Thus the Task Force recommends that every village with a population over 150 have a VPSO; and to address the issue of villages where one VPSO is trying to serve a larger population, the Task Force recommends that every village with a population over 500 have an additional VPSO to provide for adequate coverage. To do so would mean having 115 VPSOs; currently there are 51, so this would necessitate adding another 64 VPSOs.

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Once the long range plan is completed and provided to the Senate next year (see Recommendation number 3), DPS and the regional non-profits will have completed a more thorough review and established additional criteria, not just population, in order to determine how many VPSOs there should be. Lacking that guidance now, the Task Force recommends an increase of 15 positions and related funding per year, over the next 4 years. Adding them incrementally is needed to allow time to absorb the additional positions into the force and to be able to have time to adjust the training and other requirements to handle the increased force.

Once the criteria has been established in the short/long range plan and it has been presented to the Senate, then the number determined by the regional non-profits and DPS in the long range plan should be used as the target. For the remaining 3 years, the number added should be adjusted from the 15 being recommended now, to the number needed as determined by application of the criteria established in the short/long range plan over the remaining 3 year period.

The Task Force estimates the cost to implement this, at the increased wage scale from Recommendation Number 1, to be \$1,057,300 in FY 2009, and approximately \$1,125,000 per year for the next three years, including a 3% CPI increase each year beginning with FY 2010.

Recommendation 3. DPS and the regional non-profits should work collaboratively to develop and maintain a short and long range plan, and deliver a copy to the Senate by February 1, 2009.

This will be an effective tool for requesting changes to the program, grant, or other terms; and to continue to build on the recommendations in this report, and the testimony heard by the Task Force. It will also allow time to plan for adjustments and to phase in meaningful changes over some type of schedule.

They should immediately establish criteria for which villages get a VPSO and how many, which will give a more definitive answer to the question of

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how many VPSOs are needed to provide the rural areas with adequate law enforcement services. The criteria should include:

- The size of the community,
- The proximity to Troopers,
- The proximity to other villages,
- The amount and level of crime and dysfunction, and
- The support and commitment of the community

Whether or not a village is on the road system should NOT be one of the criteria.

At a minimum, other items for consideration and inclusion in the short term plan are:

- Whether or not VPSOs should have levels; for example, a "VPSO I" could be a trainee, while a "VPSO III" could be the most experienced and/or credentialed VPSO
- Whether salary differentials are needed to recognize cost of living differences between the villages
- Finding ways to increase community support of VPSOs
- Determining ways in which the VPSO image can be elevated
- Whether Village Public Safety Committees should be formed; and if so, the function and tasks for which these committees would be responsible
- How to provide and/or improve on the housing, facilities, and equipment provided to VPSOs in carrying out their duties
- Whether other funding sources, such as the Denali Commission, USDA, AHFC, HUD, etc., can be applied for and used to support the VPSO program in some way

Recommendation 4. The regional non-profits and DPS should develop an organized trauma debriefing program to follow the track of what DPS already does for State Troopers.

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Often, the VPSOs have to deal with and/or clean up after suicides or other incidents that are not only stressful in terms of the time it takes, but the incidents take a toll on the mental health of the VPSO as it would on any other human being. The stress on a VPSO after dealing with a trauma deserves the support and requirement of some type of counseling and/or debriefing program for his/her own health and well being.

There needs to be assurance that action will be taken to reach the VPSO after an incident and advise him/her of what is available, and not simply wait for the VPSO to ask or seek help. DPS can provide transport for the VPSO, with or without the VPSO's family, to where he/she can get help – whether a chaplain, counselor or some other service – or DPS can provide the service at the VPSO's location, on a case by case basis.

DPS has stated they have already started to develop this program and have guaranteed there will be assistance provided to mitigate the VPSO's trauma of dealing with each incident.

The Task Force encourages DPS to rapidly continue the development of this policy and program so it can be implemented ASAP.

Recommendation 5. DPS should provide a small stipend of \$1,000 per VPSO to each community with a VPSO, to assist the community with the cost of their public safety facility; and DPS and the regional non-profits should work collaboratively to pursue partnerships with other agencies to provide and/or improve on the facilities and equipment available.

The condition of the public safety buildings in the villages is deplorable. Please see Appendix 4 for pictures of the Savoonga Public Safety Building taken by Senator French when the Task Force held their hearing there on September 26, 2007.

These partnerships may also encompass other mutual areas of interest, but should certainly look at the possibility of cooperative agreements for the use

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of facilities and equipment. The Adjutant General of the National Guard (NG) testified such an agreement would be mutually beneficial for encouraging the employment of NG members, as well as for the possible use of facilities and equipment. Partnerships with the technical centers around the State should also be pursued, especially in terms of the possible development of a curriculum offered to students in building, expanding, remodeling, and/or maintaining of facilities.

With the increase in VPSOs per Recommendation Number 2 factored in, this recommendation would cost \$66,000 in FY 2009, and an additional \$15,000 per year until FY 2012. Note: this amount will change depending on the actual number of authorized VPSOs.

Recommendation 6. Acceptable housing needs to be provided to VPSOs.

The provision for housing is not required by DPS or by program requirements, but is an option that the non-profits try to use whenever possible as an incentive to recruitment and retention of VPSOs. This recommendation will be a difficult one to implement, yet it is an important one because of the effect on recruitment and retention.

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*** * 2nd D R A F T * ***

**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

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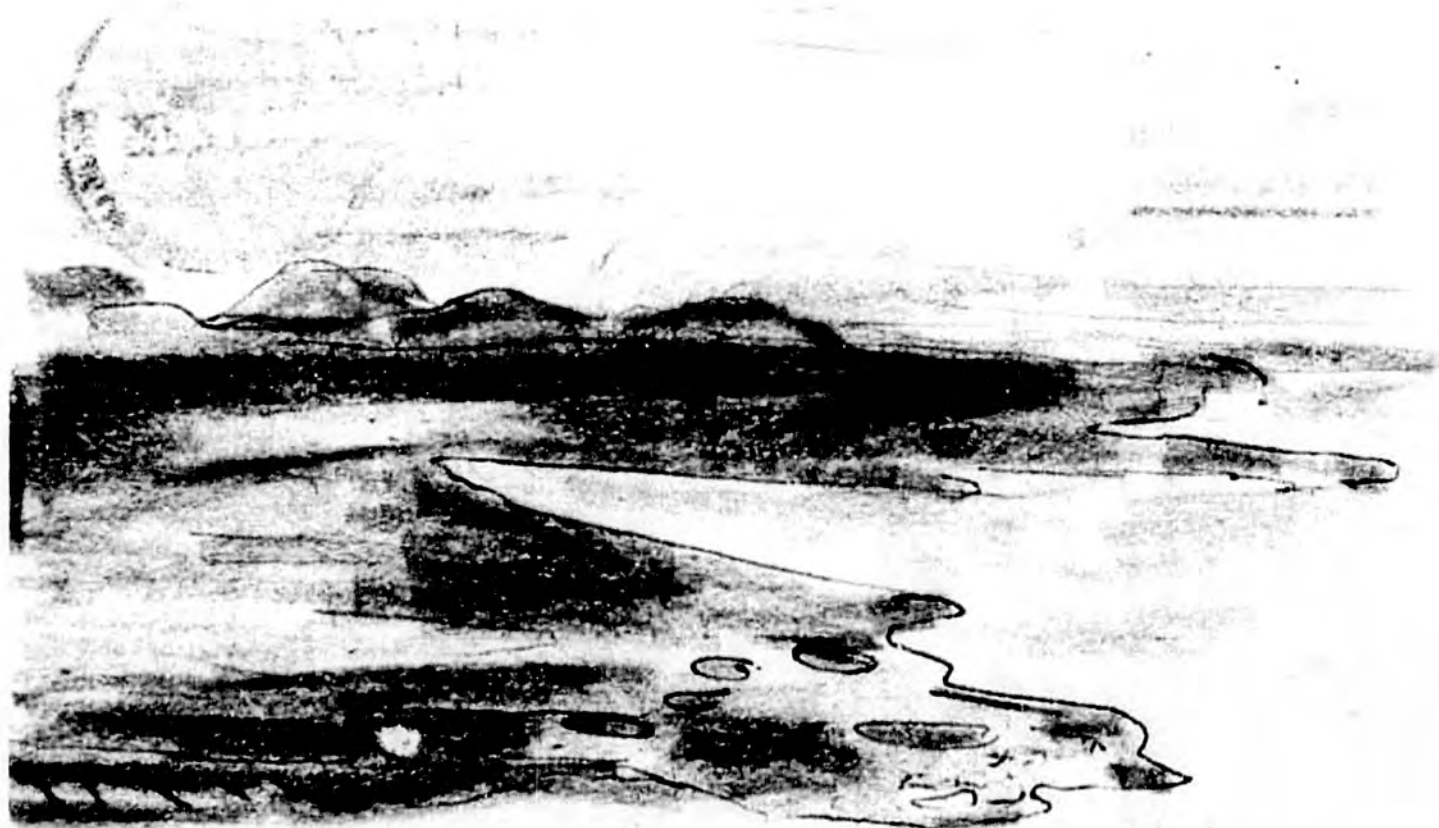
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The members of the Task Force want to thank everyone who participated in producing this report, especially those who took the time to testify at the hearings or provide written testimony.

The Task Force recognizes that fulfilling the recommendations in this report will take a large commitment by the regional non-profits, the communities involved, DPS, and the Legislature. The commitment is one not only of time and resolve, but also of funding.

The VPSO Task Force recommends the Legislature carefully consider the recommendations in this report and take any action necessary to implement these findings and recommendations.

NOTE: The following page contains drawings done by Attorney General Talis Colberg while traveling to Savoonga and Gambell for hearings on September 26, 2007.



SAVANA, TR 9-26.7



STATE OF ALASKA SENATE

2007

Source
CSSR 7(FIN)

Senate
Resolve No.
6



Creating and relating to the Senate VPSO Task Force.

BE IT RESOLVED BY THE SENATE:

WHEREAS many rural areas of the state, including rural areas located on the road system, depend on village public safety officers for police protection and law enforcement; and

WHEREAS nonprofit regional corporations, coordinating with the state, administer village public safety officer programs; and

WHEREAS it is in the interest of the entire state to ensure that rural areas are provided with adequate law enforcement services;

BE IT RESOLVED that the Senate VPSO Task Force is established in the legislative branch by the senate, consisting of the attorney general or the attorney general's designee, the commissioner of public safety or the commissioner's designee, three senators, and two public members appointed by the president of the senate, who shall also designate one of the senate members to serve as chair; and be it

FURTHER RESOLVED that the public members of the task force may receive per diem and travel expenses authorized for boards and commissions under AS 39.20.180, subject

to available funding and approval by the task force chair; and be it

FURTHER RESOLVED that the task force shall

(1) consider the role of the village public safety officer program and ways in which the program can be improved to better serve rural areas of the state, including areas located on roads;

(2) identify any problems with the village public safety officer program and ways those problems might be addressed;

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FURTHER RESOLVED that the Senate VPSO Task Force is terminated on February 15, 2008.

COPIES of this resolution shall be sent to the Honorable Talis J. Colberg, Alaska Attorney General; and the Honorable Walt Monegan, Commissioner, Department of Public Safety.

Alaska Statutes 18.65.670 and 18.65.680

Page 1 of 2

Sec. 18.65.670. Village public safety officers program.

(a) There is created in the Department of Public Safety a village public safety officer program to assist local governments and villages through nonprofit regional corporations to appoint, train, supervise, and retain persons to serve as village public safety officers to administer functions relative to

(1) the protection of life and property in rural areas of the state; and

(2) providing probation and parole supervision to persons under supervision by communicating with and monitoring the activities and progress of these persons at the direction of probation and parole officers.

(b) With funds appropriated for that purpose, the commissioner of public safety shall provide grants to nonprofit regional corporations for village public safety officers. The commissioner of public safety shall coordinate with the commissioner of corrections when providing grants under this section, and the commissioners shall jointly execute an agreement with the nonprofit regional corporations.

(c) The commissioner of public safety may adopt regulations related to village public safety officers, including minimum standards and training, criteria for community or corporation participation, and the interaction between the Department of Public Safety and village public safety officers. The commissioner of corrections may adopt regulations related to the functions of village public safety officers providing probation and parole supervision.

(d) *[Repealed, Sec. 30 ch 92 SLA 2004].*

Sec. 18.65.680. Regional public safety officers.

The commissioner of public safety may appoint regional public safety officers to

(1) provide an expanded public safety and law enforcement presence in rural areas of the state;

Alaska Statutes 18.65.670 and 18.65.680

Page 2 of 2

- (2) provide oversight and training for the village public safety officer program;
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 - (C) conducting search and rescue missions;
 - (D) conducting local training programs in drug and alcohol awareness and prevention, water safety, and gun safety;
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CORRECTION

THE FOLLOWING DOCUMENT(S)
HAVE BEEN REFILMED TO
ASSURE LEGIBILITY OR PAGINATION



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Department of Education & Early Development
State of Alaska

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**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

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*** * 2nd D R A F T * ***

**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

of facilities and equipment. The Adjutant General of the National Guard (NG) testified such an agreement would be mutually beneficial for encouraging the employment of NG members, as well as for the possible use of facilities and equipment. Partnerships with the technical centers around the State should also be pursued, especially in terms of the possible development of a curriculum offered to students in building, expanding, remodeling, and/or maintaining of facilities.

With the increase in VPSOs per Recommendation Number 2 factored in, this recommendation would cost \$66,000 in FY 2009, and an additional \$15,000 per year until FY 2012. Note: this amount will change depending on the actual number of authorized VPSOs.

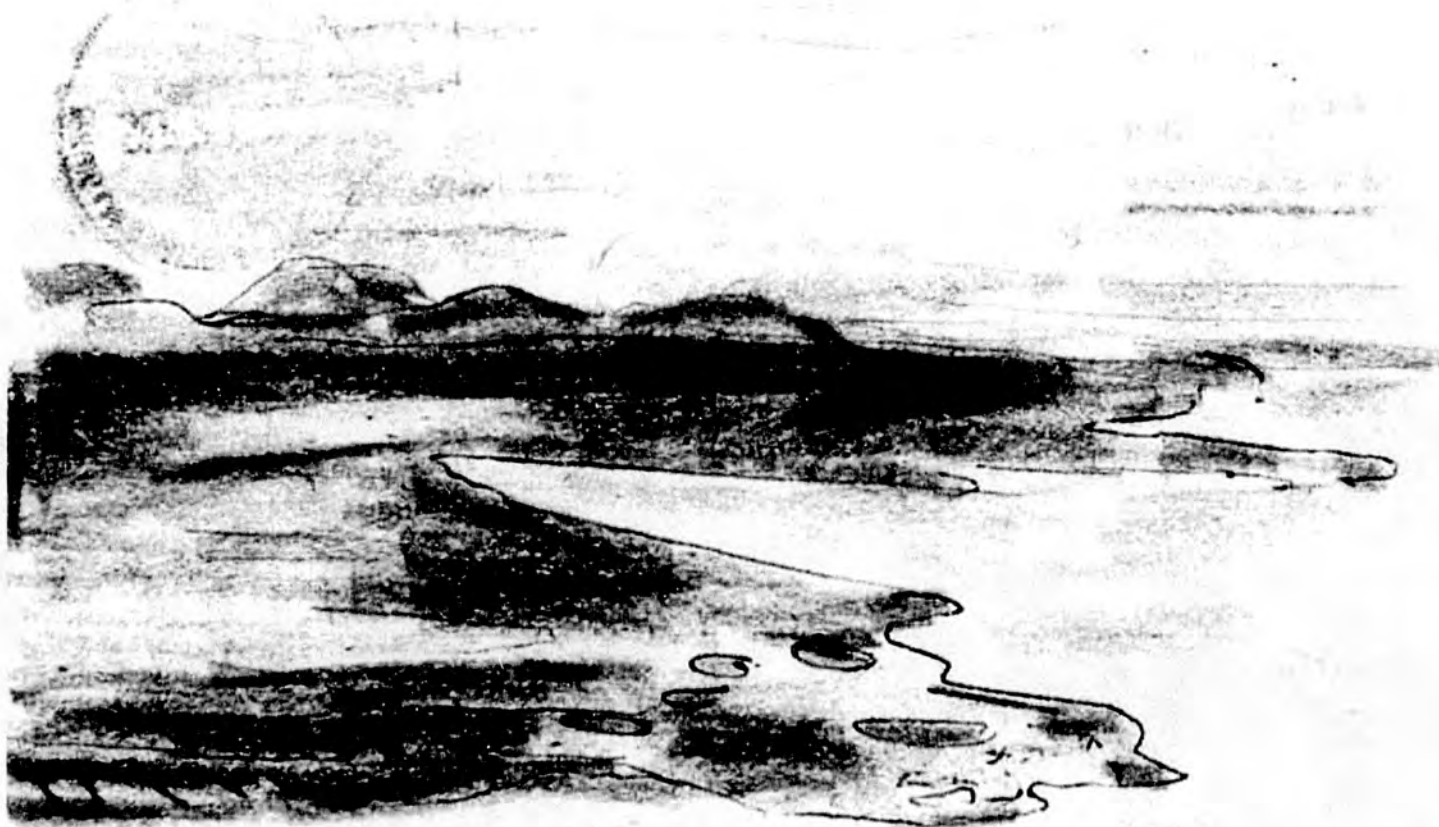
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SAVANA, TR 9-26-7



*** * 2nd D R A F T * ***

**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

Appendix 1

Senate Resolve No. 6

STATE OF ALASKA SENATE

2007

Source
CSSR 7(FIN)

Senate
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Creating and relating to the Senate VPSO Task Force.

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**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

Appendix 2

Alaska Statutes 18.65.670 and 18.65.680

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Page 1 of 2

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**Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate**

Appendix 3

List of Suggested Solutions

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 1 of 6

January 19, 2008

PAY ISSUES

- **Increase VPSO wage**
- **Bump VPSO salary schedule to allow for CPI**
- Recognize cost of living differences
- Perhaps have levels of VPSOs to reflect more training, certification and/or experience, differences in what a VPSO in one village does compared to another
- Salary placement should be left up to regional contractors, not pre-determined by the State
- Lower duties of VPSO or pay what they're worth
- AST=higher paid prisoner transport

BENEFITS

- **Provide medical, dental, retirement benefits**

ADVANCEMENT OPPORTUNITIES

- **VPSOs become State employees** (some regions are opposed to this)
- **Tiered law enforcement**

BACKUP AND WORKLOAD

- **VPSOs need organized trauma debriefing program and counseling**
- **More than 1 VPSO per community**
- **Circulate itinerant cadre of VPSOs amongst villages**
- **Provide backup to VPSO**
- **Hire VPSOs from villages, place in other villages than their own**
- Place Troopers in villages
- Station VPSO/AST in units

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 2 of 6

January 19, 2008

- Want teams
- VPSOs serve more than 1 village
- Put more Troopers in the villages

EQUIPMENT

- **Provide equipment so they don't have to use their own**

HOUSING

- **Make housing available – in many cases, none available or is substandard**

PUBLIC SAFETY BUILDINGS

- **Fix up/renovate Public Safety buildings**
- Build prototype housing/jail cell combination facilities

PARTNERSHIPS

- **Develop partnerships to access money and to strengthen program**
- **Pursue contractual relationship with the National Guard to share facilities and equipment; and to promote the hire of NG members as VPSOs.**
- **Develop partnerships with the technical centers and school systems to have students build/expand facilities as a course offering for credit**

STRATEGIC PLANNING AND PROGRAM REVIEW

- **Develop 5-10-20 year plan to improve public safety**
- **Identify roles of tribe-city-state as it relates to law enforcement**
- **Model VPSO program on Health Aide program**
- **Provide avenue for waiver of clean background criteria in some cases**
- **Establish criteria for which villages get a VPSO and how many. Criteria to include:**

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 3 of 6

January 19, 2008

- **Size of community**
- **Proximity to troopers**
- **Proximity to other villages**
- **Support and commitment of community**
- **Amount and level of crime/disfunction**
- **Can be on road system**
- Add to job description – assist ICWA staff when home visits required – serve court orders
- Look at VPSO P/P - amend/waive if need be
- Liaison in regional non-profits – state employee over State VPSOs
- Need to develop/shape law enforcement stats
- Need to include rural Alaskans on justice related boards/issues
- Arm the VPSOs
- When hiring, look at the character of the applicant; need to be strong
- Tribes participate in evaluating VPSO

COMMUNITY SUPPORT

- **Build community support - VPSO need support at their ground level**
- **Need to get whole village involved in providing law and order in village**
- **Promote/hire VPSOs similar to what is done for AST**
- **Form Village Public Safety Committees; include SAR, fire, citizen patrols, community policing, neighborhood watch**
- **Provide assertiveness training to locals to confront alcohol/drug dealers**
- **Give each Tribal Council the option to search/seize alcohol/drugs**

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 4 of 6

January 19, 2008

- Show VPSO qualifications at career days
- Need to teach respect for law enforcement

TRAINING AND PREVENTION

- **More communication with oversight Troopers**
- **AST needs to spend quality time in village**
- **Train VPSO to do prevention with kids, like DARE training in schools**
- **VPSO provide leadership/direction to VPOs**
- **Provide report writing training**
- Teach kids (3rd/4th grades) about laws, law enforcement respect - put in curriculum
- Cultural sensitivity training for all AST
- VPOs need training! SAR clueless Do training via video conferencing
- Send Trooper in to train VPO – come in once per month to check on them
- Train VPSO/AST to fly planes
- VPOs need training, orientation, ethics, etc confidentiality
- Provide training to VPSOs to help health aides and VBC
- Look at training schedule
- Better prepare VPSOs for academy
- Have native organization provide cultural training to VPSOs
- Improve services in rural Alaska to prevent misbehavior

OTHER MONEY ISSUES

- **Pay O:M/rent to cities for VPSO space**
- **State provide rent/utilities for VPSOs in villages**

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 5 of 6

January 19, 2008

- **Cover indirect costs fully**
- **Funding is limited to one year at a time which creates problems for things like leave pay outs, etc.**
- **Liability issues**
- **Increase revenue sharing to villages with a VPSO and have them deal with the housing, facility, and equipment issues**
- **Form VPSO endowment fund**
- **Western AK Narco team – direct money to VPSO program**
- **Need money for youth courts in villages**
- **Need money to run Tribal courts**
- **Help fund Elder intervention program in Emmonak**

OTHER SUGGESTIONS

- **More magistrates in villages**
- **Stop drugs/alcohol from getting into villages in the first place**
- **Tribes need to be able to intervene and destroy home brew/drug selling - need search warrants – can't just confiscate**
- **Develop youth Tribal diversion panel for drinking youth – replicate throughout the State to address juvenile delinquent problems**
- **Increase punishment for bootleggers**
- **Need a 911 help line (easy access)**
- **Reinstate cops program**
- **Expand the number of kids who can attend Nat'l Indian Policing Academy**
- **Rural exchange program – village to village**

Senate VPSO Task Force

List of suggested solutions (similar suggestions grouped together)

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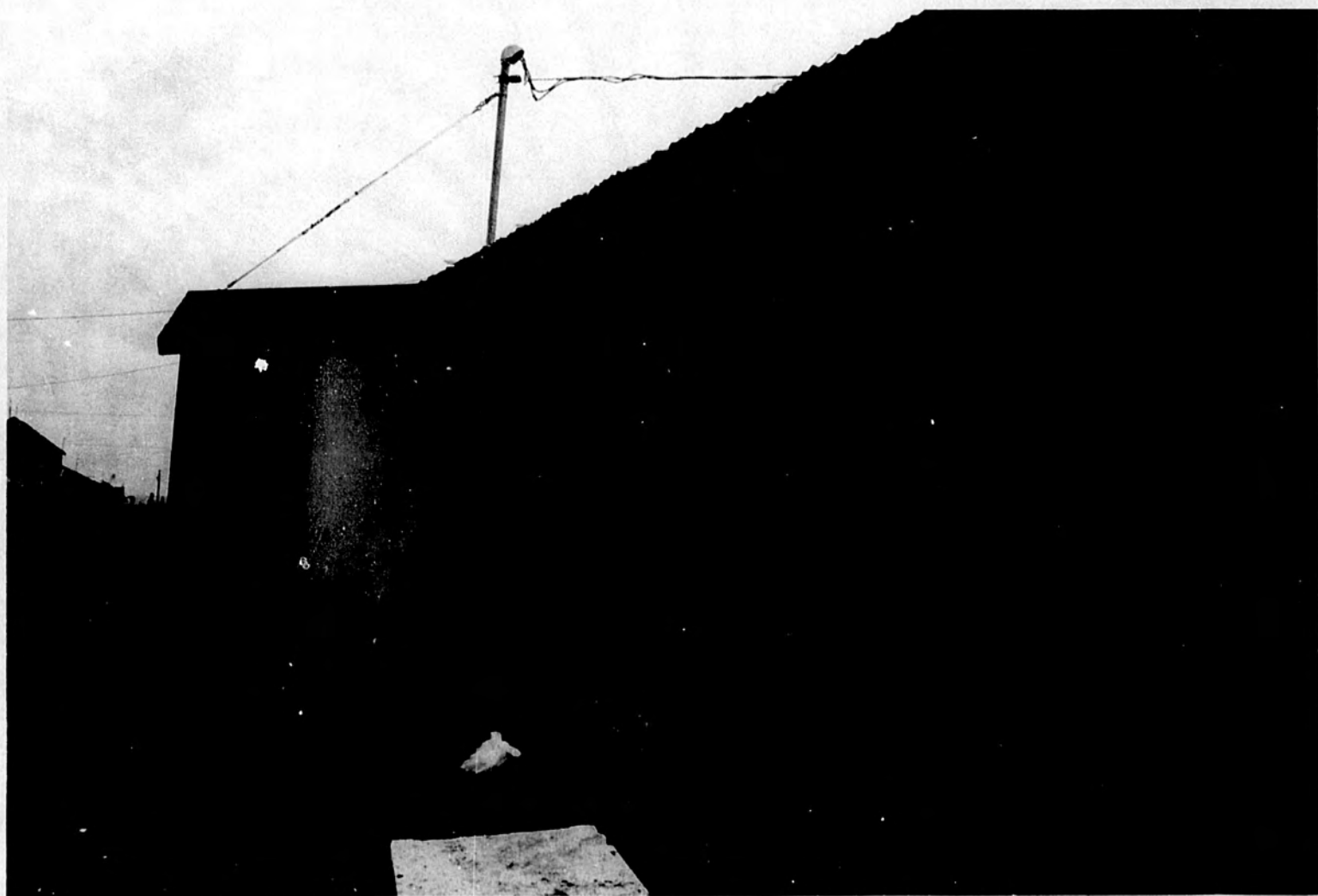
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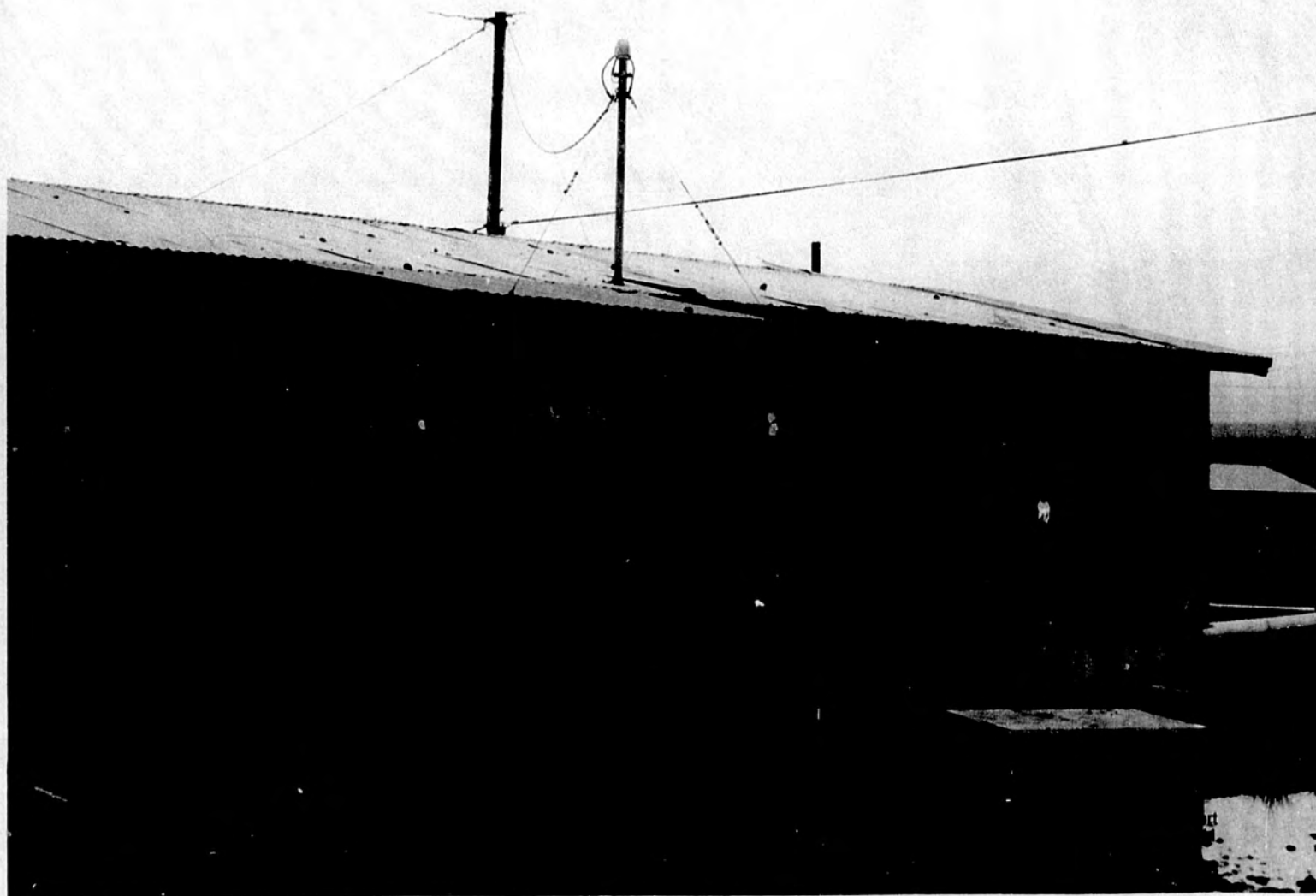
January 19, 2008

- If convicted of felony, can't carry weapons – need to allow exemption for hunting
- Have bush airlines search all bags
- State get over paranoia over W/W tribes

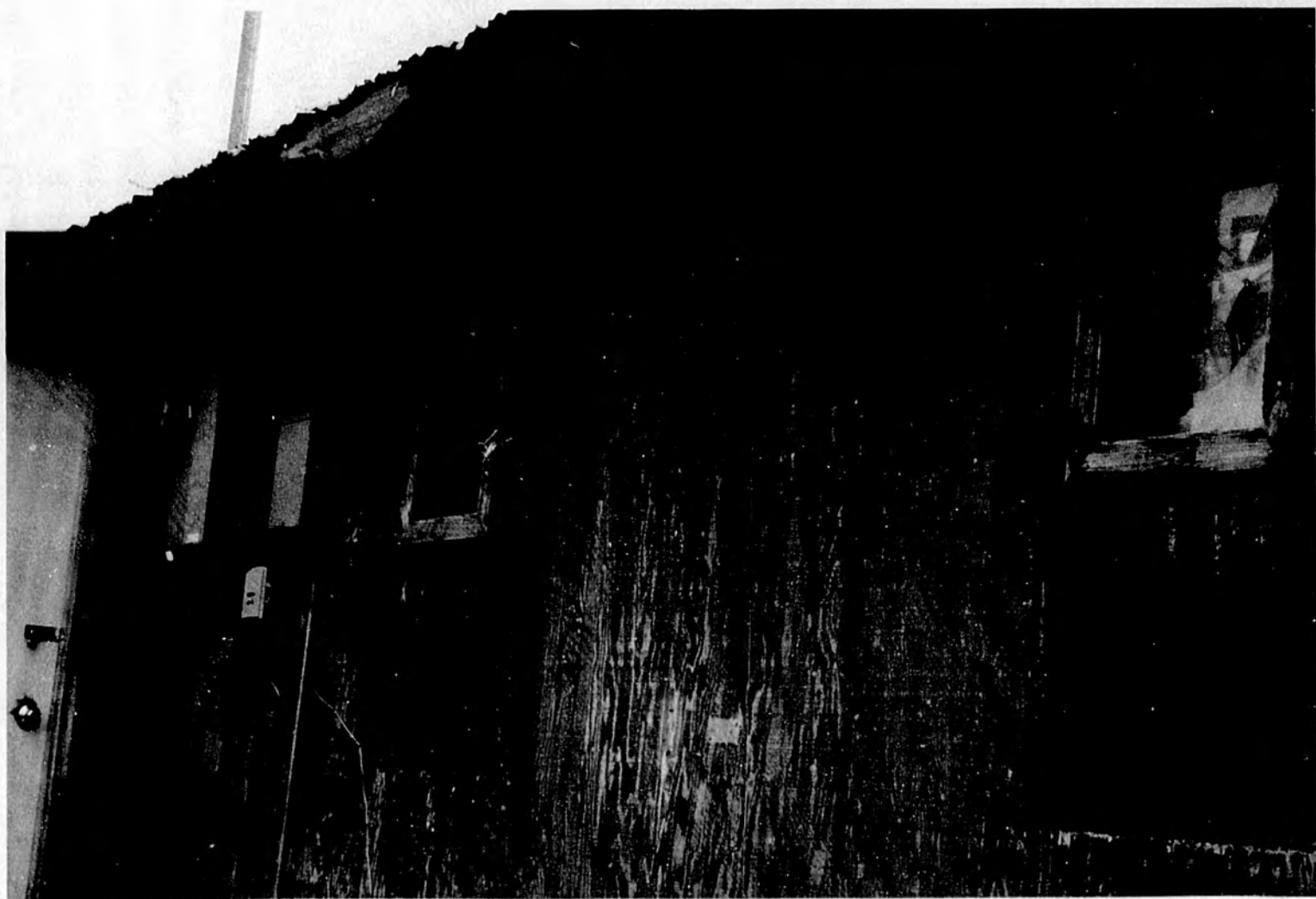
EXAMPLE OF PERSON/VILLAGE WHO TURNED THINGS AROUND

- Abraham – Agathluk VPO example of “turned around”
 - o 5+ years working as a VPO
 - o VPO all time low
 - o Work whole year, get two weeks
 - o Cases stacked up
 - o Only 2 people working
 - o No training
 - o Has more support
 - o Has 2 vehicles
 - o Applicants can't hire – on probation or convicted felon
- Doing good in Bethel stopping drugs/alcohol









**** D R A F T ****
Senate Village Public Safety Officers (VPSO) Task Force
Report to the Senate

Appendix 5

Letters Sent by the Task Force Regarding VPSO Housing

Senator Donald C. Olson
Law Enforcement in Rural Alaska Villages
Calculation of VPSOs needed based on Population

Community	Nonprofit	Population	<150	150-499	500-999	> 1,000	Trooper / and/or local	VPSO (1)	VPO / TPO	NO LE
Adak	APIA	146	X						1	
Akhiok	KANA	44	X							X
Akiachak	AVCP	633			X			1	3	
Akiak	AVCP	367		X				1	2	
Akutan	APIA	741			X			1		
Alakanuk	AVCP	663			X				3	
Aleknagik	BBNA	241		X				1		
Allakaket	TCC	94	X							X
Ambler	KANA	277		X				0		X
Angoon	KANA	482		X				1		
Aniak		512					X			
Anvik	TCC	88	X					0	1	
Arctic Village	TCC	146	X							X
Atka	APIA	73	X					1		
Atmautluak	AVCP	304		X					2	
Barrow		4,065					X			
Beaver	TCC	72	X							X
Bethel	itinerant	5,812	X				X	1		
Brevig Mission	KAWE	324		X				1	1	
Buckland	KANA	457		X					1	
Cantwell		204					X			
Central	TCC	89	X							X
Chalkyitsik	TCC	65	X							X
Chase	SC Founda	30	X							X
Chefornak	AVCP	460		X				1	2	
Chenega Bay	KANA	69	X							X
Chevak	AVCP	908			X				4	
Chignik	BBNA	85	X					1		
Chignik Lagoon	BBNA	70	X							X
Chignik Lake	BBNA	120	X					0		X
Chiniak	KANA	44	X							X
Chuathbaluk	AVCP	99	X							X
Circle	TCC	95	X							X
Clark's Point	BBNA	69	X							X
Coffman Cove	KANA	162		X						X
Cold Bay	APIA	87	X							X
Crooked Creek	AVCP	122	X							X
Cube Cove	KANA	0	X							X
Deering	KANA	138	X							X
Dillingham		2,397					X			
Diomedede	KAWE	110	X						1	
Eagle	TCC	110	X					1		
Edna Bay	KANA	41	X							X
Eek	AVCP	287		X				1	2	
Egegik	BBNA	76	X					1		
Ekwok	BBNA	111	X					1		
Elfin Cove	APIA	25	X							X
Elim	KAWE	294		X						X
Emmonak	AVCP	796			X			1	5	
False Pass	APIA	54	X							X

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Ferry	KANA	31	X							X
Gakona/Gulkana	CRNA	411		X				1		
Galena		636					X			
Gambell	KAWE	643			X				1	
Game Creek	KANA	21	X							X
Glennallen		525					X			
Golovin	KAWE	154		X					1	
Goodnews Bay	AVCP	242		X				1		
Grayling	TCC	174		X						X
Gustavus	KANA	441		X						X
Haines		1,492					X			
Hollis	KANA	156		X						X
Holy Cross	TCC	204		X					0	X
Hooper Bay	AVCP	1,157				X			7/2	
Hughes	TCC	68	X							X
Huslia	TCC	259		X				1		
Hydaburg	KANA	352		X						X
Hyder	KANA	92	X					0		X
Igiugig	BBNA	53	X							X
Iliamna **	BBNA	82	X					0		X
Jakolof Bay	BBNA	39	X							X
Juneau		30,650					X			
Kake		536					X			
Kaltag	TCC	199		X						X
Karluk	KANA	27	X					0		X
Kasaan	KANA	59	X							X
Kasigluk	AVCP	542			X				3	
Ketchikan		7,622					X			
Kiana	KANA	401		X					1	
King Cove	APIA	807			X					X
King Salmon		409					X			
Kipnuk	AVCP	668			X			1	1	
Kivalina	KANA	391		X					1	X
Klawock		776					X			
Klukwan	KANA	112	X							X
Kobuk	KANA	135	X					0		X
Kodiak		5,937					X			
Kokhanok	BBNA	168		X				0	0	X
Koliganek	BBNA	165		X				1		
Kongiganak	AVCP	411		X				1	1	
Kotlik	AVCP	611			X				3	
Kotzebue		3,104					X			
Koyuk	KAWE	368		X					2	
Koyukuk	TCC	88	X							X
Kwethluk	AVCP	721			X			1	4	
Kwigillingok	AVCP	378		X				0	1	
Larsen Bay	KANA	90	X					1		
Levelock	BBNA	61	X					0		X
Lime Village	AVCP	25	X							X
Lower Kalskag	AVCP	269		X					0	X

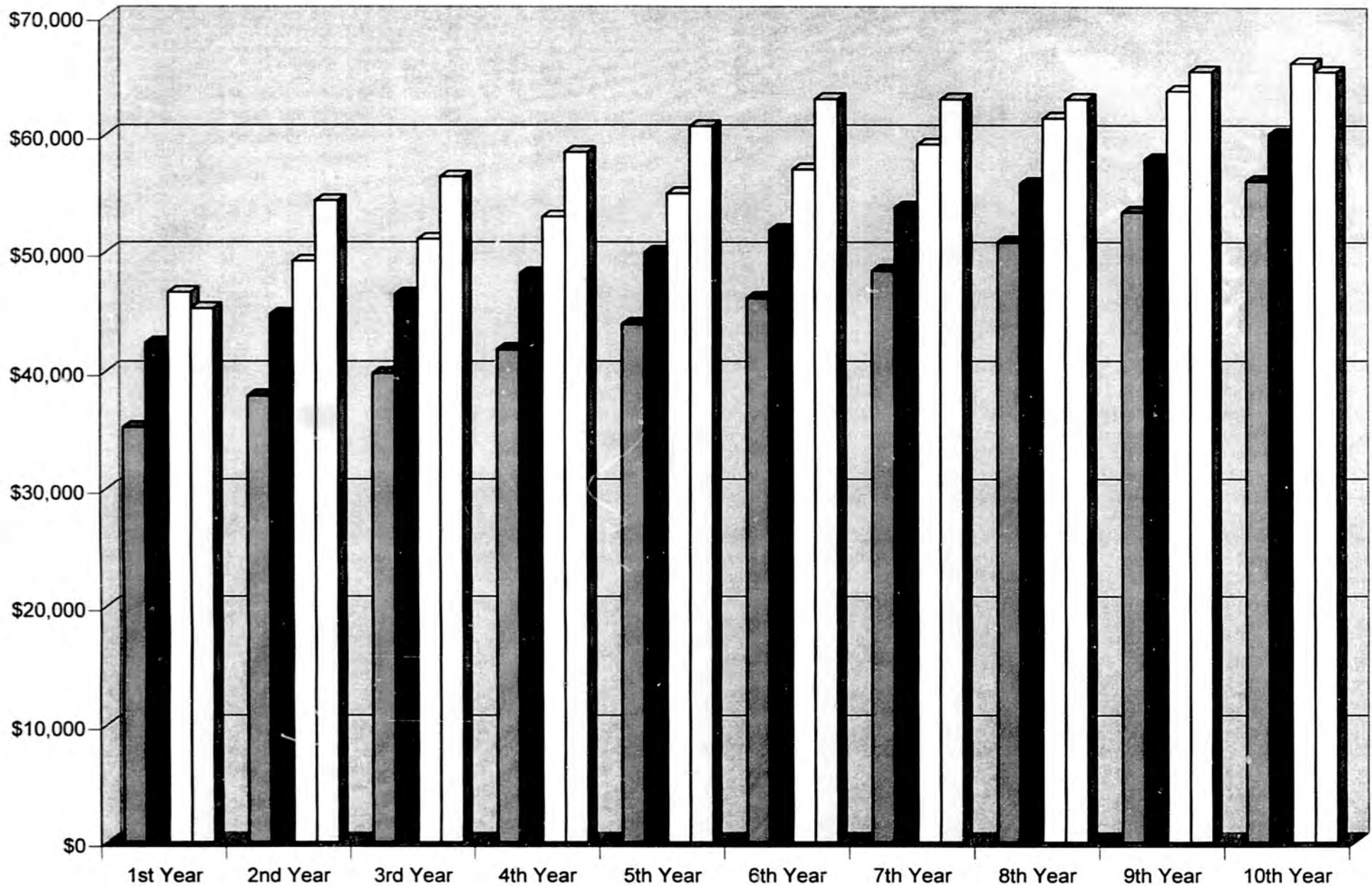
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Manokotak	BBNA	423		X				0	1	
Marshall	KAWA	387		X				1		
McGrath	TCC	321		X				1		
Mekoryuk	AVCP	217		X				1	3	
Mentasta Lake	TCC	114	X							X
Minto	TCC	186		X				0	1	
Mosquito Lake	KANA	158		X						X
Mountain Village	AVCP	796			X			1	1	
Naknek	BBNA	577		X						X
Nanwalek	KANA	228		X				1		
Napakia	AVCP	370		X				1	3	
Napaskiak	AVCP	464		X				1	5	
Naukati Bay	TCC	129	X							X
Nelson Lagoon	APIA	63	X					1		
Nenana		553					X			
New Stuyahok	BBNA	472		X				1	2	
Newhalen **	BBNA	167		X				0		X
Newtok	AVCP	323		X					1	
Nightmute	AVCP	237		X					0	X
Nikolai	TCC	98	X							X
Ninilchik		784					X			
Noatak	KANA	470		X					1	X
Nome		3,540					X			
Nondalton	BBNA	196		X						X
Noorvik	KANA	636			X				0	X
Northway		79	X				X			
Nulato	TCC	290		X						X
Nunam Iqua (Sheldon Pt)	AVCP	201		X					1	
Nunapitchuk	AVCP	547			X			1	4	
Old Harbor	KANA	192		X				0		X
Oscarville	AVCP	64	X						0	X
Pedro Bay	BBNA	55	X							X
Pelican	KANA	106	X							X
Perryville	BBNA	120	X							X
Pilot Point	BBNA	66	X					1		
Pilot Station	AVCP	574			X				2	
Pitka's Point	AVCP	94	X							X
Point Baker	KANA	27	X							X
Port Alexander	KANA	64	X							X
Port Alsworth	BBNA	112	X							X
Port Graham	TCC	136	X							X
Port Heiden	BBNA	79	X							X
Port Lions	KANA	211		X				1		
Port Protection	KANA	59	X							X
Quinhagak	AVCP	648			X			1	4	
Quzinkie	KANA	189		X				0		X
Rampart	TCC	21	X							X
Red Devil	AVCP	29	X							X
Ruby	TCC	183		X				1		

Senator Donald C. Olson
Law Enforcement in Rural Alaska Villages
Calculation of VPSOs needed based on Population

Community	Nonprofit	Population	<150	150-499	500-999	> 1,000	Trooper / and/or local	VPSO (1)	VPO / TPO	NO LE
Russian Mission	AVCP	329		X					1	
Saint George	APIA	120	X					1		
Saint Mary's		551					X		3	
Saint Michael	KAWA	446		X				0	2	
Savoonga	KAWA	712			X			1	1	
Scammon Bay	AVCP	520			X			1	1	
Selawik	KANA	841			X			0	1	
Shageluk	TCC	124	X							X
Shaktolik	KAWA	214		X				0	1	
Shishmaref	KAWA	615			X			1	1	
Shungnak	KANA	260		X				1	0	X
Sitka		8,833					X			
Skwentna	SC Founda	71	X							X
Sleetmute	TCC	91	X					0	1	
Stebbins	KAWA	612			X			2	3	
Stevens Village	TCC	63	X						1	
Stony River	AVCP	53	X							X
Takotna	TCC	53	X							X
Talkeetna		840					X			
Tanana	TCC	261		X				1		
Tatitlek	KANA	117	X							X
Teller	KAWA	258		X						X
Tenakee Springs	KANA	109	X							X
Tetlin	TCC	149	X							X
Thorne Bay	KANA	482		X				1		
Togiak	BBNA	783			X				2	
Toksook Bay	AVCP	598			X				4	
Tuluksak	AVCP	493		X					1	
Tuntutuliak	AVCP	407		X				1	1	
Tununak	AVCP	333		X					2	
Twin Hills	BBNA	77	X					0		X
Tyonek	KANA	199		X						X
Unalakleet	KAWA	727			X				2	
Upper Kalskag	AVCP	271		X						X
Venetie	TCC	187		X						X
Wales	KAWA	139	X							X
Whale Pass	KANA	61	X							X
White Mountain	KAWA	224		X				1	1	
188		123,076	78	65	24	1	22	48	105	90.0
VPSOs needed strictly by population		115		65	48	2				
(1) "0" means the community had a VPSO at one time, though none now										

VPSO/Trooper Salary Comparison



AT 40 HOUR WEEK
52 wks

■ VPSO Current ■ VPSO \$20/Hr □ VPSO \$22/Hr □ Alaska State Trooper

WITHOUT OVERTIME

MAY 2006 WAGE RATES

Statewide							
SOC Code	Occupation	Mean	Percentile				
			10th	25th	Median 50th	75th	90th
33-3012	Correctional Officers and Jailers	21.84	16.40	19.12	21.76	24.28	28.60
33-3021	Detectives and Criminal Investigators	32.43	21.88	26.05	30.93	39.87	46.25
33-2011	Fire Fighters	15.21	10.30	12.62	14.16	17.32	22.50
33-1011	First-Line Supervisors/Managers of Correctional Officers	31.40	20.97	26.90	31.67	37.03	41.75
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	31.21	25.11	27.27	30.32	34.88	40.16
33-1012	First-Line Supervisors/Managers of Police and Detectives	37.41	28.88	32.83	37.19	43.14	48.00
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	28.78	14.63	19.80	27.45	35.67	43.43
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	11.67	8.05	9.14	11.60	13.54	15.82
33-3041	Parking Enforcement Workers	16.93	9.71	10.80	16.05	23.67	26.65
33-3051	Police and Sheriff's Patrol Officers	26.09	13.63	21.83	26.98	31.66	36.16
33-9099	Protective Service Workers, All Other	22.70	10.03	11.00	14.40	27.02	56.55
33-9032	Security Guards	13.76	9.68	11.47	13.24	15.23	19.29

Anchorage / Mat-Su Area

(The Anchorage / Mat-Su Area includes the Municipality of Anchorage and the Matanuska-Susitna Borough, and is also known as the Anchorage Metropolitan Statistical Area (MSA))

SOC Code	Occupation	Mean	Percentile				
			10th	25th	Median 50th	75th	90th
33-3021	Detectives and Criminal Investigators	32.47	21.27	25.52	30.63	40.95	46.79
33-2011	Fire Fighters	16.16	10.35	12.66	14.37	20.31	25.38
33-1012	First-Line Supervisors/Managers of Police and Detectives	39.15	31.54	34.28	38.87	44.94	48.89
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	28.84	13.00	17.37	23.13	39.32	46.89
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	11.39	7.99	8.77	11.43	13.32	15.29
33-9032	Security Guards	12.66	8.98	10.05	11.95	14.16	17.81

Fairbanks North Star Borough

SOC Code	Occupation	Mean	Percentile				
			10th	25th	Median 50th	75th	90th
33-2011	Fire Fighters	13.98	11.57	12.72	13.82	14.91	16.79
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	30.65	24.06	27.02	30.59	34.67	38.67
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	9.86	7.54	7.91	8.59	10.47	15.27
33-3051	Police and Sheriff's Patrol Officers	25.61	19.60	22.74	26.24	29.10	31.19
33-9032	Security Guards	12.64	10.78	11.58	12.45	13.36	13.90

MAY 2006 WAGE RATES

Southeast Region

(Includes the boroughs of Haines, Juneau, Ketchikan Gateway, Sitka and Yakutat, and the census areas of Prince of Wales-Outer Ketchikan, Skagway-Hoonah-Angoon, and Wrangell-Petersburg)

SOC Code	Occupation	Mean	Percentile				
			10th	25th	Median 50th	75th	90th
33-2011	Fire Fighters	15.51	9.27	10.02	16.34	20.52	22.68
33-1012	First-Line Supervisors/Managers of Police and Detectives	34.43	25.16	29.16	33.94	40.25	45.41
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	12.20	9.53	10.57	12.18	13.61	15.12
33-3051	Police and Sheriff's Patrol Officers	26.92	20.51	23.49	26.70	30.89	34.59
33-9032	Security Guards	13.06	9.84	11.12	12.79	14.41	16.94

Balance of State

(Includes the boroughs of Aleutians East, Bristol Bay, Denali, Kenai Peninsula, Kodiak Island, Lake and Peninsula, North Slope, and Northwest Arctic, and the census areas of Aleutians West, Bethel, Dillingham, Nome, Southeast Fairbanks, Valdez-Cordova, Wade Hampton and Yukon-Koyukuk.)

SOC Code	Occupation	Mean	Percentile				
			10th	25th	Median 50th	75th	90th
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	32.50	27.15	29.67	32.63	35.79	40.24
33-1012	First-Line Supervisors/Managers of Police and Detectives	37.03	29.50	32.92	36.86	42.21	47.51
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	12.73	8.36	10.01	12.48	14.80	17.27
33-3051	Police and Sheriff's Patrol Officers	22.78	11.72	13.44	23.56	29.80	35.59
33-9099	Protective Service Workers, All Other	20.06	12.62	14.93	18.58	24.35	29.33
33-9032	Security Guards	15.25	12.30	13.06	14.36	17.24	20.62

Wage Definitions

Mean Wage:

This is the estimated total wages for an occupation divided by its weighted survey employment. It is sometimes referred to as the "weighted average." These wage data are published as either an hourly or annual wage.

Mean Hourly Wage: For each occupation, respondents are asked to report the number of employees paid within specific wage intervals. The intervals are defined both as hourly rates and the corresponding annual rates. The annual rates are calculated by multiplying the hourly wage rate for the interval by the typical work year of 2,080 hours. In reporting, the respondent can reference either the hourly or the annual rate, but is instructed to report the hourly rate for part-time workers.

Mean Annual Wage: Workers in some occupations are paid an annual salary, but typically do not work a standard 52-week, 2,080 hours per year schedule. Since the survey does not collect the actual hours worked, the hourly rate cannot be calculated with a reasonable degree of confidence from the annual wages. For this reason, the annual salary is directly calculated from reported survey data and only annual wage estimates are reported for these occupations. Occupations such as these include musical and entertainment occupations, pilots and flight attendants, and teachers.

Median Wage:

Another "average wage" representing the value of the "middle" observation when the numbers are arranged from the smallest to largest. At that point, one-half of the employees in the occupation earn more and one-half earn less. The median wage is the same as the 50th percentile wages.

Percentile Wages (includes the 10th, 25th, 50th, 75th and 90th percentile):

This measure of wage is calculated by ranking workers in an occupation from lowest paid to highest paid. Then, it is easy to determine the wage where a certain percentage of workers make this amount or less. For example, at the 10th percentile wage, ten percent of all wage earners in that occupation make that wage or less. Similarly, at the 75th percentile, 75 percent of all wage earners in that occupation make that wage or less, and conversely, 25 percent make more than that wage. An often used measure of wage is the Median Wage, which is the 50th percentile wage. At the median wage, one-half of all workers make less than the indicated amount, while the other one-half earn more.

prepared by staff to Senator Olson 1/22/08

Senator Donald Olson
Analysis of VPSO and State Trooper Funding
Data Source: Legislative Finance Short Form Booklets

TOTAL NUMBERS - NO INFO ON NUMBER OF POSITIONS

	Requested	Final Authorized Budget												
	FY 2009 (2)	FY 2008 (2)	FY 2007 (1)	FY 2006 (1)	FY 2005 (1)	FY 2004 (1)	FY 2003	FY 2002	FY 2001	FY 2000	FY 1999	FY 1998	FY 1997	FY 1996
Alaska State Troopers Authorization	75,256.2	73,347.0	72,972.6	66,779.0	59,973.8	55,384.6	51,821.2	49,173.1	47,452.8	47,076.3	46,054.1	43,549.8	43,464.6	43,683.7
Change from previous year	1,909.2	374.4	6,193.6	6,805.2	4,589.2	3,563.4	2,648.1	1,720.3	376.5	1,022.2	2,504.3	85.2	(219.1)	
Percent change from previous year	2.6%	0.5%	9.3%	11.3%	8.3%	6.9%	5.4%	3.6%	0.8%	2.2%	5.8%	0.2%	-0.5%	
Change from FY 2003	23,435.0													
Percent change from FY 2003	45.2%													
Change from 10 years ago	29,202.1													
Percent change from 10 years ago	63.4%													
VPSO Authorization	5,865.1	5,861.2	5,274.1	5,813.6	5,803.1	5,793.8	8,776.0	8,735.1	7,581.8	7,498.0	7,498.0	6,985.5	6,956.2	6,885.0
Change from previous year	3.9	587.1	(539.5)	10.5	9.3	(2,982.2)	40.9	1,153.3	83.8	-	512.5	29.3	71.2	
Percent change from previous year	0.1%	11.1%	-9.3%	0.2%	0.2%	-34.0%	0.5%	15.2%	1.1%	0.0%	7.3%	0.4%	1.0%	
Change from FY 2003	(2,910.9)													
Percent change from FY 2003	-33.2%													
Change from 10 years ago	(1,632.9)													
Percent change from 10 years ago	-21.8%													

ALL FUNDING SOURCES INCLUDING

(1) Aircraft and Marine Enforcement removed from the amounts - to be consistent with previous years budgeting

(2) In addition to removing the items in footnote (1), also removed Ak Wildlife Troopers Dir Off, Ak Wildlife Troopers Investigation, and Ak Wildlife Troopers for the same reason

no folks
circles

Rural Alaska Villages
Law Enforcement
01/14/08

used to
have one,
but don't
anymore

Does "0" mean auth, but vacant?
what does VPSO only or VPO/TPO only mean?

Cooper Center has 1, but no population?
if no non-profit listed, why?

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Adak	146	APIA			1	X	
Akhiok	44	KANA					
Akiachak	633	AVCP	1		3		
Akiak	367	AVCP	1		2		
Akutan	741	APIA	1	X			
Alakanuk	663	AVCP			3	X	
Aleknagik	241	BBNA	1	X			
Allakaket	94	TCC					
Ambler	277	KANA	0				
Angoon	482	KANA	1				X
Aniak	512						
Anvik	88	TCC	0		1	X	
Arctic Village	146	TCC					X
Atka	73	APIA	1	X			
Atmautluak	304	AVCP			2	X	
Barrow	4,065						
Beaver	72	TCC					X
Bethel	5,812		1				
Brevig Mission	324	KAWE	1		1		
Buckland	457	KANA			1	X	
Cantwell	204						?
Central	89	TCC					X
Chalkyitsik	65	TCC					X
Chase	30						X
Cheformak	460	AVCP	1		2		
Chenega Bay	69	KANA					?
Chevak	908	AVCP			4	X	
Chignik	85	BBNA	1	X			
Chignik Lagoon	70	BBNA					X
Chignik Lake	120	BBNA	0				X
Chiniak	44	KANA					X
Chuathbaluk	99	AVCP					?
Circle	95	TCC					X

filled

Gulkana 177
or Gakona 234

Rural Alaska Villages
Law Enforcement
01/14/08

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Clark's Point	69	BBNA					?
Coffman Cove	162	KANA					X
Cold Bay	87	APIA					X
Cooper Center <i>cluster of comm.</i>		CRNA	1				
Crooked Creek	122	AVCP					X
Cube Cove	0	KANA					X
Deering	138	KANA					X
Dillingham	2,397						
Diomedes	110	KAWA			1	X	
Eagle	110	TCC	1				
Edna Bay	41	KANA					X
Eek	287	AVCP	1		2		
Egegik	76	BBNA	1	X			X
Ekwok	111	BBNA	1	X			
Elfin Cove	25	APIA					X
Elim	294	KAWA					?
Emmonak	796	AVCP	1		5		
False Pass	54	APIA					?
Ferry	31	KANA					X
Galena	636						
Gambell	643	KAWA			1	X	
Game Creek	21	KANA					X
Glennallen	525						
Golovin	154	KAWA			1	X	
Goodnews Bay	242	AVCP	1	X			
Crayling	174	TCC					X
Gustavus	441	KANA					X
Haines	1,492						
Hollis	156	KANA					X
Holy Cross	204	TCC			0		
Hooper Bay	1,157	AVCP			7/2	X	
Hughes	68	TCC					X
Huslia	259	TCC	1	X			

**Rural Alaska Villages
Law Enforcement
01/14/08**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Hydaburg	352	KANA		X			
Hyder	92	KANA	0				X
Igiugig	53	BBNA					X
Iliamna **	82	BBNA	0				X
Jakolof Bay	39	BBNA					X
Juneau	30,650						
Kake <i>was, id, e</i>	536	KANA					
Kaltag	199	TCC					X
Karluk	27	KANA	0				
Kasaan	59	KANA					X
Kasigluk	542	AVCP			3	X	
Ketchikan	7,622						
Kiana	401	KANA			1	X	
King Cove	807	APIA					?
King Salmon <i>PD + T</i>	409						?
Kipnuk	668	AVCP	1		1		
Kivalina	391	KANA			1	X	X
Klawock <i>T</i>	776						X
Klukwan	112	KANA					
Kobuk	135	KANA	0				
Kodiak <i>PT</i>	5,937						
Kokhanok	168	BBNA	0		0		
Koliganek	165	BBNA	1	X			
Kongiganak	411	AVCP	1		1		
Kotlik	611	AVCP			3	X	
Kotzebue	3,104						
Koyuk	368	KAWA			2	X	
Koyukuk	88	TCC					X
Kwethluk	721	AVCP	1		4	X	
Kwigillingok	378	AVCP	0		1	X	
Larsen Bay	90	KANA	1	X			
Levelock	61	BBNA	0				
Lime Village	25	AVCP					X

**Rural Alaska Villages
Law Enforcement
01/14/08**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Lower Kalskag	269	AVCP			0		
Manley Hot Springs	78	TCC					X
Manokotak	423	BBNA	0		1	X	
Marshall	387	KAWA	1				
McGrath	321	TCC	1				
Mekoryuk	217	AVCP	1		3	X	
Mentasta Lake	114	TCC					X
Minto	186	TCC	0		1	X	X
Mosquito Lake	158	KANA					X
Mountain Village	796	AVCP	1		1		
Naknek	577	BBNA					X
Nanwalek	228	KANA	1	X			X
Napakiaik	370	AVCP	1		3		
Napaskiak	464	AVCP	1		5		
Naukati Bay	129	TCC					X
Nelson Lagoon	63	APIA	1	X			
Nenana	553						
New Stuyahok	472	BBNA	1		2		
Newhalen **	167	BBNA	0				X
Newtok	323	AVCP			1	X	
Nightmute	237	AVCP			0		
Nikolai	98	TCC					X
Ninilchik	784						
Noatak	470	KANA			1	X	X
Nome	3,540						
Nondalton	196	BBNA					X
Noorvik	636	KANA			0		
Northway	79						
Nulato	290	TCC					
Nunam Iqua (Sheldon Pt)	201	AVCP			1	X	
Nunapitchuk	547	AVCP	1		4		
Old Harbor	192	KANA	0				
Oscarville	64	AVCP			0		X

**Rural Alaska Villages
Law Enforcement
01/14/08**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Pedro Bay	55	BBNA					X
Pelican	106	KANA					
Perryville	120	BBNA					X
Pilot Point	66	BBNA	1	X			
Pilot Station	574	AVCP			2	X	
Pitka's Point	94	AVCP					X
Point Baker	27	KANA					X
Port Alexander	64	KANA					X
Port Alsworth	112	BBNA					X
Port Graham	136	TCC					X
Port Heiden	79	BBNA					
Port Lions	211	KANA	1	X			
Port Protection	59	KANA					X
Quinhagak	648	AVCP	1		4	X	
Quzinkie	189	KANA	0				
Rampart	21	TCC					X
Red Devil	29	AVCP					X
Ruby	183	TCC	1	X			
Russian Mission	329	AVCP			1	X	
Saint George	120	APIA	1	X			
Saint Mary's	551				3	X	
Saint Michael	446	KAWE	0		2	X	
Savoonga	712	KAWE	1		1		
Scammon Bay	520	AVCP	1		1		
Selawik	841	KANA	0		1	X	
Shageluk	124	TCC					X
Shaktolik	214	KAWE	0		1	X	
Shishmaref	615	KAWE	1		1		
Shungnak	260	KANA	1	X	0		X
Sitka	8,833						
Skwentna	71	Mat-Su Corp					X
Sleetmute	91	TCC	0		1	X	
Stebbins	612	KAWE	2		3		

**Rural Alaska Villages
Law Enforcement
01/14/08**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Stevens Village	63	TCC			1	X	
Stony River	53	AVCP					X
Takotna	53	TCC					X
Talkeetna	840	TCC					
Tanana	abt. 261	TCC	1				
Tatitlek	117	KANA					X
Teller	258	KAWA					X
Tenakee Springs	109	KANA					X
Tetlin	149	TCC					
Thorne Bay	482	KANA	1	X			
Togiak	783	BBNA			2	X	
Toksook Bay	598	AVCP			4	X	
Tuluksak	493	AVCP			1	X	
Tuntutuliak	407	AVCP	1		1		
Tununak	333	AVCP			2	X	
Twin Hills	77	BBNA	0				
Tyonek	199	KANA					X
Unalakleet	727	KAWA			2	X	
Upper Kalskag	271	AVCP					
Venette	187	TCC					X
Wales	139	KAWA					X
Whale Pass	61	KANA					X
White Mountain	224	KAWA	1		1		
188	122,404		48	20.0	105	36.0	68.0
				Total VPO Communities		58	
Kake has a certified police department							

**Rural Alaska Villages
Law Enforcement
9/11/06**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Adak	149	APIA			1	X	
Akhiok	48	KANA					
Akiachak	622	AVCP	1.0		3		
Akiak	346	AVCP			2		
Akutan	748	APIA	1.0	X			
Alakanuk	659	AVCP			3	X	
Aleknagik	213	BBNA	1.0	X			
Allakaket	97	TCC					
Ambler	295	KANA	1.0				
Angoon	542	KANA		X			X
Aniak	539						
Anvik	109	TCC	1.0		1		
Arctic Village	172	TCC					X
Atka	102	APIA	1.0	X			
Atmautluak	291	AVCP			5		
Barrow	4,434						
Beaver	76	TCC					X
Bethel	5,736						
Brevig Mission	307	KAWA			1		
Buckland	426	KANA			1	X	
Cantwell	225						
Central	120	TCC					X
Chalkyitsik	87	TCC					X
Chase	36						X
Chefornak	419	AVCP			1	X	
Chenega Bay	90	KANA					
Chevak	854	AVCP			5		
Chignik	77	BBNA		X			
Chignik Lagoon	89	BBNA					X
Chignik Lake	115	BBNA	1.0				X
Chiniak	56	KANA					X
Chuathbaluk	98	AVCP				1.0	
Circle	84	TCC					X

**Rural Alaska Villages
Law Enforcement
9/11/06**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Clark's Point	65	BBNA		X			
Coffman Cove	161	KANA					X
Cold Bay	116	APIA					X
Crooked Creek	146	AVCP					X
Cube Cove	30	KANA					X
Deering	129	KANA					X
Dillingham	2,475						
Diomedes	128	Kawe					
Eagle	150	TCC	1.0				
Edna Bay	40	KANA					X
Eek	291	AVCP	1.0		1		
Egegik	88	BBNA					X
Ekwok	114	BBNA	1.0	X			
Elfin Cove	32	APIA					X
Elim	339	Kawe					
Emmonak	745	AVCP			5		
False Pass	79	APIA					
Ferry	30	KANA					X
Galena	713						
Gambell	639	Kawe			3		
Game Creek	35	KANA					X
Glennallen	517						
Golovin	148	Kawe			1		
Goodnews Bay	234	AVCP					
Grayling	192	TCC					X
Gustavus	421	KANA					X
Haines	1,714						
Hollis	150	KANA					X
Holy Cross	232	TCC			1	X	
Hooper Bay	1,075	AVCP			7		
Hughes	69	TCC					X
Huslia	285	TCC	1.0	X			
Hydaburg	364	KANA		X			

**Rural Alaska Villages
Law Enforcement
9/11/06**

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Hyder	89	KANA	1.0				X
Igiugig	41	BBNA					X
Iliamna **	104	BBNA	1.0	**			X
Jakolof Bay	40	BBNA					X
Juneau	30,981						
Kake	700	KANA					
Kaltag	223	TCC					X
Karluk	23	KANA	1.0				
Kasaan	55	KANA					X
Kasigluk	527	AVCP			3	X	
Ketchikan	7,845						
Kiana	399	KANA			1	X	
King Cove	794	APIA					
King Salmon	392						
Kipnuk	644	AVCP	1.0		2		
Kivalina	383	KANA			1		X
Klawock	848						
Klukwan	111	KANA					X
Kobuk	106	KANA	1.0	X			
Kodiak	6,544						
Kokhanok	174	BBNA	1.0		1		
Koliganek	186	BBNA	1.0	X			
Kongiganak	368	AVCP	1.0		1		
Kotlik	633	AVCP			2	X	
Kotzebue	3,107						
Koyuk	329	KAWE			2		
Koyukuk	101	TCC					X
Kwethluk	693	AVCP	1.0		5		
Kwigillingok	337	AVCP	1.0		1		
Larsen Bay	107	KANA	1.0	X			
Levelock	84	BBNA	1.0				
Lime Village	41	AVCP					X
Lower Kalskag	260	AVCP					

**Rural Alaska Villages
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Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Manley Hot Springs	73	TCC					X
Manokotak	404	BBNA	1.0		3		
Marshall	364	KAWE					
McGrath	407	TCC	1.0				
Mekoryuk	204	AVCP	1.0		1		
Mentasta Lake	139	TCC					X
Minto	229	TCC	1.0		1		X
Mosquito Lake	226	KANA					X
Mountain Village	757	AVCP	1.0		3		
Naknek	642	BBNA					X
Nanwalek	221	KANA	1.0	X			X
Napakiaik	351	AVCP	1.0		1		
Napaskiak	408	AVCP	1.0		3		
Naukati Bay	110	TCC					X
Nelson Lagoon	70	APIA	1.0	X			
Nenana	444						
New Stuyahok	479	BBNA	1.0		1		
Newhalen **	156	BBNA	1.0				X
Newtok	326	AVCP			3	X	
Nightmute	224	AVCP			1	X	
Nikolai	120	TCC					X
Niniichik	779						
Noatak	455	KANA					X
Nome	3,493						
Nondalton	207	BBNA					X
Noorvik	677	KANA			3		
Northway	80						
Nulato	345	TCC					
Nunam Iqua (Sheldon Pt)	164	AVCP			1	X	
Nunapitchuk	512	AVCP	1.0		4		
Old Harbor	229	KANA	1.0	X			
Oscarville	62	AVCP					X
Pedro Bay	46	BBNA					X