

AK LEGISLATURE SPECIAL COMMITTEE FILES SCOMM 157 3365

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

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Pelican	115	KANA					
Perryville	111	BBNA					X
Pilot Point	76	BBNA	1.0	X			
Pilot Station	546	AVCP			2		
Pitka's Point	94	AVCP					X
Point Baker	35	KANA					X
Port Alexander	72	KANA					X
Port Alsworth	110	BBNA					X
Port Graham	176	TCC					X
Port Heiden	108	BBNA					
Port Lions	229	KANA	1.0	X			
Port Protection	53	KANA					X
Quinhagak	572	AVCP			8		
Quzinkie	189	KANA	1.0				
Rampart	21	TCC					X
Red Devil	35	AVCP					X
Ruby	195	TCC	1.0	X			
Russian Mission	328	AVCP			1		
Saint George	147	APIA					
Saint Mary's	549				3	X	
Saint Michael	390	KAWA	1.0		2		
Savoonga	686	KAWA	1.0		1	X	
Scammon Bay	491	AVCP	1.0		1		
Selawik	778	KANA	1.0				
Shageluk	145	TCC					X
Shaktolik	218	KAWA	1.0		1		
Shishmaref	589	KAWA			3		
Shungnak	249	KANA					X
Sitka	8,894						
Skwentna	107						X
Sleetmute	93	TCC	1.0		1		
Stebbins	586	KAWA	1.0		3		
Stevens Village	85	TCC			1	X	

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

Community	Population	Nonprofit	VPSO	VPSO ONLY	VPO/TPO	VPO/TPO ONLY	NO LE
Stony River	57	AVCP					X
Takotna	49	TCC					X
Talkeetna	868						
Tatitlek	109	KANA					X
Teller	247	KAWA					X
Tenakee Springs	98	KANA					X
Tetlin	132	TCC					
Thorne Bay	503	KANA	1.0	X			
Togiak	804	BBNA			2	X	
Toksook Bay	549	AVCP			3		
Tuluksak	461	AVCP			3		
Tuntutuliak	377	AVCP	1.0		2		
Tununak	323	AVCP			2		
Twin Hills	76	BBNA	1.0	X			
Tyonek	185	KANA					X
Unalakleet	725	KAWA			2		
Upper Kalskag	248	AVCP					
Venetie	199	TCC					X
Wales	159	KAWA					X
Whale Pass	62	KANA					X
White Mountain	210	KAWA	1.0		1		
186	124,392		51.0	21.0	127	16.0	68.0
				Total VPO Communities		58	
** John Donkersloot has two villages accounted for.	serves both Iliamna and Newhalen						
Kake has a certified police department							

Denise Liccioli

From: Jack Omelak
Sent: Friday, January 18, 2008 10:24 AM
To: Denise Liccioli
Subject: FW: Trooper needs in Western Alaska

From: Jack Omelak
Sent: Friday, January 18, 2008 10:22 AM
To: 'denise_liccolli@legis.state.ak.us'
Cc: 'ginny_austerman@legis.ak.state.us'
Subject: FW: Trooper needs in Western Alaska

Copy of constituent email and my reply.

Senator Donny Olson
Room 514
State Capitol Bldg.
Juneau, AK. 99801-1182
(907) 465-3707
Fax:(907) 465-4821

From: Sen. Donny Olson
Sent: Friday, January 18, 2008 10:16 AM
To: 'Michelle Krier'
Subject: RE: Trooper needs in Western Alaska

Michelle,
Thank you for taking the time to write and inform me about some of the issues our region is facing. I know that providing more protection and law enforcement for our region is a primary concern and I am working to address such issues. I have just finished at Task Force meeting in which we are finding ways to solve such problems, and I can say without a doubt that the problems you face are some of our most concerning issues. Thanks again for your input.

Senator Donny Olson
Room 514
State Capitol Bldg.
Juneau, AK. 99801-1182
(907) 465-3707
Fax:(907) 465-4821

From: Michelle Krier [mailto:MKrier@kawerak.org]
Sent: Friday, January 18, 2008 9:19 AM
To: Sen. Donny Olson
Cc: Michelle Krier
Subject: Trooper needs in Western Alaska

Dear Senator Olson,

1/18/2008

My name is Michelle Krier and I was born & raised in Nome, Alaska and had the privilege of attending High School in Shishmaref, Alaska my mother's hometown. I am currently the Director of Kawerak's Child Advocacy Center in Nome and I heard of your Crime Summit that was held in Juneau.

I am writing to inform you that we are in dire need of more funding for the Alaska State Troopers in our Region. They are understaffed and their caseloads are heavy. Right now they have to focus on Sexual Assaults, Child Sexual Abuse, and other emergent issues and must find time to also address vandalism & burglary in our Villages.

I have recently heard from the Village of Elim that they feel as though their needs are not being met by the Troopers, and I believe it is because they need more staff. Also, families that come through my center because of Child Sexual Abuse may feel that their cases aren't important or that the Troopers have forgot about them, but I have to tell them that they are working diligently on these cases, but everything takes time because of their man-power.

I am writing this in hopes that you will increase funding for the Alaska State Troopers, especially in our Region. I believe that if they have more staff, they will better meet the needs of our communities. Travel to and from villages takes up hours in their workday, and is required the need is great. Also, right now we have vacant VPSO positions in the following communities: Brevig, Diomed, Elim, Gambell, Golovin, Koyuk, Teller, Unalakleet, Wales. That means that there is no law enforcement available for emergencies in these communities. I believe it is because of the low pay that they receive for trying to protect close-knit communities where they have to enforce law with their friends and relatives.

I ask that you increase funding for our law enforcement, in the end will will save our State money by keeping crime down. Please contact me if you have any questions or would like to know more about the needs of our Region.

Sincerely,

Michelle Krier
Michelle Krier
CAC Director
cac.pd@kawerak.org
phone: (907)-443-4379
fax: (907)-443-4474

KAWERAK CAC MISSION

To provide a child-friendly, culturally respectful place where caring professionals work together to help children, families and communities affected by abuse.

*** * D R A F T * ***

January 18, 2008

Alaska State Senate

Village Public Safety Officers (VPSO) Task Force

Report to the Senate

issued

February 15, 2008

**** D R A F T ****

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

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

Senate VPSO Task Force Members

Senator Donald C. Olson, Chair

Senator Hollis French

Senator Fred Dyson

Commissioner Walt Monegan, Department of Public Safety

Attorney General (AG) Talis Colberg, Department of Law

Public Member Loretta Bullard, President, Kawerak, Inc.

Public Member Myron Naneng, President, Association of Village Council
Presidents (AVCP)

Committee Aide: Denise Liccioli, staff to Senator Olson

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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.

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 from 9 people 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 2.

Following the public meetings where testimony was accepted, the Task Force met in public work sessions in Anchorage during November and in Juneau during January to decide on its recommendations and report contents, which 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 nonprofits.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 nonprofits.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, no more than 5, 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 AVCP area. 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 by the non-profits.

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 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".

Tribal courts might be another way of dealing with some crimes.

- 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.

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

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to be explored to see what is available that would be of benefit to the program.

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

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partnership with them could assist with the current lack of equipment available to VPSOs.

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 2.

For the recommendations that follow to be successful, it is incumbent upon DPS to support and collaborate with the nonprofits 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. The statutes governing the VPSO program, AS 18.65.670 and AS 18.65.680, are brief and are shown as Appendix 3. However, should it be decided at a later date to have VPSOs become state employees, the appropriate statutes would require changes.

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

Increase the base pay to \$20 per hour, and program CPI increases into the base pay 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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**Senate Village Public Safety Officers (VPSO) Task Force
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In order to prevent the erosion of the base wage, CPI increases need to be budgeted for annually and DPS should request increases in their budget to cover those CPI increases, similar to what is done for state employees.

DPS estimates the cost to implement a base salary increase to \$20 (from \$16.55) in FY 2009 to be \$350,000.

The nonprofits should develop and maintain a short and long range plan. This would 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 would 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. 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 the village is on the road system should not by itself be one of the criteria.

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

*** * D R A F T * ***

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

- 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, HUD, etc., can be applied for and used to support the VPSO program in some way

The nonprofits and DPS should develop some type of organized trauma debriefing program. Often, they 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.

DPS should pursue partnerships with other agencies to provide and/or improve on the facilities and equipment available. These partnerships may also encompass other mutual areas of interest, but should certainly look at the possibility of cooperative agreements for the use 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.

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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.

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 nonprofits 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.

Some villages are able to provide dedicated housing to their VPSO, but the housing is not always acceptable. It may be too small for a family, or it might not be well maintained. Other villages have dedicated housing for a group of jobs, but not specifically for the VPSO. In those cases, the housing may already be in use by one of the other positions. Building additional housing is expensive which makes that option not viable.

Closing remarks. The Task Force recognizes that fulfilling the recommendations in this report will take a large commitment by the nonprofits, 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.

*** * 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
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;

(3) review statutes and regulations that deal with the village public safety officer program and consider whether statutory changes are necessary or desirable;

(4) prepare and deliver to the senate, by February 15, 2008, a report of the findings and recommendations of the task force; and be it

FURTHER RESOLVED that, subject to available funding, the chair of the task force may hire staff and that the Legislative Affairs Agency shall provide administrative support to the task force as needed; and be it

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.

*** * D R A F T * ***

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

Appendix 2

List of Suggested Solutions

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 1 of 6

November 29, 2007

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** (one region (a big one) is 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**

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 2 of 6

November 29, 2007

- 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:**

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

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November 29, 2007

- **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**

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

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November 29, 2007

- 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**

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 5 of 6

November 29, 2007

- **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**
- **Juvenile offenses to Tribal court**
- **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**

**** DRAFT ** Senate VPSO Task Force ** DRAFT ****

List of suggested solutions (similar suggestions grouped together)

Prepared by the staff of Senator Donald Olson

page 6 of 6

November 29, 2007

- Rural exchange program – village to village
- 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 3

Alaska Statutes 18.65.670 and 18.65.680

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;
- (3) administer functions relating to
 - (A) protecting life and property in the rural areas of the state;
 - (B) conducting investigations;
 - (C) conducting search and rescue missions;
 - (D) conducting local training programs in drug and alcohol awareness and prevention, water safety, and gun safety;
- (4) perform other duties relating to public safety as directed by the commissioner.

Denise

Denise Liccioli

From: Denise Liccioli
Sent: Thursday, January 17, 2008 10:33 AM
To: Loretta Bullard; Myron P. Naneng; Sen. Donny Olson; Sen. Fred Dyson ; Sen. Hollis French; Talis Colberg ; Walt Monegan
Cc: Allison Biastock ; Alvin Jimmie ; Anne Carpeneti ; Cathy Hoffman; Cindy Smith ; Gina Appolloni ; Ginger Blaisdell; John Glick ; Karen Bitzer; Kortling, Nancy A (LAW); Lauren Rice ; Lucky Shultz; Marla Berg; Peg Warren ; Richard Svobodny ; Sen. Lyda Green; Shana Crondahl; Sue Gullufsen
Subject: Draft VPSO Task Force Report
Attachments: Draft VPSO Report.pdf

Hello,

Senator Olson wanted to have a draft of the report for the Task Force to review and discuss at the meeting on Friday, hopefully resulting in coming to an agreement at the meeting so that the report can be finalized. Attached to this please find said draft report. The findings and recommendations are what Senator Olson requested, but are most definitely open for discussion and revision at the meeting.

The report has a few appendices. One of which is the list of solutions that Loretta compiled and I typed and distributed before, except that in this report, as Appendix 2, the ideas are grouped differently and I tried to eliminate the duplicates. So you will also want to review that appendix in particular.

Hopefully, this will be a better way to generate the discussion needed to complete the report.

See you on Friday at 8 am in the Beltz room, 2nd floor, of the Capitol.

~Denise
Staff to Senator Olson
465-3707

ps, I know that Myron and Loretta have already left and are enroute. We will get a copy



Draft VPSO
Report.pdf (3 MB)

to your hotel for you , awaiting your arrival later today.

Denise Liccioli

From: Spencer, Danial R (DPS) [danial.spencer@alaska.gov]
Sent: Friday, December 07, 2007 3:46 PM
To: Denise Liccioli
Cc: Kasson, Joan M (DPS); Glick, John R (DPS)
Subject: : Draft VPSO Salary Schedules
Attachments: Draft VPSO Salary Schedules 2.pdf

Hi, Denise

Here's the info I have on the VPSO questions. AST estimates that in effect, this wage adjustment would result in about 380.0 additional cost.

As far as the cost of counseling, we don't have anything to use to develop firm estimates, but we'd speculate in the 150.0 to 250.0 to 300.0 neighborhood.

Dan

Dan Spencer
Director of Administrative Services
Alaska Department of Public Safety
PO Box 111200
Juneau, Alaska 99811-1200
Phone: 907.464.5488
Fax: 907.465.5500

12/7/2007

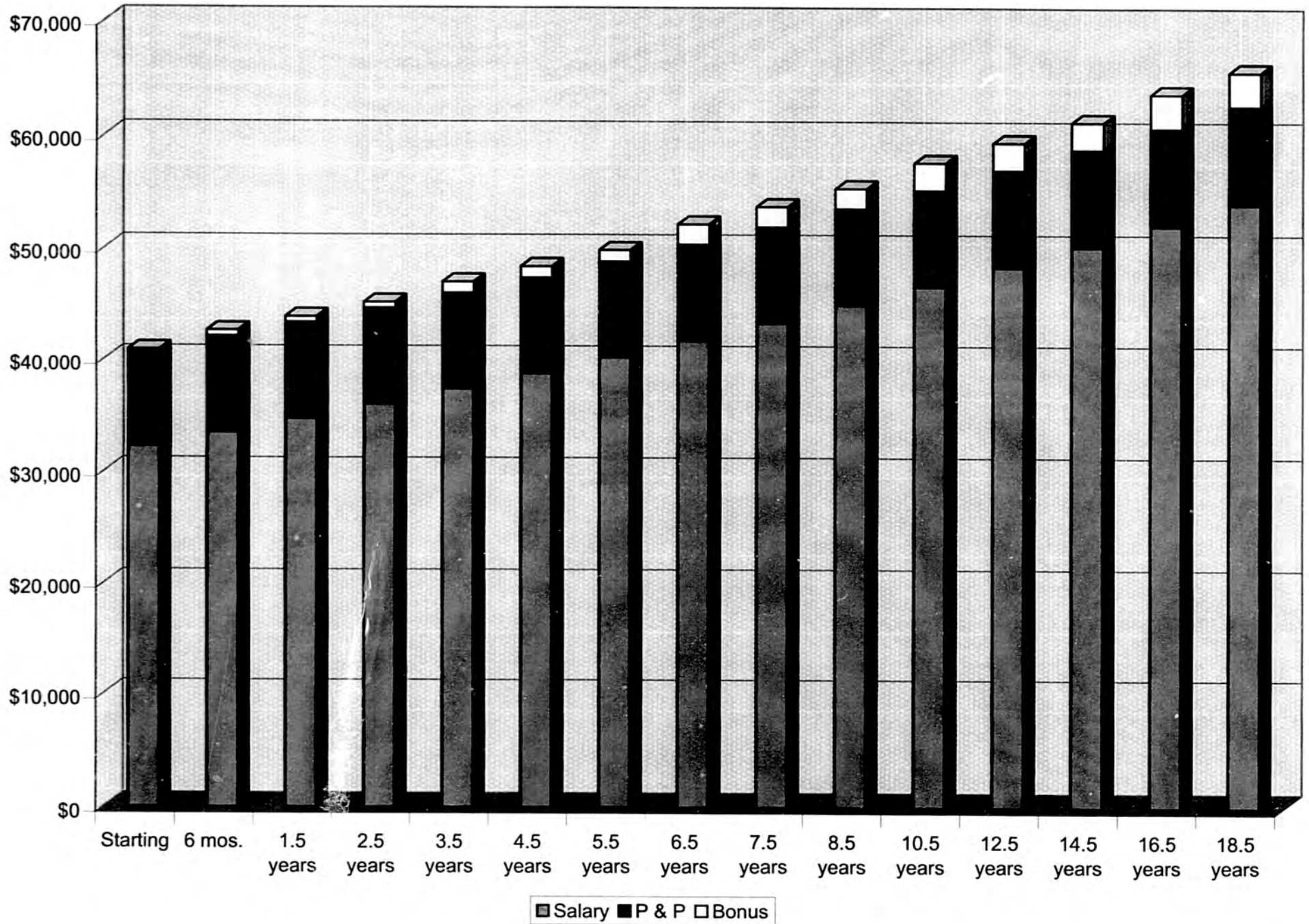
**VPSO Salary Schedule w/P&P
1950 Hours**

	Starting	6 mos.	1.5 years	2.5 years	3.5 years	4.5 years	5.5 years	6.5 years	7.5 years	8.5 years	10.5 years	12.5 years	14.5 years	16.5 years	18.5 years
	Step A	Step B 6 mos.	Step C 18 mos.	Step D 30 mos.	Step E 42 mos.	Step F 54 mos.	Step G 66 mos.	Step H 78 mos.	Step I 90 mos.	Step J 102 mos.	Step K 126 mos.	Step L 150 mos.	Step M 174 mos.	Step N 198 mos.	Step O 222 mos.
Monthly	3,408.38	3,509.23	3,613.86	3,722.42	3,835.05	3,951.90	4,073.13	4,198.91	4,329.41	4,464.80	4,605.27	4,751.00	4,902.20	5,059.07	5,221.82
Yearly	40,900.50	42,110.72	43,366.32	44,669.01	46,020.55	47,422.77	48,877.57	50,386.93	51,952.89	53,577.57	55,263.18	57,012.00	58,826.40	60,708.84	62,661.87
Hourly	20.97	21.60	22.24	22.91	23.60	24.32	25.07	25.84	26.64	27.48	28.34	29.24	30.17	31.13	32.13
Sgt. Monthly				4,084.38	4,210.58	4,341.51	4,477.36	4,618.29	4,764.52	4,916.22	5,073.62	5,236.92	5,406.34	5,582.12	5,764.48
Sgt. Yearly				49,012.50	50,526.92	52,098.13	53,728.26	55,419.52	57,174.20	58,994.68	60,883.43	62,843.01	64,876.07	66,985.38	69,173.78
Sgt. Hourly				25.13	25.91	26.72	27.55	28.42	29.32	30.25	31.22	32.23	33.27	34.35	35.47

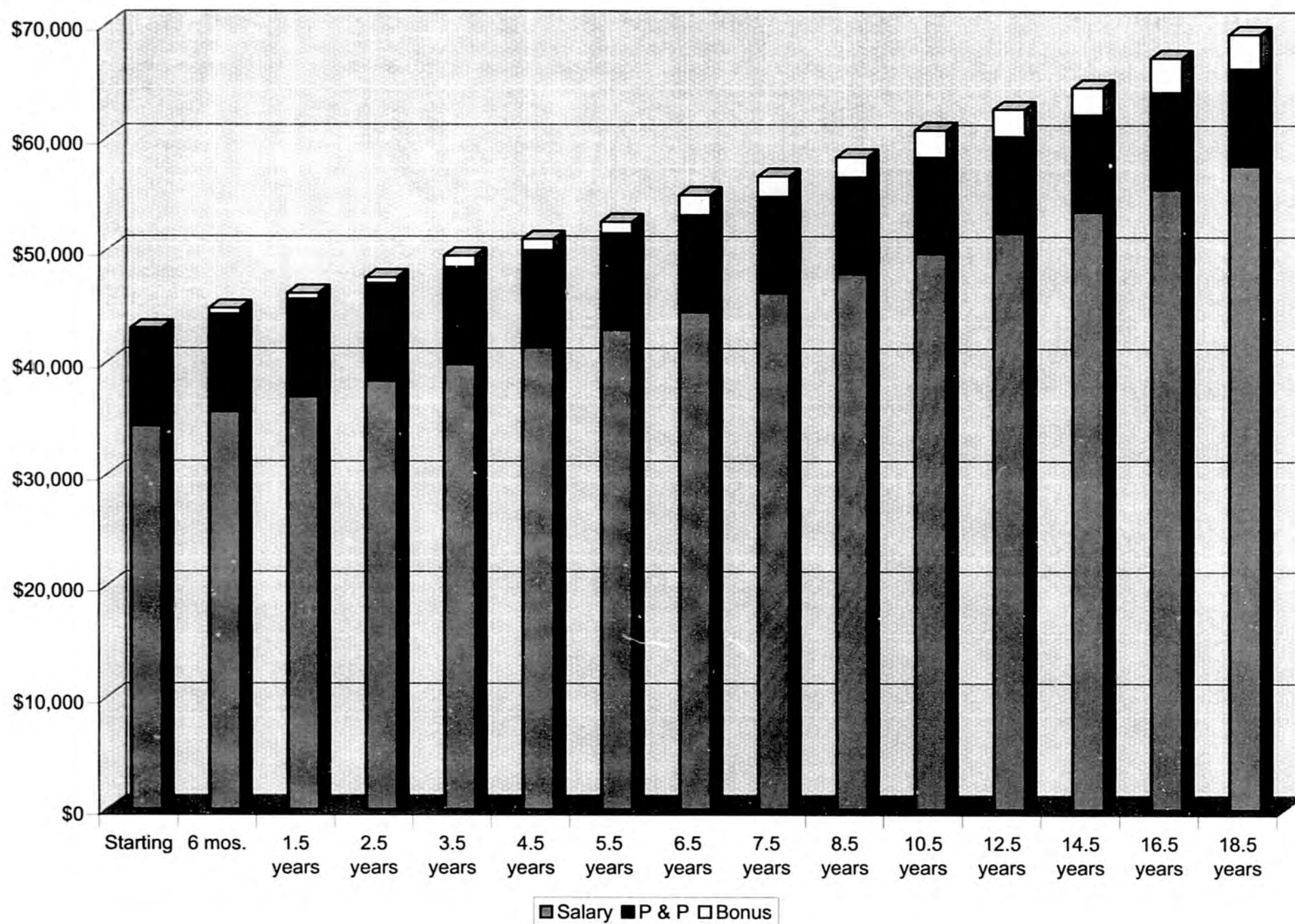
**VPSO Salary Schedule w/P&P
2080 Hours**

	Starting	6 mos.	1.5 years	2.5 years	3.5 years	4.5 years	5.5 years	6.5 years	7.5 years	8.5 years	10.5 years	12.5 years	14.5 years	16.5 years	18.5 years
	Step A	Step B 6 mos.	Step C 18 mos.	Step D 30 mos.	Step E 42 mos.	Step F 54 mos.	Step G 66 mos.	Step H 78 mos.	Step I 90 mos.	Step J 102 mos.	Step K 126 mos.	Step L 150 mos.	Step M 174 mos.	Step N 198 mos.	Step O 222 mos.
Monthly	3,587.67	3,695.24	3,806.85	3,922.65	4,042.78	4,167.42	4,296.74	4,430.91	4,570.10	4,714.52	4,864.35	5,019.80	5,181.08	5,348.41	5,522.01
Yearly	43,052.00	44,342.90	45,682.21	47,071.74	48,513.38	50,009.08	51,560.87	53,170.86	54,841.21	56,574.21	58,372.19	60,237.60	62,172.96	64,180.90	66,264.13
Hourly	20.70	21.32	21.96	22.63	23.32	24.04	24.79	25.56	26.37	27.20	28.06	28.96	29.89	30.86	31.86
Sgt. Monthly				4,308.73	4,443.35	4,583.01	4,727.91	4,878.25	5,034.22	5,196.04	5,363.93	5,538.11	5,718.83	5,906.32	6,100.85
Sgt. Yearly				51,704.80	53,320.18	54,996.14	56,734.94	58,538.95	60,410.61	62,352.46	64,367.13	66,457.35	68,625.95	70,875.87	73,210.16
Sgt. Hourly				24.86	25.63	26.44	27.28	28.14	29.04	29.98	30.95	31.95	32.99	34.07	35.20

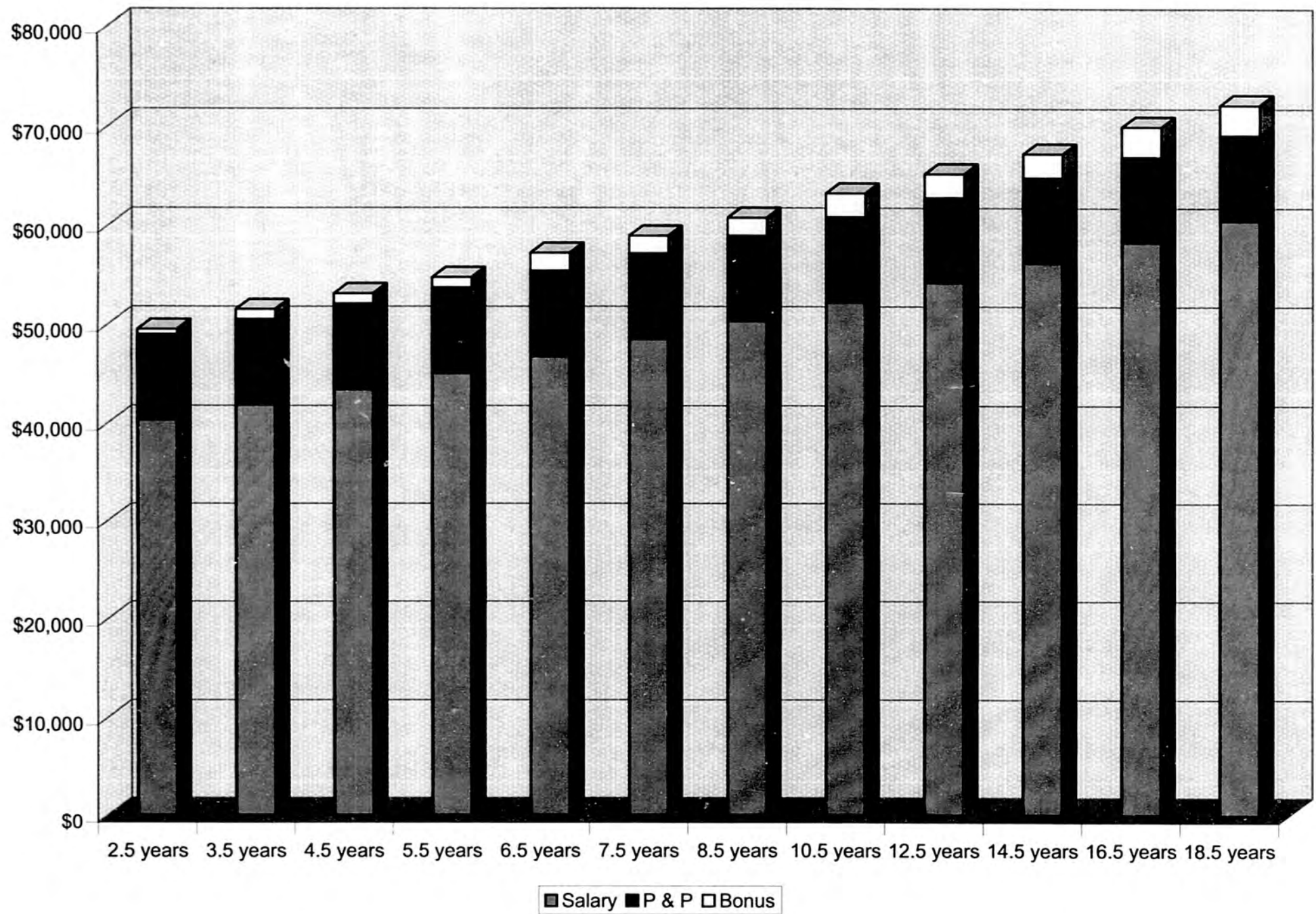
VPSO Annual Salary Schedule (1950 Hours)



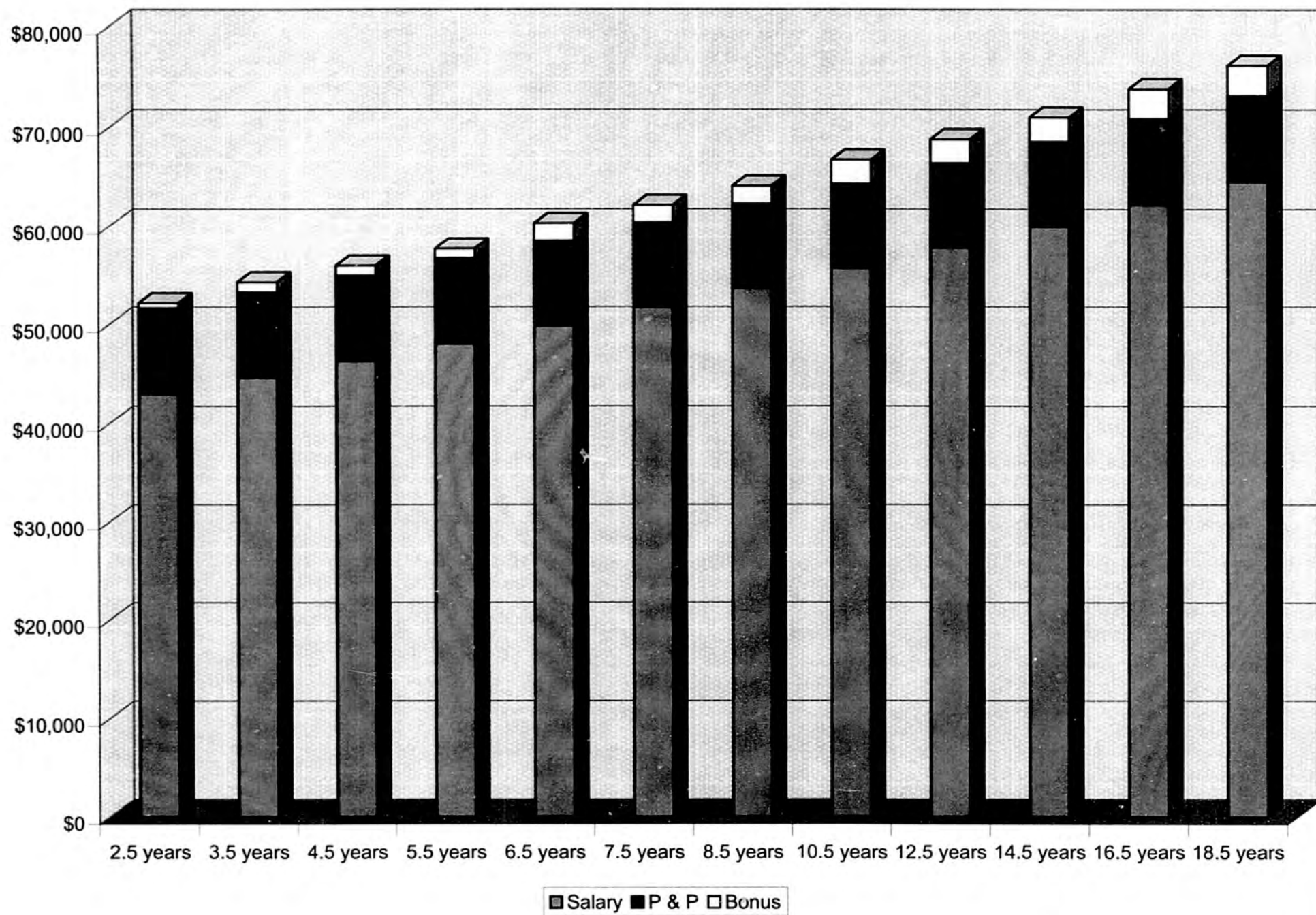
VPSO Annual Salary Schedule (2080 Hours)



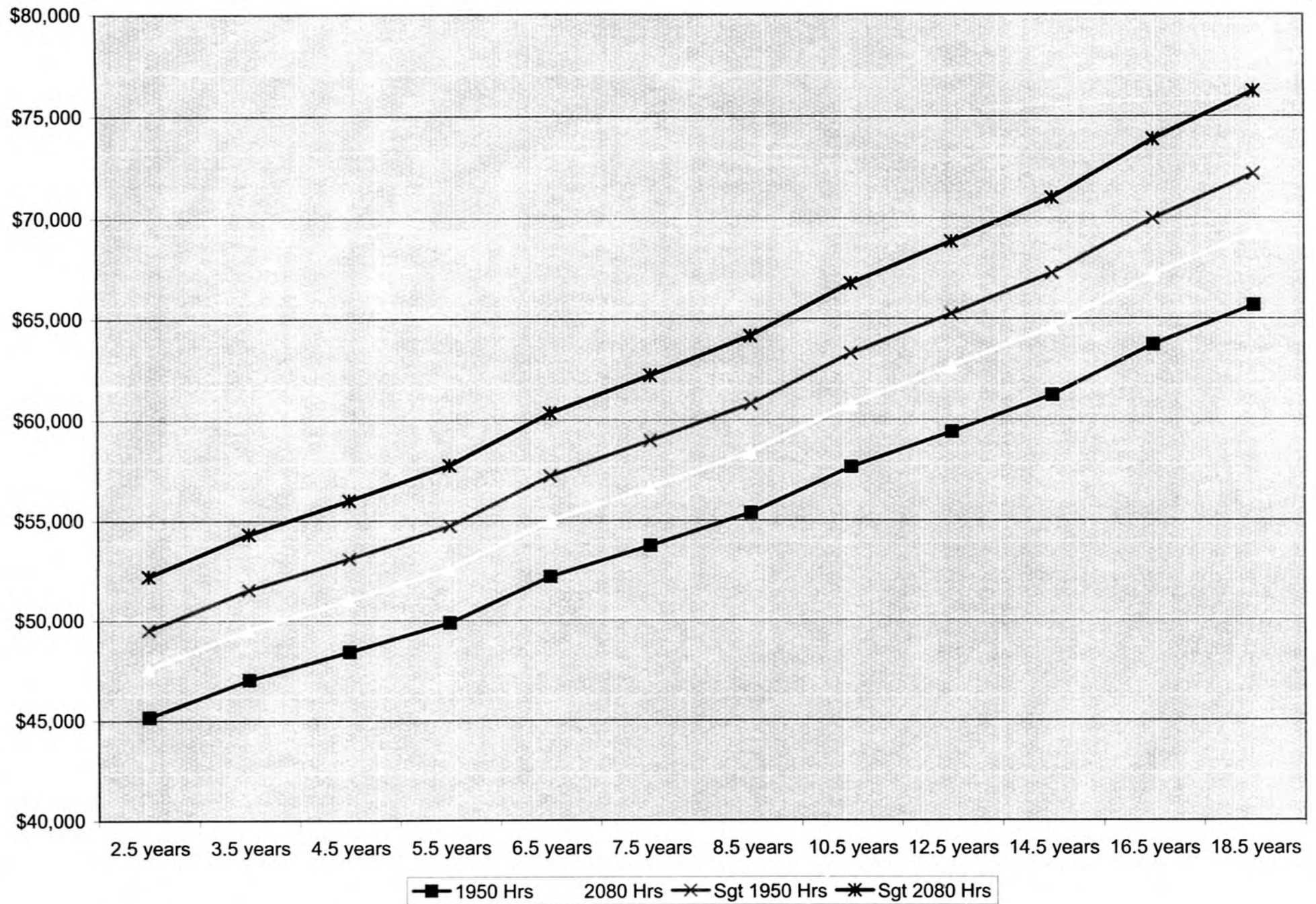
VPSO Sergeant Salary Schedule (1980 Hours)



VPSO Sergeant Salary Schedule (2080 Hours)



VPSO Annual Salary Schedule Comparison



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, 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.

Salaries of various police and other positions

prepared by the office of Senator Donald Olson

November 23, 2007

<u>Position</u>	<u>per hour</u>	<u>Source</u>
AST Recruit - +2	\$23.42	see attachment #1
APD Recruit	\$26.49	see attachment #2
Norton Sound Health Aides, entry, no exp	\$15.98	phone call with NSHC
Norton Sound Health Aides, credentialed	\$23.61	phone call with NSHC
YKHC Community Health Aides, trainee	\$14.48	(1)
YKHC Community Health Aides, credentialed	\$20.98	(1)
Police Patrol Officers (entry level)	\$17.83	(2)
Correctional Officers and Jailers (entry level)	\$17.62	(2)
Corrections Officer - Kotzebue	\$18.73	(3)
Patrol Officer - Dillingham	\$18.08-\$24.55	(3)
Police Officer - Sitka	\$24.32	(3)
Police Officer - Barrow	\$31.41	(3)
Police Officer/Police Officer Recruit - Bethel	\$19.79-\$39.18	(3)
Transportation Security Officers - Bethel	\$14.14	(3)
Transportation Security Officers Separate listings for Kotzebue and Barrow	\$17.13	(3)
Transportation Security Officers - Sitka	\$14.14-\$21.00	(3)
VPSO Separate listings for Kokhanok, Levelock, Newhalen, Port Heiden	\$17.05-\$18.60	(3)
VPSO Separate listings for Akiak, Lower Kalskag, Crooked Creek, Emmonak, Hooper Bay, Nunam Iqua, Pilot Station, Sleetmute, Marshall, Russian Mission	\$16.55	(3)

(1) from job listings on YKHC web site

https://www.ykhc.org/1310.cfm?fuseaction=show.show_all&category_id=0

(2) from The Alaska Labor Exchange System (ALEXSYS) - Job Market Trends

<http://alexsys.labor.state.ak.us/serverxmlhttp/occdetailreportx.asp?session=jobmarkettren...>

(3) from job listings on ALEXSYS

<http://alexsys.labor.state.ak.us/jobbanks/joblist.asp?session=jobsearch&geo=0201000000...>

State Trooper Recruit Starting Salaries

Attachment #1

prepared by the office of Senator Donald Olson

November 23, 2007

<u>differential</u>	<u>per month</u>	<u>semi-mo</u>	<u>hourly</u>
<u>Effective July 1, 2007</u>			
=0	\$3,771.00	\$1,885.50	\$21.76
=+1	\$3,912.00	\$1,956.00	\$22.57
=+2	\$4,059.00	\$2,029.50	\$23.42

<u>Effective July 1, 2006</u>			
=0	\$3,662.00	\$1,831.00	\$21.13
=+1	\$3,799.00	\$1,899.50	\$21.92
=+2	\$3,941.00	\$1,970.50	\$22.74

<u>Difference per month between 2006-2007</u>	
\$109.00	2.98%
\$113.00	2.97%
\$118.00	2.99%

<u>Effective July 1, 2005</u>			
=0	\$3,556.00	\$1,778.00	\$20.52
=+1	\$3,689.00	\$1,844.50	\$21.28
=+2	\$3,827.00	\$1,913.50	\$22.08

<u>Difference per month between 2005-2007</u>	
\$215.00	6.05%
\$223.00	6.04%
\$232.00	6.06%

<u>Effective July 1, 2002</u>			
=0	\$3,452.00	\$1,726.00	\$19.92
=+1	\$3,581.00	\$1,790.50	\$20.66
=+2	\$3,655.00	\$1,827.50	\$21.43

<u>Difference per month between 2002-2007</u>	
\$319.00	9.24%
\$331.00	9.24%
\$404.00	11.05%

Note: only the base, +1, and +2 steps are shown;

A partial listing of the differential steps for various places:

Anchorage = 0

Fairbanks, Juneau = +1

Haines, Petersburg, Ketchikan, Sitka, Wrangell, Yakutat
are all +2

Nome = +8

Bethel, Kotzebue, Barrow, Aniak, St Mary's = +9

Source: Department of Public Safety and Department of Administration web sites

<http://www.dps.state.ak.us/ast/recruit/salary.aspx>

<http://dop.state.ak.us/fileadmin/lr/pdf/20052008CBAFinal.pdf>

pages 58 and 59 of the labor agreement shows the differential steps for locations

pages 60 through 64 provide additional incentives and terms of pay

http://fin.admin.state.ak.us/dof/payroll/resource/7_1_07aaw.pdf

provides current salary information

http://fin.admin.state.ak.us/dof/payroll/resource/7_1_06aaw.pdf

provides 2006 salary information

http://fin.admin.state.ak.us/dof/payroll/resource/7_1_05aaw.pdf

provides 2005 salary information

http://fin.admin.state.ak.us/dof/payroll/resource/7_1_02aaw.pdf

provides 2002 salary information



Alaska State Troopers Recruitment

Department of Public Safety > Division of Alaska State Troopers > Office of the Director > Recruitment > Salary and Benefits

Salary and Benefits

The base monthly salary for a State Trooper Recruit varies based on geographic location. Sitka and Ketchikan's salary is \$4,059; Anchorage, Palmer, and Soldotna is \$3,771; Fairbanks is \$3,912. Salaries are subject to modification by terms of the collective bargaining agreement. Minimum base salary after successful completion of probation and promotion to State Trooper is \$4,369 per month. There are two (2) separate collective bargaining agreements that cover Trooper salaries; the PSEA Collective Bargaining Agreement.

The State Trooper Recruit receives benefits including paid leave and holidays, life and health insurance programs for the State Trooper Recruits and their dependents, and an excellent retirement program once they are vested. You may review a recent Pension Benefits brochure. For up-to-date information about the State of Alaska's benefit system, please visit the Division of Retirement & Benefits website or visit their Contacts page.

A copy of the current collective bargaining agreement that details salaries and benefits for Alaska State Troopers represented by the Alaska Public Employees Association is entitled "Public Safety Employee Association" and can be found at the Division of Labor Relations site.

Changes were made to the PSEA contract that were effective July 1, 2005. These changes include a 3 percent wage increase each year, a 5-percent premium for public safety employees assigned to conduct aquatic dives, handle explosives or participate on the department's Special Emergency Response Team (SERT), premium pay to pilots, and relocation incentives of \$2000 to \$5000 for troopers required to move to remote locations.

Links to related sources of information:
Public Safety Employees Association.

7/1/07

Rg. 746 749 0 =	\$3,771	/ \$1,885.50	21.76
Rg. 746 746 1 =	3,912	/ \$1,956.00	22.57
75a 746 2 =	4,059	/ 2,029.50	23.42

7/1/06

749	1831.00	21.13
746	1899.50	21.92
75a	1970.50	22.74

7/1/05

749	1778.00	20.52
746	1844.50	21.28
75a	1913.50	22.08

- c. Effective July 1, 2007, the wage schedule provided in Section 2.a. shall be increased by an additional three percent (3%).
- d. Assigned Training Pay – For members attending the Alaska State Trooper Recruit Academy, Court Services Officers attending their initial training academy, or Airport Police & Fire Officers I attending the basic law enforcement school, the following conditions shall apply.

- 1) The hourly rate of pay shall be computed by the following formula:

Semi-monthly base salary x .00491=basic training rate of pay.

Members shall be paid as follows:

- a) Regular Duty Day: The member shall be paid eight (8) hours at straight-time and four (4) hours at the time and one-half (1 ½) rate of the basic training rate of pay; and
- b) Regular Day Off (Sixth [6th] and Seventh [7th] Day) and Non-floating Holiday: The member shall be paid eight (8) hours at the time and one-half (1½) rate of the basic training rate of pay.
- 2) Members shall be assigned an uninterrupted and unpaid sleep period in compliance with Fair Labor Standards Act.

Section 3 - Geographic Differential

<u>Location</u>	<u>Steps Above Basic Pay Plan</u>
Anchorage	0
Aniak	9
Barrow	9
Bethel	9
Big Delta	4
Big Lake	0
Cantwell	4
Cold Bay	7
Cold Foot	7
Cooper Landing	0

Cordova	3
Craig	2
Crown Point	0
Delta Junction	4
Dillingham	7
Dutch Harbor	7
Fairbanks	1
Fort Yukon	9
Galena	7
Girdwood	0
Glennallen	3
Haines	2
Harding Lake	2
Healy	4
Homer	0
Hoonah	2
Iliamna/Pt. Alsworth	7
Juneau	1
Ketchikan	2
King Salmon	7
Klawock	3
Kodiak	4
Kotzebue	9
McGrath	9
Nenana	1
Ninilchik	0
Nome	8
Northway	5
Palmer	0
Petersburg	2
Saint Mary's	9
Sand Point	7
Seven Mile	5
Seward	0
Sitka	2
Soldotna	0
Talkeetna/Trapper Creek	1
Tok	4
Valdez	3
Wrangell	2
Yakutat	2

In the event any geographic differential paid prior to the effective date is lowered,

the salaries of affected members, except in the case of a demotion, shall be frozen for so long as they remain in their current geographic differential area, or until salary increases or changes in the member's position result in the member receiving a higher salary than the frozen amount. In the case of a demotion, the member's geographic differential shall be frozen at the rate in effect prior to the demotion.

Except as provided above, after the effective date, members appointed to positions at duty stations covered by a different geographic differential shall be paid at the appropriate new differential.

Should work stations be established in locations not listed above, the Employer and Association agree to meet to negotiate the appropriate geographic differential.

Section 4 - Shift Differential

- a. All members while assigned to a shift that begins between 12:00 noon and 8:00 p.m. shall be paid an additional amount that equals 3.75 percent above their regular rate for all hours so worked.
- b. All members while assigned to a shift that begins between 8:00 p.m. and 4:00 a.m. shall be paid an additional amount that equals 7.5 percent above their regular rate for all hours so worked.
- c. In compliance with the Fair Labor Standards Act, for the purpose of overtime computation, shift differentials shall be included in the calculation of the straight time hourly rate of pay.

Section 5 - Holiday Worked

When a member is required to work on his/her designated non-floating holiday, he/she shall be paid at the rate of one and one-half (1 1/2) times his/her regular pay in addition to being paid for the holiday.

A member required to work on his/her designated non-floating holiday may elect to add to his/her accrued personal leave one and one-half (1 1/2) hours for each hour worked in lieu of cash payment. Such increases to personal leave shall require the approval of the Employer.

Section 6 - FTO/OIC Differential

- a. Department of Public Safety

State of Alaska
Automated Payroll System
Unit Designation AA PSEA - Public Safety Officers
Effective 7/1/07

Schedule 1A Base

Range No. AA-1A	Step A	Step B	Step C	Step D	Step E	Step F	(Longevity Increments of Final Step)				Range No. AA-1A
							J	K	L	M	
73	1,752.00 20.22	1,817.50 20.97	1,885.50 21.76	1,956.00 22.57	2,029.50 23.42	2,105.50 24.29	2,184.50 25.21	2,266.50 26.15	2,351.50 27.13	2,439.50 28.15	73
74	1,885.50 21.76	1,956.00 22.57	2,029.50 23.42	2,105.50 24.29	2,184.50 25.21	2,266.50 26.15	2,351.50 27.13	2,439.50 28.15	2,531.00 29.20	2,626.00 30.30	74
75	2,029.50 23.42	2,105.50 24.29	2,184.50 25.21	2,266.50 26.15	2,351.50 27.13	2,439.50 28.15	2,531.00 29.20	2,626.00 30.30	2,724.50 31.44	2,826.50 32.61	75
76	2,184.50 25.21	2,266.50 26.15	2,351.50 27.13	2,439.50 28.15	2,531.00 29.20	2,626.00 30.30	2,724.50 31.44	2,826.50 32.61	2,932.50 33.84	3,042.50 35.11	76
77	2,351.50 27.13	2,439.50 28.15	2,531.00 29.20	2,626.00 30.30	2,724.50 31.44	2,826.50 32.61	2,932.50 33.84	3,042.50 35.11	3,156.50 36.42	3,275.00 37.79	77
78	2,531.00 29.20	2,626.00 30.30	2,724.50 31.44	2,826.50 32.61	2,932.50 33.84	3,042.50 35.11	3,156.50 36.42	3,275.00 37.79	3,398.00 39.21	3,525.50 40.68	78
79	2,724.50 31.44	2,826.50 32.61	2,932.50 33.84	3,042.50 35.11	3,156.50 36.42	3,275.00 37.79	3,398.00 39.21	3,525.50 40.68	3,657.50 42.20	3,794.50 43.78	79

State of Alaska
Automated Payroll System
Unit Designation AA PSEA - Public Safety Officers
Effective 7/1/06

Schedule 1A Base

Range No. AA-1A	Step A	Step B	Step C	Step D	Step E	Step F	(Longevity Increments of Final Step)			M	Range No. AA-1A
							J	K	L		
73	1,701.00 19.63	1,765.00 20.37	1,831.00 21.13	1,899.50 21.92	1,970.50 22.74	2,044.50 23.59	2,121.00 24.47	2,200.50 25.39	2,283.00 26.34	2,368.50 27.33	73
74	1,831.00 21.13	1,899.50 21.92	1,970.50 22.74	2,044.50 23.59	2,121.00 24.47	2,200.50 25.39	2,283.00 26.34	2,368.50 27.33	2,457.50 28.36	2,549.50 29.42	74
75	1,970.50 22.74	2,044.50 23.59	2,121.00 24.47	2,200.50 25.39	2,283.00 26.34	2,368.50 27.33	2,457.50 28.36	2,549.50 29.42	2,645.00 30.52	2,744.00 31.66	75
76	2,121.00 24.47	2,200.50 25.39	2,283.00 26.34	2,368.50 27.33	2,457.50 28.36	2,549.50 29.42	2,645.00 30.52	2,744.00 31.66	2,847.00 32.85	2,954.00 34.08	76
77	2,283.00 26.34	2,368.50 27.33	2,457.50 28.36	2,549.50 29.42	2,645.00 30.52	2,744.00 31.66	2,847.00 32.85	2,954.00 34.08	3,065.00 35.37	3,180.00 36.69	77
78	2,457.50 28.36	2,549.50 29.42	2,645.00 30.52	2,744.00 31.66	2,847.00 32.85	2,954.00 34.08	3,065.00 35.37	3,180.00 36.69	3,299.50 38.07	3,423.00 39.50	78
79	2,645.00 30.52	2,744.00 31.66	2,847.00 32.85	2,954.00 34.08	3,065.00 35.37	3,180.00 36.69	3,299.50 38.07	3,423.00 39.50	3,551.50 40.98	3,684.50 42.51	79

State of Alaska
Automated Payroll System
Unit Designation AA PSEA - Public Safety Officers
Effective 7/1/05

Schedule 1A Base

Range No. AA-1A	Step A	Step B	Step C	Step D	Step E	Step F	(Longevity Increments of Final Step)				Range No. AA-1A
							J	K	L	M	
73	1,651.50 19.06	1,713.50 19.77	1,778.00 20.52	1,844.50 21.28	1,913.50 22.08	1,985.50 22.91	2,060.00 23.77	2,137.50 24.66	2,217.50 25.59	2,300.50 26.54	73
74	1,778.00 20.52	1,844.50 21.28	1,913.50 22.08	1,985.50 22.91	2,060.00 23.77	2,137.50 24.66	2,217.50 25.59	2,300.50 26.54	2,387.00 27.54	2,476.50 28.58	74
75	1,913.50 22.08	1,985.50 22.91	2,060.00 23.77	2,137.50 24.66	2,217.50 25.59	2,300.50 26.54	2,387.00 27.54	2,476.50 28.58	2,569.50 29.65	2,666.00 30.76	75
76	2,060.00 23.77	2,137.50 24.66	2,217.50 25.59	2,300.50 26.54	2,387.00 27.54	2,476.50 28.58	2,569.50 29.65	2,666.00 30.76	2,766.00 31.92	2,869.50 33.11	76
77	2,217.50 25.59	2,300.50 26.54	2,387.00 27.54	2,476.50 28.58	2,569.50 29.65	2,666.00 30.76	2,766.00 31.92	2,869.50 33.11	2,977.00 34.35	3,088.50 35.64	77
78	2,387.00 27.54	2,476.50 28.58	2,569.50 29.65	2,666.00 30.76	2,766.00 31.92	2,869.50 33.11	2,977.00 34.35	3,088.50 35.64	3,204.50 36.98	3,324.50 38.36	78
79	2,569.50 29.65	2,666.00 30.76	2,766.00 31.92	2,869.50 33.11	2,977.00 34.35	3,088.50 35.64	3,204.50 36.98	3,324.50 38.36	3,449.00 39.80	3,578.50 41.29	79

State of Alaska
Automated Payroll System
Unit Designation AA PSEA - Public Safety Officers
Effective 7/1/02

Schedule 1A Base

Step A	Step B	Step C	Step D	Step E	Step F	(Longevity Increments of Final Step)				Range No. AA-1A
J	K	L	M							
1,603.50 18.50	1,663.50 19.19	1,726.00 19.92	1,790.50 20.66	1,857.50 21.43	1,927.00 22.23	1,999.50 23.07	2,074.50 23.94	2,152.50 24.84	2,233.00 25.77	73
1,726.00 19.92	1,790.50 20.66	1,857.50 21.43	1,927.00 22.23	1,999.50 23.07	2,074.50 23.94	2,152.50 24.84	2,233.00 25.77	2,316.50 26.73	2,403.50 27.73	74
1,857.50 21.43	1,927.00 22.23	1,999.50 23.07	2,074.50 23.94	2,152.50 24.84	2,233.00 25.77	2,316.50 26.73	2,403.50 27.73	2,493.50 28.77	2,587.00 29.85	75
1,999.50 23.07	2,074.50 23.94	2,152.50 24.84	2,233.00 25.77	2,316.50 26.73	2,403.50 27.73	2,493.50 28.77	2,587.00 29.85	2,684.00 30.97	2,784.50 32.13	76
2,152.50 24.84	2,233.00 25.77	2,316.50 26.73	2,403.50 27.73	2,493.50 28.77	2,587.00 29.85	2,684.00 30.97	2,784.50 32.13	2,889.00 33.33	2,997.50 34.59	77
2,316.50 26.73	2,403.50 27.73	2,493.50 28.77	2,587.00 29.85	2,684.00 30.97	2,784.50 32.13	2,889.00 33.33	2,997.50 34.59	3,110.00 35.88	3,226.50 37.23	78
2,493.50 28.77	2,587.00 29.85	2,684.00 30.97	2,784.50 32.13	2,889.00 33.33	2,997.50 34.59	3,110.00 35.88	3,226.50 37.23	3,347.50 38.63	3,473.00 40.07	79

Anchorage Police Department Salaries

Attachment #2

prepared by the office of Senator Donald Olson

November 23, 2007

	<u>per hour</u>	<u>approximately per month without OT or other incentives</u>
Patrol Officer Recruit <u>starting</u> wage	\$26.49	\$4,592
Lateral Officer <u>starting</u> wage	\$27.49	\$4,765
Senior Officer <u>maximum</u> wage after 6 years	\$34.06	\$5,904

	<u>per year</u>	<u>equates to approximately per month</u>
The 2006 <u>average</u> salary for a:		
1st year officer	\$66,551	\$5,546
3rd year officer	\$72,067	\$6,006
5th year officer	\$84,142	\$7,012
10th year officer	\$95,964	\$7,997

Source: the Anchorage Police Department website
<http://www.muni.org/apd1/officer.cfm>



Anchorage Police Department Recruiting

Municipality of Anchorage, Alaska

Patrol Officer

Police Career Opportunities Hotlines
Toll-free Number (866) 786-2432 (within 50 states or
Anchorage area 786-2436
Recruiter: Officer Steve Haas

To apply you must fill out and sign the Request to Test Form form.

The Municipality of Anchorage has no requirement that an applicant be a state or city resident at the time of hire. The following are the basic qualifications and disqualifiers for the position of Anchorage Patrol Officer:

Basic Qualifications:

- Must be a citizen of the United States or a resident alien who has demonstrated the intent to become a citizen of the United States.
- Must be at least 21 years of age at the time of initial testing.
- Must have a high school diploma or GED equivalent.
- Must have a valid operator's license.
- Must be physically sound and free from physical defects which would adversely affect performance as a police officer. (To be determined during a medical examination.)



Disqualifiers:

The following will disqualify you from being hired as an Anchorage Patrol Officer:

- Felony conviction
- Misdemeanor conviction for:
 - Domestic violence (DV)
 - Crime of moral turpitude
 - Crime of dishonesty
 - Crime that resulted in serious physical injury to another
 - Conviction of any two misdemeanors within ten years of application.
- Conviction for two or more DWI offenses.
- Three or more moving violation convictions within the last three years
- Driving privileges suspended, revoked or cancelled within the last three years
- Illegal manufacture, transport or sale of a controlled substance.
- Illegal use of any controlled substance other than marijuana within ten years of date of hire unless under the age of 21 at the time of the act.
- Use of marijuana within three years.

General Information for Patrol Officer Applicants

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The provisions listed here for the application process, the selection process, the qualification process, and the employment process, including pay and benefits, are subject to change at any time and are at the exclusive interpretation of the Municipality of Anchorage.

While attending academy Recruits will work eleven-hour shifts, four days a week. Patrol shifts are ten hours, four days a week.

Seniority will be based on academy standing.

Selected applicants will attend the full 23 week training academy to meet APD criteria, which includes:

- Municipal and State law
- APD rules and regulations
- APD procedures and report writing
- Certification in CPR, Datamaster, Hazmat, etc.
- Extensive firearms training to include qualifications with handgun and shotgun

After graduation, new officers will complete a field-training program of approximately 14 weeks.

SALARY AND BENEFITS SUMMARY (2008 figures used)

- The starting wage of a Patrol Officer Recruit is \$26.49/hr. Lateral Officers start at \$27.89/hr. Max hourly wage for Senior Officer of \$34.06/hr is reached at the end of six years. These figures do not include shift differentials, overtime, specialty assignment pay, or educational incentives.
- 2006 average salary for a 1st year officer was \$66,551
- 2006 average salary for a 3rd year officer was \$72,067
- 2006 average salary for a 5th year officer was \$84,142
- 2006 average salary for a 10th year officer was \$95,964
- The Municipality of Anchorage has an excellent health coverage plan for the employee and eligible dependents.
- There are currently eleven and a half paid holidays per year.
- Shift overtime on the first and third days off is paid at 1 ½ times the regular rate of pay. Overtime on the second day off is paid at 2 times the regular rate of pay.
- Compensation for court time during off-duty hours is paid at the overtime rate with a three hour minimum guarantee
- Associates degree may qualify for a 4% increase over base pay; Bachelors degree may qualify for an 8% increase over base pay.
- The Municipality pays tuition and book expenses for all employees enrolled in accredited university courses.
- 5+ weeks of vacation which increases to 6 weeks after five years.
- Sick leave accrues at the rate of 6 hours per pay period, or 19.5 days per year to a maximum bank of 520 hours.
- Anchorage Patrol Officers enrolled in a retirement plan through the Alaska Public Employees Retirement System (PERS).
- Optional 401K with one to one matching funds and/or 457 deferred compensation plans.
- Uniforms and equipment provided and \$200 every other year for clothing allowance.

- Take home car program.
- Patrol Officers are required to participate in the Anchorage Police Department Employees Association (APDEA).

Lateral Patrol Officer

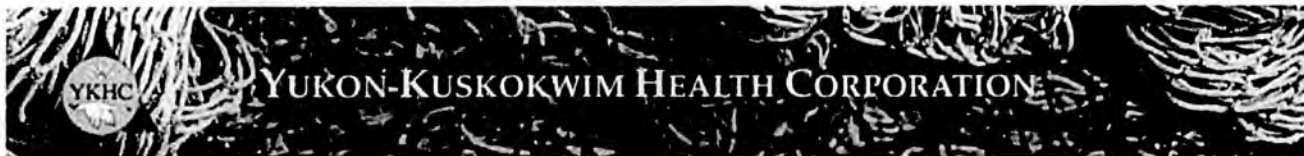
The Anchorage Police Department is seeking Alaska Police Standard Council certified police officers for the position of Lateral Entry Patrol Officer.

- Applicants must have current Police Standards Council certification or equivalent.
- Applicants must be currently employed by a city, municipal, or state law enforcement agency.
- Applicants will be required to complete the entire pre-hire process and meet the Anchorage Police Department's minimum standard for employment.
- Applicants will attend a modified/lateral academy (approximately 15 weeks) if available.
- The field-training program may be abbreviated dependant on the individual applicant's progress and adaptation to APD.

Anchorage Police Department
4501 S. Bragaw St., Anchorage, Alaska 99507
1-866-786-2432

APDrecruiting@ci.anchorage.ak.us

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Job Listing

Job Title: CHA Trainee or higher-Alakanuk

Category: Patient Care

Close Date: 12/04/2007

Location: Alakanuk Clinic

Job Type: Other

Rate: Pay Grade 16-31 \$14.48-20.98 hr/DOE

Description: Provides limited health care, including preventive, acute and emergency care to those seeking health services at the clinic. This care will be limited to training received and is under strict observance by trained Community Health Aide in consultation with YKDRH Physician for every patient encounter.

Requirements: High School graduate or completion of GED preferred. Need to test to at least a 6th grade math level. Need to test to 6th grade reading level.

Contact: YKHC Supervisor/Instructor Debbie David 907-543-6138 or

+ Kotlik
 + Anvik
 + Shageluk
 + Holy Cross

toll free at: 1-800-478-3321 x6138.

YKHC exercises Federal Law (PL 93-638), which allows American Indian/Alaska Native preference in hiring for all positions

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About This Site
Here are the job market trends for Correctional Officers and Jailers.
Labor Market Data - Wages

The 2006 hourly wage for Correctional Officers and Jailers in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$17.62	\$21.76	\$23.95

Source: BLS Occupational Employment Statistics Survey (OES)

The 2006 annual wage or salary for Correctional Officers and Jailers in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$36,650.00	\$45,250.00	\$49,820.00

Source: BLS Occupational Employment Statistics Survey (OES)

Current Advertised Wages for Correctional Officers and Jailers

An analysis of 261 job order(s) in the system that listed a wage for Correctional Officers and Jailers in Alaska for the period 11/21/2006 through 11/21/2007 indicates that the average posted minimum available wage is \$36,147 per year. The lowest posted minimum available wage is \$27,082 per year. The highest posted minimum available wage is \$66,492 per year. The table below is a statistical breakdown of minimum available wage posted on job orders in the system:

Low Level (Quartile 1)	Median	High Level (Quartile 3)
\$31,429	\$37,440	\$44,100

Note: This information is based on actual job orders and is not based on a statistically valid labor market survey

Labor Market Data - Future Employment Outlook

The number of Correctional Officers and Jailers employed in Alaska in 2004 was 859. It is projected that in 2014 there will be 879. This represents an annual average growth rate of 0.2 percent, slower than 1.4 percent growth rate for all occupations in Alaska.

	2004 Employment	2014 Projected Employment	Total 2004-2014 Employment Change	Annual Avg Percent Change
Correctional Officers and Jailers	859	879	20	0.2%
All Occupations	291,536	335,016	43,480	1.4%

Source: Labor Market Statistics, Occupational Employment Projections Unit

Growth plus replacement needs for Correctional Officers and Jailers in Alaska are estimated to average about 20 openings per year. Of these estimated 20 openings per year, 10.0 percent of these openings are due to growth (new positions) and 90.0 percent of these openings are due to replacements. This compares with all occupations in Alaska where 38.8 percent of annual openings are due to growth and 61.2 percent of annual openings are due to replacements. These figures do

not take into account how many workers will be competing for these openings.

	Total Annual Avg Openings	Annual Avg Openings Due to Growth	Annual Avg Openings Due to Replacement
Correctional Officers and Jailers	20	2	18
All Occupations	11,573	4,492	7,081

Source: Labor Market Statistics, Occupational Employment Projections Unit

Job Requirements - Required Experience

Employees in these occupations usually need one or two years of training involving both on-the-job experience and informal training with experienced workers.

*This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.*

Our analysis of the job orders in the system for Correctional Officers and Jailers in Alaska for the period 11/21/2006 through 11/21/2007 has led to the experience requirements break down described in the table below. The *Experience Requirements* column displays the number of months of experience required by the job order. The *Total* column displays the number of job orders requiring that experience level.

Experience Requirements	Total
No Experience Specified	6
3 months	1
12 months	4
24 months	1

Note: This information is based on actual job orders and is not based on a statistically valid labor market survey.

Job Requirements - Skills

Skill	Skill Description	Importance Of Skill (Out of 100)
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.	82
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.	80
Speaking	Talking to others to convey information effectively.	79
Writing	Communicating effectively in writing as appropriate for the needs of the audience.	77
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	76
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	75

Reading Comprehension	Understanding written sentences and paragraphs in work related documents.	75
Coordination	Adjusting actions in relation to others' actions.	69
Persuasion	Persuading others to change their minds or behavior.	68
Instructing	Teaching others how to do something.	68
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.	67
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.	63
Negotiation	Bringing others together and trying to reconcile differences.	62
Time Management	Managing one's own time and the time of others.	60
Learning Strategies	Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.	57
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	52
Service Orientation	Actively looking for ways to help people.	50
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.	44
Mathematics	Using mathematics to solve problems.	36
Operation and Control	Controlling operations of equipment or systems.	33
Equipment Maintenance	Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.	32
Management of Material Resources	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.	31
Equipment Selection	Determining the kind of tools and equipment needed to do a job.	31
Troubleshooting	Determining causes of operating errors and deciding what to do about it.	28
Operations Analysis	Analyzing needs and product requirements to create a design.	24
Repairing	Repairing machines or systems using the needed tools.	24
Quality Control Analysis	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.	24
Systems Evaluation	Identifying measures or indicators of system performance and the actions needed to improve or correct performance, relative to the goals of the system.	24
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.	22

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