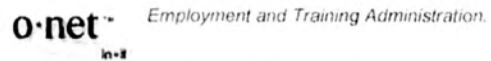


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Here are the job market trends for Police Patrol Officers.

Labor Market Data - Wages

The 2006 hourly wage for Police and Sheriff's Patrol Officers (No data available for Police Patrol Officers) in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$17.83	\$26.98	\$30.21

Source: BLS Occupational Employment Statistics Survey (OES)

The 2006 annual wage or salary for Police and Sheriff's Patrol Officers (No data available for Police Patrol Officers) in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$37,090.00	\$56,110.00	\$62,840.00

Source: BLS Occupational Employment Statistics Survey (OES)

Current Advertised Wages for Police Patrol Officers

An analysis of 145 job order(s) in the system that listed a wage for Police Patrol Officers in Alaska for the period 11/21/2006 through 11/21/2007 indicates that the average posted minimum available wage is \$38,862 per year. The lowest posted minimum available wage is \$27,747 per year. The highest posted minimum available wage is \$55,536 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)
\$37,000	\$40,520	\$45,178

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 Police and Sheriff's Patrol Officers (No data available for Police Patrol Officers) employed in Alaska in 2004 was 1,208. It is projected that in 2014 there will be 1,374. This represents an annual average growth rate of 1.3 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
Police and Sheriff's Patrol Officers	1,208	1,374	166	1.3%
All Occupations	291,536	335,016	43,480	1.4%

Source: Labor Market Statistics, Occupational Employment Projections Unit

Growth plus replacement needs for Police and Sheriff's Patrol Officers (No data available for Police Patrol Officers) in Alaska are estimated to average about 48 openings per year. Of these estimated 48 openings per year, 35.4 percent of these openings are due to growth (new positions) and 64.6 percent of these openings are due to replacements. This compares with all occupations in Alaska where 33.8 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
Police and Sheriff's Patrol Officers	48	17	31
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.

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Our analysis of the job orders in the system for Police Patrol Officers 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	22
1 months	1
3 months	2
4 months	1
6 months	6
11 months	1
12 months	7
18 months	1
24 months	6
60 months	3
120 months	1

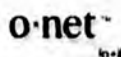
Note: This information is based on actual job orders and is not based on a statistically valid labor market survey

Job Requirements - Skills

Skill	Skill Description	Importance Of Skill (Out of 100)
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.	89
Active Listening	Giving full attention to what other people are saying, taking time to understand the points being	88

	made, asking questions as appropriate, and not interrupting at inappropriate times.	
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	86
Writing	Communicating effectively in writing as appropriate for the needs of the audience.	84
Speaking	Talking to others to convey information effectively.	81
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.	80
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.	80
Negotiation	Bringing others together and trying to reconcile differences.	77
Persuasion	Persuading others to change their minds or behavior.	75
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.	74
Coordination	Adjusting actions in relation to others' actions.	72
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	72
Service Orientation	Actively looking for ways to help people.	70
Time Management	Managing one's own time and the time of others.	69
Learning Strategies	Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.	69
Instructing	Teaching others how to do something.	67
Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	64
Equipment Selection	Determining the kind of tools and equipment needed to do a job.	58
Equipment Maintenance	Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.	52
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.	45
Troubleshooting	Determining causes of operating errors and deciding what to do about it.	44
Operations Analysis	Analyzing needs and product requirements to create a design.	44
Operation and Control	Controlling operations of equipment or systems.	40
Mathematics	Using mathematics to solve problems.	39
Operation Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.	34
Technology Design	Generating or adapting equipment and technology to serve user needs.	32
Quality Control Analysis	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.	32
Science	Using scientific rules and methods to solve problems.	30

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.	26
Management of Material Resources	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.	26
Systems Analysis	Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.	26
Repairing	Repairing machines or systems using the needed tools.	22
Installation	Installing equipment, machines, wiring, or programs to meet specifications.	19
Management of Financial Resources	Determining how money will be spent to get the work done, and accounting for these expenditures.	19



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Here are the job market trends for Security Guards.

Labor Market Data - Wages

The 2006 hourly wage for Security Guards in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$10.58	\$13.24	\$15.35

Source: BLS Occupational Employment Statistics Survey (OES)

The 2006 annual wage or salary for Security Guards in Alaska are summarized in the table below:

Entry Level	Median	Experienced
\$22,000.00	\$27,540.00	\$31,920.00

Source: BLS Occupational Employment Statistics Survey (OES)

Current Advertised Wages for Security Guards

An analysis of 222 job order(s) in the system that listed a wage for Security Guards in Alaska for the period 11/21/2006 through 11/21/2007 indicates that the average posted minimum available wage is \$27,737 per year. The lowest posted minimum available wage is \$13,134 per year. The highest posted minimum available wage is \$45,760 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)
\$26,269	\$29,306	\$31,658

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 Security Guards employed in Alaska in 2004 was 2,349. It is projected that in 2014 there will be 2,335. This represents an annual average growth rate of -0.1 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
Security Guards	2,349	2,335	-14	-0.1%
All Occupations	291,536	335,016	43,480	1.4%

Source: Labor Market Statistics, Occupational Employment Projections Unit

Growth plus replacement needs for Security Guards in Alaska are estimated to average about 51 openings per year. Of these estimated 51 openings per year, 0.0 percent of these openings are due to growth (new positions) and 100.0 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
Security Guards	51	0	51
All Occupations	11,573	4,492	7,081

Source: Labor Market Statistics, Occupational Employment Projections Unit

Job Requirements - Required Experience

Employees in these occupations need anywhere from a few months to one year of working with experienced employees.

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Our analysis of the job orders in the system for Security Guards 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.

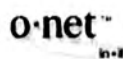
Experience Requirements	Total
No Experience Specified	46
1 months	3
3 months	4
6 months	13
12 months	14
18 months	1
24 months	8
36 months	2
60 months	4
72 months	1

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)
Reading Comprehension	Understanding written sentences and paragraphs in work related documents.	88
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.	88
Social Perceptiveness	Being aware of others' reactions and understanding why they react as they do.	82
Speaking	Talking to others to convey information effectively.	82

Monitoring	Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.	78
Writing	Communicating effectively in writing as appropriate for the needs of the audience.	76
Critical Thinking	Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.	74
Time Management	Managing one's own time and the time of others.	72
Coordination	Adjusting actions in relation to others' actions.	71
Judgment and Decision Making	Considering the relative costs and benefits of potential actions to choose the most appropriate one.	66
Active Learning	Understanding the implications of new information for both current and future problem-solving and decision-making.	64
Instructing	Teaching others how to do something.	63
Negotiation	Bringing others together and trying to reconcile differences.	63
Complex Problem Solving	Identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.	60
Learning Strategies	Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.	58
Management of Personnel Resources	Motivating, developing, and directing people as they work, identifying the best people for the job.	52
Service Orientation	Actively looking for ways to help people.	51
Equipment Selection	Determining the kind of tools and equipment needed to do a job.	48
Operation Monitoring	Watching gauges, dials, or other indicators to make sure a machine is working properly.	47
Persuasion	Persuading others to change their minds or behavior.	46
Equipment Maintenance	Performing routine maintenance on equipment and determining when and what kind of maintenance is needed.	41
Management of Material Resources	Obtaining and seeing to the appropriate use of equipment, facilities, and materials needed to do certain work.	40
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.	39
Troubleshooting	Determining causes of operating errors and deciding what to do about it.	38
Mathematics	Using mathematics to solve problems.	34
Operations Analysis	Analyzing needs and product requirements to create a design.	34
Quality Control Analysis	Conducting tests and inspections of products, services, or processes to evaluate quality or performance.	28
Operation and Control	Controlling operations of equipment or systems.	27
Installation	Installing equipment, machines, wiring, or programs to meet specifications.	24



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To sort on any column, click a column title.

Job Title	Employer	Location	Salary	Salary Unit	Src
Airport Police & Fire Officer I	Must Register to View	Fairbanks	\$3,912.00	Month	AKGOV
Airport Police & Fire Officer I	Must Register to View	Anchorage	\$3,771.00	Month	AKGOV
Airport Police & Fire Officer I	Must Register to View	Fairbanks	\$3,912.00	Month	AKGOV
Armored Messenger/Driver	Must Register to View	Anchorage	\$12.00	Hour	VOS
Corrections Officer	Must Register to View	Kotzebue	\$18.73	Hour	VOS
Director of Public Safety	Must Register to View	Cordova	\$47,507.20 - \$59,779.20	Year	VOS
Electronic Monitoring Case Agent	Must Register to View	Anchorage	\$22,000.00 - \$28,000.00	Year	VOS
Fire Fighter/EMT	Must Register to View	Bethel	\$19.79 - \$20.78	Hour	VOS
Investigator III	Must Register to View	Anchorage	\$3,940.00	Month	AKGOV
Investigator III	Must Register to View	Fairbanks	\$4,098.00	Month	AKGOV
Investigator III	Must Register to View	Anchorage	\$3,940.00	Month	AKGOV
Juvenile Justice Officer (On-Call)	Must Register to View	Bethel	N/A	Hour	VOS
Juvenile Justice Officer I	Must Register to View	Anchorage	\$2,663.00	Month	AKGOV
Juvenile Justice Officer I	Must Register to View	Anchorage	\$2,663.00	Month	AKGOV
Juvenile Justice Officer I	Must Register to View	Anchorage	\$2,663.00	Month	AKGOV
Juvenile Justice Officer I	Must Register to View	Anchorage	\$2,663.00	Month	AKGOV
Juvenile Justice Superintendent I	Must Register to View	Ketchikan	\$4,298.00	Month	AKGOV
Lead-Security Maintenance	Must Register to View	Kotzebue	N/A	Other	VOS
Lifeguard	Must Register to View	Sitka	\$11.00	Hour	VOS
Lifeguard II	Must Register to View	Fairbanks	\$16.37	Hour	VOS
Lifeguard, Part-time	Must Register to View	Unalaska	\$12.52	Hour	VOS
Loss and Safety Control	Must Register to	Anchorage	N/A	Year	VOS


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Job Title	Employer	Location	Salary	Salary Unit	Src
Noon Duty - Elementary, PVA 108321	Must Register to View	Anchorage	\$9.00	Hour	VOS
Noon Duty Attendant-Middle School, PVA 108422	Must Register to View	Anchorage	\$9.00	Hour	VOS
P/T Transportation Security Officer (Screener) - Kodiak	Must Register to View	Kodiak	N/A	Other	VOS
Park Ranger II	Must Register to View	Fairbanks	\$4,176.00	Month	AKGOV
Patrol Officer	Must Register to View	Dillingham	\$18.08 - \$24.55	Hour	VOS
Patrol Officer	Must Register to View	Kenai	N/A	Hour	VOS
Police Chief	Must Register to View	Bethel	\$50,384.00 - \$95,007.00	Year	VOS
Police Officer	Must Register to View	Sitka	\$24.32	Hour	VOS
Police Officer	Must Register to View	Homer	\$20.24 - \$22.29	Hour	VOS
Police Officer	Must Register to View	Togiak	\$18.50	Hour	VOS
Police Officer (Continuous)	Must Register to View	Barrow	\$31.41	Hour	VOS
Police Officer/ Police Officer Recruit	Must Register to View	Ketchikan	\$21.06 - \$24.07	Hour	VOS
Police Officers	Must Register to View	Bethel	\$41,159.00 - \$81,492.00	Year	VOS
Public Safety Director	Must Register to View	Unalaska	\$70,161.00 - \$84,444.00	Year	VOS
Public Safety Officers	Must Register to View	Cordova	\$17.13 - \$20.74	Hour	VOS
Public Safety Technician II	Must Register to View	Dutch Harbor	\$3,171.00	Month	AKGOV
Records Administrator	Must Register to View	Kotzebue	\$18.60	Hour	VOS
Resident Monitor 1 - Fairbanks	Must Register to View	Ester	N/A	Hour	VOS
Resident Monitor I	Must Register to View	Nome	\$13.00	Hour	VOS
Security Guard	Must Register to View	Nome	N/A	Hour	VOS
Security Guard	Must Register to View	Kotzebue	N/A	Other	VOS
Security Officer	Must Register	Ketchikan	N/A	Other	VOS

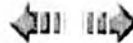
	to View				
Security Officer - Nikiski	Must Register to View	Kenai	\$10.00	Hour	VOS
Security Officer (P/T) - Nikiski	Must Register to View	Kenai	\$10.00	Hour	VOS
Security Officer-Call In	Must Register to View	Dillingham	\$13.50 - \$18.66	Hour	VOS

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Job Title	Employer	Location	Salary	Salary Unit	Src
Security/Maintenance	Must Register to View	Kotzebue	N/A	Other	VOS
Sergeant	Must Register to View	Bethel	\$23.08 - \$45.70	Hour	VOS
Snow Sports School Supervisor (08-030)	Must Register to View	Juneau	\$14.00 - \$15.50	Hour	VOS
State Trooper Recruit (Academy)	Must Register to View	Statewide	\$3,771.00	Month	AKGOV
Transportation Security Officers (f/t Screeners)-BETHEL	Must Register to View	Bethel	\$29,500.00	Year	VOS
Transportation Security Officers (f/t Screeners)-Kotzebue	Must Register to View	Kotzebue	\$35,754.00	Year	VOS
Transportation Security Officers (p/t Screeners)-BETHEL	Must Register to View	Bethel	\$14.14	Hour	VOS
Transportation Security Officers (p/t Screeners)-Kotzebue	Must Register to View	Kotzebue	\$17.13	Hour	VOS
Transportation Security Officers (Screeners)- BARROW	Must Register to View	Barrow	\$17.13	Hour	VOS
Transportation Security Officers (Screeners)- BARROW	Must Register to View	Barrow	\$17.13	Hour	VOS
Transportation Security Officers (Screeners)-Sitka	Must Register to View	Sitka	\$14.14 - \$21.00	Hour	VOS
Village Public Safety Officer - Akhiok	Must Register to View	Kodiak	N/A	Hour	VOS
Village Public Safety Officer - Old Harbor	Must Register to View	Kodiak	N/A	Hour	VOS
Village Public Safety Officer - Ouzinkie	Must Register to View	Kodiak	N/A	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-False Pass	Must Register to View	False Pass	\$39,800.00	Year	VOS
VILLAGE PUBLIC SAFETY OFFICER-Kokhanok	Must Register to View	Kokhanok	\$17.05 - \$18.60	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-Levelock	Must Register to View	Levelock	\$17.05 - \$18.60	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-Newhalen	Must Register to View	Newhalen	\$17.05 - \$18.60	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-Newhalen	Must Register to View	Newhalen	\$17.05 - \$18.60	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-Port Heiden	Must Register to View	Port Heiden	\$17.05 - \$18.60	Hour	VOS
VILLAGE PUBLIC SAFETY OFFICER-Twin Hills	Must Register to View	Twin Hills	N/A	Hour	VOS
Village Public Safety Officer-U.	Must Register	Kalskag	\$16.50	Hour	VOS

Kalskag	to View				
Village Public Safety Officer-VPSO	Must Register to View	Kotzebue	N/A	Hour	VOS
VPSO - Akiak	Must Register to View	Akiak	\$16.55	Hour	VOS
VPSO - Alakanuk	Must Register to View	Lower Kalskag	\$16.55	Hour	VOS

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	Job Title	Employer	Location	Salary	Salary Unit	Src
	VPSO - Crooked Creek	Must Register to View	Crooked Creek	\$16.55	Hour	VOS
	VPSO - Emmonak	Must Register to View	Emmonak	\$16.55	Hour	VOS
	VPSO - Hooper Bay	Must Register to View	Hooper Bay	\$16.55	Hour	VOS
	VPSO - Lower Kalskag	Must Register to View	Lower Kalskag	\$16.55	Hour	VOS
	VPSO - Nunam Iqua	Must Register to View	Lower Kalskag	\$16.55	Hour	VOS
	VPSO - Pilot Station	Must Register to View	Pilot Station	\$16.55	Hour	VOS
	VPSO - Sleetmute	Must Register to View	Sleetmute	\$16.55	Hour	VOS
	VPSO- Marshall	Must Register to View	Marshall	\$16.55	Hour	VOS
	VPSO- Russian Mission	Must Register to View	Russian Mission	\$16.55	Hour	VOS

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Senate VPSO Task Force
Senator Donald Olson, Chair
Issues and Recommendations

Note: the below list is what was put on the sheets around the room on November 20. It does not have all of your ideas and recommendations. The blue items denote ideas that belong under multiple issues.

A. Recruitment and Retention

- The number one issue is definitely pay
 - do a market study to guide what is a more reasonable salary
 - need to build in automatic or at least periodic CPI increases
 - perhaps create levels within VPSOs to recognize differences in formal training, background, and longevity.
- There is a need for advancement opportunities so becoming a VPSO can be a career
 - should they become state employees? If so, can there be credit given for time served?
 - the tiered approach to law enforcement offered by Commissioner Monegan would create advancement opportunities
- There is a critical need for adequate housing. Some villages have none; others have housing, but it is substandard.
- Many would like to see better benefits such as retirement, medical, dental, vacation and leave
- Establish criteria for which villages get a VPSO and how many. Criteria to include:
 - size of community
 - proximity to troopers
 - proximity to other villages
 - support and commitment of community
 - amount and level of crime/dysfunction
- An itinerant cadre of VPSOs could assist with backup and those times when more than 1 VPSO is needed
- Promote VPSOs as a respectable career choice, create a campaign similar to what is done for troopers.
-
-

B. Governance and Policies

- The expectations need to be better defined and communicated, and perhaps modified from the original intent of the program.
- If VPSOs remain as contract employees, there needs to be better grant management.
- If VPSOs become state employees, they need to be hired with regional/local input.
- Pursue the possible partnership between the Departments of Public Safety and Military & Veterans' Affairs to share facilities, equipment, training, and to foster the hiring of National Guard members as VPSOs.

Senate VPSO Task Force
Senator Donald Olson, Chair
Issues and Recommendations

- The non-profits need to develop a 5-10-20 year long range plan.
- Find ways to strengthen community support
 - 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 VPO, TPO, VPSO
 - Provide assertiveness training to locals so they will be able to confront those who are known in the community to have drug/alcohol problems.
 - Promote VPSOs as a respectable career choice, create a campaign similar to what is done for troopers.

C. Responsibilities and Training

- Need concentrated training once or twice per year
- Also need ongoing training and day to day guidance.
- Need regular, onsite, visits by the trooper assigned to that area
- Train the VPSOs on youth prevention programs so they can do things like the DARE program
- Have the VPSOs provide leadership and training to VPOs
- Provide assertiveness training to locals so they will be able to confront those who are known in the community to have drug/alcohol problems.

D. Program Funding

- Develop partnerships such as with the National Guard.
- Look for support from other agencies such as Denali Commission, HUD, USDA, Alaska Housing, regional housing authority.

Senate VPSO Task Force
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- Systematically program in budget increases to the state funding for the VPSO program, to cover CPI once positions are filled with a low/normal vacancy rate -- just as pay increases are automatically requested for other state employees.
- Request budget increase now, and systematically include future increases to cover CPI, for some type of stipend to cover some facility, fuel and equipment needs.
-
-
-

E. Support

- Improve on the frequency and quality of communication with the oversight troopers.
- There is an urgent need for some type of Critical Incident Stress Management (CISM) program so VPSOs are able to get the rest and support they need after traumatic incidents.
- There is a critical need for adequate housing. Some villages have none; others have housing, but it is substandard.
- More and better equipment and buildings are needed.
 - Seek possible partnership with the National Guard for facilities and equipment.
 - Seek funding and other help from Denali Commission, HUD, USDA, Alaska Housing, regional housing authority.
 - Develop prototypes of housing/jail combination facilities.
 - Develop partnership with schools/technical centers to build and/or expand facilities. Offer as a course to students in the school to build what is needed.
 - Some types of equipment needed:
 - vehicles - all types
 - fuel
 - radios
 - satellite phones
 - supplies
- Provide some type of stipend with CPI adjustments to cover some facility, fuel, and equipment needs.
-
-

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

Several concerns were consistently voiced by many:

- ✓ - There is a ***feeling of inequity*** whether perceived or real. Public safety is a State responsibility and they want to be treated fairly. Rural Alaskans deserve protection and are as entitled to peace and dignity as the residents of this state who happen to live in an urban area.
- ✓ - There is also a ***disparity when you look at the area/number of miles covered*** by VPSOs compared to what is asked of a Trooper; it is not just about the population, other factors need to be considered.
- ✓ - VPSOs really need the ***support and respect of their community***. And they need to ***understand the culture and village***. Which is a lot of why they ***need to come from the rural parts of the State***, not an urban community, no matter who hires them and how they are hired.
- ✓ - There ***needs to be regional control and input***, including hiring, into their safety issues. Perhaps ***recruiting several VPSOs from larger villages*** to go to other villages; with those from smaller villages going to other villages rather than their own village. ***No one wants to arrest their family or friends***, so this would be one way around that, while still having someone who could adjust and fit in to the culture of the village in which they will reside.

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

- The issue of ***whether or not VPSOs should become state employees*** was argued from both sides, for and against, and is still an issue. Those in favor seem to be in favor of more equitable treatment on a par with troopers; while those against seem to be concerned with the possibility of losing control of hiring as well as the program itself to the urban areas.
- There needs to be ***better communication with and better response from the Troopers.***
- There is support for ***some type of elders' program***, in particular when dealing with youth. It could be an effective way of turning youth around and putting them on track, as well as keeping some out of the system.
- ***Tribal courts*** could also be an effective way of dealing with some crimes.

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

Many suggestions would require funding, or more funding:

- **Better pay** is needed to attract and retain VPSOs. They need to be able to support themselves and their families in the village where they live; and the cost of living in the villages is very high.
- **Better benefits** are needed so they have a future and can choose being a VPSO as a career. This includes health insurance and retirement, so they have something to look forward to.
- They want **housing** and they want it to be acceptable housing, not substandard. There is not always a place for them in the village and that makes it hard. Provision for acceptable housing was often voiced as lacking.
- **Being able to take leave** is also necessary. They get sick. They want to be able to take time off for leisure.
- Yet just as important is having **backup when the VPSO cannot be there** for whatever reason. If they are gone for leave or even for training, there is no one there to do their job. The **backup could be provided by a traveling cadre, or by having a second position, or in some other way.**

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

- They need to **debrief and have counseling** available when incidents occur.

Some kind of CISM program: Critical Incident Stress Management. Troopers are required to take time off and have counseling when critical incidents occur; yet VPSOs may have to go right back out in very little time, even just a few hours, after having spent all day and night on a suicide or other tragedy. And this is done without counseling or other support.

- **Training** is critical, including for search and rescue and the other areas of responsibility, not just law enforcement. Training when they start, as well as periodically after that. Perhaps have someone come once a month to check in and answer questions, or assist in knowing how to handle something differently, or to confirm the handling of a particular incident was correctly done. It should not just be something that is done when they are hired; it needs to be continuous if they are to be effective and capable in performing their jobs.

- They need a decent **public safety building** where prisoners can be housed, and **things like blankets and pillows are provided**. VPSOs often use their own homes and/or their own pillows and blankets.

- They have many, many **equipment needs** that are not being met. Often VPSOs use their own equipment at their own expense. Here is a list of some of the things mentioned:

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

- Transportation like ATVs, snowmobiles, boats, etc and the gas to run them.
 - Phone and fax, including sat phones and radios.
 - Oil and electricity for the public safety building
 - Stamps and other supplies
- Although uniforms are provided, due to various weather considerations, they are not always satisfactory. Having *uniforms to reflect weather issues* for the seasons is needed.
- ✓ - Perhaps some money could be put toward *prevention*. Ideas mentioned were: *education programs, street lights, and teen centers* or other activities that would provide something to do.
- ✓ - Also mentioned was the need to *promote VPSOs* through some type of campaign similar to what is done for the troopers. Something to improve how they are viewed, *show them as being respected* and respectable.

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

Some things came up that may require changes to law:

- 
- There is a need to have *a way of pardoning past crimes in some cases* so that capable people who are now on the right path can qualify. Too often, people do things when they are young that they regret and that they would not do as an adult. But having done something stupid when they were young can take them out of consideration for a VPSO position. 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. 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.
 - Could the *money from forfeitures* in rural Alaska be used to pay for rural public safety? How much money is involved?
 - Could some kind of *rural public safety fund be established* to pay for some of what is needed? Perhaps the forfeiture dollars could go into such a fund if one could be established.
 - Would it be possible for *VPSOs to be able to confiscate drugs and alcohol*, including home brew, when it is discovered; and especially if the

VPSO Task Force List of Concerns and Recommendations, as Expressed at Hearings

community is dry or damp? Often people can be seen walking with it openly, but because they have not broken a law, nothing can be done.

The report of findings and recommendations is due February 15, 2008.

Nome 3:20^{5:40 end} 9/25/07 Need Water
 Start John Peraback Savings
 17-20 in audience
 (18) + staff/suppt + members +2 +1 +1
 +1 Sec. (or VPSO?) + several more
 3:20 - nearly 3:25/30 Ben Olson
 3:25/30 - 3:30ish Maj. Gluck
 3:30 - 3:45ish other members

1. ^{for} Gambell Merlin - Ka - Noot - en * has written
 3:45 - 3:50

2. Gambell - Merlin Anders -

3:51 - ~~3:55~~ 4:02
 need some ^{one} to lead them like
 to Train Them to Norton Sound etc.
 I ~~had~~ ^{to} help at times

2 nephews quit due to lack of backing

3. Merle ^{4:03 - 4:21} for Gambell

Crime + suicide high in Gambell
 used to be a VPO + VPSO but didn't
 last long. disparity between # of
 law enforcement + sq. miles. Ser Olson Compacted the
 comes down to money.

allocate some money to prevention, too.
 culture used to be communal rights
 western is more individual rights.

4. 4:25 - 4:35

Sterling Er-lalm - A-gin

Savoonga & ??

Before places Safe & some not
Savoonga is different now in Savoonga
now that they have a VPSO

VPSO is not from Savoonga it's not
someone's brother, father, son, uncle etc.
incentives & backup are not there

5. 4:35 - 4:43 Eva Manulig

Nome - used to be Little Diomed
perhaps recruit 3 or 4 from larger
villages to work in the other villages.

6. Ben Esh 4:47 - 5:08

Work as Sup Crt Judge in Nome,
Speaking for himself

- ASTs assigned to list of villages
- VPOs brought in to VPSO trng.

Equip made avail to both

- ^{have} community have a decent
phone & fax system esp due to weather
- do not think it necessary to search
newcomers as Nanerg suggested
better to have villagers confront
those who cause infractions.

- 5:08 - 5:20
7. Don Harrelson - VPSO for Mtn Vlg.
Trng is excellent & has improved
kind of dealing w/ suicides, diseases etc.
troops get couple days off & counseling
after similar things - VPSOs back at
work next day w/o any help.

Work toward keeping them in community
becoming a state he would be good:

- better applicant
- would commit longer time
- better pay, retirement, benefits

8. John Seger - PSEA call dir 5:20-

1 drug dog, Bethel, FBKs, few in Anc ^{none in town}

- commit time & money to hubs to cut it off there
- increase law enf. presence
- if you do it alone, you cannot do it well
Suport is critical.
- X cultural frag.

- increased, consistent frag.

- housing - for troops, abysmal ^{is the word}

9. Robert Keith, Kaverah 5:28-5:35
Elim

Grand Theft auto game disappeared.

Whales, traditional justice

Missionaries came in, who were killed -

• Took guilty parties out & killed them.

10. Haven Harris, Nome 5/35-5/36

a law is only as good as it's enforcement
believe need to bring VPSOs in from
other communities

9/26 Savonoga 10:10 - 12:01

14 ~~13~~ 12 ~~11~~ in audience

+ Victor Olson - Hazelard

3 Tiers - for training & Career ladder

1 -

4.69/gal heating oil

2 -

have a VPO & VPSO

3 -

use

① - mayor

Sam - boot legging & alcohol - no one happy about that.

② Mynor Karie-Kuk City Council

when VPSO is gone, is a problem

Could we get a 2nd VPO to protect more
VPSO doesn't patrol - needs to walk

around & check what's going on

used to have a magistrate I was quiet then

③ ~~Valerie~~ Elizabeth Janette

if no support, is going to break.

need to get education & respect

for VPO/VPSO like they have Troopers
needs to patrol perhaps start by
doing VPO/VPSO together for a month

until they get comfortable, then
go it alone.

No alcohol. Young people don't know
how to drink (responsibly)

Public Safety building not up to code.

So was a VPO but quit due to death threats.

good idea to have VPSO as state tt. pay.
now not worth it, \$18/hr doesn't suit it
& they need benefits.

④ Helen

11:17 - 11:23

could they have a vehicle, oil &
the public safety building.

⑤ ~~Helen~~ Peggy City Clerk

11:23 - 11:25

want more patrolling

hard to get hold of, doesn't always

know that he's out of town

need more \$ for support - never sharing

have to use their own blankets & pillows

for prisoners

VPO - \$15 or \$16/hr

⑥ Morris Tooley 11:25 - 11:31

used to send troopers to talk

to the kids. - need it every Christmas

troopers don't respond. had incident
of DFE - troopers didn't show
up for couple months.

Get out of town contractors - complaints
that they bring alcohol.

⑦ Paul Ro-Kuk 11:32-11:40

need training

not in good shape

VPSO confined himself to ~~patrol~~ -
not at Pub Safety bldg or patrol -
doesn't know procedures for helping
& investigating.

VPO doesn't know how to handle drug
investigations.

Had suicide in winter & had to leave
her there - trooper came next day.

⑧ Walton Kava? 11:41-11:47

used to go to school elsewhere

when were young would do

young people problems - used
to have tribal court that would
take to them.

When went to Indian School had
lots of rules

⑨ Robert 11:49 ~ 11:53

new board member - Nat Vlg Sawonga
discussing Tribal court - new to
us & learning about it.
could it help VPSO with juvenile
problems or something.

⑩ Irving 11:53 - 11:58

in sort of jail for long time.
arrested him for ivory pipe
all my crimes alcohol related
hospital records all alcohol

9-26-07

1. Higher salary for VPSO as well as VPO
2. Education to local residents of basic law
3. VPSO under State umbrella with administration with local agencies i.e. like a branch.
4. 2 people working together as a support team for villages that are over 500 residents
5. Funding for Public Safety Building to include heating and electrical costs included
6. Having 3 tiers as an Alaska Police Standards is an excellent policy VPSO's
7. in-service for outside or orientation of cultural values to be done on a local level

Gambell 9/26/07 1:47-3:40
1847#6 here

Region Suicide rate is 7 times nat'l avg.

① Debbie Apatahi, Mayor 2:01-2:11
provide housing
vacant 2 years

have VPOs that work at night
lack of police record is part of problem

② Gloria 2:11-2:14
need training for qualified VPOs
including search & rescue
need supt & backups cover ^{absences} ^{so they shift}

③ Lucy Apatahi 2:14-2:35
Open funding needed to have
law enf & safety
have called police station & monitor them
Crimes go unchecked - lack of
trust & respect for leadership
difficult if there are suicide threats
1 is not enough - is 2 possible?
with that kind of supt, ^{would be} less turnover

④ Leonard Apangalo, Sr 2:36-2:47
Was a magistrate for 17 yrs back when
the State had the money. It worked

better back then. Lack of money is
a constant now.

w/ a magistrate could take care of
problems right away.

- ⑤ Clement Mng-ach 2:47-2:50
would like state to fund VPOs in villages
w/ rotation, get diff people
past VPSO was effective was not
a relative

would like to see people from other
villages come for police work

want to be treated equally
like last week, reported my son missing
but had to wait for response

- ⑥ Branson Tunngyn 2:57-3:02
Sid Kuker left (last VPSO)
he came out of retirement to come to
Cambell as VPSO. Resigned
to make \$22/hr as sec guard
rather than \$18/hr & lots more stress
as VPSO

- ⑦ Mike Apetaki 3:02-3:08
was VPO or VPSO 1972-1975
didn't work by hours - paid
twice a mo by city Cambell

Gambell peaceful village,
when we call for assistance, no
one is there.

Problem could be solved by
putting ^{law enforcement} VPSO 24 hrs a day.

Because husband of mayor, sit
calls & don't know how to answer.
VPSOs on outside don't last long.
Did not like the job - convicting my
own relatives.

⑧ Sally Campbell 3:08 - 3:12

if they had someplace to go
like a Teen Ctr, & street
lights etc - would help

Son worked 18 hrs as VPO then
left for bigger pay.

need to complement the kids daily
for things they are doing right.

⑨ Edna Apatiki 3:13 - 3:23

for BSSD ^{Bering Strait Sch Dist} administrator, worked there
for 20+ years

have to be creative

partner w/ other communities even Arc.
do rotation 1 or 2 mos at a time
both parents work, in this case I over

Kids almost raise themselves.

We're Cash economy

Too much home brew - even openly
1 carrying it in bags & delivering
man missing after party & we don't
know what happened.

Equity is very important - we're all
citizens.

(10) Steve Petz 3:23 - 3:35

Sid was not only VPSO who provided
the public safety, he also trained
& mentored VPOs & was available
to educators & counselors.

do believe they need to be trained
can be by crossing w/ Swoorze
For example - not always ^{does} have the formal

Need 24/7 support

Sid - salary & stress a major issue
trouble training VPOs could be
high on unlocatable, Burnout
due to 24/7 issues faced.

Public Safety Bldg condition is terrible
maybe Survey some VPSO
importation & homebrew are big issues

10/4/07 Bethel 3:20 - 6:20

40+3 VPSOs
 Akiak VPSO
 Davy Charles, Atkachuk?
 Map Foley, Kewethluk

① + ② Mr. Andrews
 Ray Alstrom Mayor of Marshall

if can't see all, circulate the VPSOs with full training
 dedicated housing
 higher pay, better living, backup & other things to help with retention
 community support
 better retirement, medical

⑤ Ray Alstrom, Mayor of Marshall ady community
 no law enforcement in Marshall
 - Wade's? "weighed"? salary for each area
 - agree w/ circulating

call troopers at St Mary's for more severe things
 98% alcohol related - home brew

③ Ed Adams Sr. Atkumik Nunami Igua 200+ never a VPSO
 problem is young people - don't listen to old people
 no housing
 do get little bit \$ Rev sharing
 no TPO or Tribal Court

if a breakin - call trooper, who generally gets there same day
 ↓ Ed Maulik

④ Ben Beaver, VPSO Atkiah

With 17 VPSOs in 56 villages, many are concerned with public safety. need more VPSOs had teleconf conc. VPSO become State EE - but VPSOs are against that I said would quit. Would they hire from outside people who have no knowledge of culture.

need clothing for the seasons - have uniforms but weather varies.

Need equipment - some use their own.

like boats & snow machines. + cell/sat phones can't always debrief. have chaplain but that's in Anchorage - what god does that do?

diff than western culture. quiet, keep things to ourself

as State EE, would be under DPS, better pay & benefits, but - where would they hire from? outside people problem having non-natives come in hiring from a diff. village a good idea

⑤ May (Ohluk) Kuvethluk, VPSO

VPSO pgm started in Bethel by Gupzik leaders John Atmauloh started it. Also Glen Godfrey.

need money coming in, clothing & equipment respond to gun calls but don't carry guns.

Villages don't have much money to hire VPOs or TPOs.

never had a chaplain - need a chaplain malpaq

⑥ David Charles, VPSO, Akiah?

pgm needs to stay
 Communication is vital w/ State troopers.
 going down & try to fix it by going up
 Crying out for law enforcement in all villages -
 many have no VPSO, VPO or TPO.
 have VPSO w/ housing, transportation, etc.
 play bingo to get money for them.

⑦ Teresa Abram.

Talked in Yupik

⑧ Grace Hill Quinaboh

Recently got a VPSO VPSOs telling them what's
 going on - not enuf benefits, no housing.
 agreed to provide housing in order to get them
 to the village

true what Max said.

can be bad weather or maybe they're somewhere
 else & trooper can't get there right away.

⑨ Arthur Lake tribal admin Kwisidlingth

do more of going to villages so you can
 see conditions they work under
 may not be true but feel like we're not treated
 the same. Should be no distinction in city or
 village, native or non-native.

not paid the same. No benefits, no firearms -
 yet in front lines & deal w/ same things as other
 law enforcement officers.

use their own snow machines, buy their own gas, stamps etc.
 funding, equipment

need to provide peace & dignity to these people.
 Urban people don't want to live in our communities.
 need understanding that you can't fit Arch. person in village.
 Some things only fit in Anc, Fbx, Leno.

biggest understanding has to be the State is
 responsible for public safety.

⑨ have tribal court - what they can't handle,
 ask State to come in

⑩ Inene ' Scammon Bay, drug & alcohol
 work in Bethel & go back & forth counselor.

Seen more use of alcohol & drugs
 village police don't last long.
 send someone over, teach them a week or so, then
 come over every month or so to check.

get a lot of calls about dope & alcohol, smuggling

if could be stopped at hub/Bethel before they go
 to village.

they go on a.m. flight & come back on p.m. flight
 have called & asked for help.

have local people taught to do their work as VPSO

⑪ John Agiaoh
 (VPSO founder) gave me a summary
 went into history of program

5/8

form committee to address
Cooperation between troopers & VPSOs necessary

- (12) "Sharon Beniak" Bethel fm Mekong
or Sherilyn? husband fm Cheval.
worked in both as clerk.

are they aware of the Cops grant?
Was really sad to have nothing. As a victim,
could not get help. Called Troopers & they
did best they could to get there.

Please make it known to the villages.

People w/ criminal history cannot work a certain
jobs (2 stars) but VPSOs don't have that.

~~Sebastian~~

- (13) Joann Andrew (translator)
used to be a debriefer -
would get choked. Was in Chefnah when
daughter was murdered.

really need debriefers - gotta be a "CISM"? pgn
for them.

Critical Incident Stress Mgmt = CISM

- (14) Le Woosten - come fm Island - Mekong
giving benefits would help a lot. pop 210

6/8

- (15) Sven Palken for St Mary's
if Gov can
divert \$ from bridges to now here,
why can't \$ from other things be diverted here
like grants for tribal police officers
maybe some sort of endowment - hearing a lot
about needing funding

West. Ak. Alc & Nar. Team - maybe proceeds
from selling property etc, use funds for VPSO p.m.
forfeitures.

- (16) Ruth Riley Pitkas Point pg 127
never had VPO or VPSO due to lack of funding

Cops grants have criteria that must be met
like housing - which they don't have.

- (17) Alvin Jimmie - VPSO Coord at AVCP starting last April
used to be VPSO
Starting \$11.68 Jan 1990 \$16.55 today

improve pay
Chaplain

- (18) Michael Samuelson Acting Exec Dir. - "Native Council in
Bethel
training VPSOs & Troopers on how to fly airplane
Pay - big disparity in trooper duties & VPSO duties
yet pay is higher for troopers
Utilities
possible lower duties if not going to pay for them
Pub. Safety trust fund like we have PFD
↳ rural Ak.

7/8

Setting up for class action lawsuit not providing
pub. safety to rural AK.
Troopers become high paid prisoner transport as it's
all done by the time they get there.
develop 5 or 10 year plan.

(19) Gloria Simeon

retention, lack of affordable & quality housing, pay,
lack of resources.

Allen Godfrey thought outside the box
Researched in Canada, Micronesia

Success of Community Health Aides - suffer
same problems. look at their model

itinerant VPSOs - cadre that goes out
Cultural sensitivity training is very necessary
examples of Aniak & Emmonak. Examples of
a Trooper run amok.

Tribals vital part of rural AK - shouldn't be treated
like 3rd class citizens

(20)

Phyllis Evan Lower Kalskas
when deal w/ troopers, sometimes a mirror call
& they can't come.

maybe commercials to promote VPSOs like they
do for Troopers.

(21) King Sandoval

Closer working relationship w/ tribal villages

(22) Robert Aloysius

Spoke in Yupik with Yupik names

no mental, emotional & spiritual support
always comes down to not having money.

get the support from the local area - not from
outside or urban Alaska.

(23) Dario Nette

in favor of contracting w/ the tribes except that
the only reason State is interested is to get
around union contracts.

VPSOs half the pay, no benefits, no equip like the Troopers
need.
Equivalency in pay, training, equipment

CORRECTION

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



Rev. 6/98

Central Microfilm Services
Department of Education & Early Development
State of Alaska

7/8

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Emmonak

10/5/07 11:20 -

5 Troopers

Hanson + Williamson - Emmonak

30 people + Troopers

① Nicholas Tucker

very
eloquent

seen a Commission from long ago. + multiple
Task Forces - Active in beginning then
gone down w/ very few wanting to be VPSO

better salary, benefits - retirement - needs to
be meaningful

People do change.

Need support from family, community, legislature,
Troopers et al

need orientation for VPSOs ^{most} - involve the
Village people

When young people get in trouble, need our support.

Need to be out - if you keep in house, it's harmful &
detrimental to their health & spirit. Keep them
out there & be involved

② 11:45 - 11:51 Herman Hootch

been a VPO for # years

lack of housing

lacking proper training

high cost of living

no services out here, might be what causes people
to misbehave

Because of improper handling of evidence, can't prosecute

Better to have VPSO not from the village - too many relatives

- ③ Billy Charles 11:52-12:06
is #1 problem for these people - even on short notice, look how many people here.

problems w/ community, state ^{city} & tribe working together
many willing sometimes but no vehicle.

is a mistake to keep young people out after having made one mistake. has ripple effect, can't contribute, maybe suicide

include housing, health, education, economic for VPSO program

identify roles & responsibilities of city & tribe

have an Elders pgm to keep youth out of system
but there is lack of funding & when it's gone, can't work
when elders give discipline, it's done with
care and love to change them, not to punish

have a magistrate

3/7

(4) John Kelly 12:07 - 12:13

Elders were volunteers. Would give consideration to young people's situation. Would involve parent or whoever they are living with

VPSO needs to be paid so they can live w/in village
Considers cost of living in that village
Give them rest and respect
Provide phone, VHF, Honda

Also considers whether has a family when developing a wage.

(5) Ambrose Shorty 12:13 - 12:17
we are same, nobody different
when we're hungry, we're hungry etc.

Want to be successful - but if you break law, you can't

(6) Martin Moore 12:17 - 12:33
been City mgr 12 years
pop 800 3% taxes 1.6 mil bud^{city} & etc.
have a lot of "traffic", communicate/ lots of people

hire from local community
got to give benefits, salary, place in community
longer you're involved, better for you & community

VPD - no retirement, nothing to look forward to

Some of good, young people have a record.

need to have authority to take the home brew & drags - now

4/9

Can't take because of lack of authority & civil liberties
need housing. need to build them a home.

- ⑦ Phillip Horn 12:36
have a son who's a dropout
1 female cop - thank God for her
Son depressed, threatening suicide. Cop called Troopers
Were young, looked like new recruits.
Stood us, came with rifles drawn

didn't know our son stuck out window.
Found him but all (several) came at him with
guns drawn - he was unarmed & a minor.

Was told he could get his rifle back in a year,
but never got it back.
May Glick said he'd look into it.

break

- ⑧ Robert Moore 1:04 - 1:15
former VPSO in many places

1 of major reasons he quit - stress, low pay, no retirement
or any kind of benefits. Bethel was wet & recovered
5 or 6 bodies / year.

Community Support is very important

hope State can come up w/ retirement system. Pay stayed
the same entire time, no overtime, 7 days / week

State gains alot by having VPSOs. Should get fair pay & benefits &
something to look forward to.

5/7

Thanks They should be State EE

Thanks \$18-20/hr.

⑧ Emanuel Moses
in wheelchair needs to talk to me regarding his electric,
& thank.

⑨ Paul Kring 1:18-1:27
Kraze Gen Mgn.

CDQ, Rev Sharing, bypass mail - get from State
+ grateful for these programs.

infrastructure lacking - basic public safety
try to focus on youth, using Heritage Foundation

distance in the region hurts them

⑩ Lynn Gootch 1:27-1:40
Dir. Emmonah Women's Shelter 9 beds
7/1 - 6/30 Sves to over 500?

Cut funding in 2005 - State said cutting rural
Since then, only open part time

majority of the crime is in eve, at late hours.

had a case where someone wrote a message from the outside
So it could be mad fm inside using foul language.
Came + took pictures, left, never heard anymore

6/7

⑪ Dora Moore 1:41 - 1:50

Boys & Girls Clubs membership waived because region is economically disadvantaged

g had like a job fair & got lots of questions about the troopers. What is qualification, exempt, retirement?

access calling VPD or clinic in life or death have to dial a phone # to dial another phone # Wasting time w/ 5 or 10 min phone call. How do we get 911?

⑫ Mike Prince 1:50 - 2:02

Lower Yukon Sch Dist. Board member
AVAC board member

Matto is it best for kids?

give fullest attention & funding at local level

need workshops, continual support
need 2 per shift of 8 hrs.

perhaps met on salary - good guess is school teachers
Maybe 40K per year - top teachers 79K/yr.

→ 45K not bad start w/ other things like fuel, housing etc. too

teach who VPSO & troopers are as a curriculum in the schools

need a system of pardoning

abt
\$23/hr.
37.5/hr
w/lt
\$21.50/hr
@ 44 hrs

- (13) Grace Charles 2:02-2:16
had Edward Andrews, an elder with her

Works with elders. They work w/youth and it really makes a difference.

Pgm ending this month. Wants to see them work w/VPSOs

- (14) Edward Andrews, Vice mayor & on Elders

Wants funding

- (15) Roberta Murphy 2:16-2:17

Young woman

Rural exchange pgm & get housing

- (16) Peter Moore 2:17-2:24

- (17) Cornelius Benedict 2:33-2:36

- (18) Ursula Kozevenikoff 2:36-2:41

a lot of parents hurting fm bootleggers & homebrew centers

- (19) Darlene Andrews 2:41-2:48

- (20) Abraham "Agotluk" 2:56-
VPO
low morale. low pay

8/

②1 Darlene Johnson - Magistrate

3:10

● ~~White~~ Mountain Village 10/5/07
 25-30 people 4:35 - 5:31
 VPSO Elvin Brown

- ① Roberta Alexi 4:42
- ② Beverly 4:44
- ③ ~~Maxine~~ Inea? Evan - 4:45
- ④ James Lawrich 4:46 - 4:52
 1st Chief Tribal Council

Where does funding come from?

● ⑤ Andrew Brown 4:53 - 4:58

- like a sitting duck - no weapon of any kind
- 3. need adequate holding cell
 - 4. Need community support
 - 5. need more training
 - 6. look at character when hiring & background, ref. checks
 - 7. VPSO, Trooper, VPO - too many times after all the work,
 all they get is probation

⑥

⑦ Matt Joe - 5:09
 Can Mgr of ?

● Adequate funding
 need equipment like transportation
 evaluation process for VPSO

⑧ Vincent Dean? 5:10 - 5:11

- ought to be rotating basis
lot of stories w/ relatives
- ought to build housing
- more than 1 VPSO

⑨ Tanny Aguchek 5:12 - 5:15
Tribal Admin. read her testimony

very eloquent Made 4 points
have Elders committee that serve as judges

⑩ Elvin Brown 5:20 - 5:23

has small house provided 1 bed - he & kids
Sleep on bed - he sleeps on floor - single parent
need another VPSO
gets OT of a state case #

⑪ Earl Samuels
flies for State Troopers - lives in a village

11/5/07 Kodiak

9:19 Am

9:25 Am

} room clock

7 observers

① my watch

9:32

9:39

9:42

"Ted Branson" KANA Comm Health Aide
Pgm Mgr.

VPSOs key to pgm. Always call
after hours for backup & to help
respond

VPSO pgm vital in villages. Not just
for health aides, but to maintain
order in villages

2 active in Kodiak, Stuffed for 6
for 6 yrs The others for 9 or 10 yrs.

need time to decompress from day to day
stress of job. Hard to maintain high
level of readiness for whatever may happen.

Potential for Ther's

②

9:42

9:50

Katherine Alauk Ouzintie

lucky not to have high crime in ↑
husband died from asthma

can VPSO pgm have training on helping
the health aides & mental health cases

③ 9:50 - 10:08 Anita Bailor - Admin for VPSO Pgm

Not sure of funding of VPSO pm - current,
past + future

KANA - took on pgm for their region
have oversight of 9, not just Kodiak Island

all of those that oversee the VPSO pgm
do so at a loss since the funding rec'd
does not cover their indirect rate.

Would like funding to cover their indirect rate fully.

Training is extensive in the beginning
at the academy. Which is during the
Russian holidays, middle of winter. Hard
to be gone then. Weather issues, heating
problems, moose hunting (subsistence) + hard
for them to be gone 16 wks.

Housing is an issue. Tribes, city, village stepped
up but funding is tight + it's become harder to do.
Cannot offer housing subsidy or even any
kind of housing, even unsubsidized, since not
available.

Retention difficult in first years - high turnover.

Maybe better prepare for what they will experience
at the academy.

Background checks - difficult to find eligible. Someone

from outside has difficulty. Would be good to allow them after 10 or 20 years after their infraction to be eligible for VPSO

Cindy Cortez - new President

Knows problems of oversight by KANA in other areas, but ^{does know} not any advantages

Difficult for VPSO would to travel to the 6 villages on our island - but also have to travel to other locations in the State. Then also hot there which also creates problems. Doesn't know as much about the organization in those locations - so makes it difficult to communicate (don't know who to call)

Culturally, geographically, professionally - difficult to operate from afar.

Serving people outside their region + not getting fully paid for their indirect rate.

Been difficult to bring in new VPSOs when they don't know the players.

KANA supports concept of being State EE but would still need someone culturally connected, on site.

eligible for retirement in their area(?) said they were [redacted]

Trng VPSO receive not recognized by Police Standards Council - does not count toward what's needed to become a trooper, for example.

Kara took over these when Murkowski made cuts
NANA, Chugiach, Thlihit

Need someone geographically & culturally located
in the village but one person in one central area.

had to establish relationship not only w/ EE/VPSO in
each area, but also with troopers in that area

10:14 Need support & need it at their ground level

Katherine again - why no comments?
having pride back into our program

→ Current 07 - 5.4 million contracts overhead
per Talis Colberg 1.1 mil to Kodiak

Need to be able to do all manner of things -
Suicides, health aides, etc.

Tired of being a native proud of being a native
& getting last of the turnip.

(4) 10:28

"ERMO" Akhiak
Speridon Simenon SS Jr
Former VPSO?

get people in community to do more
active things to prevent problems in long run

left due to his wife not being from there &
problems w/ people in community not
accepting her.

10:33 John Enmoduh
~~Semwuch~~ - Elom
 Lemewouk

well aware of what pzm is about.
 Kawerah has contract out of this region.
 gone thru VPSOs like wouldn't believe, always
 vacant, no one there to call when crime
 committed

People are without law and order as a result
 bootleggers & drug use.

Troopers are so busy they can't respond
 to every call out of a village.

VPSOs not paid well - to make good living or
 take stresses off the job. Need pay increase
 to make good wage.

Communication, jail facilities need to be addressed

Need community support. Whoever signs contract needs
 to be held accountable.

When search takes place, ^{whole} community gets involved -
 a lot of ownership & interest there. Need to
 have same thing for law & order.

Training - native org provide trng - would be valuable
 input as far as how community is culturally

was a VPSO in the mid 70's, 74 maybe