



PRESIDENT'S COMMENTS

Sgt. Jeff Manns

Election time is over and many of the chapters in our union have experienced a change of personnel at the elected level. This change has occurred not only at the local levels but also at our corporate board level as well. As with any change there is bound to be a shift in personalities, opinions, philosophies and ideas. However, the core values of our union to promote and improve our members wages, benefits, working conditions, and quality of life through a united front have not changed.

While our union is certainly unique in its composition of member chapters, our services and work product to the residents and visitors of our state are united and form a common bond among all members. Be proud of your chapters and prouder of your united chapters; no other union or organization affects the lives, health and safety of so many in and out of the union. To achieve our common goal and core values, we must remain loyal to each other and loyal to our cause. On behalf of all the new representatives of all chapters, including myself, I would like to thank all of our members for your support. Secondly, I would like to thank all

No other union organization affects the lives, health and safety of so many.

members who either stepped down from an elected post of their own accord or through the election process for their service to the membership.

On July 10th, 11th & 12th, the corporate board held a quarterly meeting at the union headquarters in Anchorage. Following roll call, the first order of business was the election report and certification of the vote tally. The board certified and confirmed the newly elected representatives as required; then it was down to business for our members.

The following is the theme of activities that transpired over the three days: prioritization and consolidation of union activities coupled to a sound fiscal plan. In other words, no deficit spending. The cost of business has gone up; our dues have not. Currently, APD is paying approximately \$110 dollars a month. Does this mean I will ask our board for a dues increase? We have not raised our dues in the last fourteen years. No, I will not ask the board for a dues increase. However, I would ask you to consider, what are we willing to fight for and how will we pay for it. I may ask you down the road and you will have to decide.



Currently, the Airport Police, Corrections, Fairbanks Police Dept., and Trooper contracts are under negotiations. These are obviously critical issues and are at the top of the priority list. Juneau is engaged in a critical health care issue which is equally important.

House Bill 91 continues to be an important issue as it significantly impacts our members; especially those of us in the Tier II and above retirement system. However, this issue has the ability to not only impact just our members, but **all** peace & fire officers across the state. The Anchorage Police & Fire members are in agreement with us in this matter. This is not something that we can negotiate at the table. This is a critical issue that must be moved through the political field and addressed by the legislator. Like our contracts, this issue not only benefits our members, it benefits the state and the citizens. We believe PSEA can prove it.

Disciplinary issues appear to be on the rise, especially within the ATC/ASOC chapter. In the last month alone these two chapters have seen four members suspended and several other members under scrutiny. Watch your actions and follow policy and procedures. To defend a member who is clearly in the wrong is irresponsible and undermines our credibility. To defend a member who is unjustly disciplined is completely just and solidifies our cause.

Speak with your representatives and stay involved. Remain loyal and united and we'll succeed in the end.

Jeff Manns

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PSEA CHARITABLE ACTIVITIES

PSEA supports local and statewide food bank programs to help feed the hungry in our communities. The funds PSEA uses for this endeavor do NOT come from your dues money. Charitable donations made by PSEA are funded by our own fundraising efforts. PSEA "Core" Charities include Food Banks, Crime Prevention and Victim Support Organizations and Special Olympics of Alaska.

If you would like to find out more about these programs or help PSEA help the less fortunate, please call our office and talk to Deb or Joe. Thank you.



Dave Wrightson, Joe D'Amico, Marty Spinde and Jeff Manns rally support for the Food Drive



Business Manager's Report

Joe D'Amico, Business Manager



In this issue I would like to take a few moments and talk about the most recent PSEA elections. The various local chapters typically organize and run their respective elections. This seems to work pretty well since most, if not all, of the members of those chapters live and work in the same community. For the statewide chapters such as the Airport, ATC, and Corrections, the PSEA Office publicizes, prepares, mails out and collects ballots and then assists in the counting of those ballots.

A disappointing fact is the consistent lack of voter turnout in PSEA elections. This is true in election of officials, contract ratification, even interest surveys to help gauge items of importance of the membership. Recently, Jeff Manns and Don Kramer were elected as the new presidents of the Trooper and Airport Chapters, respectively. Danny Colang, the Corrections President, was not up for re-election. These three men, all of whom coincidentally live and work in Fairbanks, have volunteered their time to work for you. As Presidents of their respective Chapters they all sit on the PSEA Corporate Board. The Presidents or Chairpersons of the respective Municipal Chapters join them in service to you: Aaron Renken of Unalaska PD, Dave Wrightson of Juneau PD, Dan Hoffman of Fairbanks PD, Tim White of Sitka PD, and Todd Moquin of Ketchikan PD.

As a former PSEA President (when I was much younger), I can tell you that all of these representatives need quality member input to be effective for you. They need to know what issues are most important to you, what problems exist, and whenever possible, ideas you have to solve those problems. PSEA has come a long way in the last 20+ years; but the function of PSEA remains the same: *To provide service to our members.*

We now have over 1300 members and represent a majority of the state and local law enforcement agencies. Our size and statewide presence help us speak with a greater voice. Good leadership is essential to be effective for our members. Good leadership is impossible without active member participation. It's as simple as that!

I recently worked with a member who was having problems at work. This particular member has a great many years with one of the Departments we represent. He has been dutifully paying his dues each month, but he rarely reads the newsletter, never calls the office, or speaks to his local board member about PSEA issues. He appears to be typical of most of our members.

When he started having problems and contacted us, we were able to intervene and assist him in a positive way. He said, "all those years of paying dues were worth it just for the one time he needed us." An opportunity was lost by his remaining on the fringe of PSEA over his lengthy career. Reaching out to his board member would have reaped invaluable input so that PSEA could better represent him.

Another related area of concern I have is the lack of women representatives. With the large number of female officers and dispatchers, it would be valuable to have some talented women participate in our group. There are a variety of women's issues in healthcare and the workplace that we routinely discuss. A board member "expert" in this area would be helpful. For you ladies out there, as PSEA "seats" open up, please consider running for office.

Thank you and be safe in the workplace. Joe



A Few Words From The PAC

Mike Fox

How many of you think you aren't involved in politics. To those raising their hands we've got some news for you. Like it or not, you are, up to your neck. Don't think so? Answer me this. Who signs your check? Who is the top dog for the state in contract negotiations? Who runs your Department? Who runs your Division? Who funds your contract? The answer is, politicians and political appointees.

Next year is an election year with all the House seats and 8 Senate seats on the ballot. There are over 2,600 Peace Officers in Alaska and 1,300 are members of PSEA. Most of you are married to registered voters and many have kids of voting age. Have no doubt, we are a large block of voters. We can definitely make a difference. **A big difference!**

The primary is August 24, 2004, and the general election is November 2, 2004. Between now and then the PAC will be working to identify candidates and issues to support and we need your help.

The first request we have of you is to offer suggestions for legislation. We want to continue to build goodwill with individual legislators and one way to do that is by proposing, and actively supporting, unselfish bills. We are looking for ideas for bills that save the state money, generate revenue, or benefit the public in another way. We have a strong, day-to-day, working knowledge of the Alaska Statutes. Please use that knowledge and offer some suggestions for "goodwill" bills by leaving a message for the PAC at the PSEA office.

The second request is to simply pay attention to the performance of your legislators. Do we want to develop a new candidate in your district? If so, we need to get to work sooner than later. Do we want to support your local legislators, remain neutral, or support their opposition? The session begins on Jan 12, 2004. The three main issues for us are likely to be, contracts, private prisons, and HB-91.

You will be hearing from us throughout the session as we try to let you know how your legislators are doing.

In the meantime, when you run into them, ask them what their positions are on our issues. Ask them straight up if they will support funding our contract. Ask them where they stand on the private prison issue. Ask them how they will vote on HB-91.

Get smart. Get involved.

PSEA Calendar

July 21	Corrections Contract Team Meeting
July 22-23	Corrections Contract Negotiations
July 24-25	Fairbanks P.D. Pre-Mediation w/ City
July 30-31	State Employee Union Labor Summit
Aug 2	ATC Teleconference
Aug 11-13	Correction Contract Negotiations
Aug 13-15	ATC/APF Contract Negotiations
Oct 16-17	Fairbanks P.D. Contract Mediation
Nov 6	Health Trust Meeting
Nov 7 - 11	Health Trust Training - California
Dec 10-11	Corporate Board Meeting - Fairbanks
Dec 12	ATC Chapter Meeting - Fairbanks PSEA Christmas Party - Fairbanks
Jan 12	Legislative Session Begins
Feb 1	PSEA General Membership Annual Meeting

Unless listed otherwise, all events are held in Anchorage

Call PSEA Toll Free!

1 (877) 337-1979

PSEA's "Toll Free" number is up and running to better serve our members outside the local calling area. Administrative personnel are available to take your calls:

Monday - Friday, 0730 - 1730



Airport Police & Fire Report



Marty Spinde, Anchorage Vice President

It's time for the changing of the guard. As of July 1st, Don Kramer has assumed the role of President of the Airport Police and Fire Chapter.

The role of president is not new to Don. He brings with him over of a decade of corporate board experience. He currently serves as a trustee on the ATC/AP&F health trust. Don has been integral in the evolution and maturation of PSEA as an organization.

Don joins three other PSEA presidents from the Fairbanks area. Trooper President Jeff Manns, Corrections President Danny Colang, and Fairbanks Police President Dan Hoffman, all call the "golden city," home. I believe this bears mentioning as it demonstrates the great amount of enthusiasm and participation from our various chapters in the Fairbanks area.

I have assumed the role as Anchorage Vice President, and will remain a member of the PSEA corporate board of directors. I am still available to answer any questions, and help you with any union issues.

Don has joined me on the contract negotiations team, giving us excellent representation along with State Troopers Jeff Manns and Maurice Hughes. As of this writing, we are nearing completion of the non-monetary issues for our contract.

The process is a protracted one, and I beg your patience and understanding as we move forward. It is our goal to negotiate a successor agreement that is

reflective of our membership in today's world. As times change, so must the contract.

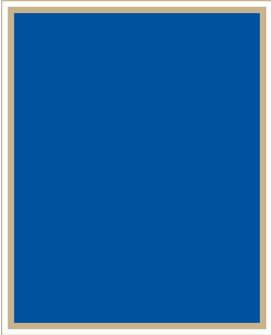
In addition to the contract negotiations, we will continue to work on a better retirement health plan for our members. It is our goal that the state offers an incentive to attract qualified recruits, and keep them on board for a career.

As I shift roles yet again, I ask that you stay involved, stay informed, and stay safe.

Marty Spinde

Airport Police Vice President Marty Spinde and New Jersey Devil Scott Gomez "guarding" Lord Stanley's Cup at the Anchorage International Airport.





Fairbanks Police Report

Dan Hoffman, FPDEA Chapter Chair



On June 1, 2003, the Fairbanks Police Chapter of P.S.E.A. hosted their annual awards event at Pioneer Park- formerly known as “Alaskaland.”

After several years of formal-type dinners, this year’s membership opted for a family-style barbecue on the banks of the Chena River, where children could run and play while the adults could enjoy the start of our Interior Alaskan summer.

The 2002 “Officer of the Year” came down to a tie-vote this year, which resulted in the presentation of the award to two very deserving officers. Sgt. Dan Welborn and Officer Stewart Lewis both shared the 2002 award. In their nominations, Sgt. Welborn was recognized for his constant contributions to the Department- both as a field-supervisor, and in his tireless pursuit of traffic

and highway-safety grants. Officer Lewis was recognized for his abilities on patrol, and was lauded for the courage and determination he displayed during a shooting in July of 2002.

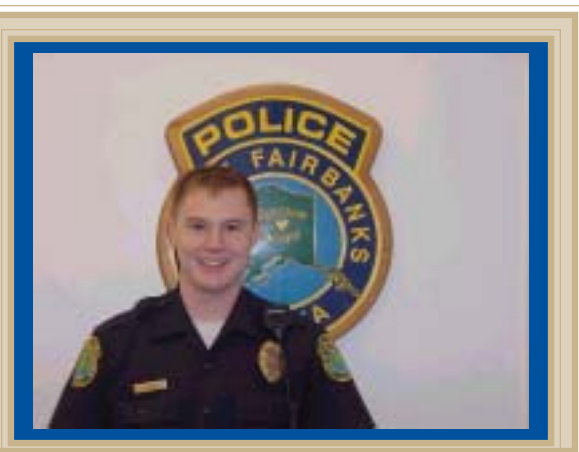
Our 2002 “Civilian Employee of the Year” went to our Department’s new custodian, Jackie Bratten. Jackie came into our building like a tornado in 2002, and her energy in keeping our new facility ship-shape does not seem to have diminished.

Despite the continued difficulties that our Department faces with respect to contract negotiations, outstanding employees such as these continue to show the pride and dedication that are exhibited in our organization every day. Congratulations to our 2002 Officers and Civilian of the Year!

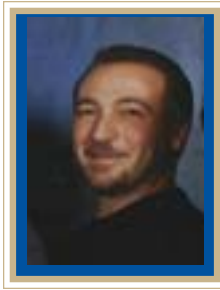
Fairbanks Police Department 2002 Officers of Year



Sgt. Dan Welborn



Officer Stewart Lewis



Correctional Officer's Report

Daniel Colang



So far, your negotiating team has held many team meetings, phone calls, and e-mail exchanges discussing and planning strategy in our contract negotiations. Your Corrections Chapter Board provides significant direction to your team; direction that we hope started with you and continues as you give them your input.

There have been two formal, two-day negotiating sessions with the State so far: one in June and one in July. The next move is a Status Meeting between the Lead Negotiators in early August intended to keep the process on track and moving forward. The teams meet for a three-day bargaining session later in August. To date, only non-monetary issues have been introduced. Per our one-year contract, the monetary issues will be introduced in late August.

Most bargaining processes start off slowly and accelerate. Ours has been no exception, but let me assure you that everything is on track at this point. Let me also assure you that your team is performing well, sticking to the plan, and giving their fullest attention to obtaining the fairest contract obtainable for all Correctional Officers. Please remember, the final decision is up to each and every one of you! After we've negotiated the best contract we can, it will be presented to you for a ratification vote. You will vote on whether or not to accept it.

Let me introduce our two new Corrections Board Members: Curtis Brown from Wildwood and Jason Wickert from Ketchikan. Curt replaced George Showalter who chose not to run this year. Jason replaced Dan Bates who moved to Hiland Mountain. I would like to welcome Curtis and Jason! They attended their first Board meeting last month and it was obvious that they will represent their institutions well and be valuable additions to the Board. I'd also like to thank George and Dan as they leave the Board. Both gave freely of their time and talents in support of their fellow officers and it is folks like them who make this Association move forward. Thanks, guys.

Thanks also to Randy McLellan! Randy just moved from CIPT to Mat-Su Pretrial and an election is in progress to find his successor. Randy never hesitated to speak up for his institution and its officers! He represented you well and his service is appreciated by all.

Most of you probably know that Larry Rendon, from Anvil Mountain, and myself represent you as members of the Corporate Board. Several significant items came up at the last Corporate Board meeting that I'd like to report on. There were discussions on our health coverage and on the makeup of the Corporate Board. At our request, the PSEA Health Trust consultant has been directed to review Correctional Officer demographics and health care utilization data so that the Board and Trust can evaluate whether it is feasible to consider moving Correctional Officers from the State's Health Plan into the PSEA Health Trust. If it appears that this would be good for Correctional Officers and for the Health Trust, the State will be asked to support such a change. We do not know how the study will come out, nor how the State will respond, but looking into this is a good move for us. I will report to you when more is known. Right now please consider it just a feasibility study!

Next, a committee has been formed to reevaluate the makeup of the Corporate Board. PSEA's membership has changed over the years as new groups have been added and a question of equal Board representation was discussed. It will be the committee's job to study and discuss the issue and then make recommendations to the board. I will be a member of that committee. I will report back to you when there are developments; but neither issue will be decided until after the first of the year.

One last item: PSEA will again be having a booth at the Palmer Fair and we are looking for volunteers to staff the booth. This is a great time to get out and meet the public and let them know who we are and what we do for them. House Bill 91 is still pending, private prisons are still an issue, and we'll have a new contract to be funded next year. We need the public to know who we are and what we do for them. Also, it's an opportunity to recruit for our Department that could help us fill some critical vacancies. Please commit to help us with this significant PR opportunity. Call Brad or Jim at 337-1979 and get on the bandwagon.

That's it for this month. Please, everyone stay involved and stay safe!



LEGISLATIVE NEWS

House Bill 91 Update

By Mike Fox

Frequently I find myself talking to members who want to know what HB-91 means to them and what they can do to help it become law. This newsletter seemed a good opportunity to provide our members with some answers to the most common questions.

This legislation, when passed, will provide major medical insurance to Peace Officers at normal retirement, 20 years instead of 25. This benefit is already available to Peace Officers hired prior to 7/1/86. Let's run a few scenarios to illustrate how this may effect you and your career decisions.

Scenario #1 - You are a Trooper with 4 years on the job. You have recently been involuntarily transferred. Your family isn't happy and you are trying to decide what your options are and how long you and your family want to live this nomadic lifestyle.

Scenario #2 - You are a Corrections Officer with 4 years on the job. An inmate is being released who has let you know he has your home address. You have a wife and children and are deciding how long you can tolerate these issues in your life.

Your options include:

#1 - Work 5 years beyond normal retirement (25 years) and retire with all benefits received immediately.

#2 - Work to normal Retirement (20 years), receive all benefits immediately except, no major medical insurance until you reach age 60.

#3 - Separate after 10 years and receive all benefits at age 60.

#4 - Separate after 5 but prior to 10 and receive your benefits at age 60 with no medical benefit.

#5 - Separate and cash in your retirement account and receive no benefits.

HB-91 would make option #1 available at 20.

Scenario #3 - You are a Tier 2 Trooper with 10 years on the job and are determined to work until eligible for full retirement benefits at 25. You have moved three times. Your kids have been in 3 schools, your wife has quit 3 jobs, you have bought, sold, and lost money on 3 houses. APD is hiring, you could go there with no change in your retirement situation.

The question is - What is best for you and your family, bouncing around the State with DPS for 15 more years, or 15 years with APD. HB-91 would reduce that 15 years down to 10.

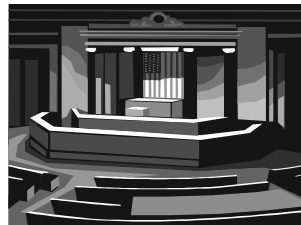
Scenario #4 - You are a Tier 2 CO with 10 years on the job. You have been working odd shifts and

RDO's. You sleep when your family is awake. You work when they are home. You are at home when they are at school. You are a good employee, honest, hardworking, and reliable. You are very employable in other careers.

The question is - Would it be best for you and your family if you continued for 15 more years to 25, or; move on to another career and still receive a State retirement benefit and major medical insurance at age 60. HB-91 would shorten that 15 more years to 10.

Scenario #5 - You are a Trooper or CO with at least 5 years on the job. You have an opportunity for a Federal Law Enforcement career. You could go there for 20 years and retire with full Fed. benefits, including medical insurance, and also receive a State retirement benefit at age 60.

The bottom line for all these scenarios is that HB-91 reinstates a true 20 year retirement option.



(Note: In all these scenarios there are other options such as a reduced benefit at early retirement. Contact PERS on line or by phone for more specific information.)

It is our belief that HB-91 will save the State money by cutting recruitment and training costs through retention. When Troopers and COs are making career decisions it is much more likely that they will decide to continue in State service if they have a true 20 year retirement option. We also believe that money will be saved by allowing higher cost Troopers and COs to leave after 20. Further, we believe it is simply a bad idea to withhold a retirement benefit to effectively hold employees hostage. If a Trooper or CO wants to extend their career beyond normal retirement, for the right reasons, great. Otherwise, it is in everyone's best interest to move on.

The passage of HB-91 depends greatly on the administration's understanding and belief that HB-91 would indeed improve retention. How important is HB-91 to you and your commitment to continue in state service? Does requiring that extra 5 years matter to you? It is largely up to you to help them understand and we encourage you to let your administration know what you think.

Send your Commissioner and Governor a message. Explain your situation and how HB-91 will help you decide to stay in State service. Help them understand so they can make the best decision and increase their support HB-91.



SUPREME COURT SPEAKS: DPS – “NOT GUILTY” FOR DELAYING SUB-ZERO SAR BUT FINDS TROOPER DISCIPLINE APPROPRIATE!

By Jim Gasper, General Counsel



In a decision issued 7.25.03, the Alaska Supreme Court engaged in some interesting reasoning in ruling that delay in conducting a Search and Rescue operation for a man, his wife and grandchild who perished on the Denali Highway in January 1996 did not constitute actionable negligence. In another part of the decision, however, the court ruled that the department’s discipline of some of the Troopers involved for not taking action soon enough did not relate to the department’s discretionary function. Simply put, though the Troopers acted wrongly, under the law, they were protected from liability.

A brief factual recital - the three-some ventured forth on the Denali Highway, a road normally closed at that time of year to all but the hardiest of souls with proper survival equipment. Deep snow overwhelmed the party’s 4-wheel drive vehicle; temperatures ranged between -25 and -55°! After the Cantwell Trooper was informed by hunters that they had found an abandoned vehicle, the word “Help” stamped in the snow, and an arrow pointing in the direction the party had taken, Troopers delayed an active search process for almost 2 days. (Initial reports were that the party was heading from Anchorage to Kenai) The trios bodies were found frozen.

The family members sued the State in Bethel superior court, and were awarded almost \$8,000,000 by the local jury. The State appealed that verdict.

The Supreme Court assumed, for purposes of deciding the case on immunity grounds, that the Troopers had a duty to search for the missing trio. The State argued that DPS possessed sufficient

discretionary authority on whether to launch a search, and in this case exercised that authority properly. Relying upon the “public safety objectives” of such a task, and the legitimate “allocation of resources” concern inherent in providing any governmental service, the court found that the mere report that a person may be lost did not impose upon the Troopers, by itself, a duty to respond. Though the circumstances suggested the travelers were possibly in serious danger, not enough was known to certify that, in fact, a life-threatening situation existed.

In deciding the case, the Supreme Court reviewed materials from the Administrative Investigation filed, documents that were never admitted before the trial court. The Supreme Court found the AI record “helpful” in fleshing out the details of Trooper activity related to the search. This review prompted an interesting commentary on the vicissitudes of appellate judicial practice. Though the court ruled that the Trooper who delayed the search until the next morning, because the low temperatures, the absence of daylight, and the possibility that the individuals may have reached an open lodge on the highway, did so within the realm of permissible discretionary conduct, it nonetheless found that the Trooper’s discipline was proper for “negligent breaches of [DPS] standards of conduct.” In other words, the court reasoned that a violation of departmental standards did not undermine its eligibility for immunity protection.



‘The AI’

Joel Hard,
Business Agent

The Administrative Investigation - this critical contractual process invokes apprehension in many of us, but that apprehension often rises to the level of anxiety and even distrust for others. That is not necessary nor is it healthy for the employer/employee relationship. For this process to be truly effective both parties must recognize and adhere to their responsibilities to the other.

Like it or not, complaints arise against employees and it is management’s responsibility to respond to these complaints; to understand them and to address them. The difficulty isn’t necessarily the investigation, but the negative connotation associated with them. I know well that many supervisors struggle to overcome this by the manner in which they communicate during the investigation. They try to assure employees that the process is necessary, but the finding is not predetermined nor will it be based on biased feelings or information. Some may disagree, but I can say with some degree of certainty that management does not have the time or inclination to create problems where problems don’t exist. They can, however, contribute to them.

Valid concerns surface when the Department fails in their communications and a lack of support is felt or believed by employees. While I’m certain most supervisors don’t intend to appear non-supportive, their representations, cautious because they do not yet know whether the employee’s conduct was proper or improper, may give that appearance. Although they are few in my experience, some supervisors may use this process to serve a mean-spirited agenda. Management needs to continually evaluate those supervisors and their communications and work hard to remove them from the process to assure employees that investigations are fair and unbiased.

There is no question that the vast majority of complaints against employees are ultimately invalidated by management’s efforts, but unfortunately there remain

those that are not. No one can muddle their way through the gray of the day without sometime stepping outside workplace boundaries. It happens, particularly in the law enforcement profession where everyday employees are asked to make decisions, sometimes without clear or definitive direction. We rely a lot on discretion, often without allowing people adequate time to develop it.

We all recognize the need for capable and independent employees and we rely heavily on their experience and judgment to carry them through most situations. The various OPMs, OIMs and SOPs mandate specific conduct but more frequently, employees must utilize their own powers of discretion to guide them when policy manuals do not. Discretion is about considering all your past experience and the experience of others and applying the weight of that experience to the circumstances at hand. Discretion is not taught, but developed over time and through many experiences. Lack of experience contributes to many mistakes and resulting complaints, but this is an important part of learning – for everyone.

However, as an employee you need not experience an AI firsthand to know what is expected of you and what actions will serve you best. If you find yourself braced by a complaint and resulting Supervisory Review, Inquiry or AI, fully consider your actions and statements that will follow. Understand that you will be compelled to respond and you must tell the truth. Failing to do so will only make things worse. I’ve seen this time and again over the years, not necessarily by purposely bad people, but simply because it is human nature to want to avoid consequence. Don’t. Recognize, as all Departments do, that everyone errs; take responsibility for your errors, don’t compound them by giving misleading or dishonest information. Be forthright and give us timely notifications and we will be much better positioned to fully represent you.

All of you were selected for your demonstrated personal and professional integrity and each of your law enforcement agencies capitalized on those qualities. They have used them, as should you, for enhanced personal, public and professional trust. Don’t let that be lost by a poor thought response during an Administrative Investigation. Such a loss is far more hurtful to you than what little you stand to lose in terms of potential discipline for the initial infraction.



HEALTH TRUST REPORT

Drug Problems?



By now most of the Health Trust participants have received their new cards and the new benefit changes became effective last month. These changes were implemented to offset the increased costs experienced by the Trust. Health care costs are expected to continue upward for the foreseeable future. The Trustees try to maintain the highest level of benefit coverage while managing the inevitable cost increases in a way that minimizes the impact on the members.

For years we went to the doctor only when something hurt or didn't work right. Beyond that an annual check up was common just to insure that all the bases were covered. Now through Direct To Consumer Marketing we are inundated by television commercials suggesting that one or more of the ailments that we have, or may have, could best be treated by the use of their new product. Does the product somehow become ineffective when the patent runs out and it becomes available in generic form? No, the commercials just stop. While views vary as to the effectiveness of Direct Marketing, prescription drug costs continue to climb at a rate much higher than that of health care itself. The change in our prescription drug coverage is an attempt to guide the plan participants towards the generic equivalents of the more widely used drugs.

Preventative medicine remains one of our best tools in controlling health care costs. See a doctor regularly, and ask questions when you do. A question regarding generic equivalents might just save you and the trust some money.

I have just one more favor to ask;. Please insure that appointments pertaining to Workman's Compensation claims and employer mandated appointments, (required physicals) are billed appropriately.

Don Kramer, Trustee



Unalaska President Aron Renken presents PSEA donation to Officer Bill Simms for his bid to Police Olympics in Barcelona



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