

THE INSIDER



A Publication for
PSEA Members

Volume V, Issue 1

A Publication of the Public Safety Employees Association

November 2004

PAC 2004 BATTING AVERAGE: .909!!

This election, PSEA's PAC took probably its biggest step into the political arena, financially supporting and endorsing not only state candidates at a record level, but also entering a federal race for the first time through the endorsement of Lisa Murkowski for the United States Senate.

So, how did we do? Of the eight House candidates endorsed by the PAC, all won re-election. These included Representatives Jim Holm, Carl Gatto, Nancy Dahlstrom, Tom Anderson, Max Gruenberg, Harry Crawford, Lesil McGuire, and Bob Lynn.

PSEA's PAC also provided financial support to numerous House candidates beyond those who received endorsements including Sharon Cissna, Ethan Berkowitz, Mike Hawker, Les Gara, Dave Guttenberg, Beth Kerttula, Bruce Weyhrauch, Bill Stolze, Pete Kott, Pat Carney, Eric Croft, and Kevin Meyer, in their races for re-election. Except for Carney, the remainder won their races.

On the Senate side, the PAC endorsed and financially supported Tom

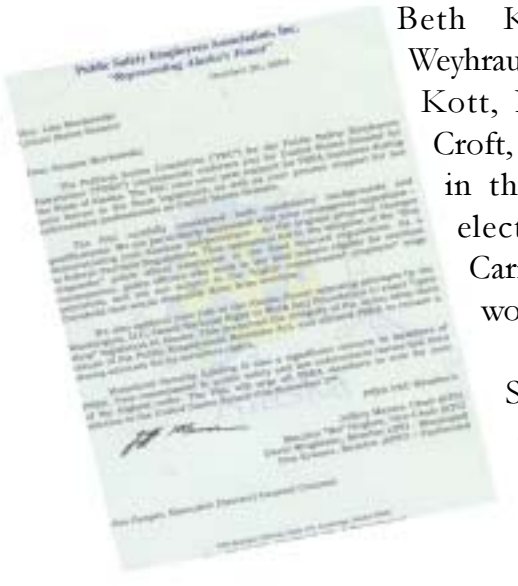


President Jeff Manns presents PSEA Endorsement Letter to U.S. Senator Lisa Murkowski at PSEA Offices in October 2004

Waggoner, Bettye Davis and Hollis French and provided financial support to Lyda Green, John Cowdery and Carl Moses; only Moses lost.

Those carefully reviewing this report will observe that the PAC has thrown its support in favor of candidates regardless of party affiliation. This reflects an important factor in the PAC Committee's decision-making: when candidates approach us for support, the PAC Committee evaluates their record not only as it pertains to law enforcement issues, but also support for PSEA members as public employees. A critical question posed to each individual was: where do you stand on the issue of funding PSEA's collective bargaining agreement, whether created through bargaining, or imposed by an arbitrator? The answer to that question was a significant determining factor in deciding who to

(cont. on p. 2)

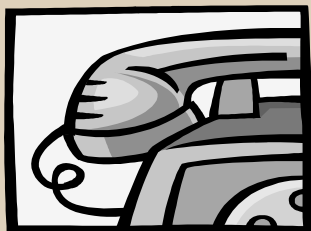




PAC Report (cont.)

support.

In addition, support for House Bill 91 was important to the PAC Committee. And in Lisa's case, her commitment to law enforcement officers as United States Senator on issues ranging from Homeland Security to overtime compensation eligibility clearly merited PSEA's support. By contrast, Tony Knowles track record as governor was abysmal on all levels, and did not justify significant consideration. All in all, PSEA stepped up to the plate in a big way this time. We'll keep everyone posted on the benefits received for this commitment level.



PSEA HIRES NEW RECEPTIONIST/OFFICE ASSISTANT

When you call the office, you'll most likely hear the voice of our newest employee, Susan Clum. Susan was hired as the receptionist/office assistant and began working November 6th. She comes to us from Anchorage Fracture and Surgical Center at Providence Hospital, where she performed the same type of duties for the past 4 years. Susan is originally from Colorado, and a big Broncos fan. Please give her the usual friendly PSEA greeting when you have dealings with her.

Since the last Newsletter, Jennifer Tate's last day was October 29th. We wish Jen well as she joins her husband/pilot, whose home base is Tok. Paralegal Scarlett Hebbe's last day was November 12th; she returns to the law firm where she previously worked.

Inside this Issue

- PAC Report.....1-2**
- Executive Director Report.....3**
- Business Agent Report.....4**
- Weingarten & Garrity:.....5**
- In Memoriam.....6**
- Christmas Police Ball.....7**
- Chapter News.....8-9**
- WSTC Report.....10-11**



CHAPTER AND CORPORATE BOARDS TO MEET IN FAIRBANKS

PSEA's Chapter Boards will meet in Fairbanks at the Westmark Hotel on **December 17th**. The Corporate Board will convene at the same location on **December 18th**. All meetings are open to members in good standing.



242 To Die An Ignominious Death?

Jim Gasper, Executive Director

An opinion issued by the attorney general's office in September addressed the prospects for the continuation of the famous House Bill 242, a law enacted in 1991 to allow retired public employees – particularly teachers and police officers – to rehire in their former profession yet collect regular retirement benefits. After 30 days' retirement in his/her former profession, a public employee could collect retirement, yet receive a wage without requiring contributions to PERS. However, the “sun was to set” on this law June 30, 2005.

The meaning and intent of the sunset provision has prompted numerous questions. Initially, the Division of Retirement and Benefits interpreted the sunset clause to preclude the rehire of retired individuals after 6.30.05; those who were could remain employed as though HB 242 continued in effect. That position has changed.

The assistant AGs who studied the issue concluded that 242 rehires cannot maintain their status after June 30th. Instead, they would either have to (re)retire, or re-employ as contributing participants to PERS, i.e., the 20-years Police and Fire Retirement system. The assistant AGs urged the Director of PERS to get the word out. From the response I've seen, the word is out!

This focus has not arisen in a vacuum. The Police Standards Council recently proposed that the certification lapse regulation be amended from the current 5 to 10 years. The Trooper Chapter and Corporate Boards, in their July meetings, expressed disbelief and unanimous opposition to this change. I wrote a lengthy letter to the APSC Executive Director, Jim Meehan, articulating our membership's opposition.

Meehan's response was that the purpose of the regulation was not to allow older police officers to return, but to give local law enforcement flexibility in hiring. Despite his argument, the tone of the letter was in agreement with PSEA's noted objections, but completely inconsistent with the potential effect of the proposed change. In other words, it was meaningless lip service.

The demise of 242 would probably be inconsequential but for the current DPS application of the exception. The recent return of certain command officers under this program, in particular, has prompted vigorous critical comment from the troops. Suffice to say that the Commissioner's endorsement of re-hired command staff not only blocks upward mobility – deemed an important consideration by the membership – but flies in the face of the admonitions and recommendations of the Transition Team appointed by Governor Murkowski at the beginning of his current term to evaluate the state of DPS.

The Transition Team Report repeatedly criticized stagnancy in the upper echelons of DPS

The Transition Team Report repeatedly criticized stagnancy in the upper echelons of DPS command, and the need to breathe fresh air into the hierarchy.

command, and the need to breathe fresh air into the hierarchy of the Department. Continuing adherence to old policies of

reward and retribution was not only responsible for driving Department morale to all-time low levels, but confirmed the entrenchment of an administration out of touch with present-day personnel management practices. Despite these observations, the Transition Team's recommendations have been ignored, if not contemptuously cast aside.

Against this background, 242 functions as a vehicle for the perpetuation of the continued employment of individuals whose time is long past. Even though many new lieutenants have recently

(cont. on p.11)



Business Agent Report

By Dennis Ponder, Business Agent

GRIEVANCE ACTIVITY: The following is the breakdown of grievances by Chapter for 2004 (thru 10.31.04):

ATC = 19
FPDEA = 7
UPEA = 2
JPDEA = 1.

Of the total **Alaska Trooper Chapter** grievances, 15 deal with contract interpretation disputes; the other 4 are disciplinary. The contract interpretation cases can be broken down as follows: Pay Issues; Transfer Issues; and Bidding Issues. To date, two of the total have settled, one grievance was withdrawn by the grievant after PSEA convinced DPS to correct the problem, and the remainder are pending resolution through the contract procedure.

Fairbanks PDEA – Of the 7 grievances filed, 1 disciplinary grievance has been resolved, 2 concerning the City's failing to fund contractual Longevity Leave have been continued; the remaining 4 address pay, classification and promotion issues.

Unalaska PDEA - Two disciplinary grievances filed on behalf of our Unalaska Chapter have been resolved through settlement.

Juneau PDEA – The Juneau Chapter has filed one (1) grievance this year dealing with holiday pay. It was settled by Letter of Agreement.

MERIT INCREASES: Over the last ten months, a number of ATC members have not received expected merit increases. The common reason is supervisor failure to complete the evaluation. Some ATC members assume the annual merit increase is automatic, regardless if their evaluation is completed. This is not true. Members are therefore advised to file a Notice of Pay Problem if they do not receive

their increase. Personnel will advise that the reason they did not get their merit increase is the lack of an evaluation. Upon receipt of the NOPP response, PSEA can file a grievance on behalf of the member. In most cases, DPS will direct the grievant's supervisor to complete the evaluation.

DPS RECRUITMENT – It appears DPS is still demanding PSEA members meet the annual recruitment “quota.” Failure to meet minimums could result in a negative “performance” score in your evaluation despite “recruitment’s” official status as a “goal.” OPM 199.030.

RECRUITMENT PERFORMANCE: Under the current “point” system, if you are marked for substandard “recruitment” performance, and you are denied a “merit increase,” you should contact PSEA immediately for an assessment of the evaluation. Members who are chastised for their “recruitment” efforts should, at a minimum, write a rebuttal. “Recruitment” performance is a mandatory subject of bargaining as it deals with “conditions of employment.” If failure to meet a “quota” can result in denial of a merit increase, the requirement also has a possible disciplinary consequence.

Until this issue is addressed in the contract, PSEA suggests that ATC members distribute recruitment brochures to every person contacted, regardless of type (complainant, witness, victim, traffic violator, suspect, etc.). Make sure the contact is documented in accordance with OPM 199.030. Good luck and GOOD RECRUITING!



WEINGARTEN & GARRITY: WHO ARE THESE GUYS AND WHY SHOULD I REMEMBER THEIR NAMES?

By Jim Gasper, General Counsel

In past issues of this Newsletter, I have written various pieces discussing the important rights and laws that members should be aware. A periodic reiteration of these discussions is appropriate, since questions still arise on a regular basis.

The Weingarten Right to Representation:

Twenty five years ago, the National Labor Relations Board ruled that an employee who reasonably believes that the outcome of an employer interview could be some form of discipline was entitled to demand the presence of a union representative before questions could be presented and answers expected. Any adverse consequence for insisting on such representation was a violation of federal law.

That principle, now simply known as *Weingarten* rights, has been adopted under Alaska law. Many PSEA members enjoy these rights contractually, i.e., the member does not have to demand union representation: it is an automatic prerequisite imposed by the bargaining agreement. Some PSEA contracts, however, do not include such automatic protection.

Regardless, any member who reasonably believes that an employer interview may result in some level of discipline is entitled to union representation upon request; before any answers to questions can be compelled. The employee has the right to competent union representation, not just a local shop steward, or available union officer. The failure to follow this principle will void the consequences of the employee's refusing to answer questions.

Garrity & Prior Immunity: Almost 40 years ago, the U. S. Supreme Court held that a public employer could not compel an employee's answer to questions under pain of discipline if such admissions would result in disclosure of the employee's participation in possible criminal activities. Finding such compulsion equivalent to the surrendering of the 5th Amendment right against self-incrimination, the Supreme Court held that penalties imposed for refusal to answer without a prior assurance of immunity were constitutionally invalid.

What this means is that if you, as an employee, are questioned by an employer representative, and informed that you must answer the questions truthfully, or face disciplinary consequences (for insubordination), no penalty may be imposed for refusing to answer questions that could be incriminating without a grant of prior immunity. This right is seldom recited within collective bargaining agreements because investigations into possible criminal conduct by police officers are rare. This does not minimize the prospect that a police officer's knowledge of events may somehow implicate the officer in some level of criminal behavior. In such circumstances, answers obtained without immunity are inadmissible; discipline imposed for refusal to answer without immunity is constitutionally invalid.

Together, both *Weingarten* and *Garrity* provide important protections available to every member. Awareness of their existence is the first step in self-protection.



In Memoriam - Al Pachenco

Alaska State Trooper – Retired

By Keith Perrin

PSEA and the Alaska Law Enforcement community lost another good friend in September of this year. The friend was Al Pachenco. I realize that most of you in PSEA did not know this man, which is unfortunate. But I can state with complete certainty that members of PSEA benefited because he was here before you.

When I was a young Trooper, I worked for Sgt. Pachenco while assigned to Anchorage patrol. He already had quite a reputation for courage and bravery in the line of duty. He had been involved in at least two gunfights, which ended the criminal careers of two suspects. But, he also had the reputation for being an excellent supervisor.

I believe first line supervisors; to include Field Training Officers (FTO), have more impact on a young officer's development than any other officer in the chain of command. When rookie officers leave the academy, they possess the basic knowledge of law enforcement, but they have little practical experience. Learning to apply the knowledge that they have acquired comes from their first line supervisors. In my day, rookie Troopers spent a week, maybe two, with an FTO and then were handed some cars keys and told to get to work. Thank goodness those days are over. Obviously a week or two of field training was insufficient preparation to handle everything situation and we relied heavily on the Sergeants.

Sgt. Pachenco had the wisdom to let a rookie Trooper flounder to learn from the experience; but also the innate ability to know just how far to let a rookie go before he would step in to assist.

Eventually, Sgt. Pachenco was moved to Anchorage dispatch as the supervisor. I always felt that was an unwise move because he was an excellent street cop. Second, every time he had to get on the radio in order for a dispatcher to have a relief break, it was obvious to everyone listening that he was out of his zone. I will never forget him telling a Trooper in the field, "Standby, can't you see I'm on the phone". Even though we wanted him back in patrol, the dispatchers were glad to have him as their supervisor.



Sgt. Pachenco cared very much for the people who worked for him. So much so that he put his career in jeopardy by becoming involved in the organizational efforts of PSEA.

Towards the end of his career, he was aware that if the Troopers who would be following were ever going to earn a livable wage, a separate union was necessary. No one person is responsible for creating PSEA; but due to the dedication and fortitude of Sgt. Pachenco, and those like him, PSEA exists today.

It is difficult to measure the impact a supervisor has on an individual, much less an organization. And even when that impact is significant, it is easy to forget over time. I can only hope that those of us who were guided under his tutelage were able to pass along the lessons of this great man -- a real Alaska State Trooper.
Thanks AL.



!!!CONGRATULATIONS!!!

JPD Officer Dave Wrightson presents Gary Rosenberger with the Honda ATV he won in the PSEA-sponsored raffle at the Alaska State Fair. Alex Wells was the lucky winner of the Alaska Airlines Tickets

Thanks to all who participated.

A decorative border on the left side of the page, consisting of a vertical stem of holly leaves and clusters of small black berries.

Please make plans now to join us at

PSEA's Christmas Police Ball

*December 18, 2004
Gold Room of the Westmark Hotel
Fairbanks, Alaska*

*Social Period 6pm-7:30pm
Dinner at 7:30pm
Halibut Olympia/Prime Rib
Piano Dinner Music
DJ and Dancing 'til midnight*

Semi-Formal Attire

*Tickets \$30/person
Limited availability
(Get yours now ~ sold-out last year!)
Purchase from Gary Tellep, Scott Johnson, Jeff Manns,
Jim Gipson, Tara Tippett, Greg Foster or
from PSEA Office*



CHAPTER NEWS



FAIRBANKS PDEA NEWS

The City of Fairbanks continues to insist it can do as it pleases without any fear of consequences from resulting litigation. Without our approval or consent, the City of Fairbanks has taken \$196 a month from each member in the City’s healthcare plan to “offset” the cost of a benefit it is contractually obligated to provide without cost. Now that utilization is significantly reduced and, according to information they provided to us in a recent settlement offer, the City needs about \$85 a month per employee to cover the additional cost. (They also gave each member only 25% of their entitled longevity leave this year.)

The financial officer for the City of Fairbanks recently said the city couldn’t afford our “vacation packages,” but in the same breath was talking about budget surpluses and hiring more police officers. Then he had the audacity to say they’ll reduce the amount they steal from us for insurance each month by only \$6 after the first of the year! It’s a real uphill battle.

The union has largely by consensus agreed that we can no longer make concessions with the City through Letters of Agreement until the City needs to negotiate a new contract with us. The faces on the City Council have changed slightly and we’re trying to be optimistic about the impact that will have. The City of Fairbanks missed out on a sweet deal when our union narrowly ratified a contract negotiated by Dan and Joe D’Amico and then the City Council refused to accept it. I think we can guarantee we won’t be so generous in the next round of negotiations!

Several pending grievances have been set for arbitration to be heard March 2nd through 4th. Most of these are pay issues, which reflect just more examples of the City’s continuing disregard for its contractual obligations.

SOLDOTNA POLICE BARGAINING BEGINS

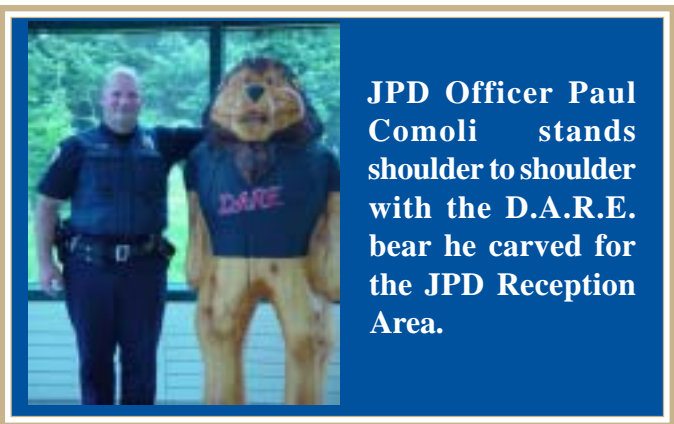
A demand for bargaining was filed with the City Manager upon PSEA’s certification as representative for police department employees. No date has yet been set. Members of the unit have reviewed other PSEA bargaining agreements to attempt a hybrid version that will address their local concerns.

JUNEAU POLICE FACE SHIFT SWITCHOVER; CHALLENGE TAKES ON NEW LEVELS.



In a remarkable action, the Chief of Juneau’s Police Department has proposed a changeover from the long-standing 12-hr shift system, to an 8-hour plan. Disdaining the nation-wide trend within small Departments to adopt 10 and 12-hour shift scheduling for patrol operations (as practiced at Fairbanks P.D., Sitka P.D., Soldotna P.D. and the Anchorage APFO), Juneau plans to defy the trend and implement the 8-hr program in January.

PSEA has challenged this proposal, but has found the City and Borough to be obstinately unresponsive. PSEA will pursue a vigorous effort to bring this issue to a head in the upcoming weeks, including appearances before the CBJ Assembly.



JPD Officer Paul Comoli stands shoulder to shoulder with the D.A.R.E. bear he carved for the JPD Reception Area.



BARGAINING RESUMPTION INCLUDES INTEREST ARBITRATION COMMITMENT

Negotiations with the State resumed in Juneau on October 21st and 22nd between PSEA and State representatives. A second session, originally scheduled for November 4th and 5th was canceled by the State for a variety of reasons, including weather.

The parties rescheduled the next negotiation session for Monday, November 15th and Tuesday, November 16th at PSEA's offices. A subsequent session is set for November 22nd and 23rd in Juneau.

In order to insure that any monetary terms are properly submitted to the legislature before the statutory deadline, State representatives and PSEA agreed to the selection of William Greer of Oregon to serve as interest arbitrator. The parties and the arbitrator then scheduled dates for completion of the interest arbitration process. Interest arbitration will occur in Anchorage during the week January 17th – January 22nd. The arbitrator will issue his award no later than March 11th. This will be in time for the legislature's supplemental budget submission deadline of March 14th.

Under Alaska's Public Employment Relations Act ("PERA"), contract issues not resolved through face-to-face bargaining are to be submitted to an arbitrator, who considers the parties' positions and issues an interest award. The award sets the contractual terms that will govern the parties' relationship. However, monetary terms imposed by an arbitrator must be submitted to the legislature for approval, according to Alaska's Supreme Court interpretation of PERA. Nonmonetary terms must also be submitted to the legislature for review, but not approval, and are binding on the employer and the union.

ATC GRIEVANCES SET FOR ARBITRATION

Numerous grievances have been filed with DPS challenging its inability to adhere to the collective bargaining agreement and/or attempt to deal with PSEA on important issues. Arbitrator Kienast has been selected to hear the 8 pending *transfer grievances* that reflect significant DPS operational problems related to consolidation of the FWP into the ABWE program. The grievances will be scheduled for this spring.

Shift bidding and pay grievances originating in Detachment "D" will be presented before arbitrator Duffy in Fairbanks on March 29th – 31st. In addition, the *Sea Duty grievances* are set to be heard in Juneau April 25th through 28th before Arbitrator D'Angelo.

CHAPTER AND CORPORATE BOARDS TO MEET IN FAIRBANKS

PSEA's Chapter Boards will meet in Fairbanks at the Westmark Hotel Harper Board Room at 9:30am on December 17th. The Corporate Board will convene at the same location at 9:00am on December 18th. All meetings are open to members in good standing.



SITKA PDEA PONDER FUTURE

The members of the Sitka Police Department Employees Association failed to gather enough support for their proposed ballot initiative. Much of that was attributed to the City attorney's demand that a complete substitute ordinance be presented with the petition. The 8-page document was simply too confusing for most persons asked to sign.

Membership is reconsidering its options, including another shot at a new ballot initiative, and signature gathering drive. The ultimate problem remains with the City's attorney, who has significant control over what can be placed on a ballot. His continuing interference could result in litigation to decide whether PSEA's submission is lawfully presented.



WSTC CONFERENCE NEWS

By Mo Hughes, ATC South-central Vice President

For many years, PSEA belonged to the National Troopers Coalition, headquartered in Washington, D.C. The NTC purported to be a unified voice on State Trooper issues. Twice annually, a PSEA member would travel to various conferences sponsored by NTC. In September 1999, PSEA even sponsored the NTC Conference in Anchorage.

In March 2002, while attending the NTC Conference in Albuquerque, New Mexico, a number of the Western States Troopers Associations held an independent meeting to discuss a breakaway from NTC. PSEA representatives joined with association representatives from Colorado, Utah, Wyoming, Montana, Arizona and New Mexico to form the Western States Trooper Coalition. Since that time, the WSTC continues to meet twice annually in a location sponsored by one of the member associations. The current membership of the Coalition comes from associations in **Alaska**, Arizona, **California**, Colorado, Idaho, **Montana**, Nevada, New Mexico, **Oregon**, Utah, **Washington** and Wyoming. (States in bold have collective bargaining; the others rely on legislative processes).

I just recently returned from the WSTC Conference hosted by the Colorado State Patrol Association in Colorado Springs. In attendance were representatives from California, Montana, New Mexico, Oregon, Utah and Washington. The format is semi-informal. It began with (re)introductions, and a State-by-State update on developments. After presentation of the various events and issues confronting each association, an exchange and sharing of ideas on how to deal with issues occurs. PSEA's current negotiation team has benefited from these conferences through exchanges of information that have influenced our current negotiations.

There was no shortage of interesting information from the participants. The Washington State Patrol Troopers Association cannot bargain over wages or medical benefits, yet through lobbying their legislature obtained wage increases of 8.2 % in '05 and 5.6 % in '06. Washington SPTA's political activism not only convinced their governor to support changing the law to allow Troopers to bargain for wages in upcoming contracts, but led to their former chief's resignation after a long and hostile relationship.

The Oregon State Troopers Association recently received an arbitrator's award imposing a 2-year wage and step freeze prompting the filing of an unfair labor practice against the state to lift the freeze. A year ago, Oregon laid off 129 Troopers. With the cooperation of their Superintendent, a ride along program takes freshman legislatures in the field to educate them on what law enforcement officers do and to solicit support. An OSTA vote of "no confidence" against their superintendent three years ago forced his early retirement.

The Colorado association informed of a recruitment and retention problem due to inadequate rates of pay. Though, new troopers have a three year "payback contract" for early departure from the Agency, municipal and county agencies are willing to pay this debt plus lateral bonuses up to \$5000.

The Utah association started off complaining that schoolteachers make more money in their State. Their administration is seeking a tire tax dedicating funds to Highway Patrol. The Utah PAC has a program called "take a legislator to lunch," paid for by the PAC, where association issues are discussed. The state recognizes that their troopers are 25% behind in wages compared with Utah municipal and county sheriffs.

Our brothers in California, with 7000 members, have a strong association with a full time president. Their governor has asked the CAHP to renegotiate parts of their contract; they are exploring a multi-tier retirement system (sound familiar). Their retirement benefits are

(cont. p. 11)



(cont. from p. 10)

superior – 93% after 25 years; their retiree health system is among the best in the nation.

The New Mexico State Police Association advises that they are short 40 officers. Again, low comparable pay has caused a retention problem where Municipal agencies offer signing bonuses to laterals. A 5% wage increase for the FY '04 was not separately funded by the legislature, so DPS must find the money in its budget. As a result, officers must double up in cars when possible and perform 2 hours' stationary patrol/shift to save money on fuel. The SPA will sponsor a bill for a 14% across-the-board pay increase this coming legislative session. They are seeking support from the officers of other States to visit their legislators on behalf of our brothers & sisters in New Mexico.

Montana's Highway Patrolmen Association indicated they could be losing up to 30 of their present 200 officers when they are already understaffed by 1/2 their authorized total. They are, on average, about \$4.30 per hour behind other local agencies. They are looking at funding sources from a \$5.00 auto insurance fee or add a \$5.00 vehicle registration surcharge to fund pay increases.

This is just a snapshot of the information learned during the conference. At the conclusion of the meetings, the representatives of the various associations were asked to assess the value of WSTC. Unanimously, each representative spoke of the invaluable information shared, resources acquired and contacts made at the meetings. The continuation of WSTC was approved with enthusiasm.

The next meeting will be held in March 2005 in Santa Fe, New Mexico; the Fall 2005 meeting will be held at Bend, Oregon. Each meeting will be sponsored by the respective Trooper Association. Check PSEA's website for updates.

A unanimous message from the WSTC: **Always be safe in what you do.**

242 Death? *(cont. from p.3)*

been promoted, top level management continues to disregard the Transition Team's articulations by using 242 as a sword against reform and progress.

With all due respect to those police officers who have given many years of their lives to their profession, and wish to continue for 25 – 30 or more years, the demands of the job and the facts of aging simply do not support the continuation of the 242 program. It is undisputed that many states - other than Alaska - impose maximum age limits for both new police hires and continuing service. These laws, which have repeatedly been upheld against age discrimination challenges, also leading to an amendment to pertinent federal laws by a Congress that recognized the validity of such an exception, have resulted in numerous cases that discuss in the detail the natural physiological and psychological deterioration that comes with age, and that no amount of "staying in shape" efforts can compensate for that physical and emotional erosion.

The underlying premise behind the HB 91 effort was that police officers, like most people who stand on battle lines for long periods, will develop PTSD and other emotional symptoms that justify early departure from such employment. Those who believe otherwise simply do not understand what active, non-administrator police officers constantly endure throughout their careers. Generals do not leave their troops in combat status for extended periods, because burn-out, "battle fatigue," and similar debilitations sap their fighting strength. The same influences, though comparatively protracted, affect police officers as well.

Full consideration by PSEA of all related factors justifies the timely death of HB 242, at least as it applies to police officers. Alaska does not impose maximum hire or continuing employment ages. There is no good reason to push the ceiling higher than it already is.



PUBLIC SAFETY EMPLOYEES ASSOCIATION

4300 Boniface Pkwy
Anchorage, AK 99507
Phone: (907) 337-1979
Fax: (907) 337-1753

NON-PROFIT ORG
U.S. POSTAGE
PAID
PERMIT #500
ANCHORAGE, AK

**See us on
the Internet
www.psea.net**

Public Safety Employees Association

Serving Alaska's Finest

PSEA STAFF

Jim Gasper
Executive Director/General Counsel

Dennis Ponder
Business Agent

Keith Perrin
Consultant

Susan Clum
Receptionist/Secretary

Carol Hughes
Accountant