

Aleutian Pribilof Islands Association
Village Public Safety Officer Program
General Information, Eligibility
and Selection Guide



“First Responders - Last Frontier”

General Information for Village Public Safety Officer Applicants

The Aleutian Pribilof Islands Association (APIA) offers a rewarding public safety career for those individuals who possess the highest ethics, dedication and values. Village Public Safety Officers (VPSO) live and work in remote locations, and are often a communities only resource for law enforcement, fire, emergency medical and search & rescue services.

Not everyone can be a VPSO. The first step on a long road to becoming one begins now. Please take the time to answer all the questions asked in the APIA Application for Employment and to sign all forms where required. Incomplete applications will not be considered.

Standards for Village Public Safety Officers (Authority 13 AAC 96.080)

The Alaska Police Standards Council (APSC) has established the following basic standards for people seeking employment as Village Public Safety Officer (VPSO). No person may be employed as a VPSO unless they are:

1. A citizen of the United States or a resident alien who has demonstrated an intent to become a citizen of the United States;
2. Is 21 years of age or older at time of application;
3. Is of good moral character;
4. Has a high school diploma, or its equivalent, or has passed a General Educational Development (GED) test;
5. Has received a physical examination from a physician admitted to practice in the state, and is:
 - a. Free from a physical or hearing condition that would adversely affect performance of an essential function of a VPSO;
 - b. Has normal color discrimination, normal binocular coordination, and normal peripheral vision, and corrected visual acuity of 20/30 or better in each eye; and
 - c. Is free from a mental or emotional condition that would adversely affect performance of an essential function of a VPSO;
6. Has not been convicted, by a civilian court of this state, the United States, or another state or territory, or by a military court, of one or more of the following offenses, or of an offense with substantially similar elements to such an offense under Alaska law:
 - a. Felony;
 - b. A misdemeanor within five years of the date of hire, if the misdemeanor does not involve an act listed under (C) of this paragraph;
 - c. A misdemeanor within 5 years of the date of hire, if the misdemeanor involves:

- 1) An assault against a family member, former family member, member of the individual's household, or former member of the household; or
 - 2) The violation of a domestic violence restraining order; or
 - 3) Two or more DWI offenses;
7. Has not:
- a. Illegally manufactured, transported, or delivered
 - 1) A controlled substance; or
 - 2) An alcoholic beverage in violation of a local option under AS 04.11 or a municipal ordinance;
 - 3) Illegally used a controlled substance other than marijuana during the 10 years immediately before the date of hire, unless the person was under the age of 21 at the time of using the controlled substance;
 - 4) Used marijuana within one year before the date of hire;
 - 5) Has neither been denied village public safety officer certification nor had that certification revoked; and
 - 6) Has neither been discharged for cause nor resigned under threat of discharge for cause from employment as a village public safety officer, a village police officer, or a police officer in this state or any other state.

Selection

APIA has adopted a multi-faceted selection process for VPSO:

1. Application and Certification of Eligibility
2. Physical Fitness Testing (PFT).
3. Interview
5. Comprehensive Background Investigation
6. Second Interview
6. Medical Evaluation
7. Appointment

Each segment of selection is considered independent. An applicant is required to successfully complete each phase of selection.

Physical Fitness Testing (PFT)

1. Push-ups to failure. The applicant must complete a minimum of 25 perfect pushups;
2. Sit-ups. The applicant has 1 minute to complete 27 acceptable sit-ups;
3. 1.5 Mile Run. The applicant must complete this run in 15 minutes, 12 seconds;

Interview

The purpose of the job interview is to determine if you are qualified to be a VPSO. You may be called in for more than one interview during this process. While most interviews are conducted in-person, they may also occur over the telephone. It's important to make sure that APIA HR has your current contact information, e.g. cell phone, message phone, email address.

Comprehensive Background Investigation

APIA has a legal and moral obligation to ensure that anyone employed as a VPSO is qualified to serve in this capacity. The pre-employment background investigation satisfies this obligation in two ways: 1) assures compliance with all applicable minimum standards for employment as a VPSO, and 2) screens out an applicant, who, based on their past history or other relevant information, are found to be unsuitable for employment as a VPSO.

1. Birth certificate (if current name differs from that on the birth certificate, provide court documents showing a name change)
2. If Naturalized, an official copy of your Naturalization Certificate
3. Official high school transcripts or official documentation of testing result for a General Education Degree (GED)
4. Former military members must provide discharge or separation papers showing the date and type of discharge for all periods of service, for each branch of service , e.g. DD-214 Long Form for active duty and/or NGB-22 Form for National Guard/Reserve components
5. Official college transcripts for all post-secondary education;
6. Former military police or security officers must provide certificate(s) of course completion (must include MOS)
7. If you are, or have been certified in civilian law enforcement, fire service, or emergency medical service, copies of certificates, or current licenses;

8. Letters of recommendation, employment evaluations, or certifications you wish to include

Please note that background investigations for VPSO's are conducted by the Background Investigation Unit of the Alaska State Troopers.

Medical Evaluation

APSC regulations also require that an applicant for the position of VPSO be examined by a licensed physician, nurse practitioner, or physician assistant in order to determine if the applicant has the ability to physically perform the duties of a VPSO. APIA will schedule and pay for this examination.

Salary & Benefits

APIA VPSO's are non-exempt employees that work 7.5 hours per day, or 37.5 hours per week. VPSO's are required to respond after hours to emergencies. VPSO's are eligible for overtime compensation at a rate of 1.5 times their hourly rate of pay for all work that exceeds 7.5 hours per day, or 37.5 hours per week.

The starting salary for a VPSO is \$49,276.50. Additional step increases may be awarded at 12-month increments up to 8.5 years of service, and at 2-year increments thereafter. As an example, a VPSO with 10.5 years of service time will likely earn over \$71,000 per year and \$76,000 at rank of Sgt. (Note: this is based on the approved 1950 hour VPSO salary schedule for FY17).

Also, AST and APIA implemented a training salary schedule for all VPSO's attending training that is more than 14-days long. The training wage is comparable to the 1950 hour salary schedule.

VPSO's are APIA employees, and eligible for the same generous benefits that other APIA employees receive, please see attached document.

Basic Academy Training

All VPSO's are required to attend and successfully complete the Alaska Law Enforcement Training (ALET) Academy. The ALET is a 15-week long, residential, paramilitary academy located in Sitka, Alaska. ALET recruit classes are comprised of Alaska State Trooper recruits, municipal law enforcement recruits and VPSO recruits. The ALET is academically demanding. Recruits are tested frequently and must maintain a minimum average of 70%.

Physical fitness is an integral part of a public safety officers long term success, therefore fitness is stressed at the ALET. Upon arriving at the ALET all recruits must be able to do a minimum of 25 push-ups, 27 sit-ups in 1 minute, and a 1.5 mile run in 15:12. Recruits are also required to participate in morning physical fitness training each day.

Rural Fire Protection Specialist

In addition to the ALET, all VPSO recruits must attend and successfully complete a 94 hour Rural Fire Protection Specialist course. The training is presented by the Office of Rural Fire Prevention – Training and Education Bureau, and includes instruction on how to establish and manage a rural fire department, how to conduct training and present fire prevention programs.

Reciprocity

A VPSO applicant with prior law enforcement experience and training may be eligible for a reciprocity waiver. A candidate that requests reciprocity will have to provide documentation that demonstrates completion of training that meets VPSO basic training requirements. Reciprocity is not guaranteed. To find out if you qualify for reciprocity please speak with the VPSO Coordinator.