

State of Alaska  
Alaska Police Standards Council  
Box 111200  
Juneau, Alaska 99811-1200

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STATE OF ALASKA

ALASKA POLICE STANDARDS COUNCIL

In the Matter of )  
 )  
 Kristin Steward, ) **APSC No. 2016-08**  
 )  
 Respondent, )  
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ORDER OF REVOCATION

The Alaska Police Standards Council of the State of Alaska, having duly convened on the 16th day of August, 2016, and having reviewed and discussed the Accusation against the Respondent, which was sent via certified, registered mail, on May 11, 2016, in accordance with AS 44.62.380, takes official notice that a Notice of Defense or a Request for Hearing has not been received from Respondent as required by AS 44.62.390. The Council also takes official notice that under AS 44.62.530, if the Respondent does not file a Notice of Defense, the Council may take action based upon other evidence and an Accusation may be used with notice to the Respondent.

Accordingly, the Council has considered the Accusation dated May 10, 2016.

Based on the Council's consideration of the facts recited in the referenced Accusation,

IT IS HEREBY ORDERED

1. That the allegations made in the Accusation against the Respondent dated May 10, 2016, are hereby adopted and the Accusation is made, by reference, a part of this Order as though set forth fully herein.
2. That the Respondent's correctional officer certificate in the State of Alaska is hereby revoked; and
3. That this Order of Revocation shall take effect in accordance with AS 44.62.520(a).

DATED this 16<sup>th</sup> day of August, 2016

  
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Bryce Johnson, Chairman  
Alaska Police Standards Council

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STATE OF ALASKA

ALASKA POLICE STANDARDS COUNCIL

In the Matter of, )  
 )  
 Kristin M. Calugan, ) No. APSC 2016-08  
 )  
 Respondent )  
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**ACCUSATION**

Sarah Hieb, Administrative Investigator of the Alaska Police Standards Council (APSC), State of Alaska, is seeking to revoke the correctional officer certificate of Respondent Kristin M. Calugan under the legal authority of AS 18.65.240(a) and (c), the Council's regulations in 13 AAC 85.270, and under the procedures governed by the Administrative Procedure Act in AS 44.62.330, *et. seq.* The Administrative Investigator alleges as follows:

1. On or about December 17, 2012, the Respondent was hired by the Department of Corrections as a correctional officer.

2. On or about December 17, 2012, the Respondent signed the DOC Employees Code of Ethical Professional Conduct which has the following three sections:

*I will maintain the integrity of private information and will neither seek personal data beyond that needed to perform my duties, nor reveal case information to anyone not having a proper professional use for the information.*

*I will not act in my official capacity in any matter in which I have a personal interest that could in the least degree impair my objectivity.*

*I will not engage in undue familiarity with inmates, probations, or parolees.*

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3. On or about February 10, 2014, the Respondent was certified by APSC as a correctional officer in the State of Alaska.

4. During her time as a correctional officer, Ms. Calugan reported three personal relationships with offenders she recognized while working her shifts: her cousin, her National Guard Sergeant's cousin, and a friend. Department of Corrections rules and regulations mandate that officers shall report all past and present relationships with offenders.

5. Between August 16, 2013, and December 6, 2013, Offender C.S. was lodged in the same unit the Respondent was assigned to and was recognized by the Respondent. The Respondent did not notify anyone in her chain of command at the facility of her prior personal relationship with this offender.

6. During a pre-disciplinary hearing in December 2015, the Respondent said she reported knowing the three she had reported, because; a) she was close to her cousin; b) the sergeant's cousin was a gang member, causing a security concern; and c) her friend was unpredictable. She indicated that knowing these inmates would not affect her work and not cause her to be a security concern. The Respondent said it didn't cross her mind to report knowing C.S., that reporting she knew him wasn't warranted, and that their relationship posed no security issue. The Respondent stated she met C.S. in high school, they were friends, and had "talked off and on over" the years. After C.S. was moved from the facility and placed on probation, the Respondent contacted him and had a physical dating relationship with him in December 2015.

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7. In the same pre-determination meeting, the Respondent admitted to accessing C.S.'s criminal history in the Alaska Corrections Offender Management System (ACOMS), stating she was curious to know why he was booked. This action violated DOC rules and regulations as well as Alaska Statutes<sup>1</sup> prohibiting accessing criminal history or other state information systems for personal use.

8. On or about December 19, 2015, the Respondent contacted C.S.'s Probation Officer via email to ask about the possibility of changing his probation conditions to allow C.S. to have contact with the Respondent's minor children. She stated she had reviewed policy and procedure to ensure a relationship was okay and had determined there was nothing stating it wasn't okay. She states in her email, "... I don't necessarily believe everything I read in ACOMS. So I talked with his stepmom to get a bit of the run down of what happened."

9. On or about January 20, 2016, the Respondent resigned from the Department of Corrections. APSC received a report from the Department of Corrections on February 2, 2016 indicating the Respondent had resigned in lieu of termination while under investigation for wrongdoing and recommending de-certification.

10. AS 18.65.245(2) provides that the APSC may revoke the certificate of a correctional officer who fails to meet the standards adopted under AS 18.65.242(a).

11. 13 AAC 85.270(a)(2) provides that the council will, in its discretion revoke a basic certificate upon a finding that the holder of the certificate has resigned under threat of discharge, from employment as a correctional officer for cause for

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<sup>1</sup> AS 11.56.860. Misuse of confidential information; AS 11.56.850. Official misconduct; and, AS 11.46.740. Criminal use of computer  
Accusation: Calugan, Kristin

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2 inefficiency, incompetence, or that is detrimental to the reputation, integrity, or  
3 discipline of the correctional agency where the officer worked.  
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5 12. 13 AAC 85.270(a)(3) provides that the council will, in its discretion  
6 revoke a basic certificate upon a finding that the holder of the certificate does not  
7 meet the standards in 13 AAC 85.210(a) or (b).  
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9 13. 13 AAC 85.270(b)(3) provides that the council will revoke a basic  
10 certificate upon a finding that the holder of the certificate has been discharged, or  
11 resigned under threat of discharge, from employment as a probation, parole,  
12 correctional, or municipal correctional officer in this state or any other state of  
13 territory for cause for conduct that would cause a reasonable person to have  
14 substantial doubt about an individual's honesty, fairness, and respect for the rights of  
15 others and for the laws of this state and the United States or that is detrimental to the  
16 integrity of the correctional agency where the officer worked.  
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23 **COUNT I**  
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25 Paragraph 1-13 are incorporated by reference. Based upon the facts described  
26 above, the Respondent resigned in lieu of discharge from employment as a  
27 correctional officer for the Department of Corrections for cause for conduct that is  
28 detrimental to the reputation, integrity, or discipline of the correctional agency where  
29 the Respondent worked, which is grounds for discretionary revocation under 13  
30 AAC 85.270(a)(2).  
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**COUNT II**

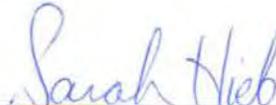
Paragraphs 1-13 are incorporated by reference. Based upon the facts  
described above, the Respondent does not meet the minimum standards for a

1 certified correctional officer established under 13 AAC 85.210(a) or (b). The  
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3 Respondent lacks good moral character, which is grounds for discretionary  
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5 revocation under 13 AAC 85.270(a)(3).  
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8 **COUNT III**

9 Paragraphs 1-13 are incorporated by reference. Based upon the facts  
10 described above, the Respondent resigned in lieu of discharge from employment as a  
11 correctional officer for the Department of Corrections for cause for conduct that  
12 would cause a reasonable person to have substantial doubt about an individual's  
13 honesty, fairness, and respect for the rights of others and for the laws of this state and  
14 the United State or that is detrimental to the integrity of the Department of  
15 Corrections, which is ground for mandatory revocation under 13 AAC 85.270(b)(3).  
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17 DATED this 10th of May, 2016 at Juneau, Alaska.  
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23 Sarah Hieb, Administrative Investigator  
24 Alaska Police Standards Council  
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