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STATE OF ALASKA

ALASKA POLICE STANDARDS COUNCIL

In the Matter of)
)
 Craig Bales,) **APSC No. 2020-26**
)
 Respondent,)
 _____)

ORDER OF REVOCATION

The Alaska Police Standards Council of the State of Alaska, having duly convened on the 6th day of December, 2021, and having reviewed and discussed the Accusation against the Respondent, which was served September 16, 2021, 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 without notice to the Respondent.

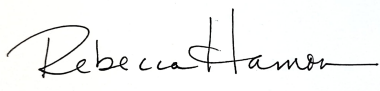
Accordingly, the Council has considered the Accusation dated September 16, 2021.

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 September 16, 2021, 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 State of Alaska Correction Officer certification is hereby revoked; and
3. That this Order of Revocation shall take effect in accordance with AS 44.62.520(a).

DATED this 6th day of December, 2021.



Rebecca Hamon, Chairman
Alaska Police Standards Council

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STATE OF ALASKA

ALASKA POLICE STANDARDS COUNCIL

In the Matter of:)
)
 Craig Bales,) No. APSC 2020-26
)
Respondent)
_____)

ACCUSATION

Sarah Hieb, Administrative Investigator of the Alaska Police Standards Council (APSC), State of Alaska, on behalf of the Executive Director for APSC, is seeking to revoke the correctional officer certificate of Respondent Craig Bales under the legal authority of AS 18.65.220, AS 18.65.245(2), 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 Executive Director alleges as follows:

1. On or about October 10, 2012, Respondent was hired by the Alaska Department of Corrections (DOC) as a correctional officer. On or about October 31, 2013, Respondent was certified by APSC as a correctional officer in the State of Alaska. He resigned from his Corrections Officer position on or about September 24, 2017 and was hired by DOC as a Probation Officer the next day, September 25, 2017. On or about October 21, 2017, Respondent was returned to his position of Corrections Officer.

2. On or about March 9, 2020, Respondent was assaulted by an inmate when the inmate struck him in the groin. Respondent responded by putting his Taser to the inmate’s forehead and threatening to tase the inmate if he struck Respondent again. Respondent wrote in his incident report: the inmate “assaulted me by punching me in

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the testicles. I instinctively grabbed (the inmate) by the collar and pulled him in close to me, so as to close the distance and give him less room to move. I put the taser to his chest and yelled at him.” The inmate was secured without further incident.

3. DOC initiated an investigation into the incident and found that the audiovisual recordings of the incident and the witness statements provided by other correctional officers did not corroborate Respondent’s statement that he put the taser to the inmate’s chest. The video showed the taser at the inmate’s face and the witness statements said the Respondent put his taser to the inmate’s forehead. In the investigatory interview, Respondent stated his report was how he recalled the incident, and he “obviously didn’t remember the situation correctly.” He said if he had remembered it correctly and wasn’t distracted by being hit in the groin, he would have written it down correctly. DOC found that Respondent was dishonest in his written report about the incident.

4. On or about June 25, 2020, Respondent asked co-workers for help in accessing his personal DOC institution file so he could make copies of his arrest paperwork to send to his attorney. He did not make the request through the proper civilian processes. This was in violation of DOC policy of using the DOC systems only for DOC business reasons. Respondent’s actions were detrimental to the reputation and discipline of DOC.

5. During the month of July 2020, Respondent traveled out of state and upon return, he was unable to work as scheduled. DOC initiated an internal investigation into the incident and found that Respondent said in his AI interview that he had gotten permission from his supervisor to take the trip. The supervisor stated he never gave Respondent permission to go and would have directed Respondent to speak with the

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Lieutenant about any travel because of all the Covid travel restrictions that were ongoing at the time.

6. On or about August 12, 2020, Respondent showed an inmate his personal DOC inmate file record screen in ACOMS (Alaska Corrections Offender Management System) and spoke to the inmate about his personal DUI arrest as “training tools” to help the inmate understand the computer system’s inmate numbering system and help the inmate process their feelings about the inmate’s situation. Both actions are in violation of DOC policy and is detrimental to the discipline and integrity of the agency.

7. While reviewing video on the above incident, DOC saw that on the same day, Respondent opened a 2-man required cell (requiring two officers be present prior to opening the cell door) without any other officer present. In the investigative interview, Respondent said the inmate said he was very sick and Respondent was concerned the inmate was going to fall so he opened the door to catch the inmate. Respondent said he understood why DOC was concerned with this incident because the inmate has been a 2-man door inmate for eight years and has faked being ill before. Respondent said he could have waited to open the door.

8. On or about August 25, 2020, DOC investigated a complaint of Respondent not properly doing his security checks and logging checks he had not done. Security Video from August 7-10 was reviewed, and thirty security checks were found to have been logged but not completed. Respondent’s Lieutenant then gave the entire shift a refresher training on security checks and followed up by checking to ensure Respondent was correctly performing the checks. The Lieutenant reported Respondent was doing the checks properly. In the internal investigation, Respondent said he had used a previously acceptable way to do a security check (checking the

1 callboard and seeing that no callboxes were activated), albeit one that he had never
2 used before because he thought it was a sketchy practice, and in retrospect was taught
3 by less abled officers that he probably shouldn't have given credence to. Respondent
4 said he had a lot going on in his life and was trying to deal with those concerns at the
5 same time and had chosen to cut corners using the previously acceptable way he had
6 never used before. Respondent's actions are detrimental to the discipline of DOC and
7 show a lack of respect for the rights of inmates and guards to be safe in the institution.
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12 9. On or about September 17, 2020, Respondent submitted a resignation letter
13 to DOC. On the APSC Personnel Action form submitted by DOC, DOC marked the
14 employee was terminated on September 17, 2020, that he was under investigation of
15 wrongdoing, they recommended de-certification, and that he resigned in lieu of
16 termination after he was informed of DOC's intention to terminate him.
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20 10. AS 18.65.245(2) provides that the APSC may revoke the certificate of a
21 correctional officer who fails to meet the standards adopted under AS 18.65.242(a).
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24 11. 13 AAC 85.270(a)(2) provides that the council may revoke a basic
25 certificate upon a finding that the holder of the certificate has been discharged, or
26 resigned under threat of discharge, from employment as a correctional officer for
27 inefficiency, incompetence, or some other reason that adversely affects the ability and
28 fitness of the officer to perform job duties or is detrimental to the reputation, integrity,
29 or discipline of the correctional agency where the officer worked.
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32 12. 13 AAC 85.270(b)(3) provides that the council will revoke a basic
certificate upon a finding that the holder of the certificate has been discharged, or
resigned under threat of discharge from employment as a correctional officer for
conduct that would cause a reasonable person to have substantial doubt about an

1 individual's honesty, fairness, respect for the rights of others, and for the laws of this
2 state and the United States or that is detrimental to the integrity of the correctional
3 agency where the officer worked.
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6 **COUNT I**

7 Paragraphs 1-12 are incorporated by reference. Based upon the facts described
8 above, Respondent was terminated from his position as a correctional officer with the
9 State of Alaska Department of Corrections, for conduct that adversely affects the
1 0 ability and fitness of the officer to perform job duties, which is grounds for
1 1 discretionary revocation under 13 AAC 85.270(a)(2).
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1 5 **COUNT II**

1 6 Paragraphs 1-12 are incorporated by reference. Based upon the facts described
1 7 above, Respondent was terminated from his position as a correctional officer with the
1 8 State of Alaska Department of Corrections, for conduct that is detrimental to the
1 9 reputation, integrity, or discipline of the correctional agency where the officer worked,
2 0 which is grounds for discretionary revocation under 13 AAC 85.270(a)(2).
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2 4 **COUNT III**

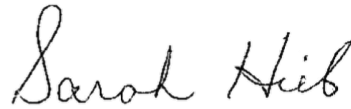
2 5 Paragraphs 1-12 are incorporated by reference. Based upon the facts described
2 6 above, the Respondent was terminated from the State of Alaska Department of
2 7 Corrections for conduct that would cause a person to have substantial doubt about an
2 8 individual's honesty, fairness, respect for the rights of others, and for the laws of this
3 0 state and the United States; which is grounds for mandatory revocation under 13 AAC
3 1 85.270(b)(3).
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COUNT IV

Paragraphs 1-12 are incorporated by reference. Based upon the facts described above, the Respondent was terminated as a correctional officer with the State of Alaska Department of Corrections for conduct that is detrimental to the integrity of the correctional agency where the officer worked, which is grounds for mandatory revocation under 13 AAC 85.270(b)(3).

DATED this 16th day of September 2021, at Juneau, Alaska.



Sarah Hieb, Administrative Investigator
Alaska Police Standards Council