**REASONS OPPOSING HIRING 18-YEAR-OLD CORRECTIONAL DEPUTIES.**

1. Not having life experience before trying to gain experience behind a badge. (1)
2. Science has shown the part of the brain that controls impulses and making goal-oriented plans develops through the twenties. (1)
3. States set a minimum age to begin working in law enforcement with the following breakdown. (2)
   * 18 years old – 3 states
   * 19 years old - 1 state
   * 19 ½ years old – 1 state
   * 20 years old – 4 states
   * 21 years old – 38 states
   * 22 years old – 2 states
4. The Supreme Court has established, through an examination of neuroscience and psychology, emerging adults are treated differently in the criminal justice system however this has not been moved to the executive branch of government. (3)
5. Scientists agree 18–25-year-olds (emerging adults) continue to undergo biological and psychological changes that influence the way they behave. (3)
6. Lack of maturity manifests incapacities that make emerging adults ill-suited to the job of law enforcement. (3)
7. The Supreme court has said law enforcement officers often make split-second decisions, that need to be well considered and reasonable as possible. Emerging adults’ developmental capacities make this unlikely. (3)
8. Emerging adults are more likely to engage in high-risk behaviors, including high speed chases that are more likely to end in crashes and injuries. (3)
9. Emerging adults’ psychosocial immaturity will affect them in potential use of force situations. Emerging adults are more likely to perceive an innocuous object as a threatening one. (3)
10. Other high stress work environments have shown emerging adults are more likely to develop substance dependencies. (3)
11. By hiring younger adults could cause even greater staff shortages in the near future when they become eligible to go to other agencies for better pay. (3)
12. Retention is a bigger issue than recruitment. (4)
13. A survey by Correction1 in 2020 and again in 2023 showed only less than 16% were in favor of hiring age of 18 while 60% chose 21 years of age and 23% for over 21 years of age. (4)
14. 2013 Baltimore jail lowered hiring to 18 from 21. In 13 guards were in a federal racketeering charge. 7 were hired when between the age of 18 and 21. The young adults were manipulated by seasoned criminal gangs causing drug trafficking, money laundering, and sex between inmates and staff. (5)
15. Psychologists have shown young people’s brains are not fully developed until 25. (5)
16. Although state law does not expressly prohibit 18-year old’s from being hired it does state they may only carry a firearm while on duty in official capacity and therefore cannot keep a firearm at home or transport to or from. This would create a new work class that would have to be approved by the union. (6)
17. The frontal cortex which is responsible for reasoning and helps us to think before we act is develops later and does not mature until well into adulthood. (7)
18. Limited life experience and ongoing psychological development make teenagers less than suitable candidates to be corrections officers. (8)
19. Young people will be put in a position of working alone monitoring adults who may be sophisticated manipulators, undergoing medical crisis, or have difficulties expressing themselves something very few 18-year-olds can handle. (8)
20. Teenagers are more likely to: (9)
    * Act on impulse
    * Misread or misinterpret social cues and emotions
    * Get into accidents of all kinds
    * Get involved in fights
    * Engage in dangerous or risky behavior
21. Teenagers are less likely to: (9)
    * Think before they act
    * Pause to consider the consequences of their actions
    * Change their dangerous or inappropriate behaviors
22. Teenage brains respond differently to stress. Increasing chances of developing stress-related mental illnesses. (10)
23. Young adults’ ability to solve a complex problem may be very different when he or she is working one-on-one with a mentor than it will be at that same night when he or she is tired and/or alone. (11)
24. Those under 21 do not have the life experience or maturation to handle the jail population, making corrections operations less effective. (12)
25. Corrections 1 article dated January 18, 2023, indicates in 2023 only 17% of respondents selected 18. More than half (59%) of respondents chose 21 years of age, while 21% selected older than 21 and 3% selected not sure. (13)
26. Alaska Police Standards Council stated immature person’s risk the safety of the staff and inmates. (14)
27. <https://www.police1.com/police-recruiting/articles/state-your-case-how-young-is-too-young-to-be-a-police-officer-UlVGTCAXt2ywdesI/>
28. <https://golawenforcement.com/articles/how-old-can-you-be-to-go-into-law-enforcement/>
29. <https://www.lawfareblog.com/how-young-too-young-be-police-officer>
30. <https://www.corrections1.com/jail-management/articles/poll-call-what-should-be-the-minimum-age-to-become-a-corrections-officer-coUnZ3CRxsL35zLb/>
31. <http://america.aljazeera.com/watch/shows/america-tonight/articles/2015/4/23/baltimore-jail-gang.html>
32. <https://www.atg.wa.gov/ago-opinions/eligibility-persons-between-ages-18-and-21-serve-various-positions>
33. <https://www.lexipol.com/resources/blog/train-to-retain-developing-corrections-staff/>
34. <https://lris.com/2020/02/spokane-officials-want-to-hire-18-year-olds-to-work-as-correctional-officers-at-the-jail-but-critics-argue-the-move-could-endanger-both-staff-and-inmates/>
35. <https://www.aacap.org/AACAP/Families_and_Youth/Facts_for_Families/FFF-Guide/The-Teen-Brain-Behavior-Problem-Solving-and-Decision-Making-095.aspx>
36. <https://www.nimh.nih.gov/health/publications/the-teen-brain-7-things-to-know>
37. <https://hr.mit.edu/static/worklife/youngadult/ways_dev.html>
38. <https://www.washingtonexaminer.com/pg-jail-shouldnt-hire-18-year-old-guards-report-says>
39. <https://www.corrections1.com/jail-management/articles/poll-call-what-should-be-the-minimum-age-to-become-a-corrections-officer-coUnZ3CRxsL35zLb/>
40. <https://www.adn.com/alaska-news/crime-courts/2023/12/05/alaska-police-standards-council-turns-down-plan-to-lower-hiring-age-of-corrections-officers-for-now/>