



American Jail Association Resolution

Support for the Designation of Jail Officers as Sworn Public Safety Professionals and the Implementation of Pay Parity

- WHEREAS,** the American Jail Association (AJA) is dedicated to the professionalization of the jail industry and the recognition of its practitioners as essential, specialized members of the public safety community; and
- WHEREAS,** the duties of a jail officer require immediate, expert response to complex emergencies including criminal activity, medical crises, and mental health interventions, necessitating a skill set commensurate in risk and responsibility to other frontline public safety disciplines; and
- WHEREAS,** jail officers experience physical and psychological impacts identical to those of traditional law enforcement and emergency medical personnel, yet often lack the formal **First Responder** designation required to access specialized professional support services; and
- WHEREAS,** the American Jail Association recognizes that disparities in sworn status and compensation—commonly referred to as pay parity—act as significant barriers to personnel retention and undermine the stability of a professionally trained jail workforce; and
- WHEREAS,** evidence-based industry research has long identified salary and benefit comparability with traditional law enforcement as a critical benchmark for organizational health and community safety.
- THEREFORE,
BE IT
RESOLVED** that the American Jail Association supports and actively advocates for the official designation of jail officers as sworn members of the criminal justice community and as first responders within the public safety community across all jurisdictions.
- BE IT
FURTHER
RESOLVED** that the American Jail Association promotes and encourages the adoption of pay parity and benefit equity, ensuring that those who serve in local detention facilities are held in the same professional regard and provided the same administrative protections as their law enforcement counterparts.

Sunset Provision

BE IT RESOLVED that this Resolution shall become effective immediately upon adoption and shall remain in full force and effect for a period of five (5) years, after which it shall automatically expire on May 16, 2031, unless formally reaffirmed, revised, or amended by the Board of Directors prior to that date.

ADOPTED this 16th day of May 2026