

Michigan Department of Corrections Overview of Departmental Staffing



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CORRECTIONS

MDOC Staffing

The MDOC remains focused on addressing both the long and short-term challenges related to staffing in the department.

The primary short-term challenge remains the impact of COVID-19.

The long-term challenges include the generational turnover within the department, staff burnout, challenging labor market conditions, a less flexible set of tools for attracting and retaining talent, reduced interest in law enforcement careers due to public sentiment, and the reduction in labor force in many areas surrounding MDOC facilities.

Response to Omicron

As Omicron began impacting facilities, the MDOC implemented several contingency responses that had been developed:

- Reducing operations at sites to minimize staffing needs, including the continued temporary closure of housing units.
- Reassigning CTO's, qualified field staff, qualified supervisors and former officers to custody assignments.
- Approving additional former officers to be recertified to work voluntary overtime.
- Limiting new leave requests at certain facilities.
- Seeking and receiving approval from DHHS to allow staff to return from COVID isolation more quickly to maintain critical staffing at certain sites.

Even with these efforts, the strain on existing staff during this time was significant at many sites, particularly the use of mandated overtime to maintain critical staffing.

Recruitment

Over the past 2 years, the Department has committed more resources to recruitment than at any other time in our history. Efforts include:

- Increased online advertising.
- Television advertising.
- Facility-Specific Recruitment Teams and Hiring Events.
- Approval of satellite academies for some sites.
- Hiring of additional recruiting staff including a social media recruiter and a recruiter focused on the Upper Peninsula.
- Development of PaYS Recruiting Initiative for Veterans

Recruitment Surveys

How Did You Hear About the Job?

Family/Friends	45%
Current Employee	28%
Social Media	11%

What Attracted You to the Job?

Desire to Work in Criminal Justice	37%
Pay	26%
Benefits	21%

How Would You Describe the Recruiting Experience?

Very Easy	44%
Easy	38%
Neither Easy Nor Difficult	14%
Difficult	4%

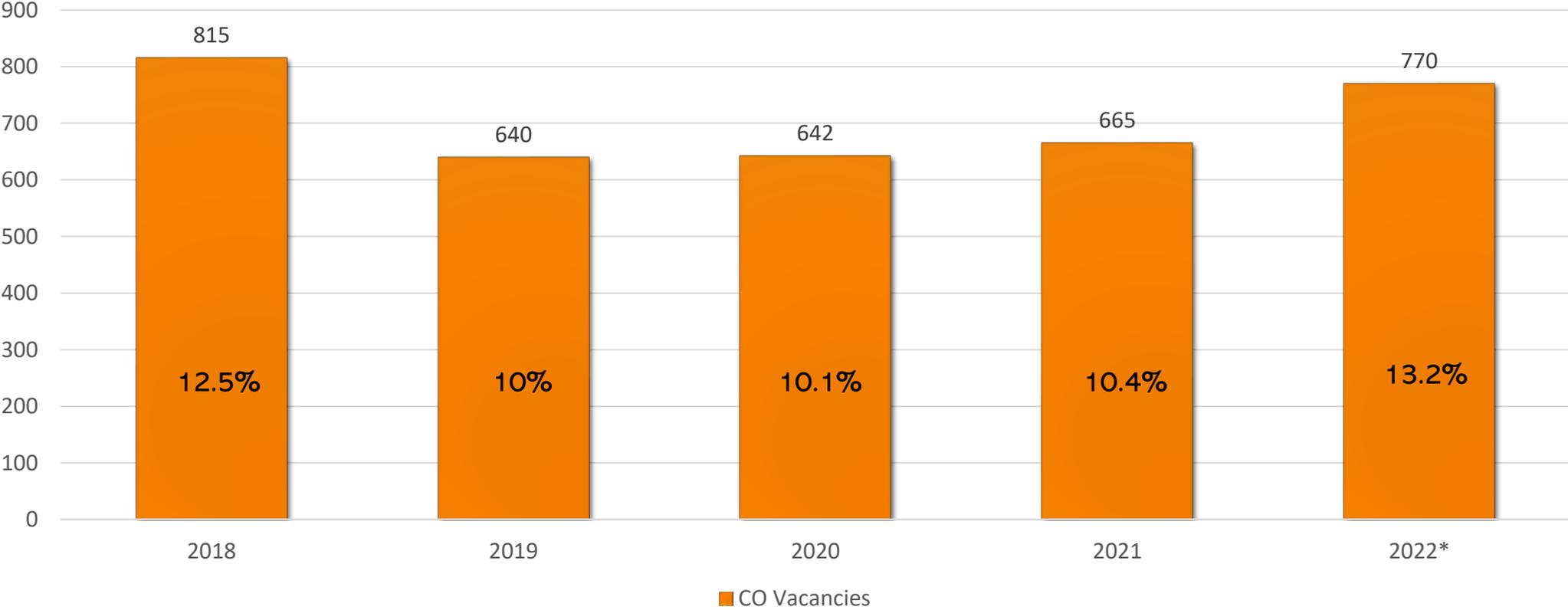
Officer Academy Results

Academy	Start Date	Hiring Goal	Academy Graduates
Fall '19	September/October	175	178
Winter '20	January	200	192
Spring '20	April	200	Cancelled
Summer '20	July	200	111
Fall '20	September/October	200	164
Winter '21	January	200	184
Spring '21	April/May	200	129
Summer '21	July	200	99
Fall '21	October	200	136
Winter '22	January	200	200*

*Active in Academy

Vacancy Comparisons

Vacancies



*January 2022 Data including NES Recruits

Vacancies By Facility

<5% Vacancies	5-10% Vacancies	10-15% Vacancies	15-20% Vacancies	20%+ Vacancies
2 Facilities: MCF, SLF	3 Facilities: TCF, URF, SRF	7 Facilities: RMI, DRF, ECF, MRF, NCF, STF, WCC	5 Facilities: LCF, LRF, LMF, AMF, IBC	10 Facilities: MTU, MBP, KCF, WHV, JCF, ICF, RGC, ARF, SMT, JCS

Long-Term Challenges

The MDOC is an employer competing in 19 communities around the state for talent. The average unemployment rate of the counties with MDOC facilities is currently 5.2%.

Sixteen of these counties have reduced total labor forces as compared to 20 years ago. The reduction in labor forces ranges from 8% to 29%. The labor force that remains has already been heavily recruited by the MDOC over the past 5 years as we have hired thousands of officers.

State employment offers several good benefits, but in some areas, we can not compete due to the nature of the work, e.g. telework, schedule flexibility, etc.

Negative impressions of jobs in law enforcement and corrections due to public sentiment, staff fatigue, and a lack of understanding of career advancement.

What Steps Are Being Taken?

The MDOC has taken steps to close capacity to reduce the number of staff needed in many communities and will continue to do so.

The Office of State Employer (OSE) and State Employee Unions recently agreed to contracts that include a 5% raise for all state employees effective October 1, 2022. At that time, the pay range for CO's will be: \$20.07 to \$30.75.

The State also agreed to a retention/attendance bonus pilot for officers that pays \$250 for each pay period during which they work a full 80-hours.

The new contract includes 40 additional hours of leave for active corrections officers as of 1/1/2022 that can be used prior to the end of the year.

The contract also includes a pilot to pay all time worked on holidays at time and a half, regardless of leave time usage during the pay period.

What Steps Are Being Taken? (continued)

The Department has made investments to improve the work environment and experiences of staff, including new equipment, furniture, training and technology.

The Agency has increased Wellness resources, including the launch of a new Wellness App and the training of staff Peer Supports at facilities, as wellness is a key aspect of retention.

The MDOC continues to review and adjust capacity at locations around the state to limit the impact on staffing. By continuing the efforts to safely reduce the prison population, more permanent steps can be taken related to capacity.

Most importantly, the MDOC continues to recruit 24/7.

Looking Ahead

The MDOC remains fully focused on recruitment and is committing more resources to these efforts and our staff than any time in the Department's recent history. This is clearly having an impact as evidenced by our current academy class, but we must maintain that momentum over the next year to reach our goals.