

Michigan Department of Corrections

Overview of Current Departmental Staffing and Wellness Initiatives

February 2021



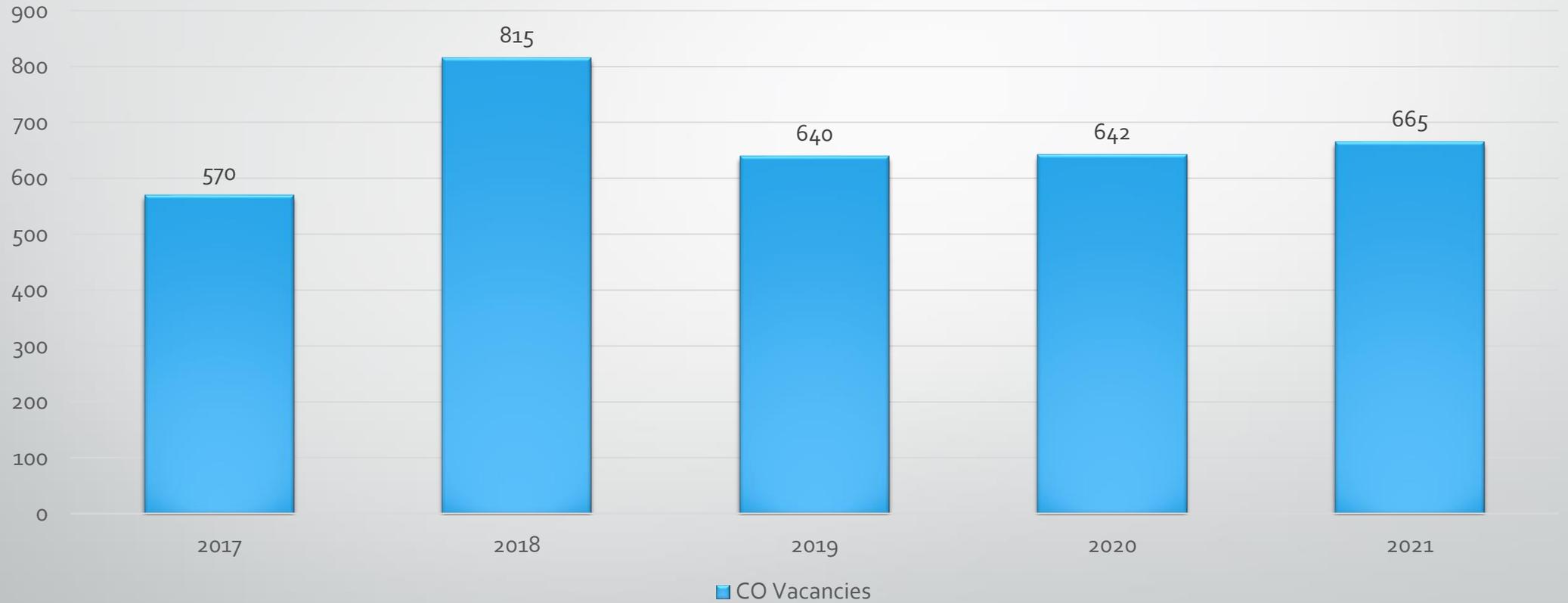
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MDOC Staffing Overview

- The MDOC continues to respond to the challenges of COVID-19.
- The response and work of MDOC staff at all levels is unprecedented.
- As the MDOC faced COVID-19 staffing challenges at certain sites during the spring, fall and winter, the Department took several steps to temporarily supplement staffing.
- Staffing is stable, but the MDOC remains focused on reducing the number of vacancies in key positions including Corrections Officers.
- The MDOC's Wellness Unit has remained in operation throughout this response but has shifted its activities to comply with COVID-19 safety protocols.

Vacancy Comparisons

February Vacancies



Change in Corrections Officer Vacancies

Month	Officer Vacancies	Net Change in Vacancies	Average Vacancy Rate
February '20	642		10%
May '20	733	91	12%
August '20	776	43	12%
November '20	823	47	13%
February '21	665	(158)	10.4%
Average	727	2 per month	11.5%

The Impact of COVID-19

- Public health orders require mandatory staff testing at all prison sites that have had a positive staff or prisoner test in the past 14 days.
 - Total Staff Positives to Date: ~3,600
 - Total Staff Close Contacts to Date: ~4,400
- The MDOC has dealt with temporary staffing challenges at multiple facilities during the response when a significant number of staff become unavailable for work due to COVID-19 status. Response strategies include:
 - Overtime
 - Closure of Assignments
 - Staff from other facilities or transportation cadres being reassigned.
 - Facility staff with previous custody experience being temporarily placed back in custody roles.
 - Volunteers from other areas of the Department with past custody experience being placed in custody roles.

Officer Academies

- The MDOC has completed 2 academies since the start of COVID-19 and has a third academy in class currently.
- The Department had originally planned to conduct quarterly academies in 2020, but the spring academy (150-200) had to be cancelled due to COVID-19, so only 3 academy classes were completed.
- The summer academy class was a combined 114 recruits due to COVID-19 restrictions, but each class has increased in size since then as protocols are refined.
- The MDOC is utilizing staff from other areas of the department to assist Recruitment to find and screen potential candidates for future academies.

Officer Academy Schedule

Academy	Start Date	Hiring Goal	Academy Recruits
Summer '20	May	110	114
Fall '20	September/October	175	178
Winter '21	January	200	196
Spring '21	April	200	TBD
Summer '21	July	200	TBD
Fall '21	September/October	200	TBD

Wellness Activities

- The Wellness Unit remained active throughout the year.
 - 3,584 direct service contacts in 2020.
 - 162 contacts related to potential staff self-harm/suicide.
 - 0 staff suicides in 2020.
 - 1,300 employees participated in Wellness Unit Group programs or training.
- The Wellness Unit is taking the next step by finalizing the list of Peer Support Program volunteers (~50) for each site prior to training and launching this new program.
- The new Wellness Advisory group will also begin meeting soon to provide direction on future Wellness activities.

Questions?

