

Michigan Department of Corrections

Overview of Departmental Staffing,
Vacancies, and Wellness Initiatives

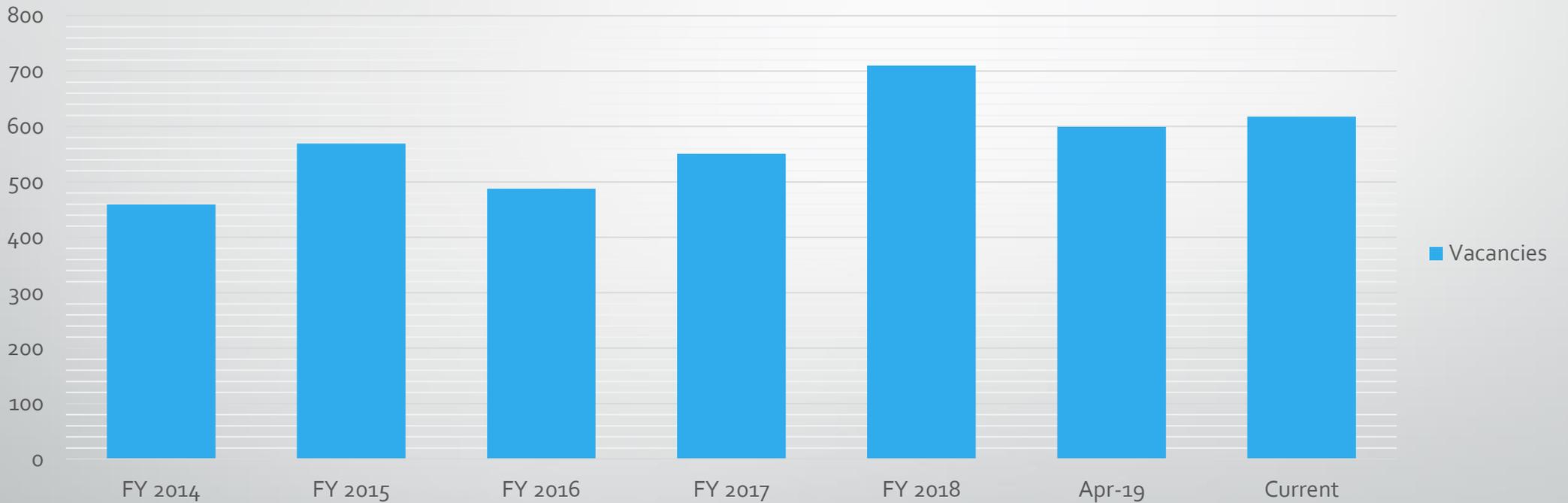


Kyle Kaminski, Offender Success
Administrator/Legislative Liaison

Corrections Officer Staffing

- The MDOC continues to project between 50-55 Corrections Officer departures each month over the next year, requiring 600-660 new hires just to maintain the current vacancy rates.
- The MDOC has combined ongoing and one-time funding in the current year to support roughly 775 new hires.
- The MDOC has requested sufficient funding to hire roughly 700 new officers in the FY '21 Executive Recommendation.
- Current facility vacancy rates range from 2% to 19.4%, with a statewide average of 9.9%.

Corrections Officer Staffing Trends



Funding for Corrections Officer Academies

Fiscal Year	Base Funding	One-Time Funding	Total Projected New Hires	Actual New Hires
FY 2014	\$8.9m	\$9.0m	790	347
FY 2015	\$9.0M	\$0	570 (College Model)	944
FY 2016	\$9.0m	\$0	521 (College Model)	224
FY 2017	\$9.2m	\$8.5m	724	711
FY 2018	\$9.4m	\$4.3m	551	396
FY 2019	\$9.5m	\$9.2m	750	837
FY 2020	\$9.5m	\$10.5m	775	411*
FY 2021**	\$9.5m	\$9.2m	700	TBD

*Year to Date

**Executive Recommendation

Recruitment Strategies

- Attracting candidates is a major focus for the MDOC, which is why we are again utilizing targeted media to attract candidates.
- We had roughly 4,000 individuals apply last year, with 837 ultimately being hired after completing the academy.
- The Department will once again operate 4 academy groups this year, with a total goal of 800 recruits. The current class started with 250 recruits.
- The MDOC is particularly focused on hiring veterans. 18 percent of CO hires last year were veterans or active reserve and this year that group is on pace to represent 10-15% of all hires.
- Retaining Officers is just as important as attracting new ones and recent surveys have shown the MDOC is most likely to lose Officers during their first 4 years of employment, which is why the MDOC must continue to look at strategies to meet the needs of a varied workforce and address the issue of staff wellness.
- Last year we had 163 officers depart before completing a full year with the MDOC.

Future Staffing Outlook

- Positive Factors
 - The number of applications appears sufficient to achieve hiring goals.
 - The demographic retirement bubble will start to decline over the next 5 years.
 - Roughly 600 Officers become retirement eligible in the next year.
 - Just over 1,200 total Officers will become retirement eligible over the next 5 years.
- Negative Factors
 - Roughly 60% of hires over the past two years have utilized the college waiver and could be subject to discharge after 18 months of service.
 - Many of the MDOC's host communities have already been heavily recruited, leaving a diminishing number of qualified candidates.

Wellness Program Update

- A multidisciplinary team of MDOC staff, including frontline workers, created a MDOC-specific Wellness Initiative targeted specifically at staff, retirees, and their families to address issues including correctional fatigue.
- The program includes 3 major parts:
 - Peer Support Program – Specially trained peer supports will be available throughout the state on all shifts to confidentially listen to and assist staff that are struggling with correctional fatigue or other challenges. The training program is being finalized and supports will be nominated and trained this year.
 - Staff Chaplain Program – The MDOC is working to create a network of volunteer chaplains throughout the state to assist staff and their families.
 - Wellness Unit – This unit is dedicated to providing supports to MDOC staff during times of professional or personal crisis. Since launching, the unit has assisted hundreds of MDOC staff members with traumatic incident response activities, one-on-one support, and referrals to longer term mental health supports.

Ongoing Wellness Initiatives

- The MDOC Wellness Unit, which is funded within the Budget and Operations line, supports 5 FTE's at \$690,600 per year.
- In addition, the MDOC has provided in-person training on suicide awareness and will provide in-person staff resiliency training starting this year. This is a significant investment of staff time, costing the MDOC roughly \$1.4m in staff wages to attend this training each year.
- The MDOC is seeking \$500,000 to support Wellness enhancement opportunities starting in FY '21. This process will be responsive to the recommendations of employees and will focus on where resources can have the greatest impact.

Questions?

