

# Michigan Department of Corrections

## Overview of Current Departmental Staffing and Vacancies

September 2020

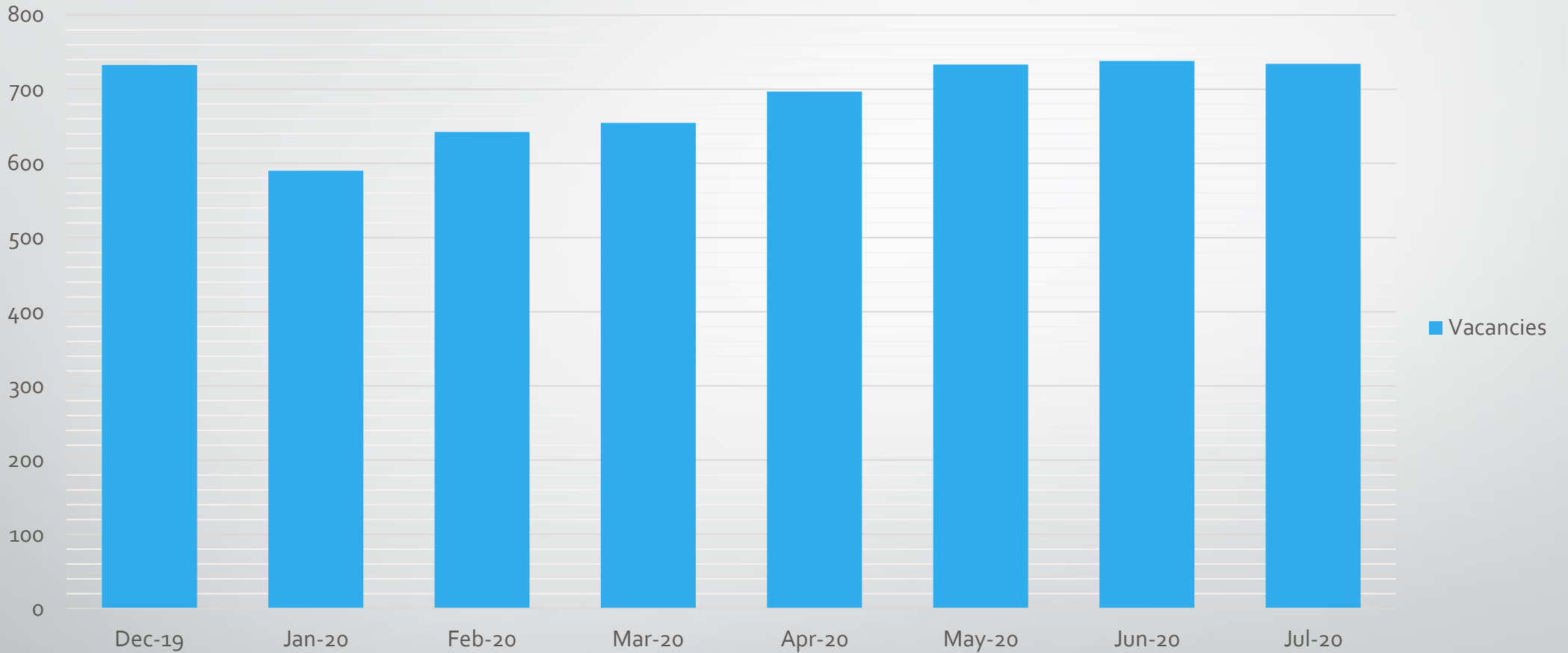


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# MDOC Staffing Update

- COVID-19 has required an unprecedented response from the MDOC.
- COVID-19 has impacted staffing throughout the department, as well as the MDOC's ability to hire and train staff.
- There are a several factors impacting staffing currently:
  - Overall Vacancy Rates
  - Temporary Absences Caused by COVID-19 Protocols
  - Temporary Increases in Staffing Assignments due to COVID-19
  - Hiring/Recruitment/Training Limitations
- The MDOC is actively hiring for approved positions such as Corrections Officers and Nursing currently.

# Corrections Officer Vacancy Trends



# Change in Corrections Officer Vacancies

Month	Officer Vacancies	Net Change in Vacancies	Change in Vacancies Excluding New Hires	Average Vacancy Rate
December '20	732.7			11.7%
January '20	590.1	(142.6)	62.4	9.4%
February '20	642.2	52.1	52.1	10.2%
March '20	654.6	12.4	12.4	10.4%
April '20	696.7	42.1	42.1	11.1%
May '20	733.2	36.5	36.5	11.7%
June '20	738.2	5	35	11.8%
July '20	734.2	(4)	81	11.7%
Average	<b>690.2</b>	<b>0.21</b>	<b>46</b>	<b>11%</b>

# Officer Academies

- The MDOC was able to hire 206 recruits in January who completed their academies just as COVID-19 impacted Michigan.
- The Department had originally planned to conduct quarterly academies this year, but the spring academy (150-200) had to be cancelled due to COVID-19.
- The summer academy class was a combined 114 recruits due to COVID-19 restrictions.
- The MDOC is utilizing staff from other areas of the department to assist Recruitment to find and screen potential candidates for future academies.

# Corrections Officer Academy History

Fiscal Year	Base Funding	One-Time Funding	Total Projected New Hires	Actual New Hires
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	525*
FY 2021	\$18.3m**	\$0	700	TBD

\*Year to Date

\*\*Executive Recommendation

# Officer Academy Schedule

Academy	Start Date	Hiring Goal*
Fall '20	September/October	175
Winter '21	January	200
Spring '21	April	200
Summer '21	July	200
Fall '21	September/October	200
Total		975

\*Subject to COVID-19 Restrictions

# Comparison to Midwest States

State	Vacancies	Total FTE	Vacancy Rate
Missouri	949	4565	20.8%
Nebraska	185	1300	14.2%
<b>Michigan</b>	<b>734</b>	<b>6231</b>	<b>11.8%</b>
Minnesota	200	2100	9.5%
Ohio	446	6991	6.4%



# The Impact of COVID-19

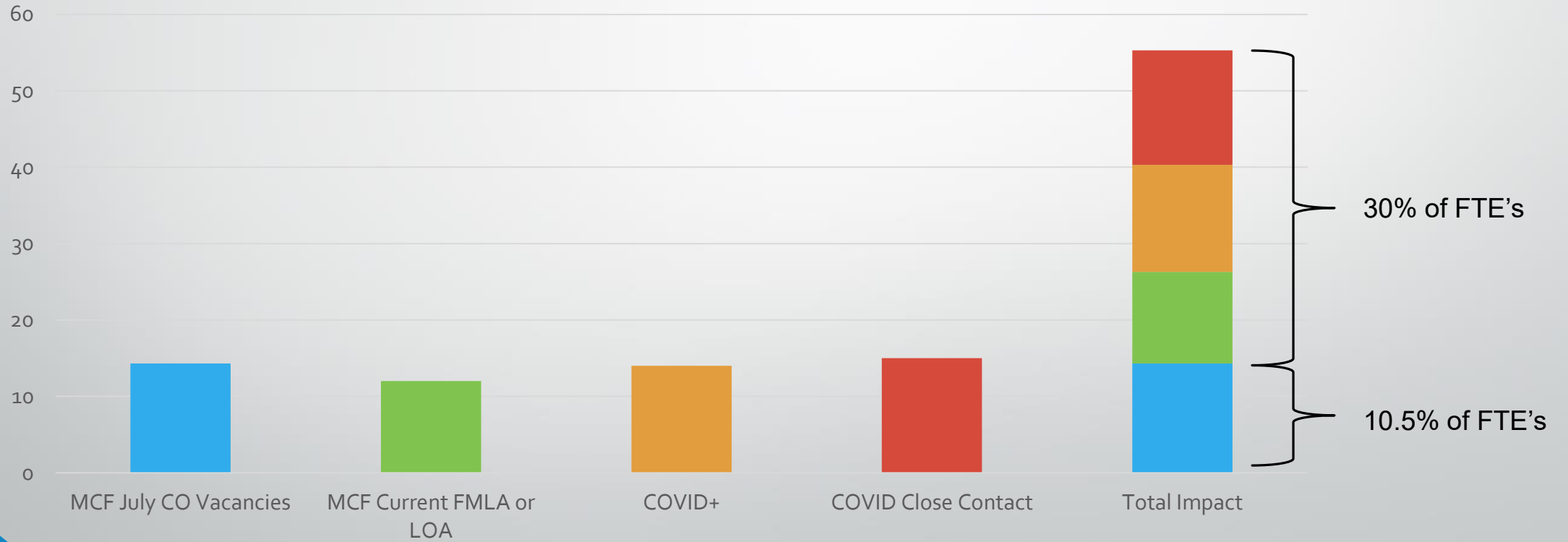
- The MDOC must place staff off work consistent with testing and close contact protocols.
- The new public health order requiring mandatory staff testing at certain sites may further impact staffing levels.
  - Positive Officers to Date: 280
  - Close Contact Officers to Date: 453

# Responses to COVID-19 Staffing Impact

- As an initial response, the MDOC utilizes position closures and overtime to maintain minimum staffing levels.
- COVID-19 has required a variety of responses to temporary staffing challenges. These include:
  - Reassigning CTO's and ARU members, as well as CO's from other facilities.
  - Activating ERT.
  - Suspending the mandate seniority line to more evenly spread overtime.
  - Allowing certain supervisory staff to fill positions rather than mandating overtime.
  - Temporarily changing facility schedules.
  - Allowing new officers to work overtime sooner.
- Staff continue to receive continuous reminders to wear masks and practice social distancing to avoid becoming a Close Contact, but the results are not consistent.

# Understanding the Impact at Facilities

## MCF Staffing



# Other MDOC Vacancies

- Overall MDOC vacancies (excluding Officers) have increased by about 100 since February.
- Most positions are subject to the ongoing hiring freeze.
- Nursing staffing remains a significant challenge and despite ongoing recruiting and hiring, we are relying heavily on contractual staff.
  - RN Vacancies: 105.5
  - LPN Vacancies: 47
  - Contracted Nurses: RN – 5745678

Questions?

