



Oregon

Kate Brown, Governor

Oregon Department of Corrections

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March 19, 2015

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Representative Jennifer Williamson, Co-Chair
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Senator Jackie Winters
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Representative Jeff Barker
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Representative Gene Whisnant
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Representative Chris Gorsek
900 Court St. NE, H-486
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Representative Wayne Krieger
900 Court St. NE, H-381
Salem, OR 97301

RE: Responses to questions asked during Ways and Means presentation on March 17, 2015

Dear Ways & Means Public Safety Subcommittee Members,

Thank you for the opportunity to provide information related to the Oregon Department of Corrections (DOC). Below are responses to the questions asked during our presentation to the Ways and Means Public Safety Subcommittee on Wednesday, March 18, 2015.

1. Please provide the two studies completed on Parenting Inside Out.

We are reaching out to the appropriate researchers, and we will follow up with the committee.

2. What are the eligibility criteria for Parenting Inside Out?

When inmates are admitted to DOC custody, there is a family survey they complete as part of the intake process. The survey captures information about whether the inmate is a parent, how many children they have, and other associated questions.

Based on information from the family survey and from interviews with inmates, DOC Institution Counselors prioritize inmates for PIO as follows:

- Inmate parents with open DHS cases (as verified by the DOC Institution Counselor)

- Inmates with minor children or grandchildren
- Inmates who will be the grandparent or primary caregiver of minor children

3. What are some of the barriers to a successful handoff from prison to the community?

Since 2007, the Governor's Re-entry Council has been in effect and strives for new initiatives to transition adults in custody from incarceration to the community. Over the past seven years, the Council members have met and fought many barriers head-on for those releasing into the community, creating many streamlined processes to assist with transition.

This past year, the Council has been transitioning to an outcomes-based group. In order to achieve outcomes and meet their targets, the Council has created Implementation Teams. These teams have strong community involvement, and they focus on a specific area that will help eliminate barriers to re-entry. The seven Implementation Teams are as follows:

- Aging Populations – Ensuring persons age 50 and older have access to placement options, continuing physical and mental health care, and uninterrupted service delivery to meet basic needs.
- Business Community – Identifying barriers and creating a tool-kit to engage and educate employers.
- Education – Exploring education pathways, life-learning options, and technology-based education.
- Family and Community Connections/Engagement – Educating and engaging family and community members in the opportunities and challenges facing adults in custody during incarceration and as they re-enter the community.
- Juvenile Re-entry – Transitioning from OYA to DOC with correct treatment services provided.
- Sex Offender Level System – Establishing and implementing the level system for classifying sex offender risk, per HB 2549.
- Veterans – Establishing a data-sharing system to ensure every incarcerated and releasing veteran has access to their benefits.

In addition, DOC has summarized several areas of concerns as follows.

Medicaid Access for Medical, Mental Health, and Addictions Treatment

As reported to the committee in responses to questions asked March 16, 2015, DOC helps releasing individuals between the ages of 19 and 64 to apply for Medicaid (available through the Affordable Care Act). These applications are submitted to the Oregon Health Authority (OHA) 30 days prior to the person's release from prison. Experience shows that since the Cover Oregon Portal shut down in mid-November 2014 (thereby ending DOC's ability to file the applications online and receive near-immediate confirmation of the person's Medicaid eligibility), it takes 45 days, at a minimum, to process the applications.

This delay means DOC cannot confirm at release from prison that the person has Medicaid coverage with which to ensure immediate access to post-release treatment services including

mental health, addiction treatment, and medical care. Until the application is processed and the person's Medical ID number appears in the Medicaid Management Information System (MMIS), treatment providers, Coordinated Care Organizations, county mental health organizations, medical providers, and DOC cannot be assured the person qualifies, and post-release providers may be reluctant to immediately serve the person.

For individuals who are 65 and older, the traditional Medicaid eligibility process must be used (this process is income and assets-based and requires specific documentation); not all adults in custody 65 and older will qualify. However, once released, most individuals in this age category qualify for some type of Social Security benefits. In addition, the Social Security Administration (SSA) will work with them to select the appropriate Medicare option for their situation.

Social Security Disability for the Mentally Ill or Serious Medical Needs

The department also completes pre-release Social Security applications for individuals who are seriously mentally ill or who have serious medical needs. A referral is completed by DOC's Behavioral Health Services or medical staff based on agreed-to criteria established by the SSA. The application is completed between one and four months prior to release, and submitted to SSA for processing by designated SSA and Disability Determination Services staff. These designated staff members ensure the Social Security process moves forward quickly (as compared to general population wait times).

Barriers to Housing at Release

Individuals with high physical/medical needs at release often require nursing home level care or adult foster care-type housing options, but the number of such options in the state for those leaving prison are limited.

DOC works in collaboration with the Department of Human Services (DHS) Adults and People with Disabilities (APD) Division to ensure Medicaid-eligibility determinations are completed so the state may receive reimbursement for a portion of the person's care post-release, and to ensure the person is assessed in a timely manner on levels of assistance for daily living (ADLs) to help DHS/APD determine which homes best suit the individual.

Releasing individuals who do not present with high physical/medical and/or mental health needs often require subsidized transitional housing options. These transitional housing options vary greatly from one county to the next. Some counties have partnered with non-profit or faith-based organizations and are able to provide temporary transitional housing (with or without programming) to nearly all releasing individuals in need. Other counties can provide only emergency shelter. And, there are several counties with virtually no transitional housing resources. However, many counties have begun expanding their housing resources through Justice Reinvestment Grants as part of House Bill 3194, although more expansion is needed to meet the demand.

Access to Mental Health Services

There are several barriers for releasing individuals when it comes to accessing mental health services:

- Difficulty scheduling mental health appointments prior to release date without active insurance benefits.
- Difficulty accessing housing for inmates who have been convicted of arson or a sex offense and require a foster/group home/secure residential placement.
- Difficulty meeting the requirements for state hospital level of care for inmates who are a danger to self or others during incarceration.

4. Are there any incentives for employers who hire individuals with criminal backgrounds?

The Work Opportunity Tax Credit (WOTC) is a federal tax credit, and it is designed as an incentive for businesses to hire individuals who consistently face significant barriers to employment. These include:

- Veterans
- Disabled veterans
- Office of Vocational Rehabilitation Services clients
- SSI recipients
- Ex-felons

The main objective of this program is to enable the targeted employees to gradually move from economic dependency into self-sufficiency as they earn a steady income and become contributing taxpayers. Participating employers are compensated through a reduced federal income tax liability. WOTC joins other workforce programs that help incentivize workplace diversity and facilitate access to good jobs for American workers.

Through the Oregon Employment Department (OED), we were able to pull data related to the WOTC for 2012-2014.

- WOTC applications certified for 2012 and 2013 calendar years by OED:
 - 13,859 applications certified for “ex-felons”
 - \$2,061,600 total tax credit dollars to employers
- OED reports the following with regard to 2014 WOTC data:
 - 534 applications were certified for “ex-felons” for a total of \$1,281,600 tax credit dollars to employers
 - 75 applications were denied only because the employee was convicted or released more than one year prior to his/her hire date. However, this does indicate the employers were willing to give a chance to someone with a criminal background.
 - 375 applications from 2014 are still pending for individuals who were convicted or incarcerated in other states or in a federal institution. OED does not, however, have access to, or the ability to get, data from the federal level.

In addition, for 2015, OED already has 234 applications in the “ex-felon” category and will be working with DOC to begin checking those against our data.

5. What is DOC's staffing turnover rate?

TURNOVER BY YEAR	
2013	2014
8.28%	6.96%

TURNOVER BY MONTH FOR 2014											
Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec
0.42%	0.68%	0.78%	0.40%	0.61%	0.66%	0.51%	0.58%	0.65%	0.49%	0.47%	0.70%

6. Please provide information on DOC's wellness initiative.

Please see the attached Issue Brief on DOC's Wellness Initiative.

7. Please provide a list of positions held vacant for six months and longer, and positions held vacant for 12 months and longer.

As of February 28, 2015, DOC had a staff vacancy rate of 4.9 percent, which has been relatively steady throughout the biennium. This vacancy rate equals 221 vacant positions.

Of the 221 vacant positions, 12.2 percent (27) have been vacant for less than two months; 22.2 percent (49) have been vacant for 2-6 months; 11.8 percent (26) have been vacant for 7-11 months; and 53.8 percent (119) have been vacant for 12 months or longer.

The primary driver behind the 119 positions that have been vacant for 12 months or longer was the requirement to achieve an additional \$27.4 million in vacancy savings for the 2013-15 biennium (calculated to be \$2.0 million). The increase was part of the \$78 million in unspecified budget reductions for 2013-15. The majority of these positions are in Health Services and the Correctional Officer series, and we look forward to filling them.

Please see the attached spreadsheet for more detailed information.

8. What is the current status of DOC's overtime expenses?

Increased overtime is primarily driven by an outdated Post Relief Factor (PRF), which we use to accurately project security staffing requirements for DOC facilities. The PRF is the ratio between the number of hours a post must be filled to provide the necessary supervision of inmate activities and the number of employee hours available to fill each post. This relief factor has not been updated since 1995. Since that time, there have been significant changes in a number of the components that influence the amount of time that any one staff member is available to be on post,

such as leave accrual rates associated with a maturing workforce and other adjustments driven by negotiated labor agreements, state policy, and federal laws.

As part of its Agency Request Budget, DOC submitted a Policy Option Package (POP) related to staff wellness. Part of this POP was a request for funding to increase the PRF (by adding 33 positions) to bring it to industry standard, and to add 67 new posts (based on best practices), after the Association of State Correctional Administrators conducted a review of DOC’s current security staffing. This POP was not carried forward in the Governor’s Balanced Budget.

Table 1: Overtime 2013-15

Divisions	Budget	Actuals *			(Over)/Under
			Estimates	Projection	Budget
Operations	14,108,555	19,669,265	3,933,853	23,603,118	(9,494,563)
Health Services	950,322	1,357,564	271,513	1,629,077	(678,755)
Offender Manage & Rehab	156,219	34,084	6,817	40,901	115,318
Community Corrections	9,447	6,430	1,286	7,716	1,731
Administration	309,944	351,139	70,228	421,367	(111,423)
Totals	15,534,487	21,418,482	4,283,696	25,702,178	(10,167,691)
<i>* Through February 28, 2015</i>					

9. What is typically the professional background of people who become new DOC Correctional Officers?

Based on the most recent recruitment for Correctional Officers, of which there were 477 applicants, the following data relate to the applicants’ backgrounds.

- 148 (31%) applicants reported some type of corrections experience.
- 111 (23%) applicants reported military experience.
- 91 (19%) applicants reported they are currently licensed in public safety:
 - 35 are currently Oregon DPSST Certified
 - 56 are currently certified by another state or federal system.

Additional Follow-Up Items

In addition, I would like to clarify one point we made during our March 18 presentation on the Human Resources Division. We stated that DOC works with five collective bargaining units. DOC actually works with six collective bargaining units when you include Oregon Corrections Enterprises’ (OCE) contract with the Association of Oregon Corrections Employees (this contract is managed through OCE’s Human Resources staff).

I would also like to share industry standards when it comes to Human Resources (HR) and Information Technology (IT) staff.

- According to the Human Capital Adviser, the industry standard for HR is a ratio of 1 HR FTE per 100 FTE. With approximately 63 HR FTE and 4,500 total FTE, this puts DOC slightly over

the 1:100 industry standard. Given the size, complexity, amount of services offered, and 24/7 operations of the agency, we feel it is reasonable to be slightly above the industry standard.

- According to the Gartner 2013 Key IT Metrics Report, the industry average of IT FTE as a percentage of total FTE is 5 percent. With approximately 80 IT FTE and 4,500 total FTE, DOC's IT staff represent just 1.8 percent of total staff, which is woefully below the industry standard.

Thank you, again, for the opportunity to respond to your questions. I look forward to our continued testimony.

Sincerely,

A handwritten signature in cursive script, appearing to read "Colette S. Peters". The signature is written in black ink and is positioned above the typed name.

Colette S. Peters
Director



Issue Brief

OREGON DEPARTMENT OF CORRECTIONS

Staff Wellness

Overview

The Oregon Department of Corrections (DOC) oversees the management and administration of all adult correctional institutions in Oregon, as well as Linn and Douglas County Community Corrections, with indirect oversight and funding to the remaining 34 counties. DOC promotes the health and well-being of staff members and is working to expand its current Wellness Program. The expansion will create a culture of wellness throughout the department, encouraging employees to work toward living a healthier lifestyle.

The Wellness Program will deliver a platform for all employees that provides access to information and resources that enable improvements in health, physical fitness, stress management, and overall well-being. The Wellness Program is voluntary, easy to use, and will supply information specific to individual needs.

Correctional Worker Health

Currently, DOC has approximately 4,500 employees, the majority of which are employed as correctional officers within its prisons. While Oregon has one of the safest correctional systems in the country, staff must remain vigilant because they are often faced with threats of violence and other traumatic stressors that are inherent to working in a correctional environment. In addition, it is often difficult for employees to create a healthy balance between home and work life, due to operational factors such as shift work and mandatory overtime.

It is because of this that DOC employees have some of the highest levels of stress among occupations. In fact, DOC has some staggering statistics:

- One in three DOC employees has symptoms of post-traumatic stress disorder (PTSD) – a rate higher than that of firefighters and deployed military, and four times that of the general population.
- Research shows that employees exhibiting PTSD-related symptoms have higher levels of tobacco and alcohol use, more health problems, and a higher number of doctor visits and workday absences.
- The effects of all this stress are profound: declining health, high divorce rates, alcoholism, suicide, and shortened life-span.

This issue is not specific to Oregon – it is prevalent among corrections staff throughout the country. And, despite correctional workers across the country having these high health and safety risks, the issue has received limited study. Because of this, DOC has made staff wellness its top agency initiative.

Correctional Worker Health Research

Recent studies on correctional officers conducted by Oregon Health & Science University (OHSU) and Portland State University (PSU) identified a number of concerns pertaining to job-related demands and correctional officer well-being. DOC plans to use the results of these important research studies in its current endeavor to provide an extended Wellness Program for all of its employees.

OHSU Study

During 2012, OHSU conducted a health risk study of 220 correctional officers at four prison sites in Oregon. The study found that, as prison security levels increased, correctional officer stress, unhealthy alcohol use, and missed days of work increased. The preliminary findings are alarming. Staff had:

- High cholesterol
- High triglycerides

- High blood pressure
- High BMI

Despite this, OHSU’s findings also suggest that an evidence-based, easily implemented, team-centered health and safety program is suitable for security staff. OHSU piloted such an intervention program among 81 correctional officers. This 12-week program, entitled Healthy Team Healthy U, includes curriculum on nutrition, body weight, exercise, strength training, and stress management. Preliminary results indicate this approach is effective in improving the health and safety of security staff in a cost-effective manner.

PSU Study

PSU conducted a study related to correctional officer stress, well-being, and work-life balance. Approximately 1,331 correctional officers from across the state participated in the study. Data on demographics, psychosocial workplace factors, work-family conflict, well-being, and health behaviors were collected from the surveys. The study identified a number of concerns pertaining to job-related demands and correctional officer well-being. The study found that DOC staff:

- Have high levels of perceived danger and hypervigilance
- Have presence of depressive symptoms and PTSD-like symptoms
- Have high levels of work-family conflict
- Average less than six hours of sleep per night

The researchers also found that family-supportive supervisor behaviors are positively associated with health behaviors and well-being, meaning staff members want a work environment where they feel valued and their family feels valued by their direct-line supervisor. When this exists, well-being increases. When it does not, stress remains high.


Program Goals

Given the difficult working circumstances staff face, combined with the above mentioned research relating to correctional officers, DOC strives to provide the best information available for wellness and overall well-being. Thus, DOC has decided to expand its current Wellness Program and promote wellness to enhance the quality of life for employees. The primary goals of the program

include creating and promoting a culture of wellness within DOC’s facilities and encouraging all employees to access and utilize wellness activities and events.

The goal is that, by developing an enhanced Wellness Program, all staff members will be encouraged to take advantage of the health-related information provided by DOC and outside sources to create a more enriched and healthy lifestyle.

**The mission of the
Oregon Department of Corrections
is to promote public safety by
holding offenders accountable for their actions and
reducing the risk of future criminal behavior.**



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128-DOC/PA: 12/08/14

DOC VACANT POSITIONS

	A	B	C	D	E	F	G	H
1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
2	AAON C0015 AA MEDICAL RECORDS SPECIALIST	7	1	14.28	0	0	1	14.28
3	AAON C0103 AA OFFICE SPECIALIST 1	37	3	8.1	0	0	3	8.1
4	AAON C0104 AA OFFICE SPECIALIST 2	180	8	4.44	3	1	3	1.66
5	AAON C0107 AA ADMINISTRATIVE SPECIALIST 1	11	0	0	0	0	0	0
6	AAON C0108 AA ADMINISTRATIVE SPECIALIST 2	49	2	4.08	1	0	1	2.04
7	AAON C0118 AA EXECUTIVE SUPPORT SPECIALIST 1	31	1	3.22	0	0	1	3.22
8	AAON C0119 AA EXECUTIVE SUPPORT SPECIALIST 2	4	0	0	0	0	0	0
9	AAON C0210 AA ACCOUNTING TECHNICIAN 1	4	2	50	0	0	2	50
10	AAON C0211 AA ACCOUNTING TECHNICIAN 2	15	0	0	0	0	0	0
11	AAON C0212 AA ACCOUNTING TECHNICIAN 3	21	1	4.76	1	0	0	0
12	AAON C0435 AA PROCUREMENT AND CONTRACT ASST	2	0	0	0	0	0	0
13	AAON C0436 AA PROCUREMENT & CONTRACT SPEC 1	1	0	0	0	0	0	0
14	AAON C0437 AA PROCUREMENT & CONTRACT SPEC 2	4	1	25	0	0	0	0
15	AAON C0438 AA PROCUREMENT & CONTRACT SPEC 3	6	0	0	0	0	0	0
16	AAON C0759 AA SUPPLY SPECIALIST 2	55	1	1.81	0	0	1	1.81
17	AAON C0855 AA PROJECT MANAGER 2	1	0	0	0	0	0	0
18	AAON C0860 AA PROGRAM ANALYST 1	7	1	14.28	1	0	0	0
19	AAON C0861 AA PROGRAM ANALYST 2	22	1	4.54	0	0	0	0
20	AAON C0870 AA OPERATIONS & POLICY ANALYST 1	9	1	11.11	0	1	0	0
21	AAON C0871 AA OPERATIONS & POLICY ANALYST 2	11	0	0	0	0	0	0
22	AAON C0872 AA OPERATIONS & POLICY ANALYST 3	2	0	0	0	0	0	0
23	AAON C1117 AA RESEARCH ANALYST 3	3	0	0	0	0	0	0
24	AAON C1118 AA RESEARCH ANALYST 4	1	0	0	0	0	0	0
25	AAON C1215 AA ACCOUNTANT 1	1	0	0	0	0	0	0
26	AAON C1216 AA ACCOUNTANT 2	3	0	0	0	0	0	0
27	AAON C1217 AA ACCOUNTANT 3	2	0	0	0	0	0	0
28	AAON C1218 AA ACCOUNTANT 4	1	0	0	0	0	0	0
29	AAON C1243 AA FISCAL ANALYST 1	1	0	0	0	0	0	0
30	AAON C1244 AA FISCAL ANALYST 2	7	0	0	0	0	0	0
31	AAON C1245 AA FISCAL ANALYST 3	2	1	50	0	0	0	0
32	AAON C1338 AA TRAINING & DEVELOPMENT SPEC 1	2	0	0	0	0	0	0

DOC VACANT POSITIONS

	A	B	C	D	E	F	G	H
1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
33	AAON C1339 AA TRAINING & DEVELOPMENT SPEC 2	14	1	7.14	0	0	1	7.14
34	AAON C1483 IA INFO SYSTEMS SPECIALIST 3	8	2	25	1	0	1	12.5
35	AAON C1485 IA INFO SYSTEMS SPECIALIST 5	44	3	6.81	1	0	0	0
36	AAON C1486 IA INFO SYSTEMS SPECIALIST 6	10	0	0	0	0	0	0
37	AAON C1487 IA INFO SYSTEMS SPECIALIST 7	20	1	5	0	1	0	0
38	AAON C1488 IA INFO SYSTEMS SPECIALIST 8	2	0	0	0	0	0	0
39	AAON C1519 AA CORRECTIONAL HEARINGS OFFICER	13	3	23.07	0	0	3	23.07
40	AAON C2169 AA COMMUNICATIONS SYS ANALYST 3	5	1	20	1	0	0	0
41	AAON C2219 AA CORRECTION LIBRARY COORDINATOR	12	2	16.66	1	0	1	8.33
42	AAON C3268 AA CONSTRUCTION PROJECT MANAGER 2	4	0	0	0	0	0	0
43	AAON C4001 AA PAINTER	6	0	0	0	0	0	0
44	AAON C4003 AA CARPENTER	6	0	0	0	0	0	0
45	AAON C4005 AA PLUMBER	10	1	10	1	0	0	0
46	AAON C4008 AA ELECTRICIAN 2	11	0	0	0	0	0	0
47	AAON C4009 AA ELECTRICIAN 3	3	0	0	0	0	0	0
48	AAON C4012 AA FACILITY MAINTENANCE SPEC	51	4	7.84	2	1	1	1.96
49	AAON C4015 AA FACILITY OPERATIONS SPEC 2	1	0	0	0	0	0	0
50	AAON C4021 AA WELDER 2	7	2	28.57	2	0	0	0
51	AAON C4033 AA FACILITY ENERGY TECHNICIAN 2	17	1	5.88	1	0	0	0
52	AAON C4034 AA FACILITY ENERGY TECHNICIAN 3	14	0	0	0	0	0	0
53	AAON C4039 AA PHYSCL/ELECTRNC SECRTY TECH 3	10	0	0	0	0	0	0
54	AAON C4101 AA CUSTODIAN	1	0	0	0	0	0	0
55	AAON C4110 AA GROUNDS MAINTENANCE WORKER 2	7	3	42.85	1	0	2	28.57
56	AAON C4402 AA TRUCK DRIVER 2	7	0	0	0	0	0	0
57	AAON C4419 AA AUTOMOTIVE TECHNICIAN 2	4	0	0	0	0	0	0
58	AAON C5232 AA INVESTIGATOR 2	4	1	25	0	0	1	25
59	AAON C5237 AA DEPT/CORRECTIONS INSPECTOR 1	3	3	100	0	0	3	100
60	AAON C5238 AA DEPT/CORRECTIONS INSPECTOR 2	12	1	8.33	0	0	0	0
61	AAON C6138 AA HEALTH SERVICES TECHNICIAN	15	1	6.66	0	1	0	0
62	AAON C6214 AA INSTITUTION REGISTERED NURSE	194	36	18.55	3	2	26	13.4
63	AAON C6255 AA NURSE PRACTITIONER	22	6	27.27	0	1	5	22.72

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1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
64	AAON C6260 AA PHARMACIST	7	0	0	0	0	0	0
65	AAON C6268 AA CLINICAL DIETICIAN	1	0	0	0	0	0	0
66	AAON C6298 AA TEST COORDINATOR	4	1	25	0	0	1	25
67	AAON C6348 AA RADIOLOGIC TECHNOLOGIST	3	0	0	0	0	0	0
68	AAON C6385 AA PHARMACY TECHNICIAN 1	21	2	9.52	0	0	2	9.52
69	AAON C6391 AA DENTAL ASSISTANT	27	2	7.4	0	0	1	3.7
70	AAON C6519 AA CORRECTIONS RECREATION SPEC 2	17	5	29.41	0	1	4	23.52
71	AAON C6531 AA MENTAL HEALTH SPECIALIST	50	7	14	1	0	6	12
72	AAON C6680 AA CHAPLAIN	19	1	5.26	0	0	1	5.26
73	AAON C6783 AA CORRECTIONAL COUNSELOR	106	5	4.71	1	1	3	2.83
74	AAON C9120 AA CORRECTIONS FOOD SERV COORD	97	4	4.12	1	1	0	0
75	AAOS C6775 AA CORRECTIONAL OFFICER	1,509	41	2.71	11	2	25	1.65
76	AAOS C6776 AA CORRECTIONAL CORPORAL	144	2	1.38	0	0	1	0.69
77	AAOS C6777 AA CORRECTIONAL SERGEANT	210	10	4.76	6	2	2	0.95
78	AE U7510 AA DENTIST	22	4	18.18	1	1	1	4.54
79	AQ C6787 AA ADULT PAROLE/PROBATION OFFICER	37	2	5.4	0	0	2	5.4
80	CP C0015 AA MEDICAL RECORDS SPECIALIST	1	0	0	0	0	0	0
81	CP C0103 AA OFFICE SPECIALIST 1	4	0	0	0	0	0	0
82	CP C0104 AA OFFICE SPECIALIST 2	17	0	0	0	0	0	0
83	CP C0108 AA ADMINISTRATIVE SPECIALIST 2	2	1	50	0	1	0	0
84	CP C0118 AA EXECUTIVE SUPPORT SPECIALIST 1	4	0	0	0	0	0	0
85	CP C0759 AA SUPPLY SPECIALIST 2	4	0	0	0	0	0	0
86	CP C0861 AA PROGRAM ANALYST 2	1	0	0	0	0	0	0
87	CP C0871 AA OPERATIONS & POLICY ANALYST 2	1	0	0	0	0	0	0
88	CP C0872 AA OPERATIONS & POLICY ANALYST 3	1	0	0	0	0	0	0
89	CP C1485 IA INFO SYSTEMS SPECIALIST 5	2	0	0	0	0	0	0
90	CP C2219 AA CORRECTION LIBRARY COORDINATOR	1	0	0	0	0	0	0
91	CP C4001 AA PAINTER	1	0	0	0	0	0	0
92	CP C4003 AA CARPENTER	1	0	0	0	0	0	0
93	CP C4005 AA PLUMBER	1	0	0	0	0	0	0
94	CP C4008 AA ELECTRICIAN 2	1	0	0	0	0	0	0

DOC VACANT POSITIONS

	A	B	C	D	E	F	G	H
1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
95	CP C4009 AA ELECTRICIAN 3	1	0	0	0	0	0	0
96	CP C4012 AA FACILITY MAINTENANCE SPEC	9	0	0	0	0	0	0
97	CP C4021 AA WELDER 2	1	0	0	0	0	0	0
98	CP C4033 AA FACILITY ENERGY TECHNICIAN 2	5	1	20	1	0	0	0
99	CP C4034 AA FACILITY ENERGY TECHNICIAN 3	2	0	0	0	0	0	0
100	CP C4039 AA PHYSCL/ELECTRNC SECRTY TECH 3	1	0	0	0	0	0	0
101	CP C5232 AA INVESTIGATOR 2	1	1	100	1	0	0	0
102	CP C6138 AA HEALTH SERVICES TECHNICIAN	5	0	0	0	0	0	0
103	CP C6214 AA INSTITUTION REGISTERED NURSE	28	0	0	0	0	0	0
104	CP C6255 AA NURSE PRACTITIONER	2	0	0	0	0	0	0
105	CP C6385 AA PHARMACY TECHNICIAN 1	2	0	0	0	0	0	0
106	CP C6391 AA DENTAL ASSISTANT	3	0	0	0	0	0	0
107	CP C6519 AA CORRECTIONS RECREATION SPEC 2	5	0	0	0	0	0	0
108	CP C6531 AA MENTAL HEALTH SPECIALIST	12	0	0	0	0	0	0
109	CP C6680 AA CHAPLAIN	3	1	33.33	0	0	1	33.33
110	CP C6783 AA CORRECTIONAL COUNSELOR	17	0	0	0	0	0	0
111	CP C9120 AA CORRECTIONS FOOD SERV COORD	23	1	4.34	0	0	0	0
112	CS C6775 AA CORRECTIONAL OFFICER	383	9	2.34	2	1	5	1.3
113	CS C6776 AA CORRECTIONAL CORPORAL	101	1	0.99	0	0	0	0
114	CS C6777 AA CORRECTIONAL SERGEANT	60	4	6.66	1	0	3	5
115	MEAH Z7016 HA PRINCIPAL EXECUTIVE/MANAGER I	1	0	0	0	0	0	0
116	MENN Z0830 AA EXECUTIVE ASSISTANT	1	0	0	0	0	0	0
117	MESN Z7010 AA PRINCIPAL EXECUTIVE/MANAGER F	5	0	0	0	0	0	0
118	MESN Z7012 AA PRINCIPAL EXECUTIVE/MANAGER G	2	0	0	0	0	0	0
119	MESN Z7012 IA PRINCIPAL EXECUTIVE/MANAGER G	1	1	100	0	1	0	0
120	MESN Z7014 AA PRINCIPAL EXECUTIVE/MANAGER H	12	0	0	0	0	0	0
121	MESN Z7016 AA PRINCIPAL EXECUTIVE/MANAGER I	1	0	0	0	0	0	0
122	MMN X0118 AA EXECUTIVE SUPPORT SPECIALIST 1	1	0	0	0	0	0	0
123	MMN X0119 AA EXECUTIVE SUPPORT SPECIALIST 2	5	0	0	0	0	0	0
124	MMN X0863 AA PROGRAM ANALYST 4	1	0	0	0	0	0	0
125	MMN X0866 AA PUBLIC AFFAIRS SPECIALIST 3	1	0	0	0	0	0	0

DOC VACANT POSITIONS

	A	B	C	D	E	F	G	H
1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
126	MMN X0871 AA OPERATIONS & POLICY ANALYST 2	1	0	0	0	0	0	0
127	MMN X0872 AA OPERATIONS & POLICY ANALYST 3	8	1	12.5	0	0	0	0
128	MMN X0873 AA OPERATIONS & POLICY ANALYST 4	4	0	0	0	0	0	0
129	MMN X1319 AA HUMAN RESOURCE ASSISTANT	5	2	40	0	0	2	40
130	MMN X1320 AA HUMAN RESOURCE ANALYST 1	4	1	25	0	0	1	25
131	MMN X1321 AA HUMAN RESOURCE ANALYST 2	6	1	16.66	0	1	0	0
132	MMN X1322 AA HUMAN RESOURCE ANALYST 3	16	0	0	0	0	0	0
133	MMN X5239 AA DEPT/CORRECTIONS INSPECTOR 3	5	0	0	0	0	0	0
134	MMN X5618 AA INTERNAL AUDITOR 3	2	0	0	0	0	0	0
135	MMN X6779 AA CORRECTIONAL LIEUTENANT	5	1	20	1	0	0	0
136	MMN X7004 AA PRINCIPAL EXECUTIVE/MANAGER C	2	0	0	0	0	0	0
137	MMN X7006 AA PRINCIPAL EXECUTIVE/MANAGER D	1	0	0	0	0	0	0
138	MMS X0113 AA SUPPORT SERVICES SUPERVISOR 2	1	0	0	0	0	0	0
139	MMS X0114 AA SUPPORT SERVICES SUPERVISOR 3	1	0	0	0	0	0	0
140	MMS X0119 AA EXECUTIVE SUPPORT SPECIALIST 2	11	1	9.09	0	0	0	0
141	MMS X0805 AA OFFICE MANAGER 1	2	0	0	0	0	0	0
142	MMS X0833 AA SUPV EXECUTIVE ASSISTANT	6	0	0	0	0	0	0
143	MMS X0872 AA OPERATIONS & POLICY ANALYST 3	1	0	0	0	0	0	0
144	MMS X3269 AA CONSTRUCTION PROJECT MANAGER 3	1	0	0	0	0	0	0
145	MMS X4046 AA MAINTENANCE & OPERATIONS SUPV	8	0	0	0	0	0	0
146	MMS X6241 AA NURSE MANAGER	12	1	8.33	0	0	1	8.33
147	MMS X6779 AA CORRECTIONAL LIEUTENANT	99	2	2.02	1	0	0	0
148	MMS X6780 AA CORRECTIONAL CAPTAIN	48	1	2.08	0	1	0	0
149	MMS X7000 AA PRINCIPAL EXECUTIVE/MANAGER A	1	0	0	0	0	0	0
150	MMS X7002 AA PRINCIPAL EXECUTIVE/MANAGER B	19	0	0	0	0	0	0
151	MMS X7004 AA PRINCIPAL EXECUTIVE/MANAGER C	37	3	8.1	0	2	0	0
152	MMS X7006 AA PRINCIPAL EXECUTIVE/MANAGER D	34	1	2.94	0	0	1	2.94
153	MMS X7006 IA PRINCIPAL EXECUTIVE/MANAGER D	3	0	0	0	0	0	0
154	MMS X7008 AA PRINCIPAL EXECUTIVE/MANAGER E	22	2	9.09	1	1	0	0
155	MMS X7008 IA PRINCIPAL EXECUTIVE/MANAGER E	2	0	0	0	0	0	0
156	MMS X7010 AA PRINCIPAL EXECUTIVE/MANAGER F	35	0	0	0	0	0	0

DOC VACANT POSITIONS

	A	B	C	D	E	F	G	H
1	POSITION CLASS-COMP	TOTAL POSITIONS	CURRENT VACANCIES	VAC %	VAC 2-6	VAC 7-11	VAC 12+	VAC 12+ %
157	MMS X7010 IA PRINCIPAL EXECUTIVE/MANAGER F	1	0	0	0	0	0	0
158	MNNN Z7514 AA CORRECTIONS PHYSICIAN SPECIALI	18	2	11.11	0	2	0	0
159	MNSN Z7511 AA SUPERVISING DENTIST A	1	0	0	0	0	0	0
160	MNSN Z7519 AA CLINCIAL DIRECTOR	1	0	0	0	0	0	0
161	XA T0001 AE TEMPORARY EMPLOYEE	0	0	0	0	0	0	0
162	XAQ T0001 AE TEMPORARY EMPLOYEE	0	0	0	0	0	0	0
163	AGENCY TOTAL	4,473	221	4.94	49	26	119	2.66