

Chair Taylor Members of the Committee, I work two extra shifts a week, which totals 16 hours of mandatory overtime. The continued abuse of this mandatory overtime system impacts an officer's ability to do a better job. It forces the officer to pick and choose their daily battles. The officer's attention to detail and desire to tackle tough jobs diminishes over time with no real way to rest and recharge from the heightened awareness that is crucial to performing well with adults in custody.

Mandatory overtime contributed to the failure of my marriage. Mandatory overtime robbed me of crucial time that should have been spent with my 3 daughters. That time was lost forever, and the time I did get with them didn't ever feel like quality time because I felt like a zombie.

The impact of extreme mandatory overtime abuse is the number one contributor to my personal anxiety issues. I dread coming to work on my Mondays and Tuesdays. I will average 10-14 hours of sleep over the course of my first 3 days of my work week. Mandatory overtime abuse is a never-ending problem at Coffee Creek Correctional Facility.

I could write a book on how mandatory overtime abuse has affected my life. I have to make adjustments to my own personal life on a weekly basis. It doesn't have to be this way.

**James Seward**

Oregon Dept. of Corrections