

Chair Taylor and Members of the Committee,

I have been a correctional officer at the Oregon State Penitentiary for five years. I don't think it will come as a surprise to anyone when I say that Corrections can be a difficult, dangerous, and stressful profession. Yet I can tell you that in my time working in this field, one of the hardest and most stressful parts of our work is enduring the mandatory overtime.

I never know when I will be mandated. This is immensely disruptive to my personal life and that of all correctional officers, frequently forcing us to forfeit valuable time with family and friends. The dark cloud of overtime is always looming over me, and I never know when it will strike.

The constant stream of mandatory overtime leaves me tired and depleted. It is detrimental to the health and, ultimately, the safety of everyone in the institution. Corrections requires much of us; we need sharp focus, clear judgment, and the ability to respond quickly to any situation. However, it is difficult for us to maintain the required level of excellence in these situations when working multiple 16-hour shifts, often with only a few hours of sleep in between. Even if I wasn't mandated that day, I know that many of those around me likely were. This reduces our ability to be confident in ourselves and those around us – those we need to rely on – to perform at our very best.

Reducing mandatory overtime would improve our personal lives, reduce our stress, improve our performance, and increase our safety. Therefore, I believe action must be taken to reduce our mandatory overtime.

**Alexander Stair**

Department of Corrections