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January 9, 2018

Chairperson Schraa and members of the Assembly Corrections Committee:

Thank you for holding a hearing on AB 708 today. I appreciate the opportunity to testify in support of my legislation, and I'm grateful for your willingness to listen.

Beginning in 2015, Senator Erpenbach and I have talked with constituents who work at Columbia Correctional Institution (in our districts) and other institutions about the difficulties they face at work. They are putting their safety - and sometimes their lives - on the line every day to help keep our communities safe.

One of the main concerns I have heard from them is the amount of overtime they work. Sometimes they volunteer for these shifts by choice, but many times they are "ordered" to another shift or felt pressured by supervisors to take more overtime. I've listened to several officers tell me they were ordered to another overtime shift right as they were getting ready to go home. This can easily result in a 16- or even 24-hour workday. With our correctional institutions overcrowded and understaffed, we need every officer and staff member to be at their best on the job. Our package of bills, including AB 708, would help us move toward a safer and more secure correctional system.

Assembly Bill 708 says that no employee in the Department of Corrections can work more than two consecutive overtime shifts. When employees are forced to work multiple shifts in a row (as we have been told is often the case) their ability to stay alert suffers. When they have trouble keeping their minds sharp because of exhaustion from working multiple consecutive shifts, it is a danger to themselves, the inmates they are charged with caring for, and our communities. We can all appreciate the importance of making sure our correctional officers and staff are operating at their best. That is all we are trying to do.

As I know you are all aware, our correctional officers and staff are doing extremely challenging work each day. We ask a lot from them, and I believe it is only fair that as their employer, the state does more to protect them from harm on the job - including overwork. AB 708 is a good step in that direction.

Thank you again for your time and attention. Please let us know if you have any questions or concerns.

Dave Considine



JON ERPENBACH

S T A T E S E N A T O R

Testimony of State Senator Jon Erpenbach on Assembly Bill 708/Senate Bill 596 before the Assembly Committee on Corrections.

Thank you for the opportunity to address the committee and for holding a public hearing on Assembly Bill 708/Senate Bill 596 which would limit the overtime for Department of Corrections employees to two consecutive shifts.

As many of you know, overtime is a reality for our 24 hour state institutions. While the current overtime policy of the Department of Corrections is like this bill, it has not always been that way. This bill puts in state law the current policy. The premise is simple, an employee of the DOC cannot work for more than two consecutive shifts of overtime. Two shifts of overtime in a row means that in a 48 hour period, an officer/sergeant is working 32 hours in the prison. That leaves only 8 hours a day for sleep, family, and commute.

I am sure you know, but most people in the public do not know that our unit crews in our correctional institutions are two officers on a unit of between 50-80 inmates. One in the "bubble", and one on the floor. We have all read about the attacks on officers and the inmate assaults and fights that officers must resolve. This is a high stress, high risk job.

In the past, a policy of the DOC only allowed selected positions overtime if you volunteered, and then if you were "jammed" (forced overtime) you had to work any post. So many officers volunteered for overtime, only to get forced to even more days in a row. I had one senior officer, 32 years on the job, tell me about her holiday weekend while working at Columbia Correctional Institution during their biggest staffing crisis.

She volunteered to work on the holiday weekend even though she could have been granted vacation because of her seniority. She knew younger officers had young families – all she wanted to do was an afternoon picnic with her family on Sunday. When the call came for overtime, she once again volunteered to work overtime on Friday, Saturday, and Monday. Unfortunately she was jammed on Sunday and on Tuesday. She worked five days in a row overtime. As a veteran officer and a leader in her field she was sad she missed her family gathering but she stressed more with me how dangerous it is for her, or anyone else to work five days in a row of 16 hour days inside a correctional institution. This is an extreme case during a staffing crisis but the policy should be enacted and the law should be two days in a row overtime, no more.

There is no penalty in the bill, just a report to the Joint Committee on Finance from the Warden if the law is broken or the Secretary of DOC if it is non-institutional staff that worked too much. That way if there is a crisis, the law can be broken but we simply would know. It is a way for us to evaluate how the law works as well, something we don't do often enough.

There are some officers that will say they can work more than two days of overtime in a row, and maybe they can, but that is not the best choice for our staff or our institutional safety. This is a stressful and all-consuming job. **Our employees and their families deserve the certainty of this bill** as they enter the profession, have families while serving, and as they age in our institutions. I am hopeful if enacted we would be able to use this law as a recruitment tool. Thank you again.



Legislative Fiscal Bureau

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November 3, 2017

TO: Senator Jon Erpenbach
Room 7 South, State Capitol

FROM: Jere Bauer, Program Supervisor

SUBJECT: Department of Corrections Institution Staffing and Vacancies - Correctional Officers,
Correctional Sergeants and Youth Counselors

At your request, this memorandum identifies staffing figures and vacancies for Department of Corrections' institutions. You specifically requested a breakout of correctional officers, sergeants and youth counselors in the vacancy figures. The attachment to this memorandum includes these positions and identifies the following: (a) the total number of positions authorized for the facilities; (b) the total number of vacancies; and (c) of those vacancies, the number of positions that have been vacant for six months or longer as of October 1, 2017. Note that positions authorized after July 1, 2017, are excluded because these positions are vacant as a result of being newly created.

I hope this information is of assistance.

JR/lb
Attachment

ATTACHMENT

**Department of Corrections Staffing and Vacancies at Adult & Juvenile Institutions
Correctional Officers, Sergeants and Youth Counselors**

<u>Institution</u>	<u>Total Authorized Positions</u>	<u>All Vacancies</u>	<u>Percent of Total</u>	<u>Vacancies Longer Than 6 Months</u>	<u>Percent of Total</u>
Waupun Correctional Institution					
Correctional Officer	234.01	43.00	18.4%	0.00	0.0%
Correctional Sergeant	65.00	18.00	27.7	5.00	7.7
All Other Positions	<u>141.50</u>	<u>26.10</u>	18.4	<u>2.75</u>	1.9
Total	440.51	87.10	19.8	7.75	1.8
Green Bay Correctional Institution					
Correctional Officer	181.00	34.00	18.8%	0.00	0.0%
Correctional Sergeant	51.00	10.00	19.6	1.00	2.0
All Other Positions	<u>131.25</u>	<u>14.75</u>	11.2	<u>1.75</u>	1.3
Total	363.25	58.75	16.2	2.75	0.8
Women's Correctional System					
Correctional Officer	159.00	9.00	5.7%	0.00	0.0%
Correctional Sergeant	109.00	9.00	8.3	0.00	0.0
All Other Positions	<u>171.88</u>	<u>15.75</u>	9.2	<u>2.50</u>	1.5
Total	439.88	33.75	7.7	2.50	0.6
Fox Lake Correctional Institution					
Correctional Officer	160.00	24.00	15.0%	9.00	5.6%
Correctional Sergeant	93.00	19.00	20.4	1.00	1.1
All Other Positions	<u>121.50</u>	<u>7.00</u>	5.8	<u>1.00</u>	0.8
Total	374.50	50.00	13.4	11.00	2.9
Columbia Correctional Institution					
Correctional Officer	165.00	17.00	10.3%	0.00	0.0%
Correctional Sergeant	62.00	17.00	27.4	0.00	0.0
All Other Positions	<u>105.30</u>	<u>7.00</u>	6.6	<u>0.00</u>	0.0
Total	332.30	41.00	12.3	0.00	0.0
Kettle Moraine Correctional Institution					
Correctional Officer	161.00	15.00	9.3%	0.00	0.0%
Correctional Sergeant	47.00	4.00	8.5	0.00	0.0
All Other Positions	<u>124.30</u>	<u>12.00</u>	9.7	<u>3.00</u>	2.4
Total	332.30	31.00	9.3	3.00	0.9
Oakhill Correctional Institution					
Correctional Officer	81.00	0.00	0.0%	0.00	0.0%
Correctional Sergeant	94.00	10.00	10.6	0.00	0.0
All Other Positions	<u>87.00</u>	<u>11.00</u>	12.6	<u>0.00</u>	0.0
Total	262.00	21.00	8.0	0.00	0.0

<u>Institution</u>	<u>Total Authorized Positions</u>	<u>All Vacancies</u>	<u>Percent of Total</u>	<u>Vacancies Longer Than 6 Months</u>	<u>Percent of Total</u>
Dodge Correctional Institution					
Correctional Officer	275.00	47.00	17.1%	8.00	2.9%
Correctional Sergeant	119.00	22.00	18.5	9.00	7.6
All Other Positions	<u>136.50</u>	<u>17.50</u>	12.8	<u>1.00</u>	0.7
Total	530.50	86.50	16.3	18.00	3.4
Racine Correctional Institution					
Correctional Officer	229.02	1.00	0.4%	0.00	0.0%
Correctional Sergeant	94.00	5.00	5.3	1.00	1.1
All Other Positions	<u>173.50</u>	<u>15.50</u>	8.9	<u>3.00</u>	1.7
Total	496.52	21.50	4.3	4.00	0.8
Wisconsin Resource Center					
Correctional Officer	71.00	7.00	9.9%	0.00	0.0%
Correctional Sergeant	31.00	1.00	3.2	0.00	0.0
All Other Positions	<u>8.00</u>	<u>1.00</u>	12.5	<u>0.00</u>	0.0
Total	110.00	9.00	8.2	0.00	0.0
Oshkosh Correctional Institution					
Correctional Officer	207.00	12.00	5.8%	0.00	0.0%
Correctional Sergeant	111.00	21.00	18.9	0.00	0.0
All Other Positions	<u>172.35</u>	<u>11.25</u>	6.5	<u>1.25</u>	0.7
Total	490.35	44.25	9.0	1.25	0.3
Jackson Correctional Institution					
Correctional Officer	128.00	16.00	12.5%	0.00	0.0%
Correctional Sergeant	56.00	3.00	5.4	0.00	0.0
All Other Positions	<u>105.00</u>	<u>14.00</u>	13.3	<u>2.00</u>	1.9
Total	289.00	33.00	11.4	2.00	0.7
Wisconsin Secure Program Facility					
Correctional Officer	115.00	7.00	6.1%	0.00	0.0%
Correctional Sergeant	44.00	1.00	2.3	0.00	0.0
All Other Positions	<u>90.00</u>	<u>12.00</u>	13.3	<u>2.00</u>	2.2
Total	249.00	20.00	8.0	2.00	0.8
Racine Youthful Offender Correctional Facility					
Correctional Officer	91.01	3.00	3.3%	0.00	0.0%
Correctional Sergeant	33.00	6.00	18.2	0.00	0.0
All Other Positions	<u>81.50</u>	<u>8.00</u>	9.8	<u>0.00</u>	0.0
Total	205.51	17.00	8.3	0.00	0.0
Red Granite Correctional Institution					
Correctional Officer	140.00	25.00	17.9%	1.00	0.7%
Correctional Sergeant	45.00	5.00	11.1	1.00	2.2
All Other Positions	<u>108.00</u>	<u>12.00</u>	11.1	<u>3.00</u>	2.8
Total	293.00	42.00	14.3	5.00	1.7

<u>Institution</u>	<u>Total Authorized Positions</u>	<u>All Vacancies</u>	<u>Percent of Total</u>	<u>Vacancies Longer Than 6 Months</u>	<u>Percent of Total</u>
New Lisbon Correctional Institution					
Correctional Officer	147.01	12.00	8.2%	1.00	0.7%
Correctional Sergeant	46.00	3.00	6.5	0.00	0.0
All Other Positions	<u>103.25</u>	<u>14.00</u>	13.6	<u>3.00</u>	2.9
Total	296.26	29.00	9.8	4.00	1.4
Correctional Center System					
Correctional Sergeant	275.00	26.00	9.5%	7.00	2.5%
All Other Positions	<u>182.50</u>	<u>28.50</u>	15.6	<u>4.00</u>	2.2
Total	457.50	54.50	11.9	11.00	2.4
Chippewa Valley Correctional Treatment Facility					
Correctional Officer	54.00	2.00	3.7%	0.00	0.0%
Correctional Sergeant	28.00	2.00	7.1	0.00	0.0
All Other Positions	<u>82.20</u>	<u>5.00</u>	6.1	<u>0.00</u>	0.0
Total	164.20	9.00	5.5	0.00	0.0
Prairie du Chien Correctional Institution					
Correctional Officer	70.00	2.00	2.9%	0.00	0.0%
Correctional Sergeant	40.00	0.00	0.0	0.00	0.0
All Other Positions	<u>85.50</u>	<u>5.00</u>	5.8	<u>2.00</u>	2.3
Total	195.50	7.00	3.6	2.00	1.0
Stanley Correctional Institution					
Correctional Officer	189.00	4.00	2.1%	0.00	0.0%
Correctional Sergeant	49.00	5.00	10.2	0.00	0.0
All Other Positions	<u>131.70</u>	<u>11.60</u>	8.8	<u>2.00</u>	1.5
Total	369.70	20.60	5.6	2.00	0.5
Milwaukee Secured Detention Facility					
Correctional Officer	168.01	2.00	1.2%	0.00	0.0%
Correctional Sergeant	80.00	1.00	1.3	1.00	1.3
All Other Positions	<u>112.00</u>	<u>10.00</u>	8.9	<u>0.00</u>	0.0
Total	360.01	13.00	3.6	1.00	0.3
Lincoln Hills School (boys)					
Youth Counselors	67.00	10.00	14.9%	0.00	0.0%
Youth Counselors Advanced	44.00	7.00	15.9	1.00	2.3
All Other Positions	<u>128.00</u>	<u>18.00</u>	14.1	<u>4.00</u>	3.1
Total	239.00	35.00	14.6	5.00	2.1
Copper Lake School (girls)					
Youth Counselors	20.00	0.00	0.0%	0.00	0.0%
Youth Counselors Advanced	11.00	1.00	9.1	0.00	0.0
All Other Positions	<u>22.50</u>	<u>3.00</u>	13.6	<u>2.00</u>	8.9
Total	53.50	4.00	7.5	2.00	3.7
Grand Total	7,344.29	767.95	10.4%	86.25	1.2%

GOAL	BILL #	BILL
<p>On the job training is essential for the successful retention of new officers. Common responsibilities for new officers leave them alone on the unit floor with over 70 inmates. This bill sets a minimum of four weeks of training before.</p>	<p>SB 590 AB 703</p>	<p>Ensures that every new officer receives at least 4 weeks of on-the-job training inside an institution.</p>
<p>Safety of officers and inmates should be the top priority. DOC should never collapse first responder positions leaving officers and inmates in a situation where backup is not available.</p>	<p>SB 591 AB 704</p>	<p>The warden or superintendent of each maximum-security institution shall ensure that at least 5 first responder staff are on duty for every shift. This is in addition to corrections officers and sergeants.</p>
<p>Since Act 10, DOC staffing levels have been insufficient. The absence of union contracts has allowed DOC to adjust policies of staffing creating safety concerns this bill sets now current policy in law.</p>	<p>SB 596 AB 708</p>	<p>No employee of DOC may work more than 2 shifts of overtime in a row in their work week. The warden and superintendent must report to the Joint Committee on Finance if this prohibition is violated. Enacted 7 months after passage.</p>
<p>Workplace safety is essential not just for officers that work every day inside our institutions but also for the inmates that live there. Employees should be able to bargain for workplace safety issues.</p>	<p>SB 589 AB 695</p>	<p>Reinstates workplace safety as an allowed subject of collective bargaining for public employees.</p>
<p>New technology like drones make tower guard and perimeter posts more important than ever to keep prisons safe for all. Communities should expect the level of protection guard towers and perimeter posts help ensure.</p>	<p>SB 592 AB 705</p>	<p>The warden or superintendent of each institution is responsible to ensure that at least one guard tower at each institution is staffed at all times. There must also be at least one perimeter staff on duty at all times.</p>
<p>Transparency of incidents reports is important to the public, officers and families of inmates. The shroud of secrecy used now to limit information should be lifted.</p>	<p>SB 588 AB 694</p>	<p>All incident reports involving employees, officers and inmates are public record and open to inspection under 19.35 (1) except that DOC may redact personally identifiable information from these documents.</p>
<p>Officers administering medication and inmates receiving care should feel comfortable in this system of care. DOC should be a responsible employer and train officers better.</p>	<p>SB 595 AB 707</p>	<p>Prohibits a corrections officer who has not had at least four hours in the last 12 months of training on medication, including allergic reaction response, from being assign to administer medication.</p>
<p>Officers inside institutions keep the peace, without weapons, every day sometimes for 16 hours at a time, days in a row. This job is difficult and deserves comparable and fair pay. DOC should increase wages for all corrections officers and ensure that progressive pay is achieved fairly.</p>	<p>SB 594 AB 706</p>	<p>Individuals appointed as correctional officers shall receive all pay adjustments scheduled for correctional officers during the first two years of appointment even if officers are assigned to supervisory positions. This change would ensure that sergeants do not make less than officers in the first two years of employment where this discrepancy is common now.</p>
<p>When an inmate has been placed in a SEG unit they have been deemed dangerous at that time. Leaving juvenile and adult SEG inmates alone with untrained non-officer staff creates a dangerous situation.</p>	<p>SB 593 AB 696</p>	<p>Requires that an officer be present for any interaction between an inmate and a non-officer staff member.</p>