



# MICHAEL SCHRAA

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## Testimony on Senate AB 758/SB 724

Thank you, Chairman Knodl and Committee Members, for allowing me to provide testimony on this bill, which simply requires an annual report on overtime in the Department of Corrections.

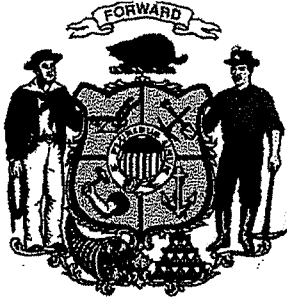
I'm sure you're aware of the crisis of staffing at DOC. When the bill was circulated on November 17, the vacancy rate for security staff was 22.5%; today it is 24.1%. While not every legislator has a corrections facility nor correctional staff in the districts, it is incumbent upon all of us to make sure that our prisons are safe for the inmates and for the staff.

There is no safe solution with such severe staffing shortages. When programming and recreation are suspended, the inmates become restless, to say the least. When staff are forced to work double shifts day after day, they are exhausted and cannot perform at their peak ability. Personal life and family life suffer, as does physical and mental health. We are losing too many good staff to burnout.

This bill will not fix the problem. We need better pay and better working conditions, which we are addressing in other legislation. This bill will, however, make it easier for legislators to understand the situation from a fiscal perspective.

Every January 1 of odd numbered years, DOC is required to report to the legislature on overtime for the preceding fiscal year. This was inserted in the 2007 budget, presumably so that JFC could consider this for the budget process. While the information on the other years is available, it is in a different format, so it is not clear when comparing over multiple years. This bill simply requires DOC to submit the report annually. Since they already have the data, it should not be burdensome to do so. In fact, I've been told that they have no problem with the bill. I've included the most recent report in my testimony for your examination.

It is my intention that resolving the inconsistency in reports will make it clear to all legislators—whether or not they are on Joint Finance—whether or not their district has a prison—that DOC staffing issues cannot be ignored.



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

December 29, 2020

DEC 29 2020

*J. Finance*

Senator Alberta Darling  
Co-Chair, Joint Committee on Finance  
Room 317 East  
State Capitol  
P.O. Box 7882  
Madison, WI 53707-7882

Representative Mark Born  
Co-Chair, Joint Committee on Finance  
Room 324 East  
State Capitol  
P.O. Box 8952  
Madison, WI 53708

Dear Senator Darling and Representative Born:

Attached in compliance with s. 301.03 (6t) is the Department's information on the use of overtime in each state adult correctional institution for fiscal year 2020, with the stated reasons for the overtime. Should you have any questions related to this information please contact Steve Krallis at 608-240-5405.

Sincerely,

*Carr, Kevin A - DAC*

Kevin A. Carr, Secretary  
Department of Corrections

cc: Jeffrey Renk, Senate Chief Clerk	Patrick E. Fuller, Assembly Chief Clerk		
Melissa Roberts	Ray Woodruff	Amy Pechacek	Jared Hoy
Makda Fessahaye	Stephanie Hove	Doug Percy	Steve Krallis

Attachment

**Division of Adult Institutions Overtime Costs**

<b>INSTITUTION</b>	<b>FY20 Total</b>
Columbia Correctional Institution	\$ 4,107,127
Chippewa Valley Correctional Treatment Facility	\$ 448,381
Dodge Correctional Institution	\$ 5,624,315
Fox Lake Correctional Institution	\$ 2,956,961
Green Bay Correctional Institution	\$ 2,705,710
Jackson Correctional Institution	\$ 1,513,362
Kettle Moraine Correctional Institution	\$ 2,940,199
Milwaukee Secure Detention Facility	\$ 3,448,625
New Lisbon Correctional Institution	\$ 2,201,022
Oakhill Correctional Institution	\$ 2,585,441
Oshkosh Correctional Institution	\$ 4,783,764
Prairie Du Chien Correctional Institution	\$ 1,200,341
Racine Correctional Institution	\$ 3,744,723
Redgranite Correctional Institution	\$ 2,876,713
Racine Youthful Offender Correctional Facility	\$ 1,225,078
Stanley Correctional Institution	\$ 2,616,636
Taycheedah Correctional Institution	\$ 4,411,319
Wisconsin Correctional Center System	\$ 1,794,803
Waupun Correctional Institution	\$ 5,874,093
Wisconsin Resource Center	\$ 808,037
Wisconsin Secure Program Facility	\$ 2,065,084
<b>Summary Correctional Institutions</b>	<b>\$ 59,931,735</b>

From FY18 to FY20, overtime increased by \$9,288,951 and 144,485 hours. Position vacancies account for the greatest increase in overtime from FY18 to FY20. Vacancies cause current staff to fill designated shifts and result in increased overtime. Since March 2020, the Division of Adult Institutions has also been tracking COVID-19 overtime for jobs related to Pandemic Screening and Pandemic leave coverage. The Department of Corrections (DOC) is constantly evaluating ways to increase staff retention and reduce overtime costs.

## OVERTIME DEFINITIONS

### A. Correctional Officer and Sergeant Overtime

Selection includes overtime accumulated by Correctional Officers and Sergeants. In cases where overtime is associated with several categories, overtime is accounted for under the first relevant category listed below. Before filling a post which has a vacancy with use of overtime, institutions determine if the post can and/or should be left vacant.

1. Medical Vigils – Persons in our care hospitalization involving an admission to the hospital which caused overtime.
2. Service Overtime - Any Department incurred un-reimbursed overtime hours that are associated with supervision of persons in our care while providing services to organizations internal or external to the Department (such as services provided through use of work crews).
3. Position Vacancy Assistance - 2020 Overtime resulting from assisting another institution with position vacancies.
4. Special Posts – Overtime resulting from a post needed which may not be staffed by authorized positions of the institutions due to commitment of those positions to already existing and necessary posts. *Institution must receive written approval from the Administrator's office beforehand.*
5. Sick Leave – An officer or sergeant calls to say they will not be at their scheduled post due to illness.
6. Position Vacancy – Overtime resulting from an employee scheduled to provide coverage which normally would be provided by another authorized position which is vacant.
7. Construction Projects – Construction projects for which overtime hours were accrued. Hours are typically necessary due to the implementation of special security procedures associated with construction crews entering and leaving institutions, or supervision of work sites.
8. Trips– Overtime incurred for any persons in our care transportation other than travel related to medical vigils.
9. Training – Overtime generated due to employee participation in training activities.
10. Personnel/Employment Relations - Investigations, administrative leave with pay, staff related court hearing/testimony, grievance hearings or suspensions resulting in overtime.
11. Security Emergency – Major incident, lockdown, security fence or gate issues, disturbance and non-routine cell searches. FY2020 captures COVID-19 overtime from jobs related to Pandemic Screening and Pandemic leave coverage.
12. Miscellaneous – All other overtime not covered by the above categories. Examples include military leave, late relief, area search for missing tools, paperwork, cell extraction, as well as other causes.

**B. Other Institutional Coverage** - Straight overtime earned by Supervising Officers, overtime incurred by health care workers, and overtime incurred by non-security personnel such as support staff.





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# MARY FELZKOWSKI

STATE SENATOR • 12<sup>TH</sup> SENATE DISTRICT

## **Testimony on AB 758**

Senator Mary Felzkowski

Assembly Committee on Government Accountability and Oversight

January 11<sup>th</sup>, 2022

Chairman Knodl and Members of the Committee,

Thank you for the opportunity to testify on Assembly Bill 758 regarding overtime reports for the Department of Corrections.

Across Wisconsin, Department of Corrections (DOC) facilities are severely and dangerously understaffed. A lack of correctional personnel at these facilities has led to more employees working overtime hours – which can create safety concerns for staff and inmates alike. These hours can have negative impacts on our DOC system, ranging from an increase in opportunities for violent outbreaks, to a lack of proper attention, care, or supervision.

As of January 4<sup>th</sup>, the Waupun Correctional Institution's vacancy rate for Correctional Officer and Sergeant positions is at a high of 47.9%, while the Columbia Correctional Institution has a vacancy rate of 46.3%. Overall, there are 1,119.65 full-time employment security staff vacancies within the Department out of a total of 4,661.25 positions. That is a 24% vacancy rate for these security positions. Unlike private businesses, our DOC system does not have the option of shutting down due to employee vacancies – the only answer is overtime.

Currently, the Department is only required to report overtime data to the Joint Committee on Finance once every biennium. Given the state of our facilities and their lack of staff, it would be more helpful for the Legislature to receive these overtime reports with accurate and timely information on a yearly basis.

This will allow us to better see and address the needs of these facilities and assist them in maintaining proper safety procedures and protocols.

I am grateful to my Assembly author, Rep. Schraa, for his assistance with this legislation. Thank you for your time today, and thank you for your consideration of this bill.