



HOWARD MARKLEIN

STATE SENATOR • 17TH SENATE DISTRICT

February 8, 2022

**Senate Committee on Judiciary & Public Safety
Testimony on Senate Bill 855**

Good Morning!

Thank you Chair Wanggaard and committee members for hearing Senate Bill 855 (SB 855) that creates a \$5 add-on for correctional officers, youth counselors, and psychiatric care technicians.

The State of Wisconsin is not immune to the hiring challenges that are facing employers across a number of industries and professions. Most notably for the State is the Department of Corrections' ability, or lack thereof, to hire and retain prison guards.

As of January 29, 2022, DOC had a 26.1% overall vacancy rate – one in four positions vacant. Columbia and Waupun Correctional Institutions have vacancy rates of 49.7% and 50.7% respectively. One of the facilities in my district, the Wisconsin Secure Program Facility in Boscobel, is not far behind at 41.1%.

I have two correctional institutions in my district and a few more just across the border. I hear from constituents about having to work mandatory overtime or even being assigned to travel to other facilities in order to cover shifts. This takes people away from their lives and families and is placing an immense burden on these hardworking men and women. This is not sustainable.

The legislature did include a number of provisions in the 2021-23 state budget to try to help address the situation, but unfortunately the problem has gotten worse even in a few short months. The Governor has sole discretion in how to spend federal COVID relief dollars, and I believe that using American Rescue Plan Act (ARPA) funds to help increase the wages of our correctional officers and sergeants in order to be able to compete in today's job market is an appropriate use of these funds. The add-on will continue until ARPA funds are exhausted.

Our prison guards have a thankless job. They are working with some of the most dangerous people in our society day-in and day-out. They do it to keep us safe and we need to reward them for their service by paying them a competitive wage. Doing this will ensure that our correctional institutions are secure and that our communities feel safe.

Thank you again for hearing SB 855, and your timely action on this proposal.



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Testimony on Senate Bill 855

Thank you for allowing me to provide testimony on this bill, which is necessary to address the staffing and safety crisis in the Department of Corrections and the Department of Health Services.

To be clear, I do not use the word "crisis" lightly. The current overall vacancy rate for security staff in DOC adult institutions is 26.1%. The worst cases are Columbia Correctional Institution with security vacancies at 49.7% and Waupun Correctional Institution with 50.7% of the security positions unfilled. How can we ask our state employees to operate a prison 24/7 without adequate security staff?

As chair of the Assembly Corrections Committee, I hear from DOC security staff about the dire working conditions they face. You will hear from some of them today. Most of the DOC issues boil down to being overworked because they are underpaid. I worked hard to get raises for security staff up to \$19 starting pay in the last budget. That wasn't enough, and I had hoped to build on that this session, but the administration did not even request further raises this time.

In the current job climate, there is little incentive to begin a career in the Department of Corrections. Because of the staffing shortages, current security staff are being forced to work overtime, sometimes 16 hour shifts three days straight. That just isn't sustainable. Officers complain to me about burnout. They point out that fatigue has a negative impact upon their alertness. Ultimately, the understaffed, overworked conditions just aren't safe for the inmates, for the officers, for their families, and for the communities. Let me share a few quotes from the communications I've received.

Officers coming in from the Academy make \$19.03 an hour. Out of that they pay benefits and toward their retirement. When we do get new staff and they deal with what we do here, it does not take long and they no longer want to walk through the gate leaving the rest of us still here to carry the burden ourselves again.

We are promised more pay but a 2% increase with staggering amounts of overtime and a starting pay of \$19/hr doesn't hold a candle to the factories in the area offer \$20-\$25/hr starting pay and I get to see my family at the end of a shift.... I personally have put on over 900 hours of overtime in 2021.

Between working through the COVID-19 pandemic while working 16 hours shifts back to back, to back, I see the decline in morale and quite frankly, it's not safe.... Our institutions are becoming the perfect storm for something really bad to happen if we don't work to get more people through the door by offering better pay, better hours and better benefits.... [I] support the great group of people who I work with. They are good people who have stuck with us. Our legislators and representatives need to show them that they matter.

This bill is based upon what DOA put in the compensation plan, but it goes further. It includes youth counselors, youth counselors-advanced, psychiatric care technicians, and psychiatric care technicians-advanced as well as correctional officers and correctional sergeants. It's only fair to include security staff regardless of where they serve.

Frankly, \$2 this year and \$5 next year isn't enough to solve all of our problems, but it's a significant step in the right direction, especially with assurance that the pay increases will continue after ARPA funds are exhausted. I appreciate your willingness to consider this bill. We must, in good conscience, address our responsibility to the front line security staff.



MARK BORN

STATE REPRESENTATIVE • 39TH ASSEMBLY DISTRICT

Testimony on Senate Bill 855/Assembly Bill 828

Senate Committee on Judiciary and Public Safety

February 8, 2022

Chairman Wanggaard and members of the Senate Committee on Judiciary and Public Safety, thank you for allowing me to submit testimony in support of Senate Bill 855 and the Assembly companion legislation, Assembly Bill 828.

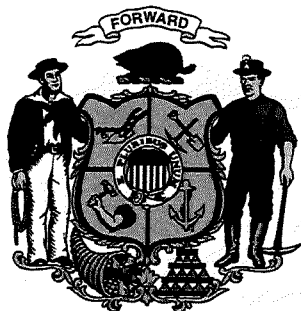
Wisconsin's Adult Correctional Facilities are in dire need of staff. Economy-wide, employers throughout the country are suffering from the lack of workers—a challenge that has been exacerbated by the pandemic. While private employers continue to increase starting wages and incentives to recruit workers, the Department of Corrections has not kept up and faces increasingly severe staffing shortages.

Nine of Wisconsin's prisons are currently operating with over 25% vacancies. Our maximum security facilities are experiencing the worst shortages; Columbia Correctional Institution is operating with 46% vacancy and Waupun Correctional is at nearly 48% vacancy. These shortages have forced the remaining employees into unsustainable levels of mandatory overtime—sometimes resulting in staff working 16 hour days for multiple consecutive days. Additionally, staff is being deployed to other facilities to cover shifts, meaning they have to drive hours away from their families and communities. This is taking an immeasurable toll on the hardworking men and women staffing our prisons.

The Legislature has recognized the daunting staffing challenges at Wisconsin's prison facilities. In the 2019-2021 budget, we increased the starting pay for prison guards by 14%. Most recently, in the 2021-2023 compensation plan we included a \$5 per hour add-on for facilities experiencing a high level of vacancy, along with a \$2 per hour add-on for maximum security facilities.

Senate Bill 855 builds on our past investments by directing the Governor to increase the wages of all security personnel by \$2 per hour in 2022 and \$5 per hour in 2023 and in subsequent years, until funding under the American Rescue Plan (ARPA) is no longer available. Furthermore, this legislation allows the administration to use ARPA funds to provide recruitment and retention benefits for correctional officers, youth counselors, and psychiatric care technicians.

Thank you again for holding a hearing on SB 855 and I strongly encourage you to support this important investment.



Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

February 8, 2022

Senator Van Wanggaard, Chair
Senator Eric Wimberger, Vice-Chair
Senate Committee on Judiciary & Public Safety
Hearing, Tuesday, February 8, 2022

Re: SB855/AB828, Relating to: additional compensation and recruitment and retention benefits for correctional officers, youth counselors, and psychiatric care technicians.

Dear Chairpersons:

Thank you for the opportunity to provide written testimony for information only for SB855/AB828 that directs the Governor to utilize funding provided by the Federal Government through the American Rescue Plan Act (ARPA) of 2021 for temporary salary increases for security staff at the Department of Corrections (DOC).

When I first started in 2019, one of my first priorities as DOC Secretary was to tackle the low wages of our security staff, which at the time hovered at about \$16/hour. We proposed an increase to just over \$19/hour and the legislature understood the need and invested in this significant increase for our security staff. This investment, using state dollars, provided a permanent wage increase to our security staff. I appreciated our bipartisan effort, and it was a great example of our potential when good policy superseded politics. At that time, I told you that while the increase was critical, it was not enough - across the Midwest, wages for correctional staff average over \$23/hour. I have spoken to many of you about this, and also recently testified at the Joint Committee on Employment Relations (JCOER) in an effort to garner support for the Governor's Compensation Plan and the Companion Bill from the legislature to invest in our dedicated security staff once again by providing sustainable funding to cover a \$5.00 across the board increase that would change the starting wage from \$19/hour to a competitive rate of \$24/hour. This request to JCOER comes at a time when the trajectory of our increasing vacancy rate, that began creeping up in 2012, is hitting unprecedented levels. As of payperiod 26, the DOC's overall vacancy rate for security staff is currently at 24%. Furthermore, I would note this only tells a partial story in that we have five institutions with staff vacancy rates over 30%, two of which who are over 40%.

Unfortunately, the legislature declined to support a sustainable wage increase for our security staff. As you well know, the state last year had 'unprecedented' revenues and has the largest positive GAAP balance in state history. While the general fund has more than enough to fund the Governor's proposed compensation plan and companion bill, AB 828 would put in place a temporary wage increase lasting only as long as it takes to spend down remaining available ARPA dollars, which you also know full well the Governor has already allocated. This means that as soon as those funds are depleted, wages will go right back to \$19/hour and put us exactly in the same place we are today while simultaneously managing to jeopardize our states response to the pandemic while our state today faces some of the worst case numbers we've seen to date. Many of my staff are family people, they have loved ones to care for and homes to manage. Not only is this not a sustainable funding mechanism, but would result in

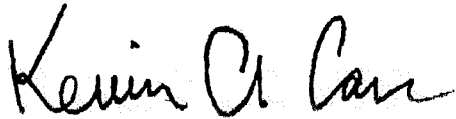
a drastic reduction in wages after a brief increase simply because of the legislature's refusal to act, which could undo any positive benefit in addressing the vacancy rate while likely worsening the problem of vacancies in our institutions. This would have a devastating impact on the morale of our staff. In essence, SB855/AB828, only pushes the problem of sustainable wages for my overworked and under compensated staff into an uncertain future. For our dedicated security staff who have a very difficult job, this is unfair, especially at a time when the state has the available funds to make a sound investment for our institutional and public safety. Right now, we have the opportunity to not only address the crisis we face, but to use the resources we have to ensure that we are not right back where we started a year from now.

By introducing this bill, all while knowing you have the power and readily available state resources to address a problem largely of this Legislature's own creation, it is just politics and grandstanding as usual. And it's unbecoming of our staff who work hard every day to serve the people of this state.

Our staff is our most important asset. And working in a prison is one of toughest jobs out there. Since about 2012, the vacancy rate for security staff at the DOC has been trending upward, and with the global pandemic the vacancy rate is at unprecedented levels. The significant investment necessary to bring our security staffs' wages to comparable levels with our Midwest neighbors and county partners is a critical component to our recruitment and retentions efforts, and it requires sustainable, ongoing funding by the legislature.

Thank you again for your time. Please contact my Legislative Advisor, Paulina Gutierrez via email at Paulina.gutierrez@wi.gov or phone at: 608-843-0482 if you have questions or need additional information.

Sincerely,

A handwritten signature in black ink that reads "Kevin A. Carr". The signature is written in a cursive, flowing style.

Kevin A. Carr
Secretary

cc: Committee Members, Senate Committee on Judiciary & Public Safety

When I grow up, I want to work in a prison! How many people in this room remember hearing that during recess on the playground growing up?

We're not here to talk about lost productivity in a factory or slow service at a restaurant due to being short staffed. We CAN'T turn off the lights and close the doors of our prisons. We CAN'T just be open for lunch on weekends.

Corrections officers used to have income mobility with a perpetual pay grid in place, allowing them to better plan for their financial future. There was an exceptional benefits package in place to lure and keep the best people in that uniform, to persuade some of those that said "I could never do your job" to actually take the job – and actually make it a career, not just a stepping stone for the city or the county. More often than not, the officers working the cell block used to have more time and prison experience than the inmates entrusted to their care. That made it safer – for everybody.

During the highly-publicized and carefully choreographed Act 10 debate, DOC employees had to fight invidiously biased media coverage demonizing the very benefits package that attracted and retained a loyal and willing work force inside Wisconsin's prisons. The climate of envy and hatred forged by political propaganda turned neighbors – and even family members – against Wisconsin's corrections officers. After that successful campaign, and given Wisconsin's current employment climate, it's going to take far more than creative advertising schemes to draw in – and retain – a loyal work force.

Before 2012, even with "I could never do your job", the DOC enjoyed only a 4% turnover rate. That's all they had to budget for. We had waiting lists to transfer from one place to another because virtually all of our facilities were staffed at or near capacity. Sure, we still had some ordered overtime, but the benefits of employment made that, and other temporary inconveniences, tolerable. And with a steady stream of new hires coming on, the ordered overtime didn't last long.

The first alarm was sounded in a letter authored by DOC Secretary Ed Wall on December 27th, 2012. In his letter to the Joint Finance Committee, Secretary Wall said, "In 2011, an unexpected increase in vacancies occurred, causing a shortage in staff needed to fill designated shifts."

Also in 2012, Jason Stein of the Milwaukee Journal Sentinel reported, "The state prison system has 209 vacancies for prison guard positions, or about 4.4% of the total. That's up from 118 vacancies, or 2.5% of the total positions, two years ago." On December 27th of 2017, reports showed 554 security vacancies within the DOC.

2010 – 118 vacancies (2.5% vacancy rate)

2012 – 209 vacancies (4.4%) (two years, +91 vacancies)

2015 – 403 vacancies (8.5%) (three years, +194 vacancies)

2017 – 554 vacancies (11.7%) (two years, +151 vacancies)

10/12/2021 – 1023 vacancies (22%) (four years, +469 vacancies)

01/29/2022 – 1213 vacancies (26.1%) (three months, +190 vacancies)

To fill 554 vacancies with a 56% retention rate, the DOC would have to push 990 cadets through its academies. At that same retention rate, the number of cadets needed to fill our current 1213 vacancies jumps to 2,166 new hires.

In May of 2013, the Associated Press reported that Stephanie Marquis, then spokesperson for the state Department of Administration, contended that the vacancy problem was inherited from Democratic Governor Jim Doyle's administration.

In January 2014, when asked about the recruitment and retention issues faced by the DOC, Stacey Rolston (administrator for the Department of Corrections Division of Management Services) responded in an e-mail, "We regularly review and monitor turnover information as well as recruitment, applicant and compensation information." Three and a half years later, in July 2017, when asked about the labor market survey conducted for that current budget, she stated the Department of Administration didn't conduct any form of labor market survey at that time as the issues are well known.

In July 2018, I wrote a letter to Representative Schraa, in which I told him, "Weeks ago, in my latest conversation with DAI Administrator Jim Schwochert comparing resignations and retirements, he told me he wasn't signing 700 retirement forms every year." Resignations far outpaced retirements.

And yet not too long ago, at the Veterans Day luncheon in Neillsville, then Secretary Litscher told me that there were 800 officers and sergeants that could retire at any moment – with another 1300 eligible in the next five years.

I don't know how many people have been writing, visiting, calling, e-mailing all of you over the last decade about this vacancy issue – an issue that didn't sneak up on anyone. There has been plenty of opportunity in the past ten years to prevent the tsunami of resignations and retirements predicted so long ago. The absence of remedy has been – and still is – devastating.

In fiscal year 2010, corrections reported just shy of 60,000 hours of overtime due to position vacancies. In fiscal year 2019, that number was one million, twenty-eight thousand, seven hundred and seventy-seven, more than sixteen times what it was ten years prior.

And we've gone from waiting lists to transfer holds. Staff at some facilities are not being allowed to transfer out for months.

As of 11/06/2021, Wisconsin had 388 officers and sergeants with 25+ years of service, and 599 officers and sergeants with 20-25 years of service. Those 987 people represent 28.8% of our currently filled FTE positions, more than one out of every four, and these people are planning to retire, some of them very soon. I don't know how else to put this, so I'll just say it. They expect no help to come. They expect this to fail, and they're ready to abandon ship. What's one of the things that comes up the most in conversation? Retirement. Getting out. Nothing is going to be done. Time to pop smoke and exfil.

We must keep our senior staff long enough to hire their replacements. Our academies need time to fill the tub and a carrot capable of precluding people from saying, "I could never do your job." We already have over a thousand vacancies. We're on the cusp of DOUBLING that number. We're facing a potential 50% vacancy rate across the state. Wisconsin cannot afford to NOT make corrections competitive again in the job market. We can't afford NOT to provide incentive for its current security staff to stay.

Lucy tees up the football. Charlie Brown takes off at a dead run, winds up to kick that football, and as he swings his leg forward, Lucy yanks the football away. Screaming through the air, Charlie Brown lands flat on his back. Again and again.

I cannot begin to convey to you the frustration, the anger, the bitterness felt among our ranks. It started several years ago after our take-home pay was carved up. Secretary Ed Wall told his people, "Just wait – there's something really special coming, and it'll make it worth your while to stay." The football gets teed up, and we take off running to kick it through the goal posts, only to land flat on our back when that football gets pulled away. Time and again,

over and over, we're told something great is coming. Just wait until the next compensation plan! Time and again, the wind gets knocked out of us when we come crashing down. Our people are conducting battle damage assessment, and many are eager to abandon ship. What reward is there for loyalty with a pay grid capped at 20 years?

Our Corrections Academies have struggled mightily over the course of the last decade to "fill the tub" with enough qualified and devoted recruits to erase the vacancies we have today. From 2011 to 2020, Wisconsin ran 5,029 cadets through its corrections academies. And yet, it doesn't matter how fast the flow or the quantity provided – the losses continue to outpace the intake. They can't stop the drain. Wisconsin is losing more security staff than we can hire, regardless of how we advertise for the DOC.

In addition to asking ourselves how to recruit, we need to be asking ourselves how to retain. As of November 6th, 2021, two out of every three of those new hires were no longer in uniform. Of those 5000 people? Less than 1700 still wear blue, and studies have shown it costs less to retain staff versus recruiting and training new people.

Here's what the DOC is facing. Potential candidates for employment generally fall into one of three categories – they work for the DOC already, they USED to work for the DOC, or they know someone that works for the DOC. Most candidates already know what the working conditions are like before setting foot in a facility. It's not a secret. We talk about it all the time. The carrot just isn't big enough to get people in the door, especially when – in Waupun, where WCI has over a 50% vacancy rate – National Rivet has a parts truck parked on the grass at the corner of South Madison and Industrial Drive, on which is a banner advertising for employment starting as high as \$27/hour.

On July 20, 2015, Fox 11 Investigates reported, "In July of fiscal year 2010 there were just 88 full time guard openings at the state's 21 correctional facilities." As reported the week of January 3rd, 2022, of the 4,641.25 current full-time corrections officer and sergeant positions in Wisconsin, the DOC reported 1,117 of these posts are vacant, an increase of 11,500%. Last week, the vacancies numbered 1,213 – an average increase of two vacancies EACH DAY for the last three months. There's an academy class of 14 cadets that's just started up – just let that sink in... Fourteen. It will take several weeks to get that class pushed through – how many more will we lose in the meantime?

It wasn't like this when I started in October of 1994. It wasn't like this when I transferred from Dodge to Taycheedah in 2007. Heck, I had to WAIT to transfer to TCI because there were no immediate sergeant openings there at that time. Today, DCI has a vacancy rate in excess of 35% with Taycheedah right behind them at over 32% reported.

This has all been allowed to happen.

Prison is already an inherently dangerous environment even when fully staffed. With more than one out of every four positions currently vacant around the state, with security posts routinely collapsed because of staff shortages, it's exponentially less safe for staff, the inmates, and our communities.

Racine Correctional, RYOC, and Sturtevant are all over 25% vacant, Mr. Chair.

It's going to get even worse, and quickly, unless serious remedy is administered immediately.

"It'll be paid for – if so-and-so does this, or if such-and-such happens." Is that right? "We want to, but..." Please. Stop the politics. Wisconsin needs SB855/AB828 passed and implemented now, and there can be no sunset on

the additional compensation if we expect to keep people in uniform and on the job. It needs to stay. And yet, there is so little faith that any of this will come through. We've heard it all before. Many don't even want to talk about it. They're so sick and tired of hearing things are going to get better, and they're preparing to abandon ship. They're just done. They've had it.

From the wardens meeting at Dodge Correctional Institution on February 20, 2013, the minutes regarding officer recruitment reflect, "People are still looking at the bottom line of what they are taking home." Nothing has changed in that regard.

Actually, no. That's not entirely true. Something has changed. On top of the assessment of battle damage, our people are conducting their own cost-benefits analyses, and they're finding out it's not worth further loss of a work-life balance. We NEED the help! You see, so many of us are spending more time at work than we are anywhere else. This hasn't been a short-term thing. Every single day, for several years, people are showing up for work and expecting to be there for sixteen hours. In many cases, it doesn't matter if you did a 16-hour shift the day before or if you have a 16-hour shift scheduled for tomorrow. You're not going home. Every single day, you have that hanging over your head. You're not going home. Not only are you not going home, but you're also expected to do more with less help because – well, the work load isn't getting any lighter, and the staffing pattern isn't what it's supposed to be. That takes its toll on one's health – both physical and mental health. It's suffocating.

I can sit here and tell you what it's like, but it takes on a whole new meaning when you see it for yourself. How long has it been since you toured a prison? Spoke with the people running the housing units? Talked with the inmates about what they've had to give up because – there aren't any staff available to stand meals, to watch recreation.

How far are some of our blue shirts driving to get to work? How safe is it for them to drive after finishing their third, their fourth, their fifth 16-hour shift in a row? Who's raising their children? Who's doing their laundry? Who's taking care of their pets? Who's mowing their lawn, shoveling their sidewalks, preparing their meals, maintaining their vehicles?

And it snowballs. When one of us takes off the uniform without someone else taking our place, the work load increases for everyone left behind. It might be one spot on the payroll, but it's so much more than that. It's not just the one vacancy that needs to be filled on the shift schedule – it's also the positions that officer or sergeant used to work on overtime during the week as well. One person carries their own weight – and then some. And when that one person abandons ship, ...

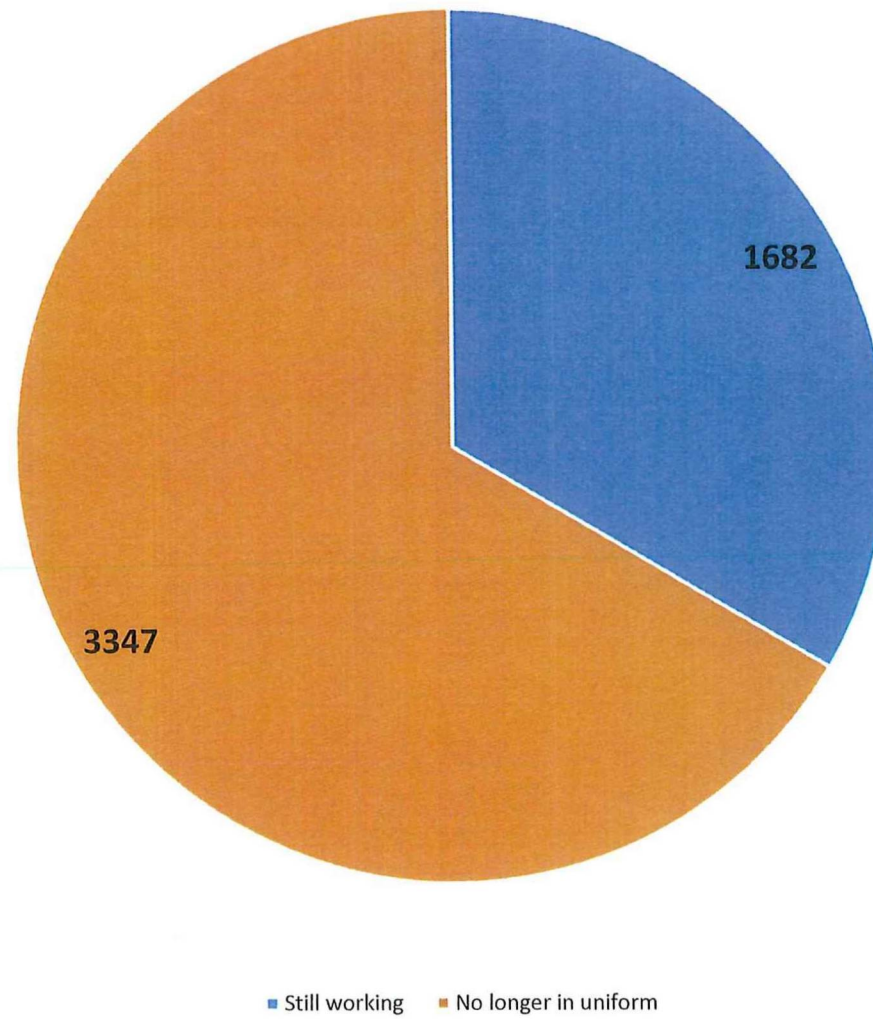
I'm going to say this again. We must keep our senior staff long enough to hire their replacements. We already have over a thousand vacancies. We're on the cusp of DOUBLING that number. We're facing a potential 50% vacancy rate across the state. Wisconsin cannot afford to NOT make corrections competitive again in the job market. We can't afford NOT to provide incentive for its current security staff to stay.

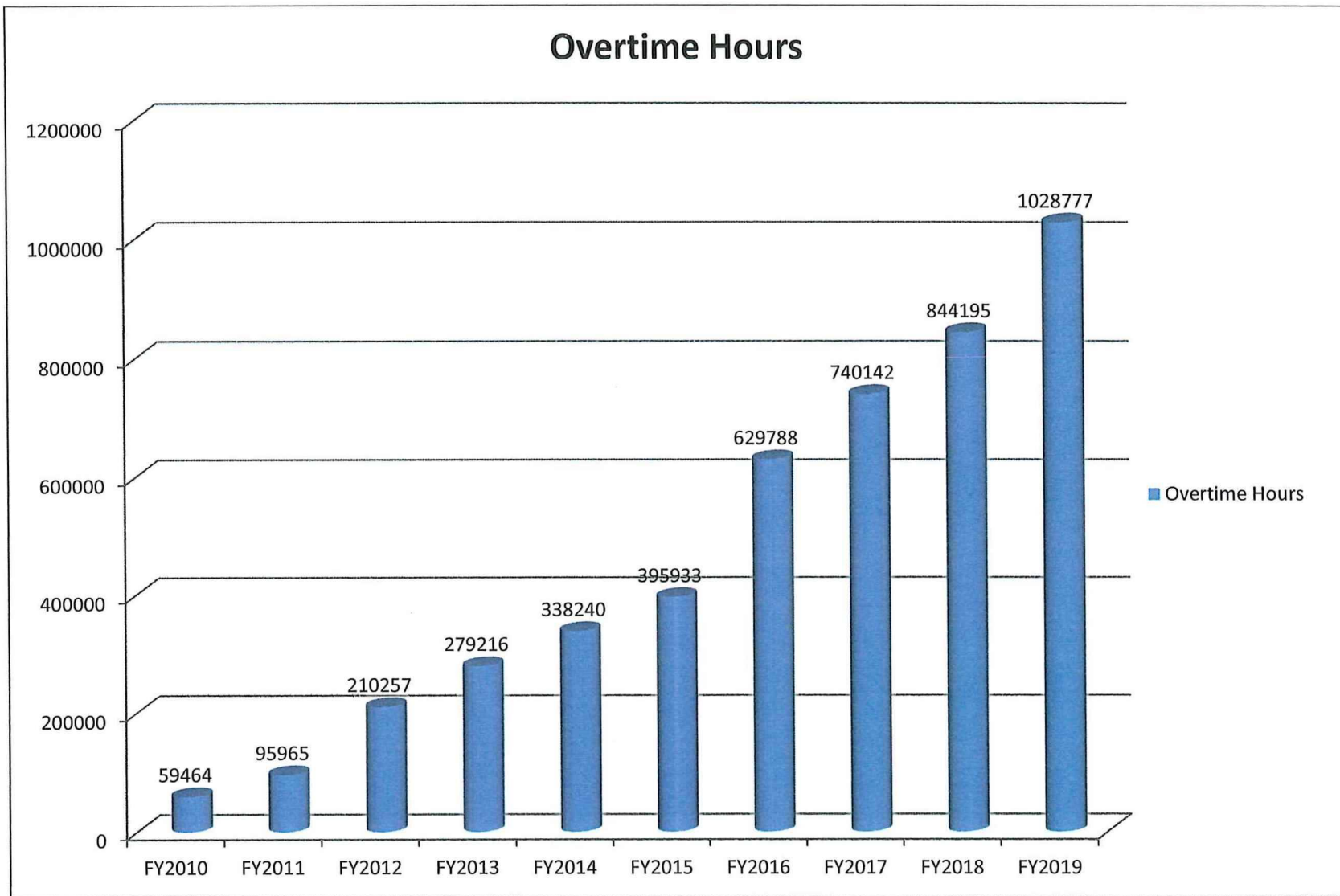
We need both immediate and long-term solutions to our vacancy crisis. Use the ARPA funds today, and build on those raises through future budgets. Perpetuate the grid; don't cap it at 20 years. Give your senior staff incentive to stay, which in turn gives the academies more time to fill the tub. Make corrections a career choice, not just another job – a job "I could never do" ...

Officer and Sergeant Retention 2011-2020



Retention of officers and sergeants hired from 2011-2020





Overtime Hours due to Position Vacancies within the Department of Corrections

Cost benefit analysis

Wilson, Scheer, and Grammich (2010) state that it is much more time consuming and expensive to recruit correctional officers than it is to retain them.

Or as I like to say "it costs less to retain than to recruit and train"
Many staff may not even stay as they have little invested in the career

From 2011-2020, Wisconsin only retained one out of every three people that graduated from the correctional academies. We trained enough people to fill 108% of our officer and sergeant positions – but only 33% of the 5,029 people we hired during that time frame still wear the blue uniform.

Essential personnel

COVID

Staff have to be in dayrooms while inmates have 1 hour out

Mediums no wet cells so surrounded by positive for bathroom use etc.

No Zoom phoning it in to work

Couldn't stay home and just shut down

Every time an inmate goes out to the hospital, 2 staff must accompany, even during COVID.

If in an ambulance, one has to ride in the close confines of the ambulance while the other is in the chase vehicle.

Many had communicable disease before COVID, but was exacerbated during it.

Reports of positive inmates spitting on staff while in quarantine.

(Oct 6, 2020 WBAY)

Statistics

Most correctional officers don't make it past the age of 58.

After retirement, the average Correctional Officer will **live only 18 months**. Chronic stress, heart attacks and depression are often the culprits.

The divorce rate is **46.9%**. that's 20% higher than the national average May 14, 2019

correctional officers have a 39% higher suicide rate *than that of the rest of all other professions combined*,

PTSD rates ten times higher than the general population more than double the rate of all military veterans in the US, And equal or greater than Combat veterans.

Heart disease affects us at a rate that is 50% higher than any other occupation.

These statistics are sobering, and even more so because they are so underreported.

CORRECTIONAL OFFICERS and Sgt.'s ARE LITERALLY BEING WORKED TO DEATH.

HOW MANY STAFF IN THEIR FINAL YEARS HAVE WE LOST IN THE LAST COUPLE YEARS? HOW MANY THIS YEAR ALONE?

Risks to family and friends

After approximately 18 hours of being awake, the effects on reaction time, vigilance, multi-tasking, and hand-eye coordination are comparable to having a blood alcohol content of 0.05%.

After 20 hours of being awake, drowsy drivers are impaired on a level equitable to a 0.08% blood alcohol content, which is the current legal limit in most states.

After 24 hours awake, impairment is equivalent to a blood alcohol content of 0.1%. Many times if staff are forced for the next shift they are awake for 24 hours before they are back home

Even mild and short-term sleep deprivation can cause dangerous impairments to driving ability.

One study by the AAA Foundation for Traffic Safety found that sleeping between six and seven hours a night doubled the risk of being involved in a crash, while getting less than five hours of sleep doubled it again.

Imagine being continually sleep deprived and how that affects you. Danger to the person and everyone around them.

Lack of sleep can affect our interpretation of events. This hurts our ability to make sound judgments because we may not assess situations accurately and act on them wisely. This is a risk to staff and inmates alike.

Sleep specialists say if you work in a profession where it's important to be able to judge your level of functioning, this can be a big problem.

ACCIDENTS

Sleep deprivation was a factor in some of the biggest disasters in recent history: the 1979 nuclear accident at Three Mile Island, the massive Exxon Valdez oil spill, the 1986 nuclear meltdown at Chernobyl, and others.

Studies show that sleep loss and poor-quality sleep also lead to accidents and injuries on the job. In one study, workers who complained about excessive daytime sleepiness had significantly more work accidents, particularly repeated work accidents. They also had more sick days per accident.

Health and wellness

chronic sleep loss can put you at risk for:

- Heart disease
- Heart attack
- Heart failure
- Irregular heartbeat
- High blood pressure
- Stroke
- Diabetes

Lack of sleep hurts cognitive processes in many ways. it impairs attention, alertness, concentration, reasoning, and problem solving.

All integral parts of our career and being effective at our jobs.

Depressing

lack of sleep can contribute to the symptoms of depression.

Losing Sleep Can Make You Gain Weight

Lack of sleep seems to be related to an increase in hunger and appetite, and possibly to obesity. According to a 2004 study, people who sleep less than six hours a day were almost 30 percent more likely to become obese than those who slept seven to nine hours. This, on top of not having the time nor energy to exercise compounding the issue.

Lack of Sleep May Increase Risk of Death

those who had cut their sleep from seven to five hours or fewer a night nearly doubled their risk of death from all causes. In particular, lack of sleep doubled the risk of death from cardiovascular disease.

DOC tried every scam and scheme

Only making things worse.

Regional hires didn't work

90 day holds only cause staff to quit and many NEVER come back