

STAFFING TESTIMONY

Joint Legislative Justice Oversight, Department of Corrections Testimony

Delivered: July 15 2021

Numbers Accurate as of: July 14, 2021

STAFFING NUMBERS

- **Current vacancies (these do not include current Academy; they're already on payroll):**
 - 92 CO I positions
 - 4 CO II positions
- **Facility staff on "other leave" by reason:**

"Other Leave" Reasons	CO I	CO II
RFD	6	4
WC	14	1
MIL	15	4
FMLA - unable to work	6	2
FMLA - working limited shifts	7	1
Out for any other reason (paid admin,	5	3
Total	53	15

- **For FY21, across all positions there were 120 new hires and 228 staff that left DOC service.**
 - In FY21, VTDOC hired 120 new staff
 - *NOTE:* This doesn't include a promotion/transfer from one VTDOC position to another, but only a person beginning their first position with VTDOC.
 - Of these, 113 were CO I positions.
 - In this same time period, 156 CO I positions were vacated (includes all categories of separation including retirement).
 - There were also 19 CO II positions "terminated" over this same timeframe and since these CO II vacancies are hired from existing CO I positions, this would also be a contributing factor in the total CO I vacancies VTDOC currently has.

STAFFING EFFORTS

- Closed units in certain facilities – namely Marble Valley Regional Correctional Facility in Rutland
- Staff volunteered to move facilities and provide support.
 - 12 staff temporarily relocating from Marble Valley to Southern State
- Community Corrections Officers and Probation/Parole Officers coming back into facilities from the field.
- Outside partnerships with groups such as Sheriffs Departments provides support for staff on time-intensive tasks outside of the facilities, such as inmate transports and hospital coverage for off-site medical appointments.

RECRUITMENT EFFORTS

- WCAX-TV television and digital advertising campaign, slated to run August 2-October 10

- \$2,175/month – Includes three 60-second “Business Breaks”, 30 30-second commercial spots, placement on the WCAX Hiring Page, digital banner ads on website
- More than 278K impressions expected
- Paid Facebook ads
 - In the last 90 days, VTDOC spent \$214.90 on a total of seven social media ads, resulting in:
 - 13,435 individuals reached
 - 454 link clicks
 - 661 post engagements (liking/commenting)
- Working with AudioGo and Spotify to place recruitment ads on streaming platforms
- Career fairs (in-person and virtual)

APPLICATIONS/ACADEMY NUMBERS

Applications

- 49 for PO in Bennington
- 55 for PO I at SJPP
- 16 recruits in the current Academy class
- CO1 permanent – in hiring process for September Academy
 - SSCF – 7
 - CRCF – 7
 - MVRCF – 0
 - NECC – 3
 - NSCF – 5
 - NWSCF – 4
- CO1 temporary – in hiring process for September Academy
 - SSCF – 3
 - CRCF – 0
 - MVRCF – 0
 - NECC – 0
 - NSCF – 1
 - NWSCF – 0

INCARCERATED POPULATION NUMBERS

Total population: 1287

Female: 99

Male: 1188

In-state population: 1133 (male/female)

Out-of-state population: 154 (all male)