

**HOUSE OF REPRESENTATIVES**

**REQUEST FOR INTERIM STUDY PROPOSAL**

DATE: June 22, 2021

BY REPRESENTATIVE(S):

Humphrey, Justin

TOPIC OF THE PROPOSAL:

Areas of improvement to Department of Corrections

EXPLANATORY COMMENTS ON THE SCOPE OF THE STUDY PROPOSAL:

The purpose of this study will be to examine areas where change is critically needed in order to improve the efficiency of our Department of Corrections.

1. Officer Shortages- The inmate to officer ratio needs improvement. Overtime can be beneficial for those needing the wages, but the fatigue and burnout rate are high. In recent years we have seen turnover rates as high as 40% with our corrections officers.
2. Oversized Administration- We need to examine the number of administrators we have running the Department of Corrections, at every level, and the proportion of appropriations being spent on that administration.
3. Employee Morale- With high turnover rates, it is imperative that we treat the dedicated employees that continue to remain with DOC with respect. Open communication and support are vital.
4. Progressive discipline- Employees are tired, and overworked. They are understaffed. This can lead to mistakes. Tensions run high. There need to be warnings, and solutions, before employees we desperately need are terminated.
5. Department Changes- What departments can be consolidated or need created? Review the creation of a parole department.

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**PROPOSAL NUMBER 21-038**

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