

# MDOC Staffing and Wellness Unit Overview

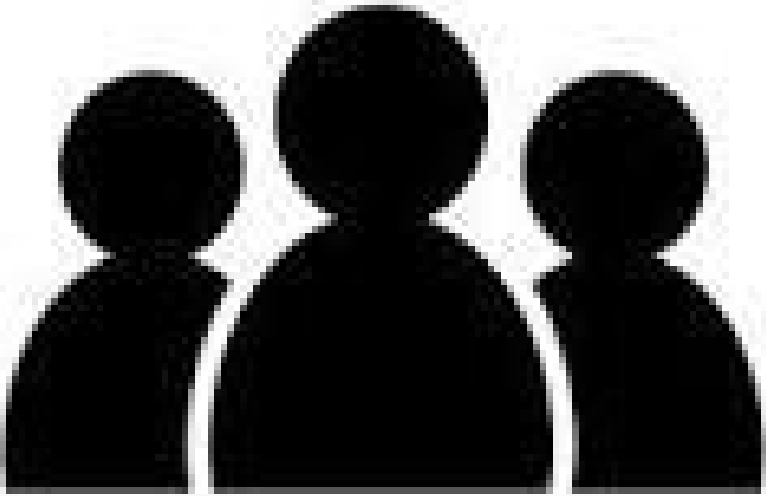


March 23, 2023

House Corrections Subcommittee

Kyle Kaminski, Offender Success Administrator

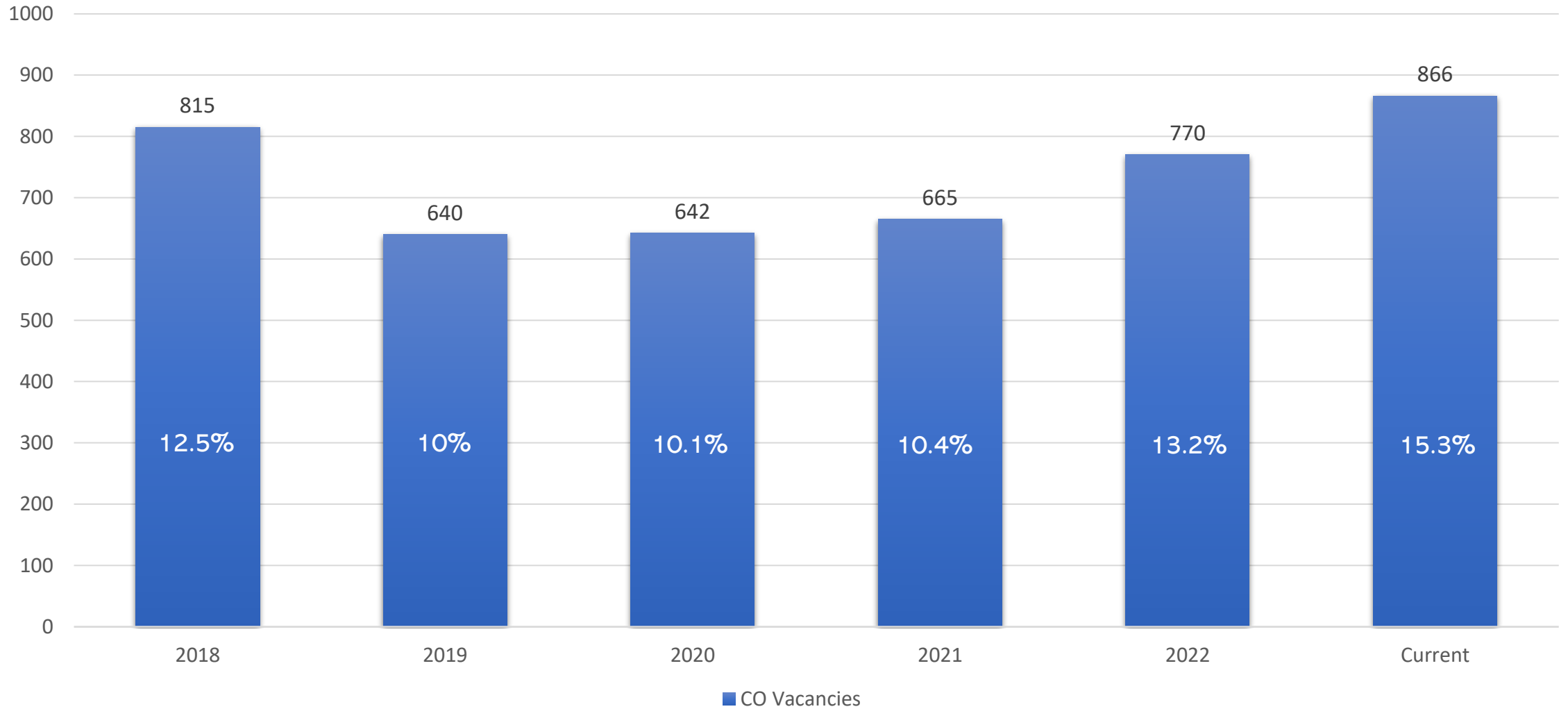
# Staffing Overview



- The Michigan Department of Corrections continues to face challenges related to staffing.
- This is part of a national trend impacting countless employers and nearly all corrections agencies.
- Challenge areas include Corrections Officers, Healthcare Staff, and Skilled Trades.
- Over the past year, some communities/facilities stabilized and improved, while significant challenges persist at others.

# Vacancy Comparison

## Corrections Officer Vacancies



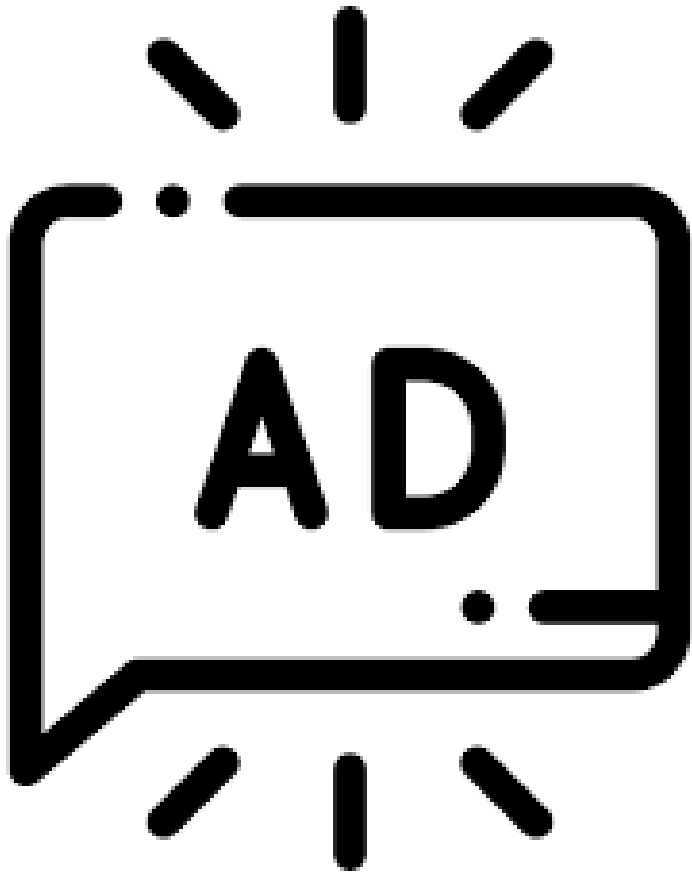
# Vacancies by Facility

March 2023

<5% Vacancies	5-10% Vacancies	10-15% Vacancies	15-20% Vacancies	20%+ Vacancies
8 Facilities: MCF, SLF, TCF, ARF, ECF, SRF, STF, WCC	2 Facilities: MTU, LRF	3 Facilities: KCF, ICF, IBC	3 Facilities: MBP, DRF, MRF	10 Facilities: WHV, LCF, JCF, RGC, URF, LMF, AMF, NCF, SMT, JCS

March 2022

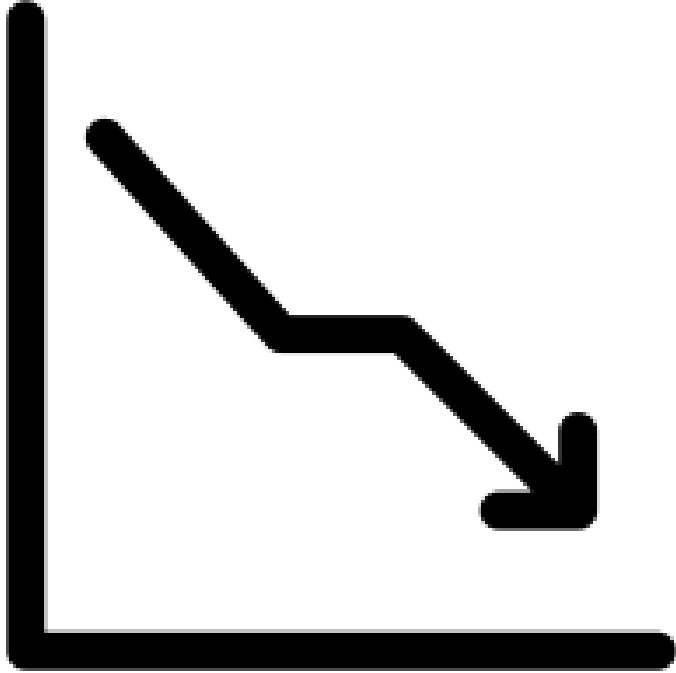
<5% Vacancies	5-10% Vacancies	10-15% Vacancies	15-20% Vacancies	20%+ Vacancies
2 Facilities: MCF, SLF	3 Facilities: TCF, URF, SRF	7 Facilities: RMI, DRF, ECF, MRF, NCF, STF, WCC	5 Facilities: LCF, LRF, LMF, AMF, IBC	10 Facilities: MTU, MBP, KCF, WHV, JCF, ICF, RGC, ARF, SMT, JCS



## Recruitment Efforts

- The Department continues to commit more resources to recruitment than at any other time in its history.
- Efforts include:
  - Online advertising.
  - Television advertising.
  - Facility-Specific recruitment teams and hiring events.
  - Billboards
  - Approval of satellite academies for some sites.
  - Hiring of additional recruiting staff including a social media recruiter and a recruiter focused on the Upper Peninsula.

# Recruiting Challenges



- The MDOC is competing in 19 communities for talent. The average unemployment rate of the counties with MDOC facilities is currently 6.3%.
- Sixteen of these counties have reduced total labor forces as compared to 20 years ago.
- State employment offers several good benefits, but there are also drawbacks due to the nature of the work, e.g. lack of telework, schedule flexibility, etc.
- Negative impressions of jobs in law enforcement and corrections due to public sentiment, staff fatigue, and a lack of understanding of career advancement also have an impact.



## Retention

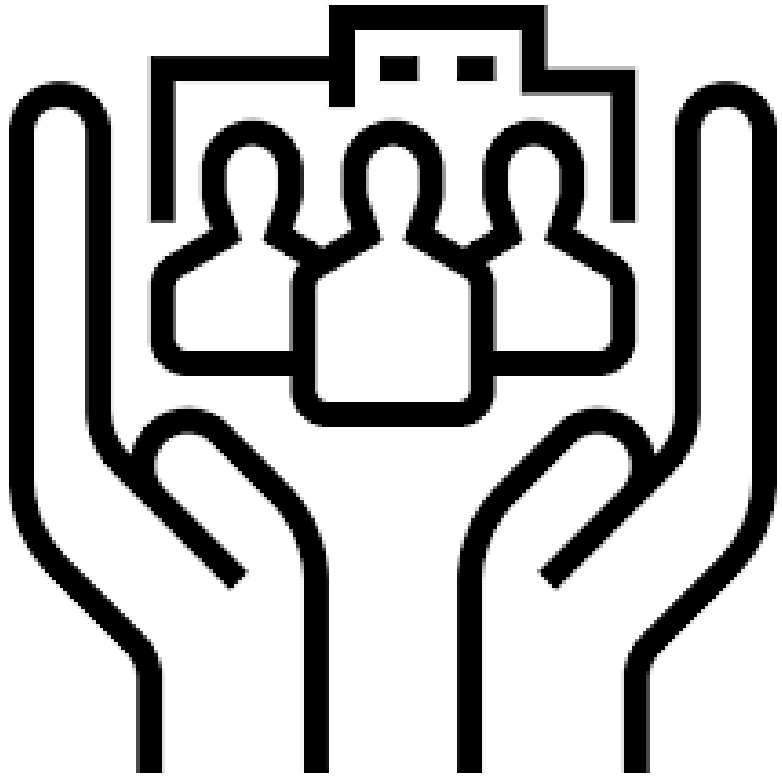
- One of the biggest challenges facing the MDOC is retention of staff, particularly those in the first 5 years of their careers.
- Employees of different ages and seniority are often looking at varying aspects of work (compensation, work-life balance, mission, etc.) to determine their work satisfaction.
- The Department is targeting increasing job satisfaction for those in the first 5 years of their career.



## Responding to the Challenge

- The MDOC has temporarily closed over 20 housing units statewide to reduce the need for staffing at 10 different facilities.
- The Office of State Employer (OSE) agreed to a 5% raise effective October 1, 2022 and an additional 2% raise on October 1, 2023. At that time, the pay range for CO's will be \$20.47 to \$31.36.
- The State has agreed to retention bonuses of \$1500 or \$3000 for corrections officers.
- Special pay increases were negotiated for key healthcare and skilled trades positions in state service.
- The MDOC has maintained a voluntary overtime program for eligible staff that were previously corrections officers.





# Wellness Unit

- The impact and use of the Wellness Unit continues to grow.
- The Unit was able to add an additional Wellness Coordinator in February.
- In January of 2023
  - 499 Individual Contacts
  - 598 Participants in Group Events
- The peer support program is now in place and received 152 contacts in January.
- The Wellness App continues to be available to all staff, retirees, and family.



# Major Wellness Projects

- A Request for Proposal for a new staff wellness survey will be issued in the next two months.
- Wellness investments at individual facilities continue to be submitted and reviewed by the Wellness Advisory Committee for potential funding.
- Proposals for FY'23 projects to improve staff areas were submitted by facilities on March 1<sup>st</sup> and are currently being reviewed.



Questions?