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Testimony on Senate AB 758/SB 724

Thank you, Chairman Wanggaard 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.

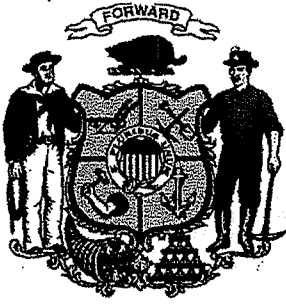
I'm sure you're aware of the crisis of staffing at DOC. When the bill was circulated on November 17, the vacancy rate for security staff was 22.5%; today it is 24.1%. While not every legislator has a corrections facility nor correctional staff in the districts, it is incumbent upon all of us to make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

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

INSTITUTION	FY20 Total
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
Summary Correctional Institutions	\$ 59,931,735

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.

DIVISION OF ADULT INSTITUTIONS
Correctional Institutions Overtime Hours & Costs Fiscal Year 2020

		CORRECTIONAL OFFICERS AND CORRECTIONAL SERGEANTS OVERTIME														Other	Total
		Medical	Service	Pos. Vac.	Special	Position				Construction		Personnel/	Security	Miscellaneous	Institutional		
		Vigils	Overtime	Assistance	Posts	Sick Leave	Travel	Vacancy	Projects	Trips	Training	Emp Rel	Emergency		Coverage		
Columbia	CCI	Hours	3,109	-	-	-	21,369	51,999	-	1,100	20,814	5,784	1,391	16,725	12,708	134,998	
Correctional Institution	CCI	Cost	\$94,399.65	\$0.00	\$0.00	\$0.00	\$645,256.12	\$1,565,500.16	\$0.00	\$33,096.46	\$626,661.48	\$174,083.74	\$43,059.42	\$505,200.83	\$419,829.34	\$4,107,127.17	
Chippewa Valley	CVCTF	Hours	1,507	-	26	1	8,404	256	-	240	83	-	914	1,864	1,189	14,483	
Correctional Treatment Facility	CVCTF	Cost	\$46,816.61	\$0.00	\$804.55	\$32.63	\$258,555.17	\$7,880.16	\$0.00	\$7,506.70	\$2,644.68	\$0.00	\$29,804.51	\$56,431.85	\$37,903.89	\$448,380.75	
Dodge	DCI	Hours	1,099	-	-	-	20,242	128,518	11	4,396	3,795	-	-	3,089	15,251	176,399	
Correctional Institution	DCI	Cost	\$34,897.18	\$0.00	\$0.00	\$0.00	\$650,958.19	\$4,107,634.07	\$343.83	\$140,275.83	\$123,331.59	\$0.00	\$0.00	\$99,028.34	\$467,843.97	\$5,624,314.99	
Fox Lake	FLCI	Hours	1,380	-	-	2,155	14,566	54,418	90	3,158	8,406	-	-	6,992	6,221	97,366	
Correctional Institution	FLCI	Cost	\$41,875.60	\$0.00	\$0.00	\$70,090.35	\$438,734.19	\$1,658,187.41	\$2,595.43	\$94,175.96	\$254,373.20	\$0.00	\$0.00	\$210,168.19	\$186,761.10	\$2,956,961.45	
Green Bay	GBCI	Hours	2,996	-	-	5,824	19,472	33,084	-	943	1,918	-	4,245	7,419	12,799	88,700	
Correctional Institution	GBCI	Cost	\$91,338.46	\$0.00	\$0.00	\$177,053.63	\$591,025.26	\$990,390.98	\$0.00	\$28,494.56	\$58,271.70	\$0.00	\$132,273.80	\$225,684.51	\$411,176.82	\$2,705,709.72	
Jackson	JCI	Hours	13,919	-	328	-	14,686	13,906	122	1,408	532	-	422	757	4,879	50,958	
Correctional Institution	JCI	Cost	\$404,068.81	\$0.00	\$9,472.20	\$0.00	\$431,400.80	\$409,265.93	\$3,490.57	\$40,803.23	\$15,783.31	\$0.00	\$13,244.60	\$21,913.26	\$163,817.45	\$1,513,362.16	
Kettle Moraine	KMCI	Hours	912	-	-	-	11,269	72,278	5	1,220	988	-	4,642	89	5,910	97,313	
Correctional Institution	KMCI	Cost	\$27,205.32	\$0.00	\$0.00	\$0.00	\$341,260.89	\$2,164,663.00	\$163.27	\$36,680.98	\$29,948.11	\$0.00	\$150,996.89	\$2,512.96	\$186,767.20	\$2,940,198.62	
Mitwaukee Secure	MSDF	Hours	19,859	-	16	1,992	23,654	59,304	-	2,204	1,222	27	1,217	1,249	7,478	118,423	
Detention Facility	MSDF	Cost	\$583,628.39	\$0.00	\$458.67	\$55,297.01	\$689,291.55	\$1,713,481.53	\$0.00	\$62,738.58	\$36,724.22	\$839.76	\$36,661.88	\$36,694.20	\$232,109.07	\$3,448,624.87	
New Lisbon	NLCI	Hours	5,478	275	1,576	78	16,708	29,782	123	2,467	2,355	47	1,895	6,531	7,646	74,962	
Correctional Institution	NLCI	Cost	\$160,126.91	\$7,565.60	\$47,464.07	\$2,476.07	\$490,786.10	\$850,419.55	\$3,512.32	\$70,567.77	\$66,093.33	\$1,426.27	\$59,647.56	\$197,053.59	\$243,883.82	\$2,201,021.96	
Oakhill	OCI	Hours	4,447	405	-	-	11,610	33,380	10	576	1,524	228	3,018	17,162	9,192	83,552	
Correctional Institution	OCI	Cost	\$139,548.34	\$12,078.74	\$0.00	\$0.00	\$360,352.55	\$1,094,874.25	\$336.73	\$18,215.59	\$46,453.88	\$7,257.27	\$100,361.07	\$525,602.13	\$280,360.42	\$2,585,440.57	
Oshkosh	OSCI	Hours	6,161	-	-	492	28,349	85,072	559	4,073	3,189	8	6,941	6,110	15,925	156,879	
Correctional Institution	OSCI	Cost	\$183,683.05	\$0.00	\$0.00	\$15,296.18	\$837,867.94	\$2,539,919.94	\$16,170.30	\$119,903.64	\$98,805.42	\$229.44	\$223,038.11	\$181,618.20	\$547,228.88	\$4,783,764.12	
Prairie Du Chien	PDCI	Hours	2,240	-	81	-	17,471	7,364	24	471	260	21	3,045	2,312	4,433	37,722	
Correctional Institution	PDCI	Cost	\$71,102.62	\$0.00	\$2,502.99	\$0.00	\$545,669.91	\$232,485.97	\$810.11	\$14,819.73	\$8,471.42	\$731.33	\$103,623.06	\$74,619.86	\$145,504.55	\$1,200,341.49	
Racine	RCI	Hours	20,045	-	-	-	38,625	42,760	5	473	1,330	-	6,629	2,523	9,203	121,592	
Correctional Institution	RCI	Cost	\$608,972.39	\$0.00	\$0.00	\$0.00	\$1,182,918.56	\$1,314,651.44	\$159.60	\$14,386.34	\$39,867.23	\$0.00	\$216,499.92	\$76,874.33	\$290,393.66	\$3,744,723.47	
Redgranite	RGCI	Hours	6,423	-	-	-	15,556	60,059	96	1,595	2,245	-	3,308	1,089	4,533	94,904	
Correctional Institution	RGCI	Cost	\$194,735.87	\$0.00	\$0.00	\$0.00	\$469,990.88	\$1,806,425.67	\$2,975.44	\$47,182.11	\$67,710.67	\$0.00	\$103,456.61	\$31,815.03	\$152,420.78	\$2,876,713.06	
Racine Youthful Offender	RYOCF	Hours	-	-	-	-	11,535	12,952	1,077	384	571	-	1,028	9,758	4,696	42,001	
Correctional Facility	RYOCF	Cost	\$0.00	\$0.00	\$0.00	\$0.00	\$325,788.81	\$383,500.78	\$33,319.81	\$10,407.84	\$15,385.26	\$0.00	\$32,059.95	\$271,429.73	\$151,335.63	\$1,225,077.81	
Stanley	SCI	Hours	7,276	-	6	1	18,780	47,520	-	4,629	1,835	-	2,541	396	6,223	89,207	
Correctional Institution	SCI	Cost	\$211,824.44	\$0.00	\$167.34	\$28.31	\$545,751.59	\$1,384,003.28	\$0.00	\$131,869.88	\$53,998.64	\$0.00	\$79,642.31	\$11,453.51	\$197,902.79	\$2,616,636.09	
Taycheedah	TCI	Hours	11,265	-	24	16,830	22,528	71,169	-	1,070	633	27	2,784	1,112	11,486	138,928	
Correctional Institution	TCI	Cost	\$357,345.34	\$0.00	\$766.57	\$331,841.18	\$711,357.37	\$2,257,683.59	\$0.00	\$33,527.87	\$19,864.47	\$852.55	\$91,722.14	\$34,621.07	\$371,736.51	\$4,411,318.67	
Wisconsin Correctional	WCCS	Hours	1,559	90	4,169	-	9,302	19,887	5	1,733	1,313	9	1,989	6,973	4,928	51,958	
Center System	WCCS	Cost	\$55,924.31	\$3,108.49	\$144,897.95	\$0.00	\$328,610.45	\$687,932.63	\$161.75	\$60,342.19	\$45,516.30	\$300.90	\$75,331.98	\$242,989.46	\$149,686.79	\$1,794,803.20	
Waupun	WCI	Hours	802	-	-	30	12,317	134,215	2,005	2,291	2,152	-	1,522	10,111	18,630	184,074	
Correctional Institution	WCI	Cost	\$25,975.54	\$0.00	\$0.00	\$931.50	\$388,727.27	\$4,229,985.05	\$62,427.92	\$71,923.23	\$67,927.03	\$0.00	\$47,837.23	\$320,926.29	\$657,432.32	\$5,874,093.36	
Wisconsin	WRC	Hours	397	-	-	-	4,809	15,824	80	581	505	-	31	561	24,720		
Resource Center	WRC	Cost	\$12,749.43	\$0.00	\$0.00	\$0.00	\$155,641.49	\$519,224.32	\$2,545.73	\$18,893.02	\$16,616.49	\$0.00	\$1,063.95	\$18,198.39	\$63,104.52	\$808,037.34	
Wisconsin Secure	WSPF	Hours	1,203	6	-	141	10,169	49,185	-	1,020	342	-	2,886	326	5,173	70,451	
Program Facility	WSPF	Cost	\$34,611.45	\$156.19	\$0.00	\$4,224.23	\$293,320.05	\$1,424,822.24	\$0.00	\$29,865.83	\$9,780.32	\$0.00	\$89,137.69	\$9,426.71	\$169,739.74	\$2,065,084.44	
Summary		Hours	112,077	776	6,227	27,545	351,421	1,025,133	4,211	36,010	56,011	6,151	50,445	103,147	170,438	1,949,591	
Correctional Institutions		Cost	\$3,380,829.66	\$22,909.02	\$206,334.28	\$857,271.09	\$10,703,965.14	\$31,344,881.98	\$129,017.80	\$1,085,671.35	\$1,704,227.37	\$183,721.26	\$1,629,502.67	\$3,154,264.43	\$5,526,939.25	\$59,931,735.29	

¹ 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.



MARY FELZKOWSKI

STATE SENATOR • 12TH SENATE DISTRICT

Testimony on SB 724

Senator Mary Felzkowski

Senate Committee on Judiciary and Public Safety

January 13th, 2022

Chairman Wanggaard and Members of the Committee,

Thank you for the opportunity to testify on Senate Bill 724 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 4th, 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.