



Legislative Fiscal Bureau

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Joint Committee on Finance

Paper #291

Staff Recruitment (Corrections -- Departmentwide)

[LFB 2023-25 Budget Summary: Page 129, #4]

CURRENT LAW

The Department of Administration, Division of Personnel Management (DPM) provides human resources services for executive branch agencies, including the Department of Corrections. Within DPM is the Bureau of Merit, Recruitment and Selection, responsible for the rules, policies and programs relating to recruitment. Executive branch agencies may also use agency funding for recruitment purposes.

DISCUSSION POINTS

1. While DPM is primarily responsible for human resources initiatives for executive branch agencies, the budget bill provides funding for the Department of Corrections for recruitment efforts, given the substantial amount of vacancies in the Department, especially for security positions. Funding would be allocated to Corrections' general program operations appropriation.
2. As of May 1, 2023, the departmentwide vacancy rate was 23.9% for all permanent positions (all funds), and 33.3% for security positions (including correctional officers, sergeants, youth counselors, and youth counselors-advanced).
3. The Administration and Corrections believe \$185,000 GPR annually "is an amount sufficient to increase recruitment efforts," but was unable to identify what the amount was specifically based on. Potential use of the funding may include the use of billboards and/or print, broadcast, and social media advertisements.
4. Given the high number of vacancies in the Department of Corrections, the Committee may wish to provide \$185,000 GPR annually to recruit additional employees. [Alternative 1]

5. Alternatively, given that DPM is primarily responsible for recruitment efforts, and that the Committee may wish to address the Corrections vacancy issue with other initiatives, such as increased add-on pay, the Committee may choose to take no action. [Alternative 2]

ALTERNATIVES

1. Provide \$185,000 GPR annually for resources to assist with recruiting and hiring staff to fill vacant positons.

ALT 1	Change to Base
GPR	\$370,000

2. Take no action.

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