

American Rescue Plan (ARP) State Fiscal Recovery Funds (SFRF) Request Form

Please complete this form in accordance with the process instructions.

Agency/Point of Contact: Department of Corrections, Connie Jones, Assistant Commissioner

Title of Request: Staffing Crisis Management via Incentives

Date: 6/24/2022 **Request Amount:** \$ 4,900,000

Expenditure Time Period: 12/1/2021 to 6/30/2023 (no later than 6/30/2023)

Brief Summary of Request: (Summary must be complete on this page with supporting information attached)

As the Department of Corrections (DOC) moves into FY23, we are continuing to manage unprecedented staffing shortages at the same time we are working to comply with ongoing pandemic management strategies.

To combat this ongoing crisis, DOC implemented three incentives to date - new hire incentive, referral incentive, and overtime shift bonus - all of which have paid dividends thus far:

- The DOC has seen a significant increase in the number of candidates applying to the DOC and has subsequently hired 433 staff into positions deemed hard-to-fill.
- We are now at full CO complement at five facilities, challenged at three facilities, and critical at three facilities.

New Hire and Referral Incentive

In December of 2021, the DOC began offering \$5000 new hire incentives for hard-to-fill positions, CO and otherwise. Since offering these incentives we have seen dramatic increases in number of applicants; 433 staff have been hired in hard-to-fill positions, new corrections officers hiring numbers have increased by 85%, and 194 staff have submitted referrals. Funding for new hire and referral incentives is expected to cover costs of approximately \$1,750,000, projected through the end of the calendar year.

Overtime Shift Bonus

ARP funding for overtime shift bonuses in the amount of \$1,100,000 was approved and received by the DOC in February 2022. Those funds have now been depleted. This incentive provides a bonus for volunteering to work an overtime shift at the rate of \$100 for an OT shift of 4+ hours and \$50 for an OT shift of less than 4 hours. Funding for the overtime shift bonus is expected to cover costs of approximately \$3,150,000, projected through the end of the calendar year.

Department Head Signature

6/24/2022

Date