



General Assembly  
January Session, 2007

**Raised Bill No. 6984**

LCO No. 3423

\*03423 \_\_\_\_\_ JUD\*

Referred to Committee on Judiciary

Introduced by:

(JUD)

**AN ACT CONCERNING STAFFING STANDARDS OF THE DEPARTMENT OF CORRECTION.**

Be it enacted by the Senate and House of Representatives in General Assembly convened:

Section 1. (NEW) (*Effective from passage*) The Commissioner of Correction, in determining the minimum required staffing level for each institution and facility of the Department of Correction, shall use the following formula: The number of seven-day posts on each shift, plus a number representing the time off allotment on each shift, multiplied by a shift relief factor that shall not be less than two and two-tenths, plus the number of five-day posts on each shift.

This act shall take effect as follows and shall amend the following sections:		
Section 1	<i>from passage</i>	New section

**Statement of Purpose:**

To return the shift relief factor used by the Department of Correction in determining the minimum required staffing level for each institution and facility of the department to not less than two and two-tenths per cent.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]

## **TESTIMONY ON RAISED BILL #6984**

Good afternoon Representative Lawlor, Senator McDonald and distinguished members of the Judiciary Committee. My name is Albert J. Chiucarello. I work at Council 4 AFSCME and I am here today with Presidents Pepe, Leone and Testa from the NP-4 Unit. I am here to speak in favor of Bill No. 6984.

The Union is promulgating this bill in that DOC does not have enough staff to man their Correction Officer posts.

The bill would require the Department of Correction to staff their facilities utilizing a multiplier of 2.2 to determine the number of Corrections Officers needed to man the Continuous Operation posts at each facility.

At the present time the Department of Correction is utilizing a Shift Relief Formula that does not allocate enough Correction Officer staff to man the Continuous Operation posts at each facility. DOC has 4,108 Correction Officers at the present time.

I note that in 2003 the Program and Review Committee reported that DOC was undermanned by 700 Correction Officer positions. The report offered that DOC utilized 1,000,000 hours of overtime to fill the void.

For the pay periods of 6/22/06 to 1/18/07 the DOC utilized 972,277 hours of overtime to fill the void. If that number remained constant over a year, DOC would be utilizing approximately 1.5 million hours of overtime to fill the void due to their insufficient complement of Correction Officers.

The Union believes that if DOC added 600 Correction Officers the matter would be stabilized positively.

The Union offers that the shortage of staff has lead DOC to run their shifts undermanned. By and through those actions safety and security are being compromised.

Another collateral negative impact is that staff are being drafted and mandated to work overtime. Also, staff in classifications other than Correction Officer are being assigned duties that do not fall under their classifications. Again, safety and security are being compromised.

We offer that all of the aforementioned is proof positive that there is a need for Bill No. 6984 being passed.

## FACT SHEET

- Hourly Rate CO's Step 1 equals \$20.29 on 6/22/07. Yearly equals \$38,387.
- Benefits of 50% equals \$19,194.
- Total for a new-hire CO would be approximately \$57,581. Hiring 600 equals cost of \$34,548,600.
- 1.35 million hours of overtime at a median hourly salary of \$24.48 (CO 7-7) at time and a half equals \$49,572,000 for overtime at time and a half.
- 150,000 hours of overtime at a median hourly salary of \$24.48 (CO 7-7) at straight time equals \$3,672,000 for overtime at straight time.
- Total overtime equals \$53,244,000 per year.
- DOC can hire 600 new-hire CO's with a cost of \$34,548,600.
- DOC would still have \$18,695,400 left over for overtime.