AGENCY UPDATE

Director Brian Gootkin
Law and Justice Interim Committee
Jan. 19, 2022
CORRECTIONAL OFFICER WAGES
OVERVIEW

Montana State Prison

- Secure male facility located in Deer Lodge, MT
- Operational capacity - 1,607
- Employees - approximately 700

Correctional Officer (CO) Facts

- Starting wage - $16.46/hr
- 59 of 328 correctional staff positions are unfilled at this time
CORRECTIONAL OFFICER ANNUAL COST

- Average turnover rate (based on last three years): 23 percent
- Approximate number of correctional officers trained/year: 74
- Estimated annual cost of turnover: $1,417,447.66

<table>
<thead>
<tr>
<th>Salary</th>
<th>Benefits</th>
<th>Uniform</th>
<th>CDOB</th>
<th>NEO</th>
<th>Recruiting per CO</th>
<th>SGT supervision - FTO</th>
<th>Total Annual Cost</th>
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<tbody>
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<td>$7,242.40</td>
<td>$2,462.42</td>
<td>$616.29</td>
<td>$605.00</td>
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<td>$7,884.24</td>
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STAFFING ACCOMMODATIONS

- Mandatory posts must be filled in order to ensure the security and safety of staff and inmates.
- Overtime hours are regularly offered to COs in order to fill as many posts as possible.
  - If there are no volunteers, then mandatory overtime occurs.
  - Overtime budget: $1,919,538
  - Projected overtime for FY22: $2,771,124
- At MSP, each $1/hr pay increase equates to an estimated annual cost of $994,928. This takes into consideration the required increases to salary, benefits, and employee longevity.
- Staffing is adjusted to fill mandatory posts, which affects other activities not vital to the security of the facility (Rec Yard, Gym, etc.).
RECRUITMENT CHALLENGES

- Non-competitive wages - many county detention centers start employees at higher wages than DOC.
- Prison location - limited employee housing opportunities
- Limited employee pool - generally pulls from a 25 mile radius (Deer Lodge, Anaconda, Butte)
- Type of work - working in a prison has a unique set of demands on employees
LABOR NEGOTIATIONS

Federation of State Prison Employees Local 4700

- DOC has been in negotiations since June 2021
- Key area of discussion is employee wages
- DOC is working with the union to create and implement career ladder pay increases
- Negotiations continue
Questions?