

**DEPARTMENT OF PUBLIC SAFETY AND CORRECTIONAL SERVICES  
FY 2020 BUDGET OVERVIEW**

**The JRA – First Year Review**

**Issue:** Given its high number of vacancies, DPSCS should comment on how its current personnel complement has been able to handle expanded duties related to the JRA. In addition, the department should comment on how the LSI-R risk assessment process is currently performing.

**Response:** The Department has been able to implement the substantive provisions of the Justice Reinvestment Act (JRA) and has submitted a number of Joint Chairmen’s Report (JCR) to the budget committees on the status of its implementation, including the Division of Parole and Probation – Justice Reinvestment Act-Related Initiatives Report, the Justice Reinvestment Act Initial Data Report, and the Justice Reinvestment Act Rule Clarification Report.

The JRA mandates that the Division of Parole and Probation (DPP) administer a risk and needs assessment for each individual on probation, parole, or mandatory supervision that has been initially screened as moderate or high risk to reoffend. To accomplish this, DPP employs a validated preliminary risk screener during its initial supervision intake process to help identify the most low-risk individuals at the start of supervision. Those individuals who are not identified as low risk then undergo a validated risk and needs assessment. DPP uses a tool referred to as the Level of Service Inventory-Revised (LSI-R) assessment to determine the offender’s specific risk level and their needs from a programmatic standpoint. Individuals identified as high (maximum) risk are placed in smaller caseloads where they receive more attention and individualized case plans that take into account an individual’s risk, needs, and responsiveness to appropriate intervention, and individuals identified as low risk are placed in smaller caseloads.

DPP has been able to administer the LSI-R in accordance with JRA with relatively little issue. The Department’s data indicates that between July 1, 2018 and January 22, 2019, the LSI-R has been administered to 8,198 individuals under supervision. The below chart provides a breakdown by risk level of inmates screened using the LSI-R.

<b>RISK LEVEL</b>	<b>TOTAL</b>	<b>PERCENTAGE</b>
Maximum	98	1.20%
High-Medium	1273	15.53%
Low-Medium	4277	52.17%
Minimum	2550	31.11%
<b>TOTAL</b>	<b>8198</b>	<b>100.00%</b>

JRA mandates that the risk and needs assessment tool used by DPP be independently validated every three years. Since the implementation of JRA in October, 2017, the LSI-R will undergo an independent validation in late 2020. DPP plans to work in conjunction with the Department's Grants, Policies and Statistics Division to review recidivism data in light of all factors that may impact recidivism.

### **Recommendations:**

#### **1. Adopt the following narrative:**

Justice Reinvestment Act (JRA) Report: The budget committees request that the Department of Public Safety and Correctional Services (DPSCS) submit a report by December 1, 2019, on the following items:

- annual updates on the number of offenders petitioning and approved for new JRA provisions including, but not limited to, administrative release, medical/geriatric parole, certificates of rehabilitation, graduated sanctions, and the number of offenders affected by new diminution and earned compliance credit rules;
- annual JRA cost savings updates along with any efforts/initiatives to increase savings; and
- an update on exactly why the department is unable to isolate the JRA's effect on earned compliance credits and associated cost savings and efforts to obtain this data.

**Response:** The Department concurs.

#### **2. Adopt the following narrative:**

Inmate Medical Hepatitis C (HCV) Report: The budget committees request that the Department of Public Safety and Correctional Services (DPSCS) submit a report by November 15, 2019, on the following items:

- a continued annual report on the number of inmates screened and treated for HCV, the number cured, and the number of inmates who have opted out of HCV screening;

- an update on the possibility of offering mandatory HCV screening and any impact it may have on costs and/or personnel needs;
- the specific cost of treatment per inmate, separated by medication costs and laboratory, administrative, and other treatment costs; and
- continued information on inmate relapse/reinfection tracking and HCV post-release treatment options for offenders.

**Response:** The Department concurs.

**3. Adopt the following narrative:**

Position Abolishments and Reclassifications Report: The budget committees are concerned that there is not enough recent information about substantial position changes in the DPSCS correctional officer (CO) complement, and the effect that these changes are currently having on operations. DPSCS shall submit a report to the budget committees by October 1, 2019, on the following items:

- all fiscal 2020 abolishments, reclassifications, and transfers including the titles of all 260 positions, what division they came from and what agency or division they are being transferred or reclassified into, and what effect this sizable position is having on operations; and
- a briefing on the fiscal 2019 and 2020 changes in CO compensation and the department's expectations regarding those changes on CO retention and recruitment.

**Response:** The Department concurs in part, as indicated below.

- all fiscal 2020 abolishments, reclassifications, and transfers including the titles of all 260 positions, what division they came from and what agency or division they are being transferred or reclassified into, and what effect this sizable position is having on operations;

The Department concurs.

- a briefing on the fiscal 2019 and 2020 changes in CO compensation and the Department's expectations regarding those changes on CO retention and recruitment.

The Department respectfully disagrees as the Department is able to provide a response at this time. As the chart below details, salaries for Correctional Officer classifications will increase by 10% over December 2018 levels. This represents a significant increase and commitment to our employees both in terms of recruitment and retention.

Additionally, in terms of retention a 10% salary increase will also significantly increase an employee's pension benefit which is also provided in an example below. Lastly, beyond a 10% salary increase the Department will continue to offer the various bonus programs which have certainly assisted in the Department's ability to hire new CO's as well as retention efforts. The Department believes both the combined salary increases and bonus programs will greatly enhance the Department's ability to attract new and retain current Correctional Officers.

**Starting Salary for Correctional Officer Positions**

12/1/2018	= \$	38,258		
1/1/2019	= \$	39,024	2% COLA	
4/1/2019	= \$	39,219	0.5% COLA	
4/1/2019	= \$	500	1-time Bonus	
7/1/2019	= \$	40,396	3% COLA	
7/1/2019	= \$	42,012	4% Salary Increase - CO's Only	

**In Addition:**

- New Hire Bonus continues through Fiscal Year 2020 = \$5,000
- Referral Bonus continues through Fiscal Year 2020 = \$500
- Retention Bonus continues through June 30, 2019 = \$1,500 Maximum for 3rd and 4th Qtr.

\* COLA – Cost of Living Adjustment

\*\* CO – Correctional Officer

<b>Estimated Impact - Pension Benefit Example</b>			
	20 Years	23 Years	% Increase
Highest 3-Year Salary	\$58,326	\$64,159	<b>10%</b>
Benefit Multiplier	1.818	1.818	
Benefit Percentage	36.37%	41.82%	
Estimated Annual Pension	\$21,213	\$26,830	<b>26.5%</b>