



State of Alaska
Department of Corrections
Recruitment & Retention
February 7, 2019

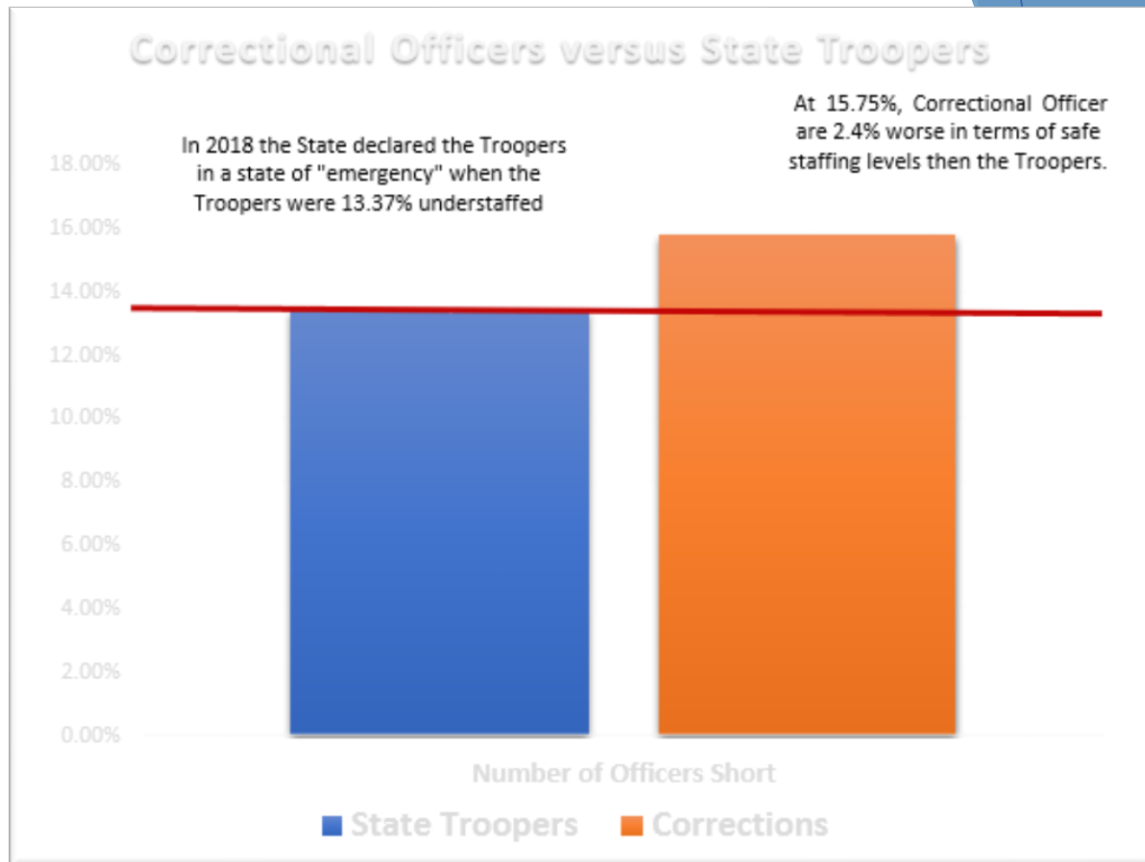
Mission

The Alaska Department of Corrections provides secure confinement, reformatory programs, and a process of supervised community reintegration to enhance the safety of our communities

Current Data FY2018

- ▶ 12 facilities across the State of Alaska
- ▶ 887 Correctional Officers
- ▶ 967 available PCN's
- ▶ 9.3% Vacancy Rate of CO positions
- ▶ Roughly 4,500 inmates





Identified Need

The State of Alaska defines a “retention crisis” as 13.37% staffing deficiency

- In order to meet recommended staffing goals, ADOC would require:
 - 139 additional officers
 - 114 additional positions (PCN's)

Impacts of Minimal Staffing

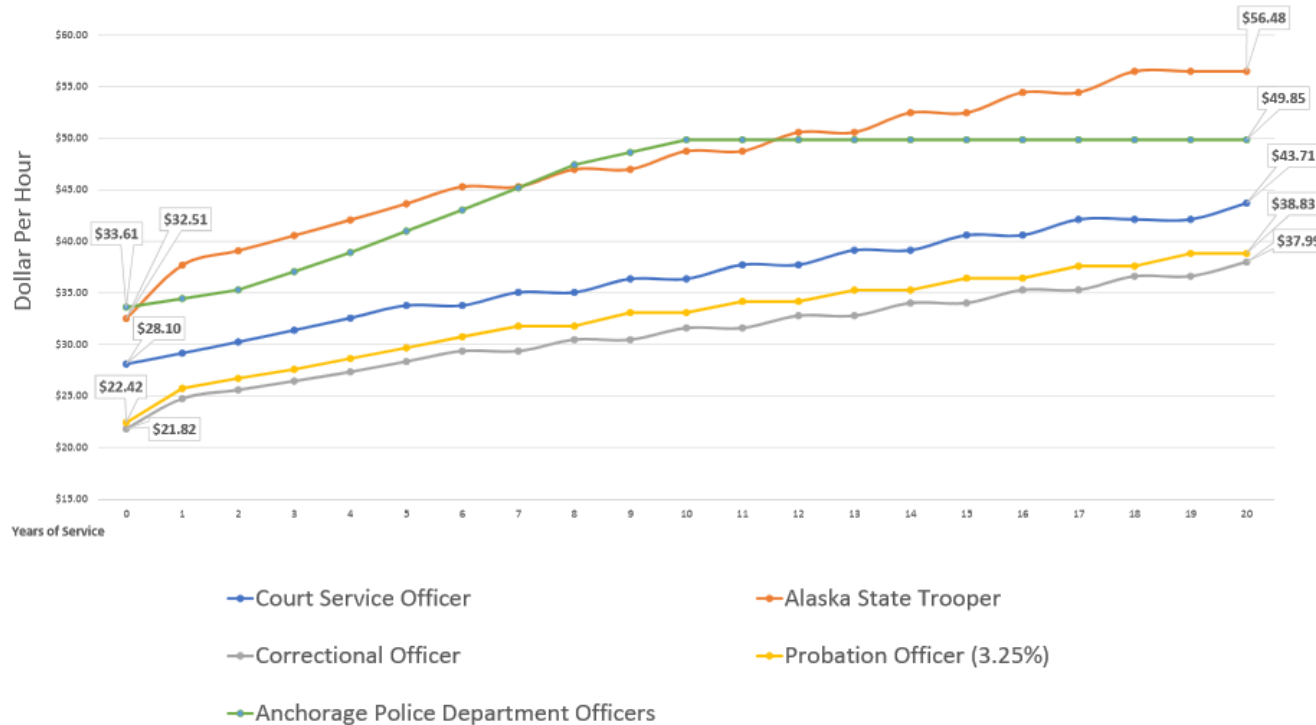
- ▶ Critical posts left vacant
- ▶ Delays in required in-service trainings
- ▶ Reliance on overtime
- ▶ Higher risk of staff assaults and potential increase of inmate altercations

Retention Issues:

ADOC loses an average of 120 officers per year due to :

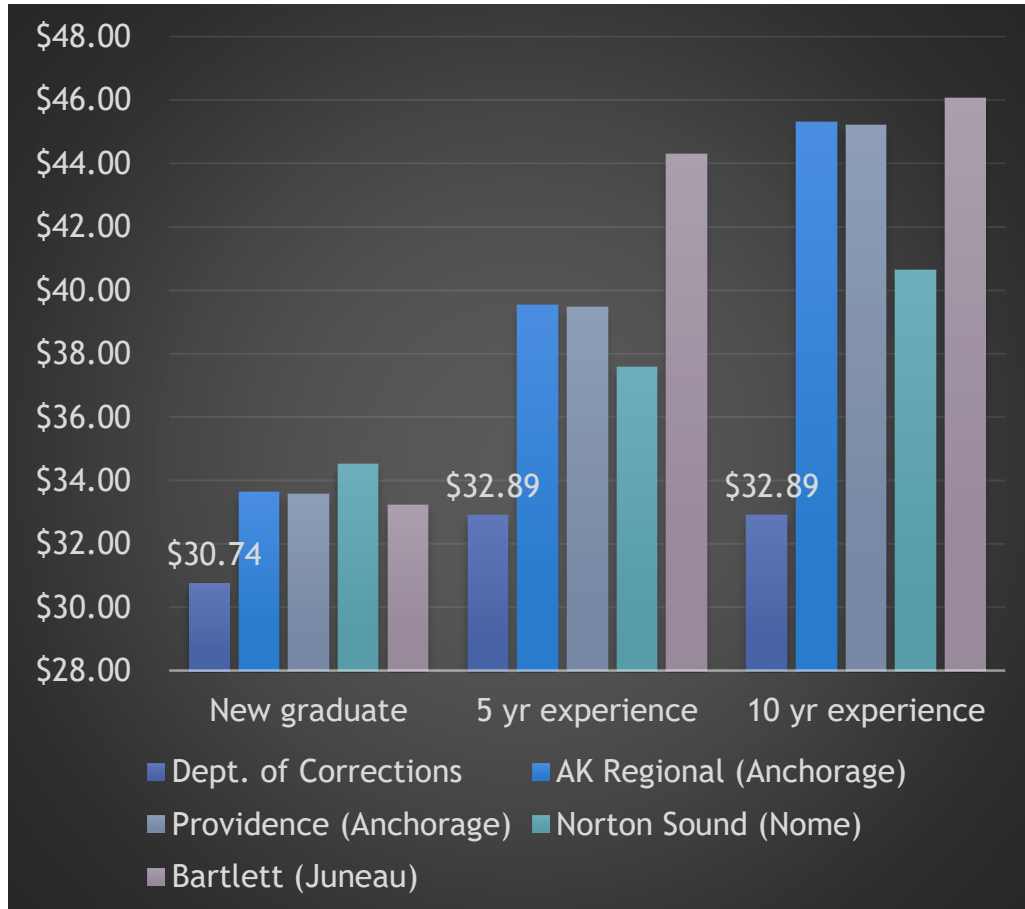
- ▶ Burnout
- ▶ Dismissals
- ▶ Retirements
- ▶ Low Morale

In-State Law Enforcement Salary Comparators



Wage Comparison

- ▶ Correction Officers earn approximately 60% of a Trooper's salary
- ▶ A CO with 20 years of service makes as much money as a 2nd year trooper

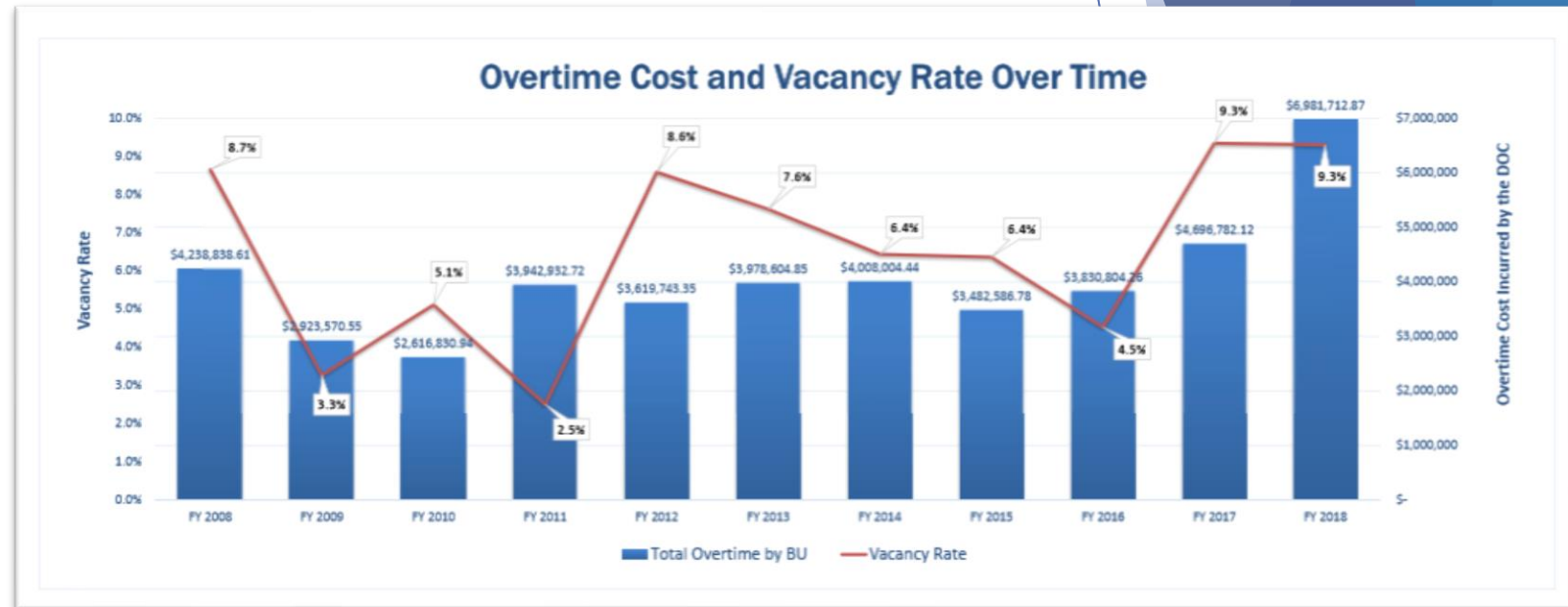


Disparity in Registered Nurse Salaries

- A DOC nurse with 10 years of experience makes only \$2.00 more than a new graduate
- DOC is working with DOA to put retention incentives in place

Cost of Overtime

Total annual DOC overtime cost for FY2018 -
\$6,981,712.87



Proper Staffing
=
Long Term
Cost Savings



Decreased Overtime



Safer Environment for both
employees and inmates



Decreased turnover,
recruitment, and training
costs

FY2018 Recruitment Data:

- ▶ The DOC Training Academy provided training to **416** officers/employees totaling **34,226.50** training hours to include
- ▶ 58 new Correctional Officers
- ▶ 30 new Probation Officers
- ▶ 16 new Prison Transportation

Recruitment Issues

- ▶ Minimal number of qualified applicants
- ▶ Lengthy recruiting process
- ▶ Limited recruiting efforts
- ▶ Competitive wages





Questions?