



State of Alaska
Department of Corrections
Recruitment & Retention

February 4, 2020



02/04/2020

Prepared by DOC

HIRING CLIMATE & BARRIERS

Challenges in hiring Corrections Employees is not unique to Alaska
it is a

NATIONWIDE PROBLEM

Low Unemployment Rates

National: 3.8%

Alaska: 6.2%

Increased Competition

Smaller Applicant Pool

Difficult Work Environment

Competitive Wages and Benefits

Dangerous Nature of Positions

Stringent Hiring Requirements

FY2021 Budget Request

(\$ in thousand)

Recruitment Efforts - \$136.8 (UGF)

Expand recruitment outreach, including developing recruitment strategies, identify target populations, developing and maintaining a recruitment outreach website, identifying markets for advertising, and attendance at recruitment fairs statewide and out of state.

\$75.0 – Commissioners Office

Increase Outreach, Advertisement, Identify National Trends and opportunities, Coordinate Letters of Agreement with Unions as appropriate.

\$61.8 – Administrative Services

Medical reimbursement for required Correctional and Probation Officer medical testing.

Current Standings

At present, the Department of Corrections employs **1,694** people

*excluding on-call and non-permanent employees

Position	Total Budgeted Positions	Total Filled Positions	Total Vacancies
Correctional Officer	981	888	93
Pretrial/Probation/Parole Officer	169	129	40
Medical Professionals	143	118	25
Support Staff	623	559	64
TOTALS	1916	1694	222

**Department of Corrections
FY2020 Management Plan
Correctional Officer Position Counts**

	Budgeted PCNs	CO I/II	CO III	CO IV	CO Supervisor	Budgeted Security	Total Filled	Total Vacant	Percentage Vacant
Department Total :	1,416	773	48	135	25	981	888	93	9.48%
Institutional Totals :	1,395	773	40	127	23	963	870	93	9.66%
Anchorage Complex	248	142	10	19	6	177	150	27	15.25%
Anvil Mountain	40	21	0	6	1	28	27	1	3.57%
Hiland Mountain	102	57	5	12	1	75	75	0	0.00%
Fairbanks	89	54	3	9	0	66	62	4	6.06%
Goose Creek	329	198	8	29	6	241	212	29	12.03%
Ketchikan	35	20	2	4	1	27	26	1	3.70%
Lemon Creek	75	44	0	8	1	53	53	0	0.00%
Mat-Su Pretrial	48	30	0	7	1	38	37	1	2.63%
Spring Creek	168	109	6	10	4	129	101	28	21.71%
Wildwood	188	63	5	12	1	81	77	4	4.94%
Yukon-Kuskokwim	44	24	1	6	0	31	34	(3)	-9.68%
Pt.MacKenzie Farm	29	11	0	5	1	17	16	1	5.88%
Non-Institutional Counts	21	0	8	8	2	18	18	0	0.00%
Training Academy	8	0	0	4	1	5	5	0	0.00%
Transportation Unit	13	0	8	4	1	13	13	0	0.00%

Position Filled/Vacant Reported as of January 31, 2020

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Correctional Officer Vacancies by Institution

- 3 Institutions are FULLY STAFFED
 - Hiland Mountain Correctional Center (Eagle River)
 - Lemon Creek Correctional Center (Juneau)
 - Yukon Kuskokwim Correctional Center (Bethel)
- 4 Institutions have 1 CO vacancy
 - Anvil Mountain Correctional Center (Nome) – 1 vacancy
 - Mat-Su Pre-Trial (Palmer) – 1 vacancy
 - Pt. MacKenzie Correctional Farm (Pt. Mackenzie) – 1 vacancy
 - Ketchikan Correctional Center (Ketchikan) – 1 vacancy
- 2 Institutions have less than 5 CO vacancies
 - Fairbanks Correctional Center (Fairbanks) – 4 vacancies
 - Wildwood Correctional Center (Kenai) – 4 vacancies



90% of total CO
vacancies come from
THREE
INSTITUTIONS

- Anchorage Correctional Complex – 27 vacancies
- Goose Creek Correctional Complex – 29 vacancies
- Spring Creek Correctional Complex – 28 Vacancies

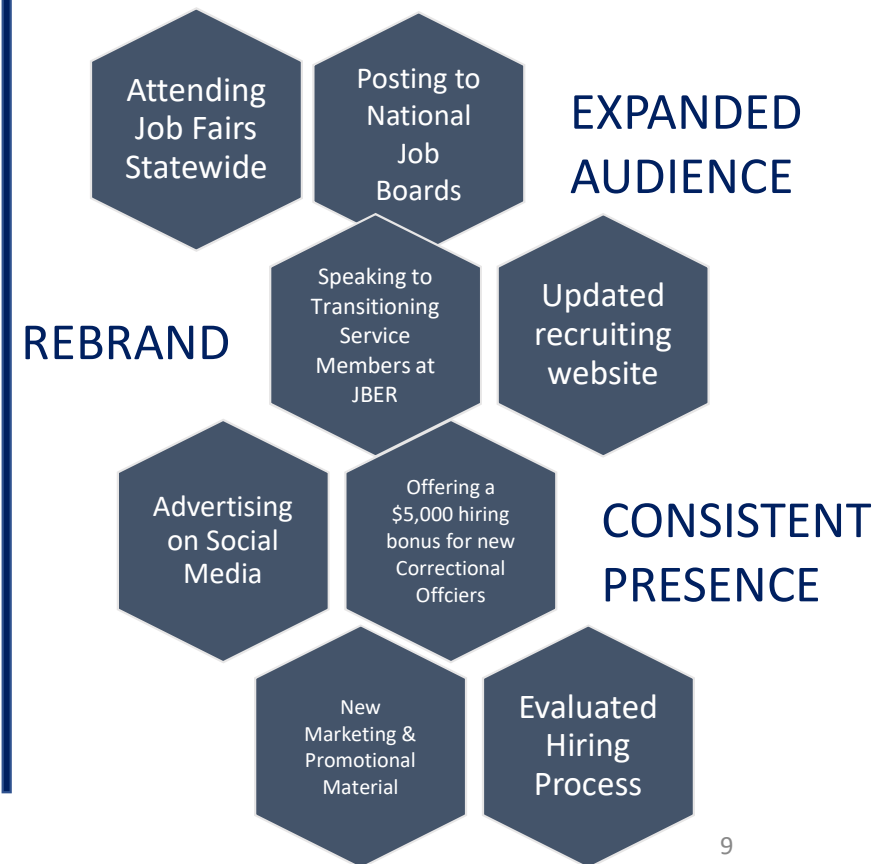


CURRENT NUMBERS

- **4 OPEN RECRUITMENTS FOR CO1 POSITIONS**
- **225 ACTIVE APPLICANTS**
 - under review, in interview process, or pending reference check
- **94 ACTIVE CONDITIONAL JOB OFFERS**
 - 5 passed testing with pending start dates
 - 76 pending psychological evaluation
 - 12 passed psych, pending medical
- **66 CONDITIONAL JOB OFFERS PENDING APPROVAL**
 - under review for approval, requiring additional information



OFFICER RECRUITMENT



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MONSTER

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MEDICAL RECRUITMENT



ADDITIONAL RESOURCES

1. [NEOGOV Hiring Trends Report 2019](#)
2. [SOA Workplace Profile FY2019](#)
3. Alaska Police Standards Council (APSC)
AS 18.65.220
<https://dps.alaska.gov/APSC/Regulations>
 - a) 13 AAC 85 Minimum Standards
 - b) 13 AAC 87 Certification