

# INVESTING IN THE DEPARTMENT OF CORRECTION

Governor Carney on Tuesday released the following plan to respond to the [initial report](#) of the Department of Correction Independent Review

## Special Assistant

- Appoint a temporary **Special Assistant** at DOC to spearhead reform of management practices, training and cultural turnaround. The position will report to the DOC Commissioner, but produce public reports at six months and a year, with a focus on implementation of the Independent Review's recommendations.

## Review of Incident

- Direct the Delaware State Police and DOC to meet and jointly conduct an **after-action review** of the February 1 incident to identify any appropriate improvement to incident management protocols and policy.

## Equipment & Technology

- Allocate **\$2 million to purchase new cameras** at James T. Vaughn Correctional Center. Funding for the cameras will require approval by the General Assembly.
- Direct the Delaware Department of Technology & Information to prepare a **strategic technology plan** for the Department of Correction, and to assume operational responsibility for technology needs across Delaware's correctional system.

## Correctional Officer Pay

- Continue Collective Bargaining with the Correctional Officers Association of Delaware (COAD), which began in April, with the goal of **increasing base pay** for Delaware's correctional officers and **decreasing use of mandatory overtime**.

## Staffing

- Direct to-be-created Department of Human Resources to prepare and implement a staffing plan which **eliminates the current shortage** of Correctional Officers. The Department will report on progress every three months until the shortage is eliminated.

## Re-entry

- Recruit a new **Bureau Chief of Community Correction** with expertise in managing re-entry programs, and reducing recidivism. The new Bureau Chief will work with the Criminal Justice Council to deliver recommendations and a statewide framework for improving re-entry programs, and reducing recidivism, to Governor Carney by November 2017.

Governor Carney's budget proposal, presented in March, also included the following investments:

- **\$4.5 million:** Increase hazardous duty pay for Delaware's correctional officers
- **\$2.5 million:** Authorize 50 additional correctional officer positions at James T. Vaughn Correctional Center and 25 new correctional officer positions at Baylor Women's Correctional Institution
- **\$1.3 million:** New investments in correctional officer equipment and training
- **\$1 million:** Upgrades to the offender information system known as DACS, including Access Points

## TOTAL INVESTMENT

**\$11.5 million**

*Before outcome of collective bargaining*