AGREEMENT WITH COAD

The agreement with the Correctional Officers Association of Delaware will:

Raise Correctional Officer Pay

- The agreement with the Correctional Officers Association of Delaware will increase starting pay for officers.

  - FY 2017 - $35,179.79
  - FY 2018 - $40,000
  - FY 2019 - $43,000

Create A Labor-Management Committee

- The agreement also creates a new Labor-Management committee to study ways to help recruit and retain officers, and decrease the use of mandatory overtime in Delaware’s prisons. Areas of study will include:
  - 12-hour Shift
  - Physical Fitness Testing
  - Career Ladder
  - Freeze Policy

June 2017 | Governor Carney’s plan to respond to the initial report of the DOC Independent Review:

- 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.

- 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.

- 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.

- 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.

- 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.

March 2017 | Governor Carney’s budget proposal included the following investments:

- $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 FY 2018 INVESTMENT

$23 million