

INVESTING IN THE DEPARTMENT OF CORRECTION

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