

REFORMING THE DEPARTMENT OF CORRECTION

Taking Action

- Reached an agreement with the Correctional Officers Association of Delaware to **increase pay for Correctional Officers across experience levels**, including a 22% increase to starting officer pay that will help Delaware recruit and retain officers across Delaware's correctional system.
FY 2017 - \$35,179.79 FY 2018 - \$40,000 FY 2019 - \$43,000
- Agreement also created 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**
- Appointed Claire DeMatteis as temporary **Special Assistant to the Governor** at DOC to spearhead reform of management practices, training and cultural turnaround. DeMatteis will produce public reports at six months and a year, with a focus on implementation of the Independent Review's recommendations.
- Directed the Delaware Department of Technology & Information to prepare a **strategic technology plan** for the Department of Correction to assist with the unique technology and equipment needs of Delaware's correctional system.
- Recruited Jim Elder – former Director of Clinical Services for Re-entry Programming at the Wilmington HOPE Commission – to serve as **Bureau Chief of Community Correction** to help offenders successfully re-enter their communities, and reduce Delaware's rate of recidivism.
- Directed the Department of Human Resources to prepare and implement a staffing plan which **eliminates the current shortage** of Correctional Officers. Department of Human Resources Acting Secretary Sandy Johnson has been meeting weekly with Commissioner Phelps since she started in July, and the HR Department will report on progress every three months until the shortage is eliminated.
- Directed 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.
- Hired Steven Wesley, former Warden of the Howard R. Young Correctional Institution, as **Chief of the Bureau of Prisons** to provide overall administrative support to prison facilities. The Bureau of Prisons also provides protection for the public with incarceration and rehabilitation programs that address societal and offender needs.
- Selected Air Force Lt. Col. Dana Metzger as Warden of the James T. Vaughn Correctional Center in Smyrna at the recommendation of a **multi-state selection committee** from Maryland, Pennsylvania, and Delaware.

Investments

- **\$16 million:** Funds pay increases for Correctional Officers, including a 22% increase in starting officer pay.
- **\$2.3 million:** Authorizes 50 additional Correctional Officers at James T. Vaughn Correctional Center and 25 additional officers at Baylor Women's Correctional Institution.
- **\$2 million:** New cameras purchased at James T. Vaughn Correctional Center.
- **\$1.3 million:** Investments in new equipment to help officers more safely respond to and prevent violent incidents.

TOTAL FY 2018 INVESTMENT

\$21.6 million