

APC 06/01/2022

1.) Vacant PO positions/new hires:

A lot of interviews being conducted statewide. Caseloads are really high. Jessica says she is frustrated too that governor's office approves new positions and are unable to fill positions and retain the new hires. Trying to figure out how HR can support the hiring process. Trying to resolve delays in the hiring process (i.e. initial screening of applications and background checks). Jim expressed frustration that the applicant pool is not heavily scrutinized and it is a concern that some newer people are not taking the job seriously. Jessica stated that there has been effort to provide professional development and address deficiencies.

2.) Update on Vests:

Requested follow-up to previous APC meeting regarding concealed vs external carriers and why there has been no progress in getting the questions answered. Also inquired about the time frame between measuring/ordering and delivery. Jessica will follow up with Mark Herubin.

3.) TC Arrests:

Jim discussed TC/inmate arrests and the PO's want to do the 40-hour institution transportation training and close the gaps between the DRC and APA transportation policies. Jessica will ensure that both policies are reviewed and also have PO's attend the 40-hour training.

4.) Updates to Equipment List:

Jessica indicated that she is open, if there is a need, to share equipment items if we have them.

5.) Tasers & Flashlight Holsters

Jessica reports that the decision was made that tasers will not be pursued at this time. It could change later on, but it will not happen anytime soon. Task force officers are currently the only officers who get permission to add the flashlight to the firearm. Requesting Jessica to explore options.

6.) Update on Officer Involved Shooting Policy

Meeting with Director next week, 6/9. Probably going through the policy line by line to review. Then draft will be pushed out.

7.) Status of AP1's:

Jessica reports that some vacancies have been filled, but that classification is not prioritized. PO's should not be answering phones or doing other clerical duties. Needs will vary depending on location, minimum office coverage, etc. Because of changes in workloads, the ratios are not

balanced out. Not going to lay someone off or arbitrarily changing an AP1 headquarter location. Caseload equalization is a concern for Regional Administrators to "spread the work".

8.) List of all committees that PO's are on and Regions committees are in:

Requested information from management for APA committees statewide. Tom inquired about the Senior Officer Screening Tool.

9.) Risk Supplement:

OCB (Eric) – up to agencies to determine supplemental percentages to be applied. Agency Specific portion of the contract. Has there been any thought given to compensate PO's as matter of recruitment and retention? Beth Hogon reports that the requests for information from 1199 are being worked on, but most of the information requested is not tracked. DRC still does exit interviews. Heather Smith indicates that Jason White used to send exit surveys via link to website (optional to the employees). Questioning significant difference in pay between county vs. state. Phil Rader indicates he "has done the research" and that the issue is that six figures are being advertised, but they must work a lot of overtime in prisons to get there. Allison claims that at bargaining, they were talking about risk supplement at main body contract negotiation, not APC specific.

Kelly Thomas addressed the fact that CO's with no education are being hired in at same rates as PO's, and there will be a huge problem in 3-4 years with massive retirements and already having a recruitment/retention issue. Eric claims that there are classification reviews that can be done. Changes must be shared with the union and discussed with union before being implemented. Union can also initiate a classification review. Position Description Questionnaire involves documenting everything that each position does on a daily basis. Once data is received, a "point factor" system is utilized to determine pay ranges based on 12 different categories. Kelly inquired about length of time to get PDQ done. Eric says it depends on number of people involved, but probably 9-12 months. Risk supplement language was "negotiated" and requires mutual agreement. Eric indicated code language also dictates supplements and hazards. According to Allyson, last PDQ for APA was 1998, no increases in pays and PAIL was removed, Ultimately, was not beneficial to PO's.

Jim inquired about officers who are facing discipline which prevents promotion/canvass and, in the interest of retention, whether management would agree to reduction in length of time some things stay on a person's record. It's already difficult to manage caseloads while the ongoing turnover results in officers leaving. "Discipline Agreements" are available prior to imposition of discipline. None have been done with APA, but several with institution staff and with exempts. Beth prefers this because it is a quicker disposition than going through the full grievance process. This is outside of the contract, and in lieu of a Pre-D hearing (discipline of 5 days or greater). Heather says that this is not common in APA.

Jessica claims management is aware of issues and that the stress that staff is feeling. She feels the current generation does not see these positions as long-term career positions. Just started talking about doing marketing campaigns for PO's, utilizing networking with local universities, etc. to get quality candidates.

Kelly addressed low morale, and PO's wanting to become trainers. Inquired if supervision fees could be used to supplement the additional responsibilities some officer take on, without benefit of getting reduction in other responsibilities. Jessica states that she thinks she can get some play to get overtime for some of these, and feels that she can get the leadership to strongly consider it. If things change, understanding that this could be ended. But at least the morale might improve if there is at least acknowledgement by the management.

10.)Update on Trainings:

11.)OT for field work:

Management Issue: Revising the canvass process.

