

APA/1199 APC Meeting – 02/15/2023

- 1.) Vacant Positions – According to Katrina, we have been doing a few different things to assist with recruitment (i.e. table at APPA conference with hiring information; working with HR and last couple of job postings have been sent out to colleges and universities; fast-track hiring specifically for Franklin County/Columbus, scheduled for 3/1; pilot for continuous posting for Cuyahoga County/Cleveland, then once bugs worked out will expand

According to Stacy, currently 26 vacancies in Columbus Region alone. Fast-track event to occur on 3/1. Talked to staff about getting the word out to people they may know to be looking at APA. 163 people have submitted applications, and 80+ of those are actually forwarding their credentials to HR.

Jessica indicated that this fast-track idea was borrowed from the institutions; “research” indicates the lag time between application and start date has caused some people to be lost in process. If it works well for Columbus, may expand to other areas. Also advertising with ads on iHeart radio also.

Allison reports that she applied for a position, for which it took 2 months to get an offer. Most state agencies are “too slow” in the hiring process. Most people cannot wait that long when seeking employment.

Katrina reports that there “could be” onsite job offers at this fast-track event, or there could be a short time taken (couple of days) to review applications and look at where the needs are highest. Second interviews (not required, per Katrina) will be same date. Stacy stated once they make a recommendation, then the name will be forwarded to HR to schedule drug screen, etc.

According to Katrina, job description changed to Associates’ Degree with some experience “about 15 years ago”. Tom Guyer asked if someone can have a PO position with HS/GED with some relevant experience. Allison claimed that this was a DAS action, not DRC.

Katrina then stated that they will also accept “walk-ins” on that date (3/1) to complete their application and get an interview.

Kelly asked about recruitment and retention supplement. Katrina indicated that it’s not coming from APA. Allison indicated that supplement is limited to certain classifications, per contract. Kristie indicated that there is nothing prohibiting an MOU from being submitted to include Parole. Beth Hogan reportedly has indicated that this is up to OCB. Kelly requested a meeting, to include OCB representative.

Tom asked Katrina if management “gives their blessing” to hire people with only GED. Katrina indicated that she is in support of the Regionals hiring the people

they think would be the best fit. Tom confronts Katrina that we are now reducing our qualifications to increase recruitment. Katrina denies this being the case. She says none of this has anything to do with recruitment and retention. Kelly advised that our concern is that we aren't going to get the same level of professionals if we reduce the minimum qualifications.

Allison indicated that she does not see that things would change much. OCB is going to be offering joint training on the PDQ process, but the minimum qualifications are already set by OCB. Wondering why the standard has always been Bachelor's Degree, but will we get the same quality of person in application pools that include Associates' or HS/GED with experience.

Katrina reports that during the hiring event on 3/1, those who move on would be fingerprinted that day, and likely have a start date for the following pay period. Katrina stated that PO School is already scheduled, no plan to have an extra class to support the mass hiring event. They would not be attending the PO School that starts on 3/10, unless they are DRC employees who have already completed NEO.

Katrina reports that they "are exploring" whether new hires need to spend the entire 3 weeks at NEO/CTA. Some of the department-wide topics would still need to be attended, but not so much with the prison-exclusive training.

Kristie inquired about the number of vacancies and whether management sees a recruitment and retention problem. Allison stated that "it's a DAS problem" with how the starting pay is handled, she then added that "we are about to get into bargaining also". That's always going to be an issue.

Kelly asked about the loss of long-time PO's, and what are the plans to retain staff outside of OCB/DAS realm of input. Jessica stated that, "yes, there have been conversations...including during APC meetings". Jessica reported that staff "enjoy" overtime opportunities and management is trying to extend that offering.

Kelly segued into the fact that the overtime issue has not been communicated to supervisors and regionals. Trainers have not been afforded these opportunities to obtain OT, the OT is handed out to the favorites of the supervisors or the regionals. Jessica claimed that the OT offer was put out to all of the regions. If it doesn't get resolved with the immediate supervisor, then either file a grievance or talk it through the chain of command. Katrina indicated that OT would be granted if someone is training and needs extra time to get caseload work done. But not giving out OT just because they are trainers.

Tom would like to have screening criteria for promotional opportunities reviewed. Would like to see more weight given to seniority and service years, not just the instructors or committee participation.

2.) DAS trackers

Allison indicated that she has drafted some policy language regarding vehicle trackers. All fleet vehicles will have trackers installed, but policy update is not out yet. There will be opportunity to respond and comment before it is finalized.

Kristie indicated that Josh has requested to bargain this issue.

Allison indicated that DAS is requiring trackers on all fleet vehicles.

3.) Body Cam Updates

Paul was inquiring about reducing the flashing lights on the BWC. After dark, it becomes a target. Seeking answers on whether it would be possible to reduce the brightness on that light for safety reasons. Jessica thought she checked into it and had been under the impression that it was resolved. Allison indicated that she would check on it and get back with Kristie. Jessica inquired if Paul was aware what the tech solution to the issue may be. Paul will email both Jessica and Allison with specific question/references to assist.

4.) OCSS Updates –

Kristie asked about issues or updates. Is there an app forthcoming? Katrina indicated that Step Mobile does have an app, but (allegedly) our Single Sign-On is causing problems. Everything being updated in phases. VSP workflow is the first project. Then once that is resolved, the app issues will be addressed – planning to be up and running in the spring (**she did not say spring of what year**). Currently working on having assessments and case plans all going through OCSS, effective 02/20/2023.

Kelly asked about PO's who need hot spots. Katrina stated that PSS and Regional agree, then PO can request hot spot.

5.) New Equipment for VAL Roundups

Katrina stated that this is NOT just for VAL roundups. Can be used for majority of scenarios. Regionals are identifying to train 3 people to be trained by Ohio Tactical Officers Association. Hoping to have this week-long training in March, which will also include use of medical kits. People who get trained are the only ones who will be permitted to use the equipment. Those people who are trained can then train other staff to use the equipment.

6.) PO Job Analysis workgroup

Jessica stated it will be out by the end of the month. Currently doing reviews and triple-checks on the survey before distribution.

7.) List of committees and work groups and who is on them

Allison sent list of committees earlier today, but she does not have a list of what staff are on which committees. Katrina indicated that there aren't that many committees, most of which are local committees. According to Allison, under contract the UNION selects who is on "most" committees.

How are people placed on committees and work groups? Katrina claims that people have asked to be placed on the committee and "we haven't turned anyone away". You actually have to do work, you don't just sit on a committee and collect the points. Most of the committees are local within the region. Staff should reach out to Supervisor, Assistant Regional, or Regional Administrator.

Allison discussed Health and Safety state-wide committee. During COVID, nurse practitioner participated on this committee. Email Kristie and CC Allison if interested in participating. Next meeting for this committee is next month.

8.) Updated Seniority Roster

Allison provided via email. Kristie forwarded to staff. Allison encouraged staff to check it for accuracy. If there are any concerns, report it to Aaron Corwin to get it corrected.

9.) Management Updates/Information

Nothing else to report.

NEXT MEETING: In person May 17th.