



AGENCY UPDATE

Director Brian Gootkin
Law and Justice Interim Committee
Jan. 19, 2022



Agency Update

CORRECTIONAL OFFICER WAGES

OVERVIEW

Montana State Prison

- Secure male facility located in Deer Lodge, MT
- Operational capacity - 1,607
- Employees - approximately 700

Correctional Officer (CO) Facts

- Starting wage - \$16.46/hr
- 59 of 328 correctional staff positions are unfilled at this time



CORRECTIONAL OFFICER ANNUAL COST

Salary	Benefits	Uniform	CDOB	NEO	Recruiting per CO	SGT supervision - FTO	Total Annual Cost
\$7,242.40	\$2,462.42	\$616.29	\$605.00	\$227.77	\$101.07	\$7,884.24	\$19,139.18

- Average turnover rate (based on last three years): **23 percent**
- Approximate number of correctional officers trained/year: **74**
- Estimated annual cost of turnover: **\$1,417,447.66**



STAFFING ACCOMMODATIONS

- Mandatory posts must be filled in order to ensure the security and safety of staff and inmates.
- Overtime hours are regularly offered to COs in order to fill as many posts as possible.
 - If there are no volunteers, then mandatory overtime occurs.
 - Overtime budget: \$1, 919, 538
 - Projected overtime for FY22: \$2, 771, 124
- At MSP, each \$1/hr pay increase equates to an estimated annual cost of \$994,928. This takes into consideration the required increases to salary, benefits, and employee longevity.
- Staffing is adjusted to fill mandatory posts, which affects other activities not vital to the security of the facility (Rec Yard, Gym, etc.).

RECRUITMENT CHALLENGES

- **Non-competitive wages** - many county detention centers start employees at higher wages than DOC.
- **Prison location** - limited employee housing opportunities
- **Limited employee pool** - generally pulls from a 25 mile radius (Deer Lodge, Anaconda, Butte)
- **Type of work** - working in a prison has a unique set of demands on employees



LABOR NEGOTIATIONS

Federation of State Prison Employees Local 4700

- DOC has been in negotiations since June 2021
- Key area of discussion is employee wages
- DOC is working with the union to create and implement career ladder pay increases
- Negotiations continue



MSP STAFF ASSAULT PHOTOS





MONTANA DEPARTMENT OF
CORRECTIONS

Questions?