

Correctional Officer I Vacancy Tracking

March-November 2024

The table below tracks the growth in vacancy rates for Correctional Officer I positions in the Vermont Department of Corrections, by facility:

Classified Correctional Officer I Vacancy by Facility	2024 Total	March Vacancies	November Vacancies	Increase	%	March	November
						Vacancy Rate	Vacancy Rate
CRCF	55	9	16	7	77.78%	16.36%	29.09%
MVRFCF	35	4	4	0	0.00%	11.43%	11.43%
NERCF	50	1	10	9	900.00%	2.00%	20.00%
NSCF	70	12	13	1	8.33%	17.14%	18.57%
NWSCF	65	5	6	1	20.00%	7.69%	9.23%
SSCF	78	9	32	23	255.56%	11.54%	41.03%
Total	353	40	81	41	102.50%	11.33%	22.95%

Corrections Security Staffing in Crisis:

- The total number of CO I (Correctional Officer I) vacancies has more than doubled from March to November 2024— increasing from 40 to 81 vacancies— following the expiration of the side letter providing supplemental compensation for facility security shifts worked in July 2024.
- The Correctional Officer Vacancy rate statewide has more than doubled from 9.22% in March 2024 to 18.66% in November 2024.
- The security staffing situation at Southern State Correctional Facility (SSCF) in Springfield is most acute, with the November CO I vacancy rate of 41%. The CO I vacancy rate at Springfield has increased 255.56% since March 2024, following the expiration of the supplemental side letter in July 2024. COIs at SSCF are understandably exhausted by continually being forced to work 16-hour shifts.
- Security Staffing at Chittenden Regional Correctional Facility (CRCF,) the Women’s Prison in South Burlington, is a significant source of concern. Staff have reported being unable to take bathroom breaks and subsequently soiling themselves due to lack of staffing. The number of Correctional Officer I vacancies at CRCF has nearly doubled from March 2024-November 2024, as the CO I vacancy rate increased from 16.36% to 29.09%.
- Correctional Officers across Vermont are in crisis; forced to regularly work 16-hour shifts, mandated to be on-call during their days off and prevented from spending time with their friends and families. This staffing crisis is creating unsafe and inhumane working conditions, harming their health, and destroying their social lives. These are human beings; this is not sustainable.
- The CO I staffing crisis also harms incarcerated individuals by denying them recreational or educational opportunities due to staffing shortage-induced lockdowns and creating unsafe living conditions.
- The Department of Corrections should provide legislative committees of jurisdiction with timely, relevant data that shows the scale of the CO I staffing crisis in Vermont Department of Corrections.

Glossary-

CRCF- Chittenden Regional Correctional Facility in South Burlington

MVRCF- Marble Valley Regional Correctional Facility in Rutland City

NERCF- Northeast Regional Correctional Facility in St. Johnsbury

NSCF- Northern State Correctional Facility in Newport

NWSCF-Northwestern State Correctional Facility in St. Albans

SSCF- Southern State Correctional Facility in Springfield

Side Letter- An amendment to a collective bargaining agreement (CBA) negotiated by an employer and union, often used to provide supplemental adjustments to the terms of the agreement, which can be temporary or later be incorporated into the CBA.