

# **Recruitment and Retention:**

## **Relevant Metrics**

### **Retention:**

- Quarterly and Annualized CO I and CO II Turnover, separated by job class;
- Quarterly and Annualized CO I and CO II vacancy rate, separated by job class;
- Quarterly number of correctional officers working a shift in excess of 12 hours (breakdown by facility may be helpful);
- Quarterly number of shifts a correctional officer was called in on their day off to cover a shift or partial shift (Breakdown by facility may be helpful);
- Quarterly number of shifts correctional officers were on-call on their day off (Breakdown by facility may be helpful).

### **Recruitment:**

- Quarterly and annual correctional officer recruitment numbers;
- % of VCA graduates that complete their probationary period by VCA class (facility breakdown may be helpful);
- % of VCA graduates that complete 1 year of service by VCA class (facility breakdown may be helpful);
- % of VCA graduates that complete 2 years of service by VCA class (facility breakdown may be helpful);

- % of VCA graduates that complete 5 years of service by VCA class (facility breakdown may be helpful);

#### **P&P Services:**

- Quarterly and Annual Number of hours of on-call status worked by P&P officers on days off (regional breakdown may be helpful);
- Quarterly and annual numbers of hospital coverage call-in's performed by P&P officers on their day off (regional breakdown may be helpful);
- Quarterly and annual numbers of hospital coverage call-in's performed by P&P officers on during regular workday (regional breakdown may be helpful);

#### **Inmate Services:**

- Quarterly and annual lockdowns due to lack of staff (facility breakdown may be helpful);
- Quarterly and annual educational opportunities cancelled or postponed due to lack of staff (facility breakdown may be helpful);
- Quarterly and annual recreational opportunities cancelled or postponed due to lack of staff (facility breakdown may be helpful)
- Number of incidents resulting from missed bathroom breaks

*Note: These statistics should be provided for the period of the last five years. Furthermore, the reporting should indicate periods during which a side letter agreement between VSEA and DOC was— or was not— in effect.*