



Vermont State Employees' Association

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Department of Corrections Staffing— An Unresolved Crisis

Facility staffing has returned to crisis levels.

- Since June 2024, facility staffing vacancies have increases from 14% to 18%¹, forcing Correctional Officers to work 16 hour shifts and be on-call on their days off. Security staffing vacancies would demonstrate the problem even more clearly.

Hospital coverage remains problematic, particularly for Southern P&P.

- Statewide in 2024, 16.4% of hospital coverage is provided by P&P, however Southern P&P accounts for a disproportionate 65.3% of annual P&P coverage². The high rate of Southern P&P hospital coverage forces P&P officers to regularly be on-call on their days off and is attributable to particularly acute security staffing vacancies in the Southern portion of the state.

Stability and Sustainability Survey: Abandoned in a Crisis

- The majority of DOC staff *disagreed or strongly disagreed* that they:
 - feel DOC leadership cares what they have to say (66%); and
 - receive adequate communication from leadership (54%)³.

The End of the Side-Letter— A Disaster for Staff and Families

- The lapse of the DOC side-letter that benefitted employees working security shifts has resulted in higher vacancies, more mandated overtime, and regular on-call status on days off. Correctional facility employees:
 - Rated their Satisfaction significantly lower than in August 2023⁴
 - Rated their Work/Life Balance significantly lower than in August 2023⁵
 - Rated their Personal Life Impacts significantly lower than in August 2023⁶
 - Frequently work mandated overtime (88.5%)

What does the work schedule for Correctional Facility employees *negatively impact*?

- Their sleep (quality, quantity) (74%)⁷;
- Their mental health (70%);
- Their self-care (70%);
- Their physical Health (69%);
- Their time for errands/general responsibilities (65%);
- Their hobbies/enjoyable activities (64%);
- Their relationships with family (63%); and
- Their friendships (59%)

¹ Vermont Department of Corrections, "VT DOC Executive Summary," September 2024, P.3

² Vermont Department of Corrections, "VT DOC Executive Summary," September 2024, P.4

³ Vermont Department of Corrections, "Stability and Sustainability Plan May 2024 Survey Results," May 2024, P.5

⁴ Ibid., P.6

⁵ Ibid., P.17

⁶ Ibid., P.24

⁷ Ibid., P.23