



# Response to ACA Report

Senate Corrections Subcommittee

# Agenda

- Staff Scheduling
  - ACA Recommendation
  - TDOC Analysis
  - Next Steps
- Disciplinary Definitions
  - ACA Recommendation
  - TDOC Analysis
  - Next Steps
- Summary

# Staff Scheduling: ACA

## ACA Recommendation

- 14 day work period (time keeping)
- 12 hour shift with a rotating schedule
  - 3 on, 2 off, 2 on, 3 off, 2 on, 2 off

	Current	Recommended
Work Period	28 days	14 days
Shift	8.5/9 hours	12 hours
Schedule	6 on, 3 off rotation	3, 2, 2, 3, 2, 2
Potential Benefits	Scheduling equity Shift briefings Shorter shifts	Scheduling equity Shift briefings Fewer work days

# Staff Scheduling: TDOC

## TDOC Analysis

- Falls under the FLSA law enforcement exception which utilizes a work period between 7 and 28 days which allows for:
  - Scheduling equity
  - Shift briefings
  - Fewer consecutive work days
- Allows facilities to decide which option best fits their workforce

# Staff Scheduling: Next Steps

- Staff input
  - Survey
  - Site visits
- Determine feasibility of timekeeping adjustments
- Communication
- Implementation timeline
- Training

# Disciplinary Definitions: ACA

## ACA Recommendation

- Remove injury as a defining term in disciplinary rules
- Remove several disciplinary offenses (including assault and staff/inmate provocation)
- Add several disciplinary offenses (including assault with weapon and assault without weapon)

# Disciplinary Definitions: TDOC

## TDOC Analysis

- Conduct a comprehensive review of disciplinary definitions with the following goals in mind:
  - Increasing offender accountability
  - Adding clarity
    - Incident codes matching disciplinary codes
  - Reducing subjectivity

# Disciplinary Definitions: Next Steps

- Review of offender disciplinary infractions
- Legal review
- Communication
- Training



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# Summary

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- ✓ “Consistently operationally disciplined, stable and productive in meeting their critical mission” (ACA Report)
- ✓ Review feasibility of scheduling recommendation
- ✓ Analyze offender discipline code to increase accountability and consistency
- ✓ Anticipated implementation – January 2016



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# Discussion