



Oregon

Tina Kotek, Governor

Oregon Department of Corrections

Office of the Director

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March 14, 2023

The Honorable Paul Evans, Co-Chair
The Honorable Janeen Sollman, Co-Chair
Public Safety Subcommittee on Ways and Means
900 Court St NE
Salem, OR 97301

Members of the Joint Committee on Ways and Means Subcommittee on Public Safety,

Below are the questions and responses from the March 13, 2023, Department of Corrections (DOC) Senate Bill 5504 Information Meeting.

1. How does the DOC compare nationally when comparing adults in custody (AICs) who are over 55? Is DOC number one nationally?

The last study conducted to rank states was a Pew Center report published in 2018 on aging populations. At that time, Oregon was the fourth highest with 12.6% being age 55 and older. As of January 2023, AICs 55 and older accounted for 17.4% of Oregon DOC's total AIC population.

The federal government did not collect the data in 2020 or 2021 due to COVID-19. Reports are still being compiled for more recent data.

2. What is the average age at the time of incarceration? How does DOC compare to other states?

The average age of prison intakes in 2022 was 37. We do not currently have data comparing Oregon to other states.

3. What are the food costs per day per AIC?

DOC is currently budgeted for \$3.01 per day, per AIC for food. With inflation, the agency is currently experiencing \$4.04 per day, per AIC. This means the actual costs are a little over 34% above budget.

4. What percentage of overtime is mandatory overtime?

Quantifying the percentage of mandatory overtime (OT) is problematic in the current environment within DOC.

Often, the mandatory assignments are the least desirable on each shift since the voluntary overtime staff have already chosen their assignments. In other words, for security staff, there is a practice of strategically choosing voluntary overtime (VOT) by those with enough seniority to avoid being put lower on the bucket list. This practice has been in place for some time and is

part of the department's culture. As mentioned in the hearing, employees will also volunteer for overtime to keep a fellow employee from being mandated.

For these reasons, there is no mechanism to truly track voluntary vs. mandatory overtime. One way of estimating the voluntary overtime is to use the same number of voluntary overtime hours from a previous date, prior to the pandemic. In the months of July through December 2019, staff worked approximately 27,000 hours of voluntary overtime each month. If staff continued to work 27,000 of voluntary overtime in recent months, the mandatory overtime percentage would be 38% from July through December 2022, the most recent records DOC has.

5. Why were OSP and SRCI chosen for the SUD pilot programs? Is it possible to look at other smaller prisons? Are those two institutions the highest for drug treatment need? Would you consider partnering with Alcohol and Drug Treatment Policy? Should you look at the age of the population?

The Oregon State Penitentiary and Snake River Correctional Institution cover 34% of the individuals with a severe substance use treatment need in DOC custody.

Historically, Alternative Incarceration Programs (AIP) have been in minimum custody facilities (driven by statutory requirements). The largest unmet treatment need is DOC's medium facilities. Both institutions are in, or adjacent to, communities which can support the SUD workforce needs. Oregon State Correctional Institution is a smaller medium institution in the same community, but participation at OSP allows us to reach Black and Native populations more than OSCI.

I would like to call out a quote from the Secretary of State Measure 110 report, "At a cost of \$8,000 per person for a six-month intensive residential substance use disorder treatment program, DOC programs likely offer some of the best value and potential return on investment for the state."

Also of interest, from the Governor's Racial Justice Council noted that they "strongly support" DOC's efforts.

We have reached out to the Alcohol and Drug Policy Commission and spoken with the Chair of the Commission. We will coordinate a time to present to them and explore opportunities to work together.

6. What are the mechanisms in place to ensure AICs are trained for work that is needed in the community? Are there trade apprenticeship programs at the agency?

A wide variety of classroom education, vocational training, work-based education, and apprenticeship opportunities are provided through DOC's Education and Training Unit. An overview of the educational programs and more detailed information regarding the various types of training programs are provided as attachments.

The Education and Training Unit works with its many partners including BOLI, workforce development boards, and businesses, to ensure the training opportunities provided are relevant in the community. Sometimes DOC is approached by its business partners who have a need for trained and qualified applicants, as was the case with Oregon public transportation

agencies and our planned CDL bus driver training program. DOC also screens AIC participants to verify their crimes will allow them to work in that capacity in the community before they are enrolled in a training or apprenticeship program.

Oregon Corrections Enterprises (OCE) is extending our mission from providing work and training on the inside, to providing employment when AICs release. Pre-Release Hiring Programs (PREHP), provide AICs approaching release an opportunity to secure a job offer prior to returning to the community. As this program develops, we are adapting and aligning our programs to provide work opportunities that mimic businesses in the community. OCE is implementing and creating industry recognized training and certifications to provide employment opportunities for returning adults and job-ready candidates for employers. Please see the attached OCE certification and trainings 2023 spreadsheet for a complete list of our certifications and the ones in development.

I have included several attachments regarding education in my email response.

7. Is mail a Constitutional right?

It would be unconstitutional (1st Amendment) to prohibit mail communication. We are working with our lead Department of Justice counsel to research alternatives in dealing with contraband in the mail.

8. Is there a geographic component to the Correctional Officer (CO) separations slide?

Following is a chart with CO separations by eastern and western Oregon.

Correctional Officer Separations by City

Region	Location City	2022	2023	Grand Total
Eastern Oregon	Baker City	2		2
	Lakeview	2	2	4
	Madras	13	2	15
	Ontario	50	5	55
	Pendleton	40	6	46
	Umatilla	36	3	39
	Total		143	18
Western Oregon	Portland	4	2	6
	Salem	59	8	67
	Tillamook	4	1	5
	Wilsonville	31	4	35
	Total	98	15	113
Grand Total		241	33	274

9. In general, where do you lose people? Where do they go to work?

Last year, we hired 350 Correctional Officers. Of these, there are those who didn't feel it was a good fit for their lifestyle or didn't pass the probationary period. Lastly, as you can imagine, many agencies and companies are offering hiring incentives. DOC does not have the funding, nor authority, to provide such incentives.

Correctional Officer Primary Separation Reasons 1/1/2022 to 3/31/2023

Primary Reason (group)	
Dismissal & Termination	22
Other - Deceased	4
Resignation	144
Retirement	79
Trial Service Removal	25
Grand Total	274

Correctional Officer Separation Reasons 1/1/2022 to 3/31/2023

Primary Reason (group)	Business Process Reason (group)	
Dismissal & Termination	Discipline	10
	Termination of Appointment (Involuntary)	3
	Unable to Perform Duties	8
	Unsatisfactory Performance	1
Other	Deceased	4
Resignation	Advancement Opportunities	7
	Dissatisfied with Job	8
	Dissatisfied with Management	2
	Family Reasons	13
	Medical Separation	6
	Military Service	3
	Neutral Reference	3
	Other	20
	Private Sector Opportunity	26
	Pursuing Higher Education	3
	Relocation	10
	Retirement	36
	Staying at Home	7
Retirement	Retirement	79
Trial Service Removal	Unable to Obtain License / Certificate	1
	Unable to Perform Duties	13
	Unsatisfactory Performance	11
Grand Total		274

10. Are you focusing on ODVA and National Guard for recruitment?

Yes, DOC has reached out to multiple Veterans organizations. We have partnered with the Military PaYS program through the U.S. Army to connect with those leaving military service; partner agencies guarantee initial interviews for veterans seeking employment through this program.

We are learning more about Skill Bridge, another service offered to military personnel leaving the service, helping to place them in a work field matching their abilities. Continuous research and partnering is happening through local National Guard drill weekends. Lastly, DOC offers the On-The-Job Training Apprenticeship Program education benefits through the VA. Those meeting the standards may be eligible to receive a check each month from the VA, in addition to their DOC paycheck.

Please let me know if you have any additional questions.

DOC Response to Ways and Means

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Sincerely,

Heidi Steward

Acting Director

Oregon Department of Corrections