

Submitter: Philip Thiel
On Behalf Of:
Committee: Senate Committee On Labor and Business
Measure: SB631

Dear Senate.

Mr. Rob Persson says "DOC remains fully committed to the wellness of our valued employees. We have designated staff at each institution to assist applicants through the hiring process, increased the number of cohorts going through basic corrections courses, conduct regular meetings with recruitment teams, and provide quarterly reports to the legislature as to our progress.

Historically, DOC has maintained a nominal security staff vacancy rate allowing us to consistently provide mandated services to those in our care and custody. We are often required to offer voluntary overtime to staff in order to ensure required posts are filled so that safe and secure operations can be maintained. Mandating overtime is necessary to operate programs (such as education and training) and to offer services (including visiting, recreational activities, etc.) that are critical to the people in our care and custody."

Yet today, 3/18/23, at Coffee Creek, I watch as several staff get mandated. Some of them were back to back mandates 2 days in a row 16 hour shifts with 7.5 hours off before they have to be back at work. Staff running on 5 or less hours of sleep and they say the Department of Corrections cares about its staff wellness and retaining them? It sounds like they care more about the AICs yard time and visiting more than their own staff health and hiring process.

I do not see the mandatory overtime problem getting fixed anytime soon here at Coffee Creek unfortunately. I don't think anyone should get mandated 16 hours a day back to back or excessively away from their kids and families. No matter if its in the Department of Corrections or some rich Private Corporation. We are down more than 20+ Officers and the problem isn't getting better. We are better than that here in Oregon and need to lead by example.

One thing I want to add before I leave is, I want to see Coffee Creek which is the only female prison in the state of Oregon be able to RETAIN female officers and all its new staff. Mandating them excessively only lead them to quit. They find different

employment that doesn't mandate them excessively so they can be a part of their child's life, development and child-care. Unfortunately, many staff have left because of this.

That is why I support this bill, so working families can come together and be a part of their children and families lives outside of their scheduled working hours.

Thank you.

Philip Thiel