

Committee of the Whole

November 1, 2021

Department of
Corrections'
Briefing for Prince
George's County
Council



Department of Corrections' Executive Team



Corene Labbé
Director



Gregory Smith
A/Deputy Director
Bureau of Operations

Prince George's County
Dept. of Corrections
Correctional Center
13400 Dille Drive



Guy Merritt
A/Deputy Director
Bureau of Administration

Key Issues and Concerns

1. Building Maintenance
2. Recruitment and Retention
3. Recidivism and Reentry



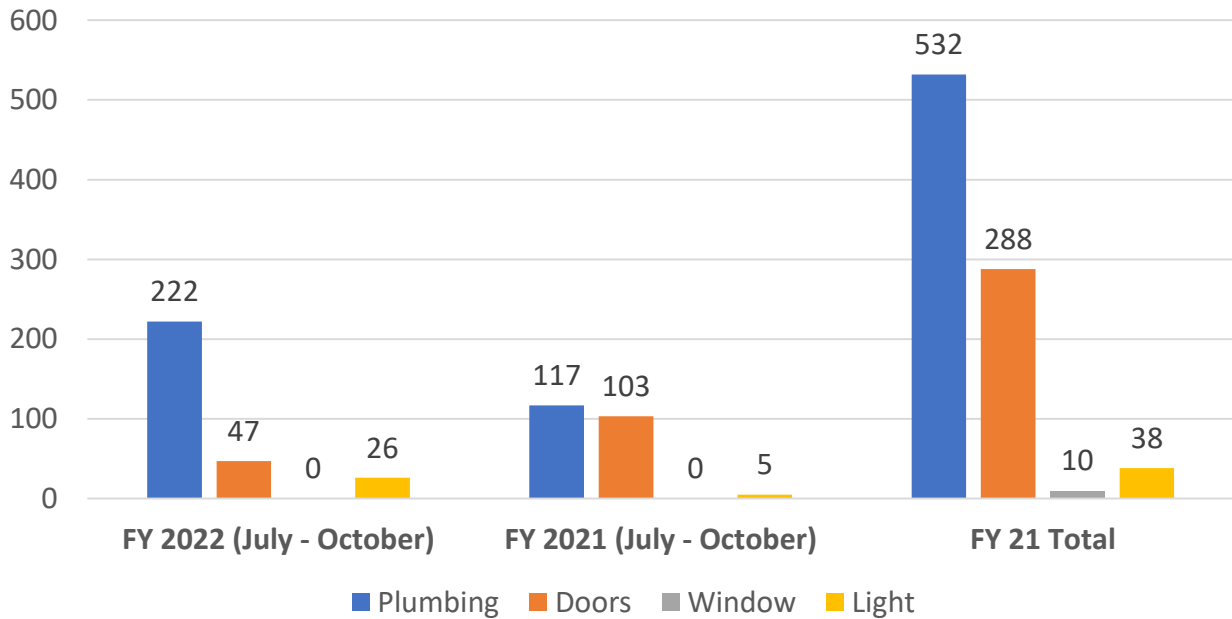
Maintenance Challenges

- Detention Center opened in 1987 and it is now 34 years old.
- Detention Center suffers from the lack of preventive maintenance and needs extensive renovation.
 - The Detention Center is maintained by the Office of Central Services (OCS).
 - Not all facility needs are included in existing CIP Budget.
 - CIP projects experience ongoing execution challenges and delays.
- Current construction projects include:
 - Medical Unit expansion (*projected completion date of April 2022*)
 - Housing Unit 12 structural renovations (*projected completion date of late November/early December*)
 - Moving into Phase III of the Housing Units Renovation Project (*to begin after the H12 renovations*)
 - Community Release Center expansion
 - DOC applied for state funding under Maryland's CIP budget
 - OMB approved the building design

Maintenance Challenges

- The Detention Center never closes. The facility has 768 toilets and sinks and 126 showers (this excludes the medical unit). In addition to personnel, on average, 830 inmates use the facility's plumbing fixtures daily and may engage in vandalism, exacerbating the need for plumbing repairs.
- Due to the Medical Unit expansion and H12 renovations, there are three housing units currently out of commission. This reduces the overall number of available beds for detainees. In FY 22, the average available bed space is 1228 (614 cells).

Closed Cells Repair Orders



**This data may include repetitive cells that have more than one repair order open for different requests.*



Multi-Year Sworn Staffing Overview

- As of October 20, 2021, the Department of Corrections has 386 sworn staff with 104 vacancies, or nearly 27% vacancy rate.

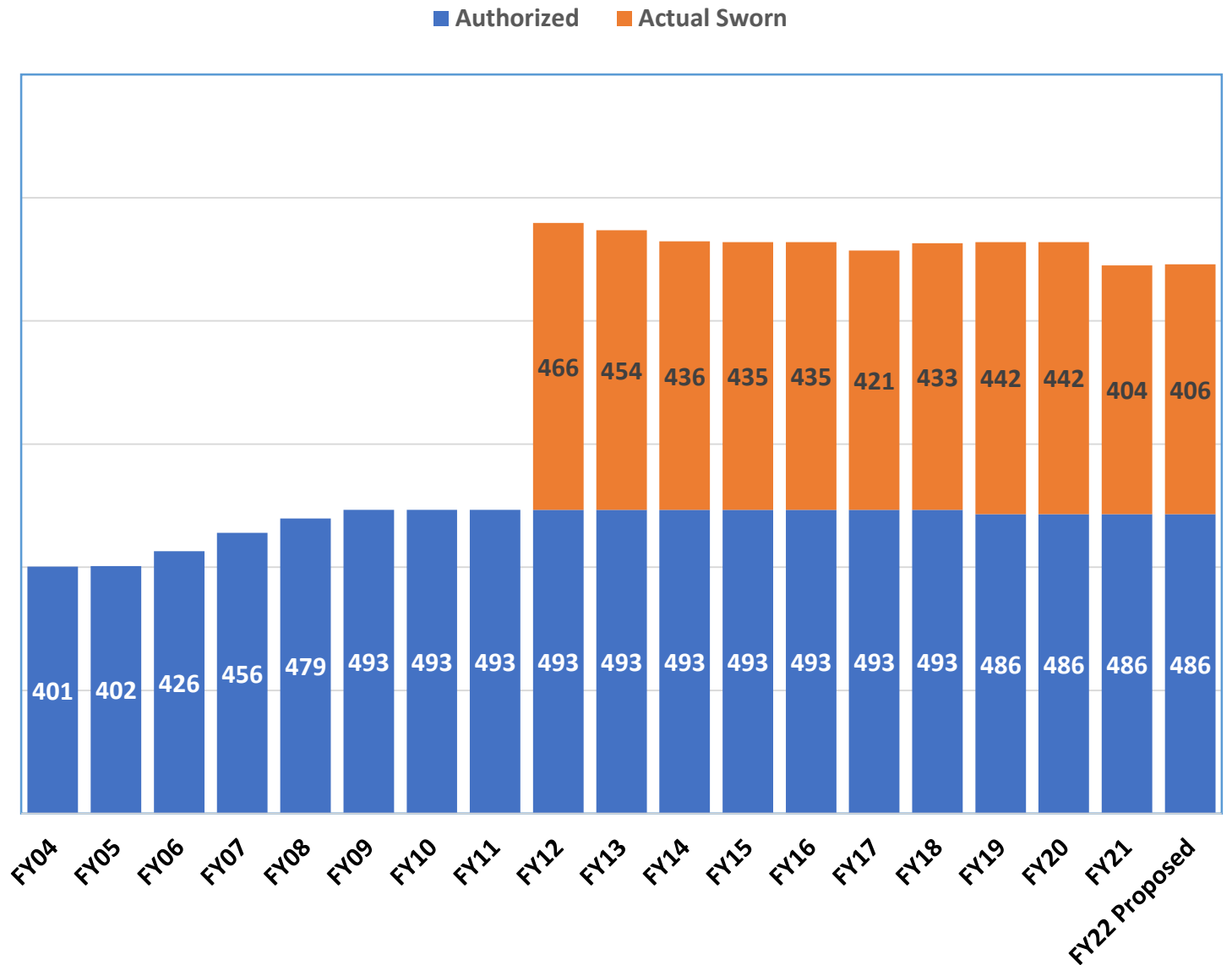
CIVILIAN

- FY 2020 24 vacancies or nearly 14.45% vacancy rate
- FY 2021 36 vacancies or nearly 28% vacancy rate

SWORN

- FY 2020 44 vacancies or nearly 10% vacancy rate
- FY 2021 82 vacancies or nearly 20%

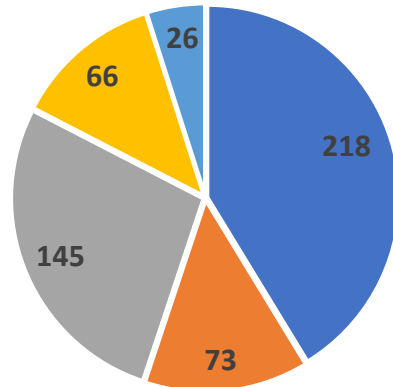
Sworn Staffing Overview: Authorized and Actual FY2004-FY22



Filling Sworn Vacancies

- Continuous inability to fill recruitment classes to a desired capacity
 - Very limited recruitment budget (\$28,500 budget)
 - Starting salary is lower than in most nearby sister jurisdictions in the Washington Metropolitan area (Montgomery County, Fairfax County, Arlington and Alexandria)
 - Hiring struggles are believed to be the result of the public outlook on Public Safety careers

Written Exam Results for 2022



- Applications Received
- Scheduled for the Test
- Passed the Test
- Automatically Disqualified
- Took the Test

CELT Class 2020-1



CELT Class 2021-1



CELT Actual Classes and Attrition

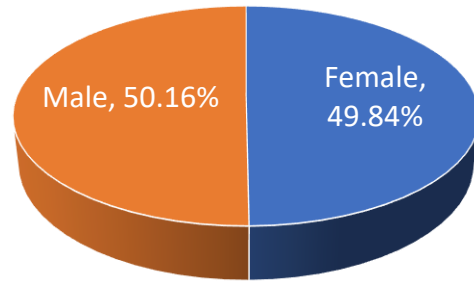
In FY 2020 the Department graduated 1 recruit class: 19 Sworn and 4 Civilian

In FY 2021 the Department graduated 1 recruit class: 7 sworn

Attrition Comparison						
Reasons	FY 2019		FY 2020 YTD		FY 2021 YTD	
	Sworn	Civilian	Sworn	Civilian	Sworn	Civilian
<i>Recruit Attrition</i>			1			
Resignations	12	5	10	3	5	6
Regular Retirement	17	2	6	4	10	6
Disability Retirement	2	0	0	0	0	0
Termination	1	0	0	1	0	0
Other	0	1	0	0	0	0
TOTAL	32	8	17	8	15	12

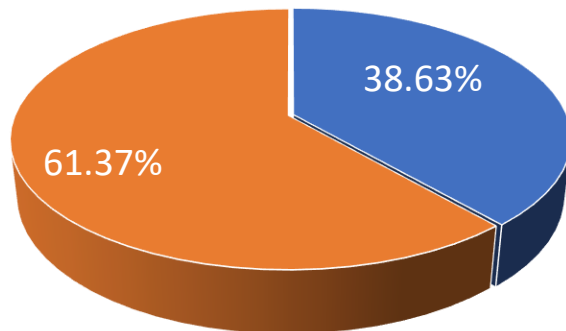
Recruitment Applicant Demographics

Sworn Applicant Gender



Sworn Application Screening

■ Applicant Disqualified ■ Qualified Applicant



Age Group	Percentage
18-19	0.87%
20-29	44.37%
30-39	34.86%
40-49	12.24%
50-59	5.57%
60-69	1.97%
70-79	0.11%

Race/Ethnicity	Percentage
African American	81.49%
American Indian or Alaska Native	0.88%
Asian	0.88%
Hispanic/ Latino Origin	5.15%
Native Hawaiian or Other Pacific Islander	0.11%
Other	3.07%
White	8.43%

Correctional Officer Positions Pay Scales, FY 2021

	Baltimore	Anne Arundel	Howard	Montgomery	Prince Georges
Correctional Officer	\$42,507 – \$53,396	\$41,796 – \$73,289	\$43,347 – \$67,433	\$45,412 – \$77,199*	\$43,558-\$87,510
Corporal	\$44,629 – 55,848	\$46,558 – \$76,953	\$46,113 – \$73,944	\$52,452 – \$84,915	\$47,963-\$96,411
Sergeant	\$48,898 – \$60,906	\$49,036 – \$93,000	\$51,500 – \$82,284	\$57,960 – \$97,114	\$52,817-106,218
Lieutenant	\$53,396 – \$66,671	\$58,292 – \$105,380	\$54,347 – \$90,105	\$62,507-\$104,733	\$58,172-\$117,034

	Harford	Frederick	Fairfax	Arlington	Alexandria
Correctional Officer	\$43,139 – \$71,115	\$41,516 – \$63,939	\$48,973-\$79,774	\$50,419 – \$85,155	\$48,134 – \$81,209
Corporal	\$55,869 - \$86,424	\$50,248 – \$75,121	\$53,993 – \$83,761	\$52,936 – \$89,398	\$50,541 – \$94,004*
Sergeant	\$63,731 – \$95,285	\$55,272 – \$82,632	\$56,692 – \$92,346	\$61,131 – \$103,272	\$58,500 – \$103,632
Lieutenant	\$72,488 – \$105,061	\$60,800 – \$90,895	\$59,527 – \$123,753*	\$88,025 – \$145,184	\$64,494 – \$114,252

** Indicates pay range for position's level I and II*

Please note that this data represents pay scales. Officer actual pay may vary greatly based on overtime, shift differential and all sorts of other specialty pay. However, entry level pay scale data may be of critical importance for new recruits as they decide which agency and jurisdiction to apply to.

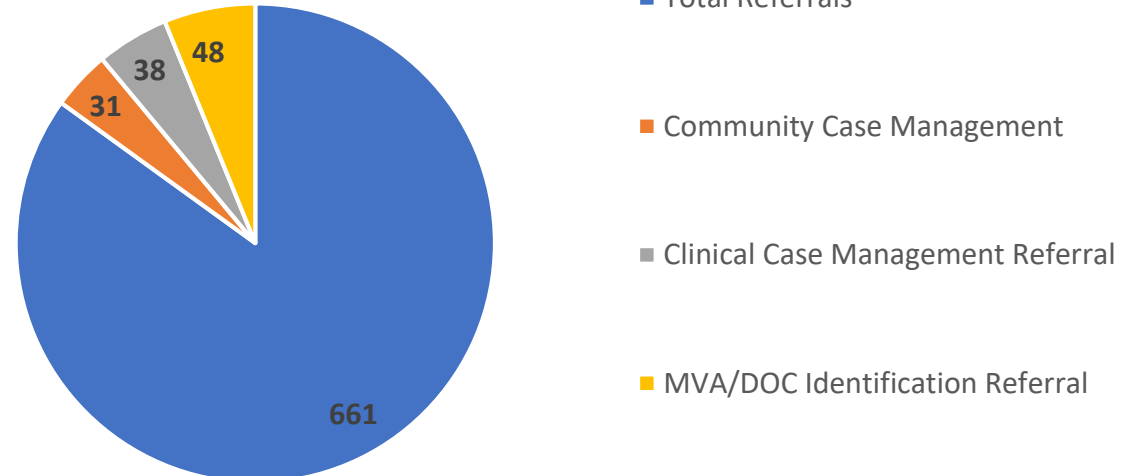
The Office of Management and Budget approved a hiring incentive of \$1,000 for newly hired recruits this fiscal year. Upon completion of the Correctional Entry Level Training academy, the employee will receive \$500; the second \$500 will be after the first year probationary period.

Recidivism and Reentry Issues

- Many of the Department's services and programs are suspended/limited by COVID-19 to include:
 - Community Release Center
 - Domestic Violence
 - Men Matters
 - Returning Fathers
 - Barber Styling School (*program just resumed services on limited basis for working inmates who are vaccinated*)
 - Fundamentals of Cosmetology (*instruction just resumed on a limited basis*)
 - Jail-based Substance Abuse Treatment (*program restarted in June*)
 - Adult Education program (*available on limited basis*)
- Staff can't enter progress notes or utilize case management with the current Offender Management System.
- Recidivism data from January 1, 2017, to September 1, 2020, shows the following:
 - Of 31,185 individuals, approximately 9,469 inmates or 30.4% recidivated. This is compared to the national recidivism rate of 67.5%.

Referrals for Services

Staff provided pre-release assistance to 1,142 individuals and provided post-release assistance to 138 people so far this year.



Space Issues: Alternative-to-Incarceration Programs

- Space is needed for the Department's alternative-to-incarceration programs, specifically for Home Detention, Pretrial/Case Management and Drug Laboratory.
 - With the newly constructed Public Safety Training Complex, the Department's Training Academy will be imploded.
 - The Training Academy houses both the Department's Training and Home Detention staff.
 - The Department's Training staff will be relocated into the Public Safety Training Complex; however, there aren't any permanent accommodations for the Home Detention staff.
- The Department would like to co-locate all alternative-to-incarceration programs by:
 - Imploding its "residential facility", known as the Butler Bldg., a 1970s residential house, which currently houses Pretrial/Case Management staff and Drug Laboratory, and
 - constructing an extension to the existing Community Corrections Release Center facility to house all alternative programs, to also include the Community Service Program that is housed in a "residential house" on Brown Station Road.

Space Issues: Administrative Wing Extension for the Central Control

- The Central Control/Administrative Expansion project is included in the FY 2020-2025 CIP Approved Budget.
- The plan is to construct an extension to the facility's Administrative Wing that will house the Central Control and also provide much needed storage space.
- The start was delayed to the current fiscal year.

Questions?

- **Director Corenne Labbé**
 - CDLabbe@co.pg.md.us
 - 301-952-7015

