



## **General Government & Social Services Committee**

June 11, 2019

### **Summary and Motions**

Committee chair, Susan Lamb, called the meeting to order at 1:02 p.m. Committee members Steve Kay, Richard Moloney, Chuck Ellinger, Bill Farmer, Angela Evans, Jennifer Reynolds, and Kathy Plomin were present. James Brown and Fred Brown were absent. Councilmember Amanda Bledsoe was in attendance as a non-voting member.

#### **I. Approval of May 14, 2019 Special Committee Summary**

A motion was made by CM Ellinger to approve the May 14, 2019, Special General Government & Social Services Committee Summary, seconded by CM Plomin. The motion passed without dissent.

#### **I. Approval of May 14, 2019 Committee Summary**

A motion was made by VM Kay to approve the May 14, 2019, General Government & Social Services Committee Summary, seconded by CM Ellinger. The motion passed without dissent.

#### **II. Correctional Personnel**

CM Evans provided some background regarding the committee item, including the long-time turnover issue, which led her to place it in committee. Steve Haney, Director of the Division of Community Corrections, explained how vacancies were reduced to zero in the spring of 2018 and then issues started to compound that resulted in the employees attending a council meeting in the fall. He said this is a normal issue in this type of work that is common, both nationally and across the state.

Haney reviewed measures put in place to reduce overtime in November 2018, that led to 112 times per week an employee did not have to work overtime and a 53 percent reduction in overtime paid over four pay periods. He said about half of the measures implemented were rolled back at the end of January. He reviewed the drivers that lead to overtime, such as an increase in hospitalizations, which require a higher level of staffing. He pointed out the new medical contract that includes an infirmary. He said as of today 40 employees are on some kind of leave or light duty. He predicts the vacancies will decrease to 19 if 15 people graduate from the academy class that starts in July, compared to 46 vacancies in October. He described a peer mentoring program they are developing that should launch in 30 days and mentioned an idea to have a position dedicated to the mentoring program but also health and wellness of staff. Haney reviewed a variety of approaches they are taking to recruit new employees. Lastly, he described the decline in the inmate population in the Fayette County Detention Center, decreasing from 1,500 inmates in November to 1,355 in May.

CM Moloney asked how many state inmates are being held at FCDC. Haney said 350 and pointed out we do not take any inmates from other places, including state inmates once they have left FCDC. They discussed a backlog of court cases that can cause inmates to wait 2-3 years to go to court, which those individuals would be listed as county inmates. Moloney suggested the division coordinate with the Division of Parks and Recreation, through their events, and the Department of Social Services for recruitment.

CM Plomin asked about the peer mentoring program that is supposed to start soon. Haney described the challenges employees face and how it will help new officers connect to the job as well as other employees. He said Captain Randy Jones, who will operate the program, has looked at other models in the country. Plomin asked if outreach for recruitment includes high school students, which Haney said they do some for this age group but they are not eligible to work at the Division of Corrections until they are a few years older.

CM Lamb asked how long an individual academy lasts, which Haney said 10 weeks. Evans asked about the communication of information that is gathered during exit interviews and getting that information relayed to management. Haney said that information is often communicated immediately, within the same day, and that all exit interviews are communicated to the director. She asked about the communication between law enforcement and the Division of Community Corrections, particularly when Police may cause an influx in the prison population. Haney said they do communicate in these types of situations.

No additional comment or action was taken on this item.

#### **VI. Items Referred to Committee**

A motion was made by CM Evans to remove *correctional personnel* from the committee, seconded by CM Farmer. The motion passed without dissent.

A motion was made by CM Plomin to adjourn at 1:44 p.m., seconded by CM Ellinger. The motion passed without dissent.