



Senate Resolution No. 34

Joint Committee Presentation

June 18, 2014



DOC at a Glance

- **Mission-** We will enhance the quality of life in the Commonwealth by improving public safety. We will accomplish this through reintegration of sentenced men and women in our custody and care by providing supervision and control, effective programs and re-entry services in safe environments which foster positive change and growth consistent with sound correctional principles, fiscal responsibility and constitutional standards.
- 42 Institutions -30,265 offenders
- 43 Probation and Parole Districts-57,108 offenders
- 7 Detention and Diversion Centers-637 Detainees/Divertees
- 3 Regional Offices and 1 Headquarters



The Department of Corrections employees:

- APL is 12,449.70
- Total number of filled positions - 11,788*
- Total number of filled positions all facilities - 9,582*

*Data as of May 31, 2014

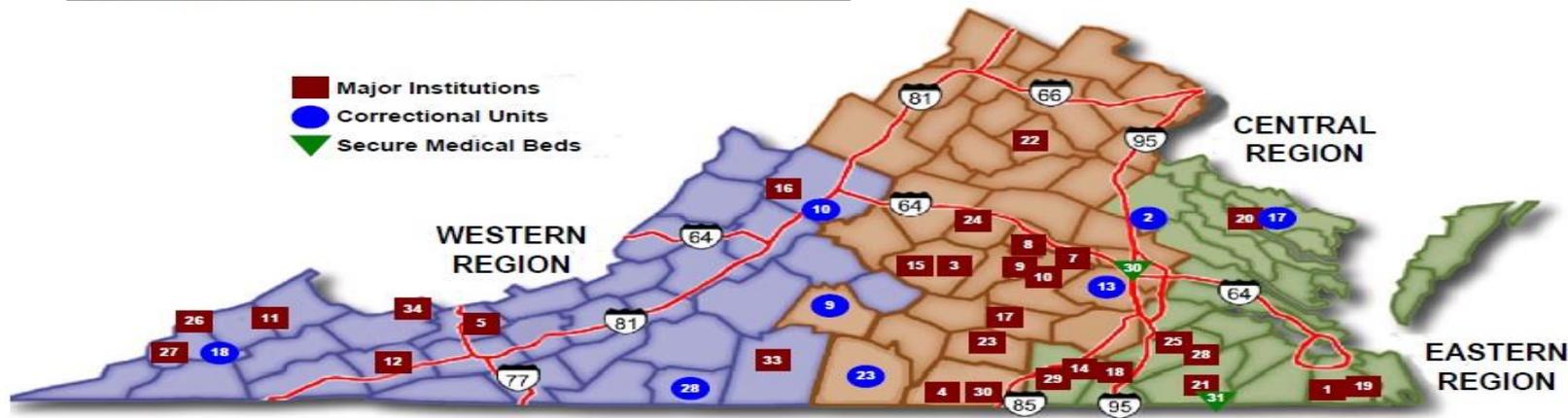


DOC Overview

- Facility Security Levels
 - Level 1- Minimum
 - Level 2- Moderate
 - Level 3-Medium
 - Level 4-Close
 - Level 5- Maximum

Map of Facility Locations

VIRGINIA DEPARTMENT OF CORRECTIONS



- Major Institutions
- Correctional Units
- ▼ Secure Medical Beds

Western Region

- 26 Augusta
- 6 Bland
- 23 Green Rock
- 11 Keen Mountain
- 12 Marion Treatment Center
- 34 Pocahontas State
- 28 Red Onion
- 27 Wallens Ridge
- 10 Cold Springs
- 25 Patrick Henry
- 18 Wise

Central Region

- 30 Baskerville
- 15 Buckingham
- 22 Coffeewood
- 16 Deep Meadow
- 3 Dillwyn
- 24 Fluvanna
- 28 Lunenburg
- 17 Nottoway
- 8 Powhatan
- 8 Va Center for Women
- 9 Rustburg
- 29 Halifax
- 13 Central Virginia
- ▼ 30 Medical College of Virginia

Eastern Region

- 14 Brunswick Women's Work Center
- 21 Deerfield
- 18 Greensville
- 20 Haynesville
- 18 Indian Creek
- 28 Lawrenceville *
- 1 St. Brides
- 26 Sussex I
- 28 Sussex II
- 2 Caroline
- 17 Haynesville
- ▼ 31 Southampton Memorial Hospital

* Private



Functional Staffing Areas in Major Facilities

- Security
- Food Service
- Buildings and Trades
- Medical
- Treatment and Programs
- Administration
- Education



Total APL for all Facilities

709	Powhatan Correctional Center	394.00
716	Virginia Correctional Center for Women	230.50
718	Bland Correctional Center	288.00
721	Powhatan Reception Center	136.50
733	Sussex I State Prison	402.00
734	Sussex II State Prison	376.00
735	Wallens Ridge State Prison	437.50
737	St. Brides Correctional Center	295.00
741	Red Onion State Prison	443.50
743	Fluvanna Correctional Center	391.00
745	Nottoway Correctional Center	452.50
747	Marion Correctional Treatment Center	237.50
749	Buckingham Correctional Center	413.00
752	Deep Meadow Correctional Center	450.50
753	Deerfield Correctional Center	463.00



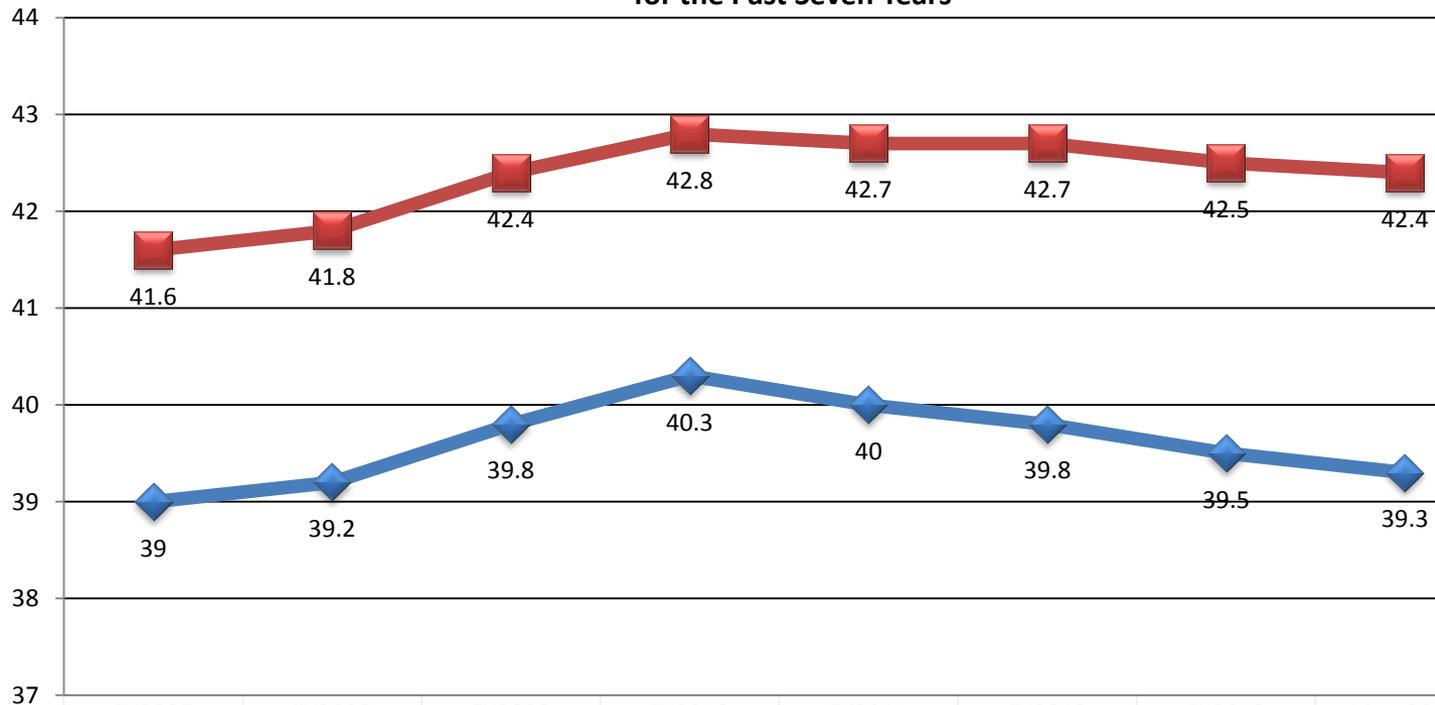
Total APL for all Facilities, continued

754	Augusta Correctional Center	382.00
757	Western Region Correctional Field Units	191.00
760	Central Virginia Correctional Unit #13	76.50
761	Baskerville Correctional Center	154.00
767	Detention and Diversion Centers	254.50
768	Keen Mountain Correctional Center	313.00
769	Greensville Correctional Center	910.50
770	Dillwyn Correctional Center	369.50
771	Indian Creek Correctional Center	255.00
772	Haynesville Correctional Center	404.00
773	Coffeewood Correctional Center	277.00
774	Lunenburg Correctional Center	292.00
775	Pocahontas State Correctional Center	315.00
776	Green Rock Correctional Center	308.00
785	River North Correctional Center	321.00
Total		10,233.50



Average Age

Average Age of Correction Officers and Officer Seniors and All Facilities Employees for the Past Seven Years



◆ Avg Age CO

■ Avg Age All Facility

FY2007

FY2008

FY2009

FY2010

FY2011

FY2012

FY2013

May-2014

39

39.2

39.8

40.3

40

39.8

39.5

39.3

41.6

41.8

42.4

42.8

42.7

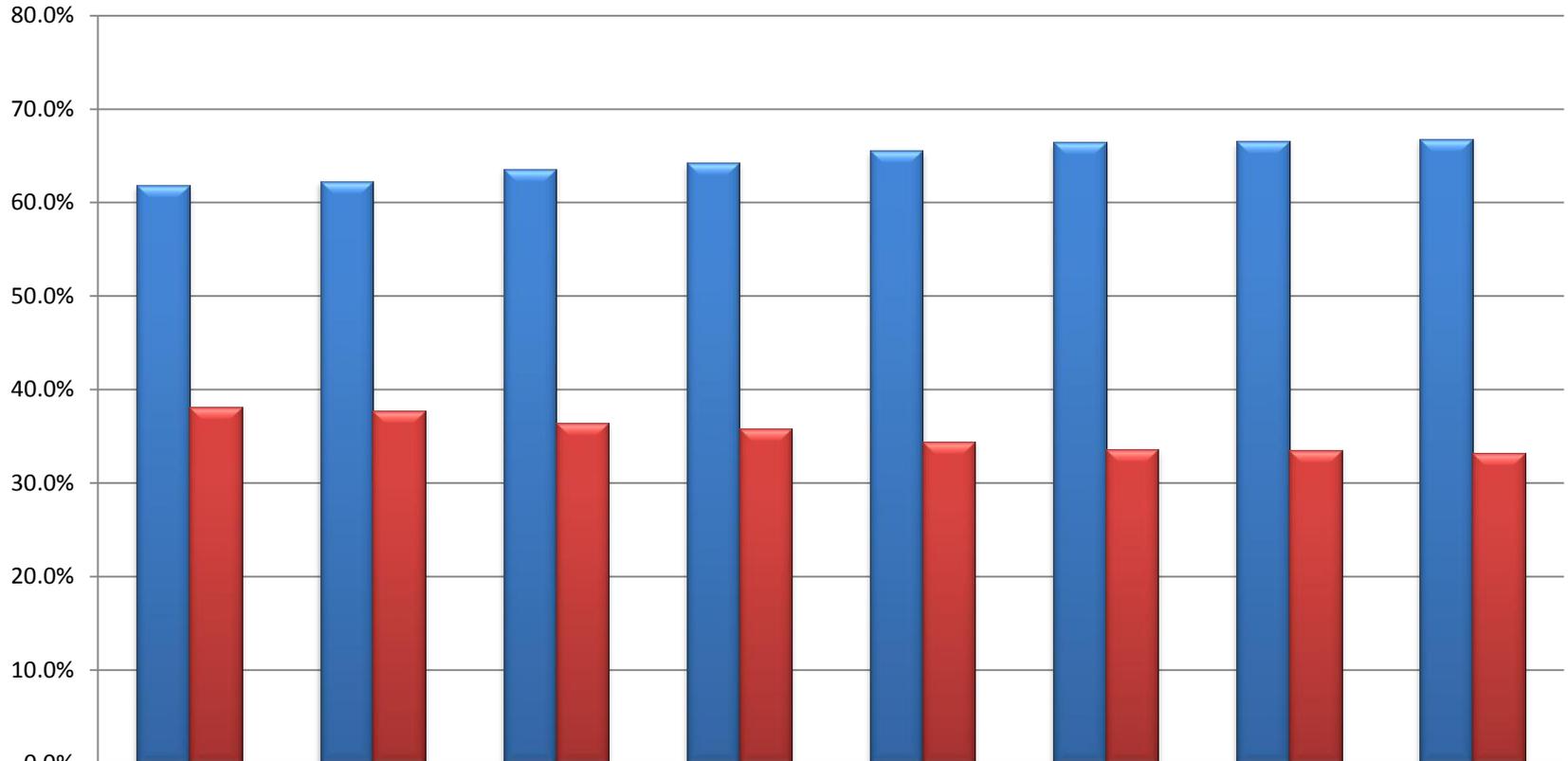
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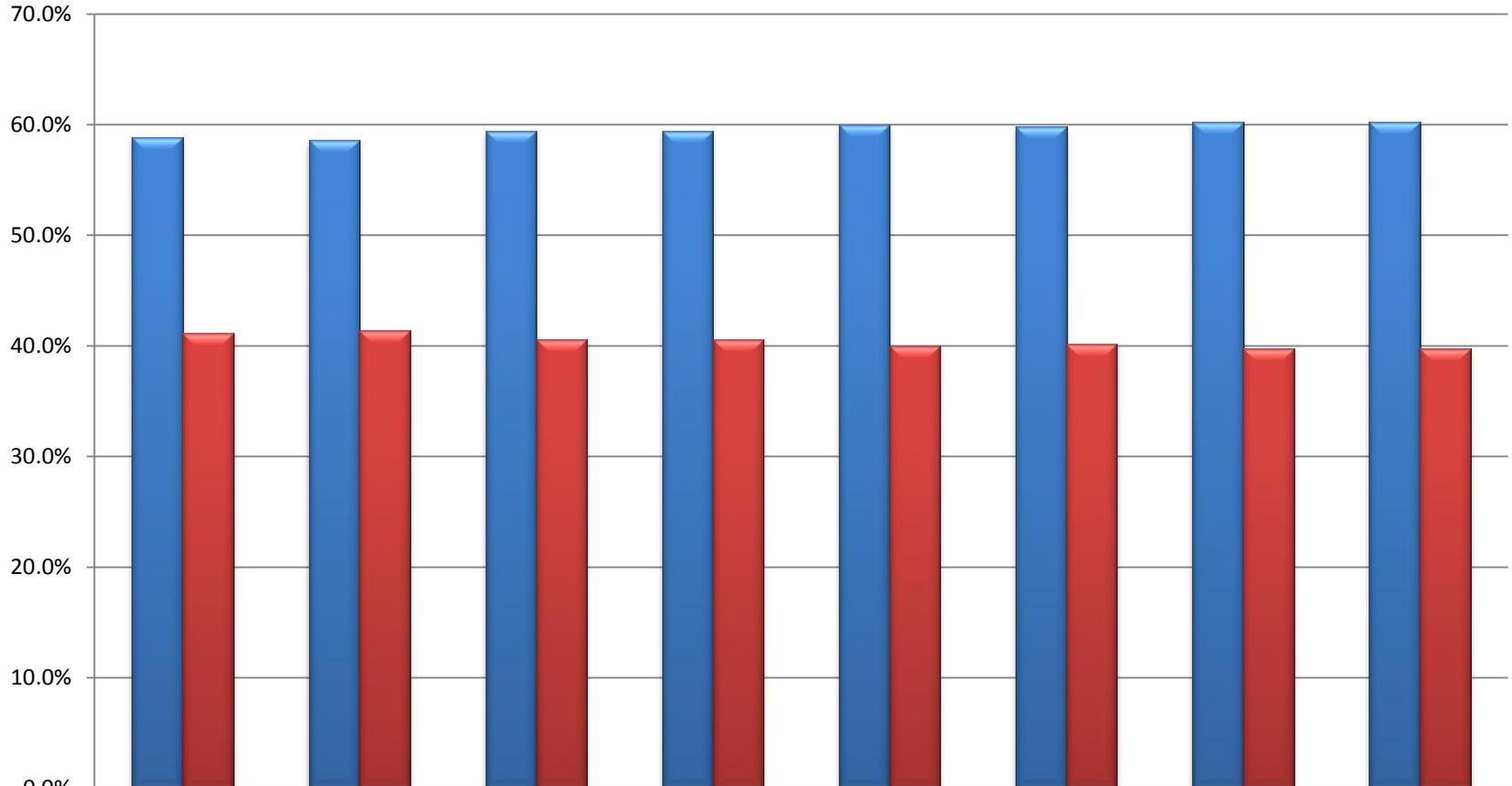
Corrections Officer and Officer Senior Percentages by Sex for Past Seven Years



■ Male	61.9%	62.3%	63.6%	64.2%	65.5%	66.4%	66.6%	66.8%
■ Female	38.1%	37.7%	36.4%	35.8%	34.5%	33.6%	33.4%	33.2%



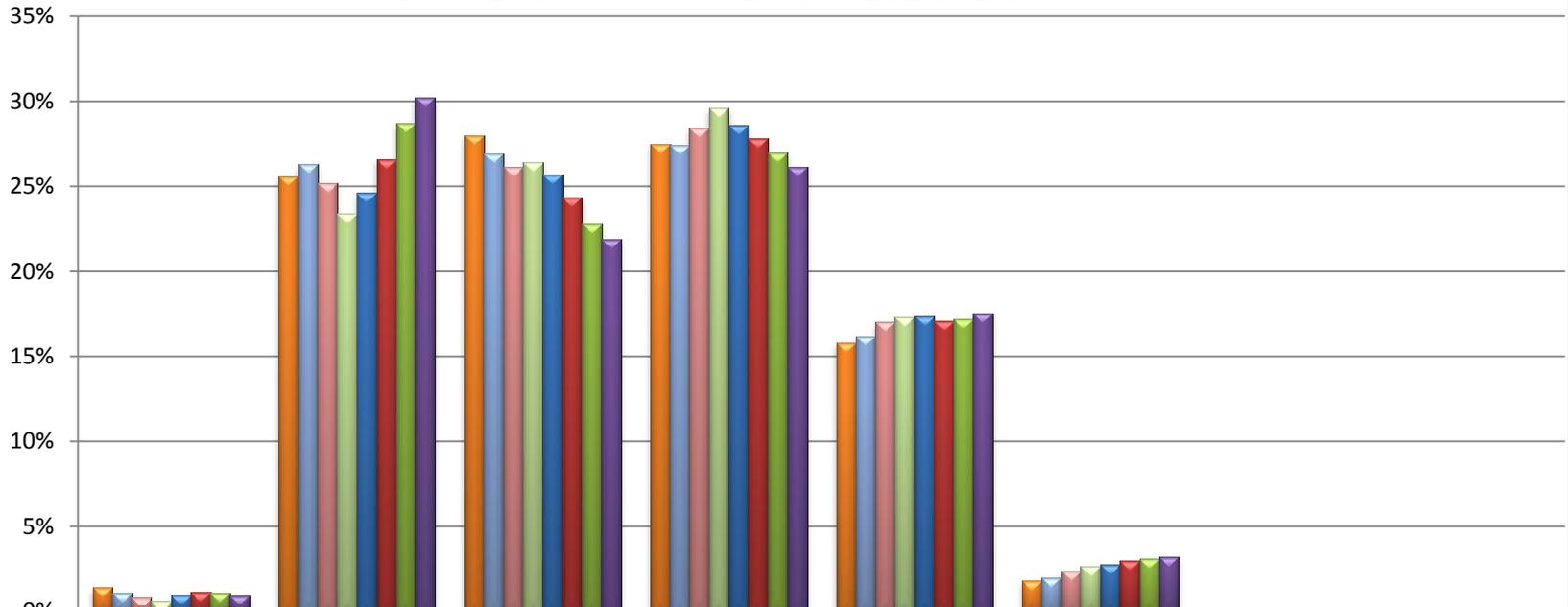
All Facilities Employees Percentages by Sex For Past Seven Years



■ Male	58.9%	58.6%	59.4%	59.4%	60.0%	59.8%	60.2%	60.2%
■ Female	41.1%	41.4%	40.6%	40.6%	40.0%	40.2%	39.8%	39.8%



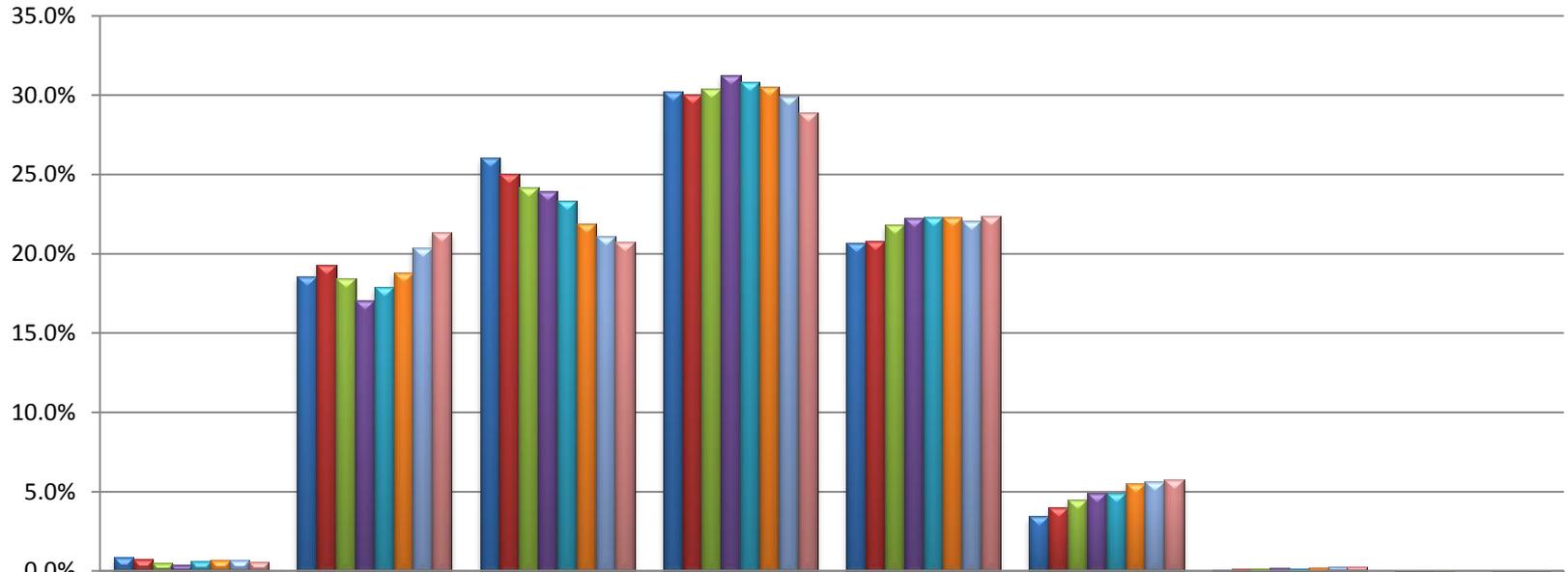
CORRECTION OFFICER AND OFFICER SENIOR PERCENTAGES BY AGE GROUP FOR THE PAST SEVEN YEARS



	20 & Less	21 - 30	31 - 40	41 - 50	51 - 60	61 - 70	71 - 80	81 & Greater
2007	1.4%	25.6%	28.0%	27.5%	15.8%	1.8%	0.0%	0.0%
2008	1.1%	26.3%	26.9%	27.4%	16.2%	2.0%	0.1%	0.0%
2009	0.8%	25.2%	26.1%	28.4%	17.0%	2.4%	0.1%	0.0%
2010	0.6%	23.4%	26.4%	29.6%	17.3%	2.6%	0.1%	0.0%
2011	1.0%	24.6%	25.7%	28.6%	17.4%	2.7%	0.1%	0.0%
2012	1.1%	26.6%	24.3%	27.8%	17.1%	3.0%	0.1%	0.0%
2013	1.1%	28.7%	22.8%	27.0%	17.2%	3.1%	0.1%	0.0%
May-2014	0.9%	30.2%	21.9%	26.1%	17.6%	3.2%	0.1%	0.0%



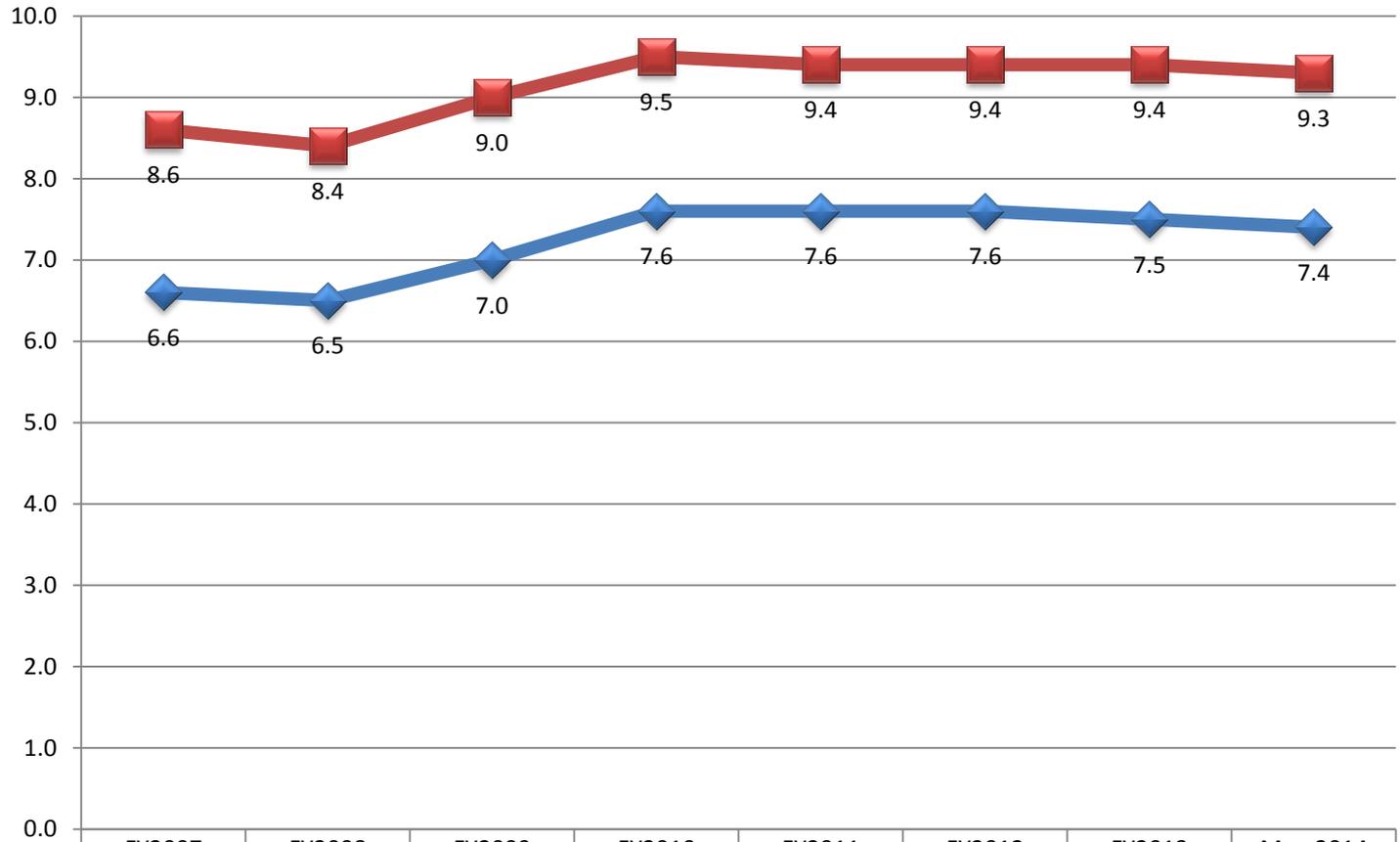
All Facilities Percentages by Age Group for the Past Seven Years



	20 & Less	21 - 30	31 - 40	41 - 50	51 - 60	61 - 70	71 - 80	81 & Greater
2007	0.9%	18.6%	26.0%	30.2%	20.7%	3.4%	0.1%	0.0%
2008	0.7%	19.3%	25.0%	30.1%	20.8%	4.0%	0.1%	0.0%
2009	0.5%	18.4%	24.2%	30.4%	21.8%	4.5%	0.2%	0.0%
2010	0.4%	17.1%	24.0%	31.3%	22.2%	4.9%	0.2%	0.0%
2011	0.6%	17.9%	23.3%	30.8%	22.3%	4.9%	0.2%	0.0%
2012	0.7%	18.8%	21.9%	30.5%	22.3%	5.5%	0.2%	0.0%
2013	0.7%	20.4%	21.1%	29.9%	22.1%	5.6%	0.3%	0.0%
May-2014	0.6%	21.4%	20.7%	28.9%	22.3%	5.8%	0.3%	0.0%



Average Years of Service for the Past Seven Years

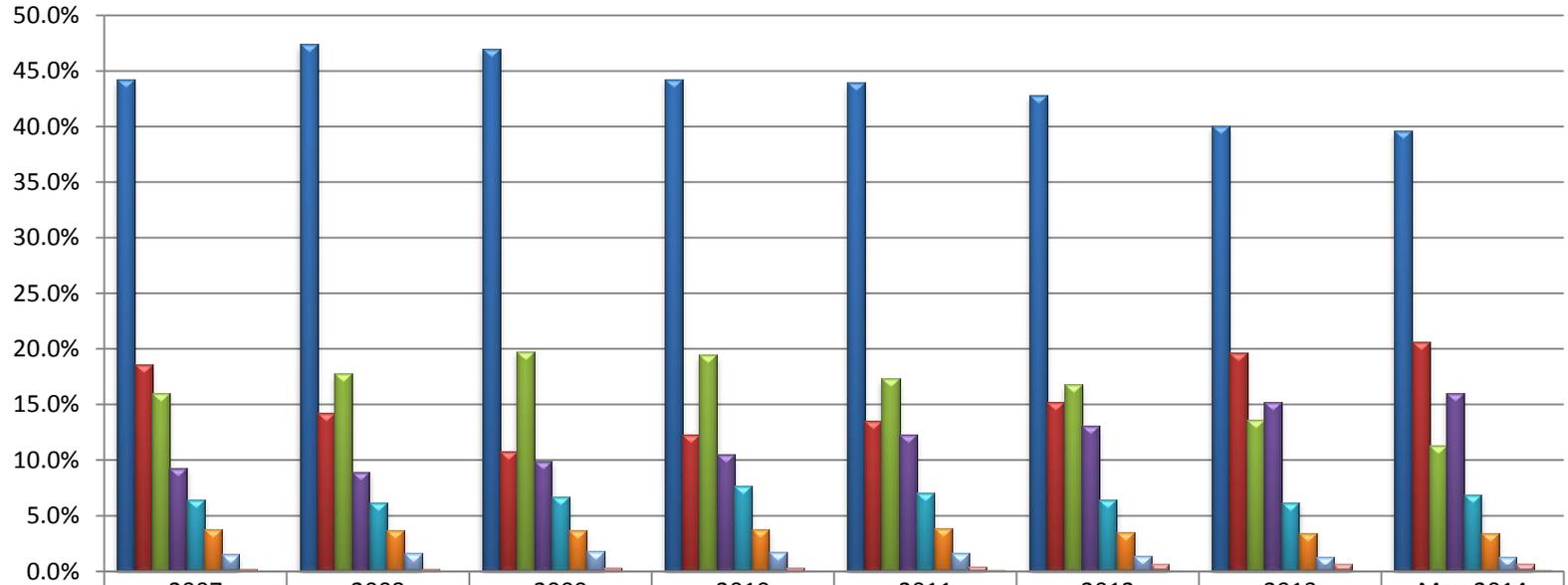


◆ CO/COSR Avg Yrs Srvc
 ■ All Facility Avg Yrs Srvc

	FY2007	FY2008	FY2009	FY2010	FY2011	FY2012	FY2013	May-2014
CO/COSR Avg Yrs Srvc	6.6	6.5	7.0	7.6	7.6	7.6	7.5	7.4
All Facility Avg Yrs Srvc	8.6	8.4	9.0	9.5	9.4	9.4	9.4	9.3



All Facilities Years of Service Percentages for Past Seven Years



	2007	2008	2009	2010	2011	2012	2013	May-2014
■ 5 Years or Less	44.2%	47.4%	47.0%	44.2%	43.9%	42.8%	40.0%	39.6%
■ 6 to 9 Years	18.6%	14.2%	10.8%	12.3%	13.5%	15.3%	19.6%	20.7%
■ 10 to 14 Years	16.0%	17.7%	19.8%	19.5%	17.3%	16.8%	13.6%	11.3%
■ 15 to 19 Years	9.2%	8.9%	9.9%	10.5%	12.2%	13.1%	15.2%	16.0%
■ 20 to 24 Years	6.4%	6.2%	6.7%	7.7%	7.0%	6.4%	6.2%	6.8%
■ 25 to 29 Years	3.8%	3.7%	3.7%	3.7%	3.9%	3.5%	3.4%	3.4%
■ 30 to 34 Years	1.5%	1.6%	1.8%	1.8%	1.6%	1.4%	1.3%	1.3%
■ 35 to 39 Years	0.2%	0.2%	0.3%	0.3%	0.4%	0.6%	0.6%	0.7%
■ 40 Years Plus	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%



Corrections Officer/Officer Senior and All DOC Turnover Percentages

	Annual – Fiscal Year ending June 30, 2008	Annual – Fiscal Year ending June 30, 2009	Annual – Fiscal Year ending June 30, 2010	Annual – Fiscal Year ending June 30, 2011	Annual – Fiscal Year ending June 30, 2012	Annual – Fiscal Year ending June 30, 2013	Fiscal Year to Date (7/1/13- 6/30/14) <u>May 2014</u> <u>Report</u>
Totals	Department Turnover %						
All DOC	14.23%	11.52%	10.29%	13.11%	12.91%	13.29%	12.81%
Corrections Officer and Senior	18.94%	14.06%	12.62%	16.14%	15.57%	16.61%	16.47%



Corrections Officer/Senior Vacancy Rate for Last 12 Months Information as of May 31, 2014

Agency	# of Current Pos Estab	2013 Jun	2013 Jul	2013 Aug	2013 Sep	2013 Oct	2013 Nov	2013 Dec	2014 Jan	2014 Feb	2014 Mar	2014 Apr	2014 May	Average Monthly Vacancy	Current Vacancy %	Average Vacancy %
Department Wide Total	6,390	613	593	576	534	482	487	518	524	562	617	550	562	549.76	8.79%	8.60%



Correction Officers and Officer Seniors Hired, Promoted, Demoted, Transferred, Retired, Removed, Resigned & Separated

Type of Transaction	July 2007 - June 2008	July 2008 - June 2009	July 2009 - June 2010	July 2010 - June 2011	July 2011 - June 2012	July 2012 - June 2013	July 2013 - May 2014
Original Appointment	1392	703	478	1019	821	993	981
Rehire	205	103	52	119	97	141	117
Promotion	13	5	2	7	2	11	15
Demotion	17	41	26	22	12	12	10
Lateral Transfer	109	66	44	96	76	98	88
Service Retirement	69	94	115	121	102	116	109
Disability Retirement	9	5	3	4	4	2	1
Separated-Long-Term Disability	31	24	14	18	36	23	22
Enhance Retirement	1	0	3	0	63	0	3
Removed	237	199	132	136	121	115	136
Resign Better Job	159	133	158	183	168	202	181
Resign - Dissatisfied	36	12	15	17	17	15	13
Resign - During Probation	284	146	90	184	139	176	147
Resign Home Responsibilities	19	17	15	16	20	28	22
Resign - Ill Health	14	8	15	16	17	12	11
Resign - Leaving Area	33	27	26	29	33	36	26
Resign - Military Service	7	7	7	6	4	12	3
Resign - Other	300	191	164	213	167	174	185
Resign - School	12	14	9	9	14	8	14
Separated		7	5	7	5	36	1
Total Separations	1211	884	771	959	910	955	874

Virginia Department of Corrections



Turnover Percentage by Facility for the Past Seven Years

AGENCY	FY 2008 Turnover %	FY 2009 Turnover %	FY 2010 Turnover %	FY 2011 Turnover %	FY 2012 Turnover %	FY 2013 Turnover %	FYTD May 2014 Turnover%
AUGUSTA CORRECTIONAL CENTER	19.04%	15.45%	10.33%	20.40%	19.44%	28.49%	26.58%
BASKERVILLE CORRECTIONAL CENTER	4.36%	6.50%	7.91%	11.26%	18.16%	6.59%	3.38%
BLAND CORRECTIONAL CENTER	7.56%	6.15%	9.19%	13.26%	12.88%	10.03%	14.59%
BOTETOURT CORRECTIONAL CENTER	16.87%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
BRUNSWICK CORRECTIONAL CENTER	14.69%	9.32%	0.00%	0.00%	0.00%	0.00%	0.00%
BUCKINGHAM CORRECTIONAL CENTER	8.22%	8.22%	11.26%	9.93%	12.82%	8.83%	13.18%
COFFEEWOOD CORRECTIONAL CENTER	33.18%	13.07%	10.43%	16.91%	13.26%	9.57%	14.44%
DEEP MEADOW CORRECTIONAL CENTER	21.61%	20.27%	19.78%	16.20%	14.61%	10.69%	10.82%
DEERFIELD CORRECTIONAL CENTER	16.16%	10.69%	7.97%	9.36%	13.22%	18.91%	5.69%
DILLWYN CORRECTIONAL CENTER	12.13%	13.77%	9.59%	6.52%	6.26%	6.47%	5.88%
FLUVANNA CORRECTIONAL CENTER	18.47%	17.54%	11.58%	15.57%	13.34%	19.62%	15.43%
GREEN ROCK CORRECTIONAL CENTER	13.54%	9.01%	8.45%	11.92%	12.29%	15.25%	11.06%
GREENSVILLE CORRECTIONAL CENTER	16.71%	11.88%	9.27%	11.56%	10.62%	10.83%	12.32%
HAYNESVILLE CORRECTIONAL CENTER	14.77%	11.18%	11.08%	11.93%	14.06%	12.32%	13.42%
INDIAN CREEK CORRECTIONAL CENTER	22.49%	14.91%	11.43%	8.41%	8.26%	12.43%	13.68%
JAMES RIVER CORRECTIONAL CENTER	12.84%	8.37%	10.51%	19.88%	0.00%	0.00%	0.00%
KEEN MOUNTAIN CORRECTIONAL CENTER	9.76%	11.73%	9.49%	17.35%	18.15%	18.11%	11.62%
LUNENBURG CORRECTIONAL CENTER	8.48%	6.62%	7.53%	11.41%	14.14%	8.41%	4.36%
MARION CORRECTIONAL CENTER	8.45%	5.64%	7.40%	7.16%	8.04%	13.46%	12.08%
MECKLENBURG CORRECTIONAL CENTER	8.53%	5.19%	7.38%	10.37%	39.06%	0.00%	0.00%
NOTTOWAY CORRECTIONAL CENTER	12.39%	5.92%	10.42%	13.31%	10.54%	13.71%	12.86%
POCAHONTAS CORRECTIONAL CENTER	19.44%	15.28%	13.02%	26.18%	13.95%	19.12%	12.11%
POWHATAN CORRECTIONAL CENTER	16.14%	13.52%	12.86%	15.52%	10.73%	14.55%	14.14%
POWHATAN RECEPTION CENTER	27.81%	19.83%	13.19%	14.44%	7.15%	10.21%	9.68%
PULASKI CORRECTIONAL CENTER	6.68%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
RED ONION STATE PRISON	15.22%	13.77%	9.40%	20.52%	17.16%	15.67%	15.07%
RIVER NORTH CORRECTIONAL CENTER	0.00%	0.00%	0.00%	0.00%	40.68%	10.86%	16.40%
SOUTHAMPTON CORRECTIONAL CENTER	19.20%	29.57%	0.00%	0.00%	0.00%	0.00%	0.00%
ST. BRIDES CORRECTIONAL CENTER	16.40%	17.54%	18.48%	24.32%	15.11%	20.50%	13.37%
SUSSEX I STATE PRISON	28.54%	17.95%	18.58%	15.60%	23.58%	22.18%	19.75%
SUSSEX II STATE PRISON	24.23%	16.14%	13.69%	14.56%	15.03%	18.17%	17.92%
VA CORRECTIONAL CENTER FOR WOMEN	14.10%	14.66%	4.34%	14.12%	14.79%	13.39%	17.30%
WALLENS RIDGE STATE PRISON	8.84%	8.83%	8.63%	12.70%	7.75%	10.79%	11.26%
CENTRAL ADMINISTRATION	5.88%	6.78%	5.10%	9.25%	8.34%	7.04%	3.31%
DIVISION OF OPERATIONS	6.20%	5.63%	4.88%	4.22%	7.14%	6.76%	7.41%
HUMAN RESOURCES	5.16%	5.96%	6.18%	8.24%	11.67%	9.15%	7.10%
COMMUNITY CORRECTIONS	11.14%	8.84%	8.12%	9.50%	7.57%	9.39%	7.19%
VA CORRECTIONAL ENTERPRISES	9.11%	10.54%	9.07%	12.47%	10.27%	6.95%	13.38%
CENTRAL REGION FIELD UNITS	22.11%	29.47%	12.87%	11.01%	12.69%	9.79%	15.77%
WESTERN REGION FIELD UNITS	5.15%	17.09%	15.57%	17.21%	9.77%	10.27%	4.84%



Correction Officer and Officer Senior Turnover Percentage by Facility

AGENCY	FY2012 Turnover %	FY2013 Turnover %	FYTD May 2014 Turnover %
AUGUSTA CORRECTIONAL CENTER	21.80%	31.81%	33.28%
BASKERVILLE CORRECTIONAL CENTER	22.79%	4.33%	3.35%
BLAND CORRECTIONAL CENTER	12.93%	9.85%	14.79%
BUCKINGHAM CORRECTIONAL CENTER	16.68%	8.64%	16.56%
COFFEEWOOD CORRECTIONAL CENTER	14.74%	12.17%	19.54%
DEEP MEADOW CORRECTIONAL CENTER	15.21%	11.55%	12.80%
DEERFIELD CORRECTIONAL CENTER	14.20%	6.44%	6.56%
DILLWYN CORRECTIONAL CENTER	4.96%	6.56%	7.91%
FLUVANNA CORRECTIONAL CENTER	12.11%	24.65%	19.76%
GREEN ROCK CORRECTIONAL CENTER	11.73%	14.37%	13.12%
GREENSVILLE CORRECTIONAL CENTER	13.28%	12.75%	13.76%
HAYNESVILLE CORRECTIONAL CENTER	17.17%	15.22%	17.30%
INDIAN CREEK CORRECTIONAL CENTER	9.75%	17.06%	17.52%
KEEN MOUNTAIN CORRECTIONAL CENTER	22.38%	22.50%	16.29%
LUNENBURG CORRECTIONAL CENTER	15.69%	12.21%	6.19%
MARION CORRECTIONAL CENTER	6.93%	15.72%	10.35%
MECKLENBURG CORRECTIONAL CENTER	31.97%	0.00%	0.00%
NOTTOWAY CORRECTIONAL CENTER	10.70%	17.44%	13.73%
POCAHONTAS CORRECTIONAL CENTER	18.90%	21.49%	13.57%
POWHATAN CORRECTIONAL CENTER	11.73%	19.78%	15.72%
POWHATAN RECEPTION CENTER	8.41%	13.37%	12.72%
RED ONION STATE PRISON	21.26%	18.67%	16.71%
RIVER NORTH CORRECTIONAL CENTER	0.00%	19.51%	18.84%
ST. BRIDES CORRECTIONAL CENTER	12.77%	29.42%	18.13%
SUSSEX I STATE PRISON	29.71%	28.92%	23.57%
SUSSEX II STATE PRISON	18.83%	22.41%	21.75%
VA CORRECTIONAL CENTER FOR WOMEN	15.38%	15.31%	16.97%
WALLENS RIDGE STATE PRISON	9.98%	14.09%	12.40%
COMMUNITY CORRECTIONS	9.54%	8.85%	4.79%
FIELD UNITS	11.46%	10.25%	8.29%



Other Positions with High Turnover

All these positions had turnover rates of over 20% in FY 13

- Nurse Technicians
- Registered Nurses
- Psychologists
- Food Service Supervisors



Difficult to Fill Positions

- Medical and Dental (Doctors, Nurses, Dentists)
- Psychologists at all levels
- Trades Positions (HVAC, Electricians, Plumbers, supervisory trades positions)
- Corrections Officers at some locations

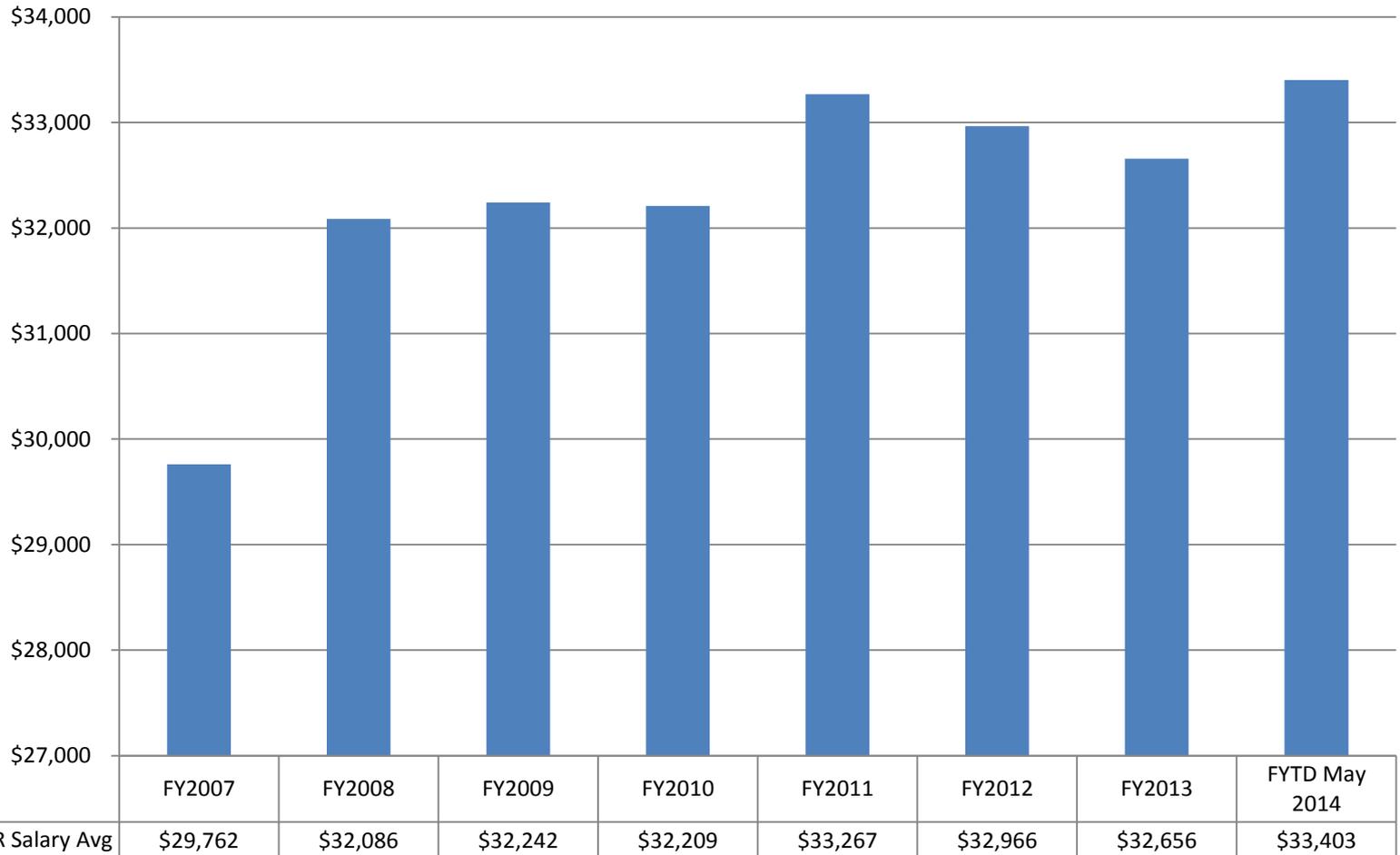


Salary Increases for staff since 2007

- November 2007 – 4% plus special increase for security staff
- 2008 – None
- 2009 – None
- 2010 – 3% bonus
- 2011 – 5 for 5
- 2012 – 3 % bonus
- July 2013 – 2% plus compression pay \$65



Corrections Officer and Officer Senior Salary Averages for Past Seven Years





Department's Compensation Study and Recommendations

Provide a 3% increase for all security staff

VADOC TITLE	7/25/2013 Minimum	Proposed Minimum
Corrections Officer	\$28,035	\$28,876
Corrections Officer Sr.	\$30,839	\$31,764
Sergeant	\$35,597	\$36,665
Lieutenant	\$38,856	\$40,022
Captain	\$42,415	\$43,687
Major	\$46,310	\$47,699

Department's Compensation Study



and Recommendations

- Address Compression by providing an additional 1% increase to all security staff with over 5 years of service.
- Presently only \$3000 separates the 25th and 75th percentiles in the Corrections Officer ranks

Department's Compensation Study



and Recommendations

Create a new level - Master Corrections Officer

- Expertise in core responsibilities
- Serve as leaders and resource to other staff
- Provides traditional security practices and supports evidenced based programs, cognitive communities, and other re-entry programming

Virginia Department of Corrections
Governor's Introduced Budget



Language

- Pursuant to the Recommendations of the state employee compensation work group established by paragraph B of Item 255, Chapter 806 of the Acts of Assembly of 2013, the base salary of the state employees in the following high turnover job roles shall be increased by 2 percent effective July 25, 2014 for the purposes of relieving salary compression and maintaining market relevance



Governor's Introduced Budget

Language

Included the following Department positions in facilities to receive the 2% increase

- Corrections Officers
- Registered Nurses
- Corrections Nurse Technicians



Healing Environment Initiative (Department Culture Shift)

- For Staff
- For Offenders

An environment that is SAFE and SECURE

An environment that fosters positive change

An environment where staff are engaged
because they feel they are making a difference



Healing Environment Description

The Healing Environment is purposefully created by the way we work together and treat each other, encouraging all to use their initiative to make positive, progressive changes to improve lives. It is safe, respectful, and ethical – where people are both supported and challenged to be accountable for their actions.



Urban Institute Survey

- Strong support for the Healing Environment Initiative
 - About 86% believe in and view the healing environment as a good strategy for the DOC- up from 74% in the first survey



Urban Institute Survey

- 67% of employees surveyed feel safe in their jobs while acknowledging that their jobs are a lot more dangerous than other kinds of jobs
- Only 22% of employees surveyed believe recent changes add a dimension of danger – down from 65% in the first survey.

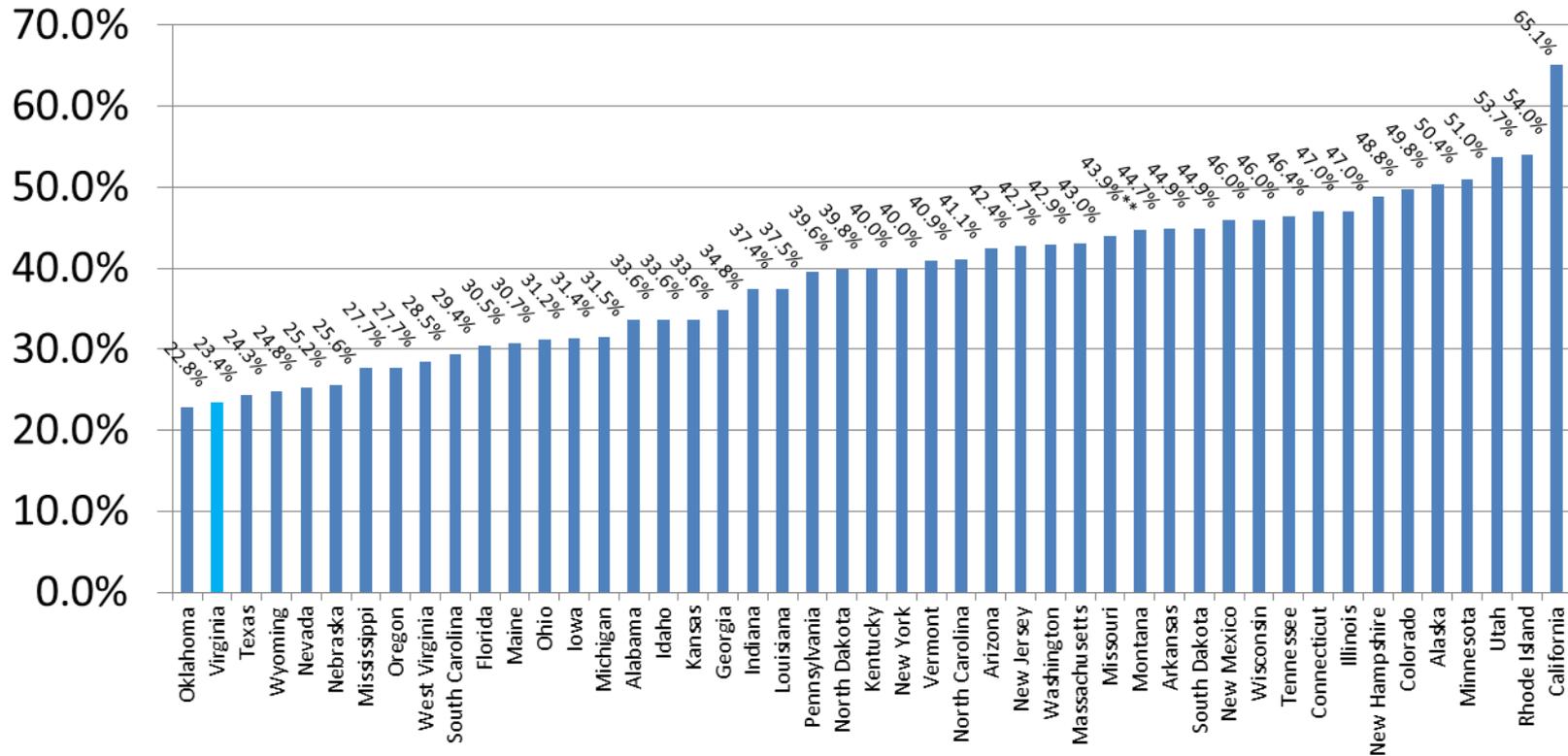


Three Year Re-incarceration Rates

- Re-incarceration is defined as any State Responsible (SR) re-incarceration.
- Release Year
 - FY 2007-26.1%
 - FY 2008- 23.4%



Three-Year Re-Incarceration Rates A State Comparison*



* The re-incarceration rate in Hawaii is unknown. Delaware and Maryland do not calculate their respective re-incarceration rates.

** Missouri's recidivism rates excludes the release of parole violators who have previously been returned to prison for a violation of supervision within the commitment.

NOTE: Re-incarceration rates do not represent released offenders from one particular year, but from the most recent year for which that state calculated its three-year re-incarceration rate.



DOC Focus

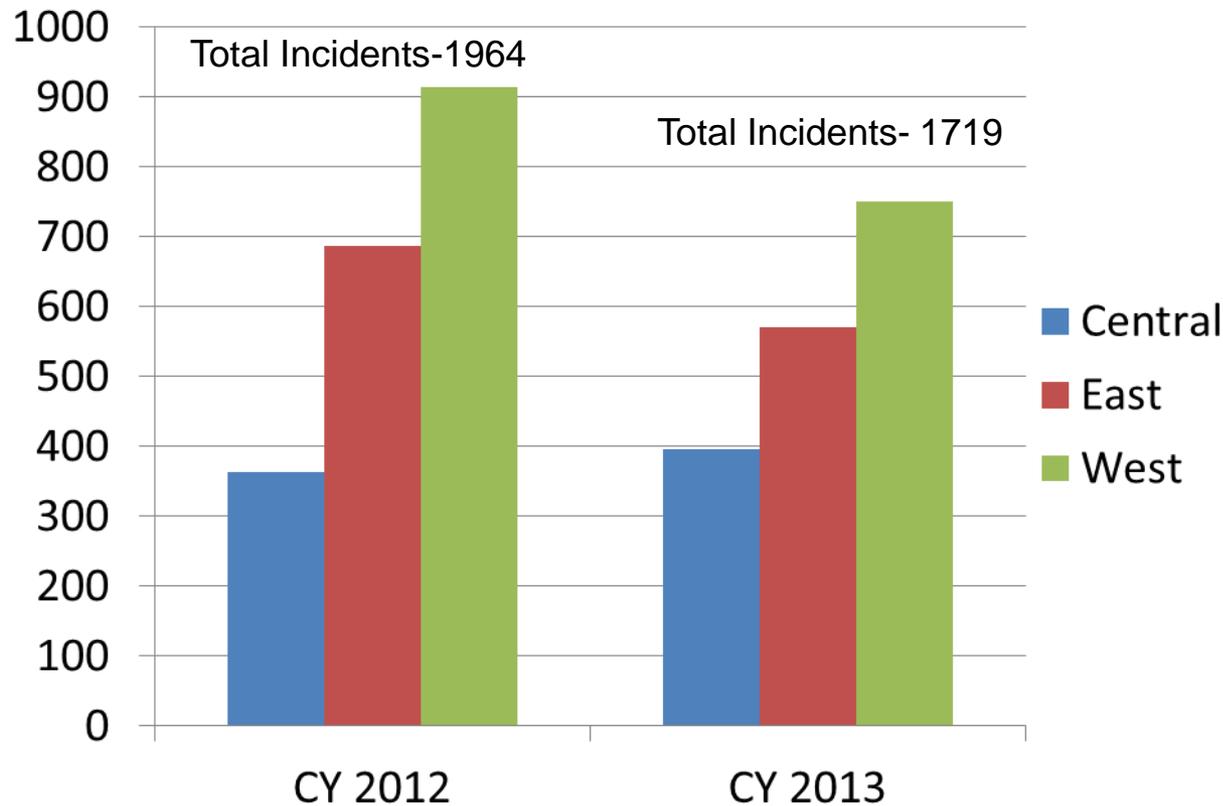
- Safety and Security
- Long Term Public Safety and Short term Public Safety
- Re-entry from day 1
- Evidence Based Practices
- Developing Staff



SAFETY



CY 2012 vs. CY2013- Total Facility Incident Reports





Incidents

- CY2012- Serious Assaults on Staff-
– 3
- CY2013- Serious Assaults on Staff
– 0
- Serious Assault is defined as an assault which result in an injury, that requires urgent and immediate medical treatment and restricts usual activity - Medical treatment should be more extensive than mere first aid, such as the application of bandages to wounds; it might include stitches, setting of broken bones, treatment of concussion, loss of consciousness.



Health and Safety Information

- The Virginia Department of Corrections (VADOC) considers the health and safety of staff paramount in pursuit of its mission. The VADOC has promulgated a health and safety management system that includes:
 - A VADOC Safety Program Mission Statement
 - A comprehensive Department Operating Procedure 261.1 - *Department Safety Functions*



Health and Safety Information cont.

- Establishment of a full time institution safety specialist (ISS) at major institutions
- Designation of a collateral duty safety coordinator (USC) at smaller facilities
- Quarterly state-wide training and regional meetings for all ISS and USC
- New employee orientation and site-specific safety and health training
- VOSH voluntary compliance assistant surveys



Health and Safety Information cont.

- DHRM's Office of Workers' Compensation "Snapshot" health and safety surveys
- Jurisdictional pressure vessel inspections
- Multi-causation accident investigation process with guide
- Job Safety and Health Analysis
- Extensive fire prevention and response programs
- Infectious disease control programs



Health and Safety Information cont.

- OSHA 30 hour certification programs (General Industry and Construction)
- American Correctional Association accreditation (life, health and safety standards)
- Offender injury prevention programs
- OSHA compliance programs
- Participation in OSHA Voluntary Protection Program (VADOC has the only two prisons in the nation that are OSHA Star Certified)
- Executive Order 109 (2010) Workplace Safety – compliance programs