



**Wendy Kelley
Director**

**May
2015**



OPERATIONS/INSTITUTIONS

PREA/STTG

RESEARCH/PLANNING

Average County Jail Backup:

The backup in the county jails averaged 2,357 inmates per day during the month of April – down from an average of 2,440 for the month of March.

Admissions and Releases:

Admissions for April totaled 651 while releases totaled 508 for a net increase of 143 inmates.

Inmate Population Growth/Projection:

At the end April 2015, the Arkansas Department of Correction population totaled 18,703 representing a growth of 829 inmates since the first of January 2015. The calendar year 2015 average growth is 207 inmates per month, up from an average monthly growth during calendar year 2014 of 53 inmates per month.

*Opened 354 beds (288 at Bowie County, Texas, 12 at the Grimes Unit and 54 at the Pine Bluff Reentry Center).

Accreditation:

ACA reaccreditation audits were completed April 13-17 at Maximum Security Unit with 100% mandatory, 100% non-mandatory and at the Training Academy with 100% mandatory, 100% non-mandatory

ACA Internal Audits Completed:

- April 1 Cummins file review
- April 6-8 ORCU file review
- April 9 Cummins Unit second pre-audit
- April 21-24 Cummins/ORCU file review
- April 30 Cummins Unit

Fire/Safety and Sanitation independent audits conducted by the Fire and Sanitation Coordinator:

- April 1 Varner Food Service inspection
- April 2 EARU Food Service inspection
- April 13-17 Maximum Security and Training Academy reaccreditation audits

Reaccreditation audits for April:
Maximum Security 100% 100%
Training Academy 100% 100%

PREA Hotline Data:

There were no reported issues with the PREA Hotline. Deputy Warden Aiken and Lt. Lacy delivered the new Lieutenant PREA Course at the Training Academy. Judy Taylor has been assigned as the new PREA Coordinator. Internal Affairs is handling all PREA investigations.

Number of calls received	98
Total calls referred for reported PREA issue	17
Total calls referred for non-PREA issue	2
Calls referred due to technical failure	0
Calls referred to IAD	3

STTG:

Tami Aiken taught Prison Gangs in Arkansas for the Washington County Sheriff’s Department in cooperation with ROCIC last month. The North Central Unit and the Northwest Arkansas Work Release Center’s STTG files were uploaded.

Farm:

The farms are in full gear planting gardens and spring crops when the weather allows. The beginning of spring is always a challenge with the weather. This spring the weather has broken another Arkansas statistic with high amounts of rainfall. There was a concentrated effort when the weather cleared up to get the crops in the ground. The farms were able to plant rice, corn and milo and plant the gardens in the short period of time allowed. Early this past fall there was a large amount of effort made in land preparation, which also assisted in crop planting this spring. Once the weather clears again, all efforts will be made to plant the soybean crop. This could not have been accomplished in the time allotted without the upgrades that have been made in equipment.

The Board approved in March to purchase two additional tractors and the releasing of a combine. It looks like the financial situation for the farm is sound and these purchases will proceed as planned this fiscal year.

The wheat crop is looking very productive this year, and we have hopes of making an above average crop. The maturity of the crops reveals a probable harvest date of late May. That will be good in order to get the double crop of soybean planted behind the grain. The oat crop was destroyed this winter by the cold

temperatures, excessive water, and the wild geese population.

The construction of the chicken operation is still moving forward. The pullet house and two layer houses are in operation. The third layer house will be in production in 17 weeks. We are furnishing 100% of the ADC egg needs and working on ACC egg needs and selling excess. There has been a tremendous amount of effort put forth by Construction and Farm to get this operation up and productive.

TRAINING ACADEMY

Basic Training Division

Capt. Randy Callas' Basic Training class 2015-D graduated on April 17th with 39 cadets. The Willis H. Sargent Award winner was Christie Jennings of the East Arkansas Regional Unit. Director Wendy Kelley was the guest speaker.

In-Service Division

The Department's armorer, Robert Hutcheson, held a class on April 6-7 at the Training Academy to train staff to be Unit Armors. Instruction included not only how to assemble and disassemble, but to clean and replace parts in order to keep the weapons in good repair and in safe working order.

Randy Shores was a guest instructor on April 6 as a certification course was conducted for nearly 30 staff to become instructors for Emergency Preparedness. Emergency Preparedness is taught annually at each unit as a mandatory refresher.

Mark Norris conducted a CPR Instructor Certification class April 8-9. With the five students, this brings our new total of instructors to 62. Again the Department is saving money by certifying our own instructors. CPR is taught at the unit level to all security staff at the rank of Sergeant and above.

April 13-15 brought another installment of Management Level 2 training. This mandatory training includes Rethinking Retention, PREA Investigations for Supervisors, Solutions for the Correct Care of Inmates and more.

The yearly Phenomenal Woman Seminar was held at Admin East in the Legends Auditorium on April 17. Nearly 100 women were able to attend. This year's theme, "Remembering Maya," was dedicated to Maya Angelou.

A new class for the Department is ServSafe. ServSafe is a training program taught by certified instructors through the National Restaurant Association with a direct commitment to food safety. ServSafe training provides understanding of the food safety risks faced by our agency and ways to reduce them. From the basics of hand washing, to more complex topics such as foodborne pathogens, and understanding the elements of a HACCP plan. ServSafe Manager Certification was held at the Academy on April 21-22, and was taught by the Department's own certified instructors from the Academy, Mark Norris and Larry Cyr.

During the last week of April, three of the four Security for Non-Security classes for the Department were held. Security for Non-Security is an important course to prepare non-security staff for

the career they face dealing with the prison environment. The eight-hour class for volunteers was held April 25, the 16-hour version for religious volunteers was held April 28-29, and finally, the 16-hour classroom section of the 40-hour class for fulltime staff was conducted on April 28-29. Presentations for this segment of training include Sexual Harassment, Sexual Misconduct, ADC History, Con Games.

eCADEMY

During the month of April 2015, ADC employees completed a total of 4,844 hours of eCADEMY training. Ninety-five percent of ADC employees completed at least one course during that time frame for an average of 1.06 hours per staff member.

RE-ENTRY CHAPLANCY SERVICES

Benton Unit:

Twenty-nine graduated from the Stepping Up Series. Representatives from the Financial Peace University came on April 7, 14, 21 and 28. One-hundred-ten attended. On April 18, there were 29 in attendance for the Christian Activity Night where NCAA Basketball Bible Trivia was played. The Clemmie Jones Outreach Ministries of Little Rock came on April 25 and ministered to 26 inmates.

Hawkins Unit:

The Christian Motorcycle Association visited inmates in their barracks April 23-25. They held a church service April 23, with 39 inmates attending and again the next day with 59 inmates attending. On April 25, the CMA members held a motorcycle rodeo for the inmates on the receiving yard. On April 25, a church service was held with 57 inmates attending.

Maximum Security Unit:

On April 25, the quarterly CRA training was held with 30 volunteers present. The ACA audit was held April 13-15 resulting in 100%.

North Central Unit:

Twenty-seven inmates and three volunteers attended the Jehovah's Witness memorial on April 3. Nine inmates and one volunteer attended the Seventh Day Adventists Passover on April 4. One volunteer attended the Easter Sunrise Service on April 5.

Ouachita Unit:

Kairos weekend retreat took place April 9-12 and the chaplains' conference was held April 14-17.

Pine Bluff Unit:

From April 23-26, the PBU Chapel hosted RLW Unit Kairos.

Randall L. Williams Unit:

The RLW Unit Kairos was held at the PBU Chapel April 23-26. Inmates were transported from RLW to PBU to participate along with four inmate workers twice daily. There were 17 volunteers and one volunteer chaplain for a total of 720 volunteer hours.

Tucker Unit:

A movie was shown in the Chapel and the choir from the Jacksonville First Baptist Church sang.

Wrightsville Unit:

Revival services were held April 23-25 by the Christian Motorcycle Association.

Pre-Release:

There are 406 males and 69 females on the waiting list within 18 months of their release date and of those, seven males and one female are mandated by the Board of Parole. The average time on the waiting list is about three months. The total on the waiting list, including those not currently within the identified time frame, is 582 males and 105 females.

	Slots	Completed	Discharged	End Count
McPherson	15	2	0	12
NCU	0	2	0	0
Pine Bluff	100	33	5	102
Total	115	37	5	114

Volunteer Services:

The total number of volunteer hours for the month of April:

Unit	Hours
Cummins	0
Hawkins	12
RLW	37
North Central	2
Ouachita River	42
Pine Bluff	23
PAWS	22
WSU	342
Wrightsville – men	22
Religious Volunteer-all Units	6299.75
TOTAL	6801.75

*Note: Volunteer hours are reported to the Department of Human Services along with regional maintenance hours.

ADMINISTRATIVE SERVICES

Administrative Services Division Reports (attached):

Gifts, Grants, and Donations/Inmate Welfare Fund Balance (required by policy):

The donations for the month of April 2015 were \$12,676.

Inmate Welfare Fund:

Balance on April 30, was \$3,483,515.74.

PAWS in Prison Fund:

The balance totals on April 30 were \$98,186.69 in ADC Account (7004822/Donations) \$17,373.60 and ADC account (NDC0500/Recycling) \$80,813.09. This does not include the Foundation account managed by PIP Foundation Board.

Vacancies, Hires, and Terminations:

On April 30, there were a total of 444 vacancies, 62 new hires, and 78 terminations at the various ADC locations.

Procurement/Contracts (required by policy):

For April 2015, Purchase Orders and Contracts in excess of \$10,000 amounted to \$2,967,506.80. Of this amount, \$809,521.74 was for Inmate care and custody related items (food, shoes, clothing, etc.). Bulk fuel costs for the month of April were \$99,020.56. The average cost of bulk diesel was \$1.99/gallon, and the average cost of E-10 was \$2.03/gallon.

Budget Section Update:

For April there were no Act 715 cases.

HUMAN RESOURCES

Workplace Safety:

During the month of April, the modified version of the Health and Safety Plan was presented to one Basic Training class with a total of 53 cadets in attendance.

There were 71 incidents reported to the company nurse in April, which brings our Workman’s Compensation incidents reported to 225 in 2015.

Benefits:

There were 14 MIPS promotions and 135 MIPS payments. Ninety-seven FMLA requests were processed with 93 approved and four denied. A total of five CAT leave requests were processed with two approved and awarded 446 hours and three were denied. There were three applications received for shared leave and all were denied.

Physical Assessments:

There were a total of 168 applicants and incumbent personnel that were assessed in the month of April. Ninety-seven incumbent personnel successfully completed their physical assessments and four incumbent personnel did not. Of those four, one was later released by a physician, rescheduled, and passed his assessment. The other three are pending approval/release by a physician. Sixty-four applicants passed their physical assessments and three did not. Of those three, two passed at a later date and the other one is pending approval/release by a physician.

Employment:

Facebook results for the month were: 136 new likes and 9,849 total likes of our page. Through Discover Corrections, there were 245 people from across the U.S. who viewed ADC’s page. This site does not allow you to review comments made unless the viewer applies for a position through their site and is hired. During the month of April there were no applications submitted

for ADC through the Discover Corrections website. The Human Resources Recruiter coordinated Job Fairs in the following locations: April 1 at the University of Arkansas at Monticello; April 8 at the SEARK Job Fair; April 15 at the Cross County Job Fair in Wynne; April 16 at the Bradley County Job Fair; April 20 at the Pine Bluff Workforce Job Fair; April 22 at the Greenville Win Job Center; April 23 at the SEABC Job Career Day in Warren; April 27 at the Monticello Workforce Job Fair; and April 29 at the West Memphis Workforce Center. The recruiter visited with a total of 302 potential applicants during these job fairs.

The reporting features that INS (Information Network Systems) has developed for the ARStateJobs website (all agencies) have been implemented. We have requested agency-specific features, but have not received notification that those changes have been made. Because of duplicating information, we are now only tracking CO I applications through the ARStateJobs website. This site does not have the capability to give us a breakdown. INS still has not developed any agency specific request for reporting purposes.

The report through AR State Jobs provides the following information:

- advertised positions
- positions hired
- applications received
- how many met minimum qualifications
- how many did not meet qualifications and a reason they did not (1-experience; 2-license or certifications; 3-other)
- how many need further review
- how many were not processed
- gender
- race
- veteran status

There were a total of 2,160 applications received during April through ARStateJobs website. A total of 46 non-correctional applications were processed in April. One-hundred-fourteen CO I applications were processed with the following results: 47 Correctional Officers were hired and eight Correctional Officers were re-hired.

INFORMATION TECHNOLOGY/eOMIS

In April, the Server Team was able to complete the Server 2012 upgrade for the Agency’s main file server ADCAEFS1. Two servers remain requiring an upgrade from Server 2003; TMS and COFS1. A meeting is scheduled with TMS to discuss options and COFS1 hardware will be evaluated in May. SYSTRAN is also on Server 2003; however, SYSTRAN has not released an upgrade for Server 2012.

The Network Team began the Private IP switchover at the Grimes Unit. Wiring management and closet cleanup continues as well with work being done at the Benton and Cummins Units. Also, the installation of fiber optics to the Cummins School is in progress. Surveys with SECURUS Technologies have also begun this month for the implementation of the new Inmate Telephone System, also known as Secure Call Platform.

In eOMIS, the team continued to work with Warden Aiken on the STTG project, specifically on the Tucker Unit requirements. Staff also worked with ORCU staff and Marquis on the GIS upgrades.

The Marquis Contract was completed and submitted for review and approval.

Review of the current upload method of CCS medical scanned documents was discussed. It was proposed that eOMIS staff manage this function to allow monitoring of the quality of the indexes that are being provided. Staff also worked with DIS on uploading the ADC discharge record extender files. Approximately 6,000 unmatched files were found out of more than 200,000 total files. Prior to the matched records uploading to eOMIS, the Castor tool will need to be modified to allow multiple document types.

PROCUREMENT

Contracts/Bids Status:

Contract Renewals

Rubber Boots

Contracts/Bids (in process by OSP)

Uniform Services W/R inmates (Benton Work Release)

Canvas Shoes

Tractor Truck (Cummins Farm)

Minority Spending 3rd Quarter FY15

January – March - \$550,419.52

Total to date FY15 - \$1,621,564.45
(11.88%)

HEALTH/CORRECTIONAL PROGRAMS

Sex Offender Treatment Programs:

There are 647 males on the waiting list for RSVP and 13 females on the waiting list for SOFT within 5 years of their release date and of those 55 are mandated by the Board of Parole. The average time on the waiting list from request is three to six months for stipulated. The total on the waiting list, including those not currently within the identified time frame, is 1,435 males and 21 females. There were no PREA inmates in either program at this time.

Therapeutic Community:

	Slots	Completed	Removed	Clients
Tucker	129	7	8	127
Wrtsvll	45*	5	0	50
McPhrs	50*	5	1	50
Total	224	17	9	227

There are 148 males and 23 females on the waiting list within 18 months of their release date and of those, 31 are mandated by the Board of Parole. The average time on the waiting list from request is 26 days. The total on the waiting list, including those not currently within the identified time frame, is 624 males and 73 females.

*Denotes transitional beds available at this treatment program. Tucker TC has 129 client slots and 7 peer counselor slots.

S.A.T.P.:

	Slots	Completed	Removed	Clients
Grimes	100	12	9	99
McPh	50*	2	0	51
MSU	3	1	0	3
RLW/CF	188	32	6	183
Tucker	43*	2	1	44
Varner	44	5	3	44
Wrts	135*	27	5	142
Total	563	81	24	566

There are 1,890 males and 435 females on the waiting list within 18 months of their release date and of those, 70 are mandated by the Board of Parole. The average time on the waiting list from request is 23 days. The total on the waiting list, including those not currently within the identified time frame, is 2,813 males and 562 females.

*Denotes transitional beds available at this treatment program.

R.P.U.:

The Residential Program Unit at Ouachita had three admissions and six discharges in April for an end-of-month count of 68.

McPherson SPU Program:

No admissions and no discharges in April for an end-of-month count of seven.

Hawkins Center SPU Program:

There were no admissions and no discharges in April for an end-of-month count of 10.

Habilitation Program:

The Habilitation Program at the Ouachita River Correctional Unit provided treatment services to 38 inmates during April. There were three admissions and no discharges for an end-of-month count of 38.

Staffing:

The following Mental Health Services and SATP positions were vacant in March and April:

	March	April
Psychologists	6	5
Psychological Examiners	0	1
Social Workers	3	4
LPC	1	0
Advisors	8	4
Subs. Abuse Prog Leaders	2	3
Admin. Specialist/Analyst	2	2
Rehab Adm/Facility Supv	2	2
Nurse II	0	1

ADDITIONAL PROGRAM INFORMATION

Substance Abuse Education:

Substance Abuse Education Groups were held at seven units and 28 inmates completed the program during April. The current waiting list is 651.

Anger Management:

Anger Management Groups were held at seven units and 430 inmates completed the program during April. The current waiting list is 3,705.

Thinking Errors:

Thinking Errors Groups were held at 11 units and 169 inmates completed the program during April. The current waiting list is 3,896.

Suicide:

There were 56 suicidal threats, gestures or low/moderate risk attempts during April. There were three serious attempts with none resulting in death.

Outpatient:

There were 1,872 inmates on the mental health medical log at the end of April. Mental Health conducted the following contacts during April:

Case management contacts	2,008
Requests for interviews	1,933
Testing	2
Intakes	763
Unit requests	857
Counseling (with treatment plan)	147
Pre-lock up reviews	488
Routine seg reviews	917
Seg rounds	6,807
PREA evaluations	10
Routine follow-up requests	33
	39

Monetary Sanctions:

Sanction reimbursements for March were \$24,900.

County Mental Health Requests:

During April there were 41 requests of a mental health nature received. Fifteen inmates were fast tracked to ADC.

County Medical Health Requests:

During April, there were 525 requests of a medical nature received and 15 were fast tracked.

Deaths:

There were six inmate deaths during the month of April; four bodies were claimed and two bodies were cremated.

CCS:

See attachment for CCS’s report regarding outside beds and emergency room visits.

Medical Grievances:

In April, there were a total of 246 appeals of medical grievances received and 287 appeals were answered. Twenty-six of those were found to be with merit and nine with merit but resolved.

Institutional Grievances:

There were a total of 341 appeals of institutional grievances received and 481 appeals were answered in April. Five were found with merit.

Institutional Grievances (Bowie County):

There were a total of six appeals of institutional grievances received in April.

SEX OFFENDER ASSESSMENT

Assessments Completed:

ACIC Numbers:

The total number of sex offenders registered from Sept. 1, 1999 to April 31, 2014: 14,243

PAWS IN PRISON

We currently have 42 dogs enrolled in training:

CONSTRUCTION/ MAINTENANCE

Construction Expenditure Report:

The commitment/expenditure status of various construction projects as of May 11, is provided on the attached Construction Expenditure spreadsheet.

Administrative Annex East:

We are working on roof repairs to annex building.

Barbara Ester Unit:

We are renovating barracks and re-roofing the unit; purchasing material; continuing to paint the unit; contractor working on HVAC renovation; installing new metal ceiling; working on plumbing repairs; continuing to price additional asbestos removal.

Cummins Unit:

We are working on chicken layer houses; working on electrical and plumbing 90% finished; working on litter storage and compost.

East Arkansas Regional Unit:

We are still working on the new horse barn; receiving new material for firing range.

Pine Bluff Re-Entry Center:

Housing for inmates complete and occupied; working on visitation and classroom building (90%); pad poured for staff mobile home.

Ouachita River Correctional Unit:

Work continues on building new maintenance building; working on completion of new Vo-Tech building.

Tucker Unit:

Working on stainless steel for kitchen walls and putting metal ceiling on fir down in front of cells in 6 barracks.

Construction Personnel Updates:

3 vacancies – Maintenance Technician, 2 pending
2 vacancies – COIs.

Regional Maintenance Hours (April):

Benton Unit	6,157
Delta Regional Unit	3,712
EARU	2840
Grimes	3,828
McPherson	3,156
RLW Corr. Facility	3,208
MSCOWRC	2,971
North Central Unit	12,824
Ouachita River	4,376
TRCC	3,431.50
Tucker Unit	4,040
Varner Unit	3,680
Wrightsville Satellite Unit	0
Wrightsville Unit	2623
Total Hours	56,847

Regional Maintenance Hours:

*Note: Regional maintenance hours are reported to the Department of Human Services along with volunteer hours.

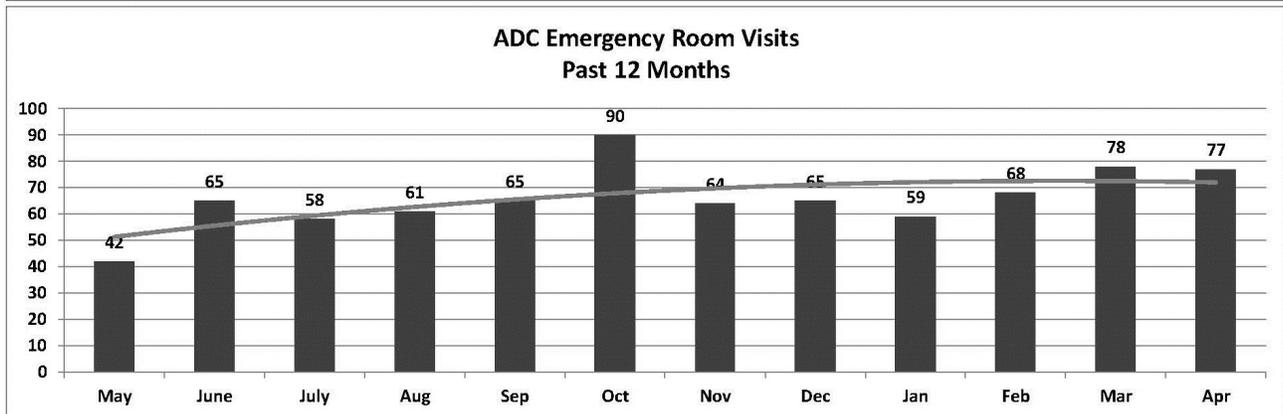
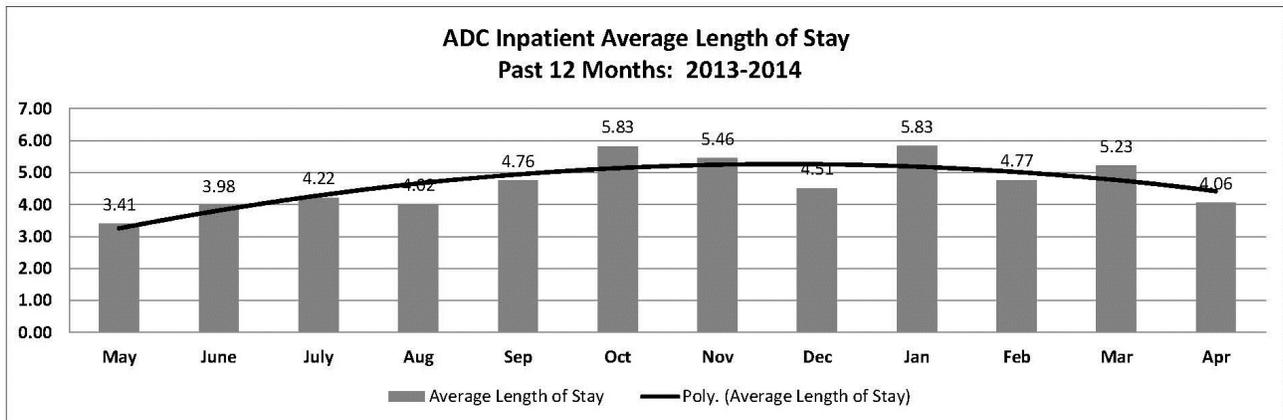
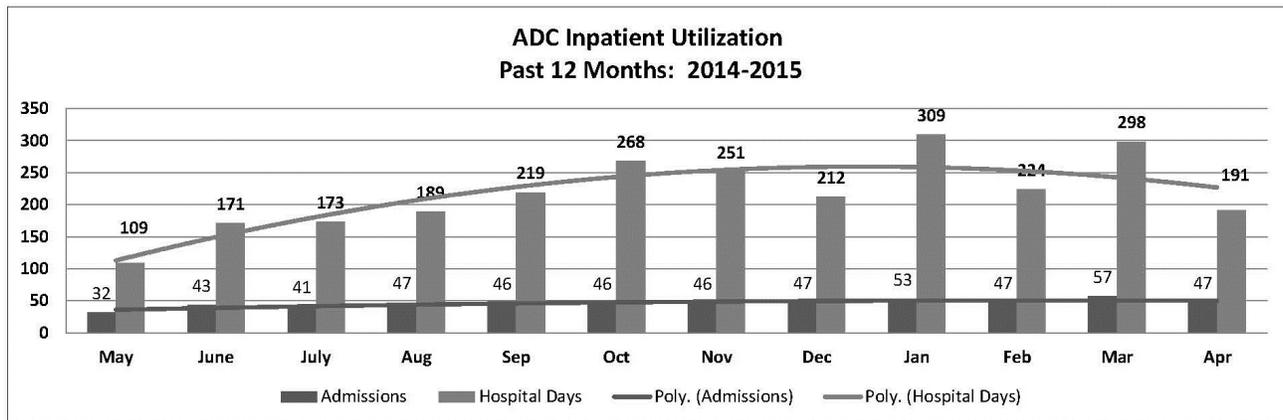
ARKANSAS DEPARTMENT OF CORRECTION INPATIENT AND EMERGENCY ROOM UTILIZATION

ADC Inpatient Statistics Past 12 Months

	2014								2015				Average
	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Admissions	32	43	41	47	46	46	46	47	53	47	57	47	46.0
Hospital Days	109	171	173	189	219	268	251	212	309	224	298	191	217.8
Average Length of Stay	3.41	3.98	4.22	4.02	4.76	5.83	5.46	4.51	5.83	4.77	5.23	4.06	4.74

ADC ER Visits Past 12 Months

	2014								2015				Average
	May	June	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
Emergency Room Visits	42	65	58	61	65	90	64	65	59	68	78	77	66.0



Chaplains Monthly Report
April 2015

	BENTON	CUMMINS	DELTA REGIONAL	EAST ARKANSAS	EAST ARKANSAS MAX	GRIMES	HAWKINS	MAXIMUM SECURITY	MCPHERSON	NORTH CENTRAL	OJACHITA RIVER	PINE BLUFF	RANDALL L. WILLIAMS	TUCKER	VARNER	VARNER MAX	WRIGHTSVILLE	PTF	TOTAL
Chaplain in Charge											11			1					
Population	4	8	10	0	0	8	4	9	13	8	5	4	7	5	3	0	13	2	103
Segregation	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	4
Muslim																			
Population	0	4	0	0	0	0	0	0	1	0	1	0	0	4	1	0	4	4	19
Segregation	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Volunteers in Charge																			
Protestant	21	8	22	57	12	57	9	30	40	40	33	11	14	45	4	1	19	4	427
Catholic	0	1	0	2	0	10	2	1	3	0	0	1	1	1	1	1	4	4	32
Muslim	0	0	0	3	0	0	0	0	0	0	2	0	0	0	1	0	0	1	7
Other	5	2	0	14	0	4	0	1	4	0	4	0	0	0	2	0	0	0	36
Baptisms	0	0	0	4	0	0	0	3	0	3	0	0	0	0	2	0	0	0	12
Marriages	0	0	0	0	0	0	0	0	0	1	0	0	0	3	1	0	1	0	6
Distributed by Chaplains																			
Greeting Cards	50	86	0	550	0	55	0	450	393	27	105	236	50	372	725	3351	0	0	6450
Bibles	30	29	15	8	8	20	3	25	63	11	87	7	40	46	25	6	30	6	459
Study Course	15	61	0	18	2	0	0	110	0	0	25	9	76	0	220	5	6	0	547
Writing Supplies	20	10	0	0	0	0	780	750	0	0	150	0	480	0	0	0	0	0	2190
Literature	70	1780	100	771	25	200	0	1100	143	280	217	211	617	193	1716	81	450	42	7996
Chaplain's Visiting																			
Barracks Visits	78	87	16	7	7	152	26	321	95	34	2810	59	53	156	7	24	78	14	4024
Hours Spent In Barracks	44	54	36	25	12	25	45.5	80.3	50	26	281	35	179	106	3	35	195	9.5	1241.25
Inmates Visiting In Office	131	109	100	6	7	45	66	33	105	100	95	59	129	216	109	0	207	92	1609
Chaplain Visits																			
Hospital	0	11	0	0	0	0	0	0	0	0	20	1	0	0	3	0	1	0	36
Infirmary	0	7	4	5	0	5	2	3	5	3	2	4	4	10	0	0	5	0	59
Segregation	0	0	0	5	0	16	0	53	10	0	9	4	13	0	0	10	0	0	120
Punitive	0	17	3	5	0	15	0	16	10	4	21	4	13	6	0	5	12	2	133

**HUMAN RESOURCES
CORRECTIONAL OFFICER I & II TERMINATION STATISTICS**

REPORTING PERIOD:		April 2015						
RESIGNATION REASONS		W/M	O/M	B/M	W/F	O/F	B/F	TOTAL
Death								0
VOLUNTARY RESIGNATION								0
Quit Without Notice - Accepted other employment		3			1			4
Quit Without Notice - Day Care Children								0
Quit Without Notice - Education								0
Quit Without Notice - In Lieu of Disciplinary		1						1
Quit Without Notice - In Lieu of Termination				3			1	4
Quit Without Notice - Moving Out of Location					1			1
Quit Without Notice - No Reason Given		1		1	2			4
Quit Without Notice - Pending Investigation								0
Quit Without Notice - Personal Reasons		3		1				4
Quit Without Notice - Work Schedule								0
Quit Without Notice -Transfer to Another State Agency								0
Voluntary Resignation - Accepted Other Employment		3						3
Voluntary Resignation - Health Reasons Related to Self		1		1			3	5
Voluntary Resignation - Unable to complete EJJ test		1		1				2
Voluntary Resignation - Health Reasons/Family				1			2	3
Voluntary Resignation - Military				1				1
Voluntary Resignation - No Reason Given		2		3			1	6
Voluntary Resignation - Personal Reasons		1						1
Voluntary Resignation - relocation				1				1
Voluntary Resignation - Retirement		2		2	1			5
Voluntary Resignation - Transfer to Another State Agency								0
RESIGNATION TOTALS		18	0	15	5	0	7	45
TERMINATION REASONS		W/M	O/M	B/M	W/F	O/F	B/F	TOTAL
INVOLUNTARY TERMINATIONS								
Abandonment of Job					1			1
Conduct Unbecoming an Officer-off the job								0
Conduct Unbecoming an Officer-on the job					1			1
Excessive Absences								0
Failed Drug Test							1	1
Failed to Report for Duty		4		1	1		1	7
Falsification of Information - Verbal/Written								0
Insubordination								0
Probationary Period								0
Result of an Investigation								0
Sleeping on Duty/Inattentiveness							1	1
Trafficking and Trading with inmates		1						1
Unauthorized Absences				1				1
Violation of Written Policy		1		2	1			4
TERMINATION TOTALS		6	0	4	4	0	3	17

TOTAL CO I RESIGNATIONS: 45

TOTAL CO I TERMINATIONS: 17

TOTAL COI TURNOVER: 62

CO I TURNOVER RATE: 2.66%