

URGENT AND CONFIDENTIAL

TDOC Evaluation Survey

Feedback survey on Tennessee Department of
Correction's proposed 28-day work cycle

June 2014

Tennessee State
Employees Association
627 Woodland St
Nashville, TN 37206

615-256-4533 / 800-251-8732
tseasonline.org



Dear State Employee,

The Tennessee Department of Correction intends to implement a new 28-day work cycle, scheduled to begin at Northeast Correctional Complex on August 24, 2014. On the following pages you will find a survey about the 28-day work cycle. We encourage all TDOC employees, regardless of membership status, to fill out this survey. We also encourage you to make copies of the survey, prior to filling it out, and distribute to your coworkers.

TSEA is working hard to ensure you are treated fairly in your workplace and, with this survey, seeks to better understand your position on this recent proposed change. TSEA represents all state employees and would like to hear from as many employees impacted by this change as possible.

Below is a list of recent statements from or facts about the Department of Correction:

- The Tennessee Department of Correction is set to implement a new 28-day work cycle at Northeast Correctional Complex on August 24, 2014.
- DOC expects the new work cycle to be fully implemented in all facilities state-wide by Spring 2015.
- DOC says the ability to recruit and retain qualified staff is a concern for the department.
- DOC says salary levels are critical in recruitment and retention of staff.
- The system wide turnover rate for correctional officers is 32% (Low – NECX 12%, High – BCCX 57%).
- In June of 2013 there were 245 correctional officer vacancies state-wide (308 total vacancies).
- The average starting salary for a correctional officer in Tennessee is \$25,476.
- The average starting salary for a law enforcement officer in Shelby County is \$35,211.
- DOC expects the new work cycle to reduce overtime.
- DOC expects the new cycle to reduce the number of officers needed for each shift without compromising safety.
- The 28-day work cycle will rotate employee off days.
- Currently, premium overtime is paid for any more than 40 hours worked in a 7-day work cycle.
- Under the new work cycle, premium overtime is paid for more than 171 hours worked within the 28-day cycle.
- In 2010, there were 612 reported assaults on staff. In 2011, there were 716, and in 2012, there were 779 assaults.
- In late 2012 Commissioner Schofield gave Wardens exclusive authority to classify assaults on internal reports.
- In 2013 there were 704 assaults on staff reported.

For 40 years, TSEA has been one of the strongest and most effective membership organizations in Tennessee. We thank you for another opportunity to serve you.

Sincerely,



TSEA Executive Director

Important survey instructions:

After you have filled out the survey, please place the survey in an envelope and mail it back to TSEA at:

**TSEA Survey Response
627 Woodland Street
Nashville, TN 37206**

28-day work cycle evaluation survey

Thank you for giving TSEA the opportunity to serve you. By filling out the survey below, you will provide TSEA valuable feedback about the Department of Correction's proposed 28-day work cycle. All personal identification information you provide will be kept strictly confidential by TSEA.

All information provided in this box will be kept strictly confidential by TSEA

NAME _____ EMAIL _____

ADDRESS _____ CITY _____ ZIP _____

PHONE () _____ - _____ ARE YOU A TSEA MEMBER? () YES () NO

1. How long have you worked for the Department of Correction:

- ☐ Less than one year
- ☐ 1-5 years
- ☐ 5-10 years
- ☐ 11-15 years
- ☐ 16-20 years
- ☐ More than 20 years

2. How do you feel about the level of safety in your job compared to 4 years ago?

- ☐ I felt safer 4 years ago
- ☐ I feel the same
- ☐ I feel safer today
- ☐ No opinion

3. Which of the following describes how you feel about your personal safety while at work?

- ☐ Not safe
- ☐ Somewhat safe
- ☐ Safe
- ☐ Very safe
- ☐ Extremely safe

4. Which of the following describes the level of safety for inmates at your facility?

- ☐ Not safe
- ☐ Somewhat safe
- ☐ Safe
- ☐ Very safe
- ☐ Extremely safe

5. Which of the following describes the level of staff morale in your workplace compared to 4 years ago?

- ☐ Higher morale
- ☐ The same
- ☐ Lower morale
- ☐ No opinion

6. Which of the following describes the level of shift coverage at your facility?

- ☐ Insufficient coverage
- ☐ Somewhat covered
- ☐ Sufficiently covered
- ☐ Excessively covered

7. Has the 28-day work cycle been explained to you by TDOC?

- ☐ Yes
- ☐ No

8. Please describe your level of understanding of the 28-day work cycle.

- ☐ Don't understand
- ☐ Somewhat understand
- ☐ Understand
- ☐ Good understanding
- ☐ Excellent understanding

9. After the 28-day cycle is in place, shift coverage will:

- ☐ Increase
- ☐ Remain the same
- ☐ Decrease

10. After the 28-day cycle is in place, employees will be:

- ☐ More safe
- ☐ The same level of safety
- ☐ Less safe

11. After the 28-day cycle is in place, the public will be:

- ☐ More safe
- ☐ The same level of safety
- ☐ Less safe

12. After the 28-day cycle is in place, inmates will be:

- ☐ More safe
- ☐ The same level of safety
- ☐ Less safe

13. Have you been trained on more than one post?

- ☐ Yes
- ☐ No

14. On average, how many hours of overtime do you currently work per week?

- ☐ 0-5 hrs
- ☐ 6-10 hours
- ☐ 11-15 hours
- ☐ 16 or more
- ☐ None

15. What impact will the 28-day cycle have on your overtime hours?

- ☐ I will work more overtime
- ☐ I will work the same amount of overtime, and receive the same amount of pay
- ☐ I will work the same amount of overtime, but will receive less pay
- ☐ I will work less overtime
- ☐ I do not know how it will impact my schedule

16. Rate your likelihood to seek other employment within the next year.

- ☐ Very likely
- ☐ Somewhat likely
- ☐ Possibly
- ☐ Somewhat Unlikely
- ☐ Very unlikely

17. Rate the fairness of the 28-day cycle for workers.

- ☐ Very unfair
- ☐ Somewhat unfair
- ☐ Not sure
- ☐ Somewhat fair
- ☐ Very fair

18. Rate the last 4 years working under Commissioner Schofield.

- ☐ Very poor
- ☐ Somewhat poor
- ☐ About the same
- ☐ Somewhat good
- ☐ Extremely good

19. Rate Governor Haslam's first 4 years in office.

- ☐ Very poor
- ☐ Somewhat poor
- ☐ About the same
- ☐ Somewhat good
- ☐ Extremely good

