



April 20, 2021

TEAM TDOC,

One of the most important functions of any organization is a commitment to recruiting and retaining employees. After what has been an especially challenging year for our agency, I am pleased to announce that we are prepared to take additional steps to both attract and retain Correctional Officers.

While TDOC has been successful in reducing turnover to a five-year low in the last fiscal year, vacancies in the security series remain high—despite our best efforts at recruiting. Filling vacant positions is a challenge faced by law enforcement agencies across the country. Still, we recognize that we must find creative solutions to ensure we continue to meet our mission of operating safe and secure prisons. To that end, we will begin implementing a number of initiatives aimed at reversing the vacancy trend.

Effective April 21, 2021, all TDOC Correctional Security series employees will be eligible to receive a “single payment,” \$4,000 retention bonus. All new Correctional Officer candidates, whose application is received on or after that date, will receive a \$5,000 sign-on bonus, payable over an 18-month period. In addition, any current TDOC employee who actively recruits a new Correctional Officer can receive a \$1,000 referral bonus. More information about each of these measures will be shared on the TDOC intranet site.

We recognize that the strength of our agency determines our success. We need employees at all levels who are committed and dedicated to meeting the challenges we face and who understand the importance of their roles in our overall success.

It is truly my honor to work with the best team in all of state government. Thank you for the work you all do each day to help make Tennessee a safe place to live, work, and raise a family.

A handwritten signature in blue ink, appearing to read 'Tony Parker'.

Tony Parker
Commissioner

TP:DC