

Department of Corrections

SFAC Public Safety Subcommittee

Terry Cole, Secretary of Public Safety & Homeland Security
Chad Dotson, Director of the Department of Corrections

January 17, 2024

Final Decision

Lawrenceville Correctional Center

- Department of Corrections (DOC) to assume management at the conclusion of current contract term August 1, 2024
- Total bed count: 1,534
- Current filled beds 1,233 as of January 8, 2024

Augusta Correctional Center

- Close Augusta Correctional Center (ACC) effective June 30, 2024
- Total bed count: 1,380
- Current filled beds 481 as of January 8, 2024

Sussex II State Prison

- Close Sussex II State Prison (SXII) effective June 30, 2024
- Total bed count: 1,310
- Current operational capacity: No inmates on site

Sussex II State Prison

- Enhance safer operation for staff and inmates at Sussex I State Prison.
- Will reduce emergency management services and water service impact on locality.
- Will generate expenditure reductions, primarily of personnel services, to include reductions in overtime for security, food service, and treatment staff.
- There are currently no inmates at this facility.
- The closing of Sussex II Correctional Center on June 30, 2024, captures a savings of \$24.4M in FY25 and \$27.8M in FY26.

Augusta Correctional Center Closure

- Due to the current high staff vacancy rates at ACC, there will be minimal layoffs required. Out of 355 full time positions, only 222 are currently filled. Due to staffing difficulties, ACC has high overtime rates. 126 current employees reside in the Augusta area (Augusta, Waynesboro, and Staunton), and 96 live outside of the area.
- DOC will have significant placement opportunities for ACC staff. Local economy and job opportunities in Augusta County are very positive with a low unemployment rate.
- The closing of Augusta Correctional Center on June 30, 2024, captures a savings of \$24.8M in FY25 and \$31.1M in FY26.

Transition to DOC Management of Lawrenceville Closure

- DOC will assume management of Lawrenceville Correctional Center (LVCC) on August 1, 2024.
- LVCC, once refurbished, creates the opportunity for greater efficiency and economy of scale.
- Transition of LVCC from private to state operation will create a safer environment for staff and inmates as well as additional jobs within the community.
- Hire and train new staff (GEO employees) and develop needed policy and procedures, post orders, and emergency plans. GEO security staff are not DCJS certified and would need to be certified.
- State operation of LVCC should strengthen existing positive relationship between DOC and local government.
- GEO has reached out to the Department and is willing to support their employees in applying for state positions.

Transition to DOC Management of Lawrenceville

The funding requirements for the transition to DOC management of Lawrenceville Correctional Center are:

- \$5.3M in FY24 to for start-up hiring and training of security staff
- \$24.5M in FY25 for final contractual payments to GEO, start-up equipment and supplies, and DOC operating costs.
- \$18.4M in FY26 for DOC operating costs

Other Facility Closures

- Haynesville Correctional Unit 17 – will be closed, effective June 30, 2024.
 - Approximately 37 impacted employees.
 - Significant placement opportunities at neighboring Haynesville Correctional Center (HCC).
 - Previously, the staff was temporarily assigned to HCC to support staffing levels.
 - The closing of Haynesville Field Unit on June 30, 2024, captures a savings of \$2.7M in FY25 and FY26.
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- Stafford Community Corrections Alternative Program (CCAP) – will be closed, effective June 30, 2024.
 - Approximately 45 impacted employees.
 - Significant placement options available at Coffeewood Correctional Center and HCC.
 - The closing of Stafford CCAP on June 30, 2024, captures a savings of \$1.8M in FY25 and \$3.4M in FY26.

Augusta Correctional Center Updates:

- DOC employees notified on December 15, 2023.
- Enhanced retirement options and severance benefits available for eligible employees.
- Offering virtual and on-site support (weekly until closure).
- Department of Human Resource Management (DHRM) collaborations:
 - Yellow Card Waivers.
- Employee Assistance Program (EAP) for families.
- Limited substitution memo went out on January 8, 2024, explaining the process for eligible staff within a 120-mile radius for enhanced retirement and opens position(s) for placement.
- External collaboration with VAWorks beginning on April 1, 2024.
- Department prepared to waiver repayment of existing sign-on and retention bonuses.
- Awaiting Department of Criminal Justice Services determination on jail training.

Lawrenceville Updates:

- DOC employees notified on December 15, 2023.
- Offering virtual and on-site support.
- Job placement opportunities.
- Advertising and interviewing for key positions at Lawrenceville.
- Exploring additional collaborations with Department of Human Resource Management, VAWorks, and Department of Criminal Justice Services.
- Plan to work closely with local Government throughout the transition.

Sussex Updates:

- DOC employees notified on December 15, 2023.
- Enhanced retirement options and severance benefits available for eligible employees. Offering virtual and on-site support.
- Potential full placement opportunities at adjoining Sussex I State Prison.
- External collaborations with Department of Human Resource Management, VAWorks, and Department of Criminal Justice Services.

Haynesville Correctional Unit & Stafford CCAP¹¹

Updates:

- DOC employees notified on December 15, 2023.
- Enhanced retirement options and severance benefits available for eligible employees.
- Offering virtual and on-site support.
- Job placement opportunities.
- External collaborations with Department of Human Resource Management, VAWorks, and Department of Criminal Justice Services.

Key DOC Decision Packages included in the Governors Introduced Budget

- Fund a Career Progression Program for Correctional Officers - \$9.5M in FY25 and FY26
- Funding for additional full body scanners and equipment upgrades - \$3.5M in FY25 and \$683K in FY26
- Funding for 218 vacant security positions inadequately funded - \$2.9M in FY25 and FY26
- Supplement funding to address increased operating costs - food, utilities, and other costs - \$4M in FY25 and FY26

Other Decision Packages in the Introduced Budget

- Recognize savings from administrative efficiencies, non-personal services – \$1M budget reduction in FY25 and FY26
- Funding to support medical transport services in Sussex County - \$500K in FY25 and FY26
- Capture savings from DMV Connect Program - \$200K reduction in in FY25 and FY26

Questions