

Schedule Update

Current State

The Department of Correction partnered with the Tennessee State Employees Association (TSEA) in creating a survey to gauge shift preferences for our Correctional Officers. The survey period ended December 13th and was open to employees in the Correction Security Series. This work schedule survey resulted in a sampling of staff which ranged from 9.8% at WTSP to 44.3% at NECX. In all, more than 24% of TDOC's current Correctional Series staff accessed the survey.

Results

Of the 836 staff that accessed the survey, only 537 were on the current 6/3 schedule and able to reliably discuss the current schedule's effect on their life. This resulted in a sampling ranging from 3% at WTSP to 31.8% at NECX.

The survey results were mixed. Of the respondents, more than 82% believed the calculation of overtime had a negative effect. In addition, the ability to flex overtime was also viewed negatively. When it comes to having a guaranteed weekend off every six weeks the response was nearly tied (38% positive/39% negative).

There were some clear benefits as well. Of the survey responders, more than 56% said the shift briefings and increased communication had a positive impact on them. Also, when asked which schedule they prefer, more than 55% selected the current schedule over the 12-hour shift.

Next Steps

These results will be shared throughout the Department as a tool to help prison leadership determine which schedule to select for their facility. While the results will be considered, it must be noted that for some facilities the percentage of staff on the current 6/3 schedule that completed the survey was quite low. Due to the sampling variations, wardens will meet with their team to determine which schedule is best for their workforce.

By year end, the scheduling decision must be made by each facility. Prisons that opt for 8.5-hour shifts will continue to work a 6 days on, 3 days off rotation. Those sites that prefer 12-hour shifts will move to the rotating work cycle proposed by the ACA: 3 days on, 2 days off, 2 days on, 3 days off, 2 days on, and 2 days off. The new schedules are expected to come on line in the new year.





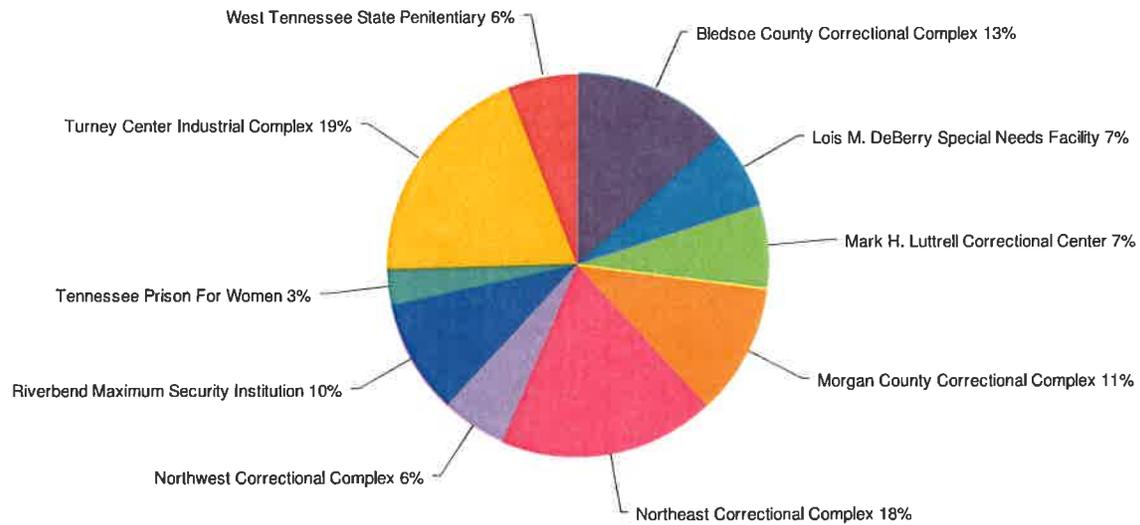
Work Schedule Survey 12|2015 Results

*SURVEY CONDUCTED BETWEEN 11/30/2015 AND 12/13/2015
836 TDOC Employees*



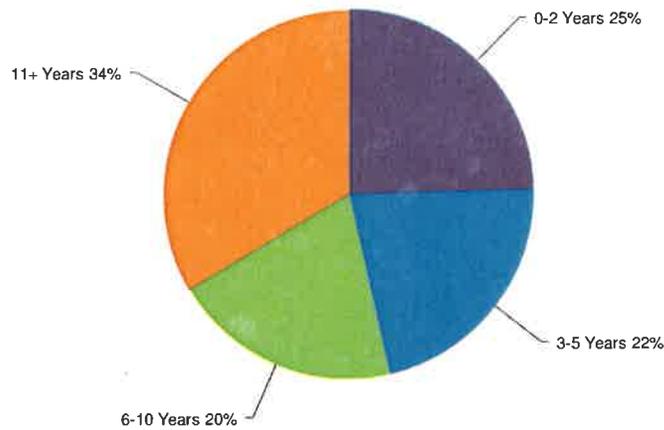
New Summary Report - 14 December 2015

1. Please select the facility where you work.



Value	Percent	Count	Statistics
Bledsoe County Correctional Complex	13%	111	Total Responses 835
Lois M. DeBerry Special Needs Facility	7%	56	Skipped 0
Mark H. Luttrell Correctional Center	7%	59	Unanswered 1
Morgan County Correctional Complex	11%	92	
Northeast Correctional Complex	18%	153	
Northwest Correctional Complex	6%	46	
Riverbend Maximum Security Institution	10%	81	
Tennessee Prison For Women	3%	25	
Turney Center Industrial Complex	19%	162	
West Tennessee State Penitentiary	6%	50	
Total		835	

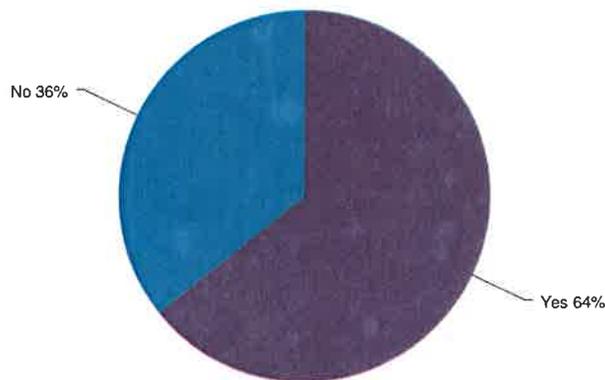
2. How long have you worked for TDOC?



Value	Percent	Count
0-2 Years	25%	205
3-5 Years	22%	182
6-10 Years	20%	167
11+ Years	34%	280
Total		834

Statistics	
Total Responses	834
Skipped	0
Unanswered	2

3. Are you currently assigned to the 6/3 rotating schedule?

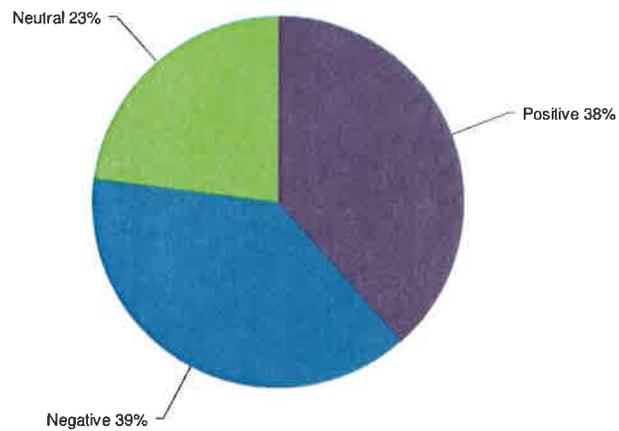


**Respondents who answered "no" were not presented with any further survey questions.*

Value	Percent	Count
Yes	64%	537
No*	36%	299
Total		836

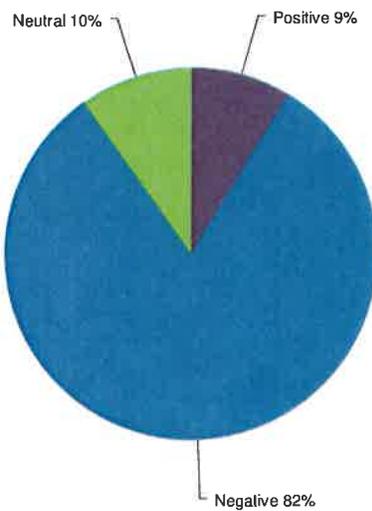
Statistics	
Total Responses	836
Skipped	0
Unanswered	0

4. Rotating days off with a guaranteed weekend off every 6 weeks



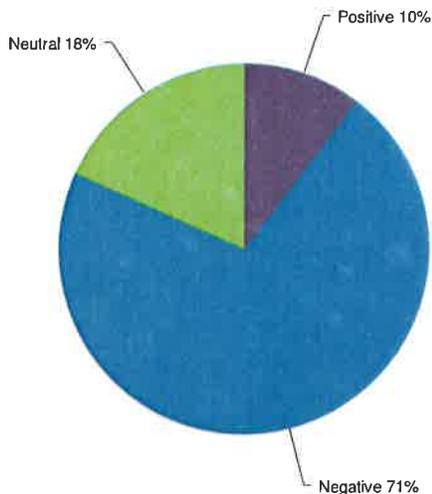
Value	Percent	Count	Statistics
Positive	38%	196	Total Responses 510
Negative	39%	197	Skipped 4
Neutral	23%	117	Unanswered 326
Total		510	

5. Calculation of premium overtime after 171 hours worked in a 28-day period



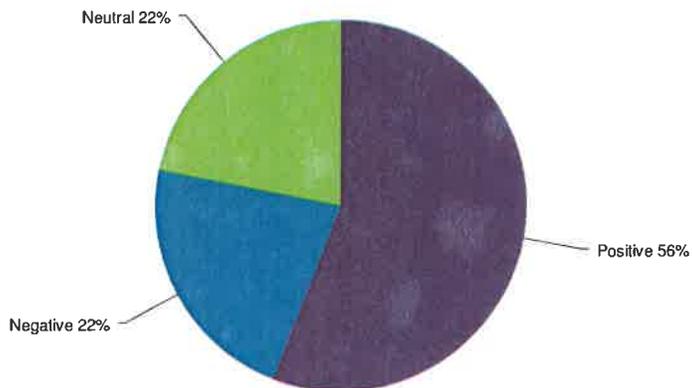
Value	Percent	Count	Statistics
Positive	9%	44	Total Responses 508
Negative	82%	414	Skipped 6
Neutral	10%	50	Unanswered 328
Total		508	

6. The ability to flex overtime hours instead of receiving overtime pay



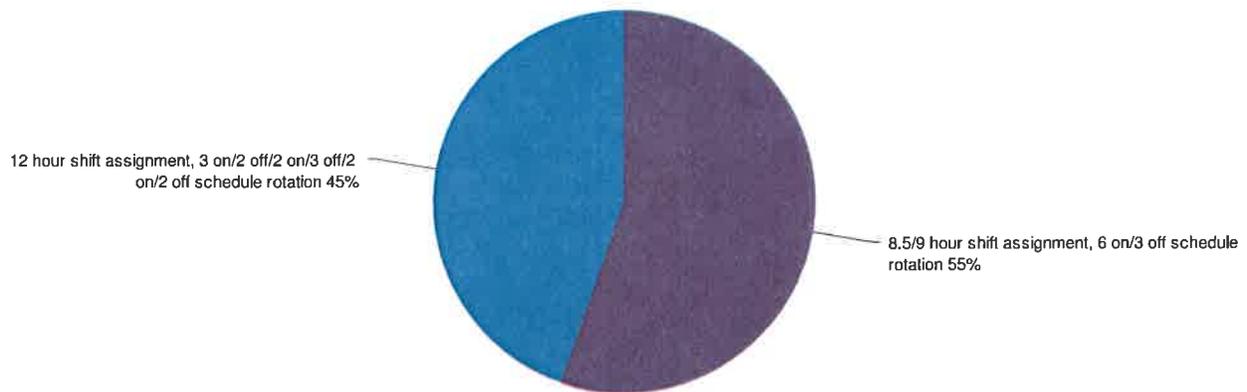
Value	Percent	Count	Statistics
Positive	10%	53	Total Responses 510
Negative	71%	364	Skipped 4
Neutral	18%	93	Unanswered 326
Total		510	

7. Shift briefing/increased communication



Value	Percent	Count	Statistics
Positive	56%	284	Total Responses 508
Negative	22%	113	Skipped 6
Neutral	22%	111	Unanswered 328
Total		508	

8. Which work scheduling system do you prefer?



Value	Percent	Count	Statistics	
8.5/9 hour shift assignment, 6 on/3 off schedule rotation	55%	274	Total Responses	495
12 hour shift assignment, 3 on/2 off/2 on/3 off/2 on/2 off schedule rotation	45%	221	Skipped	19
	Total	495	Unanswered	341

Cross-tab Report - 14 December 2015

TDOC Work Schedule Survey 12-1

How long have you worked for TDOC?

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
0-2 Years		47	10	18	16	28	7	15	6	54	4	205
	v%	42.3%	17.9%	30.5%	17.4%	18.4%	15.6%	18.5%	24.0%	33.3%	8.0%	24.6%
3-5 Years		37	12	10	25	36	4	19	5	26	8	182
	v%	33.3%	21.4%	16.9%	27.2%	23.7%	8.9%	23.5%	20.0%	16.0%	16.0%	21.8%
6-10 Years		15	10	10	26	34	12	15	5	26	13	166
	v%	13.5%	17.9%	16.9%	28.3%	22.4%	26.7%	18.5%	20.0%	16.0%	26.0%	19.9%
11+ Years		12	24	21	25	54	22	32	9	56	25	280
	v%	10.8%	42.9%	35.6%	27.2%	35.5%	48.9%	39.5%	36.0%	34.6%	50.0%	33.6%
Total		111	56	59	92	152	45	81	25	162	50	833

Are you currently assigned to the 6/3 rotating schedule?

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
Yes		82	30	38	58	120	28	56	14	93	17	536
	v%	73.9%	53.6%	64.4%	63.0%	78.4%	60.9%	69.1%	56.0%	57.4%	34.0%	64.2%
No		29	26	21	34	33	18	25	11	69	33	299
	v%	26.1%	46.4%	35.6%	37.0%	21.6%	39.1%	30.9%	44.0%	42.6%	66.0%	35.8%
Total		111	56	59	92	153	46	81	25	162	50	835

Rotating days off with a guaranteed weekend off every 6 weeks

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
Positive		30	9	19	13	46	10	9	5	52	2	195
	v%	39.0%	31.0%	50.0%	23.6%	41.1%	38.5%	16.7%	38.5%	59.1%	11.8%	38.3%
Negative		25	12	10	29	41	8	37	5	18	12	197
	v%	32.5%	41.4%	26.3%	52.7%	36.6%	30.8%	68.5%	38.5%	20.5%	70.6%	38.7%
Neutral		22	8	9	13	25	8	8	3	18	3	117
	v%	28.6%	27.6%	23.7%	23.6%	22.3%	30.8%	14.8%	23.1%	20.5%	17.6%	23.0%
Total		77	29	38	55	112	26	54	13	88	17	509

Calculation of premium overtime after 171 hours worked in a 28-day period

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
Positive		3	1	2	0	6	3	0	2	27	0	44
	v%	3.9%	3.6%	5.4%	0.0%	5.4%	12.0%	0.0%	15.4%	30.7%	0.0%	8.7%
Negative		63	26	34	53	84	20	53	11	53	16	413
	v%	81.8%	92.9%	91.9%	96.4%	75.0%	80.0%	96.4%	84.6%	60.2%	94.1%	81.5%
Neutral		11	1	1	2	22	2	2	0	8	1	50
	v%	14.3%	3.6%	2.7%	3.6%	19.6%	8.0%	3.6%	0.0%	9.1%	5.9%	9.9%
Total		77	28	37	55	112	25	55	13	88	17	507

The ability to flex overtime hours instead of receiving overtime pay

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
Positive		10	1	2	3	12	0	2	0	23	0	53
	v%	13.2%	3.4%	5.4%	5.5%	10.7%	0.0%	3.6%	0.0%	25.8%	0.0%	10.4%
Negative		42	26	32	41	86	19	50	11	42	15	364
	v%	55.3%	89.7%	86.5%	74.5%	76.8%	73.1%	90.9%	84.6%	47.2%	88.2%	71.5%
Neutral		24	2	3	11	14	7	3	2	24	2	92
	v%	31.6%	6.9%	8.1%	20.0%	12.5%	26.9%	5.5%	15.4%	27.0%	11.8%	18.1%
Total		76	29	37	55	112	26	55	13	89	17	509

Shift briefing/increased communication

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
Positive		48	14	22	22	52	10	30	6	71	8	283
v%		63.2%	48.3%	59.5%	40.0%	46.8%	38.5%	55.6%	46.2%	79.8%	47.1%	55.8%
Negative		8	8	6	21	27	10	16	6	4	7	113
v%		10.5%	27.6%	16.2%	38.2%	24.3%	38.5%	29.6%	46.2%	4.5%	41.2%	22.3%
Neutral		20	7	9	12	32	6	8	1	14	2	111
v%		26.3%	24.1%	24.3%	21.8%	28.6%	23.1%	14.8%	7.7%	15.7%	11.8%	21.9%
Total		76	29	37	55	111	26	54	13	89	17	507

Which work scheduling system do you prefer?

		BCCX	DSNF	MLCC	MCCX	NECX	NWCX	RMSI	TPFW	TCIX	WTSP	Total
8.5/9 hour shift		18	10	12	32	83	12	21	5	73	8	274
v%		23.7%	34.5%	32.4%	68.1%	75.5%	46.2%	38.9%	38.5%	84.9%	50.0%	55.5%
12 hour shift a:		58	19	25	15	27	14	33	8	13	8	220
v%		76.3%	65.5%	67.6%	31.9%	24.5%	53.8%	61.1%	61.5%	15.1%	50.0%	44.5%
Total		76	29	37	47	110	26	54	13	86	16	494