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# MARK BORN

STATE REPRESENTATIVE • 39<sup>TH</sup> ASSEMBLY DISTRICT

## **Testimony on Assembly Bill 828**

*Assembly Committee on Corrections*

*January 11, 2022*

Chairman Schraa and members of the Assembly Committee on Corrections, thank you for allowing me to submit testimony in support of Assembly Bill 828.

Wisconsin's Adult Correctional Facilities are in dire need of staff. Economy-wide, employers throughout the country are suffering from the lack of workers—a challenge that has been exacerbated by the pandemic. While private employers continue to increase starting wages and incentives to recruit workers, the Department of Corrections has not kept up and faces increasingly severe staffing shortages.

Nine of Wisconsin's prisons are currently operating with over 25% vacancies. Our maximum security facilities are experiencing the worst shortages; Columbia Correctional Institution is operating with 46% vacancy and Waupun Correctional is at nearly 48% vacancy. These shortages have forced the remaining employees into unsustainable levels of mandatory overtime—sometimes resulting in staff working 16 hour days for multiple consecutive days. Additionally, staff is being deployed to other facilities to cover shifts, meaning they have to drive hours away from their families and communities. This is taking an immeasurable toll on the hardworking men and women staffing our prisons.

The Legislature has recognized the daunting staffing challenges at Wisconsin's prison facilities. In the 2019-2021 budget, we increased the starting pay for prison guards by 14%. Most recently, in the 2021-2023 compensation plan we included a \$5 per hour add-on for facilities experiencing a high level of vacancy, along with a \$2 per hour add-on for maximum security facilities.

Assembly Bill 828 builds on our past investments by directing the Governor to increase the wages of all security personnel by \$2 per hour in 2022 and \$5 per hour in 2023 and in subsequent years, until funding under the American Rescue Plan (ARPA) is no longer available. Furthermore, this legislation allows the administration to use ARPA funds to provide recruitment and retention benefits for correctional officers, youth counselors, and psychiatric care technicians.

Thank you again for holding a hearing on AB 828 and I strongly encourage you to support this important investment.



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# HOWARD MARKLEIN

STATE SENATOR • 17<sup>TH</sup> SENATE DISTRICT

## January 11, 2022 Assembly Committee on Corrections Testimony on Assembly Bill 828

Good Morning!

Thank you Chair Schraa and committee members for hearing Assembly Bill 828 (AB 828) that creates a \$5 add-on for correctional officers, youth counselors, and psychiatric care technicians.

The State of Wisconsin is not immune to the hiring challenges that are facing employers across a number of industries and professions. Most notably for the State is the Department of Corrections' ability, or lack thereof, to hire and retain prison guards.

As of January 4, 2022, DOC had a 24% overall vacancy rate – one in four positions vacant. Columbia and Waupun Correctional Institutions have vacancy rates of 46% and 47% respectively. One of the facilities in my district, the Wisconsin Secure Program Facility in Boscobel, is not far behind at 38%.

I have two correctional institutions in my district and a few more just across the border. I hear from constituents about having to work mandatory overtime or even being assigned to travel to other facilities in order to cover shifts. This takes people away from their lives and families and is placing an immense burden on these hardworking men and women. This is not sustainable.

The legislature did include a number of provisions in the 2021-23 state budget to try to help address the situation, but unfortunately the problem has gotten worse even in a few short months. The Governor has sole discretion in how to spend federal COVID relief dollars, and I believe that using American Rescue Plan Act (ARPA) funds to help increase the wages of our correctional officers and sergeants in order to be able to compete in today's job market is an appropriate use of these funds. The add-on will continue until ARPA funds are exhausted.

Our prison guards have a thankless job. They are working with some of the most dangerous people in our society day-in and day-out. They do it to keep us safe and we need to reward them for their service by paying them a competitive wage. Doing this will ensure that our correctional institutions are secure and that our communities feel safe.

Thank you again for hearing AB 828, and your timely action on this proposal.



# MICHAEL SCHRAA

STATE REPRESENTATIVE • 53RD ASSEMBLY DISTRICT

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Madison, WI 53708

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Toll-Free: (608) 534-0053  
Rep.Schraa@legis.wi.gov

## Testimony on Assembly Bill 828

Thank you for allowing me to provide testimony on this bill, which is necessary to address the staffing and safety crisis in the Department of Corrections and the Department of Health Services.

To be clear, I do not use the word "crisis" lightly. The current overall vacancy rate for security staff in DOC adult institutions is 24.1%. The worst cases are Columbia Correctional Institution with security vacancies at 46.3% and Waupun Correctional Institution with 47.9% of the security positions unfilled. How can we ask our state employees to operate a prison 24/7 without adequate security staff?

As chair of the Assembly Corrections Committee, I hear from DOC security staff about the dire working conditions they face. You will hear from some of them today. Most of the DOC issues boil down to being overworked because they are underpaid. I worked hard to get raises for security staff up to \$19 starting pay in the last budget. That wasn't enough, and I had hoped to build on that this session, but the administration did not even request further raises this time.

In the current job climate, there is little incentive to begin a career in the Department of Corrections. Because of the staffing shortages, current security staff are being forced to work overtime, sometimes 16 hour shifts three days straight. That just isn't sustainable. Officers complain to me about burnout. They point out that fatigue has a negative impact upon their alertness. Ultimately, the understaffed, overworked conditions just aren't safe for the inmates, for the officers, for their families, and for the communities. Let me share a few quotes from the communications I've received.

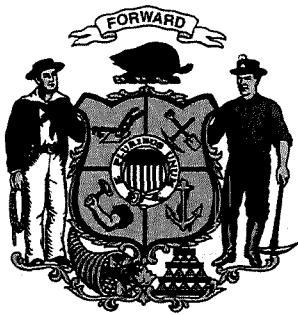
Officers coming in from the Academy make \$19.03 an hour. Out of that they pay benefits and toward their retirement. When we do get new staff and they deal with what we do here, it does not take long and they no longer want to walk through the gate leaving the rest of us still here to carry the burden ourselves again.

We are promised more pay but a 2% increase with staggering amounts of overtime and a starting pay of \$19/hr doesn't hold a candle to the factories in the area offer \$20-\$25/hr starting pay and I get to see my family at the end of a shift.... I personally have put on over 900 hours of overtime in 2021.

Between working through the COVID-19 pandemic while working 16 hours shifts back to back, to back, I see the decline in morale and quite frankly, it's not safe.... Our institutions are becoming the perfect storm for something really bad to happen if we don't work to get more people through the door by offering better pay, better hours and better benefits.... [I] support the great group of people who I work with. They are good people who have stuck with us. Our legislators and representatives need to show them that they matter.

This bill is based upon what DOA put in the compensation plan, but it goes further. It includes youth counselors, youth counselors-advanced, psychiatric care technicians, and psychiatric care technicians-advanced as well as correctional officers and correctional sergeants. It's only fair to include security staff regardless of where they serve.

Frankly, \$2 this year and \$5 next year isn't enough to solve all of our problems, but it's a significant step in the right direction, especially with assurance that the pay increases will continue after ARPA funds are exhausted. I appreciate your willingness to consider this bill. We must, in good conscience, address our responsibility to the front line security staff.



# Wisconsin Department of Corrections

Governor Tony Evers | Secretary Kevin A. Carr

January 11, 2022

Representative Michael Schraa, Chair  
Representative Calvin Callahan, Vice-Chair  
Assembly Committee on Corrections  
Hearing, Tuesday, January 11, 2022

Re: AB 828, Relating to: additional compensation and recruitment and retention benefits for correctional officers, youth counselors, and psychiatric care technicians.

Dear Chairpersons:

Thank you for the opportunity to provide written testimony for information only for AB 828 that directs the Governor to utilize funding provided by the Federal Government through the American Rescue Plan Act (ARPA) of 2021 for temporary salary increases for security staff at the Department of Corrections (DOC).

When I first started in 2019, one of my first priorities as DOC Secretary was to tackle the low wages of our security staff, which at the time hovered at about \$16/hour. We proposed an increase to just over \$19/hour and the legislature understood the need and invested in this significant increase for our security staff. This investment, using state dollars, provided a permanent wage increase to our security staff. I appreciated our bipartisan effort, and it was a great example of our potential when good policy superseded politics. At that time, I told you that while the increase was critical, it was not enough - across the Midwest, wages for correctional staff average over \$23/hour. I have spoken to many of you about this, and also recently testified at the Joint Committee on Employment Relations (JCOER) in an effort to garner support for the Governor's Compensation Plan and the Companion Bill from the legislature to invest in our dedicated security staff once again by providing sustainable funding to cover a \$5.00 across the board increase that would change the starting wage from \$19/hour to a competitive rate of \$24/hour. This request to JCOER comes at a time when the trajectory of our increasing vacancy rate, that began creeping up in 2012, is hitting unprecedented levels. As of payperiod 26, the DOC's overall vacancy rate for security staff is currently at 24%. Furthermore, I would note this only tells a partial story in that we have five institutions with staff vacancy rates over 30%, two of which who are over 40%.

Unfortunately, the legislature declined to support a sustainable wage increase for our security staff. As you well know, the state last year had 'unprecedented' revenues and has the largest positive GAAP balance in state history. While the general fund has more than enough to fund the Governor's proposed compensation plan and companion bill, AB 828 would put in place a temporary wage increase lasting only as long as it takes to spend down remaining available ARPA dollars, which you also know full well the Governor has already allocated. This means that as soon as those funds are depleted, wages will go right back to \$19/hour and put us exactly in the same place we are today while simultaneously managing to jeopardize our states response to the pandemic while our state today faces some of the worst case numbers we've seen to date. Many of my staff are family people, they have loved ones to care for and homes to manage. Not only is this not a sustainable funding mechanism, but would result in

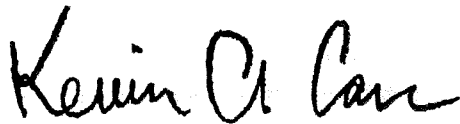
a drastic reduction in wages after a brief increase simply because of the legislature's refusal to act, which could undo any positive benefit in addressing the vacancy rate while likely worsening the problem of vacancies in our institutions. This would have a devastating impact on the morale of our staff. In essence, AB 828, only pushes the problem of sustainable wages for my overworked and under compensated staff into an uncertain future. For our dedicated security staff who have a very difficult job, this is unfair, especially at a time when the state has the available funds to make a sound investment for our institutional and public safety. Right now, we have the opportunity to not only address the crisis we face, but to use the resources we have to ensure that we are not right back where we started a year from now.

By introducing this bill, all while knowing you have the power and readily available state resources to address a problem largely of this Legislature's own creation, it is just politics and grandstanding as usual. And it's unbecoming of our staff who work hard every day to serve the people of this state.

Our staff is our most important asset. And working in a prison is one of toughest jobs out there. Since about 2012, the vacancy rate for security staff at the DOC has been trending upward, and with the global pandemic the vacancy rate is at unprecedented levels. The significant investment necessary to bring our security staffs' wages to comparable levels with our Midwest neighbors and county partners is a critical component to our recruitment and retentions efforts, and it requires sustainable, ongoing funding by the legislature.

Thank you again for your time. Please contact my Legislative Advisor, Paulina Gutierrez via email at [Paulina.gutierrez@wi.gov](mailto:Paulina.gutierrez@wi.gov) or phone at: 608-843-0482 if you have questions or need additional information.

Sincerely,



Kevin A. Carr  
Secretary

cc: Committee Members, Assembly Committee on Corrections

## Rep.Schraa

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**From:** Kraemer, George M - DOC <George.Kraemer@wisconsin.gov>  
**Sent:** Monday, January 10, 2022 7:30 AM  
**To:** Rep.Schraa; Rep.Born; Sen.Jagler; GOV Info  
**Subject:** written testimony for public hearing on assembly bill 828 related to staff shortages in the dept of corrections

written testimony, assembly bill 828

The below e-mails are a mixture of correspondence sent to elected officials regarding the staff shortages within the dept. of corrections. Please consider these correspondence as written testimony for the public hearing, Committee on Corrections assembly bill 828, taking place on Tuesday 1-11-2022 at 10:00am. In the meantime we need the National Guard's help to fill the security staffing shortages in the Department of Correction to help ensure the safety of the public, staff, and inmates as we are unable to do this with our current staff shortages.

Thank you

Sergeant George Kraemer  
1<sup>st</sup> shift Sergeant  
Dodge Correctional Institution  
(920) 324-5577

W3713 County Road H  
Mayville WI 53050

**From:** Kraemer, George M - DOC  
**Sent:** Monday, January 3, 2022 8:31 AM  
**To:** GOV Info <govinfo@wisconsin.gov>; Rep.Vos - LEGIS <Rep.Vos@legis.wisconsin.gov>; Rep.Schraa - LEGIS <Rep.Schraa@legis.wisconsin.gov>; Rep.Born - LEGIS <Rep.Born@legis.wisconsin.gov>; Sen.Jagler - LEGIS <Sen.Jagler@legis.wisconsin.gov>; To: <Sen.Kapenga@legis.wisconsin.gov>; Sen.LeMahieu - LEGIS <Sen.LeMahieu@legis.wisconsin.gov>; Sen.Marklein - LEGIS <Sen.Marklein@legis.wisconsin.gov>; Sen.Bewley - LEGIS <Sen.Bewley@legis.wisconsin.gov>; Rep.Steineke - LEGIS <Rep.Steineke@legis.wisconsin.gov>; Rep.Hintz - LEGIS <Rep.Hintz@legis.wisconsin.gov>  
**Subject:** unfilled security positions at DCI, staff shortages second request

Dear elected officials

We need National Guard's help to fill the security staffing shortages in the Department of Corrections. I have again attached numerous DCI day of work schedules. Most of the boxes in gray are positions that DCI was unable to fill with security staff due to staffing shortages. DCI continually runs shifts short staffed on all three shifts. DCI management has no choice but to do this practice of collapsing (not filling) security posts as we simply do not have the staff to fully staff the institution. Starting pay needs to be raised above \$25 an hour now in order for new staff to be trained prior to next summer. Hourly add-ons do not bring in new staff or retain staff. Some of you have your own businesses. Could you run your business without basic safety measures? Would you not plow your parking lot in the winter or salt your sidewalks if you didn't have enough staff? If the safety guards on your machines were broken would you fix them or would you force your staff to use them without the safety guards the next two years? We need your cooperation with each other in order to protect and maintain the safety for the public, DOC staff, and inmates. It's time to put your differences aside and do what we all know is the right thing.



## 25Umentum/24Hamidi

Period					
3rd Shift Group-12/31/2021					
Job	Class	Employee First Name	Employee Last Name	In Assignment Overtime	Day Notes
111: Unit 1 Sgt	Sgt	D	Wilson	Overtime	
121: Unit 2 Officer					
131: Unit 3 Sgt	Sgt	J	Dom		
141: Unit 4 Officer	Ofc1	J	Taulbut	Overtime	
151: Unit 5 Sgt	Sgt	S	Lauie	Overtime	
161: Unit 6 Officer	Ofc2	Ty	Patterson	Overtime	
171: Unit 7 Sgt	Sgt	P	Ganser	Overtime	
181: Unit 8 Officer					
191: Unit 9 Sgt	Sgt	Z	Cook		Took Diner Pre-ord in @6pm.
201: Unit 10 Officer	Ofc1	B	Wright	Overtime	pre-ordered 3rd
211: Unit 11 Sgt	Ofc2	S (6p-6a)	Marshall		U-23 6p-10p
221: Unit 12 Officer					
231: Unit 13 Sgt	Sgt	T	Racke	Overtime	
241: Unit 14 Ofc #1					
242: Unit 14 Ofc #2					
232: 13/14 Floater	Ofc1	M	Morales	Overtime	collapsed from 93
251: Unit 15 Sgt	Sgt	S	Ratajczak	Overtime	
261: Unit 16 Officer	Ofc2	J	Kafar	Overtime	
271: Unit 17 Sgt	Sgt	C	Engel		
272: Unit 17 Officer	Ofc2	J	Pluim	Overtime	
281: Unit 18 Sgt	Sgt	E	Ferdinand	Overtime	Collapsed from 30
282: Unit 18 Officer	Ofc2	D	Teachout	Overtime	Redeployed BC
291: Unit 19/20 Sgt	Sgt	D	Edwards	Overtime	Collapsed from 71
292: Unit 19 Officer	Ofc1	N	Sobey		
301: Unit 20 Officer					
311: Unit 21/22 Sgt	Sgt	J	Sonntag		Redeployed BC
312: Unit 21/22 Officer	Ofc1	T	Mueller		
331: Unit 23/24 Sgt	Ofc2	M	Ruppert		Trade N Knaub cw
332: Unit 23/24 Officer	Ofc2	G	Krueger	Overtime	
351: Unit 25 Sgt	Sgt	S. P	Martin	Overtime	Collapsed from 41
352: Unit 25 Officer #1	Ofc1	M	Piones	Overtime	Trade M. Bender EK
353: Unit 25 Officer #2					
401: Unit 30/31 Sgt	Sgt	K	Batterman	Overtime	
402: Unit 30 Officer	Ofc2	Z	Schmitz	Overtime	Collapsed from 32
412: Unit 31 Officer					
413: Barracks Escort Ofc	Ofc2	S	Edverde	Overtime	
421: Unit 32/33 Sgt	Ofc2	B	Wachendorf		Trade Tr Gleece cw
422: Unit 32 Officer					
431: Unit 33 Officer	Ofc2	M	Bernhardt		
73: Bubble Sgt	Sgt	M	Degner	Overtime	
Control Center Sgt	Sgt	K	Gitzel		
Control Center Officer	Ofc2	M	Bealhm		
42: Tower A Officer	Ofc2	P	Krombos	Overtime	
41: Perim Pat/Fire Pat #1 Ofc	Ofc2	M	Entinger	Overtime	Collapsed from 65
71: Outdoor Pat Officer					
65: Fire Pat #1/Perim Pat	Ofc2	SH	Medrano		



Period

1st Shift Group-12/03/2021

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes
11: Unit 1 Sgt	Sgt P		Garcia		
12: Unit 2 Officer	Ofc J		Kornblith		Trade S. Verr-Pay BK
13: Unit 3 Sgt	Sgt D		Wilson		
14: Unit 4 Officer	Ofc C		Lewis		
15: Unit 5 Sgt	Sgt J		Dorn	Overtime	Overtime
16: Unit 6 Officer	Ofc J		Lubin		
17: Unit 7 Sgt	Sgt D		Gouffie		
18: Unit 8 Officer	Ofc D		White		Trade T. Biumfitt car
19: Unit 9 Sgt	Sgt K		Rid		
20: Unit 10 Officer	Ofc J		Traubert		
21: Unit 11 Sgt	Sgt J		Wells		
22: Unit 11 Officer					
23: Unit 12 Officer	Ofc C		Black		
24: Unit 13 Sgt	Sgt B		Keppeler		
25: Unit 14 Officer					
26: Unit 14 Officer					
27: Unit 15 Sgt	Sgt J		Touant	Overtime	Overtime from 11
28: Unit 16 Officer	Ofc J		Kofar		
29: Unit 17 Sgt	Sgt G		Ross		
30: Unit 17 Officer	Ofc T		Plesantakis		
31: Unit 17 Officer	Ofc T		Freeman		
32: Unit 17 Officer	Ofc T		Freeman		
33: Unit 18 Officer #1	Ofc C		Wienawa	Overtime	
34: Unit 18 Officer #2	Ofc C		Hirtz		Trade L. Kozan BK
35: Unit 18 Officer #3	Ofc C		Gilmore		
36: Unit 18 Officer #4	Ofc J		Umarjhan		
37: Unit 19 Officer #1	Ofc N		Olson		
38: Unit 19 Officer #2	Sgt S		Bowls		
39: Unit 19 Officer #3	Ofc A		Archias		
40: Unit 19 Officer #4	Ofc G		Backus	Overtime	TBA
41: Unit 20 Officer #1	Ofc J (Res-Sp)		Dobson		
42: Unit 20 Officer #2					
43: Unit 21 Officer	Sgt K		Peeters		
44: Unit 21 Officer	Ofc C		Blahovsky		
45: Unit 22 Officer	Ofc C		Prosser		
46: Unit 23 Officer					
47: Unit 23 Officer	Sgt G		Kraemer		
48: Unit 24 Officer	Ofc T		Doan	Overtime	Overtime into 1
49: Unit 24 Officer	LtE D		Hawthorn		
50: Unit 25 Sgt	Sgt M		Recher		
51: Unit 25 Officer #1	Ofc OJ		Mason		
52: Unit 25 Officer #2	Ofc R		Smit		
53: Unit 25 Officer #3	Sgt E		Fendland		
54: Unit 30 Officer	Ofc M		Stojanovic	Overtime	
55: Unit 31 Officer	Ofc A (10e-10p)		Shofels	Overtime	pre-ordered 6-10e
56: Unit 31 Officer	Ofc T		Dalke		
57: Unit 32 Officer	Sgt T		Zupke		
58: Unit 32 Officer	Ofc S		Verr-Pay	Overtime	
59: Unit 33 Officer	Ofc S		Van Buren		TDO J.Kornblith BK, Collapsed 152
60: Unit 33 Officer	Ofc J		Smit		Trade with Prosser AR
61: Unit 33 Officer	Sgt A		Johnson		
62: Unit 33 Officer	Ofc J		Rady	Overtime	
63: Unit 33 Officer	Ofc E		Hill	Overtime	
64: Unit 33 Officer	Ofc E		Wickert		
65: Unit 33 Officer	Sgt B		Banishan		
66: Unit 33 Officer	Ofc T		Webster		
67: Unit 33 Officer	Ofc T		Webster		
68: Unit 33 Officer	Ofc S		Dyerna		Trade with Stodwell AR
69: Unit 33 Officer	Ofc B		Oswanson		Trade K. Burch car
70: Unit 33 Officer	Ofc G		Katma		
71: Unit 33 Officer	Ofc J		Dalke		Trade K. Linjer BK
72: Unit 33 Officer	Ofc T		Wilson		
73: Unit 33 Officer	Ofc A		Oosterker		
74: Unit 33 Officer	Ofc A		Moss		
75: Unit 33 Officer	Sgt M		Herschelini		
76: Unit 33 Officer	Ofc A				
77: Unit 33 Officer	Ofc G		Kougar		
78: Unit 33 Officer	Ofc B		Plum		
79: Unit 33 Officer	Ofc A		Reichak		

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overdue	Day Notes
001 Fire Pat-82/Perfm Pkt	OK2 H		Koerd		TDC S.Schultz BK
50: Recruitment #1					
51: Recruitment #2					
52: Recruitment #3					
59 Fire 730k-330p	Sgt M		Lemert		
62: Inmate Sgt			Tark		
62: Inmate OK #1	OK2 Sh		Madero	Overline	
63: Inmate OK #2	OK2 S		Edwards	Overline	
64: Inmate OK #3	OK2 D		Treadwell		
61: In/Proc OK car	OK2 D		Park		
61: West Street Sgt	Sgt R		Dahlie		
65: Hallway Sgt	Sgt D		Dupe	Overline	TDC with Swanson, MH
68: Property OK	Sgt J		Dupe		
76: Street OK #1	OK2 P		Hudnutt		
77: Street OK #2	OK2 D		Swanson	Overline	TDC with Dept. MH
28C Property/VA OK	Sgt C		Arreola	Overline	
66: Truck Driver 6a-2p	Sgt W		McLinn	Overline	
68: Property 730k-330					
96: Property 730k-330	Sgt C		Pass	Overline	
48: On the Sgt: 80k-120p					
87: Laundry Sgt AM	Sgt R		Dude		
40: Garhouse Sgt 7a-30p	Sgt R		Govos		
88: Army Sgt	Sgt T		Pelzer		
32: Inmate Sgt 7a-30p	OK2 S		Hansen		Collected from 33, Over 717 (24:30p)
32: Inmate Sgt 7a-30p	OK2 P		Kentake	Overline	
72: AMF OK 7:45a-4:15p	OK2 J		Wilbur		
84: Hallroom Sgt 7a-3p	Sgt J		Wilbur		Tom Zimpton
Transportation Sgt #1	OK2 Tern		Giese		
Transportation OK #2	OK2 J		Dahlo		Agustin NOC/PCD Van
Transportation OK #3	Sgt S		Small		
Transportation Sgt #5	OK2 Ad		Palmer		Has Indover 2:40pm, SO Bus St. Agency/MH
Transportation OK #6	OK2 T		Felt		SO Bus
Transportation OK #7	OK2 B		Lamb		NOC/PCD Van
Transportation OK #10	OK2 B		Bade		
Light Duty	OK2 M		Benowitz		Original
Light Duty	OK2 D		Giese		Last day of work - walkaround, no orders - last week
Training	OK1 S		Swanson		
Training	OK1 N		Zipke		
Training	OK1 D		Dominguez		

14 - Capt. Waller / 11 - Capt. Theander (6-10) / 27 - Lt. Hoffman




INDEAVOR

14 SHF Group-12/29/2021

Job	Class	Employee Prod. Name	Employee Last Name	In Assignment Description	Deployment	Uncheckable Times
111: Unit 1 Sg	Sg	F	Blair			
121: Unit 2 On Car	DC2	M	Fields	Overtime	Collapsed from E, S, J, K, S	
131: Unit 3 Sg	Sg	D	Wilson			
141: Unit 4 On Car	DC2	C	Lewis			
151: Unit 5 Sg	Sg	M	Turner			
161: Unit 6 On Car	Sg	L	Richard			
171: Unit 7 Sg	Sg	J	Andrews			
181: Unit 8 On Car	DC1	T	Burnell		Track D, Waller, B	
191: Unit 9 Sg	Sg	K	Rod			
201: Unit 10 On Car	DC1	J	Yarbald			
211: Unit 11 Sg	Sg	R	Smith			6:00 AM - 2:00 PM
222: Unit 11 On Car	Sg	IR	Kovacs			
231: Unit 12 On Car	Sg	IR	Kovacs			
241: Unit 13 Sg	Sg	B	Kennedy			6:00 AM - 2:00 PM
248: Unit 14 On Car	Sg	B	Kennedy			6:00 AM - 2:00 PM
249: Unit 14 On Car	Sg	B	Kennedy			6:00 AM - 2:00 PM
281: Unit 15 Sg	Sg	Zom	Smith			
291: Unit 16 On Car	DC2	J	Koch			
297: Unit 17 Sg	Sg	J	Yusuff			
272: Unit 17 On Car	LTE	D	Henderson	Overtime		
112: East Stort R	DC2	T	Preston		Collapsed from Inmate 21	
802: East Bay 82						6:00 AM - 2:00 PM
802: East Bay 82						6:00 AM - 2:00 PM
281: Unit 18 Sg	Sg	J	Holtz			
291: Unit 18 On Car	DC2	C	Glenn			
293: Unit 18 On Car	DC1	SK	Machado			
294: Unit 18 On Car	DC2	A	Trink			
291: Unit 1820 Sg	Sg	C	Shaw			
292: Unit 18 On Car	DC2	A	Arbata			
293: Unit 18 On Car	DC2	T	Dow		Collapsed from Inmate 21	
301: Unit 20 On Car	DC1	A	Mackie			6:00 AM - 2:00 PM
302: Unit 20 On Car						6:00 AM - 2:00 PM
311: Unit 21 Sg	Sg	B	Mitch			
312: Unit 21 On Car	DC2	C	Renneman	Overtime	Collapsed from 70	
321: Unit 22 On Car	DC2	G	Scigley	Overtime	Collapsed from 65, 76A	
331: Unit 23 Sg	Sg	G	Kosmer			
332: Unit 23 On Car	DC2	C	Bushouse			
341: Unit 24 On Car	DC2	J	Pull	Overtime		
341: Unit 24 Sg	Sg	M	Swartz			
351: Unit 25 Sg	Sg	M	Swartz			
352: Unit 25 On Car	DC1	E	Nell	Overtime		
353: Unit 25 On Car	DC2	J	Sposil			
401: Unit 30 Sg	Sg	FR	Lodan	Overtime		
402: Unit 30 On Car	DC1	M	Bojancic			
412: Unit 31 On Car	DC2	J	Derian	Overtime		
413: Barnstable Escort On	Sg	P	Donad	Overtime	Collapsed from E, S, J, K, S	
421: Unit 32 Sg	Sg	T	Zulke			
422: Unit 32 On Car	DC2	T	Wiemers	Overtime		
431: Unit 33 On Car	Sg	S	Balkasak	Overtime		
73: Biddle Sg	Sg	J	Smir			
Conrad Dealer Sg	Sg	S	Derian	Overtime		
Conrad Dealer Officer	DC2	A	Mackstang	Overtime		
Communications Officer	DC2	M	Prado	Overtime		
85: Lobby Sg	Sg	C	Slovak		Track L, Waller, B	
98: Lobby Officer	DC2	T	Rennan			
47: Callhouse Officer	DC2	T	Veloz			
42: Tower A Officer	DC2	J	Socsmall			
44: Tower C Officer	DC2	A	Smith			
45: Tower D Officer	DC2	C	Wojt	Overtime		
46: Tower E Officer	Sg	M	Pilon	Overtime		
70: A Building Officer						6:00 AM - 2:00 PM
75: Measurement On						1:30 PM - 2:00 PM
75: Measurement On	DC2	A	Quenzer		acc at 1:30pm and 1:40	
Movement On (7/18/21)	DC2					2:00 PM - 3:00 PM
82: Richter Sg (5-19)	Sg	M	Moore	Plumbers	Track J, Waller, B	
83: Kitchen Officer	Sg	W	Oppenheimer		Out at 12pm	12:00 PM - 2:00 PM
76: Visual Support On						6:00 AM - 2:00 PM
71: Donor Pd Officer	DC2	C	Williams	Overtime		
80: Prime Data Sg	Sg	K	Kovacs			
85: E Condo Support On	DC2	A	Reichart	Overtime		
88: Film File 829 Police Pd						6:00 AM - 2:00 PM

12/29/2021 04:28:15



Job	Class	Employee First Name	Employee Last Name	In Assignment	Day	Hours
80 Personnel S1						8:00 AM - 2:00 PM
82 Personnel S2						8:00 AM - 2:00 PM
82 Personnel S3						8:00 AM - 2:00 PM
83 72nd SGT						7:30 AM - 2:00 PM
84 72nd SGT	Sq	M	Thib			8:00 AM - 2:00 PM
85 16th Det S1	Sq	D	Edwards	On-line	9:00 AM COC-16	8:00 AM - 2:00 PM
86 16th Det S2	O2C	L	Towner			
87 16th Det S3	Sq	B	Smith		7:30	
88 16th Det S4	Sq	N	Burtz		7:30	
89 16th Det S5	Sq	H	Travis		7:30	
90 16th Det S6	O2C	P	Hudson			8:00 AM - 2:00 PM
91 16th Det S7	O2C	D	Swanston			8:00 AM - 2:00 PM
92 16th Det S8	O2C	D				8:00 AM - 2:00 PM
93 16th Det S9	Sq	W	Hollin	On-line	9:00 AM COC-16	2:00 PM - 4:30 PM
94 16th Det S10	Sq	W	Hollin	On-line	9:00 AM COC-16	2:00 PM - 4:30 PM
95 16th Det S11	Sq	U	Dyn	On-line		
96 16th Det S12	Sq	T	Osabel			
97 16th Det S13	Sq	R	Dzob			
98 16th Det S14	Sq	R	Dzob			
99 16th Det S15	Sq	R	Dzob			
100 16th Det S16	Sq	R	Dzob			
101 16th Det S17	Sq	R	Dzob			
102 16th Det S18	Sq	R	Dzob			
103 16th Det S19	Sq	R	Dzob			
104 16th Det S20	Sq	R	Dzob			
105 16th Det S21	Sq	R	Dzob			
106 16th Det S22	Sq	R	Dzob			
107 16th Det S23	Sq	R	Dzob			
108 16th Det S24	Sq	R	Dzob			
109 16th Det S25	Sq	R	Dzob			
110 16th Det S26	Sq	R	Dzob			
111 16th Det S27	Sq	R	Dzob			
112 16th Det S28	Sq	R	Dzob			
113 16th Det S29	Sq	R	Dzob			
114 16th Det S30	Sq	R	Dzob			
115 16th Det S31	Sq	R	Dzob			
116 16th Det S32	Sq	R	Dzob			
117 16th Det S33	Sq	R	Dzob			
118 16th Det S34	Sq	R	Dzob			
119 16th Det S35	Sq	R	Dzob			
120 16th Det S36	Sq	R	Dzob			
121 16th Det S37	Sq	R	Dzob			
122 16th Det S38	Sq	R	Dzob			
123 16th Det S39	Sq	R	Dzob			
124 16th Det S40	Sq	R	Dzob			
125 16th Det S41	Sq	R	Dzob			
126 16th Det S42	Sq	R	Dzob			
127 16th Det S43	Sq	R	Dzob			
128 16th Det S44	Sq	R	Dzob			
129 16th Det S45	Sq	R	Dzob			
130 16th Det S46	Sq	R	Dzob			
131 16th Det S47	Sq	R	Dzob			
132 16th Det S48	Sq	R	Dzob			
133 16th Det S49	Sq	R	Dzob			
134 16th Det S50	Sq	R	Dzob			
135 16th Det S51	Sq	R	Dzob			
136 16th Det S52	Sq	R	Dzob			
137 16th Det S53	Sq	R	Dzob			
138 16th Det S54	Sq	R	Dzob			
139 16th Det S55	Sq	R	Dzob			
140 16th Det S56	Sq	R	Dzob			
141 16th Det S57	Sq	R	Dzob			
142 16th Det S58	Sq	R	Dzob			
143 16th Det S59	Sq	R	Dzob			
144 16th Det S60	Sq	R	Dzob			
145 16th Det S61	Sq	R	Dzob			
146 16th Det S62	Sq	R	Dzob			
147 16th Det S63	Sq	R	Dzob			
148 16th Det S64	Sq	R	Dzob			
149 16th Det S65	Sq	R	Dzob			
150 16th Det S66	Sq	R	Dzob			
151 16th Det S67	Sq	R	Dzob			
152 16th Det S68	Sq	R	Dzob			
153 16th Det S69	Sq	R	Dzob			
154 16th Det S70	Sq	R	Dzob			
155 16th Det S71	Sq	R	Dzob			
156 16th Det S72	Sq	R	Dzob			
157 16th Det S73	Sq	R	Dzob			
158 16th Det S74	Sq	R	Dzob			
159 16th Det S75	Sq	R	Dzob			
160 16th Det S76	Sq	R	Dzob			
161 16th Det S77	Sq	R	Dzob			
162 16th Det S78	Sq	R	Dzob			
163 16th Det S79	Sq	R	Dzob			
164 16th Det S80	Sq	R	Dzob			
165 16th Det S81	Sq	R	Dzob			
166 16th Det S82	Sq	R	Dzob			
167 16th Det S83	Sq	R	Dzob			
168 16th Det S84	Sq	R	Dzob			
169 16th Det S85	Sq	R	Dzob			
170 16th Det S86	Sq	R	Dzob			
171 16th Det S87	Sq	R	Dzob			
172 16th Det S88	Sq	R	Dzob			
173 16th Det S89	Sq	R	Dzob			
174 16th Det S90	Sq	R	Dzob			
175 16th Det S91	Sq	R	Dzob			
176 16th Det S92	Sq	R	Dzob			
177 16th Det S93	Sq	R	Dzob			
178 16th Det S94	Sq	R	Dzob			
179 16th Det S95	Sq	R	Dzob			
180 16th Det S96	Sq	R	Dzob			
181 16th Det S97	Sq	R	Dzob			
182 16th Det S98	Sq	R	Dzob			
183 16th Det S99	Sq	R	Dzob			
184 16th Det S100	Sq	R	Dzob			
185 16th Det S101	Sq	R	Dzob			
186 16th Det S102	Sq	R	Dzob			
187 16th Det S103	Sq	R	Dzob			
188 16th Det S104	Sq	R	Dzob			
189 16th Det S105	Sq	R	Dzob			
190 16th Det S106	Sq	R	Dzob			
191 16th Det S107	Sq	R	Dzob			
192 16th Det S108	Sq	R	Dzob			
193 16th Det S109	Sq	R	Dzob			
194 16th Det S110	Sq	R	Dzob			
195 16th Det S111	Sq	R	Dzob			
196 16th Det S112	Sq	R	Dzob			
197 16th Det S113	Sq	R	Dzob			
198 16th Det S114	Sq	R	Dzob			
199 16th Det S115	Sq	R	Dzob			
200 16th Det S116	Sq	R	Dzob			
201 16th Det S117	Sq	R	Dzob			
202 16th Det S118	Sq	R	Dzob			
203 16th Det S119	Sq	R	Dzob			
204 16th Det S120	Sq	R	Dzob			
205 16th Det S121	Sq	R	Dzob			
206 16th Det S122	Sq	R	Dzob			
207 16th Det S123	Sq	R	Dzob			
208 16th Det S124	Sq	R	Dzob			
209 16th Det S125	Sq	R	Dzob			
210 16th Det S126	Sq	R	Dzob			
211 16th Det S127	Sq	R	Dzob			
212 16th Det S128	Sq	R	Dzob			
213 16th Det S129	Sq	R	Dzob			
214 16th Det S130	Sq	R	Dzob			
215 16th Det S131	Sq	R	Dzob			
216 16th Det S132	Sq	R	Dzob			
217 16th Det S133	Sq	R	Dzob			
218 16th Det S134	Sq	R	Dzob			
219 16th Det S135	Sq	R	Dzob			
220 16th Det S136	Sq	R	Dzob			
221 16th Det S137	Sq	R	Dzob			
222 16th Det S138	Sq	R	Dzob			
223 16th Det S139	Sq	R	Dzob			
224 16th Det S140	Sq	R	Dzob			
225 16th Det S141	Sq	R	Dzob			
226 16th Det S142	Sq	R	Dzob			
227 16th Det S143	Sq	R	Dzob			
228 16th Det S144	Sq	R	Dzob			
229 16th Det S145	Sq	R	Dzob			
230 16th Det S146	Sq	R	Dzob			
231 16th Det S147	Sq	R	Dzob			
232 16th Det S148	Sq	R	Dzob			
233 16th Det S149	Sq	R	Dzob			
234 16th Det S150	Sq	R	Dzob			
235 16th Det S151	Sq	R	Dzob			
236 16th Det S152	Sq	R	Dzob			
237 16th Det S153	Sq	R	Dzob			
238 16th Det S154	Sq	R	Dzob			
239 16th Det S155	Sq	R	Dzob			
240 16th Det S156	Sq	R	Dzob			
241 16th Det S157	Sq	R	Dzob			
242 16th Det S158	Sq	R	Dzob			
243 16th Det S159	Sq	R	Dzob			
244 16th Det S160	Sq	R	Dzob			
245 16th Det S161	Sq	R	Dzob			
246 16th Det S162	Sq	R	Dzob			
247 16th Det S163	Sq	R	Dzob			
248 16th Det S164	Sq	R	Dzob			
249 16th Det S165	Sq	R	Dzob			
250 16th Det S166	Sq	R	Dzob			
251 16th Det S167	Sq	R	Dzob			
252 16th Det S168	Sq	R	Dzob			
253 16th Det S169	Sq	R	Dzob			
254 16th Det S170	Sq	R	Dzob			
255 16th Det S171	Sq	R	Dzob			
256 16th Det S172	Sq	R	Dzob			
257 16th Det S173	Sq	R	Dzob			
258 16th Det S174	Sq	R	Dzob			
259 16th Det S175	Sq	R	Dzob			
260 16th Det S176	Sq	R	Dzob			
261 16th Det S177	Sq	R	Dzob			
262 16th Det S178	Sq	R	Dzob			
263 16th Det S179	Sq	R	Dzob			
264 16th Det S180	Sq	R	Dzob			
265 16th Det S181	Sq	R	Dzob			
266 16th Det S182	Sq	R	Dzob			
267 16th Det S183	Sq	R	Dzob			
268 16th Det S184	Sq	R	Dzob			
269 16th Det S185	Sq	R	Dzob			
270 16th Det S186	Sq	R	Dzob			
271 16th Det S187	Sq	R	Dzob			
272 16th Det S188	Sq	R	Dzob			
273 16th Det S189	Sq	R	Dzob			
274 16th Det S190	Sq	R	Dzob			
275 16th Det S191	Sq	R	Dzob			
276 16th Det S192	Sq	R	Dzob			
277 16th Det S193	Sq	R	Dzob			
278 16th Det S194	Sq	R	Dzob			
279 16th Det S195	Sq	R	Dzob			
280 16th Det S196						



Period						
2nd Shift Group-12/29/2021						

Job	Class	Employee Last Name	Employee First Name	Day Notes	Is Assignment Overtime	Understaffed Time
111: Unit 1 Sgt	Sgt	Ratajczak	S			
121: Unit 2 Officer	Otc2	Wierana	C		Overtime	
131: Unit 3 Sgt	Sgt	Riel	K		Overtime	
141: Unit 4 Officer	Otc2	Marie	N			
151: Unit 5 Sgt	Sgt	Swanson	A		Overtime	
161: Unit 6 Officer	Otc2	Gimrud	S	Collapsed from 11		
171: Unit 7 Sgt	Sgt	Cook	Z	Trade R Nummerdor cw		
181: Unit 8 Officer	Otc1	Buminski	T	Trade D. Wolfe cw		
191: Unit 9 Sgt	Sgt	Eubay	E			
201: Unit 10 Officer	Otc2	Clark	C			
211: Unit 11 Sgt	Sgt	Hitcher	S			
212: Unit 11 Officer						2:00 PM - 10:00 PM
221: Unit 12 Officer	Sgt	Tjader	C	Ordered 1st	Overtime	
231: Unit 13 Sgt	Sgt	Martin	S. P			
241: Unit 14 Otc-#1						2:00 PM - 10:00 PM
242: Unit 14 Otc-#2						2:00 PM - 10:00 PM
251: Unit 15 Sgt	Sgt	Schneider	R			
261: Unit 16 Officer	Sgt	Smith	Tom		Overtime	
271: Unit 17 Sgt	Sgt	Bentz	N	Trade T. Fischer EK		
272: Unit 17 Officer	Otc2	Pietrantonio	T	Trade J. Hath EK		
112: East Sppt #1	Otc2	Plum	J			
152: East Sppt #2						2:00 PM - 10:00 PM
182: East Sppt #3	Otc2	Minnema	C			
281: Unit 18 Sgt	Sgt	Railh	R		Overtime	
282: Unit 18 Officer #1	Otc2	Gimmore	C		Overtime	
283: Unit 18 Officer #2	Sgt	Toutant	J		Overtime	
284: Unit 18 Officer #3	Otc2	Tank	A		Overtime	
291: Unit 18/20 Sgt	Sgt	Ficket	L		Overtime	
282: Unit 18 Officer #1	Otc2	Badgley	G	Collapsed from 66, TBA		
283: Unit 19 Officer #2						6:00 PM - 10:00 PM
283: Unit 19 Officer #2	Otc2	Darkeu	J (6a-6p)	2-6p		
301: Unit 20 Officer #1	Otc2	Simmers	P	reassigned from 152		
302: Unit 20 Officer #2						2:00 PM - 10:00 PM
311: Unit 21/22 Sgt	Sgt	Studenec	A			
312: Unit 21 Officer	Otc2	Patterson	Ty			
321: Unit 22 Officer	Otc1	Stojakovic	M			
331: Unit 23/24 Sgt	Sgt	Carlson	S			
332: Unit 23 Officer	Otc1	Schmidt	M			
341: Unit 24 Officer	Otc2	Rady	J			
351: Unit 25 Sgt	Sgt	Lerson	M			
352: Unit 25 Officer #1	Otc2	Ruppert	M			
353: Unit 25 Officer #2	Otc2	Sywarson	D		Overtime	
401: Unit 30/31 Sgt	Sgt	Berteman	K			
402: Unit 30 Officer	Otc1	Stoffels	A (10a-10p)			
412: Unit 31 Officer	Sgt	Kraemer	G	2-6p	Overtime	
412: Unit 31 Officer	Otc2	Schmude	T (6p-6a)	6-10p		
413: Barracks Escort Otc	Otc2	Teschout	J			
421: Unit 32/33 Sgt	Sgt	Zuple	T		Overtime	
422: Unit 32 Officer	Otc2	Wierana	T		Overtime	
431: Unit 33 Officer	Sgt	Kerpinky	B		Overtime	
73: Bubble Sgt	Sgt	Lant	N			
Control Center Sgt	Sgt	Gibzel	K	Trade A. Krueger EK		
Control Center Officer	Otc2	Heidemann	P		Overtime	
Communications Officer	Otc2	Prado	M			
98: Lobby Sgt	Sgt	Korfas	K			
99: Lobby Officer	Otc2	Kromboe	P			
42: Tower A Officer	Otc2	Dystra	S			
44: Tower C Officer	Otc2	Preston	T		Overtime	
45: Tower D Officer	Otc2	Wolf	C			
46: Tower E Officer	Otc2	Phil	J			
74: A-Building Officer						2:00 PM - 10:00 PM

Job	Class	Employee Last Name	Employee First Name	Day Notes	Is Assignment Overtime	Understaffed Time
78: Movement Ofc	Ofc2	Palmiter	Jai	Bus Training	Overtime	INDEAVOR
63: Kitchen Officer	Ofc2	Kain	S		Overtime	
70: West Sppt Ofc	Sgt	Dahle	J	Bus Training	Overtime	
71: Conidor Pat Officer	Ofc2	Hanser	S	Cover 71 ? (2-3:30p)	Overtime	
80: Prime Care #1	Ofc2	Hanken	D			
65: E Conidor Sppt Ofc	Ofc2	Wachendorf	B			
66: Fire Pat #2/Param Pat	Ofc2	Blehovde	C		Overtime	
50: Recreation #1						2:00 PM - 10:00 PM
51: Recreation #2						2:00 PM - 10:00 PM
52: Recreation #3						2:00 PM - 10:00 PM
90: Intake Sgt	Sgt	Johnson	C			
92: Intake Ofc #1						2:00 PM - 10:00 PM
93: Intake Ofc #2	Ofc1	Morales	M			
94: Intake Ofc #3						2:00 PM - 10:00 PM
91: Int/Proc Officer	Sgt	Slovak	C	Trade L.Meier EK		
95: Intake/Escort Ofc	Ofc2	Giess	Tam	WMH	Overtime	
81: West Sppt Sgt	Sgt	Dogs	J			
84: Mail Sgt 2-10	Sgt	Vodak	T		Overtime	
85: Mail Off 2-10	Ofc2	Mechtenberg	A			
87: Laundry Ofc	Ofc2	Reess	T	Trade K. Pompey EK		
Transportation Ofc #1 2-10p						2:00 PM - 10:00 PM
Transportation Ofc #3 2-10p						2:00 PM - 10:00 PM
Training	Sgt	Ratzer	T	Protecto Jet-SW	Overtime	

Thank you for your time.

Sergeant George Kraemer  
 1<sup>st</sup> shift Sergeant  
 Dodge Correctional Institution  
 (920) 324-5577  
 Home address  
 W3713 County Road H  
 Mayville WI 53050

**From:** Kraemer, George M - DOC

**Sent:** Tuesday, December 28, 2021 11:01 AM

**To:** GOV Info <[govinfo@wisconsin.gov](mailto:govinfo@wisconsin.gov)>; Rep.Vos - LEGIS <[Rep.Vos@legis.wisconsin.gov](mailto:Rep.Vos@legis.wisconsin.gov)>; Rep.Schraa - LEGIS <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>; Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>; To: <[Sen.Kapenga@legis.wisconsin.gov](mailto:Sen.Kapenga@legis.wisconsin.gov)>; Sen.LeMahieu - LEGIS <[Sen.LeMahieu@legis.wisconsin.gov](mailto:Sen.LeMahieu@legis.wisconsin.gov)>; Sen.Marklein - LEGIS <[Sen.Marklein@legis.wisconsin.gov](mailto:Sen.Marklein@legis.wisconsin.gov)>; Sen.Bewley - LEGIS <[Sen.Bewley@legis.wisconsin.gov](mailto:Sen.Bewley@legis.wisconsin.gov)>; Rep.Steineke - LEGIS <[Rep.Steineke@legis.wisconsin.gov](mailto:Rep.Steineke@legis.wisconsin.gov)>; Rep.Hintz - LEGIS <[Rep.Hintz@legis.wisconsin.gov](mailto:Rep.Hintz@legis.wisconsin.gov)>

**Subject:** more unfilled security positions at DCI, staff shortages

Dear elected officials

I have again attached numerous DCI day of work schedules. Most of the boxes in gray are positions that DCI was unable to fill with security staff due to staffing shortages. DCI continually runs shifts short staffed on all three shifts. DCI management has no choice but to do this practice of collapsing (not filling) security posts as we simply do not have the staff to fully staff the institution.

Our third shift has continually had to run inmate housing units unstaffed. When this happens, the staff member from a staffed unit is required to leave their unit (in turn making their unit unstaffed) and make a round on the unstaffed unit. This is a disaster waiting to happen! There is no way an inmate could alert staff of any medical or security emergency while the unit is unstaffed. Liability issues for the state?

The sad thing is DCI is not alone in the problems with staffing security positions. This is a statewide corrections crisis that needs immediate attention. The tools to insure staff, inmates and the public safety are in your hands.

Thank you for your time.

Sergeant George Kraemer  
1<sup>st</sup> shift Sergeant  
Dodge Correctional Institution  
(920) 324-5577  
Home address  
W3713 County Road H  
Mayville WI 53050



2nd Shift Group 12/24/2021

Period

Job	Class	Employee First Name	Employee Last Name	In Assignment Overtime	Day Notes	Underbilled Time
111: Unit 1 Sgt	Sgt S		Raulicok			
121: Unit 2 Officer	Officer C		Clark			
131: Unit 3 Sgt	Sgt T		Risher	Overtime		
141: Unit 4 Officer	Officer M		Flowers	Overtime		
151: Unit 5 Sgt	Sgt D		Hendricks			
161: Unit 6 Officer	Officer K		Burch			
171: Unit 7 Sgt	Sgt B		Wachold	Overtime		
181: Unit 8 Officer	Sgt C		Harrell/Johnson	Overtime		
191: Unit 9 Sgt	Sgt C		Traylor	Overtime		
201: Unit 10 Officer	Officer B		Wright			
211: Unit 11 Sgt	Sgt S		Hickner			2:00 PM - 10:00 PM
212: Unit 11 Officer						
221: Unit 12 Officer	Sgt D		Dahlke	Overtime		
231: Unit 13 Sgt	Sgt S, P		Martin		Trade, Trade/Gear Car	2:00 PM - 10:00 PM 2:00 PM - 10:00 PM
241: Unit 14 Officer						
242: Unit 14 Officer						
251: Unit 15 Sgt	Sgt M		Dwyer			
261: Unit 16 Officer	Sgt C		Stovick	Overtime		
271: Unit 17 Sgt	Sgt C		Egypt	Overtime	Collapsed from 88	
272: Unit 17 Officer	Officer J		Holt			
112: East Sppt #1	Officer B		Lehara		Tardy in @ 0441, MH	2:00 PM - 10:00 PM
182: East Sppt #2						
182: East Sppt #3	Officer S		Hedrick			
281: Unit 18 Sgt	Sgt S		Orlino			
282: Unit 18 Officer	Officer S		Hedrick	Overtime		
#1						
283: Unit 18 Officer	Officer A		Tank	Overtime		
284: Unit 18 Officer	Officer S		Edwards			
291: Unit 19/20 Sgt	Sgt M		Parsons			2:00 PM - 10:00 PM
292: Unit 19 Officer						
#1						
293: Unit 19 Officer	Officer S		Van Buren	Overtime		
301: Unit 20 Officer	LTE	Entity	Kempthof	Overtime		
#1						
311: Unit 21/22 Sgt	Sgt K		Goyal		Trade A Student/cv	
312: Unit 21 Officer	Officer J		Goudreau			
221: Unit 22 Officer	Officer M		Felix			
331: Unit 23/24 Sgt	Sgt M		Sawyer	Overtime		
332: Unit 23 Officer	LTE D		Henderson	Overtime		
341: Unit 24 Officer	Officer M		Myrdals		Reassigned from J/Book, MH	
351: Unit 25 Sgt	Sgt M		Larson			
352: Unit 25 Officer	Officer M		Ruppert			
#1						
353: Unit 25 Officer	Officer M		Bender			
401: Unit 30/31 Sgt	Sgt R		McGregor			
402: Unit 30 Officer	Officer A (Dis-ly)		Strohls			
412: Unit 31 Officer	Officer M		Schleibele			
413: Barnade Escort	Officer L		Melzer			
Off						
421: Unit 32/33 Sgt	Sgt T		Zipes	Overtime		
422: Unit 32 Officer	Officer P		Strawns		Collapsed from East report #2	
431: Unit 33 Officer	LTE R		Snodgrass	Overtime	Collapsed from I/Book #3	
72: Bubble Sgt	Sgt T		Reidie			
Control Center Sgt	Sgt A		Kouyger			
Communications Officer	Sgt R		Loden	Overtime		
Officer						
96: Lobby Sgt	Sgt T		Bolton			
99: Lobby Officer	Officer P		Konchus	Overtime		
42: Tower A Officer	Officer C		Powers	Overtime		
44: Tower C Officer	Officer J		Lutz	Overtime		
45: Tower D Officer	Officer C		MH			
46: Tower E Officer	Officer S		Warby			2:00 PM - 10:00 PM
74: Administrative Officer						
63: Kitchen Officer	Officer M		Barnhart	Overtime	Moved to 33, MH, Collapsed to Station, MH	
70: West Sppt Off	Officer H		Koehn			



Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes	INTEGRATOR
71: Corridor Pat Officer	Off2 J		Pull			
80: Phone Care #1	Off2 J		Koehner		Todd J Dodge car	
86: E Corridor Supt. C/C	Sgt Z		Cook	Overtime		
88: Fire Pst #2/Pulaski Pst						2:00 PM - 10:00 PM
50: Recruitment #1						2:00 PM - 10:00 PM
51: Recruitment #2						2:00 PM - 10:00 PM
52: Recruitment #3						2:00 PM - 10:00 PM
50: Inmate Sgt						2:00 PM - 10:00 PM
52: Inmate C/O #1						6:00 PM - 10:00 PM
52: Inmate C/O #1	Off2 J (Sat-Spt)		Darshan			2:00 PM - 10:00 PM
50: Inmate C/O #2						2:00 PM - 10:00 PM
50: Inmate C/O #3						2:00 PM - 10:00 PM
51: Int'Proc Officer	Off2 Z		Schmitz		Cover 19:20 until trip returns. Trade with Kraub AR	
50: Mail Off 3-10 Available C/O for						2:00 PM - 10:00 PM 6:00 AM - 10:00 PM

## 24 LT. HAMDI 25 LT. UMENTUM

3rd Shift Group-12/24/2021		Period					
Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes		
111: Unit 1 Sgt	Sgt G		Ross	Overtime			
121: Unit 2 Officer	Ofc2 T		Lynch				
131: Unit 3 Sgt	Sgt J		Don				
<b>141: Unit 4 Officer</b>							
151: Unit 5 Sgt	Ofc2 S		VanPay	Overtime			
161: Unit 6 Officer	Ofc1 T		Museller				
171: Unit 7 Sgt	Sgt K		Pompey				
<b>181: Unit 8 Officer</b>							
191: Unit 9 Sgt	Sgt M		Larson	Overtime			
201: Unit 10 Officer	Ofc2 M		Fields				
211: Unit 11 Sgt	Sgt M		Fischer				
221: Unit 12 Officer	LTE D		Hawkinson	Overtime			
231: Unit 13 Sgt	Sgt C		Tucker				
<b>241: Unit 14 Ofc #1</b>							
242: Unit 14 Ofc #2	Ofc2 Sn		Medrano				
232 13/14 Roader	Ofc1 B		Wright	Overtime			
251: Unit 15 Sgt	Sgt M		Dwyer	Overtime			
261: Unit 16 Officer	Sgt A		Liabert				
271: Unit 17 Sgt	Sgt C		Ergel		Call spread from 68		
272: Unit 17 Officer	Ofc2 A		Rechtek	Overtime			
281: Unit 18 Sgt	Sgt C		Marshall-Nelson				
282: Unit 18 Officer	Ofc1 M		Morales	Overtime	Reassigned from Initials, MH		
291: Unit 19/20 Sgt	Sgt A		Kunzritz				
282: Unit 19 Officer	Ofc2 M		Ruppert	Overtime			
<b>301: Unit 20 Officer</b>							
311: Unit 21/22 Sgt	Sgt J		Sontag				
312: Unit 21/22 Officer	Ofc2 J		Hahn	Overtime			
331: Unit 23/24 Sgt	Ofc2 Z		Schnitz		Trade with Konrad AR Cover 19/20 until trip returns		
<b>332: Unit 23/24 Officer</b>							
351: Unit 25 Sgt	Ofc2 R		Sarti	Overtime			
352: Unit 25 Officer #1	Sgt E		Ferdinand	Overtime			
352: Unit 25 Officer #1	Ofc2 P		Krombos	Overtime			
353: Unit 25 Officer #2	Ofc1 M		Flores				
401: Unit 30/31 Sgt	Sgt K		Balleman	Overtime			
402: Unit 30 Officer	Sgt A		Kluger	Overtime			
412: Unit 31 Officer	Ofc2 J		Koerner	Overtime	Trade J Dviele CW		
413: Barrade Escort Ofc	Ofc1 J		Taubert	Overtime			
421: Unit 32/33 Sgt	Sgt S, P		Martin		Trade Travis/Green CW		
<b>422: Unit 32 Officer</b>							
431: Unit 33 Officer	Ofc2 M		Berhardt		Moved to 33. MH Collapsed to Richter, MH		
73: Buttle Sgt	Sgt J		Thomson				
Control Center Sgt	Sgt C		Fowler				
Control Center Officer	Sgt S		Hilcher	Overtime			
42: Tower A Officer	Ofc2 P		Simmans	Overtime	Call spread from East support #2		
41: Perm Patrol/In Patrol #1 Ofc	Sgt W		Oppermann	Overtime			
71: Control Pat Officer	Ofc2 G		Kluger	Overtime			
65: Fire Pat #1/Perm Pat	Sgt T		Radke	Overtime			

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes
111: Unit 1 Sgt	Sgt	S	Hischer	Overtime	
121: Unit 2 Officer	Officer	C	Milmetta	Overtime	
131: Unit 3 Sgt	Sgt	L	Thomson		
141: Unit 4 Officer	Officer	S	VanFay	Overtime	Reassigned from U.6. MH
151: Unit 5 Sgt	Officer	S	VanFay	Overtime	Reassigned from U.6. MH
161: Unit 6 Officer	Sgt	K	Pompey		
171: Unit 7 Sgt	Sgt	K	Pompey		
181: Unit 8 Officer	Sgt	M	Larson	Overtime	
201: Unit 10 Officer	Sgt	A	Swanson	Overtime	
211: Unit 11 Sgt	Sgt	M	Fisher	Overtime	Ordered
221: Unit 12 Officer	Officer	J	Garinger		Trade D Schneider with CW
231: Unit 13 Sgt	Sgt	C	Tader		
241: Unit 14 Officer					
242: Unit 14 Officer					
232: Unit 14 Officer	Officer	M	Fields		Reassigned from U.10. MH
251: Unit 15 Sgt	Sgt	D	Edwards		
261: Unit 16 Officer	Officer	P	Simms	Overtime	
271: Unit 17 Sgt	Sgt	T	Vodak		
272: Unit 17 Officer	Officer	A	Redek	Overtime	
281: Unit 18 Sgt	Sgt	C	Hastal-Watson	Overtime	
282: Unit 18 Officer	Officer	T	Burns	Overtime	Redeployed BC
291: Unit 19 Sgt	Sgt	N	Kraud	Overtime	Trade with Z Schmitz AR
292: Unit 19 Officer	Officer	M	Schmidt	Overtime	Redeployed BC
301: Unit 20 Officer					
311: Unit 21 Sgt	Sgt	W	Oppermann	Overtime	
312: Unit 21 Sgt	Officer	J	Heih	Overtime	
331: Unit 23 Sgt	Sgt	B	Nelson	Overtime	
332: Unit 23 Officer	Officer	R	Sari	Overtime	
351: Unit 25 Sgt	Sgt	E	Ferdinand	Overtime	
352: Unit 25 Officer	Officer	P	Kondos	Overtime	
353: Unit 25 Officer #2	Officer	M	Floras	Overtime	
401: Unit 30 Sgt	Sgt	A	Libert		
402: Unit 30 Officer	Sgt	K	Ballemann	Overtime	
412: Unit 31 Officer	Officer	J	Daise	Overtime	Trade J Kocmer CW
413: Barracks Officer	Officer	C	Gilmore	Overtime	
421: Unit 32/33 Sgt	Sgt	C	Engel		
422: Unit 32 Officer	Officer	T (sp-5a)	Schmude		
431: Unit 33 Officer	Officer	M	Bernardi		
73: Bubble Sgt	Sgt	N	Lort		Trade with Conrad AR
Control Center Sgt	Sgt	S, P	Martin	Overtime	
Control Center Officer	Sgt	A	Krueger	Overtime	
42: Tower A Officer	Officer	SH	Medrano	Overtime	
41: Patrol Patrol Officer	Officer	T	Muehler	Overtime	
71: Control Patrol Officer	Officer	G	Krueger	Overtime	
65: Fire Patrol #1/Perman Patrol	Officer	M	Smith	Overtime	

3rd Shift Group-12/25/2021

Period

22 LT. COULIBALY 25 LT. UMENTUM





Period

14 Shift Group: 122712021

Job	Class	Employee First Name	Employee Last Name	h Assignment Overtime	Day/Notes	Unauthorized Time
111: Unit 1 Sgt	Sgt D		Geulke			
121: Unit 2 Officer	Off G		Kelme			
131: Unit 3 Sgt	Sgt D		Wilson			
141: Unit 4 Officer	Off C		Lewis			
151: Unit 5 Sgt	Sgt R		McGregor		Trade L. Rickel BK	
161: Unit 6 Officer	Off C		Thompson			
171: Unit 7 Sgt	Sgt J		Andrews			
181: Unit 8 Officer	Off C		Pharris			
191: Unit 9 Sgt	Sgt M		Tanner			
201: Unit 10 Officer	Off L		Tanner			
211: Unit 11 Sgt	Sgt M		Bushart			
212: Unit 11 Officer						
221: Unit 12 Officer	Off C		Black			8:00 AM - 9:00 PM
231: Unit 13 Sgt	Sgt J		Wells			
241: Unit 14 Officer #1						8:00 AM - 9:00 PM
242: Unit 14 Officer #2						8:00 AM - 9:00 PM
251: Unit 15 Sgt	Sgt Tom		Smith			
261: Unit 16 Officer	Sgt M		Fischer		order	
271: Unit 17 Sgt	Sgt J		Touret		Trade with Hickson MA	
272: Unit 17 Officer	Off C		A. Oelze			
112: East Sport #1	Off T		Pevlan			
182: East Sport #2	Off M		Filds			8:00 AM - 9:00 PM
182: East Sport #3	Sgt M		Shavers		Trade S. Carlson CW	
282: Unit 18 Officer #1	Off C		Chivers			7:45 AM - 9:00 PM
282: Unit 18 Officer #2						
283: Unit 18 Officer #2	Off N (Backup)		Tark		pre-scheduled 2nd & 10th In @ team BC	
284: Unit 18 Officer #3	Off N		Oren		Trade S. Schwartz BK	
291: Unit 1920 Sgt	Sgt T		Bolton			1:30 PM - 2:00 PM
282: Unit 19 Officer #1	Off A		Andres		** cover 1:30-2p	8:00 AM - 9:00 AM
292: Unit 19 Officer #1	Off A		Andres			
292: Unit 19 Officer #2						
293: Unit 19 Officer #2	Off S (10th-10p)		Lussner			
301: Unit 20 Officer #1	Off I		Spigel			
302: Unit 20 Officer #2						
311: Unit 21/22 Sgt	Sgt S		Nelson			8:00 AM - 9:00 PM
312: Unit 21 Officer	Off N		Mendoza			
321: Unit 22 Officer	Off (Backup)		Kantz			
331: Unit 23/24 Sgt	Sgt K		Parsons			2:30 PM - 8:00 PM
302: Unit 23 Officer						
332: Unit 23 Officer	Off C		Blakowde			
341: Unit 24 Officer	Off J		Gouffreau		Colleged from E. Support #2	
351: Unit 25 Sgt	Sgt S		Bowls			
352: Unit 25 Officer #1	Off C		Reumann		Colleged from TO	
353: Unit 25 Officer #2	Off R		Shi			11:00 AM - 9:00 PM
401: Unit 30/31 Sgt						
401: Unit 30/31 Sgt	Sgt R		Loden		Out @ 11 AM	
402: Unit 30 Officer	Sgt R		Fultz		Colleged from 11 Off	
412: Unit 31 Officer	Off T		Dallas			
413: Bernardo Escort Off	Sgt T		Wade		Overtime order	
421: Unit 32/33 Sgt	Sgt E		Fedorov			
422: Unit 32 Officer	Off T		Wlazna			
431: Unit 33 Officer	Off S		Van Buren			
72: BUH's Sgt	Sgt W		Oppenmorn			
Control Center Sgt	Sgt T		Catal		EMR training	
Control Center Officer	Off D		Kaplan			
Communications Officer	Off M		Baehm			
96: Lobby Sgt	Sgt W		McLinn		Overtime	
96: Lobby Officer	Off C		Winters			
47: Gatehouse Officer	Off T		Wozel			
42: Tower A Officer	Off J		Stoddell			
44: Tower C Officer	Off A		Smith		Overtime	
45: Tower D Officer	Off S		Verby			
46: Tower E Officer	Off B		Pluhn			
74: ABuilding Officer	Off T		Wilson			
74: Movement Off	Off A		Owens			
Movement Off (Push-off)	Sgt G		Ross			7:00 AM - 9:00 PM
62: Motion Sgt Shift	Sgt M		Moore		Overtime	
62: Motion Officer	Sgt M		Moore			8:00 AM - 9:00 PM
74: West Sport/Off						

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes	Unpublished Title
71: Corridor Pat Officer	Ofc2	G	Krueger			
80: Prime Care #1	Ofc1	T	Muller	Overtime		
85: E Corridor Sport Ofc	Sgt	D	Hinnrichs	Overtime		
88: Fire Pat #2/Perim Pat	Ofc2	S	Schmitz		Trade HKuanzi EK	
50: Recreation #1						8:00 AM - 2:00 PM
51: Recreation #2						8:00 AM - 2:00 PM
52: Recreation #3						8:00 AM - 2:00 PM
58 Rec 730a-330p		Stu	Lowert			
90: Intake Sgt	Sgt	C	Slovick		OT 2-10p ****	
82: Intake Ofc #1	Ofc2	A	Tank			
83: Intake Ofc #2	Sgt	J	Sorring	Overtime		
94: Intake Ofc #3						8:00 AM - 2:00 PM
81: Int/Proc Officer	Ofc2	D	Teschout			
81: West Sport Sgt	Sgt	D	Zieroth			
85: Mail/Prop Sgt	Sgt	D	Dahlke			
86: Property Ofc	Sgt	E	Boormann	Overtime		
78: Escort Ofc #1	Ofc2	P	Heidemann			
77: Escort Ofc #2	Sgt	J	Dogs		Trade with Syvertson, MH	
285: Property/LA Ofc	Ofc2	J	Palmbaum			
86: Truck Driver 8a-2p	Sgt	C	Pass	Overtime		
98: Prop/Exc 7:30-3:30						2:00 PM - 3:30 PM
98: Prop/Exc 7:30-3:30	Sgt	M	Panzer	Overtime		
69: Din Rm Sgt 530a-130p	Sgt	B	Pagel			
87: Laundry Sgt MF	Sgt	R	Dutzie			
40: Calahouse Sgt 7a-330p	Sgt	K	Strasser			
88: Amory Sgt	Sgt	T	Reizer			
32: Maint Sgt 7a-3:30p	Sgt	S	Leue			
33: Maint Ofc 7a-330p	Ofc2	S	Hanser			
72: ABE Ofc 7:45a-4:15p	Ofc2	N(5a-8p)	Tank		pre-ordered 2nd 8-10p, In @ Barn EC	
84: Hallroom Sgt 7a-3p	Sgt	J	Wilhoit			
Transportation Sgt #1						8:00 AM - 2:00 PM
Transportation Ofc #2						8:00 AM - 2:00 PM
Transportation Sgt #3	Sgt	J	Dahlke		Bionic	
Transportation Ofc #4						8:00 AM - 2:00 PM
Transportation Sgt #5						8:00 AM - 2:00 PM
Transportation Ofc #6						8:00 AM - 2:00 PM
Transportation Ofc #7	Ofc2	D	Gies		KMCI/OJ Bus, No orders - last week	
Transportation Ofc #8	Ofc2	T	Foh		KMCI/OJ Bus	
Transportation Ofc #9						8:00 AM - 2:00 PM
Transportation Ofc #10	Ofc2	B	Lerib		Bionic, pre-ordered 2nd	
Light Duty	Ofc2	M	Forsknick		Chapel	
Extra Transportation	Sgt	T	Fischer		NW Hearing	
Training	LTE	A	Peachey		Amory Project	
Training	Ofc1	S	Sanderson			
Training	Ofc1	N	Zupke			
Training	Ofc1	D	Dominguez			

From: Kraemer, George M - DOC  
 Sent: Thursday, November 18, 2021 7:03 AM  
 To: GOV Info <govinfo@wisconsin.gov>  
 Subject: Staff shortages in Dept. of Corrections

Governor Evers,

Below this correspondence please find a copy of an excel spreadsheet which shows the required prescheduled security overtime that was hired by Dodge Correctional Institution (DCI) for the week of November 21-27, 2021. As you can note, DCI was required to hire 521 shifts of prescheduled security overtime for this seven-day period. This number would have been over 550 shifts if not for the fact that DCI management has now implemented overtime savings measures such as: eliminating all inmate recreation on weekends; eliminating inmate visits on Mondays, Wednesdays, and Fridays; and eliminating most of our intake staff on weekends.

Since my last correspondence to you all, another 10-DCI security staff have either left state service or retired. DCI continually runs shifts short staffed on all three shifts. DCI management has no choice but to do this practice of collapsing (not filling) security posts as we simply do not have the staff to fully staff the institution.

Our third shift has continually had to run inmate housing units unstaffed. When this happens, the staff member from a staffed unit is required to leave their unit (in turn making their unit unstaffed) and make a round on the unstaffed unit. This is a disaster waiting to happen!! There is no way an inmate could alert staff of any medical or security emergency while the unit is unstaffed. Liability issues for the state??!!

The sad thing is DCI is not alone in the problems with staffing security positions. This is a statewide corrections crisis that needs immediate attention!!

Recently, we have been given a glimmer of hope. I am speaking about the proposed 2021-2023, compensation plan and the proposed companion bill to the compensation plan. These proposals are well thought out and would make correctional security staff compensated at a competitive level. The Department of Corrections (DOC) would finally be able to retain our current staff and also attract candidates to fill our massive amount of vacancies.

As my representatives, I am asking you to fully support both the compensation plan and the companion bill. I am also asking you to promote these items with your fellow members of the legislature, to ensure their swift passage.

If there is anything I can do to help promote these critical pieces of legislation, please do not hesitate to let me know!! I would greatly appreciate a response to this email detailing your thoughts on both the compensation plan and the companion bill to the compensation plan. I would also appreciate your response as to whether you support these critical pieces of legislation.

Thank you for your time.

Sergeant George Kraemer  
1<sup>st</sup> shift Sergeant  
Dodge Correctional Institution  
(920) 324-5577

W3713 County Road H  
Mayville WI 53050

# OVERTIME FOR THE WEEK OF 11/21/21

		1ST SHIFT	2ND SHIFT	3RD SHIF
11/21/2021	OFC	14	22	17
SUNDAY	SGT	0	2	4
11/22/2021	OFC	24	27	17
MONDAY	SGT	1	2	4
11/23/2021	OFC	24	29	16
TUESDAY	SGT	4	0	5
11/24/2021	OFC	24	28	16
WEDNESDAY	SGT	2	2	5
11/25/2021	OFC	21	33	18
THURSDAY	SGT	1	5	9
11/26/2021	OFC	23	23	17
FRIDAY	SGT	4	7	8
11/27/2021	OFC	10	18	18
SATURDAY	SGT	0	7	10
OT TOTALS	OFC	140	180	119
	SGT	12	25	45

**From:** Kraemer, George M - DOC  
**Sent:** Sunday, December 12, 2021 7:54 AM  
**To:** GOV Info <[govinfo@wisconsin.gov](mailto:govinfo@wisconsin.gov)>  
**Cc:** Rep. Robin Vos <[Rep.vos@legis.wi.gov](mailto:Rep.vos@legis.wi.gov)>; Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>; Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>; Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; Rep.Hintz - LEGIS <[Rep.Hintz@legis.wisconsin.gov](mailto:Rep.Hintz@legis.wisconsin.gov)>; Rep.Steffen - LEGIS <[Rep.Steffen@legis.wisconsin.gov](mailto:Rep.Steffen@legis.wisconsin.gov)>  
**Subject:** Staff shortages in the dept. of Corrections

Good Morning

Here is a another copy of two recent schedules for security staff at Dodge Correctional Institution. All of the shaded blanks except unit 14 are jobs that have been left vacant due to lack of staff. Many of these positions are needed to

respond to emergencies. Some of the units like unit 30 and unit 33 hold 72 inmates each and are Barracks units. The Barracks unit do not have cell doors. The 72 inmates are in a dayroom like setting without an officer. Leaving a barracks unit unstaffed results in one officer running back and forth between two units. This officer can't be in two places at once. 72 inmates unsupervised at any given time. A recipe for disaster waiting to happen.

I also am attaching another excel spreadsheet which shows the required pre-scheduled security overtime that has to be hired by Dodge Correctional Institution (DCI) for the week of December 19, 2021 to December 25, 2021. DCI is required to hire 488 shifts of pre-scheduled security overtime for this seven-day period. This number would be much higher if not for the fact that DCI management has now implemented overtime savings measures such as: eliminating all inmate recreation on weekends; eliminating inmate visits on Mondays, Wednesdays, and Fridays; and eliminating most of our intake staff on weekends. This also creates a negative climate issue for inmates as recreation and visits are important to inmates to blow off steam and interact with family and friends. The elimination of Intake staff also removes officers able to respond in case of an emergency.

Thankyou

SGT George Kraemer  
Dodge Correctional Institution  
Home address  
W3713 Couth Road H Mayville WI 53050





Period

3rd Shift Group-12/10/2021

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Holes
111: Unit 1 Sgt	Otc2	T	Lynch		Collapsed from 2
121: Unit 2 Officer					
131: Unit 3 Sgt	Sgt	S	Hischer	Overtime	
141: Unit 4 Officer	Sgt	P	Ganser	Overtime	
151: Unit 5 Sgt	Sgt	A	Liebert		
161: Unit 6 Officer	Sgt	B	Nelson	Overtime	
171: Unit 7 Sgt	Sgt	R	Schneider	Overtime	Collapsed from 8
181: Unit 8 Officer					
191: Unit 9 Sgt	Sgt	Z	Cook		
201: Unit 10 Officer	Otc2	Sh	Medrano		
211: Unit 11 Sgt	Sgt	J	Thomsen		
221: Unit 12 Officer	Otc2	D	Schneidewin		
231: Unit 13 Sgt	Sgt	C	Tjader		
241: Unit 14 Otc #1					
242: Unit 14 Otc #2					
232: 13/14 Floater	Otc1	T	Mueller		
251: Unit 15 Sgt	Sgt	D	Wilson	Overtime	
261: Unit 16 Officer	Otc1	Sk	Medrano	Overtime	
271: Unit 17 Sgt	Sgt	T	Vodak		WPEC 1p-2p
272: Unit 17 Officer	Otc2	J	Kaminski	Overtime	
281: Unit 18 Sgt	Sgt	M	Price		
282: Unit 18 Officer	Otc1	M	Morales	Overtime	
291: Unit 18/20 Sgt	Sgt	A	Krumholz		Trade R. Nummerdor EK, WPEC 1-2p
292: Unit 18 Officer	Otc1	N	Sobey		
301: Unit 20 Officer					
311: Unit 21/22 Sgt	Sgt	M	Knaub		Trade w/Krueger BC
312: Unit 21/22 Officer	Otc1	E	Nell		
331: Unit 23/24 Sgt	Sgt	G	Ross	Overtime	
332: Unit 23/24 Officer	Otc2	G	Krueger	Overtime	
351: Unit 25 Sgt	Sgt	S	Wilson	Overtime	
352: Unit 25 Officer #1	Otc1	T	Burnieki	Overtime	
353: Unit 25 Officer #2	Otc2	M	Ruppert		Trade M Flores ow
401: Unit 30/31 Sgt	Otc2	J	Teschout	Overtime	Collapsed from 30
402: Unit 30 Officer					
412: Unit 31 Officer	Otc1	G	Haugen		Trade A. smith EK
413: Barracks Escort Otc	Otc2	B	Wachendorf	Overtime	Collapsed from 33
421: Unit 32/33 Sgt	Sgt	Tr	Glees		
422: Unit 32 Officer	Otc2	M	Barnhardt		
431: Unit 33 Officer					
73: Bubble Sgt	Sgt	P	Conrad		
Control Center Sgt	Sgt	C	Engel		
Control Center Officer	Sgt	S. P	Martin	Overtime	
42: Tower A Officer	Otc2	S	Kain		Light duty
41: Perim Pat/Fire Pat #1 Otc	Sgt	M	Degner	Overtime	
71: Corridor Pat Officer	Otc2	T 6p-6a	Schmude		
65: Fire Pat #1/Perim Pat	Otc2	M	Smith		
Observation Otc	Sgt	J	Dom		WHL Secure Ward officer. Covering for WCL

24 Hamdi 28 Ritschke



3rd Shift Group-12/11/2021

Period

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day/Notes	Shift
111: Unit 1 Sgt	Off2	T	Lynch		Collapsed from unit 2	10pm-8am
121: Unit 2 Officer						
131: Unit 3 Sgt	Sgt	G	Ross	Overtime		10pm-8am
141: Unit 4 Officer	Off2	N	Morris	Overtime		10pm-8am
151: Unit 5 Sgt	Off2	T	Wilson	Overtime	Collapsed from unit 6	10pm-8am
161: Unit 6 Officer						
171: Unit 7 Sgt	Sgt	M	Degner	Overtime		10pm-8am
181: Unit 8 Officer	Off1	T	Burnish	Overtime		10pm-8am
191: Unit 9 Sgt	Sgt	Z	Cook			10pm-8am
201: Unit 10 Officer	Off2	J	Kaiser	Overtime		10pm-8am
211: Unit 11 Sgt	Sgt	T	Radle	Overtime		10pm-8am
221: Unit 12 Officer						
231: Unit 13 Sgt	Sgt	J	Thomson			10pm-8am
241: Unit 14 Off #1						
242: Unit 14 Off #2						
232: 13/14 Ranker						
251: Unit 15 Sgt	Sgt	Tom	Smith	Overtime		10pm-8am
261: Unit 16 Officer	Off2	Ja	Uherlum	Overtime		10pm-8am
271: Unit 17 Sgt	Sgt	T	Vodak			10pm-8am
272: Unit 17 Officer	Off2	B	Plum	Overtime		10pm-8am
281: Unit 18 Sgt	Sgt	J	Don			10pm-8am
282: Unit 18 Officer	Off2	T	Schulde			10pm-8am
291: Unit 19/20 Sgt	Sgt	A	Kuntholz			10pm-8am
292: Unit 19 Officer	Off1	N	Sobey			10pm-8am
301: Unit 20 Officer						
311: Unit 21/22 Sgt	Sgt	J	Santag			10pm-8am
312: Unit 21/22 Officer	Off1	B	Wright	Overtime	Collapsed from 13/14	10pm-8am
331: Unit 23/24 Sgt	Sgt	R	Kovacs	Overtime		10pm-8am
332: Unit 23/24 Officer	Off2	A	Rachak	Overtime	Collapsed from unit 12	10pm-8am
351: Unit 25 Sgt	Sgt	A	Libbert			10pm-8am
352: Unit 25 Officer #1	Off1	T	Mueller			10pm-8am
353: Unit 25 Officer #2	Off1	E	Nail			10pm-8am
401: Unit 30/31 Sgt	Off2	J	Teschout		Trade M. VerTish cw	10pm-8am
402: Unit 30 Officer	Off2	M	Berhardt			10pm-8am
412: Unit 31 Officer	Off1	J	Koerner			10pm-8am
413: Barracks Escort Off	Off2	Z	Schnitz	Overtime		10pm-8am
421: Unit 32/33 Sgt	Sgt	Tr	Gees		Trade B. Wachtendorf BK	10pm-8am
422: Unit 32 Officer	Off2	M	Ruppert	Overtime		10pm-8am
431: Unit 33 Officer						
73: Bubble Sgt	Sgt	P	Corrad			10pm-8am
Control Center Sgt	Sgt	A	Studenec		Trade K. Grisel cw	10pm-8am
Control Center Officer	Off2	D	Hanken	Overtime		10pm-8am
42: Tower A Officer	Off2	S	Kain		Light duty	10pm-8am
41: Perim Patrol/In Pat #1 Off	Sgt	S, P	Martin	Overtime		10pm-8am
71: Corridor Pat Officer	Off1	T	Dales	Overtime		10pm-8am
65: Fire Pat #1/Perim Pat	Off2	M	Smith			10pm-8am

# OVERTIME FOR THE WEEK OF 12/19/21

		1ST SHIFT	2ND SHIFT	3RD SHIFT
12/19/2021	OFC	13	16	19
SUNDAY	SGT	0	6	4
12/20/2021	OFC	25	20	20
MONDAY	SGT	0	3	3
12/21/2021	OFC	23	24	18
TUESDAY	SGT	0	0	3
12/22/2021	OFC	23	23	16
WEDNESDAY	SGT	1	1	3
12/23/2021	OFC	20	33	18
THURSDAY	SGT	1	3	5
12/24/2021	OFC	21	26	19
FRIDAY	SGT	0	5	5
12/25/2021	OFC	14	24	19
SATURDAY	SGT	0	4	7
OT TOTALS	OFC	139	166	129
	SGT	2	22	30

**From:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>

**Sent:** Monday, November 15, 2021 11:26 AM

**To:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>

**Cc:** Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>

**Subject:** FW: Staff shortages in Dept. of Corrections

Dear Sgt. Kraemer:

Thank you for reaching out to Rep. Schraa regarding the compensation plan.

He is giving the companion bill careful consideration.

I am copying your representative and senator, Mark Born and John Jagler, for them to be aware of this communication.

Respectfully,

**Nicholas Zabloudil**  
**Legislative Assistant**  
**53<sup>rd</sup> Assembly District**  
608 267-7990  
[Nicholas.Zabloudil@legis.wisconsin.gov](mailto:Nicholas.Zabloudil@legis.wisconsin.gov)

**From:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>  
**Sent:** Sunday, November 14, 2021 5:27 PM  
**To:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>  
**Subject:** RE: Staff shortages in Dept. of Corrections

Rep. Schraa

Are you in full support of the below companion bill?

Given the unique and challenging labor market, there are several new initiatives being proposed for security and healthcare positions that cannot be absorbed through existing agency budgets. These large-scale initiatives are being introduced in a companion bill to appropriate additional funding in the compensation reserve to allow DOC, DHS and DVA to be supplemented during the current biennium. The provisions in the companion bill are described below.

**Security-Related Provisions:**

- An increase of \$5.00 to the 05-31 and 05-32 pay schedules through all progression points except the 05-31 minimum which will increase by \$4.53 (to account for \$0.47 already established in the plan).
- Parity increases for Security Supervisors (SO 1 and 2 and SYC 1 and 2) were included in the companion bill.
- Includes an add-on of \$2.00 for hours worked only, effective January 2, 2022, for Officers, Sergeants, YC and YC-Adv. employees working at the max adult institutions (CCI, DCI, GBCI, TCI, WCI, WSPF) and at LHS/CLS.

**Health Care:**

- Pay structure and progression changes for Nurse Clinician 2 and Nurse Clinician 2-Weekend to include additional progression points for 1 and 2 years of experience and increased rates at years 3, 5, 7, 9 and 11 years of experience
- An extra market equity adjustment generating an additional \$2.00 per hour (on top of the \$3 provided in the plan) for distribution to the following classifications: Nurse Clinician 3, Nurse Clinician 3-Weekend and Nurse Clinician 4

Thanks

SGT Kraemer

**From:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>  
**Sent:** Monday, November 1, 2021 10:29 AM

**To:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>

**Subject:** FW: Staff shortages in Dept. of Corrections

Dear Sgt. Kraemer:

I have passed your request to meet with Rep. Schraa along to him. We will keep this in mind as we look to address the crisis at the Department of Corrections.

Respectfully,

**Nicholas Zabloudil**  
**Legislative Assistant**  
**53<sup>rd</sup> Assembly District**

608 267-7990

[Nicholas.Zabloudil@legis.wisconsin.gov](mailto:Nicholas.Zabloudil@legis.wisconsin.gov)

**From:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>

**Sent:** Sunday, October 24, 2021 9:28 AM

**To:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>

**Cc:** Rep.Born <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; Sen.Jagler <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>; GOV Info <[govinfo@wisconsin.gov](mailto:govinfo@wisconsin.gov)>

**Subject:** RE: Staff shortages in Dept. of Corrections

Rep. Schraa

Thank you for your response to my last email. I also would like to thank you for forwarding my concerns related to the crisis due to staff shortages in the WI DOC to other legislators. As the Corrections Chair, and the fact that numerous prisons are located in your district, I would ask that you reach out to all 132 legislators that you refer to, as you state that "not all of them hear of the crisis facing the Department of Corrections" and please inform them of the crisis. Even with all the extreme staff shortages in the Department of Corrections, not one legislative representative found the time to attend the Waupun community and correction relations board meeting that was held on September 22, 2021 at DCI. We need help, now. I understand there are staff shortages everywhere throughout the state. However, businesses such as McDonald's are able to close on their lobbies. Factories are able to decrease production. The WI DOC doesn't have the luxury of running their institutions with less inmates. There is a job that needs to be done. We don't have the luxury of turning inmates away, or releasing them early. This means that institutions like WCI that are nearly 50% vacancies and institutions like DCI that are at nearly 35% vacancies are still ran with the remaining few staff, often working their employees 16 hours in a row day after day.

We need legislative action soon. Legislation introduced from the Corrections chair immediately addressing these extreme staff shortages in the Department of Corrections. Then we need you to be the voice for the Department of Corrections and get the 132 legislators on board to help. Next week, DCI needs to pre-hire 423 overtime positions. This again does not include staff that are out sick, on emergency trips, mandatory training, and other events. The DOC Warden's hands are tied. They are powerless to deal with this issue effectively. Their only options are to run these institutions with far less security staff than necessary. This places the inmates, staff, and the public all at risk. As you've seen in my previous correspondence, DCI had to run third shift with 10 vacant security positions. Though I do not have factual information on this it was brought to my attention that WCI which normally runs third shift with around 28 security staff has ran numerous third shifts with less than 10 security staff. Waupun has over 900 inmates running a third shift with less the 10-security staff is anything but safe.

Thank you for your time, and I am again requesting that you might meet with several of us to gain a better understanding on just how dire the situation is and hear our suggestions on what is needed to reverse the negative course the WI DOC is currently on.

Sincerely,

SGT George Kraemer

**From:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>  
**Sent:** Thursday, October 21, 2021 1:19 PM  
**To:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>  
**Cc:** Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>  
**Subject:** FW: Staff shortages in Dept. of Corrections

Dear Sgt. Kraemer:

Thank you for your continued interest with addressing the vacancy rates. Rep. Schraa has heard numerous concerns regarding vacancy rates. As stated in previous communication we have worked to address it during previous the current and previous budgets. Unfortunately, there are 132 legislators and not all of them hear of the crisis facing the Department of Corrections.

I would advise you to contact your representative and state senator, so they are aware of the urgency of this matter. As a courtesy, I am copying both of them on this email so they are aware of your contact.

Respectfully,

**Nicholas Zabloudil**  
**Legislative Assistant**  
**53<sup>rd</sup> Assembly District**  
608 267-7990  
[Nicholas.Zabloudil@legis.wisconsin.gov](mailto:Nicholas.Zabloudil@legis.wisconsin.gov)

**From:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>  
**Sent:** Wednesday, October 20, 2021 5:58 PM  
**To:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>  
**Subject:** FW: Staff shortages in Dept. of Corrections

Rep. Schraa

Below is yet another excel spreadsheet of pre-scheduled overtime for DCI. Last week DCI needed to hire 416 shifts of pre-scheduled overtime. This week, the week of 10-24-2021 to 10-30-2021, the number has increased and DCI now needs to hire 450 shifts. It is my understanding that DCI will need to hire over 500 shifts of pre-scheduled OT starting the following week. DCI is nearly at a 35% vacancy rate. This number will only go up as staff continue to leave. Just this past week we had an officer announce their retirement as well as three more transfers. I continue to reach out to my elected officials with hope that they will take the needed leadership to deal with this crisis. One step in dealing with this crisis is to increase the starting wage to \$25/hour or higher and increasing all security staff wages by \$5.00 or more. Our current starting wage is a little over \$19/hour, it's a wage many businesses are already paying. Fast food chains even pay \$15/hour and there is minimal risk involved and allows people a set work schedule. People will not come to a dangerous job like this for such little pay when other jobs are comparable. Are there any new steps being taking to increase officers starting wages to \$25.00 or more an hour?

At this point, is it possible for a number of us concerned staff at DCI to meet with you in person or have a townhall meeting at DCI so our concerns can be address?

Thanks,

SGT Kraemer, DCI

# OVERTIME FOR THE WEEK OF 10/24/21

		1ST SHIFT	2ND SHIFT	3RD SHIFT
10/24/2021	OFC	12	22	14
SUNDAY	SGT	0	1	4
10/25/2021	OFC	20	19	13
MONDAY	SGT	0	5	4
10/26/2021	OFC	21	28	15
TUESDAY	SGT	1	5	4
10/27/2021	OFC	17	25	15
WEDNESDAY	SGT	1	4	2
10/28/2021	OFC	21	21	17
THURSDAY	SGT	0	7	6
10/29/2021	OFC	21	22	18
FRIDAY	SGT	0	3	3
10/30/2021	OFC	15	16	19
SATURDAY	SGT	0	4	5
OT TOTALS	OFC	127	153	111
	SGT	2	29	28

From: Kraemer, George M - DOC  
 Sent: Sunday, October 10, 2021 12:30 PM

To: GOV Info <govinfo@wisconsin.gov>; Rep.Schraa - LEGIS <Rep.Schraa@legis.wisconsin.gov>

Subject: Staff shortages in Dept. of Corrections

Good afternoon

I am again sending you the list of pre schedule overtime that DCI needs to hire for the week of 10-17-2021 to 10-23-2021. DCI again needs to hire over 400 eight hour shifts of overtime. This number is before sick calls (Covid is still affecting staff) and scheduled inmate medical trips that require additional staff to be hired. Filling positions is hard to do when DCI has nearly 140 officer/sergeant vacancies, with more retirements and resignations on the horizon. I am also sending you the third shift schedule for DCI dated 10-9-2021. The jobs that show in gray and do not show a staff name were security positions that DCI had to run without staff last night. 10 needed positions that are required to run DCI safe and securely. The only exemption is 14#1, as that unit has been closed for months. This is a disaster waiting to happen. The officers that man Unit 2, Unit 4, Unit 6 are required to report the Sergeant's units below them (Unit 1, Unit & Unit 5) so they can respond to medical/security/fire emergencies. Not staffing these 3 positions shorts the east end of DCI 3 staff running to help in these emergencies. Unit 12 was also not staffed. The Unit 12 officer reports to Unit 11 in an emergency so the Unit 11 Sergeant can respond to the ENTIRE institution. That is another staff not able to respond. The Unit 17 officer is also a trouble call emergency responder for the east end of DCI. Another staff not able to respond. The Unit 20, Unit 30, and Unit 32 officers are trouble call emergency responders for the east end of DCI. That is another 3 staff not able to respond. The 13/14 Floater is a secondary responder for trouble call emergencies if additional staff are needed. That position is also needed given all the other responder's positions that were already not staffed. Thank God nothing happened on 3rd shift 10/09/21. If it had, this staffing level places staff and inmates in danger. Units 30, 31,32, and 33 are all medium security barracks type units housing 72 inmates each. During normal staffing, there is 1 officer for 72 inmates. On 3rd shift 10/09/21 there was only 1 officer for 144 inmates. 72 of those inmates in 2 of the units were left unsupervised at any given time. This is simply not safe! I urge you to please do something before this type of staffing gets any worse and someone gets seriously hurt, or loses their life. The legislature and Governor need to take immediate action to prevent this from continuing.

Thank you for your time.

Sincerely,

SGT George Kraemer

DCI



24-Hamidi 28-Ritschke



Period

3rd Shift Group-10/9/2021

Job	Class	Employee First Name	Employee Last Name	Is Assignment Overtime	Day Notes	Shift
111: Unit 1 Sgt	Sgt	A	Svenson			10pm-6am
121: Unit 2 Officer						
131: Unit 3 Sgt	Sgt	D	Deane			10pm-6am
141: Unit 4 Officer						
151: Unit 5 Sgt	Sgt	M	Reaser	Overtime		10pm-6am
161: Unit 6 Officer						
171: Unit 7 Sgt	Sgt	R	Reith			10pm-6am
181: Unit 8 Officer	Ofc2	P	Krombos			10pm-6am
191: Unit 9 Sgt	Sgt	J	Withun			10pm-6am
201: Unit 10 Officer	Ofc2	M	Fields		Collapsed REC-#3, Preordered 1st	10pm-6am
211: Unit 11 Sgt	Sgt	B	Nelson	Overtime		10pm-6am
221: Unit 12 Officer						
231: Unit 13 Sgt	Sgt	S. P	Martin	Overtime	Collapsed from 13/14 floater	10pm-6am
241: Unit 14 Ofc #1						
242: Unit 14 Ofc #2						
232: 13/14 Floater						
251: Unit 15 Sgt	Sgt	J	Thomson	Overtime		10pm-6am
261: Unit 16 Officer	Ofc2	B	Beekman			10pm-6am
271: Unit 17 Sgt	Sgt	T	Vedak			10pm-6am
272: Unit 17 Officer						
281: Unit 18 Sgt	Sgt	C	Marshall-Watson			10pm-6am
282: Unit 18 Officer	Ofc1	Ty	Patterson	Overtime		10pm-6am
291: Unit 19/20 Sgt	Ofc2	T	Lynch		Collapsed unit 2	10pm-6am
292: Unit 19 Officer	Ofc1	M	Morales	Overtime		10pm-6am
301: Unit 20 Officer						
311: Unit 21/22 Sgt	Sgt	J	Sonntag		Trade M.Babiash	10pm-6am
312: Unit 21/22 Officer	Ofc2	J	Kaminski	Overtime	TDO S. Van Pay EK	10pm-6am
331: Unit 23/24 Sgt	Sgt	A	Murphy	Overtime	Forced	10pm-6am
332: Unit 23/24 Officer	Ofc1	J	Taubut			10pm-6am
351: Unit 25 Sgt	Sgt	S	Hilscher	Overtime		10pm-6am
352: Unit 25 Officer #1	Ofc2	J	Manderle	Overtime		10pm-6am
353: Unit 25 Officer #2	Ofc2	R	Smit	Overtime		10pm-6am
401: Unit 30/31 Sgt	Sgt	W	McLinn			10pm-6am
402: Unit 30 Officer						
412: Unit 31 Officer	Ofc1	J	Koemer			10pm-6am
413: Barracks Escort Ofc	Ofc2	Z	Schmitz	Overtime		10pm-6am
421: Unit 32/33 Sgt	Sgt	R	Kovacs	Overtime		10pm-6am
422: Unit 32 Officer						
431: Unit 33 Officer	Ofc2	S	Marshall		Trade J. Pluim	10pm-6am
73: Bubble Sgt	Sgt	W	Oppermann	Overtime		10pm-6am
Control Center Sgt	Sgt	C	Fowler			10pm-6am
Control Center Officer	Ofc2	T	Wilson	Overtime	Collapsed from 6	10pm-6am
Control Center Officer	Ofc1	B	Garb	Overtime	@WMH awaiting CT scan	10pm-6am
42: Tower A Officer	Ofc2	D	Henken	Overtime		10pm-6am
41: Perim Pat/Fire Pat #1 Ofc	Ofc1	Sk	Medrano	Overtime		10pm-6am
71: Corridor Pat Officer	Ofc2	G	Krueger	Overtime		10pm-6am
65: Fire Pat #1/Perim Pat	Ofc2	M	Smith		@WMH awaiting CT scan	10pm-6am
65: Fire Pat #1/Perim Pat	Ofc2	M	Ruppert	Overtime	Collapsed from 17	10pm-6am

# OVERTIME FOR THE WEEK OF 10/17/2021

		1ST SHIFT	2ND SHIFT	3RD SHIFT
10/17/2021	OFC	17	28	15
SUNDAY	SGT	0	3	2
10/18/2021	OFC	16	25	15
MONDAY	SGT	0	1	2
10/19/2021	OFC	15	24	12
TUESDAY	SGT	0	2	5
10/20/2021	OFC	16	18	11
WEDNESDAY	SGT	0	3	4
10/21/2021	OFC	19	26	15
THURSDAY	SGT	0	3	0
10/22/2021	OFC	20	27	16
FRIDAY	SGT	0	0	4
10/23/2021	OFC	14	18	14
SATURDAY	SGT	0	2	4
OT TOTALS	OFC	117	166	98
	SGT	0	14	21

**From:** Kraemer, George M - DOC <[george.kraemer@wisconsin.gov](mailto:george.kraemer@wisconsin.gov)>

**Sent:** Tuesday, August 31, 2021 12:16 PM

**To:** Rep.Schraa - LEGIS <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>

**Subject:** RE: We need your help in the Dept of Corrections, second request

**CAUTION: This email originated from outside the organization.  
Do not click links or open attachments unless you recognize the sender and know the content is safe.**

Rep. Schraa

Even with the list of what has been done for corrections below we are still losing more staff then we are gaining. More needs to be done today not in the next budget. Is it so unreasonable for my family to want me home. We are working 16 hours day after day. It's no wonder the divorce rate for corrections is so high and now only getting higher . Hasn't there been enough staff blood on your hands based on these vacancies. Will it take a staff members life for you and your colleagues to make real changes? I urge you to watch some of the staff assault videos at WCI. Please don't dismiss this as "it's part of the job and risk." Running prisons this short of staff is nothing less than negligent.

SGT. Kraemer

**From:** Rep.Schraa <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>  
**Sent:** Tuesday, August 31, 2021 11:18 AM  
**To:** Kraemer, George M - DOC <[George.Kraemer@wisconsin.gov](mailto:George.Kraemer@wisconsin.gov)>  
**Subject:** FW: We need your help in the Dept of Corrections, second request

Dear Sgt. Kraemer:

Thank you for reaching out to Rep. Schraa regarding DOC vacancy. He appreciates hearing from you and thanks you for your service with the Department of Corrections.

Rep. Schraa has been aware of the vacancy issue at a number of correctional facilities around the state and takes these matters very seriously. He is concerned with the vacancy rates leading to unsafe conditions for DOC employees. We monitor the vacancy rates throughout the Department of Corrections quite regularly. Some of the rates are completely unacceptable.

While the state was working on the budget for this session, Rep. Schraa looked at various programs to address the vacancy problem throughout DOC. One of program is a \$5 add on for institutions with more than a 40% vacancy rate. Rep. Schraa also pushed for a length of service award for corrections employees. This is to reward people who have made the commitment of staying with DOC.

You are probably already aware that it was Rep. Schraa who fought hard for the raises in the last budget. He had wanted more then and had wanted another raise in this budget. There just wasn't enough support for another raise in the same agency, but he intends to continue the fight in the next budget cycle.

The Secretary's legislative liaison came to the office last week and informed Rep. Schraa that they are working with a consultant to address the vacancy issue.

Rep. Schraa is currently exploring a pilot program to give bonuses for DOC employees that refer friends or family members to the Department of Corrections.

Thank you for staying with the Department of Corrections; your work is truly appreciated.

Please feel free to contact us in the future with your opinions or if we can be of assistance in any way.

Respectfully,

**Nicholas Zabloudil**  
**Legislative Assistant**  
**53<sup>rd</sup> Assembly District**

608 267-7990

[Nicholas.Zabloudil@legis.wisconsin.gov](mailto:Nicholas.Zabloudil@legis.wisconsin.gov)

**From:** Kraemer, George M - DOC

**Sent:** Tuesday, August 31, 2021 10:19 AM

**To:** Rep.Schraa - LEGIS <[Rep.Schraa@legis.wisconsin.gov](mailto:Rep.Schraa@legis.wisconsin.gov)>

**Subject:** FW: We need your help in the Dept of Corrections, second request

Rep. Schraa

It is my understanding that you serve on the corrections committee. I am forwarding you the below emails related to corrections. I am looking for some answers and help. Could you also provide me a list of other committees that represent corrections and the committee members.

Thanks

SGT. George Kraemer

W3713 County Road H

Mayville WI 53050

262-623-0739

**From:** Kraemer, George M - DOC

**Sent:** Tuesday, August 31, 2021 8:05 AM

**To:** Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>; Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>; GOV Info <[govinfo@wisconsin.gov](mailto:govinfo@wisconsin.gov)>

**Subject:** RE: We need your help in the Dept of Corrections, second request

**Second Request**

Well WCI had yet another staff assault yesterday. This time it was a nurse. I heard the nurses face was cut. These assaults could be preventive if DAI and you my representatives would stop balancing money over safety. I again have attached the scheduled overtime for one week at DCI. DCI again needs to hire 427 shifts of overtime for one week. Try doing this with a 35% or more staff vacancy. I am also attaching a work schedule. Every time you see the word overtime you know a staff is working another 16 hour shift. If you see a gray line you know DCI collapse the post and ran the prison with less staff. What is being done to deal with the staff vacancy? I find it disturbing that neither of you have responded to my first email. I would ask you why?

Thank you

SGT. George Kraemer

W3713 County Road H

Mayville WI 53050

## OVERTIME FOR THE WEEK OF 9/5/21

		1ST SHIFT	2ND SHIFT	3RD SHIFT
9/5/2021	OFC	17	21	13
SUNDAY	SGT	1	3	0
9/6/2021	OFC	13	18	12
MONDAY	SGT	0	0	1
9/7/2021	OFC	17	26	19
TUESDAY	SGT	0	2	2
9/8/2021	OFC	17	22	19
WEDNESDAY	SGT	2	2	3
9/9/2021	OFC	20	25	15
THURSDAY	SGT	0	3	5
9/10/2021	OFC	21	25	15
FRIDAY	SGT	0	1	2
9/11/2021	OFC	16	24	19
SATURDAY	SGT	0	2	4
OT TOTALS	OFC	121	161	112
	SGT	3	13	17

**From:** Kraemer, George M - DOC

**Sent:** Saturday, August 21, 2021 10:41 AM

**To:** Sen.Jagler - LEGIS <[Sen.Jagler@legis.wisconsin.gov](mailto:Sen.Jagler@legis.wisconsin.gov)>; Rep.Born - LEGIS <[Rep.Born@legis.wisconsin.gov](mailto:Rep.Born@legis.wisconsin.gov)>

**Subject:** We need your help in the Dept of Corrections

Good morning

I am writing you regarding concerns with the Department of corrections. I have worked for the Department of Corrections for 23+ years. I started at Ethan Allen school and worked there for 13 years, which I enjoyed a lot. Unfortunately, Ethan Allen school was closed down in which I transferred to Dodge correctional institution in Waupun Wisconsin. In my earlier years in corrections I would work 400 to 700 hours of overtime a year. Some of this overtime I did appreciate based on being able to increase my income. But here's the new reality and problems in corrections. I am forced to take unreasonable amounts of overtime or get order to work it anyways. Taking it lets me pick the jobs and shifts I am more willing to work. We in corrections are simply wore out understaffed and tired. I currently have nearly 600 hours of overtime for this year and I am sure I will end up having to work nearly a thousand hours of overtime by the end of this year. My seniority used to protect me from being ordered which would allow me to reduce how many hours of overtime I had to work. This is not the case anymore at Dodge correctional institution or WCI correctional institution. My wife and kids spent the earlier parts of my years without their dad being home. As I grew older and had more seniority I assumed I would be able to work less and be around my family more. This is not the case we are crumbling and need help. Something needs to be done we are so understaffed and overworked. We work multiple 16 hour shifts week after week after week. How productive can a staff be after working even one 16-hour shift in a day. Now just imagine working 3 to 4 16 hour shifts in one week. We in corrections are walking zombies simply trying to go home sleep come back and work another 16 hours. It is unsafe for the staff, the inmates, and the public as we drive to and from work. What is being done to correct the staff shortages in corrections? Schools and daycares would not be allowed to operate under the staffing shortages that we have been dealing with for years. One of my thoughts is we should have a referendum. Let the public choose between paying higher wages in order to fill vacancies in corrections or release 20% or more of the inmates so the staff that we do have are safely able to manage them. Have we considered shutting down WCI? and moving the inmates and staff to surrounding Prisons. There has been enough staff assaults at WCI and it's only a matter of time until a staff or inmates are going to be killed based on these staff shortages. I would ask that you watch some of the videos of the most recent staff assault at WCI (07-06-2021) and other institutions. Something dramatic needs to be done. And it needs to be done today, not tomorrow not next week not next year.

Thank you,

Sgt. George Kraemer

DCI overtime for one week = 448 shifts

# OVERTIME FOR THE WEEK OF 8/22/21

		1ST SHIFT	2ND SHIFT	3RD SHIFT
8/22/2021	OFC	20	24	14
SUNDAY	SGT	1	1	1
8/23/2021	OFC	23	23	13
MONDAY	SGT	4	1	3
8/24/2021	OFC	25	25	14
TUESDAY	SGT	1	0	0
8/25/2021	OFC	25	21	17
WEDNESDAY	SGT	0	0	0
8/26/2021	OFC	17	22	19
THURSDAY	SGT	4	0	2
8/27/2021	OFC	17	20	17
FRIDAY	SGT	3	0	3
8/28/2021	OFC	16	25	21
SATURDAY	SGT	4	0	2
OT TOTALS	OFC	143	160	115
	SGT	17	2	11

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To whom it may concern,

My name is Lucas Meier and I am a Correctional Officer at Dodge Correctional Institution. I have concerns of the direction this department has been heading towards since I started in 2018. It is not my personal experience but I have heard by every single staff member with more seniority than me that we have been heading in this direction long before I got here and most likely long after I leave. However, with my personal experience with the Department of Corrections I can say that we stray further away from our mission statement seemingly every time I walk through the front door. I know this may seem like just another letter about how terrible the state lets these poor working conditions slide year after year and you're probably tired of reading these; but behind every letter is a brother or sister of mine that cannot enjoy their life to the fullest extent because they are working more overtime in a year than a lot of people work in their entire life.

The beginning of our Mission statement is "Protect the public, our staff and those in our charge." On April 16 2020, two violent criminals broke out of an understaffed maximum-security prison (CCI) and WERE IN OUR COMMUNITY! A situation that mainly stemmed from not being able to fill positions to properly secure a prison. Further, if you were to ask correctional staff here how they feel at work the last thing they would say is safe. Working multiple 16 hour shifts in a row dealing with the most uncooperative population the state has to offer is physically and mentally draining with no end in sight. We have had inmates brutally assault Officers or civilian staff and they get less time in Restrictive Housing than inmates who fight other inmates. This is not the kind of message our superiors should be sending to the rest of the inmate population. We are also constantly running a short shift because there is simply no one else to order. Which means that positions that are first responders/fire responders/key responders are not being filled. We had a fight recently on a Barracks unit (which houses 72 UNSECURED inmates) that only had one blue shirt responder. Luckily all staff was okay. However, the next time this happens who knows. I want you to put yourselves in the shoes of an Officer who gets brutally assaulted and when he calls for back up, one blue shirt who has worked multiple 16 hour shifts in a row and plenty more doubles that week/month/year is your responder on the other side of the Institution. Is that a position you would want to be in? what about a loved one of yours? This is a scenario that grows more and more realistic every single day. The only part of this fragment that rings partially true is protecting those in our charge. And only because we are so understaffed inmates have nowhere to go. We keep them locked in a cell for most of the day. Recreation is severely limited or canceled frequently. We have closed down the chow hall and any open setting for an inmate to eat their meals. Every meal goes to them in their cell. I guess that could be considered protection. From our mission statement, to our vision, to our core values; we cannot fulfill these tasks and continue to ask for help. We run a skeleton crew often, and it is not looking like it's going to improve anytime soon. We have had units just not have an Officer present on 3<sup>rd</sup> shift. That might sound crazy to you but it's becoming the norm for us. Across the street at WCI they ran the entire intuition with less than 10 staff. The city of Waupun is realistically a few key rings away from being flooded by approximately 800 inmates. A lot of which that have been deemed by the court to never return into the public eye again. Especially with the standards for hiring new Officers decreasing continuously that is entirely possible.

I, among many others, ask for your help. Whether it's though the compensation plan and companion bill or the National Guard relieving some of our duties. With the lack of staff and programs for inmates assaults continue to happen more frequently and severely. Your decisions directly impact life and death. Thank you for taking the time reading this e-mail.

Lucas Meier  
Correctional Officer





To: Assembly Committee on Corrections  
From: Patrick Wycoff Council 32 Executive Director and John Grabel AFSCME International  
Re: AB 828, AB 824 and AB 825  
Date: 1.10.22

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This memo outlines AFSCME Council 32's position on three bills before the committee on Tuesday, January 11<sup>th</sup> 2022. Unfortunately, we will not be able to attend the hearing in person, but are happy to answer any questions you may have before or after the hearing.

### **AB 828**

For your information we have included the memo AFSCME Council 32 sent to members of the Joint Committee on Employee Relations for their December 21<sup>st</sup>, 2021 meeting when they considered the state employee compensation plan and companion legislation as proposed by Governor Evers. Included in that memo are several letters from Correctional Officers around the state detailing their personal experiences as impacted by the dangerous staffing vacancies throughout DOC.

It is important to note the fact that Correctional Officers and other DOC staff are denied the freedom to form and join a union for the purposes of collectively bargaining and negotiating with their employer. This continues to be the central reason why pay, benefits and workplace safety at secure institutions have become so poor that Wisconsin is increasingly seeing vacancy rates of 30% and 40%. Increasing pay to more competitive levels is but one step in addressing what has become an ongoing threat to the health and safety of not only the people who are protecting our communities, but of our communities themselves.

As AFSCME communicated with JCOER, our union members are in full support of the legislature joining Governor Evers proposal to immediately increase pay at all secure institutions by \$5.00 an hour, as well as an additional \$2.00 an hour at maximum security institutions. AFSCME also strongly supports providing this increase with state GPR dollars to ensure that the pay increase is accounted for in future base budgeting calculations. Finally, AFSCME is concerned that as currently written AB 828 sunsets these raises at the end of 2023.

On behalf of AFSCME's members we urge the legislature to work with Governor Evers, DOA and DOC to implement meaningful, permanent raises to address the staffing shortages at DOC.

### **AB 824 and AB 825**

AFSCME supports the passage of AB 824 and AB 825. Conditions at many secure institutions are becoming increasingly dangerous and corrections staff are far too often becoming targets of violence by the people housed in state facilities. Providing additional penalties for battery of Correctional Officers and ensuring that records of these incidents are created and recorded with local law enforcement will send a strong message that our state and our communities stand with the people working on the front lines to keep us safe.

33 Nob Hill Rd  
Madison, WI 53713



608-826-1932  
[www.afscme32.org](http://www.afscme32.org)

To: Joint Committee on Employment Relations  
From: Patrick Wycoff Executive Director Council 32 and John Grabel AFSCME International  
Re: State Employee Compensation Plan  
Date: December 20<sup>th</sup>, 2021

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AFSCME Council 32, representing state employees across state service, including the Department of Corrections, Department of Health Services and Department of Children and Families, urge you to adopt the compensation plan and companion legislation introduced by Governor Evers in October.

During the pandemic AFSCME represented state employees have served on the frontlines of keeping our state and our communities safe. They have done so before vaccines were available, through variants, in confined 24/7 facilities all while seeing historic levels of vacancies and understaffing. There is no doubt that state employees being denied the freedom to negotiate and collectively bargain with their employer has eroded state employee compensation and made it increasingly difficult for the state to attract employees. This is most pronounced in the Department of Corrections, where high vacancy rates have created an exhausted workforce and dangerous conditions throughout the state.

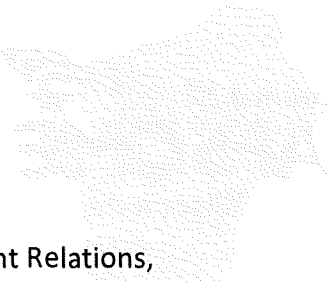
Governor Evers, members of this committee and the legislature took steps in the last biennium, and the most recent state budget, to address wages in hopes of reducing the worker shortfall, and our members are appreciative of those efforts. Unfortunately, the reality is that those steps have not been enough, and aggressive changes to the compensation plan need to be undertaken to recruit and retain high quality workers to the state's DOC and Security and Public Safety workforce.

Attached are messages received by AFSCME Council 32 over the weekend from members after Council 32 received word that the committee planned to meet on Tuesday. The include letters are from employees at:

Kettle Moraine Correctional Institution  
Taycheedah Correctional Institution  
Copper Lake and Lincoln Hills Schools  
Redgranite Correctional Institution

Green Bay Correctional Institution  
Mendota Mental Health Institute  
Winnebago Mental Health Institute  
Stanley Correctional Institution

The letters describe the challenges state employees face across Wisconsin, especially in the Department of Corrections, and ask that this committee work to enact the entire proposal set forth by Governor Evers. This includes the companion bill and the general-purpose revenue necessary to fund the plan. We hope you will consider their stories as you engage in your deliberations.



To the Joint Committee on Employment Relations,

I am writing to encourage you to pass the compensation plan. I started this job in 1991 when hundreds of people would take the test to become a Corrections Officer. It was a highly sought-after job with excellent benefits. I was proud to work as a Correctional officer for the State of Wisconsin.

In my 30 year of service I have seen many changes. I was able to coach my sons' sports teams and be active with his school. I was able to balance work and my family life. I don't know how you expect people to lead a balanced life when they are working 3 or more extra shifts a week. We need help.

When Act 10 passed we started to lose all of our benefits and received minimal pay increases. We started to lose good people. The state we are in right now is a direct effect of this. It took 10 years to get to this point. Passing this bill would be a step in the right direction to start keeping and hiring new employees.

Right now, we are losing good people to the county jails because of the large pay discrepancy. We are losing others to factories, who offer similar starting wages, better, more frequent pay increases. The majority of these factory jobs do not require you to work weekends along with multiple shifts per week.

The burnout rate in corrections is higher than ever. This affects everyone's quality of life and limited family time. Today men and women are doing this job, losing so much and they are not receiving the proper compensation.

CO II Randolph Merkes  
1496 Cattail Lane  
Fond du Lac, Wisconsin 54937  
Employee for 30 years KMCI

To the Joint Committee on Employment Relations,

I have been an Officer at Taycheedah Correctional Institution for over ten years now. I love this job and I am good at it. Unfortunately, I will be forced to leave it if something doesn't change dramatically now.

The high vacancy rate has taken a toll on me both physically and mentally. Several times in the last 2 years I have been forced to work double shifts (16 hours) four days in a row. There have been multiple times where I have arrived back at my home and honestly didn't even remember the drive home.

I was raised to work hard and to be where you are expected to be. I have worked so much that I am standing up to keep myself awake on my post while maximum custody inmates are walking around me. This is a very dangerous situation for not only myself but for the inmates I am responsible for as well.

In the last three years I have watched hardworking friends leave Taycheedah and find other jobs with higher pay and better hours. They are constantly asking me to join them. I have never wanted to go because I like this job and find it very rewarding.

Please help us by voting to pay us fairly for the jobs we do. We are the first responders. We are the "Forgotten Officer".

CO II KellyAnne Merkes  
1496 Cattail Lane  
Fond du Lac, Wisconsin 54937

To The Members Of JCOER,

My name is Luke Skic. I am a Youth Counselor Advanced at Copper Lake Lincoln Hills School I have been employed for 7 years. The reason I applied for this position is because of the great wage and benefit package and to help the youth under my care.

When I began my employment, staff vacancies were at a minimum. Since the pandemic we were considered essential employees. There has been more risks involved since this pandemic which has caused a vacancy rate well over 30%. The emotional and physical stresses this has caused on the employees has increased dramatically. The amount of hours being worked has put a toll on the employees both physically and emotionally. And it's a fact that when our bodies are run down like this we are more susceptible to medical issues such as Covid. Which then puts a burden on our fellow employees to cover shifts of sick employees. When units aren't fully staffed their safety is being jeopardize. This isn't only a burden on employees but their families as well. What makes me a good parent Also makes me a good counselor. I take pride in my position but within the last 2 years this has been challenging to keep a positive attitude for my fellow coworkers and to the youth to witness.

In order to retain great dedicated employees and to hire qualified candidates our compensation plan has to be more competitive within the Department of Corrections. This isn't just a trend within department. It's a national trend with every industry. I believe the Wisconsin Department of Corrections wage and benefit package isn't competitive compared to other states or within the the same line of profession. We need to increase our rate of pay to compensate our hard working front line employees that sacrifice so much back to the state of Wisconsin by protecting the safety of the community and youth under our care. This is our daily mission when we walk on this state property every single day.

Please highly consider passing Governor Evers state employee pay plan along with the companion bill, to increase pay for Correctional Officers across Wisconsin and bring down the dangerously high vacancy across the state.

Sincerely,

Luke Skic

To the Joint Committee on Employment Relations,

My name is Aaron Gravunder I have been a Correctional officer for 23 years, and I currently work at Redgranite Correctional. I am writing this to bring to your attention of the serious problem we have in the Department of Corrections with SEVERE Staff shortage's at all facility's across the state. RGCI when fully staffed has approximately 150 Sergeants and Officers but currently we are at a 18.9% true staff vacancy which requires RGCI to hire prescheduled overtime. RGCI had to hire 167 8 hour shifts of overtime for next week. We have approximately 30 Sergeants and Officers that will be retiring in the next 3 years that are either at the age of retirement or just tired and wore out from the grind of the job. We also have many staff stating they are going to find a different job because they are tired of the extra hours they are ordered to stay for. They question why they would stay at a job where their life is in danger everyday for \$19.00 an hour when you can currently go work in fast food for a starting pay of \$15.00 an hour or a factory for \$21.00 an hour? We experience verbal abuse, threats of physical harm, respond to fights, suicide attempts, illegal drugs coming through the mail, all these things are potentially life threatening, and for what? Correctional Officers put their life on the line everyday but aren't respected enough to get the pay we deserve. Without people like us where would all of the individuals that commit crimes go? We do our job to protect the community, now I'm asking you to protect my quality of life. The stress level of the job is at an all time high and has directly affected my quality of life, I currently work 30 to 40 hours of unwanted overtime every 2 weeks and continually miss out on family time because of the unwanted overtime. Some of my fellow correctional brothers are working much more overtime, some they want but most they don't. In November RGCI lost an incredible Correctional Sergeant in Aaron Murphy, Sgt Murphy loved to go to the gym and workout with his young son but this year he was working a large amount of overtime to just try and take the pressure off some of the other staff getting ordered for 16 hour shifts which took away from his gym time. On November 17<sup>th</sup> Sgt Murphy had a massive heart attack and passed away at the age of 52. The current age for life expectancy for Correctional officers is at the young age of 59. Every Friday for the last 3 weeks we have all received an email from our Supervisor's asking if we could go to Columbia Correctional Institute to help out because they are at a "Critical Staff Shortage" RGCI is also required to send 2 staff every 2 weeks to Waupun Correctional to fill staff shortage's and in January of the new year we will be required to send 3 of our staff to WCI. The staff shortage is definitely at a "CRITICAL LEVEL" and it is extremely dangerous for all staff, PIOC's and the general public. The state employee pay plan along with the companion bill to increase pay for all Correctional officer must pass we need to bring in new staff and keep the current experienced correctional officers we have now. This job has always been a very dangerous job but it is at an all time high now.

Sincerely,

Aaron Gravunder

To the Members of the Joint Committee on Employee Relations

15 short years ago I began this career in security at Kettle Moraine Correctional Institution recommended through a friend's father while eating breakfast at a diner. Many things have changed in that time. KMCI had a full staff with 0% vacancy rate, health benefits and retirement were beyond amazing as doctor's visits and prescriptions were little to no cost. Fast forward to the implementation of Act 10 and that friend's father along with countless other senior security staff left state service as quick as they could to which we never recovered. Benefit costs quickly added up with nonexistent pay increases for the better part of a decade. Those job conversations with friends and family ceased to exist of recommending this as a career and our applicant pool and ability to retain staff has dwindled.

Next, we begin the age of Covid and overtime burnout as security staff worked around the clock filling in for other security that fell ill in another endless cycle. Again, more staff left as the hours are too much to overcome for families and individual's burnout. We have come to an aging security staff that is beginning their time to retire with nearly no new staff to replace them. Of the few that apply most new staff do not make it past 1 year of service. Secretary Carr spoke about having to compete with Kwik Trip and Walmart as their employees are making \$23 an hour and Corrections are only making \$19 which made televised news about the crisis level of short staffing. Many entry level professions have surpassed corrections in pay as we stood idle and unable to recruit or change with the times. To talk of advertising on billboards and milk trucks shows how unequipped we are to deal with this staffing crisis. Nearly all other professions have safer working conditions where they do not have to worry about being assaulted and making it home to see their family free from the burning effects of pepper spray or the bodily fluids being thrown at you. Now you add in the long hours of forced unwanted overtime and you begin the cycle downward. Many staff are having to work 60-70 hours a week which is about to get worse as we have 13 known retirements. I myself have averaged 65 hours of work per week in 2021 and anticipate 70-80 hours a week in 2022 due to the massive vacuum of staff leaving. This is a lot of time not spent with family all while working a majority of weekends and holidays. My Christmas Eve and Christmas Day will be spent working 16 hours with coworkers and PIOC instead of children and family. I myself have been asked several times after missing family events to reevaluate my career choice.

August 3<sup>rd</sup> 2021 the State of Wisconsin had 889 vacant security positions representing a 19.2% vacancy rate. Fast forward only 4 short months that number has jumped to another 212 Security Staff that have left this field. The latest update now shows we have 1101 vacant security positions representing a 23.7% vacancy rate. This is an unbreakable cycle unless JCOER can act in a drastic fashion. We have already begun collapsing numerous positions reducing the number of staff that are able to respond to serious incidents and have had to resort to upper management filling the void of working frontline positions. If JCOER is unable to act in a substantial manner our security staff is vulnerable to a catastrophic collapse. As slow as the bodies of government can be to come together in unity for a decision, I am yet hopeful that this is the time in which they can act with appropriate measures before we are beyond repair. In short, this low level of compensation has proven unsustainable without substantial action given the sacrifices our Officers and families continue to make.

Paul Bilgrien, KMCI

December 18, 2021

To : Members of the JCOER Committee:

From: KMCI Correctional Officer II, Patty Schmitz

I would like to express my sincere concern for what may happen if the additional compensation of \$5.00 is not awarded to the protective staff in the DOC. The staff are already severely overworked, and underpaid for the risks that we have been willing to take. If the announced budget proposal doesn't become a reality, I am afraid that there will be a mass exit from the weary staff that are hoping for two things: A monetary recognition for our commitment to the DOC, and relief from the constant forcing and lifting of protections. This can only happen if the job is more desirable than a cheese factory that continually advertises starting pay from \$25.00 to \$30.00 to start. Why would anyone be willing to be forced for sixteen hours several days in a row, some more than three days, or forced the day of, when you can earn more and know you get to go home. Have you had to take scheduled overtime to protect your time off with your family? That family time is also after working 16 hours, so you are merely present; not able to actually enjoy the time because you are dead tired, and usually work the next day again, and usually another double. How many times have you worked 48 hours in 3 days, or worse 64 hours in 4 days? Protections are there for a reason, to protect the staff from being burned out, but they seldom exist in corrections anymore. This is not healthy for anyone. I know personally, after 24 years of service, how detrimental all these hours are to one's health.

At what point will you stop sacrificing your staff's health and keep protections in place? They should never be lifted, yet we are stupidly working, so we are not penalized. Nobody should be forced to work more than 12-hour shifts. Legally truck drivers can't, yet we are on the roads after a 16 hour shift more often than not. How safe is that for us to be driving when you can't remember half your ride home. How safe is that for the public? How many accidents are caused from officers falling asleep?

Considering that these are 24/7 positions that need to be filled, staff's safety is also at risk when positions are regularly being collapsed. There is nobody left to respond to emergencies on the units, for staff or person's in our care. PIOC's know that we are understaffed and are being bolder because they know that their sanctions, if any, will be cut in half, mostly due to the lack of staff. The shifting of inmates from maximum custody to medium before they should be is also setting us up for higher risks. We won't be able to respond when they are in the wrong setting, they act out, cause fights, and something even worse happens.

The risks of contracting COVID is much higher in this environment as well. You constantly remind PIOC's to wear their mask and some won't comply. This exposé increases our risk when our immunity is already lower from pure exhaustion. We are essential workers that have not been compensated for our risk level.

Please consider this from staff that know if the pay doesn't increase, the vacancies will increase and there is no incentive to work in corrections.

Sincerely,

Patty Schmitz



To the Joint Committee on Employment Relations

This is C.O. Frappier President of Local 32, GBCI. I've wondered long and far about what to do to get people interested in working for the DOC. I'm not much for narrative so here are my points;

- 1) A 2 and 2 increase won't bring people flocking to the doors to be treated with hostilities from inmates, supervisors, or the public even in some cases.
- 2) To walk in the front door and have to wonder out loud if I may have to work a double today.
- 3) And this is the main part of " may have to work a double". I have to play my cards exactly right. If I choose to work a double today can I sneak out of here the rest of the week without getting forced.
- 4) Or do I have to get forced in order to not get forced for a day in the week that I really need to be off for.
- 5) I used to help coach the JV wrestling team. But had to tell the team I couldn't make it anymore cause of overtime was a real challenge. So instead of taking a force which I know is going to happen I take prescheduled to try and avoid the force the day of the meets. Sometimes it worked sometimes it didn't. Then I get to try and explain why I couldn't be there to help the kids out on the mat.
- 6) My son has Asperger's/ADHD and has episodes. I get calls from the school often. The last one he told his teacher that he wasn't "\$#!%\*@" talking to them. And here I am at work on overtime over an hour away. I live near Crivitz and work in Green Bay.
- 7) But I have to be at work. There is no compromise. If you fail to show or leave early you get forced the next opening. No excuses. That's not worth 2 percent.
- 8) And any temporary add on only adds insult to injury. Getting money now only to get it taken away later is pathetic.
- 9) You can't talk about problems without having an answer...so here goes.... Accept that we are first responders, we worked through COVID. Accept the fact that without us there would be a lot more criminality out in your neighborhood. I realize that we don't keep the dangerous felons off the street... Oh wait...yes we do. Accept the fact we have the legal right to use deadly force on another to prevent escape, serious assault, serious damage to property. Accept the fact that we are officers appointed to help the State of Wisconsin.
- 10) 2 percent and 2 percent plus the \$5 and \$2 add-ons to be permanent will bring new staff in the doors. More importantly it will keep the senior staff here a bit longer to train the new staff and help them learn that the blue shirt you put on before work does not make you superman. And trust me.....that is more needed now than ever before.

Chad Frappier – Green Bay Correctional Institute

To the Joint Committee on Employment Relations;

My name is Jordan Thomas. I have been a Psychiatric Care Technician at Mendota Mental Health Institute for just shy of 11 years. I have spent 7 of these years working closely with the training department training new staff in IOC, Mendota's verbal de-escalation and physical restraint program.

The skills required to do this job effectively and safely take time to develop. Our poor staff retention and high turnover rate mean we are not only short staffed in numbers, but also in experienced staff who are capable of mentoring new staff in developing the necessary tool set to do this job safely and effectively.

For the past three years I have taken on the additional role of "NEO Guide", which is a mentorship program implemented to provide new employees an open channel to experienced staff, for the purpose of staff retention. The results of this program, unfortunately are not what we hoped for. We are fighting a losing battle, as evidenced by the presence of agency nurses on temporary contracts and the National Guard on assignment to assist with our current staffing crisis.

The high stress, physical danger and overloaded work schedule are proving too large a problem to be corrected internally. Put simply, new hires and existing staff are not willing to do it for the pay provided.

I fear we are at a critical juncture. We're watching a negative feed-back develop. The longer we are understaffed and underpaid, the more staff leave to reorient their work life balance, leaving more burden for remaining staff to carry...driving more staff out.

Please help end this feedback loop and approve the proposed legislation.

Thank you,

Jordan Thomas

To Joint Committee on Employment Relations,

My name is Mason Jacobs and I am a Psychiatric Care Technician employed by DHS at Mendota Mental Health Institute. I have been employed with DHS since 2015 with time spent at Sandridge before moving to Mendota in 2017. In my time working for the State I have never seen or experienced the shortage of staff and in ability to retain staff that has happened over the last year. I believe there are many contributing factors to this issue. 1<sup>st</sup> of which is the dangerous working environment with the clients that are remanded to the secure facilities in the state. I personally have been punched, bitten, spit on, had my genitals grabbed and urine thrown at me. I feel that the job we perform is a of vital necessity in order to help maintain public safety, but because of such a risk for violence in the job setting it is understandable why staff would chose to leave and go work at other jobs with less apparent risk. The pay wage at state wide institutes with the high risk of violence involved is not worth the inherent risk to many when you can go the private sector and make upwards of \$20+ an hour without the risk.

The high vacancy rate has caused even more staff to leave due to being mandated to work "forced" shifts. Who wants to come to a job where 2-3 times a week you come in for your shift and are told you have to stay for longer than you had planned on. This can take a toll on people in the personal life as well as professional life and ability to care for the clients we are responsible for. When you are being mandated to work 16hrs a day your ability to stay sharp and aware of your surroundings is drastically reduced and the potential for accidents or violent attacks goes up. The individuals we work with have nothing but time to watch staff and see when there is a weakness with them and ANYONE who is constantly required to work more than their scheduled shift will lose the necessary ability to be fully aware of their surroundings.

In Conclusion without the passing of the Comp Plan and Companion Bill there is little doubt that the ability to retain and hire employees will continue to be difficult. Staff will continue to be forced to work more than scheduled shift excessively and be put at a higher risk for violent attacks. What would happen if the State lost another 15% of security employees? The passing of this bill should not even be an issue and this needs to become a bipartisan passing. The safety of the Public, Staff and Clients is and should be everyone in here's concern.

Thank you for your time,

Mason Jacobs

12/19/2021

To the Joint Committee on Employment Relations,

My name is Jessica Nachtigal and I have worked at Mendota Mental Health Institute (MMHI) as a Psychiatric Care Technician for over eight years. In the years that I have worked at MMHI, the staffing shortage that has led to our current staffing crisis has never been this bad. The low staffing numbers, that have only been exacerbated by the pandemic, are creating numerous issues at institutions throughout the state. Low staffing has resulted in increased forced shifts/mandatory overtime and burnt out staff which is detrimental to institutional safety. When staff are working so many additional hours, we are unable to get adequate sleep before we have to be back to work for our regular shifts. This increase in forced overtime also affects staff's personal lives, as we are away from our families for many more hours. Many staff are doing as much as they can to fill overtime shifts that are available but it is never enough to fully staff the institutions. Many staff have left to find other employment throughout the pandemic because of the strain of working in these dangerous environments. We are strongly urging our legislators to pass the Compensation Plan and Companion Bill to give our overworked staff the raises that they deserve and in hopes that it will help retain the staff who are working so hard throughout the pandemic. These raises would also provide an incentive for new staff to be hired to help us during this difficult staffing crisis. Please do your part and vote to pass Governor Evers' state employee pay plan, along with the companion bill, to increase our pay in prisons and institutions across Wisconsin and bring down the dangerously high vacancy rates across the state.

Jessica Nachtigal

Psychiatric Care Technician-Mendota Mental Health Institute

To the Joint Committee on Employment Relations,

My name is Sean Heiser. I work at Mendota Mental Health Institute as a Corrections Officer. I have over 35 year's seniority at Mendota. Since the pandemic has hit, we are currently down 15 positions in a 40 person work force. Forcing in our department is horrendous. People are getting forced 3 to 4 days a week. Sometimes posts get collapsed making a bad situation worse. We have had more situations of patients running off units and more staff being assaulted. In all my time, this is the worst that I have seen it at Mendota. Except for 7 years, all of my seniority has been at Mendota.

Mendota was a decent place to work at, lots of camaraderie, staff cohesiveness, and lots of experienced staff to work with. Now, most people less than 1 year experience and some around 5 to 10 years' experience. With the exception of 3 or 4 people, I have the most seniority/experience at Mendota. Low pay, bad working conditions all add up to low morale and high turnover rates. While the pay may not correct all the issues, it will help stabilize it enough to bring in the more experienced and higher quality caliber of staff that is needed to work in this challenging environment.

One thing to take into consideration is that all employees are paying for their retirement, health insurance and other insurances. On average, a single person will pay between \$400 and \$500 monthly while a family person will pay between \$500 and \$700 monthly. Averaged out, at \$500 monthly that is \$6000 annually divided by 2088 hours (which is what a FTE works annually) equals a loss of hourly pay of \$2.87. That doesn't include overtime wages which causes your retirement calculation to go up. So a brand new employee coming into state service as a Correctional Officer or a PCT is making \$20 an hour, they are actually only earning \$17.13 an hour. I can go work at most places making \$18 an hour and not have to be forced 3 times a week, have nights and weekends off, and not have to worry about being assaulted on the job.

The compensation plan that is being proposed by the Governor's Office and the Department of Administration will go a long way to making Mendota a better and safer place to work.

Sincerely,

Sean Heiser

To Joint Committee on Employment Relations;

I am writing in regards to the staffing issues state agencies are facing, particularly Winnebago Mental Health. As a nurse working many 16-hour shifts, I can tell you it is affecting not only staff, but patients as well. The emotional and physical toll this is taking on all of us is at times, debilitating. Having worked state service for seven years now, I can personally and honestly say I have never seen morale so low. I would like to make you aware of some concerns from a nursing point of view. As a nurse, I take great pride in being empathetic to not only our patients, but my co-workers as well. I have both seen, and experienced, tears flowing from pure exhaustion. Working multiple 16-hour shifts days in a row is not only unsafe, but also unhealthy. I learned in nursing school that the body needs 8 hours of sleep for optimal functioning. That amounts to 72 hours a week. My co-workers are only getting 8 hours a day to drive home, spend with their families, run their errands, and then find time to sleep. I can tell you in the past three days, I have personally only gotten to spend 20 minutes with my family and have only gotten approximately 13 of the 24 hours of sleep I should have gotten. When dealing with some of the most violent people in the state, this can have catastrophic repercussions. It only takes a slight distraction for a psychotic person to take advantage and cause some serious harm to either themselves or a staff member. I urge you to take a look at Winnebago's injury reports to see just how many staff are currently out or on light duty due to injury. Staff morale is at an all-time low. The once happy conversations between staff have turned negative. This has not gone unnoticed by the patients. Staff are shorter-tempered which can affect how patients are treated. There are times I wonder if staff even care anymore, which brings me to my biggest concern regarding all of these forced shifts; my nursing license. PCT-A's work under my license. If they are not alert or in a poor mental state, accidents can happen. Accidents that ultimately fall under my license. I worry about my own mistakes that could happen as well. I deal with high risk medications all the time. One wrong med error could take the life of a patient. I do not think the excuse "I was tired" would hold up in court. These are just a few things that have crossed my mind. I could go on and on about what "could" happen in this environment we work in, but at this point, I feel my words are just words, and they fall on deaf ears. This is ultimately, why I am writing though. I hope to help you understand the exhausting conditions state employees are working in and hope you give serious consideration in compensating state workers fairly. We need some relief and if higher wages will bring us help, I am begging you to consider it.

Sincerely, Kim Truckey, RN

To Joint Committee on Employment Relations,

I currently am a psychiatric Care technician advanced at WMHI. I am writing this letter with much concern for the future of our facility and our staff. I have a few points to touch upon so please bare with me. First off I urge you to consider passing the pay raise for facilities like ours. It may help retain our already existing staff, most of which are exhausted and at wits end. It will also help bring people in to help relieve our severe force rate we've been dealing with for almost a year now. So I urge you to please pass this, you'd be helping retain and bring in staff. Next up, I am begging you to please address the high vacancy rate in these facilities. All these openings are creating outrageous overtime rates. Forcing people 5-6 days a week into their days off and vacations. Making people like myself literally vomit on the units due to pure exhaustion. Working that many days in a row is not safe for anyone's body or mind. Making staff zombies to only end up getting hurt by patients putting them on alternate duty. Sometimes leading them to quit. Or even have accidents on the way home causing harm to others and themselves. Please, please address this issue. When staff ask the higher ups they end up blaming us to where we feel unheard to the point where we just stop talking because what's the point. We're ignored anyway. I've never seen these surveyors that they claim walk through, but if I did I'd have a few choice words. But then again I work night shift and that's the shift that's pushed aside because we don't matter. Even though we're hit the hardest with the Forcing. Walk through on nights, I beg you. But I forgot, things only happen from 9am-5pm. Having been forced so many times into days off and every single day. I've missed multiple funerals, birthday's, anniversaries, & weddings. How is this fair? How?! There is no work life balance. We're missing our families! Also having higher ups deny us trades on weekends to fill the spots they never offer to help with doesn't fix our situation it fixes theirs! They get to work Monday- Friday 8hr shifts and enjoy their family and fun time. Leave the rest of us to end up resenting the job they used to have a huge passion for. This situation causes call ins and refusals because people don't want to miss things that could easily be fixed by having trades and more staff here. By restricting staff schedules more and more and forcing staff that have already worked their shifts and more staff are disheartened. Causing this vicious cycle. Please do something! Staff being tired and broken mentally is making managing the patient population impossible. Staff can only handle being called so many things and being beaten on for so long without a break from this place. We're all at wits end, and our mental health is at stake and it appears no one cares. We can only take so much before our therapeutic side is so worn down it's almost impossible to care for other people. Our family's are suffering because we sleep and work then go back for more making us short with them and patients. Why has nothing been done? Why have "all claims been unsubstantiated"! That's impossible! Finally, expecting healthcare workers to work like this in this pandemic and threaten their jobs if they don't comply is ridiculous. A year ago our facility didn't even have PPE but now bullying us to get vaccines and having us use our own sick leave if we do get this illness is horrible. Last year people were given the 10 day grace period of they had the illness. It was part of our jobs. Now if we get it and don't have the leave then we get in trouble? What is that?! We've had to expand units when we already have a staffing shortage causing even more forcing. We've had to isolate units that had exposure causing patients to sleep in seclusion rooms and dayrooms. In not sure what needs to be done, but something needs to be done.

Thank you in advance for your time,  
Andrea Gilbertson PCT-A

To the Joint Committee on Employment Relations,

I am a nurse at Winnebago mental health. I am 17 weeks pregnant with twins. I have been with Winnebago since January of 2021. The high vacancy rates for nurses has caused me to work an excessive amount of hours since I have started. I've missed family events, time with my kids, and friends. I barely sleep on my days off because that's when I have to schedule all my appointments and get all my errands done. I've had to reschedule appointments due to forces/pre forces. Between shifts I am getting anywhere from 2-6 hours of sleep and that's it. I haven't eaten a healthy meal in months. Some days I go all day without eating more than a handful of goldfish and chugging a bottle of Gatorade. I am not meeting the health requirements I need for a healthy pregnancy and lifestyle. The high vacancy rates have caused us to suffer mentally and physically. Every direct care personnel is over worked. 2-6 16 hour shifts in a row week after week is draining on the body and mind. We become short tempered with our patients. Charting gets missed amongst many other things. We are less vigilant causing a more dangerous workplace. Our patients are already aggressive. Our bodies are physically tired and our reaction time is slowed due to the lack of sleep and the excessive worked hours. The high vacancy rates have brought the national guard in to help us. But they only received a fraction of the training we have and are not always prepared to face what we face everyday. Just the other day, being a 17 week pregnant ; 4'11" woman, I had to do a 1 man take down on a psychotic patient alone while a guard stood by watching me struggle as this patient fought for her life to get out of my hold. The guardsman froze up. They didn't know what to do. I could have lost my babies. The patient could have attacked so many people and gotten hurt herself. The state needs a better solution for our mental health patients. We are in a crisis at Winnebago. We have no help from the counties in our state. The people sent to help us aren't going to be here forever. Some of the hospitals from around the state are being told to send us all of their Covid positive patients seeking psychiatric care regardless of the severity of their psychiatric needs. Many of these patients don't belong here. Our Covid population at Winnebago fluctuates so much. We are constantly opening and closing units. Our admissions at Winnebago surpasses every single mental health institute and hospital in the nation by a landslide. Our staff are getting severe injuries everyday. Then we have our hire ups telling us to hurry up and heal and get back on the floor? The injured staff are barely healed before they come back. And as soon as they do come back they get reinjured because the injury hasn't had enough time to properly heal. Some of our staff are in administrative leave and have been for months. When I say months I mean 2-8+ months. There is not enough substantial evidence to keep these people at bay. They are good workers and have not been ok'd to return to work. We are tired. We are shedding blood, tears, and sweat for our patients and each other day in and day out. It feels nobody hears our voices. Our screams for help are muffled by all of our superiors.

Pang Yang



To the Joint Committee on Employment Relations,

Please take a moment to consider the way that security has been gutted at Kettle Moraine Correctional Institution due to the staffing crisis. This is a crisis that has been building for years and the legislature has ignored the fact that we are no longer operating in the best interests of the state – Towers are routinely closed along with other critical security positions being collapsed such as transportation, maintenance, school and patrols. When looking at the weekly schedules- hired/ ordered overtime has commonly reached 249 jobs, that's 8 hour posts. That means that multiple officers are being forced to work doubles every day of the week as well as being ordered to come in on their days off. Hopefully this puts things a bit more into perspective on the realness of our staff shortage. By the grace of God it is truly amazing that nothing has happened, no one has gotten hurt. The remaining staff are doing their best to maintain the security and safety of Kettle Moraine Correctional Institution! Sadly, they have had to shift their concern from protecting the public right now, our main concern has to be to just protect ourselves! Management's answer has been to go ahead and form more committees, but if the people in charge were truly listening they would not need any committees at all!! This started with the ACT 10 gamble that proved to be a losing bet and it is the tax payers- us- that are taking the biggest hit. We have some of the brightest people in the right places and others who fill jobs just to get to the next step on the career ladder. Our "leaders", the real people in charge, THE WISCONSIN LEGISLATURE needs to start taking charge and stop the drain of experienced staff or you will never be able to recruit new staff. When senior staff like myself propose solutions, the Warden said to me "Why don't you become the person in charge then?" Well now, I simply told him "Warden, that would never happen, I would have to fire too many people!"- No response just go back to work. Work your doubles, your days off and find some of your friends to come and work here. The Department of Corrections is hurting, staff are burnt out, they're done- exhausted. Management can claim they are about retention but all we hear about is how can we get new staff? It goes deeper than just throwing money at employees- but that is a good place to start. You have the opportunity to start today with raising pay to a level that may attract new staff, but more importantly, you need to stop the exodus of senior experienced staff that are leaving every day. I will be joining that queue because I can no longer ask my family to sacrifice the way that they have for the past few years. But I will always care about my co-workers and my conscience would not let me sleep at night if I did not at least make the effort to try to help them. I am begging you all to please get your heads out of the sand and start FIXING the problem in the DOC and to do it before we have a death, disturbance, escape with innocent victims harmed or other catastrophe.

Sgt Steven Trippler Kettle Moraine Correctional Institution.

January 8<sup>th</sup>, 2022

Wisconsin State Assembly

Corrections Committee

RE: LRB- 4435, LRB4434 & LRB 5637

Greetings to All,

This statement is regards to the bills currently being discussed as they pertain to the Department of Corrections/ Juvenile Corrections.

My history with the Department of Juvenile Corrections Started on June 12<sup>th</sup>, 2017. My first day on post, after the academy, happened to be the same day as the ACLU injunction went into force. I started as a Youth Counselor and promoted to Youth Counselor Advanced. Currently working in a living unit. Over the last four and a half years I have seen many changes. Most of which were not as good as intended and have made the working environment at Lincoln Hills and Copper Lake schools less safe than it was before the injunction went into force. Less safe for staff and youth.

Oleoresin Capsicum or OC Spray is a tool that used correctly has proven to be a safe and effective means to control violent situations. Or in layman's terms "it works fast and isn't known to do permanent harm". I personally have used OC Spray in situations that have required it. I also have been the recipient of OC Spay during incidents. I believe that only a few trained personnel should carry it and it should be available on all three shifts. Those staff members meaning Supervising Youth Counselors and Rapid Response Team members.

Staff assault do happen. The problem is that the Youth in Our Care will get charged for the offence, but the time will be served concurrently with the time being serve at the facility. This does not deter a youth in anyway. When I attended the DJC Academy we were told that if a youth assaults staff the youth could get up to five years added to their sentence. This may be true but if the youth can still go home when discharged from the DJC the time means nothing to them. Adding real time in prison will decrease these types of events.

The State's ability to retain DJC staff will be increase by approving these two bills. The third bill will help as well. Current market conditions are not in the states favor. Any staff member can obtain gainful employment without the stress and forced overtime. The American Rescue Plan Act has funds to help in this area. I believe it is the State's obligation to use these funds wisely and to plan for the future of corrections accordingly with these funds. Other states, like Nebraska, are offer much higher starting salaries. The State of Wisconsin has opportunity to do the same with these funds.

In closing, I love my job. I have never had more personal growth or been more satisfied with a job. I will continue to work with and for the Youth in Our Care. I know the DJC has be transformed into a better solution. I am committed to this transformation. Please feel free to contact me with any questions that you might have.

Without bias,

James Joyce

There is your dagger. Those were the four simple words I got in a message from a friend of mine who works at Fox Lake Correctional Institution after the JCOER hearing on Tuesday, December 21, 2021.

We're not here to talk about lost productivity in a factory or slow service at a restaurant due to being short staffed. We CAN'T turn off the lights and close the doors of our prisons. We CAN'T just be open for lunch on weekends.

As of 11/06/2021, Wisconsin had 388 officers and sergeants with 25+ years of service, and 599 officers and sergeants with 20-25 years of service. Those 987 people represent 27.9% of our currently filled FTE positions, more than one out of every four, and these people are planning to retire, some of them very soon. After the "dagger"? What do YOU think is going to happen?

We must keep our senior staff long enough to hire their replacements. Our academies need time to fill the tub and a carrot capable of precluding people from saying, "I could never do your job." We already have over a thousand vacancies. We're on the cusp of DOUBLING that number. We're facing a potential 50% vacancy rate across the state. Wisconsin cannot afford to NOT make corrections competitive again in the job market. We can't afford NOT to provide incentive for its current security staff to stay.

On July 20, 2015, Fox 11 Investigates reported, "In July of fiscal year 2010 there were just 88 full time guard openings at the state's 21 correctional facilities." As reported last week, of the 4,641.25 current full-time corrections officer and sergeant positions in Wisconsin, the DOC reports 1,117 of these posts are vacant, an increase of 11,500%.

In fiscal year 2010, corrections reported just shy of 60,000 hours of overtime due to position vacancies. In fiscal year 2019, that number was one million, twenty-eight thousand, seven hundred and seventy-seven, more than sixteen times what it was ten years prior.

It wasn't like this when I started in October of 1994. It wasn't like this when I transferred from Dodge to Taycheedah in 2007. Heck, I had to WAIT to transfer to TCI because there were no immediate sergeant openings there at that time. And I remember the name of that sergeant that left to go to Green Bay, creating that opening for me.

Our Corrections Academies have struggled mightily over the course of the last decade to "fill the tub" with enough qualified and devoted recruits to erase the vacancies we have today. And yet, it doesn't matter how fast the flow or the quantity provided – the losses continue to outpace the intake. Wisconsin is losing more security staff than we can hire, regardless of how we advertise for the DOC.

I don't know how many people have been writing, visiting, calling, e-mailing all of you over the last decade about this vacancy issue – an issue that didn't sneak up on anyone. There has been plenty of opportunity in the past ten years to prevent the tsunami of resignations and retirements predicted so long ago. The absence of remedy has been – and still is – devastating.

Prison is already an inherently dangerous environment even when fully staffed. With virtually one out of every four positions currently vacant around the state, with security posts routinely collapsed because of staff shortages, it's exponentially less safe for staff, the inmates, and our communities.

It's going to get even worse, and quickly, unless serious remedy is administered immediately.

"It'll be paid for – if so-and-so does this, or if such-and-such happens." Is that right? "We want to, but..." Please. Stop this. Wisconsin needs AB828 passed and implemented now, but there can be no sunset on the additional compensation if we expect to keep people in uniform and on the job. It needs to stay, and it would be more effective if it were cumulative.

From the wardens meeting at Dodge Correctional Institution on February 20, 2013, the minutes regarding officer recruitment reflect, "People are still looking at the bottom line of what they are taking home." Nothing has changed in that regard.

Actually, no. That's not entirely true. Something has changed. Our people are conducting their own cost-benefits analyses, and they're finding out it's not worth the loss of a work-life balance. We NEED the help! You see, so many of us are spending

DO STERNHOUSE

more time at work than we are anywhere else. This hasn't been a short-term thing. Every single day, people are showing up for work and expecting to be there for sixteen hours. In many cases, it doesn't matter if you did a 16-hour shift the day before or if you have a 16-hour shift scheduled for tomorrow. You're not going home. Every single day, you have that hanging over your head. You're not going home. Not only are you not going home, but you're also expected to do more with less help because – well, the work load isn't getting any lighter, and the staffing pattern isn't what it's supposed to be.

How long has it been since you toured a prison? Spoke with the people running the housing units? Talked with the inmates about what they've had to give up because – there aren't any staff available to stand meals, to watch recreation.

How far are some of your blue shirts driving to get to work? How safe is it for them to drive after finishing their third, their fourth, their fifth 16-hour shift in a row? Who's raising their children? Who's doing their laundry? Who's taking care of their pets? Who's mowing their lawn, shoveling their sidewalks, preparing their meals, maintaining their vehicles?

And it snowballs. When one of us takes off the uniform without someone else taking our place, the work load increases for everyone left behind. It might be one spot on the payroll, but it's so much more than that. It's not just the one vacancy that needs to be filled on the shift schedule – it's also the positions that officer or sergeant used to work on overtime during the week as well. One person carries their own weight – and then some. And when that one person leaves,...

Okay, let's switch gears here. In addition to competitive compensation rates, there are other ways we can improve the carrot that entices people to sign up for a job so many could never do. For starters, capping the pay grid at 20 years serves as no incentive for our experts to remain in the uniform. Someone with 30+ years making the same as someone with 20 years? Consider the costs of establishing benchmarks at five-year intervals from 20 years and up when compared to advertising, recruiting, processing, and training new cadets. Every one of those 987 retirements stalled is one less position our corrections academies need to fill immediately, adding to the state's savings the value of the retained knowledge and experience of our seasoned veterans.

Military credit towards retirement – credit that doesn't cost the military veteran more than was earned while serving his or her country. This legislation has been introduced with substantial superficial support about a dozen times since I started with the Department – and it's quietly died each time in committee. It gets written, a press release goes out, a photo-op takes place in front of the American flag, and then – like every other time – it simply vanishes unceremoniously.

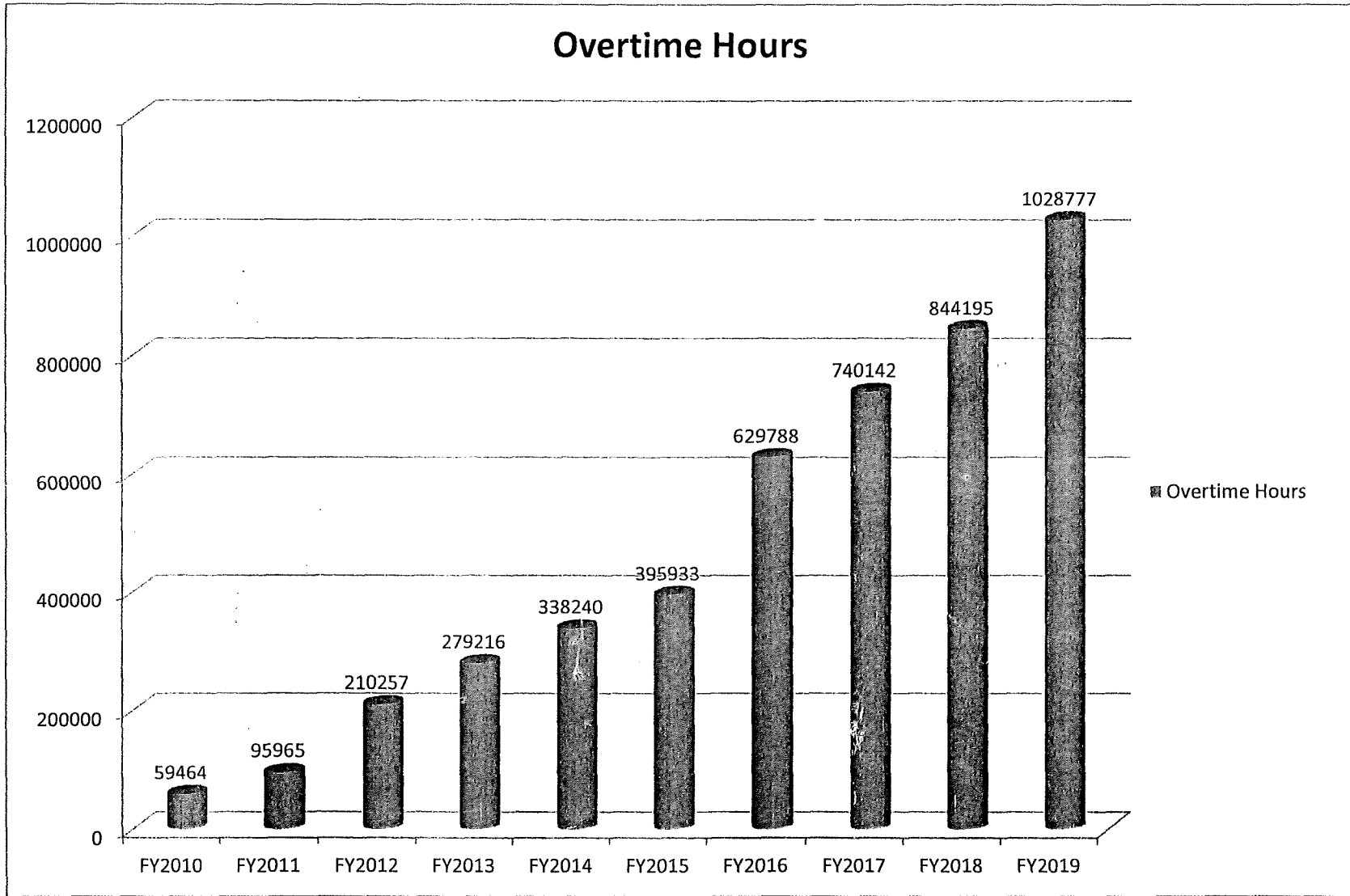
I still do not understand why we don't have a health insurance tier for "single plus one". Nobody in their right mind would buy a cell phone plan for eight lines when they only need two, but as state employees there is no option. It's either single coverage or the family plan.

Here's another idea. Discounted health insurance upon retirement. Work 20 years and retire, the state pays 20% of your health insurance premiums. Work 30 years and retire? The state then pays 30% of your health insurance premiums.

We need both immediate and long-term solutions to our vacancy crisis. Use the ARPA funds this time around, and keep those raises permanent through future budgets. Perpetuate the grid. Create a "single-plus-one" health insurance tier. Allow the Vietnam-era military credit towards retirement for the generations in the corrections uniform – current and future - that served our country after Vietnam. Make corrections a career choice, not just another job – a job "I could never do" ...

I'm going to say this again. We must keep our senior staff long enough to hire their replacements. We already have over a thousand vacancies. We're on the cusp of DOUBLING that number. We're facing a potential 50% vacancy rate across the state. Wisconsin cannot afford to NOT make corrections competitive again in the job market. We can't afford NOT to provide incentive for its current security staff to stay.

# Overtime Hours



Overtime Hours due to Position Vacancies within the Department of Corrections