

DEPARTMENT OF CORRECTION  
FY25 JFC HEARING  
FEBRUARY 7, 2024

TERRA TAYLOR  
ACTING COMMISSIONER

*Mission Statement*

To protect the public by supervising adult offenders through safe and humane services, programs and facilities.









The **Global Eagle Award** is presented to state correctional agencies with ACA accreditation across all facilities

The **Lucy Webb Hayes Award** recognizes state correctional agencies that have achieved full ACA accreditation along with full compliance with the Prison Rape Elimination Act

The Department of Correction earns national recognition



# DOC PRIORITY: Safety and Security

1

**Equipment** – Implemented Body Worn Cameras for P&P Officers, purchased Tasers, contraband detection scanners, security cameras and radio equipment, new statewide 700 MHz radio system

2

**Infrastructure and Deferred Maintenance Projects** – Continue to prioritize securing funding to maintain reliable infrastructure and climate control systems

3

**Aging and Disabled Populations** – Full-time ADA Compliance Officer position established; focus on modifying housing units to enhance accessibility standards and ADA compliance





# DOC PRIORITY: Recruitment & Retention

1

**Employee Compensation** - Increased salaries, sign-on bonuses and cadet lodging program

2

**Staff Training and Wellness** - Leadership and EPICS training, cross-training, and acknowledging stress and trauma

3

**Recruitment Initiatives** – Paid advertising, increased social media outreach, more hiring events, updating job posting and promotional standards, choice of facility assignment



# DOC PRIORITY: Rehabilitation & Reentry

## Treatment:

*Specialized housing, range of treatment based on clinical assessment*

- SUD treatment (Road 2 Recovery) and behavioral health treatment based on national evidence-based models.

## Cognitive interventions:

*Cognitive behavioral interventions based on evidence-based assessments*

- Criminogenic thinking: Thinking for a Change, Transitions, Thinking Things Through
- Self-Improvement and Management: Anger Management, Commitment to Change
- Social and Interpersonal Skills: InsideOut Dad, Parenting, Project New Start, Alternative to Violence

## Work Experience/Facility jobs:

- Employee Peer Support workers (Peer Support Certification with Mental Health Association in Delaware) and Patient Companion workers (Home Health Aid certification with Delaware Tech)
- Wide variety of prison jobs including unskilled and skilled (food service workers receive ServSafe® Certification)

## Education/Life Skills:

- Partnership with DOE to provide full range of Adult Basic Education (ABE) classes, GED (including Fast Track GED), Groves High School Diploma
- Launched Associates Degree Program in Level V facilities (Second Chance Pell with Delaware Tech)
- Customer Service training (industry recognized customer service certification through Tech Impact)



# DOC PRIORITY: Rehabilitation & Reentry (continued)

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## Vocational Training

- Created **Commercial Driver's License Vocational Program**
- Established entry-level **construction training** (NCCER certification)
- Launched **welding pre-apprenticeship**
- Expanded 5 for 5 Skills certification program (Flagging/traffic Control **Safety, Scissor Lift Operator Safety, Forklift Operation, OSHA 10-hour certification, and ServSafe®**)
- Culinary training programs
- Constructed **James T. Vaughn Vocational Skills Center** (Delaware Skills Center model - opening in 2024)

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## Probation Reentry Supports

- In Reach Officers in each county conduct reentry planning with inmates before release
- DOC contracts with specialized reentry teams that work with high needs/high risk individuals to secure housing, medication, and medical care, and referral to behavioral health services upon release.
- Probation and Parole contracts with community provider to provide transitional reentry services (case management, transportation to treatment/sober living/housing, overcome immediate reentry challenges and transition to longer term support).
- Improved Probation & Parole experience through hybrid caseloads, comprehensive discharge planning, EPICS, policy changes, and training.

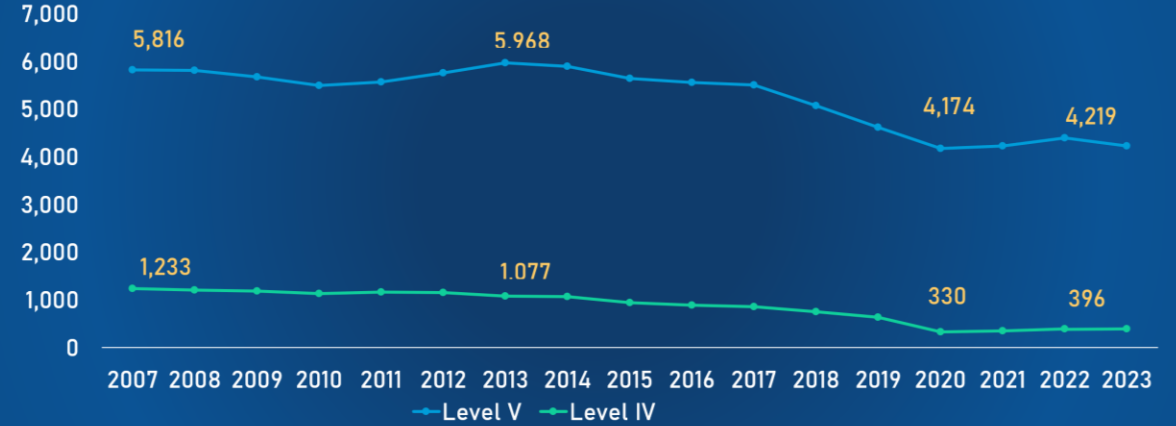




# Probation & Parole Population



# Level V/IV Population

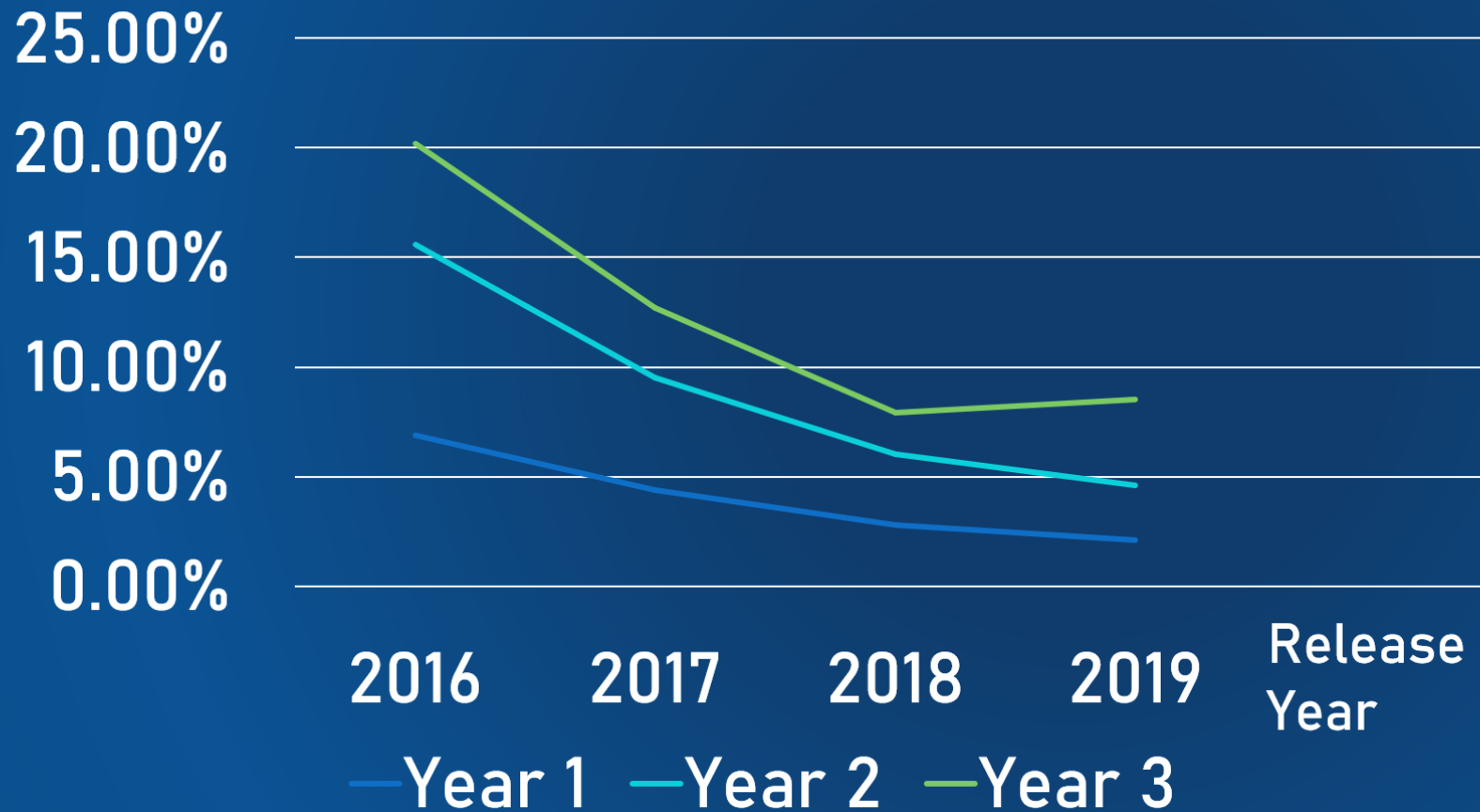


# Active Pretrial Supervision Cases

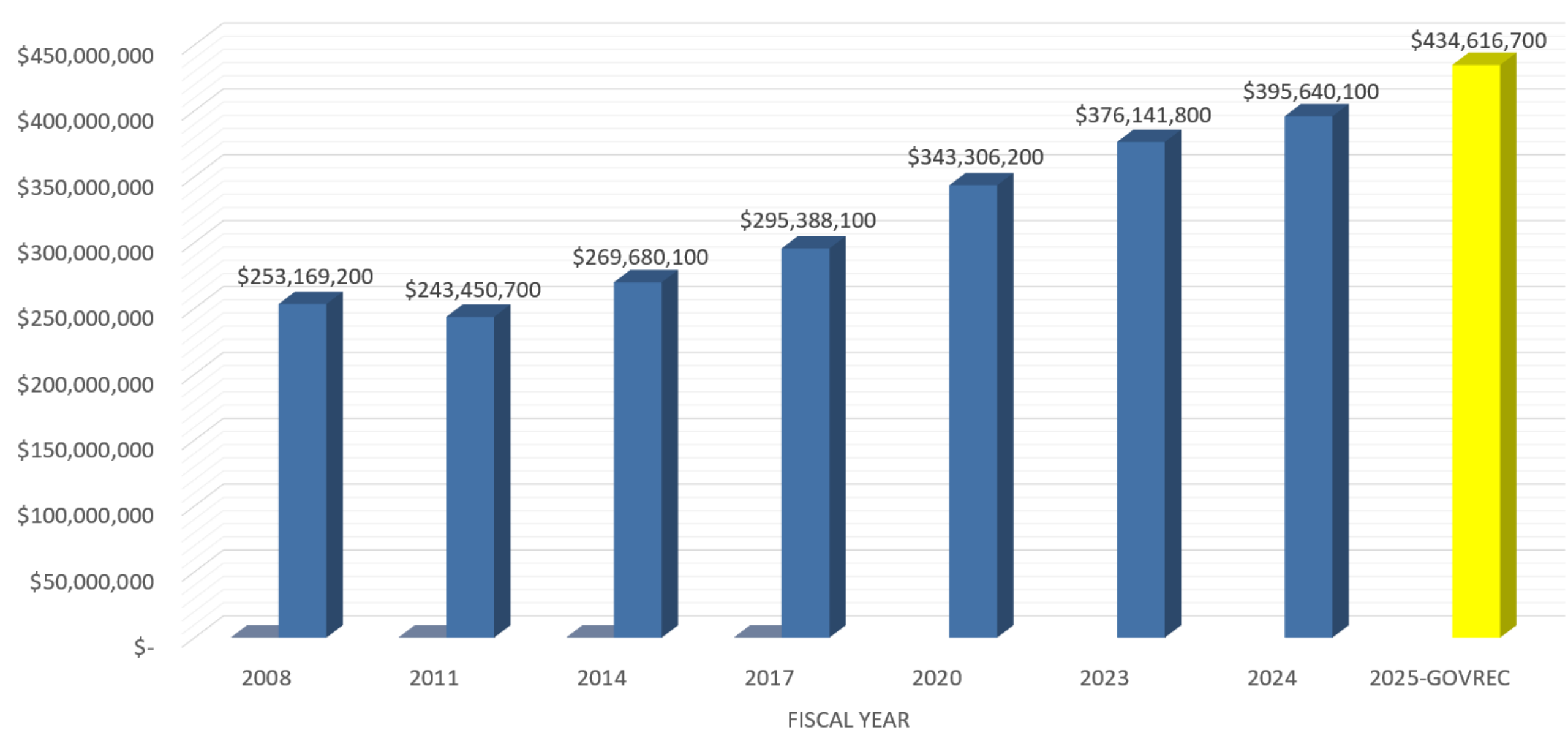




# Return to Prison Recidivism Data



- ✓ For the past two years, Delaware has maintained a “Return to Prison” percentage under 10%.
- ✓ Over 90% Success Rate during the at-risk time.
- ✓ Graph data represents years 1, 2, and 3 post-release date.

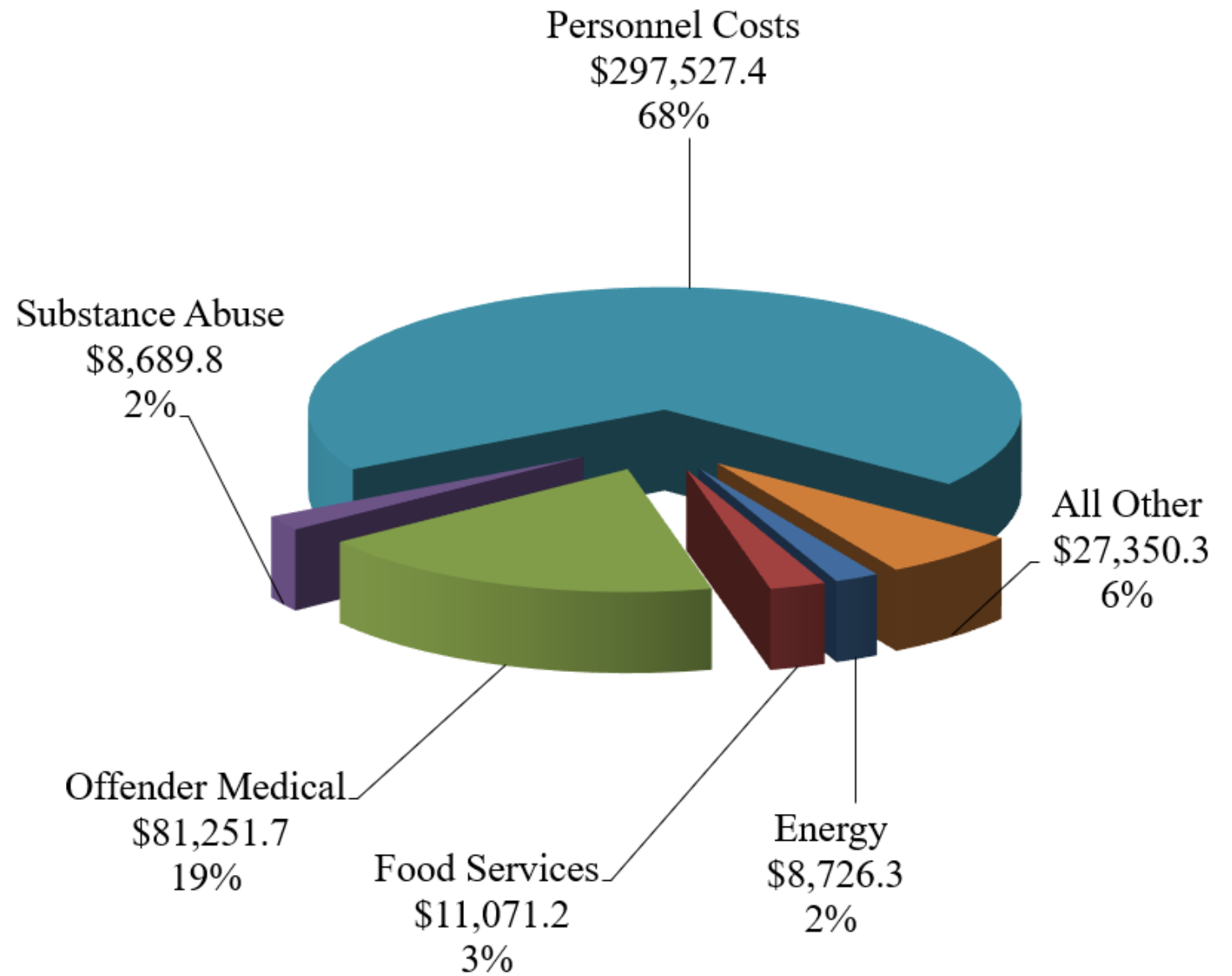


# DOC Operating Budget Comparison



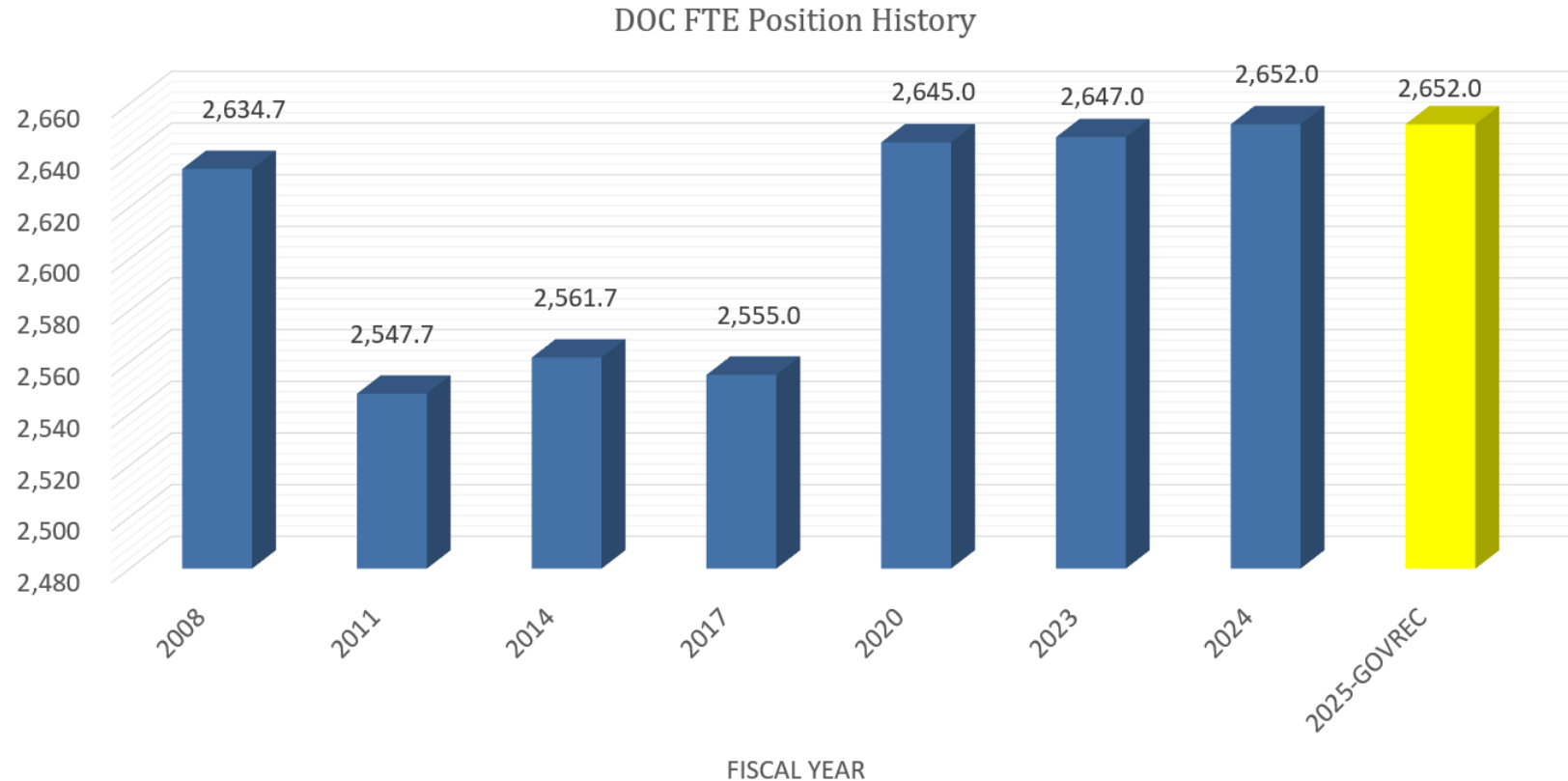
# Fiscal Year 2025 Governor's Recommended DOC Budget

## Allocation by Category



# DOC Employment

- Total FTE: 2652
- Sworn Positions: 2288
- Non-Sworn Positions: 364
- Total Vacancies: 370 (14%)
  - Correctional Officer Vacancies: 301 (16%)
  - Probation Officer Vacancies: 8 (3%)







# SUMMARY - FISCAL YEAR 2025 GOVERNOR'S RECOMMENDED DOC BUDGET

<b>FY24 Appropriated Operating Budget</b>	<b>\$395,640.1</b>
FY25 Door Openers (Includes Personnel Contingency)	38,589.5
FY25 1% Adds	443.2
FY25 OMB Adds – Fleet	375.3
FY25 Structural Reallocation to OMB/DFM for Dover P&P	(431.4)
<b>FY25 GRB Operating Base Budget</b>	<b>\$434,616.7</b>
<b>Net Increase %</b>	<b>9.85 %</b>
FY25 One-Time Funding Requests	\$1,783.9



## FY25 DOOR OPENERS - \$38,589.5

Request	FY25 GovRec
FY24 Personnel Contingency	\$36,582,200
Administration Building Lease Inflator	\$31,300
Offender Pharmacy Services Contract Inflator (3%)	\$44,300
SB 176 – Retired Law Enforcement Canine Fund	\$4,500
700 MHz Managed Svcs. Agreement	\$594,900
Food Services Inflation (10.9%)	\$1,232,200
CBA Increases – Clothing Allowance and Meal Reimbursements	\$100,100





# FY25 REQUESTS - \$2,602.4

Requests include ongoing and one-time funding

Request	FY25 GovRec
<b>Inflationary Increases</b> <ul style="list-style-type: none"><li>• P&amp;P Sex Offender Trmt. Program - \$71.0</li><li>• P&amp;P Polygraph Examinations - \$5.0</li><li>• P&amp;P Electronic Monitoring - \$62.5</li><li>• OMB Add: Fleet Services - \$375.3</li></ul>	\$513,800
<b>Safety and Security Supplies and Equipment</b> <ul style="list-style-type: none"><li>• Metrasens Ultra with Xact ID Equipment (one-time) – \$444.7</li><li>• JTVCC Canine Officer Fleet Vehicles – \$78.2</li><li>• SCI Canine Officer Fleet Vehicles - \$70.4</li><li>• SCI Exercise Yard Fence (one-time) - \$100.9</li><li>• HDP Building Rekeying Project (one-time) - \$13.5</li></ul>	\$707,700



# FY25 REQUESTS (continued)

Requests include ongoing and one-time funding



Request	FY25 GovRec
<b>Facility, Staff and Technology Equipment</b> <ul style="list-style-type: none"><li>• SCI Officer Uniform Replacement Budget Supplement - \$84.6</li><li>• SCI Laundry Equipment (one-time) - \$83.3</li><li>• SCI Kitchen Dish Machine (one-time) - \$275.3</li><li>• HRYCI Dormitory Toilets (one-time) - \$69.0</li><li>• OMB Add: DACS Programming for Probation Reform Legislation (one-time) - \$490.0</li></ul>	\$1,002,200
<b>Programs, Vocational Training &amp; Reentry Initiatives</b> <ul style="list-style-type: none"><li>• Prison Research Innovation Manager Year#3 of 3.5 (one-time) - \$105.5</li><li>• 10% Offender Wage Rate Increase Level IV and Level V for Phase 2 - \$45.5</li><li>• Recruitment and Retention Budget Supplement - \$26.0</li><li>• Vocational Training Equipment (one-time) - \$201.7</li></ul>	\$378,700





THANK YOU



**JoinDelawareDOC.com**

**\$5,000 Correctional Officer Signing Bonus**

\$52,000 - Correctional Officer starting salary  
\$62,000 - Probation Officer starting salary