

REPORT TO THE LEGISLATURE  
Pursuant to P.A. 245 of 2008  
Section 304  
Employee Cost Saving Suggestion - 4th Quarter

Section 304 - The director of the department shall develop a staff savings initiative program to invite employees to submit suggestions for savings costs for the department. The department shall report quarterly to the senate and house appropriations subcommittees on corrections, the senate and house fiscal agencies, and the state budget director on the suggestions submitted under this section, the implementation plan for those suggestions with which the department agrees, and an explanation of any disagreements with suggestions.

In order to comply with the requirement of Section 304, the Department of Corrections published an article in the November 21, 2008 FYI Employee Newsletter informing staff to submit their suggestions for cost saving suggestions. The below is suggestions received to date:

SUGGESTION	IMPLEMENTATION PLAN	REASON FOR NOT IMPLEMENTED
Adjust work schedules of Sgts and Lts to eliminate pre-shift		Pre-shift has been eliminated.
Use automated medication system	BHCS is currently working to develop and implement an automated medication system.	
Require MDOC health care staff to use the Michigan Care Improvement Registry (MCIR) for vaccinations		The MCIR is a state-wide electronic registry that keeps track of shots given to children and adults. There is a Public Act which requires that all children's immunizations be entered into this system; however this is not required for adults.
Reduce the number of transfers for prisoners with severe chronic health conditions	BHCS is currently working with other CFA staff to provide service in a way to minimize the need to transfer prisoners with severe chronic health conditions.	
Eliminate ERT in Eastern half of UP		These staff are specially trained to quickly gain control of dangerous situations/incidents within our facilities. These teams have been credited with gaining control of facilities during major incidents, they are also an integral part of the State's Pandemic Response Plan, and have been called in to assist during local crisis's when the response of a large number of well trained emergency responders are needed rapidly. These responders are MDOC staff who are not paid any additional money to provide this critical service.
Eliminate contract to deliver Phase II Substance Abuse programming. Train Phase I staff to deliver.		In order to deliver Phase II programming the agency or the therapist must be licensed by the Department of Community Health. Those staff who complete the Phase I programming do not possess the appropriate credentials to deliver Phase II programming.
Return to CAR 893, eliminate CAR 100 Forms		Analysis was conducted. The decision was the requestor may use either form which best meets their circumstance for the items being ordered.
Dental clinics shut off compressors and vacuum systems during down times.		Dental clinics have a switch for the High Volume Evacuation units in the clinic and staff are instructed to shut the evacuation units off on breaks and at the end of the day. Most staff shut these units off between patients because of the noise they create. Compressors have a compressed air holding tank and the motor only runs when air is needed so even if the power is on, the compressor motor does not run unless dental equipment is being used.
Reduce the number of school teachers		Approximately 9,000 prisoners are enrolled in academic education, another 2,000 are enrolled in vocational programs. About 50% of all prisoners enter DOC without a GED or high school diploma. Studies show prisoner vocational and academic education increases the ability to obtain employment, that prisoner education is an economical investment—at least twice the dollar benefit is gained from each dollar dedicated to prisoner education.
Partner with a business in recycling batteries		Staff continue to seek an outlet; however cost savings do not seem possible. No information can be found on companies who are currently paying any money for recycled batteries. At this time, the only cost savings that can be seen is a minimal reduction in garbage pick up.
Lay off limited term and student assistants prior to full time employees		Some limited term positions have been eliminated. Student assistant positions are reviewed and filled on a case-by-case basis.
Regionalize Records Office and other supervisory positions		Record Office Supervisors are at the 12 level and they are "working" supervisors. As part of the Record Office reorganization the DOC combined the supervision of record offices wherever it was physically feasible. That reorganization eliminated 12 Record Office Supervisor positions.