DEPARTMENT OF CORRECTIONS
ADMINISTRATION
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October 13, 2020

Joint Committee on Appropriations
South Dakota Legislature
500 East Capitol Avenue
Pierre, SD 57501

RE: Letter of Intent Regarding Overtime

Dear Representative Karr and Senator Wiik,

Please find the South Dakota Department of Correction's responses below to the information requested in the Letter of Intent Regarding Overtime.

The amount of overtime paid by the SD DOC between May 1st and September 30th:

The South Dakota Department of Corrections paid $957,110 in overtime at the three adult facilities between May 1st and September 30th, 2020.

Number of vacancies at each facility by month:

The number of vacancies at each facility by month is indicated in the chart below.

SDSP – South Dakota State Penitentiary
MDSP – Mike Durfee State Prison
SDWP – South Dakota Women's Prison

	SDSP	MDSP	SDWP
May	19	22	7
June	14	20	5
July	19	21	10
August	14	20	12
September	23	25	12

Overtime hours and amount of general, federal, and other funds utilized for payment of overtime at each facility by month.

The chart below shows overtime paid by month and facility. All overtime is paid with general funds.

	SDSP	MDSP	SDWP
May	$ 121,335	$ 100,939	$ 7,870
June	$ 90,613	$ 85,121	$ 4,494
July	$ 113,221	$ 81,968	$ 8,247
August	$ 96,446	$ 68,321	$ 17,089
September	$ 79,524	$ 72,805	$ 9,117

Details on 12-hour shift implementation and the effect on overtime and vacancies.

The South Dakota Women's Prison implemented 12-hour shifts on October 5, 2019. The South Dakota State Penitentiary and Mike Durfee State Prison implemented 12-hour shifts on July 11, 2020.

Twelve-hour shifts have been operational at the South Dakota Women's Prison for a year. Overtime decreased by 49% from October 2019 to September 2020 compared to the same timeframe the previous year prior to the implementation of 12-hour shifts.

The South Dakota State Penitentiary and Mike Durfee State Prison have seen a reduction in August and September overtime numbers since implementing the 12-hour shifts. The State Penitentiary paid an average of $87,985/month since implementation compared to $139,306/month prior to implementation for the same time period in 2019. Mike Durfee State Prison paid an average of $70,563/month since implementation compared to $114,164/month prior to implementation for the same time period in 2019.

Report on ongoing efforts and a plan to reduce overtime and increase employee retention at each facility.

In addition to reducing overtime costs, implementation of 12-hour shifts also provides consistent staffing to help with retention.

In FY19, the starting wage for a correctional officer increased by $1/hour. Correctional officers now start at $17.47/hour, which is still less than most county jails pay in South Dakota. Correctional officers also receive a $1/hour shift differential on weekends.

The South Dakota Department of Corrections offers referral bonuses for current employees who refer applicants that are hired at the adult facilities. The employee receives $500 after the person is hired and completes pre-service training.

The South Dakota Department of Corrections also offers a $1,500 retention bonus program for new correctional officers paid out over two years. The correctional officer receives $500 after six months of employment, after one year of employment, and after two years of employment.

Sincerely,

Michael Leidholt
Secretary, Department of Corrections