

REPORT TO THE LEGISLATURE
Pursuant to P.A. 188 of 2010
Section 304
Employee Cost Saving Suggestion - April

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 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
Process Visitor Applications electronically.		Approval of visiting applications is ultimately the responsibility of the warden at the facility where the prisoner is housed. Centralizing this function, takes the individual knowledge and experience of the warden, for his/her facility and population out of the mix. In addition, the application process is closed network.
Remove the requirement for critical incidents to be completed by the end of the shift. This increases overtime and we are notified of critical incidents by phone and e-mail when they happen.		Reports of the incidents must be done immediately, to insure accuracy of recall and completeness of the reports.
Optional cell phone contracts for staff that is required to carry them. Staff should have an option of receiving a reimbursement from the state and using their personal cell phone. Example: give a Warden the option of a \$40 reimbursement for personal cell phone usage instead of having staff reimburse the state for personal calls. Current cell phone contracts include many options at no cost but contract cost to the state are very high.		Cell phone users have this as an option. Note, the users of blackberry devices no longer have this as an option because DTMB has changed their protocol of allowing personal devices to be synced with the state network.
Remove the requirement to transfer prisoners immediately to WCC/RTP etc. Crisis prisoners are currently being managed in segregation and immediately moving prisoners when a bed becomes available only increases overtime. They are still being transferred into a segregation cell and many times will not be seen any sooner by staff.	The Bureau of Health Care Services is currently reviewing the feasibility of this recommendation.	
Review ordinance requirements and qualification requirements. Use weapons that will shoot 22mm ammunition. All supervisors currently have to qualify on all weapons. Reduce the number of rounds required for qualifying.		<p>We are currently unable to obtain .22 caliber conversion kits for the current weapon platforms specifically the Glock, M-22 and the Ruger, Mini-14. We have contacted the only manufacturer of the Ruger kits and the owner indicates that he could not meet the production demands necessary for our department. We are unable to test and evaluate the Glock model, as they are on back order through 2011.</p> <p>The weapon qualification requirements for supervisors have been under review by CFA and Training Administration and will be finalized soon.</p> <p>Weapons qualification requirements for custody staff is also under review by CFA and Training Administration, including staff selection for requalification, and number of rounds fired during requalification. Both of these factors will reduce ammunition and time costs. These determinations will be finalized soon.</p>
State credit cards should receive reward points, (i.e. Gas cards which earn points.)		The state of Michigan does receive a commission from Pcard usage. The money for all department's is returned to DTMB for general fund
Eliminate maximum security pay for all staff including CTOs. Also recommend eliminating RUO classification.		Elimination of the maximum security pay would require negotiations with each of the Bargaining Units since it is a provision in their respective collective bargaining agreement. This will be an item that the MDOC will be recommending to the Office of the State Employer to eliminate in bargaining. Elimination of the RUO classification would require discussion with both the Michigan Corrections Organization and the Michigan Civil Service Commission staff.

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Eliminate the Bio care testing, this is only required on a one time basis for new employees and is not required unless an employees condition changes. Facilities are spending up to \$7,000 on bio care testing every three years. The fit testing with the porta count system is also labor intensive and not needed with added repair cost to the facility budget.	MIOSHA requirements require the first fit test. However, the decision has been made to extend the three year re-testing schedule to five years.	
We are wasting a lot of money on the phones that we have in our offices and cubicles. Here at Grandview Plaza, we have a phone in each office and cubicle. In addition, we pay AT&T to change the name on the phone for every new person who starts or if someone moves to a different office.		Telephone changes are handled by DTMB Telecommunications, not AT&T.
Currently, prisoner itineraries for callouts are printed in landscape format across the page left to right. Because of the way the template is formatted, much of the page is empty blank space. If the format was changed to portrait, printing top to bottom, two itineraries could be printed on one sheet. Staff would have to cut them down the middle before distributing. Paper costs would be cut in half, literally.		This change would require a programming change in the Prisoner Call-out System . This cost savings idea will be referred to ADSS.
Given the expenses related to maintaining our Department's vehicle fleet, one idea which may yield savings is to switch to synthetic oil changes which, though more expensive, allows for considerably longer maintenance schedules. The latter, over time, would allow for a reduction in overall maintenance costs.		DTMB VTS is responsible for the state vehicles. Their maintenance regulations are available at http://www.michigan.gov/dmb/services & facilities/vehicles services/maintenance .
Per PD 05.03.118 (Mail Policy) page 2 of 11 paragraph G states that " Each CFA facility shall have available a reasonable quantity of free writing materials. Paper provided free to a prisoner does not need to be lined or of typing quality." I ran some numbers and found that the Xerox printer paper we use is \$3.36 per ream, 500 pages in a ream and 10 reams in a box which would cost \$33.60 per box of 5000 pages. Ironically for Prisoner Stationary, 5000 pages per case costs \$148.68 . So by using Xerox paper as Prisoner Stationary, we can save \$115.08 for every 5000 sheets we order. If each unit ordered 2 cases of Xerox paper per month the unit would save \$230.16. If we times that with 11 units we are looking at saving \$2531.76 per month. That times 12 months can save the units \$30,381.12 per year if my calculations are right.	The use of printed prisoner kites has been discontinued. Plain writing paper is now made available for prisoner use as required by Policy.	
Instead of paying DIT \$1000 per computer each year, why doesn't the state just buy new computers every 3 years. I am sure that would save money rather than trying to keep computers in the MDOC Schools running that are 9 years old as are the computers in my Vocational Graphic Technology and the Business Technology classrooms at the Coldwater Complex.		The yearly fees does not include computer costs, it is for services and line fees.
Supervisor elimination throughs standardizing of critical number of supervisors.		Supervisory positions in CFA have recently been evaluated and significantly reduced. We will continue to evaluate the remaining positions as they become vacant.
I believe we went from the tennis shoes to canvas type shoes however the black state issued shoes seem to be more costly, why not just issue the tennis/canvas shoes?	The MDOC is currently evaluating all prisoner state issued items.	
The RN's just received a \$5,000 retainer bonus? This has been ongoing. It seems that it is not only unfair to the other healthcare workers but to the other staff. I am sure there are enough people out of jobs that we shouldn't have too hard of a time keeping these employees and those that wouldn't stay unless it was for the bonus certainly could be replaced. These bonuses are given even to poor quality workers.		RNs are critical, hard to fill positions, the MDOC will continue to offer incentives to this class of employees to attract and retain them.

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<p>Put an age limit on the visiting of children. Or for the infants who come in wearing diapers, who have to be changed (and then the state is paying to put a new diaper on them to prevent contraband from being brought in in a diaper) make the person pay a fee for the diaper, a fee so that they would think twice before subjecting an infant/child to the prison setting. Suggestion of \$3-5? Why should the state pay to buy diapers to put on visiting children?</p>		<p>Visiting is a key component of maintaining normal family relations, and is important in a discharged prisoner's successful return to the community.</p>
<p>I think inmates should be required to be more responsible for their healthcare, they don't want to have to pay a copay when seen but some will kite for anything and everything if it isn't cost anything to them.</p>		<p>We agree prisoners need to be more responsible for their healthcare. Providers and staff are educating prisoners on their health status hoping they become more responsible for their health. We disagree that increasing the copay will make them more responsible and in fact may be detrimental to their health as they will not kite or go to healthcare early with their medical need and may wait until the issues is more severe resulting in increased medical costs that could have been avoided by early diagnosis and treatment.</p>
<p>Cost for inmate medications of \$1 per month per prescription? They will get Tylenol/Motrin or lotions ordered by the Dr. so that they don't have to buy in the store.</p>	<p>The OTC medications are available to prisoners from the prisoner store. BHCS is exploring the cost effectiveness of this option. We will need to balance this with the constitutional mandate to provide medically necessary care to prisoners.</p>	
<p>Find a pharmacy in Michigan that would provide pharmaceutical to us instead of having our money go to Oklahoma. That would also put jobs in Michigan. Not have our narcotics sent to Florida to be wasted but allow it to be controlled/wasted in facility.</p>	<p>The pharmacy services RFP is currently out for bid. All potential bidders are encouraged to apply. This RFP is currently posted on the BID4Michigan website.</p>	
<p>Allow medications that have not been touched that are in the bubble issued packs to be sent to a local pharmacy to be given for low income - senior citizens use.</p>		<p>The BHCS is reviewing the findings of the Auditor General Report which found wasted pharmaceutical. We will use this information to help improve efficiency of pharmaceuticals distribution to prisoners confined to the MDOC.</p>
<p>Close the gyms. Most of the gym's are open seven days a week. If there are prisoners in the gym than there must be a Corrections Officer. The gym's are open on 1st and 2nd shift so it takes at least two Corrections Officers a day to operate the gym. So with over 40 prisons with two Corrections Officers a day to run the gym and the relief factor for days off, it takes well over 100 Corrections Officers just to open the gym every day. If times are tough I think the prisoners can play volleyball, lift weights, play basketball on the yard. If there is no gym then there is no need for an Athletic Director. Do we really need to pay an Athletic Director \$50k a year to tell prisoners what games to play?</p>		<p>Gymnasiums and the yard provide prisoners diversion and the opportunity to participate in athletic activities which helps to deflect boredom and the inappropriate activities which prisoner engage in when they have nothing to do. Keeping the gymnasiums open and function, helps to maintain order in MDOC facilities. However, this option is being reviewed for possible inpart implementation.</p>
<p>The Michigan Department of Natural Resources charges a \$4.00 application fee to apply for a doe, turkey, bear and elk permit. Why can't the Michigan Department of Corrections charge a \$4.00 visitor application fee.</p>		<p>Visiting is a key component of maintaining normal family relations, and is important in a discharged prisoner's successful return to the community; the MDOC is not interested in putting barriers in the way of these visits taking place.</p>
<p>Repair the boiler at Regional Business Office. Our office runs 79-81 degrees unless we turn the air conditioner on during the winter. We run our fans most of the winter.</p>		<p>Approval on physical plant improvements is dependant on the support of the Physical Plant and Budget Sections. A new thermostat has been installed which has helped.</p>
<p>I have been working for mental health [DCH] now for a while in prison , I have seen so many old and frail prisoners that I think can be placed in nursing home setting with skill care workers and less security instead of in prison system with all correction officers and high security system.</p>		<p>A process is in place currently where referrals are received from BHCS to the Parole Board, requesting cases of medically disabled/terminal/debilitated prisoners be considered for parole (if they have served their minimum sentence) and commutation (if they have not served the minimum or are lifers). If paroled or commuted, they are placed in nursing homes or locations commensurate with their needs. However, under current statutory requirements prisoners must be housed in a secure institutional setting, the nursing home setting is not an option. This is a concept which potentially may receive consideration in the future, if the legislature should consider statutory changes. However, in the meantime, prisoners must be supervised by MDOC staff.</p>

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<p>Transfer prisoners leaving by bus, train or plane to a central location - say JMF - a week or two before they parole or discharge but especially the parolees. Give plenty of time for their funds to be forwarded. Then they can parole from here and leave by bus or train - both with stations in Jackson. There could be minimal things at JMF - no store opportunity, no quartermaster, access to medical care through another facility here in Jackson. Basically, provide them a motel before leaving. Porters and maintenance could come from JCS so there would be no need for classification or jobs for prisoners. Give them a few basketballs and access to a community TV or allow them access to all their property. They wouldn't be allowed to order from vendors or purchase phone cards, etc. Visits wouldn't even be necessary. If there is any trouble, transfer them to another facility. Minimal officer staffing would be needed. This would allow a major dress-out operation only here. Their funds could be handled here too.</p>		<p>Follow up with legal counsel, indicates that adoption of this recommendation is not feasible.</p>
<p>Do you and I eat three hot meals a day? There is no reason why the prisoners can't have a good hearty soup and sandwich for lunch, or soup and salad.</p>		<p>The MDOC is required to provide nutritionally balanced meals to prisoners confined to its care. An MDOC work group is tasked with the responsibility providing lower cost but nutritionally balanced meals to prisoners. Considerable cost savings have been realized, additional savings are expected.</p>
<p>Look into 12 hour shift's for M.D.O.C. Corections staff. State Police and Health Care Staff in Hospital's do it.</p>	<p>The MDOC currently has a work group evaluating this change.</p>	
<p>I was interested in the Auditor General article about spending \$8.5 Million for Seroquel. Risperdal generic version is so much cheaper. I thought Seroquel was going to be non-formulary.</p> <p>On the Formulary, it shows (\$) signs next to the medications, with several (\$\$\$\$\$) being obviously the more expensive. Why is it then that if medication is ordered by psych it is less expensive but if ordered by the regular Dr. it shows it to be more expensive? I noticed that today, Depakene ordered for seizures had \$\$\$\$\$\$ (7) but when ordered as a mood stabilizer it only had \$\$ (2)? Same for Tegretol for seizures \$\$\$ (3) but as a mood stabilizer only \$ (1) ???</p>	<p>The BHCS is reviewing the findings of the Auditor General Report and will use this information to help improve efficiency and cost of pharmaceuticals distribution to prisoners confined to the MDOC.</p>	