

FREQUENTLY ASKED QUESTIONS

BLENDED STAFFING MODEL TRANSITION

- Q. *Why is the Department implementing the Blended Staffing Model?*
A. The change offers operational efficiencies and optimizes resource allocation.
- Q. *How will the determination be made as to which staff will be assigned to the 12 hour shift and which staff will be assigned to an eight hour shift?*
A. As in all instances of shift assignment, management will consider facility/unit need, individual preference and seniority.
- Q. *Will staff lose hours/money or be required to take leave in order to make the transition to any new work schedule?*
A. No. The work hours are guaranteed and staff will not lose hours of compensation in the transition.
- Q. *Will there still be the opportunity for staff to work alternative work weeks such as 4 10s?*
A. The implementation of the Blended Staffing Model will not preclude the continuation of other alternative schedules currently in place or the adoption of additional schedules when there is a demonstrated benefit.
- Q. *Will staff be expected to rotate shifts or can they stay on a preferred shift indefinitely?*
A. Management will consider facility need and individual preference.
- Q. *In cases where seniority is considered, can an officer bump a junior officer in another facility?*
A. No. All shift assignment is exclusive to the assigned facility or unit (unit is included to address the Academy and the Central Transportation Unit).
- Q. *Will the change to the Blended Staffing Model alter the transfer policy?*
A. There is no indication at this time that the change to the Blended Staffing Model will impact the transfer policy.
- Q. *Currently, correctional officers work either an 84 hour week-on/week-off schedule or a 42 hour work week. What will be the expectation of officers assigned to an "8 hour" shift?*
A. The contract dictates that officers working other than the 12 hour shift be paid for a 42 hour week. That will continue so long as that is the contract language. That said, the additional 2 hours per week will be addressed through training or other work assigned in the facility.

Q. *Will the number/percentage of 12 hour posts be reduced further in favor of alternative hours?*

A. The number of 12 hour posts VS 8 hour posts will be determined based on facility need and efficiency.

Q. *Will there be changes to the manner in which officers sign-up for and are selected for scheduled overtime?*

A. There will be an evaluation of the current process and how it relates to the Blended Staffing Model.

Q. *Will all Correctional Officers I-III continue the 26 pay period schedule?*

A. Yes. Nothing in this memorandum changes the 26 pay period schedule.

Staff is encouraged to forward any additional questions to their respective Superintendent who will in turn forward them to Director Brandenburg.