



Managing Workplace Risk

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Safety and Risk

- ▶ Risk is an inherent part of our business
 - 16,596 offenders confined in prison
 - 66% high risk to reoffend
 - 36% mentally ill
 - 23% gang affiliated
 - 15,467 offenders supervised in the community
 - 70% high risk to reoffend

- ▶ Safety is an integral part of daily operations and our strategic plan



EHB 1923

- ▶ Positions that could become PSERS eligible include:
 - Health Services staff
 - Sex Offender treatment program staff
 - Classification Counselors



HR Practices

- ▶ Equal opportunity employer – HR policies are consistent regardless of age
- ▶ Follow Collective Bargaining Agreements
- ▶ Utilize the Stay at Work program
- ▶ Light duty assignments
- ▶ Accommodations
- ▶ Actively manage claims
- ▶ Review our claims data
- ▶ Ergonomic assessments



Staff Training

- ▶ Safety and security examples:
- ▶ Prison Correctional Worker Core – 6 weeks
 - Baseline behavior and behavior assessment
 - Tactical verbal skills
 - Security mindset
 - Hostage survival
 - Coping with correctional stress and fatigue
 - Defensive tactics (custody)
 - Control tactics (custody)
 - Self-defense (non-custody)



Training Continued

- ▶ Prison Annual In-Service
 - Security Practices
 - Corrections Specific Stress
 - Control Tactics (Custody)
 - Defensive Tactics (Custody)



Safety Practices – Prisons

- ▶ Review of data and incidents to determine if operational changes are necessary
- ▶ Security Advisory Committees
- ▶ Post orders (custody)
- ▶ Staff accountability
- ▶ Multi-disciplinary teams for offender cell, programming, and work assignments
- ▶ Place safety muster – custody and non-custody
- ▶ Security audits



Safety Equipment – Prisons

- ▶ Telephone and radios
- ▶ Pepper spray (custody)
- ▶ Duress alarm (areas such as health service clinics)
- ▶ Body Alarm System pilot at Monroe
- ▶ Proximity Card System pilot at Walla Walla



Staffing Levels

- ▶ Established and funded through workload models
- ▶ Received funding for two important increases to our models in the 2013–2015 Operating Budget
 - Additional graveyard shift officer at standalone minimums to monitor body alarms
 - Additional day shift officer in medium security units for unit control booths



Additional Information

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