



Wyoming Department of Corrections Report Card

The Wyoming Department of Corrections contributes to public safety by exercising reasonable, safe, secure, and humane management, while actively providing offenders opportunities to become law-abiding citizens.

From the Director...

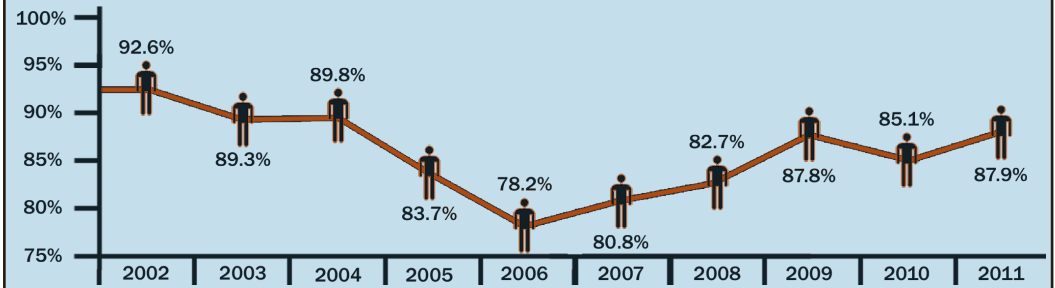


Our agency's Core Values guide our performance, our vision of being a benchmark correctional system, and our commitment to public safety and offender rehabilitation. The first and arguably most important of our Core Values is that, "We recognize the importance of our staff as being the Department of Corrections' strength and major resource in achieving our objectives and commit to the continued training, recognition and retention of staff."

There is no doubt that our employees are the key ingredient in our success. We invest a great deal of time and energy into recruiting, training and retaining a professional workforce. While competitive pay, benefits, top-notch training and job security help attract a capable workforce, retaining quality employees depends on maintaining a supportive work environment that truly values each and every employee.

This report card provides some key facts regarding our agency's most important resource – our employees.

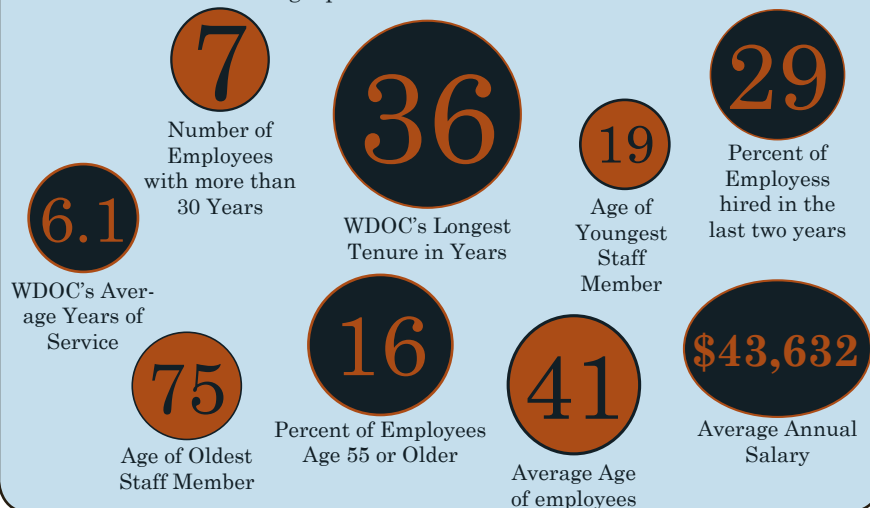
Retention: Below is the WDOC's retention rate from 2002 through 2011. This rate includes WDOC staff at all the facilities and offices across Wyoming. The department average over those 10 years was 14.21 percent.



The WDOC Academy: Below are the graduation numbers for the Wyoming Department of Corrections Academy. The WDOC sponsors the academy four times a year for staff in the facilities. The academy is P.O.S.T certified and provides the knowledge and skills staff need to succeed.



Staff Service: The Wyoming Department of Corrections employs more than 1,200 staff members in facilities and offices across the state. Below are some demographics about the staff and their service.



Academy helps WDOC succeed

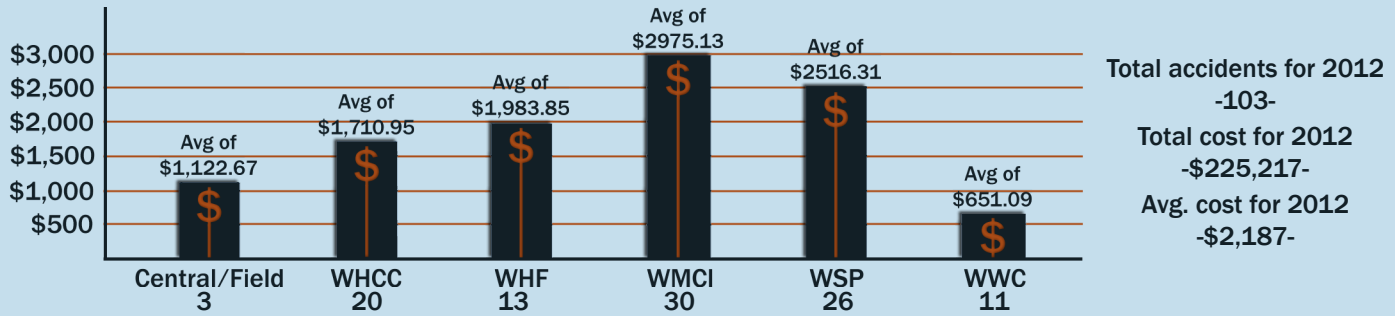
The Wyoming Department of Corrections Training Academy is one of the best in the region. That claim is evident by the fact that three of its staff members currently serve on boards for various national corrections training organizations.

The Peace Officer Standards and Training (POST) certified basic training academy is ten weeks of intense curriculum and includes one week of job shadowing. All staff members new to the department participate in the first week of training.

All new staff hired to work at one of the institutions attend the first five weeks, which include extensive training in communications skills and de-escalation techniques such as verbal judo and motivational interviewing (a verbal technique proven to promote positive behavioral change in offenders).

Correctional Officers continue their training for the second five weeks with subjects such as Wyoming case law, WDOC policies and procedures, report writing, ethics, and managing inmate behavior.

Accidents and their cost: Below is a breakdown of the number of workplace accidents, such as slips and strains, and their average cost across the WDOC. The data is for fiscal year 2012 (July 2011 to June 2012).



Counts & Stats

- Available facility capacity - **2276**
- Number of inmates in Wyoming - **1906**
- Female Inmates - **216**
- Male Inmates - **1690**
- Average age - **37**
- Average length of sentence - **17.2 years**
- Offenders on probation or parole - **6097**
- Life sentences - **197**
- Life without parole - **24**

(Data courtesy of PBMS)

Facilities & Offices

Wyoming Department of Corrections
 1934 Wyatt Drive
 Cheyenne, WY 82002
 307-777-7208

Probation & Parole Offices

Afton, Buffalo, Casper, Cheyenne, Cody, Douglas, Evanston, Gillette, Green River, Jackson, Kemmerer, Lander, Laramie, Lyman, Newcastle, Pinedale, Powell, Rawlins, Riverton, Rock Springs, Sheridan, Sundance, Torrington, Wheatland, Worland

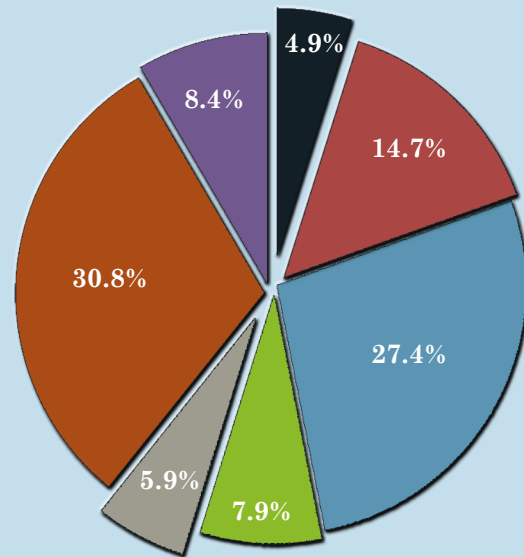
Correctional Facilities

Wyoming Honor Conservation Camp & Boot Camp
 Wyoming Honor Farm
 Wyoming Medium Correctional Institution
 Wyoming State Penitentiary
 Wyoming Women's Center



Distribution of Staff: Below is the distribution of staff, both uniform and non-uniform, across all facilities, field service offices and administration. The WDOC's central office resides in Cheyenne and oversees the operations at five prison facilities and 25 probation and parole offices across the state.

- Central Office - 60
- Field Services - 181
- WHCC - 97
- WHF - 73
- WMCI - 338
- WSP - 380
- WWC - 104



Employee Assistance Program supports staff and mission

In 2007, The Wyoming Department of Corrections implemented an internal Employee Assistance Program (EAP), the first EAP in Wyoming state government agencies. The EAP manager, in partnership with WDOC staff representing all divisions, ranks, and disciplines, developed a policy and procedures for the program including confidentiality, referrals and record keeping.

A potential for danger or harm is implicit in the nature of the WDOC work environment and mental alertness is essential for employees. Personal problems that could distract a WDOC employee from being mentally alert and fully present while in a duty status could potentially undermine safety or security at

our worksites. The mission of the EAP involves ensuring a safe, healthy, and productive work environment for all WDOC employees. Depending on the situation referrals can be initiated by supervisors or employees can self-refer for assistance. Either way, the goal of an EAP intervention is to address the issues and restore the employee to full performance.

EAP services may be proactive or reactive. From prevention education to crisis response to connecting an employee with a community provider for counseling or, EAP is designed to facilitate reconciling the presenting problems. All full time, part time and at-will employees are eligible to use EAP on a voluntary basis.

Employees are not penalized for declining EAP services, but are held accountable to reverse identified deficiencies, in performance, behavior or conduct. Reasons for referral may include health concerns, job conflict, substance abuse, grief & loss, relationship issues, financial problems, stress, or any other issue that could impact performance.

Demand for EAP services has increased every year since it began. In 2012, 94 employees or supervisors have made the call for EAP services. When problems are identified and addressed early on and the employee actively participates in resolving their problem, outcomes tend to be achieved, and sustained with less impact on the mission.