



New York Correctional Officers
& Police Benevolent Association, Inc.

Analysis of NYSCOPBA Staffing Survey

April 7, 2003



Presented by
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Legislative Department
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The NYSCOPBA Staffing Survey

From March 5, 2003, through April 5, 2003, a statewide Correction Officer survey was posted at www.nyscopba.org. Nearly 2,000 NYSCOPBA members took the opportunity to express their opinions about their working conditions and the current state of corrections in New York State.

The survey was promoted by NYSCOPBA to encourage NYSCOPBA members to freely and objectively express their opinions about law enforcement behind the walls and fences. The survey is broken down into two sections: the first section of the survey featured questions relating to staffing and security; the second section collected the demographics of the Officers answering the survey.





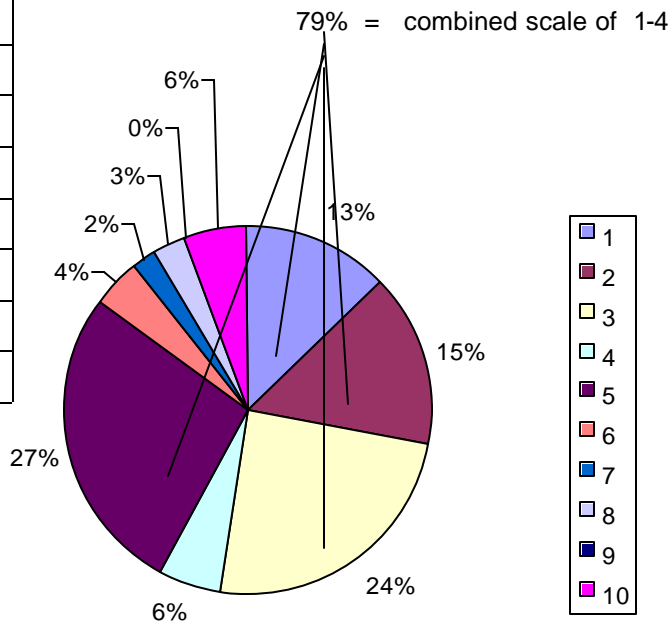
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79% of NYSCOPBA members surveyed believe that their time available for direct inmate observation has decreased.

Question 1

Would you say the time you now have available for direct inmate observation has increased or decreased? Scale 1-10 (1 decreased a great deal, 5 stayed the same, 10 increased a great deal)

Scale (1-10)	Total Answered	Percentage
5	441	27
3	390	24
2	241	15
1	210	13
4	92	6
10	90	6
6	70	4
8	50	3
7	30	2
9	0	0



1,614 Total Answered



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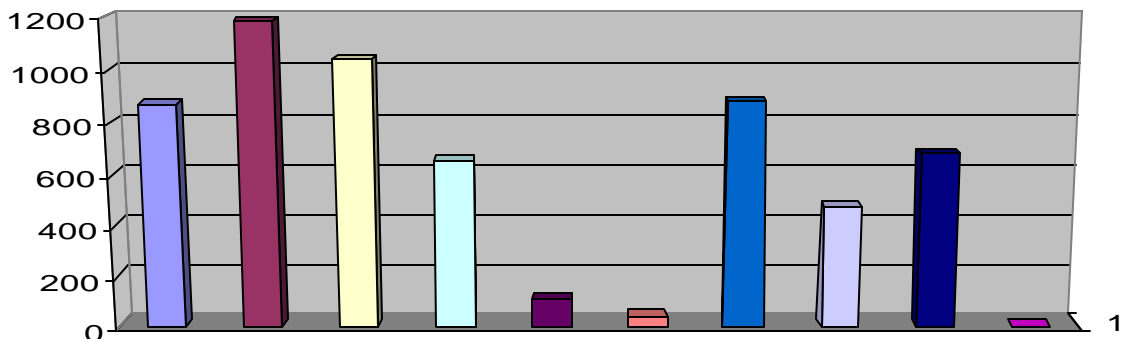
An overwhelming number of Correction Officers have experienced “an increase in paperwork responsibilities as well as an increase of security post closings,” combining for a dramatic decrease of direct inmate observation.

Question 2

What changes in services, departments, or organized structures have you experienced in your work setting within the past two years? (check all that apply)

Total answered	Responses
1184	Increased responsibilities in same 8 hour shift
1042	Increased use of post closing to save overtime
881	Little or no input in Departmental policies and directives
871	Increased paperwork
681	Insufficient training
651	Decrease in qualified recruits
471	Increased mandatory overtime
110	Security positions increased
40	Increase in qualified recruits
0	None of the above

- Increased paperwork
- increased responsibilities in same 8 hour shift
- Increased use of closing posts to save overtime
- Decrease in qualified recruits
- Security positions increased
- Increase in qualified recruits
- Little or no input in Departmental policies and directives
- Increased mandatory overtime
- Insufficient training
- none of the above



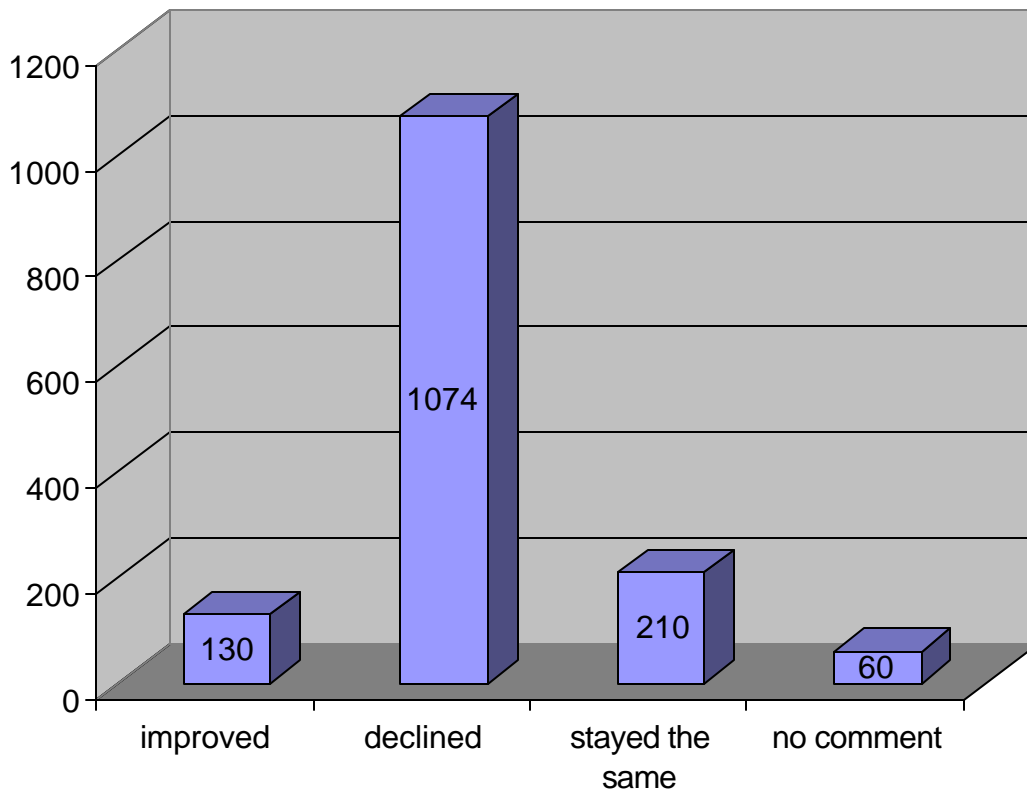


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Also, 73% of NYSCOPBA members surveyed feel the quality of security has declined in their work setting in the last two years, while 8.8% feel the quality has improved; 4 % answered “no comment.”

Question 3

In the last two years, do you believe the quality of security has improved, declined or stayed the same in your work setting?



1,474 Total Answered



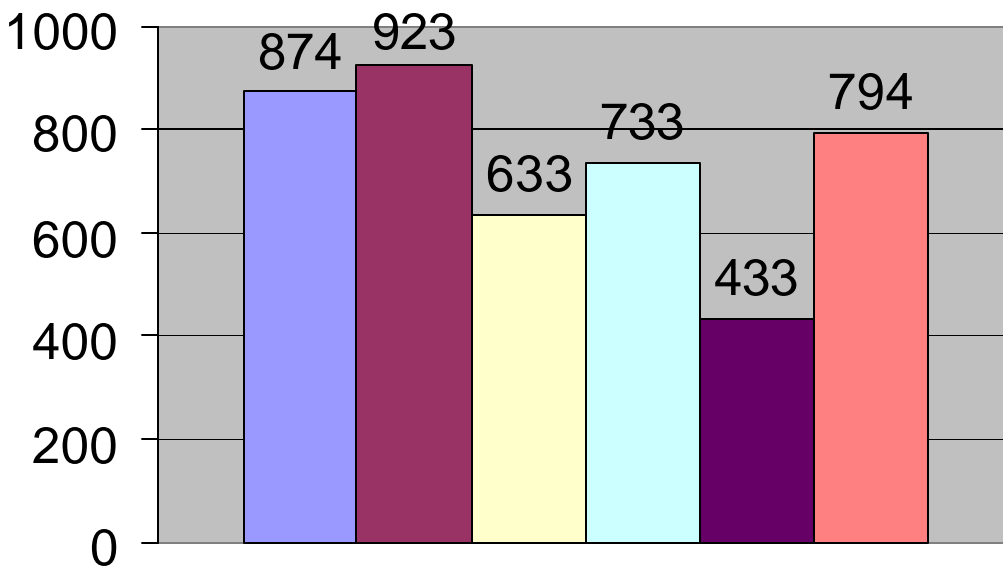
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According to the Correction Officers surveyed, the quality of security has declined because of “inadequate staffing” (923), “decreased Officer satisfaction” (874), “failure of administration to act in a timely manner” (794) and an “increase in post closings” (733).

Question 5

If you said quality of security has DECLINED, check the ways in which that has occurred. (Check all that apply)

Total Answered	Responses
923	Decreased Officer satisfaction
874	Inadequate staffing
794	Failure of administration to act in timely manner
733	Increase in security post closings
633	Special housing unit early discharges
433	Decrease of emergency response personnel available





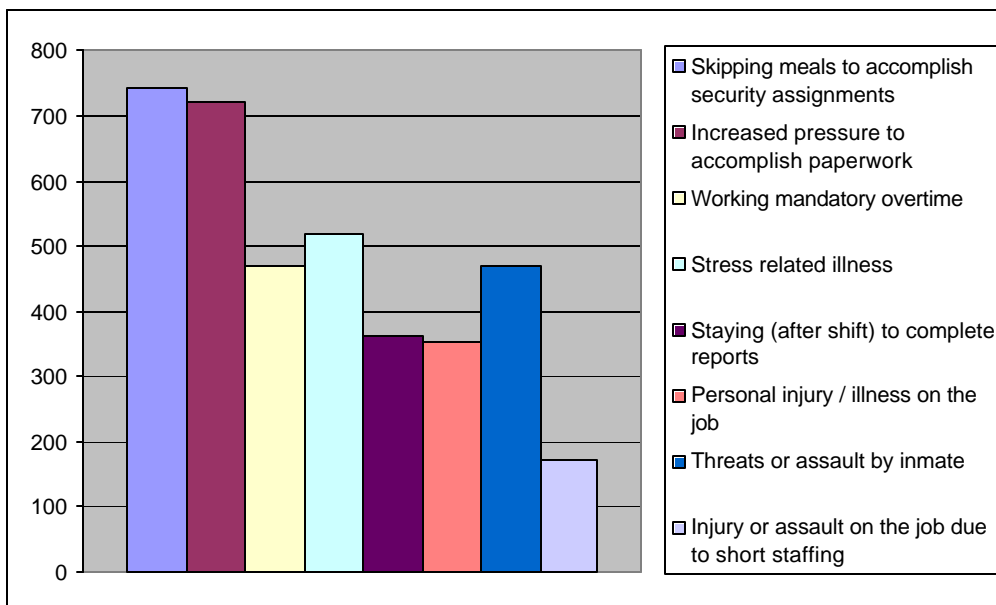
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When asked about what Correction Officers have been experiencing in their workplace, respondents indicated that Officers are “ skipping meals to perform security assignments” (742) ; feel an “increased pressure to accomplish paperwork (721); suffer from “stress-related illnesses (520); are “forced to work mandatory overtime” (471); and receive continued “threats and assaults by inmates” (470).

Question 6

Which of the following have you experienced in your work situation in the last two years? (check all that apply)

Total Answered	Responses
742	Skipping meals to accomplish security assignments
721	Increased pressure to accomplish security assignments
520	Stress related illness
471	Working mandatory overtime
470	Threats or assaults by inmates





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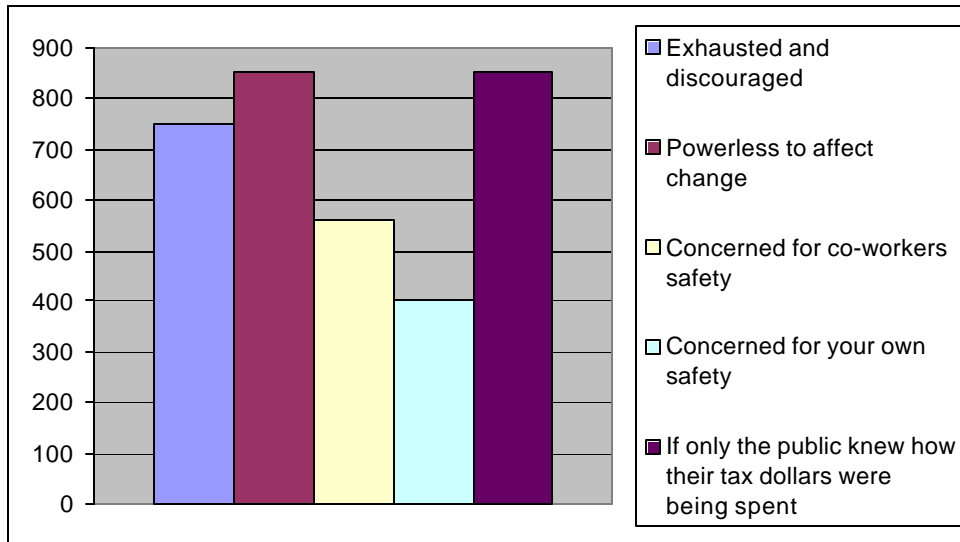
As a result, upon leaving work Correction Officers have identified the following:

752 respondents identified themselves as “exhausted and discouraged” when they leave work, with an additional 852 feeling “powerless to affect change” necessary for a safe and secure work environment. 963 officers were concerned for either their safety or the safety of their co-workers. A surprising 852 answered this question with “if the public only knew how their tax dollars were being spent.”

Question 7

Which of the following best describes your feelings as you leave work?
(check all that apply)

Total Answered	Responses
963	Concerned for own safety or co-workers safety
852	Powerless to affect change
852	If the public only knew how their tax dollars are spent
752	Exhausted and discouraged





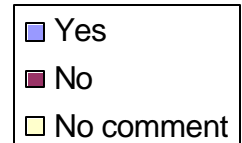
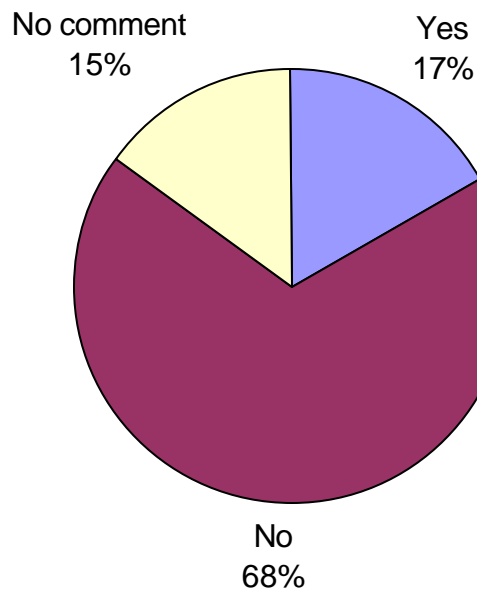
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An alarming 68% of NYSCOPBA members surveyed do NOT feel the Correctional Facility they work in is safe.

Question 9

Do you feel your facility is safe?

Total Answered	Responses
722	No
181	Yes
160	No comment



1063 Total Answered



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And, 73% of the NYS Correction Officers surveyed would NOT recommend Corrections as a career for their children or friends (Question 8). This percentage was deduced by taking all respondents that chose numbers '6 - 10' with ('10' being "actively discourage") and computing the percentage from the overall total. Of the 1,103 that chose to answer this question, 521 Correction Officers (47.2%) expressed that they would "actively discourage" someone close to them from entering the Correction profession.





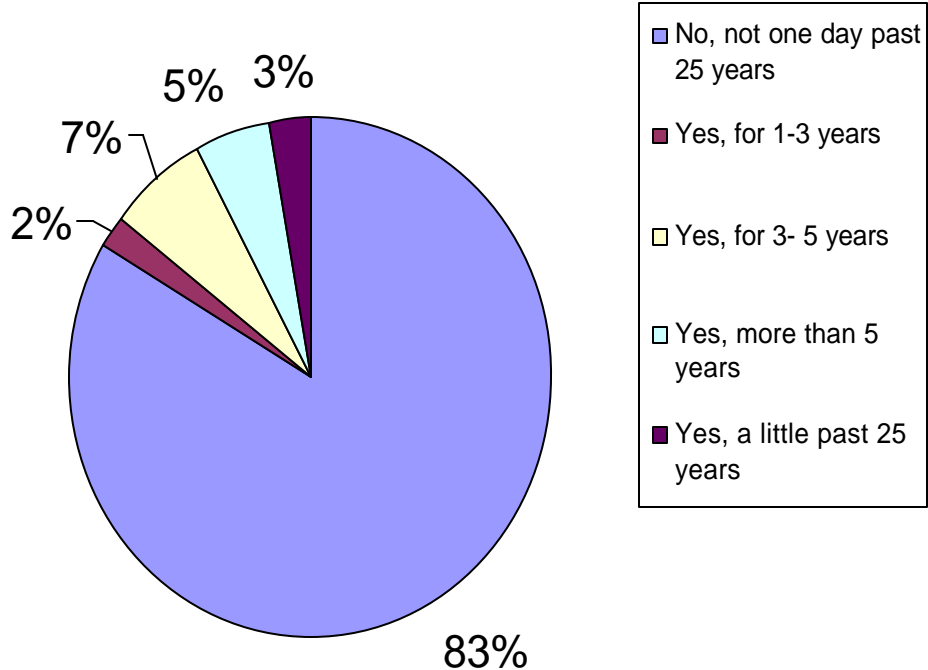
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Recognizing that there is NO financial retirement benefit to stay beyond the required twenty-five years; an astounding 83 % of the Correction Officers responded that they “will not stay one day past 25 years of service.”

Question 11

Tier 3 Correction Officers and SHTA’s do not receive any additional retirement benefit after 25 years of service. With this in mind, how long will you continue to work?

Total Answered	Responses
876	Not one day past 25 years
70	3-5 years
50	More than 5 years
30	A little past 25 years
20	1-3 years





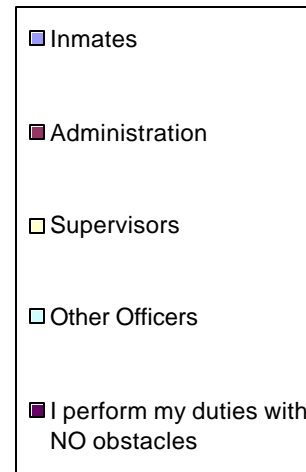
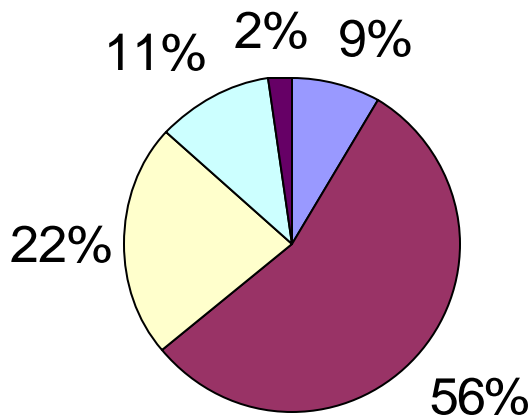
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The most disturbing data, collected in the survey, is that 78% of respondents surveyed stated that the “biggest obstacle in performing their duties in the State’s Correctional Facilities was their Administration and Supervisors” not the inmates, which was chosen by only 8.5%.

Question 12

What do you feel is the biggest obstacle when performing your duties in New York State’s Correctional Facilities? (check all that apply)

Total Answered	Responses
1042	Administration
420	Supervisors
210	Other officers
160	Inmates
40	I perform my duties with no obstacles





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Demographics

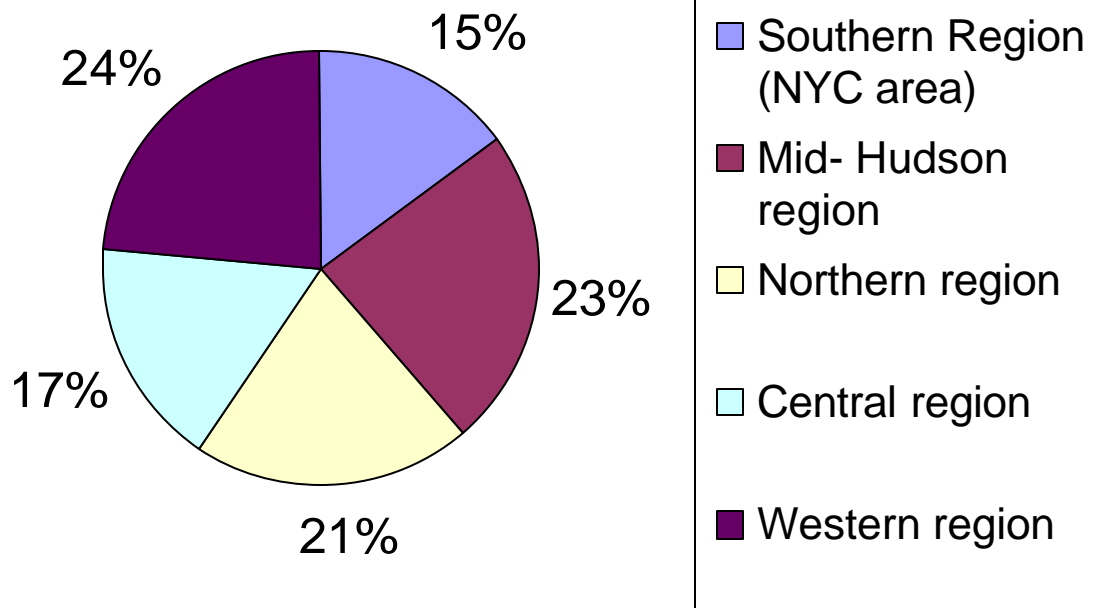




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Question 1

Which region of New York State do you work in?



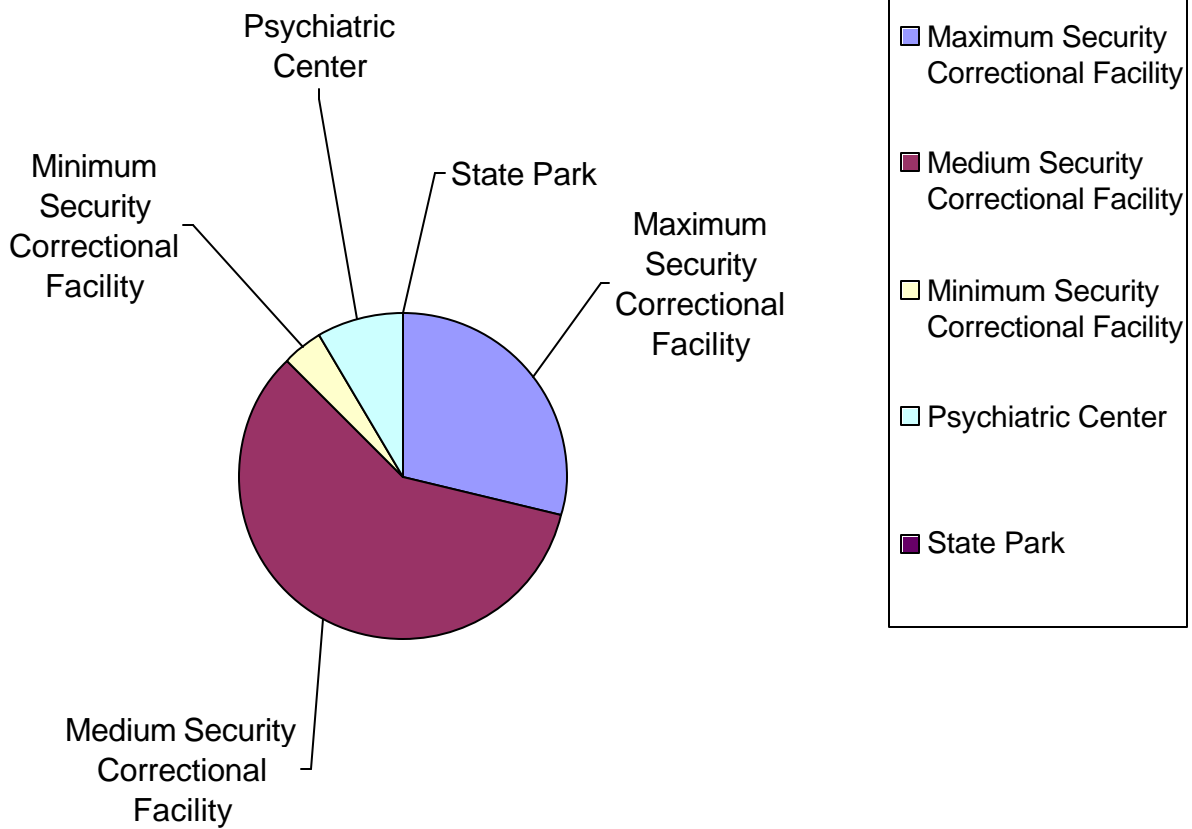
1,062 Total Answered



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Question 2:

Which of the following best describes the type of facility you work in?



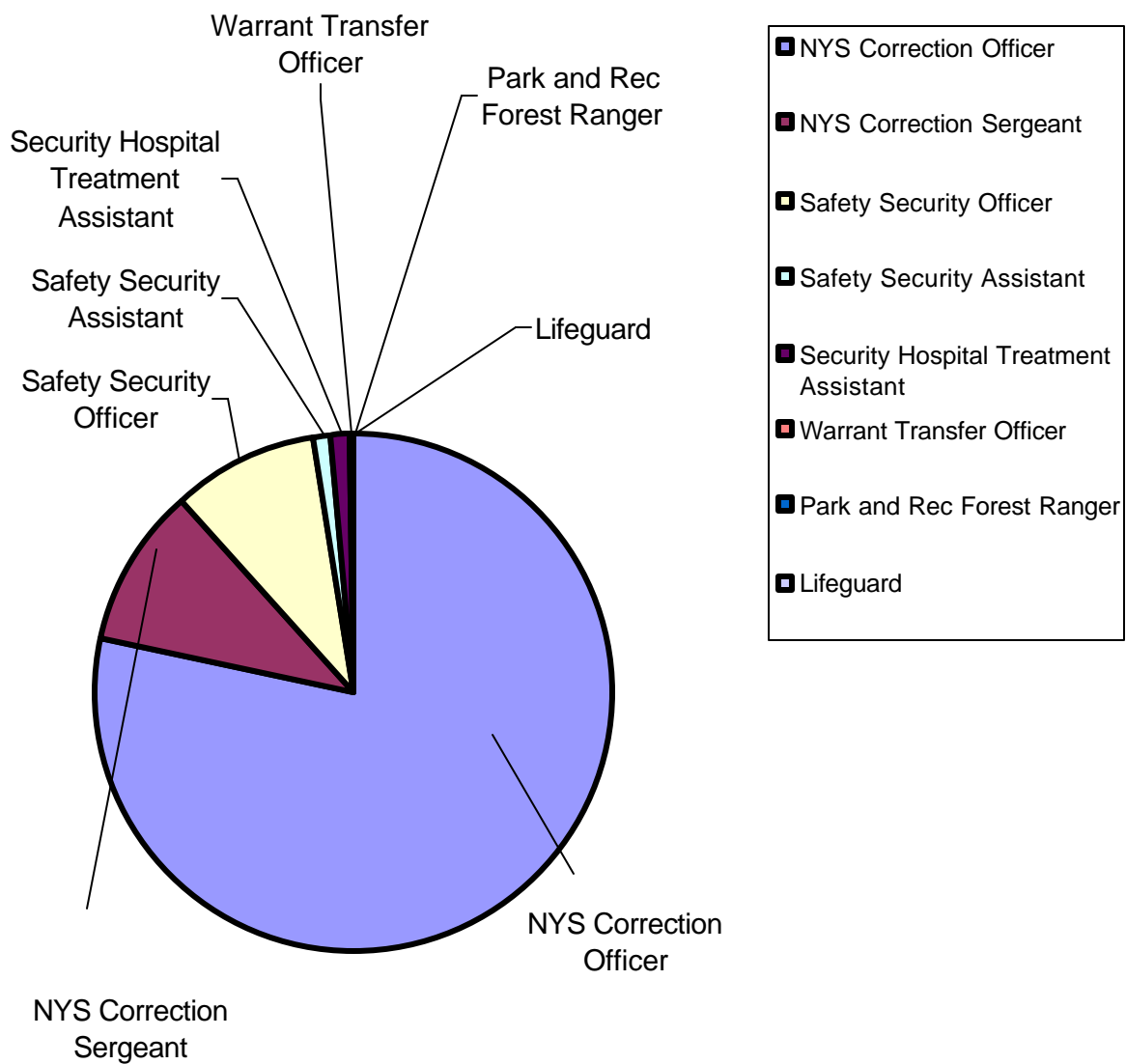
1,042 Total Answered



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Question 3:

Which of the following best corresponds to your current title?



NYS Correction Sergeant

NYS Correction Officer



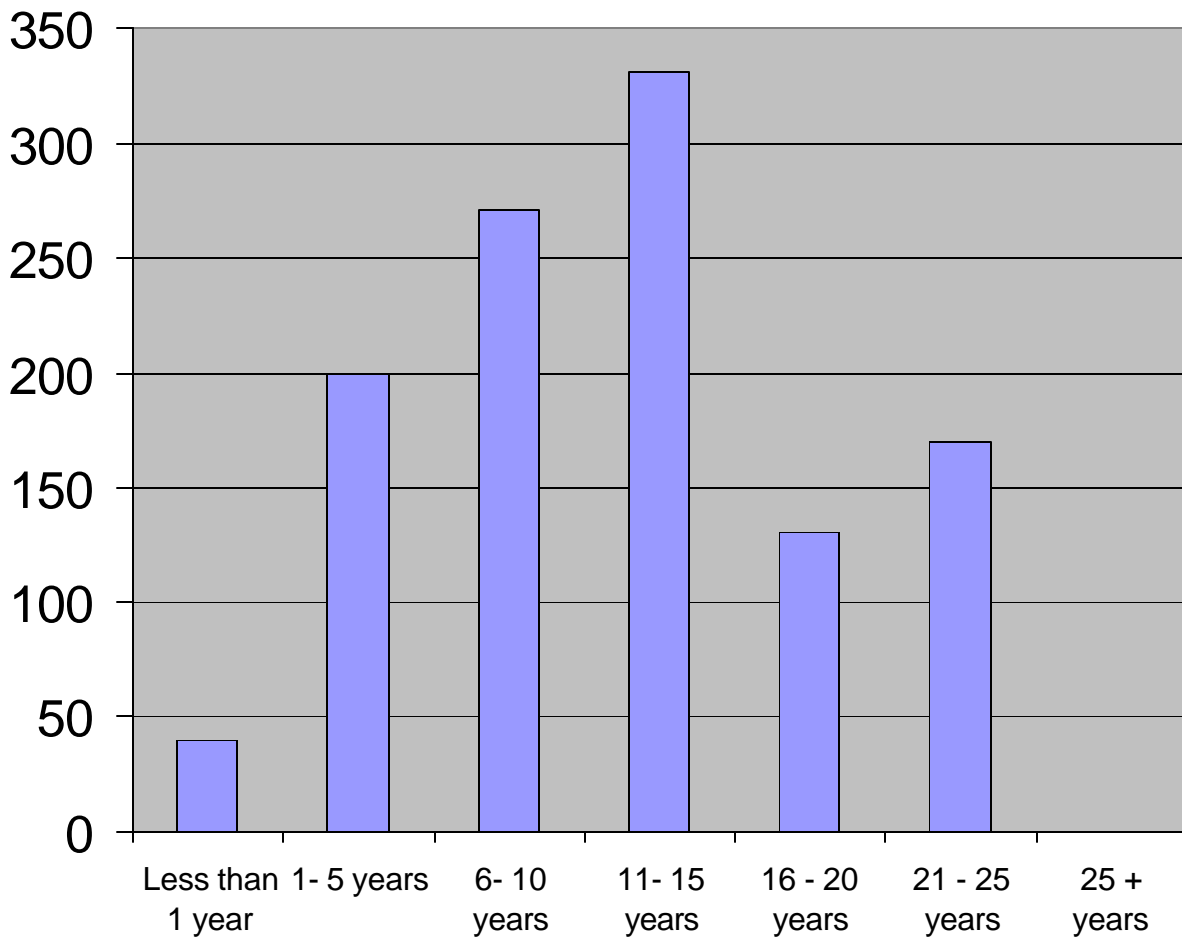
1,089 Total Answered



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Question 4 :

How many years working in current position?



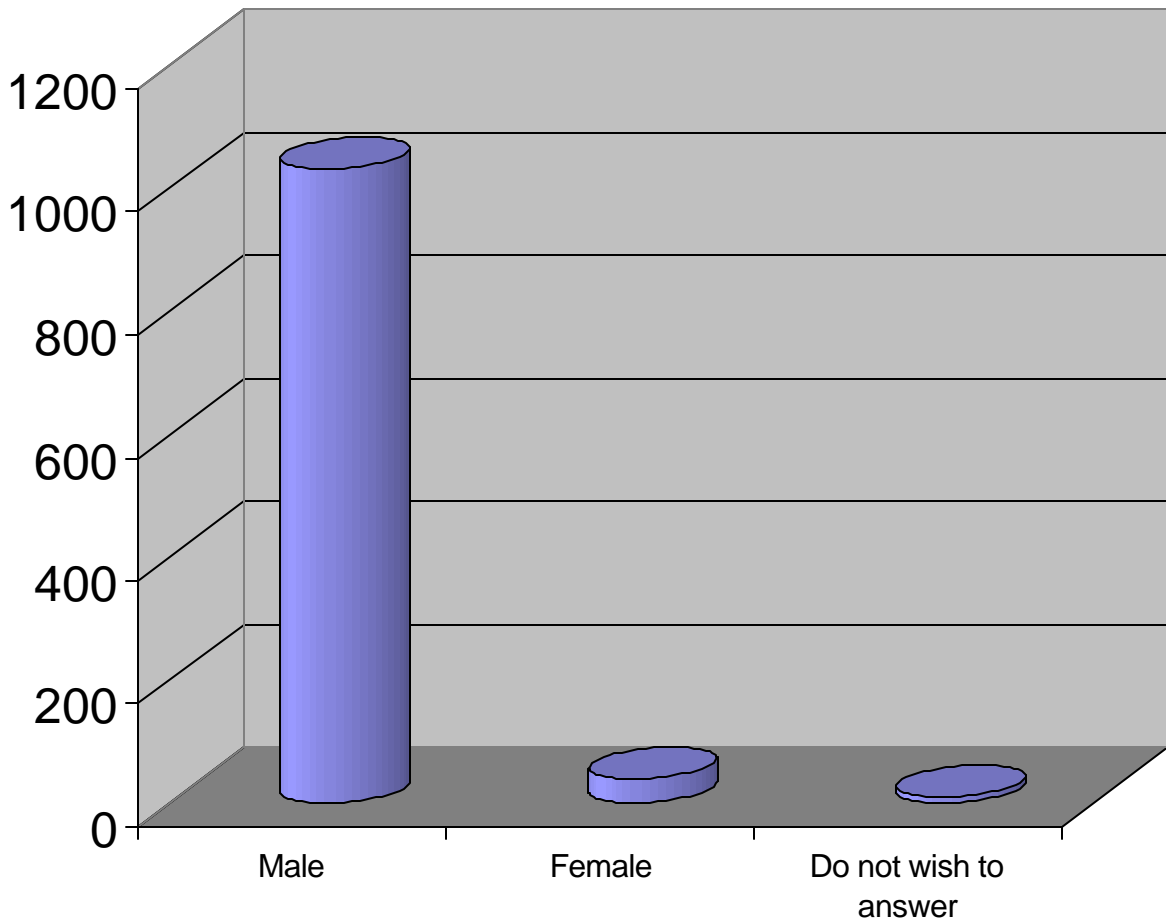
1,142 Total Answered



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Question 5:

What is your gender?



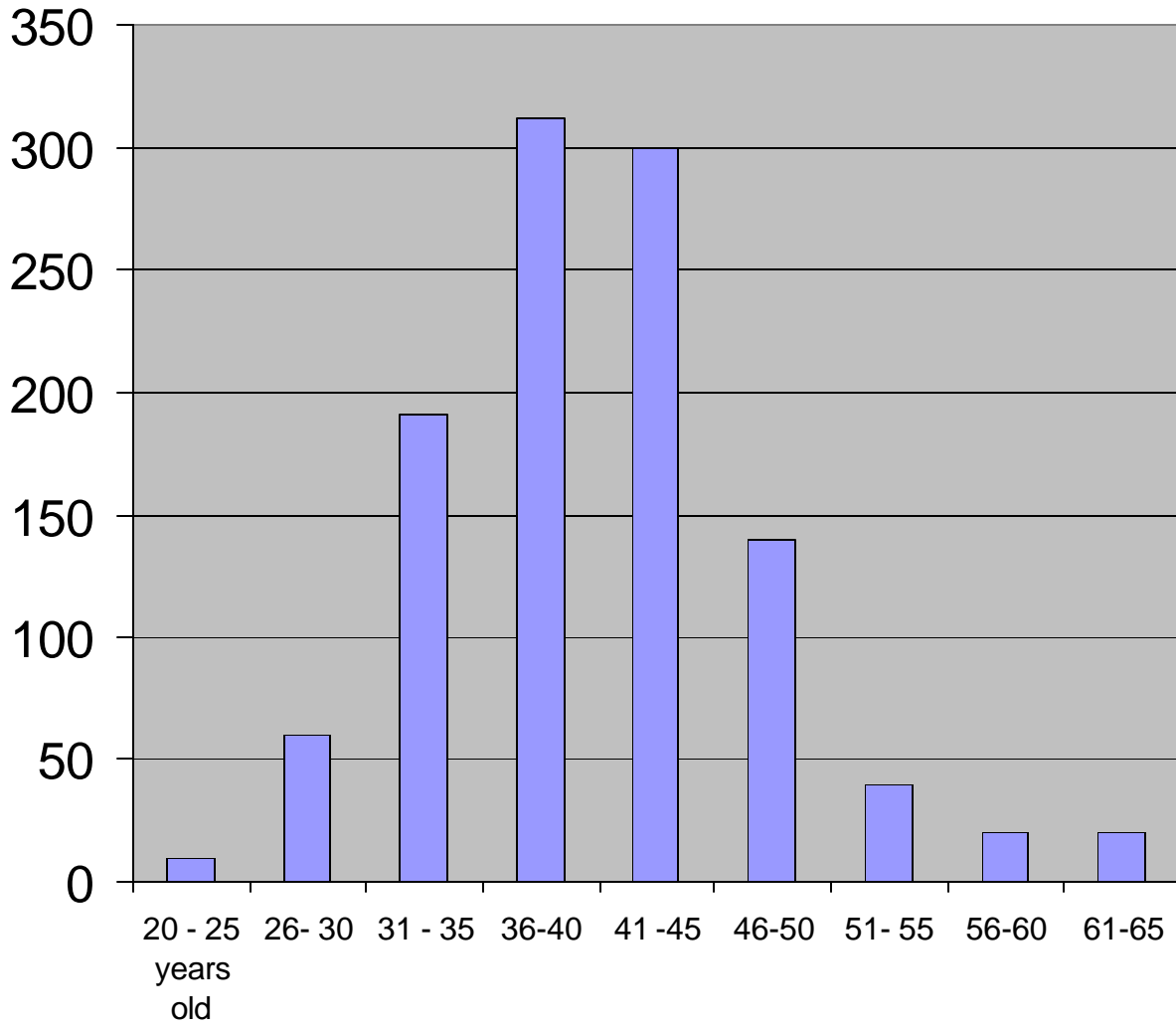
1,082 Total Answered



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Question 6:

What is your age?

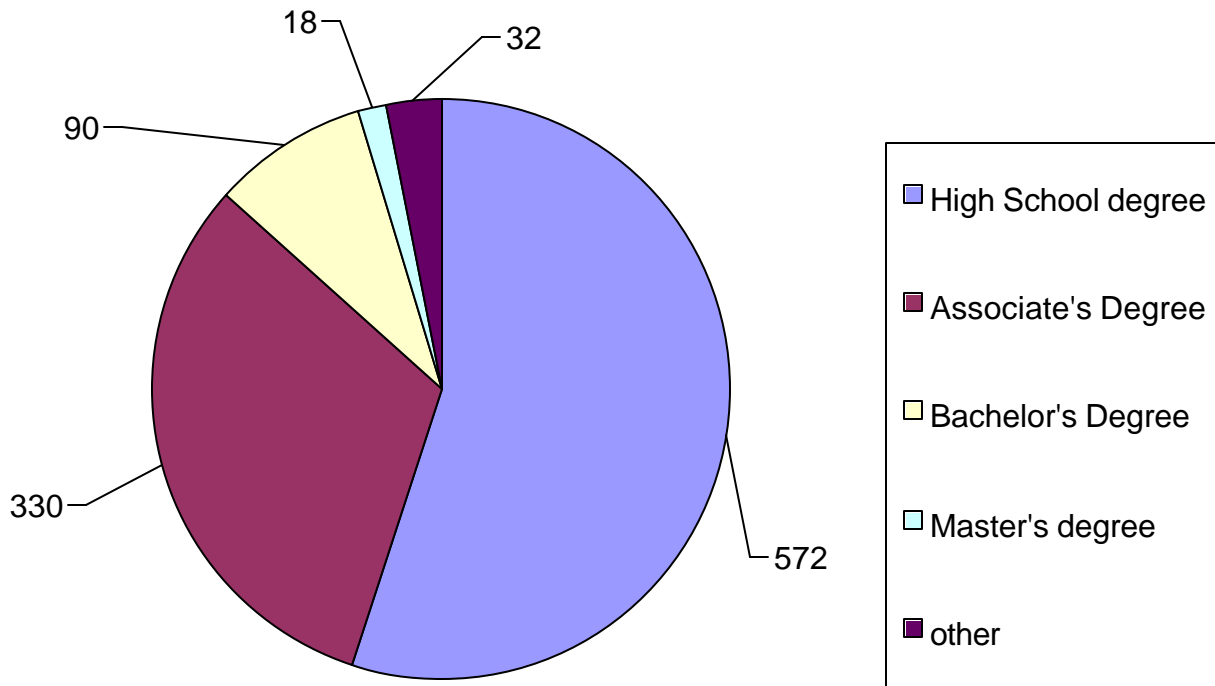




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Question 7:

Your highest education level?



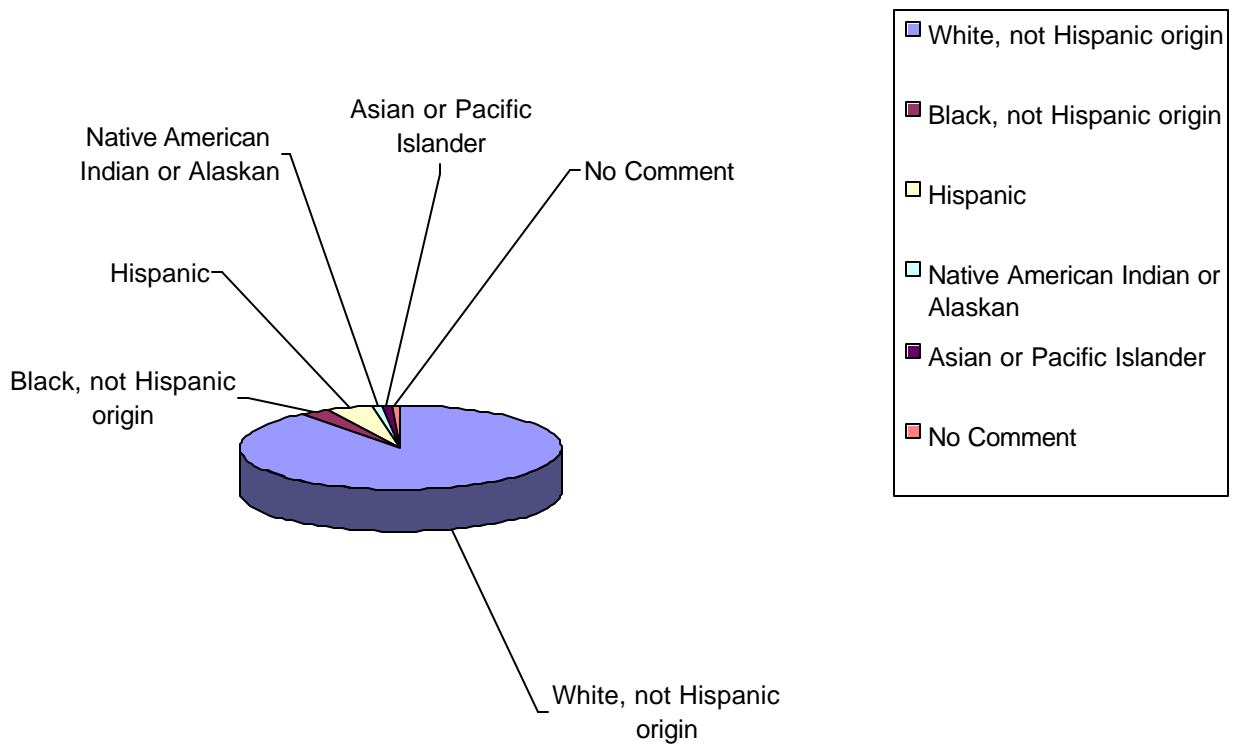
1,042 Total Answered



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Question 8:

What is your racial/ ethnic background?



1,060 Total Answered