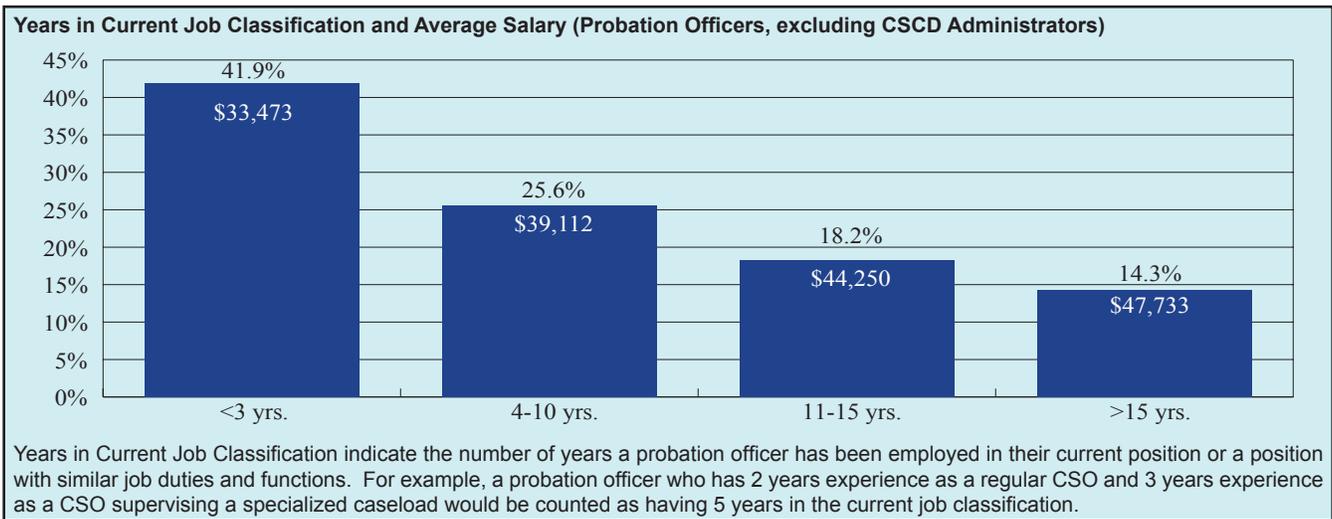


Strengthening Community Supervision

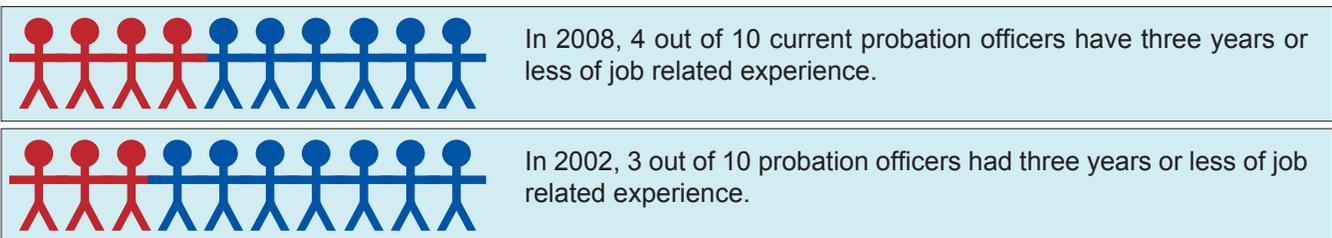
High levels of voluntary turnover by probation officers and direct care staff in Texas Community Supervision and Corrections Departments (CSCDs) have contributed to unstable caseload sizes, inexperienced staff, training issues, decreased quality of supervision, and lower staff morale.

Salary and Turnover

For TDCJ-CJAD's November 2008 Salary and Turnover Report, CSCD directors submitted data maintained by the CSCD on community supervision officers, court officers, pretrial services officers, counselors, program staff, and direct care staff who provide supervision or direct services to offenders. This report found that there is a growing shortage of experienced probation officers and direct care staff in CSCDs.



Community Supervision Officers

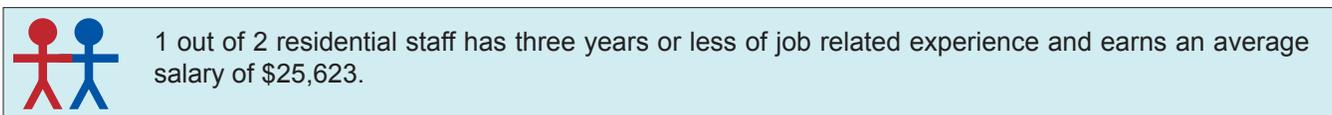


- 23.6% of full-time probation officers have been in their current job classification one year or less.

Direct Care and Program Staff

- 52.9% of counselors and program staff earn \$35,000 or less per year.
- 44.3% of counselors and program staff have been in their current job classification 3 years or less and earn an average salary of \$33,190.

Residential Staff



- 33.2% of residential staff earn \$25,000 or less per year.
- 66.8% of residential staff earn \$30,000 or less per year.

Turnover Intention Study¹

In March 2008, the Probation Advisory Committee (PAC) contracted with Angelo State University to conduct a Turnover Intention Study. This self-report survey was completed by individual Community Supervision Officers (CSOs) and other CSCD direct care staff. 75% (2,563) of Texas CSOs participated in this survey, which determined that:

- the voluntary turnover rate of CSOs in FY2007 was 14.6%;
- pay satisfaction is one of the strongest underlying causes of high turnover intention in Texas probation; and
- 41.3% of probation officers and direct care staff have serious thoughts about leaving in the near future or are actively looking for alternate employment.

Most Commonly Reported Destinations for Staff Leaving a Full-time CSCD Job

	Public Sector	Private Sector
Community Supervision Officers	72.4% ²	18.3%
Counselors and Program Staff	27.7%	55.3%
Residential Staff	49.6%	39.7%

Exceptional Items Request

TDCJ made a Legislative Appropriations Exceptional Items Request for the FY2010-2011 biennium that includes:

- \$11.9 million due to an increase in projected probation population growth (included in the initial versions of the appropriations bill);
- \$40 million in additional Basic Supervision funding;
- \$10 million in additional Diversion funding for Community Corrections Facilities; and
- \$10 million in additional Diversion funding for Outpatient Substance Abuse Treatment.

Exceptional Items Request

	Number of Staff Affected	FY2010	FY2011	Total
Basic Supervision Funding	3,882	\$20,000,000	\$20,000,000	\$40,000,000
Increase CSO salaries annually by \$5,414	x 3,325	\$18,000,000	\$18,000,000	\$36,000,000
Increase Non-Residential Direct Care Staff salaries annually by \$3,591	x 557	\$2,000,000	\$2,000,000	\$4,000,000
Diversion Funding for CCFs	875	\$5,000,000	\$5,000,000	\$10,000,000
Increase Residential CSO salaries annually by \$5,414	x 118	\$638,852	\$638,852	\$1,277,704
Increase other supervision and program staff salaries annually by \$3,591	x 757	\$2,718,387	\$2,718,387	\$5,436,774
Existing residential facility renovations and equipment		\$1,642,761	\$1,642,761	\$3,285,522

¹ Lee, W. (2008). 2008 Texas Adult Probation Turnover Study: Line Community Supervision Officers and Direct-Care Staff.

² 11.3% of CSOs leaving for the public sector move to another CSCD.