

REHABILITATION ADMINISTRATION

Juvenile Rehabilitation

Safety at JR Community Facilities



2016 SUPPLEMENTAL BUDGET

Request	FY16	FY17	15-17
FTE	6.2	6.2	6.2
GF-State	\$385,000	\$394,000	\$779,000
Total	\$385,000	\$394,000	\$779,000

DECISION PACKAGE SUMMARY

The Rehabilitation Administration (RA), Juvenile Rehabilitation (JR) requests 6.2 FTEs and \$779,000 GF-State in order to provide sufficient staff coverage during the graveyard shift (including backfill) at JR’s eight Community Facilities. By funding this request, JR is expected to improve the safety and security at JR Community Facilities. Failure to fund this request, and not provide complete staff coverage on the weekends, could result in an increased safety and security risk to the community, staff and youth.

PROBLEM STATEMENT

JR Community Facilities operate seven days a week, 24 hours a day. Sufficient staffing levels on the graveyard shift are critical to ensure community, staff and youth safety. In 2014, the Department of Labor and Industries (L&I) cited JR for insufficient graveyard coverage to ensure employee safety. JR received funding for nine FTEs for additional graveyard staff in the 2015-2017 Biennial Budget. However, this appropriation does not provide sufficient funding for complete coverage by a second graveyard staff seven days a week at all of the JR Community Facilities. An additional 6.2 FTEs are needed for complete coverage for all eight Community Facilities. Without sufficient minimum staffing during the overnight hours, JR staff, community facility youth, and the community are at increased risk for assaults, escapes and escape related crimes (e.g. motor vehicle and firearm thefts or home invasions). To avoid reducing direct services to clients, an option would be to not provide complete staff coverage on the weekend. However, this option will result in an increased safety and security risk to the community, staff and youth.

In addition to reducing the risk for additional crimes, complete graveyard staff coverage seven days a week is essential for the implementation of the approved Accident Prevention Plan (APP) as required by WAC 296-800-140. In order to meet L&I mandates, JR has hired security officers for the graveyard shift utilizing existing funding to provide complete coverage seven days a week. Without the additional funding requested, JR will need to reduce direct service expenditures for youth in order to fund the additional staff necessary to meet the ongoing safety needs of the community, staff and youth. In addition to hiring staff, JR has funded emergency panic buttons for all graveyard staff to support increased staff safety.

It is an extreme hardship for JR to continue to fund additional graveyard staffing within the existing budget. Failure to fund this request could result in an increased safety and security risk to the community, staff and youth. In addition, JR would not be in compliance with the approved APP and potentially open to further citations and fines for non-compliance from L&I.



DSHS VISION

People are healthy • People are safe • People are supported • Taxpayer resources are guarded

DSHS MISSION

To transform lives

DSHS VALUES

Honesty and Integrity • Pursuit of Excellence • Open Communication • Diversity and Inclusion • Commitment to Service

PROPOSED SOLUTION

Funding this decision package will provide the additional staff necessary to have two graveyard staff on duty seven days a week at all eight Community Facilities. Ensuring that two staff are scheduled at all times during the graveyard shift will ensure appropriate levels of care and supervision for the youth, improve safety and support for staff, and avoid potential staff or youth injury. The safety of staff and youth is vital in creating a healthy and secure environment at Community Facilities. To accomplish the JR mission of rehabilitating and stabilizing our youth to reduce recidivism, having sufficient staff on duty is critical for ensuring a safe environment in which employees work and youth receive services.

JR is currently funding these positions using existing dollars, which negatively impacts the ability to provide other needed services to youth which are critical for their treatment, rehabilitation and successful reentry to the community.

EXPECTED RESULTS

Providing a safe and secure environment for our youth and staff is of paramount importance. A safe and secure environment helps to reduce the potential for injuries and associated costs, lost staff work time, costs surrounding hiring new staff, damage to and replacement of damaged equipment and increases to industrial insurance rates. A safe and secure environment is also conducive to increased staff morale, productivity and retention. Residences with high staff morale increase youth engagement, which results in the optimal situation and environment to provide treatment and rehabilitative services. Receiving appropriate services increases a youth's likelihood of success and reduced risk of recidivism, as well as an increase in community safety. The community and other stakeholders will have the confidence that youth in their communities are receiving the appropriate treatment in a safe and secure environment. Taxpayers, citizens of the state of Washington and other stakeholders also benefit from the decrease costs of injury to staff and youth.

STAKEHOLDER IMPACT

JR stakeholders including, youth, families, law enforcement, juvenile courts and other community members are in support of providing effective and needed services to youth to enhance their chances of success and reduce negative impacts of incidents due to understaffing.