



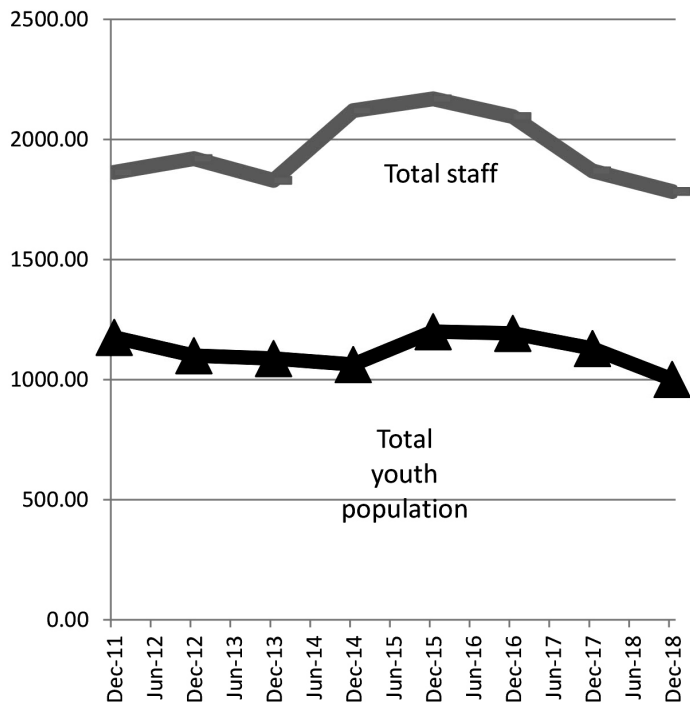
Increase staffing, raise pay to improve TJJD outcomes

Why are TJJD secure facilities important?

The Texas Juvenile Justice Department plays a crucial role in rehabilitating juveniles who have committed serious offenses. It serves as an important placement option for youths under the age of 19 who have committed felonies, especially for those youths who had previously been committed to county-level supervision but had violated the terms of their probation. TJJD provides counseling with trained professionals, a high school education, college credit courses, vocational skills training, and intensive rehabilitation services all in a secure setting. These services give serious youth offenders the chance to turn their lives around before they are sent to TDCJ adult prisons.

Why are there problems in TJJD? Staffing levels haven't been improved

The Prison Rape Elimination Act (PREA) passed by Congress in 2003 mandated that all states increase staffing levels in their juvenile detention facilities to 1 Juvenile Corrections Officer for every 8 youths in custody by 2017. As shown in the chart below, TJJD staffing levels in its secure facilities have not improved since 2010. In fact, the data shows that staffing levels in TJJD facilities mostly mirrored the youth population levels very closely.



Higher staffing levels are crucial to better outcomes for youth

Incarcerated youths need a safe, stable, and secure environment in order to be successful in their rehabilitation. When TJJD youth do not have enough experienced and dedicated staff around them, they are more likely to engage in aggressive behavior while they are incarcerated and commit more crimes when they are released. A higher staff to youth ratio makes it safer both youth and staff.

Even though, the PREA mandated that Texas and other states improve TJJD staffing levels, the data shows that has not happened. At 30% TJJD currently has the highest turnover rate of any state agency. It also has the highest injury rate. Average pay for JCO's and Case Managers is barely above local fast food jobs and certainly not high enough to attract and retain qualified staff given the risk of injury they face in working at TJJD.

Turnover Rates	2018
TJJD/TYC	29.8
HHSC	27.9
TDCJ	24.8
DSHS	18.6
DFPS	17.5
TWC	15.7
all agencies	19.3

TJJD Average pay comparison	Average Annual Salary	Hourly equivalent
TJJD Case Manager II (college degree required)	\$35,380	\$17
TJJD Juvenile Corrections Officer II	\$33,358	\$16
Buc-ee's Food Service Associate	\$31,200	\$15

What's the easy solution?

To solve the crisis in TJJD and improve outcomes for youth, the Legislature should do what has been proven to be effective:

1. Significantly increase salaries for all staff positions
2. Reduce the retirement age for positions with high injury rates
3. Create hundreds of new JCO and Case Manager positions and go on a hiring spree

These actions will reduce turnover and injury rates for employees and improve outcomes and lower recidivism for incarcerated youth.

Texas State Employees Union is asking you to support:

- A pay raise of \$6,000 for ALL state employees
- Inclusion of TJJD staff in the LECOSRF 20-year retirement plan
- Increased funding for 400 new JCO and Case Manager FTE's in TJJD secure facilities