



Alabama Department of Corrections

# BUDGET REPORT

PRESENTED BY

Commissioner John Q. Hamm

*Professionalism – Integrity – Accountability*

# EFFECTS OF INFLATION

Estimated  
expenditures,  
excluding  
salaries and  
benefits, are  
**\$12.5m**  
**above FY21.**

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Food

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Housing

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Clothing

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Fuel

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Janitorial

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Supply chain shortages

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Contract security services

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Facility Maintenance

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Construction

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## Alabama Department of Corrections

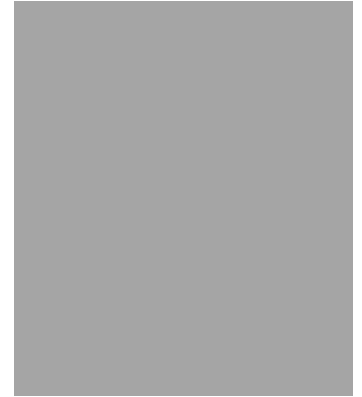
# VEHICLE FLEET = 747

## Average Age 8 Years

Mileage range	Total	Sedan/SUV/Truck	Bus	Van
<50k	164	103	3	58
50-100k	192	115	10	67
100-150k	219	144	19	56
150-200k	139	88	5	46
>200k	33	22	8	3
Totals	747	472	45	230

## Allocation \$1.8m per year

# STATUS OF NEW PRISON CONSTRUCTION



- EARTHWORK PACKAGE PROGRESSING:
  - Leveling field
  - Building pad construction
  - Road construction
  - Timeline for completion is January 2026

# Elmore Facility Enabling Works Earthwork Project Photos



July 26, 2022: Grading Ongoing in Quadrant C206



July 28, 2022: Seeding and Mulching Ongoing in the Detention Pond



July 28, 2022: Excavation Ongoing in the Borrow Pit



July 29, 2022: Fabric and Stone Placement for the South Laydown Yard



# EMPLOYEE GROWTH PLAN

## MARKETING / ADVERTISING

Social media, broadcast, radio, billboards

## RECRUITMENT DIVISION

Cpt. Napoleon Goodson, Lt. Joey Craig, Lt. Timothy Ensor, Lt. Darryl Finch, and Lt. Crystal Smith-James

## RECRUITMENT EVENTS

On-Site hiring events, Job Fairs, Career Center events, etc.

Retained **HORIZON POINT** for recruitment assistance

Retained **RIPPLEWORX** for retention assistance via wellness program

Personnel



# Alabama Department of Corrections

## BUDGETED POSITIONS

	FILLED	VACANT	TOTAL BUDGETED POSITIONS
SECURITY	1,879	541	2,420
ADMIN	1,163	261	1,424
TOTALS	3,042	802	3,844

## ADMINISTRATIVE STAFFING

	Filled	Vacant	Total
Stewards	59	27	86
Laundry	17	9	26
Canteen	21	6	27
Personnel	12	16	28
Accounting	59	42	101
Treatment	71	24	95
Total	239	124	363
Percentage	66%	34%	



# Alabama Department of Corrections

## RETENTION BONUS PLAN

**\$9,001,875**  
distributed

to **1,929**  
employees

**February 2019 – December 31, 2022**





# Alabama Department of Corrections

## RETENTION BONUS PLAN

February 2019 – **December 31, 2022**

No one employee can receive more than \$7,500.

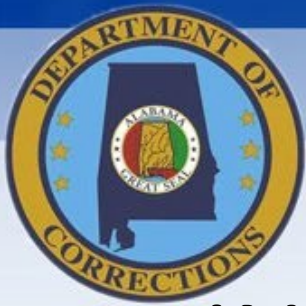
### **SOME BONUS EXAMPLES:**

#### **Newly hired COT or lateral entry**

- \$1,500 once they graduate the COT academy or lateral refresher
- \$1,500 when they attain status as a CO
- \$1,875 once they attain status as a Sr. CO
- \$2,625 1 year later (anniversary of attaining status)

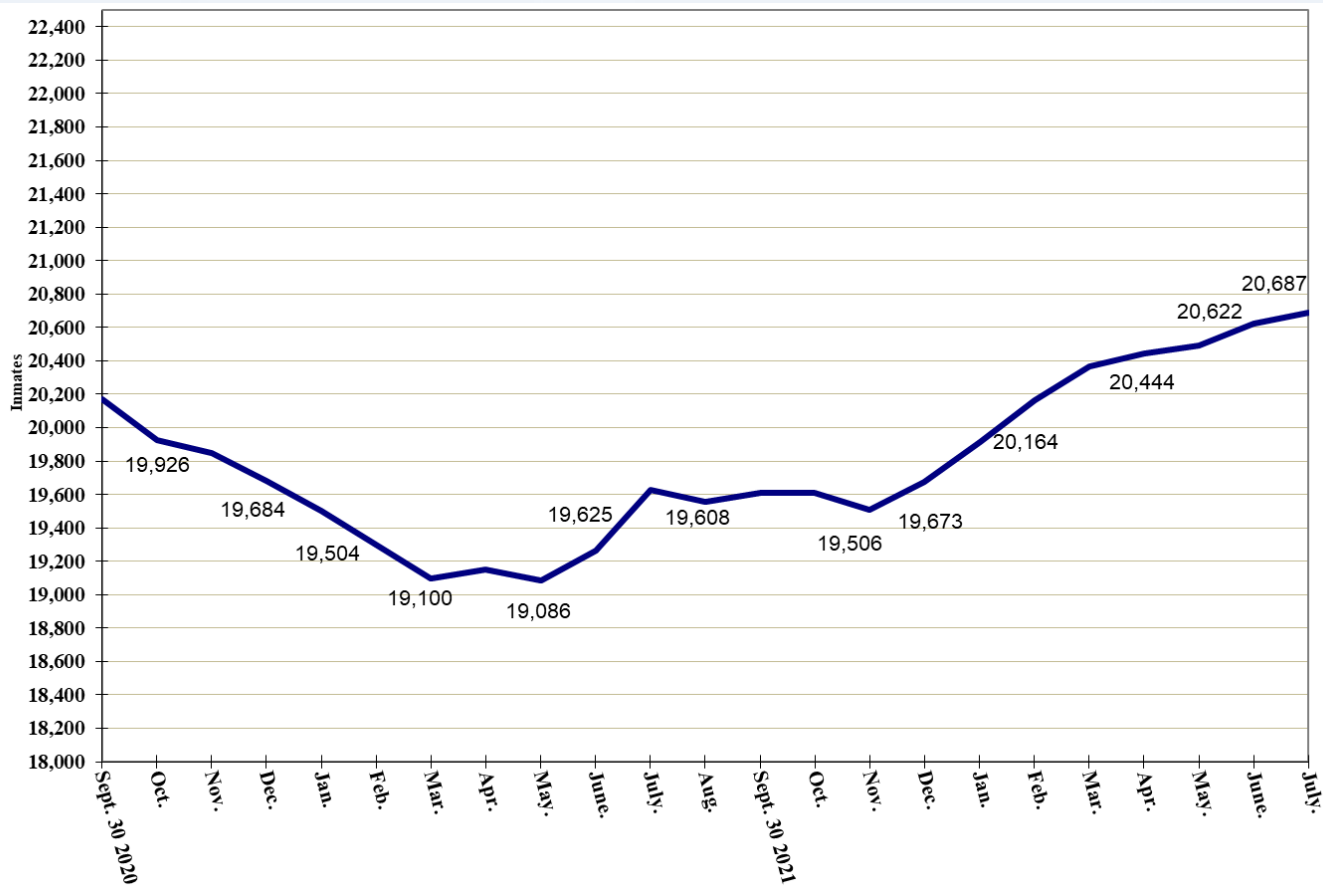
#### **Promotions for Sgt. and above**

- \$1,500 at promotion
- \$1,500 for attaining status
- \$1,875 1 year after attaining status
- \$2,625 1 year later (anniversary of attaining status)



# Alabama Department of Corrections

## INMATE POPULATION & TREND



*Professionalism – Integrity – Accountability*



# REHABILITATIVE PROGRAMS

Drug Treatment Program

GED Program

High School Diploma  
Program

Auburn University Degree  
Program at Tutwiler

Ingram State Technical  
College Certification  
Programs

Multiple Faith-Based  
Programs including:

- Jump Start
- Core Life Link (Church of The Highlands)





# Alabama Department of Corrections

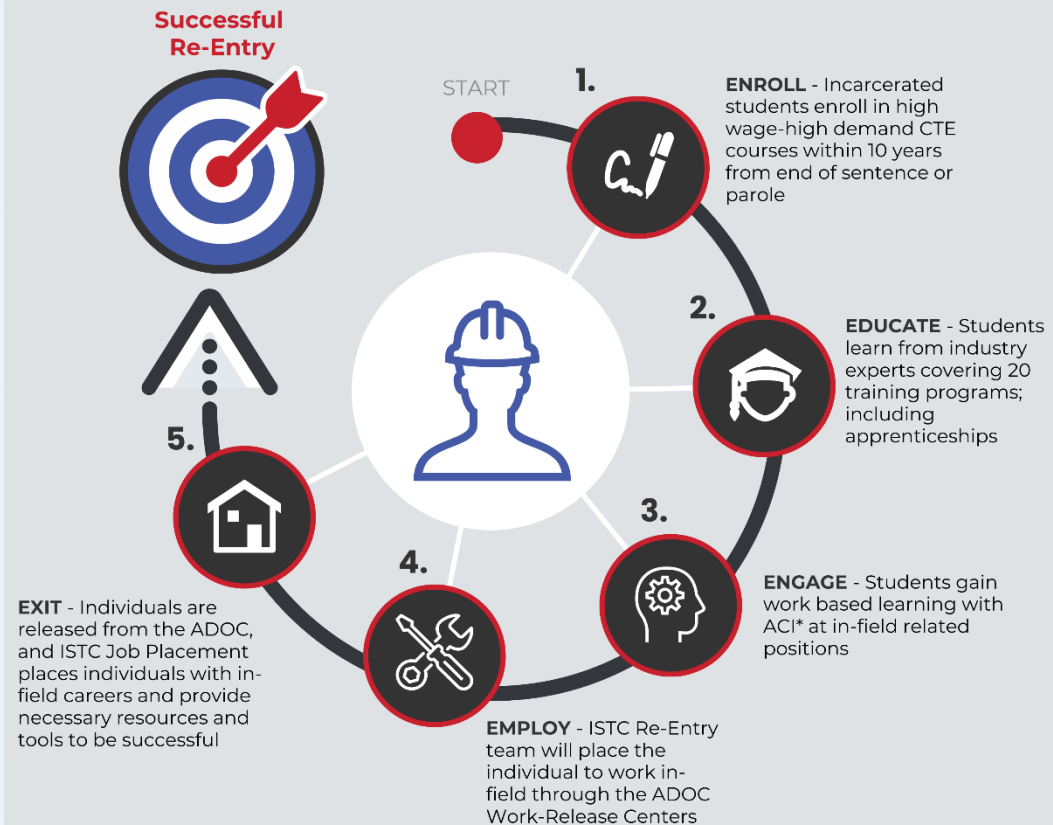
## Ingram State Technical College Certification Programs

- Diesel Mechanics
- Automotive Body Repair/Mechanics
- Barbering/Cosmetology
- Cabinetmaking/Carpentry
- HVAC
- Welding
- Logistics & Supply Chain Technology
- Electrical Technology
- Industrial Systems Technology

## PRISON TO WORKFORCE PIPELINE



An Ingram State Technical College and the Alabama Department of Corrections workforce partnership



\*Alabama Correctional Industries (A Division of ADOC)

**Professionalism – Integrity – Accountability**







# Alabama Correctional Industries *Inmate Training Programs*



*ACI is a self-supportive division of the Alabama Department of Corrections, providing a work-training program for inmates. ACI assists all state departments, institutions, and political subdivisions by supplying vital services.*



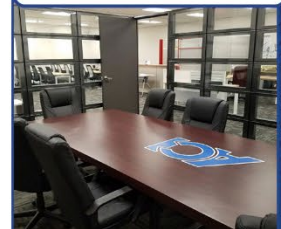
*ACI provides work for inmates, allowing them to learn skills that will assist them to get better paying jobs and be better citizens upon their release.*



**Furniture Plant**



**Chair Plant**



**Modular Plant**



**Chemical Plant**



**Fleet Services**



**ALABAMA  
CORRECTIONAL  
INDUSTRIES**

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Montgomery, Alabama 36107-0084  
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Fax: (334) 240-3162  
[www.aci-al.org](http://www.aci-al.org)

**2022**

Chairs • Clothing • Modular Furniture • Office Furniture • Printing



# COMMUNITY PARTNERSHIPS

- The Alabama Department of Corrections and the Alabama Department of Labor have collaborated for years on hiring events, Career Center services, and workforce development. It was time to further this relationship.
- The purpose of forming this partnership was to bring together key players to share ideas and best practices of shared goals, programs, and services.
- Several members of the group also serve on the **Alabama Commission on Reentry** so reducing recidivism is a big part of the conversation.
- Other groups who have joined the effort are Ingram State Technical College, Alabama Bureau of Pardons and Paroles, and Alabama Department of Mental Health.



**The first project for the group is establishing a Career Center inside Limestone Correctional Facility alongside existing education programs.**