

SENATE BUDGET AND APPROPRIATIONS COMMITTEE

STATEMENT TO

[First Reprint]

SENATE, No. 3839

STATE OF NEW JERSEY

DATED: JUNE 20, 2023

The Senate Budget and Appropriations Committee reports favorably Senate Bill No. 3839 (1R).

This bill requires the Commissioner of Corrections to institute a 10-minute shift overlap in each of the 11 correctional facilities in this State for the purpose of information dissemination between correctional police officers beginning and ending their shifts, and provides a one-year salary increase to correctional police officers as compensation for working the shift overlap.

Under the program of shift overlap established under the bill, a correctional police officer whose shift has ended would be required to remain at his or her post for 10 minutes after the end of the shift to report what happened during that shift to the incoming officer.

As compensation for working the shift overlap, all correctional police officers are to receive a one-time, three percent salary increase. The compensation for the shift overlap is to be applied to each officer's base pensionable salary, to be paid in 26 equal installments on each regular pay period designated on the State of New Jersey's annual payroll calendar during the year following the effective date of the bill.

Shift overlap enhances the safety and well-being of the officers and inmates in correctional facilities by allowing for the sharing of information between incoming and outgoing officers, particularly on issues such as gang activities and contraband.

According to the Assembly Prison Gang Violence Task Force final report, issued December 12, 2006, the Department of Corrections historically provided for shift overlap periods of up to 30 minutes, but gradually reduced these periods until they were ultimately phased out altogether due to budget constraints.

FISCAL IMPACT:

The Office of Legislative Services (OLS) finds that this bill will result in increased expenditures to the State for one year. The bill provides that as compensation for working a 10-minute shift overlap required under the bill, all correctional police officers are to receive a one-time, three percent salary increase during the year following the

effective date of this bill. The bill is unclear as to specifically who would be the recipient of this salary increase.

According to information provided by the New Jersey Law Enforcement Supervisors Association, the correctional police officers' salaries ranges from approximately \$52,000 at the lowest step (Step 1) to \$99,500 at the highest step (Step 10); Sergeants start at approximately \$70,000 at the lowest step to \$105,000 at the highest; and Lieutenants start at approximately \$86,800 at the lowest step to \$125,000 at the highest step. In response to an OLS Discussion Point for FY 2023, the department noted there were 4,245 correctional police officers, 443 correctional police sergeants, and 248 correctional police lieutenants for the pay period ending March 11, 2022. The OLS does not have a breakdown by rank and the exact step on the pay scale for each correctional police officer. Assuming step 1 salary for each rank, a three percent increase in salary would amount to approximately \$8 million for the year the shift overlap is instituted.