



Gwinnett

2024 Business Plan Presentation

Department of Corrections
Darrell Johnson, Warden

2022 – 2023 YTD Recap

Accomplishments

- Hiring incentives
- Recruitment techniques
- Increased mental health support

Challenges

- Attrition and retention
- Mental health and well-being of staff
- Work environment

External Influences

- Georgia Department of Corrections
- Gwinnett Technical College
- Vendors
- Volunteers
- American Correctional Association (ACA)
- Prison Rape Elimination Act (PREA)

Notable Metrics/Trends

- Offering competitive benefits packages, including incentives, increased pay, and benefits to attract new hires and retain experienced officers in corrections
- Agencies have implemented or revised policies to be more “staff-friendly”



Identified Constraints & Opportunities

Constraints

- Competition from other law enforcement opportunities
- The responsibilities of correctional officers are physically and psychologically demanding, which negatively affects mental health and well-being of staff

Opportunities

- Utilizing social media to highlight the contributions of staff
- Creating initiatives to improve the general public's image of working in corrections

Operational Decisions

- Streamline the hiring process and enhance the candidate experience
- Change public perception of corrections and help the public understand the importance of jobs in corrections

County Initiatives

- Operational Performance Assessment



Planning for the Future

- Service delivery
- Facility improvement
- Department/agency partnerships



Total Budget

Total Requested Budget	\$23,404,579
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