



# Grady Detention

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Interim Chief E. Dancy  
City of Atlanta  
Department of Corrections  
October 25, 2021



# Situation Overview

- ❖ **Authorized Strength: 199** (Sworn: 142/ Civilians: 57)
- ❖ **Current Staff: 143** (Sworn: 102/Civilians: 41)
- ❖ **Sworn Personnel: 102**
  - Includes Shift Assignments & Administrative Staff

## Shift Personnel

Day Watch: 28  
 Evening Watch: 28  
 Morning Watch: 28

## Post Assignments

Day Watch: 19  
 Evening Watch: 16  
 Morning Watch: 16

*(includes ACDC & Grady Detention)*

## ❖ **Attrition:**

- 2021 (*January – YTD*): 35 (25 Sworn)
- 2020 (*Calendar Year*) : 33 (20 Sworn)

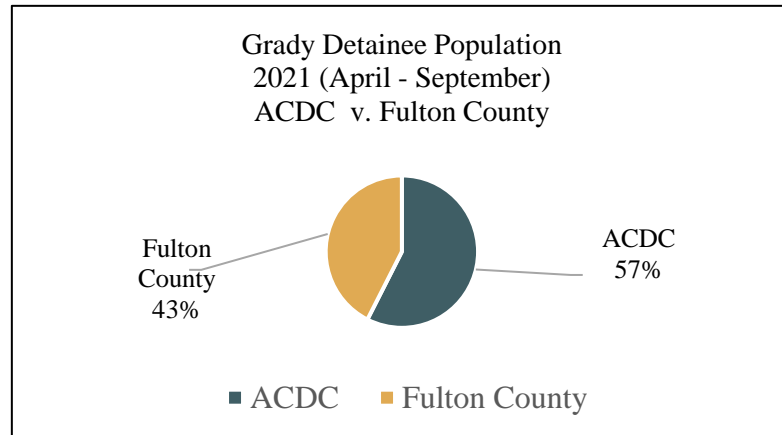
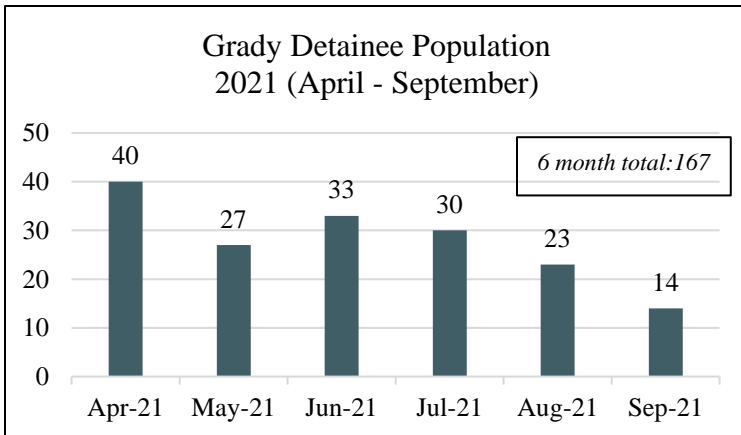
## ❖ **Dynamic Security Contract Removal**

(24 daily assigned Security Officers)

- January 2021 (Staff Count: 175)
  - Sworn: 127

## ❖ **Grady Detainee Population**

- Last 6 months (April – September ) Total : 167
- ACDC Detainees (96) v. Fulton County Detainees (71)



# Situation Overview



## Custody of APD detainees at Grady:

- We remain in close coordination with the Atlanta Police Department (APD), so when this issue arises, we attempt to provide relief as quickly as possible. In addition, we have executed an action plan to ensure that we are able to accommodate any surges in the Grady detainee population in the future.
- We will continue to work closely with Fulton County.
- In the past, we utilized a private security contract to support our needs at Grady. Due to legal concerns, the renewal of this contract did not include the Department of Corrections (DOC), which caused us to move towards a model that heavily relied upon our Corrections Officers. Moving forward, it would require sworn certified personnel to sit on detainees.
- As has been the case for many City agencies, the Department of Corrections has struggled to recruit and retain staff over the last year. This has resulted in fewer staff than authorized.
- We believe the action plan we are taking will resolve these issues and will continue to work with Grady, APD, and other partners to ensure that when a surge occurs, we are providing the necessary security for the safety of Grady staff and our community.

## Action Plan:

- 1) Recruiting and retention – Goal is to increase current staffing levels
  - a. Recapture program – utilize the program to bring back retirees, we currently have eight (8) candidates and expect five (5) to onboard the week of October 28<sup>th</sup>.
  - b. Hiring programs – working with HR to hire additional Corrections Officers. We are also using other mediums to reach candidates....(Job Fairs, Social Media Outlets, DOC’s city webpage, Diverse Community Groups, Georgia Department of Labor, and Metro Atlanta Area Colleges).
  - c. Premium pay – was instituted through June 30, 2022
  - d. Pay study – working to review pay and propose recommended adjustments for adoption before the end of the year
- 2) Identify other options to supplement Corrections Officers when there is a surge in the detainee population
- 3) Utilization of existing staff – Goal is to flex staff and utilize overtime to cover gaps during any surges at Grady
  - a. Overtime
  - b. Shifting personnel
  - c. Leave management
  - d. Shift adjustments
- 4) Grady detainee operating model – Goal is to review the current operating model with Grady Administration to determine if there are additional efficiencies to be gained without additional staff when there is a surge in the detainee population.



# Questions ?

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