



# Department of Corrections and Community Supervision

Fiscal Year 2024 - 2025 Correctional Facility Closures

Staff Relocation Efforts

Great Meadow and Sullivan Correctional Facilities

November 2024

## **A. Overview**

On November 6, 2024, Great Meadow Correctional Facility and Sullivan Correctional Facility, officially closed. While the decision to close these facilities was a difficult one, the current reality of the Department's staffing challenges and prevailing excess capacity required the Department to make the painstaking choice to do so, in order to continue to operate the prison system in a safe and appropriate manner, while optimizing the deployment of our staff and resources.

The enacted 2024-2025 New York State Budget authorized the closure of correctional facilities operated by the Department of Corrections and Community Supervision (DOCCS), with 90 days' notice to the President Pro Tempore of the Senate and the Speaker of the Assembly. This authorization also required that a detailed report be submitted to the President Pro Tempore of the Senate and the Speaker of the Assembly on the results of staff relocation efforts within 60 days of the closures.

## **B. Affected Staff**

When facility closures were announced on July 18, 2024, a total 1,010 staff were impacted at the closure facilities. Additionally, 92 civilian staff, who were employed at other DOCCS facilities and offices within the county, were identified as being potentially impacted as the least senior in a particular title in their respective counties. Informational meetings were held for the 1,102 impacted and potentially impacted staff between August 6, 2024, and August 9, 2024. On September 13, 2024, additional informational meetings were held for 3 civilian staff members and 17 security supervisors, who had been identified as potentially impacted as least senior in the state in an impacted title. Union representatives were present for all informational meetings.

## **C. Voluntary Reassignments**

From the date the closures were announced until September 9, 2024, staff continued to voluntarily reassign out of the two impacted facilities in accordance with the various negotiated reassignment policies. Once reassigned, these staff were no longer impacted by the reduction-in-force process associated with the closures.

## **D. Reduction-in-Force Procedures**

On September 9, 2024, DOCCS ceased all discretionary movement for impacted titles statewide and initiated the prescribed reduction-in-force procedures in accordance with Civil Service laws, rules and policies, to affect placements for all remaining permanent civilian and security staff. The placement process occurred between September 23, 2024, through September 29, 2024, and placement notifications were mailed to affected staff on October 1, 2024, for a November 7, 2024, effective date.

At the conclusion of the reduction-in-force process, each participating permanent employee impacted by the closures was provided an opportunity to transfer/reassign to an available, funded, vacant position at another correctional facility or office within the Department, or with another State agency. All actions were in accordance with the rules and regulations of Civil Service and relevant union contracts. Despite having vacant positions available for all impacted staff to remain employed with the Department, due to personal decisions, a limited number of staff impacted by the closures voluntarily declined the employment opportunity.

## **E. Summary**

The closure of Great Meadow and Sullivan Correctional Facility impacted 966 permanent staff assigned to those facilities, an additional 9 staff that were impacted as the least senior in the

same county as a closing facility, and one (1) employee impacted as least senior in the State in their title. Of the 976 permanent employees impacted, a total of two (2) employees, or .2% of employees impacted, were not placed via the Reduction-In-Force (RIF) process because they refused to participate in the process by severely limiting themselves on their Location Preference Sheet (LPS) where they would be willing to accept employment, thus refusing reassignment opportunities via the RIF Process and voluntarily declining continued employment.

The following is a breakdown of the impact of the RIF placements for all impacted staff:

	Retire	Resign	Voluntary Reassignment/ Appointment	RIF Placement	Agency Reduction Transfer List	Limited LPS/Return DOCCS Hold	to	Limited LPS/ Failed to Participate Term 11/7/24
<b>Great Meadow CF</b>								
Civilian Staff	4	1	17	76	6	1		0
Security Staff	2	48	280	174	3	0		0
<b>Washington County Least Senior</b>								
Civilian Staff	0	1	0	2	0	0		2
Security Staff	N/A	N/A	N/A	N/A	N/A	N/A		N/A
<b>Sullivan CF</b>								
Civilian Staff	0	0	8	60	0	0		0
Security Staff	6	10	194	75	1	0		0
<b>Sullivan County Least Senior</b>								
Civilian Staff	0	0	1	3	0	0		0
Security Staff	N/A	N/A	N/A	N/A	N/A	N/A		N/A
<b>Least Senior Statewide</b>								
Civilian Staff	0	0	1	0	0	0		0
Security Staff	0	0	0	0	0	0		0
<b>Total</b>	<b>12</b>	<b>60</b>	<b>501</b>	<b>390</b>	<b>10</b>	<b>1</b>		<b>2</b>