**In accordance with the FY19 GAA, line item 1599-8910, regarding a reserve fund for the 14 sheriffs, please accept this report from the Franklin County Sheriff’s Office that details the staffing levels, salaries and overall steps to reduce spending and overtime in FY19. This information, unless otherwise noted, reflects spending from each sheriff’s main operations appropriation. This information is detailed in this Word document:**

1. **Areas of Cost Savings (Personnel):** 
   1. Document estimated overtime costs for FY16-19 delineated by fiscal year

FY16 $543,698 FY17 $461,727 FY17 $346,437 FY19 $230,000

* 1. Describe efforts to reduce overtime costs: Being vigilant, eliminating an ICE transportation team, and reducing sick time (30% decline in FY19).
  2. Average Daily Population for FY18 *(see attached sheet)*: 220.40
  3. For the following, provide an FTE count comparing FY19(budgeted) vs. FY18(average)
     1. Total FTEs: 203 192
     2. Personnel Defined as Care and Custody Personnel (FTEs) *(includes Correction Officers, Sergeants, Lieutenants, Captains, and Assistant Deputy Superintendents who oversee security operations. Also includes employees who provide programs, medical and mental health care for inmates)***:** 169 154
     3. Correctional Officers 102 95
     4. Sergeants: 13 11
     5. Lieutenants: 16 16
     6. Captains (*includes Primary Captains*): 6 6
  4. List any other savings initiatives involving personnel costs with estimated savings amounts:

1. **Areas of cost sharing:**
   1. List initiatives and opportunities for consolidation across offices, including:
      1. Medical services
      2. Other vendor services
      3. Training/education/certification - regional CO training academy with Hampshire and Berkshire.
      4. Transportation
      5. Facility Capacity
      6. Others
2. **Areas of Increased Program Integrity:**
   1. List non-care and custody programs (include description, annual cost, and start date)

TRIAD - a community policing initiative between seniors, law enforcement agencies and service providers to increase safety through education and crime prevention. Its goals are to reduce criminal activity that target older Americans, to alleviate seniors' fear of victimization, build confidence, and improve quality of life.

Annual cost - $200,000. Established 1993.

1. **Areas of Recidivism Reduction:**
   1. List all initiatives, enacted or planned, to reduce recidivism and a summary of the data to support the success of each program

* FCSO MAT Reentry Initiative
  + Collaboration between Community Health Center, Center for Human Development, Hampshire County Sheriff’s Office, Western Ma Training Consortium to support clients with opioid use disorder as they transition from jail into the community
  + UMass School of Public Health and Baystate/UMass Medical are the research/evaluation partners. Data forthcoming.
* Reentry Case Workers
  + Three staff provide wrap around case management services for clients post-release
* Co-occurring, trauma-informed, mindfulness-based cognitive behavioral health program
  + Five licensed behavioral health clinicians provide treatment for sentenced and pre-sentenced clients through group and individual counseling.
  + Curricula include Wellness Recovery Action Planning (WRAP), Dialectical Behavior Therapy (DBT), Acceptance and Commitment Therapy (ACT), Seeking Safety, Helping Women Recover, etc
  + Alternative Solutions Associates, Inc is the evaluation partner. Data forthcoming.
* FCSO Education and Vocation programming
  + Partnership with Greenfield Community College
  + Adult Basic Education & Bridge to College
  + Vocational training in farm & food systems, manufacturing, OSHA, ServSafe