

# **BRISTOL COUNTY SHERIFF'S OFFICE**



## ***EXECUTIVE SUMMARY***

**Staffing Analysis Report - October 2021**

## **Executive Summary:**

### **Introduction:**

In 1990, the **Bristol County Jail and House of Correction** in Dartmouth was opened on the 150-acre site on Faunce Corner Road in North Dartmouth, Massachusetts. **Since 1990 to the present day, the population has increased by more than 300%.**

The Bristol County Sheriff's Office (BCSO) currently houses approximately 1,500 men and women in several different facilities and is responsible for the care and custody of individuals who are sentenced and/or awaiting trial.

Presently, over 80% of the Bristol County inmate population is housed at one of the three facilities on the complex. The remaining 20% of inmates are housed at the Ash Street Facility in nearby New Bedford, Massachusetts.

This department's standards are closely guided by the American Correctional Association (ACA), the Department of Correction (DOC), the National Commission on Correctional Health Care (NCCHC), the Department of Public Health (DPH), the Occupational Safety and Health Administration (OSHA), and the Prison Rape Elimination Act (PREA).

The purpose of the review is to assess the existing staffing levels and operational practices based upon current programs, task levels, and post assignments, provide an objective review of the level of efficiency at which personnel are assigned to the various functions of the jail, and provide recommendations for minimum staffing required to safely and efficiently operate the facilities.

The goal of this study is to establish a staffing plan, which will provide sufficient staffing for the safe and secure operation of the Bristol County Sheriff's Office in accordance with its mission and operational requirements.

An overall summary of this staffing analysis will provide the reader with findings and recommendations, supported by statistical data, which supports the needs of the Bristol County Sheriff's Office. The findings and recommendations are based upon four separate categories that have had a direct effect on staffing which continues to decline.

#### ***The four categories having a direct effect on staffing are:***

- Increase in Inmates with SMI (**S**erious **M**ental **I**llness) that has created a significant increase in mental health watches, groups and evaluations as well as hospital runs and/or details that has placed a huge strain on staffing;
- Increase in opioid use within the community that results in chronically ill Inmates upon intake. This creates a significant increase in drug watches, hospital runs and/or details and the increased introduction of contraband that puts a huge strain on staffing levels.
- Continued decline in staffing vacancies has resulted in the inability to assign staff to already established posts. With the upcoming M.A.T. (**M**edication **A**ssisted **T**reatment Program) and requirements set forth by the **Chapter 69 Crime Reform Bill** that now includes the increase in recreation to 2 hours and additional programming, the ability to maintain the safe, secure and orderly running of the facility due to the lack of staffing is uncertain.
- The challenges in regards to recruiting, hiring and retention of staff is on a continued decline that is having a negative impact on Police as well as all Law Enforcement across the Country. Since 2018 approximate, the Bristol County Sheriff's Office is losing more staff than we are graduating due to several contributing factors such as pay and forced overtime that diminishes ones quality of life.