

**Achieving a  
Constitutional Level of Medical Care  
in  
California's Prisons**

**Federal Receiver's Turnaround Plan of Action  
Monthly Report  
December 2008**

**December 15, 2008**

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## Introduction

This is the Receiver's third Monthly Report consisting of monthly performance metrics related to the Turnaround Plan of Action (TPOA). The Monthly Reports are intended to provide our stakeholders - including the Court, counsel, the public, CPHCS employees, and other interested parties - with a timely update regarding TPOA performance.

Unlike the Tri-Annual Reports (formerly Quarterly Reports), the Monthly Reports are limited to performance metrics. The narrative summaries detailing the progress of the individual initiatives of the TPOA will be reserved for the Tri-Annual Reports. The performance metrics contained in the Monthly Reports will be "rolled-up" into the Receiver's Tri-Annual Reports, and each Monthly Report for the respective quarter will be included as appendices to the Tri-Annual Reports and filed with the Court pursuant to the Receiver's reporting schedule.

The December 2008 Monthly Report includes performance metrics for the following Turnaround Plan of Action initiatives:

- GOAL 2**      Objective 2.4 – Invoice Processing
- GOAL 3**      Objective 3.1 – Vacancy and Turnover Rates for Physicians and Nurses
- GOAL 4**      Objective 4.3 – Medical Peer Review and Discipline  
                    Objective 4.4 – Medical Oversight Program  
                    Objective 4.5 – Inmate Health Care Appeals and Habeas Corpus Petitions
- GOAL 5**      Objective 5.1 – Pharmacy Services

Note: The performance data utilized to compile this Monthly Report is assembled from a variety of sources. Over time, the quantity and quality of the metrics provided in the Monthly Reports and Tri-Annual Reports will improve as new measurement systems are implemented and necessary information technology systems are established in California's prisons.

## **GOAL 2**

**ESTABLISH A PRISON MEDICAL  
PROGRAM ADDRESSING THE FULL  
CONTINUUM OF HEALTH CARE  
SERVICES**

**Objective 2.4:** Improve the Provision of Specialty Care and Hospitalization to Reduce Avoidable Morbidity and Mortality.

**Action 2.4.3:** By July 2009, ensure specialty care and hospital providers' invoices are processed in a timely manner.

**Reporting/Responsible Division:**

Healthcare Invoice, Data and Provider Services Branch, CPHCS

**Performance Measure:**

Average days to process invoices.

**Graph/Table Display:**

Refer to page 4.

**Results Explanation:**

Prodagio institutions include CCWF, CMF, PBSP, SAC, SQ, VSPW, FSP, SOL, CCC, COR, HDSP and SATF.

Data represents invoices processed for Fiscal Year (FY) 07/08 and 08/09 based on "TblInvoices" in the Contract Management Database.

Analysts continue to process invoices received from contractors for prior fiscal years; therefore, the data may vary from month to month.

FY 07/08 - Total # of Invoices for Non-Prodagio 218,336, Prodagio 65,012.

FY 08/09 - Total # of Invoices for Non-Prodagio 32,779, Prodagio 6,690.

Total number of invoices is understated due to data entry inconsistencies with invoice numbering.

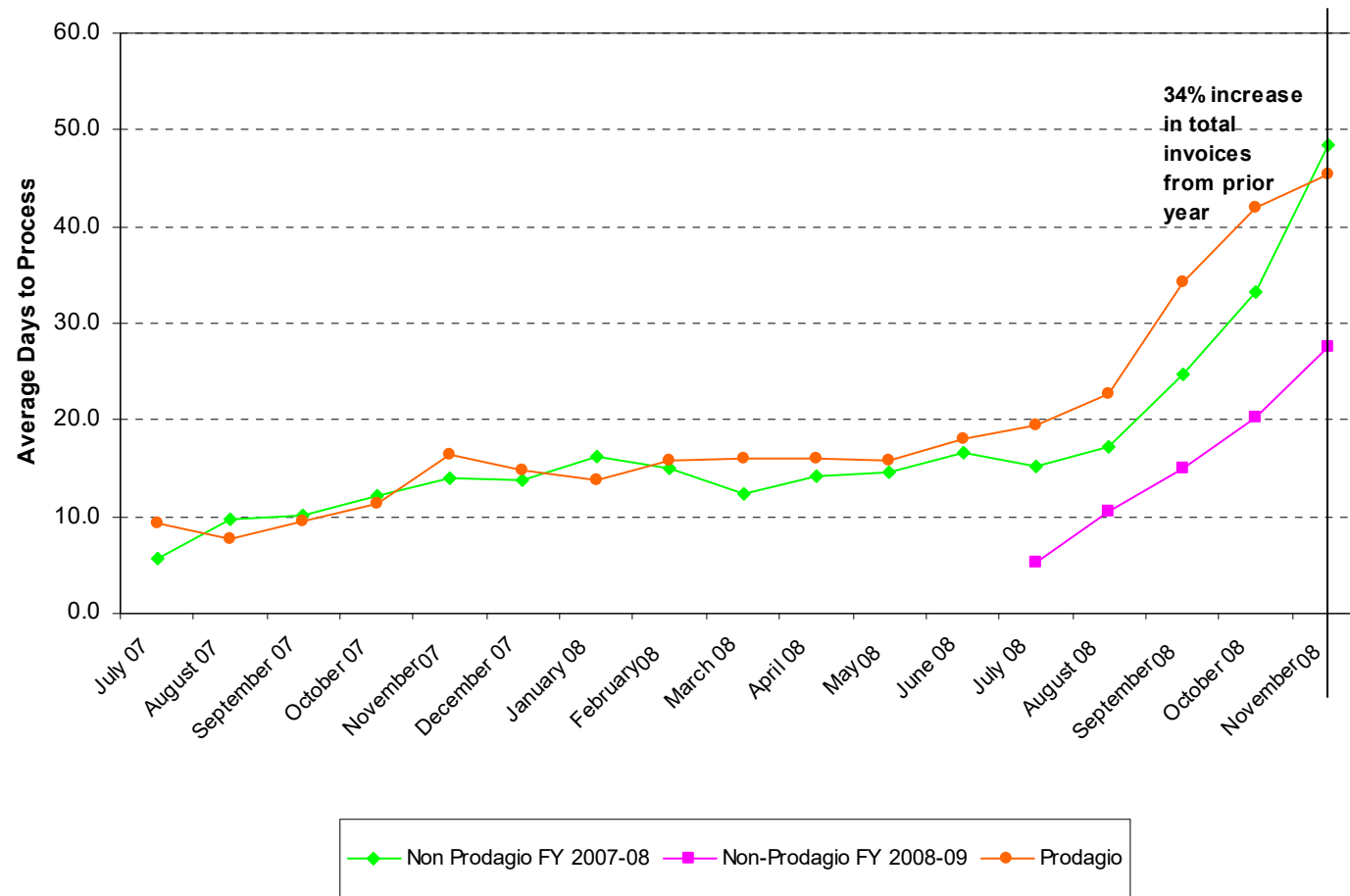
Prodagio numbers for FY 07/08 reflect all invoices for CCWF, CMF, PBSP, and SQ. FSP implemented Prodagio in June 2008, and SOL implemented Prodagio in July 2008. CCC, COR, HDSP, and SATF implemented Prodagio in August 2008.

September and November data reflects a significant increase in average days to process due to remaining 07/08 invoices with irregular circumstances.

November 2008 data is incomplete (542 invoices). Compared to November 2007, this is approximately 2.5% of the total number of invoices. The average number of days to process may decrease as invoices are completed.

As of November 18, 2008, invoice scanning ceased in Prodagio. Institutions are currently processing invoices in the Prodagio queue.

# Statewide Invoice Processing Days - Fiscal Year 2007 through November 2008



## **GOAL 3**

**RECRUIT, TRAIN, AND RETAIN A  
PROFESSIONAL QUALITY MEDICAL  
CARE WORKFORCE**

**Objective 3.1:** Recruit Physicians and Nurses to Fill Ninety Percent of Established Positions.

**Action 3.1.1:** By January 2009, fill 90% of nursing positions.

**Action 3.1.2:** By January 2009, fill 90% of physician positions.

**Reporting/Responsible Division:**

Human Resources, CPHCS

**Performance Measure:**

Percentage of statewide nursing and physician positions filled by institution and statewide.

Turnover of statewide nursing and physician positions.

**Graph/Table Display:**

The Human Resources' Recruitment and Retention Report for October 2008 follows on pages 7-47.

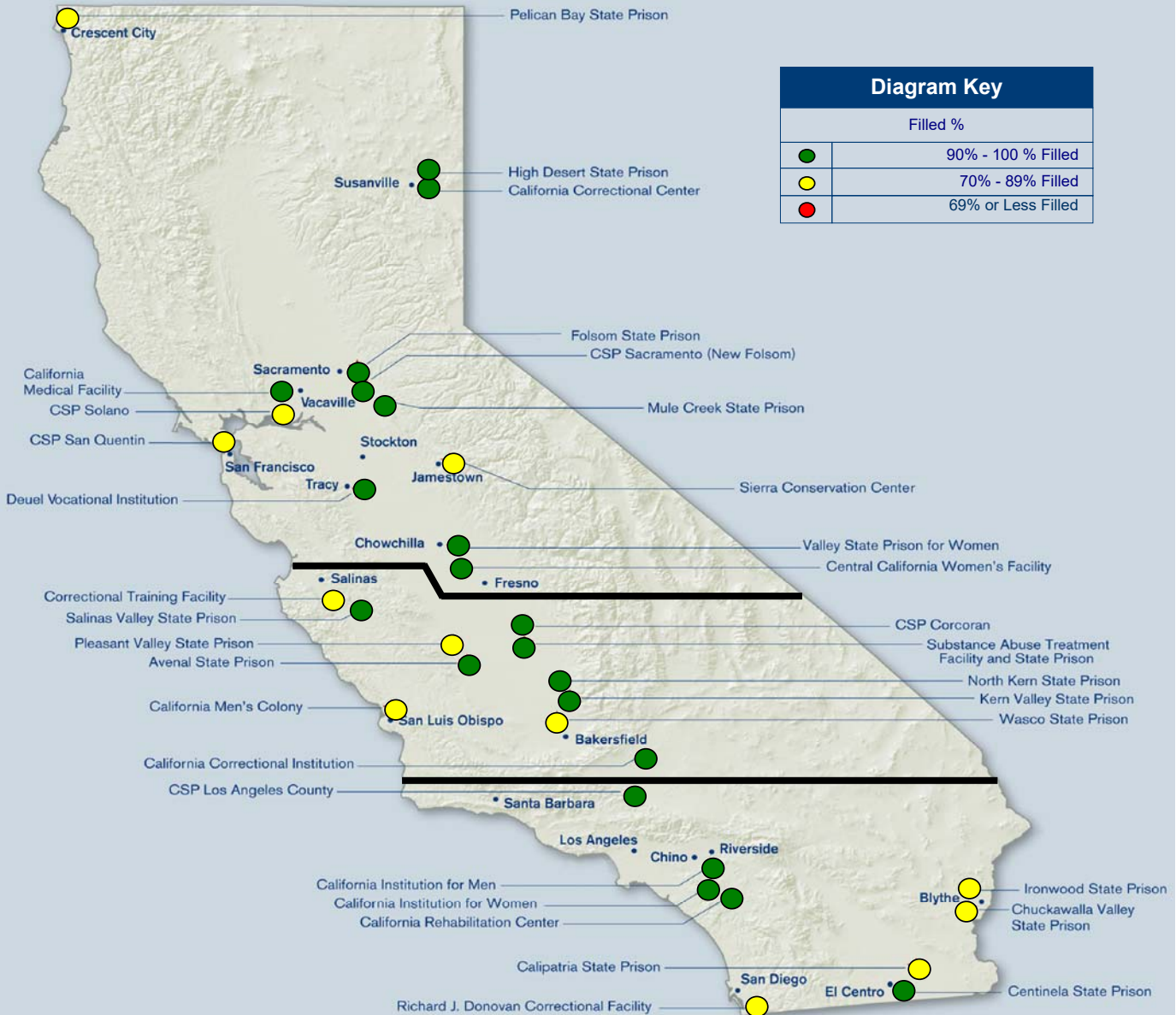
**Results Explanation:**

The State graphics separately display the percentage of statewide nursing and physician positions filled, the turnover rate, and a combination of the filled and turnover rates.

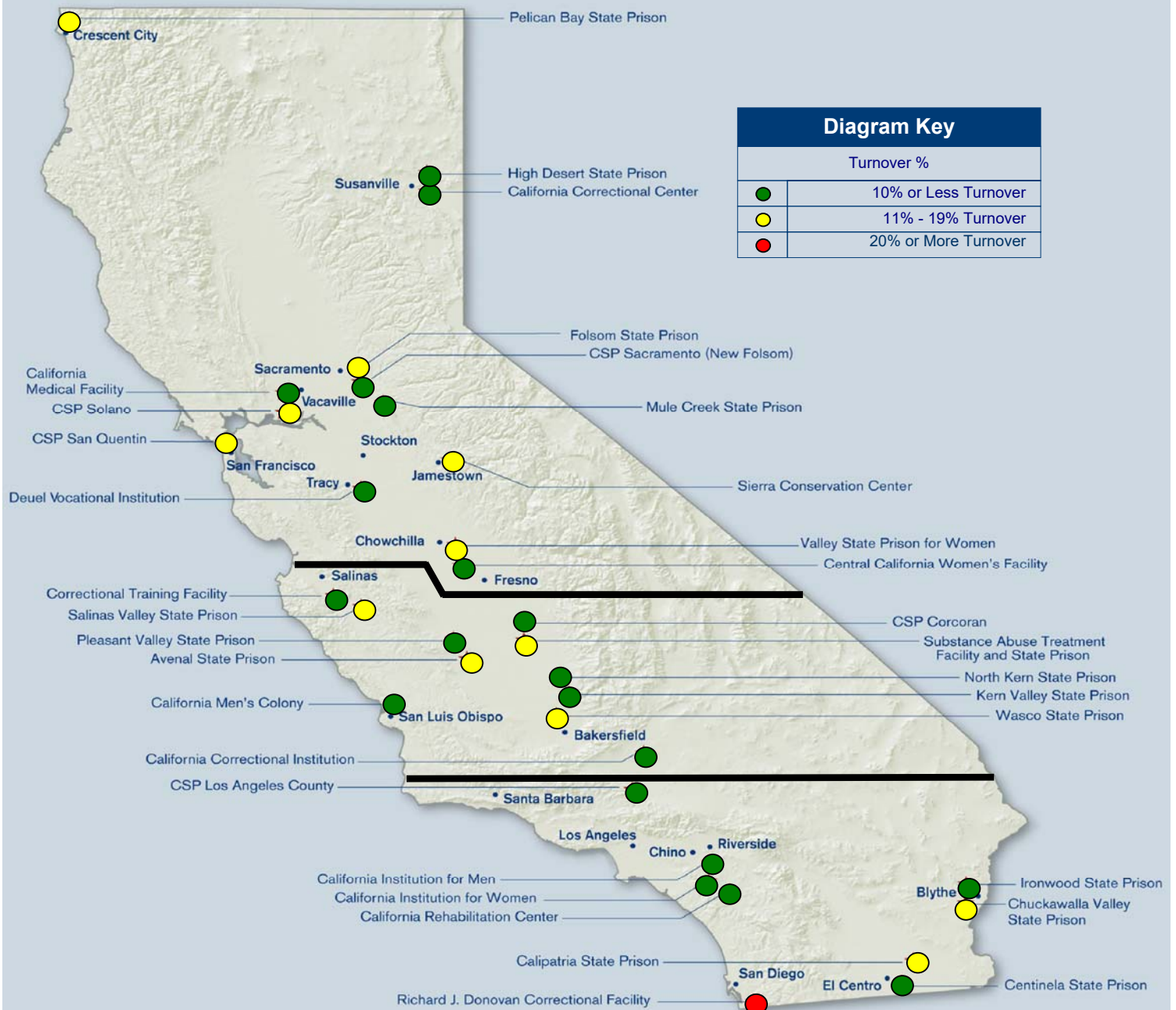
The State graphics represent an average of all six State nursing classifications (Supervising Registered Nurse III, Supervising Registered Nurse II, Registered Nurse, Licensed Vocational Nurse, Certified Nurse Assistant, and Psychiatric Technician) and an average of all three State physician classifications (Chief Medical Officer, Chief Physician and Surgeon, and Physician and Surgeon) respectively.



## Nursing Filled Percentage (as of October 2008)



# Nursing Turnover Rate (as of October 2008)

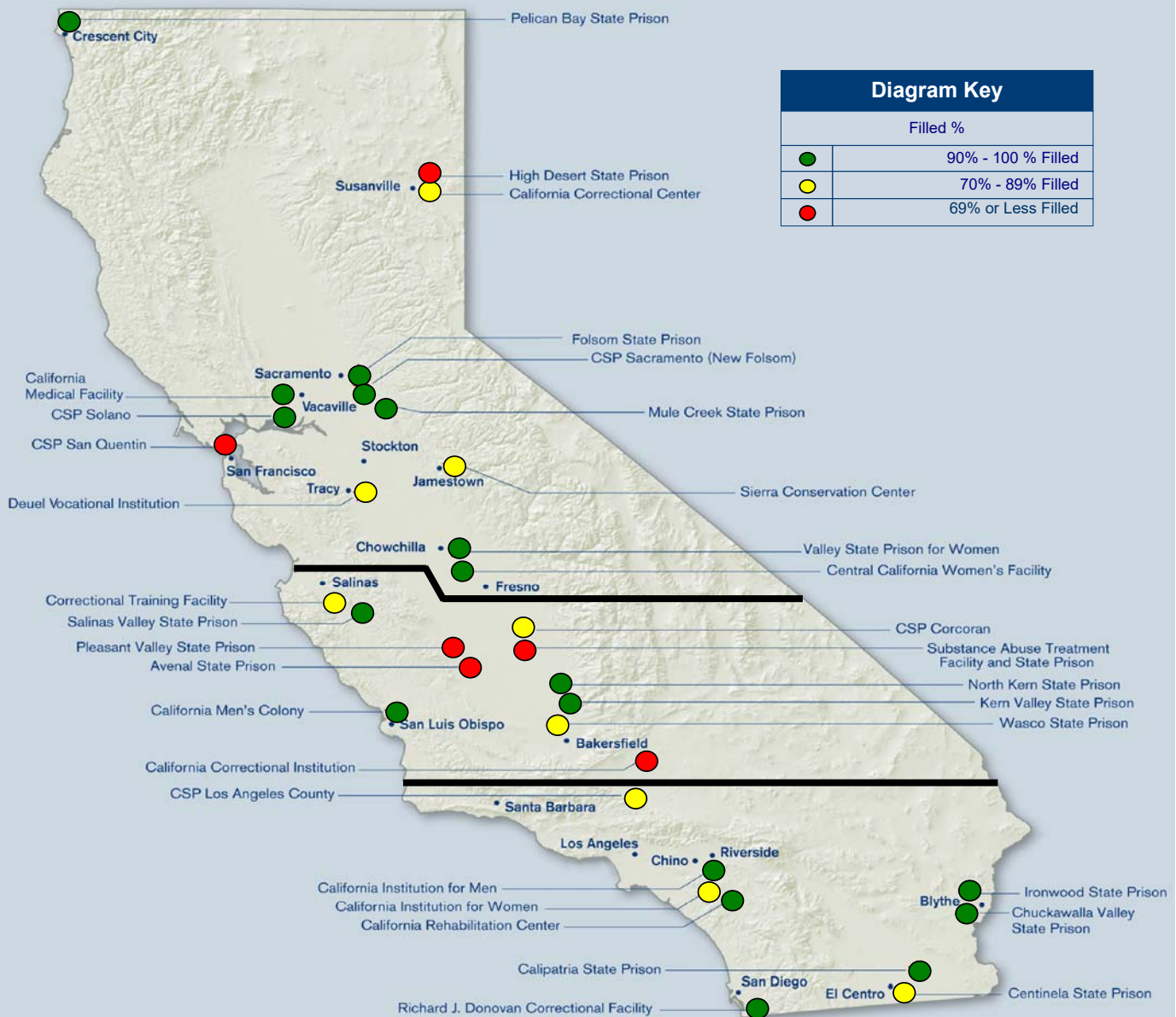


## Nursing Filled Percentage and Turnover Rate (as of October 2008)

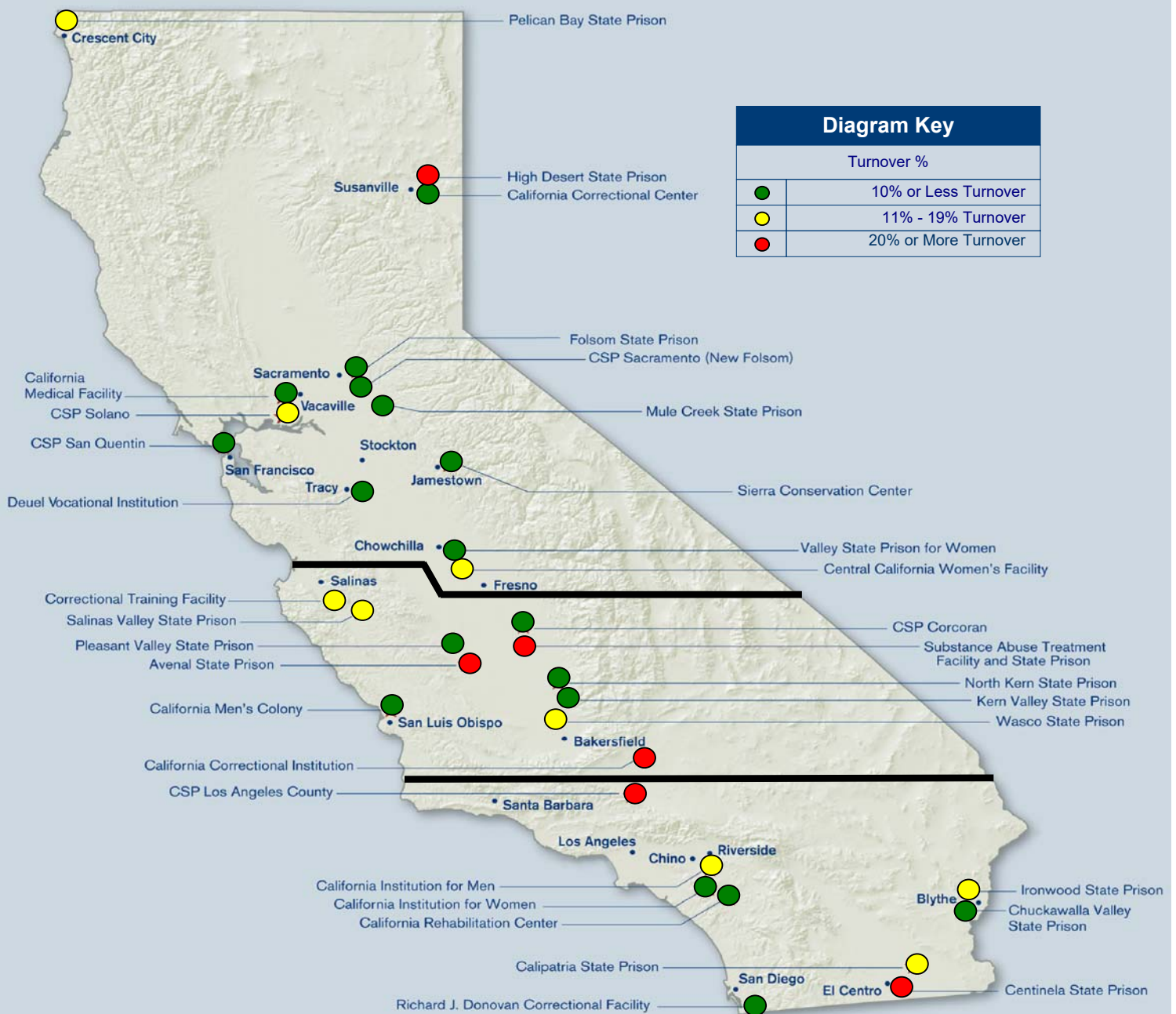




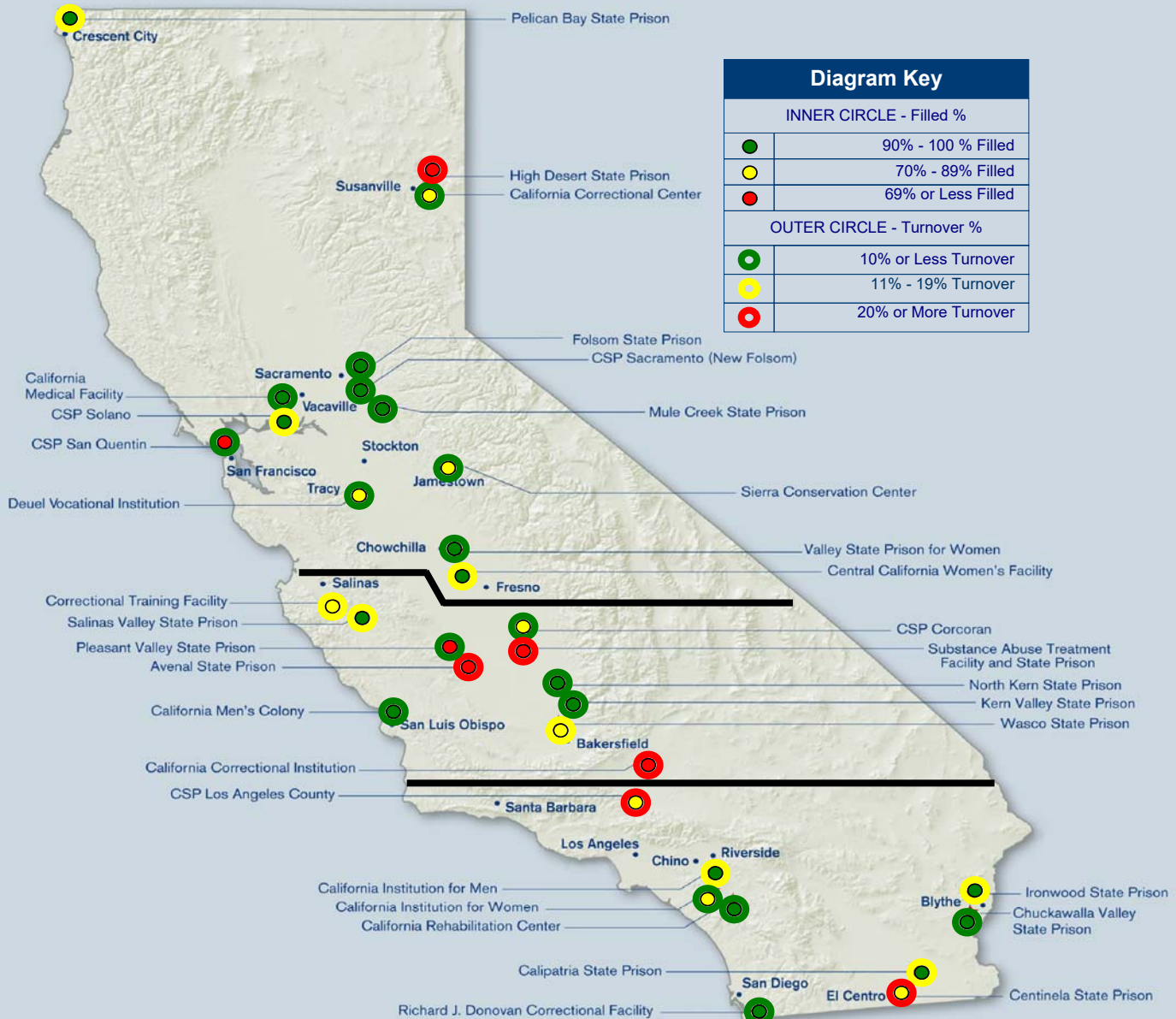
## Physicians Filled Percentage (as of October 2008)



# Physicians Turnover Rate (as of October 2008)



## Physicians Filled Percentage and Turnover Rate (as of October 2008)



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

**Plata Headquarters**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	8.0	11.0	(3.0)	138%	0.0	4.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	22.0	20.0	2.0	91%	0.0	11.0	0.0	1.0	5%
<b>TOTAL PHYSICIANS</b>	<b>31.0</b>	<b>32.0</b>	<b>(1.0)</b>	<b>103.23%</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>1.0</b>	<b>3.13%</b>
<b>MID-LEVELS</b>									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>2.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	0.0	2.0	(2.0)		0.0	1.0	0.0	0.0	0%
SRN II	0.0	2.0	(2.0)		0.0	0.0	0.0	0.0	0%
RN	50.0	44.0	6.0	88%	0.0	18.0	0.0	2.0	5%
LVN	0.0	2.0	(2.0)		0.0	0.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL NURSING</b>	<b>50.0</b>	<b>50.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>19.0</b>	<b>0.0</b>	<b>2.0</b>	<b>4.00%</b>
<b>PHARMACY</b>									
Pharmacist II	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Pharmacist I	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Pharmacist Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL PHARMACY</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

(Data source -- Budget Authority and  
State Controller's Office Employment History Records)

Total Sheet For All  
Institutions and  
Headquarters

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	42.0	42.0	0.0	100%	1.0	15.0	0.0	0.0	0%
Chief P&S	34.0	27.0	7.0	79%	0.0	15.0	0.0	2.0	7%
Phys & Surgeon	303.4	264.0	39.4	87%	10.0	122.0	2.0	28.0	11%
<b>TOTAL PHYSICIANS</b>	<b>379.4</b>	<b>333.0</b>	<b>46.4</b>	<b>87.77%</b>	<b>11.0</b>	<b>152.0</b>	<b>2.0</b>	<b>30.0</b>	<b>9.01%</b>
<b>MID-LEVELS</b>									
PA	16.0	17.0	(1.0)	106%	0.0	5.0	0.0	1.0	6%
NP	64.4	46.0	18.4	71%	0.0	7.0	0.0	6.0	13%
<b>TOTAL MID-LEVELS</b>	<b>80.4</b>	<b>63.0</b>	<b>17.4</b>	<b>78.36%</b>	<b>0.0</b>	<b>12.0</b>	<b>0.0</b>	<b>7.0</b>	<b>11.11%</b>
<b>NURSING</b>									
SRN III	47.0	48.0	(1.0)	102%	0.0	23.0	1.0	5.0	10%
SRN II	285.1	261.0	24.1	92%	6.0	86.0	1.0	10.0	4%
RN	1678.4	1608.0	70.4	96%	40.0	462.0	12.0	141.0	9%
LVN	1135.8	996.0	139.8	88%	21.0	480.0	3.0	118.0	12%
CNA	24.3	22.0	2.3	91%	0.0	18.0	0.0	3.0	14%
Psych Tech	531.3	450.0	81.3	85%	13.0	144.0	2.0	33.0	7%
<b>TOTAL NURSING</b>	<b>3701.9</b>	<b>3385.0</b>	<b>316.9</b>	<b>91.44%</b>	<b>80.0</b>	<b>1213.0</b>	<b>19.0</b>	<b>310.0</b>	<b>9.16%</b>
<b>PHARMACY</b>									
Pharmacist II	36.0	23.0	13.0	64%	0.0	6.0	0.0	6.0	26%
Pharmacist I	141.3	86.0	55.3	61%	7.0	20.0	1.0	9.0	10%
Pharmacist Tech	237.9	208.0	29.9	87%	4.0	107.0	0.0	8.0	4%
<b>TOTAL PHARMACY</b>	<b>415.2</b>	<b>317.0</b>	<b>98.2</b>	<b>76.35%</b>	<b>11.0</b>	<b>133.0</b>	<b>1.0</b>	<b>23.0</b>	<b>7.26%</b>



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Avenal State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	2.0	5.0	29%	0.0	2.0	1.0	1.0	50%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>4.0</b>	<b>5.0</b>	<b>44.44%</b>	<b>0.0</b>	<b>2.0</b>	<b>1.0</b>	<b>1.0</b>	<b>25.00%</b>
<b>MID-LEVELS</b>									
PA	2.0	1.0	1.0	50%	0.0	0.0	0.0	1.0	100%
NP	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>5.0</b>	<b>2.0</b>	<b>3.0</b>	<b>40.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>50.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%
SRN II	9.5	8.0	1.5	84%	0.0	2.0	0.0	0.0	0%
RN	52.7	55.0	(2.3)	104%	2.0	22.0	0.0	7.0	13%
LVN	30.8	28.0	2.8	91%	0.0	25.0	0.0	4.0	14%
CNA	3.0	2.0	1.0	67%	0.0	0.0	0.0	1.0	50%
Psych Tech	11.0	9.0	2.0	82%	0.0	1.0	0.0	1.0	11%
<b>TOTAL NURSING</b>	<b>108.0</b>	<b>103.0</b>	<b>5.0</b>	<b>95.37%</b>	<b>2.0</b>	<b>51.0</b>	<b>0.0</b>	<b>14.0</b>	<b>13.59%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	1.0	4.0	20%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	7.0	5.0	2.0	71%	0.0	4.0	0.0	1.0	20%
<b>TOTAL PHARMACY</b>	<b>13.0</b>	<b>7.0</b>	<b>6.0</b>	<b>53.85%</b>	<b>0</b>	<b>4.0</b>	<b>0</b>	<b>1.0</b>	<b>14.29%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Calipatria State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	5.0	6.0	(1.0)	120%	0.0	5.0	0.0	1.0	17%
<b>TOTAL PHYSICIANS</b>	<b>7.0</b>	<b>8.0</b>	<b>(1.0)</b>	<b>114.29%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>1.0</b>	<b>12.50%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.5	1.0	0.5	67%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.5</b>	<b>1.0</b>	<b>0.5</b>	<b>66.67%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	28.2	29.0	(0.8)	103%	1.0	9.0	0.0	2.0	7%
LVN	26.7	21.0	5.7	79%	0.0	14.0	0.0	9.0	43%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.5	6.0	3.5	63%	1.0	4.0	1.0	1.0	17%
<b>TOTAL NURSING</b>	<b>72.4</b>	<b>64.0</b>	<b>8.4</b>	<b>88.40%</b>	<b>2.0</b>	<b>30.0</b>	<b>1.0</b>	<b>12.0</b>	<b>18.75%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>5.0</b>	<b>4.0</b>	<b>1.0</b>	<b>80.00%</b>	<b>0</b>	<b>2.0</b>	<b>0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California Correctional  
Center**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	0.0	1.0	(1.0)		0.0	1.0	0.0	0.0	0%
Phys & Surgeon	5.0	3.0	2.0	60%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>6.0</b>	<b>5.0</b>	<b>1.0</b>	<b>83.33%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>2.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
RN	23.5	23.0	0.5	98%	0.0	8.0	0.0	3.0	13%
LVN	21.3	19.0	2.3	89%	0.0	2.0	0.0	1.0	5%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	4.3	3.0	1.3	70%	0.0	0.0	0.0	1.0	33%
<b>TOTAL NURSING</b>	<b>54.1</b>	<b>50.0</b>	<b>4.1</b>	<b>92.42%</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>5.0</b>	<b>10.00%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist Tech	2.1	3.0	(0.9)	143%	0.0	1.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>4.1</b>	<b>3.0</b>	<b>1.1</b>	<b>73.17%</b>	<b>0</b>	<b>1.0</b>	<b>0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

California Correctional  
Institution

(Data source -- Budget Authority and  
State Controller's Office Employment History Records)

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	8.0	4.0	4.0	50%	0.0	5.0	1.0	4.0	100%
<b>TOTAL PHYSICIANS</b>	<b>10.0</b>	<b>4.0</b>	<b>6.0</b>	<b>40.00%</b>	<b>0.0</b>	<b>5.0</b>	<b>1.0</b>	<b>4.0</b>	<b>100.00%</b>
<b>MID-LEVELS</b>									
PA	2.0	1.0	1.0	50%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	1.0	
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>1.0</b>	<b>1.0</b>	<b>50.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>100.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	6.0	6.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	45.8	45.0	0.8	98%	2.0	19.0	0.0	6.0	13%
LVN	34.4	31.0	3.4	90%	0.0	8.0	1.0	3.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	15.5	11.0	4.5	71%	0.0	3.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>102.7</b>	<b>94.0</b>	<b>8.7</b>	<b>91.53%</b>	<b>2.0</b>	<b>33.0</b>	<b>1.0</b>	<b>9.0</b>	<b>9.57%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	1.0	0.0	1.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>11.0</b>	<b>10.0</b>	<b>1.0</b>	<b>90.91%</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>1.0</b>	<b>10.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Central California  
Women's Facility**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	10.5	12.0	(1.5)	114%	0.0	5.0	0.0	2.0	17%
<b>TOTAL PHYSICIANS</b>	<b>12.5</b>	<b>14.0</b>	<b>(1.5)</b>	<b>112.00%</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>2.0</b>	<b>14.29%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	2.0	(1.0)	200%	0.0	1.0	0.0	2.0	100%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>2.0</b>	<b>(1.0)</b>	<b>200.00%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>2.0</b>	<b>100.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%
RN	44.1	44.0	0.1	100%	1.0	6.0	0.0	2.0	5%
LVN	41.2	38.0	3.2	92%	2.0	9.0	0.0	1.0	3%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.0	7.0	2.0	78%	0.0	0.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>102.3</b>	<b>97.0</b>	<b>5.3</b>	<b>94.82%</b>	<b>3.0</b>	<b>17.0</b>	<b>0.0</b>	<b>3.0</b>	<b>3.09%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	9.0	1.0	8.0	11%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	11.0	11.0	0.0	100%	0.0	8.0	0.0	1.0	9%
<b>TOTAL PHARMACY</b>	<b>21.0</b>	<b>13.0</b>	<b>8.0</b>	<b>61.90%</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>1.0</b>	<b>7.69%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Centinela State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	5.0	0.0	2.0	33%
<b>TOTAL PHYSICIANS</b>	<b>8.0</b>	<b>7.0</b>	<b>1.0</b>	<b>87.50%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>2.0</b>	<b>28.57%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	5.0	6.0	(1.0)	120%	0.0	0.0	0.0	1.0	17%
RN	23.1	26.0	(2.9)	113%	0.0	1.0	0.0	2.0	8%
LVN	31.9	24.0	7.9	75%	0.0	8.0	0.0	3.0	13%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	6.0	6.0	0.0	100%	0.0	1.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>67.0</b>	<b>63.0</b>	<b>4.0</b>	<b>94.03%</b>	<b>0.0</b>	<b>10.0</b>	<b>0.0</b>	<b>6.0</b>	<b>9.52%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	2.0	1.0	1.0	50%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	4.0	2.0	2.0	50%	0.0	1.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>7.0</b>	<b>3.0</b>	<b>4.0</b>	<b>42.86%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California Institution for Men**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	15.5	15.0	0.5	97%	1.0	3.0	0.0	3.0	20%
<b>TOTAL PHYSICIANS</b>	<b>17.5</b>	<b>17.0</b>	<b>0.5</b>	<b>97.14%</b>	<b>1.0</b>	<b>4.0</b>	<b>0.0</b>	<b>3.0</b>	<b>17.65%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
<b>NURSING</b>									
SRN III	4.0	4.0	0.0	100%	0.0	3.0	0.0	1.0	25%
SRN II	16.0	15.0	1.0	94%	0.0	3.0	0.0	0.0	0%
RN	104.9	103.0	1.9	98%	7.0	19.0	0.0	7.0	7%
LVN	82.2	77.0	5.2	94%	3.0	9.0	0.0	1.0	1%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	13.5	13.0	0.5	96%	1.0	4.0	0.0	1.0	8%
<b>TOTAL NURSING</b>	<b>220.6</b>	<b>212.0</b>	<b>8.6</b>	<b>96.10%</b>	<b>11.0</b>	<b>38.0</b>	<b>0.0</b>	<b>10.0</b>	<b>4.72%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	6.0	7.0	(1.0)	117%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	10.5	10.0	0.5	95%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>17.5</b>	<b>18.0</b>	<b>(0.5)</b>	<b>102.86%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California Institution for Women**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>8.0</b>	<b>7.0</b>	<b>1.0</b>	<b>87.50%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>3.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%
RN	42.9	42.0	0.9	98%	0.0	3.0	0.0	2.0	5%
LVN	15.3	15.0	0.3	98%	0.0	2.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	14.0	14.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>80.2</b>	<b>79.0</b>	<b>1.2</b>	<b>98.50%</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>2.0</b>	<b>2.53%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	4.0	4.0	0.0	100%	1.0	3.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>10.0</b>	<b>10.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>1.0</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**California Men's Colony**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	16.5	19.0	(2.5)	115%	0.0	2.0	0.0	1.0	5%
<b>TOTAL PHYSICIANS</b>	<b>18.5</b>	<b>21.0</b>	<b>(2.5)</b>	<b>113.51%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>4.76%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
<b>NURSING</b>									
SRN III	4.0	3.0	1.0	75%	0.0	0.0	1.0	1.0	33%
SRN II	14.0	12.0	2.0	86%	0.0	3.0	0.0	0.0	0%
RN	114.9	102.0	12.9	89%	0.0	7.0	2.0	8.0	8%
LVN	47.1	26.0	21.1	55%	1.0	17.0	0.0	3.0	12%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	33.9	25.0	8.9	74%	0.0	6.0	0.0	2.0	8%
<b>TOTAL NURSING</b>	<b>213.9</b>	<b>168.0</b>	<b>45.9</b>	<b>78.54%</b>	<b>1.0</b>	<b>33.0</b>	<b>3.0</b>	<b>14.0</b>	<b>8.33%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	6.9	8.0	(1.1)	116%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>12.9</b>	<b>14.0</b>	<b>(1.1)</b>	<b>108.53%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California Medical  
Facility**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	18.0	18.0	0.0	100%	0.0	5.0	0.0	2.0	11%
<b>TOTAL PHYSICIANS</b>	<b>22.0</b>	<b>22.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>2.0</b>	<b>9.09%</b>
<b>MID-LEVELS</b>									
PA	0.0	3.0	(3.0)		0.0	0.0	0.0	0.0	0%
NP	7.9	3.0	4.9	38%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>7.9</b>	<b>6.0</b>	<b>1.9</b>	<b>75.95%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	4.0	6.0	(2.0)	150%	0.0	3.0	0.0	0.0	0%
SRN II	17.1	20.0	(2.9)	117%	0.0	9.0	0.0	1.0	5%
RN	137.3	143.0	(5.7)	104%	0.0	66.0	1.0	14.0	10%
LVN	60.3	41.0	19.3	68%	1.0	30.0	0.0	6.0	15%
CNA	8.2	8.0	0.2	98%	0.0	0.0	0.0	0.0	0%
Psych Tech	24.0	34.0	(10.0)	142%	1.0	11.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>250.9</b>	<b>252.0</b>	<b>(1.1)</b>	<b>100.44%</b>	<b>2.0</b>	<b>119.0</b>	<b>1.0</b>	<b>21.0</b>	<b>8.33%</b>
<b>PHARMACY</b>									
Pharmacist II	2.0	0.0	2.0	0%	0.0	0.0	0.0	1.0	
Pharmacist I	11.9	5.0	6.9	42%	0.0	3.0	0.0	2.0	40%
Pharmacist Tech	13.9	10.0	3.9	72%	1.0	6.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>27.8</b>	<b>15.0</b>	<b>12.8</b>	<b>53.96%</b>	<b>1.0</b>	<b>9.0</b>	<b>0.0</b>	<b>3.0</b>	<b>20.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California State Prison -  
Corcoran**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Phys & Surgeon	12.5	10.0	2.5	80%	1.0	2.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>14.5</b>	<b>11.0</b>	<b>3.5</b>	<b>75.86%</b>	<b>1.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>9.09%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	4.0	4.0	0.0	100%	0.0	2.0	0.0	1.0	25%
SRN II	15.0	15.0	0.0	100%	0.0	6.0	0.0	1.0	7%
RN	115.3	110.0	5.3	95%	0.0	25.0	0.0	8.0	7%
LVN	49.0	46.0	3.0	94%	1.0	22.0	0.0	4.0	9%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	38.6	36.0	2.6	93%	0.0	6.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>221.9</b>	<b>211.0</b>	<b>10.9</b>	<b>95.09%</b>	<b>1.0</b>	<b>61.0</b>	<b>0.0</b>	<b>14.0</b>	<b>6.64%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.5	6.0	(0.5)	109%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	11.0	12.0	(1.0)	109%	2.0	7.0	0.0	1.0	8%
<b>TOTAL PHARMACY</b>	<b>17.5</b>	<b>19.0</b>	<b>(1.5)</b>	<b>108.57%</b>	<b>2.0</b>	<b>7.0</b>	<b>0.0</b>	<b>1.0</b>	<b>5.26%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

California Rehabilitation  
Center

(Data source -- Budget Authority and  
State Controller's Office Employment History Records)

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	9.0	9.0	0.0	100%	0.0	4.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>11.0</b>	<b>11.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>		<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	5.0	5.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	26.2	27.0	(0.8)	103%	0.0	6.0	0.0	2.0	7%
LVN	22.7	23.0	(0.3)	101%	0.0	7.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>57.9</b>	<b>58.0</b>	<b>(0.1)</b>	<b>100.17%</b>	<b>0.0</b>	<b>15.0</b>	<b>0.0</b>	<b>3.0</b>	<b>5.17%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	1.0	1.0	0.0	1.0	50%
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>10.0</b>	<b>8.0</b>	<b>2.0</b>	<b>80.00%</b>	<b>1.0</b>	<b>3.0</b>	<b>0.0</b>	<b>1.0</b>	<b>12.50%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Correctional Training  
Facility**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	11.0	9.0	2.0	82%	0.0	6.0	0.0	2.0	22%
<b>TOTAL PHYSICIANS</b>	<b>13.0</b>	<b>11.0</b>	<b>2.0</b>	<b>84.62%</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>2.0</b>	<b>18.18%</b>
<b>MID-LEVELS</b>									
PA	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
NP	2.0	1.0	1.0	50%	0.0	2.0	0.0	1.0	100%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>1.0</b>	<b>2.0</b>	<b>33.33%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>100.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.0	6.0	3.0	67%	1.0	2.0	0.0	0.0	0%
RN	41.1	33.0	8.1	80%	0.0	12.0	0.0	0.0	0%
LVN	40.2	30.0	10.2	75%	0.0	21.0	0.0	2.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	10.1	10.0	0.1	99%	0.0	4.0	0.0	1.0	10%
<b>TOTAL NURSING</b>	<b>101.4</b>	<b>80.0</b>	<b>21.4</b>	<b>78.90%</b>	<b>1.0</b>	<b>40.0</b>	<b>0.0</b>	<b>3.0</b>	<b>3.75%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	1.0	0.0	1.0	
Pharmacist I	4.4	3.0	1.4	68%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	7.0	5.0	2.0	71%	0.0	6.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>12.4</b>	<b>8.0</b>	<b>4.4</b>	<b>64.52%</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>1.0</b>	<b>12.50%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Chuckawalla Valley State  
Prison**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	3.0	3.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>5.0</b>	<b>5.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>2.0</b>	<b>1.0</b>	<b>66.67%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	8.0	6.0	2.0	75%	0.0	3.0	0.0	0.0	0%
RN	26.1	21.0	5.1	80%	1.0	9.0	2.0	6.0	29%
LVN	16.5	15.0	1.5	91%	0.0	4.0	0.0	1.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	5.5	6.0	(0.5)	109%	0.0	4.0	0.0	1.0	17%
<b>TOTAL NURSING</b>	<b>57.1</b>	<b>49.0</b>	<b>8.1</b>	<b>85.81%</b>	<b>1.0</b>	<b>21.0</b>	<b>2.0</b>	<b>8.0</b>	<b>16.33%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	0.5	0.0	0.5	0%	0.0	0.0	0.0	0.0	
Pharmacist Tech	1.9	2.0	(0.1)	105%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>3.4</b>	<b>2.0</b>	<b>1.4</b>	<b>58.82%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Deuel Vocational  
Institution**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>8.0</b>	<b>1.0</b>	<b>88.89%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	1.0	(1.0)		0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>2.0</b>	<b>(1.0)</b>	<b>200.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.5	9.0	0.5	95%	0.0	1.0	0.0	0.0	0%
RN	51.2	52.0	(0.8)	102%	1.0	6.0	0.0	3.0	6%
LVN	34.9	34.0	0.9	97%	0.0	10.0	0.0	6.0	18%
CNA	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Psych Tech	14.0	15.0	(1.0)	107%	0.0	3.0	0.0	1.0	7%
<b>TOTAL NURSING</b>	<b>115.6</b>	<b>116.0</b>	<b>(0.4)</b>	<b>100.35%</b>	<b>1.0</b>	<b>22.0</b>	<b>0.0</b>	<b>10.0</b>	<b>8.62%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	2.0	3.0	40%	1.0	1.0	0.0	0.0	0%
Pharmacist Tech	6.0	7.0	(1.0)	117%	0.0	3.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>12.0</b>	<b>10.0</b>	<b>2.0</b>	<b>83.33%</b>	<b>1.0</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

(Data source -- Budget Authority and

State Controller's Office Employment History Records)

Folsom State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>9.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>2.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	5.8	6.0	(0.2)	103%	1.0	5.0	0.0	0.0	0%
RN	20.6	19.0	1.6	92%	2.0	3.0	0.0	2.0	11%
LVN	22.9	21.0	1.9	92%	0.0	11.0	0.0	3.0	14%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.0	5.0	2.0	71%	0.0	3.0	0.0	1.0	20%
<b>TOTAL NURSING</b>	<b>57.3</b>	<b>52.0</b>	<b>5.3</b>	<b>90.75%</b>	<b>3.0</b>	<b>23.0</b>	<b>0.0</b>	<b>6.0</b>	<b>11.54%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	2.5	2.0	0.5	80%	1.0	1.0	0.0	0.0	0%
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	7.0	0.0	1.0	17%
<b>TOTAL PHARMACY</b>	<b>9.5</b>	<b>9.0</b>	<b>0.5</b>	<b>94.74%</b>	<b>1.0</b>	<b>8.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**High Desert State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	1.0	1.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	4.0	3.0	1.0	75%	1.0	4.0	0.0	1.0	33%
<b>TOTAL PHYSICIANS</b>	<b>6.0</b>	<b>4.0</b>	<b>2.0</b>	<b>66.67%</b>	<b>2.0</b>	<b>5.0</b>	<b>0.0</b>	<b>1.0</b>	<b>25.00%</b>
<b>MID-LEVELS</b>									
PA	1.0	0.0	1.0	0%	0.0	1.0	0.0	0.0	
NP	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>4.0</b>	<b>2.0</b>	<b>2.0</b>	<b>50.00%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	6.0	6.0	0.0	100%	0.0	1.0	0.0	0.0	0%
RN	37.8	39.0	(1.2)	103%	2.0	9.0	1.0	3.0	8%
LVN	27.1	26.0	1.1	96%	1.0	10.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.0	6.0	3.0	67%	0.0	2.0	1.0	3.0	50%
<b>TOTAL NURSING</b>	<b>81.9</b>	<b>79.0</b>	<b>2.9</b>	<b>96.46%</b>	<b>3.0</b>	<b>23.0</b>	<b>2.0</b>	<b>7.0</b>	<b>8.86%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Pharmacist I	3.0	0.0	3.0	0%	0.0	2.0	0.0	2.0	
Pharmacist Tech	3.0	4.0	(1.0)	133%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>7.0</b>	<b>4.0</b>	<b>3.0</b>	<b>57.14%</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>3.0</b>	<b>75.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Ironwood State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	5.0	5.0	0.0	100%	0.0	3.0	0.0	1.0	20%
<b>TOTAL PHYSICIANS</b>	<b>7.0</b>	<b>7.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>1.0</b>	<b>14.29%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	7.0	5.0	2.0	71%	0.0	2.0	0.0	0.0	0%
RN	30.7	28.0	2.7	91%	1.0	12.0	1.0	2.0	7%
LVN	25.8	21.0	4.8	81%	0.0	3.0	0.0	2.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	4.2	2.0	2.2	48%	0.0	2.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>68.7</b>	<b>57.0</b>	<b>11.7</b>	<b>82.97%</b>	<b>1.0</b>	<b>19.0</b>	<b>1.0</b>	<b>4.0</b>	<b>7.02%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	2.0	0.0	1.0	100%
Pharmacist I	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	8.0	8.0	0.0	100%	0.0	5.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>12.0</b>	<b>10.0</b>	<b>2.0</b>	<b>83.33%</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>1.0</b>	<b>10.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Kern Valley State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	1.0	3.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>9.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>1.0</b>	<b>4.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%
SRN II	8.5	8.0	0.5	94%	0.0	4.0	0.0	0.0	0%
RN	33.4	37.0	(3.6)	111%	0.0	3.0	0.0	0.0	0%
LVN	30.3	29.0	1.3	96%	0.0	8.0	1.0	2.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	8.6	10.0	(1.4)	116%	0.0	3.0	0.0	1.0	10%
<b>TOTAL NURSING</b>	<b>81.8</b>	<b>85.0</b>	<b>(3.2)</b>	<b>103.91%</b>	<b>0.0</b>	<b>19.0</b>	<b>1.0</b>	<b>4.0</b>	<b>4.71%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	0.0	0.0	0.0	1.0	50%
Pharmacist Tech	6.4	6.0	0.4	94%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>11.4</b>	<b>9.0</b>	<b>2.4</b>	<b>78.95%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California State Prison -  
Los Angeles County**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	1.0	0.0	0.0	
Phys & Surgeon	6.0	5.0	1.0	83%	0.0	3.0	0.0	2.0	40%
<b>TOTAL PHYSICIANS</b>	<b>8.0</b>	<b>6.0</b>	<b>2.0</b>	<b>75.00%</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>2.0</b>	<b>33.33%</b>
<b>MID-LEVELS</b>									
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>4.0</b>	<b>4.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	8.0	6.0	2.0	75%	1.0	3.0	0.0	1.0	17%
RN	58.5	61.0	(2.5)	104%	1.0	12.0	0.0	1.0	2%
LVN	44.6	41.0	3.6	92%	0.0	6.0	0.0	3.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	24.0	18.0	6.0	75%	1.0	1.0	0.0	1.0	6%
<b>TOTAL NURSING</b>	<b>136.1</b>	<b>127.0</b>	<b>9.1</b>	<b>93.31%</b>	<b>3.0</b>	<b>23.0</b>	<b>0.0</b>	<b>6.0</b>	<b>4.72%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	2.0	0.0	1.0	100%
Pharmacist I	4.0	2.0	2.0	50%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	4.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>11.0</b>	<b>9.0</b>	<b>2.0</b>	<b>81.82%</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Mule Creek State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>8.0</b>	<b>8.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	2.0	2.0	0.0	100%	0.0	2.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>2.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	3.6	6.0	(2.4)	167%	0.0	1.0	0.0	0.0	0%
RN	35.2	31.0	4.2	88%	0.0	3.0	0.0	0.0	0%
LVN	22.7	25.0	(2.3)	110%	2.0	10.0	0.0	5.0	20%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	26.0	25.0	1.0	96%	1.0	6.0	0.0	3.0	12%
<b>TOTAL NURSING</b>	<b>89.5</b>	<b>89.0</b>	<b>0.5</b>	<b>99.44%</b>	<b>3.0</b>	<b>20.0</b>	<b>0.0</b>	<b>8.0</b>	<b>8.99%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	4.0	1.0	80%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	11.0	10.0	1.0	91%	0.0	4.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>17.0</b>	<b>15.0</b>	<b>2.0</b>	<b>88.24%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**North Kern State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Phys & Surgeon	13.0	13.0	0.0	100%	0.0	7.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>15.0</b>	<b>14.0</b>	<b>1.0</b>	<b>93.33%</b>	<b>0.0</b>	<b>8.0</b>	<b>0.0</b>	<b>1.0</b>	<b>7.14%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	1.0	2.0	33%	0.0	1.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>1.0</b>	<b>2.0</b>	<b>33.33%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
SRN II	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%
RN	47.9	43.0	4.9	90%	1.0	9.0	0.0	3.0	7%
LVN	42.6	40.0	2.6	94%	0.0	24.0	0.0	4.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.3	7.0	0.3	96%	0.0	2.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>105.8</b>	<b>97.0</b>	<b>8.8</b>	<b>91.68%</b>	<b>1.0</b>	<b>36.0</b>	<b>0.0</b>	<b>7.0</b>	<b>7.22%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	0.0	1.0	0.0	1.0	50%
Pharmacist Tech	11.0	10.0	1.0	91%	0.0	3.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>16.0</b>	<b>13.0</b>	<b>3.0</b>	<b>81.25%</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>1.0</b>	<b>7.69%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

*(Data source -- Budget Authority and*

*State Controller's Office Employment History Records)*

**Pelican Bay State Prison**

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	4.0	4.0	0.0	100%	0.0	5.0	0.0	1.0	25%
<b>TOTAL PHYSICIANS</b>	<b>6.0</b>	<b>6.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>7.0</b>	<b>0.0</b>	<b>1.0</b>	<b>16.67%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>3.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	8.0	0.0	100%	0.0	0.0	0.0	0.0	0%
RN	52.0	50.0	2.0	96%	4.0	17.0	0.0	9.0	18%
LVN	24.7	22.0	2.7	89%	0.0	9.0	0.0	3.0	14%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	32.5	20.0	12.5	62%	0.0	7.0	0.0	3.0	15%
<b>TOTAL NURSING</b>	<b>118.2</b>	<b>101.0</b>	<b>17.2</b>	<b>85.45%</b>	<b>4.0</b>	<b>33.0</b>	<b>0.0</b>	<b>15.0</b>	<b>14.85%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>8.0</b>	<b>8.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Pleasant Valley State  
Prison**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	8.0	1.0	7.0	13%	0.0	1.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>10.0</b>	<b>3.0</b>	<b>7.0</b>	<b>30.00%</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	5.0	1.0	4.0	20%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>5.0</b>	<b>1.0</b>	<b>4.0</b>	<b>20.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	9.0	7.0	2.0	78%	0.0	2.0	0.0	0.0	0%
RN	28.9	24.0	4.9	83%	2.0	4.0	0.0	3.0	13%
LVN	38.6	25.0	13.6	65%	3.0	14.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	8.0	5.0	3.0	63%	0.0	3.0	0.0	1.0	20%
<b>TOTAL NURSING</b>	<b>85.5</b>	<b>62.0</b>	<b>23.5</b>	<b>72.51%</b>	<b>5.0</b>	<b>23.0</b>	<b>0.0</b>	<b>5.0</b>	<b>8.06%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	5.0	3.0	2.0	60%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	9.0	6.0	3.0	67%	0.0	5.0	0.0	1.0	17%
<b>TOTAL PHARMACY</b>	<b>15.0</b>	<b>9.0</b>	<b>6.0</b>	<b>60.00%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Richard J. Donovan**  
**Correctional Facility**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	10.5	11.0	(0.5)	105%	2.0	3.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>12.5</b>	<b>13.0</b>	<b>(0.5)</b>	<b>104.00%</b>	<b>2.0</b>	<b>5.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>3.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
SRN II	11.5	10.0	1.5	87%	1.0	3.0	0.0	0.0	0%
RN	46.9	38.0	8.9	81%	2.0	13.0	1.0	9.0	24%
LVN	50.6	47.0	3.6	93%	1.0	39.0	0.0	10.0	21%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	24.0	17.0	7.0	71%	5.0	20.0	0.0	5.0	29%
<b>TOTAL NURSING</b>	<b>134.0</b>	<b>112.0</b>	<b>22.0</b>	<b>83.58%</b>	<b>9.0</b>	<b>75.0</b>	<b>1.0</b>	<b>24.0</b>	<b>21.43%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	5.0	0.0	100%	2.0	2.0	0.0	0.0	0%
Pharmacist Tech	7.0	7.0	0.0	100%	0.0	2.0	0.0	1.0	14%
<b>TOTAL PHARMACY</b>	<b>13.0</b>	<b>13.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>2.0</b>	<b>4.0</b>	<b>0.0</b>	<b>1.0</b>	<b>7.69%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

California State Prison -  
Sacramento

(Data source -- Budget Authority and  
State Controller's Office Employment History Records)

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	3.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>9.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>2.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	11.0	11.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	72.5	69.0	3.5	95%	2.0	18.0	0.0	4.0	6%
LVN	24.3	25.0	(0.7)	103%	0.0	6.0	0.0	5.0	20%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	77.3	64.0	13.3	83%	2.0	13.0	0.0	3.0	5%
<b>TOTAL NURSING</b>	<b>186.1</b>	<b>170.0</b>	<b>16.1</b>	<b>91.35%</b>	<b>4.0</b>	<b>39.0</b>	<b>0.0</b>	<b>12.0</b>	<b>7.06%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	10.0	8.0	2.0	80%	0.0	4.0	0.0	1.0	13%
<b>TOTAL PHARMACY</b>	<b>15.0</b>	<b>13.0</b>	<b>2.0</b>	<b>86.67%</b>	<b>0.0</b>	<b>4.0</b>	<b>0.0</b>	<b>1.0</b>	<b>7.69%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Substance Abuse  
Treatment Facility**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	11.0	1.0	10.0	9%	0.0	0.0	0.0	1.0	100%
<b>TOTAL PHYSICIANS</b>	<b>13.0</b>	<b>1.0</b>	<b>12.0</b>	<b>7.69%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>100.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	0.0	2.0	0%	0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>2.0</b>	<b>0.0</b>	<b>2.0</b>	<b>0.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	10.0	7.0	3.0	70%	0.0	1.0	0.0	0.0	0%
RN	53.0	54.0	(1.0)	102%	0.0	12.0	1.0	5.0	9%
LVN	40.8	35.0	5.8	86%	2.0	8.0	1.0	6.0	17%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	11.5	11.0	0.5	96%	1.0	1.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>116.3</b>	<b>108.0</b>	<b>8.3</b>	<b>92.86%</b>	<b>3.0</b>	<b>22.0</b>	<b>2.0</b>	<b>11.0</b>	<b>10.19%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	7.0	7.0	0.0	100%	1.0	1.0	0.0	0.0	0%
Pharmacist Tech	10.0	9.0	1.0	90%	0.0	0.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>18.0</b>	<b>17.0</b>	<b>1.0</b>	<b>94.44%</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Sierra Conservation  
Center**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	6.0	5.0	1.0	83%	1.0	3.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>8.0</b>	<b>7.0</b>	<b>1.0</b>	<b>87.50%</b>	<b>1.0</b>	<b>3.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	7.0	3.0	4.0	43%	0.0	1.0	0.0	1.0	33%
RN	20.3	19.0	1.3	94%	1.0	7.0	0.0	1.0	5%
LVN	18.8	17.0	1.8	90%	0.0	9.0	0.0	2.0	12%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.1	9.0	0.1	99%	0.0	2.0	0.0	1.0	11%
<b>TOTAL NURSING</b>	<b>56.2</b>	<b>49.0</b>	<b>7.2</b>	<b>87.19%</b>	<b>1.0</b>	<b>20.0</b>	<b>0.0</b>	<b>5.0</b>	<b>10.20%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	2.0	3.0	(1.0)	150%	0.0	2.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>4.0</b>	<b>5.0</b>	<b>(1.0)</b>	<b>125.00%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California State Prison -  
Solano**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	8.0	7.0	1.0	88%	0.0	1.0	0.0	1.0	14%
<b>TOTAL PHYSICIANS</b>	<b>10.0</b>	<b>9.0</b>	<b>1.0</b>	<b>90.00%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>1.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.0	4.0	5.0	44%	0.0	2.0	1.0	2.0	50%
RN	37.6	35.0	2.6	93%	3.0	11.0	0.0	3.0	9%
LVN	30.6	30.0	0.6	98%	1.0	19.0	0.0	7.0	23%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.5	7.0	2.5	74%	0.0	1.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>87.7</b>	<b>77.0</b>	<b>10.7</b>	<b>87.80%</b>	<b>4.0</b>	<b>34.0</b>	<b>1.0</b>	<b>12.0</b>	<b>15.58%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	7.5	1.0	6.5	13%	0.0	0.0	0.0	1.0	100%
Pharmacist Tech	9.2	4.0	5.2	43%	0.0	2.0	0.0	1.0	25%
<b>TOTAL PHARMACY</b>	<b>17.7</b>	<b>6.0</b>	<b>11.7</b>	<b>33.90%</b>	<b>0.0</b>	<b>2.0</b>	<b>0.0</b>	<b>2.0</b>	<b>33.33%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**California State Prison -  
San Quentin**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%
Phys & Surgeon	13.9	9.0	4.9	65%	2.0	10.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>15.9</b>	<b>11.0</b>	<b>4.9</b>	<b>69.18%</b>	<b>2.0</b>	<b>14.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	2.0	(2.0)		0.0	2.0	0.0	0.0	0%
NP	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%
<b>TOTAL MID-LEVELS</b>	<b>1.0</b>	<b>3.0</b>	<b>(2.0)</b>	<b>300.00%</b>	<b>0.0</b>	<b>3.0</b>	<b>0.0</b>	<b>1.0</b>	<b>33.33%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	8.6	8.0	0.6	93%	0.0	12.0	0.0	3.0	38%
RN	42.4	39.0	3.4	92%	0.0	50.0	0.0	4.0	10%
LVN	56.0	47.0	9.0	84%	1.0	70.0	0.0	5.0	11%
CNA	8.1	7.0	1.1	86%	0.0	17.0	0.0	2.0	29%
Psych Tech	16.6	11.0	5.6	66%	0.0	19.0	0.0	2.0	18%
<b>TOTAL NURSING</b>	<b>132.7</b>	<b>113.0</b>	<b>19.7</b>	<b>85.15%</b>	<b>1.0</b>	<b>169.0</b>	<b>0.0</b>	<b>16.0</b>	<b>14.16%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	4.0	2.0	2.0	50%	0.0	2.0	0.0	0.0	0%
Pharmacist Tech	9.0	4.0	5.0	44%	0.0	7.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>14.0</b>	<b>6.0</b>	<b>8.0</b>	<b>42.86%</b>	<b>0.0</b>	<b>9.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Salinas Valley State  
Prison**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	4.0	0.0	1.0	14%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>9.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>1.0</b>	<b>11.11%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	2.0	1.0	67%	0.0	0.0	0.0	1.0	50%
<b>TOTAL MID-LEVELS</b>	<b>3.0</b>	<b>2.0</b>	<b>1.0</b>	<b>66.67%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>1.0</b>	<b>50.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	8.0	0.0	100%	2.0	2.0	0.0	0.0	0%
RN	46.2	42.0	4.2	91%	1.0	14.0	1.0	6.0	14%
LVN	19.5	17.0	2.5	87%	1.0	17.0	0.0	5.0	29%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	23.0	20.0	3.0	87%	0.0	10.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>97.7</b>	<b>88.0</b>	<b>9.7</b>	<b>90.07%</b>	<b>4.0</b>	<b>43.0</b>	<b>1.0</b>	<b>11.0</b>	<b>12.50%</b>
<b>PHARMACY</b>									
Pharmacist II	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	1.0	3.0	25%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	10.0	5.0	5.0	50%	0.0	1.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>17.0</b>	<b>7.0</b>	<b>10.0</b>	<b>41.18%</b>	<b>0.0</b>	<b>1.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>

# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

OCTOBER 2008

Valley State Prison for Women

(Data source -- Budget Authority and  
State Controller's Office Employment History Records)

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	11.0	11.0	0.0	100%	1.0	7.0	0.0	0.0	0%
<b>TOTAL PHYSICIANS</b>	<b>13.0</b>	<b>13.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>1.0</b>	<b>8.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	5.0	4.0	1.0	80%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>5.0</b>	<b>4.0</b>	<b>1.0</b>	<b>80.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	8.0	0.0	100%	0.0	4.0	0.0	0.0	0%
RN	37.1	37.0	0.1	100%	2.0	9.0	0.0	2.0	5%
LVN	26.6	25.0	1.6	94%	0.0	11.0	0.0	7.0	28%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	14.8	10.0	4.8	68%	0.0	2.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>87.5</b>	<b>81.0</b>	<b>6.5</b>	<b>92.57%</b>	<b>2.0</b>	<b>26.0</b>	<b>0.0</b>	<b>9.0</b>	<b>11.11%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	9.0	8.0	1.0	89%	0.0	6.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>14.0</b>	<b>11.0</b>	<b>3.0</b>	<b>78.57%</b>	<b>0.0</b>	<b>6.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>



# HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT

**OCTOBER 2008**

**Wasco State Prison  
Reception Center**

*(Data source -- Budget Authority and  
State Controller's Office Employment History Records)*

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 10/1/2008 - 10/31/2008	Year To Date Appointments 11/1/2007 - 10/31/2008	Separations 10/1/2008 - 10/31/2008	Year To Date Separations 11/1/2007 - 10/31/2008	Year To Date Turnover Rate (Percentage) 11/1/2007 - 10/31/2008
<b>PHYSICIANS</b>									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	6.0	1.0	86%	0.0	4.0	0.0	1.0	17%
<b>TOTAL PHYSICIANS</b>	<b>9.0</b>	<b>8.0</b>	<b>1.0</b>	<b>88.89%</b>	<b>0.0</b>	<b>5.0</b>	<b>0.0</b>	<b>1.0</b>	<b>12.50%</b>
<b>MID-LEVELS</b>									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
<b>TOTAL MID-LEVELS</b>	<b>4.0</b>	<b>4.0</b>	<b>0.0</b>	<b>100.00%</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.00%</b>
<b>NURSING</b>									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	10.0	8.0	2.0	80%	0.0	3.0	0.0	0.0	0%
RN	50.1	44.0	6.1	88%	1.0	20.0	2.0	10.0	23%
LVN	34.8	33.0	1.8	95%	1.0	18.0	0.0	2.0	6%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.0	6.0	1.0	86%	0.0	0.0	0.0	0.0	0%
<b>TOTAL NURSING</b>	<b>102.9</b>	<b>92.0</b>	<b>10.9</b>	<b>89.45%</b>	<b>2.0</b>	<b>41.0</b>	<b>2.0</b>	<b>12.0</b>	<b>13.04%</b>
<b>PHARMACY</b>									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	3.0	1.0	75%	1.0	2.0	1.0	1.0	33%
Pharmacist Tech	6.0	5.0	1.0	83%	0.0	4.0	0.0	0.0	0%
<b>TOTAL PHARMACY</b>	<b>11.0</b>	<b>9.0</b>	<b>2.0</b>	<b>81.82%</b>	<b>1.0</b>	<b>6.0</b>	<b>1.0</b>	<b>1.0</b>	<b>11.11%</b>

## **GOAL 4**

# **IMPLEMENT QUALITY IMPROVEMENT PROGRAMS**

**Objective 4.3:** Establish Medical Peer Review and Discipline Process to Ensure Quality of Care.

**Action 4.3.1:** By July 2008, working with the State Personnel Board and other departments that provide direct medical services, establish an effective Peer Review and Discipline Process to improve the quality of care.

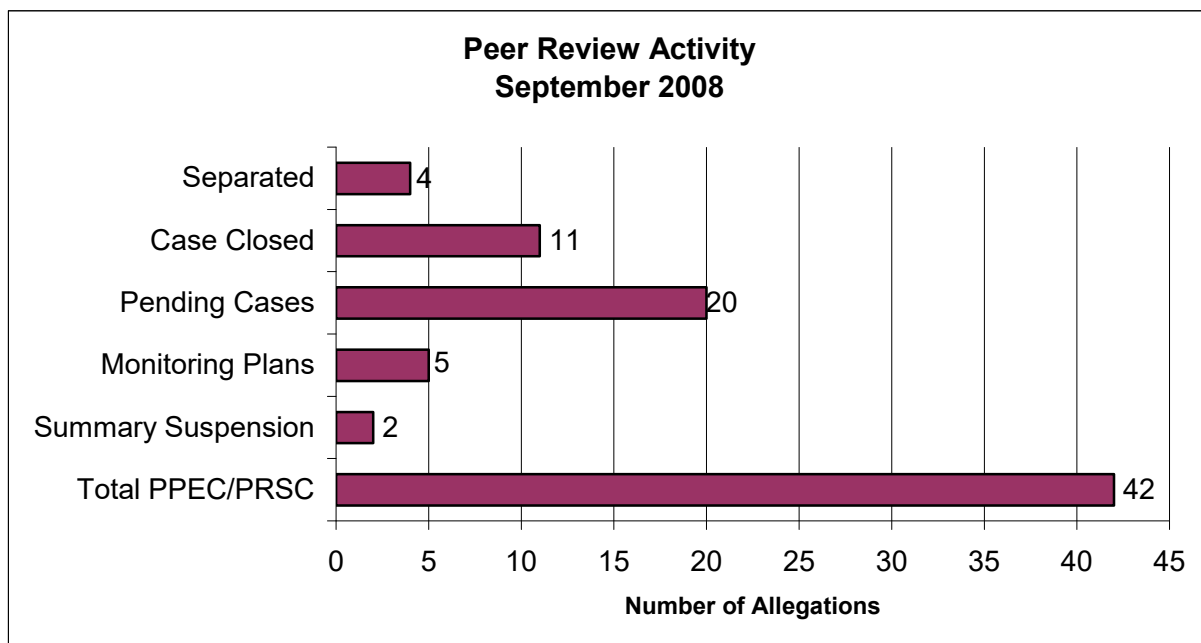
**Reporting/Responsible Division:**

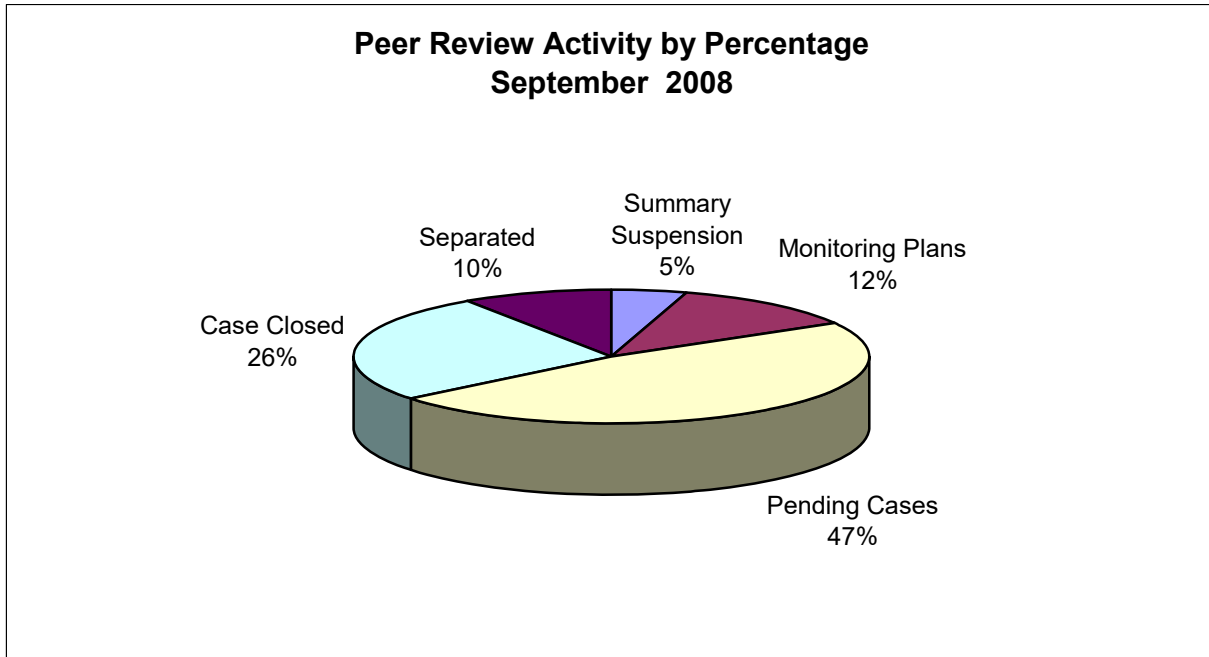
Clinical Practice Review Section, CPHCS

**Performance Measure:**

Disposition of referrals to the Professional Practice Executive Committee (PPEC) and Peer Review Subcommittees (PRSC).

**Graph/Table Display:**





**Results Explanation:**

The data represented pertains to physicians and surgeons and mid-level providers. “Separated” status refers to employees that separate from State service following referral of a case to PPEC.

“Proposed final actions” are defined as cases where a final decision has been determined by Governing Body/PPEC for either adverse action or termination.

“Monitoring plans” are when the Governing Body/PPEC has issued and is monitoring a corrective action plan for a physician or mid-level provider.

“Summary suspension” occurs when a physician or mid-level provider’s privileges are suspended by Governing Body/PPEC and he/she is removed from clinical duty.

**Objective 4.4:** Establish Medical Oversight Unit to Control and Monitor Medical Employee Investigations.

**Action 4.4.1:** By January 2009, fully staff and complete the implementation of a Medical Oversight Unit to control and monitor medical employee investigations.

**Reporting/Responsible Division:**

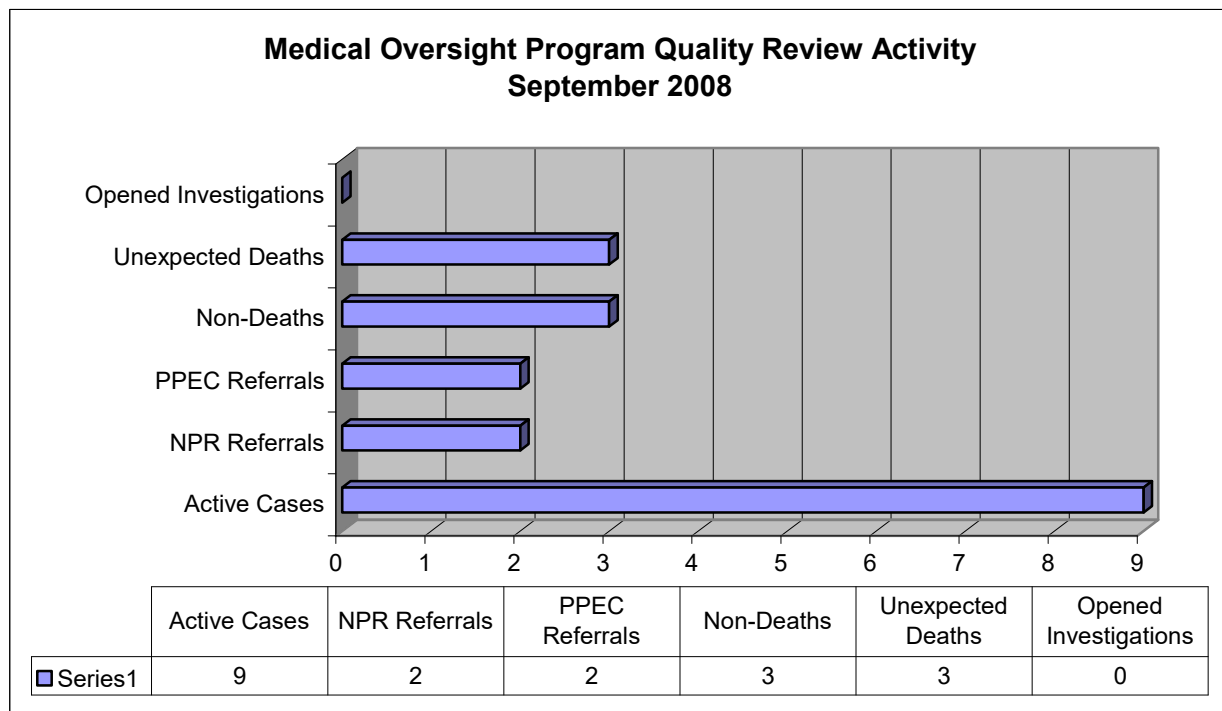
Clinical Operations Support Branch, CPHCS

**Performance Measure:**

Medical Oversight Program activity and case disposition.

Outcome following MOP roll-outs.

**Graph/Table Display:**



**Results Explanation:**

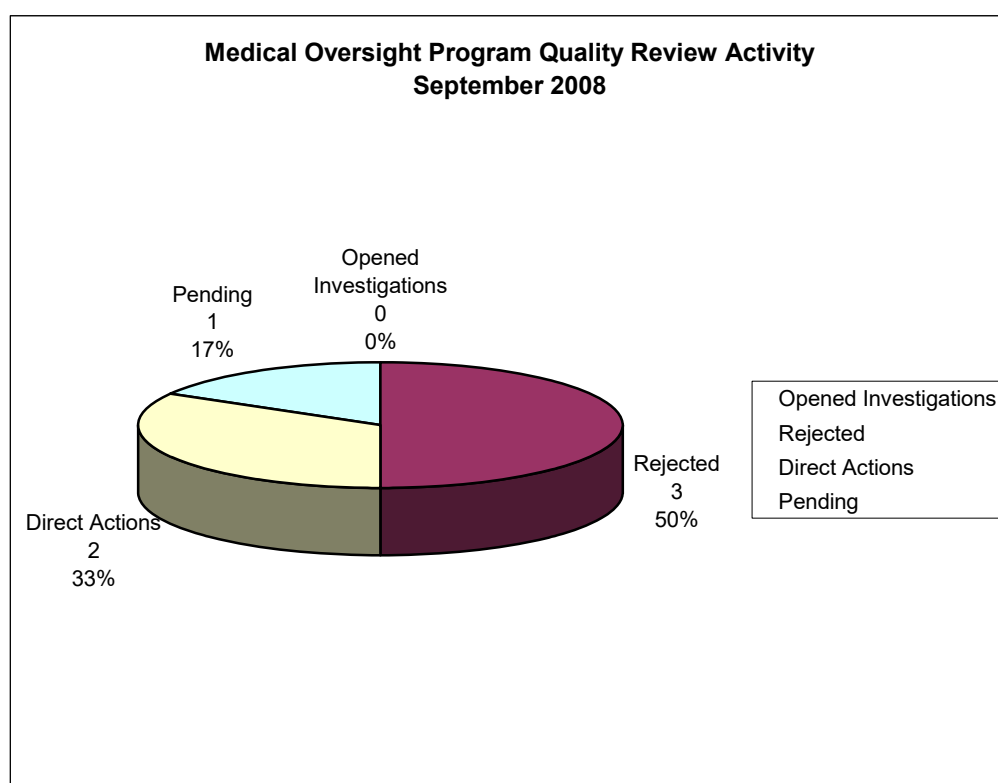
“Unexpected deaths” are cases when a patient-inmate is one of the following: 40-years old or less and has had no history of a chronic medical condition; was seen two or more times in the TTA within the last week of life, submitted two or more request for services in the last week of life. “Unexpected death cases” also include cases where possible inappropriate, absent or untimely care is suspected; death is directly attributed to asthma or a seizure condition; the

patient-inmate returned from an off-site emergency room visit or acute care inpatient stay within 14 days prior to death; or a medication error is suspected.

“Non-deaths” are defined as any act that may cause imminent danger to the patient-inmate (e.g. disruptive conduct, unethical conduct, substandard competencies, fail to perform standards of care).

A “PPEC referral” is made when the Medical Intake Unit suspects substandard clinical practices or clinical misconduct by a physician or mid-level provider and refers the case to the PPEC.

An “NPR referral” is made when the Medical Intake Unit suspects substandard clinical practices by a nurse and refers the case to the Nursing Practice Review Program.



### **Results Explanation:**

“Direct Actions” are when a request for investigation is referred back to the hiring for employee remedial training, counseling, a letter of instruction, or adverse action for general administrative corrective purposes (e.g. attendance).

“Rejected” status is when a MOP inquiry does not result in an investigation being opened (e.g. due to insufficient facts to support an investigation).

“Pending” status is when a case is awaiting an investigatory assignment prior to Medical Inquiry Unit review.

**Objective 4.5:** Establish a Health Care Appeals Process, Correspondence Control and Habeas Corpus Petitions Initiative.

**Action 4.5.1:** By July 2008, centralize management over all health care patient-inmate appeals, correspondence and habeas corpus petitions

**Reporting/Responsible Division:**

Controlled Correspondence Unit, CPHCS

**Performance Indicators:**

Number of inmate appeals received statewide, number of appeals processed, and total number of responses overdue.

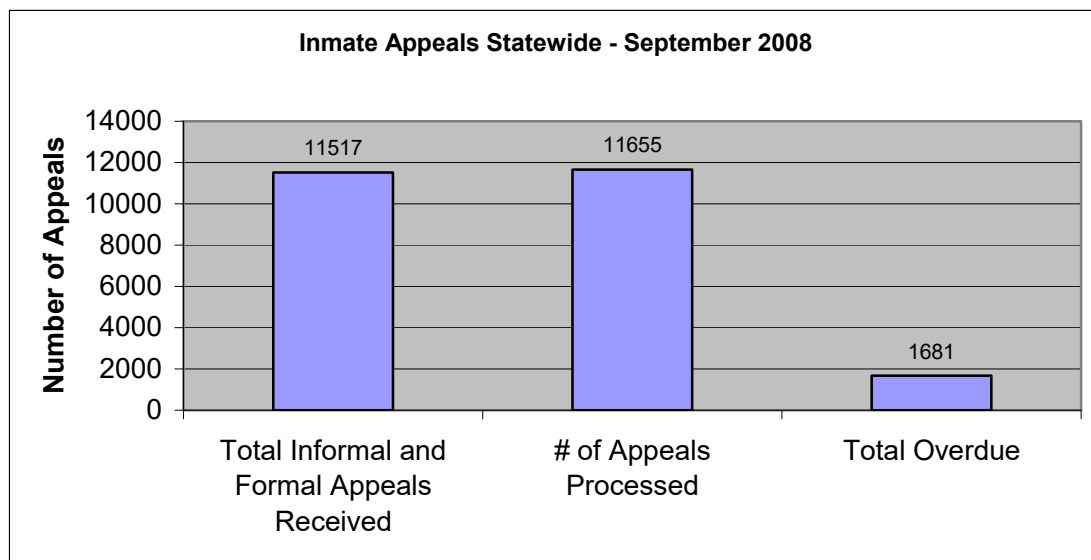
Number of appeals by region.

Overdue appeals by region.

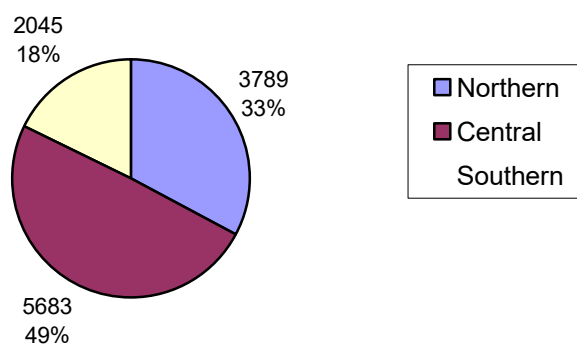
Number of appeals by discipline – medical, dental and mental health.

Writ of Habeas Corpus activity and petition disposition.

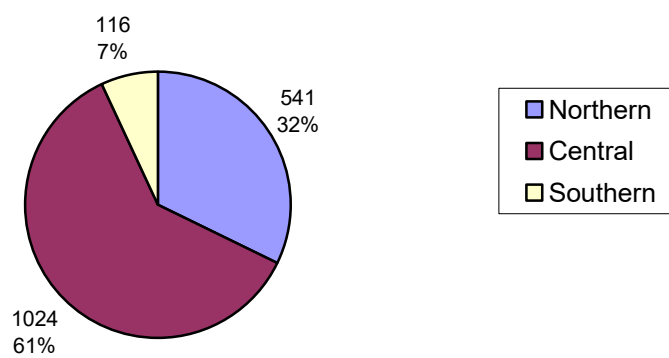
**Graph/Table Display:**



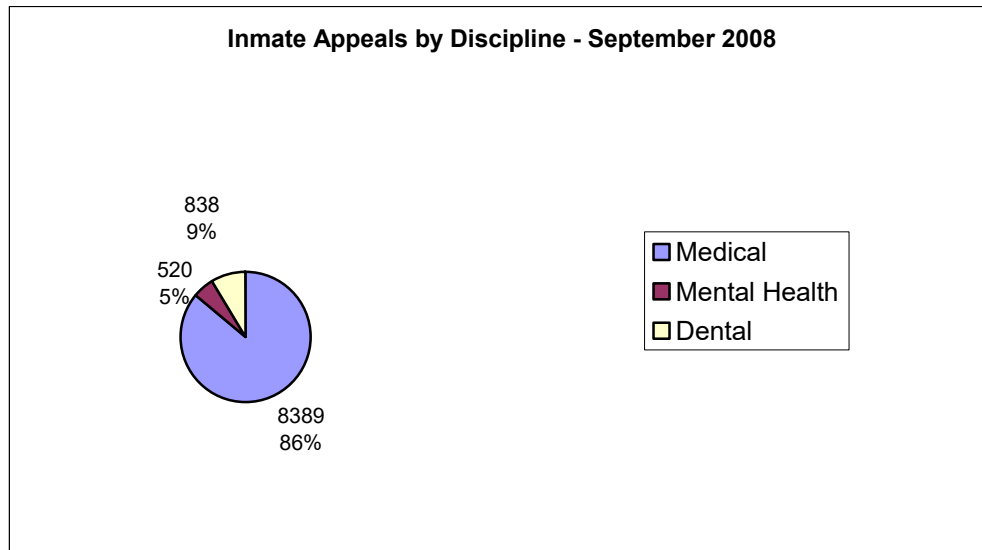
### Health Care Appeals by Region - September 2008



### Overdue Health Care Appeals by Region - September 2008



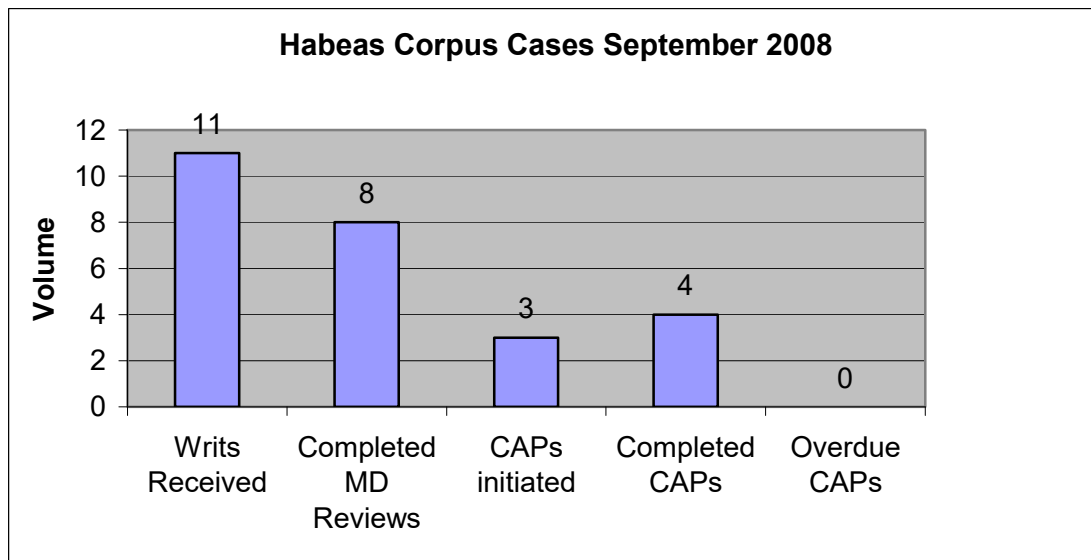




**Results Explanation:**

The number of appeals processed in a given month may exceed the amount received, as some processed appeals may be overdue.

In any effective appeals/grievance system, the number of appeals received may remain at a high level over a period of time despite other factors (e.g. system improvements), as the complainants are aware that issues will be resolved effectively and timely.



**Results Explanation:**

Habeas Corpus data is derived from the Habeas Corpus Tracking System monthly case summary reports.

## **GOAL 5**

### **ESTABLISH MEDICAL SUPPORT INFRASTRUCTURE**

**Objective 5.1:** Establish a Comprehensive, Safe and Efficient Pharmacy Program.

**Action 5.1.1:** Continue developing the drug formulary for the most commonly prescribed medications.

**Reporting/Responsible Division:**

Maxor Pharmacy Services

**Performance Indicators:**

Cost avoidance by month, cumulatively, and targeted as a result of Maxor management and implementation of the Drug Formulary.

Formulary and non-Formulary purchases per patient-inmate per month.

Average number of utilizing patient-inmates per month and drug costs per patient-inmate per month.

**Graph/Table Display:**

Refer to pages 58-62.

**Results Explanation:**

Maxor began managing pharmacy purchasing in April and May 2007.

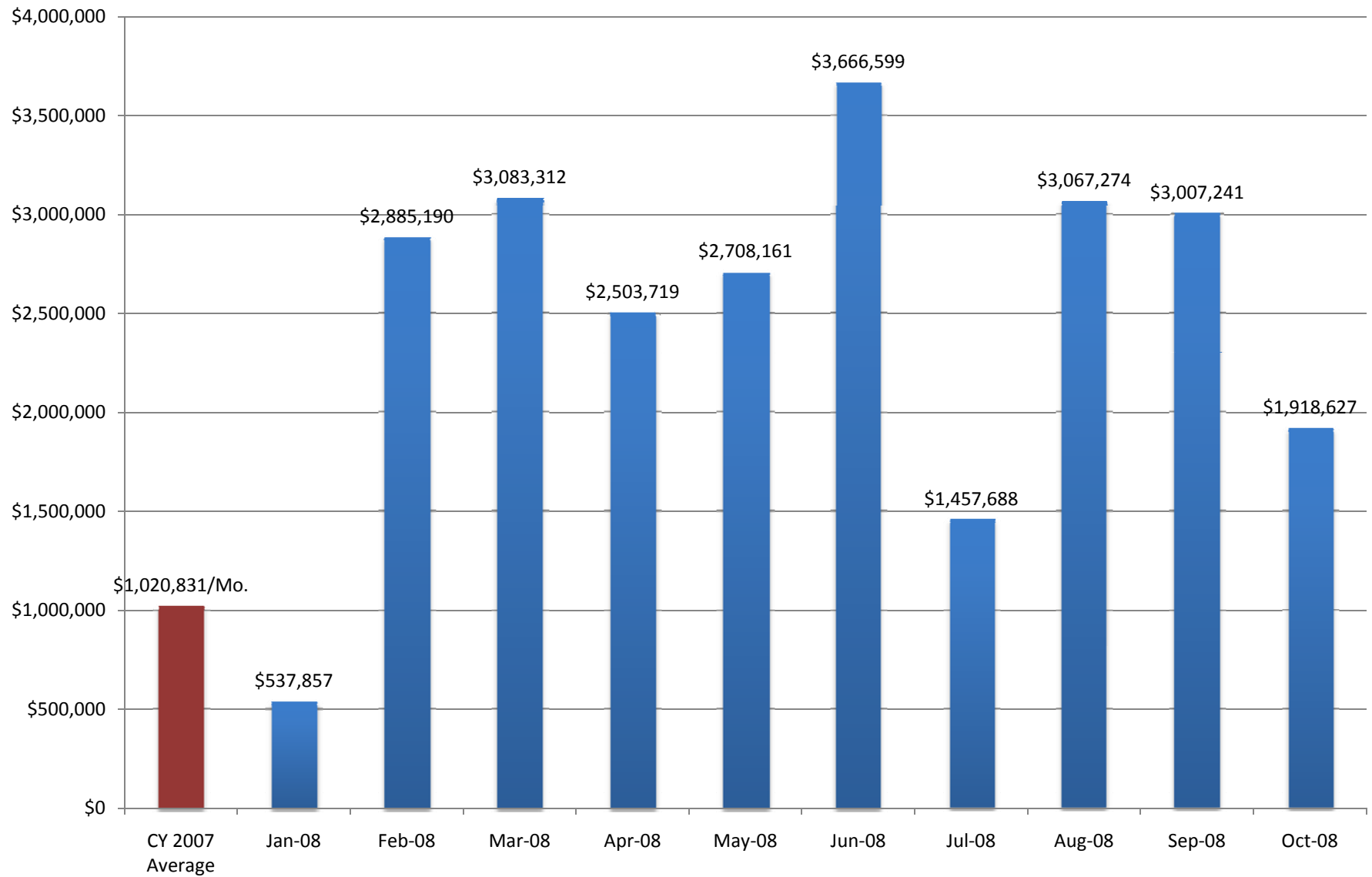
Cost savings/cost avoidance is calculated by comparing actual wholesaler purchases to prior historical trend line. The prior historical trend line is also based on wholesaler purchases.

Targeted contract savings displays specific Pharmacy & Therapeutics Committee initiatives targeting particular drugs or drug classes. Savings are calculated by comparing purchases using the actual targeted contract rate to the pre-targeted contract rate.

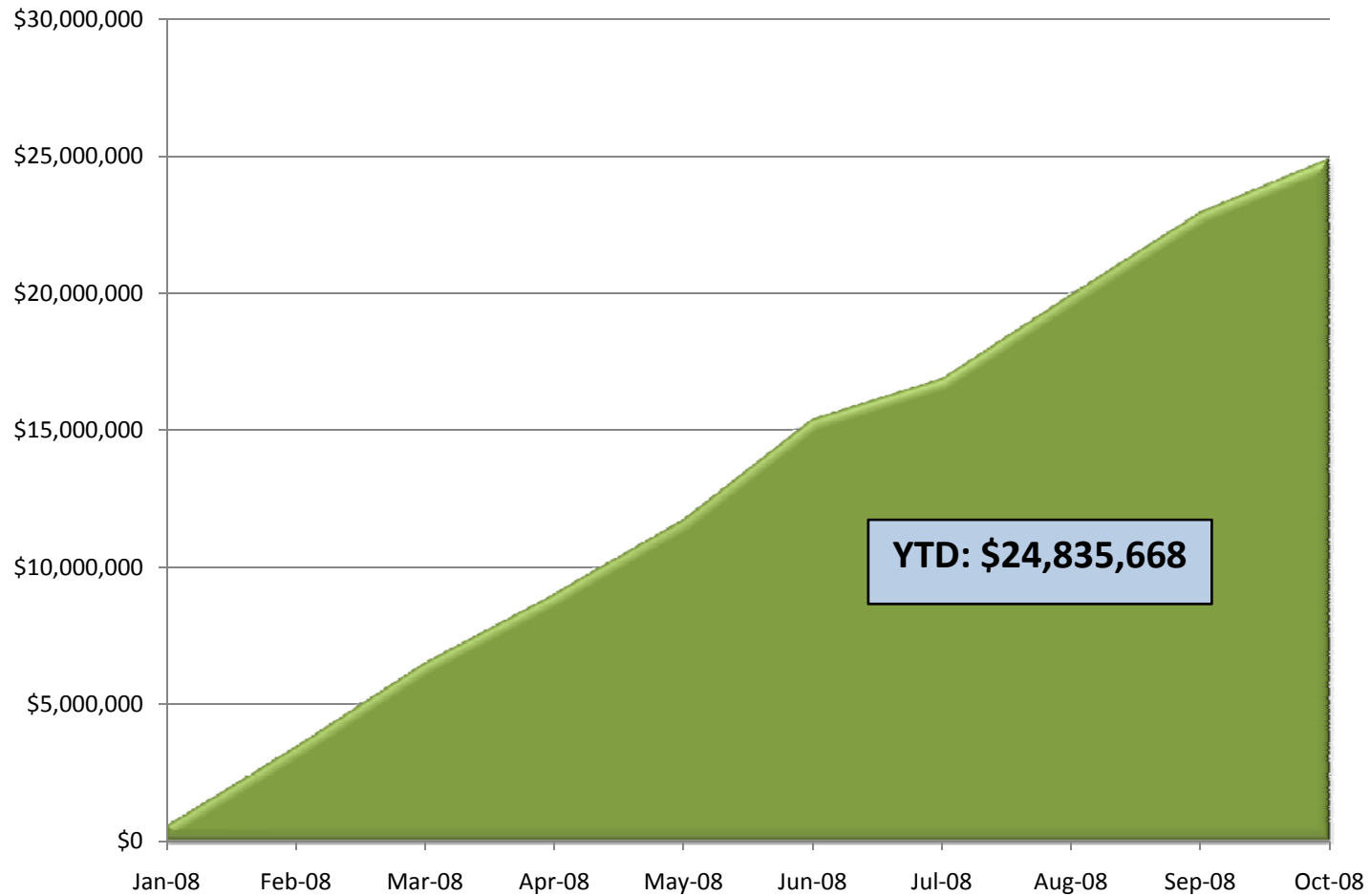
Formulary and non-formulary costs are based on total purchases divided by number of utilizing patient-inmates.

Drug costs per patient-inmate per month are based on total wholesaler drug purchases divided by the total number of utilizing patient-inmates. Utilizing patient-inmates represent the number of unique patient-inmates receiving drugs during the month.

## 2008 Pharmacy Cost Savings/ Cost Avoidance by Month

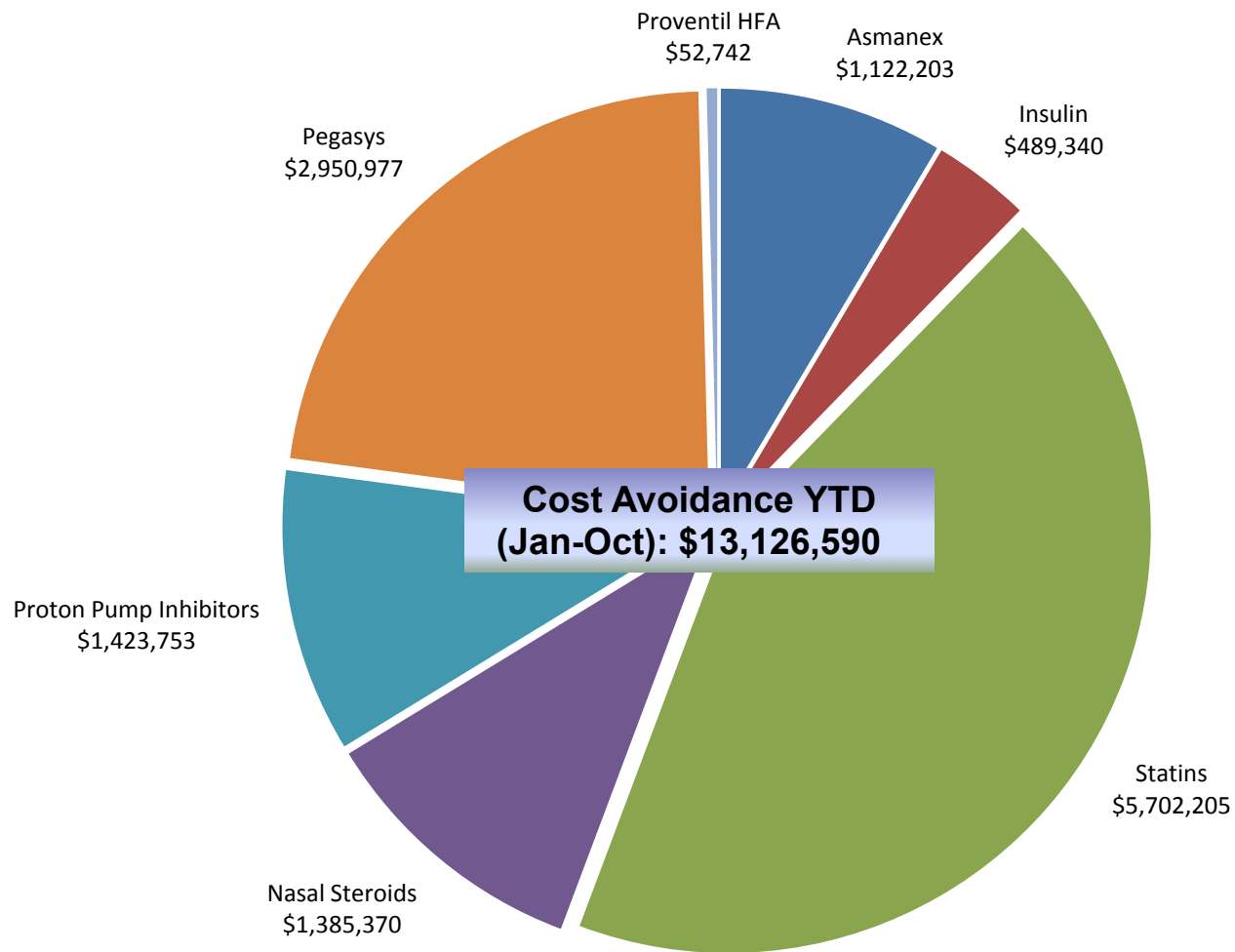


## Cumulative Pharmacy Cost Savings/Cost Avoidance Year to Date 2008

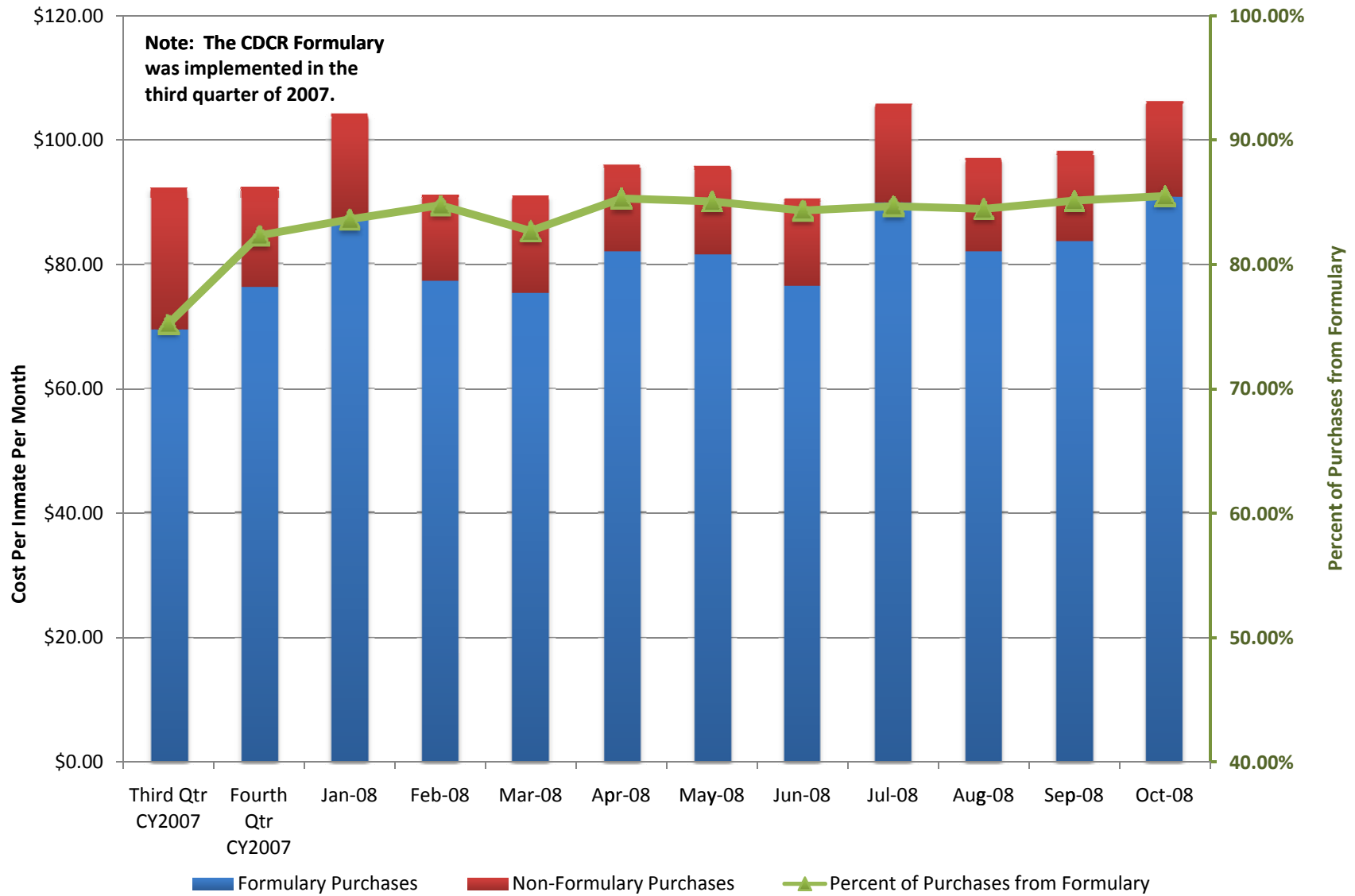


Savings/Cost Avoidance is calculated by comparing actual wholesaler purchases to prior wholesaler purchase trend line.

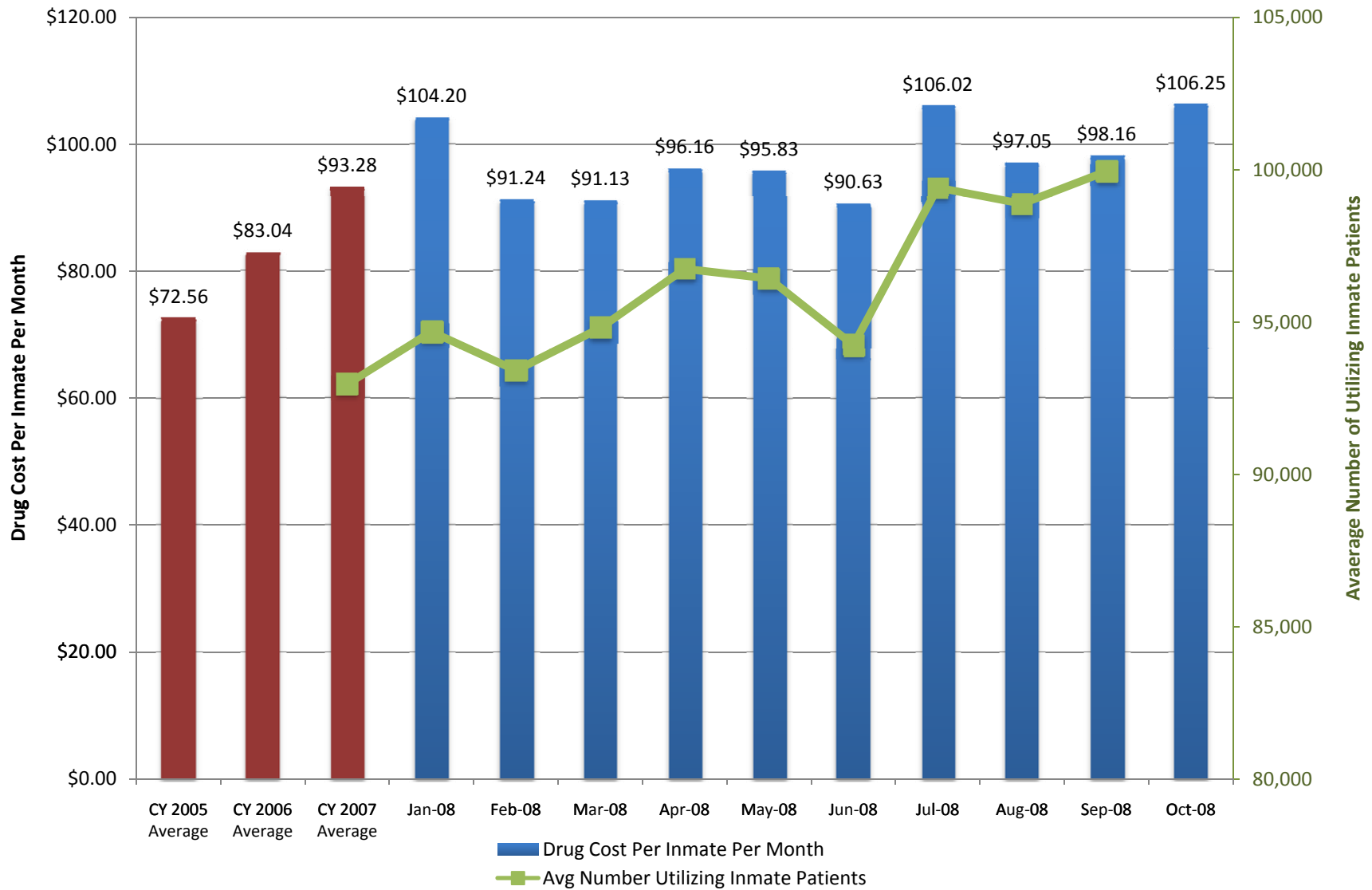
## Targeted Contract Savings 2008 to Date



## Formulary and Non-Formulary Purchases Per Inmate Per Month 2008



## Average Number of Utilizing Inmate Patients and Drug Cost Per Inmate Per Month





**Objective 5.1:** Establish a Comprehensive, Safe and Efficient Pharmacy Program.

**Action 5.1.2:** By June 2009, improve pharmacy policies and practices at each institution and complete the rollout of the GuardianRx system.

**Reporting/Responsible Division:**

Maxor Pharmacy Services

**Performance Indicators:**

Pass/fail rates of pharmacy inspections.

Average number of prescriptions processed per facility per month and average number of prescriptions processed per day by Pharmacists and Pharmacy Technicians.

**Graph/Table Display:**

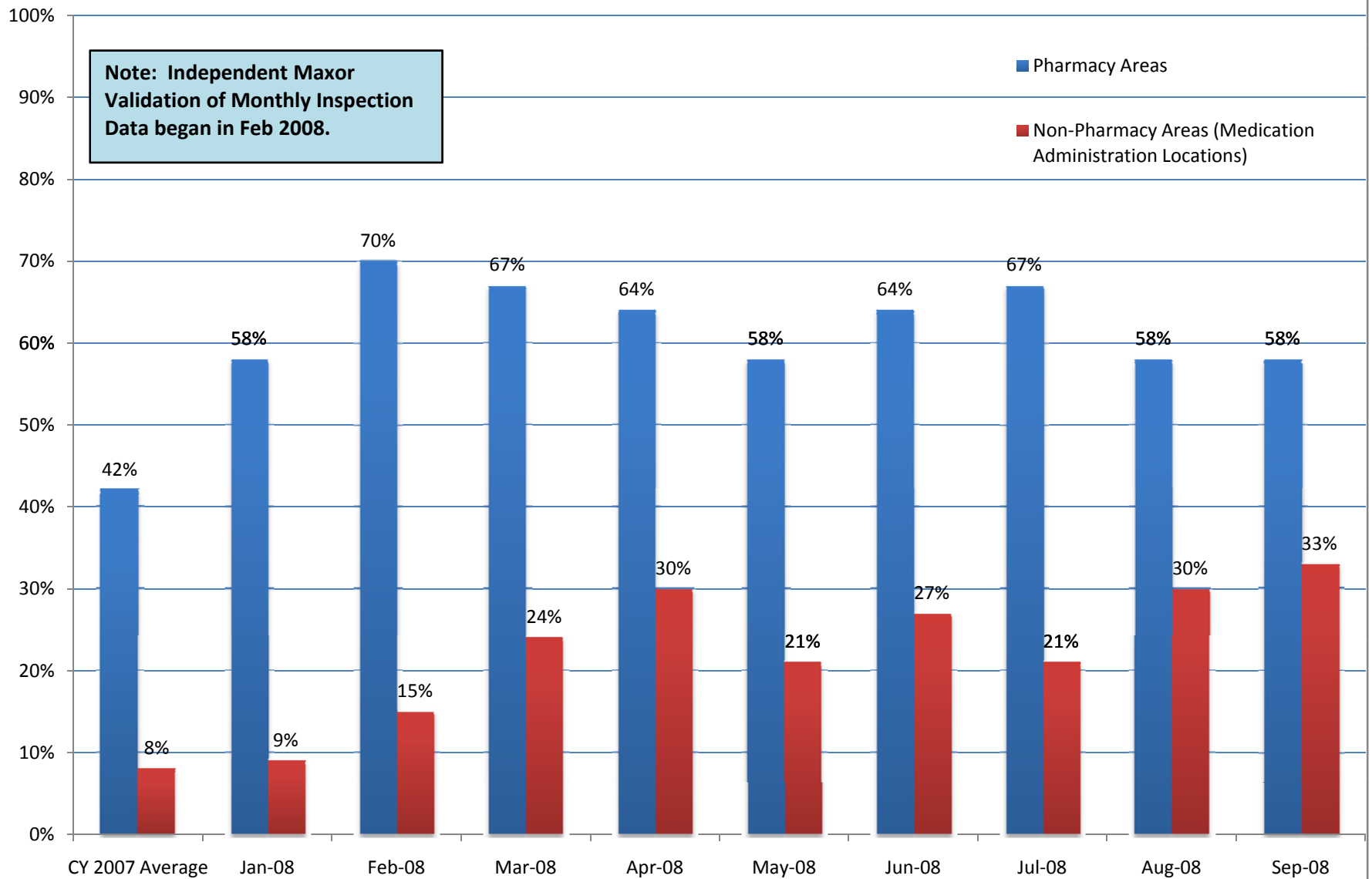
Refer to pages 64-66.

**Results Explanation:**

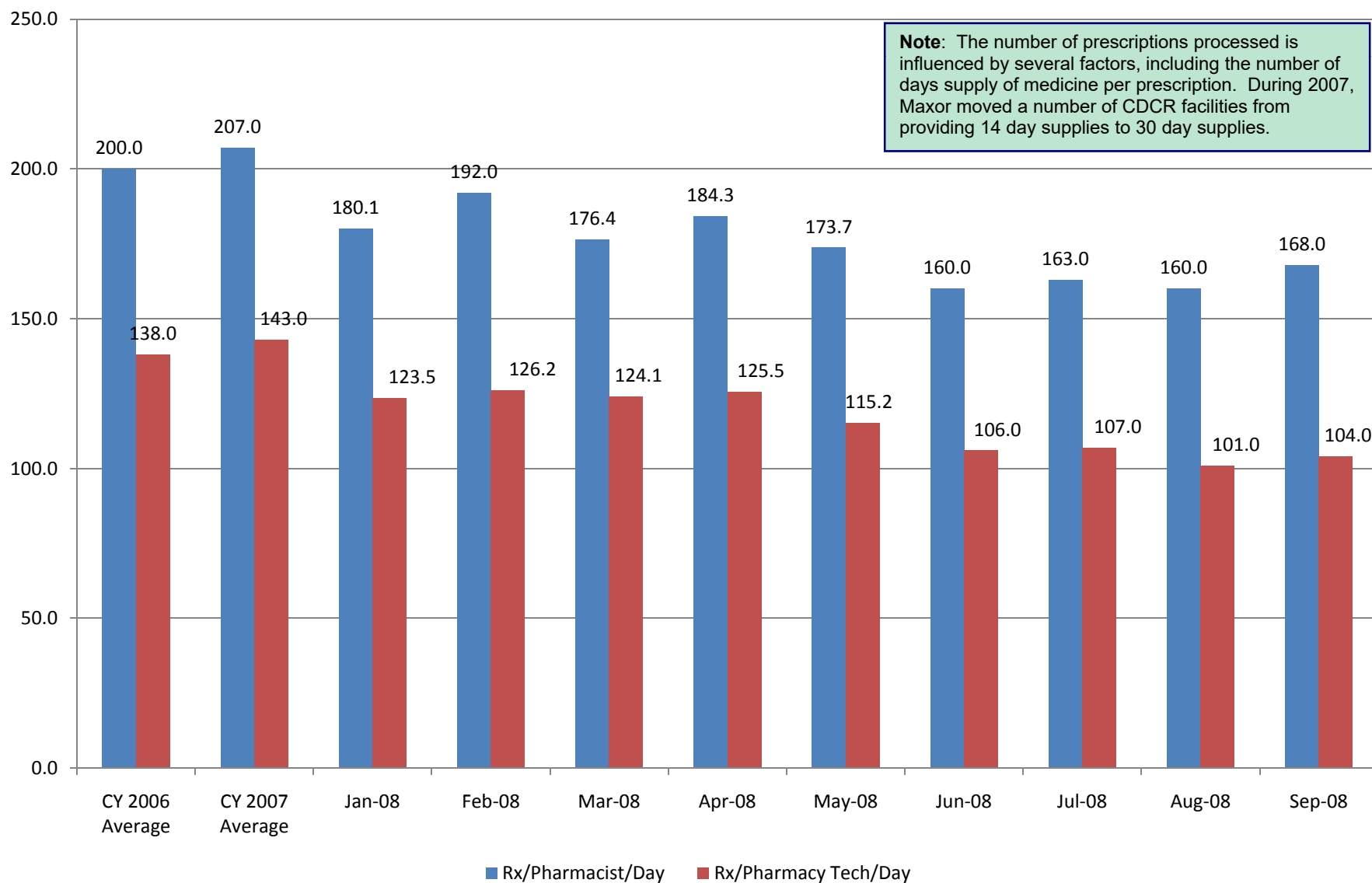
Pharmacy areas and non-pharmacy areas (e.g. medication administration areas) used for medication management are inspected. Facility inspections are validated by independent Maxor assessment when status changes from fail to pass.

Average numbers of prescriptions processed are calculated using basic productivity workload data.

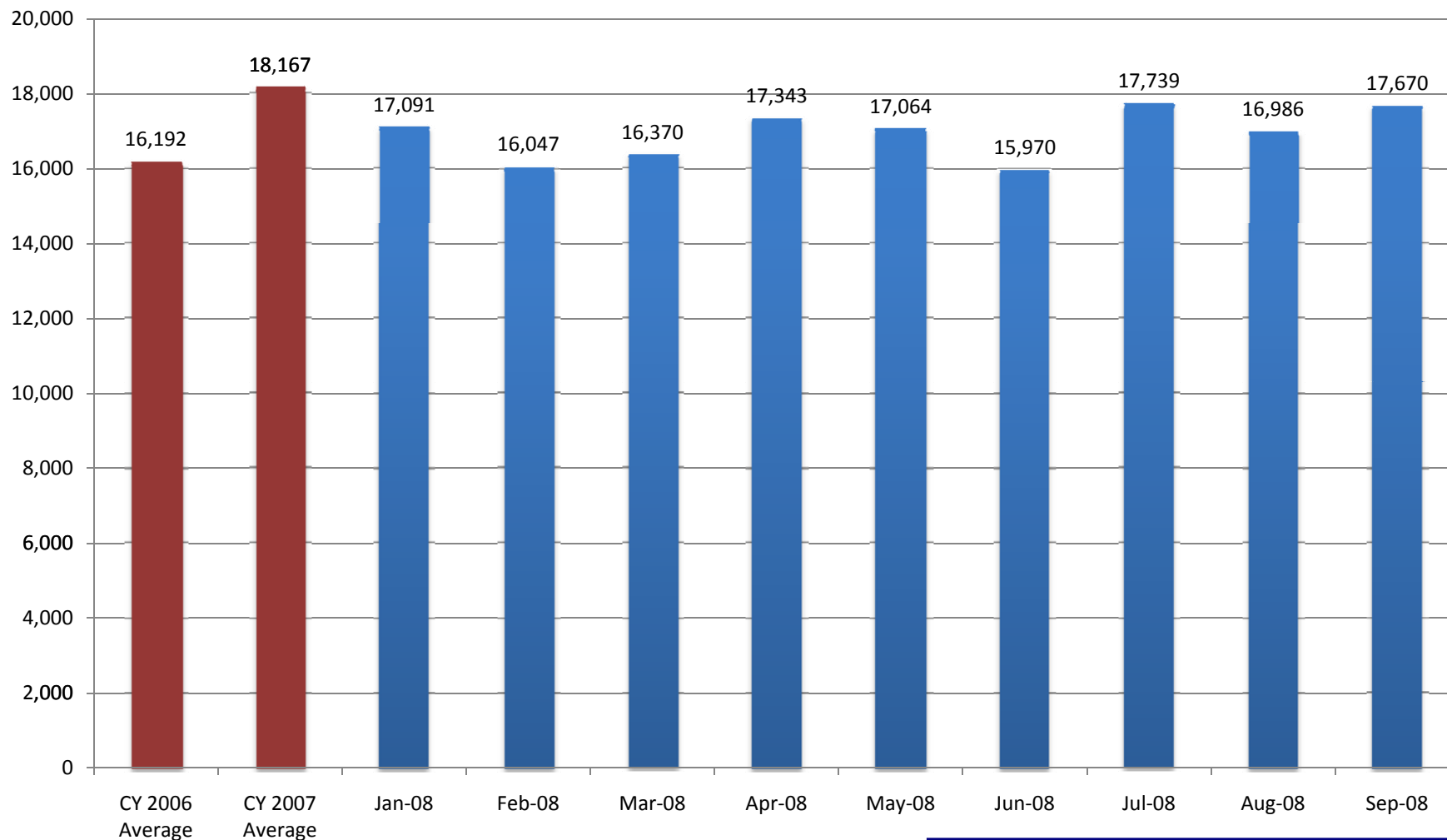
## Percentage Passing or Passing with Concerns Monthly Pharmacy Inspections



## Average Number of Prescriptions Processed Per Day Pharmacists and Pharmacy Technicians



## Average Number of Prescriptions Processed Per Facility Per Month



**Note:** The number of prescriptions processed is influenced by several factors, including the number of days supply of medicines per prescription. During 2007, Maxor moved a number of CDCR facilities from providing 14 day supplies to 30 day supplies.