CALIFORNIA CORRECTIONAL
HEALTH CARE SERVICES

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

Monthly Report of Federal Receiver's Turnaround Plan of Action

For December 2011

December 31, 2011

Table of Contents

Page

Introduction 1

GOAL 1 **Ensure Timely Access to Health Care Services** 2

Objective 1.2 Establish Staffing and Processes for Ensuring Health Care Access at Each Institution… 3

GOAL 3 **Recruit, Train and Retain a Professional Quality Medical Care Workforce** 23

Objective 3.1 Physicians and Nurses… 24

GOAL 4 **Implement a Quality Improvement Program** 69

Objective 4.1 Clinical Quality Measurement and Evaluation Program… 70

Objective 4.3 Medical Peer Review and Discipline Process… 73

Objective 4.4 Medical Oversight Unit… 76

Objective 4.5 Health Care Appeals Process, Correspondence Control and Habeas Corpus Petitions 78

GOAL 5 **Establish Medical Support Infrastructure** 80

Objective 5.1 Pharmacy Services. 81

Introduction

This is the Receiver's December 2011 Monthly Report, consisting of monthly performance metrics related to the Receiver's Turnaround Plan of Action (RTPA). The Monthly Reports are intended to provide our stakeholders - including the Court, counsel, the public, California Correctional Health Care Services (CCHCS) employees, and other interested parties - with a timely update regarding RTPA performance.

Unlike the Tri-Annual Reports, the Monthly Reports are limited to performance metrics. The narrative summaries detailing the progress of the individual initiatives of the RTPA 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 reporting period will be included as appendices to the Tri-Annual Reports and filed with the Court pursuant to the Receiver's reporting schedule.

The December 2011 Monthly Report includes performance metrics for the following RTPA initiatives:

GOAL 1	Objective 1.2 – Timely Access to Health Care Services
GOAL 3	Objective 3.1 – Vacancy and Turnover Rates for Physicians and Nurses
GOAL 4	Objective 4.1 – Clinical Quality Measurement and Evaluation Program 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 1

ENSURE TIMELY ACCESS TO HEALTH CARE SERVICES

Objective 1.2: Establish Staffing and Processes for Ensuring Health Care Access at Each Institution

Action 1.2.2: By July 2011, the Receiver will have fully implemented Health Care Access Units and developed health care access processes at all CDCR institutions.

Reporting/Responsible Division:
Custody Support Services Division, CCHCS

Performance Measure:
Delivery of patient-inmates to *scheduled* appointments. The report does not measure access to care for patient-inmates who may need care but have not yet been scheduled for appointments.

Health care access by institution and statewide including:

- Number of ducats issued and add-on appointments; number of refusals; number of patient-inmates seen and not seen including reasons the patient-inmate was not seen; and number of patient-inmates seen for on-site specialty care and off-site specialty care for Medical Services, Mental Health Services, Dental Services and Ancillary Services
- Volume and type of emergency services
- Volume and staffing for transportation
- Medical guarding staffing and volume
- Access Unit staffing

Graph/Table Display:
Refer to pages 7-22.

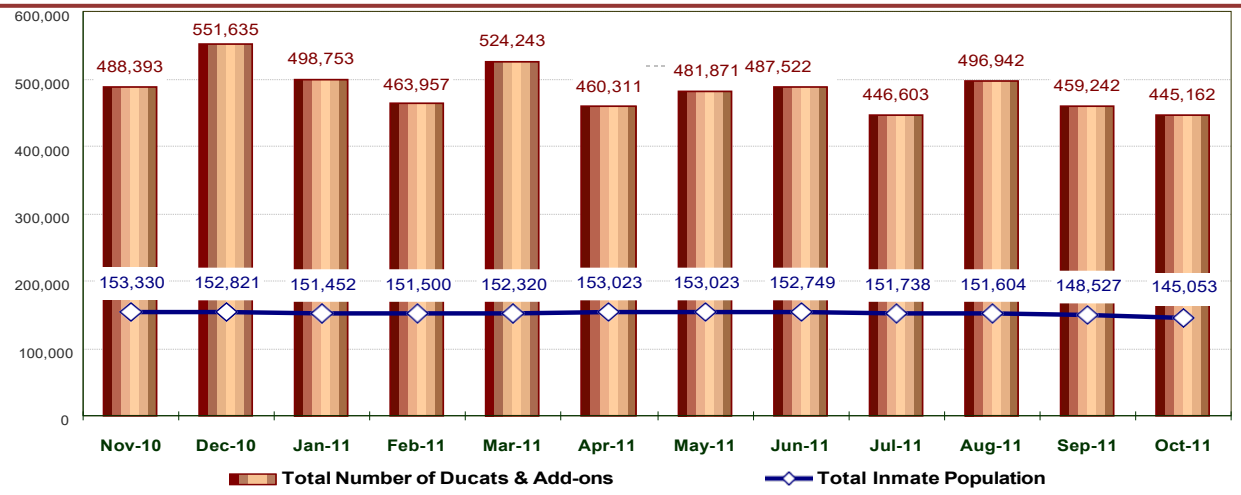
Results Explanation:
Refer to pages 4-6.

October Inmate Population *(excludes out-of-state inmates):*					**145,053**
	Medical (% of Medical)	**Mental Health** (% of Mental Health)	**Dental** (% of Dental)	**Diagnostic/Specialty** (% of Diagnostic/Specialty)	**Total** (% of Total)
Total Ducats & Add-ons:	**164,858**	**144,902**	**42,588**	**92,814**	**445,162**
Inmate Refusals:	**7,158**	**17,123**	**2,008**	**3,572**	**29,861**
	4.3%	11.8%	4.7%	3.8%	6.7%
Inmates Seen:	**145,970**	**112,483**	**36,972**	**82,723**	**378,148**
	88.5%	77.6%	86.8%	89.1%	84.9%
Inmates Not Seen:	**11,730**	**15,296**	**3,608**	**6,519**	**37,153**
	7.1%	10.6%	8.5%	7.0%	8.3%
Not Seen Due to Custody:	1,663	1,492	360	579	4,094
	1.0%	1.0%	0.8%	0.6%	0.9%
Not Seen Due to Provider:	6,934	10,065	2,309	3,752	23,060
	4.2%	6.9%	5.4%	4.0%	5.2%
Not Seen Due to Other:	3,133	3,739	939	2,188	9,999
	1.9%	2.6%	2.2%	2.4%	2.2%

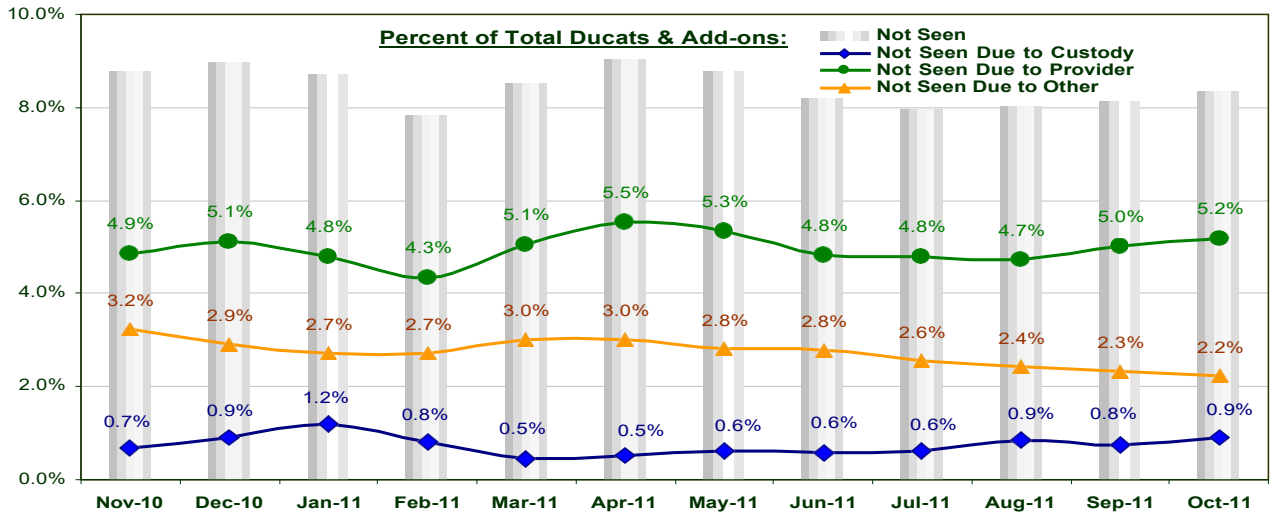
On-Site Specialty Care: **20,691** Off-Site Specialty Care: **5,992** Average Number of Inmates per Scheduled Transport: **1.46**

Notes: *Outcome data should achieve the following balance: Ducats + Add-ons = Refusals + Seen + Not Seen; 33 institutions achieved that balance in October.*

Results Explanation

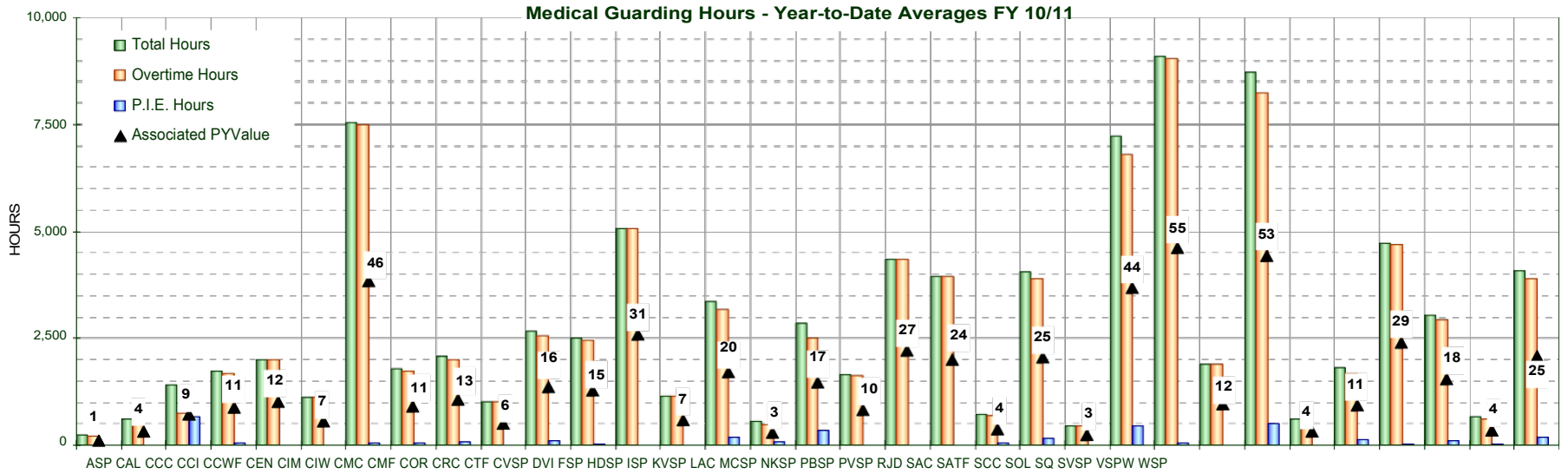


In October, institutions recorded a total of 445,162 ducats and add-ons (459,242 in September). Of those, 378,148 were seen, 29,861 resulted in inmate refusals, and 37,153 were categorized under *Inmates Not Seen* as follows: 4,094 for custody reasons, 23,060 for provider reasons, and 9,999 for other reasons.

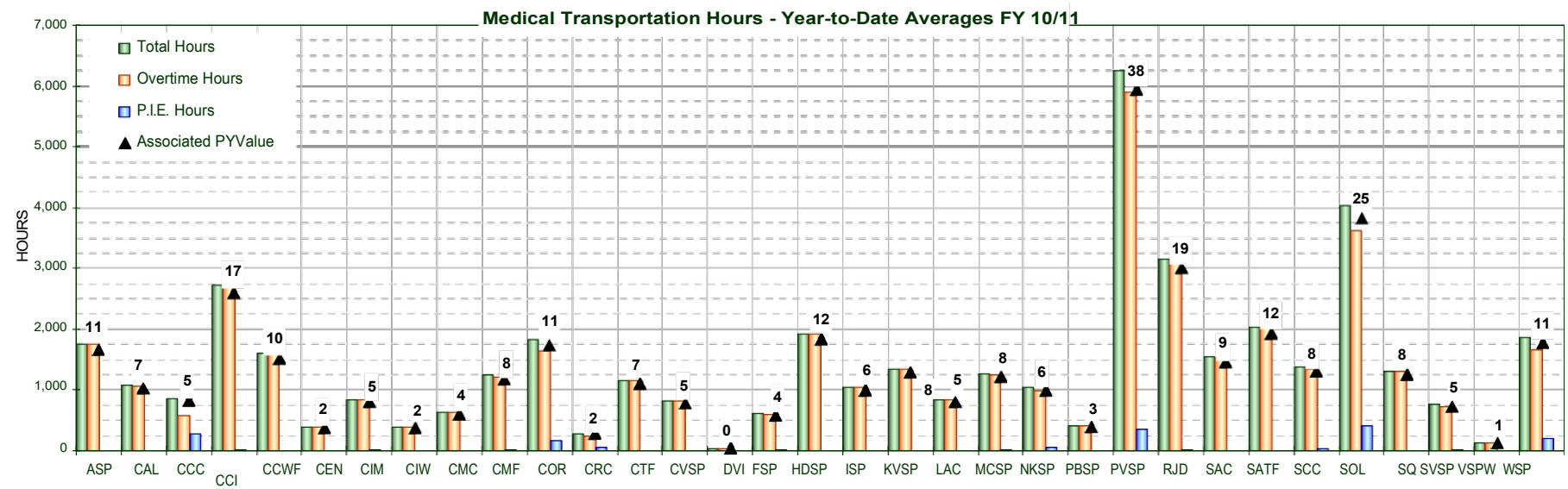


Medical Guarding and Transportation – Overtime and Permanent Intermittent Employee (P.I.E.)

The graphs below were created using year-to-date monthly averages of medical guarding and transportation data. The data, as reported by the institutions, is taken from the Timekeeper's Monthly Overtime & Expenditure Report – Custody, and includes pay codes .08 for Transportation and .16 for Medical Costs.



Medical Guarding Total Hours (based on FY year-to-date monthly averages) 94,792 (Overtime 91,414; P.I.E. 3,378) Associated PY Value 578



Medical Transportation Total Hours (based on FY year-to-date monthly averages) 46,652 (Overtime 44,880; P.I.E. 1,772) Associated PY Value 284

Note: *CRC Medical Guarding and Transportation hours include the guarding and transportation of civil commitments (Patton State Hospital).*
PVSP Medical Guarding and Transportation hours include the guarding and transportation of civil commitments (Coalinga State Hospital).

Comparative Performance Indicators

The intent of the AQR is to collect data regarding inmate/patient movement to/from health care services. The table of percentages at the top of Pages 1 and 2 of the AQR serve as a comparative performance reference. Below, the same tables are grouped according to institution mission. The percentages in the table are indicative of the combined efforts of custody and clinical staff. The number of inmate refusals was subtracted from the total ducats and add-ons before these percentages were figured. All charts and data are based upon information provided by the institutions.

Female Offenders			
Institutions	**CCWF**	**CIW**	**VSPW**
Over-all Percentage of Inm ates Seen*	91%	91%	89%
Seen for Medical Services*	89%	90%	91%
Seen for Mental Health Services*	90%	89%	85%
Seen for Dental Services*	94%	97%	87%
Seen for Diagnostic/Specialty Services*	95%	95%	94%

General Population (Males)												
Institutions	**ASP**	**CCC**	**CMC**	**CMF**	**CRC**	**CTF**	**CVSP**	**FSP**	**ISP**	**PVSP**	**SCC**	**SOL**
Over-all Percentage of Inmates Seen*	94%	94%	91%	94%	95%	95%	93%	91%	88%	93%	97%	92%
Seen for Medical Services*	95%	95%	94%	96%	95%	95%	94%	95%	92%	95%	99%	94%
Seen for Mental Health Services*	88%	96%	89%	89%	93%	93%	85%	83%	63%	93%	92%	88%
Seen for Dental Services*	97%	94%	92%	86%	92%	93%	91%	88%	86%	91%	94%	89%
Seen for Diagnostic/Specialty Services*	96%	92%	96%	95%	97%	96%	95%	89%	89%	91%	97%	96%

High Security (Males)											
Institutions	**CAL**	**CCI**	**CEN**	**COR**	**HDSP**	**KVSP**	**MCSP**	**PBSP**	**SAC**	**SATF**	**SVSP**
Over-all Percentage of Inmates Seen*	92%	92%	96%	82%	92%	94%	92%	91%	91%	92%	79%
Seen for Medical Services*	94%	94%	98%	87%	96%	94%	95%	93%	93%	91%	89%
Seen for Mental Health Services*	83%	86%	98%	70%	88%	95%	92%	92%	88%	96%	70%
Seen for Dental Services*	88%	96%	92%	90%	82%	90%	92%	84%	94%	92%	86%
Seen for Diagnostic/Specialty Services*	91%										

Reception Centers							
Institutions	**CIM**	**DVI**	**LAC**	**NKSP**	**RJD**	**SQ**	**WSP**
Over-all Percentage of Inmates Seen*	86%	88%	90%	90%	93%	90%	91%
Seen for Medical Services*	87%	81%	91%	89%	96%	91%	94%
Seen for Mental Health Services*	81%	93%	91%	93%	92%	88%	90%
Seen for Dental Services*	88%	94%	85%	91%	88%	94%	98%
Seen for Diagnostic/Specialty Services*	88%	96%	87%	92%	96%	90%	87%

**Excludes inmate refusals*

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
October 2011

Institutions	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
Over-all Percentage of Inmates Seen*	94%	92%	94%	92%	91%	96%	86%	91%	91%	94%	82%	95%	95%	93%	88%	91%	92%
Seen for Medical Services*	95%	94%	95%	94%	89%	98%	87%	90%	94%	96%	87%	95%	95%	94%	81%	95%	96%
Seen for Mental Health Services*	88%	83%	96%	86%	90%	98%	81%	89%	89%	89%	70%	93%	93%	85%	93%	83%	88%
Seen for Dental Services*	97%	88%	94%	96%	94%	92%	88%	97%	92%	86%	90%	92%	93%	91%	94%	88%	82%
Seen for Diagnostic/Specialty Services*	96%	91%	92%	90%	95%	92%	88%	95%	96%	95%	92%	97%	96%	95%	96%	89%	89%

**Excludes inmate refusals*

Note: The intent of this report is to collect data regarding inmate/patient movement to/from healthcare services. The percentages provided above are indicative of the combined efforts of custody and clinical staff and are based upon information provided by the institution.

Inmate Population for the Month	**5,712**	**4,318**	**5,455**	**5,486**	**3,586**	**4,163**	**5,693**	**1,901**	**6,181**	**2,887**	**4,977**	**4,122**	**6,591**	**3,169**	**3,577**	**3,725**	**4,136**
Total No. of Ducats Issued & Add-on Appts	**15,117**	**6,508**	**5,552**	**12,519**	**19,598**	**10,093**	**16,263**	**11,614**	**26,497**	**13,966**	**14,252**	**9,841**	**15,362**	**5,164**	**14,815**	**6,930**	**10,777**
Total Inmate Refusals	**343**	**462**	**92**	**855**	**568**	**261**	**1,140**	**644**	**468**	**451**	**2,776**	**121**	**39**	**84**	**909**	**328**	**601**
Total Inmates Seen	**13,832**	**5,560**	**5,126**	**10,725**	**17,351**	**9,461**	**12,972**	**10,030**	**23,598**	**12,736**	**9,409**	**9,209**	**14,536**	**4,742**	**12,294**	**5,975**	**9,406**
Total Inmates Not Seen	**942**	**486**	**334**	**939**	**1,679**	**371**	**2,151**	**940**	**2,431**	**779**	**2,067**	**511**	**787**	**338**	**1,612**	**627**	**770**
Not Seen Due to Custody	0	4	90	55	6	4	1,008	32	75	2	88	3	11	24	704	0	62
Not Seen Due to Provider	774	368	166	675	1,122	266	391	426	1,730	367	1,643	355	693	238	462	260	428
Not Seen Due to Other	168	114	78	209	551	101	752	482	626	410	336	153	83	76	446	367	280
Average Inmates per Scheduled Transport	**1.72**	**1.43**	**1.56**	**1.13**	**1.70**	**1.49**	**1.81**	**2.02**	**1.52**	**1.23**	**1.13**	**2.63**	**1.60**	**2.75**	**1.00**	**1.06**	**1.11**
Inmates Seen for On-Site Specialty Care	**846**	**679**	**160**	**350**	**1,372**	**708**	**606**	**444**	**437**	**873**	**730**	**588**	**837**	**326**	**495**	**391**	**276**
Inmates Seen for Off-Site Specialty Care	**323**	**116**	**64**	**121**	**444**	**79**	**252**	**89**	**250**	**303**	**115**	**208**	**273**	**311**	**69**	**87**	**119**
Timekeeper's Monthly Overtime & Expenditure Report																	
Medical Trans Inmate - Code .16																	
Overtime Hours	1,751	925	472	2,867	2,165	387	501	434	699	1,458	1,702	179	1,035	892	24	753	2,901
Overtime Dollars	81,627	45,979	23,419	138,017	103,726	16,906	24,718	21,229	35,880	68,122	70,989	8,994	49,772	43,062	1,025	35,571	99,105
Permanent Intermittent Employee (P.I.E) Hours	0	0	93	24	0	0	0	0	6	61	212	0	0	0	0	0	0
P.I.E. Dollars	0	0	3,253	830	0	0	0	0	277	1,310	6,556	6	0	0	0	0	0
Medical Costs - Code .08																	
Overtime Hours	334	272	247	1,765	1,583	458	5,982	1,201	1,474	1,316	1,080	1,779	6,333	1,075	2,861	254	1,239
Overtime Dollars	15,621	12,995	12,693	84,098	81,741	22,801	316,626	61,106	76,254	65,256	50,832	88,236	332,138	53,836	145,222	12,940	61,996
P.I.E. Hours	8	8	982	56	0	0	162	48	97	9	17	2	0	0	112	64	48
P.I.E. Dollars	239	228	33,952	1,616	0	0	4,399	1,348	2,717	284	368	78	0	0	3,446	1,903	1,660
Redirected Staff Hours																	
Transportation	358	0	58	525	171	0	0	0	24	512	626	0	56	99	216	0	1,235
Medical Guarding	44	0	916	1,066	391	424	0	0	15	-96	0	80	201	152	1,512	0	538

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
October 2011

Institutions	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	Totals
Over-all Percentage of Inmates Seen*	88%	94%	90%	92%	90%	91%	93%	93%	91%	92%	97%	92%	90%	79%	89%	91%	91%
Seen for Medical Services*	92%	94%	91%	95%	89%	93%	95%	96%	93%	91%	99%	94%	91%	89%	91%	94%	93%
Seen for Mental Health Services*	63%	95%	91%	92%	93%	92%	93%	92%	88%	96%	92%	88%	88%	70%	85%	90%	88%
Seen for Dental Services*	86%	90%	85%	92%	91%	84%	91%	88%	94%	92%	94%	89%	94%	86%	87%	98%	91%
Seen for Diagnostic/Specialty Services*	89%	92%	87%	89%	92%	87%	91%	96%	93%	92%	97%	96%	90%	90%	94%	87%	93%

**Excludes inmate refusals*

Note: The intent of this report is to collect data regarding inmate/patient movement to/from healthcare services. The percentages provided above are indicative of the combined efforts of custody and clinical staff and are based upon information provided by the institution.

Inmate Population for the Month	**4,142**	**4,625**	**4,289**	**3,586**	**4,875**	**3,231**	**4,459**	**4,125**	**2,835**	**6,251**	**5,287**	**4,995**	**4,225**	**3,982**	**3,419**	**5,048**	**145,053**
Total No. of Ducats Issued & Add-on Appts	**5,499**	**10,806**	**18,162**	**11,040**	**18,069**	**9,504**	**10,951**	**31,493**	**9,924**	**15,590**	**9,999**	**11,565**	**16,759**	**17,963**	**15,495**	**17,475**	**445,162**
Total Inmate Refusals	**185**	**1,368**	**1,436**	**408**	**468**	**1,269**	**528**	**4,498**	**1,707**	**637**	**219**	**181**	**802**	**3,725**	**751**	**1,537**	**29,861**
Total Inmates Seen	**4,702**	**8,833**	**15,062**	**9,773**	**15,850**	**7,532**	**9,686**	**25,214**	**7,494**	**13,826**	**9,492**	**10,510**	**14,395**	**11,179**	**13,182**	**14,456**	**378,148**
Total Inmates Not Seen	**612**	**605**	**1,664**	**859**	**1,751**	**703**	**737**	**1,781**	**723**	**1,127**	**288**	**874**	**1,562**	**3,059**	**1,562**	**1,482**	**37,153**
Not Seen Due to Custody	123	9	441	61	44	124	0	51	19	9	65	110	645	167	17	41	4,094
Not Seen Due to Provider	371	297	707	608	1,274	411	545	1,231	454	715	120	511	287	2,679	1,085	1,401	23,060
Not Seen Due to Other	118	299	516	190	433	168	192	499	250	403	103	253	630	213	460	40	9,999
Average Inmates per Scheduled Transport	**2.15**	**1.61**	**1.77**	**1.12**	**1.26**	**1.53**	**1.66**	**1.05**	**1.20**	**1.11**	**1.09**	**1.27**	**1.15**	**1.14**	**0.71**	**1.34**	**1.46**
Inmates Seen for On-Site Specialty Care	**768**	**528**	**505**	**805**	**373**	**104**	**649**	**1,264**	**228**	**914**	**403**	**1,638**	**607**	**520**	**274**	**993**	**20,691**
Inmates Seen for Off-Site Specialty Care	**219**	**150**	**147**	**272**	**189**	**58**	**161**	**229**	**108**	**159**	**123**	**332**	**209**	**134**	**85**	**194**	**5,992**
Timekeeper's Monthly Overtime & Expenditure Report																	
Medical Trans Inmate - Code .16																	
Overtime Hours	1,089	1,508	756	1,378	1,377	450	7,709	2,790	1,843	2,362	1,241	3,195	1,408	806	133	1,169	**48,360**
Overtime Dollars	50,595	73,825	34,369	66,003	63,811	21,987	396,080	135,878	95,845	113,492	66,377	147,982	65,720	39,273	6,152	54,684	**$2,300,212**
Permanent Intermittent Employee (P.I.E) Hours	0	0	0	29	91	0	404	8	8	8	17	348	3	24	27	227	**1,590**
P.I.E. Dollars	0	0	0	889	2,435	0	13,022	196	277	239	588	11,693	78	836	916	7,536	**$50,936**
Medical Costs - Code .08																	
Overtime Hours	1,763	4,741	5,645	613	4,827	120	7,766	6,071	1,534	10,162	219	1,594	5,647	3,661	512	3,104	**87,234**
Overtime Dollars	87,502	233,602	284,122	30,606	252,526	6,127	374,612	307,578	79,768	495,971	10,510	76,779	296,106	181,332	23,390	153,240	**$4,388,162**
P.I.E. Hours	32	0	0	34	152	0	432	72	8	586	0	185	8	138	24	72	**3,356**
P.I.E. Dollars	1,107	0	0	764	5,763	0	13,444	2,311	277	18,825	0	6,383	264	4,778	804	2,450	**$109,406**
Redirected Staff Hours																	
Transportation	130	344	120	59	-8	32	846	248	555	-464	1,104	312	24	32	16	127	**7,356**
Medical Guarding	226	0	0	1,775	208	8	3,840	3,392	0	4,618	30	78	0	1,372	-712	699	**20,775**

	Medical Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
1	**Medical Ducats**	**3,240**	**2,912**	**2,309**	**4,869**	**4,705**	**5,562**	**3,233**	**2,775**	**3,850**	**4,281**	**3,416**	**2,926**	**5,129**	**1,104**	**7,019**	**2,847**	**1,837**
	1(a) Primary Care Provider Ducats	3,128	1,700	1,611	2,334	2,829	1,070	1,956	1,772	2,397	2,596	2,500	1,921	2,634	1,104	3,692	1,550	1,565
	1(b) RN Ducats	112	1,212	698	2,535	1,876	4,492	1,277	1,003	1,453	1,685	916	1,005	2,495	0	3,327	1,297	272
2	**Add-on Appointments**	**2,277**	**545**	**951**	**1,614**	**418**	**1,146**	**1,055**	**977**	**618**	**212**	**1,283**	**101**	**2,716**	**1,495**	**66**	**420**	**5,188**
3	**Inmate Refusals**	**142**	**186**	**61**	**267**	**49**	**140**	**74**	**67**	**41**	**149**	**422**	**34**	**9**	**36**	**603**	**177**	**328**
4	**Inmates Seen**	**5,119**	**3,078**	**3,030**	**5,826**	**4,526**	**6,414**	**3,670**	**3,330**	**4,142**	**4,183**	**3,717**	**2,840**	**7,475**	**2,408**	**5,277**	**2,946**	**6,404**
5	**Not Seen Due to Custody**	**0**	**4**	**40**	**32**	**0**	**3**	**260**	**0**	**0**	**0**	**33**	**1**	**2**	**21**	**677**	**0**	**35**
	5(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10	0	0
	5(b) Modified program in effect	0	4	0	25	0	0	260	0	0	0	0	1	2	18	650	0	35
	5(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5(d) Lack of intra-facility transport	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	5(e) Other reason	0	0	40	7	0	2	0	0	0	0	33	0	0	3	17	0	0
6	**Not Seen Due to Provider**	**224**	**153**	**92**	**277**	**404**	**106**	**87**	**205**	**218**	**63**	**438**	**85**	**319**	**97**	**279**	**72**	**113**
	6(a) Unable to complete line	24	29	4	58	1	0	8	0	2	0	14	21	5	28	101	12	10
	6(b) Scheduling error	29	92	50	78	151	33	48	33	57	38	67	10	78	21	129	12	64
	6(c) Provider cancelled	171	32	36	138	237	67	30	172	154	20	357	54	232	46	47	47	39
	6(d) Lack of provider preparation	0	0	2	2	2	0	0	0	0	0	0	0	4	1	2	1	0
	6(e) Medically restricted movement	0	0	0	0	0	2	1	0	5	2	0	0	0	0	0	0	0
	6(f) Other reason	0	0	0	1	13	4	0	0	0	3	0	0	0	1	0	0	0
7	**Not Seen Due to Other**	**32**	**36**	**37**	**81**	**144**	**45**	**197**	**150**	**67**	**98**	**89**	**67**	**40**	**37**	**249**	**72**	**145**
	7(a) Inmate paroled or transferred	12	6	5	56	24	12	65	50	36	7	7	20	19	9	76	7	32
	7(b) Inmate received conflicting ducats	0	11	1	8	34	10	82	36	0	16	14	3	5	2	53	6	20
	7(c) Unit Health Record unavailable	2	0	1	0	0	3	0	0	0	0	0	0	1	1	0	0	0
	7(d) Inmate moved to another facility	6	9	18	2	55	17	33	42	20	4	35	24	6	10	57	30	19
	7(e) Inmate at hospital/in-patient area of prison	11	5	10	10	24	1	14	16	4	9	27	15	8	15	13	4	5
	7(f) Inmate out to court	1	1	2	5	6	2	2	5	3	0	4	2	1	0	5	0	0
	7(g) Other reason	0	4	0	0	1	0	1	1	4	62	2	3	0	0	45	25	69
8	**Total Inmates Not Seen**	**256**	**193**	**169**	**390**	**548**	**154**	**544**	**355**	**285**	**161**	**560**	**153**	**361**	**155**	**1,205**	**144**	**293**
9	**Medical 7362s**	**2,777**	**2,206**	**573**	**3,514**	**354**	**1,779**	**2,490**	**2,220**	**1,796**	**633**	**3,575**	**2,102**	**1,468**	**1,811**	**4,311**	**984**	**2,170**

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
October 2011

	Medical Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
1	**Medical Ducats**	**1,759**	**3,785**	**7,394**	**2,438**	**9,387**	**3,811**	**3,001**	**4,300**	**2,903**	**4,067**	**3,509**	**3,349**	**5,063**	**3,046**	**5,235**	**3,256**	**128,317**
	1(a) Primary Care Provider Ducats	1,212	2,464	2,673	1,725	1,512	727	1,981	1,969	1,495	3,358	1,277	2,224	2,500	1,517	2,815	1,733	67,541
	1(b) RN Ducats	547	1,321	4,721	713	7,875	3,084	1,020	2,331	1,408	709	2,232	1,125	2,563	1,529	2,420	1,523	60,776
2	**Add-on Appointments**	**399**	**194**	**1,669**	**417**	**1,502**	**96**	**1,162**	**1,353**	**192**	**1,805**	**2,715**	**122**	**575**	**924**	**1,456**	**878**	**36,541**
3	**Inmate Refusals**	**41**	**643**	**881**	**34**	**347**	**338**	**159**	**237**	**402**	**253**	**179**	**30**	**152**	**233**	**344**	**100**	**7,158**
4	**Inmates Seen**	**1,941**	**3,147**	**7,424**	**2,692**	**9,351**	**3,325**	**3,800**	**5,177**	**2,517**	**5,098**	**5,960**	**3,221**	**5,004**	**3,339**	**5,791**	**3,798**	**145,970**
5	**Not Seen Due to Custody**	**47**	**0**	**212**	**24**	15	**20**	0	**1**	**9**	0	**38**	**0**	**183**	**0**	**1**	**5**	**1,663**
	5(a) Lack of officers	0	0	0	0	1	0	0	0	9	0	0	0	41	0	0	3	64
	5(b) Modified program in effect	37	0	212	24	14	18	0	1	0	0	38	0	139	0	1	0	1,479
	5(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	5(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	5(e) Other reason	10	0	0	0	0	2	0	0	0	0	0	0	3	0	0	2	119
6	**Not Seen Due to Provider**	**104**	**81**	**289**	**82**	**942**	**186**	**123**	**146**	**91**	**409**	**9**	**135**	**147**	**335**	**401**	**222**	**6,934**
	6(a) Unable to complete line	26	1	0	24	562	75	48	3	8	311	0	2	91	11	37	115	1,631
	6(b) Scheduling error	39	37	50	9	245	35	51	27	39	87	2	60	33	14	267	0	1,985
	6(c) Provider cancelled	39	42	239	48	87	75	11	101	41	11	7	71	23	282	90	103	3,149
	6(d) Lack of provider preparation	0	1	0	0	0	0	0	0	3	0	0	2	0	0	4	4	28
	6(e) Medically restricted movement	0	0	0	1	0	0	13	0	0	0	0	0	0	0	3	0	27
	6(f) Other reason	0	0	0	0	48	1	0	15	0	0	0	0	0	28	0	0	114
7	**Not Seen Due to Other**	**25**	**108**	**257**	**23**	**234**	**38**	**81**	**92**	**76**	**112**	**38**	**85**	**152**	**63**	**154**	**9**	**3,133**
	7(a) Inmate paroled or transferred	3	14	105	2	84	10	5	44	9	34	10	15	50	6	27	0	861
	7(b) Inmate received conflicting ducats	1	20	14	2	10	5	48	3	2	2	0	4	23	21	26	0	482
	7(c) Unit Health Record unavailable	4	0	0	0	1	2	2	0	0	1	0	0	0	5	0	1	24
	7(d) Inmate moved to another facility	9	38	103	9	87	3	15	28	38	28	13	44	37	17	59	0	915
	7(e) Inmate at hospital/in-patient area of prison	8	28	35	8	23	9	10	16	18	35	4	21	25	11	24	0	466
	7(f) Inmate out to court	0	1	0	0	5	1	0	1	8	2	2	1	8	1	8	0	77
	7(g) Other reason	0	7	0	2	24	8	1	0	1	10	9	0	9	2	10	8	308
8	**Total Inmates Not Seen**	**176**	**189**	**758**	**129**	**1,191**	**244**	**204**	**239**	**176**	**521**	**85**	**220**	**482**	**398**	**556**	**236**	**11,730**
9	**Medical 7362s**	**2,032**	**2,014**	**1,239**	**1,160**	**3,806**	**834**	**2,722**	**1,766**	**824**	**4,521**	**754**	**2,399**	**1,583**	**1,642**	**2,589**	**2,489**	**67,137**

	Mental Health Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
10	**Mental Health Ducats**	**3,638**	**247**	**67**	**2,233**	**8,822**	**731**	**5,196**	**3,410**	**13,008**	**1,873**	**5,533**	**2,372**	**2,178**	**199**	**2,246**	**1,491**	**538**
11	**Add-on Appointments**	**385**	**9**	**8**	**181**	**0**	**71**	**288**	**1,258**	**3,723**	**61**	**627**	**20**	**73**	**26**	**35**	**60**	**179**
12	**Unducated EOP Clinical Encounters**	**0**	**0**	**0**	**0**	**0**	**0**	**260**	**0**	**3,430**	**0**	**4,162**	**0**	**0**	**0**	**263**	**0**	**0**
13	**Inmate Refusals**	**58**	**16**	**0**	**403**	**453**	**7**	**938**	**515**	**325**	**88**	**2,014**	**11**	**5**	**5**	**95**	**23**	**100**
14	**Inmates Seen**	**3,473**	**200**	**72**	**1,720**	**7,535**	**776**	**3,686**	**3,707**	**14,536**	**1,646**	**2,900**	**2,204**	**2,100**	**187**	**2,032**	**1,269**	**542**
15	**Not Seen Due to Custody**	**0**	0	**0**	**11**	**6**	**0**	**394**	**32**	**72**	**0**	**38**	**1**	**4**	**0**	**1**	**0**	**0**
	15(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15(b) Modified program in effect	0	0	0	9	0	0	394	32	11	0	0	1	0	0	1	0	0
	15(c) Not enough holding space	0	0	0	0	6	0	0	0	0	0	0	0	0	0	0	0	0
	15(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15(e) Other reason:	0	0	0	2	0	0	0	0	61	0	38	0	4	0	0	0	0
16	**Not Seen Due to Provider**	**438**	**28**	**2**	**246**	**517**	**3**	**134**	**169**	**1,329**	**79**	**997**	**166**	**122**	**26**	**75**	**142**	**50**
	16(a) Unable to complete line.	29	0	0	104	14	2	4	5	15	0	44	0	21	0	7	0	0
	16(b) Scheduling error.	53	3	1	22	145	0	50	73	187	28	83	5	25	5	13	31	5
	16(c) Provider cancelled.	354	20	1	117	343	1	79	91	1,083	46	866	161	76	20	53	111	45
	16(d) Medically restricted movement.	0	5	0	3	15	0	1	0	44	0	4	0	0	1	2	0	0
	16(e) Other reason	2	0	0	0	0	0	0	0	0	5	0	0	0	0	0	0	0
17	**Not Seen Due to Other**	**54**	**12**	**1**	**34**	**311**	**16**	**332**	**245**	**469**	**121**	**211**	**10**	**20**	**7**	**78**	**117**	**25**
	17(a) Inmate paroled or transferred	12	5	0	26	38	9	91	49	40	2	15	8	5	3	26	7	9
	17(b) Inmate received conflicting ducats	12	4	0	0	195	0	128	42	232	10	31	1	9	0	13	2	8
	17(c) Unit Health Record unavailable	1	0	0	0	1	1	0	0	5	0	0	0	0	0	0	0	0
	17(d) Inmate moved to another facility	12	2	0	0	37	6	36	104	31	0	37	0	2	1	17	18	4
	17(e) Inmate at hospital/in-patient area of hospital	15	1	1	7	22	0	72	35	122	0	68	1	4	2	11	1	1
	17(f) Inmate out to court	0	0	0	1	11	0	4	12	1	0	22	0	0	1	6	1	0
	17(g) Other reason	2	0	0	0	7	0	1	3	38	109	38	0	0	0	5	88	3
18	**Total Inmates Not Seen**	**492**	**40**	**3**	**291**	**834**	**19**	**860**	**446**	**1,870**	**200**	**1,246**	**177**	**146**	**33**	**154**	**259**	**75**
19	**Mental Health 7362s**	**226**	**68**	**17**	**198**	**354**	**11**	**87**	**529**	**80**	**653**	**473**	**182**	**87**	**24**	**619**	**108**	**217**

	Mental Health Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
10	**Mental Health Ducats**	**186**	**3,255**	**3,931**	**3,275**	**2,030**	**4,088**	**2,168**	**15,952**	**4,465**	**2,483**	**891**	**3,274**	**5,034**	**10,588**	**4,455**	**6,692**	**126,549**
11	**Add-on Appointments**	**28**	**4**	**1,514**	**910**	**0**	**229**	**368**	**4,728**	**171**	**645**	**9**	**132**	**816**	**511**	**581**	**703**	**18,353**
12	**Unducated EOP Clinical Encounters**	**9**	**0**	**6,084**	**0**	**2,872**	**0**	**0**	**0**	**326**	**18,354**	**0**	**16**	**0**	**0**	**74**	**242**	**36,092**
13	**Inmate Refusals**	**17**	**277**	**234**	**218**	**12**	**880**	**92**	**4,025**	**1,069**	**86**	**5**	**93**	**466**	**3,133**	**225**	**1,235**	**17,123**
14	**Inmates Seen**	**125**	**2,846**	**4,766**	**3,631**	**1,880**	**3,157**	**2,275**	**15,402**	**3,154**	**2,913**	**825**	**2,931**	**4,742**	**5,610**	**4,108**	**5,533**	**112,483**
15	**Not Seen Due to Custody**	**1**	**0**	**113**	**14**	**12**	**89**	**0**	**43**	**0**	**2**	**2**	**93**	**375**	**165**	**11**	**13**	**1,492**
	15(a) Lack of officers	0	0	2	0	5	0	0	0	0	0	0	6	86	0	0	0	99
	15(b) Modified program in effect	0	0	111	14	7	29	0	43	0	2	2	87	218	93	9	0	1,063
	15(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	71	0	2	0	79
	15(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15(e) Other reason:	1	0	0	0	0	60	0	0	0	0	0	0	0	72	0	13	251
16	**Not Seen Due to Provider**	**45**	**65**	**223**	**227**	**92**	**81**	**108**	**860**	**284**	**53**	**56**	**177**	**46**	**2,086**	**525**	**614**	**10,065**
	16(a) Unable to complete line.	2	0	33	2	1	1	26	4	8	8	0	17	0	336	6	13	702
	16(b) Scheduling error.	2	1	14	92	21	19	25	340	71	28	2	33	39	74	122	0	1,612
	16(c) Provider cancelled.	41	63	176	81	70	38	48	516	205	17	54	120	0	1,470	368	601	7,335
	16(d) Medically restricted movement.	0	1	0	0	0	23	9	0	0	0	0	7	7	0	13	0	135
	16(e) Other reason	0	0	0	52	0	0	0	0	0	0	0	0	0	206	16	0	281
17	**Not Seen Due to Other**	**26**	**71**	**109**	**95**	**34**	**110**	**61**	**350**	**129**	**74**	**12**	**112**	**221**	**105**	**167**	**0**	**3,739**
	17(a) Inmate paroled or transferred	17	2	29	3	23	8	8	143	4	28	1	11	71	23	13	0	729
	17(b) Inmate received conflicting ducats	1	61	2	12	4	3	14	90	36	6	0	66	55	15	63	0	1,115
	17(c) Unit Health Record unavailable	0	0	0	2	0	0	0	0	0	1	0	0	0	0	4	0	15
	17(d) Inmate moved to another facility	3	3	50	61	3	13	15	49	35	10	6	28	38	10	42	0	673
	17(e) Inmate at hospital/in-patient area of hospital	4	3	18	12	0	37	21	51	53	24	4	7	39	14	33	0	683
	17(f) Inmate out to court	1	1	7	0	0	1	2	6	0	0	1	0	13	2	9	0	102
	17(g) Other reason	0	1	3	5	1	48	1	11	1	5	0	0	5	41	3	0	419
18	**Total Inmates Not Seen**	**72**	**136**	**445**	**336**	**138**	**280**	**169**	**1,253**	**413**	**129**	**70**	**382**	**642**	**2,356**	**703**	**627**	**15,296**
19	**Mental Health 7362s**	**17**	**348**	**595**	**272**	**178**	**61**	**360**	**401**	**222**	**109**	**46**	**327**	**761**	**216**	**589**	**371**	**8,806**

	Dental Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
20	**Dental Ducats**	**1,703**	**938**	**886**	**1,211**	**1,537**	**947**	**1,614**	**825**	**1,371**	**793**	**1,351**	**1,331**	**2,278**	**891**	**1,726**	**791**	**1,133**
21	**Add-on Appointments**	**137**	**56**	**84**	**119**	**60**	**33**	**42**	**39**	**184**	**46**	**49**	**57**	**26**	**68**	**22**	**65**	**209**
22	**Inmate Refusals**	**67**	**59**	**20**	**81**	**29**	**56**	**29**	**7**	**37**	**18**	**129**	**29**	**20**	**14**	**133**	**80**	**67**
23	**Inmates Seen**	**1,720**	**821**	**892**	**1,199**	**1,476**	**849**	**1,438**	**829**	**1,404**	**708**	**1,145**	**1,253**	**2,130**	**861**	**1,519**	**682**	**1,047**
24	**Not Seen Due to Custody**	**0**	**0**	**26**	**4**	**0**	**0**	**74**	**0**	**1**	**1**	**7**	**0**	**4**	**2**	**10**	**0**	**22**
	24(a) Lack of officers	0	**0**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	24(b) Modified program in effect	0	**0**	0	4	0	0	74	0	0	0	0	0	4	2	10	0	22
	24(c) Not enough holding space	0	**0**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	24(d) Lack of intra-facility transport	0	**0**	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	24(e) Other reason	0	**0**	26	0	0	0	0	0	1	1	7	0	0	0	0	0	0
25	**Not Seen Due to Provider**	**32**	**100**	**15**	**21**	**68**	**61**	**77**	**11**	**81**	**78**	**102**	**75**	**143**	**58**	**37**	**5**	**170**
	25(a) Unable to complete line	1	**37**	6	6	0	10	4	0	1	1	18	0	8	10	17	2	16
	25(b) Scheduling error	11	**21**	6	7	5	17	13	1	25	1	12	2	4	6	0	3	30
	25(c) Provider cancelled	20	**42**	3	3	60	34	56	10	55	69	72	73	131	41	7	0	116
	25(d) Lack of provider preparation	0	**0**	0	0	2	0	0	0	0	0	0	0	0	1	0	0	0
	25(e) Medically restricted movement	0	**0**	0	0	1	0	4	0	0	0	0	0	0	0	13	0	2
	25(f) Other reason	0	**0**	0	5	0	0	0	0	0	7	0	0	0	0	0	0	6
26	**Not Seen Due to Other**	**21**	**14**	**17**	**25**	**24**	**14**	**38**	**17**	**32**	**34**	**17**	**31**	**7**	**24**	**49**	**89**	**36**
	26(a) Inmate paroled or transferred	3	**5**	3	8	3	4	15	2	3	3	1	10	2	3	17	1	5
	26(b) Inmate received conflicting ducats	1	**2**	1	1	3	0	13	2	0	1	3	3	3	1	3	1	7
	26(c) Unit Health Record unavailable	0	**4**	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0
	26(d) Inmate moved to another facility	10	**0**	4	1	15	4	6	6	5	2	5	0	2	13	8	5	4
	26(e) Inmate at hospital/in-patient area of prison	6	**0**	2	3	2	0	2	5	0	6	3	2	0	3	0	0	2
	26(f) Inmate out to court	1	**0**	0	0	1	0	0	0	0	0	2	1	0	0	5	0	0
	26(g) Other reason	0	**3**	7	12	0	5	1	2	24	22	2	15	0	4	16	82	18
27	**Total Inmates Not Seen**	**53**	**114**	**58**	**50**	**92**	**75**	**189**	**28**	**114**	**113**	**126**	**106**	**154**	**84**	**96**	**94**	**228**
28	**Dental 7362s**	**504**	**310**	**286**	**420**	**322**	**385**	**515**	**189**	**251**	**594**	**338**	**287**	**746**	**212**	**325**	**370**	**410**

	Dental Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
20	**Dental Ducats**	**1,001**	**1,440**	**1,177**	**1,017**	**906**	**732**	**1,380**	**993**	**831**	**1,681**	**1,405**	**1,206**	**1,412**	**1,320**	**1,284**	**978**	**40,089**
21	**Add-on Appointments**	**75**	**16**	**66**	**28**	**57**	**41**	**116**	**456**	**18**	**121**	**11**	**16**	**66**	**57**	**23**	**36**	**2,499**
22	**Inmate Refusals**	**60**	**191**	**69**	**42**	**30**	**21**	**113**	**59**	**83**	**84**	**13**	**29**	**54**	**101**	**155**	**29**	**2,008**
23	**Inmates Seen**	**875**	**1,141**	**994**	**927**	**853**	**634**	**1,253**	**1,229**	**721**	**1,589**	**1,314**	**1,063**	**1,337**	**1,100**	**1,002**	**967**	**36,972**
24	**Not Seen Due to Custody**	**43**	**0**	**77**	**19**	**1**	**11**	**0**	**1**	**10**	**0**	**17**	**6**	**18**	**1**	**5**	**0**	**360**
	24(a) Lack of officers	1	0	7	0	0	0	0	0	0	0	0	2	4	0	1	0	15
	24(b) Modified program in effect	30	0	68	18	1	11	0	0	0	0	17	4	12	0	1	0	278
	24(c) Not enough holding space	9	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	11
	24(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	24(e) Other reason	3	0	0	1	0	0	0	1	10	0	0	0	2	1	3	0	56
25	**Not Seen Due to Provider**	**71**	**88**	**67**	**46**	**38**	**89**	**110**	**142**	**23**	**97**	**40**	**105**	**11**	**155**	**75**	**18**	**2,309**
	25(a) Unable to complete line	28	5	13	5	6	12	22	0	2	34	0	1	0	18	2	0	285
	25(b) Scheduling error	7	46	17	5	14	6	13	18	8	14	0	9	2	6	5	0	334
	25(c) Provider cancelled	21	36	36	36	17	71	43	124	11	47	40	47	7	131	29	18	1,506
	25(d) Lack of provider preparation	1	0	0	0	0	0	22	0	0	0	0	47	0	0	0	0	73
	25(e) Medically restricted movement	0	1	1	0	1	0	4	0	2	1	0	1	2	0	9	0	42
	25(f) Other reason	14	0	0	0	0	0	6	0	0	1	0	0	0	0	30	0	69
26	**Not Seen Due to Other**	**27**	**36**	**36**	**11**	**41**	**18**	**20**	**18**	**12**	**32**	**32**	**19**	**58**	**20**	**70**	**0**	**939**
	26(a) Inmate paroled or transferred	1	2	21	3	8	0	2	5	1	9	1	2	6	3	25	0	177
	26(b) Inmate received conflicting ducats	6	19	0	1	5	6	8	5	1	5	2	4	22	3	3	0	135
	26(c) Unit Health Record unavailable	4	4	1	0	0	0	0	0	0	2	0	1	0	0	0	0	19
	26(d) Inmate moved to another facility	10	4	8	1	21	6	5	3	4	5	17	5	1	6	30	0	216
	26(e) Inmate at hospital/in-patient area of prison	2	5	2	2	6	0	4	0	5	9	1	5	7	2	0	0	86
	26(f) Inmate out to court	0	1	0	0	0	1	0	0	0	0	1	2	21	0	1	0	37
	26(g) Other reason	4	1	4	4	1	5	1	5	1	2	10	0	1	6	11	0	269
27	**Total Inmates Not Seen**	**141**	**124**	**180**	**76**	**80**	**118**	**130**	**161**	**45**	**129**	**89**	**130**	**87**	**176**	**150**	**18**	**3,608**
28	**Dental 7362s**	**261**	**309**	**353**	**269**	**498**	**140**	**450**	**436**	**855**	**460**	**305**	**499**	**694**	**277**	**301**	**454**	**13,025**

	Diagnostic/Specialty Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
29	**Diagnostic/Specialty Ducats**	**3,488**	**1,764**	**984**	**1,937**	**3,970**	**1,292**	**4,597**	**1,831**	**3,391**	**6,547**	**1,832**	**3,015**	**2,753**	**1,246**	**2,030**	**1,220**	**1,389**
30	**Add-on Appointments**	**249**	**37**	**263**	**355**	**86**	**311**	**238**	**499**	**352**	**153**	**161**	**19**	**209**	**135**	**1,671**	**36**	**304**
31	**Inmate Refusals**	**76**	**201**	**11**	**104**	**37**	**58**	**99**	**55**	**65**	**196**	**211**	**47**	**5**	**29**	**78**	**48**	**106**
32	**Inmates Seen**	**3,520**	**1,461**	**1,132**	**1,980**	**3,814**	**1,422**	**4,178**	**2,164**	**3,516**	**6,199**	**1,647**	**2,912**	**2,831**	**1,286**	**3,466**	**1,078**	**1,413**
33	**Not Seen Due to Custody**	**0**	**0**	**24**	**8**	**0**	**1**	**280**	**0**	**2**	**1**	**10**	**1**	**1**	**1**	16	**0**	**5**
	33(a) Lack of officers	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
	33(b) Modified program in effect	0	0	0	6	0	0	280	0	0	0	0	1	1	1	15	0	5
	33(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	33(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	33(e) Other reason	0	0	24	2	0	1	0	0	2	0	10	0	0	0	1	0	0
34	**Not Seen Due to Provider**	**80**	**87**	**57**	**131**	**133**	**96**	**93**	**41**	**102**	**147**	**106**	**29**	**109**	**57**	**71**	**41**	**95**
	34(a) Unable to complete line	4	22	0	9	1	5	1	0	0	0	0	13	11	0	34	4	6
	34(b) Scheduling error	18	12	20	56	42	10	54	6	39	56	4	1	22	51	1	19	18
	34(c) Clinician cancelled	57	52	36	65	90	78	37	35	57	77	101	15	74	6	35	18	69
	34(d) Lack of provider preparation	0	0	0	1	0	3	0	0	0	0	0	0	1	0	1	0	2
	34(e) Medically restricted movement	1	1	1	0	0	0	1	0	6	4	1	0	1	0	0	0	0
	34(f) Other reason	0	0	0	0	0	0	0	0	0	10	0	0	0	0	0	0	0
35	**Not Seen Due to Other**	**61**	**52**	**23**	**69**	**72**	**26**	**185**	**70**	**58**	**157**	**19**	**45**	**16**	**8**	**70**	**89**	**74**
	35(a) Inmate paroled or transferred	7	1	7	26	12	13	57	15	24	11	4	13	4	0	37	2	11
	35(b) Inmate received conflicting ducats	5	1	1	0	21	1	20	16	0	23	2	6	2	2	15	0	17
	35(c) Unit Health Record unavailable	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0
	35(d) Inmate moved to another facility	6	7	6	0	13	1	34	14	11	4	2	0	2	0	5	9	9
	35(e) Inmate at hospital/in-patient area of prison	16	1	3	5	18	4	14	6	3	25	7	13	3	4	2	0	3
	35(f) Inmate out to court	1	0	0	0	6	1	5	3	2	1	3	3	1	0	1	0	1
	35(g) Inmate non-compliant for procedure (i.e. NPO)	26	5	6	36	2	6	1	12	17	28	1	5	4	2	1	30	16
	35(h) Other reason	0	37	0	2	0	0	53	4	1	64	0	5	0	0	9	48	17
36	**Total Inmates Not Seen**	**141**	**139**	**104**	**208**	**205**	**123**	**558**	**111**	**162**	**305**	**135**	**75**	**126**	**66**	**157**	**130**	**174**
37	**Diagnostic/Specialty RFSs**	**415**	**299**	**226**	**398**	**473**	**205**	**192**	**211**	**456**	**498**	**546**	**345**	**523**	**168**	**135**	**170**	**296**

	Diagnostic/Specialty Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
29	**Diagnostic/Specialty Ducats**	**1,909**	**2,110**	**2,293**	**2,651**	**4,094**	**474**	**1,829**	**2,691**	**1,105**	**4,538**	**1,311**	**3,307**	**3,351**	**1,458**	**2,253**	**4,717**	**83,377**
30	**Add-on Appointments**	**142**	**2**	**118**	**304**	**93**	**33**	**927**	**1,020**	**239**	**250**	**148**	**159**	**442**	**59**	**208**	**215**	**9,437**
31	**Inmate Refusals**	**67**	**257**	**252**	**114**	**79**	**30**	**164**	**177**	**153**	**214**	**22**	**29**	**130**	**258**	**27**	**173**	**3,572**
32	**Inmates Seen**	**1,761**	**1,699**	**1,878**	**2,523**	**3,766**	**416**	**2,358**	**3,406**	**1,102**	**4,226**	**1,393**	**3,295**	**3,312**	**1,130**	**2,281**	**4,158**	**82,723**
33	**Not Seen Due to Custody**	**32**	**9**	**39**	4	**16**	**4**	**0**	**6**	**0**	**7**	**8**	**11**	**69**	**1**	**0**	**23**	**579**
	33(a) Lack of officers	1	0	22	0	0	0	0	0	0	0	0	0	6	0	0	0	30
	33(b) Modified program in effect	6	9	10	1	16	3	0	6	0	0	8	10	62	0	0	0	440
	33(c) Not enough holding space	0	0	7	0	0	0	0	0	0	0	0	0	0	0	0	0	7
	33(d) Lack of intra-facility transport	3	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	4
	33(e) Other reason	22	0	0	3	0	1	0	0	0	7	0	0	1	1	0	23	98
34	**Not Seen Due to Provider**	**151**	**63**	**128**	**253**	**202**	**55**	**204**	**83**	**56**	**156**	**15**	**94**	**83**	**103**	**84**	**547**	**3,752**
	34(a) Unable to complete line	14	0	0	0	72	4	20	0	0	25	0	7	9	0	1	451	713
	34(b) Scheduling error	10	37	25	60	5	10	4	12	16	17	3	9	8	23	43	0	711
	34(c) Clinician cancelled	126	26	103	193	74	38	174	68	39	112	12	75	59	76	37	96	2,210
	34(d) Lack of provider preparation	1	0	0	0	0	3	2	3	1	2	0	2	6	3	0	0	31
	34(e) Medically restricted movement	0	0	0	0	51	0	4	0	0	0	0	1	1	1	3	0	77
	34(f) Other reason	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	10
35	**Not Seen Due to Other**	**40**	**84**	**114**	**61**	**124**	**2**	**30**	**39**	**33**	**185**	**21**	**37**	**199**	**25**	**69**	**31**	**2,188**
	35(a) Inmate paroled or transferred	16	20	42	1	58	0	7	25	6	24	3	10	48	10	20	0	534
	35(b) Inmate received conflicting ducats	9	11	1	9	1	2	4	2	3	10	0	4	10	4	4	0	206
	35(c) Unit Health Record unavailable	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	35(d) Inmate moved to another facility	1	11	33	1	6	0	2	1	11	8	7	1	19	2	9	0	235
	35(e) Inmate at hospital/in-patient area of prison	8	23	14	4	21	0	12	7	6	104	3	18	10	6	27	0	390
	35(f) Inmate out to court	2	4	1	2	4	0	1	4	0	4	2	2	1	1	4	0	60
	35(g) Inmate non-compliant for procedure (i.e. NPO)	4	13	5	43	0	0	4	0	6	13	3	2	108	2	5	30	436
	35(h) Other reason	0	2	18	1	34	0	0	0	1	22	3	0	3	0	0	1	325
36	**Total Inmates Not Seen**	**223**	**156**	**281**	**318**	**342**	**61**	**234**	**128**	**89**	**348**	**44**	**142**	**351**	**129**	**153**	**601**	**6,519**
37	**Diagnostic/Specialty RFSs**	**0**	**150**	**274**	**442**	**726**	**122**	**346**	**38**	**126**	**602**	**199**	**328**	**443**	**224**	**325**	**328**	**10,229**

Emergency Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
38 TTA Encounters	**723**	**108**	**34**	**42**	**391**	**65**	**345**	**495**	**126**	**188**	**461**	**56**	**459**	**59**	**726**	**600**	**121**
38(a) First Watch	46	7	0	4	31	7	54	44	5	31	53	6	28	12	79	18	11
38(b) Second Watch	326	52	24	19	161	30	144	208	54	79	204	35	170	22	304	270	70
38(c) Third Watch	351	49	10	19	199	28	147	243	67	78	204	15	261	25	343	312	40
38a Code II Transports Off-site	**28**	**9**	**3**	**27**	**23**	**6**	**31**	**10**	**10**	**26**	**36**	**21**	**19**	**29**	**12**	**8**	**3**
38/a(a) First Watch	1	0	0	3	3	1	6	1	1	3	4	2	2	4	1	0	0
38/a(b) Second Watch	16	5	2	11	12	3	15	7	5	13	17	10	9	12	5	6	2
38/a(c) Third Watch	11	4	1	13	8	2	10	2	4	10	15	9	8	13	6	2	1
38b Code III Transports Off-site	**7**	**0**	**0**	**0**	**1**	**2**	**2**	**7**	**6**	**11**	**4**	**1**	**11**	**2**	**3**	**7**	**4**
38/b(a) First Watch	0	0	0	0	0	0	0	3	1	1	0	0	2	0	1	1	0
38/b(b) Second Watch	4	0	0	0	0	1	2	4	2	5	3	0	2	1	2	2	2
38/b(c) Third Watch	3	0	0	0	1	1	0	0	3	5	1	1	7	1	0	4	2
38c Unsched. State Vehicle Transports Off-site	**55**	**4**	**0**	**15**	**11**	**9**	**17**	**12**	**9**	**19**	**26**	**20**	**18**	**11**	**9**	**5**	**11**
38/c(a) First Watch	5	0	0	1	1	0	1	1	1	3	0	1	0	0	0	0	2
38/c(b) Second Watch	0	3	0	8	6	5	6	7	1	4	11	16	11	5	5	5	7
38/c(c) Third Watch	50	1	0	6	4	4	10	4	7	12	15	3	7	6	4	0	2
38d Other (i.e. Infimary, Housing Unit)	**633**	**95**	**31**	**0**	**356**	**48**	**295**	**466**	**101**	**132**	**395**	**14**	**411**	**17**	**702**	**580**	**103**

Emergency Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
38 TTA Encounters	**470**	**497**	**259**	**552**	**1,384**	**11**	**289**	**660**	**444**	**474**	**821**	**463**	**725**	**300**	**0**	**186**	**12,534**
38(a) First Watch	92	34	0	27	30	1	36	42	74	114	20	197	84	64	0	8	1,259
38(b) Second Watch	181	261	259	391	773	4	115	293	139	168	302	220	339	113	0	126	5,856
38(c) Third Watch	197	202	0	134	581	6	138	325	231	192	499	46	302	123	0	52	5,419
38a Code II Transports Off-site	**12**	**26**	**19**	**14**	**31**	**7**	**20**	**24**	**14**	**56**	**2**	**2**	**18**	**25**	**0**	**18**	**589**
38/a(a) First Watch	0	2	0	1	7	0	4	4	1	8	0	0	0	2	0	3	64
38/a(b) Second Watch	2	13	19	7	10	4	9	8	6	22	0	0	11	9	0	7	277
38/a(c) Third Watch	10	11	0	6	14	3	7	12	7	26	2	2	7	14	0	8	248
38b Code III Transports Off-site	**1**	**3**	**10**	**2**	**5**	**4**	**3**	**0**	**4**	**12**	**0**	**6**	**3**	**1**	**0**	**8**	**130**
38/b(a) First Watch	0	0	0	0	1	1	0	0	2	2	0	1	0	0	0	0	16
38/b(b) Second Watch	0	1	10	1	3	0	1	0	1	5	0	2	1	0	0	2	57
38/b(c) Third Watch	1	2	0	1	1	3	2	0	1	5	0	3	2	1	0	6	57
38c Unsched. State Vehicle Transports Off-site	**12**	**24**	**30**	**16**	**14**	**0**	**24**	**21**	**26**	**43**	**4**	**0**	**16**	**45**	**0**	**15**	**541**
38/c(a) First Watch	3	2	0	0	1	0	3	1	1	6	0	0	0	3	0	0	36
38/c(b) Second Watch	5	12	30	9	7	0	10	12	11	17	3	0	7	12	0	12	247
38/c(c) Third Watch	4	10	0	7	6	0	11	8	14	20	1	0	9	30	0	3	258
38d Other (i.e. Infimary, Housing Unit)	**445**	**444**	**200**	**520**	**1,334**	**0**	**242**	**615**	**400**	**363**	**815**	**455**	**688**	**229**	**0**	**145**	**11,274**

Transportation	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
39 Scheduled Transports	**219**	**87**	**47**	**135**	**280**	**59**	**140**	**54**	**219**	**286**	**141**	**82**	**177**	**116**	**139**	**100**	**129**
39(a) Off-site specialty care.	188	81	41	107	261	53	139	44	164	247	102	79	171	113	69	82	107
39(b) All others, including court.	31	6	6	28	19	6	1	10	55	39	39	3	6	3	70	18	22
40 Unscheduled Transports	39	0	8	135	0	24	25	64	15	38	11	73	47	40	5	13	21
41 Inmates Transported	383	146	81	179	449	122	280	201	360	414	446	341	296	356	177	139	203
42 Budgeted Posts	24	13	12	12	16	17	27	12	31	17	21	11	29	21	17	11	8
43 Redirected Staff Hours	358	0	58	525	171	0	0	0	24	512	626	0	56	99	216	0	1,235
44 PPAS Timekeepers Rpt. - Med Trans - Code .16																	
44(a) Overtime Hours	1,751	925	472	2,867	2,165	387	501	434	699	1,458	1,702	179	1,035	892	24	753	2,901
44(b) Overtime Dollars	81,627	45,979	23,419	138,017	103,726	16,906	24,718	21,229	35,880	68,122	70,989	8,994	49,772	43,062	1,025	35,571	99,105
44(c) P.I.E. Hours	0	0	93	24	0	0	0	0	6	61	212	0	0	0	0	0	0
44(d) P.I.E. Dollars	0	0	3,253	830	0	0	0	0	277	1,310	6,556	6	0	0	0	0	0

Med Guarding	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
45 Budgeted Posts	34	0	0	0	0	3	4	7	19	48	0	3	0	0	31	0	0
45(a) First Watch	10	0	0	0	0	1	1	1	5	14	0	0	0	0	8	0	0
45(b) Second Watch	12	0	0	0	0	1	2	4	8	18	0	3	0	0	12	0	0
45(c) Third Watch	12	0	0	0	0	1	1	2	6	16	0	0	0	0	11	0	0
46 Redirected Staff Hours	44	0	916	1,066	391	424	0	0	15	-96	0	80	201	152	1,512	0	538
46(a) First Watch	**36**	**0**	**246**	0	48	152	0	0	0	-32	0	0	65	8	304	0	221
46(b) Second Watch	8	0	372	1,066	100	152	0	0	5	-48	0	80	64	136	784	0	309
46(c) Third Watch	0	0	299	0	243	120	0	0	10	-16	0	0	72	8	424	0	8
47 PPAS Timekeepers Rpt. - P.I.E. - Code .08																	
47(a) Overtime Hours	334	272	247	1,765	1,583	458	5,982	1,201	1,474	1,316	1,080	1,779	6,333	1,075	2,861	254	1,239
47(b) Overtime Dollars	15,621	12,995	12,693	84,098	81,741	22,801	316,626	61,106	76,254	65,256	50,832	88,236	332,138	53,836	145,222	12,940	61,996
47(c) P.I.E. Hours	8	8	982	56	0	0	162	48	97	9	17	2	0	0	112	64	48
47(d) P.I.E. Dollars	239	228	33,952	1,616	0	0	4,399	1,348	2,717	284	368	78	0	0	3,446	1,903	1,660

Transportation	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
39 Scheduled Transports	**123**	**153**	**141**	**255**	**155**	**55**	**107**	**242**	**201**	**186**	**118**	**288**	**205**	**175**	**163**	**183**	**5,160**
39(a) Off-site specialty care.	102	93	83	242	150	38	97	219	90	143	113	261	181	118	120	145	4,243
39(b) All others, including court.	21	60	58	13	5	17	10	23	111	43	5	27	24	57	43	38	917
40 Unscheduled Transports	25	41	16	4	5	4	45	38	59	167	46	1	9	17	76	38	1,149
41 Inmates Transported	254	238	276	346	246	111	247	346	250	302	253	369	271	321	232	194	8,829
42 Budgeted Posts	16	17	17	25	20	14	13	22	12	41	4	11	21	24	11	17	585
43 Redirected Staff Hours	130	344	120	59	-8	32	846	248	555	-464	1,104	312	24	32	16	127	7,356
44 PPAS Timekeepers Rpt. - Med Trans - Code .16																	
44(a) Overtime Hours	1,089	1,508	756	1,378	1,377	450	7,709	2,790	1,843	2,362	1,241	3,195	1,408	806	133	1,169	48,360
44(b) Overtime Dollars	50,595	73,825	34,369	66,003	63,811	21,987	396,080	135,878	95,845	113,492	66,377	147,982	65,720	39,273	6,152	54,684	2,300,212
44(c) P.I.E. Hours	0	0	0	29	91	0	404	8	8	8	17	348	3	24	27	227	1,590
44(d) P.I.E. Dollars	0	0	0	889	2,435	0	13,022	196	277	239	588	11,693	78	836	916	7,536	50,936

Med Guarding	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
45 Budgeted Posts	0	0	0	0	25	0	1	23	0	0	0	0	45	0	18	40	**301**
45(a) First Watch	0	0	0	0	8	0	0	4	0	0	0	0	15	0	4	9	80
45(b) Second Watch	0	0	0	0	9	0	1	13	0	0	0	0	15	0	8	18	124
45(c) Third Watch	0	0	0	0	8	0	0	6	0	0	0	0	15	0	6	13	97
46 Redirected Staff Hours	226	0	0	1,775	208	8	3,840	3,392	0	4,618	30	78	0	1,372	-712	699	20,775
46(a) First Watch	128	0	0	528	16	0	660	1,672	0	1,203	0	0	0	641	-128	56	5,823
46(b) Second Watch	50	0	0	667	176	0	2,160	272	0	1,982	8	78	0	537	-296	560	9,222
46(c) Third Watch	48	0	0	581	16	8	1,020	1,448	0	1,433	22	0	0	194	-288	83	5,731
47 PPAS Timekeepers Rpt. - P.I.E. - Code .08																	
47(a) Overtime Hours	1,763	4,741	5,645	613	4,827	120	7,766	6,071	1,534	10,162	219	1,594	5,647	3,661	512	3,104	87,234
47(b) Overtime Dollars	87,502	233,602	284,122	30,606	252,526	6,127	374,612	307,578	79,768	495,971	10,510	76,779	296,106	181,332	23,390	153,240	4,388,162
47(c) P.I.E. Hours	32	0	0	34	152	0	432	72	8	586	0	185	8	138	24	72	3,356
47(d) P.I.E. Dollars	1,107	0	0	764	5,763	0	13,444	2,311	277	18,825	0	6,383	264	4,778	804	2,450	109,406

	Health Care Access Unit (HCAU)	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
48	**Budgeted Correctional Officer Posts for the Institution**	785	659	438	704	272	383	459	210	524	731	1,137	324	817	376	399	500	702
	48(a) First Watch	135	76	65	118	30	50	104	34	72	129	156	69	126	66	61	66	91
	48(b) Second Watch	408	376	237	384	147	207	289	104	256	355	616	144	418	191	203	267	416
	48(c) Third Watch	242	207	136	202	95	126	66	72	196	247	365	111	273	119	135	167	195
49	**Vacant Correctional Officer Posts for the Institution**	**56**	**0**	**22**	**45**	**67**	**4**	**0**	**0**	**22**	**36**	**0**	**0**	**52**	**49**	**0**	**16**	**128**
	49(a) First Watch	5	0	1	7	5	1	0	0	4	0	0	0	6	8	0	2	15
	49(b) Second Watch	31	0	17	13	36	1	0	0	6	36	0	0	17	26	0	6	67
	49(c) Third Watch	20	0	4	25	26	2	0	0	12	0	0	0	29	15	0	8	46
50	**Budgeted Correctional Officer Posts in the HCAU**	**122**	**48**	**43**	**79**	**91**	**53**	**103**	**58**	**110**	**108**	**155**	**32**	**73**	**49**	**77**	**46**	**54**
	50(a) First Watch	16	2	3	2	5	4	10	5	8	21	8	1	4	4	9	1	3
	50(b) Second Watch	78	34	31	68	57	41	70	34	76	58	124	20	52	36	44	36	41
	50(c) Third Watch	28	12	9	9	29	8	23	19	26	29	23	11	17	9	24	9	10
51	**Vacant Correctional Officer Posts in the HCAU**	**6**	**0**	**0**	**2**	**4**	**0**	**0**	**0**	**2**	**0**	**0**	**0**	**1**	**2**	**0**	**0**	**8**
	51(a) First Watch	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
	51(b) Second Watch	3	0	0	1	3	0	0	0	1	0	0	0	1	2	0	0	6
	51(c) Third Watch	2	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	2
52	**PY Value of All Budgeted Health Care Operations Division Custody Posts**	**207.90**	**80.91**	**70.35**	**119.50**	**96.51**	**82.79**	**183.50**	**110.15**	**186.41**	**189.91**	**231.24**	**56.45**	**109.71**	**73.71**	**135.60**	**73.99**	**95.15**

	Health Care Access Unit (HCAU)	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP
48	**Budgeted Correctional Officer Posts for the Institution**	382	619	760	568	712	842	569	743	567	976	246	527	614	830	420	539
	48(a) First Watch	48	93	94	89	101	120	84	107	69	142	40	90	88	122	53	92
	48(b) Second Watch	205	326	449	286	386	495	300	433	331	514	124	327	341	467	227	279
	48(c) Third Watch	129	200	217	193	225	227	185	203	167	320	82	110	185	241	140	168
49	**Vacant Correctional Officer Posts for the Institution**	**7**	**2**	**0**	**0**	**0**	**100**	**28**	**0**	**0**	**35**	**12**	**44**	**0**	**55**	**0**	**5**
	49(a) First Watch	0	0	0	0	0	0	7	0	0	0	3	12	0	1	0	0
	49(b) Second Watch	1	2	0	0	0	62	10	0	0	35	1	21	0	45	0	5
	49(c) Third Watch	6	0	0	0	0	38	11	0	0	0	8	11	0	9	0	0
50	**Budgeted Correctional Officer Posts in the HCAU**	**49**	**62**	**80**	**91**	**93**	**88**	**57**	**105**	**132**	**75**	**36**	**55**	**137**	**96**	**64**	**102**
	50(a) First Watch	3	2	1	2	11	3	3	3	5	3	3	2	19	4	7	11
	50(b) Second Watch	31	48	65	66	59	74	44	95	96	48	22	38	88	74	39	70
	50(c) Third Watch	15	12	14	23	23	11	10	7	31	24	11	15	30	18	18	21
51	**Vacant Correctional Officer Posts in the HCAU**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	51(a) First Watch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51(b) Second Watch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	51(c) Third Watch	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
52	**PY Value of All Budgeted Health Care Operations Division Custody Posts**	**85.27**	**94.11**	**117.69**	**139.62**	**146.83**	**131.57**	**88.47**	**148.53**	**203.21**	**138.26**	**65.73**	**87.99**	**219.41**	**148.75**	**106.44**	**177.28**

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 2010, fill 90% of nursing positions.

Action 3.1.2: By January 2010, fill 90% of physician positions.

Reporting/Responsible Division:
Human Resources, CCHCS

Performance Measure:
Percentage of statewide nursing and physician positions filled by institution and statewide.

Turnover of statewide nursing and physician positions.

Statewide vacancy / registry totals for nursing and physician positions under each of the following eight components:

- Total Authorized Positions
- Total Filled Positions
- 918 Blanket Positions
- Temporary Help Positions
- Overtime
- Registry Positions
- Total Position Usage
- Positions Utilized Above/Below Authority

Graph/Table Display:
The Human Resources' Recruitment and Retention Report for November 2011 follows on pages 26-66.

The Plata Vacancy / Registry Report: Nursing for September 2011 can be found on page 67.

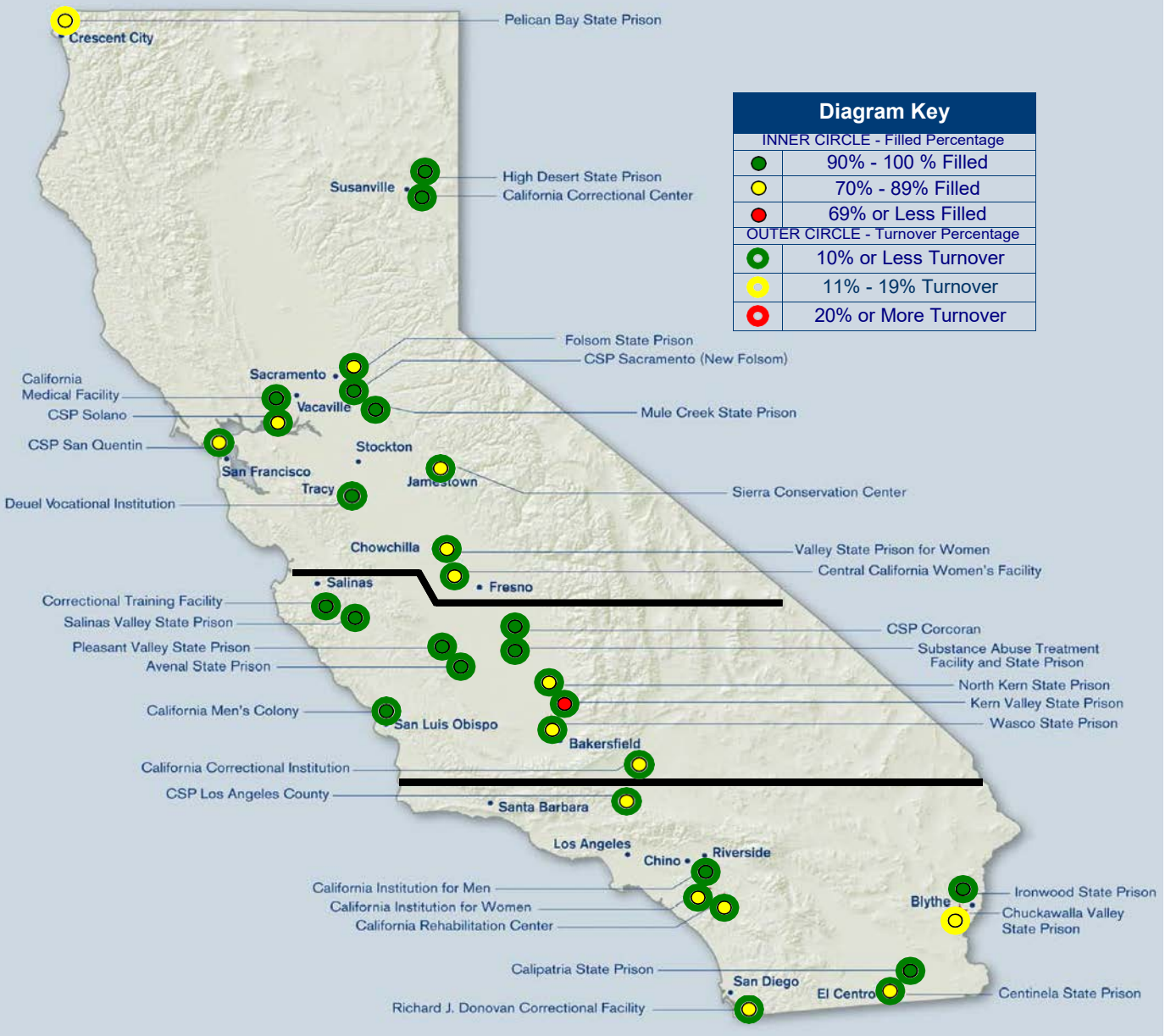
The Plata Vacancy / Registry Report: Primary Care for September 2011 can be found on page 68.

Results Explanation:
The State graphics separately display the percentage of statewide nursing and physician positions filled, the turnover rate, and a combination of filled and turnover rates. The reports concerning the percentage of positions filled are based on the percentage of positions approved for the State's Fiscal Year 2011/2012 budget. The reports do not reflect additional positions that may be needed and have not yet received budget approval.

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.

The Registry reports display data from all thirty-three institutions for six State nursing classifications (Nurse Practitioner, Supervising Registered Nurse III, Supervising Registered Nurse II, Supervising Registered Nurse I, Registered Nurse, Licensed Vocational Nurse) and four State physician classifications (Chief Medical Officer, Chief Physician and Surgeon, Physician and Surgeon, and Physician Assistant) respectively.

Nursing Filled Percentage and Turnover Rate
(as of November 2011)

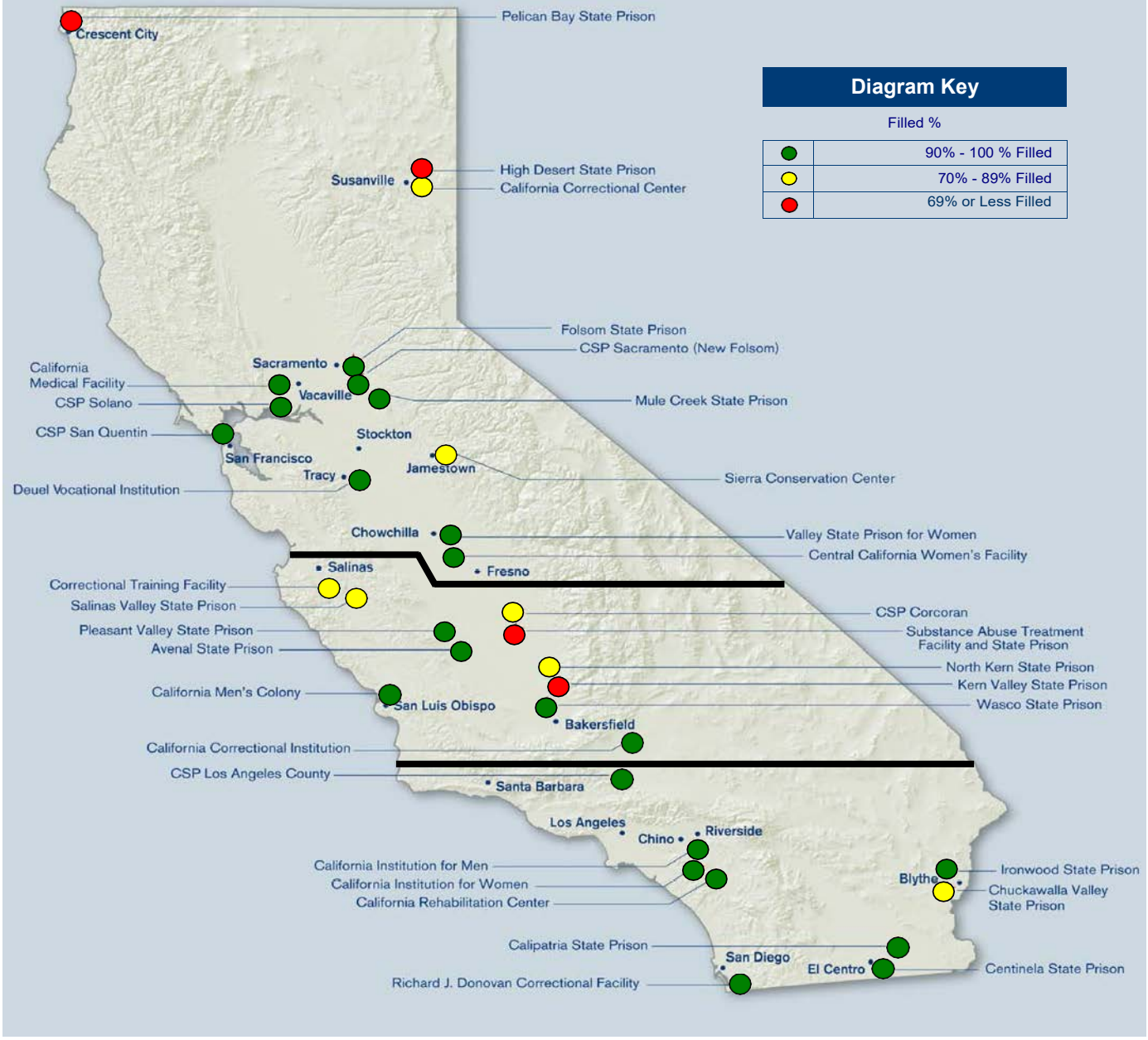


Nursing Filled Percentage
(as of November 2011)

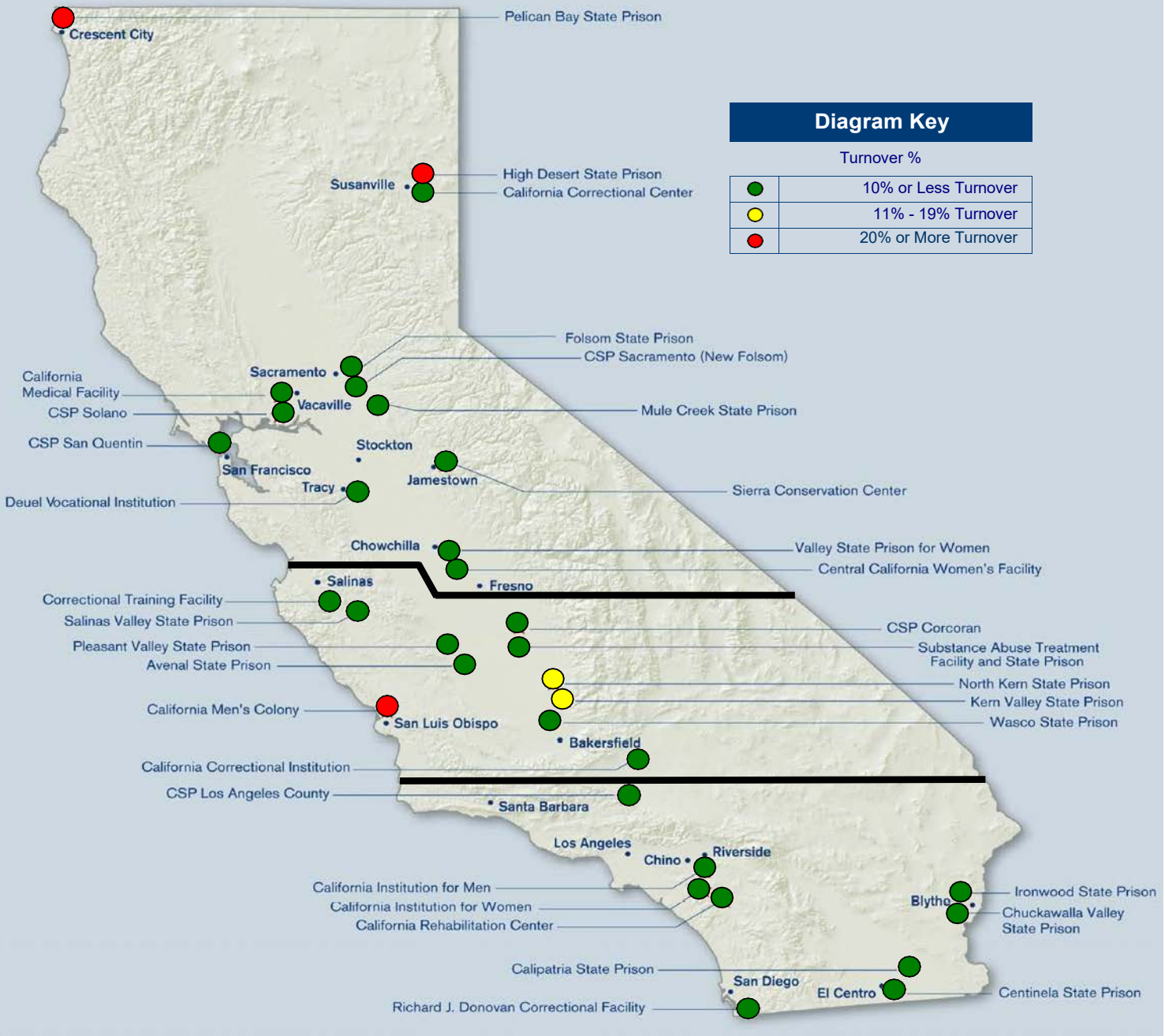
Nursing Turnover Rate
(as of November 2011)

Physicians Filled Percentage and Turnover Rate
(as of November 2011)

Physicians Filled Percentage
(as of November 2011)



Physicians Turnover Rate
(as of November 2011)



HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Avenal State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	8.0	7.0	1.0	88%	0.0	4.0	0.0	0.0	0%	0.0	7.0	0.0	
TOTAL PHYSICIANS	**10.0**	**9.0**	**1.0**	**90.00%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**7.0**	**1.0**	
MID-LEVELS													
PA	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.1	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**2.1**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	9.5	9.0	0.5	95%	0.0	1.0	0.0	1.0	11%	0.0	0.0	0.0	0.03
RN	55.7	52.0	3.7	93%	0.0	12.0	1.0	4.0	8%	1.0	0.0	0.0	1.54
LVN	48.4	54.0	(5.6)	112%	0.0	31.0	2.0	3.0	6%	0.0	1.0	0.0	3.26
CNA	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	7.8	0.30
Psych Tech	11.0	10.0	1.0	91%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.21
TOTAL NURSING	**128.6**	**129.0**	**(0.4)**	**100.31%**	**0.0**	**45.0**	**3.0**	**8.0**	**6.20%**	**1.0**	**1.0**	**7.8**	**8.00**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.2	
Pharmacist Tech	4.1	4.0	0.1	98%	0.0	0.0	0.0	0.0	0%	0.0	3.0	1.9	
TOTAL PHARMACY	**8.1**	**8.0**	**0.1**	**98.77%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**2.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Calipatria State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	5.5	6.0	(0.5)	109%	0.0	1.0	0.0	0.0	0%	0.0	1.0	0.0	
TOTAL PHYSICIANS	**7.5**	**8.0**	**(0.5)**	**106.67%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**0.0**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.6	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**2.0**	**(1.0)**	**200.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.6**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.32
RN	30.3	31.0	(0.7)	102%	1.0	3.0	0.0	0.0	0%	0.0	1.0	0.5	3.39
LVN	36.1	27.0	9.1	75%	0.0	9.0	1.0	2.0	7%	0.0	1.0	0.5	6.93
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	18.2	0.00
Psych Tech	9.5	10.0	(0.5)	105%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.8	0.82
TOTAL NURSING	**76.9**	**80.0**	**(3.1)**	**104.03%**	**1.0**	**14.0**	**1.0**	**2.0**	**2.50%**	**0.0**	**2.0**	**20.0**	**8.70**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	2.0	0.0	1.0	100%	0.0	1.0	0.0	
Pharmacist I	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	2.0	1.1	
Pharmacist Tech	1.3	1.0	0.3	77%	0.0	0.0	0.0	0.0	0%	0.0	3.0	1.1	
TOTAL PHARMACY	**3.3**	**3.0**	**0.3**	**90.91%**	**0.0**	**2.0**	**0.0**	**1.0**	**33.33%**	**0.0**	**6.0**	**2.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Correctional Center

	Total Position Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	1.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	4.0	3.0	1.0	75%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**1.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.6	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**3.0**	**2.0**	**1.0**	**66.67%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**2.6**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	10.0	1.5	87%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.70
RN	25.9	27.0	(1.1)	104%	1.0	6.0	0.0	0.0	0%	0.0	6.0	0.0	2.68
LVN	26.3	22.0	4.3	84%	2.0	9.0	1.0	3.0	14%	0.0	4.0	0.0	2.58
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	3.0	1.6	0.00
Psych Tech	4.3	4.0	0.3	93%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
TOTAL NURSING	**69.0**	**64.0**	**5.0**	**92.75%**	**3.0**	**17.0**	**1.0**	**3.0**	**4.69%**	**0.0**	**13.0**	**1.6**	**5.96**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	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		0.0	0.0	0.9	
Pharmacist Tech	2.4	2.0	0.4	83%	0.0	0.0	0.0	0.0	0%	1.0	0.0	0.0	
TOTAL PHARMACY	**3.4**	**3.0**	**0.4**	**88.24%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**0.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Correctional Institution

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Seperations 11/1/2011 - 11/30/2011	Year To Date Seperations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	10.0	10.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.7	
TOTAL PHYSICIANS	**12.0**	**12.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**2.7**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.5	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.5**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	10.0	1.5	87%	1.0	8.0	0.0	4.0	40%	0.0	0.0	0.0	1.31
RN	48.3	48.0	0.3	99%	1.0	20.0	0.0	2.0	4%	0.0	4.0	0.6	4.48
LVN	58.0	45.0	13.0	78%	0.0	20.0	0.0	1.0	2%	0.0	6.0	0.0	5.99
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	3.5	0.00
Psych Tech	14.0	14.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.1	0.28
TOTAL NURSING	**132.8**	**118.0**	**14.8**	**88.86%**	**2.0**	**48.0**	**0.0**	**7.0**	**5.93%**	**0.0**	**10.0**	**4.2**	**12.06**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	3.7	
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	6.7	
TOTAL PHARMACY	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**10.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Central California Women's Facility

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	11.5	12.0	(0.5)	104%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**13.5**	**14.0**	**(0.5)**	**103.70%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	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%	0.0	0.0	0.6	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.6**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.47
RN	47.0	46.0	1.0	98%	0.0	11.0	0.0	1.0	2%	1.0	1.0	0.0	2.49
LVN	62.8	42.0	20.8	67%	0.0	9.0	0.0	0.0	0%	0.0	8.0	5.9	2.87
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	11.0	18.8	0.29
Psych Tech	9.0	8.0	1.0	89%	0.0	2.0	0.0	0.0	0%	0.0	0.0	2.1	0.96
TOTAL NURSING	**131.3**	**109.0**	**22.3**	**83.02%**	**0.0**	**24.0**	**0.0**	**1.0**	**0.92%**	**1.0**	**20.0**	**26.8**	**7.08**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.1	3.0	0.1	97%	0.0	0.0	0.0	0.0	0%	0.0	1.0	1.8	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	3.0	8.0	3.8	
TOTAL PHARMACY	**7.1**	**7.0**	**0.1**	**98.59%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**9.0**	**5.6**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Centinela State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**7.0**	**7.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	3.7	
NP	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**3.7**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
RN	23.9	25.0	(1.1)	105%	0.0	3.0	0.0	0.0	0%	0.0	1.0	0.0	3.38
LVN	39.2	32.0	7.2	82%	0.0	6.0	0.0	1.0	3%	0.0	1.0	0.0	4.33
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	4.9	0.00
Psych Tech	8.0	6.0	2.0	75%	0.0	2.0	0.0	1.0	17%	0.0	1.0	0.0	0.62
TOTAL NURSING	**83.6**	**75.0**	**8.6**	**89.71%**	**0.0**	**12.0**	**0.0**	**2.0**	**2.67%**	**0.0**	**3.0**	**4.9**	**8.33**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	1.0	0.0	1.0	
Pharmacist Tech	2.9	3.0	(0.1)	103%	0.0	0.0	0.0	0.0	0%	0.0	2.0	1.1	
TOTAL PHARMACY	**5.9**	**6.0**	**(0.1)**	**101.69%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**2.0**	**2.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Institution for Men

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	16.5	17.0	(0.5)	103%	0.0	0.0	0.0	0.0	0%	3.0	0.0	0.0	
TOTAL PHYSICIANS	**18.5**	**19.0**	**(0.5)**	**102.70%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		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		0.0	0.0	0.0	
TOTAL MID-LEVELS	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	3.0	3.0	0.0	100%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	16.0	16.0	0.0	100%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
RN	103.2	110.0	(6.8)	107%	3.0	26.0	2.0	14.0	13%	0.0	3.0	0.0	2.21
LVN	97.1	83.0	14.1	85%	0.0	11.0	2.0	5.0	6%	0.0	2.0	0.0	1.89
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	13.4	0.00
Psych Tech	13.5	14.0	(0.5)	104%	0.0	0.0	0.0	0.0	0%	3.0	0.0	4.5	0.23
TOTAL NURSING	**232.8**	**226.0**	**6.8**	**97.08%**	**3.0**	**43.0**	**4.0**	**19.0**	**8.41%**	**3.0**	**5.0**	**17.9**	**4.33**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	7.0	5.0	2.0	71%	0.0	1.0	0.0	0.0	0%	0.0	0.0	2.1	
Pharmacist Tech	8.5	10.0	(1.5)	118%	0.0	4.0	0.0	0.0	0%	0.0	0.0	2.7	
TOTAL PHARMACY	**16.5**	**16.0**	**0.5**	**96.97%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**4.8**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Institution for Women

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	6.0	7.0	(1.0)	117%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.5	
TOTAL PHYSICIANS	**8.0**	**9.0**	**(1.0)**	**112.50%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.5**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	2.0	1.0	1.0	50%	0.0	1.0	0.0	0.0	0%	1.0	0.0	0.0	0.00
SRN II	12.5	13.0	(0.5)	104%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	0.85
RN	54.0	46.0	8.0	85%	1.0	8.0	0.0	2.0	4%	0.0	1.0	1.2	3.95
LVN	40.1	33.0	7.1	82%	2.0	18.0	0.0	2.0	6%	0.0	4.0	0.0	2.52
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	1.0	24.2	0.10
Psych Tech	33.0	21.0	12.0	64%	0.0	7.0	0.0	0.0	0%	1.0	1.0	4.0	1.03
TOTAL NURSING	**141.6**	**114.0**	**27.6**	**80.51%**	**3.0**	**37.0**	**0.0**	**4.0**	**3.51%**	**2.0**	**7.0**	**29.4**	**8.45**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.6	
Pharmacist Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0		1.0	2.0	4.0	
TOTAL PHARMACY	**6.0**	**6.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**2.0**	**4.6**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Men's Colony

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	0.0	1.0	0%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	16.5	17.0	(0.5)	103%	0.0	2.0	0.0	4.0	24%	0.0	1.0	0.0	
TOTAL PHYSICIANS	**18.5**	**18.0**	**0.5**	**97.30%**	**0.0**	**3.0**	**0.0**	**4.0**	**22.22%**	**0.0**	**1.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		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		0.0	0.0	0.0	
TOTAL MID-LEVELS	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	4.0	3.0	1.0	75%	0.0	0.0	1.0	1.0	33%	0.0	0.0	0.0	0.00
SRN II	14.0	14.0	0.0	100%	2.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	1.17
RN	114.7	116.0	(1.3)	101%	5.0	31.0	0.0	9.0	8%	1.0	12.0	0.9	12.29
LVN	51.9	39.0	12.9	75%	1.0	14.0	0.0	4.0	10%	0.0	7.0	8.8	6.22
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
Psych Tech	34.9	33.0	1.9	95%	0.0	6.0	0.0	1.0	3%	0.0	1.0	3.3	2.55
TOTAL NURSING	**219.5**	**205.0**	**14.5**	**93.39%**	**8.0**	**54.0**	**1.0**	**15.0**	**7.32%**	**1.0**	**20.0**	**13.0**	**22.23**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	4.0	5.0	(1.0)	125%	0.0	3.0	0.0	0.0	0%	0.0	0.0	1.7	
Pharmacist Tech	7.0	8.0	(1.0)	114%	0.0	3.0	0.0	0.0	0%	0.0	3.0	1.2	
TOTAL PHARMACY	**12.0**	**14.0**	**(2.0)**	**116.67%**	**0.0**	**6.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**2.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

California Medical Facility

	Total Positions Authorized to be Filled (Date provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Chief P&S	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Phys & Surgeon	17.0	17.0	0.0	100%	0.0	2.0	0.0	0.0	0%	1.0	1.0	0.9	
TOTAL PHYSICIANS	**22.0**	**22.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**1.0**	**0.9**	
MID-LEVELS													
PA	3.0	3.0	0.0	100%	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**6.0**	**6.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	5.0	4.0	1.0	80%	0.0	1.0	1.0	1.0	25%	0.0	0.0	0.0	0.00
SRN II	19.6	16.0	3.6	82%	0.0	4.0	1.0	2.0	13%	0.0	0.0	0.0	0.49
RN	172.9	168.0	4.9	97%	2.0	19.0	0.0	6.0	4%	0.0	11.0	2.6	21.55
LVN	60.3	51.0	9.3	85%	0.0	10.0	0.0	3.0	6%	0.0	0.0	3.4	4.63
CNA	26.0	24.0	2.0	92%	0.0	0.0	1.0	2.0	8%	0.0	0.0	4.4	6.84
Psych Tech	51.0	47.0	4.0	92%	1.0	6.0	0.0	2.0	4%	0.0	0.0	3.0	3.48
TOTAL NURSING	**334.8**	**310.0**	**24.8**	**92.59%**	**3.0**	**40.0**	**3.0**	**16.0**	**5.16%**	**0.0**	**11.0**	**13.4**	**36.99**
PHARMACY													
Pharmacist II	1.0	2.0	(1.0)	200%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	10.0	11.0	(1.0)	110%	0.0	5.0	0.0	0.0	0%	0.0	0.0	2.2	
Pharmacist Tech	12.0	14.0	(2.0)	117%	0.0	2.0	0.0	2.0	14%	0.0	0.0	1.0	
TOTAL PHARMACY	**23.0**	**27.0**	**(4.0)**	**117.39%**	**0.0**	**8.0**	**0.0**	**2.0**	**7.41%**	**0.0**	**0.0**	**3.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Corcoran

	Total Positions Authorized to be Filled (Date provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	0.0	1.0	0%	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	12.5	12.0	0.5	96%	0.0	3.0	0.0	0.0	0%	0.0	4.0	0.0	
TOTAL PHYSICIANS	**14.5**	**13.0**	**1.5**	**89.66%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**4.0**	**0.0**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	1.7	
TOTAL MID-LEVELS	**1.0**	**2.0**	**(1.0)**	**200.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.7**	
NURSING													
SRN III	4.0	4.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	15.0	15.0	0.0	100%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.67
RN	123.2	120.0	3.2	97%	0.0	19.0	0.0	5.0	4%	1.0	0.0	0.6	11.59
LVN	72.8	75.0	(2.2)	103%	0.0	38.0	0.0	1.0	1%	0.0	2.0	3.9	9.34
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.1	0.00
Psych Tech	37.6	35.0	2.6	93%	1.0	4.0	0.0	2.0	6%	0.0	2.0	13.8	3.46
TOTAL NURSING	**252.6**	**249.0**	**3.6**	**98.57%**	**1.0**	**64.0**	**0.0**	**8.0**	**3.21%**	**1.0**	**4.0**	**18.4**	**25.06**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	4.1	5.0	(0.9)	122%	0.0	1.0	0.0	0.0	0%	0.0	0.0	1.3	
Pharmacist Tech	6.1	7.0	(0.9)	115%	0.0	1.0	0.0	0.0	0%	0.0	1.0	2.0	
TOTAL PHARMACY	**11.2**	**13.0**	**(1.8)**	**116.07%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**3.3**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

California Rehabilitation Center

	Total Positions Authorized to be Filled (Date provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	9.0	10.0	(1.0)	111%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**11.0**	**12.0**	**(1.0)**	**109.09%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		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		0.0	0.0	0.0	
TOTAL MID-LEVELS	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	0.0	6.0	0.0	1.0	8%	0.0	1.0	0.0	0.03
RN	27.2	30.0	(2.8)	110%	0.0	8.0	1.0	1.0	3%	0.0	2.0	0.1	2.42
LVN	44.2	23.0	21.2	52%	0.0	6.0	0.0	2.0	9%	0.0	9.0	13.2	3.42
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	11.1	0.00
Psych Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.05
TOTAL NURSING	**86.9**	**69.0**	**17.9**	**79.40%**	**0.0**	**20.0**	**1.0**	**4.0**	**5.80%**	**0.0**	**12.0**	**24.4**	**5.92**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%	0.0	0.0	0.0	
Pharmacist I	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	2.0	0.8	
Pharmacist Tech	2.3	3.0	(0.7)	130%	0.0	0.0	0.0	0.0	0%	0.0	1.0	4.5	
TOTAL PHARMACY	**5.3**	**6.0**	**(0.7)**	**113.21%**	**0.0**	**1.0**	**0.0**	**1.0**	**16.67%**	**0.0**	**3.0**	**5.3**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Correctional Training Facility

	Total Positions Authorized to be Filled (Date provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Intermittents, Retired Annuitants	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	1.0	1.0	50%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	12.0	10.0	2.0	83%	1.0	1.0	0.0	1.0	10%	0.0	8.0	0.3	
TOTAL PHYSICIANS	**15.0**	**12.0**	**3.0**	**80.00%**	**1.0**	**2.0**	**0.0**	**1.0**	**8.33%**	**0.0**	**8.0**	**0.3**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	1.0	100%	0.0	0.0	0.2	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**1.0**	**100.00%**	**0.0**	**0.0**	**0.2**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	10.0	1.5	87%	0.0	3.0	0.0	1.0	10%	0.0	0.0	0.0	0.22
RN	45.7	46.0	(0.3)	101%	2.0	15.0	0.0	2.0	4%	1.0	1.0	0.9	6.60
LVN	60.0	59.0	1.0	98%	0.0	24.0	0.0	1.0	2%	0.0	0.0	0.0	11.14
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	7.5	0.00
Psych Tech	10.1	10.0	0.1	99%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.29
TOTAL NURSING	**128.3**	**126.0**	**2.3**	**98.21%**	**2.0**	**42.0**	**0.0**	**4.0**	**3.17%**	**1.0**	**1.0**	**8.4**	**18.25**
PHARMACY													
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	1.1	
Pharmacist I	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist Tech	3.2	3.0	0.2	94%	0.0	0.0	0.0	0.0	0%	0.0	2.0	3.1	
TOTAL PHARMACY	**7.2**	**6.0**	**1.2**	**83.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**4.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Chuckawalla Valley State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	0.0	0.0	0.0		0.0	0.0	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		0.0	0.0	0.0	
Phys & Surgeon	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	1.3	
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.3**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	11.5	7.0	4.5	61%	0.0	1.0	0.0	1.0	14%	0.0	0.0	0.0	0.74
RN	28.2	26.0	2.2	92%	0.0	9.0	0.0	3.0	12%	0.0	1.0	1.9	1.61
LVN	21.8	17.0	4.8	78%	0.0	3.0	0.0	1.0	6%	0.0	3.0	0.8	1.87
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.8	0.00
Psych Tech	5.5	6.0	(0.5)	109%	0.0	1.0	0.0	1.0	17%	0.0	0.0	0.0	0.23
TOTAL NURSING	**68.0**	**56.0**	**12.0**	**82.35%**	**0.0**	**14.0**	**0.0**	**6.0**	**10.71%**	**0.0**	**4.0**	**3.5**	**4.45**
PHARMACY													
Pharmacist II	1.0	0.0	1.0	0%	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		0.0	0.0	1.0	
Pharmacist Tech	2.0	2.0	0.0	100%	0.0	0.0	0.0	1.0	50%	0.0	2.0	0.7	
TOTAL PHARMACY	**3.0**	**2.0**	**1.0**	**66.67%**	**0.0**	**0.0**	**0.0**	**1.0**	**50.00%**	**0.0**	**2.0**	**1.7**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Deuel Vocational Institution

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	2.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	9.0	9.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**12.0**	**12.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	2.0	2.0	0.0	100%	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	1.0	2.0	0.0	1.0	9%	0.0	0.0	0.0	0.48
RN	55.4	51.0	4.4	92%	0.0	5.0	0.0	4.0	8%	1.0	13.0	0.0	5.30
LVN	40.4	36.0	4.4	89%	0.0	7.0	1.0	2.0	6%	0.0	3.0	0.0	3.71
CNA	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	8.0	8.6	1.01
Psych Tech	15.5	15.0	0.5	97%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.6	0.55
TOTAL NURSING	**128.8**	**119.0**	**9.8**	**92.39%**	**1.0**	**16.0**	**1.0**	**7.0**	**5.88%**	**1.0**	**24.0**	**11.2**	**11.05**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	2.0	1.0	2.2	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	3.7	
TOTAL PHARMACY	**5.0**	**5.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**2.0**	**1.0**	**5.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Folsom State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year ToDate Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	0.0	0.0	0.0		0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	6.8	5.0	1.8	74%	1.0	2.0	0.0	0.0	0%	0.0	1.0	0.0	0.15
RN	22.8	21.0	1.8	92%	0.0	7.0	0.0	1.0	5%	0.0	1.0	0.1	1.72
LVN	28.7	26.0	2.7	91%	3.0	3.0	0.0	0.0	0%	0.0	1.0	0.0	2.48
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.7	0.00
Psych Tech	6.0	5.0	1.0	83%	0.0	1.0	0.0	1.0	20%	0.0	0.0	0.1	1.24
TOTAL NURSING	**65.3**	**58.0**	**7.3**	**88.82%**	**4.0**	**14.0**	**0.0**	**2.0**	**3.45%**	**0.0**	**3.0**	**0.9**	**5.59**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	1.0	
Pharmacist Tech	2.2	2.0	0.2	91%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.9	
TOTAL PHARMACY	**4.2**	**4.0**	**0.2**	**95.24%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

High Desert State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	m to	m on A	n m y A	E) r ti
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	6.0	3.0	3.0	50%	0.0	0.0	0.0	1.0	33%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**8.0**	**5.0**	**3.0**	**62.50%**	**0.0**	**1.0**	**0.0**	**1.0**	**20.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	6.7	
NP	2.0	0.0	2.0	0%	0.0	0.0	0.0	2.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**0.0**	**2.0**	**0.00%**	**0.0**	**0.0**	**0.0**	**2.0**		**0.0**	**0.0**	**6.7**	
NURSING													
SRN III	2.0	1.0	1.0	50%	0.0	0.0	0.0	1.0	100%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.53
RN	39.8	42.0	(2.2)	106%	1.0	20.0	0.0	5.0	12%	1.0	12.0	1.9	6.67
LVN	35.4	27.0	8.4	76%	4.0	16.0	0.0	3.0	11%	0.0	9.0	3.5	7.97
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	8.0	6.0	0.46
Psych Tech	10.0	9.0	1.0	90%	0.0	1.0	0.0	0.0	0%	0.0	0.0	2.0	0.39
TOTAL NURSING	**98.7**	**91.0**	**7.7**	**92.20%**	**5.0**	**39.0**	**0.0**	**9.0**	**9.89%**	**1.0**	**29.0**	**13.4**	**16.02**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	2.0	2.0	0.0	100%	1.0	2.0	0.0	0.0	0%	0.0	0.0	2.1	
Pharmacist Tech	2.0	3.0	(1.0)	150%	0.0	1.0	0.0	0.0	0%	1.0	0.0	1.9	
TOTAL PHARMACY	**5.0**	**6.0**	**(1.0)**	**120.00%**	**1.0**	**4.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**4.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Ironwood State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Intermittents, Retired Annuitants	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.4	
TOTAL PHYSICIANS	**7.0**	**7.0**	**0.0**	**100.00%**		**0.0**		**0.0**	**0.00%**	**0.0**	**0.0**	**0.4**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**		**0.0**		**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.13
RN	33.1	34.0	(0.9)	103%	0.0	7.0	0.0	0.0	0%	0.0	1.0	0.0	1.16
LVN	30.6	29.0	1.6	95%	0.0	8.0	0.0	0.0	0%	0.0	2.0	2.3	1.49
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	4.1	0.00
Psych Tech	4.1	3.0	1.1	73%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.15
TOTAL NURSING	**80.3**	**79.0**	**1.3**	**98.38%**		**0.0**		**0.0**	**0.00%**	**0.0**	**3.0**	**6.4**	**2.93**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	1.0	0.2	
Pharmacist I	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.6	
Pharmacist Tech	3.4	3.0	0.4	88%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHARMACY	**6.4**	**6.0**	**0.4**	**93.75%**		**0.0**		**0.0**	**0.00%**	**0.0**	**1.0**	**0.8**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Kern Valley State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	0.0	0.0	0.0		0.0	0.0	0.0	0.0		1.0	0.0	0.0	
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Phys & Surgeon	8.0	5.0	3.0	63%	0.0	0.0	1.0	1.0	20%	0.0	4.0	0.0	
TOTAL PHYSICIANS	**9.0**	**6.0**	**3.0**	**66.67%**	**0.0**	**0.0**	**1.0**	**1.0**	**16.67%**	**1.0**	**4.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	2.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	1.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**3.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	1.0	4.0	0.0	0.0	0%	0.0	0.0	0.0	1.19
RN	37.8	33.0	4.8	87%	0.0	4.0	0.0	0.0	0%	0.0	0.0	5.8	6.57
LVN	66.1	31.0	35.1	47%	0.0	6.0	0.0	2.0	6%	0.0	1.0	15.8	14.26
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	17.4	0.00
Psych Tech	14.6	12.0	2.6	82%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	1.29
TOTAL NURSING	**131.0**	**89.0**	**42.0**	**67.94%**	**1.0**	**16.0**	**0.0**	**2.0**	**2.25%**	**0.0**	**1.0**	**39.0**	**23.31**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist Tech	6.8	7.0	(0.2)	103%	0.0	1.0	0.0	0.0	0%	0.0	0.0	1.0	
TOTAL PHARMACY	**10.8**	**11.0**	**(0.2)**	**101.85%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Los Angeles County

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year TdDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year'S Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.3	
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.3**	
MID-LEVELS													
PA	2.0	2.0	0.0	100%	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	10.0	1.5	87%	0.0	6.0	1.0	2.0	20%	0.0	0.0	0.0	0.48
RN	52.1	49.0	3.1	94%	2.0	15.0	0.0	3.0	6%	1.0	5.0	0.0	6.24
LVN	60.3	41.0	19.3	68%	0.0	3.0	1.0	1.0	2%	0.0	5.0	10.9	8.38
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	10.4	0.00
Psych Tech	22.0	21.0	1.0	95%	0.0	2.0	0.0	0.0	0%	5.0	1.0	0.9	2.46
TOTAL NURSING	**146.9**	**122.0**	**24.9**	**83.05%**	**2.0**	**27.0**	**2.0**	**6.0**	**4.92%**	**6.0**	**11.0**	**22.2**	**17.56**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	4.0	4.0	0.0	100%	0.0	3.0	0.0	1.0	25%	0.0	0.0	1.9	
Pharmacist Tech	2.3	2.0	0.3	87%	0.0	0.0	0.0	0.0	0%	0.0	2.0	4.3	
TOTAL PHARMACY	**7.3**	**7.0**	**0.3**	**95.89%**	**0.0**	**3.0**	**0.0**	**1.0**	**14.29%**	**0.0**	**2.0**	**6.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Mule Creek State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	0.0	0.0	0.0	0%	1.0	0.0	0.0	
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	1.5	2.0	(0.5)	133%	0.0	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		1.0	0.0	0.0	
TOTAL MID-LEVELS	**1.5**	**2.0**	**(0.5)**	**133.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	10.5	11.0	(0.5)	105%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.39
RN	38.5	39.0	(0.5)	101%	2.0	7.0	0.0	0.0	0%	1.0	1.0	0.0	2.72
LVN	28.6	25.0	3.6	87%	6.0	8.0	1.0	1.0	4%	2.0	4.0	1.0	3.07
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	5.0	2.5	0.00
Psych Tech	28.0	26.0	2.0	93%	2.0	2.0	0.0	1.0	4%	0.0	1.0	4.6	1.67
TOTAL NURSING	**106.6**	**102.0**	**4.6**	**95.68%**	**10.0**	**17.0**	**1.0**	**2.0**	**1.96%**	**3.0**	**11.0**	**8.1**	**7.85**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	5.0	3.0	2.0	60%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.3	
Pharmacist Tech	6.0	5.0	1.0	83%	0.0	0.0	0.0	0.0	0%	0.0	2.0	2.1	
TOTAL PHARMACY	**12.0**	**9.0**	**3.0**	**75.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**2.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

North Kern State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Intermittents, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	13.0	10.0	3.0	77%	0.0	0.0	0.0	2.0	20%	0.0	11.0	0.7	
TOTAL PHYSICIANS	**15.0**	**12.0**	**3.0**	**80.00%**	**0.0**	**2.0**	**0.0**	**2.0**	**16.67%**	**0.0**	**11.0**	**0.7**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	1.0	3.0	0.0	1.0	9%	0.0	0.0	0.0	0.60
RN	50.1	44.0	6.1	88%	0.0	6.0	0.0	3.0	7%	0.0	0.0	2.8	8.18
LVN	63.1	43.0	20.1	68%	0.0	5.0	0.0	1.0	2%	0.0	0.0	6.0	8.21
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	26.0	0.00
Psych Tech	7.2	7.0	0.2	97%	0.0	0.0	0.0	0.0	0%	0.0	0.0	5.5	1.18
TOTAL NURSING	**133.9**	**107.0**	**26.9**	**79.91%**	**1.0**	**14.0**	**0.0**	**5.0**	**4.67%**	**0.0**	**0.0**	**40.3**	**18.17**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	2.0	1.0	67%	0.0	2.0	0.0	0.0	0%	0.0	0.0	1.5	
Pharmacist Tech	6.6	6.0	0.6	91%	0.0	0.0	0.0	0.0	0%	0.0	2.0	1.9	
TOTAL PHARMACY	**10.6**	**9.0**	**1.6**	**84.91%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**3.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Pelican Bay State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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		0.0	0.0	0.0	
Phys & Surgeon	3.0	2.0	1.0	67%	0.0	1.0	0.0	1.0	50%	0.0	1.0	0.7	
TOTAL PHYSICIANS	**5.0**	**3.0**	**2.0**	**60.00%**	**0.0**	**1.0**	**0.0**	**1.0**	**33.33%**	**0.0**	**1.0**	**0.7**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	3.0	0.0	1.0	9%	0.0	0.0	0.0	0.24
RN	54.4	49.0	5.4	90%	0.0	10.0	0.0	9.0	18%	0.0	0.0	4.7	3.21
LVN	29.9	23.0	6.9	77%	1.0	2.0	1.0	2.0	9%	0.0	1.0	1.1	1.04
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	3.9	0.00
Psych Tech	34.5	26.0	8.5	75%	0.0	5.0	0.0	2.0	8%	0.0	0.0	1.4	2.68
TOTAL NURSING	**131.3**	**110.0**	**21.3**	**83.78%**	**1.0**	**20.0**	**1.0**	**14.0**	**12.73%**	**0.0**	**1.0**	**11.1**	**7.17**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%	0.0	0.0	0.0	
Pharmacist I	2.0	2.0	0.0	100%	0.0	1.0	0.0	1.0	50%	0.0	1.0	0.0	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	1.0	
TOTAL PHARMACY	**6.0**	**6.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**2.0**	**33.33%**	**0.0**	**2.0**	**1.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Pleasant Valley State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	1.0	1.0	50%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	7.6	8.0	(0.4)	105%	0.0	6.0	0.0	1.0	13%	0.0	2.0	0.0	
TOTAL PHYSICIANS	**10.6**	**10.0**	**0.6**	**94.34%**	**0.0**	**7.0**	**0.0**	**1.0**	**10.00%**	**0.0**	**2.0**	**0.0**	
MID-LEVELS													
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
NP	2.0	1.0	1.0	50%	0.0	0.0	0.0	1.0	100%	0.0	0.0	0.2	
TOTAL MID-LEVELS	**4.0**	**3.0**	**1.0**	**75.00%**	**0.0**	**0.0**	**0.0**	**1.0**	**33.33%**	**0.0**	**0.0**	**0.2**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	6.0	0.0	0.0	0%	0.0	0.0	0.0	0.15
RN	29.9	28.0	1.9	94%	1.0	16.0	0.0	1.0	4%	1.0	3.0	1.0	1.30
LVN	59.1	58.0	1.1	98%	0.0	29.0	0.0	4.0	7%	0.0	0.0	0.5	4.83
CNA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	11.3	0.00
Psych Tech	8.0	6.0	2.0	75%	0.0	0.0	0.0	1.0	17%	0.0	0.0	0.0	0.05
TOTAL NURSING	**110.5**	**105.0**	**5.5**	**95.02%**	**1.0**	**51.0**	**0.0**	**6.0**	**5.71%**	**1.0**	**3.0**	**12.8**	**6.33**
PHARMACY													
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	1.0	33%	0.0	0.0	1.4	
Pharmacist Tech	2.5	3.0	(0.5)	120%	0.0	0.0	0.0	0.0	0%	3.0	0.0	2.8	
TOTAL PHARMACY	**6.5**	**6.0**	**0.5**	**92.31%**	**0.0**	**1.0**	**0.0**	**1.0**	**16.67%**	**3.0**	**0.0**	**4.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Richard J. Donovan Correctional Facility

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year ToDate Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	10.5	11.0	(0.5)	105%	0.0	2.0	0.0	1.0	9%	0.0	1.0	0.3	
TOTAL PHYSICIANS	**12.5**	**13.0**	**(0.5)**	**104.00%**	**0.0**	**2.0**	**0.0**	**1.0**	**7.69%**	**0.0**	**1.0**	**0.3**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	4.0	
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**4.0**	
NURSING													
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	6.0	0.0	1.0	9%	0.0	1.0	0.0	0.52
RN	48.4	51.0	(2.6)	105%	1.0	14.0	0.0	6.0	12%	0.0	1.0	3.4	4.92
LVN	59.5	38.0	21.5	64%	0.0	6.0	0.0	2.0	5%	0.0	2.0	10.4	10.59
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	27.2	0.00
Psych Tech	24.0	21.0	3.0	88%	0.0	4.0	1.0	2.0	10%	4.0	0.0	8.8	4.51
TOTAL NURSING	**144.4**	**121.0**	**23.4**	**83.80%**	**1.0**	**30.0**	**1.0**	**11.0**	**9.09%**	**4.0**	**4.0**	**49.8**	**20.54**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	6.0	(3.0)	200%	1.0	1.0	0.0	0.0	0%	0.0	0.0	1.3	
Pharmacist Tech	5.5	5.0	0.5	91%	0.0	0.0	0.0	0.0	0%	0.0	0.0	8.6	
TOTAL PHARMACY	**9.5**	**12.0**	**(2.5)**	**126.32%**	**1.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**9.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

California State Prison - Sacramento

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	8.0	8.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**10.0**	**10.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	1.0	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		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	12.0	(0.5)	104%	0.0	3.0	0.0	0.0	0%	0.0	1.0	0.0	0.45
RN	75.9	75.0	0.9	99%	0.0	12.0	0.0	3.0	4%	1.0	0.0	0.7	8.52
LVN	35.8	27.0	8.8	75%	3.0	7.0	0.0	2.0	7%	0.0	7.0	2.1	4.32
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	32.4	0.00
Psych Tech	73.4	72.0	1.4	98%	5.0	9.0	0.0	2.0	3%	0.0	0.0	2.4	2.44
TOTAL NURSING	**197.6**	**187.0**	**10.6**	**94.64%**	**8.0**	**31.0**	**0.0**	**7.0**	**3.74%**	**1.0**	**8.0**	**37.6**	**15.73**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	4.0	4.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.4	
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	5.7	
TOTAL PHARMACY	**11.0**	**11.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**6.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Substance Abuse Treatment Facility

	Total Positions Authorized to be Filled (Date provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Intermittents, Retired Annuitants	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	11.0	7.0	4.0	64%	0.0	4.0	0.0	0.0	0%	0.0	5.0	0.0	
TOTAL PHYSICIANS	**13.0**	**9.0**	**4.0**	**69.23%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**5.0**	**0.0**	
MID-LEVELS													
PA	3.0	3.0	0.0	100%	0.0	2.0	0.0	0.0	0%	0.0	0.0	3.5	
NP	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**3.5**	
NURSING													
SRN III	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.01
RN	53.8	49.0	4.8	91%	1.0	10.0	0.0	2.0	4%	1.0	1.0	0.0	4.18
LVN	72.6	69.0	3.6	95%	1.0	40.0	0.0	4.0	6%	0.0	4.0	0.0	7.04
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	1.0	6.5	0.04
Psych Tech	10.5	29.0	(18.5)	276%	0.0	6.0	0.0	0.0	0%	0.0	1.0	2.3	4.01
TOTAL NURSING	**150.4**	**160.0**	**(9.6)**	**106.38%**	**2.0**	**58.0**	**0.0**	**6.0**	**3.75%**	**1.0**	**7.0**	**8.8**	**15.28**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	1.1	
Pharmacist I	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.8	
Pharmacist Tech	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%	2.0	2.0	2.6	
TOTAL PHARMACY	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**2.0**	**2.0**	**6.5**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Sierra Conservation Center

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	1.0	1.0	50%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**9.0**	**8.0**	**1.0**	**88.89%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.8	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.8**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	8.0	8.0	0.0	100%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
RN	23.1	19.0	4.1	82%	1.0	6.0	0.0	2.0	11%	0.0	2.0	0.7	1.62
LVN	20.8	17.0	3.8	82%	0.0	5.0	0.0	1.0	6%	0.0	4.0	0.7	1.11
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	6.0	0.0	0.00
Psych Tech	10.0	9.0	1.0	90%	0.0	2.0	0.0	1.0	11%	0.0	0.0	0.0	0.33
TOTAL NURSING	**62.9**	**54.0**	**8.9**	**85.85%**	**1.0**	**17.0**	**0.0**	**4.0**	**7.41%**	**0.0**	**12.0**	**1.4**	**3.06**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.4	
Pharmacist Tech	1.3	1.0	0.3	77%	0.0	0.0	0.0	0.0	0%	0.0	2.0	2.2	
TOTAL PHARMACY	**3.3**	**3.0**	**0.3**	**90.91%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**2.6**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Solano

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	2.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	11.0	11.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.9	
TOTAL PHYSICIANS	**14.0**	**14.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.9**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	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		0.0	1.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**0.0**	
NURSING													
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	1.0	0.0	1.0	9%	0.0	0.0	0.0	0.30
RN	40.9	37.0	3.9	90%	0.0	3.0	0.0	2.0	5%	1.0	0.0	1.9	2.66
LVN	39.0	28.0	11.0	72%	0.0	4.0	0.0	5.0	18%	0.0	3.0	4.1	2.03
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	4.7	0.00
Psych Tech	9.5	9.0	0.5	95%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	1.21
TOTAL NURSING	**101.9**	**85.0**	**16.9**	**83.42%**	**0.0**	**8.0**	**0.0**	**8.0**	**9.41%**	**1.0**	**3.0**	**10.7**	**6.20**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	1.0	4.0	
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	1.0	2.0	5.6	
TOTAL PHARMACY	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**3.0**	**9.6**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - San Quentin

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	1.0	1.0	0.0	100%	0.0	1.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	12.0	12.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	1.0	
TOTAL PHYSICIANS	**14.0**	**14.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.0**	
MID-LEVELS													
PA	1.9	2.0	(0.1)	105%	0.0	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%	0.0	0.0	0.3	
TOTAL MID-LEVELS	**2.9**	**3.0**	**(0.1)**	**103.45%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.3**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	14.9	14.0	0.9	94%	0.0	5.0	0.0	0.0	0%	0.0	1.0	0.0	1.00
RN	53.2	50.0	3.2	94%	0.0	15.0	0.0	3.0	6%	0.0	1.0	0.0	2.73
LVN	73.5	58.0	15.5	79%	0.0	16.0	0.0	0.0	0%	0.0	3.0	0.1	6.24
CNA	8.1	7.0	1.1	86%	0.0	1.0	1.0	1.0	14%	0.0	0.0	0.6	1.09
Psych Tech	27.3	25.0	2.3	92%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	1.03
TOTAL NURSING	**178.0**	**155.0**	**23.0**	**87.08%**	**0.0**	**40.0**	**1.0**	**4.0**	**2.58%**	**0.0**	**5.0**	**0.7**	**12.09**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	3.0	4.0	(1.0)	133%	0.0	2.0	0.0	0.0	0%	0.0	0.0	1.6	
Pharmacist Tech	4.8	6.0	(1.2)	125%	0.0	0.0	0.0	0.0	0%	0.0	3.0	5.6	
TOTAL PHARMACY	**8.8**	**11.0**	**(2.2)**	**125.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**7.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Salinas Valley State Prison

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	0.0	0.0	0.0		0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	9.0	7.0	2.0	78%	0.0	0.0	0.0	0.0	0%	0.0	2.0	0.0	
TOTAL PHYSICIANS	**10.0**	**8.0**	**2.0**	**80.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	5.0	0.0	1.0	9%	0.0	0.0	0.0	0.05
RN	50.1	48.0	2.1	96%	0.0	10.0	0.0	2.0	4%	1.0	0.0	5.1	2.41
LVN	40.0	39.0	1.0	98%	0.0	24.0	0.0	2.0	5%	0.0	0.0	2.5	11.64
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	7.8	0.00
Psych Tech	22.0	22.0	0.0	100%	1.0	6.0	0.0	3.0	14%	0.0	0.0	4.0	3.80
TOTAL NURSING	**124.6**	**121.0**	**3.6**	**97.11%**	**1.0**	**45.0**	**0.0**	**8.0**	**6.61%**	**1.0**	**0.0**	**19.4**	**17.90**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	1.1	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	3.8	
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%	3.0	2.0	1.9	
TOTAL PHARMACY	**10.0**	**10.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**3.0**	**6.8**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Valley State Prison for Women

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year ToDate Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	0.0	0.0	0.0		0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	10.0	9.0	1.0	90%	0.0	1.0	0.0	1.0	11%	0.0	2.0	0.0	
TOTAL PHYSICIANS	**11.0**	**10.0**	**1.0**	**90.91%**	**0.0**	**1.0**	**0.0**	**1.0**	**10.00%**	**0.0**	**2.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	1.3	
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.3**	
NURSING													
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
SRN II	11.5	11.0	0.5	96%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.11
RN	37.2	35.0	2.2	94%	0.0	4.0	0.0	3.0	9%	0.0	1.0	1.1	1.65
LVN	44.1	27.0	17.1	61%	0.0	3.0	0.0	1.0	4%	0.0	0.0	7.9	5.58
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	14.0	30.5	0.15
Psych Tech	14.7	15.0	(0.3)	102%	2.0	2.0	0.0	0.0	0%	0.0	0.0	1.2	1.18
TOTAL NURSING	**108.5**	**89.0**	**19.5**	**82.03%**	**2.0**	**12.0**	**0.0**	**4.0**	**4.49%**	**0.0**	**15.0**	**40.7**	**8.67**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	1.0	2.0	(1.0)	200%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.2	
Pharmacist Tech	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	5.0	2.0	7.9	
TOTAL PHARMACY	**3.0**	**4.0**	**(1.0)**	**133.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**5.0**	**2.0**	**8.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

Wasco State Prison
Reception Center

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year ToDate Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	2.0	0.0	100%	0.0	0.0	0.0	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%	0.0	0.0	0.0	
Phys & Surgeon	9.0	9.0	0.0	100%	1.0	3.0	0.0	1.0	11%	0.0	1.0	0.7	
TOTAL PHYSICIANS	**12.0**	**12.0**	**0.0**	**100.00%**	**1.0**	**3.0**	**0.0**	**1.0**	**8.33%**	**0.0**	**1.0**	**0.7**	
MID-LEVELS													
PA	0.0	0.0	0.0		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%	0.0	0.0	2.2	
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**2.2**	
NURSING													
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	11.5	10.0	1.5	87%	0.0	3.0	0.0	2.0	20%	0.0	0.0	0.0	0.69
RN	55.7	49.0	6.7	88%	0.0	9.0	0.0	2.0	4%	0.0	0.0	2.3	3.88
LVN	62.2	47.0	15.2	76%	8.0	16.0	0.0	4.0	9%	0.0	0.0	6.8	11.73
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	33.8	0.00
Psych Tech	8.0	7.0	1.0	88%	0.0	1.0	0.0	0.0	0%	0.0	0.0	9.8	0.51
TOTAL NURSING	**138.4**	**113.0**	**25.4**	**81.65%**	**8.0**	**29.0**	**0.0**	**8.0**	**7.08%**	**0.0**	**0.0**	**52.7**	**16.81**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	4.0	4.0	0.0	100%	1.0	2.0	0.0	0.0	0%	0.0	0.0	2.1	
Pharmacist Tech	3.8	3.0	0.8	79%	0.0	0.0	0.0	0.0	0%	0.0	4.0	3.2	
TOTAL PHARMACY	**8.8**	**8.0**	**0.8**	**90.91%**	**1.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**4.0**	**5.3**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(Data source -- Budget Authority and
State Controller's Office Employment History Records)

CPHCS Headquarters

	Total Positions Authorized to be Filled (Data provided by Budgets as of 12/19/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year ToDate Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year ToDate Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	27.0	12.0	15.0	44%	0.0	6.0	0.0	0.0	0%	0.0	0.0	0.0	
Chief P&S	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	
Phys & Surgeon	29.0	19.0	10.0	66%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**58.0**	**33.0**	**25.0**	**56.90%**	**0.0**	**9.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
NP	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**0.0**	**1.0**	**0.00%**	**0.0**	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	
NURSING													
SRN III	3.0	0.0	3.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	3.0	0.0	3.0	0%	0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
RN	13.0	8.0	5.0	62%	0.0	3.0	0.0	1.0	13%	0.0	0.0	0.0	0.00
LVN	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
Psych Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	0.00
TOTAL NURSING	**19.0**	**8.0**	**11.0**	**42.11%**	**0.0**	**3.0**	**0.0**	**1.0**	**12.50%**	**0.0**	**0.0**	**0.0**	**0.00**
PHARMACY													
Pharmacist II	4.0	4.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist I	12.0	10.0	2.0	83%	0.0	5.0	0.0	1.0	10%	0.0	0.0	0.0	
Pharmacist Tech	19.0	18.0	1.0	95%	0.0	8.0	0.0	0.0	0%	12.0	0.0	0.0	
TOTAL PHARMACY	**35.0**	**32.0**	**3.0**	**91.43%**	**0.0**	**14.0**	**0.0**	**1.0**	**3.13%**	**12.0**	**0.0**	**0.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
NOVEMBER 2011
(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 (Data provided by Budgets as of 12/10/2011)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 11/1/2011 - 11/30/2011	Year To Date Appointments 12/1/2010 - 11/30/2011	Separations 11/1/2011 - 11/30/2011	Year To Date Separations 12/1/2010 - 11/30/2011	Year To Date Turnover Rate (Percentage) 12/1/2010 - 11/30/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of September 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	63.0	43.0	20.0	68%	1.0	18.0	0.0	0.0	0%	1.0	0.0	0.0	
Chief P&S	36.0	34.0	2.0	94%	0.0	6.0	0.0	0.0	0%	0.0	0.0	0.0	
Phys & Surgeon	326.6	300.0	26.6	92%	2.0	41.0	1.0	14.0	5%	5.0	51.0	10.7	
TOTAL PHYSICIANS	**425.6**	**377.0**	**48.6**	**88.58%**	**3.0**	**65.0**	**1.0**	**14.0**	**3.71%**	**6.0**	**51.0**	**11.7**	
MID-LEVELS													
PA	30.4	30.0	0.4	99%	0.0	5.0	0.0	1.0	3%	0.0	0.0	22.7	
NP	40.0	37.0	3.0	93%	0.0	1.0	0.0	3.0	8%	1.0	1.0	11.3	
TOTAL MID-LEVELS	**70.4**	**67.0**	**3.4**	**95.17%**	**0.0**	**6.0**	**0.0**	**4.0**	**5.97%**	**1.0**	**1.0**	**34.0**	
NURSING													
SRN III	52.0	41.0	11.0	79%	0.0	15.0	2.0	3.0	7%	1.0	0.0	0.0	0.00
SRN II	394.3	371.0	23.3	94%	7.0	97.0	2.0	20.0	5%	0.0	5.0	0.0	14.47
RN	1765.4	1702.0	63.4	96%	25.0	373.0	4.0	101.0	6%	14.0	86.0	40.8	155.82
LVN	1608.7	1291.0	317.7	80%	31.0	416.0	10.0	66.0	5%	2.0	97.0	112.2	182.71
CNA	43.1	40.0	3.1	93%	0.0	1.0	2.0	3.0	8%	0.0	57.0	350.7	10.28
Psych Tech	593.7	560.0	33.7	94%	12.0	76.0	1.0	20.0	4%	13.0	8.0	77.2	44.89
TOTAL NURSING	**4457.2**	**4005.0**	**452.2**	**89.85%**	**75.0**	**978.0**	**21.0**	**213.0**	**5.32%**	**30.0**	**253.0**	**580.9**	**408.07**
PHARMACY													
Pharmacist II	37.0	35.0	2.0	95%	0.0	13.0	0.0	3.0	9%	0.0	3.0	3.5	
Pharmacist I	109.2	110.0	(0.8)	101%	3.0	36.0	0.0	4.0	4%	3.0	8.0	46.0	
Pharmacist Tech	154.0	157.0	(3.0)	102%	0.0	22.0	0.0	3.0	2%	32.0	52.0	96.7	
TOTAL PHARMACY	**300.2**	**302.0**	**(1.8)**	**100.60%**	**3.0**	**68.0**	**0.0**	**10.0**	**3.31%**	**35.0**	**63.0**	**146.2**	

Class Code	Institution	Class	Total Authorized Positions	Total Filled Positions June 10 Vacancies	918 Blanket Positions (As of 6/30/10)	Temp Help Pos (FTE) (As of 6/30/10)	Overtime (FTE) (As of 6/30/10)	Registry Positions (FTE) (As of June 10)	Total Position Usage	Position Usage Above / Below Authority	Comments:
			A	B	C	D	E	F	G	H	
									B+C+D+ E+F=G	A-G=H	
	Totals										
9319	SRN III - Medical		**46.0**	39.0	0.0	0.0	0.0	0.0	**39.0**	**7.0**	
9318	SRN II - Medical		**349.8**	324.7	0.0	0.5	19.1	0.0	**344.3**	**5.5**	
9317	SRN I - Medical		**1.0**	1.0	0.0	0.0	0.0	0.0	**1.0**	**0.0**	
Total Supervision - Medical			**396.8**	**364.7**	**0.0**	**0.5**	**19.1**	**0.0**	**384.3**	**12.5**	
9275	RN - Medical		**1420.8**	1372.2	11.0	16.1	132.9	40.8	**1573.0**	**(152.2)**	
8257	LVN - Medical		**1576.7**	1245.7	2.4	21.1	175.9	112.1	**1557.2**	**19.6**	
Total Rank & File- Nursing - Medical			**2997.5**	**2617.8**	**13.4**	**37.2**	**308.8**	**152.9**	**3130.1**	**(132.6)**	
	Grand Totals		**3394.3**	**2982.5**	**13.4**	**37.7**	**327.9**	**152.9**	**3514.4**	**(120.1)**	

Class Code	Institution	Class	Total Authorized Positions	Total Filled Positions June 10 Vacancies	918 Blanket Positions (As of 6/30/10)	Temp Help Pos (FTE) (As of 6/30/10)	Overtime (FTE) (As of 6/30/10)	Registry Positions (FTE) (As of June 10)	Total Position Usage	Position Usage Above / Below Authority	Comments:
			A	B	C	D	E	F	G	H	
									B+C+D+ E+F=G	A-G=H	
	Totals										
7547	CMO		**13.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**	**10.0**	**3.0**	
9267	Chief P&S		**35.0**	**31.0**	**0.0**	**0.0**	**0.1**	**0.0**	**31.1**	**3.9**	
Total Management			**48.0**	**41.0**	**0.0**	**0.0**	**0.1**	**0.0**	**41.1**	**6.9**	
9269	P&S-CF		**73.0**	**69.0**	**4.0**	**0.0**	**1.0**	**0.0**	**74.0**	**(1.0)**	
9263	P&S-IM/FP		**221.5**	**203.6**	**1.0**	**3.3**	**1.7**	**10.6**	**220.1**	**1.4**	
8016	PA		**27.5**	**24.5**	**2.0**	**0.0**	**0.7**	**22.5**	**49.7**	**(22.2)**	
9278	NP		**43.0**	**37.0**	**1.0**	**0.0**	**2.3**	**11.2**	**51.5**	**(8.5)**	
Total Primary Care Providers			**365.0**	**334.1**	**8.0**	**3.3**	**5.7**	**44.2**	**395.3**	**(30.3)**	
	Grand Totals		**413.0**	**375.1**	**8.0**	**3.3**	**5.9**	**44.2**	**436.4**	**(23.4)**	

GOAL 4

IMPLEMENT QUALITY IMPROVEMENT PROGRAMS

Objective 4.1: Establish Clinical Quality Measurement and Evaluation Program.

Action 4.1.2: By July 2009, working with the Office of the Inspector General to establish an audit program focused on compliance with Plata requirements.

Reporting/Responsible Division:
Program Compliance Branch, CCHCS

Performance Measure:
Based on requirements of the *Plata* Stipulated Agreement, an overall institution score as well as separate scores for each of the following twenty components of medical delivery is generated:

- Chronic Care
- Clinical Services
- Health Screening
- Specialty Services
- Urgent Services
- Emergency Services
- Prenatal Care/Childbirth/Post-delivery
- Diagnostic Services
- Access to healthcare information
- Outpatient Housing Unit
- Internal Reviews
- Patient-Inmate Transfers
- Clinical Operations
- Preventive Services
- Pharmacy Services
- Other Services
- Patient-Inmate Hunger Strikes
- Chemical Agent Contraindications
- Staffing levels and training
- Nursing Policy

Graph/Table Display:
Refer to page 71-72.

CCHCS Summary of OIG Medical Inspection Results Round 2

	Statewide Average	CIP - Sacramento September 2010	California Institution for Women October 2010	California Medical Facility September 2010	R.J. Donovan Correctional Facility October 2010	California Rehabilitation Center January 2011	Centinela State Prison December 2010	Pleasant Valley State Prison January 2011	Central California Women's Facility November 2010	California Men's Colony December 2010	Sierra Conservation Center February 2011	North Kern State Prison February 2011	CIP - Los Angeles County February 2011	California Correctional Institution April 2011	Valley State Prison for Women March 2011	Kern Valley State Prison April 2011	Substance Abuse Treatment Facility May 2011	San Quentin State Prison March 2011	High Desert State Prison May 2011	Deuel Vocational Institution June 2011	Folsom State Prison June 2011	CIP - Corcoran June 2011	California Correctional Center June 2011
Overall Score	78.9%	76.3%	77.5%	79.0%	73.0%	75.9%	74.7%	73.3%	77.5%	80.0%	87.5%	79.3%	78.4%	79.8%	82.2%	76.1%	75.7%	81.5%	77.8%	75.4%	89.1%	76.2%	89.5%
Chronic Care	72.8%	72.9%	72.6%	68.3%	66.9%	66.4%	71.7%	61.7%	64.4%	71.1%	77.4%	66.3%	76.5%	73.2%	81.7%	71.4%	74.6%	75.6%	83.0%	75.0%	82.9%	66.3%	80.8%
Clinical Services	72.9%	67.1%	66.4%	67.1%	60.7%	63.9%	74.5%	72.6%	76.7%	70.9%	84.3%	71.9%	72.7%	72.4%	75.9%	72.4%	73.7%	78.3%	72.6%	55.2%	82.1%	79.9%	92.5%
Health Screening	82.7%	83.4%	75.9%	74.8%	76.6%	78.7%	80.0%	73.0%	86.3%	94.2%	87.9%	89.1%	83.9%	76.0%	95.2%	77.2%	77.4%	90.6%	80.0%	80.4%	96.4%	83.6%	78.7%
Specialty Services	80.0%	62.8%	88.0%	75.7%	81.8%	78.9%	83.2%	76.2%	73.3%	76.1%	84.2%	81.5%	85.4%	86.6%	92.0%	77.9%	67.3%	83.4%	75.1%	82.1%	96.9%	61.8%	89.6%
Urgent Services	74.8%	61.5%	85.8%	85.4%	79.5%	75.8%	72.4%	59.0%	69.3%	74.1%	89.3%	70.5%	69.7%	76.4%	79.7%	69.2%	76.9%	66.9%	80.5%	63.6%	79.3%	78.6%	82.7%
Emergency Services	79.2%	82.2%	67.6%	79.5%	77.6%	90.2%	78.3%	96.9%	66.9%	85.2%	100.0%	82.1%	72.4%	82.2%	78.8%	70.7%	73.1%	58.3%	85.8%	57.4%	76.7%	81.4%	100.0%
Prenatal Care/Childbirth/Post-delivery	81.1%	n/a	80.9%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	81.3%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Diagnostic Services	78.1%	82.5%	81.5%	73.5%	79.4%	60.4%	68.3%	89.8%	65.2%	84.0%	99.0%	85.2%	82.7%	78.3%	76.9%	80.0%	67.9%	70.8%	67.7%	79.6%	84.8%	80.0%	80.8%
Access to Health Care Information	68.6%	75.5%	58.8%	72.5%	43.1%	72.5%	49.0%	49.0%	82.4%	77.5%	95.1%	80.4%	67.6%	72.5%	39.2%	62.7%	70.6%	98.0%	57.8%	50.0%	90.2%	45.1%	100.0%
Outpatient Housing Unit	91.4%	98.2%	60.2%	92.3%	n/a	86.1%	n/a	n/a	n/a	n/a	98.5%	n/a	n/a	92.7%	88.3%	n/a	n/a	100.0%	n/a	100.0%	n/a	91.9%	97.1%
Internal Reviews	76.3%	70.0%	85.7%	85.0%	62.2%	65.5%	70.0%	67.5%	85.5%	75.0%	79.3%	87.5%	63.3%	76.3%	85.7%	73.0%	63.0%	85.0%	73.0%	83.2%	100.0%	58.8%	83.2%
Inmate Transfers	87.9%	94.7%	100.0%	n/a	74.5%	100.0%	84.1%	81.3%	95.3%	100.0%	87.3%	86.0%	85.3%	81.3%	100.0%	81.3%	100.0%	76.7%	64.0%	90.7%	90.7%	86.0%	86.0%
Clinic Operations	95.0%	93.9%	100.0%	100.0%	81.2%	87.9%	91.5%	93.3%	100.0%	86.4%	95.5%	93.9%	94.2%	100.0%	97.0%	87.3%	100.0%	95.5%	96.1%	100.0%	100.0%	95.5%	100.0%
Preventive Services	76.9%	76.0%	71.3%	85.0%	70.0%	81.0%	58.7%	66.0%	81.0%	76.0%	96.0%	67.7%	75.3%	62.3%	92.0%	93.8%	69.3%	70.0%	72.0%	54.0%	100.0%	84.3%	90.0%
Pharmacy Services	93.6%	90.3%	97.6%	97.6%	93.1%	89.7%	86.2%	93.1%	100.0%	65.5%	86.2%	100.0%	84.5%	100.0%	93.1%	96.6%	97.6%	93.1%	95.5%	100.0%	100.0%	100.0%	100.0%
Other Services	92.7%	85.0%	70.0%	100.0%	100.0%	100.0%	77.8%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	82.4%	100.0%	100.0%	70.0%	100.0%	100.0%	55.0%	100.0%
Inmate Hunger Strikes	76.8%	60.0%	n/a	92.6%	93.7%	n/a	n/a	66.8%	n/a	100.0%	n/a	n/a	93.7%	n/a	n/a	66.3%	48.9%	83.2%	81.1%	n/a	n/a	58.9%	n/a
Chemical Agent Contraindications	92.9%	84.7%	100.0%	100.0%	100.0%	n/a	100.0%	75.0%	n/a	100.0%	76.5%	100.0%	78.8%	100.0%	73.5%	81.8%	94.1%	100.0%	100.0%	100.0%	100.0%	100.0%	n/a
Staffing Levels and Training	99.1%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	95.0%	95.0%	100.0%	95.0%	100.0%	100.0%	100.0%	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nursing Policy	73.8%	50.0%	77.1%	60.0%	50.0%	87.1%	80.0%	50.0%	80.0%	90.0%	50.0%	50.0%	80.0%	80.0%	50.0%	90.0%	60.0%	90.0%	60.0%	90.0%	100.0%	100.0%	100.0%

Legend:

Low Adherence to Policies & Procedures	< 75%
Moderate Adherence to Policies & Procedures	75% - 85%
High Adherence to Policies & Procedures	> 85%

The Office of the Inspector General ("OIG") audits encompass 20 components of medical delivery and comprise up to 152 questions. The questions are weighted based on their importance to the delivery of medical care to inmates. The percentages reported above represent the percentage of total weighted points possible for each of the 20 components. The OIG does not intend to determine the percentage score needed by an institution to meet constitutional standards.

CCHCS Summary of OIG Medical Inspection Results Round 1 (Completed)	Statewide Average	CIP - Sacramento September 2008	California Medical Facility October 2008	R.J. Donovan Correctional Facility November 2008	Centinela State Prison December 2008	Deuel Vocational Institution January 2009	Central California Women's Facility February 2009	California Men's Colony February 2009	Sierra Conservation Center March 2009	CIP - Los Angeles County April 2009	Pleasant Valley State Prison April 2009	California Correctional Institution May 2009	California Rehabilitation Center June 2009	California Institution for Women June 2009	Avenal State Prison July 2009	San Quentin State Prison August 2009	High Desert State Prison September 2009	California Correctional Center October 2009	North Kern State Prison November 2009	Kern Valley State Prison December 2009	Folsom State Prison December 2009	CIP - Solano January 2010	Substance Abuse Treatment Facility February 2010	Valley State Prison for Women January 2010	Ironwood State Prison February 2010	Chuckawalla Valley State Prison March 2010	CIP - Corcoran March 2010	Calipatria State Prison April 2010	Correctional Training Facility April 2010	Mule Creek State Prison April 2010	Juliana Valley State Prison May 2010	California Institution for Men May 2010	Pelican Bay State Prison June 2010	Wasco State Prison June 2010
Overall Score	71.9%	65.2%	72.4%	68.0%	74.4%	72.6%	77.9%	71.3%	76.1%	71.7%	64.5%	64.3%	74.3%	69.6%	70.4%	68.2%	62.4%	73.4%	72.2%	64.0%	83.2%	67.1%	68.1%	80.0%	68.3%	69.4%	68.9%	76.6%	72.0%	74.5%	74.1%	81.4%	81.0%	75.9%
Chronic Care	61.5%	62.7%	83.6%	48.8%	80.9%	73.5%	73.2%	57.3%	75.0%	70.1%	56.9%	61.8%	67.1%	69.6%	59.2%	64.6%	45.0%	45.7%	58.9%	37.6%	78.8%	42.3%	57.8%	70.5%	38.7%	51.5%	57.5%	75.0%	56.2%	69.8%	57.1%	61.5%	70.2%	51.7%
Clinical Services	65.4%	67.0%	87.1%	67.2%	80.1%	72.8%	74.1%	74.2%	71.1%	65.5%	46.7%	57.4%	70.2%	61.7%	64.4%	46.6%	51.1%	65.9%	64.0%	57.7%	75.8%	59.9%	56.1%	65.7%	60.8%	60.6%	68.0%	60.1%	59.2%	68.7%	61.1%	74.0%	69.1%	74.0%
Health Screening	76.9%	76.4%	86.8%	68.0%	77.8%	74.3%	84.3%	73.2%	61.0%	68.8%	67.1%	78.3%	74.2%	69.8%	80.7%	76.5%	72.3%	80.6%	71.9%	75.4%	88.8%	76.9%	72.7%	85.8%	82.3%	75.9%	72.7%	80.0%	64.2%	81.0%	83.7%	86.1%	85.1%	86.3%
Specialty Services	66.2%	47.4%	42.6%	62.3%	59.6%	53.4%	52.6%	63.4%	73.1%	70.3%	60.6%	57.3%	59.2%	63.1%	74.1%	58.0%	53.2%	70.7%	60.7%	61.7%	80.1%	65.6%	61.5%	71.5%	82.4%	86.1%	55.1%	74.5%	69.0%	75.8%	71.0%	83.3%	96.2%	70.5%
Urgent Services	78.4%	82.8%	79.1%	73.2%	80.2%	77.5%	89.4%	83.7%	89.1%	80.2%	80.6%	82.8%	82.7%	81.2%	75.4%	75.4%	70.2%	62.9%	74.9%	63.7%	79.8%	61.0%	67.6%	70.4%	78.2%	66.9%	70.2%	77.9%	75.7%	88.3%	74.8%	74.6%	83.8%	79.6%	92.3%	85.2%
Emergency Services	78.3%	47.5%	72.1%	89.7%	76.7%	71.0%	80.1%	85.5%	75.9%	84.0%	82.8%	77.9%	72.9%	80.0%	78.1%	78.3%	72.1%	89.7%	81.0%	71.9%	83.6%	82.4%	69.6%	88.2%	73.2%	73.1%	88.2%	85.2%	81.0%	64.0%	82.8%	90.4%	81.0%	72.8%
Prenatal Care/Childbirth/Post-delivery	71.1%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	61.3%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	80.8%	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Diagnostic Services	68.8%	68.1%	72.2%	64.0%	74.4%	73.7%	83.8%	70.0%	85.7%	54.0%	64.6%	60.4%	58.5%	70.6%	86.7%	69.4%	42.9%	70.8%	67.9%	85.6%	80.4%	59.8%	56.0%	81.3%	57.5%	56.2%	67.7%	57.5%	71.5%	68.1%	77.1%	67.7%	57.1%	89.2%
Access to healthcare information	63.8%	39.2%	58.8%	44.1%	82.4%	58.8%	53.9%	39.2%	82.4%	72.5%	62.7%	54.9%	77.5%	58.8%	19.6%	53.9%	58.8%	77.5%	72.5%	72.5%	77.5%	57.8%	56.9%	75.5%	49.0%	49.0%	72.5%	37.3%	77.5%	72.5%	88.2%	77.5%	100.0%	75.5%
Outpatient Housing Unit	81.1%	75.6%	85.5%	n/a	n/a	82.8%	n/a	n/a	75.2%	n/a	n/a	73.3%	74.8%	63.3%	71.3%	83.3%	n/a	82.3%	n/a	n/a	n/a	n/a	n/a	88.5%	89.8%	99.0%	61.7%	92.5%	87.1%	n/a	n/a	93.1%	n/a	n/a
Internal Reviews	78.0%	70.4%	68.8%	100.0%	60.8%	93.3%	97.9%	70.4%	60.4%	73.0%	70.5%	60.0%	90.5%	95.1%	65.5%	68.8%	62.5%	85.5%	85.0%	68.8%	98.0%	75.0%	72.5%	85.5%	87.5%	67.5%	65.8%	75.0%	93.0%	82.5%	72.5%	95.7%	68.8%	87.5%
Inmate Transfers	87.8%	75.3%	50.0%	89.5%	100.0%	78.9%	100.0%	94.2%	95.3%	100.0%	76.0%	43.2%	100.0%	80.0%	100.0%	100.0%	100.0%	92.6%	95.8%	100.0%	95.3%	78.9%	100.0%	100.0%	95.3%	73.3%	86.7%	100.0%	67.9%	68.4%	85.3%	93.3%	92.9%	88.9%
Clinic Operations	92.2%	91.0%	82.8%	94.9%	81.8%	87.9%	85.9%	84.8%	87.9%	90.0%	92.7%	90.6%	86.4%	97.9%	93.9%	100.0%	90.9%	97.0%	90.0%	96.6%	93.9%	83.9%	98.5%	100.0%	97.0%	90.9%	90.3%	100.0%	90.9%	100.0%	95.5%	94.8%	92.6%	89.7%
Preventive Services	43.9%	32.1%	43.7%	24.0%	19.0%	21.7%	58.7%	53.0%	28.0%	20.0%	27.3%	7.3%	82.0%	32.6%	60.3%	48.7%	24.0%	36.7%	55.0%	27.3%	56.7%	58.0%	36.0%	81.4%	33.7%	48.3%	30.3%	48.3%	51.0%	40.0%	42.0%	70.7%	81.3%	70.0%
Pharmacy Services	87.5%	74.5%	75.9%	93.3%	57.8%	92.0%	92.0%	90.8%	90.8%	100.0%	72.4%	79.3%	79.3%	95.2%	92.1%	86.2%	100.0%	69.0%	93.1%	82.8%	100.0%	89.0%	90.0%	86.2%	82.8%	82.8%	86.2%	96.6%	88.6%	93.1%	100.0%	95.9%	93.4%	86.2%
Other Services	84.2%	90.6%	100.0%	100.0%	100.0%	100.0%	100.0%	90.9%	55.0%	100.0%	70.0%	85.0%	70.0%	57.1%	70.0%	85.0%	72.7%	100.0%	50.0%	50.0%	70.0%	75.0%	100.0%	100.0%	85.0%	100.0%	92.7%	100.0%	66.7%	85.0%	89.3%	100.0%	100.0%	68.8%
Inmate Hunger Strikes	57.0%	10.5%	31.6%	10.5%	31.6%	n/a	100.0%	71.1%	n/a	42.1%	36.8%	45.8%	n/a	n/a	n/a	53.7%	44.2%	68.4%	n/a	46.3%	n/a	87.9%	78.9%	n/a	n/a	n/a	30.0%	100.0%	n/a	81.6%	26.3%	100.0%	100.0%	n/a
Chemical Agent Contraindications	92.8%	100.0%	86.8%	94.1%	89.4%	89.4%	64.7%	100.0%	100.0%	90.6%	66.3%	66.3%	100.0%	100.0%	100.0%	89.4%	100.0%	100.0%	100.0%	60.0%	100.0%	100.0%	100.0%	100.0%	100.0%	n/a	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	78.8%	94.1%
Staffing levels and training	95.9%	95.0%	95.0%	100.0%	100.0%	95.0%	85.0%	100.0%	100.0%	90.0%	80.0%	90.0%	85.0%	85.0%	100.0%	95.0%	100.0%	100.0%	95.0%	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	80.0%
Nursing Policy	76.8%	78.6%	35.7%	88.6%	71.4%	35.7%	100.0%	78.6%	94.3%	57.1%	100.0%	50.0%	75.7%	64.3%	67.1%	70.0%	88.6%	94.3%	71.4%	57.1%	74.3%	71.4%	71.4%	100.0%	50.0%	71.4%	85.7%	100.0%	100.0%	88.6%	100.0%	92.9%	50.0%	100.0%

Legend:

Low Adherence to Policies & Procedures	< 75%
Moderate Adherence to Policies & Procedure	75% - 85%
High Adherence to Policies & Procedures	> 85%

The Office of the Inspector General ("OIG") audits encompass 20 components of medical delivery and comprise up to 162 questions. The questions are weighted based on their importance to the delivery of medical care to inmates. The percentages reported above represent the percentage of total weighted points possible for each of the 20 components. The OIG does not intend to determine the percentage score needed by an institution to meet constitutional standards.

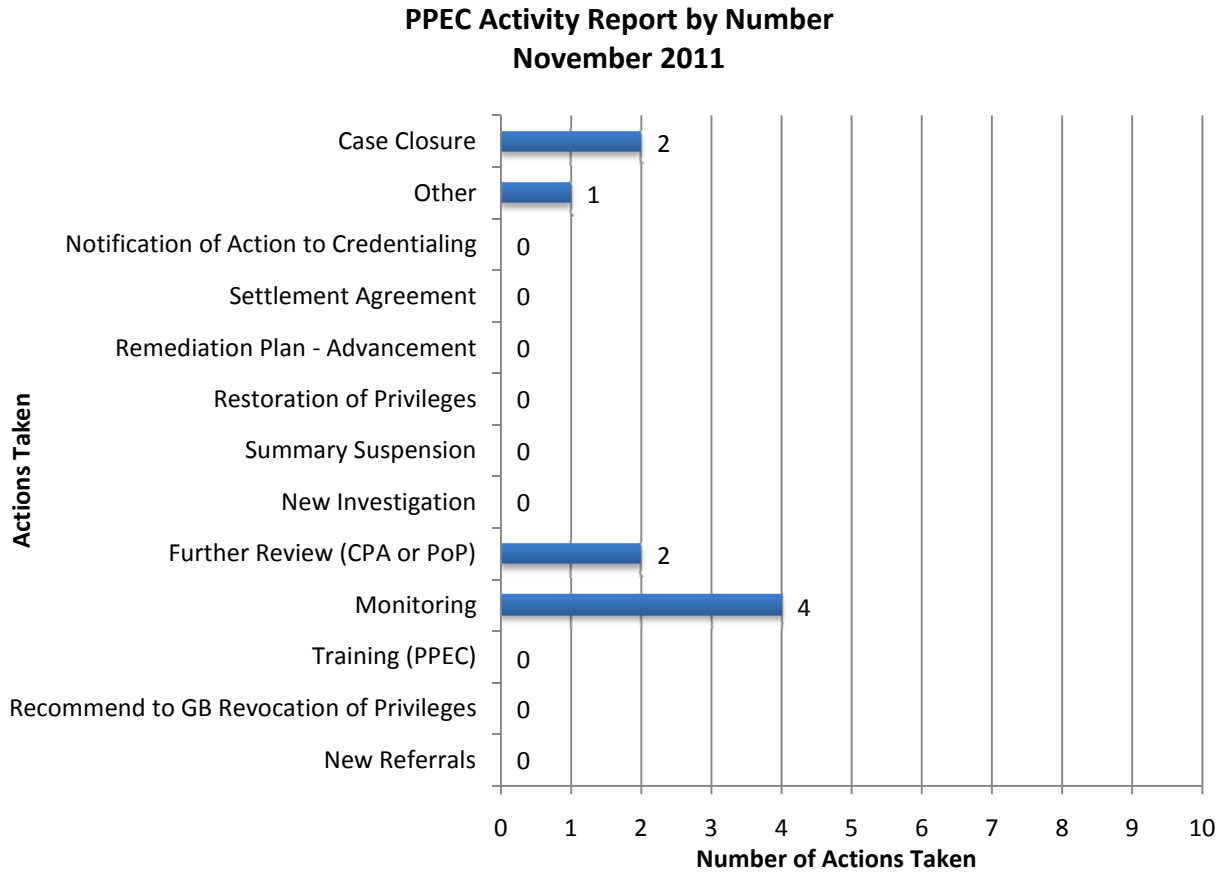
Objective 4.3: Establish Medical Peer Review and Discipline Process to Ensure Quality of Care.

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.

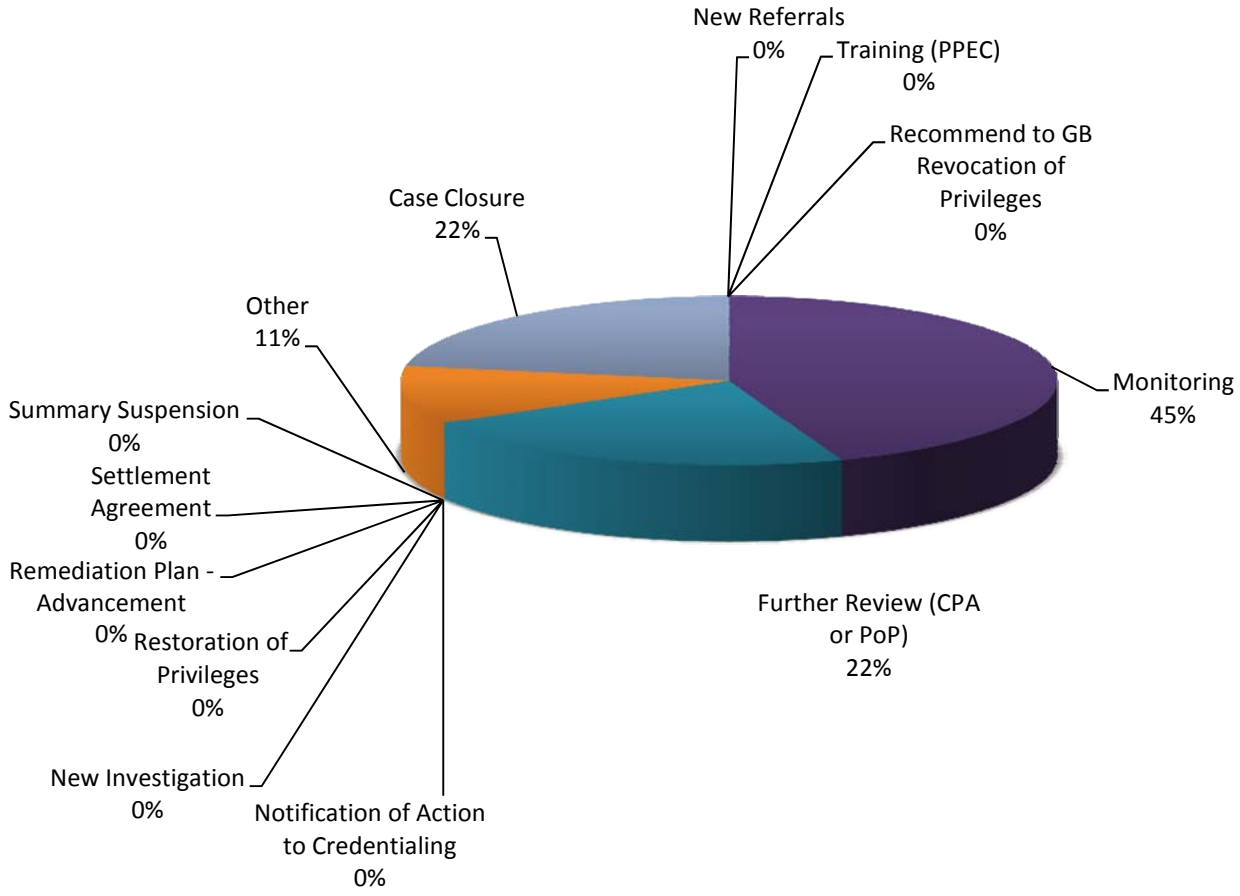
Reporting/Responsible Division:
Clinical Practice Review Section, CCHCS

Performance Measure:
Disposition of referrals to the Professional Practice Executive Committee (PPEC).

Graph/Table Display:



PPEC Activity Report by Percentage
November 2011



Results Explanation:

The data represented pertains to licensed independent practitioners including, physicians and surgeons, psychiatrists, psychologists, dentists, nurse practitioners, physician assistants and licensed and unlicensed clinical social workers.

Case Closure *is defined as licensed independent practitioners that are deemed to be practicing at an appropriate standard of care after conclusion of training/monitoring or a peer review investigation.*
Training/Monitoring *is the manner in which practitioner's are supported in the development of clinical competency through training, education, and monitoring.*
Additional Information Requested *is when the case requires further research to obtain clarification or additional documents for review prior to the committee making a determination for an appropriate action.*
Case Conference *is requested by PRSC when institution management is to provide a case conference to all medical staff regarding the overall best practice of care provided to a specific patient.*

Letters of Concern *a letter is sent to a community hospital requesting a review of patient care provided by the community hospital to a CDCR patient-inmate.*
Other *is defined as a matter being deferred, referrals to other units (i.e. Utilization Management (UM) and/or Quality Management (QM)).*
Notification of Action to Credentialing *is a notification to the Credentials Committee informing them of an action taken on a practitioner by PRSC or PPEC which may affect the approval of the practitioner's credentials.*
Settlement Agreement *is defined as a legal agreements between CDCR CCHCS and the practitioner that ceases administrative or legal action regarding a practitioner's privileges and/or employment.*
Referrals to PPEC *is defined as PRSC making recommendations to PPEC to initiate monitoring and/or initiate a formal peer review investigation.*
Further Review (CPA) *is defined as PRSC or PPEC requesting a Clinical Performance Appraisal of the practitioner's*
clinical care.
Further Review (CPA or POP) *is defined as PPEC requesting a Clinical Performance Appraisal or Pattern of Practice of the practitioner's clinical care.*
New Investigation *is defined as initiation of a formal peer review investigation.*
Summary Suspension *is defined as the suspension of all clinical or partial privileges in an effort to protect patient safety.*
Restoration of Privileges *is defined as returning the practitioner's privileges to allow the practitioner to resume patient care.*

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

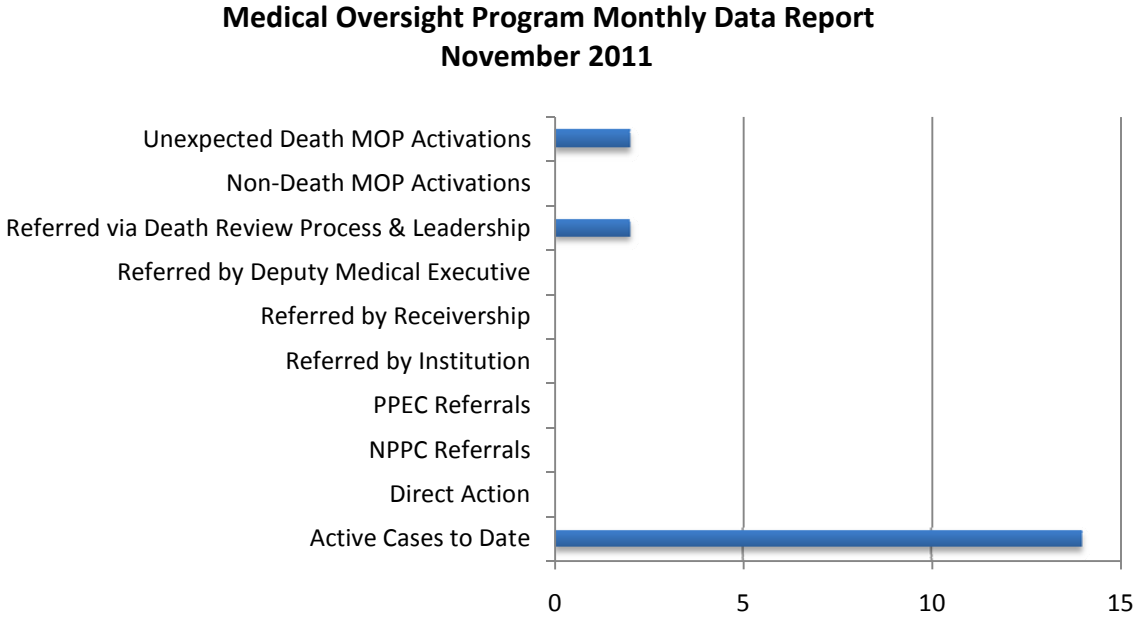
Action 4.4.1: By January 2009, fully staff and complete the implementation of a Medical Oversight Unit to control and monitor medical employee investigations.

Reporting/Responsible Division:
Clinical Operations Support Branch, CCHCS

Performance Measure:
Medical Oversight Program (MOP) activity and case disposition.

Outcome following MOP roll-outs.

Graph/Table Display:

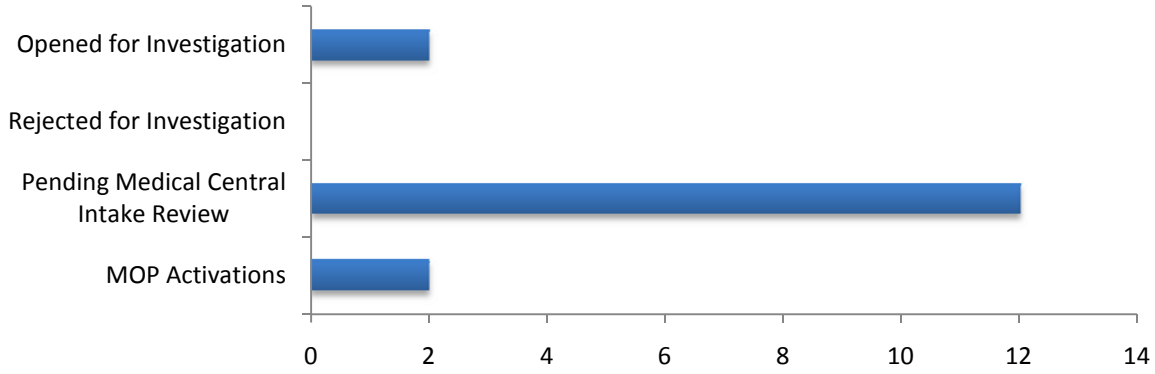


Results Explanation:
Unexpected Death MOP Activations is a death of a patient based on the "Inclusion Criteria" as follows: a death of a patient/inmate who: is 40 years of age or younger with no history of a chronic medical condition; a patient/inmate with two or more TTA visits in the last week of life; who submitted two or more request for health care services in the last week of life; or the institution's heath care management staff reports possible inappropriate, absent, or untimely medical care; the institution's health care management staff directly attributes death due to asthma or a seizure condition; or the deceased returned from an off-site emergency room visit or an acute care inpatient stay within the last 14 days prior to death Medication error resulting in patient death.

Non-Death MOP Activations is an unexpected occurrence involving death or serious physical or psychological injury, or the risk thereof. Serious injury specifically includes loss of limb or function.
Referred via Death Review process & Leadership are cases referred to MOP through death review process and activated by the MOP Physician and Nursing Executive Leadership.
Referred by Deputy Medical Executive are cases referred to MOP by the Institutional Deputy Medical Executive.
Referred by Receivership or Referred by Institution are cases referred by those entities to MOP.
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.
NPPC 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.
Direct Action referral is made when the facts support the allegations of the case that are adequate to permit the hiring authority to take direct adverse action against an employee.
Active Cases to Date are cases opened for investigation and heard on the Medical Intake Calendar.

Graph/Table Display:

Medical Oversight Program Monthly Data Report
November 2011



Results Explanation:

Opened for Investigation is a formal investigation conducted by MOP.
Rejected for Investigation is when a MOP inquiry does not result in a formal investigation being opened (e.g. due to insufficient facts to support an investigation**).**
Pending Medical Central Intake Review is case pending Medical Central Intake review to determine whether a case will be opened for investigation or rejected.
MOP Activations are cases referred to the Medical Oversight Program that meet inclusion criteria for Activation.

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

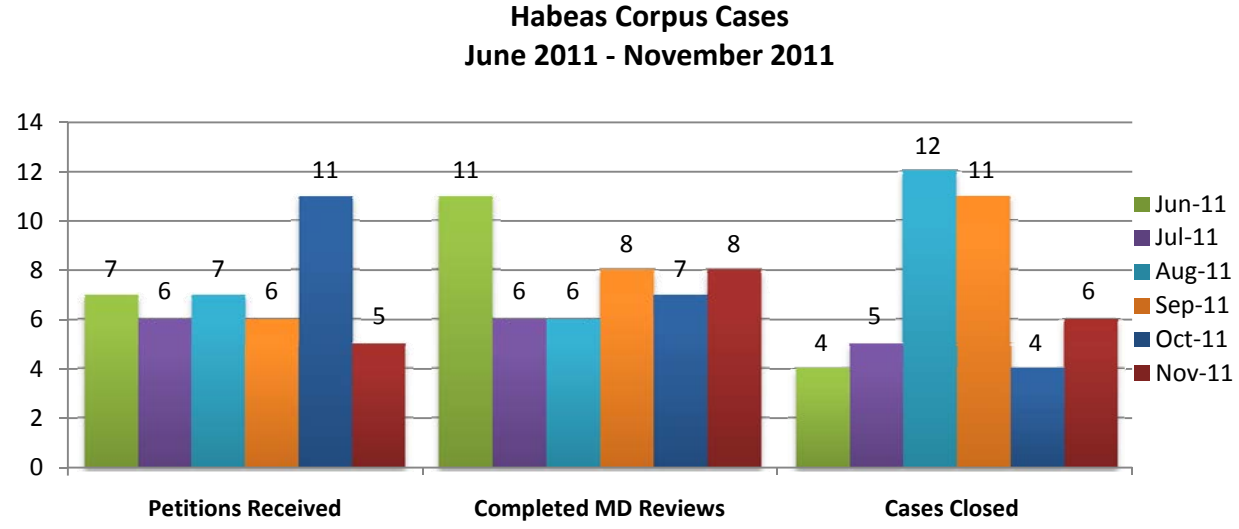
Reporting/Responsible Division:
Risk Management Branch, CCHCS

Performance Indicators:
Writ of Habeas Corpus activity.

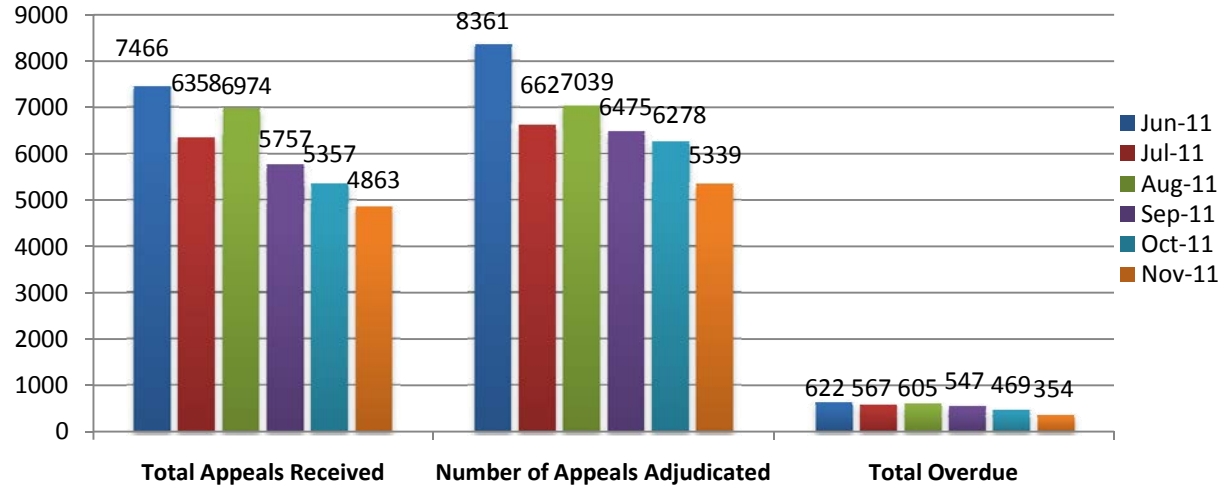
Number of patient-inmate appeals received from Institutions statewide (Healthcare Appeals Statewide): total appeals received, number of appeals adjudicated, and total number of appeals overdue.

Number of appeals received at the Third Level Appeals, final level of administrative review, (Office of Third Level Appeals): total appeals received, number of appeals adjudicated, total number of appeals overdue.

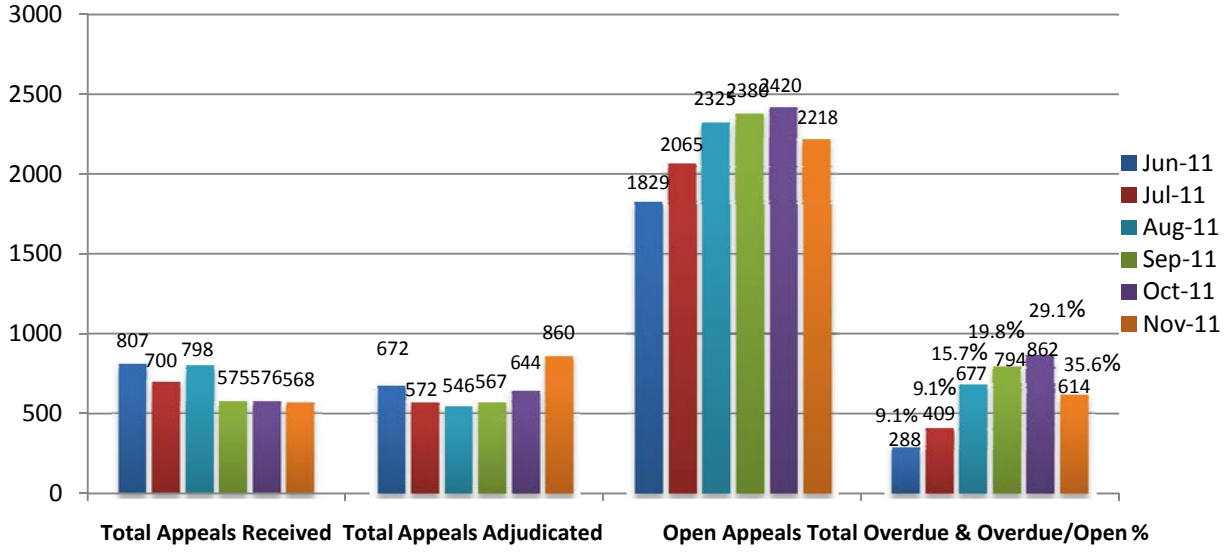
Graph/Table Display:



Healthcare Appeals - Institutions (Statewide)
June 2011 - November 2011



Health Care Appeals - Third Level
June 2011 - November 2011



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:
Allied Health Services, CCHCS

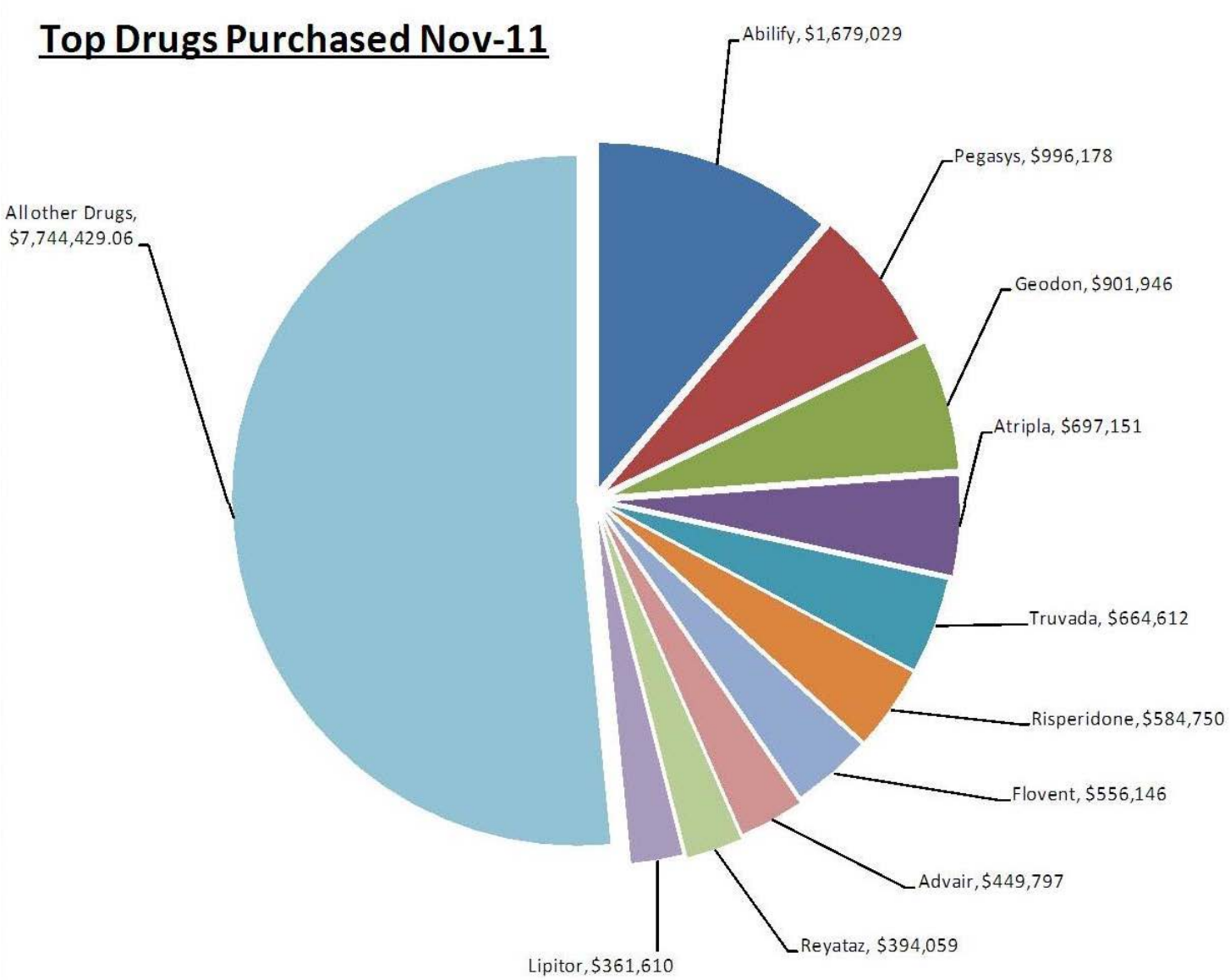
Performance Indicators:

- Top Drugs
- Top Therapeutic Category Purchases
- Central Fill Pharmacy Service Level

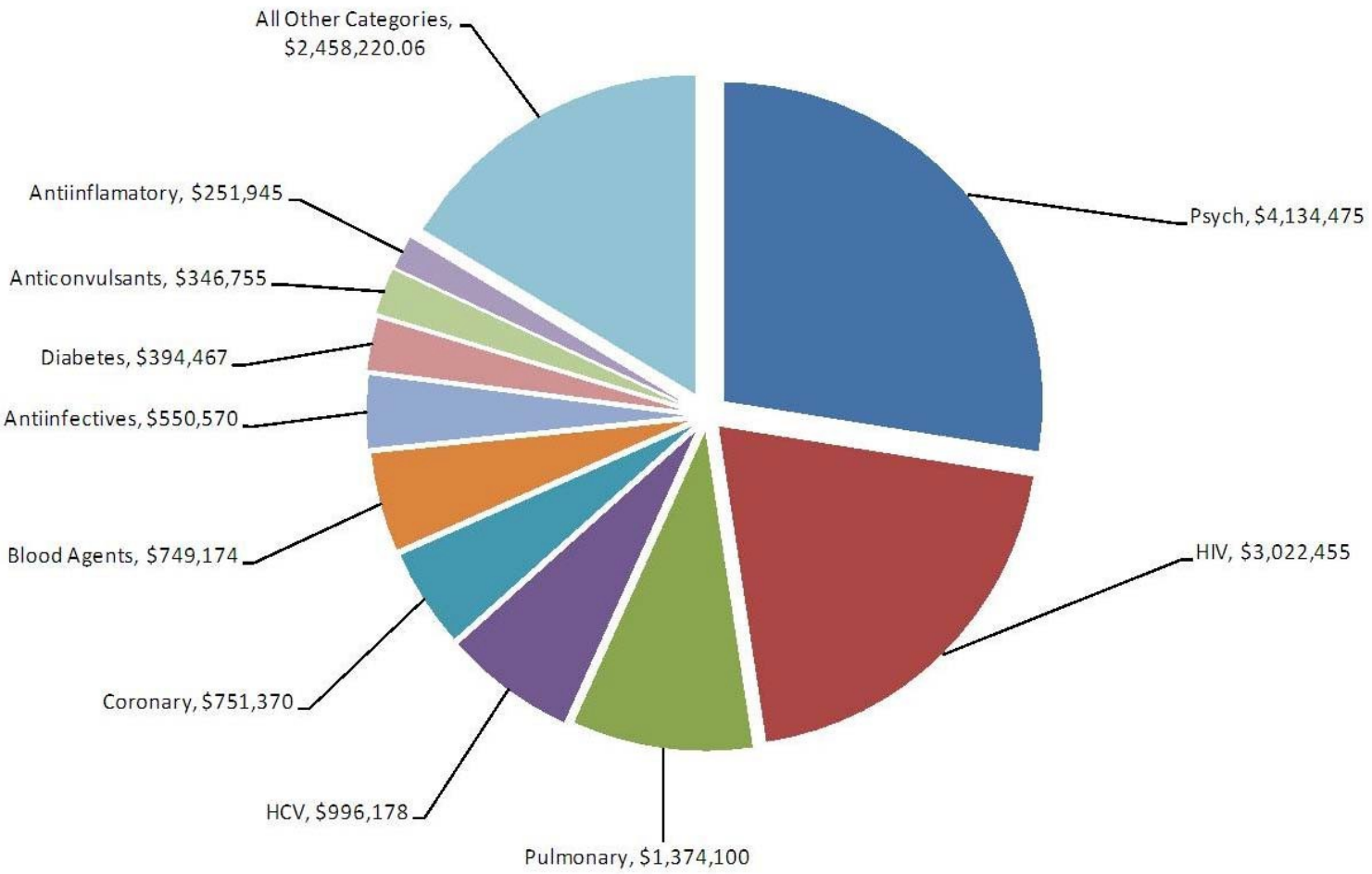
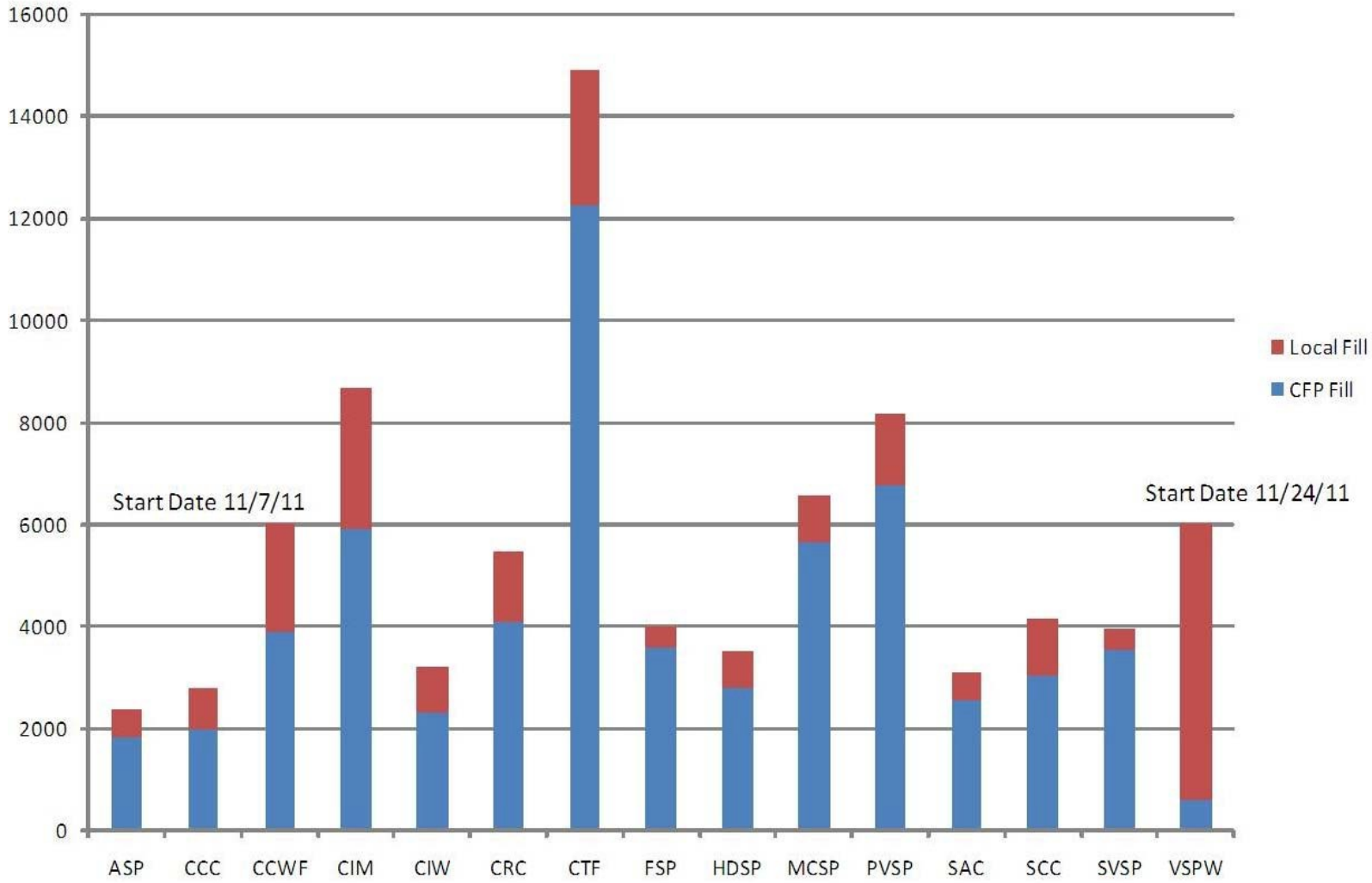
Graph/Table Display:
Refer to pages 82-84.

Results Explanation:
Each chart shows data for November 2011.

KOP *are Keep-on-Person prescriptions.*
CFP *is central fill pharmacy.*


Top Drugs Purchased Nov-11
Abilify, $1,679,029
Pegasys, $996,178
Geodon, $901,946
Atripla, $697,151
Truvada, $664,612
Risperidone, $584,750
Flovent, $556,146
Advair, $449,797
Reyataz, $394,059
Lipitor, $361,610
All other Drugs, $7,744,429.06

Top Therapeutic Categories Nov-11



Central Fill Pharmacy Service Level Nov-11