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 February 2012

February 29, 2012

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INTRODUCTION

This is the Receiver's February 2012 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 February 2012 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 6-21.

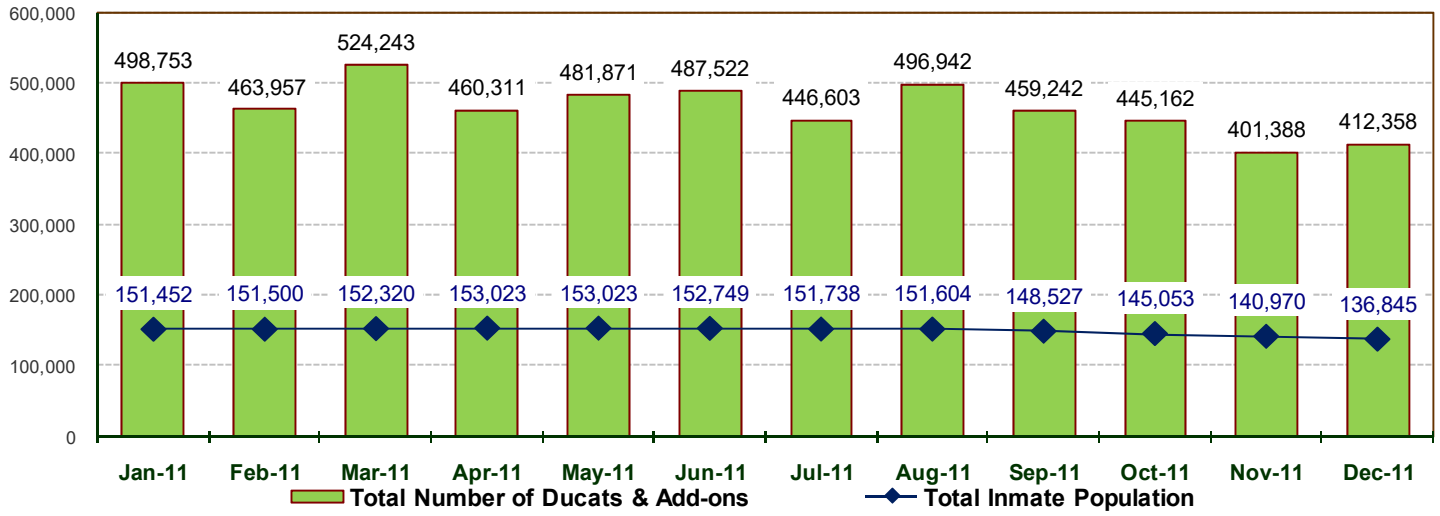
Results Explanation:
Refer to pages 3-5.

December Inmate Population *(excludes out-of-state inmates):*					**136,845**
	Medical (% of Medical)	**Mental Health** (% of Mental Health)	**Dental** (% of Dental)	**Diagnostic/Specialty** (% of Diagnostic/Specialty)	**Total** (% of Total)
Total Ducats & Add-ons:	**152,596**	**131,532**	**39,725**	**88,505**	**412,358**
Inmate Refusals:	**6,953**	**15,735**	**2,132**	**3,969**	**28,789**
	4.6%	12.0%	5.4%	4.5%	7.0%
Inmates Seen:	**135,731**	**102,610**	**34,420**	**78,772**	**351,533**
	88.9%	78.0%	86.6%	89.0%	85.2%
Inmates Not Seen:	**9,912**	**13,187**	**3,173**	**5,764**	**32,036**
	6.5%	10.0%	8.0%	6.5%	7.8%
Not Seen Due to Custody:	425	1,612	246	230	2,513
	0.3%	1.2%	0.6%	0.3%	0.6%
Not Seen Due to Provider:	6,573	8,316	2,065	3,529	20,483
	4.3%	6.3%	5.2%	4.0%	5.0%
Not Seen Due to Other:	2,914	3,259	862	2,005	9,040
	1.9%	2.5%	2.2%	2.3%	2.2%

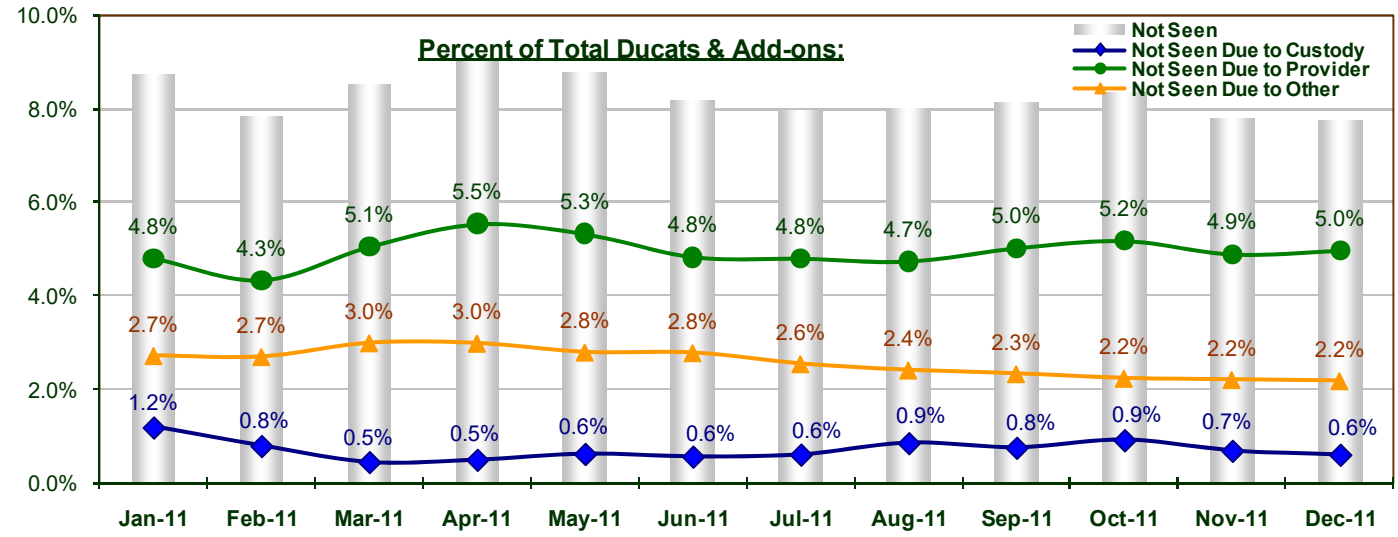
On-Site Specialty Care:	20,426	Off-Site Specialty Care:	5,946	Average Number of Inmates per Scheduled Transport:	1.48

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

Results Explanation

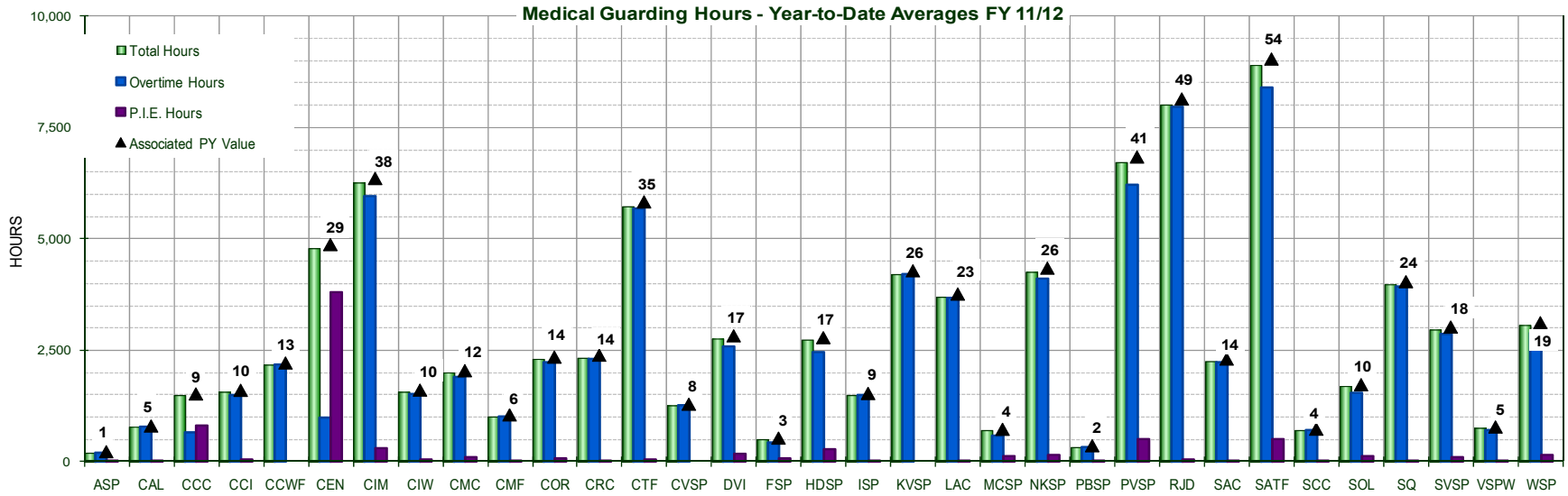


In December, institutions recorded a total of 412,358 ducats and add-ons (401,388 in November). Of those, 351,533 were seen, 28,789 resulted in inmate refusals, and 32,036 were categorized under *Inmates Not Seen* as follows: 2,513 for custody reasons, 20,483 for provider reasons, and 9,040 for other reasons.

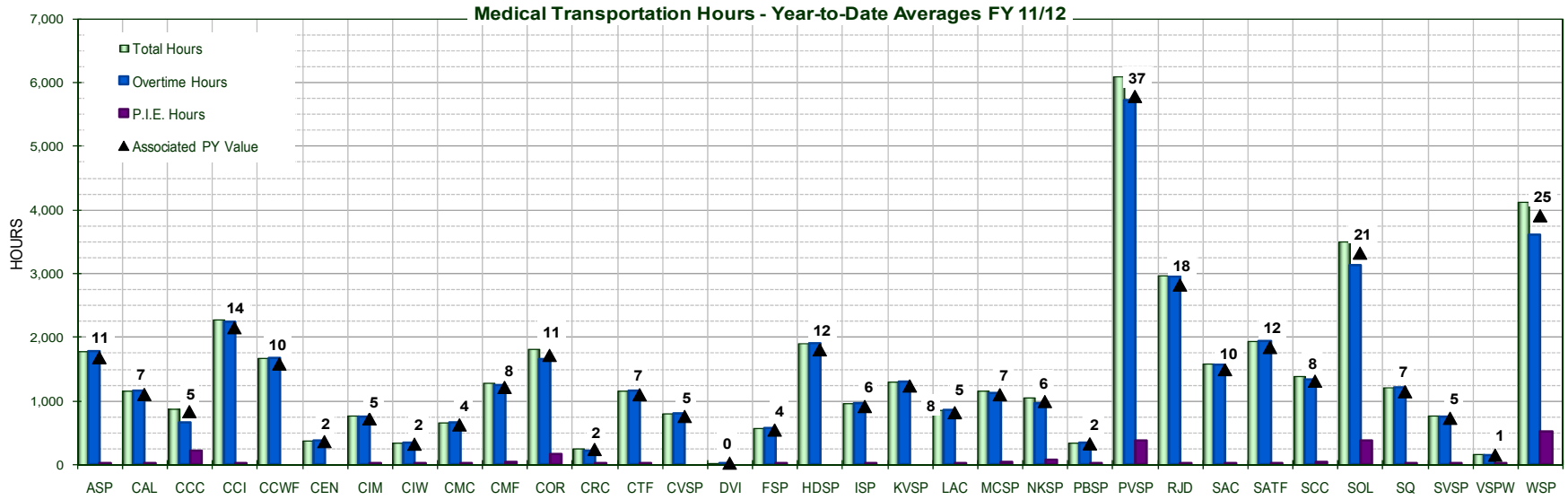


Medical Guarding and Transportation – Overtime and Permanent Intermittent Employee (P.I.E.)

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 Guarding Costs.



Medical Guarding Total Hours (based on FY year-to-date monthly averages) 93,296 (Overtime 85,623; P.I.E. 7,672) Associated PY Value 569



Medical Transportation Total Hours (based on FY year-to-date monthly averages) 47,315 (Overtime 45,282; P.I.E. 2,034) Associated PY Value 289

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 Inmates Seen*	93%	90%	88%
Seen for Medical Services*	93%	90%	93%
Seen for Mental Health Services*	93%	87%	82%
Seen for Dental Services*	90%	95%	89%
Seen for Diagnostic/Specialty Services*	96%	95%	92%

General Population (Males)												
Institutions	**ASP**	**CCC**	**CMC**	**CMF**	**CRC**	**CVSP**	**CTF**	**FSP**	**ISP**	**PVSP**	**SCC**	**SOL**
Over-all Percentage of Inmates Seen*	93%	96%	93%	94%	95%	94%	95%	94%	85%	93%	96%	90%
Seen for Medical Services*	93%	97%	95%	97%	97%	92%	97%	98%	85%	93%	98%	92%
Seen for Mental Health Services*	86%	97%	92%	84%	92%	91%	91%	88%	89%	95%	91%	84%
Seen for Dental Services*	98%	95%	94%	91%	94%	92%	90%	95%	83%	87%	92%	91%
Seen for Diagnostic/Specialty Services*	97%	97%	96%	94%	97%	98%	95%	94%	84%	93%	95%	94%

High Security (Males)											
Institutions	**CAL**	**CCI**	**CEN**	**COR**	**HDSP**	**KVSP**	**MCSP**	**PBSP**	**SAC**	**SATF**	**SVSP**
Over-all Percentage of Inmates Seen*	94%	94%	94%	85%	91%	90%	90%	92%	86%	92%	82%
Seen for Medical Services*	95%	95%	96%	90%	94%	90%	98%	94%	89%	92%	90%
Seen for Mental Health Services*	89%	90%	94%	74%	85%	92%	85%	92%	83%	92%	76%
Seen for Dental Services*	94%	97%	89%	89%	86%	87%	94%	90%	86%	93%	89%
Seen for Diagnostic/Specialty Services*	94%	94%	93%	94%	89%	89%	89%	92%	87%	92%	91%

Reception Centers							
Institutions	**CIM**	**DVI**	**LAC**	**NKSP**	**RJD**	**SQ**	**WSP**
Over-all Percentage of Inmates Seen*	92%	92%	92%	91%	93%	94%	90%
Seen for Medical Services*	92%	89%	93%	89%	94%	93%	92%
Seen for Mental Health Services*	90%	92%	94%	93%	91%	93%	90%
Seen for Dental Services*	92%	91%	89%	94%	93%	95%	97%
Seen for Diagnostic/Specialty Services*	93%	98%	83%	93%	96%	94%	87%

**Excludes inmate refusals*

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
December 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*	93%	94%	96%	94%	93%	94%	92%	90%	93%	94%	85%	95%	95%	94%	92%	94%	91%
Seen for Medical Services*	93%	95%	97%	95%	93%	96%	92%	90%	95%	97%	90%	97%	97%	92%	89%	98%	94%
Seen for Mental Health Services*	86%	89%	97%	90%	93%	94%	90%	87%	92%	84%	74%	92%	91%	91%	92%	88%	85%
Seen for Dental Services*	98%	94%	95%	97%	90%	89%	92%	95%	94%	91%	89%	94%	90%	92%	91%	95%	86%
Seen for Diagnostic/Specialty Services*	97%	94%	97%	94%	96%	93%	93%	95%	96%	94%	94%	97%	95%	98%	98%	94%	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	5,676	4,372	5,162	5,093	3,215	3,832	5,302	1,929	5,859	2,540	4,783	4,038	6,263	3,117	3,162	3,245	4,073
Total No. of Ducats Issued & Add-on Appts	13,752	6,146	5,551	10,706	15,444	9,873	12,856	10,868	25,098	15,045	13,750	9,325	14,393	5,100	12,184	6,372	11,700
Total Inmate Refusals	308	400	56	855	187	289	585	522	580	502	2,979	106	31	93	932	328	793
Total Inmates Seen	12,469	5,412	5,302	9,276	14,256	9,052	11,275	9,347	22,836	13,609	9,116	8,793	13,626	4,689	10,338	5,691	9,951
Total Inmates Not Seen	975	334	193	575	1,001	532	996	999	1,682	934	1,655	426	736	318	914	353	956
Not Seen Due to Custody	0	0	8	0	245	4	100	60	26	78	8	7	8	0	102	7	93
Not Seen Due to Provider	793	258	93	461	542	393	443	457	1,162	349	1,300	317	605	271	470	229	548
Not Seen Due to Other	182	76	92	114	214	135	453	482	494	507	347	102	123	47	342	117	315
Average Inmates per Scheduled Transport	1.58	1.25	1.91	1.29	1.64	1.76	1.83	2.17	1.61	1.09	1.78	2.45	1.89	2.45	1.00	1.11	1.04
Inmates Seen for On-Site Specialty Care	828	585	225	224	1,191	949	676	595	479	949	683	577	810	326	499	408	265
Inmates Seen for Off-Site Specialty Care	273	144	86	128	296	125	295	104	284	262	240	218	338	321	86	78	119
Timekeeper's Monthly Overtime & Expenditure Report																	
Medical Trans Inmate -C ode .16																	
Overtime Hours	1,986	1,338	1,228	2,302	1,784	288	601	0	723	1,362	1,762	257	1,342	762	42	453	1,743
Overtime Dollars	84,532	63,665	70,035	106,602	82,376	11,202	27,113	0	33,408	61,002	74,033	11,383	59,439	34,455	1,749	19,488	77,227
Permanent Intermittent Employee (P.I.E) Hours	8	3	102	30	0	0	5	0	0	17	40	0	0	0	0	8	0
P.I.E. Dollars	242	104	3,550	1,015	0	0	157	0	0	358	1,276	0	0	0	0	251	0
Medical Costs -C ode .08																	
Overtime Hours	114	1,079	478	2,106	2,945	993	3,335	0	2,212	1,368	1,734	2,635	8,343	1,765	1,470	258	2,396
Overtime Dollars	4,336	51,407	23,306	103,843	146,651	50,802	172,369	0	113,427	67,054	82,553	124,420	418,869	85,078	74,687	12,684	120,932
P.I.E. Hours	0	0	1,173	48	0	0	1,430	0	202	2	35	8	216	0	238	64	110
P.I.E. Dollars	0	0	40,557	1,677	0	0	42,616	0	6,997	89	881	277	7,481	0	7,520	1,981	3,818
Redirected Staff Hours																	
Transportation	403	0	22	468	189	12	0	0	-16	568	427	16	48	2	368	22	1,208
Medical Guarding	16	0	924	1,030	225	1,044	16	0	16	-692	24	56	119	72	1,920	16	2,453

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
December 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*	85%	90%	92%	90%	91%	92%	93%	93%	86%	92%	96%	90%	94%	82%	88%	90%	92%
Seen for Medical Services*	85%	90%	93%	98%	89%	94%	93%	94%	89%	92%	98%	92%	93%	90%	93%	92%	93%
Seen for Mental Health Services*	89%	92%	94%	85%	93%	92%	95%	91%	83%	92%	91%	84%	93%	76%	82%	90%	89%
Seen for Dental Services*	83%	87%	89%	94%	94%	90%	87%	93%	86%	93%	92%	91%	95%	89%	89%	97%	92%
Seen for Diagnostic/Specialty Services*	84%	89%	83%	89%	93%	92%	93%	96%	87%	92%	95%	94%	94%	91%	92%	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	**3,953**	**4,355**	**3,866**	**3,432**	**4,414**	**3,158**	**3,747**	**3,845**	**2,875**	**5,989**	**5,044**	**4,454**	**4,358**	**3,947**	**2,750**	**4,997**	**136,845**
Total No. of Ducats Issued & Add-on Appts	**5,524**	**9,000**	**18,798**	**10,842**	**16,122**	**7,935**	**9,780**	**28,839**	**9,506**	**14,449**	**9,234**	**11,101**	**16,147**	**17,914**	**14,113**	**14,891**	**412,358**
Total Inmate Refusals	**175**	**1,390**	**1,400**	**318**	**589**	**865**	**665**	**4,299**	**1,270**	**728**	**152**	**190**	**798**	**4,458**	**687**	**1,259**	**28,789**
Total Inmates Seen	**4,525**	**6,812**	**15,976**	**9,481**	**14,087**	**6,533**	**8,455**	**22,714**	**7,074**	**12,654**	**8,682**	**9,869**	**14,361**	**11,098**	**11,857**	**12,317**	**351,533**
Total Inmates Not Seen	**824**	**798**	**1,422**	**1,043**	**1,446**	**537**	**660**	**1,826**	**1,162**	**1,067**	**400**	**1,042**	**988**	**2,358**	**1,569**	**1,315**	**32,036**
Not Seen Due to Custody	52	1	97	2	12	39	36	251	213	17	105	83	101	551	202	5	2,513
Not Seen Due to Provider	647	278	896	839	973	322	397	978	735	734	203	656	409	1,631	834	1,260	20,483
Not Seen Due to Other	125	519	429	202	461	176	227	597	214	316	92	303	478	176	533	50	9,040
Average Inmates per Scheduled Transport	**1.60**	**1.27**	**1.94**	**1.17**	**1.39**	**1.36**	**1.56**	**1.00**	**1.25**	**1.08**	**1.06**	**1.35**	**1.10**	**1.23**	**1.24**	**1.33**	**1.48**
Inmates Seen for On-Site Specialty Care	**718**	**508**	**556**	**747**	**442**	**123**	**714**	**1,211**	**157**	**818**	**339**	**1,551**	**569**	**493**	**289**	**922**	**20,426**
Inmates Seen for Off-Site Specialty Care	**141**	**81**	**149**	**275**	**218**	**53**	**112**	**254**	**126**	**209**	**117**	**218**	**215**	**125**	**103**	**153**	**5,946**

Timekeeper's Monthly Overtime & Expenditure Report																	
Medical Trans Inmate - Code .16																	
Overtime Hours	701	1,016	770	923	669	396	5,276	2,507	1,657	1,812	1,393	1,870	988	752	177	1,184	**40,064**
Overtime Dollars	32,042	45,386	33,325	40,579	28,937	16,902	255,310	118,877	89,492	78,197	61,416	85,721	45,145	34,120	7,142	54,229	**$1,844,529**
Permanent Intermittent Employee (P.I.E) Hours	65	0	80	82	84	0	356	0	0	0	51	337	0	0	40	42	**1,349**
P.I.E. Dollars	1,519	0	2,251	2,087	2,630	0	9,065	0	0	0	1,764	11,227	0	17	1,372	1,186	**$40,071**
Medical Costs - Code .08																	
Overtime Hours	1,179	3,530	2,038	472	3,573	151	4,094	6,332	2,942	7,640	1,029	1,581	3,224	3,353	724	1,120	**76,214**
Overtime Dollars	55,271	161,716	97,050	24,003	179,497	8,285	192,274	307,964	758,850	368,243	44,941	74,712	172,290	163,032	33,497	57,027	**$4,351,072**
P.I.E. Hours	11	0	47	408	24	0	554	16	0	385	8	111	25	141	62	158	**5,478**
P.I.E. Dollars	253	0	1,419	11,083	616	0	17,026	357	0	12,650	277	3,792	755	4,876	2,144	4,068	**$173,209**
Redirected Staff Hours																	
Transportation	50	64	56	-92	-16	19	809	198	580	72	808	232	40	80	4	206	**6,845**
Medical Guarding	184	0	0	2,520	320	0	1,952	3,568	0	2,491	32	104	9	1,529	-453	903	**20,398**

	Medical Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
1	**Medical Ducats**	**2,693**	**2,731**	**2,176**	**4,201**	**4,022**	**5,641**	**3,124**	**2,410**	**3,774**	**5,037**	**3,318**	**2,650**	**5,004**	**1,318**	**5,508**	**2,431**	**1,881**
	1(a) Primary Care Provider Ducats	2,637	1,675	1,686	2,254	2,504	1,201	1,935	1,591	2,492	2,577	2,519	1,777	2,440	1,318	3,118	1,471	1,632
	1(b) RN Ducats	56	1,056	490	1,947	1,518	4,440	1,189	819	1,282	2,460	799	873	2,564	0	2,390	960	249
2	**Add-on Appointments**	**2,039**	**451**	**997**	**1,129**	**295**	**1,007**	**818**	**1,169**	**565**	**238**	**914**	**155**	**2,751**	**1,344**	**30**	**355**	**5,631**
3	**Inmate Refusals**	**84**	**169**	**27**	**290**	**50**	**131**	**86**	**55**	**20**	**162**	**472**	**25**	**10**	**37**	**581**	**143**	**450**
4	**Inmates Seen**	**4,333**	**2,849**	**3,045**	**4,791**	**3,952**	**6,227**	**3,546**	**3,169**	**4,108**	**4,937**	**3,380**	**2,699**	**7,500**	**2,422**	**4,398**	**2,577**	**6,604**
5	**Not Seen Due to Custody**	**0**	**0**	**2**	**0**	**28**	**3**	**33**	**0**	**0**	**2**	**6**	**1**	**1**	**0**	**79**	**2**	**55**
	5(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	0	0
	5(b) Modified program in effect	0	0	0	0	0	2	33	0	0	2	6	1	0	0	72	2	55
	5(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	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	2	0	28	0	0	0	0	0	0	0	1	0	0	0	0
6	**Not Seen Due to Provider**	**281**	**119**	**49**	**198**	**205**	**220**	**135**	**192**	**163**	**51**	**286**	**40**	**180**	**186**	**324**	**31**	**257**
	6(a) Unable to complete line	99	8	1	21	0	0	0	0	0	0	7	2	4	42	133	0	98
	6(b) Scheduling error	12	70	43	147	74	87	43	21	45	22	47	24	43	27	82	5	98
	6(c) Provider cancelled	170	39	1	30	129	130	92	171	118	28	207	13	133	115	109	26	58
	6(d) Lack of provider preparation	0	1	0	0	0	2	0	0	0	0	0	0	0	1	0	0	2
	6(e) Medically restricted movement	0	1	0	0	1	1	0	0	0	1	0	1	0	0	0	0	1
	6(f) Other reason	0	0	4	0	1	0	0	0	0	0	25	0	0	1	0	0	0
7	**Not Seen Due to Other**	**34**	**45**	**50**	**51**	**82**	**67**	**142**	**163**	**48**	**123**	**88**	**40**	**64**	**17**	**156**	**33**	**146**
	7(a) Inmate paroled or transferred	**7**	**12**	**15**	**33**	**12**	**22**	**48**	**69**	**33**	**12**	**13**	**10**	**20**	**5**	**36**	**13**	**35**
	7(b) Inmate received conflicting ducats	2	6	4	3	17	3	34	35	3	20	6	10	3	1	39	4	16
	7(c) Unit Health Record unavailable	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0
	7(d) Inmate moved to another facility	12	18	18	11	36	28	27	43	10	11	36	4	14	8	55	11	25
	7(e) Inmate at hospital/in-patient area of prison	12	9	12	3	10	12	22	8	0	12	25	16	15	3	9	4	17
	7(f) Inmate out to court	1	0	0	1	5	2	10	8	0	0	7	0	1	0	2	0	1
	7(g) Other reason	0	0	1	0	2	0	1	0	2	68	0	0	11	0	15	0	52
8	**Total Inmates Not Seen**	**315**	**164**	**101**	**249**	**315**	**290**	**310**	**355**	**211**	**176**	**380**	**81**	**245**	**203**	**559**	**66**	**458**
9	**Medical 7362s**	**2,452**	**2,187**	**472**	**3,417**	**327**	**1,003**	**1,319**	**1,925**	**2,742**	**680**	**3,487**	**1,404**	**1,110**	**1,541**	**3,243**	**700**	**2,025**

MONTHLY HEALTH CARE ACCESS QUALITY REPORT
December 2011

	Medical Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
1	**Medical Ducats**	**1,514**	**3,670**	**7,722**	**2,346**	**7,023**	**3,138**	**2,647**	**4,043**	**2,858**	**3,866**	**2,185**	**3,409**	**4,870**	**3,585**	**4,153**	**3,187**	**118,135**
	1(a) Primary Care Provider Ducats	1,114	2,468	2,358	1,639	1,325	570	1,828	1,949	1,638	3,340	1,050	2,389	2,380	1,692	2,663	1,797	65,027
	1(b) RN Ducats	400	1,202	5,364	707	5,698	2,568	819	2,094	1,220	526	1,135	1,020	2,490	1,893	1,490	1,390	53,108
2	**Add-on Appointments**	**518**	**203**	**1,395**	**381**	**2,488**	**72**	**913**	**817**	**295**	**1,489**	**2,508**	**120**	**681**	**798**	**1,065**	**830**	**34,461**
3	**Inmate Refusals**	**35**	**694**	**915**	**65**	**365**	**190**	**159**	**240**	**310**	**313**	**62**	**39**	**149**	**269**	**252**	**104**	**6,953**
4	**Inmates Seen**	**1,700**	**2,849**	**7,634**	**2,603**	**8,131**	**2,828**	**3,156**	**4,350**	**2,537**	**4,655**	**4,549**	**3,219**	**5,050**	**3,687**	**4,630**	**3,616**	**135,731**
5	**Not Seen Due to Custody**	**9**	**0**	**31**	**0**	9	**0**	7	**18**	**46**	0	**37**	**1**	**9**	**6**	**35**	**5**	**425**
	5(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	6
	5(b) Modified program in effect	0	0	31	0	6	0	7	0	2	0	37	0	0	0	35	0	291
	5(c) Not enough holding space	0	0	0	0	3	0	0	0	0	0	0	0	0	6	0	0	11
	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	9	0	0	0	0	0	0	18	44	0	0	0	9	0	0	5	116
6	**Not Seen Due to Provider**	**269**	**92**	**337**	**39**	**777**	**164**	**135**	**154**	**185**	**292**	**11**	**160**	**239**	**341**	**185**	**276**	**6,573**
	6(a) Unable to complete line	22	0	0	21	342	15	58	0	19	166	0	25	99	91	22	146	1,441
	6(b) Scheduling error	33	29	90	13	346	48	54	31	78	97	6	35	56	22	72	0	1,900
	6(c) Provider cancelled	210	62	247	5	73	99	22	122	75	29	5	79	83	227	88	127	3,122
	6(d) Lack of provider preparation	0	1	0	0	0	0	0	0	1	0	0	4	0	1	0	3	16
	6(e) Medically restricted movement	0	0	0	0	16	2	0	1	4	0	0	17	1	0	1	0	48
	6(f) Other reason	4	0	0	0	0	0	1	0	8	0	0	0	0	0	2	0	46
7	**Not Seen Due to Other**	**19**	**238**	**200**	**20**	**229**	**28**	**103**	**98**	**75**	**95**	**34**	**110**	**104**	**80**	**116**	**16**	**2,914**
	7(a) Inmate paroled or transferred	**11**	**10**	**92**	**2**	**68**	**3**	**35**	**38**	**7**	**26**	**10**	**56**	**28**	**5**	**46**	**0**	**832**
	7(b) Inmate received conflicting ducats	1	36	9	2	11	5	39	5	17	5	5	3	9	24	14	0	391
	7(c) Unit Health Record unavailable	1	5	1	0	2	0	0	0	1	2	0	0	0	10	0	0	24
	7(d) Inmate moved to another facility	3	22	58	8	121	15	12	25	21	23	7	34	23	21	27	0	787
	7(e) Inmate at hospital/in-patient area of prison	2	9	40	8	26	3	16	28	26	37	5	12	17	18	22	0	458
	7(f) Inmate out to court	1	1	0	0	0	0	0	1	3	1	0	5	1	1	4	0	56
	7(g) Other reason	0	155	0	0	1	2	1	1	0	1	7	0	26	1	3	16	366
8	**Total Inmates Not Seen**	**297**	**330**	**568**	**59**	**1,015**	**192**	**245**	**270**	**306**	**387**	**82**	**271**	**352**	**427**	**336**	**297**	**9,912**
9	**Medical 7362s**	**1,707**	**2,163**	**1,241**	**974**	**3,281**	**943**	**2,207**	**2,234**	**0**	**2,429**	**531**	**2,265**	**1,241**	**1,658**	**2,169**	**2,313**	**57,390**

	Mental Health Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
10	**Mental Health Ducats**	**3,217**	**199**	**57**	**2,020**	**6,301**	**526**	**3,082**	**3,031**	**11,846**	**1,984**	**5,538**	**2,324**	**1,463**	**158**	**2,480**	**1,434**	**762**
11	**Add-on Appointments**	**328**	**23**	**9**	**138**	**34**	**58**	**208**	**766**	**4,124**	**43**	**494**	**81**	**49**	**28**	**0**	**91**	**147**
12	**Unducated EOP Clinical Encounters**	**0**	**0**	**0**	**0**	**0**	**0**	**477**	**0**	**902**	**0**	**3,248**	**0**	**0**	**0**	**203**	**0**	**0**
13	**Inmate Refusals**	**68**	**16**	**1**	**354**	**19**	**6**	**398**	**388**	**428**	**61**	**2,101**	**7**	**0**	**1**	**159**	**16**	**116**
14	**Inmates Seen**	**2,980**	**183**	**63**	**1,624**	**5,896**	**545**	**2,613**	**2,952**	**14,273**	**1,643**	**2,896**	**2,214**	**1,380**	**169**	**2,125**	**1,329**	**673**
15	**Not Seen Due to Custody**	**0**	0	**0**	**0**	**170**	**1**	**19**	**60**	**26**	**75**	**1**	**1**	**7**	**0**	**2**	**0**	**1**
	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	0	170	0	19	60	26	75	0	1	7	0	2	0	1
	15(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	15(d) Lack of intra-facility transport	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	15(e) Other reason:	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
16	**Not Seen Due to Provider**	**428**	**21**	**0**	**157**	**176**	**15**	**96**	**181**	**843**	**149**	**824**	**168**	**112**	**10**	**82**	**155**	**75**
	16(a) Unable to complete line.	12	0	0	18	0	0	0	3	2	0	25	0	1	0	0	0	5
	16(b) Scheduling error.	58	0	0	24	23	3	27	74	94	43	83	12	4	1	3	1	14
	16(c) Provider cancelled.	357	21	0	115	0	12	68	104	747	105	714	155	107	9	79	154	55
	16(d) Medically restricted movement.	1	0	0	0	150	0	1	0	0	0	2	1	0	0	0	0	1
	16(e) Other reason	0	0	0	0	3	0	0	0	0	1	0	0	0	0	0	0	0
17	**Not Seen Due to Other**	**69**	**2**	**2**	**23**	**74**	**17**	**164**	**216**	**400**	**99**	**210**	**15**	**13**	**6**	**112**	**25**	**44**
	17(a) Inmate paroled or transferred	13	0	0	19	0	12	41	63	46	15	48	7	6	3	67	5	6
	17(b) Inmate received conflicting ducats	16	2	0	2	56	1	16	24	222	12	37	0	3	0	9	1	7
	17(c) Unit Health Record unavailable	0	0	0	0	0	1	0	0	0	0	2	0	0	0	0	0	2
	17(d) Inmate moved to another facility	24	0	1	0	8	1	92	69	33	4	35	0	3	3	20	17	11
	17(e) Inmate at hospital/in-patient area of hospital	11	0	1	2	10	2	14	52	64	7	58	8	1	0	5	2	2
	17(f) Inmate out to court	1	0	0	0	0	0	1	6	0	0	24	0	0	0	1	0	0
	17(g) Other reason	4	0	0	0	0	0	0	2	35	61	6	0	0	0	10	0	16
18	**Total Inmates Not Seen**	**497**	**23**	**2**	**180**	**420**	**33**	**279**	**457**	**1,269**	**323**	**1,035**	**184**	**132**	**16**	**196**	**180**	**120**
19	**Mental Health 7362s**	**243**	**73**	**13**	**187**	**0**	**11**	**114**	**467**	**60**	**575**	**523**	**128**	**16**	**7**	**395**	**99**	**288**

Mental Health Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
10 Mental Health Ducats	**148**	**1,824**	**4,745**	**3,342**	**2,044**	**3,419**	**2,084**	**15,024**	**3,997**	**2,312**	**1,784**	**2,934**	**4,604**	**10,254**	**4,808**	**5,138**	**114,883**
11 Add-on Appointments	**105**	**20**	**1,615**	**919**	**1**	**204**	**341**	**3,723**	**42**	**641**	**5**	**149**	**810**	**496**	**414**	**543**	**16,649**
12 Unducated EOP Clinical Encounters	**3**	**1,402**	**6,855**	**0**	**1,867**	**1,220**	**0**	**0**	**195**	**18,063**	**0**	**10**	**0**	**0**	**0**	**121**	**34,566**
13 Inmate Refusals	**34**	**274**	**217**	**79**	**16**	**599**	**101**	**3,746**	**723**	**75**	**63**	**105**	**484**	**3,871**	**209**	**1,000**	**15,735**
14 Inmates Seen	**195**	**1,443**	**5,758**	**3,550**	**1,896**	**2,771**	**2,211**	**13,670**	**2,739**	**2,647**	**1,579**	**2,514**	**4,579**	**5,199**	**4,098**	**4,203**	**102,610**
15 Not Seen Due to Custody	**0**	**0**	**11**	**1**	**0**	**32**	**15**	**215**	**102**	**13**	**43**	**71**	**74**	**537**	**135**	**0**	**1,612**
15(a) Lack of officers	0	0	0	0	0	0	0	0	0	6	0	3	0	0	6	0	15
15(b) Modified program in effect	0	0	11	1	0	5	15	157	99	7	42	67	73	487	129	0	1,454
15(c) Not enough holding space	0	0	0	0	0	3	0	0	0	0	0	0	1	0	0	0	4
15(d) Lack of intra-facility transport	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2
15(e) Other reason:	0	0	0	0	0	24	0	58	3	0	1	0	0	50	0	0	137
16 Not Seen Due to Provider	**12**	**55**	**253**	**540**	**19**	**88**	**47**	**692**	**423**	**160**	**88**	**298**	**74**	**1,085**	**512**	**478**	**8,316**
16(a) Unable to complete line.	0	0	68	19	1	1	7	2	18	5	0	75	0	275	23	16	576
16(b) Scheduling error.	10	15	12	85	12	3	17	118	35	26	4	39	28	314	101	0	1,283
16(c) Provider cancelled.	2	40	173	87	6	83	20	549	154	128	84	178	45	494	371	462	5,678
16(d) Medically restricted movement.	0	0	0	0	0	1	2	23	127	1	0	6	1	2	12	0	331
16(e) Other reason	0	0	0	349	0	0	1	0	89	0	0	0	0	0	5	0	448
17 Not Seen Due to Other	**12**	**72**	**121**	**91**	**114**	**133**	**51**	**424**	**52**	**58**	**16**	**95**	**203**	**58**	**268**	**0**	**3,259**
17(a) Inmate paroled or transferred	5	3	26	11	101	7	8	102	0	19	4	20	46	17	62	0	782
17(b) Inmate received conflicting ducats	1	12	16	14	6	6	11	91	12	8	7	33	31	17	127	0	800
17(c) Unit Health Record unavailable	0	1	0	0	0	10	0	0	0	1	0	1	0	0	0	0	18
17(d) Inmate moved to another facility	5	12	59	47	6	17	16	94	6	4	0	40	26	6	28	0	687
17(e) Inmate at hospital/in-patient area of hospital	1	0	16	9	1	56	14	73	33	16	2	1	40	11	38	0	550
17(f) Inmate out to court	0	0	1	2	0	0	2	3	1	0	0	0	4	4	6	0	56
17(g) Other reason	0	44	3	8	0	37	0	61	0	10	3	0	56	3	7	0	366
18 Total Inmates Not Seen	**24**	**127**	**385**	**632**	**133**	**253**	**113**	**1,331**	**577**	**231**	**147**	**464**	**351**	**1,680**	**915**	**478**	**13,187**
19 Mental Health 7362s	**9**	**350**	**596**	**295**	**107**	**46**	**513**	**415**	**140**	**107**	**22**	**286**	**452**	**257**	**378**	**388**	**7,560**

	Dental Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
20	**Dental Ducats**	**1,425**	**1,145**	**957**	**1,288**	**1,460**	**917**	**1,576**	**957**	**1,250**	**625**	**1,427**	**1,326**	**1,924**	**925**	**1,120**	**897**	**1,233**
21	**Add-on Appointments**	**145**	**29**	**56**	**101**	**45**	**53**	**52**	**24**	**166**	**21**	**38**	**59**	**17**	**72**	**33**	**43**	**125**
22	**Inmate Refusals**	**52**	**91**	**21**	**103**	**91**	**74**	**19**	**10**	**66**	**10**	**175**	**27**	**16**	**44**	**124**	**103**	**85**
23	**Inmates Seen**	**1,484**	**1,021**	**942**	**1,251**	**1,266**	**796**	**1,475**	**918**	**1,275**	**581**	**1,151**	**1,277**	**1,736**	**881**	**934**	**795**	**1,093**
24	**Not Seen Due to Custody**	**0**	**0**	**6**	**0**	**12**	**0**	**26**	**0**	**0**	**0**	**0**	**5**	**0**	**0**	**6**	**1**	**23**
	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	0	0	0	26	0	0	0	0	5	0	0	6	1	23
	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**	6	0	12	0	0	0	0	0	0	0	0	0	0	0	0
25	**Not Seen Due to Provider**	**15**	**42**	**30**	**21**	**125**	**86**	**75**	**24**	**63**	**32**	**109**	**51**	**157**	**52**	**41**	**22**	**119**
	25(a) Unable to complete line	0	**10**	2	3	0	6	1	0	2	0	18	0	0	8	19	0	20
	25(b) Scheduling error	14	**10**	2	9	4	13	16	1	8	4	12	10	3	2	0	20	14
	25(c) Provider cancelled	1	**22**	26	9	64	65	58	23	53	26	64	41	154	42	10	2	83
	25(d) Lack of provider preparation	0	**0**	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0
	25(e) Medically restricted movement	0	**0**	0	0	1	0	0	0	0	2	0	0	0	0	12	0	2
	25(f) Other reason	0	**0**	0	0	56	0	0	0	0	0	15	0	0	0	0	0	0
26	**Not Seen Due to Other**	**19**	**20**	**14**	**14**	**11**	**14**	**33**	**29**	**12**	**23**	**30**	**25**	**32**	**20**	**48**	**19**	**38**
	26(a) Inmate paroled or transferred	2	**6**	6	8	0	5	12	7	4	4	4	11	7	1	30	11	4
	26(b) Inmate received conflicting ducats	2	**3**	1	4	2	2	9	0	1	2	1	5	7	0	0	2	4
	26(c) Unit Health Record unavailable	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**
	26(d) Inmate moved to another facility	10	**1**	2	0	6	7	7	18	2	0	16	0	12	12	8	6	4
	26(e) Inmate at hospital/in-patient area of prison	4	**3**	2	0	3	0	1	1	0	3	1	8	4	1	0	0	1
	26(f) Inmate out to court	0	**0**	0	0	0	0	4	3	1	0	3	0	0	0	2	0	0
	26(g) Other reason	1	**7**	3	2	0	0	0	0	4	14	5	1	1	6	8	0	25
27	**Total Inmates Not Seen**	**34**	**62**	**50**	**35**	**148**	**100**	**134**	**53**	**75**	**55**	**139**	**81**	**189**	**72**	**95**	**42**	**180**
28	**Dental 7362s**	**538**	**182**	**210**	**399**	**357**	**279**	**456**	**201**	**267**	**396**	**377**	**313**	**338**	**181**	**295**	**270**	**336**

	Dental Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
20	**Dental Ducats**	**1,269**	**1,339**	**948**	**1,034**	**771**	**577**	**1,175**	**977**	**823**	**1,391**	**1,338**	**1,217**	**1,294**	**1,186**	**1,191**	**927**	**37,909**
21	**Add-on Appointments**	**74**	**18**	**31**	**18**	**57**	**25**	**74**	**125**	**16**	**122**	**15**	**22**	**27**	**42**	**23**	**48**	**1,816**
22	**Inmate Refusals**	**80**	**155**	**49**	**38**	**39**	**27**	**74**	**59**	**70**	**54**	**11**	**24**	**66**	**91**	**153**	**31**	**2,132**
23	**Inmates Seen**	**1,050**	**1,045**	**827**	**953**	**742**	**518**	**1,020**	**970**	**661**	**1,352**	**1,238**	**1,110**	**1,188**	**1,010**	**943**	**917**	**34,420**
24	**Not Seen Due to Custody**	**29**	**1**	**11**	**0**	**3**	**0**	**14**	**3**	**62**	**0**	**16**	**10**	**6**	**2**	**10**	**0**	**246**
	24(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	4	5	0	0	0	9
	24(b) Modified program in effect	0	1	6	0	3	0	8	1	62	0	16	5	0	2	10	0	175
	24(c) Not enough holding space	0	0	5	0	0	0	6	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	1	0	0	0	0	1
	24(e) Other reason	29	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	50
25	**Not Seen Due to Provider**	**132**	**56**	**59**	**46**	**32**	**46**	**125**	**47**	**38**	**78**	**70**	**69**	**23**	**114**	**39**	**27**	**2,065**
	25(a) Unable to complete line	54	15	1	7	12	11	13	0	6	3	0	15	0	14	0	6	246
	25(b) Scheduling error	22	10	10	4	12	3	33	7	12	17	0	8	6	9	7	0	302
	25(c) Provider cancelled	45	27	46	35	5	32	73	40	14	56	70	29	17	91	27	21	1,371
	25(d) Lack of provider preparation	2	0	0	0	0	0	6	0	2	1	0	4	0	0	0	0	17
	25(e) Medically restricted movement	0	4	2	0	3	0	0	0	3	1	0	13	0	0	5	0	48
	25(f) Other reason	9	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	81
26	**Not Seen Due to Other**	**52**	**100**	**33**	**15**	**12**	**11**	**16**	**23**	**8**	**29**	**18**	**26**	**38**	**11**	**69**	**0**	**862**
	26(a) Inmate paroled or transferred	7	5	7	7	4	0	8	4	0	9	3	4	10	2	21	0	213
	26(b) Inmate received conflicting ducats	6	11	2	0	0	1	4	7	2	4	1	5	19	4	15	0	126
	26(c) Unit Health Record unavailable	**1**	**3**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	7
	26(d) Inmate moved to another facility	16	2	10	4	8	9	2	6	2	4	3	8	1	0	28	0	214
	26(e) Inmate at hospital/in-patient area of prison	2	6	4	2	0	0	1	6	2	6	1	8	7	3	2	0	82
	26(f) Inmate out to court	0	0	2	0	0	0	0	0	0	1	1	1	0	1	2	0	21
	26(g) Other reason	20	73	8	2	0	0	1	0	2	4	9	0	1	1	1	0	199
27	**Total Inmates Not Seen**	**213**	**157**	**103**	**61**	**47**	**57**	**155**	**73**	**108**	**107**	**104**	**105**	**67**	**127**	**118**	**27**	**3,173**
28	**Dental 7362s**	**240**	**291**	**268**	**266**	**339**	**110**	**397**	**279**	**738**	**394**	**296**	**424**	**547**	**241**	**234**	**444**	**10,903**

	Diagnostic/Specialty Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
29	**Diagnostic/Specialty Ducats**	**3,533**	**1,538**	**1,016**	**1,502**	**3,234**	**1,296**	**3,822**	**2,051**	**3,114**	**6,950**	**1,926**	**2,708**	**3,020**	**1,201**	**1,591**	**1,072**	**1,687**
30	**Add-on Appointments**	**372**	**30**	**283**	**327**	**53**	**375**	**174**	**460**	**259**	**147**	**95**	**22**	**165**	**54**	**1,422**	**49**	**234**
31	**Inmate Refusals**	**104**	**124**	**7**	**108**	**27**	**78**	**82**	**69**	**66**	**269**	**231**	**47**	**5**	**11**	**68**	**66**	**142**
32	**Inmates Seen**	**3,672**	**1,359**	**1,252**	**1,610**	**3,142**	**1,484**	**3,641**	**2,308**	**3,180**	**6,448**	**1,689**	**2,603**	**3,010**	**1,217**	**2,881**	**990**	**1,581**
33	**Not Seen Due to Custody**	**0**	**0**	**0**	**0**	**35**	**0**	**22**	**0**	**0**	**1**	**1**	**0**	**0**	**0**	15	**4**	**14**
	33(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	1	0	0	0	10	0	0
	33(b) Modified program in effect	0	0	0	0	18	0	22	0	0	1	0	0	0	0	5	4	9
	33(c) Not enough holding space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5
	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	0	0	17	0	0	0	0	0	0	0	0	0	0	0	0
34	**Not Seen Due to Provider**	**69**	**76**	**14**	**85**	**36**	**72**	**137**	**60**	**93**	**117**	**81**	**58**	**156**	**23**	**23**	**21**	**97**
	34(a) Unable to complete line	2	18	0	7	0	0	0	0	0	0	4	0	0	0	5	0	16
	34(b) Scheduling error	29	13	12	48	1	12	111	14	23	26	17	4	22	2	11	6	15
	34(c) Clinician cancelled	34	45	2	26	34	59	20	46	70	75	59	54	134	21	7	15	63
	34(d) Lack of provider preparation	0	0	0	2	0	1	6	0	0	0	0	0	0	0	0	0	0
	34(e) Medically restricted movement	0	0	0	0	1	0	0	0	0	3	0	0	0	0	0	0	3
	34(f) Other reason	4	0	0	2	0	0	0	0	0	13	1	0	0	0	0	0	0
35	**Not Seen Due to Other**	**60**	**9**	**26**	**26**	**47**	**37**	**114**	**74**	**34**	**262**	**19**	**22**	**14**	**4**	**26**	**40**	**87**
	35(a) Inmate paroled or transferred	13	1	9	14	16	19	39	11	18	30	1	7	2	1	8	10	22
	35(b) Inmate received conflicting ducats	8	2	2	0	8	2	13	14	0	22	2	2	1	0	11	0	21
	35(c) Unit Health record unavailable	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	35(d) Inmate moved to another facility	3	1	7	0	6	8	25	11	5	2	0	1	3	0	4	5	10
	35(e) Inmate at hospital/in-patient area of prison	16	1	4	4	12	5	25	21	6	49	8	8	6	3	0	5	2
	35(f) Inmate out to court	2	0	0	1	3	1	7	3	0	1	2	1	0	0	0	0	1
	35(g) Inmate non-compliant for procedure (i.e. NPO)	17	2	4	4	2	2	1	14	3	53	1	1	2	0	0	20	19
	35(h) Other reason	1	2	0	3	0	0	4	0	2	105	5	2	0	0	3	0	12
36	**Total Inmates Not Seen**	**129**	**85**	**40**	**111**	**118**	**109**	**273**	**134**	**127**	**380**	**101**	**80**	**170**	**27**	**64**	**65**	**198**
37	**Diagnostic/Specialty RFSs**	**417**	**218**	**201**	**293**	**295**	**149**	**179**	**165**	**566**	**433**	**531**	**327**	**400**	**182**	**173**	**158**	**269**

	Diagnostic/Specialty Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
29	**Diagnostic/Specialty Ducats**	**1,695**	**1,877**	**2,240**	**2,586**	**3,530**	**462**	**1,694**	**3,132**	**1,304**	**4,407**	**1,248**	**3,062**	**3,568**	**1,499**	**2,217**	**3,903**	**79,685**
30	**Add-on Appointments**	**201**	**49**	**102**	**216**	**208**	**38**	**852**	**998**	**171**	**221**	**151**	**188**	**293**	**54**	**242**	**315**	**8,820**
31	**Inmate Refusals**	**26**	**267**	**219**	**136**	**169**	**49**	**331**	**254**	**167**	**286**	**16**	**22**	**99**	**227**	**73**	**124**	**3,969**
32	**Inmates Seen**	**1,580**	**1,475**	**1,757**	**2,375**	**3,318**	**416**	**2,068**	**3,724**	**1,137**	**4,000**	**1,316**	**3,026**	**3,544**	**1,202**	**2,186**	**3,581**	**78,772**
33	**Not Seen Due to Custody**	**14**	**0**	**44**	1	**0**	**7**	**0**	**15**	**3**	**4**	**9**	**1**	**12**	**6**	**22**	**0**	**230**
	33(a) Lack of officers	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	17
	33(b) Modified program in effect	0	0	0	0	0	5	0	14	0	0	9	1	0	6	22	0	116
	33(c) Not enough holding space	1	0	44	0	0	0	0	0	0	0	0	0	0	0	0	0	50
	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	13	0	0	1	0	2	0	1	3	4	0	0	6	0	0	0	47
34	**Not Seen Due to Provider**	**234**	**75**	**247**	**214**	**145**	**24**	**90**	**85**	**89**	**204**	**34**	**129**	**73**	**91**	**98**	**479**	**3,529**
	34(a) Unable to complete line	32	1	0	19	24	0	5	0	0	0	2	35	4	13	0	343	530
	34(b) Scheduling error	11	8	28	27	20	1	24	7	20	42	1	4	10	4	34	0	607
	34(c) Clinician cancelled	190	66	218	168	79	19	40	74	69	155	31	80	58	66	61	136	2,274
	34(d) Lack of provider preparation	1	0	0	0	0	0	18	4	0	6	0	3	0	8	0	0	49
	34(e) Medically restricted movement	0	0	1	0	22	0	0	0	0	1	0	7	1	0	3	0	42
	34(f) Other reason	0	0	0	0	0	4	3	0	0	0	0	0	0	0	0	0	27
35	**Not Seen Due to Other**	**42**	**109**	**75**	**76**	**106**	**4**	**57**	**52**	**79**	**134**	**24**	**72**	**133**	**27**	**80**	**34**	**2,005**
	35(a) Inmate paroled or transferred	15	6	26	18	67	2	23	9	17	21	8	47	27	6	34	0	547
	35(b) Inmate received conflicting ducats	3	9	4	8	0	2	5	15	16	13	3	5	7	1	8	0	207
	35(c) Unit Health Record unavailable	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**
	35(d) Inmate moved to another facility	7	3	16	4	9	0	5	5	11	6	3	1	5	4	11	0	181
	35(e) Inmate at hospital/in-patient area of prison	7	8	8	3	19	0	11	21	2	74	7	16	19	12	16	0	398
	35(f) Inmate out to court	3	0	2	0	6	0	0	0	1	2	1	3	0	3	4	0	47
	35(g) Inmate non-compliant for procedure (i.e. NPO)	6	28	19	43	1	0	8	1	24	18	1	0	47	0	7	23	371
	35(h) Other reason	1	55	0	0	4	0	5	1	8	0	1	0	28	1	0	11	254
36	**Total Inmates Not Seen**	**290**	**184**	**366**	**291**	**251**	**35**	**147**	**152**	**171**	**342**	**67**	**202**	**218**	**124**	**200**	**513**	**5,764**
37	**Diagnostic/Specialty RFSs**	**0**	**264**	**408**	**368**	**554**	**166**	**321**	**41**	**129**	**447**	**97**	**388**	**622**	**331**	**241**	**309**	**9,642**

Emergency Services	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
38 TTA Encounters	**642**	**129**	**46**	**30**	**300**	**42**	**208**	**416**	**109**	**169**	**348**	**73**	**852**	**37**	**688**	**592**	**106**
38(a) First Watch	41	8	1	3	18	0	30	48	7	20	43	10	15	7	43	16	3
38(b) Second Watch	314	63	32	19	126	18	74	178	56	77	171	39	455	16	291	260	63
38(c) Third Watch	287	58	13	8	156	24	104	190	46	72	134	24	382	14	354	316	40
38a Code II Transports Off-site	**31**	**9**	**4**	**17**	**15**	**6**	**12**	**12**	**9**	**18**	**23**	**18**	**17**	**11**	**0**	**7**	**8**
38/a(a) First Watch	5	0	0	2	1	0	0	1	1	0	4	1	3	3	0	1	0
38/a(b) Second Watch	16	5	2	11	8	1	7	4	3	6	7	9	5	4	0	4	4
38/a(c) Third Watch	10	4	2	4	6	5	5	7	5	12	12	8	9	4	0	2	4
38b Code III Transports Off-site	**0**	**0**	**0**	**4**	**0**	**0**	**1**	**5**	**6**	**11**	**3**	**6**	**12**	**1**	**12**	**4**	**0**
38/b(a) First Watch	0	0	0	1	0	0	0	0	0	3	1	0	0	0	0	0	0
38/b(b) Second Watch	0	0	0	1	0	0	0	3	3	3	2	4	6	1	4	2	0
38/b(c) Third Watch	0	0	0	2	0	0	1	2	3	5	0	2	6	0	8	2	0
38c Unsched. State Vehicle Transports Off-site	**36**	**5**	**0**	**9**	**13**	**15**	**25**	**18**	**14**	**16**	**25**	**32**	**29**	**3**	**10**	**4**	**5**
38/c(a) First Watch	4	0	0	0	0	0	0	0	1	2	4	4	4	0	0	0	0
38/c(b) Second Watch	0	3	0	7	4	9	4	13	8	5	11	19	13	3	6	4	4
38/c(c) Third Watch	32	2	0	2	9	6	21	5	5	9	10	9	12	0	4	0	1
38d Other (i.e. Infimary, Housing Unit)	**575**	**115**	**42**	**0**	**272**	**21**	**170**	**381**	**80**	**124**	**297**	**17**	**794**	**22**	**666**	**577**	**93**

Emergency Services	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
38 TTA Encounters	**408**	**182**	**247**	**477**	**926**	**29**	**240**	**684**	**458**	**453**	**724**	**430**	**649**	**318**	**416**	**219**	**11,647**
38(a) First Watch	55	13	0	53	32	2	22	32	70	87	19	18	69	61	35	10	891
38(b) Second Watch	224	107	247	305	456	19	113	334	134	173	378	288	306	105	189	141	5,771
38(c) Third Watch	129	62	0	119	438	8	105	318	254	193	327	124	274	152	192	68	4,985
38a Code II Transports Off-site	**13**	**19**	**28**	**10**	**29**	**11**	**19**	**21**	**18**	**37**	**5**	**6**	**15**	**41**	**16**	**27**	**532**
38/a(a) First Watch	0	0	0	1	5	1	5	1	2	6	0	2	1	6	5	2	59
38/a(b) Second Watch	10	11	28	6	14	9	5	8	8	11	3	3	9	16	2	12	251
38/a(c) Third Watch	3	8	0	3	10	1	9	12	8	20	2	1	5	19	9	13	222
38b Code III Transports Off-site	**0**	**0**	**7**	**0**	**9**	**2**	**4**	**3**	**4**	**27**	**0**	**8**	**2**	**1**	**1**	**4**	**137**
38/b(a) First Watch	0	0	0	0	4	1	2	0	0	5	0	1	2	0	0	1	21
38/b(b) Second Watch	0	0	7	0	2	1	0	2	3	10	0	4	0	0	1	2	61
38/b(c) Third Watch	0	0	0	0	3	0	2	1	1	12	0	3	0	1	0	1	55
38c Unsched. State Vehicle Transports Off-site	**11**	**16**	**37**	**13**	**6**	**0**	**14**	**25**	**29**	**28**	**3**	**4**	**16**	**44**	**10**	**15**	**530**
38/c(a) First Watch	1	1	0	2	2	0	0	0	1	2	0	0	1	5	0	0	34
38/c(b) Second Watch	5	11	37	7	2	0	5	16	9	15	0	3	9	10	5	10	257
38/c(c) Third Watch	5	4	0	4	2	0	9	9	19	11	3	1	6	29	5	5	239
38d Other (i.e. Infimary, Housing Unit)	**384**	**147**	**175**	**454**	**882**	**16**	**203**	**635**	**407**	**361**	**716**	**412**	**616**	**232**	**389**	**173**	**10,448**

Transportation	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
39 Scheduled Transports	**203**	**122**	**53**	**125**	**191**	**76**	**161**	**49**	**226**	**269**	**224**	**89**	**180**	**138**	**150**	**85**	**126**
39(a) Off-site specialty care.	173	115	45	99	181	71	161	48	176	240	135	89	179	131	86	70	114
39(b) All others, including court.	30	7	8	26	10	5	0	1	50	29	89	0	1	7	64	15	12
40 Unscheduled Transports	36	0	10	0	0	33	28	78	10	40	21	88	54	11	4	11	9
41 Inmates Transported	356	187	124	185	336	174	326	254	388	397	475	383	234	335	163	139	177
42 Budgeted Posts	25	13	12	12	15	17	19	13	26	17	21	11	25	21	17	11	8
43 Redirected Staff Hours	403	0	22	468	189	12	0	0	-16	568	427	16	48	2	368	22	1,208
44 PPAS Timekeepers Rpt. -Med Trans -Code .16																	
44(a) Overtime Hours	1,986	1,338	1,228	2,302	1,784	288	601	0	723	1,362	1,762	257	1,342	762	42	453	1,743
44(b) Overtime Dollars	84,532	63,665	70,035	106,602	82,376	11,202	27,113	0	33,408	61,002	74,033	11,383	59,439	34,455	1,749	19,488	77,227
44(c) P.I.E. Hours	8	3	102	30	0	0	5	0	0	17	40	0	0	0	0	8	0
44(d) P.I.E. Dollars	242	104	3,550	1,015	0	0	157	0	0	358	1,276	0	0	0	0	251	0

Med Guarding	ASP	CAL	CCC	CCI	CCWF	CEN	CIM	CIW	CMC	CMF	COR	CRC	CTF	CVSP	DVI	FSP	HDSP
45 Budgeted Posts	37	0	0	0	0	3	5	7	19	48	0	0	0	0	31	0	0
45(a) First Watch	11	0	0	0	0	1	1	1	5	14	0	0	0	0	8	0	0
45(b) Second Watch	13	0	0	0	0	1	3	4	8	18	0	0	0	0	12	0	0
45(c) Third Watch	13	0	0	0	0	1	1	2	6	16	0	0	0	0	11	0	0
46 Redirected Staff Hours	16	0	924	1,030	225	1,044	16	0	16	-692	24	56	119	72	1,920	16	2,453
46(a) First Watch	**0**	**0**	**281**	**0**	**0**	**400**	**0**	**0**	**0**	**-396**	**16**	**0**	**40**	**8**	**488**	**0**	**904**
46(b) Second Watch	16	0	332	1,030	92	416	16	0	16	-200	8	56	32	64	760	16	1,504
46(c) Third Watch	0	0	311	0	133	228	0	0	0	-96	0	0	47	0	672	0	45
47 PPAS Timekeepers Rpt. -Med Costs -Code .08																	
47(a) Overtime Hours	114	1,079	478	2,106	2,945	993	3,335	0	2,212	1,368	1,734	2,635	8,343	1,765	1,470	258	2,396
47(b) Overtime Dollars	4,336	51,407	23,306	103,843	146,651	50,802	172,369	0	113,427	67,054	82,553	124,420	418,869	85,078	74,687	12,684	120,932
47(c) P.I.E. Hours	0	0	1,173	48	0	0	1,430	0	202	2	35	8	216	0	238	64	110
47(d) P.I.E. Dollars	0	0	40,557	1,677	0	0	42,616	0	6,997	89	881	277	7,481	0	7,520	1,981	3,818

Transportation	ISP	KVSP	LAC	MCSP	NKSP	PBSP	PVSP	RJD	SAC	SATF	SCC	SOL	SQ	SVSP	VSPW	WSP	TOTAL
39 Scheduled Transports	**112**	**94**	**120**	**244**	**173**	**47**	**77**	**295**	**178**	**221**	**113**	**182**	**209**	**153**	**137**	**153**	**4,975**
39(a) Off-site specialty care.	88	64	77	235	157	39	72	254	101	194	110	162	195	102	83	115	4,161
39(b) All others, including court.	24	30	43	9	16	8	5	41	77	27	3	20	14	51	54	38	814
40 Unscheduled Transports	22	43	11	2	2	1	31	46	51	88	44	2	14	8	36	39	873
41 Inmates Transported	193	147	229	331	290	67	173	401	229	303	241	224	251	267	219	153	8,351
42 Budgeted Posts	16	17	17	25	20	18	13	22	12	41	4	13	21	24	10	17	573
43 Redirected Staff Hours	50	64	56	-92	-16	19	809	198	580	72	808	232	40	80	4	206	6,845
44 PPAS Timekeepers Rpt. -Med Trans -Code .16																	
44(a) Overtime Hours	701	1,016	770	923	669	396	5,276	2,507	1,657	1,812	1,393	1,870	988	752	177	1,184	40,064
44(b) Overtime Dollars	32,042	45,386	33,325	40,579	28,937	16,902	255,310	118,877	89,492	78,197	61,416	85,721	45,145	34,120	7,142	54,229	1,844,529
44(c) P.I.E. Hours	65	0	80	82	84	0	356	0	0	0	51	337	0	0	40	42	1,349
44(d) P.I.E. Dollars	1,519	0	2,251	2,087	2,630	0	9,065	0	0	0	1,764	11,227	0	17	1,372	1,186	40,071

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	**302**
45(a) First Watch	0	0	0	0	8	0	0	4	0	0	0	0	15	0	4	9	81
45(b) Second Watch	0	0	0	0	9	0	1	13	0	0	0	0	15	0	8	18	123
45(c) Third Watch	0	0	0	0	8	0	0	6	0	0	0	0	15	0	6	13	98
46 Redirected Staff Hours	184	0	0	2,520	320	0	1,952	3,568	0	2,491	32	104	9	1,529	-453	903	20,398
46(a) First Watch	**16**	**0**	**0**	**848**	**48**	**0**	**496**	**1,640**	**0**	**754**	**16**	**76**	**0**	**744**	**-117**	**64**	**6,326**
46(b) Second Watch	144	0	0	785	168	0	560	480	0	984	0	28	0	452	-160	819	8,418
46(c) Third Watch	24	0	0	887	104	0	896	1,448	0	754	16	0	9	333	-176	20	5,654
47 PPAS Timekeepers Rpt. -Med Costs -Code .08																	
47(a) Overtime Hours	1,179	3,530	2,038	472	3,573	151	4,094	6,332	2,942	7,640	1,029	1,581	3,224	3,353	724	1,120	76,214
47(b) Overtime Dollars	55,271	161,716	97,050	24,003	179,497	8,285	192,274	307,964	758,850	368,243	44,941	74,712	172,290	163,032	33,497	57,027	4,351,072
47(c) P.I.E. Hours	11	0	47	408	24	0	554	16	0	385	8	111	25	141	62	158	5,478
47(d) P.I.E. Dollars	253	0	1,419	11,083	616	0	17,026	357	0	12,650	277	3,792	755	4,876	2,144	4,068	173,209

	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	397	672	272	383	459	201	498	731	1,137	324	817	376	405	507	702
	48(a) First Watch	135	76	50	110	30	50	104	34	79	129	156	69	126	66	63	62	91
	48(b) Second Watch	408	376	220	370	147	207	289	102	258	355	616	144	418	191	205	291	416
	48(c) Third Watch	242	207	127	192	95	126	66	65	161	247	365	111	273	119	137	154	195
49	**Vacant Correctional Officer Posts for the Institution**	**74**	**0**	**24**	**21**	**17**	**4**	**0**	**0**	**0**	**20**	**0**	**0**	**52**	**38**	**0**	**40**	**92**
	49(a) First Watch	11	0	1	0	1	1	0	0	0	0	0	0	6	5	0	5	19
	49(b) Second Watch	40	0	16	10	16	1	0	0	0	20	0	0	17	25	0	28	30
	49(c) Third Watch	23	0	7	11	0	2	0	0	0	0	0	0	29	8	0	7	43
50	**Budgeted Correctional Officer Posts in the HCAU**	**122**	**48**	**43**	**78**	**59**	**53**	**103**	**58**	**106**	**108**	**155**	**32**	**61**	**49**	**71**	**46**	**54**
	50(a) First Watch	16	2	3	2	5	4	10	5	8	21	8	1	3	4	7	1	3
	50(b) Second Watch	78	34	31	67	39	41	70	34	72	58	124	20	46	36	42	36	41
	50(c) Third Watch	28	12	9	9	15	8	23	19	26	29	23	11	12	9	22	9	10
51	**Vacant Correctional Officer Posts in the HCAU**	**6**	**0**	**0**	**1**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**1**	**1**	**0**	**0**	**3**
	51(a) First Watch	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	51(b) Second Watch	3	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	1
	51(c) Third Watch	2	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1
52	**PY Value of All Budgeted Health Care Operations Division Custody Posts**	**179.00**	**80.91**	**70.35**	**101.68**	**96.51**	**82.79**	**182.14**	**108.37**	**177.09**	**189.91**	**231.24**	**56.45**	**109.71**	**73.71**	**125.64**	**73.99**	**92.15**

	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	597	760	568	685	842	569	741	567	976	222	547	561	830	384	539
	48(a) First Watch	48	76	94	89	96	120	84	107	69	142	34	92	82	122	51	92
	48(b) Second Watch	205	332	449	286	375	495	300	431	331	514	113	295	312	467	201	279
	48(c) Third Watch	129	189	217	193	214	227	185	203	167	320	75	160	167	241	132	168
49	**Vacant Correctional Officer Posts for the Institution**	**5**	**0**	**0**	**0**	**0**	**100**	**28**	**0**	**0**	**35**	**0**	**0**	**0**	**58**	**0**	**6**
	49(a) First Watch	0	0	0	0	0	0	7	0	0	0	0	0	0	2	0	0
	49(b) Second Watch	4	0	0	0	0	62	10	0	0	35	0	0	0	46	0	6
	49(c) Third Watch	1	0	0	0	0	38	11	0	0	0	0	0	0	10	0	0
50	**Budgeted Correctional Officer Posts in the HCAU**	**49**	**61**	**80**	**91**	**82**	**88**	**56**	**95**	**132**	**115**	**36**	**55**	**137**	**101**	**65**	**102**
	50(a) First Watch	3	2	1	2	10	3	3	3	5	3	3	2	19	4	7	11
	50(b) Second Watch	31	48	65	66	52	74	39	85	96	76	22	38	88	79	38	70
	50(c) Third Watch	15	11	14	23	20	11	14	7	31	36	11	15	30	18	20	21
51	**Vacant Correctional Officer Posts in the HCAU**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**0**	**2**	**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	1	0	0
	51(c) Third Watch	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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**	**81.08**	**148.53**	**203.21**	**180.49**	**65.73**	**78.14**	**219.41**	**148.75**	**105.43**	**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 December 2011 follows on pages 24-64.

The Plata Vacancy / Registry Report: Nursing for November 2011 can be found on page 65.

The Plata Vacancy / Registry Report: Primary Care for November 2011 can be found on page 66.

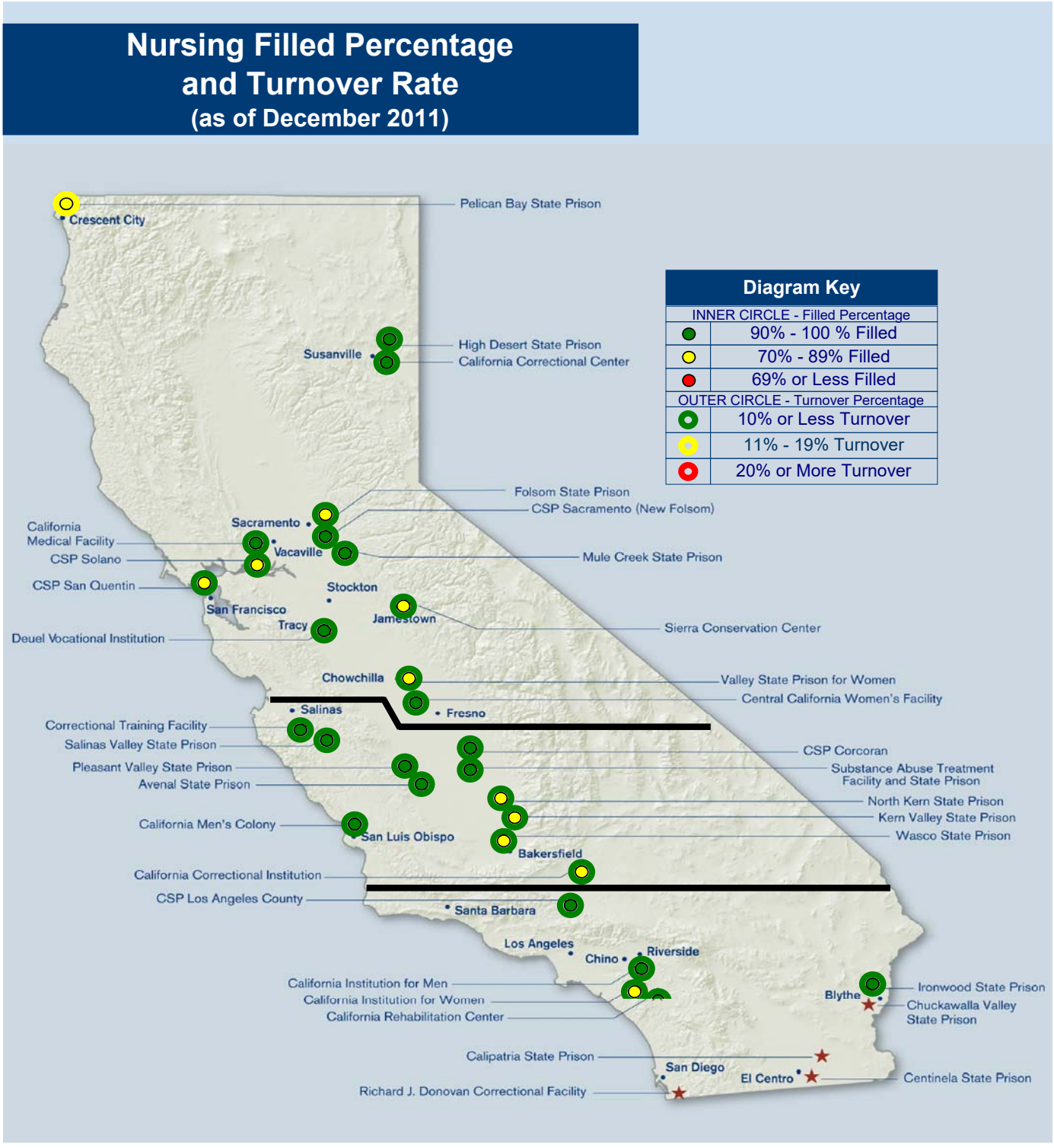
Results Explanation:
The State graphics separately display the percentage of statewide nursing and physician positions filled, the turnover rate, and a combination of filled and turnover rates. The reports concerning the percentage of positions filled are based on the percentage of positions

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.

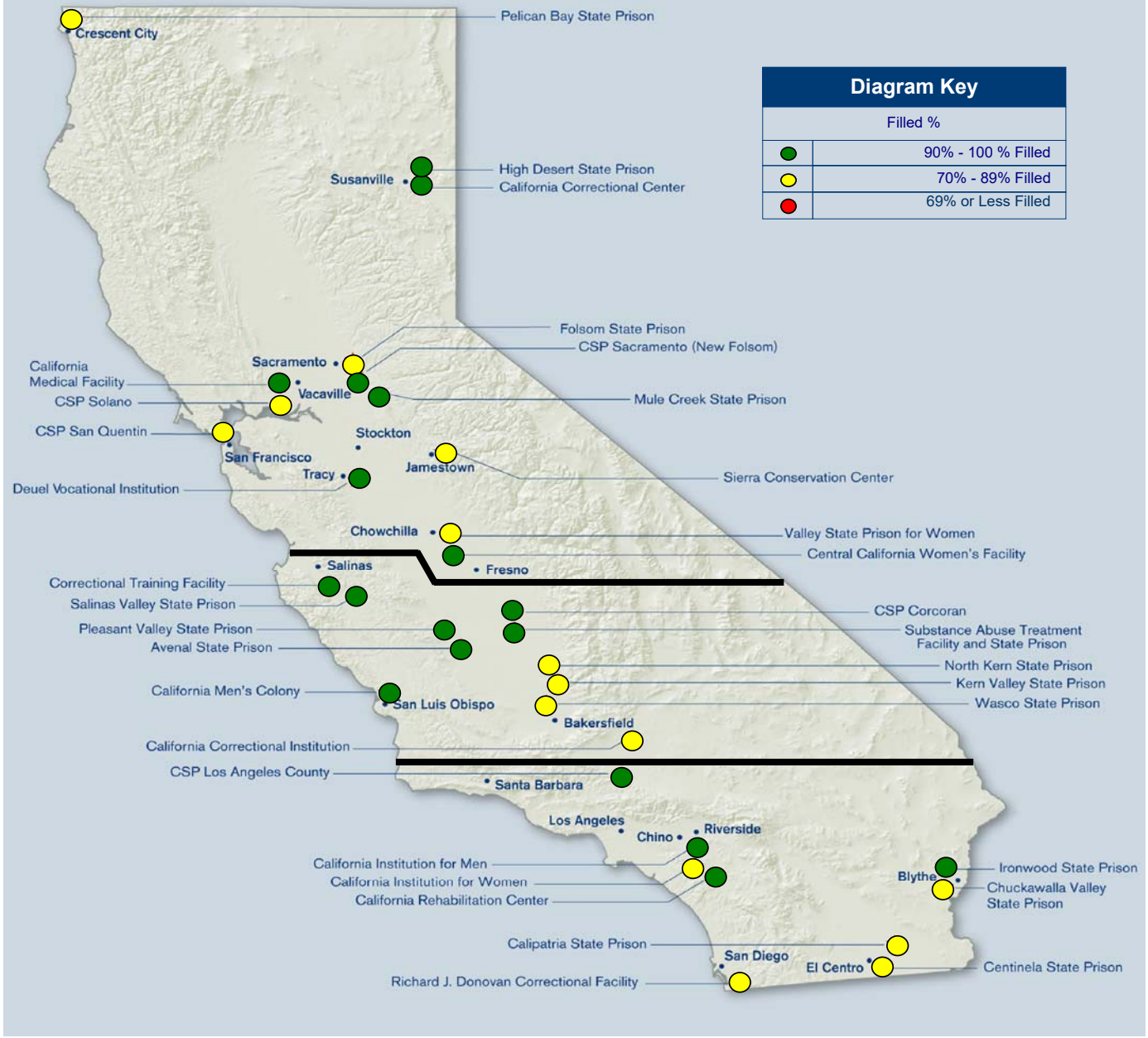
The State graphics represent an average of all six State nursing classifications (Supervising Registered Nurse III, Supervising Registered Nurse II, Registered Nurse, Licensed Vocational Nurse, Certified Nurse Assistant, and Psychiatric Technician) and an average of all three State physician classifications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

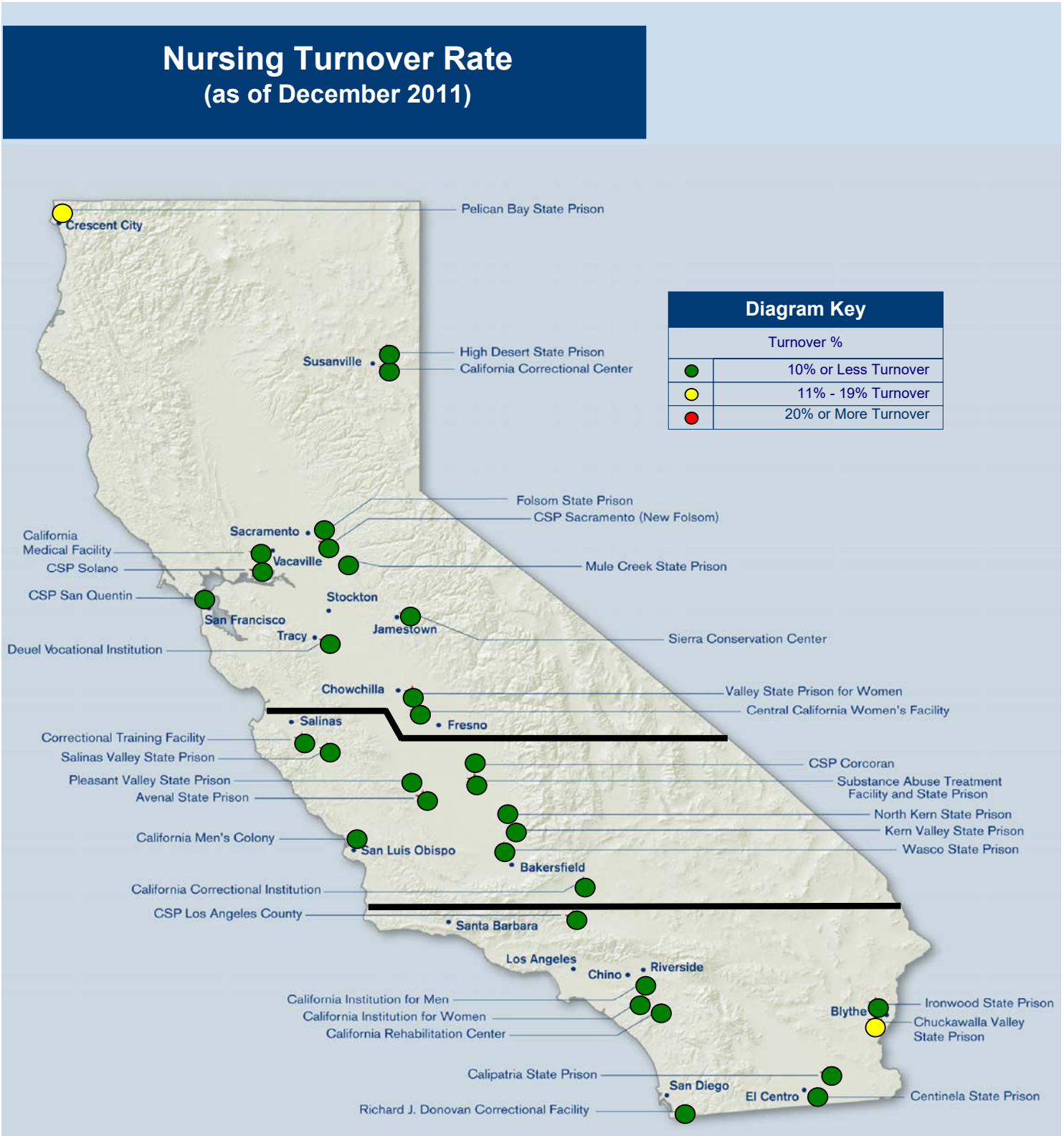
Nursing Filled Percentage and Turnover Rate
(as of December 2011)



Nursing Filled Percentage
(as of December 2011)

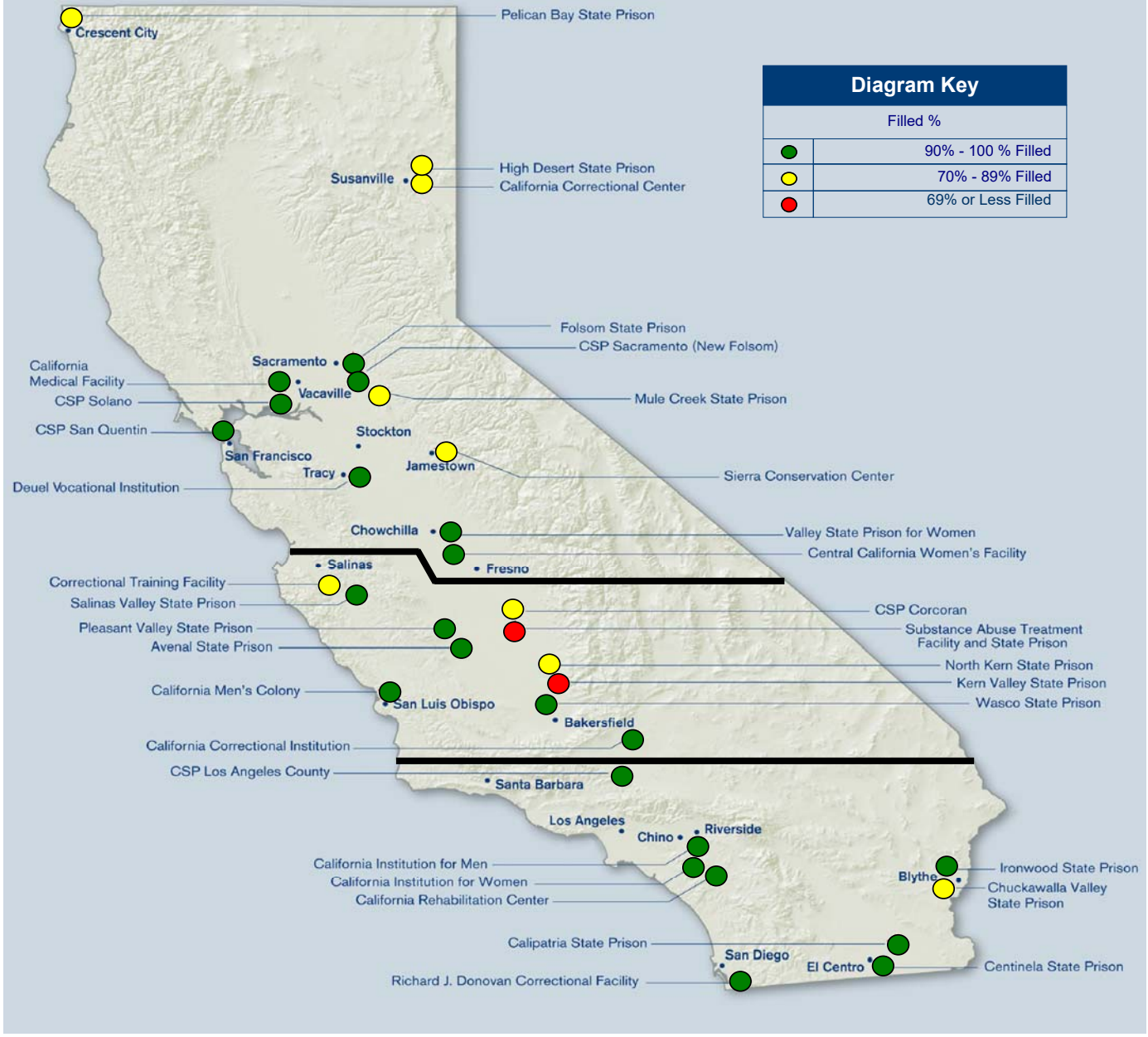


Nursing Turnover Rate
(as of December 2011)

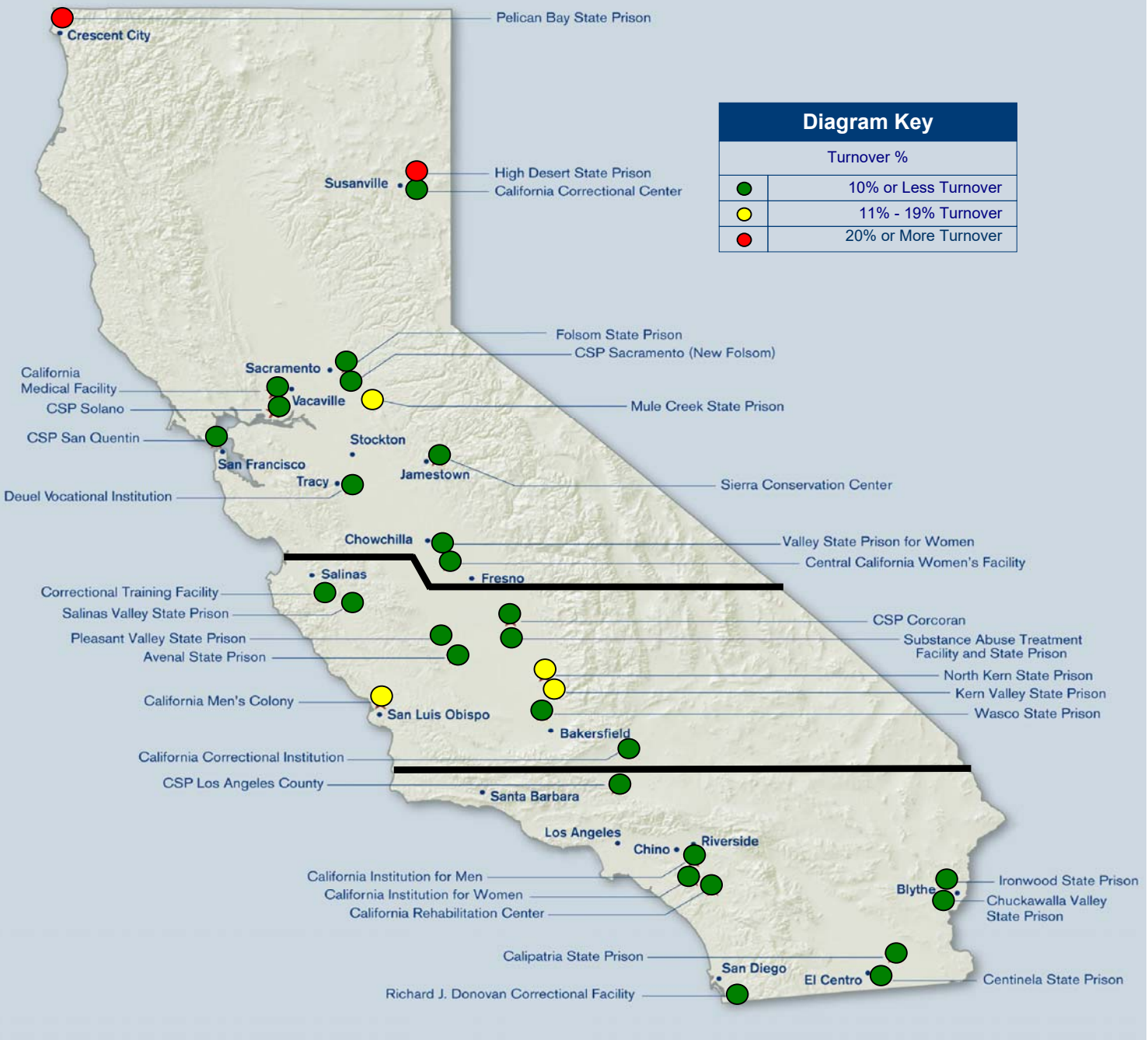


Physicians Filled Percentage and Turnover Rate
(as of December 2011)

Physicians Filled Percentage
(as of December 2011)



Physicians Turnover Rate
(as of December 2011)



HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of October 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	3.0	0.0	0.0	0%	0.0	7.0	0.4	
TOTAL PHYSICIANS	**10.0**	**9.0**	**1.0**	**90.00%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**7.0**	**0.4**	
MID-LEVELS													
PA	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.2	
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**	**2.2**	
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	0.0	0%	0.0	0.0	0.0	0.11
RN	55.7	52.0	3.7	93%	0.0	12.0	0.0	4.0	8%	1.0	0.0	0.0	1.76
LVN	48.4	47.0	1.4	97%	0.0	31.0	0.0	3.0	6%	5.0	1.0	0.0	4.00
CNA	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	9.6	0.49
Psych Tech	11.0	10.0	1.0	91%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.00
TOTAL NURSING	**128.6**	**122.0**	**6.6**	**94.87%**	**0.0**	**45.0**	**0.0**	**7.0**	**5.74%**	**6.0**	**1.0**	**9.6**	**6.4**
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	1.0	
TOTAL PHARMACY	**8.1**	**8.0**	**0.1**	**98.77%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**1.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	**2.0**	**2.0**	**0.0**	**100.00%**	**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	0.55
RN	30.3	31.0	**(0.7)**	102%	0.0	3.0	0.0	0.0	0%	0.0	1.0	0.3	3.42
LVN	36.1	25.0	11.1	69%	1.0	10.0	0.0	2.0	8%	0.0	1.0	0.4	7.20
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	15.3	0.00
Psych Tech	9.5	10.0	**(0.5)**	105%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.98
TOTAL NURSING	**88.4**	**78.0**	**10.4**	**88.24%**	**1.0**	**15.0**	**0.0**	**2.0**	**2.56%**	**0.0**	**2.0**	**16.0**	**12.15**
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	1.0	
Pharmacist Tech	1.3	1.0	0.3	77%	0.0	0.0	0.0	0.0	0%	0.0	3.0	1.3	
TOTAL PHARMACY	**3.3**	**3.0**	**0.3**	**90.91%**	**0.0**	**2.0**	**0.0**	**1.0**	**33.33%**	**0.0**	**6.0**	**2.3**	

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

California Correctional Center

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitans, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	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%**	**0.0**	**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	1.9	
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**	**1.9**	
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	0.87
RN	25.9	27.0	**(1.1)**	104%	0.0	5.0	0.0	0.0	0%	0.0	6.0	0.0	2.52
LVN	26.3	23.0	3.3	87%	1.0	10.0	0.0	2.0	9%	0.0	4.0	0.0	2.63
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	3.0	1.7	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	0.03
TOTAL NURSING	**69.0**	**65.0**	**4.0**	**94.20%**	**1.0**	**17.0**	**0.0**	**2.0**	**3.08%**	**0.0**	**13.0**	**1.7**	**6.05**
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	0.0	1.0	**(1.0)**		1.0	1.0	0.0	0.0	0%	0.0	0.0	1.0	
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**	**4.0**	**(0.6)**	**117.65%**	**1.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**1.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	3.1	
TOTAL PHYSICIANS	**12.0**	**12.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**3.1**	
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%	0.0	8.0	0.0	4.0	40%	0.0	0.0	0.0	1.35
RN	48.3	48.0	0.3	99%	0.0	19.0	0.0	2.0	4%	0.0	5.0	0.0	5.21
LVN	58.0	45.0	13.0	78%	0.0	20.0	0.0	1.0	2%	0.0	6.0	0.0	5.24
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	1.0	0.86
TOTAL NURSING	**132.8**	**118.0**	**14.8**	**88.86%**	**0.0**	**47.0**	**0.0**	**7.0**	**5.93%**	**0.0**	**11.0**	**4.5**	**12.66**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.6	
Pharmacist I	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.3	
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	5.3	
TOTAL PHARMACY	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**6.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term	Full Time Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.5	
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**	**0.5**	
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	12.0	**(0.5)**	104%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.50
RN	47.0	46.0	1.0	98%	0.0	8.0	0.0	1.0	2%	1.0	1.0	0.0	2.76
LVN	50.4	42.0	8.4	83%	0.0	7.0	0.0	0.0	0%	0.0	8.0	5.7	3.37
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	11.0	20.2	0.60
Psych Tech	9.0	8.0	1.0	89%	0.0	2.0	0.0	0.0	0%	0.0	0.0	1.5	0.63
TOTAL NURSING	**118.9**	**109.0**	**9.9**	**91.67%**	**0.0**	**19.0**	**0.0**	**1.0**	**0.92%**	**1.0**	**20.0**	**27.4**	**7.86**
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	1.6	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	3.0	8.0	3.5	
TOTAL PHARMACY	**7.1**	**7.0**	**0.1**	**98.59%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**9.0**	**5.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Tem Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	2.8	
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**	**2.8**	
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	0.26
RN	23.9	25.0	**(1.1)**	105%	0.0	3.0	0.0	0.0	0%	0.0	1.0	0.0	3.64
LVN	39.2	32.0	7.2	82%	0.0	6.0	0.0	1.0	3%	0.0	1.0	0.0	4.79
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	6.1	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	1.08
TOTAL NURSING	**83.6**	**75.0**	**8.6**	**89.71%**	**0.0**	**12.0**	**0.0**	**2.0**	**2.67%**	**0.0**	**3.0**	**6.1**	**9.77**
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	1.0	0.9	
Pharmacist Tech	2.9	3.0	**(0.1)**	103%	0.0	0.0	0.0	0.0	0%	0.0	2.0	0.8	
TOTAL PHARMACY	**5.9**	**6.0**	**(0.1)**	**101.69%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**3.0**	**1.7**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	16.0	0.5	97%	0.0	0.0	1.0	1.0	6%	2.0	0.0	0.0	
TOTAL PHYSICIANS	**18.5**	**18.0**	**0.5**	**97.30%**	**0.0**	**0.0**	**1.0**	**1.0**	**5.56%**	**2.0**	**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%	0.0	26.0	0.0	11.0	10%	0.0	3.0	0.0	2.35
LVN	97.1	83.0	14.1	85%	0.0	11.0	0.0	5.0	6%	0.0	2.0	0.0	1.23
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	18.9	0.00
Psych Tech	13.5	14.0	**(0.5)**	104%	0.0	0.0	0.0	0.0	0%	3.0	0.0	4.0	0.12
TOTAL NURSING	**232.8**	**226.0**	**6.8**	**97.08%**	**0.0**	**43.0**	**0.0**	**16.0**	**7.08%**	**3.0**	**5.0**	**22.9**	**3.70**
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	3.7	
Pharmacist Tech	8.5	10.0	**(1.5)**	118%	0.0	4.0	0.0	0.0	0%	0.0	0.0	2.5	
TOTAL PHARMACY	**16.5**	**16.0**	**0.5**	**96.97%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**6.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.2	
TOTAL PHYSICIANS	**8.0**	**9.0**	**(1.0)**	**112.50%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.2**	
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	2.0	0.0	100%	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	0.42
RN	54.0	45.0	9.0	83%	1.0	9.0	0.0	1.0	2%	0.0	1.0	0.9	2.81
LVN	40.1	33.0	7.1	82%	0.0	18.0	0.0	1.0	3%	0.0	3.0	0.7	1.12
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	9.0	26.9	0.08
Psych Tech	33.0	21.0	12.0	64%	0.0	7.0	0.0	0.0	0%	1.0	1.0	4.7	0.74
TOTAL NURSING	**141.6**	**114.0**	**27.6**	**80.51%**	**1.0**	**38.0**	**0.0**	**2.0**	**1.75%**	**2.0**	**14.0**	**33.2**	**5.17**
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	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.0	
Pharmacist Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0		1.0	2.0	3.6	
TOTAL PHARMACY	**6.0**	**6.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**2.0**	**3.6**	

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

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	16.0	0.5	97%	0.0	2.0	1.0	3.0	19%	0.0	1.0	0.0	
TOTAL PHYSICIANS	**18.5**	**17.0**	**1.5**	**91.89%**	**0.0**	**3.0**	**1.0**	**3.0**	**17.65%**	**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	4.0	0.0	100%	1.0	1.0	0.0	1.0	25%	0.0	0.0	0.0	0.00
SRN II	14.0	14.0	0.0	100%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	1.27
RN	105.4	114.0	**(8.6)**	108%	2.0	33.0	0.0	8.0	7%	1.0	14.0	0.9	5.77
LVN	60.6	44.0	16.6	73%	6.0	18.0	0.0	4.0	9%	0.0	7.0	4.6	6.75
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	1.6	1.87
TOTAL NURSING	**218.9**	**209.0**	**9.9**	**95.48%**	**9.0**	**61.0**	**0.0**	**14.0**	**6.70%**	**1.0**	**22.0**	**7.1**	**15.66**
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	1.2	
Pharmacist Tech	7.0	8.0	**(1.0)**	114%	0.0	3.0	0.0	0.0	0%	0.0	3.0	1.1	
TOTAL PHARMACY	**12.0**	**14.0**	**(2.0)**	**116.67%**	**0.0**	**6.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**2.3**	

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

California Medical Facility

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.8	
TOTAL PHYSICIANS	**22.0**	**22.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**1.0**	**0.8**	
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	0.0	1.0	25%	0.0	0.0	0.0	0.00
SRN II	19.6	16.0	3.6	82%	0.0	3.0	0.0	1.0	6%	0.0	0.0	0.0	0.09
RN	172.9	168.0	4.9	97%	1.0	18.0	0.0	3.0	2%	0.0	10.0	1.6	26.57
LVN	56.8	51.0	5.8	90%	0.0	9.0	0.0	3.0	6%	0.0	0.0	2.0	7.41
CNA	26.0	24.0	2.0	92%	0.0	0.0	0.0	1.0	4%	0.0	0.0	3.5	6.04
Psych Tech	51.0	47.0	4.0	92%	0.0	6.0	0.0	2.0	4%	0.0	0.0	3.2	2.67
TOTAL NURSING	**331.3**	**310.0**	**21.3**	**93.57%**	**1.0**	**37.0**	**0.0**	**11.0**	**3.55%**	**0.0**	**10.0**	**10.3**	**42.78**
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	10.0	11.0	**(1.0)**	110%	0.0	5.0	0.0	0.0	0%	0.0	0.0	2.8	
Pharmacist Tech	12.0	14.0	**(2.0)**	117%	0.0	2.0	0.0	1.0	7%	0.0	0.0	2.6	
TOTAL PHARMACY	**23.0**	**26.0**	**(3.0)**	**113.04%**	**0.0**	**8.0**	**0.0**	**1.0**	**3.85%**	**0.0**	**0.0**	**5.4**	

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

California State Prison - Corcoran

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	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**	**0.0**	
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	0.96
RN	123.2	119.0	4.2	97%	0.0	18.0	0.0	5.0	4%	1.0	0.0	0.5	10.53
LVN	72.8	74.0	**(1.2)**	102%	0.0	38.0	0.0	1.0	1%	0.0	3.0	1.5	7.32
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	37.6	34.0	3.6	90%	0.0	4.0	0.0	1.0	3%	0.0	2.0	10.6	3.82
TOTAL NURSING	**252.6**	**246.0**	**6.6**	**97.39%**	**0.0**	**63.0**	**0.0**	**7.0**	**2.85%**	**1.0**	**5.0**	**12.6**	**22.63**
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	1.8	
TOTAL PHARMACY	**11.2**	**13.0**	**(1.8)**	**116.07%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**3.1**	

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

California Rehabilitation Center

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	5.0	0.0	1.0	8%	0.0	1.0	0.0	0.07
RN	27.2	30.0	(2.8)	110%	0.0	8.0	0.0	1.0	3%	0.0	2.0	0.1	2.86
LVN	44.2	33.0	11.2	75%	12.0	18.0	0.0	2.0	6%	0.0	9.0	11.9	3.00
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	10.8	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	0.00
TOTAL NURSING	**86.9**	**79.0**	**7.9**	**90.91%**	**12.0**	**31.0**	**0.0**	**4.0**	**5.06%**	**0.0**	**12.0**	**22.8**	**5.93**
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	1.0	
Pharmacist Tech	2.3	3.0	(0.7)	130%	0.0	0.0	0.0	0.0	0%	0.0	1.0	3.9	
TOTAL PHARMACY	**5.3**	**6.0**	**(0.7)**	**113.21%**	**0.0**	**1.0**	**0.0**	**1.0**	**16.67%**	**0.0**	**3.0**	**4.9**	

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

Correctional Training Facility

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	2.0	1.0	1.0	50%	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	12.0	10.0	2.0	83%	0.0	1.0	0.0	0.0	0%	0.0	8.0	0.6	
TOTAL PHYSICIANS	**15.0**	**12.0**	**3.0**	**80.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**8.0**	**0.6**	
MID-LEVELS													
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	1.0	100%	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**	**0.0**	**0.0**	**1.0**	**100.00%**	**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	10.0	1.5	87%	0.0	3.0	0.0	1.0	10%	0.0	0.0	0.0	0.09
RN	45.7	46.0	**(0.3)**	101%	0.0	15.0	0.0	2.0	4%	1.0	1.0	0.8	6.10
LVN	60.0	57.0	3.0	95%	0.0	24.0	0.0	1.0	2%	0.0	0.0	0.0	11.68
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	6.1	0.00
Psych Tech	11.1	10.0	1.1	90%	0.0	0.0	0.0	0.0	0%	0.0	0.0	0.0	0.28
TOTAL NURSING	**129.3**	**124.0**	**5.3**	**95.90%**	**0.0**	**42.0**	**0.0**	**4.0**	**3.23%**	**1.0**	**1.0**	**6.9**	**18.15**
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	3.8	
TOTAL PHARMACY	**7.2**	**6.0**	**1.2**	**83.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**4.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	1.7	
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**1.7**	
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	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	0.57
RN	28.2	26.0	2.2	92%	0.0	7.0	0.0	3.0	12%	0.0	1.0	1.1	2.01
LVN	16.6	16.0	0.6	96%	1.0	3.0	1.0	1.0	6%	0.0	2.0	0.0	1.25
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	1.0	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	**62.8**	**55.0**	**7.8**	**87.58%**	**1.0**	**12.0**	**1.0**	**6.0**	**10.91%**	**0.0**	**3.0**	**2.1**	**4.06**
PHARMACY													
Pharmacist II	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
Pharmacist I	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0		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
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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%	1.0	3.0	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	0.36
RN	55.4	54.0	1.4	97%	4.0	9.0	1.0	5.0	9%	1.0	12.0	0.0	6.39
LVN	40.4	34.0	6.4	84%	0.0	7.0	1.0	3.0	9%	0.0	2.0	0.0	3.56
CNA	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	8.0	5.3	0.91
Psych Tech	15.5	15.0	0.5	97%	0.0	0.0	0.0	0.0	0%	0.0	0.0	3.7	0.43
TOTAL NURSING	**128.8**	**120.0**	**8.8**	**93.17%**	**6.0**	**22.0**	**2.0**	**9.0**	**7.50%**	**1.0**	**22.0**	**9.0**	**11.65**
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	1.3	
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**	**5.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	3.0	1.0	1.0	20%	0.0	1.0	0.0	0.15
RN	22.8	21.0	1.8	92%	0.0	5.0	0.0	1.0	5%	0.0	1.0	0.2	2.15
LVN	28.7	26.0	2.7	91%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	1.30
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.2	0.00
Psych Tech	6.0	5.0	1.0	83%	0.0	1.0	0.0	1.0	20%	0.0	0.0	0.0	1.38
TOTAL NURSING	**65.3**	**58.0**	**7.3**	**88.82%**	**1.0**	**13.0**	**1.0**	**3.0**	**5.17%**	**0.0**	**2.0**	**0.4**	**4.98**
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	1.6	
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**	**2.5**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	4.0	3.0	1.0	75%	0.0	0.0	0.0	1.0	33%	0.0	0.0	0.0	
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**0.0**	**1.0**	**0.0**	**1.0**	**20.00%**	**0.0**	**0.0**	**0.0**	
MID-LEVELS													
PA	3.0	1.0	2.0	33%	1.0	1.0	0.0	0.0	0%	0.0	0.0	6.3	
NP	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**4.0**	**1.0**	**3.0**	**25.00%**	**1.0**	**1.0**	**0.0**	**1.0**	**100.00%**	**0.0**	**0.0**	**6.3**	
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	11.5	12.0	**(0.5)**	104%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.27
RN	39.8	42.0	**(2.2)**	106%	0.0	19.0	0.0	5.0	12%	1.0	12.0	1.2	5.97
LVN	35.4	29.0	6.4	82%	3.0	19.0	0.0	3.0	10%	0.0	9.0	3.9	8.04
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	8.0	6.0	0.38
Psych Tech	10.0	9.0	1.0	90%	0.0	1.0	0.0	0.0	0%	0.0	0.0	1.8	0.52
TOTAL NURSING	**97.7**	**93.0**	**4.7**	**95.19%**	**3.0**	**41.0**	**0.0**	**8.0**	**8.60%**	**1.0**	**29.0**	**12.9**	**15.18**
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	2.0	0.0	0.0	0%	0.0	0.0	1.4	
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%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**0.0**	**3.3**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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**	**0.0**	**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**	**0.0**	**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	0.04
RN	33.1	34.0	**(0.9)**	103%	0.0	6.0	0.0	0.0	0%	0.0	1.0	0.0	0.40
LVN	28.8	29.0	**(0.2)**	101%	0.0	7.0	0.0	0.0	0%	0.0	2.0	0.0	0.20
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	0.19
TOTAL NURSING	**78.5**	**79.0**	**(0.5)**	**100.64%**	**0.0**	**15.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**4.1**	**0.83**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	1.0	0.4	
Pharmacist I	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.4	
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**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**0.8**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.0	1.0	20%	0.0	4.0	0.0	
TOTAL PHYSICIANS	**9.0**	**6.0**	**3.0**	**66.67%**	**0.0**	**0.0**	**0.0**	**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	2.2	
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**	**3.2**	
NURSING													
SRN III	1.0	0.0	1.0	0%	0.0	1.0	0.0	0.0		0.0	0.0	0.0	0.00
SRN II	11.5	12.0	**(0.5)**	104%	0.0	4.0	0.0	0.0	0%	0.0	0.0	0.0	0.65
RN	37.8	33.0	4.8	87%	0.0	4.0	1.0	1.0	3%	0.0	0.0	3.7	6.73
LVN	66.1	55.0	11.1	83%	24.0	30.0	0.0	0.0	0%	0.0	1.0	14.1	13.31
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	17.6	0.00
Psych Tech	14.6	13.0	1.6	89%	1.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	1.69
TOTAL NURSING	**131.0**	**113.0**	**18.0**	**86.26%**	**25.0**	**41.0**	**1.0**	**1.0**	**0.88%**	**0.0**	**1.0**	**35.4**	**22.38**
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	2.6	
TOTAL PHARMACY	**10.8**	**11.0**	**(0.2)**	**101.85%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**2.6**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.0	0.0	0.0	0%	0.0	0.0	0.8	
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.8**	
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	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	0.31
RN	52.1	49.0	3.1	94%	0.0	14.0	0.0	3.0	6%	1.0	5.0	0.0	6.54
LVN	60.3	57.0	3.3	95%	16.0	19.0	0.0	1.0	2%	0.0	4.0	10.1	7.87
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	9.2	0.00
Psych Tech	22.0	20.0	2.0	91%	1.0	1.0	0.0	0.0	0%	5.0	1.0	0.9	1.42
TOTAL NURSING	**146.9**	**137.0**	**9.9**	**93.26%**	**17.0**	**37.0**	**0.0**	**5.0**	**3.65%**	**6.0**	**10.0**	**20.2**	**16.14**
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	1.6	
Pharmacist Tech	2.3	2.0	0.3	87%	0.0	0.0	0.0	0.0	0%	0.0	2.0	4.9	
TOTAL PHARMACY	**7.3**	**7.0**	**0.3**	**95.89%**	**0.0**	**3.0**	**0.0**	**1.0**	**14.29%**	**0.0**	**2.0**	**6.5**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	6.0	1.0	86%	0.0	0.0	1.0	1.0	17%	1.0	0.0	0.0	
TOTAL PHYSICIANS	**9.0**	**8.0**	**1.0**	**88.89%**	**0.0**	**1.0**	**1.0**	**1.0**	**12.50%**	**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	0.61
RN	38.5	39.0	**(0.5)**	101%	0.0	6.0	0.0	0.0	0%	1.0	1.0	0.0	3.29
LVN	28.6	26.0	2.6	91%	1.0	9.0	0.0	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	0.5	0.00
Psych Tech	28.0	25.0	3.0	89%	0.0	2.0	1.0	2.0	8%	0.0	1.0	3.1	1.69
TOTAL NURSING	**106.6**	**102.0**	**4.6**	**95.68%**	**1.0**	**17.0**	**1.0**	**3.0**	**2.94%**	**3.0**	**11.0**	**4.6**	**8.66**
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	0.0	
Pharmacist Tech	6.0	6.0	0.0	100%	1.0	1.0	0.0	0.0	0%	0.0	2.0	1.9	
TOTAL PHARMACY	**12.0**	**10.0**	**2.0**	**83.33%**	**1.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**1.9**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.9	
TOTAL PHYSICIANS	**15.0**	**12.0**	**3.0**	**80.00%**	**0.0**	**2.0**	**0.0**	**2.0**	**16.67%**	**0.0**	**11.0**	**0.9**	
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%	0.0	3.0	0.0	1.0	9%	0.0	0.0	0.0	0.80
RN	50.1	44.0	6.1	88%	0.0	6.0	0.0	2.0	5%	0.0	0.0	3.4	7.67
LVN	63.1	53.0	10.1	84%	11.0	16.0	0.0	1.0	2%	1.0	0.0	8.7	10.38
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	24.0	0.00
Psych Tech	7.3	7.0	0.3	96%	0.0	0.0	0.0	0.0	0%	0.0	0.0	4.6	1.37
TOTAL NURSING	**134.0**	**117.0**	**17.0**	**87.31%**	**11.0**	**25.0**	**0.0**	**4.0**	**3.42%**	**1.0**	**0.0**	**40.7**	**20.22**
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	1.2	
Pharmacist Tech	6.6	6.0	0.6	91%	0.0	0.0	0.0	0.0	0%	0.0	2.0	2.0	
TOTAL PHARMACY	**10.6**	**9.0**	**1.6**	**84.91%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**3.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	3.0	0.0	100%	1.0	2.0	0.0	1.0	33%	0.0	0.0	0.2	
TOTAL PHYSICIANS	**5.0**	**4.0**	**1.0**	**80.00%**	**1.0**	**2.0**	**0.0**	**1.0**	**25.00%**	**0.0**	**0.0**	**0.2**	
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	10.0	1.5	87%	0.0	3.0	2.0	2.0	20%	0.0	0.0	0.0	0.43
RN	54.4	50.0	4.4	92%	2.0	12.0	1.0	9.0	18%	0.0	0.0	4.0	3.47
LVN	29.9	23.0	6.9	77%	0.0	2.0	0.0	2.0	9%	0.0	1.0	3.2	1.53
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	5.2	0.00
Psych Tech	34.5	25.0	9.5	72%	0.0	3.0	1.0	3.0	12%	0.0	0.0	1.4	4.28
TOTAL NURSING	**131.3**	**109.0**	**22.3**	**83.02%**	**2.0**	**20.0**	**4.0**	**16.0**	**14.68%**	**0.0**	**1.0**	**13.8**	**9.71**
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	1.0	0.0	1.0	50%	0.0	2.0	0.0	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	0.4	
TOTAL PHARMACY	**6.0**	**6.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**1.0**	**16.67%**	**0.0**	**3.0**	**0.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, additional appointments, Retired Annuitants, Intermittents	Registry Positions (FTE) (As of October 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	0.0	
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**	**0.0**	
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	0.0	0%	0.0	0.0	0.0	0.61
RN	26.8	29.0	**(2.2)**	108%	1.0	14.0	0.0	1.0	3%	1.0	3.0	2.0	1.17
LVN	59.1	57.0	2.1	96%	0.0	29.0	1.0	4.0	7%	0.0	0.0	0.3	2.18
CNA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	11.1	0.23
Psych Tech	8.0	6.0	2.0	75%	0.0	0.0	0.0	1.0	17%	0.0	0.0	0.0	0.00
TOTAL NURSING	**107.4**	**105.0**	**2.4**	**97.77%**	**1.0**	**48.0**	**1.0**	**6.0**	**5.71%**	**1.0**	**3.0**	**13.4**	**4.19**
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	0.0	0%	0.0	0.0	2.0	
Pharmacist Tech	2.5	3.0	**(0.5)**	120%	0.0	0.0	0.0	0.0	0%	3.0	0.0	2.5	
TOTAL PHARMACY	**6.5**	**6.0**	**0.5**	**92.31%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**0.0**	**4.5**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.0	0%	0.0	1.0	0.4	
TOTAL PHYSICIANS	**12.5**	**13.0**	**(0.5)**	**104.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**1.0**	**0.4**	
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	3.9	
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**	**3.9**	
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	2.0	0.0	0.51
RN	48.4	49.0	(0.6)	101%	0.0	14.0	1.0	6.0	12%	0.0	1.0	3.7	4.30
LVN	59.5	40.0	19.5	67%	2.0	8.0	1.0	3.0	8%	0.0	2.0	4.6	9.34
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	25.9	0.00
Psych Tech	24.0	21.0	3.0	88%	0.0	4.0	0.0	2.0	10%	4.0	0.0	11.2	4.34
TOTAL NURSING	**144.4**	**121.0**	**23.4**	**83.80%**	**2.0**	**32.0**	**2.0**	**12.0**	**9.92%**	**4.0**	**5.0**	**45.4**	**18.49**
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	2.0	0.0	0.0	0%	0.0	0.0	1.2	
Pharmacist Tech	5.5	5.0	0.5	91%	0.0	0.0	0.0	0.0	0%	0.0	0.0	4.0	
TOTAL PHARMACY	**9.5**	**12.0**	**(2.5)**	**126.32%**	**1.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**5.2**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	10.0	1.5	87%	0.0	2.0	1.0	1.0	10%	0.0	1.0	0.0	0.46
RN	75.9	74.0	1.9	97%	0.0	12.0	1.0	4.0	5%	1.0	0.0	0.3	10.77
LVN	35.8	28.0	7.8	78%	0.0	7.0	0.0	1.0	4%	0.0	6.0	1.4	5.25
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	1.9	0.00
Psych Tech	73.4	74.0	**(0.6)**	101%	2.0	8.0	0.0	2.0	3%	0.0	0.0	1.9	4.20
TOTAL NURSING	**197.6**	**187.0**	**10.6**	**94.64%**	**2.0**	**29.0**	**2.0**	**8.0**	**4.28%**	**1.0**	**7.0**	**5.5**	**20.68**
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	0.6	
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.1	
TOTAL PHARMACY	**11.0**	**11.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.7**	

Substance Abuse Treatment Facility

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

	Total Positions Authorized to be Filled (Data provided by Budgets as of 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	1.0	
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**	**1.0**	
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%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.06
RN	53.8	49.0	4.8	91%	0.0	8.0	0.0	2.0	4%	1.0	1.0	0.0	6.20
LVN	72.6	66.0	6.6	91%	0.0	40.0	1.0	5.0	8%	0.0	4.0	0.0	9.78
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	1.0	5.7	0.00
Psych Tech	10.5	26.0	**(15.5)**	248%	16.0	21.0	1.0	1.0	4%	0.0	1.0	3.4	1.99
TOTAL NURSING	**150.4**	**154.0**	**(3.6)**	**102.39%**	**16.0**	**71.0**	**2.0**	**8.0**	**5.19%**	**1.0**	**7.0**	**9.1**	**18.03**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	0.1	
Pharmacist I	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	2.1	
Pharmacist Tech	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%	2.0	2.0	1.9	
TOTAL PHARMACY	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**2.0**	**2.0**	**4.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.6	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**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	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	7.0	0.0	2.0	11%	0.0	2.0	0.9	1.85
LVN	20.8	17.0	3.8	82%	0.0	5.0	0.0	1.0	6%	0.0	4.0	0.3	1.14
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	6.0	0.0	0.01
Psych Tech	10.0	9.0	1.0	90%	0.0	2.0	0.0	1.0	11%	0.0	0.0	0.0	0.18
TOTAL NURSING	**62.9**	**54.0**	**8.9**	**85.85%**	**1.0**	**18.0**	**0.0**	**4.0**	**7.41%**	**0.0**	**12.0**	**1.2**	**3.18**
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	0.6	
Pharmacist Tech	1.3	1.0	0.3	77%	0.0	0.0	0.0	0.0	0%	0.0	2.0	2.8	
TOTAL PHARMACY	**3.3**	**3.0**	**0.3**	**90.91%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**2.0**	**3.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.6	
TOTAL PHYSICIANS	**14.0**	**14.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.6**	
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	0.48
RN	40.9	37.0	3.9	90%	0.0	3.0	0.0	2.0	5%	1.0	0.0	0.7	3.13
LVN	39.0	29.0	10.0	74%	1.0	4.0	0.0	5.0	17%	0.0	2.0	7.4	2.88
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	5.5	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	1.06
TOTAL NURSING	**101.9**	**86.0**	**15.9**	**84.40%**	**1.0**	**8.0**	**0.0**	**8.0**	**9.30%**	**1.0**	**2.0**	**13.6**	**7.55**
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	3.6	
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%	1.0	2.0	5.5	
TOTAL PHARMACY	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**1.0**	**3.0**	**9.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.9	
TOTAL PHYSICIANS	**14.0**	**14.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**0.0**	**0.9**	
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	4.0	0.0	0.0	0%	0.0	1.0	0.0	1.04
RN	53.2	51.0	2.2	96%	1.0	16.0	0.0	3.0	6%	0.0	1.0	0.0	2.76
LVN	73.5	58.0	15.5	79%	4.0	19.0	0.0	0.0	0%	0.0	3.0	0.0	8.01
CNA	8.1	7.0	1.1	86%	0.0	1.0	0.0	1.0	14%	0.0	0.0	1.1	0.85
Psych Tech	27.3	25.0	2.3	92%	0.0	3.0	0.0	0.0	0%	0.0	0.0	0.0	0.92
TOTAL NURSING	**178.0**	**156.0**	**22.0**	**87.64%**	**5.0**	**43.0**	**0.0**	**4.0**	**2.56%**	**0.0**	**5.0**	**1.1**	**13.58**
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	0.6	
Pharmacist Tech	4.8	5.0	**(0.2)**	104%	0.0	0.0	0.0	0.0	0%	0.0	3.0	4.8	
TOTAL PHARMACY	**8.8**	**10.0**	**(1.2)**	**113.64%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**5.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	8.0	1.0	89%	1.0	1.0	0.0	0.0	0%	0.0	3.0	0.3	
TOTAL PHYSICIANS	**10.0**	**9.0**	**1.0**	**90.00%**	**1.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**3.0**	**0.3**	
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	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	0.0	0%	0.0	0.0	0.0	0.17
RN	50.1	49.0	1.1	98%	1.0	11.0	0.0	2.0	4%	1.0	0.0	4.8	2.21
LVN	40.0	39.0	1.0	98%	0.0	24.0	0.0	2.0	5%	0.0	0.0	0.5	10.24
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	6.4	0.00
Psych Tech	24.0	21.0	3.0	88%	0.0	4.0	0.0	3.0	14%	0.0	0.0	6.5	3.77
TOTAL NURSING	**126.6**	**121.0**	**5.6**	**95.58%**	**1.0**	**44.0**	**0.0**	**7.0**	**5.79%**	**1.0**	**0.0**	**18.2**	**16.39**
PHARMACY													
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	1.0	1.0	
Pharmacist I	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%	0.0	0.0	4.4	
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%	3.0	2.0	0.9	
TOTAL PHARMACY	**10.0**	**10.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**	**3.0**	**3.0**	**6.3**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	0.2	
TOTAL PHYSICIANS	**11.0**	**10.0**	**1.0**	**90.91%**	**0.0**	**1.0**	**0.0**	**1.0**	**10.00%**	**0.0**	**2.0**	**0.2**	
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	0.6	
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**	**0.6**	
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	11.0	0.5	96%	0.0	2.0	0.0	0.0	0%	0.0	0.0	0.0	0.01
RN	37.2	35.0	2.2	94%	1.0	5.0	0.0	3.0	9%	0.0	1.0	2.0	2.37
LVN	42.4	25.0	17.4	59%	0.0	2.0	1.0	1.0	4%	0.0	0.0	8.4	5.27
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	27.0	31.6	1.47
Psych Tech	14.7	15.0	**(0.3)**	102%	0.0	2.0	0.0	0.0	0%	0.0	0.0	1.4	0.86
TOTAL NURSING	**106.8**	**87.0**	**19.8**	**81.46%**	**1.0**	**12.0**	**1.0**	**4.0**	**4.60%**	**0.0**	**28.0**	**43.4**	**9.98**
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	0.7	
Pharmacist Tech	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%	5.0	2.0	6.7	
TOTAL PHARMACY	**3.0**	**4.0**	**(1.0)**	**133.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**	**5.0**	**2.0**	**7.4**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	4.0	0.0	1.0	11%	0.0	1.0	0.5	
TOTAL PHYSICIANS	**12.0**	**12.0**	**0.0**	**100.00%**	**1.0**	**4.0**	**0.0**	**1.0**	**8.33%**	**0.0**	**1.0**	**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	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%	0.0	0.0	1.1	
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**	**1.1**	
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%	1.0	3.0	0.0	2.0	18%	0.0	0.0	0.0	0.56
RN	55.7	49.0	6.7	88%	1.0	10.0	1.0	3.0	6%	0.0	0.0	3.2	4.70
LVN	53.5	46.0	7.5	86%	6.0	22.0	0.0	3.0	7%	0.0	0.0	6.2	12.00
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0		0.0	0.0	36.2	0.00
Psych Tech	8.0	6.0	2.0	75%	0.0	1.0	1.0	1.0	17%	0.0	0.0	9.6	0.44
TOTAL NURSING	**129.7**	**112.0**	**17.7**	**86.35%**	**8.0**	**36.0**	**2.0**	**9.0**	**8.04%**	**0.0**	**0.0**	**55.2**	**17.70**
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	2.0	0.0	0.0	0%	0.0	0.0	2.2	
Pharmacist Tech	3.8	3.0	0.8	79%	0.0	0.0	0.0	0.0	0%	0.0	4.0	1.9	
TOTAL PHARMACY	**8.8**	**8.0**	**0.8**	**90.91%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**	**0.0**	**4.0**	**4.1**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Intermittents, additional appointments	Registry Positions (FTE) (As of October 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	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	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	11.0	1.0	92%	1.0	5.0	0.0	1.0	9%	0.0	0.0	0.0	
Pharmacist Tech	19.0	18.0	1.0	95%	0.0	5.0	0.0	0.0	0%	12.0	0.0	0.0	
TOTAL PHARMACY	**35.0**	**33.0**	**2.0**	**94.29%**	**1.0**	**11.0**	**0.0**	**1.0**	**3.03%**	**12.0**	**0.0**	**0.0**	

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 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 1/06/2012)	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2011 - 12/31/2011	Year To Date Appointments 13/1/2011 - 12/31/2011	Separations 12/1/2011 - 12/31/2011	Year To Date Separations 13/1/2011 - 12/31/2011	Year To Date Turnover Rate (Percentage) 13/1/2011 - 12/31/2011	Blanket Positions - Unfunded, Permanent/Limited Term Full Time	Blanket Positions - long term sick, Retired Annuitants, Internships, additional appointments	Registry Positions (FTE) (As of October 2011)	Overtime Usage (FTE)
PHYSICIANS													
CMO/RME	63.0	43.0	20.0	68%	0.0	17.0	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	324.6	299.0	25.6	92%	3.0	42.0	3.0	13.0	4%	4.0	51.0	12.0	
TOTAL PHYSICIANS	**423.6**	**376.0**	**47.6**	**88.76%**	**3.0**	**65.0**	**3.0**	**13.0**	**3.46%**	**5.0**	**51.0**	**12.0**	
MID-LEVELS													
PA	33.4	31.0	2.4	93%	1.0	6.0	0.0	1.0	3%	0.0	0.0	18.1	
NP	38.0	37.0	1.0	97%	0.0	1.0	0.0	2.0	5%	1.0	1.0	7.4	
TOTAL MID-LEVELS	**71.4**	**68.0**	**3.4**	**95.24%**	**1.0**	**7.0**	**0.0**	**3.0**	**4.41%**	**1.0**	**1.0**	**25.5**	
NURSING													
SRN III	51.0	42.0	9.0	82%	2.0	16.0	0.0	2.0	5%	1.0	0.0	0.0	0.00
SRN II	394.3	369.0	25.3	94%	3.0	91.0	4.0	19.0	5%	0.0	6.0	0.0	14.63
RN	1753.0	1702.0	51.0	97%	16.0	368.0	6.0	96.0	6%	14.0	87.0	36.3	160.38
LVN	1584.1	1342.0	242.1	85%	89.0	495.0	6.0	63.0	5%	8.0	91.0	96.9	182.34
CNA	43.1	40.0	3.1	93%	0.0	1.0	0.0	2.0	5%	0.0	78.0	321.1	11.06
Psych Tech	596.8	554.0	42.8	93%	20.0	86.0	4.0	23.0	4%	13.0	8.0	76.1	44.04
TOTAL NURSING	**4422.3**	**4049.0**	**373.3**	**91.56%**	**130.0**	**1057.0**	**20.0**	**205.0**	**5.06%**	**36.0**	**270.0**	**530.4**	**412.5**
PHARMACY													
Pharmacist II	36.0	34.0	2.0	94%	0.0	12.0	0.0	2.0	6%	0.0	3.0	3.2	
Pharmacist I	110.2	112.0	**(1.8)**	102%	3.0	38.0	0.0	3.0	3%	3.0	10.0	41.5	
Pharmacist Tech	154.0	157.0	**(3.0)**	102%	1.0	20.0	0.0	2.0	1%	32.0	52.0	81.3	
TOTAL PHARMACY	**300.2**	**303.0**	**(2.8)**	**100.93%**	**4.0**	**70.0**	**0.0**	**7.0**	**2.31%**	**35.0**	**65.0**	**126.0**	

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		**48.0**	40.0	0.0	0.0	0.0	0.0	**40.0**	**8.0**	
9318	SRN II		**392.3**	348.7	0.0	0.5	14.4	0.0	**363.6**	**28.7**	
9317	SRN I		**1.0**	1.0	0.0	0.0	0.0	0.0	**1.0**	**0.0**	
Total Supervision			**441.3**	**389.7**	**0.0**	**0.5**	**14.4**	**0.0**	**404.6**	**36.7**	
9275	RN		**1754.5**	1557.5	14.7	13.7	155.8	36.8	**1778.5**	**(24.0)**	
8257	LVN		**1571.7**	1260.2	3.4	28.4	182.7	87.2	**1561.9**	**9.8**	
Total Rank & File- Nursing			**3326.2**	**2817.7**	**18.0**	**42.1**	**338.5**	**124.0**	**3340.4**	**(14.2)**	
	Grand Totals		**3767.5**	**3207.4**	**18.0**	**42.6**	**352.9**	**124.0**	**3745.0**	**22.4**	

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		**12.0**	**10.0**	**0.0**	**0.0**	**0.0**	**0.0**	**10.0**	**2.0**	
9267	Chief P&S		**35.0**	**32.0**	**0.0**	**0.0**	**0.2**	**0.0**	**32.2**	**2.8**	
Total Management			**47.0**	**42.0**	**0.0**	**0.0**	**0.2**	**0.0**	**42.2**	**4.8**	
9269	P&S-CF		**69.0**	**69.0**	**3.0**	**1.6**	**0.8**	**0.0**	**74.4**	**(5.4)**	
9263	P&S-IM/FP		**228.6**	**203.6**	**1.0**	**1.7**	**5.5**	**10.3**	**222.0**	**6.6**	
8016	PA		**30.4**	**29.4**	**0.0**	**0.0**	**1.5**	**17.0**	**47.8**	**(17.4)**	
9278	NP		**38.0**	**36.0**	**1.0**	**0.0**	**2.0**	**7.4**	**46.4**	**(8.4)**	
Total Primary Care Providers			**366.0**	**338.0**	**5.0**	**3.3**	**9.7**	**34.7**	**390.7**	**(24.7)**	
	Grand Totals		**413.0**	**380.0**	**5.0**	**3.3**	**9.9**	**34.7**	**432.9**	**(19.9)**	

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 68-69.

CCHCS Summary of OIG Medical Inspection Results Round 2

	Statewide Average	CSP - 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	CSP - 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	CSP - Corcoran June 2011	California Correctional Center June 2011	Correctional Training Facility August 2011	Pelican Bay State Prison September 2011	Ironwood State Prison October 2011	CSP - Solano July 2011	Salinas Valley State Prison September 2011	Mule Creek State Prison August 2011	Avenal State Prison November 2011	Chuckawalla Valley State Prison November 2011	Calipatria State Prison October 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%	74.5%	82.8%	78.6%	76.7%	78.0%	79.8%	86.9%	82.2%	83.0%
Chronic Care	72.3%	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%	60.1%	77.5%	69.2%	64.8%	58.9%	72.0%	73.2%	77.7%	82.0%
Clinical Services	73.1%	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%	64.8%	76.5%	82.1%	70.5%	73.5%	72.3%	86.4%	80.8%	70.6%
Health Screening	82.0%	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%	74.9%	79.4%	75.7%	80.9%	82.8%	73.4%	84.0%	83.2%	83.6%
Specialty Services	79.5%	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%	59.7%	85.9%	82.8%	66.2%	70.4%	69.0%	89.6%	78.7%	89.6%
Urgent Services	76.2%	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%	82.2%	87.3%	88.3%	84.1%	82.0%	82.4%	82.9%	82.2%	85.3%
Emergency Services	78.8%	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%	58.3%	81.0%	87.6%	75.9%	87.1%	78.6%	79.8%	76.7%	87.8%
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	n/a	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%	76.7%	77.9%	79.6%	66.9%	72.1%	84.6%	95.2%	84.8%	73.7%
Access to Health Care Information	69.2%	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%	80.4%	100.0%	39.2%	98.0%	100.0%	100.0%	90.2%	85.3%	95.1%
Outpatient Housing Unit	91.3%	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%	96.0%	n/a	85.0%	n/a	n/a	n/a	95.6%	92.9%	91.9%
Internal Reviews	76.7%	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%	87.5%	75.0%	76.8%	83.0%	65.0%	95.5%	73.0%	66.8%	73.0%
Inmate Transfers	88.3%	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%	100.0%	100.0%	74.0%	81.3%	90.7%	65.3%	100.0%	68.2%	76.7%
Clinic Operations	94.7%	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%	91.8%	94.8%	91.2%	90.9%	90.9%	87.3%	100.0%	88.8%	93.9%
Preventive Services	77.6%	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%	63.0%	98.3%	88.0%	72.0%	96.7%	72.3%	94.3%	90.3%	94.3%
Pharmacy Services	93.0%	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%	79.3%	100.0%	86.2%	100.0%	100.0%	93.1%	93.1%	100.0%	69.0%
Other Services	91.7%	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%	83.3%	85.0%	83.3%	70.0%	83.3%	70.0%	100.0%	100.0%	100.0%
Inmate Hunger Strikes	78.2%	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	100.0%	65.8%	84.2%	n/a	52.6%	n/a	100.0%	n/a	100.0%
Chemical Agent Contraindications	90.6%	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	n/a	48.2%	n/a	n/a	100.0%	100.0%	100.0%	n/a	78.8%
Staffing Levels and Training	99.0%	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%	100.0%	100.0%	95.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Nursing Policy	74.6%	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%	100.0%	50.0%	90.0%	80.0%	71.4%	100.0%	100.0%	80.0%	50.0%

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	CSP - 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	CSP - 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	CSP - 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	CSP - Corcoran March 2010	Calipatria State Prison April 2010	Correctional Training Facility April 2010	Mule Creek State Prison April 2010	Salinas 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%	82.5%	79.1%	73.2%	80.2%	77.5%	89.4%	83.7%	89.1%	80.2%	80.5%	82.7%	81.2%	75.4%	70.2%	62.9%	71.9%	83.7%	79.8%	61.0%	87.6%	70.4%	75.2%	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 & 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 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.

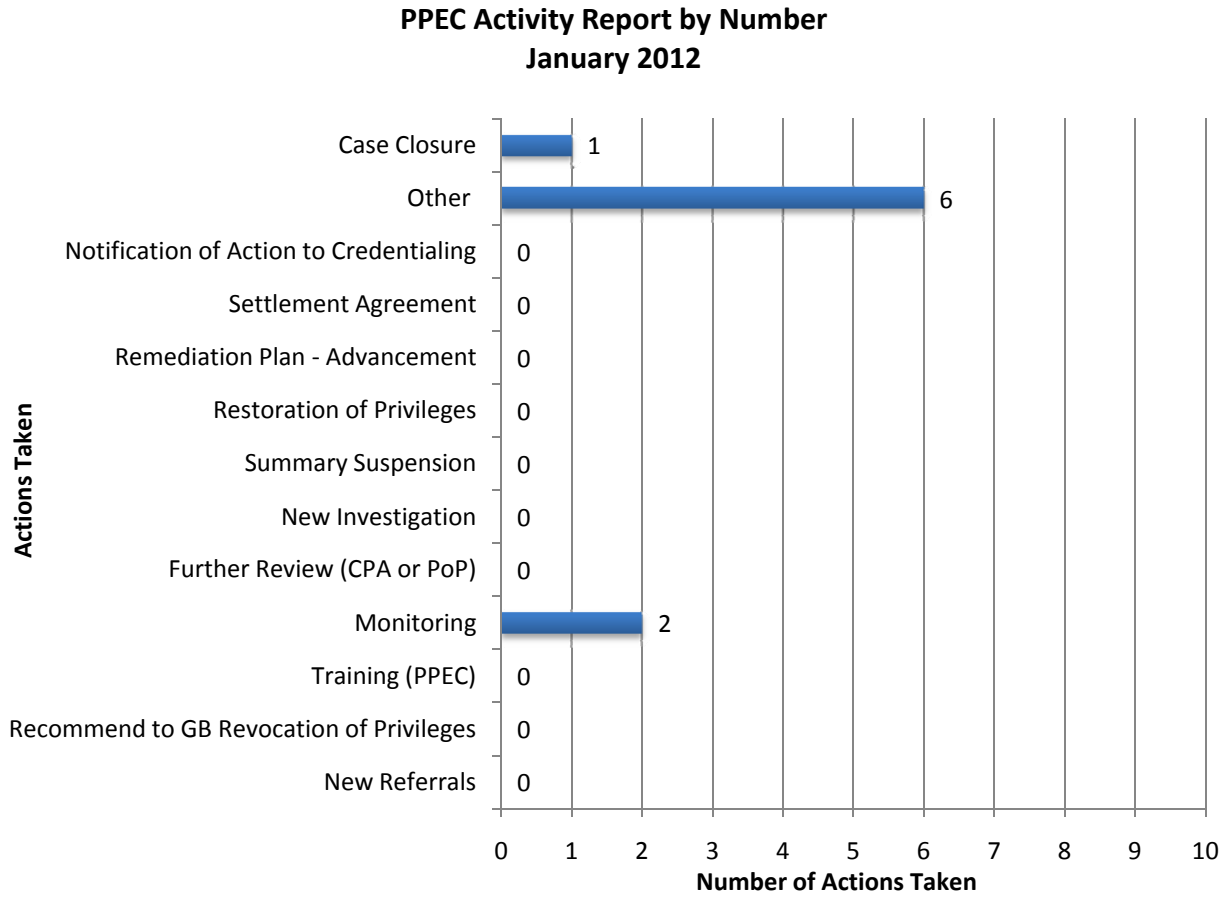
Objective 4.3: Establish Medical Peer Review and Discipline Process to Ensure Quality of Care.

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.

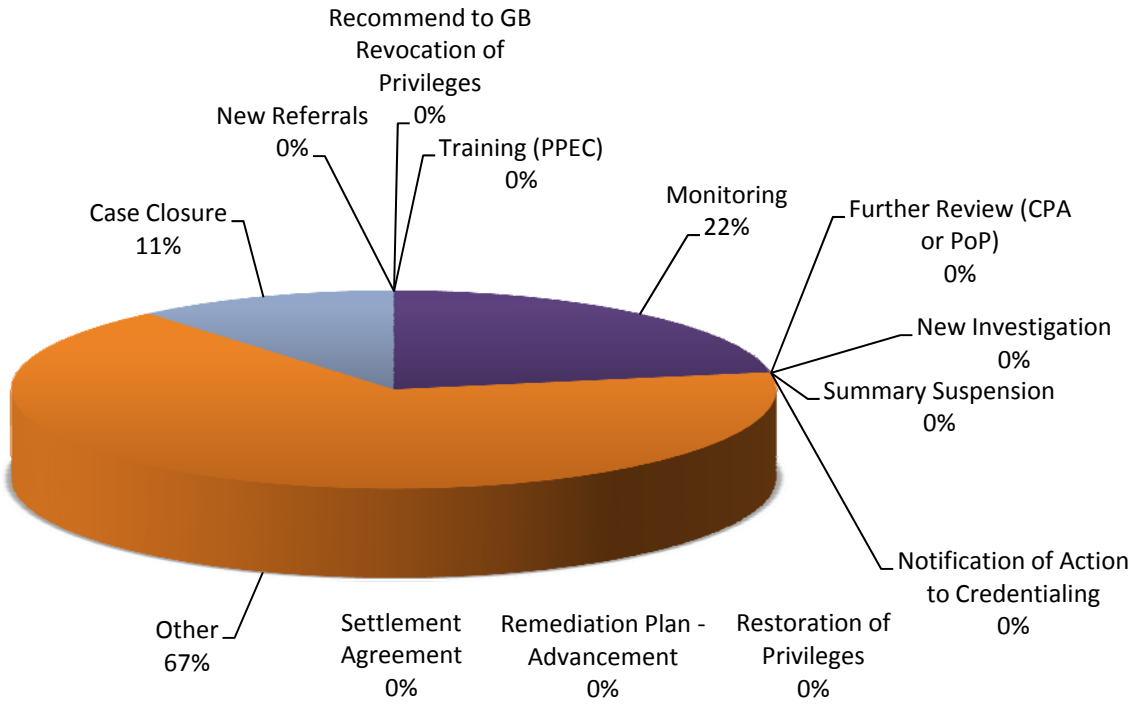
Reporting/Responsible Division:
Clinical Practice Review Section, CCHCS

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

Graph/Table Display:



PPEC Activity Report by Percentage
January 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.

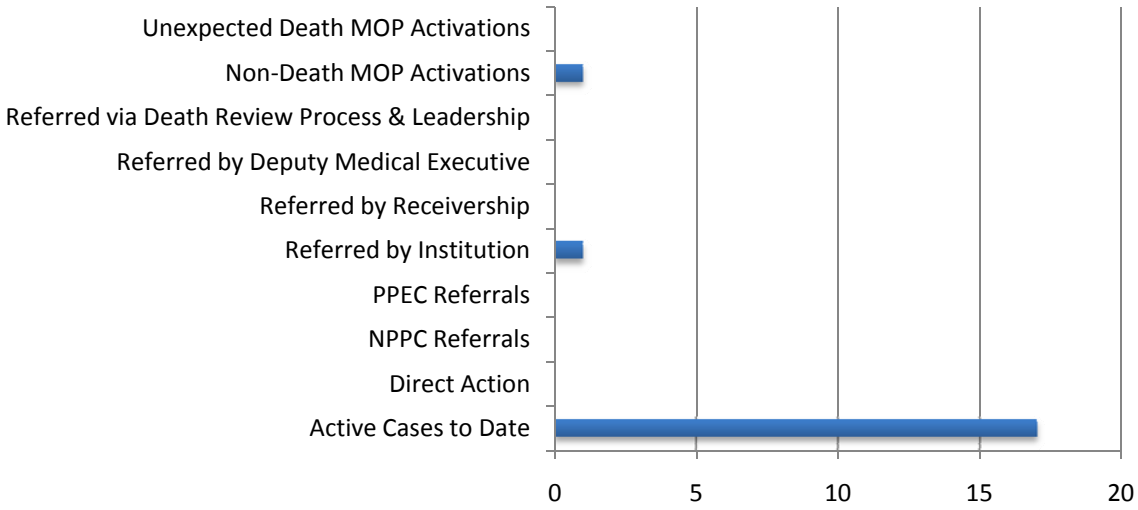
Reporting/Responsible Division:
Clinical Operations Support Branch, CCHCS

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

Outcome following MOP roll-outs.

Graph/Table Display:

Medical Oversight Program Monthly Data Report
January 2012

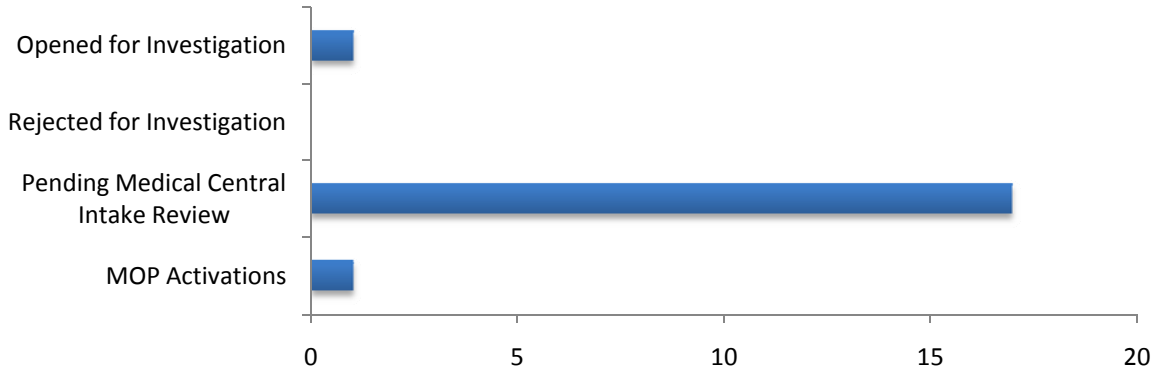


Results Explanation:
Unexpected Death MOP Activations is a death of a patient based on the "Inclusion Criteria" as follows: a death of a patient/inmate who: is 40 years of age or younger with no history of a chronic medical condition; a patient/inmate with two or more TTA visits in the last week of life; 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
January 2012



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

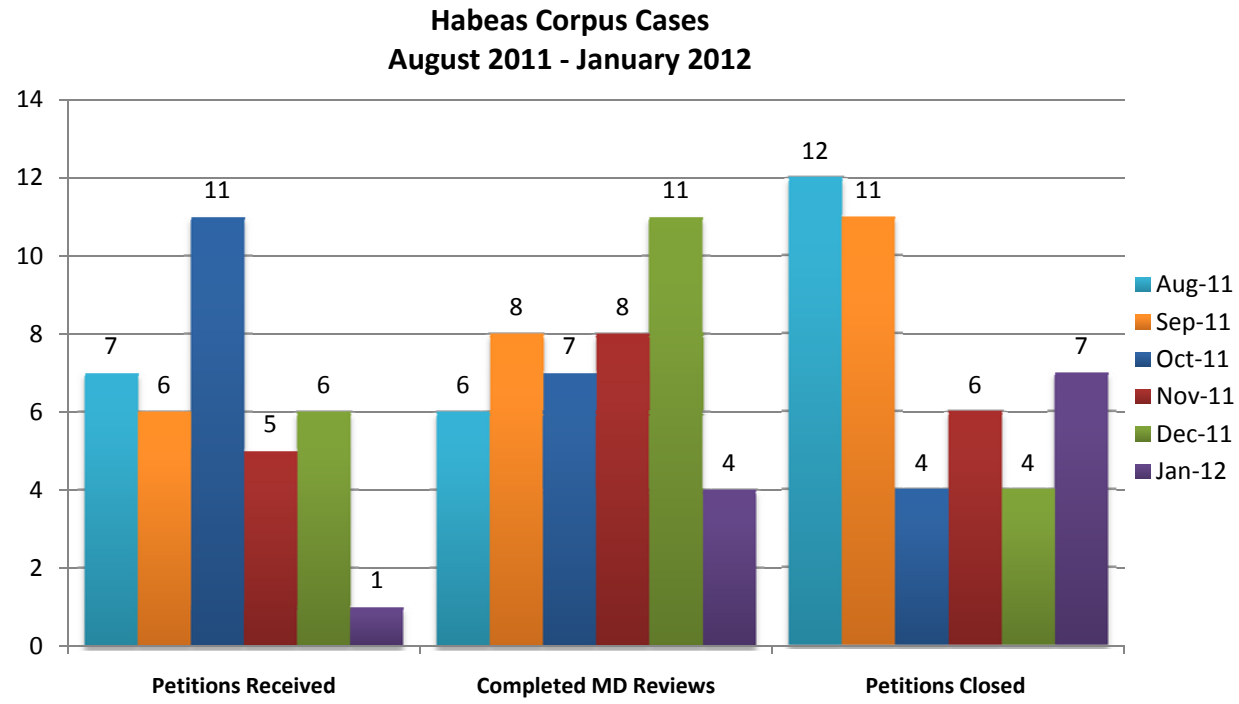
Reporting/Responsible Division:
Risk Management Branch, CCHCS

Performance Indicators:
Writ of Habeas Corpus activity.

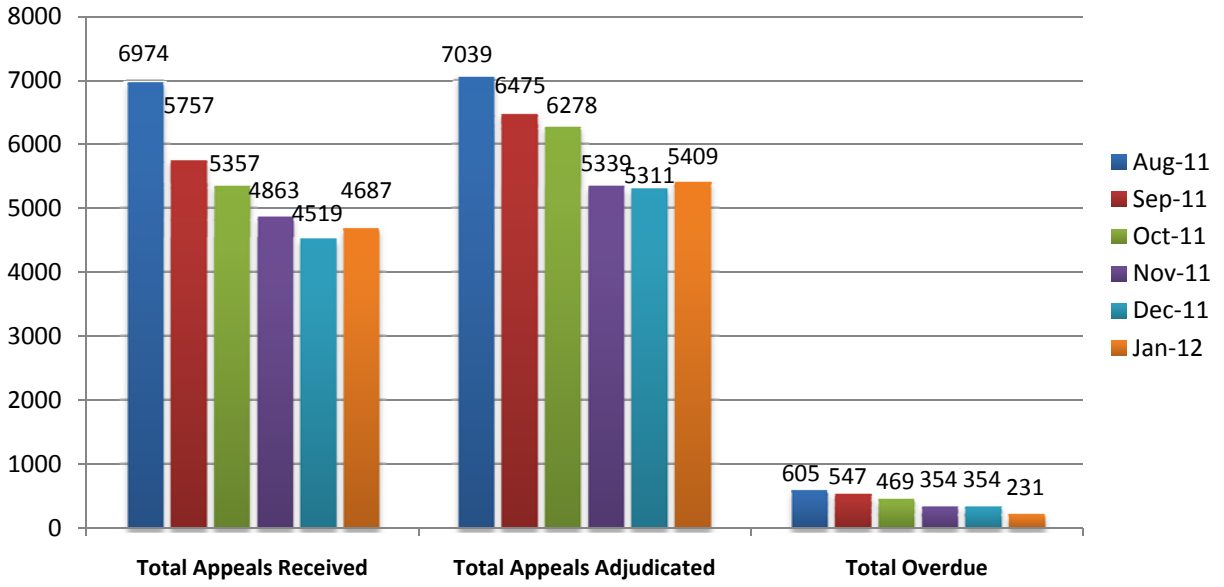
Number of patient-inmate appeals received from Institutions statewide (Healthcare Appeals Statewide): total appeals received, number of appeals adjudicated, and total number of appeals overdue.

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.

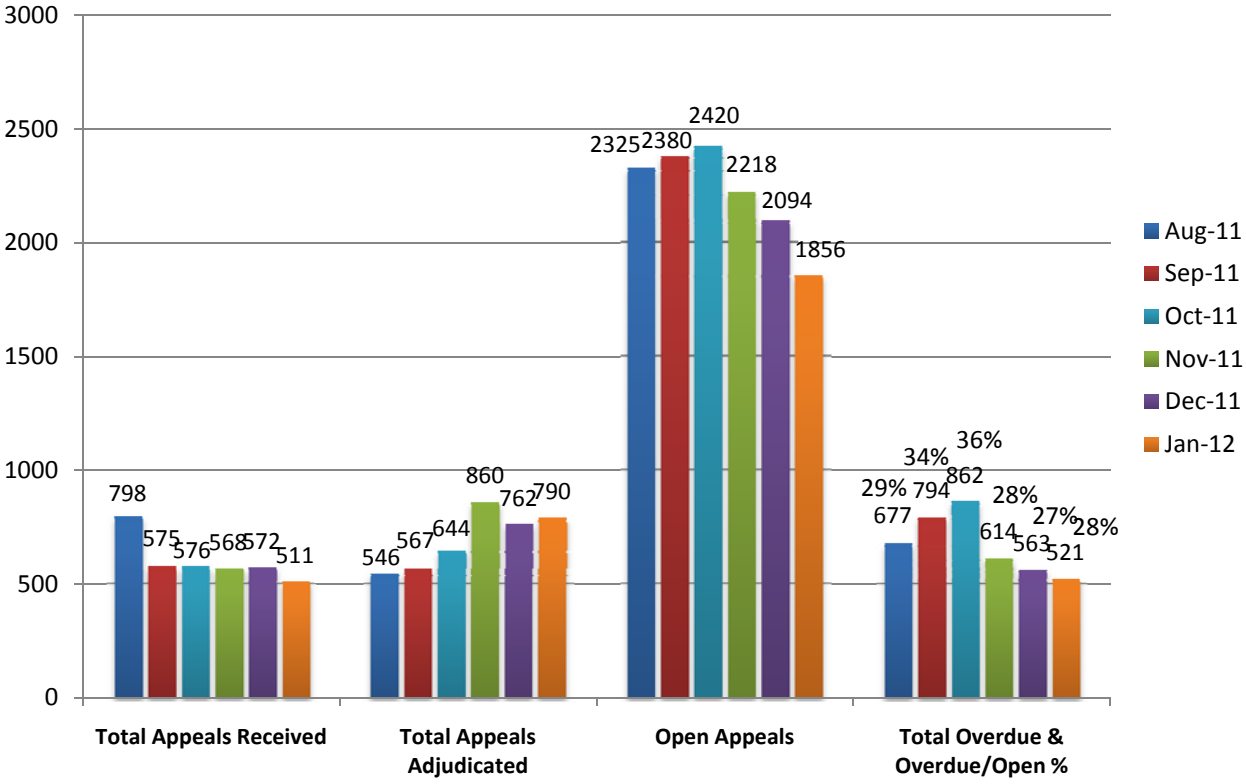
Graph/Table Display:



Healthcare Appeals - Institutions (Statewide)
August 2011 - January 2012



Health Care Appeals - Third Level
August 2011 - January 2012



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:

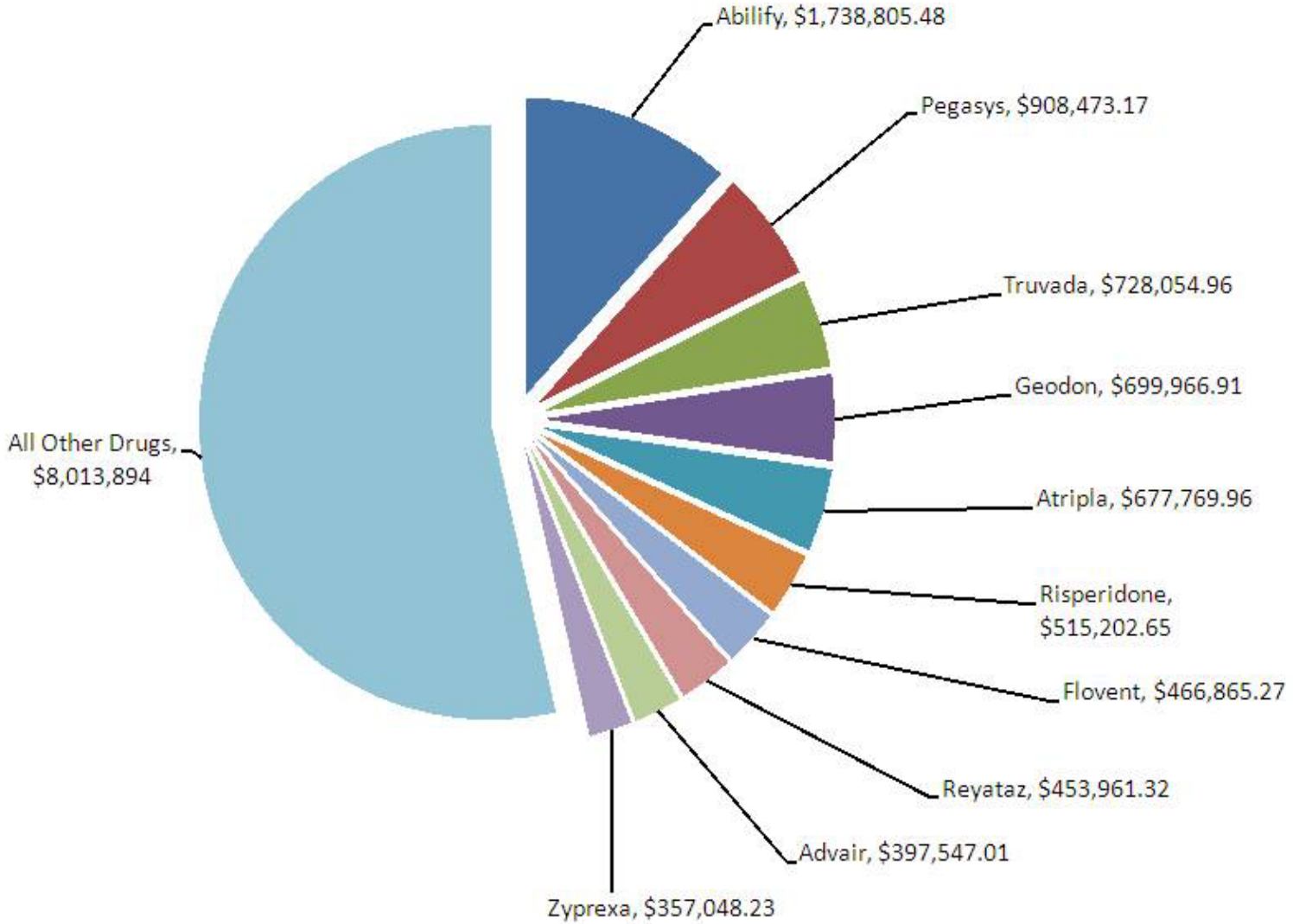
- Top Drugs
- Top Therapeutic Category Purchases
- Central Fill Pharmacy Service Level

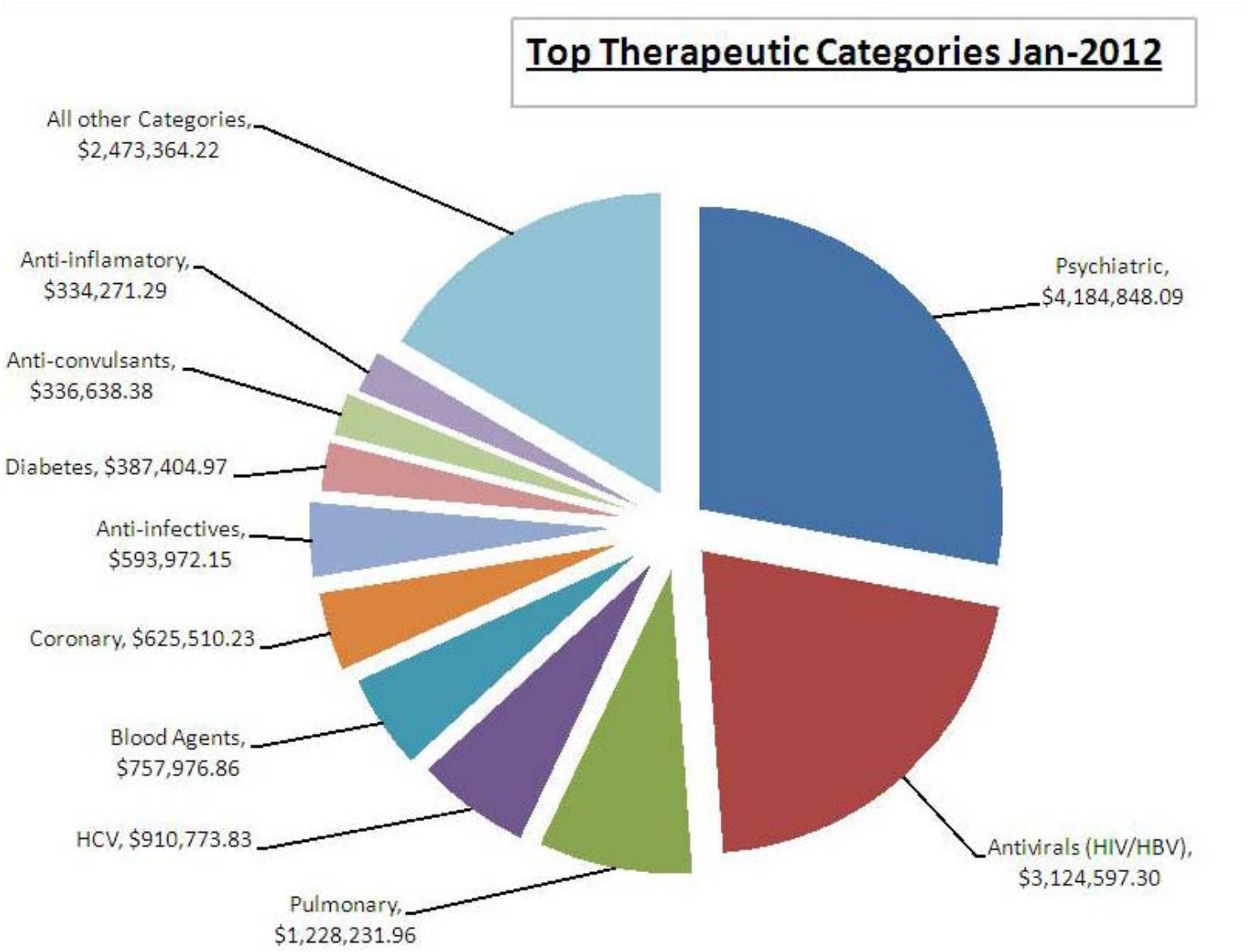
Graph/Table Display:
Refer to pages 82-84.

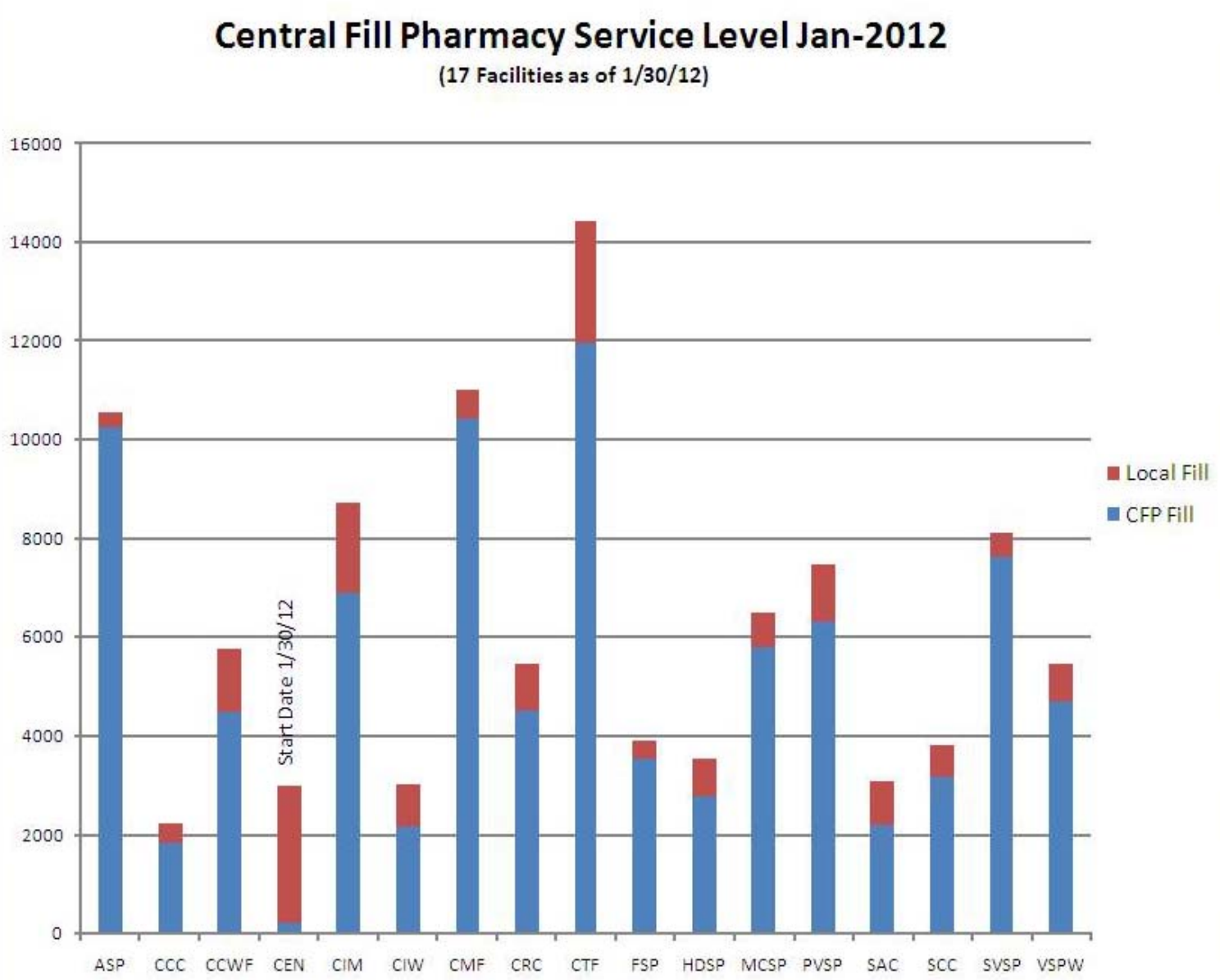
Results Explanation:
Each chart shows data for November 2011.

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

Top Drugs Purchased Jan-2012




Top Therapeutic Categories Jan-2012
All other Categories, $2,473,364.22
Anti-inflamatory, $334,271.29
Anti-convulsants, $336,638.38
Diabetes, $387,404.97
Anti-infectives, $593,972.15
Coronary, $625,510.23
Blood Agents, $757,976.86
HCV, $910,773.83
Pulmonary, $1,228,231.96
Psychiatric, $4,184,848.09
Antivirals (HIV/HBV), $3,124,597.30


Central Fill Pharmacy Service Level Jan-2012
(17 Facilities as of 1/30/12)
16000
14000
12000
10000
8000
6000
4000
2000
0
Start Date 1/30/12
Local Fill
CFP Fill
ASP
CCC
CCWF
CEN
CIM
CIW
CMF
CRC
CTF
FSP
HDSP
MCSP
PVSP
SAC
SCC
SVSP
VSPW