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

Federal Receiver's Turnaround Plan of Action
Monthly Report
February 2009

February 15, 2009

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Introduction

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

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

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

GOAL 2 Objective 2.4 – Invoice Processing

GOAL 3 Objective 3.1 – Vacancy and Turnover Rates for Physicians and Nurses

GOAL 4 Objective 4.3 – Medical Peer Review and Discipline
Objective 4.4 – Medical Oversight Program
Objective 4.5 – Inmate Health Care Appeals and Habeas Corpus Petitions

GOAL 5 Objective 5.1 – Pharmacy Services

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

GOAL 2

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

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

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

Reporting/Responsible Division:
Healthcare Invoice, Data and Provider Services Branch, CPHCS

Performance Measure:
Average days to process invoices.

Graph/Table Display:
Refer to page 4.

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

Data represents invoices processed for Fiscal Year (FY) 07/08 and 08/09 based on "TblInvoices" in the Contract Management Database (CMD). FY 08/09 is based on invoices in the WebCMD where there is a record amount paid.

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

FY 07/08 - Total # of Invoices for Non-Prodagio 219,746, Prodagio 65,649.
FY 08/09 - Total # of Invoices for Non-Prodagio 87,898, Prodagio 10,958.

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

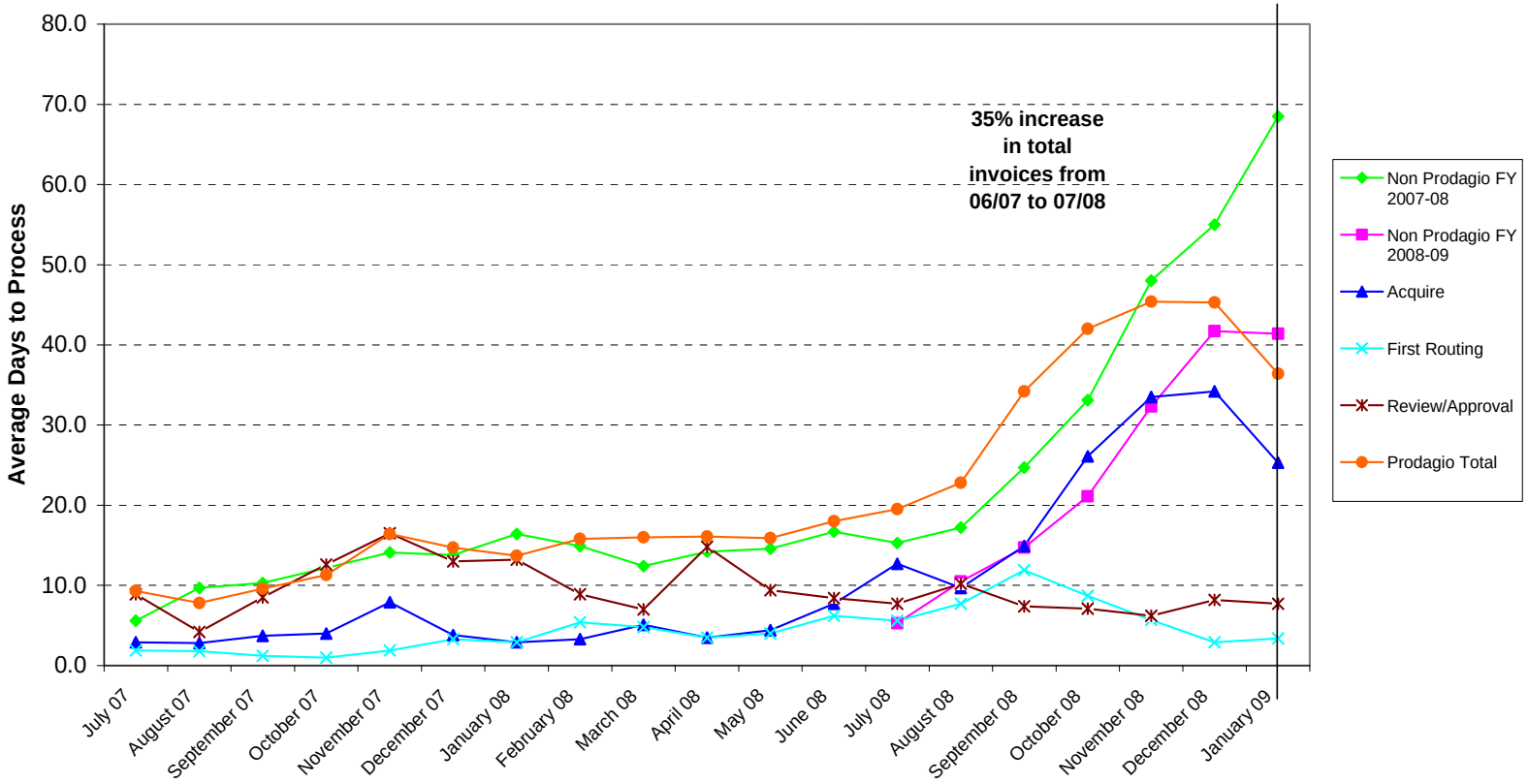
Prodagio numbers for FY 07/08 reflect all invoices for CCWF, CMF, PBSP, and SQ. FSP implemented Prodagio in June 2008, and SOL implemented Prodagio in July 2008. CCC, COR, HDSP, and SATF implemented Prodagio in August 2008.

September 2008 and January 2009 data reflects a significant increase in average days to process due to remaining 07/08 invoices with irregular circumstances.

The average number of days to process may decrease as invoices are completed.

As of November 18, 2008, invoice scanning ceased in Prodagio. In order to eliminate double counting of invoices, any institution's invoice with a received date after November 18, 2008, is "Non-Prodagio." Prodagio Institutions continue to close out the remaining invoices acquired in Prodagio before November 18, 2008.

Statewide Invoice Processing Days w. Prodagio Detail - July 1, 2007 through January 31, 2009



GOAL 3

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

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

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

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

Reporting/Responsible Division:
Human Resources, CPHCS

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

Turnover of statewide nursing and physician positions.

Graph/Table Display:
The Human Resources' Recruitment and Retention Report for December 2008 follows on pages 7- 47.

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

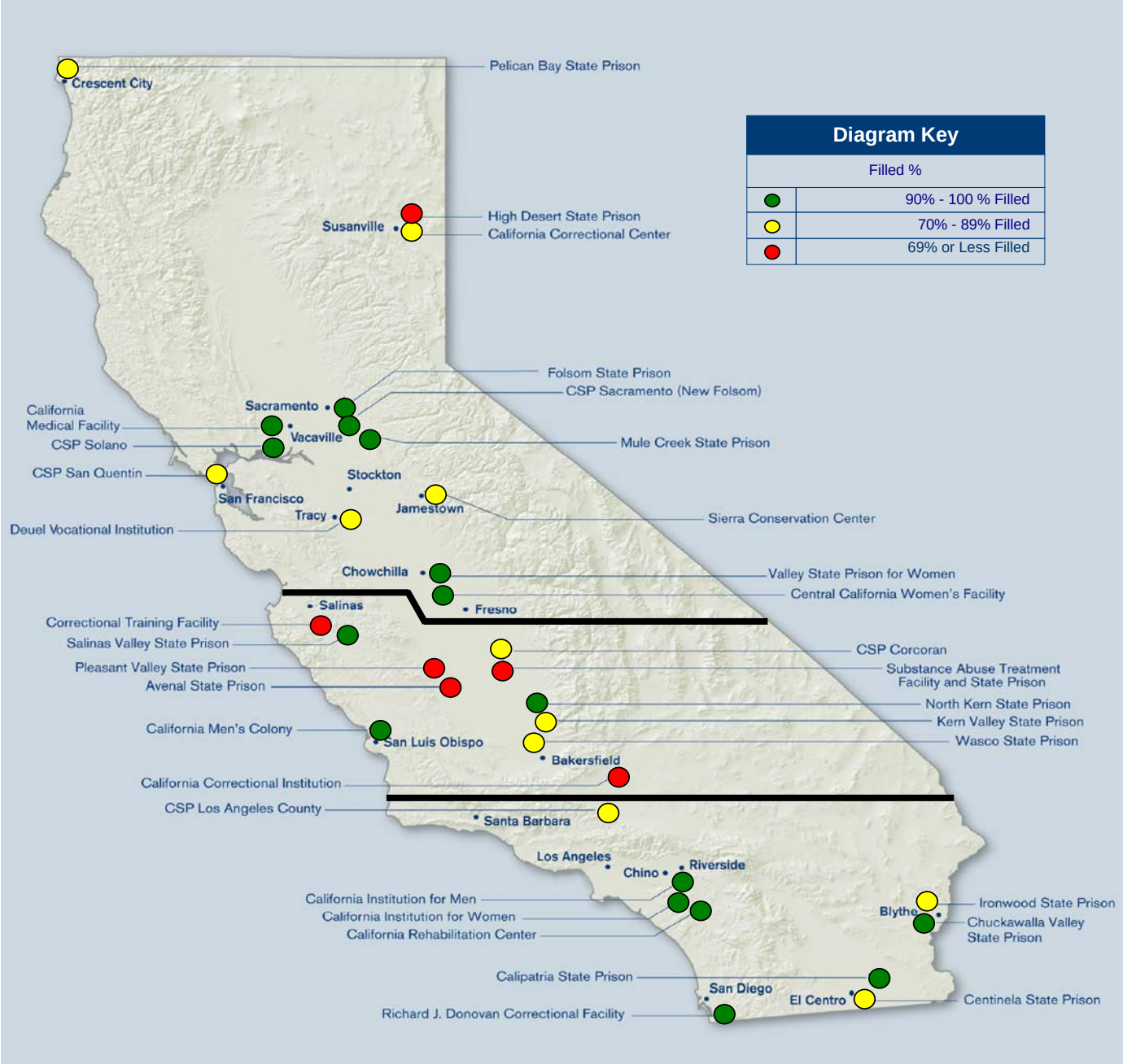
The State graphics represent an average of all six State nursing classifications (Supervising Registered Nurse III, Supervising Registered Nurse II, Registered Nurse, Licensed Vocational Nurse, Certified Nurse Assistant, and Psychiatric Technician) and an average of all three State physician classifications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

Nursing Filled Percentage
(December 2008)

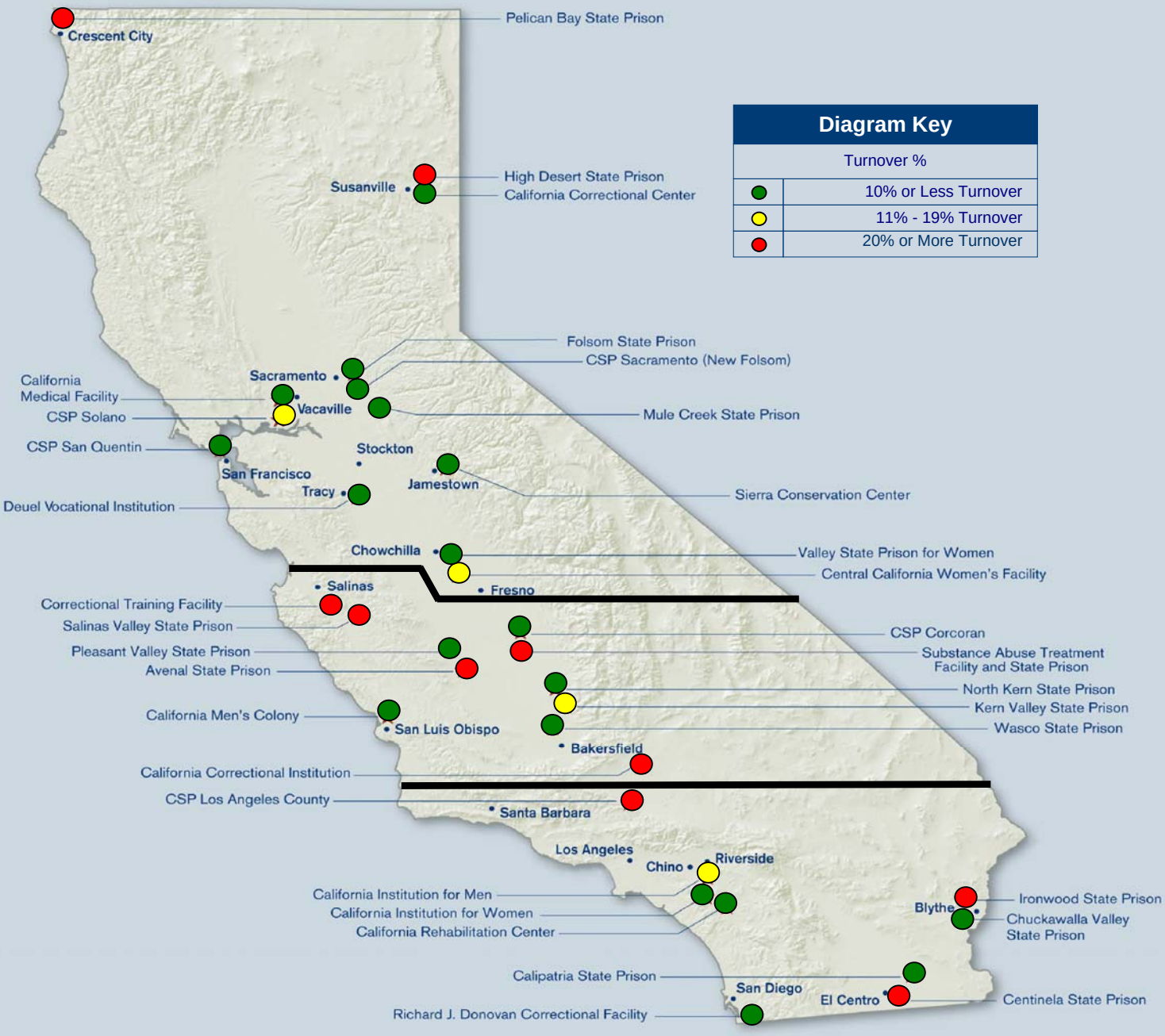
Nursing Turnover Rate
(December 2008)

Nursing Filled Percentage and Turnover Rate
(December 2008)

Physicians Filled Percentage
(December 2008)



Physicians Turnover Rate
(December 2008)



Physicians Filled Percentage and Turnover Rate
(December 2008)

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Total Sheet For All Institutions and Headquarters

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	42.0	40.0	2.0	95%	0.0	13.0	1.0	1.0	3%
Chief P&S	34.0	26.0	8.0	76%	0.0	14.0	1.0	3.0	12%
Phys & Surgeon	303.4	262.0	41.4	86%	5.0	122.0	5.0	29.0	11%
TOTAL PHYSICIANS	**379.4**	**328.0**	**51.4**	**86.45%**	**5.0**	**149.0**	**7.0**	**33.0**	**10.06%**
MID-LEVELS									
PA	16.0	18.0	(2.0)	113%	0.0	4.0	0.0	0.0	0%
NP	64.4	45.0	19.4	70%	1.0	6.0	1.0	6.0	13%
TOTAL MID-LEVELS	**80.4**	**63.0**	**17.4**	**78.36%**	**1.0**	**10.0**	**1.0**	**6.0**	**9.52%**
NURSING									
SRN III	47.0	48.0	(1.0)	102%	2.0	13.0	1.0	4.0	8%
SRN II	317.6	284.0	33.6	89%	12.0	95.0	2.0	14.0	5%
RN	1678.4	1611.0	67.4	96%	38.0	437.0	9.0	124.0	8%
LVN	1135.8	1021.0	114.8	90%	24.0	445.0	5.0	96.0	9%
CNA	24.3	22.0	2.3	91%	0.0	14.0	0.0	4.0	18%
Psych Tech	531.3	458.0	73.3	86%	11.0	134.0	3.0	33.0	7%
TOTAL NURSING	**3734.4**	**3444.0**	**290.4**	**92.22%**	**87.0**	**1138.0**	**20.0**	**275.0**	**7.98%**
PHARMACY									
Pharmacist II	36.0	24.0	12.0	67%	1.0	6.0	0.0	5.0	21%
Pharmacist I	147.9	88.0	59.9	59%	0.0	21.0	2.0	10.0	11%
Pharmacist Tech	246.5	218.0	28.5	88%	4.0	110.0	1.0	7.0	3%
TOTAL PHARMACY	**430.4**	**330.0**	**100.4**	**76.67%**	**5.0**	**137.0**	**3.0**	**22.0**	**6.67%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Avenal State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	2.0	5.0	29%	0.0	2.0	0.0	1.0	50%
TOTAL PHYSICIANS	**9.0**	**4.0**	**5.0**	**44.44%**	**0.0**	**2.0**	**0.0**	**1.0**	**25.00%**
MID-LEVELS									
PA	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
NP	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**5.0**	**3.0**	**2.0**	**60.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	2.0	(1.0)	200%	1.0	1.0	0.0	0.0	0%
SRN II	9.5	9.0	0.5	95%	0.0	1.0	0.0	0.0	0%
RN	52.7	55.0	(2.3)	104%	0.0	16.0	0.0	5.0	9%
LVN	30.8	31.0	(0.2)	101%	0.0	30.0	0.0	5.0	16%
CNA	3.0	3.0	0.0	100%	0.0	1.0	0.0	1.0	33%
Psych Tech	11.0	9.0	2.0	82%	0.0	1.0	0.0	1.0	11%
TOTAL NURSING	**108.0**	**109.0**	**(1.0)**	**100.93%**	**1.0**	**50.0**	**0.0**	**12.0**	**11.01%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	1.0	4.0	20%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	7.0	5.0	2.0	71%	0.0	4.0	0.0	1.0	20%
TOTAL PHARMACY	**13.0**	**7.0**	**6.0**	**53.85%**	**0**	**4.0**	**0**	**1.0**	**14.29%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Calipatria State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	5.0	6.0	(1.0)	120%	0.0	5.0	0.0	0.0	0%
TOTAL PHYSICIANS	**7.0**	**8.0**	**(1.0)**	**114.29%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.5	1.0	0.5	67%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.5**	**1.0**	**0.5**	**66.67%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	28.2	29.0	(0.8)	103%	0.0	7.0	0.0	2.0	7%
LVN	26.7	26.0	0.7	97%	3.0	16.0	0.0	6.0	23%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.5	6.0	3.5	63%	0.0	4.0	0.0	1.0	17%
TOTAL NURSING	**72.4**	**69.0**	**3.4**	**95.30%**	**3.0**	**30.0**	**0.0**	**9.0**	**13.04%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	3.0	2.0	1.0	67%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**5.0**	**3.0**	**2.0**	**60.00%**	**0**	**2.0**	**0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Correctional Center

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	0.0	1.0	(1.0)		0.0	1.0	0.0	0.0	0%
Phys & Surgeon	5.0	3.0	2.0	60%	0.0	0.0	0.0	0.0	0%
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	6.0	5.0	1.0	83%	0.0	0.0	0.0	0.0	0%
RN	23.5	24.0	(0.5)	102%	1.0	8.0	0.0	3.0	13%
LVN	21.3	20.0	1.3	94%	0.0	2.0	0.0	1.0	5%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	4.3	3.0	1.3	70%	0.0	0.0	0.0	1.0	33%
TOTAL NURSING	**56.1**	**53.0**	**3.1**	**94.47%**	**1.0**	**10.0**	**0.0**	**5.0**	**9.43%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL PHARMACY	**5.0**	**3.0**	**2.0**	**60.00%**	**0**	**1.0**	**0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Correctional Institution

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	8.0	4.0	4.0	50%	0.0	5.0	0.0	4.0	100%
TOTAL PHYSICIANS	**10.0**	**4.0**	**6.0**	**40.00%**	**0.0**	**5.0**	**0.0**	**4.0**	**100.00%**
MID-LEVELS									
PA	2.0	1.0	1.0	50%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	1.0	
TOTAL MID-LEVELS	**2.0**	**1.0**	**1.0**	**50.00%**	**0.0**	**0.0**	**0.0**	**1.0**	**100.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	9.0	10.0	(1.0)	111%	2.0	2.0	0.0	0.0	0%
RN	45.8	42.0	3.8	92%	3.0	17.0	1.0	6.0	14%
LVN	34.4	30.0	4.4	87%	0.0	5.0	0.0	1.0	3%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	15.5	11.0	4.5	71%	0.0	2.0	0.0	0.0	0%
TOTAL NURSING	**105.7**	**94.0**	**11.7**	**88.93%**	**5.0**	**26.0**	**1.0**	**7.0**	**7.45%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	1.0	0.0	1.0	
Pharmacist I	4.0	3.0	1.0	75%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**12.0**	**10.0**	**2.0**	**83.33%**	**0.0**	**3.0**	**0.0**	**1.0**	**10.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Central California Women's Facility

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	10.5	12.0	(1.5)	114%	0.0	5.0	0.0	2.0	17%
TOTAL PHYSICIANS	**12.5**	**14.0**	**(1.5)**	**112.00%**	**0.0**	**6.0**	**0.0**	**2.0**	**14.29%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	1.0	0.0	2.0	200%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**2.0**	**200.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	10.0	9.0	1.0	90%	0.0	0.0	1.0	1.0	11%
RN	44.1	45.0	(0.9)	102%	0.0	5.0	0.0	1.0	2%
LVN	41.2	39.0	2.2	95%	1.0	6.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.0	7.0	2.0	78%	0.0	0.0	0.0	0.0	0%
TOTAL NURSING	**105.3**	**101.0**	**4.3**	**95.92%**	**1.0**	**12.0**	**1.0**	**2.0**	**1.98%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	9.0	1.0	8.0	11%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	11.0	11.0	0.0	100%	0.0	8.0	0.0	1.0	9%
TOTAL PHARMACY	**21.0**	**13.0**	**8.0**	**61.90%**	**0.0**	**8.0**	**0.0**	**1.0**	**7.69%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Centinela State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	4.0	0.0	2.0	33%
TOTAL PHYSICIANS	**8.0**	**6.0**	**2.0**	**75.00%**	**0.0**	**4.0**	**0.0**	**2.0**	**33.33%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	8.0	0.0	100%	1.0	2.0	0.0	1.0	13%
RN	23.1	25.0	(1.9)	108%	0.0	1.0	0.0	2.0	8%
LVN	31.9	24.0	7.9	75%	0.0	7.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	6.0	4.0	2.0	67%	0.0	1.0	0.0	0.0	0%
TOTAL NURSING	**70.0**	**62.0**	**8.0**	**88.57%**	**1.0**	**11.0**	**0.0**	**3.0**	**4.84%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	4.0	3.0	1.0	75%	0.0	1.0	0.0	0.0	0%
TOTAL PHARMACY	**8.0**	**4.0**	**4.0**	**50.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Institution for Men

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	15.5	15.0	0.5	97%	0.0	3.0	0.0	3.0	20%
TOTAL PHYSICIANS	**17.5**	**17.0**	**0.5**	**97.14%**	**0.0**	**4.0**	**0.0**	**3.0**	**17.65%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**	
NURSING									
SRN III	4.0	3.0	1.0	75%	0.0	1.0	0.0	1.0	33%
SRN II	16.0	15.0	1.0	94%	0.0	2.0	0.0	0.0	0%
RN	104.9	103.0	1.9	98%	1.0	20.0	1.0	7.0	7%
LVN	82.2	78.0	4.2	95%	2.0	11.0	0.0	1.0	1%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	13.5	13.0	0.5	96%	2.0	6.0	0.0	1.0	8%
TOTAL NURSING	**220.6**	**212.0**	**8.6**	**96.10%**	**5.0**	**40.0**	**1.0**	**10.0**	**4.72%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	7.0	7.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	10.5	10.0	0.5	95%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**18.5**	**18.0**	**0.5**	**97.30%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Institution for Women

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL PHYSICIANS	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%
RN	42.9	43.0	(0.1)	100%	1.0	6.0	1.0	3.0	7%
LVN	15.3	16.0	(0.7)	105%	0.0	1.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	14.0	14.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL NURSING	**80.2**	**81.0**	**(0.8)**	**101.00%**	**1.0**	**8.0**	**1.0**	**3.0**	**3.70%**
PHARMACY									
Pharmacist II	1.0	2.0	(1.0)	200%	1.0	1.0	0.0	0.0	0%
Pharmacist I	5.0	4.0	1.0	80%	0.0	0.0	1.0	1.0	25%
Pharmacist Tech	4.0	4.0	0.0	100%	0.0	3.0	0.0	0.0	0%
TOTAL PHARMACY	**10.0**	**10.0**	**0.0**	**100.00%**	**1.0**	**4.0**	**1.0**	**1.0**	**10.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Men's Colony

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	16.5	18.0	(1.5)	109%	1.0	2.0	1.0	1.0	6%
TOTAL PHYSICIANS	**18.5**	**20.0**	**(1.5)**	**108.11%**	**1.0**	**2.0**	**1.0**	**1.0**	**5.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**	
NURSING									
SRN III	4.0	3.0	1.0	75%	0.0	0.0	0.0	1.0	33%
SRN II	14.0	12.0	2.0	86%	0.0	3.0	0.0	0.0	0%
RN	114.9	104.0	10.9	91%	3.0	9.0	2.0	6.0	6%
LVN	47.1	32.0	15.1	68%	2.0	20.0	0.0	3.0	9%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	33.9	25.0	8.9	74%	1.0	2.0	0.0	2.0	8%
TOTAL NURSING	**213.9**	**176.0**	**37.9**	**82.28%**	**6.0**	**34.0**	**2.0**	**12.0**	**6.82%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	4.0	1.0	80%	0.0	1.0	1.0	1.0	25%
Pharmacist Tech	8.0	8.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL PHARMACY	**14.0**	**13.0**	**1.0**	**92.86%**	**0.0**	**1.0**	**1.0**	**1.0**	**7.69%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Medical Facility

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	18.0	17.0	1.0	94%	0.0	4.0	0.0	2.0	12%
TOTAL PHYSICIANS	**22.0**	**21.0**	**1.0**	**95.45%**	**0.0**	**5.0**	**0.0**	**2.0**	**9.52%**
MID-LEVELS									
PA	0.0	3.0	(3.0)		0.0	0.0	0.0	0.0	0%
NP	7.9	3.0	4.9	38%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**7.9**	**6.0**	**1.9**	**75.95%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	4.0	6.0	(2.0)	150%	0.0	1.0	0.0	0.0	0%
SRN II	17.1	20.0	(2.9)	117%	0.0	6.0	0.0	1.0	5%
RN	137.3	138.0	(0.7)	101%	0.0	53.0	1.0	15.0	11%
LVN	60.3	41.0	19.3	68%	0.0	30.0	0.0	3.0	7%
CNA	8.2	8.0	0.2	98%	0.0	0.0	0.0	0.0	0%
Psych Tech	24.0	33.0	(9.0)	138%	0.0	8.0	0.0	0.0	0%
TOTAL NURSING	**250.9**	**246.0**	**4.9**	**98.05%**	**0.0**	**98.0**	**1.0**	**19.0**	**7.72%**
PHARMACY									
Pharmacist II	2.0	1.0	1.0	50%	0.0	0.0	0.0	1.0	100%
Pharmacist I	13.0	5.0	8.0	38%	0.0	3.0	0.0	2.0	40%
Pharmacist Tech	15.0	14.0	1.0	93%	0.0	5.0	0.0	0.0	0%
TOTAL PHARMACY	**30.0**	**20.0**	**10.0**	**66.67%**	**0.0**	**8.0**	**0.0**	**3.0**	**15.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Corcoran

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Phys & Surgeon	12.5	10.0	2.5	80%	0.0	2.0	0.0	0.0	0%
TOTAL PHYSICIANS	**14.5**	**11.0**	**3.5**	**75.86%**	**0.0**	**2.0**	**0.0**	**1.0**	**9.09%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	15.0	13.0	2.0	87%	1.0	6.0	0.0	2.0	15%
RN	115.3	108.0	7.3	94%	0.0	19.0	0.0	6.0	6%
LVN	49.0	45.0	4.0	92%	0.0	12.0	1.0	5.0	11%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	38.6	37.0	1.6	96%	0.0	3.0	0.0	0.0	0%
TOTAL NURSING	**221.9**	**207.0**	**14.9**	**93.29%**	**1.0**	**40.0**	**1.0**	**13.0**	**6.28%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	6.5	6.0	0.5	92%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	12.0	12.0	0.0	100%	0.0	7.0	0.0	1.0	8%
TOTAL PHARMACY	**19.5**	**19.0**	**0.5**	**97.44%**	**0.0**	**7.0**	**0.0**	**1.0**	**5.26%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California Rehabilitation Center

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	9.0	9.0	0.0	100%	0.0	4.0	0.0	0.0	0%
TOTAL PHYSICIANS	**11.0**	**11.0**	**0.0**	**100.00%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**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%
SRN II	7.0	5.0	2.0	71%	0.0	2.0	0.0	0.0	0%
RN	26.2	26.0	0.2	99%	0.0	5.0	0.0	1.0	4%
LVN	22.7	23.0	(0.3)	101%	0.0	6.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	3.0	3.0	0.0	100%	1.0	1.0	0.0	0.0	0%
TOTAL NURSING	**59.9**	**58.0**	**1.9**	**96.83%**	**1.0**	**14.0**	**0.0**	**2.0**	**3.45%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	4.0	0.0	100%	0.0	3.0	0.0	1.0	25%
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL PHARMACY	**10.0**	**10.0**	**0.0**	**100.00%**	**0.0**	**4.0**	**0.0**	**1.0**	**10.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Correctional Training Facility

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	11.0	7.0	4.0	64%	1.0	6.0	1.0	2.0	29%
TOTAL PHYSICIANS	**13.0**	**9.0**	**4.0**	**69.23%**	**1.0**	**7.0**	**1.0**	**2.0**	**22.22%**
MID-LEVELS									
PA	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
NP	2.0	1.0	1.0	50%	0.0	1.0	0.0	1.0	100%
TOTAL MID-LEVELS	**3.0**	**1.0**	**2.0**	**33.33%**	**0.0**	**1.0**	**0.0**	**1.0**	**100.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.0	5.0	4.0	56%	0.0	2.0	0.0	0.0	0%
RN	41.1	36.0	5.1	88%	1.0	14.0	0.0	0.0	0%
LVN	40.2	34.0	6.2	85%	5.0	24.0	0.0	2.0	6%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	10.1	10.0	0.1	99%	0.0	3.0	0.0	1.0	10%
TOTAL NURSING	**101.4**	**86.0**	**15.4**	**84.81%**	**6.0**	**44.0**	**0.0**	**3.0**	**3.49%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	1.0	0.0	1.0	
Pharmacist I	4.4	3.0	1.4	68%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	7.0	5.0	2.0	71%	0.0	5.0	0.0	0.0	0%
TOTAL PHARMACY	**12.4**	**8.0**	**4.4**	**64.52%**	**0.0**	**6.0**	**0.0**	**1.0**	**12.50%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Chuckawalla Valley State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	3.0	4.0	(1.0)	133%	0.0	3.0	0.0	0.0	0%
TOTAL PHYSICIANS	**5.0**	**6.0**	**(1.0)**	**120.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**3.0**	**2.0**	**1.0**	**66.67%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	6.0	2.0	75%	0.0	2.0	0.0	0.0	0%
RN	26.1	21.0	5.1	80%	1.0	12.0	0.0	5.0	24%
LVN	16.5	15.0	1.5	91%	0.0	4.0	0.0	1.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	5.5	6.0	(0.5)	109%	0.0	4.0	0.0	1.0	17%
TOTAL NURSING	**57.1**	**49.0**	**8.1**	**85.81%**	**1.0**	**22.0**	**0.0**	**7.0**	**14.29%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist Tech	2.0	2.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**4.0**	**2.0**	**2.0**	**50.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Deuel Vocational Institution

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	1.0	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%**
MID-LEVELS									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	1.0	(1.0)		0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**2.0**	**(1.0)**	**200.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.5	8.0	1.5	84%	0.0	1.0	0.0	1.0	13%
RN	51.2	50.0	1.2	98%	0.0	5.0	0.0	2.0	4%
LVN	34.9	32.0	2.9	92%	0.0	10.0	1.0	5.0	16%
CNA	5.0	4.0	1.0	80%	0.0	0.0	0.0	0.0	0%
Psych Tech	14.0	15.0	(1.0)	107%	0.0	2.0	0.0	1.0	7%
TOTAL NURSING	**115.6**	**110.0**	**5.6**	**95.16%**	**0.0**	**19.0**	**1.0**	**9.0**	**8.18%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	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%
Pharmacist Tech	7.0	6.0	1.0	86%	0.0	3.0	0.0	0.0	0%
TOTAL PHARMACY	**13.0**	**10.0**	**3.0**	**76.92%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Folsom State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	6.8	5.0	1.8	74%	0.0	5.0	0.0	0.0	0%
RN	20.6	20.0	0.6	97%	0.0	3.0	0.0	2.0	10%
LVN	22.9	21.0	1.9	92%	0.0	8.0	0.0	2.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.0	6.0	1.0	86%	0.0	3.0	0.0	1.0	17%
TOTAL NURSING	**58.3**	**53.0**	**5.3**	**90.91%**	**0.0**	**19.0**	**0.0**	**5.0**	**9.43%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	2.5	2.0	0.5	80%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	6.0	0.0	1.0	17%
TOTAL PHARMACY	**9.5**	**9.0**	**0.5**	**94.74%**	**0.0**	**7.0**	**0.0**	**1.0**	**11.11%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

High Desert State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	4.0	3.0	1.0	75%	0.0	4.0	0.0	1.0	33%
TOTAL PHYSICIANS	**6.0**	**4.0**	**2.0**	**66.67%**	**0.0**	**5.0**	**0.0**	**1.0**	**25.00%**
MID-LEVELS									
PA	1.0	0.0	1.0	0%	0.0	1.0	0.0	0.0	
NP	3.0	2.0	1.0	67%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**4.0**	**2.0**	**2.0**	**50.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.0	9.0	0.0	100%	0.0	5.0	0.0	0.0	0%
RN	37.8	41.0	(3.2)	108%	4.0	15.0	0.0	3.0	7%
LVN	27.1	25.0	2.1	92%	0.0	10.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.0	8.0	1.0	89%	0.0	4.0	0.0	3.0	38%
TOTAL NURSING	**84.9**	**85.0**	**(0.1)**	**100.12%**	**4.0**	**35.0**	**0.0**	**7.0**	**8.24%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Pharmacist I	3.0	0.0	3.0	0%	0.0	1.0	0.0	2.0	
Pharmacist Tech	4.0	4.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**8.0**	**4.0**	**4.0**	**50.00%**	**0.0**	**3.0**	**0.0**	**3.0**	**75.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Ironwood State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	0.0	1.0	0%	0.0	0.0	1.0	1.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	1.0	1.0	
Phys & Surgeon	5.0	5.0	0.0	100%	0.0	3.0	0.0	1.0	20%
TOTAL PHYSICIANS	**7.0**	**5.0**	**2.0**	**71.43%**	**0.0**	**3.0**	**2.0**	**3.0**	**60.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	9.0	8.0	1.0	89%	2.0	4.0	0.0	0.0	0%
RN	30.7	30.0	0.7	98%	4.0	14.0	0.0	1.0	3%
LVN	25.8	20.0	5.8	78%	0.0	2.0	0.0	2.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	4.2	2.0	2.2	48%	0.0	2.0	0.0	0.0	0%
TOTAL NURSING	**70.7**	**61.0**	**9.7**	**86.28%**	**6.0**	**22.0**	**0.0**	**3.0**	**4.92%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%
Pharmacist I	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	8.0	8.0	0.0	100%	0.0	5.0	0.0	0.0	0%
TOTAL PHARMACY	**12.0**	**10.0**	**2.0**	**83.33%**	**0.0**	**7.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Kern Valley State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	6.0	1.0	86%	0.0	3.0	1.0	1.0	17%
TOTAL PHYSICIANS	**9.0**	**8.0**	**1.0**	**88.89%**	**0.0**	**4.0**	**1.0**	**1.0**	**12.50%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	1.0	100%
SRN II	11.5	8.0	3.5	70%	0.0	4.0	0.0	0.0	0%
RN	33.4	37.0	(3.6)	111%	0.0	1.0	0.0	0.0	0%
LVN	30.3	28.0	2.3	92%	0.0	3.0	0.0	2.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	8.6	10.0	(1.4)	116%	0.0	3.0	0.0	0.0	0%
TOTAL NURSING	**84.8**	**84.0**	**0.8**	**99.06%**	**0.0**	**12.0**	**0.0**	**3.0**	**3.57%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	3.0	2.0	1.0	67%	0.0	0.0	0.0	1.0	50%
Pharmacist Tech	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL PHARMACY	**10.0**	**9.0**	**1.0**	**90.00%**	**0.0**	**0.0**	**0.0**	**1.0**	**11.11%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Los Angeles County

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	6.0	5.0	1.0	83%	0.0	3.0	0.0	2.0	40%
TOTAL PHYSICIANS	**8.0**	**6.0**	**2.0**	**75.00%**	**0.0**	**3.0**	**0.0**	**2.0**	**33.33%**
MID-LEVELS									
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	10.0	8.0	2.0	80%	1.0	4.0	0.0	1.0	13%
RN	58.5	58.0	0.5	99%	3.0	13.0	0.0	0.0	0%
LVN	44.6	44.0	0.6	99%	1.0	9.0	0.0	3.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	24.0	19.0	5.0	79%	1.0	3.0	0.0	1.0	5%
TOTAL NURSING	**138.1**	**130.0**	**8.1**	**94.13%**	**6.0**	**29.0**	**0.0**	**5.0**	**3.85%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	1.0	0.0	1.0	
Pharmacist I	5.0	3.0	2.0	60%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	6.0	5.0	1.0	83%	0.0	4.0	0.0	0.0	0%
TOTAL PHARMACY	**12.0**	**8.0**	**4.0**	**66.67%**	**0.0**	**6.0**	**0.0**	**1.0**	**12.50%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Mule Creek State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	6.0	6.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL PHYSICIANS	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	5.6	8.0	(2.4)	143%	0.0	3.0	0.0	0.0	0%
RN	35.2	31.0	4.2	88%	0.0	1.0	0.0	0.0	0%
LVN	22.7	27.0	(4.3)	119%	0.0	9.0	0.0	2.0	7%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	26.0	25.0	1.0	96%	0.0	4.0	0.0	3.0	12%
TOTAL NURSING	**91.5**	**93.0**	**(1.5)**	**101.64%**	**0.0**	**17.0**	**0.0**	**5.0**	**5.38%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	5.0	4.0	1.0	80%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	11.0	11.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**17.0**	**16.0**	**1.0**	**94.12%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

North Kern State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	1.0	
Phys & Surgeon	13.0	13.0	0.0	100%	0.0	7.0	0.0	0.0	0%
TOTAL PHYSICIANS	**15.0**	**14.0**	**1.0**	**93.33%**	**0.0**	**7.0**	**0.0**	**1.0**	**7.14%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**3.0**	**1.0**	**2.0**	**33.33%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
SRN II	9.0	9.0	0.0	100%	1.0	2.0	0.0	0.0	0%
RN	47.9	44.0	3.9	92%	2.0	8.0	0.0	2.0	5%
LVN	42.6	39.0	3.6	92%	1.0	18.0	0.0	5.0	13%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.3	7.0	0.3	96%	0.0	2.0	0.0	0.0	0%
TOTAL NURSING	**107.8**	**99.0**	**8.8**	**91.84%**	**4.0**	**30.0**	**0.0**	**7.0**	**7.07%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	11.0	9.0	2.0	82%	1.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**16.0**	**12.0**	**4.0**	**75.00%**	**1.0**	**3.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Pelican Bay State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	4.0	3.0	1.0	75%	0.0	5.0	1.0	2.0	67%
TOTAL PHYSICIANS	**6.0**	**5.0**	**1.0**	**83.33%**	**0.0**	**7.0**	**1.0**	**2.0**	**40.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	3.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	7.0	1.0	88%	0.0	0.0	1.0	1.0	14%
RN	52.0	53.0	(1.0)	102%	0.0	16.0	0.0	7.0	13%
LVN	24.7	24.0	0.7	97%	0.0	10.0	0.0	2.0	8%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	32.5	21.0	11.5	65%	0.0	4.0	0.0	2.0	10%
TOTAL NURSING	**118.2**	**106.0**	**12.2**	**89.68%**	**0.0**	**30.0**	**1.0**	**12.0**	**11.32%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	5.0	5.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL PHARMACY	**8.0**	**8.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Pleasant Valley State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	8.0	2.0	6.0	25%	1.0	2.0	0.0	0.0	0%
TOTAL PHYSICIANS	**10.0**	**4.0**	**6.0**	**40.00%**	**1.0**	**4.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	5.0	1.0	4.0	20%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**5.0**	**1.0**	**4.0**	**20.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	11.0	7.0	4.0	64%	0.0	1.0	0.0	0.0	0%
RN	28.9	25.0	3.9	87%	0.0	4.0	0.0	3.0	12%
LVN	38.6	27.0	11.6	70%	2.0	15.0	0.0	1.0	4%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	8.0	5.0	3.0	63%	0.0	2.0	0.0	1.0	20%
TOTAL NURSING	**87.5**	**65.0**	**22.5**	**74.29%**	**2.0**	**22.0**	**0.0**	**5.0**	**7.69%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	5.0	3.0	2.0	60%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	9.0	6.0	3.0	67%	0.0	5.0	0.0	1.0	17%
TOTAL PHARMACY	**15.0**	**9.0**	**6.0**	**60.00%**	**0.0**	**5.0**	**0.0**	**1.0**	**11.11%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Richard J. Donovan Correctional Facility

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	10.5	11.0	(0.5)	105%	0.0	3.0	0.0	0.0	0%
TOTAL PHYSICIANS	**12.5**	**13.0**	**(0.5)**	**104.00%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	2.0	2.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**3.0**	**3.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	0.0	1.0	0%	0.0	0.0	1.0	1.0	
SRN II	11.5	10.0	1.5	87%	0.0	4.0	0.0	0.0	0%
RN	46.9	41.0	5.9	87%	2.0	11.0	1.0	7.0	17%
LVN	50.6	46.0	4.6	91%	0.0	38.0	0.0	9.0	20%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	24.0	16.0	8.0	67%	1.0	17.0	2.0	7.0	44%
TOTAL NURSING	**134.0**	**113.0**	**21.0**	**84.33%**	**3.0**	**70.0**	**4.0**	**24.0**	**21.24%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	6.0	6.0	0.0	100%	0.0	3.0	0.0	0.0	0%
Pharmacist Tech	7.0	7.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**14.0**	**14.0**	**0.0**	**100.00%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Sacramento

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	3.0	0.0	0.0	0%
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	2.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL MID-LEVELS	**2.0**	**2.0**	**0.0**	**100.00%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
SRN II	11.0	10.0	1.0	91%	0.0	1.0	0.0	0.0	0%
RN	72.5	72.0	0.5	99%	3.0	18.0	0.0	4.0	6%
LVN	24.3	24.0	0.3	99%	0.0	5.0	1.0	5.0	21%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	77.3	69.0	8.3	89%	3.0	21.0	1.0	3.0	4%
TOTAL NURSING	**186.1**	**175.0**	**11.1**	**94.04%**	**6.0**	**45.0**	**2.0**	**12.0**	**6.86%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	12.0	8.0	4.0	67%	0.0	4.0	0.0	0.0	0%
TOTAL PHARMACY	**17.0**	**13.0**	**4.0**	**76.47%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Substance Abuse Treatment Facility

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	11.0	2.0	9.0	18%	1.0	1.0	0.0	1.0	50%
TOTAL PHYSICIANS	**13.0**	**2.0**	**11.0**	**15.38%**	**1.0**	**1.0**	**0.0**	**1.0**	**50.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	2.0	0.0	2.0	0%	0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**2.0**	**0.0**	**2.0**	**0.00%**	**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%
SRN II	11.5	9.0	2.5	78%	2.0	3.0	0.0	0.0	0%
RN	53.0	53.0	0.0	100%	4.0	13.0	0.0	5.0	9%
LVN	40.8	39.0	1.8	96%	4.0	9.0	1.0	4.0	10%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	11.5	11.0	0.5	96%	0.0	1.0	0.0	0.0	0%
TOTAL NURSING	**117.8**	**113.0**	**4.8**	**95.93%**	**10.0**	**26.0**	**1.0**	**9.0**	**7.96%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	7.0	6.0	1.0	86%	0.0	1.0	0.0	0.0	0%
Pharmacist Tech	10.0	9.0	1.0	90%	0.0	0.0	0.0	0.0	0%
TOTAL PHARMACY	**18.0**	**16.0**	**2.0**	**88.89%**	**0.0**	**1.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Sierra Conservation Center

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	6.0	5.0	1.0	83%	0.0	3.0	0.0	0.0	0%
TOTAL PHYSICIANS	**8.0**	**7.0**	**1.0**	**87.50%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	7.0	5.0	2.0	71%	1.0	2.0	0.0	1.0	20%
RN	20.3	18.0	2.3	89%	1.0	8.0	0.0	0.0	0%
LVN	18.8	16.0	2.8	85%	0.0	8.0	1.0	3.0	19%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.1	8.0	1.1	88%	0.0	1.0	0.0	2.0	25%
TOTAL NURSING	**56.2**	**48.0**	**8.2**	**85.41%**	**2.0**	**19.0**	**1.0**	**6.0**	**12.50%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	3.0	3.0	0.0	100%	0.0	2.0	0.0	0.0	0%
TOTAL PHARMACY	**5.0**	**5.0**	**0.0**	**100.00%**	**0.0**	**2.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - Solano

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Phys & Surgeon	8.0	7.0	1.0	88%	0.0	1.0	0.0	1.0	14%
TOTAL PHYSICIANS	**10.0**	**9.0**	**1.0**	**90.00%**	**0.0**	**1.0**	**0.0**	**1.0**	**11.11%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**1.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
SRN II	9.0	8.0	1.0	89%	1.0	4.0	0.0	2.0	25%
RN	37.6	35.0	2.6	93%	0.0	9.0	0.0	3.0	9%
LVN	30.6	29.0	1.6	95%	0.0	10.0	0.0	4.0	14%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	9.5	7.0	2.5	74%	0.0	1.0	0.0	0.0	0%
TOTAL NURSING	**87.7**	**80.0**	**7.7**	**91.22%**	**1.0**	**25.0**	**0.0**	**9.0**	**11.25%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	7.5	1.0	6.5	13%	0.0	0.0	0.0	1.0	100%
Pharmacist Tech	9.0	8.0	1.0	89%	2.0	7.0	1.0	2.0	25%
TOTAL PHARMACY	**17.5**	**10.0**	**7.5**	**57.14%**	**2.0**	**7.0**	**1.0**	**3.0**	**30.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

California State Prison - San Quentin

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	2.0	0.0	0.0	0%
Phys & Surgeon	13.9	10.0	3.9	72%	0.0	9.0	0.0	0.0	0%
TOTAL PHYSICIANS	**15.9**	**12.0**	**3.9**	**75.47%**	**0.0**	**13.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	2.0	(2.0)		0.0	2.0	0.0	0.0	0%
NP	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
TOTAL MID-LEVELS	**1.0**	**3.0**	**(2.0)**	**300.00%**	**0.0**	**3.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	2.0	(1.0)	200%	1.0	2.0	0.0	0.0	0%
SRN II	8.6	8.0	0.6	93%	0.0	12.0	0.0	3.0	38%
RN	42.4	37.0	5.4	87%	1.0	48.0	0.0	4.0	11%
LVN	56.0	48.0	8.0	86%	0.0	68.0	0.0	3.0	6%
CNA	8.1	7.0	1.1	86%	0.0	13.0	0.0	3.0	43%
Psych Tech	16.6	11.0	5.6	66%	1.0	18.0	0.0	1.0	9%
TOTAL NURSING	**132.7**	**113.0**	**19.7**	**85.15%**	**3.0**	**161.0**	**0.0**	**14.0**	**12.39%**
PHARMACY									
Pharmacist II	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Pharmacist I	4.0	2.0	2.0	50%	0.0	2.0	0.0	0.0	0%
Pharmacist Tech	9.0	6.0	3.0	67%	0.0	9.0	0.0	0.0	0%
TOTAL PHARMACY	**14.0**	**8.0**	**6.0**	**57.14%**	**0.0**	**11.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Salinas Valley State Prison

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	7.0	0.0	100%	0.0	5.0	1.0	2.0	29%
TOTAL PHYSICIANS	**9.0**	**9.0**	**0.0**	**100.00%**	**0.0**	**6.0**	**1.0**	**2.0**	**22.22%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	3.0	1.0	2.0	33%	0.0	0.0	1.0	2.0	200%
TOTAL MID-LEVELS	**3.0**	**1.0**	**2.0**	**33.33%**	**0.0**	**0.0**	**1.0**	**2.0**	**200.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	8.0	8.0	0.0	100%	0.0	2.0	0.0	0.0	0%
RN	46.2	40.0	6.2	87%	0.0	11.0	1.0	6.0	15%
LVN	19.5	20.0	(0.5)	103%	1.0	14.0	0.0	5.0	25%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	23.0	17.0	6.0	74%	0.0	9.0	0.0	0.0	0%
TOTAL NURSING	**97.7**	**86.0**	**11.7**	**88.02%**	**1.0**	**36.0**	**1.0**	**11.0**	**12.79%**
PHARMACY									
Pharmacist II	3.0	1.0	2.0	33%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	1.0	3.0	25%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	10.0	7.0	3.0	70%	0.0	4.0	0.0	0.0	0%
TOTAL PHARMACY	**17.0**	**9.0**	**8.0**	**52.94%**	**0.0**	**4.0**	**0.0**	**0.0**	**0.00%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Valley State Prison for Women

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	11.0	10.0	1.0	91%	0.0	7.0	0.0	0.0	0%
TOTAL PHYSICIANS	**13.0**	**12.0**	**1.0**	**92.31%**	**0.0**	**8.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	5.0	4.0	1.0	80%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**5.0**	**4.0**	**1.0**	**80.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	9.0	7.0	2.0	78%	0.0	4.0	0.0	0.0	0%
RN	37.1	36.0	1.1	97%	0.0	9.0	1.0	3.0	8%
LVN	26.6	26.0	0.6	98%	1.0	8.0	0.0	5.0	19%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	14.8	12.0	2.8	81%	0.0	1.0	0.0	0.0	0%
TOTAL NURSING	**88.5**	**82.0**	**6.5**	**92.66%**	**1.0**	**22.0**	**1.0**	**8.0**	**9.76%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	2.0	2.0	50%	0.0	0.0	0.0	0.0	0%
Pharmacist Tech	9.0	8.0	1.0	89%	0.0	6.0	0.0	0.0	0%
TOTAL PHARMACY	**14.0**	**11.0**	**3.0**	**78.57%**	**0.0**	**6.0**	**0.0**	**0.0**	**0.00%**

= SRN II Distribution - 10/1/08

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Wasco State Prison Reception Center

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Chief P&S	1.0	1.0	0.0	100%	0.0	1.0	0.0	0.0	0%
Phys & Surgeon	7.0	6.0	1.0	86%	0.0	4.0	0.0	0.0	0%
TOTAL PHYSICIANS	**9.0**	**8.0**	**1.0**	**88.89%**	**0.0**	**5.0**	**0.0**	**0.0**	**0.00%**
MID-LEVELS									
PA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
NP	4.0	4.0	0.0	100%	0.0	0.0	0.0	0.0	0%
TOTAL MID-LEVELS	**4.0**	**4.0**	**0.0**	**100.00%**	**0.0**	**0.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
SRN II	10.0	9.0	1.0	90%	0.0	3.0	0.0	0.0	0%
RN	50.1	45.0	5.1	90%	3.0	22.0	0.0	9.0	20%
LVN	34.8	31.0	3.8	89%	1.0	17.0	0.0	4.0	13%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	7.0	7.0	0.0	100%	1.0	1.0	0.0	0.0	0%
TOTAL NURSING	**102.9**	**93.0**	**9.8**	**90.42%**	**5.0**	**43.0**	**0.0**	**13.0**	**13.98%**
PHARMACY									
Pharmacist II	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
Pharmacist I	4.0	3.0	1.0	75%	0.0	2.0	0.0	1.0	33%
Pharmacist Tech	6.0	5.0	1.0	83%	1.0	4.0	0.0	0.0	0%
TOTAL PHARMACY	**11.0**	**9.0**	**2.0**	**81.82%**	**1.0**	**6.0**	**0.0**	**1.0**	**11.11%**

HUMAN RESOURCES RECRUITMENT AND RETENTION REPORT
DECEMBER 2008
(Data source -- Budget Authority and State Controller's Office Employment History Records)

Plata Headquarters

	Total Positions Authorized to be Filled	Total Positions Filled	Total Positions Vacant	Percentage Filled	Appointments 12/1/2008 - 12/31/2008	Year To Date Appointments 1/1/2008 - 12/31/2008	Separations 12/1/2008 - 12/31/2008	Year To Date Separations 1/1/2008 - 12/31/2008	Year To Date Turnover Rate (Percentage) 1/1/2008 - 12/31/2008
PHYSICIANS									
CMO	8.0	11.0	(3.0)	138%	0.0	3.0	0.0	0.0	0%
Chief P&S	1.0	0.0	1.0	0%	0.0	0.0	0.0	0.0	
Phys & Surgeon	22.0	21.0	1.0	95%	1.0	12.0	0.0	1.0	5%
TOTAL PHYSICIANS	**31.0**	**32.0**	**(1.0)**	**103.23%**	**1.0**	**15.0**	**0.0**	**1.0**	**3.13%**
MID-LEVELS									
PA	1.0	1.0	0.0	100%	0.0	0.0	0.0	0.0	0%
NP	1.0	2.0	(1.0)	200%	1.0	1.0	0.0	0.0	0%
TOTAL MID-LEVELS	**2.0**	**3.0**	**(1.0)**	**150.00%**	**1.0**	**1.0**	**0.0**	**0.0**	**0.00%**
NURSING									
SRN III	0.0	2.0	(2.0)		0.0	1.0	0.0	0.0	0%
SRN II	0.0	2.0	(2.0)		0.0	0.0	0.0	0.0	0%
RN	50.0	46.0	4.0	92%	0.0	16.0	0.0	1.0	2%
LVN	0.0	1.0	(1.0)		0.0	0.0	0.0	0.0	0%
CNA	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Psych Tech	0.0	1.0	(1.0)		0.0	0.0	0.0	0.0	0%
TOTAL NURSING	**50.0**	**52.0**	**(2.0)**	**104.00%**	**0.0**	**17.0**	**0.0**	**1.0**	**1.92%**
PHARMACY									
Pharmacist II	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Pharmacist I	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
Pharmacist Tech	0.0	0.0	0.0		0.0	0.0	0.0	0.0	
TOTAL PHARMACY	**0.0**	**0.0**	**0.0**		**0.0**	**0.0**	**0.0**	**0.0**	

GOAL 4

IMPLEMENT QUALITY IMPROVEMENT PROGRAMS

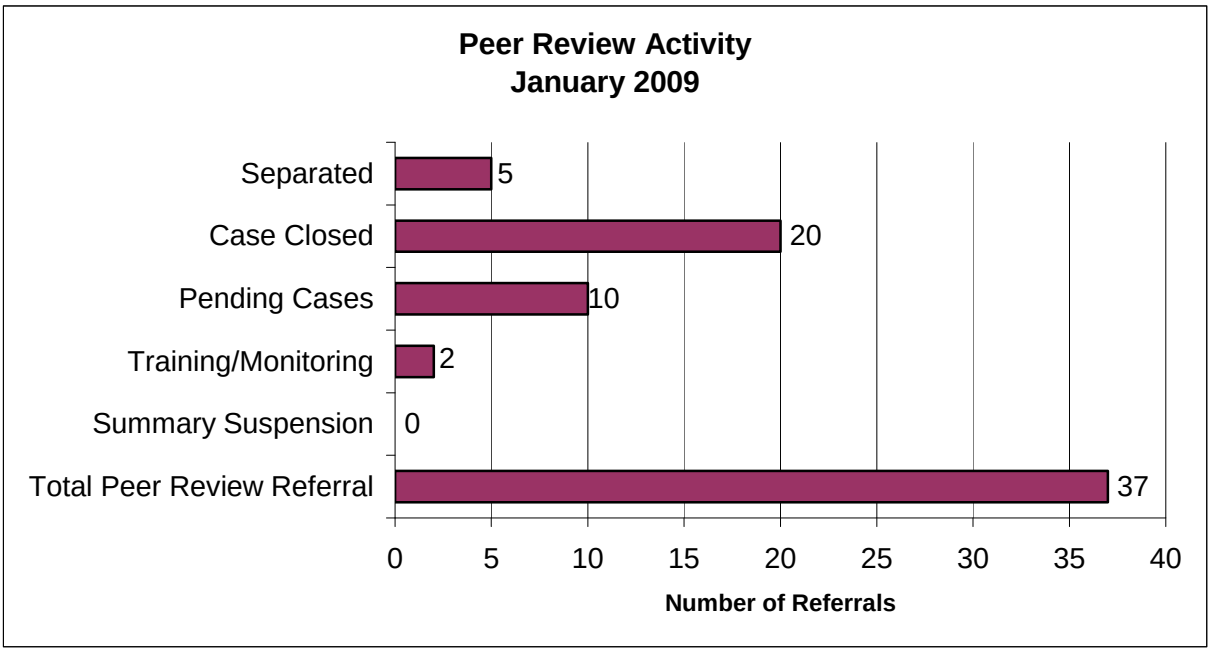
Objective 4.3: Establish Medical Peer Review and Discipline Process to Ensure Quality of Care.

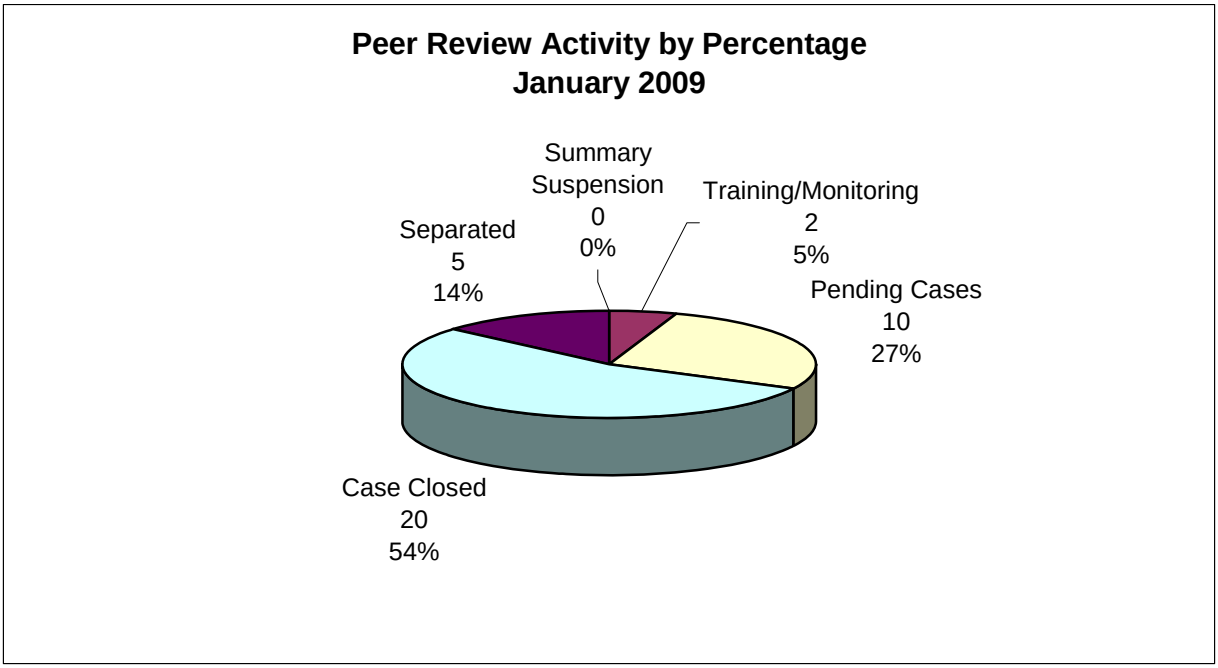
Action 4.3.1: By July 2008, working with the State Personnel Board and other departments that provide direct medical services, establish an effective Peer Review and Discipline Process to improve the quality of care.

Reporting/Responsible Division:
Clinical Practice Review Section, CPHCS

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

Graph/Table Display:





Results Explanation:
The data represented pertains to physicians and surgeons and mid-level providers.

"Separated" status refers to employees that separate from State service after a peer review investigation is initiated by PPEC.

"Case closed" is defined as physicians or mid-level providers that are deemed to be practicing at an appropriate standard of care after conclusion of a peer review investigation.

"Training/Monitoring" are issued by the Governing Body/PPEC to monitor a corrective action plan for a physician or mid-level provider.

"Summary Suspension" is defined as suspending the privileges of a physician or mid-level provider by Governing Body/PPEC and the provider is not allowed to continue their clinical duties.

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

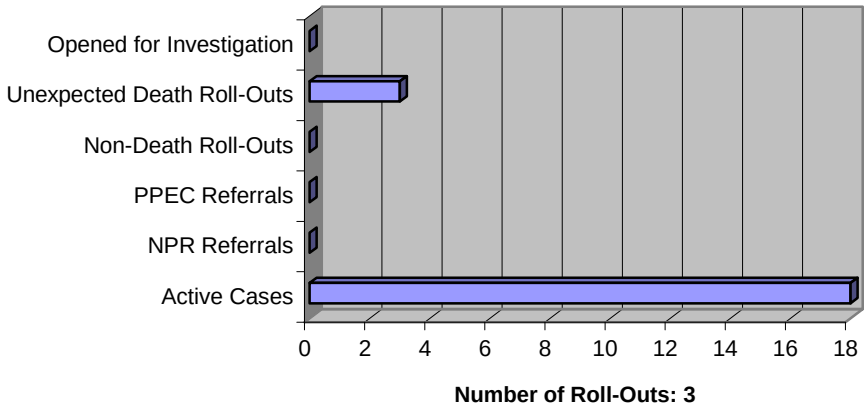
Action 4.4.1: By January 2009, fully staff and complete the implementation of a Medical Oversight Unit to control and monitor medical employee investigations.

Reporting/Responsible Division:
Clinical Operations Support Branch, CPHCS

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

Outcome following MOP roll-outs.

Graph/Table Display:



	Active Cases	NPR Referrals	PPEC Referrals	Non-Death Roll-Outs	Unexpected Death Roll-Outs	Opened for Investigation
Series1	18	0	0	0	3	0

Results Explanation:
"Active Case" is any case currently under inquiry by the MOP (i.e. under preparation for Medical Intake or in the investigative process).

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

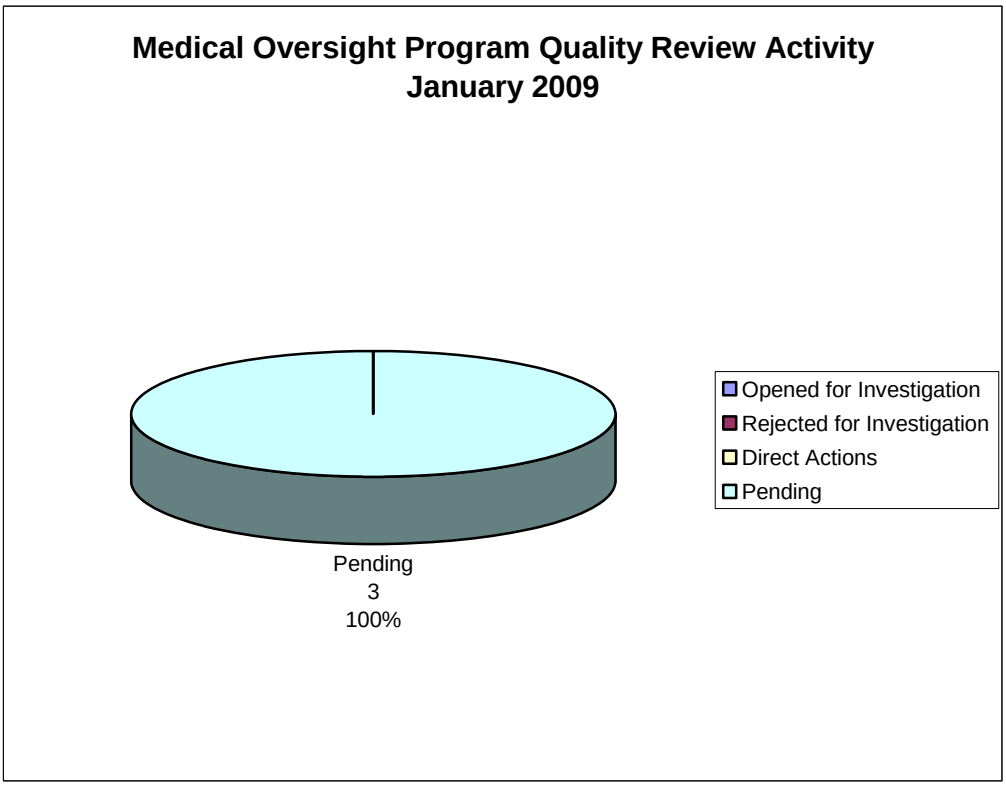
“PPEC Referral” is made when the Medical Intake Unit suspects substandard clinical practices or clinical misconduct by a physician or mid-level provider and refers the case to the PPEC.

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

“Unexpected Death Roll-Outs” are cases when a patient-inmate is one of the following: 40-years old or less and has had no history of a chronic medical condition; was seen two or more times in the TTA within the last week of life, submitted two or more request for services in the last week of life. “Unexpected death cases” also include cases where possible inappropriate, absent or untimely care is suspected; death is directly attributed to asthma or a seizure condition; the patient-inmate returned from an off-site emergency room visit or acute care inpatient stay within 14 days prior to death; or a medication error is suspected.

“Opened for Investigation” are formal investigations conducted by MOP.

Graph/Table Display:



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).

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

"Pending" is when a case is awaiting an investigatory assignment prior to Medical Inquiry Panel review.

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

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

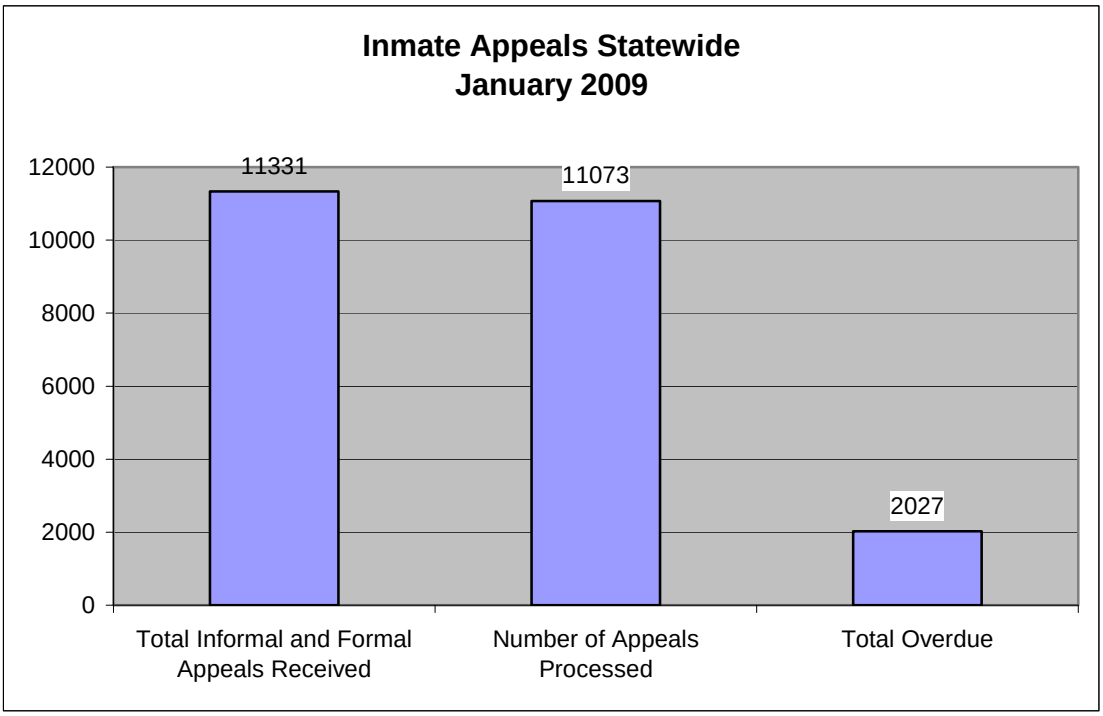
Reporting/Responsible Division:
Controlled Correspondence Unit, CPHCS

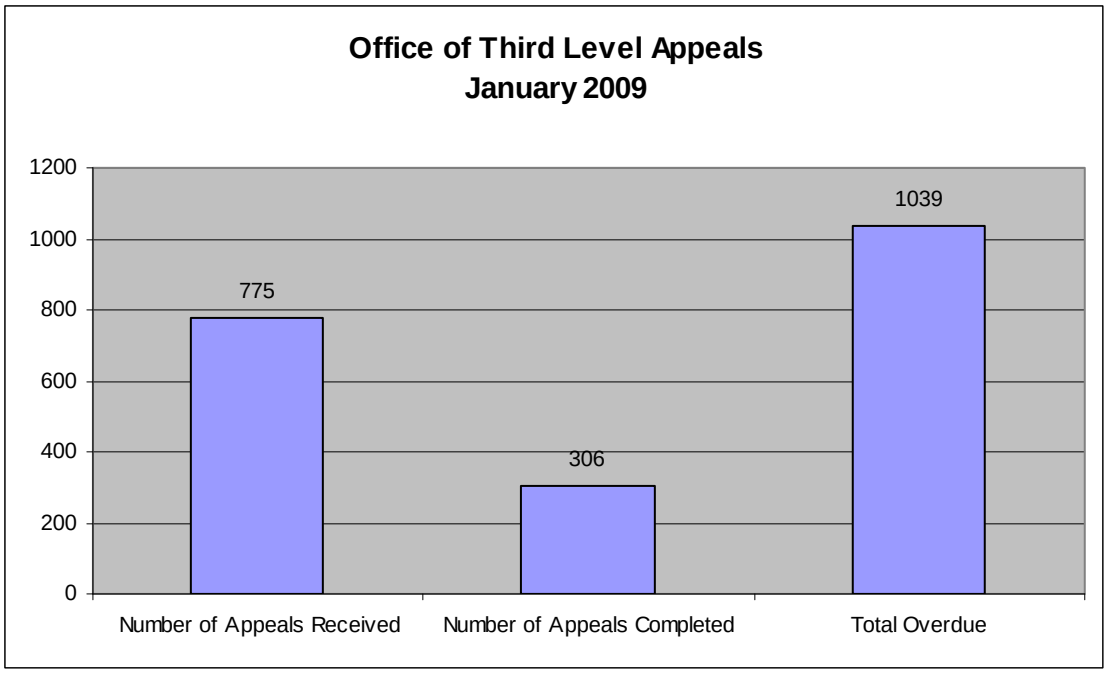
Performance Indicators:
Number of inmate appeals received statewide, number of appeals processed, and total number of responses overdue.

Number of appeals received in the Office of Third Level Appeals, number of third level appeals completed, and total number of third level appeal responses overdue.

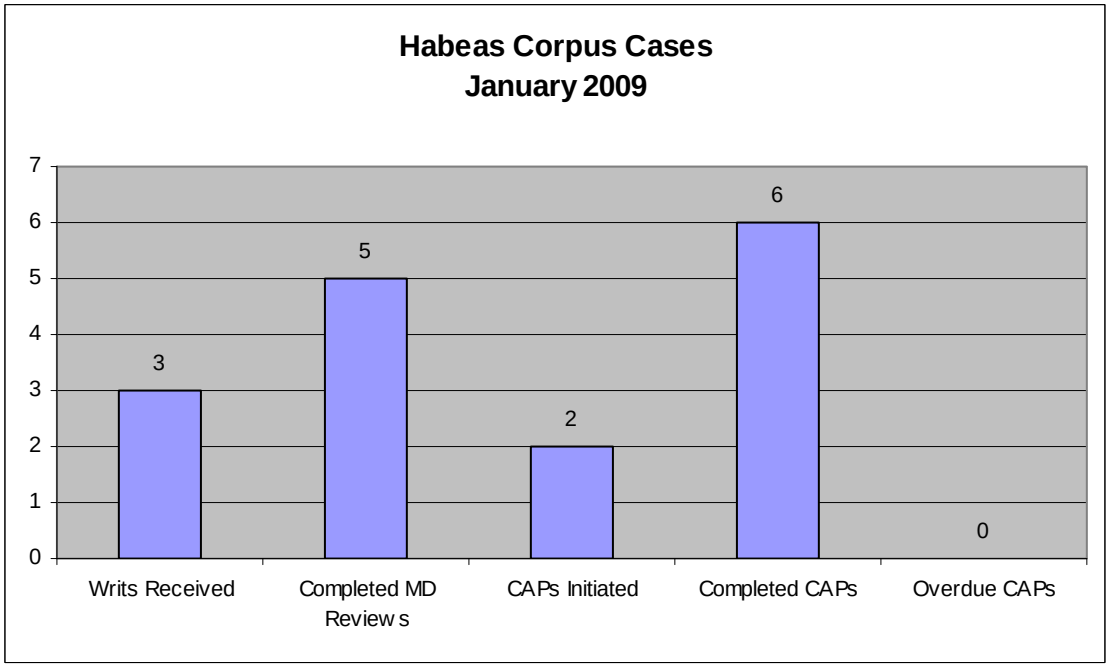
Writ of Habeas Corpus activity and petition disposition.

Graph/Table Display:





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



Results Explanation:
A "CAP" is a corrective action plan.

GOAL 5

ESTABLISH MEDICAL SUPPORT INFRASTRUCTURE

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

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

Reporting/Responsible Division:
Maxor Pharmacy Services

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

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

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

Graph/Table Display:
Refer to pages 58-62.

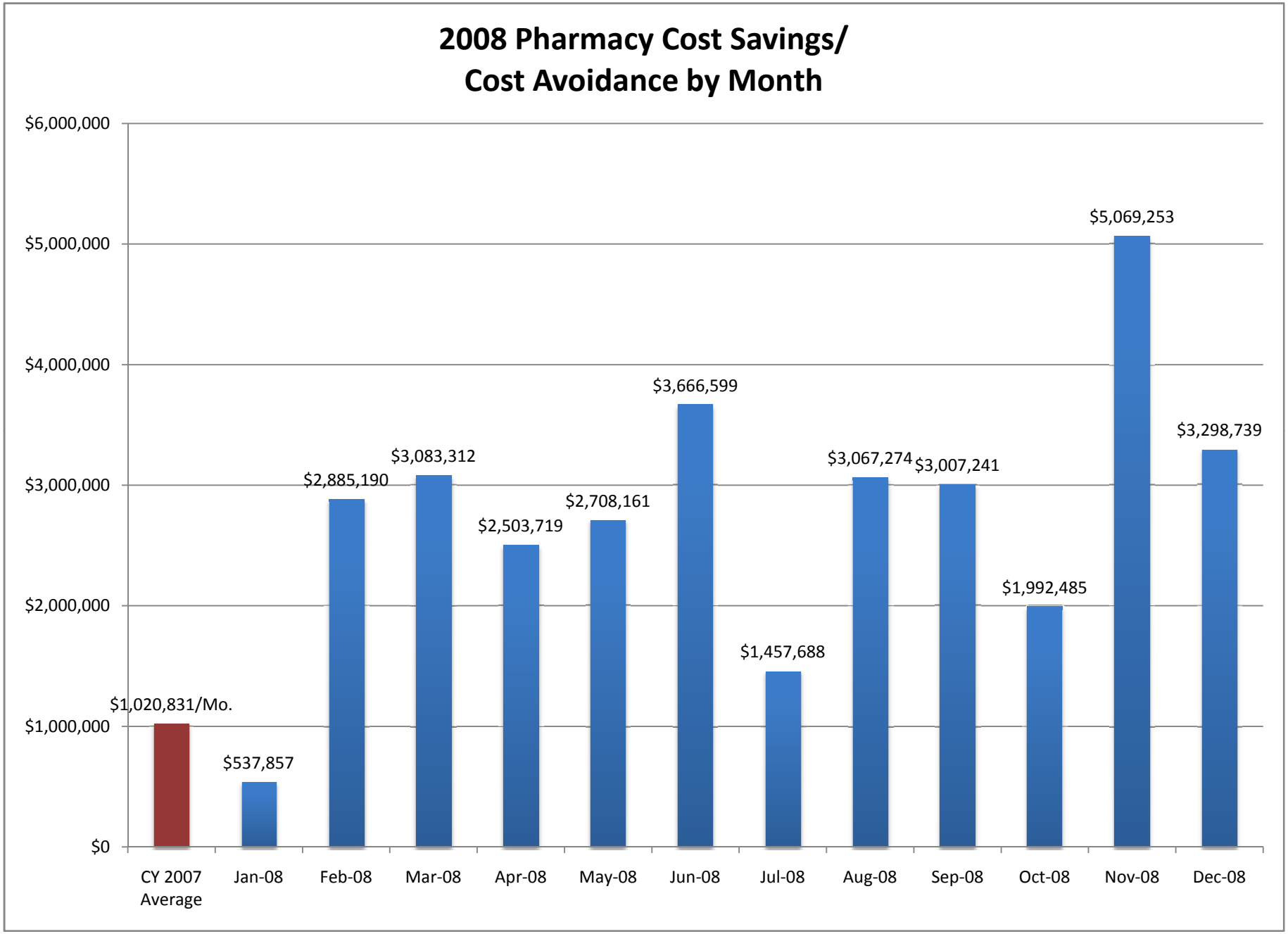
Results Explanation:
Maxor began managing pharmacy purchasing in April and May 2007.

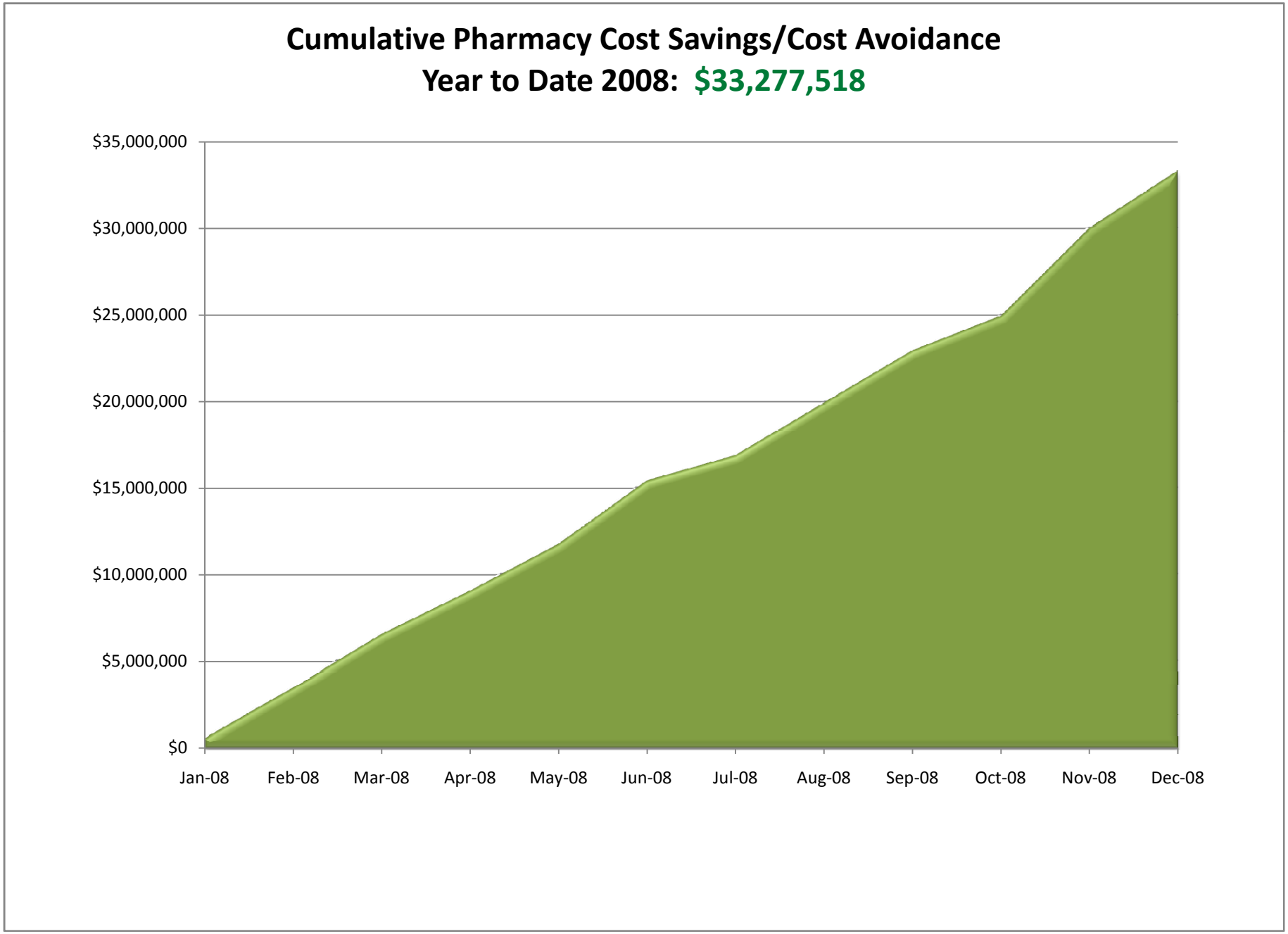
Cost savings/cost avoidance is calculated by comparing actual wholesaler purchases to prior historical trend line. The prior historical trend line is also based on wholesaler purchases.

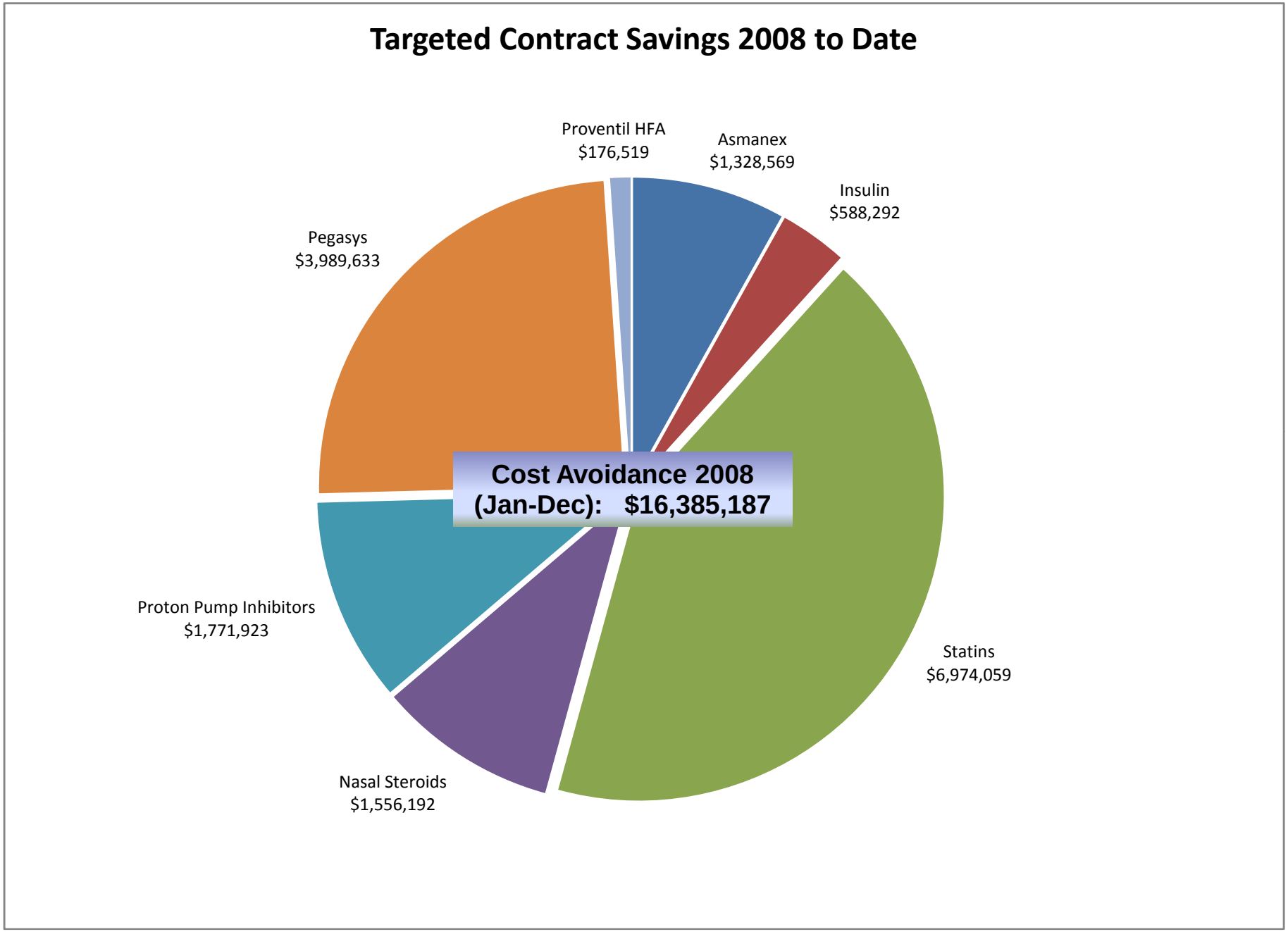
Targeted contract savings displays specific Pharmacy & Therapeutics Committee initiatives targeting particular drugs or drug classes. Savings are calculated by comparing purchases using the actual targeted contract rate to the pre-targeted contract rate.

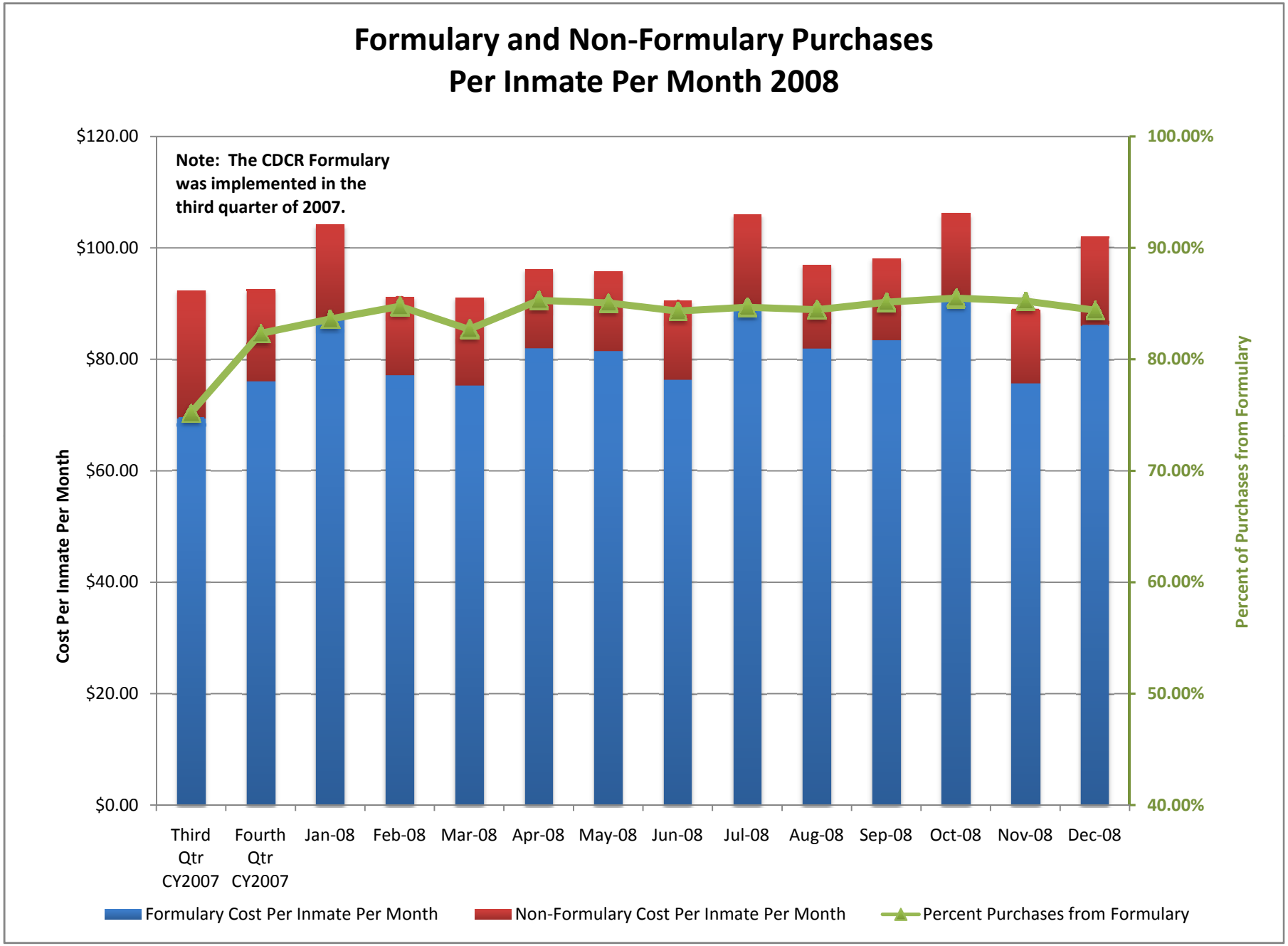
Formulary and non-formulary costs are based on total purchases divided by number of utilizing patient-inmates.

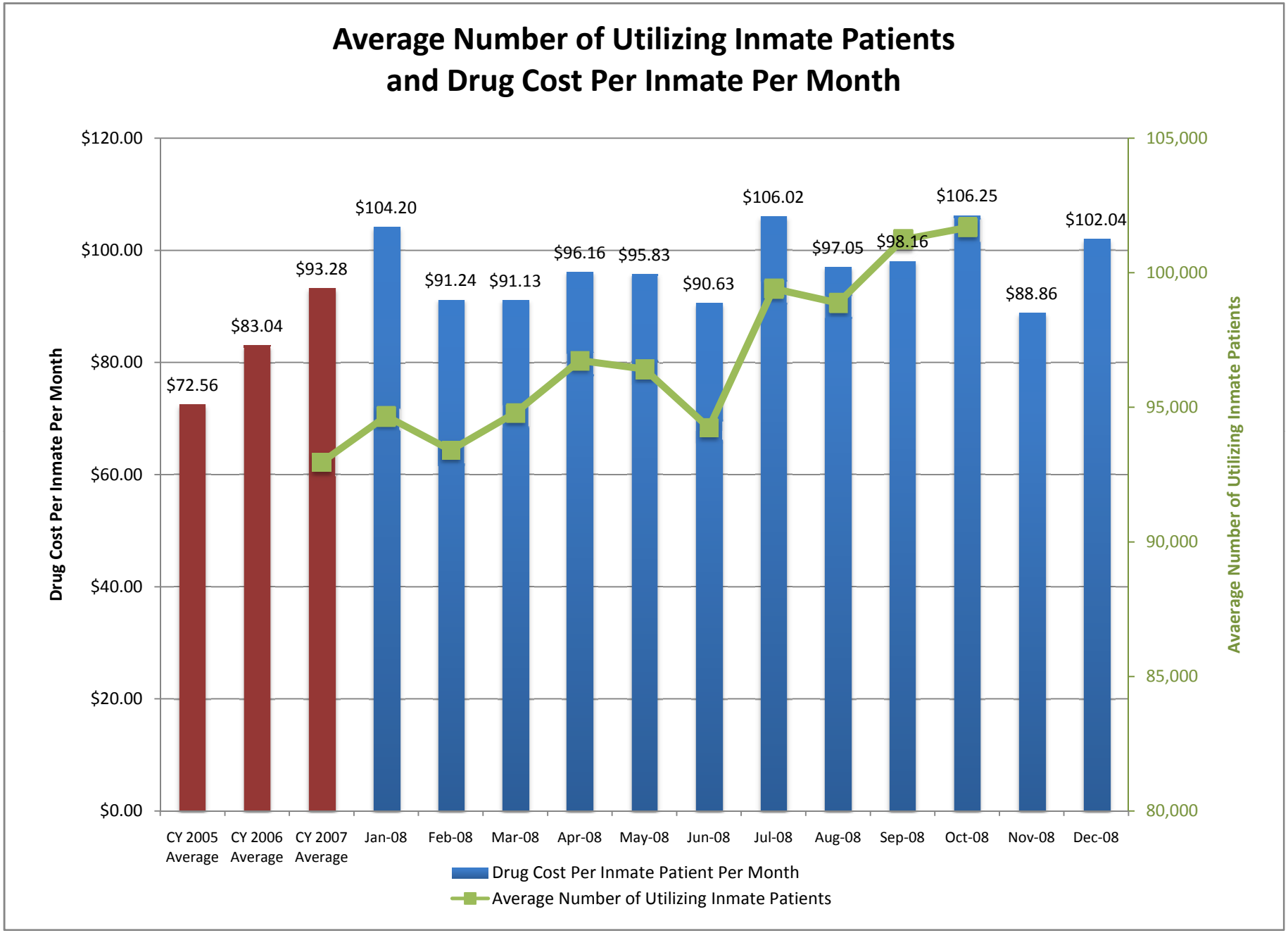
Drug costs per patient-inmate per month are based on total wholesaler drug purchases divided by the total number of utilizing patient-inmates. Utilizing patient-inmates represent the number of unique patient-inmates receiving drugs during the month.


2008 Pharmacy Cost Savings/
Cost Avoidance by Month
$6,000,000
$5,000,000
$4,000,000
$3,000,000
$2,000,000
$1,000,000
$0
$1,020,831/Mo.
$537,857
$2,885,190
$3,083,312
$2,503,719
$2,708,161
$3,666,599
$1,457,688
$3,067,274
$3,007,241
$1,992,485
$5,069,253
$3,298,739
CY 2007 Average
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Nov-08
Dec-08


Cumulative Pharmacy Cost Savings/Cost Avoidance
Year to Date 2008: $33,277,518
$35,000,000
$30,000,000
$25,000,000
$20,000,000
$15,000,000
$10,000,000
$5,000,000
$0
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Nov-08
Dec-08


Targeted Contract Savings 2008 to Date
Proventil HFA
$176,519
Asmanex
$1,328,569
Insulin
$588,292
Pegasys
$3,989,633
Cost Avoidance 2008
(Jan-Dec): $16,385,187
Proton Pump Inhibitors
$1,771,923
Statins
$6,974,059
Nasal Steroids
$1,556,192


Formulary and Non-Formulary Purchases
Per Inmate Per Month 2008
Note: The CDCR Formulary was implemented in the third quarter of 2007.
$120.00
$100.00
$80.00
$60.00
$40.00
$20.00
$0.00
Cost Per Inmate Per Month
100.00%
90.00%
80.00%
70.00%
60.00%
50.00%
40.00%
Percent of Purchases from Formulary
Third Qtr CY2007
Fourth Qtr CY2007
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Nov-08
Dec-08
Formulary Cost Per Inmate Per Month
Non-Formulary Cost Per Inmate Per Month
Percent Purchases from Formulary


Average Number of Utilizing Inmate Patients
and Drug Cost Per Inmate Per Month
Drug Cost Per Inmate Per Month
Avaerage Number of Utilizing Inmate Patients
$120.00
$100.00
$80.00
$60.00
$40.00
$20.00
$0.00
105,000
100,000
95,000
90,000
85,000
80,000
$72.56
$83.04
$93.28
$104.20
$91.24
$91.13
$96.16
$95.83
$90.63
$106.02
$97.05
$98.16
$106.25
$88.86
$102.04
CY 2005 Average
CY 2006 Average
CY 2007 Average
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Nov-08
Dec-08
Drug Cost Per Inmate Patient Per Month
Average Number of Utilizing Inmate Patients

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

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

Reporting/Responsible Division:
Maxor Pharmacy Services

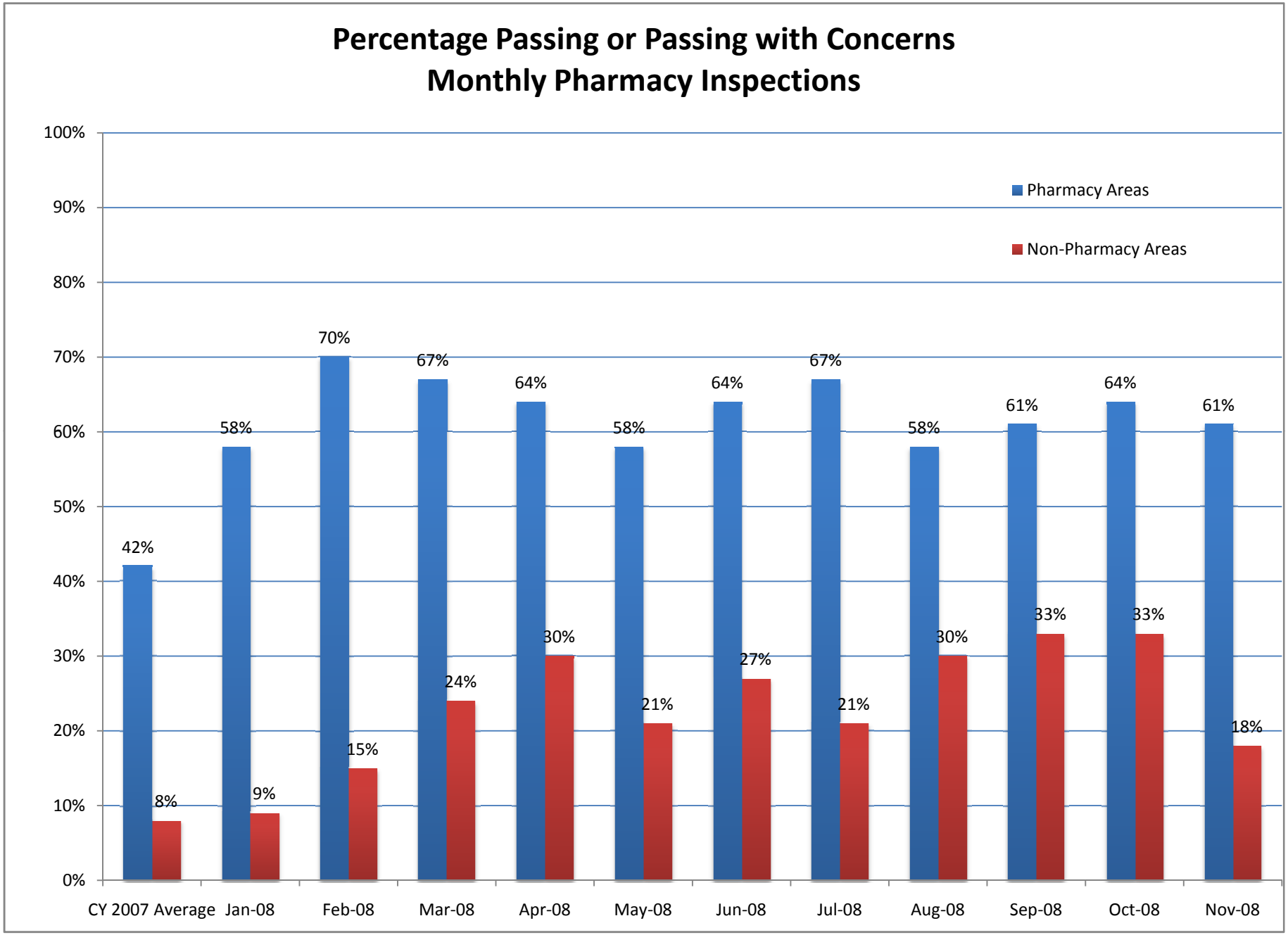
Performance Indicators:
Pharmacy inspection passage rate.

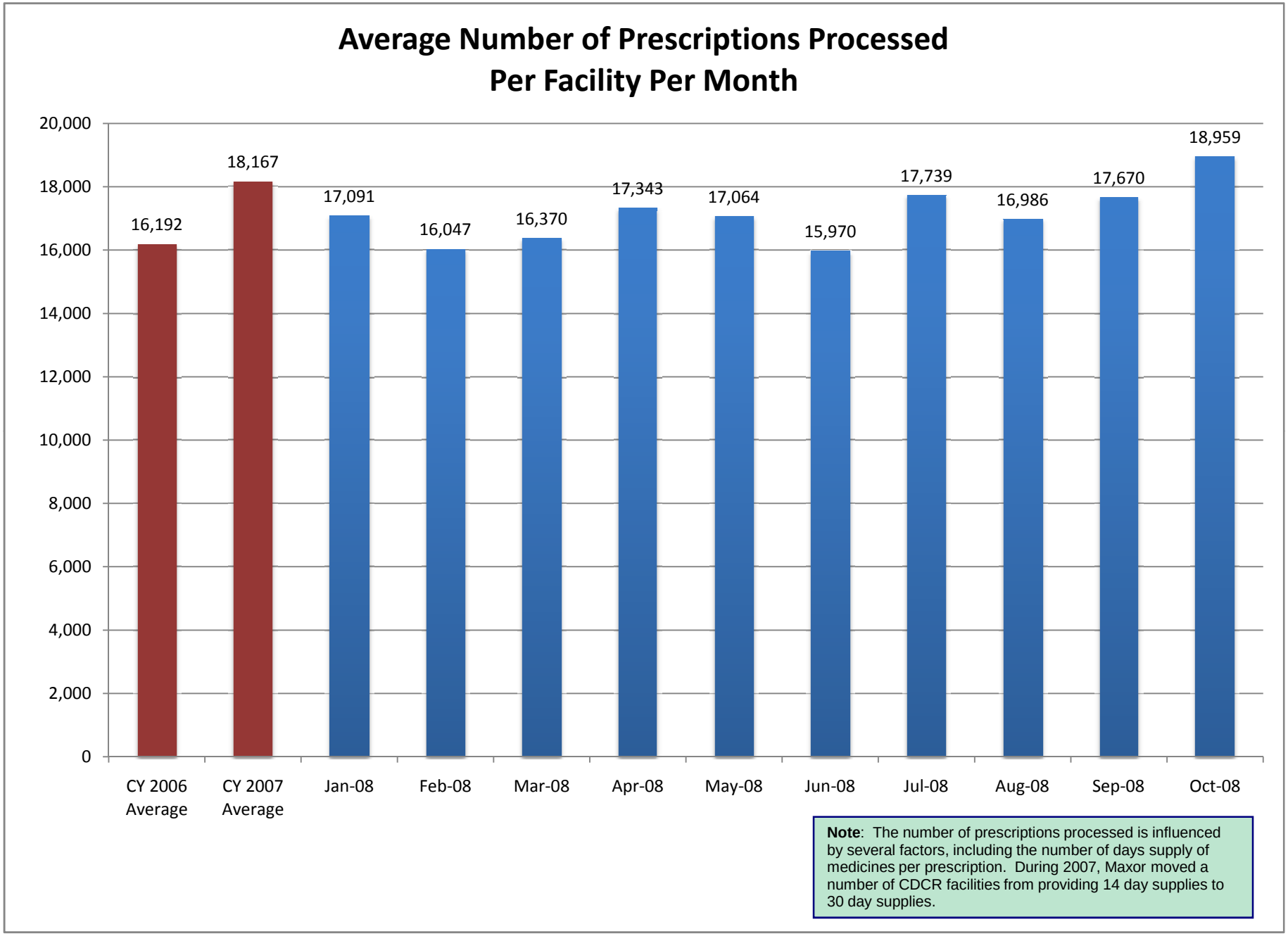
Average number of prescriptions processed per facility per month and average number of prescriptions processed per day by Pharmacists and Pharmacy Technicians.

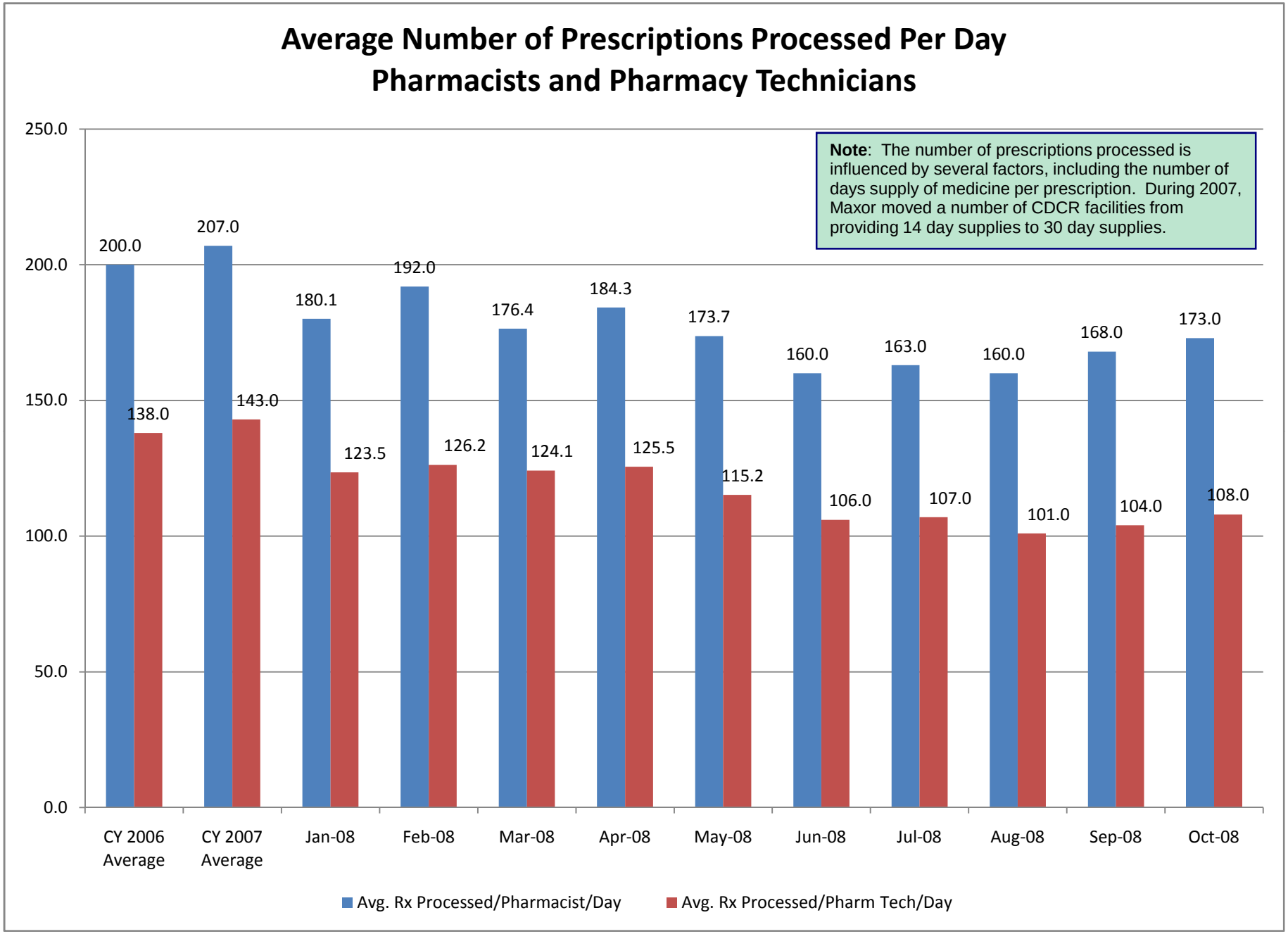
Graph/Table Display:
Refer to pages 64-66.

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

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


Percentage Passing or Passing with Concerns
Monthly Pharmacy Inspections
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
Pharmacy Areas
Non-Pharmacy Areas
42%
8%
58%
9%
70%
15%
67%
24%
64%
30%
58%
21%
64%
27%
67%
21%
58%
30%
61%
33%
64%
33%
61%
18%
CY 2007 Average
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Nov-08


Average Number of Prescriptions Processed
Per Facility Per Month
20,000
18,000
16,000
14,000
12,000
10,000
8,000
6,000
4,000
2,000
0
16,192
18,167
17,091
16,047
16,370
17,343
17,064
15,970
17,739
16,986
17,670
18,959
CY 2006 Average
CY 2007 Average
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Note: The number of prescriptions processed is influenced by several factors, including the number of days supply of medicines per prescription. During 2007, Maxor moved a number of CDCR facilities from providing 14 day supplies to 30 day supplies.


Average Number of Prescriptions Processed Per Day
Pharmacists and Pharmacy Technicians
Note: The number of prescriptions processed is influenced by several factors, including the number of days supply of medicine per prescription. During 2007, Maxor moved a number of CDCR facilities from providing 14 day supplies to 30 day supplies.
250.0
200.0
150.0
100.0
50.0
0.0
200.0
138.0
207.0
143.0
180.1
123.5
192.0
126.2
176.4
124.1
184.3
125.5
173.7
115.2
160.0
106.0
163.0
107.0
160.0
101.0
168.0
104.0
173.0
108.0
CY 2006 Average
CY 2007 Average
Jan-08
Feb-08
Mar-08
Apr-08
May-08
Jun-08
Jul-08
Aug-08
Sep-08
Oct-08
Avg. Rx Processed/Pharmacist/Day
Avg. Rx Processed/Pharm Tech/Day