

Robert Taylor
Advisor/NEC
7/27/11

EXIT INTERVIEW

JOB CONTENT

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?
1. THE LOCATION 3. NO
2. THE STAFF
2. Did you understand the job expectations when you were hired?
YES
3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?
NO.
YES.
4. How would you rate your own contribution or performance on the job?
EXCELLENT
5. Would you recommend this agency as a place to work to your friends or relatives?
☒ yes ☐ no If no, please explain.

THE DCP AS A PLACE TO WORK

| 6. How would you rate the following aspects of your employment here? | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|--|------------------|-------------|-------------|-------------|-----------------------|
| Opportunity for Advancement | _____ | _____ | _____ | ____/____ | _____ |
| Performance Evaluation | _____ | _____ | ____/____ | _____ | _____ |
| Physical Working Conditions | _____ | _____ | ____/____ | _____ | _____ |
| Your Salary | _____ | _____ | _____ | ____/____ | _____ |
| Vacation/Holiday | _____ | ____/____ | _____ | _____ | _____ |
| Other Agency Benefits | _____ | _____ | ____/____ | _____ | _____ |
| Feeling of Belonging | _____ | _____ | _____ | ____/____ | _____ |

E-MAILED JUL 27 2011 HR ①

7. If you were leading the DCP, what would you do differently?

GIVE ADVISORS MORE VOICE

8. What made your employment enjoyable? CLIENTS

9. What would make you interested in returning to work at the DCP?

NOTHING

QUALITY OF SUPERVISION

10. How would you rate your supervisor in the following areas?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|---|------------------|-------------|-------------|-------------|-----------------------|
| Demonstrates Fair & Equal Treatment | _____ | _____ | _____ | / | _____ |
| Provides Appropriate Recognition | _____ | _____ | / | _____ | _____ |
| Resolves Complaints/ Difficulties in a Timely Fashion | _____ | _____ | / | _____ | _____ |
| Follows Policy & Procedures | _____ | _____ | / | _____ | _____ |
| Informs Employee of Matters Relating to Work | _____ | _____ | / | _____ | _____ |
| Encourages Feedback | _____ | _____ | _____ | / | _____ |
| Is Knowledgeable in Own Job | _____ | _____ | / | _____ | _____ |
| Expresses Instructions Clearly | _____ | _____ | / | _____ | _____ |
| Develops Cooperation | _____ | _____ | / | _____ | _____ |

Robert Taylor

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REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor?

NO

12. Are you leaving for a similar job?

YES

13. How is your new job different from your old one? Are you staying in the same field?

N/A

14. What part does salary play in your decision to leave?

NONE

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position? WORKING CONDITION

16. What could the DCP have done to prevent you from leaving? NOTHING

17. If you are going to another job, what does that job offer you that your job here did not?

N/A

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

YES

19. I will donate NO annual hours and 282 sick hours.

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

R. Taylor

③

Last Day 12/28/11

Martha Jones
Corporal
NEC/Osceola

EXIT INTERVIEW

JOB CONTENT

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?

I needed a job at the time I applied. The pay was better here than most places I applied. Unhappy I accepted the position

2. Did you understand the job expectations when you were hired?

Not at first. But after my training I knew what was expected of me.

3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?

yes

4. How would you rate your own contribution or performance on the job?

my work performance was outstanding.

5. Would you recommend this agency as a place to work to your friends or relatives?

☐ yes ☐ no If no, please explain.

yes

THE DCP AS A PLACE TO WORK

6. How would you rate the following aspects of your employment here?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|-----------------------------|------------------|-------------|-------------|-------------|-----------------------|
| Opportunity for Advancement | _____ | X | _____ | _____ | _____ |
| Performance Evaluation | _____ | X | _____ | _____ | _____ |
| Physical Working Conditions | _____ | X | _____ | _____ | _____ |
| Your Salary | _____ | X | _____ | _____ | _____ |
| Vacation/Holiday | _____ | X | _____ | _____ | _____ |
| Other Agency Benefits | _____ | X | _____ | _____ | _____ |
| Feeling of Belonging | _____ | X | _____ | _____ | _____ |

Mailed to HR

①

7. If you were leading the DCP, what would you do differently? Have the Residents Run the Program like it was designed to do. Have treatment and security on the same page.
8. What made your employment enjoyable? my co-workers, the location, and the shift I work.
9. What would make you interested in returning to work at the DCP?
I enjoyed every part of my job.

QUALITY OF SUPERVISION

10. How would you rate your supervisor in the following areas?

| | Excellent | Good | Fair | Poor | Other Comments |
|---|-----------|----------|-------|-------|----------------|
| Demonstrates Fair & Equal Treatment | _____ | <u>X</u> | _____ | _____ | _____ |
| Provides Appropriate Recognition | _____ | <u>X</u> | _____ | _____ | _____ |
| Resolves Complaints/ Difficulties in a Timely Fashion | _____ | <u>X</u> | _____ | _____ | _____ |
| Follows Policy & Procedures | _____ | <u>X</u> | _____ | _____ | _____ |
| Informs Employee of Matters Relating to Work | _____ | <u>X</u> | _____ | _____ | _____ |
| Encourages Feedback | _____ | <u>X</u> | _____ | _____ | _____ |
| Is Knowledgeable in Own Job | _____ | <u>X</u> | _____ | _____ | _____ |
| Expresses Instructions Clearly | _____ | <u>X</u> | _____ | _____ | _____ |
| Develops Cooperation | _____ | <u>X</u> | _____ | _____ | _____ |

M. Jones

(2)

REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor?

yes

12. Are you leaving for a similar job?

NO

13. How is your new job different from your old one? Are you staying in the same field?

Im going back to the medical field. NO

14. What part does salary play in your decision to leave?

It played no part.

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?

Im moving back to FL. to be near my 1st grand baby.

16. What could the DCP have done to prevent you from leaving?

Nothing

17. If you are going to another job, what does that job offer you that your job here did not?

N/A

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

19. I will donate _____ annual hours and _____ sick hours.

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

M. Jones

③

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: **ESTHER LEWIS**

Title: **A.T.P.M.**

Years Employed: **15^{1/2} yrs** Last Day: **2-29-12** Today's Date: **2-27-12**

Reason for Leaving: **Retirement**

1. What was most satisfying about your job duties?
Flexibility to work w/ supervisor not micro-managing. Supervisor available to assist w/ decisions as needed.
2. What was least satisfying about your job duties?
Road-trip on bad weather days. Some of the distance such as the far southeast inconvenient to supervision.
3. On a scale of 1 - 10, how close were your job duties to what you thought it should be for someone in your position? **9.5**
4. On a scale of 1 - 10, how do you rate availability of training for your job duties?
10
5. On a scale of 1 - 10, how do you rate availability of supervisory assistance as you carried out your duties?
10
6. On a scale of 1 - 10, how do you rate level of feedback you received about your performance---outside of formal annual reviews?
10
7. What is your opinion of DCC formal performance review/promotion process?
Needs some development. No level system for Counselors & SAPL to promote to.
8. On a scale of 1 - 10, how helpful was treatment services/DCC in fulfilling your career goals?
10
9. What do you recommend we look for in finding your replacement?
Someone people oriented, able to think outside the box, no problem following directives. Someone progressive & educationally DCC mission.
10. What could Treatment Services/DCC do to make your job easier for the next person?
Hire another supervisor and split the Area.
11. On a scale of 1 - 10, how generally pleased were you with your pay, benefits, and other incentives? **Overall a 9.**
12. What were some agency policies that made your work difficult?
Parking the Treatment Car created some difficulty.

What other comment do you have?

The Agency needs to include TX more in decision making

Tamara Cooper
Advisor
7/3/12

EXIT INTERVIEW

JOB CONTENT

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?
Enjoyed interning here. My feelings have not changed.
2. Did you understand the job expectations when you were hired? *yes*
3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?
I knew what the job entailed. I interned here in 2007, so
4. How would you rate your own contribution or performance on the job? *I believe that I contributed a lot to this program*
5. Would you recommend this agency as a place to work to your friends or relatives?
☒ yes ☐ no If no, please explain.

THE DCP AS A PLACE TO WORK

6. How would you rate the following aspects of your employment here?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|-----------------------------|------------------|-------------|-------------|-------------|-----------------------|
| Opportunity for Advancement | _____ | _____ | <u>✓</u> | _____ | _____ |
| Performance Evaluation | _____ | _____ | <u>✓</u> | _____ | _____ |
| Physical Working Conditions | _____ | _____ | <u>✓</u> | _____ | _____ |
| Your Salary | _____ | _____ | <u>✓</u> | _____ | _____ |
| Vacation/Holiday | _____ | _____ | <u>✓</u> | _____ | _____ |
| Other Agency Benefits | _____ | _____ | <u>✓</u> | _____ | _____ |
| Feeling of Belonging | _____ | _____ | <u>✓</u> | _____ | _____ |

E-MAILED JUL 05 2012

HR
(D)

7. If you were leading the DCP, what would you do differently?

Nothing

8. What made your employment enjoyable? WORKING with and helping the residents

9. What would make you interested in returning to work at the DCP? If I could Return in a Supervisory Position

QUALITY OF SUPERVISION

10. How would you rate your supervisor in the following areas?

| | Excellent | Good | Fair | Poor | Other Comments |
|---|-----------|-------|-------|-------|----------------|
| Demonstrates Fair & Equal Treatment | _____ | _____ | ✓ | X | _____ |
| Provides Appropriate Recognition | _____ | _____ | 2 | _____ | _____ |
| Resolves Complaints/ Difficulties in a Timely Fashion | _____ | _____ | 2 | _____ | _____ |
| Follows Policy & Procedures | _____ | _____ | 2 | _____ | _____ |
| Informs Employee of Matters Relating to Work | _____ | _____ | 2 | _____ | _____ |
| Encourages Feedback | _____ | _____ | 2 | _____ | _____ |
| Is Knowledgeable in Own Job | _____ | _____ | 1 | _____ | _____ |
| Expresses Instructions Clearly | _____ | _____ | _____ | 1 | _____ |
| Develops Cooperation | _____ | _____ | 1 | _____ | _____ |

T. Cooper 2

REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor?

could not

no, I

12. Are you leaving for a similar job?

yes

13. How is your new job different from your old one? Are you staying in the same field?

I will be working as a therapist, but I will still be doing treatment but in a outpatient setting

14. What part does salary play in your decision to leave?

Salary plays a big part, I will be tripling my salary by the hour.

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?

I received my masters in social work and I could not do therapy in my current position

16. What could the DCP have done to prevent you from leaving?

nothing

17. If you are going to another job, what does that job offer you that your job here did not?

It will have more money and flexible work conditions

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

no

19. I will donate _____ annual hours and _____ sick hours.

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

T. Cooper (3)

1042

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: Pamela Hyatt

Title: Advisor

Years Employed: 2

Last Day: 8/29/12

Today's Date: 8/29/12

Reason for Leaving: Medical needs

1. What was most satisfying about your job duties?
Helping the clients.
2. What was least satisfying about your job duties?
The stress level.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position?
8- Only because I had other job duties unrelated to counseling which included drug testing, court preparation.
4. On a scale of 1 – 10, how do you rate availability of training for your job duties?
10- Every time I wanted to go or needed training it was not a problem.
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties?
10- current supervisor since April; available & helpful. It would be lower for previous supervisor- I felt like she delegated her duties and failed to take responsibility.
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance-- outside of formal annual reviews?
6- Only because I feel that it was more group directed on feedback than individually most of the time.
7. What is your opinion of DCC formal performance review/promotion process?
Overall good opinion; the quarterly reviews helped more. Also, if I had received merit and there were no freezes but that's outside of DCC generally.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals?
10- I have never worked in the outpatient non-institutional setting and I got a lot of experience here.
9. What do you recommend we look for in finding your replacement?
A person that is certified as an alcohol and drug counselor and has knowledge of criminal behavior.
10. What could Treatment Services/DCC do to make your job easier for the next person?
Decrease the caseload level; fully staffed positions; increase morale which will occur over time.
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives?
6- It could have been better if we received raises and incentives.

12. What were some agency policies that made your work difficult?
None.

What other comment do you have?
None.

2 of 2
Pam

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: Patricia Eason

Title: Admin Specialist II

Years Employed: 3 Yrs 6 Months **Last Day:** 9/7/12 **Today's Date:** 9/6/12

Reason for Leaving: Took another position

1. What was most satisfying about your job duties?
Transitional Housing; it involves a lot of people and going outside the Agency.
2. What was least satisfying about your job duties?
Always short handed. Need for more Admin Assistants.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position?
10
4. On a scale of 1 – 10, how do you rate availability of training for your job duties?
10. The opportunity was always there for me to go to training
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties?
10
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance--- outside of formal annual reviews?
10
7. What is your opinion of DCC formal performance review/promotion process?
I don't have an opinion of it.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals?
10 or 11 or 12
9. What do you recommend we look for in finding your replacement?
Someone who can multi-task.
10. What could Treatment Services/DCC do to make your job easier for the next person?
Having two Admin Assistants for Treatment Services.
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives?
Pay is 7 we all need more money. Benefits 10. I can't think of other incentives.
12. What were some agency policies that made your work difficult?
None

What other comment do you have?

None

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: LaRon Couch **Title:** Substance Abuse Program Leader

Years Employed: 3 **Last Day:** 9/27/12 **Today's Date:** 9/26/12

Reason for Leaving: Resignation

1. What was most satisfying about your job duties? Being able to help others and working with the officers and my teammates.
2. What was least satisfying about your job duties? Not enough staff, overwhelming at times.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position? 10- on point with my description of job duties
4. On a scale of 1 – 10, how do you rate availability of training for your job duties? 8- other staff would go sometimes which would create a need to stay but plenty of opportunities for training.
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties? 10- you can call for assistance whenever you need it.
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance--- outside of formal annual reviews? 9- I received good and bad feedback on my performance, now I know the right way to do things.
7. What is your opinion of DCC formal performance review/promotion process? The PE process is detailed and self explanatory, it's good. The promotion process for treatment is not good; there is no room for advancement or more money.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals? 9- it gave me the opportunity to take my certification exam and have more options in the future.
9. What do you recommend we look for in finding your replacement? Someone with a good attitude interacts well with peers and has a good work ethic.
10. What could Treatment Services/DCC do to make your job easier for the next person? More treatment personnel.
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives? 10- it's good with insurance and time off along with pay.
12. What were some agency policies that made your work difficult? Not really any that made it difficult. The forms for full assessment take a lot of time but that's required.

What other comment do you have?

The main reason I'm leaving is due to working later hours. I loved my job here. My advice is to hire more positions for treatment. It's overwhelming.

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Juanika Foreman Title: Advisor
Years Employed: 1 Last Day: 10/19/12 Today's Date: 10/15/2012

Reason for Leaving: New Employment

1. What was most satisfying about your job duties? not hard to do once learned.
2. What was least satisfying about your job duties? everything was good. Pay is the only thing.
3. On a scale of 1 - 10, how close were your job duties to what you thought it should be for someone in your position? 10 they were expected
4. On a scale of 1 - 10, how do you rate availability of training for your job duties? 10 we have good training
5. On a scale of 1 - 10, how do you rate availability of supervisory assistance as you carried out your duties? 10 everyone was available by phone or email or in person
6. On a scale of 1 - 10, how do you rate level of feedback you received about your performance outside of formal annual reviews? 10 Cause you are gonna tell me.
7. What is your opinion of DCC formal performance review/promotion process? Don't know if ever get a review from DCC or a when I transferred. Should be more promotion for Controller.
8. On a scale of 1 - 10, how helpful was treatment services/DCC in fulfilling your career goals? 10 very helpful the pt. on going too I will be doing the same thing.
9. What do you recommend we look for in finding your replacement? Someone who is professional, good communication skills and who cares.
10. What could Treatment Services/DCC do to make your job easier for the next person? I don't see anything that needs to be done
11. On a scale of 1 - 10, how generally pleased were you with your pay, benefits, and other incentives? 7 the benefits were good but the pay was the only thing.
12. What were some agency policies that made your work difficult? Don't recall any.

What other comment do you have?

No nothing

EXIT INTERVIEW

JOB CONTENT

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?
Needing a job to support my family and myself's needs. NO
2. Did you understand the job expectations when you were hired?
YES
3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?
YES the training I recieved was very relative to my jobs Duties and very easy to find information on training.
4. How would you rate your own contribution or performance on the job?
on a scale from 1-10, 1 being poor and 10 being excellant I rate myself at an 8.
5. Would you recommend this agency as a place to work to your friends or relatives?
☒ yes ☐ no If no, please explain.

THE DCP AS A PLACE TO WORK

6. How would you rate the following aspects of your employment here?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|-----------------------------|------------------|---------------|---------------|---------------|-----------------------|
| Opportunity for Advancement | _____ | _____ | _____ | <u> </u> | _____ |
| Performance Evaluation | _____ | <u> </u> | _____ | _____ | _____ |
| Physical Working Conditions | <u> </u> | _____ | _____ | _____ | _____ |
| Your Salary | _____ | _____ | <u> </u> | _____ | _____ |
| Vacation/Holiday | <u> </u> | _____ | _____ | _____ | _____ |
| Other Agency Benefits | <u> </u> | _____ | _____ | _____ | _____ |
| Feeling of Belonging | _____ | _____ | <u> </u> | _____ | _____ |

7. If you were leading the DCP, what would you do differently?

Enforce employee relations. Employees should treat everyone the same at all times

8. What made your employment enjoyable?

my co-workers. They are family to me.

Also the Annual/sick time and supervisors being considerate and understanding

9. What would make you interested in returning to work at the DCP?

Being offered a salary that compensated for my fire training.

But I'd return regardless if that wasn't offered.

QUALITY OF SUPERVISION

10. How would you rate your supervisor in the following areas?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|---|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|
| Demonstrates Fair & Equal Treatment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Provides Appropriate Recognition | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Resolves Complaints/ Difficulties in a Timely Fashion | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Follows Policy & Procedures | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Informs Employee of Matters Relating to Work | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Encourages Feedback | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Is Knowledgeable in Own Job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Expresses Instructions Clearly | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Develops Cooperation | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Lee Austin
②

REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor?

Yes, My supervisor taught me everything on the job,
and guided me in the right direction & treated me well.

12. Are you leaving for a similar job?

No

13. How is your new job different from your old one? Are you staying in the same field?

I'll be on An Ambulance . Not medical field

14. What part does salary play in your decision to leave?

Big part, I have a growing family, and I need extra income.

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?

Money being offered to me for holding An EMT License.

16. What could the DCP have done to prevent you from leaving?

Offered higher pay/salary or advancement

17. If you are going to another job, what does that job offer you that your job here did not?

Overtime

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

Yes

19. I will donate 2 annual hours and 177.25 sick hours. - used 2.25

175 hours

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: Jack Downing

Title: ATPM

Years Employed: 12 Years **Last Day:** 11/30/12 **Today's Date:** 11/27/12

Reason for Leaving: Age 68---Retirement

1. What was most satisfying about your job duties?
Helping others be the best they can be at their jobs.
2. What was least satisfying about your job duties?
Trying to keep up with all the constant changes.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position?
9
4. On a scale of 1 – 10, how do you rate availability of training for your job duties?
8
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties?
10
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance---outside of formal annual reviews?
9
7. What is your opinion of DCC formal performance review/promotion process?
The process is adequate but the state needs to make more money available.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals?
10
9. What do you recommend we look for in finding your replacement?
Consistency
10. What could Treatment Services/DCC do to make your job easier for the next person?
Better and timely IT support
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives?
9
12. What were some agency policies that made your work difficult?
Inadequate communications from top management to front line employees.

What other comment do you have?

I have enjoyed my time with DCC and am thankful for the opportunities they have given me. I am grateful that they gave a 50 year old man a chance to prove himself and learn a new profession. I intend to use the skills I've learned in retirement and continue to do some counseling.

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Donna Mosher

Title: Substance Abuse Program

Years Employed: 2

Last Day: 1/4/13

Today's Date: 1/3/13

Leader

Reason for Leaving:

1. What was most satisfying about your job duties?
1:1 Interactions w/ clients
2. What was least satisfying about your job duties?
Group activities
3. On a scale of 1 - 10, how close were your job duties to what you thought it should be for someone in your position?
6
4. On a scale of 1 - 10, how do you rate availability of training for your job duties?
8 - Training available, but usually some distance away.
5. On a scale of 1 - 10, how do you rate availability of supervisory assistance as you carried out your duties?
6
6. On a scale of 1 - 10, how do you rate level of feedback you received about your performance-- outside of formal annual reviews?
4
7. What is your opinion of DCC formal performance review/promotion process?
8. On a scale of 1 - 10, how helpful was treatment services/DCC in fulfilling your career goals?
8
9. What do you recommend we look for in finding your replacement?
Someone who has co-occurring disorders training / experience.
10. What could Treatment Services/DCC do to make your job easier for the next person?
Be more timely in hiring replacements / new staff. Signature Pads!
11. On a scale of 1 - 10, how generally pleased were you with your pay, benefits, and other incentives?
9
12. What were some agency policies that made your work difficult?
Being paperless

What other comment do you have?

Eliminating hard copies of client files has actually generated more work in managing paperwork. Signature pads would eliminate much of additional time spent getting signatures, scanning & filing.

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: Andrew Beavers

Title: SAPL (Temp position)

Years Employed: 2.5 years total **Last Day:** 1/18/13 **Today's Date:** 1/18/13

Reason for Leaving: temporary position only

1. What was most satisfying about your job duties? Providing substance abuse services to the clients.
2. What was least satisfying about your job duties? Amount of time for clinical substance treatment needs and resources for it. Better services could be provided with more time.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position? 8- all tools and everything needed to complete the tasks was available for me.
4. On a scale of 1 – 10, how do you rate availability of training for your job duties? 7- lack of central location for training needs.
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties? 9- Supervisor always available with three different locations and supervisors. Assistant Director also always available for treatment services.
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance--- outside of formal annual reviews? 7- good feedback.
7. What is your opinion of DCC formal performance review/promotion process? Fair.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals? 9- Very good, licensed and able to take the exam along with continuing education hours' availability.
9. What do you recommend we look for in finding your replacement? N/A
(Temp position.) Stated he would look for someone educated and knowledgeable in treatment.
10. What could Treatment Services/DCC do to make your job easier for the next person? More access to clinical best practices.
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives? Good and pleased with it as a Substance Abuse Program Leader in comparison to a Drug Court Advisor.
12. What were some agency policies that made your work difficult? The ambiguity and inconsistency concerning marijuana and the accountability for the use of that substance within the agency.

What other comment do you have? More money and resources for treatment- residential and long term services as well as mental health.

1 of 2

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: *Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.*

Name: Twanna Johnson

Title: Substance Abuse Program Leader

Years Employed: 2/9/09

Last Day: 3/29/2013

Today's Date: 3/29/13

Reason for Leaving: Resignation

1. What was most satisfying about your job duties? Working with the clients.
2. What was least satisfying about your job duties? Not being able to provide the level of care I desired. We were provided with resources for referral for their best interest. Mostly, funding sources and available assistance in the community. I sometimes forget that the client needs to work harder than the staff.
3. On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position? 10- the SAPL job, although it was focused on substance abuse along with part of it dealing with Co-occurring, I had the freedom to make sure what is necessary to meet the clients' needs as a SAPL. I felt more a clinician role in the SAPL position than I did as a Drug Court Advisor.
4. On a scale of 1 – 10, how do you rate availability of training for your job duties? 10- my supervisors current and past supported training opportunities and getting my professional development in different areas.
5. On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties? 8- It was good throughout but I had 4 different supervisors over the four years I have been here so it has varied. Having a clinical supervisor on site is more beneficial but it worked out well.
6. On a scale of 1 – 10, how do you rate level of feedback you received about your performance--- outside of formal annual reviews? 10- It was solid, I wanted feedback.
7. What is your opinion of DCC formal performance review/promotion process? I think it's good. I have shared with my supervisors' that I believe it's a good tool and good for strategic planning. The only thing I would change about it is that I wish there was a way to educate employees on the importance for evaluations. People don't understand the point of it and it leads to frustration. The promotion process in general is good. What is lacking is the opportunity in treatment services to be promoted.
8. On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals? 8-I didn't have any clear-cut career goals when I started other than helping people but DCC did help with that for me.
9. What do you recommend we look for in finding your replacement? I think that you need to find someone that is not applying for this position just for a job. They truly want to work towards the Department's mission statement of reducing recidivism. I strongly recommend they be certified for the treatment team. They would need to have a little bit of experience under the belt and computer savvy. Quick learner, creative problem solver, make phone calls/communicate; intimidation is not an option with the work load.

10. What could Treatment Services/DCC do to make your job easier for the next person? I think when the past two clinical supervisors provided information/training for 2-4 weeks; it helps learn the job duties. Provide consistency like the current supervisor has provided to the staff. Staff manual is beneficial.
11. On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives? 10- Everyone wants more, but as a whole it was good because I was doing what I love.
12. What were some agency policies that made your work difficult? I can't think of one off-hand or made it more difficult.

What other comment do you have?

I have enjoyed my time here, I've had fun. I have learned a lot from working in Area 7- it presented challenges and growth for this next chapter. I am going to Central Office of DCC as the Grant Coordinator which is more in line with my Master's degree.

Corporate
Ivy Sanders
4-30-13
NEC-Discola

EXIT INTERVIEW

JOB CONTENT

1. What factors contributed to your accepting a job with the DCP? Have your feelings changed?

I was told that with my job ethics I would do well at DCC. My feelings have not changed.

2. Did you understand the job expectations when you were hired?

NO I did not.

3. Did you receive sufficient training to meet those expectations? Did you know how or where to get information you needed to succeed in your job?

Yes I did and yes the information was easily found.

4. How would you rate your own contribution or performance on the job?

I rate my contribution highly.

5. Would you recommend this agency as a place to work to your friends or relatives?

☒ yes ☐ no If no, please explain.

THE DCP AS A PLACE TO WORK

6. How would you rate the following aspects of your employment here?

| | Excellent | Good | Fair | Poor | Other Comments |
|-----------------------------|---|---|-------------|-------------|-----------------------|
| Opportunity for Advancement | _____ | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ |
| Performance Evaluation | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ | _____ |
| Physical Working Conditions | _____ | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ |
| Your Salary | _____ | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ |
| Vacation/Holiday | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ | _____ |
| Other Agency Benefits | _____ | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ |
| Feeling of Belonging | <input checked="" type="checkbox"/> _____ | _____ | _____ | _____ | _____ |

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7. If you were leading the DCP, what would you do differently?

I would have at least 2 officers on transports that are over 2 hours long.

8. What made your employment enjoyable?

The responsibilities given to me and the family closeness.

9. What would make you interested in returning to work at the DCP?

Part time employment.

QUALITY OF SUPERVISION

10. How would you rate your supervisor in the following areas?

| | <u>Excellent</u> | <u>Good</u> | <u>Fair</u> | <u>Poor</u> | <u>Other Comments</u> |
|---|------------------|---------------|---------------|---------------|-----------------------|
| Demonstrates Fair & Equal Treatment | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Provides Appropriate Recognition | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Resolves Complaints/ Difficulties in a Timely Fashion | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Follows Policy & Procedures | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Informs Employee of Matters Relating to Work | <u> </u> | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> |
| Encourages Feedback | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Is Knowledgeable in Own Job | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> | <u> </u> |
| Expresses Instructions Clearly | <u> </u> | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> |
| Develops Cooperation | <u> </u> | <u>✓</u> | <u> </u> | <u> </u> | <u> </u> |

Ivy Sanders ②

REASONS FOR LEAVING

11. If you came back to work for the DCP, would you work for the same supervisor?

Yes, I would.

12. Are you leaving for a similar job?

NO I am not

13. How is your new job different from your old one? Are you staying in the same field?

I have no new job.

14. What part does salary play in your decision to leave?

NONE

15. What made you begin looking for another position, or, if appropriate, what made you listen to the offer to interview for another position?

I have not looked for a new position.

16. What could the DCP have done to prevent you from leaving?

Part time Employment

17. If you are going to another job, what does that job offer you that your job here did not?

NO.

18. Would you like to donate annual/or sick leave to the DCP Catastrophic Leave Bank?

I would like to donate sick leave to DCC Catastrophic Leave Bank.

19. I will donate 0 annual hours and 206 sick hours.

NOTE: If a donation is made to the Catastrophic Leave Bank, please complete the DCP Catastrophic Leave Bank Program Donor Application Form (see policy No. 316: Department of Community Punishment Catastrophic Leave Bank Program.)

J. Sanders
③

Arkansas Department of Community Correction
Treatment Services
Exit Interview Questionnaire

Note: Exit interview is conducted only upon voluntary resignation or retirement. The interview is voluntary and the departing staff may respectfully decline the interview.

Name: Casslyn Billingsley

Title: P/P Advisor

Years Employed: 1y 2m 17d

Last Day: 7/12/13

Today's Date: 7/12/13

Reason for Leaving: Resignation

What was most satisfying about your job duties?

Flexibility in doing my job.

What was least satisfying about your job duties?

Number of assessments

On a scale of 1 – 10, how close were your job duties to what you thought it should be for someone in your position?

6.

On a scale of 1 – 10, how do you rate availability of training for your job duties?

5.

On a scale of 1 – 10, how do you rate availability of supervisory assistance as you carried out your duties?

7.

On a scale of 1 – 10, how do you rate level of feedback you received about your performance---outside of formal annual reviews?

7.

What is your opinion of DCC formal performance review/promotion process?

I think that the supervisor's day to day statements about work performance should match what is reflected in performance evaluation documentation.

On a scale of 1 – 10, how helpful was treatment services/DCC in fulfilling your career goals?

2.

What do you recommend we look for in finding your replacement?

Longevity as far as wanting a career in substance abuse counseling.

What could Treatment Services/DCC do to make your job easier for the next person?

More formal training.

On a scale of 1 – 10, how generally pleased were you with your pay, benefits, and other incentives?

5.

What were some agency policies that made your work difficult?

None noted.

What other comment do you have?

None.

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|------------------------------|--------------------------------|
| Name: Carrie Cochran-Raglon | Title: Reentry Program Manager |
| Department: Probation/Parole | Length of Service: 2 years |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☒ Yes ☐ No Please explain. _____

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|-------------------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| Resolve complaints and problems | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|--------------------------|-------------------------------------|-------------------------------------|--------------------------|----------|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC?

Training that was provided by Grant Analyst-Glenda Spratt.

6) What did you like least?

7) What will your new situation provide that this one does not?

Permanent position

8) Do you have any suggestions for improvement?

9) Is there anything the DCC could have done differently to entice you to stay?

☒ Yes ☐ No

Please explain: Assist in obtaining a permanent position.

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

12) Additional comments about your job or the DCC

None

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|--------------------------------------|--|
| Name: Lisa A Thompson | Title: Payroll Service Specialist |
| Department: HR-Central Office | Length of Service : 9 Years |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☐ No Please explain. _____

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|----------|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC?

What I like most about my 9 years of employment with DCC, was the ability to work independently (trust from my employer) and the people I worked with. It's great to work with people that care about their agency and doing a good job. It's hard to find that environment today because so many people don't care about honesty, hard work and integrity.

6) What did you like least?

Over the years, DCC Management lost the motivation for change, honesty and integrity. In my position, as payroll service specialist there were too many unnecessary write ups, suspension and termination that came across my desk.

7) What will your new situation provide that this one does not?

My new position will provide the necessary skills for advancement in a career of management.

8) Do you have any suggestions for improvement?

Much improvement is needed in management to value the opinion of those who are dealing with the day to day task.

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No Please explain : Base on my skills and ability for advancement, I had out grown my positions with DCC years ago.

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No Please list reason: _____

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No Please list reason: _____

12) Additional comments about your job or the DCC

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|---------------------------|--------------------------------------|
| Name N. Stewart | Title IS Coordinator |
| Department IT | Length of Service 12 years |

1) What factors led to your decision to leave the DCC? (Check all that apply.) **N/A**

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input checked="" type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☒ Yes ☐ No . Please explain.

None

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|-------------------------------------|--------------------------|----------------|
| Demonstrate fair and equitable treatment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | depends |
| Provide you ample training to do your job | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|-------------------------------------|--------------------------|----------------|
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <i>depends</i> |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|----------|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | | | |
|----------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Teamwork | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
|----------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|

5) What did you like most about your employment at the DCC?

Helping people

6) What did you like least?

stress

7) What will your new situation provide that this one does not?

growth - pay increase

8) Do you have any suggestions for improvement?

~~more~~ training

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☐ No

Please explain _____

N/A

10) Would you consider working for the DCC again in the future?

☐ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

N/A

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

12) Additional comments about your job or the DCC

Great job

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|----------------------------|------------------------------|
| Name TIFFANY GASTON | Title PAYROLL TECHNICIAN |
| Department HUMAN RESOURCES | Length of Service 3 YRS 5 MO |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☒ Yes ☐ No Please explain. _ Applied for another position within agency and didn't get the position

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| Resolve complaints and problems | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|--------------------------|-------------------------------------|-------------------------------------|--------------------------|----------|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC? N/A

6) What did you like least? N/A

7) What will your new situation provide that this one does not? A chance to work in accounting w/ numbers

8) Do you have any suggestions for improvement? N/A

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _____

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: _____

12) Additional comments about your job or the DCC N/A

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|-----------------------------------|---|
| Name <u>Moss Ashcraft gibbons</u> | Title <u>PPO agent - former</u> |
| Department <u>Area 7 / NRP</u> | Length of Service <u>Area 7 7/1/2003 - 3/4/2013</u> |

currently @ C.O. - Research Dept.

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|--|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input checked="" type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input checked="" type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☒ Yes ☐ No Please explain.

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|---------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | AM | AM | <input type="checkbox"/> | |
| Provide you ample training to do your job | AM | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | AM | AM | <input type="checkbox"/> | |
| Provide recognition on the job | AM | <input type="checkbox"/> | AM - fairly | |
| Develop cooperation and teamwork | AM | <input type="checkbox"/> | AM - fairly | |
| Encourage/listen to suggestions | AM | <input type="checkbox"/> | AM - fairly | |

| | | | | |
|---------------------------------|----------------|--------------------------|------------------------------|--|
| Resolve complaints and problems | AAM | <input type="checkbox"/> | AM - <i>larry</i> | |
| Follow policies and practices | AAM | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|---|-------------------------------------|-------------------------------------|--|----------|
| Cooperation within your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | AAM <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | AM <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------|
| Staff focus | AAM | <input type="checkbox"/> | <input type="checkbox"/> | AM | <input type="checkbox"/> | |
| Support of diversity initiatives | AAM | <input type="checkbox"/> | <input type="checkbox"/> | AM | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | AAM | <input type="checkbox"/> | <input type="checkbox"/> | AM | <input type="checkbox"/> | |
| Empowerment | AAM | <input type="checkbox"/> | <input type="checkbox"/> | AM | <input type="checkbox"/> | |
| Teamwork | AAM | <input type="checkbox"/> | <input type="checkbox"/> | AM | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC?

CO-workers, MY AAM, WORKING AS Liaison for Courts, PA office, JUDGES, WORKING UNDER MR. McNEAL when he was AM,

6) What did you like least?

LACK OF COMMUNICATION exchange WITH AM, -

7) What will your new situation provide that this one does not?

Less stress, More positive work environment

8) Do you have any suggestions for improvement?

TRANSPORT TEAMS, OAS ONLY OFFICERS, DIVIDE CASES BACK TO JUDGE ONLY, / PROSECUTION ONLY, IMPROVE RELATIONSHIPS WITH BEST LEA -

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _____

10) Would you consider working for the DCC again in the future?

☐ Yes, without reservations ☒ Yes, with reservations ☐ No

Please list reason: _____

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☒ Yes, with reservations ☐ No

Please list reason: _____

12) Additional comments about your job or the DCC



Arkansas Department of Community Correction

Two Union National Plaza Building
105 West Capitol, 2nd Floor
Little Rock, Arkansas 72201-5731
(501) 682-9510 Fax: (501) 682-9513

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|----------------------------|-------------------------------|
| Name <u>Kendra Jackson</u> | Title <u>PPO II</u> |
| Department <u>IPS/IRS</u> | Length of Service <u>5yrs</u> |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|--|---|
| <input checked="" type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☒ No Please explain.

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes! |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes! |

| | | | | |
|----------------------------------|-------------------------------------|--------------------------|--------------------------|------------|
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Encourage/listen to suggestions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes!! |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Mandatory! |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Cooperation within your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC? The experience, training, leadership, & the people.

6) What did you like least?

7) What will your new situation provide that this one does not? They are pretty much the same. I was ready for a career change.

8) Do you have any suggestions for improvement? Continue to listen to staff.

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _____

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason:

I really enjoyed what I did. I like to help people.

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason:

Benefits, learning experience, job security.

12) Additional comments about your job or the DCC

Thank You for the many opportunities!!

Department of Community Correction

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|---------------------------------|---|
| Name SELINA G. MATON | Title ADMINISTRATIVE SPECIALIST II |
| Department DCC TREATMENT | Length of Service 4 MTHS |

1) What factors led to your decision to leave the DCC? (Check all that apply.)

| | |
|--|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input checked="" type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input checked="" type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☒ No Please explain. **BECAUSE I WAS JUST COMING BACK INTO THE AGENCY AND I HAD TO START IN THE FIRST RATE WHILE I LEFT OFF.**

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|-------------------------------------|-------------------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|-------------------------------------|-------------------------------------|----------|
| Cooperation within your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | | | |
|----------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|
| Teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
|----------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--|

5) What did you like most about your employment at the DCC?

I ENJOYED MY COWORKERS.

6) What did you like least?

WHAT I LIKED LEAST WAS THE WAY THE AM TREATED STAFF AND IT BROUGHT DOWN THE MORALE OF THE OFFICE.

7) What will your new situation provide that this one does not?

PEACE

8) Do you have any suggestions for improvement?

NEW MANAGEMENT, SOMEONE THAT LISTENS AND CARES FOR THE STAFF.

9) Is there anything the DCC could have done differently to entice you to stay?

☒ Yes ☐ No

Please explain MORE MONEY FOR THE WORK LOAD.

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: CAUSE I WOULD BE WORKING AT CENTRAL OFFICE.

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: CAUSE I THINK WE ARE DOING NOW FOR THE BETTER

12) Additional comments about your job or the DCC



Arkansas Department of Community Correction

Two Union National Plaza Building
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Little Rock, Arkansas 72201-5731
(501) 682-9510 Fax: (501) 682-9513

Exit Interview Questionnaire

Thank you for taking the time to complete our Exit Interview Questionnaire. We hope that you will be candid with your answers to the following questions, so we may gain from your experience as a Department of Community Correction (DCC) employee. As we continue to strive for excellence, it is important that your responses include areas for improvement as well as recommendations to remedy deficiencies in these areas. Please be assured your responses will be treated as confidential, will not become part of your personnel file, and will in no way affect your re-employment possibilities should you be eligible and desire to seek employment again with this agency.

| | |
|-----------------------|------------------------------|
| Name John Blankenship | Title Probation/Parole Agent |
| Department DCC | Length of Service 7.5 years |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|--|
| <input checked="" type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input checked="" type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input checked="" type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☒ No Please explain.

2) Did your supervision chain....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|-------------------------------------|--------------------------|--|
| Demonstrate fair and equitable treatment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Attempted a number of times to get more training And was turned down. When I did get a training set Up, it seemed like management was upset. |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|----------------------------------|--------------------------|-------------------------------------|--------------------------|---|
| Provide recognition on the job | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Hardly ever did I get told good job after doing something Well. |
| Develop cooperation and teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Resolve complaints and problems | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|--------------------------|-------------------------------------|-------------------------------------|-------------------------------------|----------|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | | | |
|----------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Teamwork | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
|----------|--------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--|

5) What did you like most about your employment at the DCC? Some of my coworkers made this job a little better.

6) What did you like least? How management micromanaged and would not let us do our job the way we needed to.

7) What will your new situation provide that this one does not? Brotherhood/Sisterhood with coworkers and better backing from supervisors.

8) Do you have any suggestions for improvement? Let the Officers/Agents do their jobs like they are supposed to do and push more teamwork.

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _A little too late with what they are doing. _____

10) Would you consider working for the DCC again in the future?

☐ Yes, without reservations ☒ Yes, with reservations ☐ No

Please list reason: _____

11) Would you recommend working for the DCC to others?

☐ Yes, without reservations ☐ Yes, with reservations ☒ No

Please list reason: _Not until changes are done like is being said. _____

12) Additional comments about your job or the DCC No



Arkansas Department of Community Correction

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Exit Interview Questionnaire

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| | |
|--------------------------------------|--------------------------------------|
| Name Twanna Johnson | Title Substance Abuse Program Leader |
| Department Treatment Services Area 7 | Length of Service 4 years |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☒ No Please explain. I desired advancement

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|--|-------------------------------------|-------------------------------------|--------------------------|---|
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | I thought my PEs were fair and provided feedback to improve my performance |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | I was recognized as Employee of the Month in August 2009 and counselor of the year in 2011 |
| Develop cooperation and teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Resolve complaints and problems | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | Caseloads were significantly larger than other areas of the state and Area 7 received the same compensation |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Weekly staff meetings |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | High demand and at times members of Area 7 did not feel valued |
| Your job satisfaction | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | I enjoyed counseling |
| Staff development opportunities | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Opportunities for advancement are limited for treatment staff |
| Compensation/Benefits | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

Department of Community Correction

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| | |
|---------------------------|---|
| Name Dyiana L Kane | Title Drug Court Administrative Specialist II |
| Department DCC Drug Court | Length of Service 3 years |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|--|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input checked="" type="checkbox"/> Issues with Supervision/Management |
| <input checked="" type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☐ No Please explain. _____

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|-------------------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Develop cooperation and teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|---------------------------------|-------------------------------------|-------------------------------------|--------------------------|--|
| Resolve complaints and problems | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|--------------------------|-------------------------------------|--|
| Cooperation within your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Ms. Williamson's mood was very unpredictable. May be in a good mood one minute and not the next. Made communication very difficult |
| Morale in your department | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Employee morale was down due to poor management. Several voiced their opinions to me once I had turned in my resignation. |
| Your job satisfaction | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Other than the asst management , I loved my job there. |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | I believe the State of Arkansas has a lot to offer. That is why I transferred to another State agency. |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|--------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | | | |
|--------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--|
| Continuous learning | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC? I enjoyed learning about the Criminal Justice System and getting to help the clients that were struggling with Drug Addictions to realize that if they try... they CAN do better and get help.

6) What did you like least? The tension that grew in the office due to poor management. Really sad when you know the co-workers like their jobs but come to work and have to walk on pins and needles in fear they may ask the wrong question or say something wrong. Just not a good atmosphere.

7) What will your new situation provide that this one does not? I have been on my new job for four days now and I have a great peace. The supervision has been extremely helpful and the co-workers all seem to enjoy the workplace. I feel that I am appreciated and do not feel the tension as I did there.

8) Do you have any suggestions for improvement? I always thought it might be a good idea to have a form that the employees could fill out periodically evaluating their supervisor. I have found from working with youth (and I believe adults would do the same)... people tend to write their thoughts and feeling down on paper when they will not voice them. Sometimes they are afraid to say how they feel in fear they might put their jobs in jeopardy. This is just my suggestion. Then whoever reviews the evaluations could in return meet with the workers and discuss the situations further.

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _____

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: __I believe DCC is a good place to work. _____

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: __I believe DCC is a good place to work. _____

12) Additional comments about your job or the DCC



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| | |
|----------------------------|-------------------------------|
| Name <u>Kendra Jackson</u> | Title <u>PPD II</u> |
| Department <u>IPS/IRS</u> | Length of Service <u>5yrs</u> |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|--|---|
| <input checked="" type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☐ Yes ☒ No Please explain.

2) Did your supervision chain.....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes! |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes! |

| | | | | |
|----------------------------------|-------------------------------------|--------------------------|--------------------------|------------|
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Encourage/listen to suggestions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Always! |
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Yes!! |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Mandatory! |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Cooperation within your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC? The experience, training, leadership, & the People.

6) What did you like least?

7) What will your new situation provide that this one does not? They are pretty much the same. I was ready for a Career Change.

8) Do you have any suggestions for improvement? Continue to listen to staff.

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain _____

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason:

I really enjoyed what I did. I like to help people.

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason:

Benefits, learning experience, job security.

12) Additional comments about your job or the DCC

Thank You for the many Opportunities!!



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| | |
|------------------------------|---|
| Name <i>Vance Long</i> | Title <i>Corporal</i> |
| Department <i>OMC@TVC</i> | Length of Service <i>1 year 6 months</i> |

1) What factors led to your decision to leave your DCC or your assigned Area/Center? (Check all that apply.)

| | |
|---|---|
| <input type="checkbox"/> Change of Career | <input type="checkbox"/> Lack of Recognition |
| <input checked="" type="checkbox"/> Career Advancement Opportunity/Better Opportunity | <input type="checkbox"/> Compensation/Benefits |
| <input type="checkbox"/> Retirement | <input type="checkbox"/> Family Circumstances |
| <input type="checkbox"/> Return to School | <input type="checkbox"/> Issues with Supervision/Management |
| <input type="checkbox"/> Relocation | <input type="checkbox"/> Work Conditions |
| <input type="checkbox"/> Commute | <input type="checkbox"/> Other: |

Before making your decision to leave, did you investigate other options that would enable you to stay?

☒ Yes ☐ No Please explain. *The difference in pay makes the opportunity worth pursuing.*

2) Did your supervision chain....

| | Almost always | Sometimes | Never | Comments |
|---|-------------------------------------|--------------------------|--------------------------|----------|
| Demonstrate fair and equitable treatment | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide you ample training to do your job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide feedback on your job performance | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Provide recognition on the job | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

| | | | | |
|----------------------------------|-------------------------------------|--------------------------|--------------------------|--|
| Develop cooperation and teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Encourage/listen to suggestions | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Resolve complaints and problems | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Follow policies and practices | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

3) How would you rate the following in relation to your job?

| | Excellent | Good | Fair | Poor | Comments |
|--|-------------------------------------|-------------------------------------|--------------------------|--------------------------|----------|
| Cooperation within your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Cooperation with other departments | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications in your department | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications within the DCC as a whole | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Communications between your supervisor and you | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Morale in your department | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Your job satisfaction | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Staff development opportunities | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Growth potential | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Compensation/Benefits | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

4) In general, how well do you perceive that DCC staff embrace the following workplace behaviors?

| | Almost always | Frequently | Sometimes | Rarely | Never | Comments |
|----------------------------------|-------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------|
| Staff focus | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Support of diversity initiatives | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Continuous learning | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Creative problem solving | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Empowerment | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |
| Teamwork | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | |

5) What did you like most about your employment at the DCC?

Great Benefits and stable work

6) What did you like least?

N/A

7) What will your new situation provide that this one does not?

Better money and hours

8) Do you have any suggestions for improvement?

NA

9) Is there anything the DCC could have done differently to entice you to stay?

☐ Yes ☒ No

Please explain I have gotten a career changing job which I feel I must at least try

10) Would you consider working for the DCC again in the future?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: The center has been very good to me and if my new job doesn't work out I would be more than happy to come back

11) Would you recommend working for the DCC to others?

☒ Yes, without reservations ☐ Yes, with reservations ☐ No

Please list reason: Good stable work

with Great Benefits

12) Additional comments about your job or the DCC