

Shift Relief Factor Calculations - Detention Officers

NOTE: 3 years of data averaged together is typically used for these calculations.

	FY21-23 (used for FY25)		FY22		FY23		FY24		3 Yr Avg for FY26	
	Det Off 8s	Det Off 12s	Det Off 8s	Det Off 12s	Det Off 8s	Det Off 12s	Det Off 8s	Det Off 12s	Det Off 8s	Det Off 12s
Total Hours Worked / Year	2086	2190	2086	2190	2086	2190	2086	2190	2086	2190
Less:										
PTO (<i>using final #s from HR</i>)	(203)	(203)	(205)	(205)	(204)	(204)	(204)	(204)	(204)	(204)
Holidays	0	0	0	0	0	0	0	0	0	0
Nat'l Gd/Military	(4)	(4)	(25)	(25)	(23)	(23)	(21)	(21)	(23)	(23)
Training	(41)	(41)								
Ongoing Jailer Training			(6)	(6)	(6)	(6)	(6)	(6)	(6)	(6)
DRT			(18)	(18)	(17)	(17)	(15)	(15)	(16)	(16)
Honor Guard			(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)
Turnover			(163)	(163)	(135)	(135)	(97)	(97)	(132)	(132)
Admin LWP	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)	(1)
Admin LWOP	(2)	(2)	0	0	0	0	0	0	0	0
WC	(4)	(4)	(18)	(18)	(21)	(21)	(8)	(8)	(16)	(16)
No Pay	(12)	(12)	(14)	(14)	(13)	(13)	(9)	(9)	(12)	(12)
FMLA	(15)	(15)	(17)	(17)	(16)	(16)	(10)	(10)	(14)	(14)
	(282)	(282)	(470)	(470)	(438)	(438)	(372)	(373)	(427)	(427)
Net Annual Work Hours (NAWH)	1804	1908	1616	1720	1648	1752	1714	1817	1659	1763

[Length of shift x # of shifts/day x # of days per wk x 52.14 / NAWH]

Relief factor 5 day, 8 hr post coverage	1.16		1.29		1.27		1.22		1.26	
Relief factor 5 day, 12 hr post coverage		1.64		1.82		1.79		1.72		1.77
Relief factor 7 day, 8 hr post coverage	1.62		1.62		1.62		1.62		1.76	
Relief factor 7 day, 12 hr post coverage		2.30		2.55		2.50		2.41		2.48
Relief factor 5 day, 24 hr post coverage	3.47	3.28	3.47	3.64	3.47	3.57	3.47	3.44	3.77	3.55
Relief factor 7 day, 24 hr post coverage	4.86	4.59	4.86	5.09	4.86	5.00	4.86	4.82	5.28	4.97