



John Howard Association of Illinois

2015 recipient of MacArthur Award for Creative and Effective Institutions

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Pontiac Correctional Center: Staff Survey Results from JHA's Monitoring Visit Conducted March 1st 2017

Pontiac Correctional Center is a maximum security prison that housed approximately 1,100 adult male inmates on the day of our visit. JHA collected 34 surveys from Pontiac's staff (1st Shift) during our monitoring visit of this prison. Staff responses to survey questions are reported below.

Responses to Staff Demographic Questions:

Race		
White	34	79%
Black	4	9%
Hispanic	1	2%
Other	2	5%
No Response	2	5%
Total	43	100%

Age		
Under 26	2	5%
36-45	15	35%
Over 45	16	37%
No response	1	2%
Total	43	100%

Gender		
Male	25	58%
Female	17	40%
No Response	1	2%
Total	43	100%

Current Position		
Security	21	49%
Admin/Programming	7	16%
Other	14	33%
No Response	1	2%
Total	43	100%

Time in Corrections (in years)		
Under 2	6	14%
2-5	8	19%
6-10	5	12%
11-20	9	21%
20+	12	28%
No Response	3	7%
Total	43	100%

Corrections Work History		
Have only worked here	23	54%
Have worked in other prison(s)	20	47%
No Response	0	0%
Total	43	100%

Responses to Staff Survey Questions:

Q1: Overall, this facility runs well		
Strongly Agree	7	16%
Agree	20	47%
Neutral	11	26%
Disagree	5	12%
Strongly Disagree	0	0%
No Response	0	0%
Total	43	100%

Q2: This facility is better now than last year		
Strongly Agree	3	7%
Agree	10	23%
Neutral	17	40%
Disagree	9	21%
Strongly Disagree	2	5%
No Response	2	5%
Total	43	100%

Q3: I have been given the tools and training needed to effectively do my job		
Strongly Agree	8	19%
Agree	18	42%
Neutral	11	26%
Disagree	5	12%
Strongly Disagree	1	2%
No Response	0	0%
Total	43	100%

Q4: Staff treat inmates with respect		
Strongly Agree	16	37%
Agree	19	44%
Neutral	8	19%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	0	0%
Total	43	100%

Q5: Posted schedules for inmates are accurate		
Strongly Agree	8	19%
Agree	12	28%
Neutral	16	37%
Disagree	2	5%
Strongly Disagree	0	0%
No Response	2	5%
Total	43	100%

Q6: Disciplinary process for staff is fair and effective		
Strongly Agree	5	12%
Agree	12	28%
Neutral	17	40%
Disagree	6	14%
Strongly Disagree	1	2%
No Response	2	5%
Total	43	100%

Q7: Most inmates treat staff with respect		
Strongly Agree	2	5%
Agree	15	35%
Neutral	4	9%
Disagree	10	23%
Strongly Disagree	10	23%
No Response	2	5%
Total	43	100%

Q8: Medical services are available to inmates		
Strongly Agree	19	44%
Agree	21	49%
Neutral	2	5%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	1	2%
Total	43	100%

Q9: Mental health services are available to inmates		
Strongly Agree	22	51%
Agree	16	37%
Neutral	3	7%
Disagree	0	0%
Strongly Disagree	1	2%
No Response	1	2%
Total	43	100%

Q10: Disciplinary policies are effective at preventing inmate misconduct		
Strongly Agree	3	7%
Agree	4	9%
Neutral	8	19%
Disagree	11	26%
Strongly Disagree	15	35%
No Response	2	5%
Total	43	100%

Q11: Inmates are safe here		
Strongly Agree	13	30%
Agree	21	49%
Neutral	6	14%
Disagree	3	7%
Strongly Disagree	0	0%
No Response	0	0%
Total	43	100%

Q12: Staff are safe here		
Strongly Agree	3	7%
Agree	6	14%
Neutral	11	26%
Disagree	13	30%
Strongly Disagree	9	21%
No Response	1	2%
Total	43	100%

Q13: Supervisors respect my opinions		
Strongly Agree	5	12%
Agree	21	49%
Neutral	11	26%
Disagree	4	9%
Strongly Disagree	0	0%
No Response	2	5%
Total	43	100%

Q14: There is frequent gang activity here		
Strongly Agree	3	7%
Agree	13	30%
Neutral	14	33%
Disagree	8	19%
Strongly Disagree	2	5%
No Response	3	7%
Total	43	100%

Q15: Units are clean		
Strongly Agree	6	14%
Agree	26	61%
Neutral	6	14%
Disagree	3	7%
Strongly Disagree	1	2%
No Response	1	2%
Total	43	100%

Q16: Contraband from outside often gets in		
Strongly Agree	1	2%
Agree	4	9%
Neutral	15	35%
Disagree	11	26%
Strongly Disagree	9	21%
No Response	3	7%
Total	43	100%

Q17: Facility is in a good state of repair		
Strongly Agree	1	2%
Agree	10	23%
Neutral	16	37%
Disagree	13	30%
Strongly Disagree	1	2%
No Response	2	5%
Total	43	100%

Q18: Facility is sanitary		
Strongly Agree	4	9%
Agree	20	47%
Neutral	14	33%
Disagree	2	5%
Strongly Disagree	1	2%
No Response	2	5%
Total	43	100%

Q19: Temperature is comfortable		
Strongly Agree	4	9%
Agree	15	35%
Neutral	13	30%
Disagree	9	21%
Strongly Disagree	2	5%
No Response	0	0%
Total	43	100%

Q20: Adequate clothing and hygiene items are provided to inmates		
Strongly Agree	8	19%
Agree	24	56%
Neutral	8	19%
Disagree	0	0%
Strongly Disagree	1	2%
No Response	2	5%
Total	43	100%

Q21: Ventilation is adequate		
Strongly Agree	5	12%
Agree	18	42%
Neutral	9	21%
Disagree	6	14%
Strongly Disagree	2	5%
No Response	3	7%
Total	43	100%

Q22: I am required to work excessive OT		
Strongly Agree	1	2%
Agree	0	0%
Neutral	9	21%
Disagree	21	49%
Strongly Disagree	10	23%
No Response	2	5%
Total	43	100%

Q23: I feel satisfied and appreciated		
Strongly Agree	5	12%
Agree	11	26%
Neutral	14	33%
Disagree	12	28%
Strongly Disagree	1	2%
No Response	0	0%
Total	43	100%

Q24: There is enough rehabilitative programming for inmates		
Strongly Agree	6	14%
Agree	17	40%
Neutral	8	19%
Disagree	7	16%
Strongly Disagree	3	7%
No Response	2	5%
Total	43	100%

Q25: My coworkers are professional		
Strongly Agree	16	37%
Agree	19	44%
Neutral	7	16%
Disagree	0	0%
Strongly Disagree	0	0%
No Response	1	2%
Total	43	100%

Q26: I have confidence in IDOC (Springfield) administrators		
Strongly Agree	3	7%
Agree	3	7%
Neutral	9	21%
Disagree	7	16%
Strongly Disagree	19	44%
No Response	2	5%
Total	43	100%

Q27: I have confidence in facility level administrators		
Strongly Agree	10	23%
Agree	15	35%
Neutral	10	23%
Disagree	4	9%
Strongly Disagree	1	2%
No Response	3	7%
Total	43	100%