

Data 607 Project 2

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NYS Prison Employee Misconduct

Introduction

One data set I chose for this project was a data set of Prison Employee Misconduct in the State of New York. The data set used was obtained through a Freedom of Information Act (FOIA) request to the NYS Department of Correction. The FOIA request was submitted by the Marshall Project; a nonpartisan, nonprofit news organization that focuses on criminal justice reform. The data was obtained in text and was partially processed by this website to have ~some structure (it is very wide). The data set used in this project are the cases filed from July 2020 to April 2022. To access this data, visit [here](#). The following are questions I would like to answer in this project:

1. What is the most common form of misconduct?
2. What is the most common form of penalty?
3. Do some employee types have more misconduct than others?
4. Do any facilities have significantly more or less offenses?

Import and Cleaning Data

After importing the data, I began ‘tidying’ it. The dimensions of the data set are 1016 x 16. Then, I started to filter to get only the columns we care about. To do that, I used select to select the columns that I want.

```
library(tidyverse)
```

```
## -- Attaching core tidyverse packages ----- tidyverse 2.0.0 --
## v dplyr      1.1.3      v readr      2.1.4
## v forcats    1.0.0      v stringr   1.5.0
## v ggplot2    3.4.3      v tibble    3.2.1
## v lubridate  1.9.3      v tidyr     1.3.0
## v purrr      1.0.2
## -- Conflicts ----- tidyverse_conflicts() --
## x dplyr::filter() masks stats::filter()
## x dplyr::lag()    masks stats::lag()
## i Use the conflicted package (<http://conflicted.r-lib.org/>) to force all conflicts to become errors
```

```

library(dplyr)
library(ggplot2)
library(readr)
library(stringr)

nys_miscond=read.csv(url("https://raw.githubusercontent.com/sleepysloth12/607proj2_NYS_Prison_Misconduct/"))

#dim(nys_miscond)

#names(nys_miscond)

semi_clean = nys_miscond %>%
  select(c('TITLE', 'FACILITY', 'MISCONDUCT', 'PENALTY', 'REASON'))

```

According to the data dictionary, there are 22 misconduct abbreviations. Some individuals have multiple offenses. I will create a new column 'n_offense' with the number of offenses each employee has. To do this, I pass my data frame through mutate where I use str_count to count the number of commas (separator) and report that number plus one as the number of offenses. Afterwards, I created one column for each offense to track the first 3 offense types. To do that, first I got all of the misconduct codes using , as a separator. Then, I took the list of codes and got the first 3 offenses per person using supply. Finally, I removed the misconduct row.

```

#unique(semi_clean$MISCONDUCT)

semi_clean = semi_clean %>%
  mutate(n_offense=str_count(MISCONDUCT, ",")+1)

semi_clean= semi_clean %>%

  mutate(misconduct_list = str_split(MISCONDUCT, ",")) %>%
  mutate(
    first_offense = sapply(misconduct_list, function(x) x[1]),
    second_offense = sapply(misconduct_list, function(x) x[2]),
    third_offense = sapply(misconduct_list, function(x) x[3])
  ) %>%
  select(-c(misconduct_list, MISCONDUCT))

semi_clean

```

##	TITLE	FACILITY
## 1	CO	EDGEcombe
## 2	CO	GREEN HAVEN
## 3	CO	BEDFORD HILLS
## 4	CO	GREEN HAVEN
## 5	CO	COXSACKIE
## 6	ASAT-PA	ALBION
## 7	CO	OGDENSBURG
## 8	NURSE 2	BEDFORD HILLS
## 9	CO	GREEN HAVEN
## 10	CO	SHAWANGUNK
## 11	CO	GREEN HAVEN
## 12	CO	GREEN HAVEN
## 13	SGT	DOWNSTATE

## 14	CO	DOWNSTATE
## 15	CO	DOWNSTATE
## 16	CO	GREEN HAVEN
## 17	CO	UPSTATE
## 18	CO	SING SING
## 19	CO	ELMIRA
## 20	OFF REHAB COORD	AUBURN
## 21	CO	FRANKLIN
## 22	LT	FRANKLIN
## 23	CO	GREEN HAVEN
## 24	SGT	GREENE
## 25	SR PAROLE OFFICER	MANHATTAN REG
## 26	CO	WASHINGTON
## 27	CO	GOWANDA
## 28	PLANT UTIL ENG 1	COXSACKIE
## 29	CO	SING SING
## 30	CO	ATTICA
## 31	CO	GROVELAND
## 32	CO	SING SING
## 33	CO	GREEN HAVEN
## 34	CO	ATTICA
## 35	CO	MID-STATE
## 36	CO	SULLIVAN
## 37	CO	LAKEVIEW
## 38	CO	ATTICA
## 39	NURSE 2	FISHKILL
## 40	CO	FRANKLIN
## 41	CO	ULSTER
## 42	LT	GREENE
## 43	CO	SULLIVAN
## 44	CO	SING SING
## 45	CO	GREEN HAVEN
## 46	OA2	GOWANDA
## 47	CO	CAPE VINCENT
## 48	PAROLE OFFICER	BRONX REGION
## 49	PAROLE OFFICER	BRONX REGION
## 50	CO	FISHKILL
## 51	CO	TACONIC
## 52	CO	GREEN HAVEN
## 53	CLIN PHYS 2	ELMIRA
## 54	NURSING ASST 2	MOHAWK
## 55	CO	GREAT MEADOW
## 56	NURSING ASST 2	MOHAWK
## 57	PAROLE OFFICER	ALBION
## 58	CO	SING SING
## 59	CO	GREEN HAVEN
## 60	CO	OTISVILLE
## 61	OFF ASST 1	CLINTON
## 62	NURSING ASST 2	FISHKILL
## 63	OFF ASST 1	CLINTON
## 64	CO	MARCY
## 65	HR SPEC 1	CENTRAL OFFICE
## 66	CO	GOWANDA
## 67	ISO	BRONX REGION

## 68	SRVC&REPR MECH MTR EQ	WALLKILL
## 69	CO	UPSTATE
## 70	CO	EDGEcombe
## 71	CO	SING SING
## 72	CO	ATTICA
## 73	CO	EDGEcombe
## 74	IND TRNG SUPV 2	CLINTON
## 75	CO	WATERTOWN
## 76	CO	DOWNSTATE
## 77	CO	CLINTON
## 78	HR SPEC 1	CENTRAL OFFICE
## 79	CO	GROVELAND
## 80	CO	ALBION
## 81	NURSE 2	MOHAWK
## 82	CO	WOODBourNE
## 83	OA1	MANHATTAN REGIO
## 84	CO	QUEENSBORO
## 85	SGT	FRANKLIN
## 86	CO	LAKEVIEW
## 87	CO	FISHKILL
## 88	CO	MARCY
## 89	NURSING ASST 2	WENDE
## 90	CO	ORLEANS
## 91	NURSING ASST	MOHAWK
## 92	NURSE 2	BEDFORD HILLS
## 93	CO	MID-STATE
## 94	CO	DOWNSTATE
## 95	ASAT PA	ALBION
## 96	PHARMACY AIDE	ATTICA
## 97	VOC INSTR 1	GREEN HAVEN
## 98	CO	DOWNSTATE
## 99	CO	BEDFORD HILLS
## 100	ASAT OFF REHAB COORD	SHAWANGUNK
## 101	CO	RIVERVIEW
## 102	ASAT PRG ASST	BARE HILL
## 103	CO	CLINTON
## 104	CO	FISHKILL
## 105	ASAT PRG ASST	BARE HILL
## 106	CO	SHAWANGUNK
## 107	CO	MARCY
## 108	CO	ULSTER
## 109	OFF ASST 1	CLINTON
## 110	CO	GREEN HAVEN
## 111	CO	ALBION
## 112	COOK	GREENE
## 113	CO	COXSACKIE
## 114	PLANT UTIL ENG 1	SING SING
## 115	CO	SING SING
## 116	CO	AUBURN
## 117	CO	GREEN HAVEN
## 118	CO	LAKEVIEW SHOCK
## 119	CO	BEDFORD HILLS
## 120	CO	COXSACKIE
## 121	CO	SING SING

## 122	NURSE 2	COLLINS
## 123	CO	CAYUGA
## 124	CO	MARCY
## 125	CO	GROVELAND
## 126	PAROLE OFFICER	BRONX REGION
## 127	CO	FISHKILL
## 128	CO	FISHKILL
## 129	CO	SULLIVAN
## 130	LT	AUBURN
## 131	CO	FISHKILL
## 132	NURSING ASST 2	MOHAWK
## 133	CO	FIVE POINTS
## 134	CO	FIVE POINTS
## 135	CO	MARCY
## 136	ORC	COLLINS
## 137	SGT	AUBURN
## 138	CO	SULLIVAN
## 139	ADMIN ASSIST 1	QUEENS/LI REGIO
## 140	CO	FIVE POINTS
## 141	SGT	WASHINGTON
## 142	CO	WILLARD
## 143	CO	SING SING
## 144	OA1	BARE HILL
## 145	CO	SULLIVAN
## 146	NURSE ADMIN 1	COLLINS
## 147	CO	COXSACKIE
## 148	DIRECTOR	CENTRAL OFFICE
## 149	ADMIN SPEC 1	MANHATTAN REG
## 150	CO	SULLIVAN
## 151	CO	DOWNSTATE
## 152	CO	UPSTATE
## 153	OFF REHAB COORD	COXSACKIE
## 154	CO	EDGEcombe
## 155	CO	WENDE
## 156	NURSING ASST 2	FISHKILL
## 157	CO	GREEN HAVEN
## 158	QUALITY CTRL SUPV	ALBION
## 159	PAROLE OFFICER	CENTRAL NY REG
## 160	PO	BRONS REGION
## 161	CO	ELMIRA
## 162	CO	GROVELAND
## 163	PO	BRONX REGION
## 164	CO	SULLIVAN
## 165	CO	COXSACKIE
## 166	CO	GREAT MEADOW
## 167	CO	GROVELAND
## 168	CO	WENDE
## 169	CO	DOWNSTATE
## 170	OFF REHAB COORD	AUBURN
## 171	TRADES GENERALIST	COXSACKIE
## 172	CO	AUBURN
## 173	SGT	GROVELAND
## 174	OFF REHAB COORD	HUDSON
## 175	NURSING ASST 2	WENDE

## 176	CO	GREEN HAVEN
## 177	MOTOR EQ MECH	WILLARD
## 178	NURSE 2	WENDE
## 179	CO	UPSTATE
## 180	NURSE 2	WOODBOURNE
## 181	CO	CLINTON
## 182	SGT	ALBION
## 183	LT	WILLARD
## 184	CO	ADIRONDACK
## 185	CO	OGDENSBURG
## 186	CO	HALE CREEK
## 187	CO	GREEN HAVEN
## 188	LT	COXSACKIE
## 189	SGT	GREEN HAVEN
## 190	IND TRNG SUPV 2	GREEN HAVEN
## 191	CO	FISHKILL
## 192	TEACHER 4	GREEN HAVEN
## 193	TEACHER 4	GOUVERNEUR
## 194	OFF ASST 1	AUBURN
## 195	CO	COXSACKIE
## 196	CO	COXSACKIE
## 197	CO	CAPE VINCENT
## 198	CO	FISHKILL
## 199	SGT	FISHKILL
## 200	OFF REHAB COORD	AUBURN
## 201	CO	FISHKILL
## 202	CO	LAKEVIEW
## 203	ADMIN SPEC 1	MANHATTAN REG
## 204	LT	WILLARD
## 205	SR. LIBRARIAN	FISHKILL
## 206	NURSING ASST	FISHKILL
## 207	PAROLE OFFICER	BRONX REGION
## 208	MVO	CLINTON
## 209	CO	DOWNSTATE
## 210	CO	WENDE
## 211	CO	CLINTON
## 212	CO	WENDE
## 213	CO	DOWNSTATE
## 214	OFF REHAB COORD	GREENE
## 215	CO	COXSACKIE
## 216	CO	SING SING
## 217	CO	GREEN HAVEN
## 218	LT	BARE HILL
## 219	CO	ELMIRA
## 220	CO	FISHKILL
## 221	CO	GREEN HAVEN
## 222	OFF REHAB COORD	COXSACKIE
## 223	CO	WASHINGTON
## 224	SGT	GREEN HAVEN
## 225	CO	WILLARD
## 226	CO	SOUTHPORT
## 227	CO	AUBURN
## 228	NURSE ADMIN 1	WASHINGTON
## 229	CO	FIVE POINTS

## 230	ISO	WESTERN REGION
## 231	CO	AUBURN
## 232	CO	WYOMING
## 233	PAROLE OFFICER	QUEENS/LI REG
## 234	NURSE 2	GREENE
## 235	SGT	GREENE
## 236	COOK	CLINTON
## 237	CO	WYOMING
## 238	CO	ALBION
## 239	CO	DOWNSTATE
## 240	CO	ATTICA
## 241	LT	BEDFORD HILLS
## 242	SGT	BEDFORD HILLS
## 243	CO	OGDENSBURG
## 244	CO	ORLEANS
## 245	CO	ATTICA
## 246	CO	ATTICA
## 247	CO	WENDE
## 248	ASAT PRG ASST	ALBION
## 249	CO	MIDSTATE
## 250	NURSE 2	EDGEcombe
## 251	MVO	CENTRAL OFFICE
## 252	CO	GROVELAND
## 253	CO	WILLARD
## 254	MVO	CENTRAL OFFICE
## 255	CO	OTISVILLE
## 256	CO	MOHAWK
## 257	CO	SING SING
## 258	CO	COXSACKIE
## 259	CO	GREEN HAVEN
## 260	REC PRG LDR 1	MOHAWK
## 261	OFF ASST 1	CENTRAL OFFICE
## 262	CO	WASHINGTON
## 263	CO	OTISVILLE
## 264	CO	MOHAWK
## 265	TEACHER 4	UPSTATE
## 266	CO	WYOMING
## 267	CO	GREAT MEADOW
## 268	CO	GREEN HAVEN
## 269	ASAT ORC	WILLARD
## 270	CO	ADIRONDACK
## 271	OFF ASST 2	CENTRAL OFFICE
## 272	OFF ASST 1	AUBURN
## 273	CO	UPSTATE
## 274	LT	WYOMING
## 275	CO	SOUTHPORT
## 276	CO	ALBION
## 277	CO	ALBION
## 278	CO	ALBION
## 279	CO	RIVERVIEW
## 280	LIBRARY CLK 2	MOHAWK
## 281	CO	WOODBourNE
## 282	CO	FRANKLIN
## 283	CO	GROVELAND

## 284	CO	WALLKILL
## 285	CO	HUDSON
## 286	NURSE 2	CLINTON
## 287	SGT	ELMIRA
## 288	DENTAL HYGIENIST	CAPE VINCENT
## 289	CO	RIVERVIEW
## 290	PUE	HUDSON
## 291	CO	COLLINS
## 292	CO	FISHKILL
## 293	CO	BEDFORD HILLS
## 294	ASAT PA	ALBION
## 295	CO	COXSACKIE
## 296	CO	DOWNSTATE
## 297	OFF ASST 1	MANHATTAN REG
## 298	CO	FISHKILL
## 299	CO	FIVE POINTS
## 300	CO	FIVE POINTS
## 301	CO	FIVE POINTS
## 302	CO	SING SING
## 303	OA1	FIVE POINTS
## 304	OA2	FIVE POINTS
## 305	CO	DOWNSTATE
## 306	COOK	MID-STATE
## 307	LT	FISHKILL
## 308	ADMIN ASST 1	CENTRAL OFFICE
## 309	COMM CORR CTR ASST	ROCHETER
## 310	DENTIST 2	GREENE
## 311	PSYCHOLOGIST 2	FIVE POINTS
## 312	CO	BEDFORD HILLS
## 313	CO	HUDSON
## 314	CHAPLAIN	BEDFORD HILLS
## 315	SGT	OGDENSBURG
## 316	HEAD COOK	COLLINS
## 317	CO	SING SING
## 318	CO	ATTICA
## 319	CO	ATTICA
## 320	CO	COXSACKIE
## 321	CO	CLINTON
## 322	CO	ELMIRA
## 323	CO	FIVE POINTS
## 324	CO	FRANKLIN
## 325	CO	GREEN HAVEN
## 326	OFF ASST 1	SING SING
## 327	HEAD COOK	ALBION
## 328	CO	WYOMING
## 329	CO	CLINTON
## 330	CO	SING SING
## 331	SGT	COXSACKIE
## 332	DENTIST 2	CLINTON
## 333	PO	QUEENS/LI REG
## 334	CO	FIVE POINTS
## 335	SGT	UPSTATE
## 336	OFF ASST 2	QUEENSBORO
## 337	OFF ASST 1	OGDENSBURG

## 338	CO	LAKEVIEW SHOCK
## 339	REC PRGM LDR	OTISVILLE
## 340	NURSE 2	BEDFORD HILLS
## 341	CO	BARE HILL
## 342	CO	ALBION
## 343	CO	DOWNSTATE
## 344	CO	GREAT MEADOW
## 345	SGT	GREENE
## 346	LT	FISHKILL
## 347	CO	MARCY
## 348	CO	LAKEVIEW
## 349	CO	ELMIRA
## 350	CO	SING SING
## 351	LT	FISHKILL
## 352	CO	WENDE
## 353	LT	FISHKILL
## 354	DENTAL HYGENIST	ELMIRA
## 355	NURSE 2	DOWNSTATE
## 356	CO	WENDE
## 357	CO	CAYUGA
## 358	SGT	FIVE POINTS
## 359	LT	LAKEVIEW
## 360	VOC INSTR 1	GOUVERNEUR
## 361	CO	FRANKLIN
## 362	CO	ALBION
## 363	CO	BEDFORD HILLS
## 364	CO	COXSACKIE
## 365	CO	ADIRONDACK
## 366	PLANT SUPT C	CAYUGA
## 367	CO	SING SING
## 368	CO	DOWNSTATE
## 369	DENTAL ASSISTANT	COLLINS
## 370	PAROLE OFFICER	NIAGARA FRONTIE
## 371	PLANT UTIL ENG 1	WALLKILL
## 372	CO	COXSACKIE
## 373	CO	DOWNSTATE
## 374	CO	SHAWANGUNK
## 375	TRADES SPEC	ELMIRA
## 376	CO	HALE CREEK
## 377	LT	ATTICA
## 378	CO	AUBURN
## 379	CO	WILLARD
## 380	CO	WILLARD
## 381	CO	AUBURN
## 382	CO	ALBION
## 383	CO	ALBION
## 384	CO	BARE HILL
## 385	SERV & REPAIR MECH	ADIRONDACK
## 386	CO	BEDFORD HILLS
## 387	CO	WOODBOURNE
## 388	CO	GREENE
## 389	CO	WILLARD
## 390	CO	SULLIVAN
## 391	CO	FIVE POINTS

## 392	ALJ	MANHATTEN
## 393	CO	GREEN HAVEN
## 394	VOC INST 4	WILLARD
## 395	LT	WENDE
## 396	CO	CAYUGA
## 397	ASAT	HALE CREEK
## 398	PAROLE OFFICER	BRONX REGION
## 399	CO	QUEENSBORO
## 400	CO	DOWNSTATE
## 401	CO	MOHAWK
## 402	CO	DOWNSTATE
## 403	CO	WASHINGTON
## 404	CO	MORIAH SHOCK
## 405	DENTIST 1	MOHAWK
## 406	CO	MOHAWK
## 407	FOOD SVC ADMIN	ATTICA
## 408	CO	DOWNSTATE
## 409	CO	SING SING
## 410	SGT	FISHKILL
## 411	OFFICE ASSIST 1	DOWNSTATE
## 412	ASAT PA	GOUVERNEUR
## 413	CO	SING SING
## 414	CO	EDGEcombe
## 415	SGT	SING SING
## 416	CO	MARCY
## 417	CO	MARCY
## 418	CO	GROVELAND
## 419	CO	FIVE POINTS
## 420	CO	FISHKILL
## 421	CO	WILLARD
## 422	CO	ATTICA
## 423	CO	ALBION
## 424	CO	WYOMING
## 425	CO	COLLINS
## 426	CO	COLLINS
## 427	CO	COLLINS
## 428	SGT	FRANKLIN
## 429	CO	SHAWANGUNK
## 430	CO	ATTICA
## 431	CO	ATTICA
## 432	CORRECTION SGT.	CLINTON
## 433	CO	OGDENSBURG
## 434	CO	DOWNSTATE
## 435	NURSE 2	GREENE
## 436	CO	BEDFORD HILLS
## 437	CO	GREEN HAVEN
## 438	OA 2	COXSACKIE
## 439	CO	SULLIVAN
## 440	CO	GREEN HAVEN
## 441	CO	FISHKILL
## 442	CO	GREEN HAVEN
## 443	CO	FISHKILL
## 444	CO	RIVERVIEW
## 445	OFFICE ASSIST 1	CENTRAL OFFICE

## 446	CO	SULLIVAN
## 447	CO	GROVELAND
## 448	OA1	SING SING
## 449	CO	FISHKILL
## 450	CO	FIVE POINTS
## 451	CO	RIVERVIEW
## 452	CO	WASHINGTON
## 453	CORR SGT	RIVERVIEW
## 454	CO	WYOMING
## 455	NURSE 2	WYOMING
## 456	CO	UPSTATE
## 457	TEACHER 4	ALTONA
## 458	CO	ORLEANS
## 459	CO	ADIRONDACK
## 460	CO	SOUTHPORT
## 461	CO	CAYUGA
## 462	NURSE 2	ATTICA
## 463	CO	WILLARD DTC
## 464	CO	WILLARD DTC
## 465	CO	SOUTHPORT
## 466	CO	SOUTHPORT
## 467	CO	EASTERN
## 468	CO	CLINTON
## 469	CO	MARCY
## 470	ISO	WESTERN REGION
## 471	CO	MARCY
## 472	OA 3	BEDFORD HILLS
## 473	LT	AUBURN
## 474	CO	WENDE
## 475	CO	BEDFORD HILLS
## 476	CHAPLIN	GREAT MEADOW
## 477	CO	MARCY
## 478	OA1	COLLINS
## 479	CO	COLLINS
## 480	CO	ULSTER
## 481	CO	ALBION
## 482	CO	ALBION
## 483	CO	FIVE POINTS
## 484	CO	FIVE POINTS
## 485	CO	WENDE
## 486	CO	ADIRONDACK
## 487	CO	GROVELAND
## 488	CO	AUBURN
## 489	CO	WOODBOURNE
## 490	CO	CLINTON
## 491	CO	WENDE
## 492	CO	FIVE POINTS
## 493	CO	FIVE POINTS
## 494	CO	COXSACKIE
## 495	CO	BARE HILL
## 496	CO	BARE HILL
## 497	CO	GREENE
## 498	CO	GREENE
## 499	CO	ADIRONDACK

## 500	CO	AUBURN
## 501	CO	ALBION
## 502	CO	ATTICA
## 503	CO	CLINTON
## 504	CO	ADIRONDACK
## 505	CO	GOUVERNEUR
## 506	CO	GOUVERNEUR
## 507	CO	FRANKLIN
## 508	CO	FRANKLIN
## 509	CO	FRANKLIN
## 510	CO	FRANKLIN
## 511	CO	CLINTON
## 512	CO	CLINTON
## 513	CO	CLINTON
## 514	CO	CLINTON
## 515	CO	CLINTON
## 516	HEAD COOK	CAYUGA
## 517	OFFICE ASSISTANT 2	ATTICA
## 518	CO	CAYUGA
## 519	CO	ALBION
## 520	CO	CAYUGA
## 521	CO	COLLINS
## 522	CO	COLLINS
## 523	CO	COLLINS
## 524	CO	ATTICA
## 525	CO	ATTICA
## 526	CO	ELMIRA
## 527	CO	ELMIRA
## 528	CO	ELMIRA
## 529	CO	ELMIRA
## 530	CO	ELMIRA
## 531	LT	ELMIRA
## 532	OA2	ELMIRA
## 533	FOA 1 UTLS	ELMIRA
## 534	NURSE 2	ELMIRA
## 535	ORC	ELMIRA
## 536	TRADES SPEC ELEC	WYOMING
## 537	OA1 KEYBOARDING	WYOMING
## 538	CO	WYOMING
## 539	CO	WYOMING
## 540	CO	WYOMING
## 541	CO	WYOMING
## 542	CO	WYOMING
## 543	CO	WYOMING
## 544	CO	WYOMING
## 545	CO	ADIRONDACK
## 546	CO	CLINTON
## 547	CO	COXSACKIE
## 548	CO	COXSACKIE
## 549	CO	EASTERN
## 550	CO	EASTERN
## 551	CO	EASTERN
## 552	CO	EASTERN
## 553	CO	EASTERN

## 554	CO	GOUVERNEUR
## 555	CO	GOUVERNEUR
## 556	CO	GOUVERNEUR
## 557	CO	GOUVERNEUR
## 558	CO	HALE CREEK
## 559	CO	HALE CREEK
## 560	CO	HALE CREEK
## 561	CO	MID-STATE
## 562	CO	MID-STATE
## 563	CO	MID-STATE
## 564	CO	MID-STATE
## 565	CO	MID-STATE
## 566	CO	MOHAWK
## 567	CO	MOHAWK
## 568	CO	MOHAWK
## 569	CO	RIVERVIEW
## 570	CO	RIVERVIEW
## 571	CO	OTISVILLE
## 572	CO	SING SING
## 573	CO	SING SING
## 574	CO	SING SING
## 575	CO	SHAWANGUNK
## 576	CO	WOODBOURNE
## 577	CO	WALLKILL
## 578	CO	WALLKILL
## 579	CO	UPSTATE
## 580	CO	UPSTATE
## 581	CO	UPSTATE
## 582	CO	UPSTATE
## 583	CO	UPSTATE
## 584	CO	UPSTATE
## 585	CO	UPSTATE
## 586	CO	UPSTATE
## 587	PHYSICIAN 2	ATTICA
## 588	IRC 1	ELMIRA
## 589	OA1	BROOKLYN 4
## 590	SENIOR LAUNDERER	ELMIRA
## 591	NURSE 2	BARE HILL
## 592	CHAPLAIN	WALLKILL
## 593	SORC	GREEN HAVEN
## 594	VOC INS 4	MARCY
## 595	CO	SULLIVAN
## 596	CO	SOUTHPORT
## 597	CO	SING SING
## 598	CO	GREENE
## 599	CO	GREENE
## 600	CO	WOODBOURNE
## 601	NURSE 2	EASTERN
## 602	ASAT PA	SING SING
## 603	ASAT PA	SING SING
## 604	CO	UPSTATE
## 605	CO	SOUTHPORT
## 606	CO	ORLEANS
## 607	CO	SULLIVAN

## 608	CO	COLLINS
## 609	CO	MARCY
## 610	CO	MARCY
## 611	CO	WYOMING
## 612	CO	GOUVERNEUR
## 613	CO	FIVE POINTS
## 614	CO	ATTICA
## 615	CO	DOWNSTATE
## 616	CO	ULSTER
## 617	CO	DOWNSTATE
## 618	CO	DOWNSTATE
## 619	CO	DOWNSTATE
## 620	CO	DOWNSTATE
## 621	CO	AUBURN
## 622	CO	AUBURN
## 623	CO	ALBION
## 624	CO	ALBION
## 625	CO	ALBION
## 626	CO	ALBION
## 627	CO	WENDE
## 628	CO	WENDE
## 629	CO	WILLARD
## 630	CO	ULSTER
## 631	CO	ULSTER
## 632	CO	WALLKILL
## 633	CO	HUDSON
## 634	CO	HUDSON
## 635	CO	HUDSON
## 636	CO	HUDSON
## 637	CO	FIVE POINTS
## 638	PLANT UTILITY ENG 1	AUBURN
## 639	SENR RADIOLOGIC TECH	MID-STATE
## 640	OFFICE ASSIST 1	GREAT MEADOW
## 641	TRADES GENERALIST	MARCY
## 642	COOK	ULSTER
## 643	OFFICE ASSIST 2	OTISVILLE
## 644	CO	WILLARD
## 645	CO	WILLARD
## 646	CO	BARE HILL
## 647	CO	BARE HILL
## 648	CO	CLINTON
## 649	CO	ATTICA
## 650	CO	WILLARD
## 651	CO	WILLARD
## 652	CO	WILLARD
## 653	CO	WILLARD
## 654	CO	WENDE
## 655	CO	SOUTHPORT
## 656	CO	AUBURN
## 657	CO	ALTONA
## 658	CO	GREEN HAVEN
## 659	CO	WILLARD
## 660	CO	WILLARD
## 661	CO	ORLEANS

## 662	CO	COXSACKIE
## 663	CO	WOODBOURNE
## 664	CO	GREENE
## 665	SGT	QUEENSBORO
## 666	CO	QUEENSBORO
## 667	CO	QUEENSBORO
## 668	CO	FISHKILL
## 669	CO	FISHKILL
## 670	CO	FISHKILL
## 671	CO	FISHKILL
## 672	CO	BARE HILL
## 673	CO	FRANKLIN
## 674	MOTOR VEHICLE OPERATOR	BEDFORD HILLS
## 675	PLANT UTILITIES ENG 2	EASTERN
## 676	COOK	BARE HILL
## 677	CO	WILLARD
## 678	CO	ALBION
## 679	CO	DOWNSTATE
## 680	PLANT UTILITIES ENG 1	QUEENSBORO
## 681	CO	WILLARD
## 682	CO	SING SING
## 683	NURSING ASSIST 2	BEDFORD HILLS
## 684	CO	CLINTON
## 685	PLANT UTILITIES ASSIST	COXSACKIE
## 686	TRADES GENERALIST P&S	GREEN HAVEN
## 687	CO	BEDFORD HILLS
## 688	TRADES GENERALIST	BARE HILL
## 689	CO	GOUVERNEUR
## 690	CO	WILLARD
## 691	MAINT ASSIST	SOUTHPORT
## 692	COOK	MARCY
## 693	CO	OTISVILLE
## 694	CO	WILLARD
## 695	CO	WILLARD
## 696	CO	FIVE POINTS
## 697	CO	LAKEVIEW
## 698	CO	WASHINGTON
## 699	CO	WASHINGTON
## 700	CO	SOUTHPORT
## 701	CO	WASHINGTON
## 702	CO	WASHINGTON
## 703	INDUS TRNG SUPV 3	WALLKILL
## 704	CO	COXSACKIE
## 705	CO	LAKEVIEW
## 706	CO	SULLIVAN
## 707	CO	MARCY
## 708	CO	WASHINGTON
## 709	NURSE ASSIST 2	MOHAWK
## 710	OFFICE ASSIST 1	MANHATTAN REG
## 711	TDM TRACTOR TRAILER OPER	MOHAWK
## 712	SR. RADIOLOGY TECH	DOWNSTATE
## 713	HEAD COOK	GREEN HAVEN
## 714	APA	DOWNSTATE PVU
## 715	CO	MOHAWK

## 716	CO	FISHKILL
## 717	CO	MOHAWK
## 718	CO	DOWNSTATE
## 719	COOK	SULLIVAN
## 720	SGT	OGDENSBURG
## 721	OFF REHAB AIDE	GOUVERNEUR
## 722	CO	ULSTER
## 723	CO	RIVERVIEW
## 724	CO	MARCY
## 725	CO	GOUVERNEUR
## 726	CO	WOODBOURNE
## 727	CO	UPSTATE
## 728	LT	TACONIC
## 729	CO	ULSTER
## 730	CO	ULSTER
## 731	CO	ULSTER
## 732	CO	GREEN HAVEN
## 733	CO	GREEN HAVEN
## 734	CO	GREEN HAVEN
## 735	CO	RIVERVIEW
## 736	CO	RIVERVIEW
## 737	CO	GREEN HAVEN
## 738	LT	FISHKILL
## 739	CO	TACONIC
## 740	CO	MARCY
## 741	CO	ADIRONDACK
## 742	CO	COXSACKIE
## 743	CO	SULLIVAN
## 744	CO	ULSTER
## 745	CO	ULSTER
## 746	VOC INSTRUCTOR 1	HALE CREEK
## 747	CO	HALE CREEK
## 748	OA1	HALE CREEK
## 749	CO	SOUTHPORT
## 750	PYSCH 2	WENDE
## 751	PUE 1	LAKEVIEW
## 752	CO	DOWNSTATE
## 753	CO	DOWNSTATE
## 754	CO	GREENE
## 755	CO	CAYUGA
## 756	FAC OPS ASSNT 1	GREAT MEADOW
## 757	CO	COXSACKIE
## 758	TEACHER 4	WASHINGTON
## 759	CO	GREENE
## 760	ORC	MID-STATE
## 761	TRADES SPEC LOCKSMITH	MID-STATE
## 762	SGT	COXSACKIE
## 763	CO	ALBION
## 764	CO	BEDFORD HILLS
## 765	CO	GREAT MEADOW
## 766	CO	GREAT MEADOW
## 767	CLINICAL PHYS II	MID-STATE
## 768	CO	BEDFORD HILLS
## 769	NURSING ASSISTANT 2	BEDFORD HILLS

## 770	CO	ATTICA
## 771	CO	COLLINS
## 772	CO	WILLARD
## 773	INDUSTRIAL TRAIN SUPVR 2	COXSACKIE
## 774	CO	ALTONA
## 775	CO	AUBURN
## 776	SERV & REPAIR MECH	DOWNSTATE
## 777	CO	GREEN HAVEN
## 778	CO	GREEN HAVEN
## 779	CO	ALTONA
## 780	CO	EASTERN
## 781	CO	FISHKILL
## 782	CO	EASTERN
## 783	CO	QUEENSBORO
## 784	CO	GREEN HAVEN
## 785	CO	GREEN HAVEN
## 786	CO	FISHKILL
## 787	CO	GREEN HAVEN
## 788	CO	FISHKILL
## 789	CO	EASTERN
## 790	CO	CAYUGA
## 791	CO	CAYUGA
## 792	CO	EASTERN
## 793	HEAD COOK	GREAT MEADOW
## 794	CO	DOWNSTATE
## 795	CO	COXSACKIE
## 796	CO	WALLKILL
## 797	CO	SHAWANGUNK
## 798	CO	ULSTER
## 799	CO	ULSTER
## 800	CO	ULSTER
## 801	CO	BARE HILL
## 802	CO	BARE HILL
## 803	CO	MOHAWK
## 804	CO	MOHAWK
## 805	CO	FRANKLIN
## 806	CO	FRANKLIN
## 807	CO	SHAWANGUNK
## 808	MAINT ASSIST	ADIRONDACK
## 809	CO	CLINTON
## 810	CO	CLINTON
## 811	CO	CLINTON
## 812	CO	CLINTON
## 813	CO	CLINTON
## 814	CO	COLLINS
## 815	CO	CLINTON
## 816	CO	CLINTON
## 817	CO	CLINTON
## 818	CO	ELMIRA
## 819	CO	ELMIRA
## 820	CO	FRANKLIN
## 821	CO	ATTICA
## 822	CO	ATTICA
## 823	CO	WASHINGTON

## 824	CO	SOUTHPORT
## 825	CO	SOUTHPORT
## 826	CO	WENDE
## 827	CO	AUBURN
## 828	CO	SING SING
## 829	CO	SING SING
## 830	CO	SING SING
## 831	CO	WENDE
## 832	CO	WENDE
## 833	CO	UPSTATE
## 834	CO	AUBURN
## 835	CO	AUBURN
## 836	CO	WENDE
## 837	OFFICE ASSIST 2	LAKEVIEW
## 838	CO	AUBURN
## 839	CO	AUBURN
## 840	CO	AUBURN
## 841	CO	AUBURN
## 842	CO	LAKEVIEW
## 843	CO	SHAWANGUNK
## 844	CO	ULSTER
## 845	CO	SOUTHPORT
## 846	CO	SOUTHPORT
## 847	CO	SOUTHPORT
## 848	CO	FISHKILL
## 849	CO	FISHKILL
## 850	CO	SING SING
## 851	CO	WENDE
## 852	CO	SING SING
## 853	CO	BEDFORD HILLS
## 854	CO	GREEN HAVEN
## 855	CO	SULLIVAN
## 856	CO	SULLIVAN
## 857	CO	SULLIVAN
## 858	CO	SULLIVAN
## 859	VOCATIONAL INSTR 1	BEDFORD HILLS
## 860	CO	ELMIRA
## 861	CO	ATTICA
## 862	CO	SING SING
## 863	CO	GREEN HAVEN
## 864	CORRL FAC FOOD ADMIN 2	FISHKILL
## 865	CO	DOWNSTATE
## 866	CO	BEDFORD HILLS
## 867	CO	WENDE
## 868	CO	ALBION
## 869	CO	TACONIC
## 870	CO	LAKEVIEW SHOCK
## 871	ORC	GREAT MEADOW
## 872	ADMIN ASSIST 1	CENTRAL OFFICE
## 873	CO	FISHKILL
## 874	CO	BEDFORD HILLS
## 875	PLANT SUPER B	WILLARD
## 876	PO	BRONX 2
## 877	CO	WASHINGTON

## 878	SGT	DOWNSTATE
## 879	SGT	DOWNSTATE
## 880	NURSING ASSNT 2	FISHKILL
## 881	CO	CLINTON
## 882	CO	GREAT MEADOW
## 883	OA1 S&M	GREENE
## 884	FOOD SERV ADMIN	SHAWANGUNK
## 885	CO	ATTICA
## 886	MOTOR VEH OPER	MARCY
## 887	CO	MARCY
## 888	CO	FISHKILL
## 889	CO	SULLIVAN
## 890	CO	GOUVERNEUR
## 891	CO	FISHKILL
## 892	CO	COLLINS
## 893	HEAD COOK	ORLEANS
## 894	ORC ASAT	COLLINS
## 895	ISO	WESTERN REGION
## 896	TRADES SPEC ELECTRICIAN	OTISVILLE
## 897	CO	BARE HILL
## 898	COOK	GROVELAND
## 899	CO	DOWNSTATE
## 900	OA2	BARE HILL
## 901	PRGM AIDE	HALE CREEK
## 902	SGT	HALE CREEK
## 903	CO	MID-STATE
## 904	CO	HALE CREEK
## 905	SPO	NASSAU
## 906	TRADES GENERALIST	COLLINS
## 907	NURSING ASSNT 2	FISHKILL
## 908	CO	UPSTATE
## 909	PUE 1	HUDSON
## 910	CO	CAPE VINCENT
## 911	SGT	WASHINGTON
## 912	CO	GREAT MEADOW
## 913	REC PROGM LDR 1	GREENE
## 914	CO	BEDFORD HILLS
## 915	CO	GREAT MEADOW
## 916	CO	SING SING
## 917	FSA 2	GREENE
## 918	CO	BARE HILL
## 919	CO	SING SING
## 920	CO	SING SING
## 921	CO	SING SING
## 922	NURSING ASSIST 2	MOHAWK
## 923	CO	QUEENSBORO
## 924	CO	FRANKLIN
## 925	SGT (SL)	GREEN HAVEN
## 926	CO	LAKEVIEW
## 927	CO	SHAWANGUNK
## 928	CO	SING SING
## 929	CO	TACONIC
## 930	ORC	FISHKILL
## 931	CO	SING SING

## 932	CO	ELMIRA
## 933	CO	ELMIRA
## 934	ADMIN ASST 1	BOARD OF PAROLE
## 935	OA2	LAKEVIEW
## 936	CO	LAKEVIEW
## 937	CO	ATTICA
## 938	TRADES SPEC	CARP AUBURN
## 939	CO	ELMIRA
## 940	CO	ELMIRA
## 941	CO	ELMIRA
## 942	CO	ELMIRA
## 943	CO	ELMIRA
## 944	CO	ELMIRA
## 945	CO	ELMIRA
## 946	CO	ELMIRA
## 947	ASAT PA	ELMIRA
## 948	CO	GROVELAND
## 949	CO	FIVE POINTS
## 950	CO	AUBURN
## 951	CO	GREEN HAVEN
## 952	CO	FISHKILL
## 953	CO	MIDSTATE
## 954	CO	EASTERN
## 955	CO	WOODBOURNE
## 956	SGT	UPSTATE
## 957	CO	ALTONA
## 958	CO	SHAWANGUNK
## 959	CO	FRANKLIN
## 960	CO	ULSTER
## 961	CO	BARE HILL
## 962	CO	GROVELAND
## 963	MVO	RIVERVIEW
## 964	CO	GREAT MEADOW
## 965	SGT	CAYUGA
## 966	CO	GREAT MEADOW
## 967	CO	GREAT MEADOW
## 968	SERVICE & REPAIR MECH	CENTRAL OFFICE
## 969	CO	WASHINGTON
## 970	CO	HUDSON
## 971	CO	GREAT MEADOW
## 972	CO	BARE HILL
## 973	TEACHER 4	GREAT MEADOW
## 974	CO	BEDFORD HILLS
## 975	CO	BEDFORD HILLS
## 976	CO	SING SING
## 977	CO	EDGEcombe
## 978	CO	SING SING
## 979	CO	CLINTON
## 980	CO	CLINTON
## 981	CO	CLINTON
## 982	CO	CLINTON
## 983	CO	CLINTON
## 984	CO	CLINTON
## 985	CO	CLINTON

## 986	CO	CLINTON
## 987	CO	CLINTON
## 988	CO	CLINTON
## 989	CO	HUDSON
## 990	SGT	SING SING
## 991	PUE 1	SING SING
## 992	CO	CLINTON
## 993	HEAD COOK	GREENE
## 994	CO	BARE HILL
## 995	CO	ADIRONDACK
## 996	CO	MARCY
## 997	CO	WYOMING
## 998	CO	ALBION
## 999	SNR RADIOL TECH	ORLEANS
## 1000	CO	GOUVERNEUR
## 1001	CO	LAKEVIEW
## 1002	CO	LAKEVIEW
## 1003	CO	GROVELAND
## 1004	CO	GROVELAND
## 1005	CO	SING SING
## 1006	NURSE 2	ALBION
## 1007	CO	MARCY
## 1008	CO	MARCY
## 1009	PROGRAM AIDE	BARE HILL
## 1010	CO	ORLEANS
## 1011	CO	FRANKLIN
## 1012	CO	FRANKLIN
## 1013	NURSE 2	CAYUGA
## 1014	CO	GREAT MEADOW
## 1015	NURSE 2	BEDFORD HILLS
## 1016	NURSE 2	BEDFORD HILLS
##		PENALTY REASON n_offense
## 1	DISMISSAL & ACCRUALS	NOD 2
## 2	DISMISSAL & ACCRUALS	NOD 2
## 3	DISMISSAL & ACCRUALS	NOD 1
## 4	DISMISSAL & ACCRUALS	NOD 3
## 5	DISMISSAL & ACCRUALS	NOD 1
## 6	30D SP	NOD 1
## 7	DISMISSAL & ACCRUALS	NOD 1
## 8	30D SP	NOD 1
## 9	DISMISSAL & ACCRUALS	NOD 1
## 10	30D SP	NOD 1
## 11	DISMISSAL & ACCRUALS	NOD 1
## 12	DISMISSAL & ACCRUALS	NOD 2
## 13	90D SP	NOD 2
## 14	DISMISSAL & ACCRUALS	NOD 1
## 15	DISMISSAL & ACCRUALS	NOD 1
## 16	DISMISSAL & ACCRUALS	NOD 1
## 17	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD 1
## 18	DISMISSAL & ACCRUALS	NOD 1
## 19	45D SP	NOD 1
## 20	DISMISSAL & ACCRUALS	NOD 1
## 21	DISMISSAL & ACCRUALS	NOD 1
## 22	DISMISSAL & ACCRUALS	NOD 3

## 23	DISMISSAL & ACCRUALS	NOD	1
## 24	DISMISSAL & ACCRUALS	NOD	2
## 25	60D SP	NOD	1
## 26	DISMISSAL & ACCRUALS	NOD	1
## 27	DISMISSAL & ACCRUALS	NOD	3
## 28	DISMISSAL & ACCRUALS	NOD	2
## 29	60D SP	NOD	2
## 30	30D SP	NOD	1
## 31	30D SP	NOD	2
## 32	DISMISSAL & ACCRUALS	NOD	1
## 33	DISMISSAL & ACCRUALS	NOD	2
## 34	30D SP	NOD	1
## 35	DISMISSAL & ACCRUALS	NOD	2
## 36	DISMISSAL & ACCRUALS	NOD	1
## 37	DISMISSAL & ACCRUALS	NOD	2
## 38	DISMISSAL & ACCRUALS	NOD	1
## 39	30D SP	NOD	1
## 40	DISMISSAL & ACCRUALS	NOD	2
## 41	DISMISSAL & ACCRUALS	NOD	1
## 42	60D SP	NOD	4
## 43	DISMISSAL & ACCRUALS	NOD	1
## 44	DISMISSAL & ACCRUALS	NOD	1
## 45	DISMISSAL & ACCRUALS	NOD	1
## 46	30D SP	NOD	2
## 47	DISMISSAL & ACCRUALS	NOD	1
## 48	90D SP	NOD	1
## 49	90D SP	NOD	1
## 50	DISMISSAL & ACCRUALS	NOD	1
## 51	DISMISSAL & ACCRUALS	NOD	2
## 52	60D SP	NOD	2
## 53	DISMISSAL & ACCRUALS	NOD	2
## 54	60D SP	NOD	1
## 55	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 56	FINE EQUIVALENT TO 2 DAYS PAY	NOD	1
## 57	30D SP	NOD	2
## 58	DISMISSAL & ACCRUALS	NOD	1
## 59	DISMISSAL & ACCRUALS	NOD	2
## 60	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 61	FINE EQUIVALENT TO TWO DAYS PAY	NOD	1
## 62	DISMISSAL & ACCRUALS	NOD	2
## 63	30D SP	NOD	1
## 64	DISMISSAL & ACCRUALS	NOD	1
## 65		NOD	2
## 66	DISMISSAL & ACCRUALS	NOD	2
## 67	DISMISSAL & ACCRUALS	NOD	1
## 68	DISMISSAL & ACCRUALS	NOD	1
## 69	DISMISSAL & ACCRUALS	NOD	1
## 70	DISMISSAL & ACCRUALS	NOD	1
## 71	DISMISSAL & ACCRUALS	NOD	1
## 72	60D SP	NOD	2
## 73	60D SP	NOD	1
## 74	60D SP	NOD	1
## 75	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 76	DISMISSAL & ACCRUALS	NOD	1

## 77	60D SP	NOD	1
## 78		NOD	1
## 79	DISMISSAL & ACCRUALS	NOD	1
## 80	DISMISSAL & ACCRUALS	NOD	2
## 81	DISMISSAL & ACCRUALS	NOD	1
## 82	DISMISSAL & ACCRUALS	NOD	1
## 83	30D SP	NOD	1
## 84	\$2,500, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 85	30D SP	NOD	2
## 86	DISMISSAL & ACCRUALS	NOD	1
## 87	DISMISSAL & ACCRUALS	NOD	2
## 88	DISMISSAL & ACCRUALS	NOD	2
## 89	FINE OF 4 WEEKS PAY OR EQUIVALENT	NOD	1
## 90	2,000 FINE, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 91	30D SP	NOD	1
## 92	DISMISSAL & ACCRUALS	NOD	1
## 93	60D SP	NOD	2
## 94	DISMISSAL & ACCRUALS	NOD	1
## 95	60D SP	NOD	2
## 96	DISMISSAL & ACCRUALS	NOD	1
## 97	DISMISSAL & ACCRUALS	NOD	1
## 98	DISMISSAL & ACCRUALS	NOD	1
## 99	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 100	30D SP	NOD	2
## 101	DISMISSAL & ACCRUALS	NOD	1
## 102	DISMISSAL & ACCRUALS	NOD	1
## 103	DISMISSAL & ACCRUALS	NOD	1
## 104	DISMISSAL & ACCRUALS	NOD	1
## 105	DISMISSAL & ACCRUALS	NOD	1
## 106	DISMISSAL & ACCRUALS	NOD	1
## 107	DISMISSAL & ACCRUALS	NOD	2
## 108	DISMISSAL & ACCRUALS	NOD	4
## 109	DISMISSAL & ACCRUALS	NOD	1
## 110	DISMISSAL & ACCRUALS	NOD	1
## 111	DISMISSAL & ACCRUALS	NOD	3
## 112	DISMISSAL & ACCRUALS	NOD	2
## 113	DISMISSAL & ACCRUALS	NOD	1
## 114	FINE EQUIVALENT TO TWO DAYS' PAY	NOD	1
## 115	DISMISSAL & ACCRUALS	NOD	3
## 116	DISMISSAL & ACCRUALS	NOD	1
## 117	60D SP	NOD	1
## 118	DISMISSAL & ACCRUALS	NOD	1
## 119	30D SP	NOD	1
## 120	DISMISSAL & ACCRUALS	NOD	2
## 121	DISMISSAL & ACCRUALS	NOD	1
## 122	45D SP	NOD	1
## 123	DISMISSAL & ACCRUALS	NOD	1
## 124	DISMISSAL & ACCRUALS	NOD	2
## 125	DISMISSAL & ACCRUALS	NOD	1
## 126	DISMISSAL & ACCRUALS	NOD	2
## 127	DISMISSAL & ACCRUALS	NOD	1
## 128	DISMISSAL & ACCRUALS	NOD	2
## 129	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 130	30D SP	NOD	2

## 131	DISMISSAL & ACCRUALS	NOD	3
## 132	3D PAY	NOD	1
## 133	DISMISSAL & ACCRUALS	NOD	3
## 134	DISMISSAL & ACCRUALS	NOD	4
## 135	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 136	60D SP	NOD	2
## 137	DISMISSAL & ACCRUALS	NOD	1
## 138	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 139	DISMISSAL & ACCRUALS	NOD	1
## 140	DISMISSAL & ACCRUALS	NOD	3
## 141	DISMISSAL & ACCRUALS	NOD	2
## 142	90D SP	NOD	1
## 143	DISMISSAL & ACCRUALS	NOD	1
## 144	DISMISSAL & ACCRUALS	NOD	1
## 145	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 146	DISMISSAL & ACCRUALS	NOD	3
## 147	DISMISSAL & ACCRUALS	NOD	1
## 148		NOD	2
## 149		NOD	1
## 150	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 151	90D SP	NOD	2
## 152	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 153	DISMISSAL & ACCRUALS	NOD	1
## 154	DISMISSAL & ACCRUALS	NOD	3
## 155	30D SP	NOD	2
## 156	30D SP	NOD	1
## 157	DISMISSAL & ACCRUALS	NOD	2
## 158	DISMISSAL & ACCRUALS	NOD	1
## 159	DISMISSAL & ACCRUALS	NOD	2
## 160	DISMISSAL & ACCRUALS	NOD	2
## 161	DISMISSAL & ACCRUALS	NOD	3
## 162	DISMISSAL & ACCRUALS	NOD	2
## 163	DISMISSAL & ACCRUALS	NOD	1
## 164	DISMISSAL & ACCRUALS	NOD	1
## 165	DISMISSAL & ACCRUALS	NOD	1
## 166	DISMISSAL & ACCRUALS	NOD	1
## 167	DISMISSAL & ACCRUALS	NOD	1
## 168	DISMISSAL & ACCRUALS	NOD	1
## 169	DISMISSAL & ACCRUALS	NOD	3
## 170	45D SP	NOD	2
## 171	60D SP	NOD	1
## 172	DISMISSAL & ACCRUALS	NOD	1
## 173	90D SP	NOD	2
## 174	DISMISSAL & ACCRUALS	NOD	2
## 175	DISMISSAL & ACCRUALS	NOD	3
## 176	DISMISSAL & ACCRUALS	NOD	2
## 177	DISMISSAL & ACCRUALS	NOD	1
## 178	DISMISSAL & ACCRUALS	NOD	3
## 179	DISMISSAL & ACCRUALS	NOD	2
## 180	45D SP	NOD	1
## 181	DISMISSAL & ACCRUALS	NOD	1
## 182	60D SP	NOD	2
## 183	DISMISSAL & ACCRUALS	NOD	2
## 184	DISMISSAL & ACCRUALS	NOD	1

## 185	DISMISSAL & ACCRUALS	NOD	2
## 186	90D SP	NOD	3
## 187	DISMISSAL & ACCRUALS	NOD	2
## 188	90D SP	NOD	3
## 189	DISMISSAL & ACCRUALS	NOD	2
## 190	DISMISSAL & ACCRUALS	NOD	1
## 191	DISMISSAL & ACCRUALS	NOD	2
## 192	DISMISSAL & ACCRUALS	NOD	1
## 193	DISMISSAL & ACCRUALS	NOD	1
## 194	DISMISSAL & ACCRUALS	NOD	2
## 195	DISMISSAL & ACCRUALS	NOD	1
## 196	DISMISSAL & ACCRUALS	NOD	1
## 197	DISMISSAL & ACCRUALS	NOD	1
## 198	DISMISSAL & ACCRUALS	NOD	2
## 199	DISMISSAL & ACCRUALS	NOD	3
## 200	DISMISSAL & ACCRUALS	NOD	3
## 201	DISMISSAL & ACCRUALS	NOD	1
## 202	DISMISSAL & ACCRUALS	NOD	2
## 203		NOD	2
## 204	30D SP	NOD	2
## 205	DISMISSAL & ACCRUALS	NOD	2
## 206	60D SP	NOD	1
## 207	60D SP	NOD	1
## 208	30D SP	NOD	1
## 209	\$2000, 10D & LOSS OF SWAPPS	NOD	1
## 210	60D SP	NOD	3
## 211	DISMISSAL & ACCRUALS	NOD	1
## 212	2000, 10D & LOSS OF SWAPPS	NOD	1
## 213	DISMISSAL & ACCRUALS	NOD	1
## 214	DISMISSAL & ACCRUALS	NOD	1
## 215	DISMISSAL & ACCRUALS	NOD	1
## 216	DISMISSAL & ACCRUALS	NOD	1
## 217	DISMISSAL & ACCRUALS	NOD	1
## 218	DISMISSAL & ACCRUALS	NOD	1
## 219	DISMISSAL & ACCRUALS	NOD	2
## 220	DISMISSAL & ACCRUALS	NOD	2
## 221	DISMISSAL & ACCRUALS	NOD	1
## 222	30 DAY SUSPENSION W/O PAY	NOD	1
## 223	90D SP	NOD	1
## 224	DISMISSAL & ACCRUALS	NOD	2
## 225	60D SP	NOD	2
## 226	DISMISSAL & ACCRUALS	NOD	3
## 227	DISMISSAL & ACCRUALS	NOD	3
## 228	DISMISSAL & ACCRUALS	NOD	1
## 229	30D SP	NOD	2
## 230	60D SP	NOD	2
## 231	DISMISSAL & ACCRUALS	NOD	2
## 232	DISMISSAL & ACCRUALS	NOD	2
## 233	DISMISSAL & ACCRUALS	NOD	1
## 234	DISMISSAL & ACCRUALS	NOD	2
## 235	DISMISSAL & ACCRUALS	NOD	2
## 236	60D SP	NOD	1
## 237	DISMISSAL & ACCRUALS	NOD	2
## 238	60D SP	NOD	1

## 239	DISMISSAL & ACCRUALS	NOD	3
## 240	90D SP	NOD	2
## 241	DISMISSAL & ACCRUALS	NOD	3
## 242	DISMISSAL & ACCRUALS	NOD	3
## 243	60D SP	NOD	2
## 244	DISMISSAL & ACCRUALS	NOD	1
## 245	90D SP	NOD	2
## 246	90D SP	NOD	3
## 247	90D SP	NOD	3
## 248	120D SP	NOD	2
## 249	DISMISSAL & ACCRUALS	NOD	1
## 250	DISMISSAL & ACCRUALS	NOD	2
## 251	2D PAY	NOD	1
## 252	\$500 FINE	NOD	2
## 253	DISMISSAL & ACCRUALS	NOD	1
## 254	90D SP	NOD	2
## 255	DISMISSAL & ACCRUALS	NOD	1
## 256	DISMISSAL & ACCRUALS	NOD	1
## 257	DISMISSAL & ACCRUALS	NOD	3
## 258	DISMISSAL & ACCRUALS	NOD	2
## 259	DISMISSAL & ACCRUALS	NOD	1
## 260	DISMISSAL & ACCRUALS	NOD	1
## 261	DISMISSAL & ACCRUALS	NOD	1
## 262	30D SP	NOD	1
## 263	DISMISSAL & ACCRUALS	NOD	1
## 264	DISMISSAL & ACCRUALS	NOD	2
## 265	DISMISSAL & ACCRUALS	NOD	1
## 266	\$2000 FINE, 10D, LOSS OF SWAPS	NOD	2
## 267	DISMISSAL & ACCRUALS	NOD	1
## 268	30D SP	NOD	1
## 269	DISMISSAL & ACCRUALS	NOD	1
## 270	30D SP	NOD	1
## 271	45D SP	NOD	2
## 272	90D SP	NOD	1
## 273	30D SP	NOD	1
## 274	DISMISSAL & ACCRUALS	NOD	3
## 275	DISMISSAL & ACCRUALS	NOD	1
## 276	DISMISSAL & ACCRUALS	NOD	3
## 277	DISMISSAL & ACCRUALS	NOD	3
## 278	DISMISSAL & ACCRUALS	NOD	3
## 279	\$2,000, 10D, 12M LOSS OF SWAPPING PRIVILEGES	NOD	1
## 280	DISMISSAL & ACCRUALS	NOD	2
## 281	30D SP	NOD	2
## 282	DISMISSAL & ACCRUALS	NOD	1
## 283	DISMISSAL & ACCRUALS	NOD	1
## 284	DISMISSAL & ACCRUALS	NOD	1
## 285	DISMISSAL & ACCRUALS	NOD	1
## 286	DISMISSAL & ACCRUALS	NOD	2
## 287	DISMISSAL & ACCRUALS	NOD	2
## 288	DISMISSAL & ACCRUALS	NOD	1
## 289	DISMISSAL & ACCRUALS	NOD	2
## 290	DISMISSAL & ACCRUALS	NOD	1
## 291	\$1,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	2
## 292	30D SP	NOD	2

## 293	\$500	NOD	1
## 294	60D SP	NOD	3
## 295	DISMISSAL & ACCRUALS	NOD	1
## 296	\$2,000, 10D, LOSS OF SWAPPING PRIVILEGES	NOD	1
## 297	30D SP	NOD	1
## 298	90D SP	NOD	2
## 299	DISMISSAL & ACCRUALS	NOD	2
## 300	DISMISSAL & ACCRUALS	NOD	2
## 301	DISMISSAL & ACCRUALS	NOD	2
## 302	30D SP	NOD	2
## 303	FINE EQUIVALENT TO 3 DAYS' PAY	NOD	1
## 304	FINE EQUIVALENT TO 3 DAYS' PAY	NOD	1
## 305	DISMISSAL & ACCRUALS	NOD	2
## 306	DISMISSAL & ACCRUALS	NOD	3
## 307	15D SP	NOD	1
## 308	TWO DAYS PAY	NOD	1
## 309	DISMISSAL & ACCRUALS	NOD	1
## 310	DISMISSAL & ACCRUALS	NOD	2
## 311	DISMISSAL & ACCRUALS	NOD	1
## 312	DISMISSAL & ACCRUALS	NOD	2
## 313	\$2,000, 10D, 1Y LOSS OF SWAPPING PRIVILEGES	NOD	1
## 314	60D SP	NOD	2
## 315	DISMISSAL & ACCRUALS	NOD	1
## 316	30 D	NOD	1
## 317	DISMISSAL & ACCRUALS	NOD	3
## 318	DISMISSAL & ACCRUALS	NOD	2
## 319	DISMISSAL & ACCRUALS	NOD	2
## 320	DISMISSAL & ACCRUALS	NOD	1
## 321	DISMISSAL & ACCRUALS	NOD	1
## 322	30D SP	NOD	1
## 323	DISMISSAL & ACCRUALS	NOD	2
## 324	\$2000, 10D, 1 YEAR LOSS OF SWAPPS	NOD	1
## 325	DISMISSAL & ACCRUALS	NOD	1
## 326	FINE EQUIVALENT TO TWO DAYS' PAY	NOD	1
## 327	60D SP	NOD	2
## 328	45D SP	NOD	2
## 329	DISMISSAL & ACCRUALS	NOD	1
## 330	60D SP	NOD	1
## 331	DISMISSAL & ACCRUALS	NOD	1
## 332	DISMISSAL & ACCRUALS	NOD	1
## 333	DISMISSAL & ACCRUALS	NOD	2
## 334	60 D SP	NOD	1
## 335	DISMISSAL & ACCRUALS	NOD	2
## 336	DISMISSAL & ACCRUALS	NOD	1
## 337	DISMISSAL & ACCRUALS	NOD	1
## 338	DISMISSAL & ACCRUALS	NOD	2
## 339	DISMISSAL & ACCRUALS	NOD	2
## 340	DISMISSAL & ACCRUALS	NOD	1
## 341	60 D SP	NOD	1
## 342	DISMISSAL & ACCRUALS	NOD	1
## 343	DISMISSAL & ACCRUALS	NOD	1
## 344	DISMISSAL & ACCRUALS	NOD	1
## 345	DISMISSAL & ACCRUALS	NOD	1
## 346	DISMISSAL & ACCRUALS	NOD	2

## 347	30D SP	NOD	1
## 348	DISMISSAL & ACCRUALS	NOD	1
## 349	DISMISSAL & ACCRUALS	NOD	1
## 350	DISMISSAL & ACCRUALS	NOD	1
## 351	DISMISSAL & ACCRUALS	NOD	2
## 352	60D SP	NOD	2
## 353	DISMISSAL & ACCRUALS	NOD	2
## 354	30D SP	NOD	2
## 355	DISMISSAL & ACCRUALS	NOD	1
## 356	DISMISSAL & ACCRUALS	NOD	2
## 357	DISMISSAL & ACCRUALS	NOD	1
## 358	DISMISSAL & ACCRUALS	NOD	3
## 359	DISMISSAL & ACCRUALS	NOD	2
## 360	45D SP	NOD	2
## 361	DISMISSAL & ACCRUALS	NOD	1
## 362	DISMISSAL & ACCRUALS	NOD	3
## 363	60D SP	NOD	1
## 364	DISMISSAL & ACCRUALS	NOD	1
## 365	DISMISSAL & ACCRUALS	NOD	1
## 366	DISMISSAL & ACCRUALS	NOD	6
## 367	DISMISSAL & ACCRUALS	NOD	1
## 368	DISMISSAL & ACCRUALS	NOD	2
## 369	60D SP	NOD	1
## 370	DISMISSAL & ACCRUALS	NOD	3
## 371	DISMISSAL & ACCRUALS	NOD	1
## 372	DISMISSAL & ACCRUALS	NOD	1
## 373	DISMISSAL & ACCRUALS	NOD	1
## 374	60D SP	NOD	2
## 375	DISMISSAL & ACCRUALS	NOD	2
## 376	DISMISSAL & ACCRUALS	NOD	1
## 377	DISMISSAL & ACCRUALS	NOD	1
## 378	DISMISSAL & ACCRUALS	NOD	1
## 379	DISMISSAL & ACCRUALS	NOD	1
## 380	DISMISSAL & ACCRUALS	NOD	1
## 381	DISMISSAL & ACCRUALS	NOD	2
## 382	30D SP	NOD	2
## 383	30D SP	NOD	2
## 384	DISMISSAL & ACCRUALS	NOD	1
## 385	DISMISSAL & ACCRUALS	NOD	1
## 386	DISMISSAL & ACCRUALS	NOD	3
## 387	DISMISSAL & ACCRUALS	NOD	2
## 388	60D SP	NOD	2
## 389	DISMISSAL & LOSS OF ACCRUALS	NOD	2
## 390	DISMISSAL & LOSS OF ACCRUALS	NOD	2
## 391	DISMISSAL & LOSS OF ACCRUALS	NOD	4
## 392	60 DAY SUSP W/O PAY	NOD	1
## 393	DISMISSAL & LOSS OF ACCRUALS	NOD	1
## 394	60D SP	NOD	2
## 395	DISMISSAL & ACCRUALS	NOD	1
## 396	60D SP	NOD	2
## 397	90D SP	NOD	1
## 398	DISMISSAL & LOSS OF ACCRUALS	NOD	1
## 399	DISMISSAL & ACCRUALS	NOD	2
## 400	DISMISSAL & ACCRUALS	NOD	1

## 401	DISMISSAL & ACCRUALS	NOD	1
## 402	DISMISSAL & ACCRUALS	NOD	2
## 403	90D SP W/O RESTITUTION	NOD	2
## 404	DISMISSAL & ACCRUALS	NOD	3
## 405	30D SP	NOD	2
## 406	DISMISSAL & ACCRUALS	NOD	1
## 407	DISMISSAL & ACCRUALS	NOD	2
## 408	DISMISSAL & ACCRUALS	NOD	1
## 409	DISMISSAL & ACCRUALS	NOD	1
## 410	DISMISSAL & ACCRUALS	NOD	1
## 411	DISMISSAL & ACCRUALS	NOD	2
## 412	30D SP	NOD	1
## 413	DISMISSAL & ACCRUALS	NOD	2
## 414	60D SP	NOD	1
## 415	DISMISSAL & LOSS OF ACCRUALS	NOD	2
## 416	DISMISSAL & ACCRUALS	NOD	1
## 417	DISMISSAL & ACCRUALS	NOD	1
## 418	DISMISSAL & ACCRUALS	NOD	1
## 419	DISMISSAL & ACCRUALS	NOD	1
## 420	DISMISSAL & LOSS OF ACCRUALS	NOD	2
## 421	60D SP	NOD	2
## 422	60D SP	NOD	2
## 423	DISMISSAL & ACCRUALS	NOD	2
## 424	DISMISSAL & ACCRUALS	NOD	1
## 425	45D SP	NOD	2
## 426	45D SP	NOD	2
## 427	DISMISSAL & ACCRUALS	NOD	2
## 428	DISMISSAL & ACCRUALS	NOD	2
## 429	DISMISSAL & ACCRUALS	NOD	1
## 430	30D SP	NOD	3
## 431	30D SP	NOD	3
## 432	DISMISSAL & ACCRUALS	NOD	2
## 433	DISMISSAL & ACCRUALS	NOD	1
## 434	DISMISSAL & ACCRUALS	NOD	1
## 435	DISMISSAL & ACCRUALS	NOD	1
## 436	DISMISSAL & ACCRUALS	NOD	1
## 437	DISMISSAL & ACCRUALS	NOD	2
## 438	3D	NOD	2
## 439	60D SP	NOD	2
## 440	DISMISSAL & ACCRUALS	NOD	2
## 441	60D SP	NOD	1
## 442	DISMISSAL & ACCRUALS	NOD	1
## 443	DISMISSAL & ACCRUALS	NOD	2
## 444	30D SP	NOD	4
## 445	60D SP	NOD	1
## 446	\$2,000, 10D, 1 YEAR LOSS OF SWAPPS	NOD	1
## 447	DISMISSAL & ACCRUALS	NOD	1
## 448	DISMISSAL & ACCRUALS	NOD	2
## 449	DISMISSAL & ACCRUALS	NOD	1
## 450	DISMISSAL & ACCRUALS	NOD	3
## 451	60D SP	NOD	1
## 452	DISMISSAL & ACCRUALS	NOD	3
## 453	90D SP	NOD	1
## 454	DISMISSAL & ACCRUALS	NOD	3

## 455	DISMISSAL & ACCRUALS	NOD	2
## 456	\$2,000, 10D, LOSS OF SWAPPS	NOD	2
## 457	DISMISSAL & ACCRUALS	NOD	1
## 458	60D SP	NOD	1
## 459	DISMISSAL & ACCRUALS	NOD	1
## 460	DISMISSAL & ACCRUALS	NOD	2
## 461	DISMISSAL & ACCRUALS	NOD	1
## 462	DISMISSAL & ACCRUALS	NOD	3
## 463	DISMISSAL & ACCRUALS	NOD	1
## 464	DISMISSAL & ACCRUALS	NOD	1
## 465	90D SP	NOD	2
## 466	30D SP	NOD	1
## 467	DISMISSAL & ACCRUALS	NOD	1
## 468	DISMISSAL & ACCRUALS	NOD	2
## 469	60D SP	NOD	2
## 470	DISMISSAL & ACCRUALS	NOD	2
## 471	30D SP	NOD	3
## 472	DISMISSAL & ACCRUALS	NOD	1
## 473	DISMISSAL & ACCRUALS	NOD	2
## 474	DISMISSAL & ACCRUALS	NOD	3
## 475	DISMISSAL & ACCRUALS	NOD	1
## 476	30D SP	NOD	1
## 477	DISMISSAL & ACCRUALS	NOD	2
## 478	DISMISSAL & ACCRUALS	NOD	2
## 479	DISMISSAL & ACCRUALS	NOD	2
## 480	DISMISSAL & ACCRUALS	NOD	2
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## 653	DISMISSAL & ACCRUALS	NOD	2
## 654	DISMISSAL & ACCRUALS	NOD	2
## 655	DISMISSAL & ACCRUALS	NOD	2
## 656	DISMISSAL & ACCRUALS	NOD	2
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## 658	DISMISSAL & ACCRUALS	NOD	2
## 659	DISMISSAL & ACCRUALS	NOD	2
## 660	DISMISSAL & ACCRUALS	NOD	2
## 661	DISMISSAL & ACCRUALS	NOD	2
## 662	DISMISSAL & ACCRUALS	NOD	2
## 663	DISMISSAL & ACCRUALS	NOD	2
## 664	DISMISSAL & ACCRUALS	NOD	2
## 665	DISMISSAL & ACCRUALS	NOD	2
## 666	DISMISSAL & ACCRUALS	NOD	2
## 667	DISMISSAL & ACCRUALS	NOD	2
## 668	DISMISSAL & ACCRUALS	NOD	2
## 669	DISMISSAL & ACCRUALS	NOD	2
## 670	DISMISSAL & ACCRUALS	NOD	2

## 671	DISMISSAL & ACCRUALS	NOD	2
## 672	DISMISSAL & ACCRUALS	NOD	2
## 673	DISMISSAL & ACCRUALS	NOD	2
## 674	DISMISSAL & ACCRUALS	NOD	2
## 675	DISMISSAL & ACCRUALS	NOD	2
## 676	DISMISSAL & ACCRUALS	NOD	2
## 677	DISMISSAL & ACCRUALS	NOD	2
## 678	DISMISSAL & ACCRUALS	NOD	2
## 679	DISMISSAL & ACCRUALS	NOD	2
## 680	DISMISSAL & ACCRUALS	NOD	2
## 681	DISMISSAL & ACCRUALS	NOD	2
## 682	DISMISSAL & ACCRUALS	NOD	2
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## 684	DISMISSAL & ACCRUALS	NOD	2
## 685	DISMISSAL & ACCRUALS	NOD	2
## 686	DISMISSAL & ACCRUALS	NOD	2
## 687	DISMISSAL & ACCRUALS	NOD	2
## 688	DISMISSAL & ACCRUALS	NOD	2
## 689	DISMISSAL & ACCRUALS	NOD	2
## 690	DISMISSAL & ACCRUALS	NOD	2
## 691	DISMISSAL & ACCRUALS	NOD	2
## 692	DISMISSAL & ACCRUALS	NOD	2
## 693	DISMISSAL & ACCRUALS	NOD	2
## 694	DISMISSAL & ACCRUALS	NOD	2
## 695	DISMISSAL & ACCRUALS	NOD	2
## 696	DISMISSAL & ACCRUALS	NOD	2
## 697	DISMISSAL & ACCRUALS	NOD	2
## 698	DISMISSAL & ACCRUALS	NOD	2
## 699	DISMISSAL & ACCRUALS	NOD	2
## 700	DISMISSAL & ACCRUALS	NOD	2
## 701	DISMISSAL & ACCRUALS	NOD	2
## 702	DISMISSAL & ACCRUALS	NOD	2
## 703	DISMISSAL & ACCRUALS	NOD	2
## 704	2000 FINE, 10D & LOSS OF SWAPPS	NOD	2
## 705	DISMISSAL & ACCRUALS	NOD	2
## 706	DISMISSAL & ACCRUALS	NOD	2
## 707	DISMISSAL & ACCRUALS	NOD	2
## 708	DISMISSAL & ACCRUALS	NOD	2
## 709	DISMISSAL & ACCRUALS	NOD	2
## 710	DISMISSAL & ACCRUALS	NOD	2
## 711	DISMISSAL & ACCRUALS	NOD	2
## 712	DISMISSAL & ACCRUALS	NOD	2
## 713	DISMISSAL & ACCRUALS	NOD	2
## 714	DISMISSAL & ACCRUALS	NOD	2
## 715	DISMISSAL & ACCRUALS	NOD	2
## 716	DISMISSAL & ACCRUALS	NOD	2
## 717	DISMISSAL & ACCRUALS	NOD	2
## 718	DISMISSAL & ACCRUALS	NOD	2
## 719	DISMISSAL & ACCRUALS	NOD	2
## 720	DISMISSAL & ACCRUALS	NOD	2
## 721	DISMISSAL & ACCRUALS	NOD	2
## 722	DISMISSAL & ACCRUALS	NOD	2
## 723	DISMISSAL & ACCRUALS	NOD	2
## 724	DISMISSAL & ACCRUALS	NOD	2

## 725	DISMISSAL & ACCRUALS	NOD	2
## 726	DISMISSAL & ACCRUALS	NOD	2
## 727	DISMISSAL & ACCRUALS	NOD	2
## 728	DISMISSAL & ACCRUALS	NOD	2
## 729	DISMISSAL & ACCRUALS	NOD	2
## 730	DISMISSAL & ACCRUALS	NOD	2
## 731	DISMISSAL & ACCRUALS	NOD	2
## 732	DISMISSAL & ACCRUALS	NOD	2
## 733	DISMISSAL & ACCRUALS	NOD	2
## 734	DISMISSAL & ACCRUALS	NOD	2
## 735	DISMISSAL & ACCRUALS	NOD	2
## 736	DISMISSAL & ACCRUALS	NOD	2
## 737	DISMISSAL & ACCRUALS	NOD	2
## 738	DISMISSAL & ACCRUALS	NOD	2
## 739	DISMISSAL & ACCRUALS	NOD	2
## 740	DISMISSAL & ACCRUALS	NOD	2
## 741	DISMISSAL & ACCRUALS	NOD	2
## 742	DISMISSAL & ACCRUALS	NOD	2
## 743	DISMISSAL & ACCRUALS	NOD	2
## 744	DISMISSAL & ACCRUALS	NOD	2
## 745	DISMISSAL & ACCRUALS	NOD	2
## 746	DISMISSAL & ACCRUALS	NOD	2
## 747	DISMISSAL & ACCRUALS	NOD	2
## 748	DISMISSAL & ACCRUALS	NOD	2
## 749	DISMISSAL & ACCRUALS	NOD	2
## 750	DISMISSAL & ACCRUALS	NOD	2
## 751	DISMISSAL & ACCRUALS	NOD	2
## 752	DISMISSAL & ACCRUALS	NOD	2
## 753	DISMISSAL & ACCRUALS	NOD	2
## 754	DISMISSAL & ACCRUALS	NOD	2
## 755	DISMISSAL & ACCRUALS	NOD	2
## 756	DISMISSAL & ACCRUALS	NOD	2
## 757	DISMISSAL & ACCRUALS	NOD	2
## 758	30D SP	NOD	2
## 759	60D SP	NOD	1
## 760	DISMISSAL & ACCRUALS	NOD	2
## 761	60D SP	NOD	1
## 762	DISMISSAL & ACCRUALS	NOD	3
## 763	DISMISSAL & ACCRUALS	NOD	2
## 764	30D SP	NOD	1
## 765	DISMISSAL & ACCRUALS	NOD	2
## 766	DISMISSAL & ACCRUALS	NOD	2
## 767	DISMISSAL & ACCRUALS	NOD	2
## 768	DISMISSAL & ACCRUALS	NOD	1
## 769	30D SP	NOD	1
## 770	DISMISSAL & ACCRUALS	NOD	1
## 771	DISMISSAL & ACCRUALS	NOD	3
## 772	DISMISSAL & ACCRUALS	NOD	2
## 773	DISMISSAL & ACCRUALS	NOD	2
## 774	DISMISSAL & ACCRUALS	NOD	2
## 775	DISMISSAL & ACCRUALS	NOD	1
## 776	DISMISSAL & ACCRUALS	NOD	2
## 777	DISMISSAL & ACCRUALS	NOD	2
## 778	DISMISSAL & ACCRUALS	NOD	2

[illegible]

## 833	DISMISSAL & ACCRUALS	NOD	2
## 834	DISMISSAL & ACCRUALS	NOD	2
## 835	DISMISSAL & ACCRUALS	NOD	2
## 836	DISMISSAL & ACCRUALS	NOD	2
## 837	2D	NOD	1
## 838	DISMISSAL & ACCRUALS	NOD	1
## 839	DISMISSAL & ACCRUALS	NOD	1
## 840	30D SP	NOD	1
## 841	DISMISSAL & ACCRUALS	NOD	2
## 842	DISMISSAL & ACCRUALS	NOD	2
## 843	DISMISSAL & ACCRUALS	NOD	2
## 844	DISMISSAL & ACCRUALS	NOD	2
## 845	DISMISSAL & ACCRUALS	NOD	2
## 846	DISMISSAL & ACCRUALS	NOD	2
## 847	DISMISSAL & ACCRUALS	NOD	2
## 848	DISMISSAL & ACCRUALS	NOD	2
## 849	DISMISSAL & ACCRUALS	NOD	2
## 850	DISMISSAL & ACCRUALS	NOD	2
## 851	DISMISSAL & ACCRUALS	NOD	2
## 852	DISMISSAL & ACCRUALS	NOD	2
## 853	DISMISSAL & ACCRUALS	NOD	2
## 854	DISMISSAL & ACCRUALS	NOD	2
## 855	DISMISSAL & ACCRUALS	NOD	2
## 856	DISMISSAL & ACCRUALS	NOD	2
## 857	DISMISSAL & ACCRUALS	NOD	2
## 858	DISMISSAL & ACCRUALS	NOD	2
## 859	DISMISSAL & ACCRUALS	NOD	2
## 860	DISMISSAL & ACCRUALS	NOD	2
## 861	DISMISSAL & ACCRUALS	NOD	2
## 862	DISMISSAL & ACCRUALS	NOD	1
## 863	DISMISSAL & ACCRUALS	NOD	1
## 864	DISMISSAL & ACCRUALS	NOD	1
## 865	DISMISSAL & ACCRUALS	NOD	1
## 866	DISMISSAL & ACCRUALS	NOD	1
## 867	DISMISSAL & ACCRUALS	NOD	1
## 868	DISMISSAL & ACCRUALS	NOD	1
## 869	DISMISSAL & ACCRUALS	NOD	1
## 870	DISMISSAL & ACCRUALS	NOD	1
## 871	DISMISSAL & ACCRUALS	NOD	2
## 872	DISMISSAL FROM STATE SRV & LOSS OF ACCRUALS	NOD	1
## 873	DISMISSAL & ACCRUALS	NOD	1
## 874	DISMISSAL & ACCRUALS	NOD	2
## 875	90D SP	NOD	1
## 876	DISMISSAL & ACCRUALS	NOD	2
## 877	DISMISSAL & ACCRUALS	NOD	1
## 878	\$2500 FINE, 10D, LOSS OF SWAPPS	NOD	1
## 879	DISMISSAL & ACCRUALS	NOD	1
## 880	30D SP	NOD	1
## 881	DISMISSAL & ACCRUALS	NOD	2
## 882	60D SP	NOD	1
## 883	DISMISSAL & ACCRUALS	NOD	1
## 884	DISMISSAL & ACCRUALS	NOD	2
## 885	60D SP	NOD	1
## 886	DISMISSAL & ACCRUALS	NOD	1

## 887	DISMISSAL & ACCRUALS	NOD	2
## 888	DISMISSAL & ACCRUALS	NOD	2
## 889	60D SP	NOD	2
## 890	DISMISSAL & ACCRUALS	NOD	3
## 891	DISMISSAL & ACCRUALS	NOD	1
## 892	DISMISSAL & ACCRUALS	NOD	1
## 893	DISMISSAL & ACCRUALS	NOD	3
## 894	90D	NOD	1
## 895	DISMISSAL & ACCRUALS	NOD	1
## 896	DISMISSAL & ACCRUALS	NOD	2
## 897	DISMISSAL & ACCRUALS	NOD	2
## 898	DISMISSAL & ACCRUALS	NOD	2
## 899	45D SP	NOD	1
## 900	30D SP	NOD	2
## 901	30D SP	NOD	2
## 902	30D SP	NOD	2
## 903	DISMISSAL & ACCRUALS	NOD	2
## 904	DISMISSAL & ACCRUALS	NOD	3
## 905	60D SP	NOD	1
## 906	DISMISSAL & ACCRUALS	NOD	3
## 907	DISMISSAL & ACCRUALS	NOD	1
## 908	DISMISSAL & ACCRUALS	NOD	2
## 909	DISMISSAL & ACCRUALS	NOD	4
## 910	DISMISSAL & ACCRUALS	NOD	2
## 911	60D SP	NOD	1
## 912	60D SP	NOD	1
## 913	DISMISSAL & ACCRUALS	NOD	1
## 914	DISMISSAL & ACCRUALS	NOD	2
## 915	DISMISSAL & ACCRUALS	NOD	3
## 916	DISMISSAL & ACCRUALS	NOD	1
## 917	60D SP	NOD	4
## 918	DISMISSAL & ACCRUALS	NOD	2
## 919	DISMISSAL & ACCRUALS	NOD	1
## 920	DISMISSAL & ACCRUALS	NOD	1
## 921	DISMISSAL & ACCRUALS	NOD	1
## 922	DISMISSAL & ACCRUALS	NOD	2
## 923	30D SP	NOD	1
## 924	DISMISSAL & ACCRUALS	NOD	2
## 925	DISMISSAL & ACCRUALS	NOD	2
## 926	DISMISSAL & ACCRUALS	NOD	2
## 927	30D SP	NOD	1
## 928	10D, 2,000 FINE, LOSS OF SWAPPS	NOD	1
## 929	30D SP	NOD	1
## 930	DISMISSAL & ACCRUALS	NOD	1
## 931	10D, \$2,000 FINE, LOSS OF SWAPPS	NOD	1
## 932	DISMISSAL & ACCRUALS	NOD	2
## 933	DISMISSAL & ACCRUALS	NOD	2
## 934	DISMISSAL & ACCRUALS	NOD	1
## 935	DISMISSAL & ACCRUALS	NOD	2
## 936	DISMISSAL & ACCRUALS	NOD	2
## 937	DISMISSAL & ACCRUALS	NOD	2
## 938	DISMISSAL & ACCRUALS	NOD	2
## 939	DISMISSAL & ACCRUALS	NOD	2
## 940	DISMISSAL & ACCRUALS	NOD	2

## 941	DISMISSAL & ACCRUALS	NOD	2
## 942	DISMISSAL & ACCRUALS	NOD	2
## 943	DISMISSAL & ACCRUALS	NOD	2
## 944	DISMISSAL & ACCRUALS	NOD	2
## 945	DISMISSAL & ACCRUALS	NOD	2
## 946	DISMISSAL & ACCRUALS	NOD	2
## 947	DISMISSAL & ACCRUALS	NOD	2
## 948	DISMISSAL & ACCRUALS	NOD	2
## 949	DISMISSAL & ACCRUALS	NOD	2
## 950	DISMISSAL & ACCRUALS	NOD	2
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## 952	DISMISSAL & ACCRUALS	NOD	2
## 953	DISMISSAL & ACCRUALS	NOD	2
## 954	DISMISSAL & ACCRUALS	NOD	2
## 955	DISMISSAL & ACCRUALS	NOD	2
## 956	DISMISSAL & ACCRUALS	NOD	2
## 957	DISMISSAL & ACCRUALS	NOD	2
## 958	DISMISSAL & ACCRUALS	NOD	2
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## 960	DISMISSAL & ACCRUALS	NOD	2
## 961	DISMISSAL & ACCRUALS	NOD	2
## 962	DISMISSAL & ACCRUALS	NOD	2
## 963	DISMISSAL & ACCRUALS	NOD	2
## 964	DISMISSAL & ACCRUALS	NOD	2
## 965	DISMISSAL & ACCRUALS	NOD	2
## 966	DISMISSAL & ACCRUALS	NOD	2
## 967	DISMISSAL & ACCRUALS	NOD	2
## 968	DISMISSAL & ACCRUALS	NOD	2
## 969	DISMISSAL & ACCRUALS	NOD	2
## 970	DISMISSAL & ACCRUALS	NOD	2
## 971	DISMISSAL & ACCRUALS	NOD	2
## 972	DISMISSAL & ACCRUALS	NOD	2
## 973	DISMISSAL & ACCRUALS	NOD	2
## 974	DISMISSAL & ACCRUALS	NOD	2
## 975	DISMISSAL & ACCRUALS	NOD	2
## 976	DISMISSAL & ACCRUALS	NOD	2
## 977	60D SP	NOD	1
## 978	2,000 FINE, 10D, LOSS OF SWAPPS	NOD	1
## 979	DISMISSAL & ACCRUALS	NOD	2
## 980	DISMISSAL & ACCRUALS	NOD	2
## 981	DISMISSAL & ACCRUALS	NOD	2
## 982	DISMISSAL & ACCRUALS	NOD	2
## 983	DISMISSAL & ACCRUALS	NOD	2
## 984	DISMISSAL & ACCRUALS	NOD	2
## 985	DISMISSAL & ACCRUALS	NOD	2
## 986	DISMISSAL & ACCRUALS	NOD	2
## 987	DISMISSAL & ACCRUALS	NOD	2
## 988	DISMISSAL & ACCRUALS	NOD	2
## 989	DISMISSAL & ACCRUALS	NOD	2
## 990	90DSP	NOD	1
## 991	DISMISSAL & ACCRUALS	NOD	1
## 992	DISMISSAL & ACCRUALS	NOD	3
## 993	DISMISSAL & ACCRUALS	NOD	2
## 994	DISMISSAL & ACCRUALS	NOD	2

## 995		30D SP	NOD	1
## 996		30D SP	NOD	2
## 997		DISMISSAL & ACCRUALS	NOD	2
## 998		DISMISSAL & ACCRUALS	NOD	1
## 999		DISMISSAL & ACCRUALS	NOD	1
## 1000		DISMISSAL & ACCRUALS	NOD	1
## 1001		DISMISSAL & ACCRUALS	NOD	4
## 1002		DISMISSAL & ACCRUALS	NOD	4
## 1003		DISMISSAL & ACCRUALS	NOD	1
## 1004		DISMISSAL & ACCRUALS	NOD	2
## 1005		DISMISSAL & ACCRUALS	NOD	1
## 1006		DISMISSAL & ACCRUALS	NOD	4
## 1007		DISMISSAL & ACCRUALS	NOD	2
## 1008		\$2000, 10D, LOSS OF SWAPPS	NOD	2
## 1009		DISMISSAL & ACCRUALS	NOD	2
## 1010		\$2000 FINE, 10D, LOSS OF SWAPPS	NOD	1
## 1011		\$2000, 10D, LOSS OF SWAPPS	NOD	2
## 1012		\$2000, 10D, LOSS OF SWAPPS	NOD	2
## 1013		90D SP	NOD	1
## 1014		DISMISSAL & ACCRUALS	NOD	2
## 1015		DISMISSAL & ACCRUALS	NOD	1
## 1016		DISMISSAL & ACCRUALS	NOD	1
##	first_offense	second_offense	third_offense	
## 1	FD	NG	<NA>	
## 2	IA	FD	<NA>	
## 3	DI	<NA>	<NA>	
## 4	FD	IA	NG	
## 5	IN	<NA>	<NA>	
## 6	IN	<NA>	<NA>	
## 7	RC	<NA>	<NA>	
## 8	IN	<NA>	<NA>	
## 9	AT	<NA>	<NA>	
## 10	IN	<NA>	<NA>	
## 11	FD	<NA>	<NA>	
## 12	FD	IA	<NA>	
## 13	FD	NG	<NA>	
## 14	SL	<NA>	<NA>	
## 15	SL	<NA>	<NA>	
## 16	IA	<NA>	<NA>	
## 17	AT	<NA>	<NA>	
## 18	ODO	<NA>	<NA>	
## 19	IN	<NA>	<NA>	
## 20	CO	<NA>	<NA>	
## 21	SL	<NA>	<NA>	
## 22	IN	NG	FD	
## 23	AT	<NA>	<NA>	
## 24	FD	IN	<NA>	
## 25	FD	<NA>	<NA>	
## 26	ODO	<NA>	<NA>	
## 27	IN	WPV	FD	
## 28	LP	NG	<NA>	
## 29	NG	SP	<NA>	
## 30	ODW	<NA>	<NA>	
## 31	IN	SP	<NA>	

## 32	ODO	<NA>	<NA>
## 33	FD	IA	<NA>
## 34	NG	<NA>	<NA>
## 35	ODO	IN	<NA>
## 36	ODD	<NA>	<NA>
## 37	AT	IN	<NA>
## 38	ODO	<NA>	<NA>
## 39	ODO	<NA>	<NA>
## 40	ODO	RC	<NA>
## 41	ODD	<NA>	<NA>
## 42	WPV	AL	FD
## 43	AT	<NA>	<NA>
## 44	SL	<NA>	<NA>
## 45	CO	<NA>	<NA>
## 46	IN	DI	<NA>
## 47	ODO	<NA>	<NA>
## 48	IN	<NA>	<NA>
## 49	IN	<NA>	<NA>
## 50	ODO	<NA>	<NA>
## 51	ODO	IN	<NA>
## 52	ODW	NG	<NA>
## 53	IN	NG	<NA>
## 54	IN	<NA>	<NA>
## 55	AT	<NA>	<NA>
## 56	AT	<NA>	<NA>
## 57	NG	CO	<NA>
## 58	ODO	<NA>	<NA>
## 59	SL	FD	<NA>
## 60	AT	<NA>	<NA>
## 61	AT	<NA>	<NA>
## 62	IN	LP	<NA>
## 63	IN	<NA>	<NA>
## 64	ODO	<NA>	<NA>
## 65	ODD	ODO	<NA>
## 66	FD	ODO	<NA>
## 67	ODO	<NA>	<NA>
## 68	WPV	<NA>	<NA>
## 69	RC	<NA>	<NA>
## 70	AT	<NA>	<NA>
## 71	ODO	<NA>	<NA>
## 72	ODO	ODW	<NA>
## 73	LP	<NA>	<NA>
## 74	DI	<NA>	<NA>
## 75	AT	<NA>	<NA>
## 76	CO	<NA>	<NA>
## 77	LP	<NA>	<NA>
## 78	ODD	<NA>	<NA>
## 79	ODO	<NA>	<NA>
## 80	ODO	ODW	<NA>
## 81	NG	<NA>	<NA>
## 82	ODO	<NA>	<NA>
## 83	IN	<NA>	<NA>
## 84	AT	<NA>	<NA>
## 85	IN	DI	<NA>

## 86	RC	<NA>	<NA>
## 87	AL	IN	<NA>
## 88	FD	LP	<NA>
## 89	AT	<NA>	<NA>
## 90	AT	<NA>	<NA>
## 91	IN	<NA>	<NA>
## 92	WPV	<NA>	<NA>
## 93	CO	NG	<NA>
## 94	ODO	<NA>	<NA>
## 95	IN	ODO	<NA>
## 96	RC	<NA>	<NA>
## 97	SH	<NA>	<NA>
## 98	SL	<NA>	<NA>
## 99	AT	<NA>	<NA>
## 100	IN	WPV	<NA>
## 101	ODO	<NA>	<NA>
## 102	WPV	<NA>	<NA>
## 103	DI	<NA>	<NA>
## 104	ODO	<NA>	<NA>
## 105	IN	<NA>	<NA>
## 106	UF	<NA>	<NA>
## 107	NG	IN	<NA>
## 108	LP	SP	IN
## 109	AT	<NA>	<NA>
## 110	ODW	<NA>	<NA>
## 111	IN	LP	NG
## 112	UF	ODD	<NA>
## 113	UF	<NA>	<NA>
## 114	AT	<NA>	<NA>
## 115	FD	ODO	WCF
## 116	ODO	<NA>	<NA>
## 117	IN	<NA>	<NA>
## 118	AT	<NA>	<NA>
## 119	LP	<NA>	<NA>
## 120	FD	IN	<NA>
## 121	ODO	<NA>	<NA>
## 122	FD	<NA>	<NA>
## 123	ODO	<NA>	<NA>
## 124	UF	CO	<NA>
## 125	ODD	<NA>	<NA>
## 126	IN	NG	<NA>
## 127	ODD	<NA>	<NA>
## 128	IN	ODD	<NA>
## 129	AT	<NA>	<NA>
## 130	IN	UF	<NA>
## 131	CO	DI	ODD
## 132	AT	<NA>	<NA>
## 133	LP	FD	IN
## 134	SL	UF	FD
## 135	AT	<NA>	<NA>
## 136	FD	IN	<NA>
## 137	SL	<NA>	<NA>
## 138	AT	<NA>	<NA>
## 139	ODD	<NA>	<NA>

## 140	IN	NG	SL
## 141	NG	IN	<NA>
## 142	ODO	<NA>	<NA>
## 143	ODW	<NA>	<NA>
## 144	IN	<NA>	<NA>
## 145	AT	<NA>	<NA>
## 146	AL	IN	WPV
## 147	ODO	<NA>	<NA>
## 148	SH	IN	<NA>
## 149	IN	<NA>	<NA>
## 150	AT	<NA>	<NA>
## 151	IN	NG	<NA>
## 152	AT	<NA>	<NA>
## 153	IN	<NA>	<NA>
## 154	FD	WPV	AL
## 155	NG	SP	<NA>
## 156	IN	<NA>	<NA>
## 157	IN	LP	<NA>
## 158	DI	<NA>	<NA>
## 159	ODO	SP	<NA>
## 160	IN	INC	<NA>
## 161	IN	ODO	ODW
## 162	IN	OT	<NA>
## 163	DI(S)	<NA>	<NA>
## 164	ODO	<NA>	<NA>
## 165	ODO	<NA>	<NA>
## 166	ODO	<NA>	<NA>
## 167	ODO	<NA>	<NA>
## 168	ODO	<NA>	<NA>
## 169	SP	ODO	FD
## 170	SL	FD	<NA>
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## 258	NG	IA	<NA>
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## 875	ODO	<NA>	<NA>
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## 877	ODO	<NA>	<NA>
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## 885	NG	<NA>	<NA>
## 886	IN	<NA>	<NA>
## 887	IN	ODO	<NA>
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## 891	IE	<NA>	<NA>
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## 896	IN	WPV	<NA>
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## 921	ODO	<NA>	<NA>
## 922	IN	ODO	<NA>
## 923	CO	<NA>	<NA>
## 924	IN	ODO	<NA>
## 925	DI	IN	<NA>
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## 991	SP	<NA>	<NA>
## 992	AL	DI	IN
## 993	IN	ODO	<NA>
## 994	CO	IN	<NA>
## 995	SP	<NA>	<NA>
## 996	CO	IN	<NA>
## 997	DI	IN	<NA>
## 998	CO	<NA>	<NA>
## 999	CO	<NA>	<NA>
## 1000	ODO	<NA>	<NA>
## 1001	DI	FD	IA
## 1002	DI	FD	IA
## 1003	SL	<NA>	<NA>

## 1004	IN	COV	<NA>
## 1005	ODD	<NA>	<NA>
## 1006	DI	IN	NG
## 1007	IN	UF	<NA>
## 1008	AT	IN	<NA>
## 1009	IN	ODO	<NA>
## 1010	AT	<NA>	<NA>
## 1011	AT	IN	<NA>
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## 1013	IN	<NA>	<NA>
## 1014	IN	ODO	<NA>
## 1015	SL	<NA>	<NA>
## 1016	SL	<NA>	<NA>

Next, I wanted to process and simplify the penalty column. Similar to above, will make a `n_penalty` to get the number of penalties each individual was charged with. Then, I will categorize the penalty to the different categories (suspension, fired, pay_fine, loss_priv). To categorize the offense, I make a function then use across to apply the function to my multiple columns. There were some spelling mistakes in the data set so I had to account for that. If any of the strings were detected in those columns, they were replaced with the four categories created. Now that the data is clean, its time to move on to the analysis. After doing this, I wanted to categorize the different types of offenses so I did using the same method and creating another function. The data dictionary was helpful for this. The categories I defined were behavioral, abuse/harassment, negligence/ incompetence, misuse/violation of duty.

```
#unique(semi_clean$PENALTY)

penalty_semi = semi_clean %>%
  mutate(n_penalty=str_count(PENALTY, ",")+1)

clean_doc= penalty_semi %>%

  mutate(penalty_list = str_split(PENALTY, ",")) %>%
  mutate(
    first_penalty = apply(penalty_list, function(x) x[1]),
    second_penalty = apply(penalty_list, function(x) x[2]),
    third_penalty = apply(penalty_list, function(x) x[3])
  ) %>%
  select(-c(penalty_list, PENALTY))

penalty_cat=function(df_column){

  sus_strs=c("SP","D", "SUSP")
  fine_str=c("$", "FINE", "PAY")
  fired_str=c("DISMISAL","DISMISSAL","ACURALS","ACCRUALS","ACCRUALS")
  priv_str=c("SWAPPS", "SWAPPING")

  return(apply(df_column, function(penalty) {
    if (is.na(penalty)) {
      return(NA)
    } else if (any(str_detect(penalty, sus_strs))) {
      return("suspension")
    }
  })
}
```

```

    } else if (any(str_detect(penalty, fine_str))) {
      return("pay_fine")
    } else if (any(str_detect(penalty, fired_str))) {
      return("fired")
    } else if (any(str_detect(penalty, priv_str))) {
      return("loss_priv")
    } else {
      return("unknown")
    }
  })
}

clean_doc = clean_doc %>%
  mutate(
    first_penalty = penalty_cat(first_penalty),
    second_penalty = penalty_cat(second_penalty),
    third_penalty = penalty_cat(third_penalty)
  )

categorize_misconduct = function(df_column) {

  behavioral_strs = c("AL", "IN", "LP", "OT")
  abuse_strs = c("IA", "DI", "DI(S)", "RC", "SH")
  negligence_strs = c("CO", "FD", "IE", "INC", "NG", "SL", "WCF")
  misuse_strs = c("AT", "SP", "UF", "ODD", "ODO", "ODW")

  return(sapply(df_column, function(code) {
    if (is.na(code)) {
      return(NA)
    } else if (code %in% behavioral_strs) {
      return("Behavioral Issues")
    } else if (code %in% abuse_strs) {
      return("Abuse and Harassment")
    } else if (code %in% negligence_strs) {
      return("Negligence and Incompetence")
    } else if (code %in% misuse_strs) {
      return("Misuse and Violation of Duty")
    } else {
      return("Unknown")
    }
  })
}

clean_doc = clean_doc %>%
  mutate(
    first_offense = categorize_misconduct(first_offense),
    second_offense = categorize_misconduct(second_offense),
    third_offense = categorize_misconduct(third_offense)
  )

```

clean_doc

##	TITLE	FACILITY	REASON	n_offense
## 1	CO	EDGECOMBE	NOD	2
## 2	CO	GREEN HAVEN	NOD	2
## 3	CO	BEDFORD HILLS	NOD	1
## 4	CO	GREEN HAVEN	NOD	3
## 5	CO	COXSACKIE	NOD	1
## 6	ASAT-PA	ALBION	NOD	1
## 7	CO	OGDENSBURG	NOD	1
## 8	NURSE 2	BEDFORD HILLS	NOD	1
## 9	CO	GREEN HAVEN	NOD	1
## 10	CO	SHAWANGUNK	NOD	1
## 11	CO	GREEN HAVEN	NOD	1
## 12	CO	GREEN HAVEN	NOD	2
## 13	SGT	DOWNSTATE	NOD	2
## 14	CO	DOWNSTATE	NOD	1
## 15	CO	DOWNSTATE	NOD	1
## 16	CO	GREEN HAVEN	NOD	1
## 17	CO	UPSTATE	NOD	1
## 18	CO	SING SING	NOD	1
## 19	CO	ELMIRA	NOD	1
## 20	OFF REHAB COORD	AUBURN	NOD	1
## 21	CO	FRANKLIN	NOD	1
## 22	LT	FRANKLIN	NOD	3
## 23	CO	GREEN HAVEN	NOD	1
## 24	SGT	GREENE	NOD	2
## 25	SR PAROLE OFFICER	MANHATTAN REG	NOD	1
## 26	CO	WASHINGTON	NOD	1
## 27	CO	GOWANDA	NOD	3
## 28	PLANT UTIL ENG 1	COXSACKIE	NOD	2
## 29	CO	SING SING	NOD	2
## 30	CO	ATTICA	NOD	1
## 31	CO	GROVELAND	NOD	2
## 32	CO	SING SING	NOD	1
## 33	CO	GREEN HAVEN	NOD	2
## 34	CO	ATTICA	NOD	1
## 35	CO	MID-STATE	NOD	2
## 36	CO	SULLIVAN	NOD	1
## 37	CO	LAKEVIEW	NOD	2
## 38	CO	ATTICA	NOD	1
## 39	NURSE 2	FISHKILL	NOD	1
## 40	CO	FRANKLIN	NOD	2
## 41	CO	ULSTER	NOD	1
## 42	LT	GREENE	NOD	4
## 43	CO	SULLIVAN	NOD	1
## 44	CO	SING SING	NOD	1
## 45	CO	GREEN HAVEN	NOD	1
## 46	OA2	GOWANDA	NOD	2
## 47	CO	CAPE VINCENT	NOD	1
## 48	PAROLE OFFICER	BRONX REGION	NOD	1
## 49	PAROLE OFFICER	BRONX REGION	NOD	1
## 50	CO	FISHKILL	NOD	1

## 51	CO	TACONIC	NOD	2
## 52	CO	GREEN HAVEN	NOD	2
## 53	CLIN PHYS 2	ELMIRA	NOD	2
## 54	NURSING ASST 2	MOHAWK	NOD	1
## 55	CO	GREAT MEADOW	NOD	1
## 56	NURSING ASST 2	MOHAWK	NOD	1
## 57	PAROLE OFFICER	ALBION	NOD	2
## 58	CO	SING SING	NOD	1
## 59	CO	GREEN HAVEN	NOD	2
## 60	CO	OTISVILLE	NOD	1
## 61	OFF ASST 1	CLINTON	NOD	1
## 62	NURSING ASST 2	FISHKILL	NOD	2
## 63	OFF ASST 1	CLINTON	NOD	1
## 64	CO	MARCY	NOD	1
## 65	HR SPEC 1	CENTRAL OFFICE	NOD	2
## 66	CO	GOWANDA	NOD	2
## 67	ISO	BRONX REGION	NOD	1
## 68	SRVC&REPR MECH MTR EQ	WALLKILL	NOD	1
## 69	CO	UPSTATE	NOD	1
## 70	CO	EDGEcombe	NOD	1
## 71	CO	SING SING	NOD	1
## 72	CO	ATTICA	NOD	2
## 73	CO	EDGEcombe	NOD	1
## 74	IND TRNG SUPV 2	CLINTON	NOD	1
## 75	CO	WATERTOWN	NOD	1
## 76	CO	DOWNSTATE	NOD	1
## 77	CO	CLINTON	NOD	1
## 78	HR SPEC 1	CENTRAL OFFICE	NOD	1
## 79	CO	GROVELAND	NOD	1
## 80	CO	ALBION	NOD	2
## 81	NURSE 2	MOHAWK	NOD	1
## 82	CO	WOODBourNE	NOD	1
## 83	OA1	MANHATTAN REGIO	NOD	1
## 84	CO	QUEENSBORO	NOD	1
## 85	SGT	FRANKLIN	NOD	2
## 86	CO	LAKEVIEW	NOD	1
## 87	CO	FISHKILL	NOD	2
## 88	CO	MARCY	NOD	2
## 89	NURSING ASST 2	WENDE	NOD	1
## 90	CO	ORLEANS	NOD	1
## 91	NURSING ASST	MOHAWK	NOD	1
## 92	NURSE 2	BEDFORD HILLS	NOD	1
## 93	CO	MID-STATE	NOD	2
## 94	CO	DOWNSTATE	NOD	1
## 95	ASAT PA	ALBION	NOD	2
## 96	PHARMACY AIDE	ATTICA	NOD	1
## 97	VOC INSTR 1	GREEN HAVEN	NOD	1
## 98	CO	DOWNSTATE	NOD	1
## 99	CO	BEDFORD HILLS	NOD	1
## 100	ASAT OFF REHAB COORD	SHAWANGUNK	NOD	2
## 101	CO	RIVERVIEW	NOD	1
## 102	ASAT PRG ASST	BARE HILL	NOD	1
## 103	CO	CLINTON	NOD	1
## 104	CO	FISHKILL	NOD	1

## 105	ASAT PRG ASST	BARE HILL	NOD	1
## 106	CO	SHAWANGUNK	NOD	1
## 107	CO	MARCY	NOD	2
## 108	CO	ULSTER	NOD	4
## 109	OFF ASST 1	CLINTON	NOD	1
## 110	CO	GREEN HAVEN	NOD	1
## 111	CO	ALBION	NOD	3
## 112	COOK	GREENE	NOD	2
## 113	CO	COXSACKIE	NOD	1
## 114	PLANT UTIL ENG 1	SING SING	NOD	1
## 115	CO	SING SING	NOD	3
## 116	CO	AUBURN	NOD	1
## 117	CO	GREEN HAVEN	NOD	1
## 118	CO	LAKEVIEW SHOCK	NOD	1
## 119	CO	BEDFORD HILLS	NOD	1
## 120	CO	COXSACKIE	NOD	2
## 121	CO	SING SING	NOD	1
## 122	NURSE 2	COLLINS	NOD	1
## 123	CO	CAYUGA	NOD	1
## 124	CO	MARCY	NOD	2
## 125	CO	GROVELAND	NOD	1
## 126	PAROLE OFFICER	BRONX REGION	NOD	2
## 127	CO	FISHKILL	NOD	1
## 128	CO	FISHKILL	NOD	2
## 129	CO	SULLIVAN	NOD	1
## 130	LT	AUBURN	NOD	2
## 131	CO	FISHKILL	NOD	3
## 132	NURSING ASST 2	MOHAWK	NOD	1
## 133	CO	FIVE POINTS	NOD	3
## 134	CO	FIVE POINTS	NOD	4
## 135	CO	MARCY	NOD	1
## 136	ORC	COLLINS	NOD	2
## 137	SGT	AUBURN	NOD	1
## 138	CO	SULLIVAN	NOD	1
## 139	ADMIN ASSIST 1	QUEENS/LI REGIO	NOD	1
## 140	CO	FIVE POINTS	NOD	3
## 141	SGT	WASHINGTON	NOD	2
## 142	CO	WILLARD	NOD	1
## 143	CO	SING SING	NOD	1
## 144	OA1	BARE HILL	NOD	1
## 145	CO	SULLIVAN	NOD	1
## 146	NURSE ADMIN 1	COLLINS	NOD	3
## 147	CO	COXSACKIE	NOD	1
## 148	DIRECTOR	CENTRAL OFFICE	NOD	2
## 149	ADMIN SPEC 1	MANHATTAN REG	NOD	1
## 150	CO	SULLIVAN	NOD	1
## 151	CO	DOWNSTATE	NOD	2
## 152	CO	UPSTATE	NOD	1
## 153	OFF REHAB COORD	COXSACKIE	NOD	1
## 154	CO	EDGEcombe	NOD	3
## 155	CO	WENDE	NOD	2
## 156	NURSING ASST 2	FISHKILL	NOD	1
## 157	CO	GREEN HAVEN	NOD	2
## 158	QUALITY CTRL SUPV	ALBION	NOD	1

## 159	PAROLE OFFICER	CENTRAL NY REG	NOD	2
## 160	PO	BRONS REGION	NOD	2
## 161	CO	ELMIRA	NOD	3
## 162	CO	GROVELAND	NOD	2
## 163	PO	BRONX REGION	NOD	1
## 164	CO	SULLIVAN	NOD	1
## 165	CO	COXSACKIE	NOD	1
## 166	CO	GREAT MEADOW	NOD	1
## 167	CO	GROVELAND	NOD	1
## 168	CO	WENDE	NOD	1
## 169	CO	DOWNSTATE	NOD	3
## 170	OFF REHAB COORD	AUBURN	NOD	2
## 171	TRADES GENERALIST	COXSACKIE	NOD	1
## 172	CO	AUBURN	NOD	1
## 173	SGT	GROVELAND	NOD	2
## 174	OFF REHAB COORD	HUDSON	NOD	2
## 175	NURSING ASST 2	WENDE	NOD	3
## 176	CO	GREEN HAVEN	NOD	2
## 177	MOTOR EQ MECH	WILLARD	NOD	1
## 178	NURSE 2	WENDE	NOD	3
## 179	CO	UPSTATE	NOD	2
## 180	NURSE 2	WOODBOURNE	NOD	1
## 181	CO	CLINTON	NOD	1
## 182	SGT	ALBION	NOD	2
## 183	LT	WILLARD	NOD	2
## 184	CO	ADIRONDACK	NOD	1
## 185	CO	OGDENSBURG	NOD	2
## 186	CO	HALE CREEK	NOD	3
## 187	CO	GREEN HAVEN	NOD	2
## 188	LT	COXSACKIE	NOD	3
## 189	SGT	GREEN HAVEN	NOD	2
## 190	IND TRNG SUPV 2	GREEN HAVEN	NOD	1
## 191	CO	FISHKILL	NOD	2
## 192	TEACHER 4	GREEN HAVEN	NOD	1
## 193	TEACHER 4	GOUVERNEUR	NOD	1
## 194	OFF ASST 1	AUBURN	NOD	2
## 195	CO	COXSACKIE	NOD	1
## 196	CO	COXSACKIE	NOD	1
## 197	CO	CAPE VINCENT	NOD	1
## 198	CO	FISHKILL	NOD	2
## 199	SGT	FISHKILL	NOD	3
## 200	OFF REHAB COORD	AUBURN	NOD	3
## 201	CO	FISHKILL	NOD	1
## 202	CO	LAKEVIEW	NOD	2
## 203	ADMIN SPEC 1	MANHATTAN REG	NOD	2
## 204	LT	WILLARD	NOD	2
## 205	SR. LIBRARIAN	FISHKILL	NOD	2
## 206	NURSING ASST	FISHKILL	NOD	1
## 207	PAROLE OFFICER	BRONX REGION	NOD	1
## 208	MVO	CLINTON	NOD	1
## 209	CO	DOWNSTATE	NOD	1
## 210	CO	WENDE	NOD	3
## 211	CO	CLINTON	NOD	1
## 212	CO	WENDE	NOD	1

## 213	CO	DOWNSTATE	NOD	1
## 214	OFF REHAB COORD	GREENE	NOD	1
## 215	CO	COXSACKIE	NOD	1
## 216	CO	SING SING	NOD	1
## 217	CO	GREEN HAVEN	NOD	1
## 218	LT	BARE HILL	NOD	1
## 219	CO	ELMIRA	NOD	2
## 220	CO	FISHKILL	NOD	2
## 221	CO	GREEN HAVEN	NOD	1
## 222	OFF REHAB COORD	COXSACKIE	NOD	1
## 223	CO	WASHINGTON	NOD	1
## 224	SGT	GREEN HAVEN	NOD	2
## 225	CO	WILLARD	NOD	2
## 226	CO	SOUTHPORT	NOD	3
## 227	CO	AUBURN	NOD	3
## 228	NURSE ADMIN 1	WASHINGTON	NOD	1
## 229	CO	FIVE POINTS	NOD	2
## 230	ISO	WESTERN REGION	NOD	2
## 231	CO	AUBURN	NOD	2
## 232	CO	WYOMING	NOD	2
## 233	PAROLE OFFICER	QUEENS/LI REG	NOD	1
## 234	NURSE 2	GREENE	NOD	2
## 235	SGT	GREENE	NOD	2
## 236	COOK	CLINTON	NOD	1
## 237	CO	WYOMING	NOD	2
## 238	CO	ALBION	NOD	1
## 239	CO	DOWNSTATE	NOD	3
## 240	CO	ATTICA	NOD	2
## 241	LT	BEDFORD HILLS	NOD	3
## 242	SGT	BEDFORD HILLS	NOD	3
## 243	CO	OGDENSBURG	NOD	2
## 244	CO	ORLEANS	NOD	1
## 245	CO	ATTICA	NOD	2
## 246	CO	ATTICA	NOD	3
## 247	CO	WENDE	NOD	3
## 248	ASAT PRG ASST	ALBION	NOD	2
## 249	CO	MIDSTATE	NOD	1
## 250	NURSE 2	EDGEcombe	NOD	2
## 251	MVO	CENTRAL OFFICE	NOD	1
## 252	CO	GROVELAND	NOD	2
## 253	CO	WILLARD	NOD	1
## 254	MVO	CENTRAL OFFICE	NOD	2
## 255	CO	OTISVILLE	NOD	1
## 256	CO	MOHAWK	NOD	1
## 257	CO	SING SING	NOD	3
## 258	CO	COXSACKIE	NOD	2
## 259	CO	GREEN HAVEN	NOD	1
## 260	REC PRG LDR 1	MOHAWK	NOD	1
## 261	OFF ASST 1	CENTRAL OFFICE	NOD	1
## 262	CO	WASHINGTON	NOD	1
## 263	CO	OTISVILLE	NOD	1
## 264	CO	MOHAWK	NOD	2
## 265	TEACHER 4	UPSTATE	NOD	1
## 266	CO	WYOMING	NOD	2

## 267	CO	GREAT MEADOW	NOD	1
## 268	CO	GREEN HAVEN	NOD	1
## 269	ASAT ORC	WILLARD	NOD	1
## 270	CO	ADIRONDACK	NOD	1
## 271	OFF ASST 2	CENTRAL OFFICE	NOD	2
## 272	OFF ASST 1	AUBURN	NOD	1
## 273	CO	UPSTATE	NOD	1
## 274	LT	WYOMING	NOD	3
## 275	CO	SOUTHPORT	NOD	1
## 276	CO	ALBION	NOD	3
## 277	CO	ALBION	NOD	3
## 278	CO	ALBION	NOD	3
## 279	CO	RIVERVIEW	NOD	1
## 280	LIBRARY CLK 2	MOHAWK	NOD	2
## 281	CO	WOODBOURNE	NOD	2
## 282	CO	FRANKLIN	NOD	1
## 283	CO	GROVELAND	NOD	1
## 284	CO	WALLKILL	NOD	1
## 285	CO	HUDSON	NOD	1
## 286	NURSE 2	CLINTON	NOD	2
## 287	SGT	ELMIRA	NOD	2
## 288	DENTAL HYGIENIST	CAPE VINCENT	NOD	1
## 289	CO	RIVERVIEW	NOD	2
## 290	PUE	HUDSON	NOD	1
## 291	CO	COLLINS	NOD	2
## 292	CO	FISHKILL	NOD	2
## 293	CO	BEDFORD HILLS	NOD	1
## 294	ASAT PA	ALBION	NOD	3
## 295	CO	COXSACKIE	NOD	1
## 296	CO	DOWNSTATE	NOD	1
## 297	OFF ASST 1	MANHATTAN REG	NOD	1
## 298	CO	FISHKILL	NOD	2
## 299	CO	FIVE POINTS	NOD	2
## 300	CO	FIVE POINTS	NOD	2
## 301	CO	FIVE POINTS	NOD	2
## 302	CO	SING SING	NOD	2
## 303	OA1	FIVE POINTS	NOD	1
## 304	OA2	FIVE POINTS	NOD	1
## 305	CO	DOWNSTATE	NOD	2
## 306	COOK	MID-STATE	NOD	3
## 307	LT	FISHKILL	NOD	1
## 308	ADMIN ASST 1	CENTRAL OFFICE	NOD	1
## 309	COMM CORR CTR ASST	ROCHETER	NOD	1
## 310	DENTIST 2	GREENE	NOD	2
## 311	PSYCHOLOGIST 2	FIVE POINTS	NOD	1
## 312	CO	BEDFORD HILLS	NOD	2
## 313	CO	HUDSON	NOD	1
## 314	CHAPLAIN	BEDFORD HILLS	NOD	2
## 315	SGT	OGDENSBURG	NOD	1
## 316	HEAD COOK	COLLINS	NOD	1
## 317	CO	SING SING	NOD	3
## 318	CO	ATTICA	NOD	2
## 319	CO	ATTICA	NOD	2
## 320	CO	COXSACKIE	NOD	1

## 321	CO	CLINTON	NOD	1
## 322	CO	ELMIRA	NOD	1
## 323	CO	FIVE POINTS	NOD	2
## 324	CO	FRANKLIN	NOD	1
## 325	CO	GREEN HAVEN	NOD	1
## 326	OFF ASST 1	SING SING	NOD	1
## 327	HEAD COOK	ALBION	NOD	2
## 328	CO	WYOMING	NOD	2
## 329	CO	CLINTON	NOD	1
## 330	CO	SING SING	NOD	1
## 331	SGT	COXSACKIE	NOD	1
## 332	DENTIST 2	CLINTON	NOD	1
## 333	PO	QUEENS/LI REG	NOD	2
## 334	CO	FIVE POINTS	NOD	1
## 335	SGT	UPSTATE	NOD	2
## 336	OFF ASST 2	QUEENSBORO	NOD	1
## 337	OFF ASST 1	OGDENSBURG	NOD	1
## 338	CO	LAKEVIEW SHOCK	NOD	2
## 339	REC PRGM LDR	OTISVILLE	NOD	2
## 340	NURSE 2	BEDFORD HILLS	NOD	1
## 341	CO	BARE HILL	NOD	1
## 342	CO	ALBION	NOD	1
## 343	CO	DOWNSTATE	NOD	1
## 344	CO	GREAT MEADOW	NOD	1
## 345	SGT	GREENE	NOD	1
## 346	LT	FISHKILL	NOD	2
## 347	CO	MARCY	NOD	1
## 348	CO	LAKEVIEW	NOD	1
## 349	CO	ELMIRA	NOD	1
## 350	CO	SING SING	NOD	1
## 351	LT	FISHKILL	NOD	2
## 352	CO	WENDE	NOD	2
## 353	LT	FISHKILL	NOD	2
## 354	DENTAL HYGENIST	ELMIRA	NOD	2
## 355	NURSE 2	DOWNSTATE	NOD	1
## 356	CO	WENDE	NOD	2
## 357	CO	CAYUGA	NOD	1
## 358	SGT	FIVE POINTS	NOD	3
## 359	LT	LAKEVIEW	NOD	2
## 360	VOC INSTR 1	GOUVERNEUR	NOD	2
## 361	CO	FRANKLIN	NOD	1
## 362	CO	ALBION	NOD	3
## 363	CO	BEDFORD HILLS	NOD	1
## 364	CO	COXSACKIE	NOD	1
## 365	CO	ADIRONDACK	NOD	1
## 366	PLANT SUPT C	CAYUGA	NOD	6
## 367	CO	SING SING	NOD	1
## 368	CO	DOWNSTATE	NOD	2
## 369	DENTAL ASSISTANT	COLLINS	NOD	1
## 370	PAROLE OFFICER	NIAGARA FRONTIE	NOD	3
## 371	PLANT UTIL ENG 1	WALLKILL	NOD	1
## 372	CO	COXSACKIE	NOD	1
## 373	CO	DOWNSTATE	NOD	1
## 374	CO	SHAWANGUNK	NOD	2

## 375	TRADES SPEC	ELMIRA	NOD	2
## 376	CO	HALE CREEK	NOD	1
## 377	LT	ATTICA	NOD	1
## 378	CO	AUBURN	NOD	1
## 379	CO	WILLARD	NOD	1
## 380	CO	WILLARD	NOD	1
## 381	CO	AUBURN	NOD	2
## 382	CO	ALBION	NOD	2
## 383	CO	ALBION	NOD	2
## 384	CO	BARE HILL	NOD	1
## 385	SERV & REPAIR MECH	ADIRONDACK	NOD	1
## 386	CO	BEDFORD HILLS	NOD	3
## 387	CO	WOODBOURNE	NOD	2
## 388	CO	GREENE	NOD	2
## 389	CO	WILLARD	NOD	2
## 390	CO	SULLIVAN	NOD	2
## 391	CO	FIVE POINTS	NOD	4
## 392	ALJ	MANHATTEN	NOD	1
## 393	CO	GREEN HAVEN	NOD	1
## 394	VOC INST 4	WILLARD	NOD	2
## 395	LT	WENDE	NOD	1
## 396	CO	CAYUGA	NOD	2
## 397	ASAT	HALE CREEK	NOD	1
## 398	PAROLE OFFICER	BRONX REGION	NOD	1
## 399	CO	QUEENSBORO	NOD	2
## 400	CO	DOWNSTATE	NOD	1
## 401	CO	MOHAWK	NOD	1
## 402	CO	DOWNSTATE	NOD	2
## 403	CO	WASHINGTON	NOD	2
## 404	CO	MORIAH SHOCK	NOD	3
## 405	DENTIST 1	MOHAWK	NOD	2
## 406	CO	MOHAWK	NOD	1
## 407	FOOD SVC ADMIN	ATTICA	NOD	2
## 408	CO	DOWNSTATE	NOD	1
## 409	CO	SING SING	NOD	1
## 410	SGT	FISHKILL	NOD	1
## 411	OFFICE ASSIST 1	DOWNSTATE	NOD	2
## 412	ASAT PA	GOUVERNEUR	NOD	1
## 413	CO	SING SING	NOD	2
## 414	CO	EDGEcombe	NOD	1
## 415	SGT	SING SING	NOD	2
## 416	CO	MARCY	NOD	1
## 417	CO	MARCY	NOD	1
## 418	CO	GROVELAND	NOD	1
## 419	CO	FIVE POINTS	NOD	1
## 420	CO	FISHKILL	NOD	2
## 421	CO	WILLARD	NOD	2
## 422	CO	ATTICA	NOD	2
## 423	CO	ALBION	NOD	2
## 424	CO	WYOMING	NOD	1
## 425	CO	COLLINS	NOD	2
## 426	CO	COLLINS	NOD	2
## 427	CO	COLLINS	NOD	2
## 428	SGT	FRANKLIN	NOD	2

## 429	CO	SHAWANGUNK	NOD	1
## 430	CO	ATTICA	NOD	3
## 431	CO	ATTICA	NOD	3
## 432	CORRECTION SGT.	CLINTON	NOD	2
## 433	CO	OGDENSBURG	NOD	1
## 434	CO	DOWNSTATE	NOD	1
## 435	NURSE 2	GREENE	NOD	1
## 436	CO	BEDFORD HILLS	NOD	1
## 437	CO	GREEN HAVEN	NOD	2
## 438	OA 2	COXSACKIE	NOD	2
## 439	CO	SULLIVAN	NOD	2
## 440	CO	GREEN HAVEN	NOD	2
## 441	CO	FISHKILL	NOD	1
## 442	CO	GREEN HAVEN	NOD	1
## 443	CO	FISHKILL	NOD	2
## 444	CO	RIVERVIEW	NOD	4
## 445	OFFICE ASSIST 1	CENTRAL OFFICE	NOD	1
## 446	CO	SULLIVAN	NOD	1
## 447	CO	GROVELAND	NOD	1
## 448	OA1	SING SING	NOD	2
## 449	CO	FISHKILL	NOD	1
## 450	CO	FIVE POINTS	NOD	3
## 451	CO	RIVERVIEW	NOD	1
## 452	CO	WASHINGTON	NOD	3
## 453	CORR SGT	RIVERVIEW	NOD	1
## 454	CO	WYOMING	NOD	3
## 455	NURSE 2	WYOMING	NOD	2
## 456	CO	UPSTATE	NOD	2
## 457	TEACHER 4	ALTONA	NOD	1
## 458	CO	ORLEANS	NOD	1
## 459	CO	ADIRONDACK	NOD	1
## 460	CO	SOUTHPORT	NOD	2
## 461	CO	CAYUGA	NOD	1
## 462	NURSE 2	ATTICA	NOD	3
## 463	CO	WILLARD DTC	NOD	1
## 464	CO	WILLARD DTC	NOD	1
## 465	CO	SOUTHPORT	NOD	2
## 466	CO	SOUTHPORT	NOD	1
## 467	CO	EASTERN	NOD	1
## 468	CO	CLINTON	NOD	2
## 469	CO	MARCY	NOD	2
## 470	ISO	WESTERN REGION	NOD	2
## 471	CO	MARCY	NOD	3
## 472	OA 3	BEDFORD HILLS	NOD	1
## 473	LT	AUBURN	NOD	2
## 474	CO	WENDE	NOD	3
## 475	CO	BEDFORD HILLS	NOD	1
## 476	CHAPLIN	GREAT MEADOW	NOD	1
## 477	CO	MARCY	NOD	2
## 478	OA1	COLLINS	NOD	2
## 479	CO	COLLINS	NOD	2
## 480	CO	ULSTER	NOD	2
## 481	CO	ALBION	NOD	2
## 482	CO	ALBION	NOD	2

## 483	CO	FIVE POINTS	NOD	2
## 484	CO	FIVE POINTS	NOD	2
## 485	CO	WENDE	NOD	2
## 486	CO	ADIRONDACK	NOD	2
## 487	CO	GROVELAND	NOD	2
## 488	CO	AUBURN	NOD	2
## 489	CO	WOODBOURNE	NOD	2
## 490	CO	CLINTON	NOD	2
## 491	CO	WENDE	NOD	2
## 492	CO	FIVE POINTS	NOD	2
## 493	CO	FIVE POINTS	NOD	2
## 494	CO	COXSACKIE	NOD	2
## 495	CO	BARE HILL	NOD	2
## 496	CO	BARE HILL	NOD	2
## 497	CO	GREENE	NOD	2
## 498	CO	GREENE	NOD	2
## 499	CO	ADIRONDACK	NOD	2
## 500	CO	AUBURN	NOD	2
## 501	CO	ALBION	NOD	2
## 502	CO	ATTICA	NOD	2
## 503	CO	CLINTON	NOD	2
## 504	CO	ADIRONDACK	NOD	2
## 505	CO	GOUVERNEUR	NOD	2
## 506	CO	GOUVERNEUR	NOD	2
## 507	CO	FRANKLIN	NOD	2
## 508	CO	FRANKLIN	NOD	2
## 509	CO	FRANKLIN	NOD	2
## 510	CO	FRANKLIN	NOD	2
## 511	CO	CLINTON	NOD	2
## 512	CO	CLINTON	NOD	2
## 513	CO	CLINTON	NOD	2
## 514	CO	CLINTON	NOD	2
## 515	CO	CLINTON	NOD	2
## 516	HEAD COOK	CAYUGA	NOD	2
## 517	OFFICE ASSISTANT 2	ATTICA	NOD	2
## 518	CO	CAYUGA	NOD	2
## 519	CO	ALBION	NOD	2
## 520	CO	CAYUGA	NOD	2
## 521	CO	COLLINS	NOD	2
## 522	CO	COLLINS	NOD	2
## 523	CO	COLLINS	NOD	2
## 524	CO	ATTICA	NOD	2
## 525	CO	ATTICA	NOD	2
## 526	CO	ELMIRA	NOD	2
## 527	CO	ELMIRA	NOD	2
## 528	CO	ELMIRA	NOD	2
## 529	CO	ELMIRA	NOD	2
## 530	CO	ELMIRA	NOD	2
## 531	LT	ELMIRA	NOD	2
## 532	OA2	ELMIRA	NOD	2
## 533	FOA 1 UTLS	ELMIRA	NOD	2
## 534	NURSE 2	ELMIRA	NOD	2
## 535	ORC	ELMIRA	NOD	2
## 536	TRADES SPEC ELEC	WYOMING	NOD	2

## 537	OA1 KEYBOARDING	WYOMING	NOD	2
## 538	CO	WYOMING	NOD	2
## 539	CO	WYOMING	NOD	2
## 540	CO	WYOMING	NOD	2
## 541	CO	WYOMING	NOD	2
## 542	CO	WYOMING	NOD	2
## 543	CO	WYOMING	NOD	2
## 544	CO	WYOMING	NOD	2
## 545	CO	ADIRONDACK	NOD	2
## 546	CO	CLINTON	NOD	2
## 547	CO	COXSACKIE	NOD	2
## 548	CO	COXSACKIE	NOD	2
## 549	CO	EASTERN	NOD	2
## 550	CO	EASTERN	NOD	2
## 551	CO	EASTERN	NOD	2
## 552	CO	EASTERN	NOD	2
## 553	CO	EASTERN	NOD	2
## 554	CO	GOUVERNEUR	NOD	2
## 555	CO	GOUVERNEUR	NOD	2
## 556	CO	GOUVERNEUR	NOD	2
## 557	CO	GOUVERNEUR	NOD	2
## 558	CO	HALE CREEK	NOD	2
## 559	CO	HALE CREEK	NOD	2
## 560	CO	HALE CREEK	NOD	2
## 561	CO	MID-STATE	NOD	2
## 562	CO	MID-STATE	NOD	2
## 563	CO	MID-STATE	NOD	2
## 564	CO	MID-STATE	NOD	2
## 565	CO	MID-STATE	NOD	2
## 566	CO	MOHAWK	NOD	2
## 567	CO	MOHAWK	NOD	2
## 568	CO	MOHAWK	NOD	2
## 569	CO	RIVERVIEW	NOD	2
## 570	CO	RIVERVIEW	NOD	2
## 571	CO	OTISVILLE	NOD	2
## 572	CO	SING SING	NOD	2
## 573	CO	SING SING	NOD	2
## 574	CO	SING SING	NOD	2
## 575	CO	SHAWANGUNK	NOD	2
## 576	CO	WOODBOURNE	NOD	2
## 577	CO	WALLKILL	NOD	2
## 578	CO	WALLKILL	NOD	2
## 579	CO	UPSTATE	NOD	2
## 580	CO	UPSTATE	NOD	2
## 581	CO	UPSTATE	NOD	2
## 582	CO	UPSTATE	NOD	2
## 583	CO	UPSTATE	NOD	2
## 584	CO	UPSTATE	NOD	2
## 585	CO	UPSTATE	NOD	2
## 586	CO	UPSTATE	NOD	2
## 587	PHYSICIAN 2	ATTICA	NOD	2
## 588	IRC 1	ELMIRA	NOD	2
## 589	OA1	BROOKLYN 4	NOD	2
## 590	SENIOR LAUNDERER	ELMIRA	NOD	2

## 591	NURSE 2	BARE HILL	NOD	2
## 592	CHAPLAIN	WALLKILL	NOD	2
## 593	SORC	GREEN HAVEN	NOD	2
## 594	VOC INS 4	MARCY	NOD	2
## 595	CO	SULLIVAN	NOD	2
## 596	CO	SOUTHPORT	NOD	2
## 597	CO	SING SING	NOD	2
## 598	CO	GREENE	NOD	2
## 599	CO	GREENE	NOD	2
## 600	CO	WOODBOURNE	NOD	2
## 601	NURSE 2	EASTERN	NOD	2
## 602	ASAT PA	SING SING	NOD	2
## 603	ASAT PA	SING SING	NOD	2
## 604	CO	UPSTATE	NOD	2
## 605	CO	SOUTHPORT	NOD	2
## 606	CO	ORLEANS	NOD	2
## 607	CO	SULLIVAN	NOD	2
## 608	CO	COLLINS	NOD	2
## 609	CO	MARCY	NOD	2
## 610	CO	MARCY	NOD	2
## 611	CO	WYOMING	NOD	2
## 612	CO	GOUVERNEUR	NOD	2
## 613	CO	FIVE POINTS	NOD	2
## 614	CO	ATTICA	NOD	2
## 615	CO	DOWNSTATE	NOD	2
## 616	CO	ULSTER	NOD	2
## 617	CO	DOWNSTATE	NOD	2
## 618	CO	DOWNSTATE	NOD	2
## 619	CO	DOWNSTATE	NOD	2
## 620	CO	DOWNSTATE	NOD	2
## 621	CO	AUBURN	NOD	2
## 622	CO	AUBURN	NOD	2
## 623	CO	ALBION	NOD	2
## 624	CO	ALBION	NOD	2
## 625	CO	ALBION	NOD	2
## 626	CO	ALBION	NOD	2
## 627	CO	WENDE	NOD	2
## 628	CO	WENDE	NOD	2
## 629	CO	WILLARD	NOD	2
## 630	CO	ULSTER	NOD	2
## 631	CO	ULSTER	NOD	2
## 632	CO	WALLKILL	NOD	2
## 633	CO	HUDSON	NOD	2
## 634	CO	HUDSON	NOD	2
## 635	CO	HUDSON	NOD	2
## 636	CO	HUDSON	NOD	2
## 637	CO	FIVE POINTS	NOD	2
## 638	PLANT UTILITY ENG 1	AUBURN	NOD	2
## 639	SENR RADIOLOGIC TECH	MID-STATE	NOD	2
## 640	OFFICE ASSIST 1	GREAT MEADOW	NOD	2
## 641	TRADES GENERALIST	MARCY	NOD	2
## 642	COOK	ULSTER	NOD	2
## 643	OFFICE ASSIST 2	OTISVILLE	NOD	2
## 644	CO	WILLARD	NOD	2

## 645	CO	WILLARD	NOD	2
## 646	CO	BARE HILL	NOD	2
## 647	CO	BARE HILL	NOD	2
## 648	CO	CLINTON	NOD	2
## 649	CO	ATTICA	NOD	2
## 650	CO	WILLARD	NOD	2
## 651	CO	WILLARD	NOD	2
## 652	CO	WILLARD	NOD	2
## 653	CO	WILLARD	NOD	2
## 654	CO	WENDE	NOD	2
## 655	CO	SOUTHPORT	NOD	2
## 656	CO	AUBURN	NOD	2
## 657	CO	ALTONA	NOD	2
## 658	CO	GREEN HAVEN	NOD	2
## 659	CO	WILLARD	NOD	2
## 660	CO	WILLARD	NOD	2
## 661	CO	ORLEANS	NOD	2
## 662	CO	COXSACKIE	NOD	2
## 663	CO	WOODBOURNE	NOD	2
## 664	CO	GREENE	NOD	2
## 665	SGT	QUEENSBORO	NOD	2
## 666	CO	QUEENSBORO	NOD	2
## 667	CO	QUEENSBORO	NOD	2
## 668	CO	FISHKILL	NOD	2
## 669	CO	FISHKILL	NOD	2
## 670	CO	FISHKILL	NOD	2
## 671	CO	FISHKILL	NOD	2
## 672	CO	BARE HILL	NOD	2
## 673	CO	FRANKLIN	NOD	2
## 674	MOTOR VEHICLE OPERATOR	BEDFORD HILLS	NOD	2
## 675	PLANT UTILITIES ENG 2	EASTERN	NOD	2
## 676	COOK	BARE HILL	NOD	2
## 677	CO	WILLARD	NOD	2
## 678	CO	ALBION	NOD	2
## 679	CO	DOWNSTATE	NOD	2
## 680	PLANT UTILITIES ENG 1	QUEENSBORO	NOD	2
## 681	CO	WILLARD	NOD	2
## 682	CO	SING SING	NOD	2
## 683	NURSING ASSIST 2	BEDFORD HILLS	NOD	2
## 684	CO	CLINTON	NOD	2
## 685	PLANT UTILITIES ASSIST	COXSACKIE	NOD	2
## 686	TRADES GENERALIST P&S	GREEN HAVEN	NOD	2
## 687	CO	BEDFORD HILLS	NOD	2
## 688	TRADES GENERALIST	BARE HILL	NOD	2
## 689	CO	GOUVERNEUR	NOD	2
## 690	CO	WILLARD	NOD	2
## 691	MAINT ASSIST	SOUTHPORT	NOD	2
## 692	COOK	MARCY	NOD	2
## 693	CO	OTISVILLE	NOD	2
## 694	CO	WILLARD	NOD	2
## 695	CO	WILLARD	NOD	2
## 696	CO	FIVE POINTS	NOD	2
## 697	CO	LAKEVIEW	NOD	2
## 698	CO	WASHINGTON	NOD	2

## 699	CO	WASHINGTON	NOD	2
## 700	CO	SOUTHPORT	NOD	2
## 701	CO	WASHINGTON	NOD	2
## 702	CO	WASHINGTON	NOD	2
## 703	INDUS TRNG SUPV 3	WALLKILL	NOD	2
## 704	CO	COXSACKIE	NOD	2
## 705	CO	LAKEVIEW	NOD	2
## 706	CO	SULLIVAN	NOD	2
## 707	CO	MARCY	NOD	2
## 708	CO	WASHINGTON	NOD	2
## 709	NURSE ASSIST 2	MOHAWK	NOD	2
## 710	OFFICE ASSIST 1	MANHATTAN REG	NOD	2
## 711	TDM TRACTOR TRAILER OPER	MOHAWK	NOD	2
## 712	SR. RADIOLOGY TECH	DOWNSTATE	NOD	2
## 713	HEAD COOK	GREEN HAVEN	NOD	2
## 714	APA	DOWNSTATE PVU	NOD	2
## 715	CO	MOHAWK	NOD	2
## 716	CO	FISHKILL	NOD	2
## 717	CO	MOHAWK	NOD	2
## 718	CO	DOWNSTATE	NOD	2
## 719	COOK	SULLIVAN	NOD	2
## 720	SGT	OGDENSBURG	NOD	2
## 721	OFF REHAB AIDE	GOUVERNEUR	NOD	2
## 722	CO	ULSTER	NOD	2
## 723	CO	RIVERVIEW	NOD	2
## 724	CO	MARCY	NOD	2
## 725	CO	GOUVERNEUR	NOD	2
## 726	CO	WOODBOURNE	NOD	2
## 727	CO	UPSTATE	NOD	2
## 728	LT	TACONIC	NOD	2
## 729	CO	ULSTER	NOD	2
## 730	CO	ULSTER	NOD	2
## 731	CO	ULSTER	NOD	2
## 732	CO	GREEN HAVEN	NOD	2
## 733	CO	GREEN HAVEN	NOD	2
## 734	CO	GREEN HAVEN	NOD	2
## 735	CO	RIVERVIEW	NOD	2
## 736	CO	RIVERVIEW	NOD	2
## 737	CO	GREEN HAVEN	NOD	2
## 738	LT	FISHKILL	NOD	2
## 739	CO	TACONIC	NOD	2
## 740	CO	MARCY	NOD	2
## 741	CO	ADIRONDACK	NOD	2
## 742	CO	COXSACKIE	NOD	2
## 743	CO	SULLIVAN	NOD	2
## 744	CO	ULSTER	NOD	2
## 745	CO	ULSTER	NOD	2
## 746	VOC INSTRUCTOR 1	HALE CREEK	NOD	2
## 747	CO	HALE CREEK	NOD	2
## 748	OA1	HALE CREEK	NOD	2
## 749	CO	SOUTHPORT	NOD	2
## 750	PYSCH 2	WENDE	NOD	2
## 751	PUE 1	LAKEVIEW	NOD	2
## 752	CO	DOWNSTATE	NOD	2

## 753	CO	DOWNSTATE	NOD	2
## 754	CO	GREENE	NOD	2
## 755	CO	CAYUGA	NOD	2
## 756	FAC OPS ASSNT 1	GREAT MEADOW	NOD	2
## 757	CO	COXSACKIE	NOD	2
## 758	TEACHER 4	WASHINGTON	NOD	2
## 759	CO	GREENE	NOD	1
## 760	ORC	MID-STATE	NOD	2
## 761	TRADES SPEC LOCKSMITH	MID-STATE	NOD	1
## 762	SGT	COXSACKIE	NOD	3
## 763	CO	ALBION	NOD	2
## 764	CO	BEDFORD HILLS	NOD	1
## 765	CO	GREAT MEADOW	NOD	2
## 766	CO	GREAT MEADOW	NOD	2
## 767	CLINICAL PHYS II	MID-STATE	NOD	2
## 768	CO	BEDFORD HILLS	NOD	1
## 769	NURSING ASSISTANT 2	BEDFORD HILLS	NOD	1
## 770	CO	ATTICA	NOD	1
## 771	CO	COLLINS	NOD	3
## 772	CO	WILLARD	NOD	2
## 773	INDUSTRIAL TRAIN SUPVR 2	COXSACKIE	NOD	2
## 774	CO	ALTONA	NOD	2
## 775	CO	AUBURN	NOD	1
## 776	SERV & REPAIR MECH	DOWNSTATE	NOD	2
## 777	CO	GREEN HAVEN	NOD	2
## 778	CO	GREEN HAVEN	NOD	2
## 779	CO	ALTONA	NOD	2
## 780	CO	EASTERN	NOD	2
## 781	CO	FISHKILL	NOD	2
## 782	CO	EASTERN	NOD	2
## 783	CO	QUEENSBORO	NOD	2
## 784	CO	GREEN HAVEN	NOD	2
## 785	CO	GREEN HAVEN	NOD	2
## 786	CO	FISHKILL	NOD	2
## 787	CO	GREEN HAVEN	NOD	2
## 788	CO	FISHKILL	NOD	2
## 789	CO	EASTERN	NOD	2
## 790	CO	CAYUGA	NOD	2
## 791	CO	CAYUGA	NOD	2
## 792	CO	EASTERN	NOD	2
## 793	HEAD COOK	GREAT MEADOW	NOD	2
## 794	CO	DOWNSTATE	NOD	2
## 795	CO	COXSACKIE	NOD	2
## 796	CO	WALLKILL	NOD	2
## 797	CO	SHAWANGUNK	NOD	2
## 798	CO	ULSTER	NOD	2
## 799	CO	ULSTER	NOD	2
## 800	CO	ULSTER	NOD	2
## 801	CO	BARE HILL	NOD	2
## 802	CO	BARE HILL	NOD	2
## 803	CO	MOHAWK	NOD	2
## 804	CO	MOHAWK	NOD	2
## 805	CO	FRANKLIN	NOD	2
## 806	CO	FRANKLIN	NOD	2

## 807	CO	SHAWANGUNK	NOD	2
## 808	MAINT ASSIST	ADIRONDACK	NOD	2
## 809	CO	CLINTON	NOD	2
## 810	CO	CLINTON	NOD	2
## 811	CO	CLINTON	NOD	2
## 812	CO	CLINTON	NOD	2
## 813	CO	CLINTON	NOD	2
## 814	CO	COLLINS	NOD	2
## 815	CO	CLINTON	NOD	2
## 816	CO	CLINTON	NOD	2
## 817	CO	CLINTON	NOD	2
## 818	CO	ELMIRA	NOD	2
## 819	CO	ELMIRA	NOD	2
## 820	CO	FRANKLIN	NOD	2
## 821	CO	ATTICA	NOD	2
## 822	CO	ATTICA	NOD	2
## 823	CO	WASHINGTON	NOD	2
## 824	CO	SOUTHPORT	NOD	2
## 825	CO	SOUTHPORT	NOD	2
## 826	CO	WENDE	NOD	2
## 827	CO	AUBURN	NOD	2
## 828	CO	SING SING	NOD	2
## 829	CO	SING SING	NOD	2
## 830	CO	SING SING	NOD	2
## 831	CO	WENDE	NOD	2
## 832	CO	WENDE	NOD	2
## 833	CO	UPSTATE	NOD	2
## 834	CO	AUBURN	NOD	2
## 835	CO	AUBURN	NOD	2
## 836	CO	WENDE	NOD	2
## 837	OFFICE ASSIST 2	LAKEVIEW	NOD	1
## 838	CO	AUBURN	NOD	1
## 839	CO	AUBURN	NOD	1
## 840	CO	AUBURN	NOD	1
## 841	CO	AUBURN	NOD	2
## 842	CO	LAKEVIEW	NOD	2
## 843	CO	SHAWANGUNK	NOD	2
## 844	CO	ULSTER	NOD	2
## 845	CO	SOUTHPORT	NOD	2
## 846	CO	SOUTHPORT	NOD	2
## 847	CO	SOUTHPORT	NOD	2
## 848	CO	FISHKILL	NOD	2
## 849	CO	FISHKILL	NOD	2
## 850	CO	SING SING	NOD	2
## 851	CO	WENDE	NOD	2
## 852	CO	SING SING	NOD	2
## 853	CO	BEDFORD HILLS	NOD	2
## 854	CO	GREEN HAVEN	NOD	2
## 855	CO	SULLIVAN	NOD	2
## 856	CO	SULLIVAN	NOD	2
## 857	CO	SULLIVAN	NOD	2
## 858	CO	SULLIVAN	NOD	2
## 859	VOCATIONAL INSTR 1	BEDFORD HILLS	NOD	2
## 860	CO	ELMIRA	NOD	2

## 861	CO	ATTICA	NOD	2
## 862	CO	SING SING	NOD	1
## 863	CO	GREEN HAVEN	NOD	1
## 864	CORRL FAC FOOD ADMIN 2	FISHKILL	NOD	1
## 865	CO	DOWNSTATE	NOD	1
## 866	CO	BEDFORD HILLS	NOD	1
## 867	CO	WENDE	NOD	1
## 868	CO	ALBION	NOD	1
## 869	CO	TACONIC	NOD	1
## 870	CO	LAKEVIEW SHOCK	NOD	1
## 871	ORC	GREAT MEADOW	NOD	2
## 872	ADMIN ASSIST 1	CENTRAL OFFICE	NOD	1
## 873	CO	FISHKILL	NOD	1
## 874	CO	BEDFORD HILLS	NOD	2
## 875	PLANT SUPER B	WILLARD	NOD	1
## 876	PO	BRONX 2	NOD	2
## 877	CO	WASHINGTON	NOD	1
## 878	SGT	DOWNSTATE	NOD	1
## 879	SGT	DOWNSTATE	NOD	1
## 880	NURSING ASSNT 2	FISHKILL	NOD	1
## 881	CO	CLINTON	NOD	2
## 882	CO	GREAT MEADOW	NOD	1
## 883	OA1 S&M	GREENE	NOD	1
## 884	FOOD SERV ADMIN	SHAWANGUNK	NOD	2
## 885	CO	ATTICA	NOD	1
## 886	MOTOR VEH OPER	MARCY	NOD	1
## 887	CO	MARCY	NOD	2
## 888	CO	FISHKILL	NOD	2
## 889	CO	SULLIVAN	NOD	2
## 890	CO	GOUVERNEUR	NOD	3
## 891	CO	FISHKILL	NOD	1
## 892	CO	COLLINS	NOD	1
## 893	HEAD COOK	ORLEANS	NOD	3
## 894	ORC ASAT	COLLINS	NOD	1
## 895	ISO	WESTERN REGION	NOD	1
## 896	TRADES SPEC ELECTRICIAN	OTISVILLE	NOD	2
## 897	CO	BARE HILL	NOD	2
## 898	COOK	GROVELAND	NOD	2
## 899	CO	DOWNSTATE	NOD	1
## 900	OA2	BARE HILL	NOD	2
## 901	PRGM AIDE	HALE CREEK	NOD	2
## 902	SGT	HALE CREEK	NOD	2
## 903	CO	MID-STATE	NOD	2
## 904	CO	HALE CREEK	NOD	3
## 905	SPO	NASSAU	NOD	1
## 906	TRADES GENERALIST	COLLINS	NOD	3
## 907	NURSING ASSNT 2	FISHKILL	NOD	1
## 908	CO	UPSTATE	NOD	2
## 909	PUE 1	HUDSON	NOD	4
## 910	CO	CAPE VINCENT	NOD	2
## 911	SGT	WASHINGTON	NOD	1
## 912	CO	GREAT MEADOW	NOD	1
## 913	REC PROGM LDR 1	GREENE	NOD	1
## 914	CO	BEDFORD HILLS	NOD	2

## 915	CO	GREAT MEADOW	NOD	3
## 916	CO	SING SING	NOD	1
## 917	FSA 2	GREENE	NOD	4
## 918	CO	BARE HILL	NOD	2
## 919	CO	SING SING	NOD	1
## 920	CO	SING SING	NOD	1
## 921	CO	SING SING	NOD	1
## 922	NURSING ASSIST 2	MOHAWK	NOD	2
## 923	CO	QUEENSBORO	NOD	1
## 924	CO	FRANKLIN	NOD	2
## 925	SGT (SL)	GREEN HAVEN	NOD	2
## 926	CO	LAKEVIEW	NOD	2
## 927	CO	SHAWANGUNK	NOD	1
## 928	CO	SING SING	NOD	1
## 929	CO	TACONIC	NOD	1
## 930	ORC	FISHKILL	NOD	1
## 931	CO	SING SING	NOD	1
## 932	CO	ELMIRA	NOD	2
## 933	CO	ELMIRA	NOD	2
## 934	ADMIN ASST 1	BOARD OF PAROLE	NOD	1
## 935	OA2	LAKEVIEW	NOD	2
## 936	CO	LAKEVIEW	NOD	2
## 937	CO	ATTICA	NOD	2
## 938	TRADES SPEC CARP	AUBURN	NOD	2
## 939	CO	ELMIRA	NOD	2
## 940	CO	ELMIRA	NOD	2
## 941	CO	ELMIRA	NOD	2
## 942	CO	ELMIRA	NOD	2
## 943	CO	ELMIRA	NOD	2
## 944	CO	ELMIRA	NOD	2
## 945	CO	ELMIRA	NOD	2
## 946	CO	ELMIRA	NOD	2
## 947	ASAT PA	ELMIRA	NOD	2
## 948	CO	GROVELAND	NOD	2
## 949	CO	FIVE POINTS	NOD	2
## 950	CO	AUBURN	NOD	2
## 951	CO	GREEN HAVEN	NOD	2
## 952	CO	FISHKILL	NOD	2
## 953	CO	MIDSTATE	NOD	2
## 954	CO	EASTERN	NOD	2
## 955	CO	WOODBOURNE	NOD	2
## 956	SGT	UPSTATE	NOD	2
## 957	CO	ALTONA	NOD	2
## 958	CO	SHAWANGUNK	NOD	2
## 959	CO	FRANKLIN	NOD	2
## 960	CO	ULSTER	NOD	2
## 961	CO	BARE HILL	NOD	2
## 962	CO	GROVELAND	NOD	2
## 963	MVO	RIVERVIEW	NOD	2
## 964	CO	GREAT MEADOW	NOD	2
## 965	SGT	CAYUGA	NOD	2
## 966	CO	GREAT MEADOW	NOD	2
## 967	CO	GREAT MEADOW	NOD	2
## 968	SERVICE & REPAIR MECH	CENTRAL OFFICE	NOD	2

## 969	CO	WASHINGTON	NOD	2
## 970	CO	HUDSON	NOD	2
## 971	CO	GREAT MEADOW	NOD	2
## 972	CO	BARE HILL	NOD	2
## 973	TEACHER 4	GREAT MEADOW	NOD	2
## 974	CO	BEDFORD HILLS	NOD	2
## 975	CO	BEDFORD HILLS	NOD	2
## 976	CO	SING SING	NOD	2
## 977	CO	EDGEcombe	NOD	1
## 978	CO	SING SING	NOD	1
## 979	CO	CLINTON	NOD	2
## 980	CO	CLINTON	NOD	2
## 981	CO	CLINTON	NOD	2
## 982	CO	CLINTON	NOD	2
## 983	CO	CLINTON	NOD	2
## 984	CO	CLINTON	NOD	2
## 985	CO	CLINTON	NOD	2
## 986	CO	CLINTON	NOD	2
## 987	CO	CLINTON	NOD	2
## 988	CO	CLINTON	NOD	2
## 989	CO	HUDSON	NOD	2
## 990	SGT	SING SING	NOD	1
## 991	PUE 1	SING SING	NOD	1
## 992	CO	CLINTON	NOD	3
## 993	HEAD COOK	GREENE	NOD	2
## 994	CO	BARE HILL	NOD	2
## 995	CO	ADIRONDACK	NOD	1
## 996	CO	MARCY	NOD	2
## 997	CO	WYOMING	NOD	2
## 998	CO	ALBION	NOD	1
## 999	SNR RADIOL TECH	ORLEANS	NOD	1
## 1000	CO	GOUVERNEUR	NOD	1
## 1001	CO	LAKEVIEW	NOD	4
## 1002	CO	LAKEVIEW	NOD	4
## 1003	CO	GROVELAND	NOD	1
## 1004	CO	GROVELAND	NOD	2
## 1005	CO	SING SING	NOD	1
## 1006	NURSE 2	ALBION	NOD	4
## 1007	CO	MARCY	NOD	2
## 1008	CO	MARCY	NOD	2
## 1009	PROGRAM AIDE	BARE HILL	NOD	2
## 1010	CO	ORLEANS	NOD	1
## 1011	CO	FRANKLIN	NOD	2
## 1012	CO	FRANKLIN	NOD	2
## 1013	NURSE 2	CAYUGA	NOD	1
## 1014	CO	GREAT MEADOW	NOD	2
## 1015	NURSE 2	BEDFORD HILLS	NOD	1
## 1016	NURSE 2	BEDFORD HILLS	NOD	1
##	first_offense		second_offense	third_offense
## 1	Negligence and Incompetence		Unknown	<NA>
## 2	Abuse and Harassment		Unknown	<NA>
## 3	Abuse and Harassment		<NA>	<NA>
## 4	Negligence and Incompetence		Unknown	Unknown
## 5	Behavioral Issues		<NA>	<NA>

## 6	Behavioral Issues	<NA>	<NA>
## 7	Abuse and Harassment	<NA>	<NA>
## 8	Behavioral Issues	<NA>	<NA>
## 9	Misuse and Violation of Duty	<NA>	<NA>
## 10	Behavioral Issues	<NA>	<NA>
## 11	Negligence and Incompetence	<NA>	<NA>
## 12	Negligence and Incompetence	Unknown	<NA>
## 13	Negligence and Incompetence	Unknown	<NA>
## 14	Negligence and Incompetence	<NA>	<NA>
## 15	Negligence and Incompetence	<NA>	<NA>
## 16	Abuse and Harassment	<NA>	<NA>
## 17	Misuse and Violation of Duty	<NA>	<NA>
## 18	Misuse and Violation of Duty	<NA>	<NA>
## 19	Behavioral Issues	<NA>	<NA>
## 20	Negligence and Incompetence	<NA>	<NA>
## 21	Negligence and Incompetence	<NA>	<NA>
## 22	Behavioral Issues	Unknown	Unknown
## 23	Misuse and Violation of Duty	<NA>	<NA>
## 24	Negligence and Incompetence	Unknown	<NA>
## 25	Negligence and Incompetence	<NA>	<NA>
## 26	Misuse and Violation of Duty	<NA>	<NA>
## 27	Behavioral Issues	Unknown	Unknown
## 28	Behavioral Issues	Unknown	<NA>
## 29	Negligence and Incompetence	Unknown	<NA>
## 30	Misuse and Violation of Duty	<NA>	<NA>
## 31	Behavioral Issues	Unknown	<NA>
## 32	Misuse and Violation of Duty	<NA>	<NA>
## 33	Negligence and Incompetence	Unknown	<NA>
## 34	Negligence and Incompetence	<NA>	<NA>
## 35	Misuse and Violation of Duty	Unknown	<NA>
## 36	Misuse and Violation of Duty	<NA>	<NA>
## 37	Misuse and Violation of Duty	Unknown	<NA>
## 38	Misuse and Violation of Duty	<NA>	<NA>
## 39	Misuse and Violation of Duty	<NA>	<NA>
## 40	Misuse and Violation of Duty	Unknown	<NA>
## 41	Misuse and Violation of Duty	<NA>	<NA>
## 42	Unknown	Unknown	Unknown
## 43	Misuse and Violation of Duty	<NA>	<NA>
## 44	Negligence and Incompetence	<NA>	<NA>
## 45	Negligence and Incompetence	<NA>	<NA>
## 46	Behavioral Issues	Unknown	<NA>
## 47	Misuse and Violation of Duty	<NA>	<NA>
## 48	Behavioral Issues	<NA>	<NA>
## 49	Behavioral Issues	<NA>	<NA>
## 50	Misuse and Violation of Duty	<NA>	<NA>
## 51	Misuse and Violation of Duty	Unknown	<NA>
## 52	Misuse and Violation of Duty	Unknown	<NA>
## 53	Behavioral Issues	Unknown	<NA>
## 54	Behavioral Issues	<NA>	<NA>
## 55	Misuse and Violation of Duty	<NA>	<NA>
## 56	Misuse and Violation of Duty	<NA>	<NA>
## 57	Negligence and Incompetence	Unknown	<NA>
## 58	Misuse and Violation of Duty	<NA>	<NA>
## 59	Negligence and Incompetence	Unknown	<NA>

## 60	Misuse and Violation of Duty	<NA>	<NA>
## 61	Misuse and Violation of Duty	<NA>	<NA>
## 62	Behavioral Issues	Unknown	<NA>
## 63	Behavioral Issues	<NA>	<NA>
## 64	Misuse and Violation of Duty	<NA>	<NA>
## 65	Misuse and Violation of Duty	Unknown	<NA>
## 66	Negligence and Incompetence	Unknown	<NA>
## 67	Misuse and Violation of Duty	<NA>	<NA>
## 68	Unknown	<NA>	<NA>
## 69	Abuse and Harassment	<NA>	<NA>
## 70	Misuse and Violation of Duty	<NA>	<NA>
## 71	Misuse and Violation of Duty	<NA>	<NA>
## 72	Misuse and Violation of Duty	Misuse and Violation of Duty	<NA>
## 73	Behavioral Issues	<NA>	<NA>
## 74	Abuse and Harassment	<NA>	<NA>
## 75	Misuse and Violation of Duty	<NA>	<NA>
## 76	Negligence and Incompetence	<NA>	<NA>
## 77	Behavioral Issues	<NA>	<NA>
## 78	Misuse and Violation of Duty	<NA>	<NA>
## 79	Misuse and Violation of Duty	<NA>	<NA>
## 80	Misuse and Violation of Duty	Unknown	<NA>
## 81	Negligence and Incompetence	<NA>	<NA>
## 82	Misuse and Violation of Duty	<NA>	<NA>
## 83	Behavioral Issues	<NA>	<NA>
## 84	Misuse and Violation of Duty	<NA>	<NA>
## 85	Behavioral Issues	Unknown	<NA>
## 86	Abuse and Harassment	<NA>	<NA>
## 87	Behavioral Issues	Unknown	<NA>
## 88	Negligence and Incompetence	Unknown	<NA>
## 89	Misuse and Violation of Duty	<NA>	<NA>
## 90	Misuse and Violation of Duty	<NA>	<NA>
## 91	Behavioral Issues	<NA>	<NA>
## 92	Unknown	<NA>	<NA>
## 93	Negligence and Incompetence	Unknown	<NA>
## 94	Misuse and Violation of Duty	<NA>	<NA>
## 95	Behavioral Issues	Unknown	<NA>
## 96	Abuse and Harassment	<NA>	<NA>
## 97	Abuse and Harassment	<NA>	<NA>
## 98	Negligence and Incompetence	<NA>	<NA>
## 99	Misuse and Violation of Duty	<NA>	<NA>
## 100	Behavioral Issues	Unknown	<NA>
## 101	Misuse and Violation of Duty	<NA>	<NA>
## 102	Unknown	<NA>	<NA>
## 103	Abuse and Harassment	<NA>	<NA>
## 104	Misuse and Violation of Duty	<NA>	<NA>
## 105	Behavioral Issues	<NA>	<NA>
## 106	Misuse and Violation of Duty	<NA>	<NA>
## 107	Negligence and Incompetence	Unknown	<NA>
## 108	Behavioral Issues	Unknown	Unknown
## 109	Misuse and Violation of Duty	<NA>	<NA>
## 110	Misuse and Violation of Duty	<NA>	<NA>
## 111	Behavioral Issues	Unknown	Unknown
## 112	Misuse and Violation of Duty	Unknown	<NA>
## 113	Misuse and Violation of Duty	<NA>	<NA>

## 114	Misuse and Violation of Duty	<NA>	<NA>
## 115	Negligence and Incompetence	Unknown	Unknown
## 116	Misuse and Violation of Duty	<NA>	<NA>
## 117	Behavioral Issues	<NA>	<NA>
## 118	Misuse and Violation of Duty	<NA>	<NA>
## 119	Behavioral Issues	<NA>	<NA>
## 120	Negligence and Incompetence	Unknown	<NA>
## 121	Misuse and Violation of Duty	<NA>	<NA>
## 122	Negligence and Incompetence	<NA>	<NA>
## 123	Misuse and Violation of Duty	<NA>	<NA>
## 124	Misuse and Violation of Duty	Unknown	<NA>
## 125	Misuse and Violation of Duty	<NA>	<NA>
## 126	Behavioral Issues	Unknown	<NA>
## 127	Misuse and Violation of Duty	<NA>	<NA>
## 128	Behavioral Issues	Unknown	<NA>
## 129	Misuse and Violation of Duty	<NA>	<NA>
## 130	Behavioral Issues	Unknown	<NA>
## 131	Negligence and Incompetence	Unknown	Unknown
## 132	Misuse and Violation of Duty	<NA>	<NA>
## 133	Behavioral Issues	Unknown	Unknown
## 134	Negligence and Incompetence	Unknown	Unknown
## 135	Misuse and Violation of Duty	<NA>	<NA>
## 136	Negligence and Incompetence	Unknown	<NA>
## 137	Negligence and Incompetence	<NA>	<NA>
## 138	Misuse and Violation of Duty	<NA>	<NA>
## 139	Misuse and Violation of Duty	<NA>	<NA>
## 140	Behavioral Issues	Unknown	Unknown
## 141	Negligence and Incompetence	Unknown	<NA>
## 142	Misuse and Violation of Duty	<NA>	<NA>
## 143	Misuse and Violation of Duty	<NA>	<NA>
## 144	Behavioral Issues	<NA>	<NA>
## 145	Misuse and Violation of Duty	<NA>	<NA>
## 146	Behavioral Issues	Unknown	Unknown
## 147	Misuse and Violation of Duty	<NA>	<NA>
## 148	Abuse and Harassment	Unknown	<NA>
## 149	Behavioral Issues	<NA>	<NA>
## 150	Misuse and Violation of Duty	<NA>	<NA>
## 151	Behavioral Issues	Unknown	<NA>
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## 154	Negligence and Incompetence	Unknown	Unknown
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## 156	Behavioral Issues	<NA>	<NA>
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## 159	Misuse and Violation of Duty	Unknown	<NA>
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## 163	Abuse and Harassment	<NA>	<NA>
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## 168	Misuse and Violation of Duty	<NA>	<NA>
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## 170	Negligence and Incompetence	Unknown	<NA>
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## 187	Negligence and Incompetence	Unknown	<NA>
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## 203	Negligence and Incompetence	Unknown	<NA>
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## 209	Misuse and Violation of Duty	<NA>	<NA>
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## 225	Negligence and Incompetence	Unknown	<NA>
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## 872	Misuse and Violation of Duty	<NA>	<NA>
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## 891	Negligence and Incompetence	<NA>	<NA>
## 892	Misuse and Violation of Duty	<NA>	<NA>
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## 908	Misuse and Violation of Duty	Unknown	<NA>
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## 923	Negligence and Incompetence	<NA>	<NA>

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## 1013	Behavioral Issues	<NA>	<NA>
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## 1015	Negligence and Incompetence	<NA>	<NA>
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[illegible]

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## 240	1	suspension	<NA>	<NA>
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## 244	1	suspension	<NA>	<NA>
## 245	1	suspension	<NA>	<NA>
## 246	1	suspension	<NA>	<NA>
## 247	1	suspension	<NA>	<NA>
## 248	1	suspension	<NA>	<NA>
## 249	1	suspension	<NA>	<NA>
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## 252	1	pay_fine	<NA>	<NA>
## 253	1	suspension	<NA>	<NA>
## 254	1	suspension	<NA>	<NA>
## 255	1	suspension	<NA>	<NA>
## 256	1	suspension	<NA>	<NA>
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## 258	1	suspension	<NA>	<NA>
## 259	1	suspension	<NA>	<NA>
## 260	1	suspension	<NA>	<NA>
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## 263	1	suspension	<NA>	<NA>
## 264	1	suspension	<NA>	<NA>
## 265	1	suspension	<NA>	<NA>
## 266	3	pay_fine	suspension	pay_fine
## 267	1	suspension	<NA>	<NA>
## 268	1	suspension	<NA>	<NA>
## 269	1	suspension	<NA>	<NA>
## 270	1	suspension	<NA>	<NA>
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## 275	1	suspension	<NA>	<NA>
## 276	1	suspension	<NA>	<NA>
## 277	1	suspension	<NA>	<NA>
## 278	1	suspension	<NA>	<NA>
## 279	4	pay_fine	pay_fine	suspension
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## 281	1	suspension	<NA>	<NA>
## 282	1	suspension	<NA>	<NA>
## 283	1	suspension	<NA>	<NA>
## 284	1	suspension	<NA>	<NA>

## 285	1	suspension	<NA>	<NA>
## 286	1	suspension	<NA>	<NA>
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## 288	1	suspension	<NA>	<NA>
## 289	1	suspension	<NA>	<NA>
## 290	1	suspension	<NA>	<NA>
## 291	4	pay_fine	pay_fine	suspension
## 292	1	suspension	<NA>	<NA>
## 293	1	pay_fine	<NA>	<NA>
## 294	1	suspension	<NA>	<NA>
## 295	1	suspension	<NA>	<NA>
## 296	4	pay_fine	pay_fine	suspension
## 297	1	suspension	<NA>	<NA>
## 298	1	suspension	<NA>	<NA>
## 299	1	suspension	<NA>	<NA>
## 300	1	suspension	<NA>	<NA>
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## 306	1	suspension	<NA>	<NA>
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## 308	1	suspension	<NA>	<NA>
## 309	1	suspension	<NA>	<NA>
## 310	1	suspension	<NA>	<NA>
## 311	1	suspension	<NA>	<NA>
## 312	1	suspension	<NA>	<NA>
## 313	4	pay_fine	pay_fine	suspension
## 314	1	suspension	<NA>	<NA>
## 315	1	suspension	<NA>	<NA>
## 316	1	suspension	<NA>	<NA>
## 317	1	suspension	<NA>	<NA>
## 318	1	suspension	<NA>	<NA>
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## 320	1	suspension	<NA>	<NA>
## 321	1	suspension	<NA>	<NA>
## 322	1	suspension	<NA>	<NA>
## 323	1	suspension	<NA>	<NA>
## 324	3	pay_fine	suspension	pay_fine
## 325	1	suspension	<NA>	<NA>
## 326	1	suspension	<NA>	<NA>
## 327	1	suspension	<NA>	<NA>
## 328	1	suspension	<NA>	<NA>
## 329	1	suspension	<NA>	<NA>
## 330	1	suspension	<NA>	<NA>
## 331	1	suspension	<NA>	<NA>
## 332	1	suspension	<NA>	<NA>
## 333	1	suspension	<NA>	<NA>
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## 338	1	suspension	<NA>	<NA>

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

suspension

[illegible]

[illegible]

[illegible]

[illegible]

pay_fine suspension

## 987	1	suspension	<NA>	<NA>
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## 989	1	suspension	<NA>	<NA>
## 990	1	suspension	<NA>	<NA>
## 991	1	suspension	<NA>	<NA>
## 992	1	suspension	<NA>	<NA>
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## 994	1	suspension	<NA>	<NA>
## 995	1	suspension	<NA>	<NA>
## 996	1	suspension	<NA>	<NA>
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## 1004	1	suspension	<NA>	<NA>
## 1005	1	suspension	<NA>	<NA>
## 1006	1	suspension	<NA>	<NA>
## 1007	1	suspension	<NA>	<NA>
## 1008	3	pay_fine	suspension	pay_fine
## 1009	1	suspension	<NA>	<NA>
## 1010	3	pay_fine	suspension	pay_fine
## 1011	3	pay_fine	suspension	pay_fine
## 1012	3	pay_fine	suspension	pay_fine
## 1013	1	suspension	<NA>	<NA>
## 1014	1	suspension	<NA>	<NA>
## 1015	1	suspension	<NA>	<NA>
## 1016	1	suspension	<NA>	<NA>

Analysis

Types of Misconduct

First, I wanted to see the types of misconducts the employees did in their first offense. To do this, I used dplyr to get the count of each offense type. Then, I made a pie chart using ggplot. I added geom text at the end to graph the percent sign

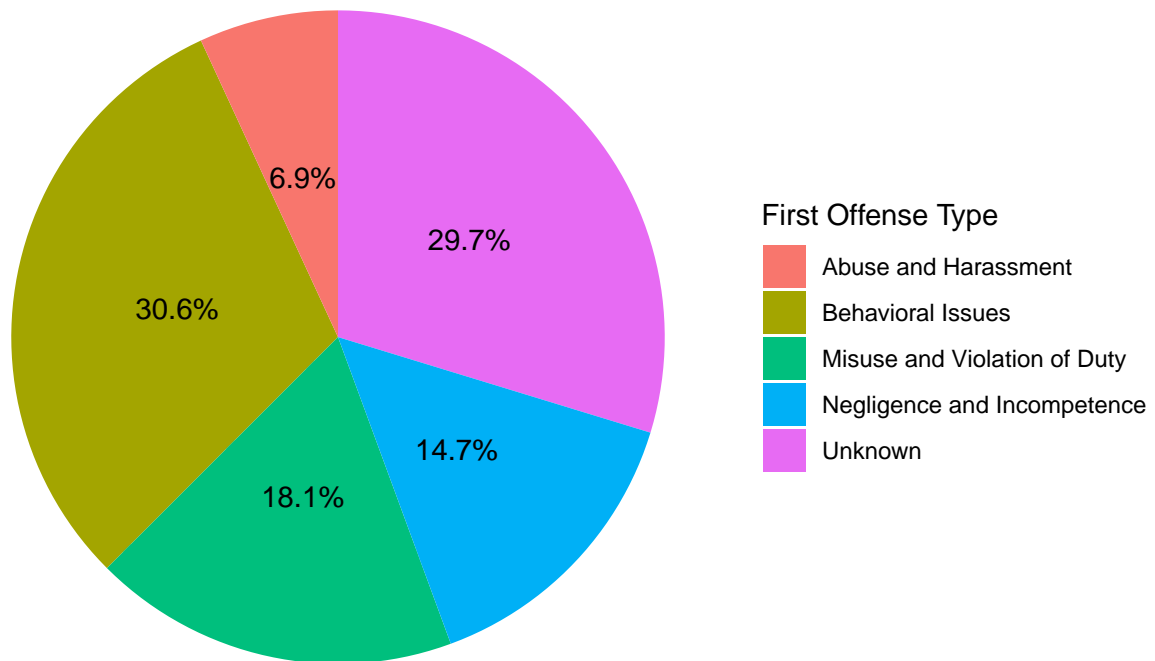
```
first_offense_count = clean_doc %>%
  group_by(first_offense) %>%
  summarise(Count = n()) %>%
  arrange(desc(Count))

total_count = sum(first_offense_count$Count)
first_offense_count$Percentage = (first_offense_count$Count / total_count) * 100

ggplot(first_offense_count, aes(x = "", y = Count, fill = first_offense)) +
  geom_bar(width = 1, stat = "identity") +
  coord_polar("y") +
  theme_void() +
  labs(title = "Frequency of First Offense Types",
```

```
fill = "First Offense Type") +
geom_text(aes(label = paste0(round(Percentage, 1), "%")),
position = position_stack(vjust = 0.5))
```

Frequency of First Offense Types



30% of the misconduct that occurred on the first offense were behavioral issues. This about the same rate that individuals had a miscellaneous or unknown misconduct offense. The least occurring offense is Abuse and Harassment, which happened 6.9% of the time

Surprisingly, there were no third offenses and only 4 second offenses.

There is a wide variety of offense type and it might be helpful in the future to focus only on one of these groups.

Types of Penalties

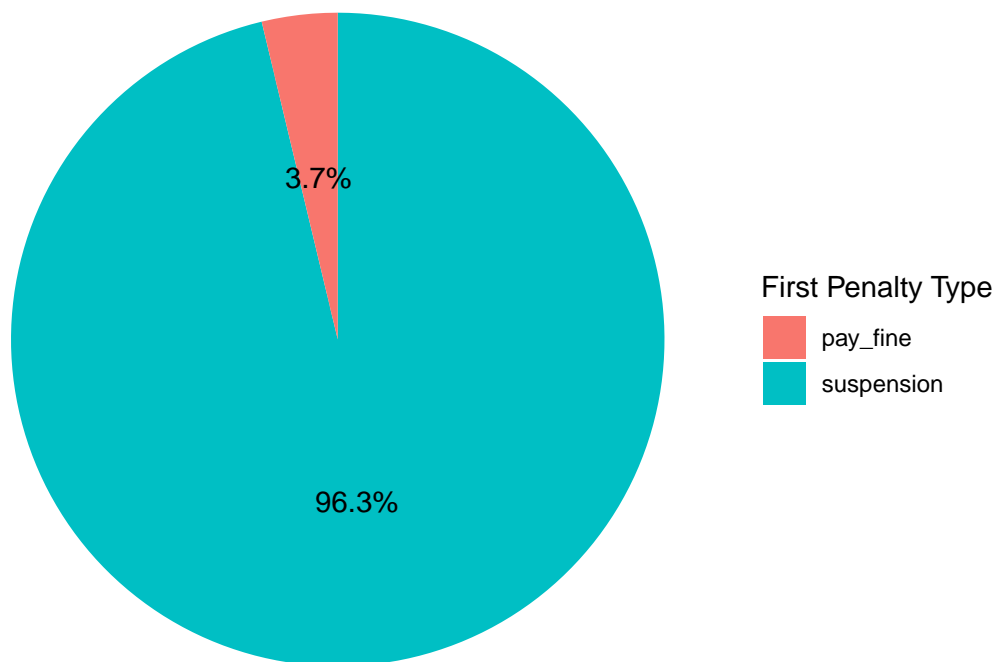
Since there were a negligible amount of 2nd and 3rd offenses, I am only going to focus on first offenses/penalties for the remainder of the project. To get the frequency/proportion of penalty types, I did similar to above but with the penalty column instead.

```
first_penalty_count = clean_doc %>%
  group_by(first_penalty) %>%
  summarise(Count = n()) %>%
  arrange(desc(Count))

total_penalty_count = sum(first_penalty_count$Count)
first_penalty_count$Percentage = (first_penalty_count$Count / total_penalty_count) * 100
```

```
ggplot(first_penalty_count, aes(x = "", y = Count, fill = first_penalty)) +
  geom_bar(width = 1, stat = "identity") +
  coord_polar("y") +
  theme_void() +
  labs(title = "Frequency of First Penalty Types",
       fill = "First Penalty Type") +
  geom_text(aes(label = paste0(round(Percentage, 1), "%")),
            position = position_stack(vjust = 0.5))
```

Frequency of First Penalty Types



96.3% of the misconducts resulted in suspension. 3.7% resulted in paying a fine.

This data doesn't tell us much. Since length of suspension was also recorded (partially), we might be able to do something by categorizing suspension days/months given.

Types of Employees

Does employee type influence the type of misconduct?

```
employee_misconduct_count = clean_doc %>%
  group_by(TITLE) %>%
  summarise(Total_Misconducts = sum(n_offense)) %>%
  arrange(desc(Total_Misconducts))

employee_misconduct_count
```

```
## # A tibble: 117 x 2
##   TITLE                Total_Misconducts
##   <chr>                  <dbl>
## 1 CO                      1293
## 2 SGT                     57
## 3 LT                     42
## 4 NURSE 2                 36
## 5 COOK                   16
## 6 HEAD COOK              14
## 7 PAROLE OFFICER        14
## 8 ASAT PA                12
## 9 OA1                    11
## 10 OFF REHAB COORD       11
## # i 107 more rows
```

An overwhelming amount of the misconducts went to Correctional Officers, with a total number of 1293. In second place was Sergeants, with 57 total misconducts reported. That is a difference of 1,236. Consider allocating resources to Correction Officers so that the number of misconducts are reduced.

Misconduct by Facility

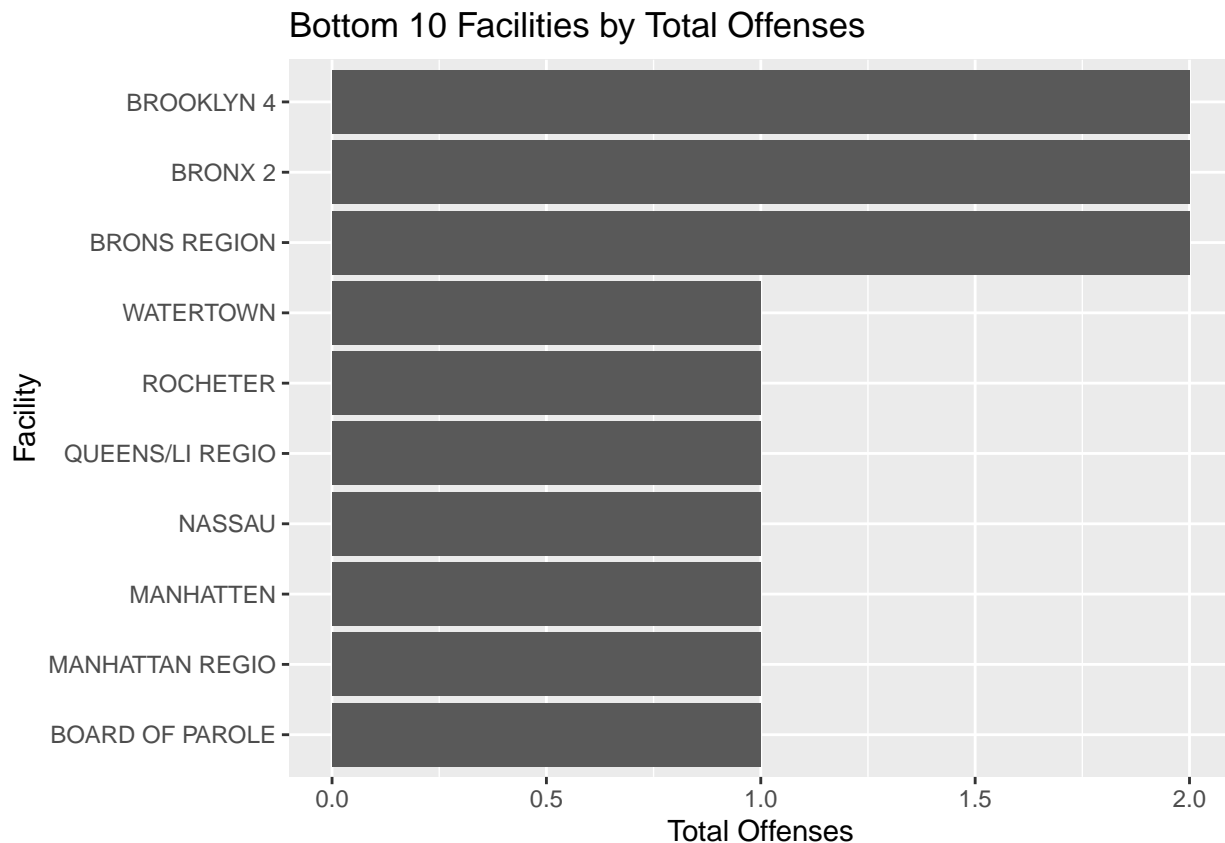
I wanted to see which facilities have the most and least offenses. After getting the total number of offenses per facility by tallying each offense per facility together. I notice that there are 70 facilities. I will get the top 10 offenders and bottom 10 offenders. After doing this, I created a graph to show the distribution of the bottom 10 offenders.

```
prison_facilities = clean_doc %>%
  group_by(FACILITY) %>%
  summarise(total_offenses = sum(n_offense))

bottom_10 = prison_facilities %>%
  arrange(total_offenses) %>%
  head(10)

top_10=prison_facilities %>%
  arrange(desc(total_offenses)) %>%
  head(10)

ggplot(bottom_10, aes(x = reorder(FACILITY, total_offenses), y = total_offenses)) +
  geom_bar(stat = "identity") +
  coord_flip() +
  ggtitle("Bottom 10 Facilities by Total Offenses") +
  xlab("Facility") +
  ylab("Total Offenses")
```

These are the 10 facilities with the lowest number of offenses. They can serve as a bright spot and we can model the other prison facilities after this one to decrease misconduct amongst employees.

```
cat("The mean number of total offenses per prison is" ,mean(prison_facilities$total_offenses), ".\n")
```

```
## The mean number of total offenses per prison is 25.09859 .
```

```
cat("The median number of total offenses per prison is", median(prison_facilities$total_offenses), ".\n")
```

```
## The median number of total offenses per prison is 21 .
```

Since the Mean is 25 and Median is 21, I wanted to see what proportion of ALL offenses were done at the top 10 facilities (since the top facility had a lot more than 21 offenses). Then I graphed both the distribution of offenses. Afterwards, I wanted to see what percent of the total number of offenses the top 10 facilities are guilty of.

```
cat(((10/num_facilities)*100),"% of the prison facilities account for", (top_10_n/total_n_offenses)*100) ,
"% of the offenses. \n")
```

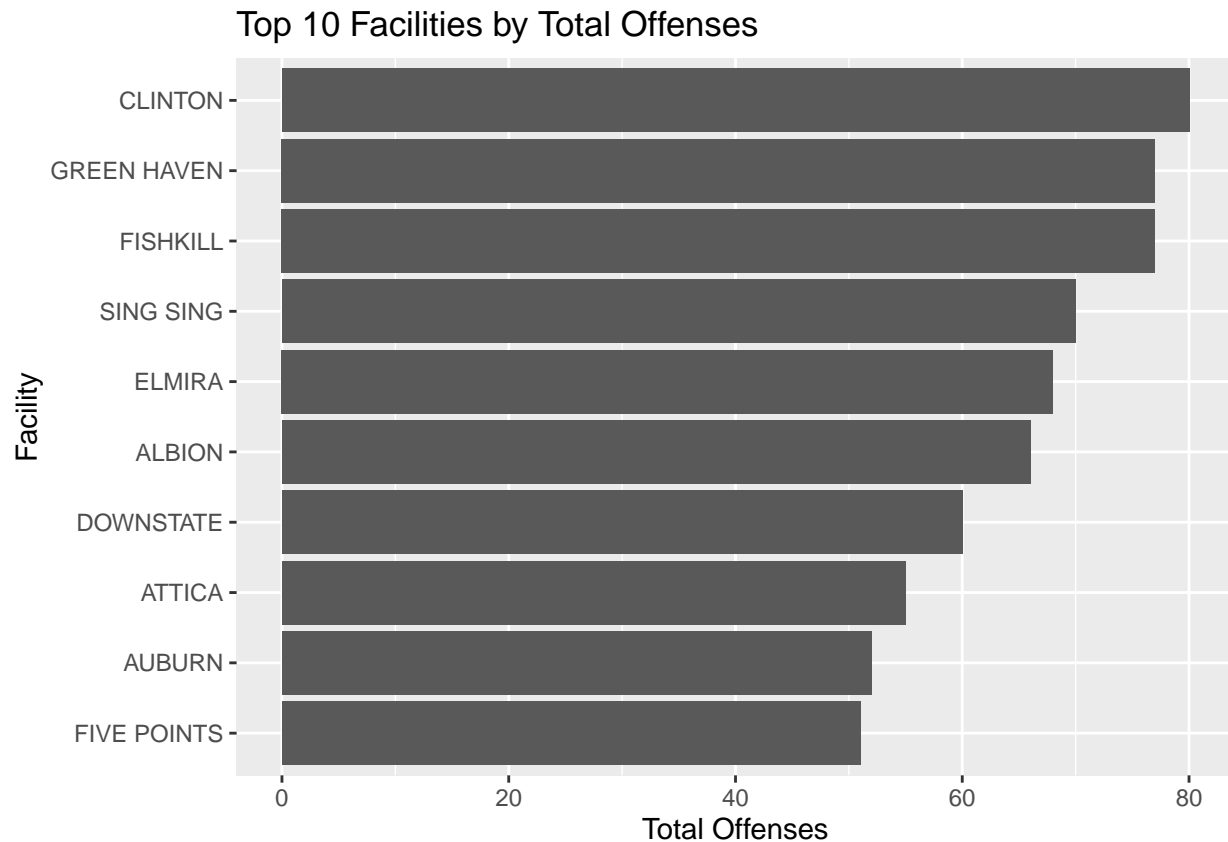
```
num_facilities=length(prison_facilities$FACILITY)
```

```
total_n_offenses=sum(clean_doc$n_offense)
```

```
top_10 = top_10 %>%
```

```
  mutate(prop_offenses = total_offenses / total_n_offenses)
```

```
ggplot(top_10, aes(x = reorder(FACILITY, total_offenses), y = total_offenses)) +
  geom_bar(stat = "identity") +
  coord_flip() +
  ggtitle("Top 10 Facilities by Total Offenses") +
  xlab("Facility") +
  ylab("Total Offenses")
```



```
cat("The total number of offenses in this period of time is",total_n_offenses,". \n")
```

```
## The total number of offenses in this period of time is 1782 .
```

```
cat("The average proportion of offense for the top 10 offenders is", mean(top_10$prop_offenses), "or", 100*mean(top_10$prop_offenses), "%")
```

```
## The average proportion of offense for the top 10 offenders is 0.03681257 or 3.681257 % offenses.
```

```
top_10_n=sum(top_10$total_offenses)
```

```
cat("The top 10 offenders make up", top_10_n/total_n_offenses, "or", (top_10_n/total_n_offenses)*100, "%")
```

```
## The top 10 offenders make up 0.3681257 or 36.81257 % of the offenses.
```

```
cat((10 / num_facilities) * 100, "% of the prison facilities account for ",
    (top_10_n / total_n_offenses) * 100, "% of the offenses.\n")
```

```
## 14.08451 % of the prison facilities account for 36.81257 % of the offenses.
```

Since 14% of the facilities account for 37% of the misconduct, maybe the NYS Department of Corrections should investigate these facilities to see why they account to a high amount of offenses. By doing so, the state will save money in the long term.

Conclusion

In this project, we performed an extensive analysis of Prison Employee Misconduct in the State of New York from July 2020 to April 2022. Our objectives were to identify patterns in types of misconduct, penalties assigned, and the distribution of misconduct across different job titles and facilities.

Our key findings are as follows:

Types of Misconduct: Behavioral issues emerged as the most common form of first-time misconduct, accounting for 30% of such cases. This was followed by miscellaneous or unknown types of offenses. The least common was abuse and harassment, at 6.9%.

Types of Penalties: A staggering 96.3% of misconduct resulted in suspensions, suggesting that the disciplinary actions are heavily skewed towards this form of penalty.

Employee Types: Correctional Officers had the highest number of reported misconducts, far exceeding those of Sergeants, the next most common group. This suggests that specific attention needs to be focused on this group to reduce misconduct rates.

Facility Analysis: We identified the top 10 and bottom 10 facilities by the total number of offenses. Interestingly, the top 10 facilities accounted for 37% of all offenses but only make up 14% of all facilities. This indicates that the problem is more concentrated than initially thought.

Given these findings, several recommendations can be made:

Focused Training: Specialized training programs could be developed to target the most common types of misconduct, especially for Correctional Officers.

Facility Investigation: Given that a small proportion of facilities account for a large percentage of offenses, these sites should be subject to further investigation to understand the root causes.

Best Practices: Facilities with fewer incidents of misconduct could serve as models for implementing best practices across other locations.

The data provides a rich ground for formulating targeted interventions that could substantially reduce misconduct, improve the work environment, and result in long-term cost savings for the NYS Department of Corrections.