

ANNUAL REPORT FY2025

FIRST DISTRICT
DEPARTMENT OF CORRECTIONS



1ST DISTRICT

314 E 6th Street
Waterloo, Iowa 50703

Denise Cooper, District Director

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VISION

AN IOWA WITH NO
MORE VICTIMS

MISSION

CREATING
OPPORTUNITIES FOR
SAFER COMMUNITIES

VALUES/BELIEFS

PEOPLE CAN CHANGE

OUR EFFORTS HELP MAKE
PEOPLE SAFER

WE MUST WORK AS A TEAM IF
WE ARE TO SUCCEED

EVERY PERSON SHOULD BE
TREATED WITH DIGNITY AND
RESPECT



1ST DISTRICT

First District Mission

Committed First to Safety and Success

GOALS

To implement evidence-based practices in treatment and supervision for the purpose of supporting consistency and decreasing recidivism.

To increase offender satisfaction in their treatment and supervision experience.

To provide training to all staff consistent with their job responsibilities and the department's mission.

To provide a safe environment for visitors, employees, and offenders.

To provide technological and information resources for staff to more efficiently and effectively do their jobs.

To provide office space and residential facilities which meet the needs of the offenders being served.

To provide accurate and efficient accountability in all fiscal activities.

DEPARTMENT OVERVIEW

The First Judicial District Department of Correctional Services is an agency established under Iowa Code Chapter 905 to provide correctional services throughout the eleven counties of Northeast Iowa, comprising the First Judicial District.

In October of 1973, the first efforts at establishing community-based corrections in the First Judicial District revolved around a Waterloo based agency established to provide correctional services in Black Hawk, Grundy, and Buchanan Counties, named the "Tri-County Department of Court Services."

In late 1974, a similar office was established in Oelwein to provide correctional services in Fayette, Chickasaw, Clayton, Howard, Winneshiek, and Allamakee Counties.

In November of 1976, the two agencies were merged into one to provide most of the basic pre-institutional services in nine of the eleven counties of the district and a limited level of service in Dubuque and Delaware Counties. In 1977, all eleven counties merged into one agency called, "The First Judicial District Department of Correctional Services."

Early efforts to establish a residential facility/probation office in the Waterloo-Cedar Falls area finally paid off in late 1976 with the establishment of a residential facility in the old Ellis Hotel building in downtown Waterloo. A second residential facility was leased in 1978 in Dubuque at an old house on Garfield Street. In November of 1981, Waterloo probation staff separated from the residential setting and moved from the Ellis Hotel to the current Waterloo Probation/Parole Office at 527 E. 5th Street. In 1984, a 36-bed facility was built in Dubuque on Elm Street; and in 1985, the Waterloo Residential Facility moved from the condemned Ellis Hotel to a newly constructed 56-bed facility at 310 East 6th Street.

On July 1, 1984, the State Department of Corrections turned over the administration of all community-based correctional services to the eight judicial districts, bringing on Parole, Compact Services, and Work Release for those inmates released from prison. The Work Release Facility in Waterloo had been in operation since November of 1971. In March of 1991 an addition was completed to the Waterloo Residential Facility to house Work Release and Administrative Offices. In this transition Work Release expanded from a 20-bed facility to a 64-bed multi-program facility.

In 1992, a 32-bed multi-program correctional facility was completed in West Union. In 1995, an 8-bed expansion was built creating a 40-bed co-correctional facility. In 2001 an additional 8 beds were added, raising capacity to 48. In May of 1999, the Dubuque Field Services Offices moved to a new location at 745 Main Street. In early 2001, a 44-bed expansion of the Dubuque Residential Facility was completed bringing the total design capacity to 80 beds. In June of 2004, the Oelwein Field Services Office moved to 1584 South Frederick Street in Oelwein. In April of 2005, the Decorah Field Services Office moved to 1014 South Mill Street in Decorah.

In June 2011, construction of the Waterloo Women's Center for Change at 1515 Lafayette Street was completed. This new facility is dedicated to serve female offenders in the Waterloo area. The center combines both residential and field services programming with 45 residential beds and office space for probation officers and other staff.

The First Judicial District Department of Correctional Services provides a comprehensive program of community correctional services, including: Pre-trial Services, Pre-sentence Investigations, Probation Supervision, Residential Correctional Facilities, Work Release, Parole, Interstate Compact Services, and Special Programs.

With the passage of The State Government Alignment Act (Senate File 514), signed by Governor Reynolds on April 4, 2023, the eight Community Based Department of Correctional Services agencies were merged with the Department of Corrections. First Judicial District Department of Correctional Services became the First District Department of Corrections, which is known today.

DEPARTMENT OVERVIEW

HIGHLIGHTS

- ❖ **Professional Development:** Completed evidence-based training to enhance case management and the effective use of cognitive-behavioral interventions.
 - ❖ **Advisory Committee:** Maintained an active advisory committee providing stakeholder input and strategic guidance.
 - ❖ **Treatment/Programming:** Provided interventions to match individual client risk and needs.
 - ❖ **Successful Discharges:** Increased successful discharges through targeted supervision strategies, responsive interventions, and case planning.
 - ❖ **Residential Facilities:** Increased residential beds and reduced the number of escapes.
 - ❖ **Community Service:** Ensured residents completed ongoing community service projects, contributing meaningful labor and promoting accountability and prosocial behavior.
 - ❖ **Balanced Budget:** Maintained a balanced budget through responsible fiscal oversight and forecasting.
-

FIRST DISTRICT LEADERSHIP TEAM

Denise Cooper, District Director

The District Director oversees the operations of the First District Department of Corrections. The Director supervises the Assistant Director and Division Managers of the District.

Johnny Hill, Assistant District Director

The Assistant Director oversees and supervises the CQI and maintenance unit of the First District.

Al Hoff, Division Manager - Field

The Division Manager – Field oversees all field offices in the First District and supervises the Probation/Parole Supervisors in each office.

Bob Ames, Division Manager – Residential

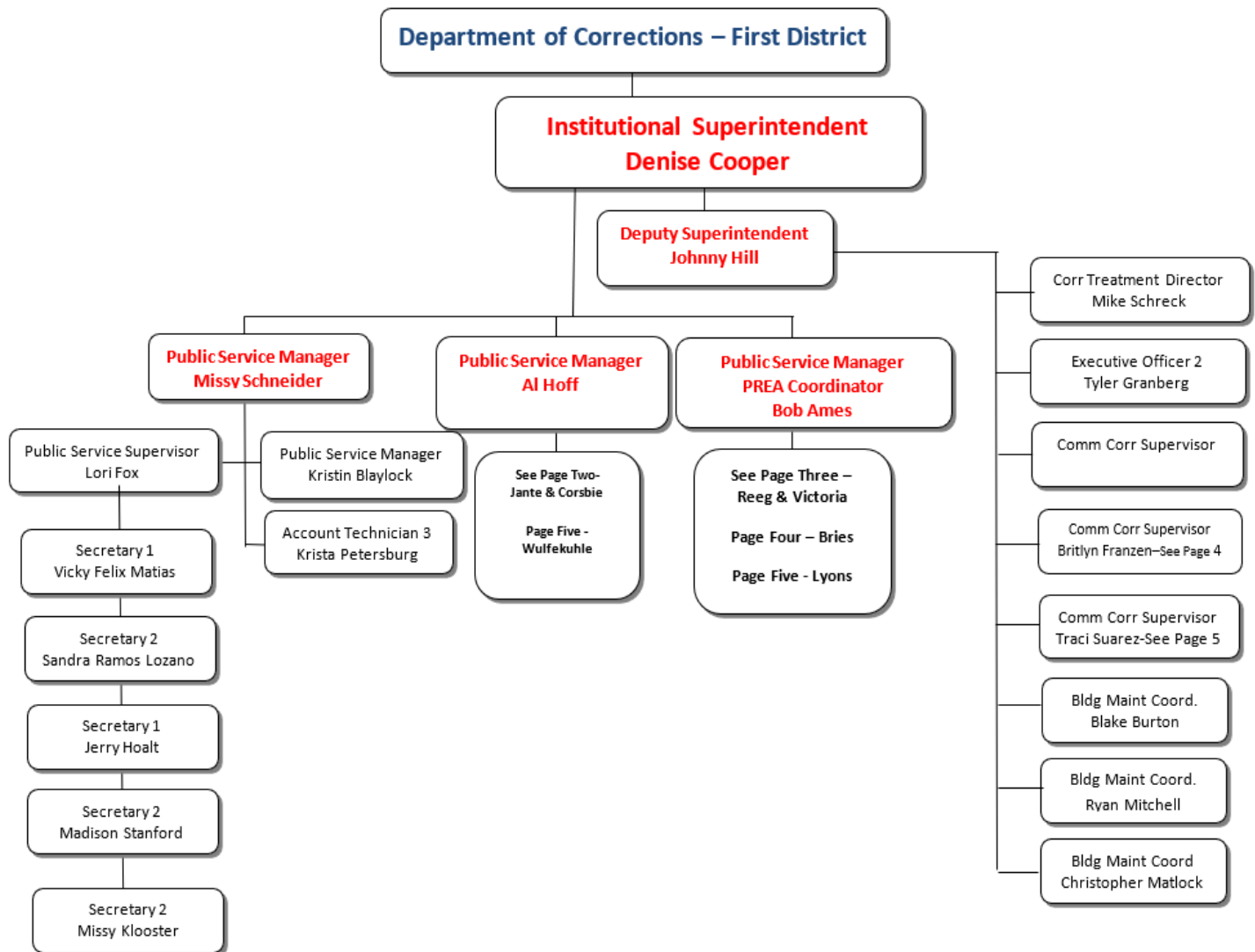
The Division Manager – Residential oversees the residential facilities in the First District and supervises the Residential Managers of each facility.

Missy Schneider, Division Manager – Administration

The Division Manager – Administration oversees the financial operations of the First District and supervises Administrative staff.

DEPARTMENT OVERVIEW

TABLE OF ORGANIZATION



Al Hoff
Waterloo - 5th St.

Comm Corr Supervisor
Emily Wulfekuhle – See Page 5

Comm Corr Supervisor
Hope Jante

Prob/Par Officer 2
Dan Blaylock

Prob/Par Officer 2
Chris Clapp

Prob/Par Officer 2

Comm Corr Supervisor
Chris Corsbie

Prob/Par Officer 3
Nick McGovern

Prob/Par Officer 2
Mike Yates

Prob/Par Officer 2
Brendan Happel

Prob/Par Officer 2
Julie Weber

Prob/Par Officer 2
Todd Sprague

Prob/Par Officer 2
Angie Oberhauser

Prob/Par Officer 2
Jeff Conrad

Prob/Par Officer 2
Seth Bonnette

Prob/Par Officer 2
Nathan Zabel

Prob/Par Officer 2
Gina Jones

Prob/Par Officer 2
Alison Roof

Prob/Par Officer 2
Scott Welter

Prob/Par Officer 1
Todd Sprague

Prob/Par Officer 1
Brendan Happel

Prob/Par Officer 1
Ryan Dugger

Prob/Par Officer 1
Eric Dykstra

Prob/Par Officer 3
Crystal Lysne

Comm Prog Coord
Sara Geiger

Prob/Par Officer 3
Jennifer Wymore

Prob/Par Officer 3
Luke Aldrich

Prob/Par Officer 3

Prob/Par Officer 3
Jessica Tometich

Prob/Par Officer 3
Robert Capelle

Prob/Par Officer 3
Aaron Podhaski

Prob/Par Officer 3
Diana Lindquist

Prob/Par Officer 3
Rob Wymore

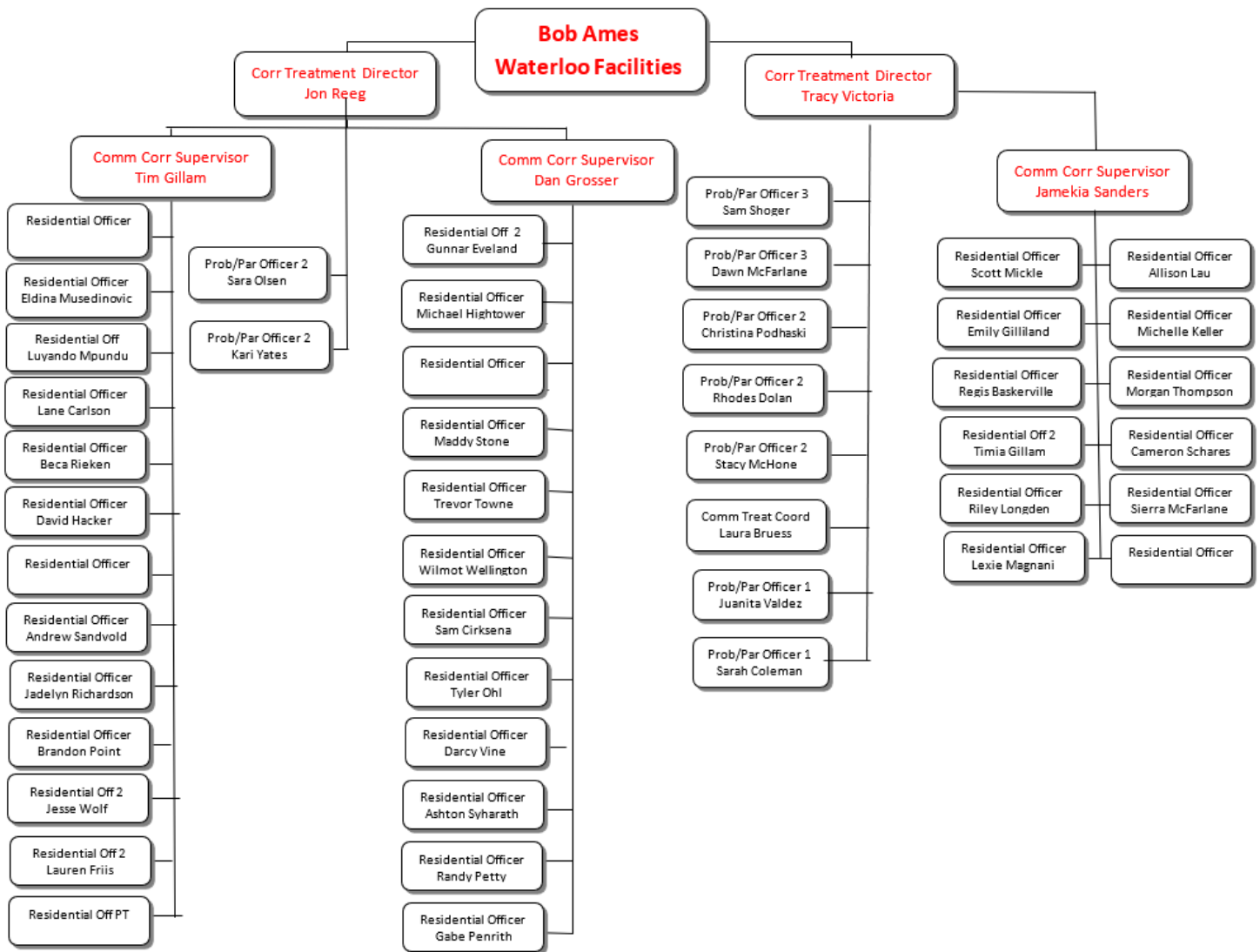
Prob/Par Officer 3
Janis Wren

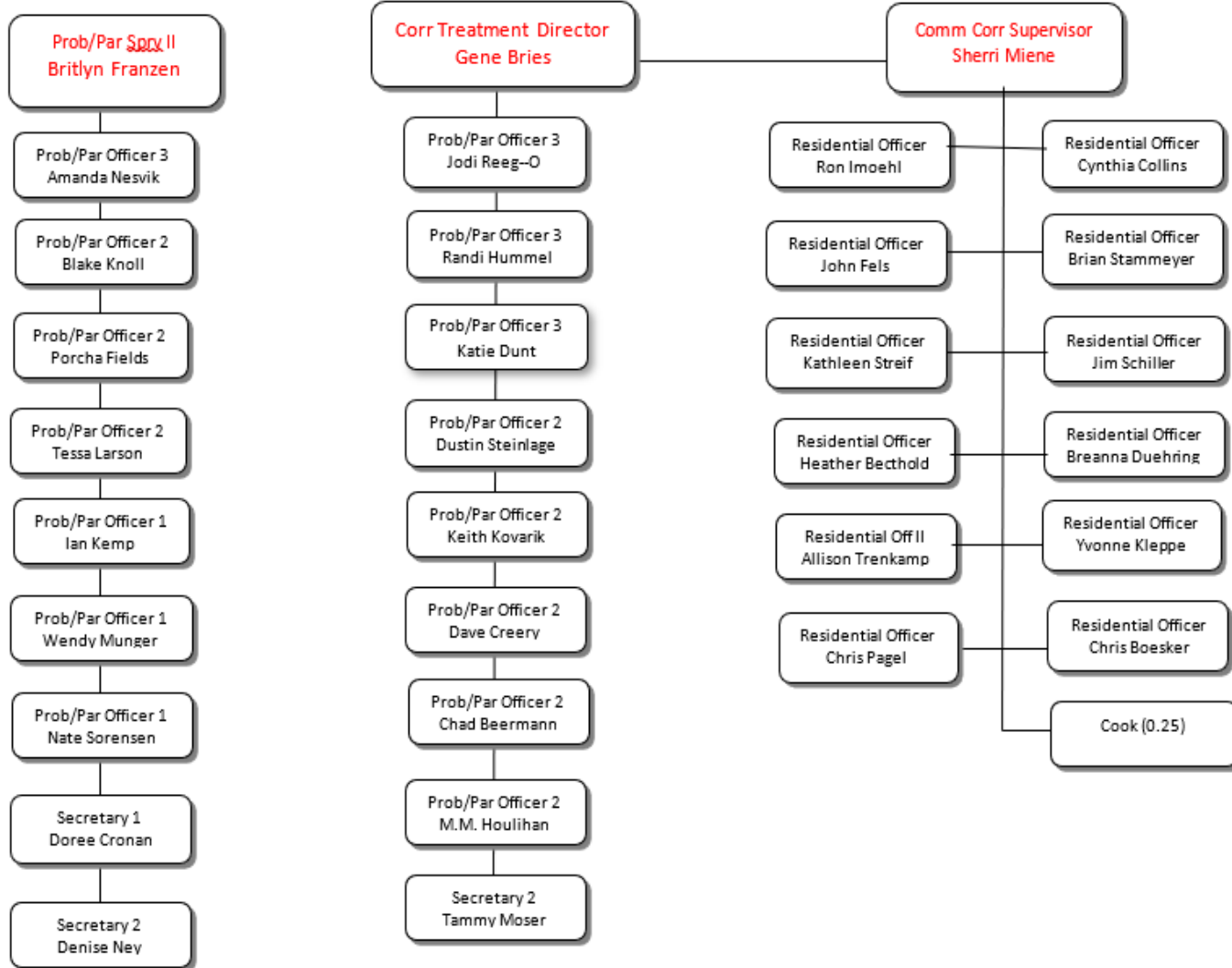
Prob/Par Officer 3
Doug Dietz

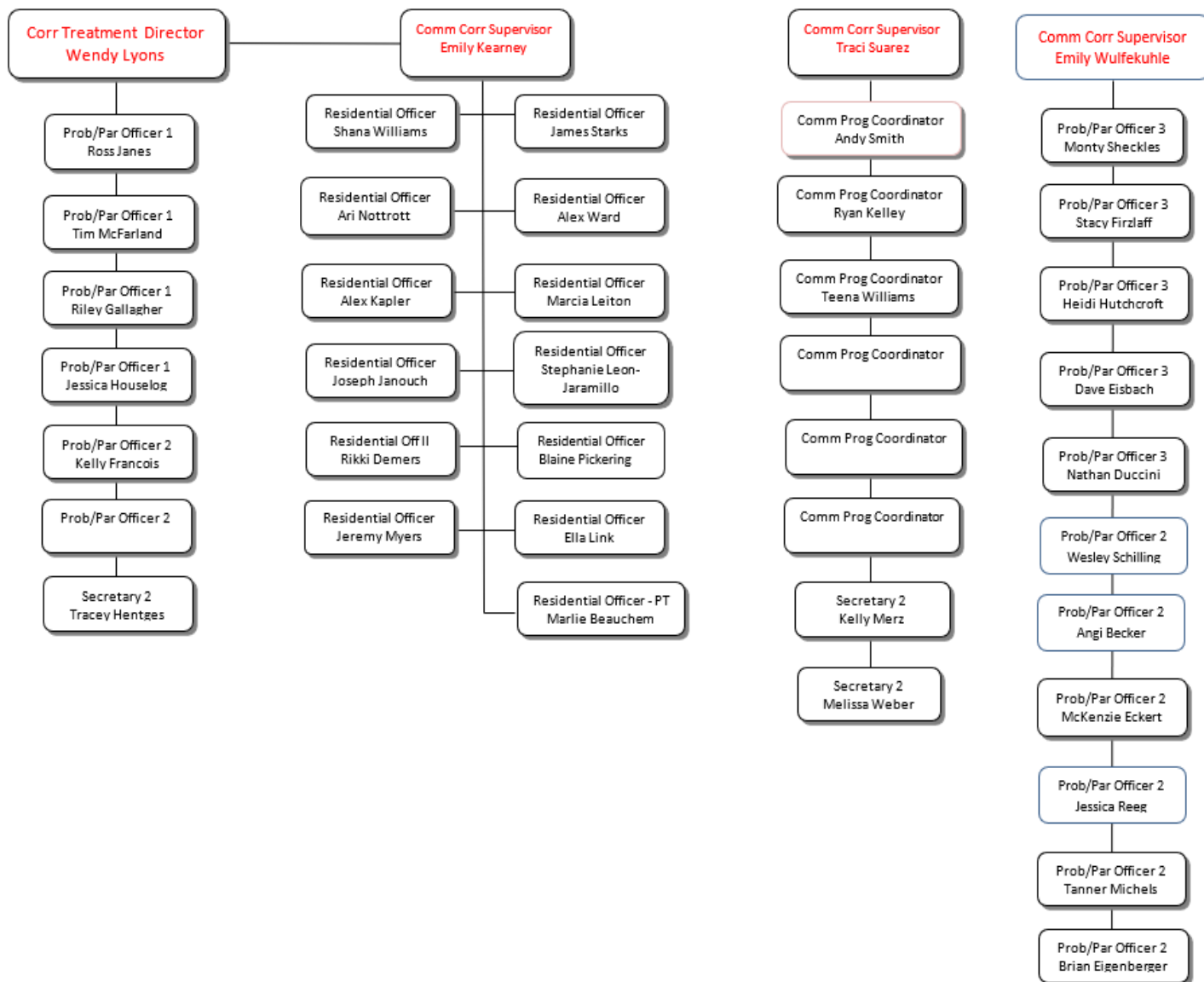
Prob/Par Officer 3
Jamie Caldwell

Prob/Par Officer 3
Chad Mackie

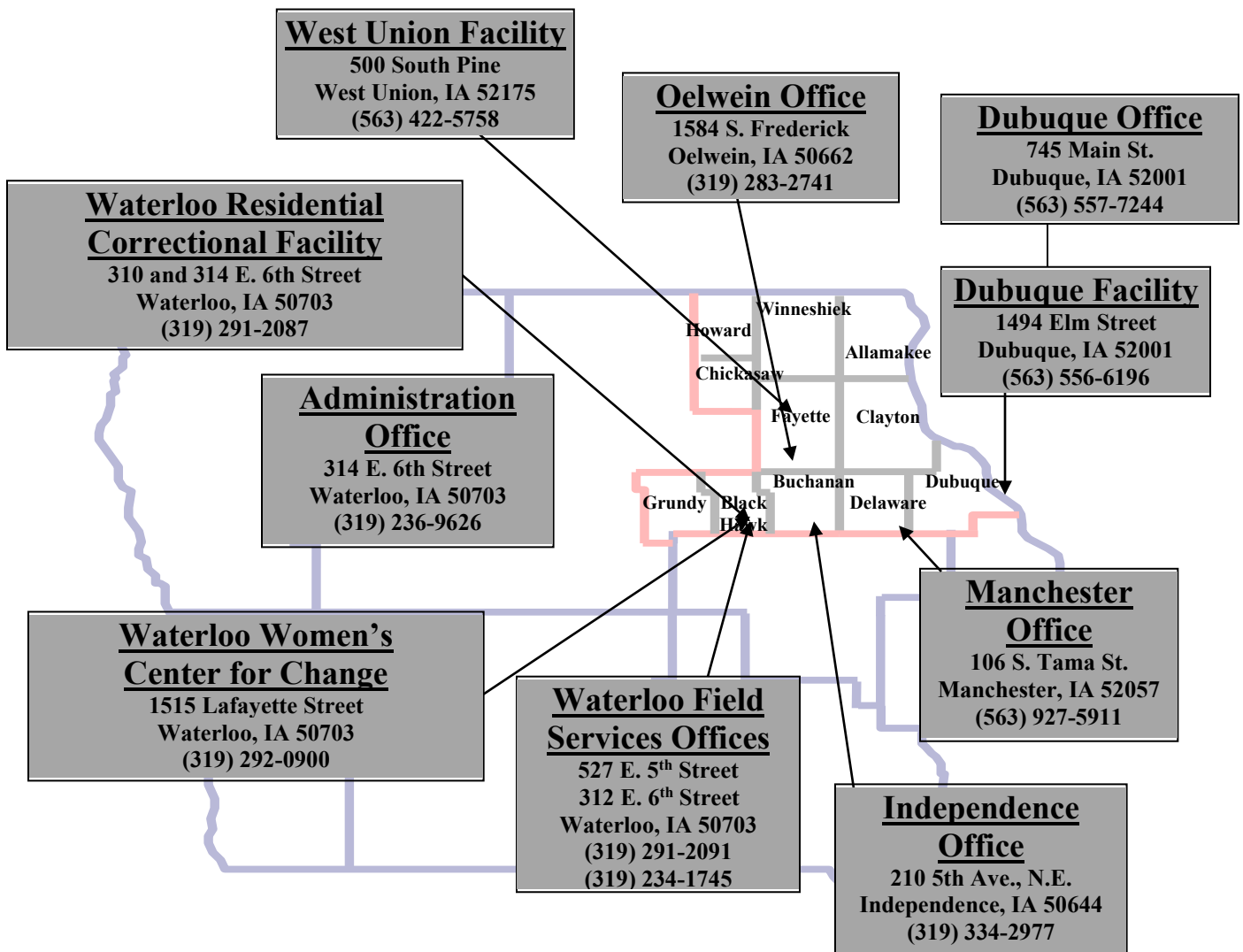
Prob/Par Officer 3
Elizabeth Clark







LOCATIONS



ADVISORY BOARD

Allamakee County	Dennis Keatley
Black Hawk County	Linda Laylin
Buchanan County	Dawn Vogel
Chickasaw County	Steven Breitbach
Clayton County	Steve Doeppke
Delaware County	Shirley Helmrichs
Dubuque County	Wayne Kenniker
Fayette County	Jeff Bunn
Grundy County	Vic Vandehaar
Howard County	Pat Murray
Winneshiek County	Mark Faldet
Judicial	Lena Heit
Judicial	Mary Schlicher
Judicial	Les Blair
Advisory	John Shook
Advisory	Lynn Neill

FY 25 MEETINGS SUMMARY

November 8, 2024

- Update on FY 24 Financial Report
- Update on new Standard Conditions of Probation
- Participation on ethics exercise
- Recognized New and Promoted Staff
- Community Updates

February 7, 2025

- Held elections for Advisory Board positions
- Community Updates

June 6, 2025

- Recognized New and Promoted Staff
- Approved By Laws
- Presentation on Federal Prison System
- FY 24 Audit
- Presentation on Annual Report
- Community Updates

SPECIAL PROGRAMS

DRUG COURT

Drug Court represents a non-traditional approach to criminal offenders who are addicted to drugs. Rather than focusing only on the crimes and punishments, Drug Court also attempts to solve some of each individual's underlying problems. The program is built upon a unique partnership between the criminal justice and drug treatment communities, one which structures treatment intervention around the authority and personal involvement of a single Drug Court Judge.

Drug Court is dependent upon the creation of a non-adversarial courtroom atmosphere where a single Judge and dedicated correctional and treatment staff work together toward the common goal of breaking the cycle of drug abuse and criminal behavior. An environment with clear and explicit rules is created and a participant's compliance is within their own control.

The mission of Drug Court is to enhance public safety and benefit the community through a judicially supervised, collaborative effort to more efficiently work with substance abusing offenders, thereby reducing recidivism and associated crime. The First District served 60 clients in Drug Court this fiscal year.

IOWA DOMESTIC ABUSE PROGRAM

Iowa law mandates anyone convicted of domestic abuse must complete the Iowa Domestic Abuse Program (IDAP). This program provides group education and treatment for offenders who have either been convicted of domestic abuse charges or who have a pattern of abusive behavior within their relationships. Classes are offered at a variety of times to accommodate offender personal schedules. To complete the program, participants must attend 24 two-hour sessions and satisfactorily complete all homework. In addition, all participants are responsible for paying for their classes. The First District served 997 clients in IDAP this fiscal year.

MENTAL HEALTH JAIL ASSESSMENT & DIVERSION

Community Treatment Coordinators in all three Divisions conduct mental health screenings on individuals incarcerated in local county jails to determine if appropriate services exist within the community that would allow the offender a suitable placement alternative in lieu of prison or jail. Through collaboration with multiple community agencies, each individual's mental health needs are addressed in conjunction with issues related to housing, medications, provider support, and appropriate correctional supervision. The Community Treatment Coordinators may supervise offenders in the community or make referrals to various mental health programs within the Department. The Mental Health Jail Assessment Program has proven to be a valuable asset to the First District in our efforts to more effectively address the needs and issues of mentally ill people in the correctional system.

MENTAL HEALTH RE-ENTRY

With the growing prevalence of mentally ill people on correctional supervision, the need to offer more rehabilitative options in conjunction with specialized supervision has become necessary. The Department has Probation/Parole Officers specifically assigned to supervise high-risk/high-need mentally ill offenders in Black Hawk County. These agents supervise male and female offenders on pre-trial, probation, parole, and in the Waterloo Residential Facilities. "Mental Health Re-entry" is a broad term used to identify this offender population. The First District served 391 mental health re-entry clients in this fiscal year.

SEX OFFENDER TREATMENT/SUPERVISION

Program staff for the SOTP unit includes specialized Probation/Parole Officers located across the District. All sex offenders are supervised at an enhanced level of supervision and are expected to participate in treatment provided by the Department. Various assessments are used to determine individual risk and ascertain treatment needs and goals. Testing instruments such as the polygraph are used to verify information about sexual deviancy patterns and monitor compliance with supervision conditions.

Specialized SOTP Treatment groups using the Good Lives curriculum are conducted by Probation/Parole Officers in the Sex Offender Unit. Supervision of the SOTP unit has been streamlined in order to more efficiently address the complexities of specific laws for sex offenders, sex offender registry issues, increased periods of supervision, electronic monitoring requirements, and the development of more uniform programming across the District. The First District served 488 clients in the SOTP unit this fiscal year.

FIELD SERVICES DIVISION

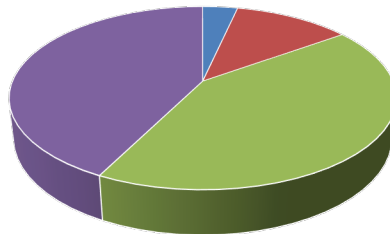
The majority of offenders supervised by the Department of Correctional Services are monitored by staff in the Field Services Division. Often referred to as “street supervision” this category typically includes pre-trial supervision, various probation supervision levels, and parole. The following pages include information about the numerous supervision types and services provided by the Field Services Division.

OFFENDERS SERVED IN FIELD SERVICES



- OWI CONTINUUM - 9
- SPECIAL SENTENCE - 230
- INTERSTATE COMPACT - PROBATION/PAROLE - 228
- PRETRIAL RELEASE WITH SUPERVISION - 1,423
- PROBATION - 3,440
- PAROLE - 951

FIELD SERVICES SUCCESSFUL DISCHARGES



- INTERSTATE COMPACT PROBATION/PAROLE - 68
- PAROLE - 227
- PRE-TRIAL RELEASE WITH SUPERVISION - 828
- PROBATION - 831

STANDARD PRE-TRIAL SUPERVISION

The Department established Pre-Trial Services in 1974. Arrestees are interviewed in local jails and are assessed for their likelihood to be present for future Court appearances and their potential danger to the community. Recommendations to the Court for release may include release on own recognizance, release with supervision, release on bond, or release on bond with supervision. If release with supervision is ordered, the defendant is monitored to assure attendance at Court appearances and compliance with conditions of release. Defendants are supervised until the disposition of their cases or until further Court order. The First District served 1,423 clients on pre-trial this fiscal year.

PRESENTENCE INVESTIGATIONS

The Pre-Sentence Investigation (PSI) is a detailed report provided to the Court prior to sentencing. Because the Court has considerable discretion in most cases, it relies on the report to provide an accurate and objective description of the individual and their background. The report includes details regarding an individual's criminal history, substance abuse issues, social history, family, education, employment, and other pertinent information. Also included are proposed correctional and treatment plans to meet the needs of the offender and safeguard the public. Finally, a sentencing recommendation from the Department is made to the Court. The Pre-Sentence Investigation report also provides valuable information to other correctional staff who later supervise the offender. The First District completed 944 PSI reports this fiscal year.

INTENSIVE PRE-TRIAL SUPERVISION

An Intensive Pre-Trial Supervision Program was initially established in 1985 to help alleviate jail overcrowding in Black Hawk County. Even after the construction of a new county jail, Intensive Pre-trial Supervision has continued to provide services for high-risk defendants who may otherwise remain incarcerated. The program is a cost-effective alternative to incarceration for people awaiting further Court proceedings in their cases. The intensive pre-trial unit served 378 clients in FY 25.

LOW RISK PROBATION

The Low-Risk Supervision Program was developed to remove the majority of low risk offenders from standard supervision caseloads in order to address high caseloads for standard officers in a cost-effective manner. Offenders participate in a group intake where they are informed of their court-ordered obligations and responsibilities for supervision. Once their obligations are met, they may be eligible for discharge from supervision. 1063 clients were supervised on low risk probation in FY 25.

INTENSIVE PROBATION & PAROLE DOMESTIC VIOLENCE

Domestic Violence offenders who have been assessed as high-risk and require more assistance and supervision than those on standard probation or parole are placed on Intensive Supervision. These offenders may be subject to increased contact standards, frequent home visits, curfews, surveillance, and may be required to wear electronic monitoring devices. In addition, these offenders are required to participate in Iowa Domestic Abuse Program groups and regularly report to the Domestic Violence Court. First District served 275 clients in the intensive domestic violence program this fiscal year.

PROBATION & PAROLE

Probation: Offenders are placed on probation after being found guilty of a criminal offense. They typically receive a jail or prison sentence which is suspended “with good behavior” and they are then placed on probation. This sentencing option gives offenders an opportunity to correct their behavior while remaining in the community. In order to effectively address criminogenic needs, offenders participate in an assessment process, case planning, and appropriate treatment. Probation Officers monitor compliance with supervision expectations, work with offenders to facilitate behavioral change, and report progress to the Court. The First District served 3,440 clients on probation status this fiscal year.

Parole: Offenders are granted a parole as authorized by the Iowa Board of Parole either directly out of a state institution or from a Work Release Facility. The 1st District Re-Entry Coordinator works with prison counselors and re-entry coordinators to help facilitate a smooth transition from incarceration back to the community. Parole Officers conduct assessments, make referrals for treatment and assistance, facilitate lifestyle changes, and monitor compliance with parole conditions. The First District served 951 clients on parole status this fiscal year.

RESIDENTIAL FACILITIES:

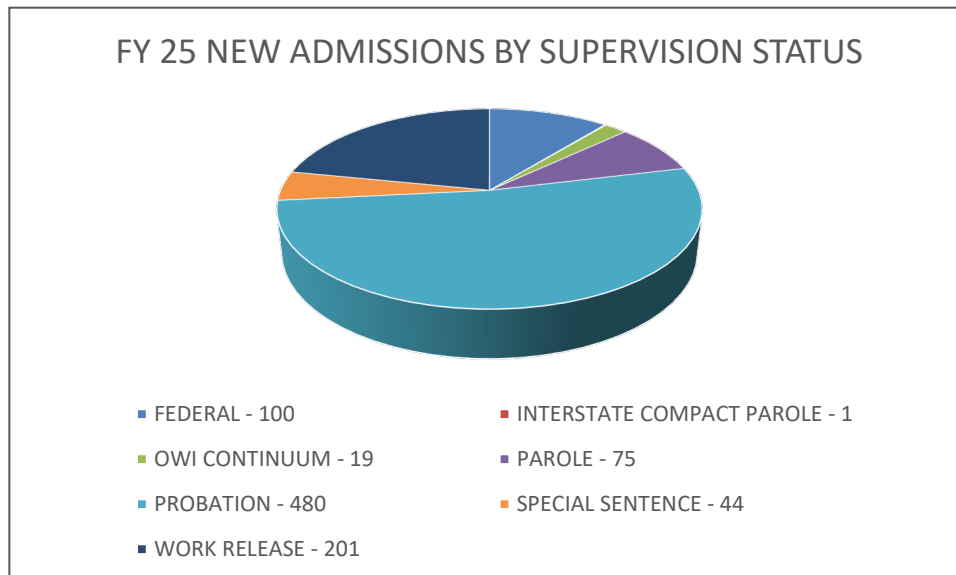
DUBUQUE, WATERLOO, & WEST UNION

Residential Supervision is provided in all four facilities for the following types of offenders:

- ❖ Work Release
- ❖ Operating While Intoxicated/321J
- ❖ Probation
- ❖ Federal
- ❖ Direct Sentence/Alternative Jail Site
- ❖ Parole

Offenders are committed to Residential Facilities either by Court order, through the Corrections Continuum, or as ordered by the Iowa Board of Parole. In addition, Federal residents may be housed in residential facilities via a contract with the United States Bureau of Prisons. Offenders may be placed in facilities on several different legal statuses such as pre-trial, probation, parole, work release, and federal.

First District Facilities provide safe and secure environments which are conducive to positive offender change. Offenders progress through facility programs via a level system, whereby privileges are gained through compliance with program rules and treatment objectives. Programming is individually tailored to meet offender needs and may include securing and maintaining employment, participating in an education program, performing community service work, substance abuse and mental health counseling, and cognitive-behavioral treatment. Probation/Parole Officers assist offenders with money management to ensure they meet their financial obligations including victim restitution and child support. Facility residents also pay rent to the facility, which helps defray the costs associated with their stay. Facilities admitted 920 clients into the residential facilities this fiscal year.





Waterloo Women's Center for Change, Bed Capacity=45, Females Only



**West Union Residential Facility
Bed Capacity=48
Male=40, Female=8**



**Dubuque Residential Facility
Bed Capacity=80
Male=62, Female=18**



Waterloo Residential Facility, Bed Capacity=150, Males Only

COMMUNITY SERVICE WORK

The First District is committed to helping restore harm done to the many victims in our communities. One method used to help accomplish this goal is for offenders to perform community service work in our neighborhoods. While this labor certainly benefits the community, it can also provide opportunities for offenders to learn job skills and develop a sense of responsibility to society. There are several options for how and why community service work is ordered and incorporated into programming. These may include:

- ***Community Service Sentencing:*** Offenders are ordered by the Court to perform community service work as part of their probation conditions. There are currently 4,912 hours of community service ordered to clients under the First District through the Judicial Branch.
- ***Community Service In Lieu of Payment for Court Fees:*** Offenders may perform community service work in lieu of paying selected court fees, if approved by the Court. Community service work cannot be used to repay any victim damages or victim restitution.
- ***Community Service as an Intermediate Sanction:*** Offenders may be ordered by the Court or the Corrections Continuum Committee to perform community service work as a penalty for violations of supervision.
- ***Community Service as a Component of the Level System:*** Offenders may be required to perform community service work in order to advance through the Residential Facility Level System, which determines eligibility for furloughs and successful discharge from the facility.

VICTIM SERVICES

Addressing the needs of the victims in our community is another way to facilitate restorative justice. The Department is committed to providing the following services for victims:

- Registering victims
- Referrals for victim services
- Informing victims regarding restitution, pecuniary damages, confidentiality
- Notification of release dates of offenders
- Providing victims with “Wrap Around Services”
- Educating victims on the correctional process

FINANCIAL INFORMATION

FIRST DISTRICT DEPARTMENT OF CORRECTIONS COMPARATIVE FINANCIAL ANALYSIS FY 2025

Balance Sheet - GAAP package items	FY2024 \$ Amounts	FY2025 \$ Amounts	\$ Change
Accounts Receivable	347,938.84	-	(347,938.84)
Lease Receivable			
Loans & Notes Receivable			
Prepaid Expenses	64,029.79	20,990.78	(43,039.01)
Material & Supplies Inventory			
Capital Assets	14,837,491.48	14,842,706.00	5,214.52
Capital Assets - Intangible Assets			
Capital Assets - Lease Assets		59,409.00	59,409.00
Capital Assets - SBITA Assets			
Deferred Outflows of Resources			
Accounts & Retainage Payable	843,892.12	-	(843,892.12)
Performance Bonds & Clearing Accounts			
Unearned Revenues			
Lease Liability		56,525.00	56,525.00
SBITA Liability			
Loans & Notes Payable			
Financed/Installment Purchases			
Long-Term Debt			
Deferred Inflows of Resources			
Revenues			
01 - Taxes			
02 - Receipts From Other Entities	543,460.00	1,044,287.45	500,827.45
03 - Interest, Dividends, Bonds & Loans	50,722.78	4,674.74	(46,048.04)
04 - Fees, Licenses & Permits	705,939.68	621,005.07	(84,934.61)
05 - Refunds & Reimbursements	3,262,856.93	3,272,463.26	9,606.33
06 - Sales, Rents & Services			
07 - Miscellaneous		260.20	260.20
Expenditures			
01 - Personal Services	18,455,821.57	18,663,263.01	207,441.44
02 - Travel & Subsistence	190,812.99	73,997.46	(116,815.53)
03 - Supplies & Materials	235,339.95	292,368.52	57,028.57
04 - Contractual Services	2,280,734.31	2,167,415.40	(113,318.91)
05 - Equipment & Repairs	611,905.38	570,997.21	(40,908.17)
06 - Claims & Miscellaneous	1,927.00	1,612.62	(314.38)
07 - Licenses, Permits & Refunds			
08 - State Aid & Credits			
09 - Plant Improvement & Additions			

INTERN/VOLUNTEER SERVICES

The Department partners with local colleges and universities to provide students with an opportunity to complete internships or volunteer work experience in community-based corrections. Numerous Department employees were interns/volunteers before being hired.

Benefits to the student:

- Practical experience will help with career planning and decisions.
- Provides an opportunity to learn and practice new skills.
- Increases their knowledge and enhances their chances of obtaining employment in the corrections field.
- Networking opportunities with professionals in the corrections field.

Benefits to the Department:

- Develops a more experienced employee applicant pool.
- Improves the employee selection process by providing an opportunity to observe potential employees in the work environment.
- Assists Department staff with job tasks which may be performed in a supervised capacity.
- Gives Department staff an opportunity to help students grow and learn.

Intern/Volunteer hours performed during FY '25:

Western Division = 12 interns and 1,726.75 hours

Eastern Division = 5 interns and 1,261.25

Northeastern Division = no interns

STAFF TRAINING

Training is an important part of every role to learn and maintain best practices. Staff complete required annual, skill specific, and developmental training each year. For Fiscal Year 2025, First District staff completed 3,630 hours of training.

First District welcomed 13 new staff during the fiscal year. New employees complete a minimum of 120 hours of training during their six month probationary period. New employees also participated in a Swearing-In Ceremony led by a District Judge and the First District Director. The swearing-in consisted of taking an oath to uphold the Employee Creed and Code of Ethics. All District staff and new employee family members were invited to attend in person or virtually to support and welcome the new employees. This fiscal year, six staff took the oath at a swearing-in ceremony in August 2024.



Pictured above from August 2024 NET: Front Row: Shana Williams, Yvonne Kleppe, Lexie Magnani, Jadelyn Richardson. Back Row: Nathan Amunrud, Tonya Allen, Gabriel Penrith, Brandon Point

A state-wide NET (new employee training) was implemented in FY 2025. Staff spend two weeks in Des Moines with new employees from across the state to learn many new skills to start their career in Corrections. The first NET was held in May 2025.

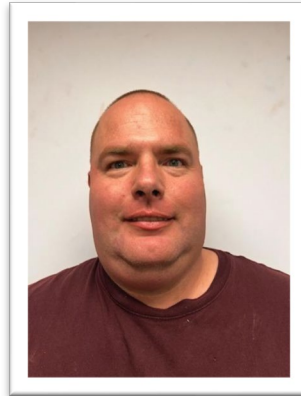


First District Graduates:

Jerry Hoalt, Cindy Collins, Chris Boesker. Not pictured: Alison Lau

SPECIAL RECOGNITION

First District Employee of the Year



John Fels, Residential Officer
West Union Residential Facility

Life Saving Awards



Joseph Janouch
Residential Officer
Dubuque Residential Facility



Alex Kapler
Residential Officer
Dubuque Residential Facility



Shana Williams
Residential Officer
Dubuque Residential Facility



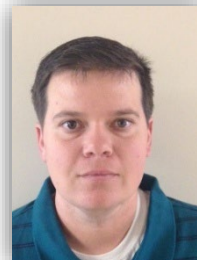
Blaine Pickering
Residential Officer
Dubuque Residential Facility



Chris Boesker
Residential Officer
West Union Residential Facility



Yvonne Kleppe
Residential Officer
West Union Residential Facility



Chris Pagel
Residential Officer
West Union Residential Facility



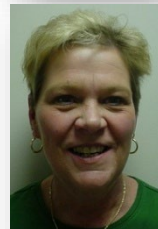
Paul Kloft was hired with 1st District on March 31, 1995, as a Residential Advisor in Dubuque. In August 1999 he was promoted to Probation/Parole Officer II, and on August 11, 2006, he was promoted to Probation/Parole Officer III in Dubuque. Paul has continued his career as a POIII for 18 years. Paul has devoted over 29 years with the Department and retired on July 18, 2024.



Brad Gordon was hired with 1st District on August 2, 1999, as a Residential Officer in Waterloo. In July 2000 he transferred to the West Union Residential Facility and in October 2005 he would transfer back to Waterloo. On February 20, 2009, he was promoted to Probation/Parole Officer II, and on October 24, 2014, he was promoted to Probation/Parole Officer III. On June 15, 2018, Brad was promoted to Executive Officer and in September 2023 he reassigned to the Parole/Probation Supervisor in Oelwein. Brad has devoted over 25 years with the Department and retired on August 29, 2024.



LeAnn Popenhagen was hired with 1st District on July 26, 2017, as a Part Time Cook at the West Union Residential Facility. LeAnn has devoted over 7 years with the Department and retired on August 30, 2024.



Kathleen Dunt was hired with 1st District on June 8, 2001, as a Part Time Cook at the West Union Residential Facility. In July 2006 she was promoted to Food Service Leader. Kathy has continued her career as a Food Service Leader for over 18 years. Kathy has devoted over 23 years with the Department and retired on September 26, 2024.



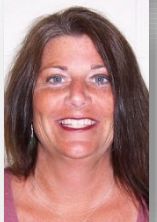
Marvin Spencer was hired with 1st District on February 6, 2009, as a Supervisor in Waterloo. In June 2013 he was reclassified to a Probation/Parole Supervisor. Marvin has devoted over 15 years with the Department but has devoted his career working within State agencies for over 36 years. Marvin retired on October 11, 2024.



Laurie Reicherts was hired with 1st District on July 23, 1999, as a Probation/Parole Officer II at the Waterloo Probation/Parole Office. In December 2005 she transferred to the Waterloo Residential Correctional Facility and in July 2012 she transferred to the Waterloo Women's Center for Change. Laurie has devoted over 25 years with the Department. Laurie retired on December 31, 2024.



Jean Johnson was hired with 1st District on April 14, 1995, as a Data Processing Technician at the Waterloo Work Release. In July 1998 she was reclassified to a Secretary. Jean transferred to Pre-Trial/PSI in October 1999 and then transferred from Waterloo Residential Correctional Facility to Waterloo Women's Center for Change in June 2017. Jean has devoted over 29 years with the Department. Jean retired on December 31, 2024.



Lisa Dow was hired with 1st District on March 12, 1991, as a Probation/Parole Officer I at the Probation/Parole office in Waterloo. In September 1992 she was promoted to Probation/Parole Officer II. In February 1996, Lisa was reclassified to Probation/Parole Officer III. In December 2002, Lisa transferred to the Waterloo Residential Correctional Facility. Lisa has devoted over 33 years with the Department. Lisa retired on January 16, 2025.



Laurie Thoma was hired with 1st District on August 21, 1998, as a Part Time Secretary at the Waterloo Probation/Parole Office. In April 2002 she became a Full Time Account Clerk II at the Waterloo Residential Correctional Facility. In February 2004 her position was reclassified to a Secretary. On May 18, 2018, Laurie was promoted to Accounting Technician and on April 1, 2022, she was promoted to Office Manager. Laurie has devoted over 26 years with the Department. Laurie retired on January 17, 2025.



Pat Weber was hired with 1st District on July 16, 1993, as a Community Program Monitor in the Western Division. In April 1994 his position was reclassified to a Probation/Parole Officer II. Pat was promoted on September 3, 1999, to a Community Treatment Coordinator and on April 25, 2003, he would be promoted to Probation/Parole Officer III. Pat has devoted over 31 years with the Department. Pat retired on January 21, 2025.



Greg Tovar was hired with 1st District on March 13, 1998, as a Residential Officer at the Waterloo Residential Correctional Facility. Greg was promoted on July 9, 1999, to Probation/Parole Officer II at the Waterloo Probation/Parole Office. Greg has devoted over 26 years with the Department. Greg retired on January 30, 2025.



Dean Milius was hired with 1st District, transfer from 2nd District, on October 20, 1995 as a Residential Advisor at the West Union Residential Facility. Dean was promoted on July 7, 2000, to Probation/Parole Officer II at the Oelwein Probation/Parole Office. Dean was promoted on August 11, 2006, to Probation/Parole Officer III and would transfer to Waterloo in February 2008. Dean has devoted over 32 years with the Department. Dean retired on February 27, 2025.



Lauri Waldbillig was hired with 1st District on July 5, 1996, as a Probation/Parole Officer 2 in Decorah. In September 1997 she transferred to the Dubuque Probation/Parole office. Lauri was promoted on September 5, 2008, to a Probation/Parole Officer III. Lauri has devoted over 28 years with the Department. Lauri retired on June 27, 2025.