



Iowa Department of Corrections

Iowa Medical and Classification Center
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319-626-2391
Mike Heinrich, Warden



2025 Annual Report
July 1, 2024 – June 30, 2025

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Values/Vision and Mission

We believe:

In the value of honesty, integrity and transparency throughout our organization Staff is to model the kind of behavior we expect to see demonstrated by our incarcerated individuals.

Incarcerated individuals are sent to prison as punishment, not for punishment Rules and discipline are about managing, teaching and effecting change; and, they must be driven by evidence-based practices in the field.

The focus must be on continuous improvement in our day-to-day problem solving, as we strive to be proactive and oriented toward the future.

In our staff operating as a team, where all ideas and contributions are respected.

Our Vision:

To be the leader in creating a safer Iowa with no more victims, by providing excellence in classification, medical and mental health, security, treatment and successful reentry through evidenced-based practices.

Our Mission:

Creating Opportunities for Safer Communities

IMCC Executive Team

Warden

Mike Heinrich

Deputy Warden

Mike Kane

Associate Warden of Administration

Ty Doermann

Associate Warden of Security

Brian Chapman

Correctional Security Manager

Justin Kracht

Associate Warden of Treatment

Janie Mendez

Administrator of Nursing

Linda Bellinghausen

Treatment Services Director

Cassie Cass

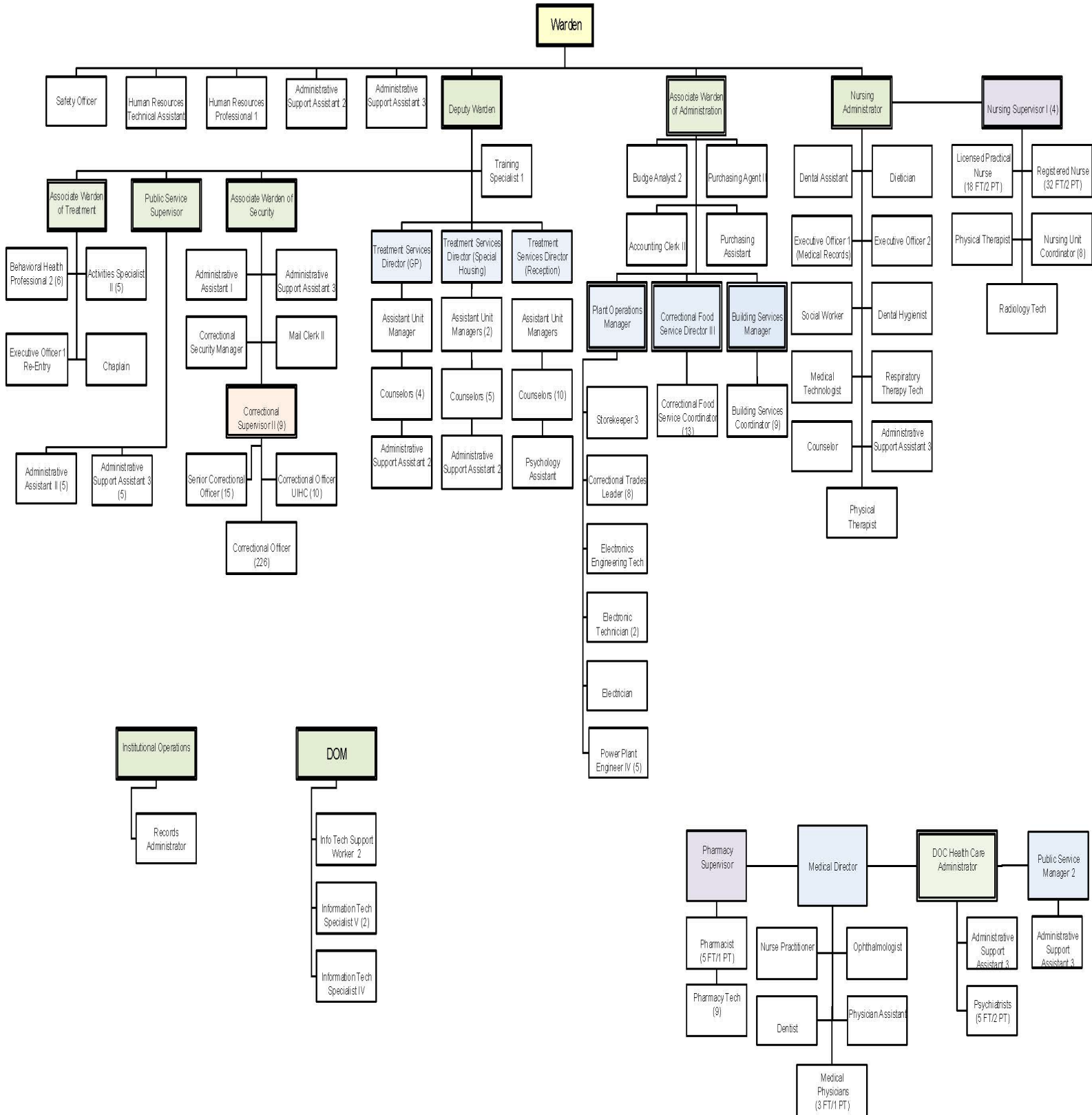
Treatment Services Director

Jennifer Smith

Treatment Services Director

Stuart Kimball

Iowa Medical and Classification Center Table of Organization



PRISON OVERVIEW & HISTORY

1967 - The State Legislature authorized the creation of the Iowa Security and Medical Facility at Oakdale. This facility was to take the place of the Iowa Security and Medical facility (formally the Criminally Insane Unit) at the Iowa Men's Reformatory in Anamosa, Iowa, but would be a more humane environment. The property was originally part of the Oakdale Campus for those who were infected with TB.

1969 - When the facility was completed in 1969, receiving the first 24 patient and 6 aides on September 2, the building consisted of three patient units totaling 81 beds. At the time of its completion, IMCC was considered to be part of the country-side, away from the major populations of the cities of Iowa City, Coralville and North Liberty.

1984 - In 1984, the facility's capacity was increased to 300 beds by the construction of a reception/classification center and the institution officially became known as "The Iowa Medical and Classification Center." The facility provided services both to the DOC Incarcerated Individual population and to the psychiatric hospital units.

1990 - In 1990 and 1991, the facility's capacity was again increased with the construction of four dormitory units, two for reception and two for general population.

2005 - Renovations to one of the old hospital units renewed 23 beds for a separate special needs unit in bringing the total capacity to 528 beds.

2006 - 2007 - We began to renovate our Dietary Department. This renovation enabled us to deliver trays directly to the units instead of having Incarcerated Individuals come to the dining hall.

2007 - We opened our Special Needs Unit, which has since been dedicated as the Lowell D. Brandt Unit, which added another 178 beds for a total of 706. The planning for this unit began in 1998. The building contains an outpatient health clinic and offices, three medical housing units and four celled behavioral units. The celled behavioral unit included a Therapeutic Community for Incarcerated Individuals from Blackhawk County with a dual diagnosis of mental illness and substance abuse until it closed March 7, 2014, a secured observation unit and two larger units for Incarcerated Individuals with mental health diagnosis.

2008 - A complete laundry renovation/expansion began in February 2008. The laundry was moved to the vacated 'dead records' area that had been moved to the Powerhouse. In August of 2008 our address changed from "Oakdale" to "Coralville" as the Oakdale Post Office closed. Even now, years later, we are still known as "Oakdale".

2011 - Our Admit area was remodeled to be more open and friendly toward the public.

2016 - In late FY16 plans were formulated to change our FPH to one unit and utilized East Unit as a Transgender/Dog Program unit. The Transgender Unit was later dissolved.

2018 - On April 3, 2018, the Youthful Incarcerated Individual Program was transferred from ASP to IMCC. The FPH Program was moved to East Unit so the Youthful Incarcerated Individuals could reside on West Unit until they turn 18. We have two education rooms along with a Recreation Room. The Dog Program was moved to T Unit.

2019 - IMCC will celebrate 50 years of serving the public starting when the building officially opened in 1969 as the Iowa Security Medical Facility when the Unit for the Criminally Insane transferred to Oakdale. In total, IMCC has 22 housing units which have multiple specific functions. In addition, the facility has a warehouse which holds the recycling program and large equipment. The Power Plant, which houses the Pharmacy, the DOC File Repository, loading dock, maintenance shops and power generators, is attached to the main building by way of a tunnel. Attached to the original main building is the administration building which holds the Warden's office area, the Business Office, IT and Human Resources offices in addition to the Training Room, Mailroom and CERT Training Room.

2020 - IMCC Management Team changed with new Associate Warden of Treatment, Interim Warden and Deputy Warden. In March, Covid-19 brought us the "New Normal" and changed the institution. Visiting stopped, temperatures taken, screening questions, staff working from home, face shield, masks, quarantining and the entire state shutting down. Working together we strive to get through this pandemic.

2021 - The Covid-19 pandemic continues to be the topic of conversation in FY21. Visits for the men incarcerated are done via the virtual setting, quarantining for both staff and the men incarcerated at IMCC continues when necessary, and face masks continue to be worn in certain areas of the facility. We are slowly adapting to this pandemic and making the changes necessary to keep everyone safe as we learn more about this virus.

2022 - IMCC focused on hiring and retention for correctional officer and nurses using radio advertising, accepting walk-in interviews and on the spot hiring for the first time ever. We had our first incarcerated individual graduation since the pandemic and religious volunteers were welcomed back.

2023 - Hiring staff and retaining staff continues to be a huge focal point this year. We continue to do everything we can to market our facility and fill positions as well as retaining the staff that join our team. Our team of dedicated staff continues to strive to work through and challenges thrown their way in an effort to fulfill the department's mission of Creating Opportunities for Safer Communities.

2024 - Our focus remains the same as it relates to recruiting and retaining staff so that we can continue to serve the dynamic and challenging individuals that we do while serving the people of Iowa.

2025 – This year was another busy one. We continue to grow and learn how to best utilize our resources. Staff have done a tremendous job throughout the year to serve our mission.

SECURITY

The Iowa Medical and Classification Center (IMCC) Security Department is a robust and highly specialized team responsible for maintaining safety, security, and operational efficiency across a complex correctional environment. When fully staffed the Security Department comprises 236 Correctional Officers, 14 Senior Correctional Officers, 13 Captains, 1 Administrative Assistant One, 1 Administrative Support Assistant Three, 1 Mail Clerk II, 1 Correctional Security Manager and the Associate Warden of Security.

The IMCC Security Department manages a broad spectrum of responsibilities vital to the Iowa Department of Corrections (IDOC). The Security Department handles everything from the daily operations of IMCC's 22 living units, to numerous daily trips to the hospitals and clinics in the area.

The Security Department operates security areas at the University of Iowa Hospitals and Clinics (UIHC) and the Medical Center North Liberty (MCNL) that coordinate and manage the IDOC traffic at each of these facilities. These facilities serve as central hubs for all medical appointments and admissions for incarcerated individuals from all nine Iowa correctional institutions. IMCC Security Department manages an average of 10-15 hospital appointments daily, in addition to providing coverage for hospital admissions, which average 4-5 watches per day but may significantly increase based on need.

The Security Department also runs two intake units, one of which handles the processing of incarcerated individuals into the IDOC directly from Iowa's county jails. The Security Department regularly transports incarcerated individuals across the state, to and from other IDOC institutions and county jails.

The diverse classifications and unique needs of the incarcerated population at IMCC necessitate a highly adaptable and extensively trained security staff. Correctional Officers at IMCC provide the safety and security for IMCC's 22 housing units. IMCC has housing units categorized as Reception, General Population, Youthful Incarcerated Individuals, Mental Health Units, Hospital Care, and IMCC has a Forensic Psychiatric Hospital Unit. This operational complexity distinguishes IMCC, making it unique among Iowa's correctional institutions.

IMCC serves as the reception center for all male incarcerated individuals in Iowa. The Security Department efficiently manages the intake process, handling approximately 300 admissions per month from county correctional facilities throughout the state. This demanding task, managed by security staff, involves the transportation of incarcerated individuals across Iowa utilizing two buses and multiple transport vans.

IMCC has been designated as the New Employee Training (NET) site for correctional institutions in Eastern Iowa. Security staff from IMCC regularly contribute to the training of new officers across the IDOC. Their expertise provides incoming IDOC employees with invaluable insight, knowledge, and leadership, fostering the development of competent correctional professionals.

The officers and staff of the IMCC Security Department are a highly talented, hardworking, and dedicated group who take immense pride in their service to IMCC and the Iowa Department of Corrections.

Correctional Emergency Response Team (CERT)

IMCC's Correctional Emergency Response Team (CERT) currently consists of 22 members, including four marksman observers, an Assistant Commander, and a Commander.

This past summer, the team welcomed several new members who completed the IMCC CERT Academy. This rigorous training program covers a wide range of specialized topics, including advanced chemical agents, disturbance control, high-risk escorts, cell extractions, electronic tools, building clearance, hostage negotiations, and proficiency with three weapons systems. Given the diverse population housed at IMCC, the IMCC CERT continues to evolve its tactical strategies to ensure the safety and security of both staff and incarcerated individuals.

Earlier this year, members of IMCC CERT and the Crisis Negotiation Team attended the annual Emergency Preparedness Training event at the old Iowa State Penitentiary. This hands-on training offers invaluable real-world scenarios and practical strategies for managing critical incidents. Both teams represented IMCC with professionalism and gained valuable insight from the experience.

Crisis Negotiations Team (CNT)

The IMCC Crisis Negotiation Team (CNT) works to resolve critical incidents involving inmates, such as hostage situations, barricaded individuals, or potential suicides, through communication and de-escalation techniques. The primary goal of the team is to achieve a peaceful resolution, prioritizing the safety of all involved, including inmates, staff, and themselves.

IMCC CNT had 235 cell-front interventions for the year. Of those 235 CNT interventions, 162 incarcerated individuals became compliant, 36 were compliant when CERT arrived at the door, and 37 were non-compliant. The IMCC Crisis Negotiation Team is currently in the process of adding additional members.

The IMCC CNT also conducted a significant amount of training. IMCC CNT has held quarterly training with the entire team throughout the year. The team placed third at the IACNA Negotiators Competition in Sioux City, IA. Four members were also able to attend the Interview and Interrogations course in January of 2025. The IMCC CNT participated in good numbers at the Iowa Department of Corrections Emergency Preparedness Training at the Iowa State Penitentiary this spring.

Training

The Iowa Medical and Classification Center (IMCC) is committed to providing comprehensive training and professional development opportunities. These initiatives ensure that all employees operate safely, effectively, and professionally within their roles.

IMCC serves a variety of populations, including individuals in general population, reception programming, youthful offender housing, behavioral units, and medical services units. Additionally, IMCC operates a licensed Forensic Psychiatric Hospital. This broad range of missions necessitates diverse training programs. The Training Department plays a crucial role in maintaining compliance with all regulations, policies, and procedures mandated by the Iowa Department of Corrections (IDOC) and other relevant external agencies.

IMCC is developing a robust orientation program to facilitate a smoother transition for new hires. This program aims to seamlessly integrate new employees into the vision and mission of both IMCC and the IDOC. The streamlined approach will address the specific training needs of all departments. Components of this program will include New Employee Training (NET) sessions, Pre-NET/ Post NET sessions, Field Training Officers (FTO) who introduce staff on an individualized basis to all the different job duties within IMCC. This comprehensive onboarding process is designed to enhance staff comfort and confidence in their new roles within IMCC and the IDOC. NET locations are at IMCC and the IDOC Training Center in Des Moines.

IMCC staff receive continuous in-service training to ensure proficiency in their specific job duties, adherence to safety and security policies and protocols, and ongoing professional development. Training content varies based on job classifications and the level of contact with incarcerated individuals. Annual training topics include but are not limited to the Incident Command System, Staff and Incarcerated Individual Sexual Misconduct Prevention, FEMA (Federal Emergency Management Agency), Mandatory Reporting, PREA (Prison Rape Elimination Act) Requirements, Personal Safety, Firearms Proficiency, Electronics Use and Safety, CPR, Chemical Agents Deployment, and Security Operations. Additional topics are developed and presented as needed, or in response to changes in protocols.

IMCC has significantly expanded its team of instructors to enhance training delivery and leverage subject matter expertise. The facility has added four new Subject Matter Experts (SMEs) for Defensive Tactics and twelve new SMEs for CPR Heartsaver (for non-medical staff) and BLS (Basic Life Support for medical staff).

IMCC provides essential training sessions for volunteers and contractors. These sessions cover critical policies and procedures, including confidentiality of incarcerated individual's information, PREA, IDOCs zero tolerance policy regarding sexual violence and harassment, limitations of their responsibilities, professional boundaries, and for contractors an 8 hour yearly defensive tactics course.

Effective training for correctional staff is paramount to the continuous growth and success of IMCC. It ensures the facility remains at the forefront of safe, secure, and effective correctional practices, while prioritizing the well-being of both staff and incarcerated individuals in our custody. The IDOC's learning approach fosters a culture of continuous improvement, enabling the correctional system to adapt effectively to evolving needs of its population.

Program/Treatment Services Overview

IMCC manages six unique Incarcerated Individual populations; Reception Program, General Population Program, Forensic Psychiatric Hospital (FPH), Health Services/Medical Units, Mental Health Services - LBU (Lowell Brandt Unit) and the Youthful Incarcerated Individual program.

Reception Program

The largest of our programs is the Reception Program with an average count of 400-450. Within 45 days, these Incarcerated Individuals will have completed the Classification process, which includes: custody level, housing, mental health, educational and health assessments. Incarcerated Individuals will complete psychological testing (BETA III, TABE). All available information on the Incarcerated Individual is compiled in a comprehensive Reception Report to assist Institutional Operations in placement decisions and the receiving institutions in case planning with Incarcerated Individuals for a successful reentry.

General Population

IMCC houses approximately 300 general population Incarcerated Individuals who make up the institution's Incarcerated Individual workforce. Many of these Incarcerated Individuals are housed for various reasons such as medical, treatment, and security needs. Work supervisors collaborate with counselors and the treatment team to determine if the Incarcerated Individual will be hired. Incarcerated Individual's may have a second job assignment, dependent on institutional need. Satisfactory job performance is directly related to advancing within the Transition Incentive Program (TIP).

Job assignments include: Dietary, housekeeping, laundry, unit clerks, health services runners, activities and recreation department clerks, library clerks, education tutors, mentors (on the mental health units), SSIP observers, ADLA workers, peer health workers, and minimum outs workers.

IMCC Incarcerated Individuals are also involved in the IDOC's Core Treatment Programs including ACTV (Achieving Change Through Value-Based Behavior), Moral Recognition Therapy (MRT), SOTP (Sex Offender Treatment Program), Prime for Life and apprenticeship opportunities. HiSET and Literacy programming is offered through Kirkwood Community College. Incarcerated Individuals' Organizations include Green Market, Wellness Group, Incarcerated Veterans Group, and New Directions.

Apprenticeship Program

We have 11 incarcerated individuals who are enrolled in the apprenticeship program. Programs that are involved: Electrician, Plumbing, Maintenance, Audio Video Repair, and Welding at this time. Apprenticeship offerings included: baker, barber, cook, electrician, housekeeper, industrial sewing machine operator, job printer, maintenance/repairer/builder, painter, plumber, upholsterer, welding.

Education Report

Benchmark #1 – Increase the number of HSED completions by 2% or greater over the previous year's total or have a minimum of 15 graduates.

IMCC did not meet this benchmark. Our target for this year is 15 completions. IMCC completed 7 HSEDs this FY, which is 47% of the target.

Benchmark #2 – Increase the rate of HSED completions per number served, as compared to the state average.

The final statewide average completion rate has not been calculated.

IMCC completed 7 HSEDs and served 54 students during fiscal year 2024- 2025, which is a 13% completion rate. It was not determined if IMCC met this benchmark last fiscal year as no statewide average was calculated, and the average has also not been calculated for FY 2024- 2025.

Benchmark #3 - Maintain at least a 90% pass rate on each HiSET subtest and meet the Department of Education requirement of a 96% pass rate for all HiSET completions.

Subject	Number of Tests	Number of Fails	Average Scores	Current Pass Rate Percent	Last Year's Pass Rate Percent
Writing	5	0	12.8	100%	100%
Social Studies	10	1	13.6	90%	100%
Science	6	0	15.7	100%	100%
Reading	10	1	12.0	90%	82%
Math	11	1	12.6	91%	93%
Overall Total	42	3	13.3	93%	94%
Completions Total	7	0	13.3	100%	100%

A. IMCC met this benchmark. In FY 2024–2025, IMCC was able to maintain at least a 90% pass rate on all subtests.

B. IMCC met this benchmark. In FY 2024–2025, IMCC had 7 HiSET completions with a pass rate of 100%.

Benchmark #4 – Maintain CEA standards.

IMCC met this benchmark. IMCC received CEA accreditation in 2024. The next CEA accreditation for IMCC will be scheduled for 2027.

Benchmark #5 – Provide an average of 9,000 contact hours per site per year.

IMCC met this benchmark. IMCC's total contact hours of 9,665 are over 100% of the annual target for FY 2024-2025.

Benchmark #6 – Maintain or serve 80% of the total number of eligible under-22-year-old incarcerated individuals at your facility.

IMCC met this benchmark. IMCC served 25 of the 25 eligible under 22-year old incarcerated individuals in FY 2024-2025, which is 100% of the eligible under 22-year old incarcerated individuals.

Benchmark #7 – Increase the number of literacy completions over the previous year's total.

IMCC did not meet this benchmark. IMCC had 10 completions in FY 2023-2024, which set our FY 2024-2025 target at 11 completions. IMCC recorded 4 completions this FY, which is 36% of the target.

Benchmark #8 – Increase the number of Life Skills program completions.

IMCC met this benchmark. IMCC had no life skills completions in FY 2023-2024 due to having no instructor, and had 49 life skills completions in FY 2024-2025.

Benchmark #9 – Reach the Department of Education 2024-2025 targets for students who make a Measurable Skill Gain by EFL.

Skill Gain	Targets	Students with Gain	Students Enrolled	Percentage with Gain
1	38%	1	2	50%
2	37%	6	9	66.7%
3	40%	13	24	54%
4	46%	9	13	69%
5	55%	4	4	100%
6	71%	2	2	100%

Benchmark #10 – Maintain a 65% post-test rate for the state approved assessment, as requested by the Department of Education.

IMCC met this benchmark. At the end of FY25, IMCC had 54 students enrolled for the year with 44 of them showing a pre/post match, for a rate of 81.48%, which places us above our goal.

HiSET

16 individuals took at least one HiSET test at IMCC in fiscal year 2024-2025.

7 completed and passed all five HiSET tests with an average test score of 13.3.

4 completed the requirements for a high school completion diploma.

The department's overall passing rate was 93% with 3 registered fails out of 42 total tests.

The department recorded 9,665 total contact hours.

There were 0 individuals who completed the entire HiSET battery who failed to pass which resulted in a completion pass rate percentage of 100%.

Subject	Number of Tests	Number of Fails	Average Scores	Passing Rate
Writing	5	0	12.8	100%
Social Studies	10	1	13.6	90%
Science	6	0	15.7	100%
Reading	10	1	12.0	90%
Math	11	1	12.6	91%
Overall Totals	42	3	13.3	93%
Completions Totals	7	0	13.3	100%

Literacy & ESL

17 individuals participated in Literacy programs in fiscal year 2024-2025.

0 of those individuals were considered ESL students.

4 incarcerated individuals earned their Literacy Completion Certificate.

The departmental completion rate was 24%.

The department recorded 2381 total contact hours in Literacy/ESL.

Vocational Education

The Vocational Program at IMCC only offers a course in Life Skills.

49 individuals participated in vocational education in fiscal year 2024-2025.

49 individuals completed vocational education courses.

The department completion rate was 100%.

The department recorded 1271 total contact hours in Vocational Education.

Special Education

14 individuals participated in Special Education programs in fiscal year 2023-2024.

3 of those students were Literacy students, 7 of them were HiSET students and 4 were high school diploma students. No Special Education students earned their Literacy certificate. 1 student earned his HiSET diploma, and 4 students earned his high school diploma this FY. The department recorded 263.5 total contact hours in Special Education.

Testing and Assessment

Testing and Assessment at IMCC includes HiSET and CASAS testing.

Total department assessment hours were 406.

Staffing

The department employed 3 full-time and 1 part-time instructors in FY 2024-2025. Of these instructors, 3 teach HiSET, 1 also teaches Literacy/ESL, and 1 teaches Life Skills (Vocational Education).

- We started FY 2024-2025 with one open part-time teaching position for a Life Skills Instructor. KCC posted that open position and a new candidate was hired in August and began instructing in September.
- IMCC Education Coordinator ended employment with Kirkwood Community College on September 11, 2025. That position was vacant until a replacement was hired on March 3, 2025 and began instructing in April.
- IMCC Math Instructor ended his employment with Kirkwood Community College on October 18, 2025. That position was vacant until a replacement was hired on February 17, 2025, and he began instructing in March.
- IMCC Department Assistant ended her employment with Kirkwood Community College on November 26, 2025. That position was vacant until a replacement was hired, January 6, 2025.
- Grant Wood AEA Special Ed Instructor retired on December 13, 2024, with no replacement hired for the remainder of the FY. During that period, Special Education Instructor split her time to cover special education requirements at both IMCC and Anamosa State Penitentiary.

Iowa Medical & Classification Center (IMCC - #244)

FISCAL YEAR END 2025	Department Revised Budget	Actual Resources & Expenses	Percent of Budget
<u>Resources Available</u>			
Appropriation	57,703,792	57,703,792	100.00%
Federal Support	-		---
Intra State Receipts	1,187,007	2,612,066	220.05%
Transfers - Other Agencies	74,816	67,752	90.56%
Fees, Licenses & Permits	45,000	65,369	145.26%
Total Resources Available	59,010,615	60,448,979	102.44%

Funds Expended and Encumbered

Personal Services-Salaries	52,034,715	52,768,007	101.41%
Personal Travel (In State)	58,904	91,232	154.88%
State Vehicle Operation	171,700	103,409	60.23%
Depreciation	1		0.00%
Personal Travel (Out of State)	1,705	4,415	258.96%
Office Supplies	54,503	105,289	193.18%
Facility Maintenance Supplies	155,685	252,670	162.30%
Equipment Maintenance Supplies	175,700	94,795	53.95%
Professional & Scientific Supplies	283,206	537,531	189.80%
Housing & Subsistence Supplies	263,201	199,408	75.76%
Ag, Conservation & Horticulture Supply	4,500	11,738	260.85%
Other Supplies	70,102	120,030	171.22%
Printing & Binding	-	225	---
Drugs & Biologicals	-		---
Food	1,505,884	1,645,795	109.29%
Uniforms & Related Items	191,602	165,410	86.33%
Postage	23,101	28,556	123.61%
Communications	71,501	97,626	136.54%
Rentals	75,401	45,815	60.76%
Utilities	1,207,698	1,177,254	97.48%
Professional & Scientific Services	186,003	238,171	128.05%
Outside Services	326,891	318,946	97.57%
Intra-State Transfers	1		0.00%
Advertising & Publicity	1	(2,061)	-206090.00%
Outside Repairs/Service	248,022	240,417	96.93%
Reimbursement to Other Agencies	1,039,585	1,199,497	115.38%
ITD Reimbursements	284,863	396,486	139.18%
IT Outside Services	200		0.00%
Transfers - Other Agencies Services	801	2,196	274.16%
Equipment	14,504	14,737	101.60%

Equipment - Non-Inventory	3,505	17,896	510.59%
IT Equipment	183,827	178,966	97.36%
Claims	1		0.00%
Other Expense & Obligations	373,302	352,282	94.37%
Support Totals	6,975,900	7,638,732	109.50%
Grand Total Expenses	59,010,615	60,406,739	102.37%

Health Services/Medical Units

Health Services is a dynamic department with a diverse team of professionals. The healthcare team includes physicians, nurse practitioners, physician assistants, psychiatrists, dentist, optometrist, registered nurses, licensed practical nurses, medical technologist, nursing unit coordinators, physical therapist, respiratory therapist, radiologic technician, dental hygienist, dental assistant, dietitians, social worker, and psychologists. This interdisciplinary team enables a continuum of care, ensuring that patients receive comprehensive and coordinated services throughout their treatment.

The DOC works with UIHC to optimize resources and address the increasing needs of patients. UIHC Orthopedics Department launched a comprehensive eConsult program. In February 2025 Dr. Maiers began piloting an evaluation of all orthopedic eConsults for both IMCC and ASP. This collaboration ensured non-invasive treatments were prioritized and necessary testing was ordered before scheduling in-person consults.

IMCC continues the initial on-the-job orientation for physicians and nurse practitioners. This change continues to enhance new providers' understanding of correctional health services, promotes team building, facilitates the sharing of resources, and encourages the exchange of knowledge and learning among staff. By fostering a collaborative environment, the orientation program continues to strengthen the overall effectiveness of the team.

Health Services continues to collaborate with universities and colleges to bring in residents and students, enriching the learning environment and providing additional services to patients. This partnership not only enhances educational experiences but also expands the range of on-site services.

Skilled nursing services continue to be provided in the infirmary, while long-term care remains available in the long-term ambulatory unit. The health services team is dedicated to promoting health while addressing patients' needs. This past year, the infirmary has seen an increasing number of critical health diagnoses that were previously not identified as health problems in the incarcerated population. Collaboration with the University of

Iowa Hospitals and Clinics (UIHC) allows IMCC to care for patients who would otherwise require additional hospital trips and increased hospitalization.

The Hospice Program is offered on both the long-term ambulatory unit and in the infirmary, depending on the level of medical care required.

Pharmacy

IMCC has a full service pharmacy that operates Monday through Friday. It is staffed with four full time and one part time pharmacists, and four technicians.

IMCC pharmacy staff also processes medication orders from ASP, MPCF, and ISP. Medications ordered are within the guidelines of our DOC Formulary that was developed for providers to comply with continuity of care. Forensic Psychiatric Hospital also utilizes and takes advantage of DOC Formulary.

All of our prescriptions are transmitted electronically to the pharmacy. Medications are administered by nursing staff on the medical and mental health units. The rest of the institution reports to a "pill line" to receive their medications. All orders are electronically transmitted to the next institution of assignment.

Mental Health Services

IMCC houses incarcerated individuals who are diagnosed with mental health disorders and with those whose care falls into categories of: acute, sub-acute, and intensive outpatient. For those with immediate needs for observation or stabilization due to mental health, they are placed in an acute level of care unit as they work with psychiatry and psychology staff to stabilize symptoms. Once stabilized they move to a sub-acute unit where they are given increased programming as they advance through a level system. Success of programming will depend on incarcerated individuals active participation and compliance with treatment planning.

Individuals should participate in daily unit activities/routines (showers, room cleaning, recreation, etc.) and attend any offered groups. Groups offered at IMCC include start now, special needs MRT, DBT, ACTV, amongst others. Incarcerated individuals will work with their individualized treatment team to identify appropriate programming and treatment. Treatment team consists of counselors, psychologists, security, and unit management. In addition to the individual's treatment team, daily interactions with unit staff through direct supervision will promote a positive progression and attention to the individual's needs.

As they progress through the level system individuals will earn additional privileges. Once the individual has shown stability, they will be housed in a unit designated for intensive outpatient level of care. In this unit, they will be able to attend more activities (gym, yard, library, etc.) with other general population units. At this point, the incarcerated individual will be considered for transfer into a less-restrictive programming at any of our IDOC facilities.