

2018



IMCC Annual Report FY 2018



IMCC
Iowa Medical and Classification Center

IOWA MEDICAL AND CLASSIFICATION CENTER; 2700 CORAL RIDGE AVE., CORALVILLE IOWA. 52241 |

IMCC ANNUAL REPORT FY 2018

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VALUES/VISION AND MISSION

Values We Believe:	Vision	Mission
<ul style="list-style-type: none">•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.	<ul style="list-style-type: none">•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 evidence- based practice	<ul style="list-style-type: none">•Creating Opportunities for Safer Communities

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.



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 in part of the country-side, away from the major populations of the cities of Iowa City, Coralville and North Liberty.

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.



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.

July 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.

In late FY16 plans were formulated to change our FPH to one unit and utilized East Unit as a Transgender/Dog Program unit.

On April 3, 2018, the Youthful Incarcerated Individual Program was transferred from APS 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.

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, Central Records, 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.

IMCC UNIT SUMMARY UPDATE

CAPACITY: 585 Beds – Target Max 875 - Average population: 939.27

Reception

- B Unit - Capacity: 30, Permanent: 58, Average: 37.29
- C Unit: Capacity: 30, Permanent: 58, Average: 54.35
- D Unit: Capacity: 30, Permanent: 58, Average: 54.34
- E Unit: Capacity: 30, Permanent: 59, Average: 55.28
- F Unit: Capacity: 30, Permanent: 58, Average: 44.07
- R Unit: Capacity: 48, Permanent: 106, Average 90.27
- S Unit: Capacity 48, Permanent 106, Average 90.15
- Total: Capacity: 216, Permanent: 445 Average: 425.63

General Population

- T Unit: Capacity: 62, Permanent: 109, Average: 97.21
- V Unit: Capacity: 64, Permanent: 101, Average: 98.65
- N Unit: Capacity: 83, Permanent: 98, Average: 97.54
- East Unit Capacity: 9, Permanent 25, Average 17.52 (Transgender /Dog Program 7/1/17 - 3/4/18)
- West Unit Capacity 9, Permanent 25, Average 1.99 (Youthful Incarcerated Individual Program opened 4/4/18)
- Total: Capacity: 209, Permanent: 306, Average: 293.4

FPH

- East: Capacity: 9, Permanent: 25, Average: 9 (part of FPH from 3/4/18 - 6/30/18)
- West: Capacity: 9, Permanent: 25, Average: 8 (part of FPH from 7/1/17 - 4/3/18)
- total: Capacity, 18 Permanent: 25, Average: 17

Segregation

- G Unit: Capacity: 8, Permanent: 8, Average: 5.43
- H Unit: Capacity 20, Permanent: 36, Average: 12.42
- total: Capacity: 28, Permanent: 44, Average: 17.85

Mental Health Units (Behavioral)

- A Unit: Capacity: 58, Permanent: 58, Average: 42.38
- M Unit: Capacity: 24, Permanent: 30, Average: 11.24
- O Unit: Capacity: 20, Permanent: 20, Average: 11.72
- P Unit: Capacity: 24, Permanent: 48, Average: 29.10
- Q Unit: Capacity: 24, Permanent: 24, Average: 22.80
- Total: Capacity: 150, Permanent: 180, Average: 109

Medical

- INF: Capacity: 24, Permanent: 35, Average: 12.52
- STA: Capacity: 32, Permanent: 32, Average: 20.01
- LTA: Capacity: 32, Permanent: 32, Average: 8.71
- Total: Capacity: 88, Permanent: 99 Average: 61

LOCATION

IMCC is located north of Coralville and south of North Liberty on Hwy 965, also known as Coral Ridge Ave, 1 mile north of I-80 exit #240.



Iowa Medical and Classification Center

2700 Coral Ridge Ave.

Coralville, IA 52241

319-626-2391

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PROGRAM /TREATMENT SERVICES OVERVIEW -

IMCC manages six unique Incarcerated Individual populations; Reception Program, General Population Program, Forensic Psychiatric Hospital (FPH), Health Services/Medical Units and Mental Health Services - LBU (Lowell Brandt Unit) and we added the Youthful Incarcerated Individual Program in early April 2018.

Reception Program

The largest of our programs is the Reception Program with an average count of 500-550. Within 30 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 at IMCC as they wait to get into sex Incarcerated Individual or substance abuse programming. An Incarcerated Individual's first job assignment is generally working 90 days in dietary. After satisfactory completing their first job assignment, Incarcerated Individuals can apply for other job openings around the institution. Staff work supervisors accept job applications/resumes from Incarcerated Individual workers and they determine if the Incarcerated Individual will be hired. An Incarcerated Individual's second, and subsequent job assignments, is for a minimum of 9 months. Satisfactory job performance is directly related to advancing within the Transition Incentive Program (TIP).

Job assignments include: Dietary workers, housekeeping workers, laundry workers, unit clerks, Incarcerated Individual runners, testing room clerks, activities & recreation department clerks, library clerks, education tutors & clerks, Incarcerated Individual mentors (on the mental health units), SSIP observers, ADLA workers, peer health workers, and 13 minimum outs workers.

IMCC Incarcerated Individuals are also involved in the IDOC's Core Treatment Program, Moral Resonance Therapy (MRT), apprenticeship opportunities, the Dog Program and college credit classes through the University of Iowa and Iowa Central Community College.

Incarcerated Individuals' Organizations include New Directions Club, Job Club, Running Club, Incarcerated Veterans Group, Pen & Paper Club, Negative to Positive Program, LIFERs Group, Volunteers facilitate AA/NA, Toastmasters, Chess Club, Piano lessons, Tai Chi, Alternatives to and the Oakdale Community Choir.

Forensic Psychiatric Hospital

In Iowa, the Department of Corrections holds the distinction of operating a licensed Psychiatric Hospital. This hospital is located within the Iowa Medical and Classification Center and is called the Forensic Psychiatric Hospital (FPH). The in this unit have not been adjudicated to serve prison sentences. They are court-ordered to the FPH for evaluation for competency to stand trial or for restoration to competency to stand trial, and also for "insanity" evaluations. There are also patients who are civilly committed to this unit due to their high risk for assaultive and/or self-injurious behavior to the point that no other providers are equipped to adequately care for them, and there are additionally a few patients who reside at the FPH who have been found, "Not Guilty by Reason of Insanity." (NGRI).



The Forensic Psychiatric Hospital is licensed by the Iowa Department of Inspections and Appeals, and is required to abide by the law as defined in the Iowa Administrative Code, Section 481, Chapter 51, "Hospitals."

The FPH continues to show improvement in the amount of critical incidents. Incidents are less dangerous than in the past and require fewer "uses of force."

We credit the consistency of staffing for the progress in changing the overall culture allowing for the positive changes. Primarily, all security staff who work in the FPH have volunteered to do so, and it appears to have made a significant difference in the lives of the patients we serve.

The staff in the FPH will continue to strive for improvements in the culture of the facility as well as improvements within the lives of the patients.

Youthful Incarcerated Individual Program

In April of 2018 the Youthful Incarcerated Individual Program was moved from ASP to IMCC. These are young men under the age of 18 who were sentenced as adults. They go through the reception process when they enter the prison system. Education Classes are held on the unit. As much as possible they are kept away from sight and sound of incarcerated adults.

Health Services/Medical Units

IMCC has two medical housing units, a 2 bed hospice unit, an outpatient clinic area, and a Skilled Nursing Unit. The Skilled Nursing Unit has 24 beds and houses those Incarcerated Individuals who require nursing services 24/7. There is one assisted living units (Long Term Ambulatory, LTA) that houses Incarcerated Individuals who need assistance with their daily activities such as ambulation, feeding, dressing, post op step down care, etc. Short Term Ambulatory, STA now houses General



Population Incarcerated Individuals that are able to care for themselves and go to the Main Pill Room for the medication. IMCC also house Incarcerated Individuals from other institutions that require frequent trips back and forth to the University of Iowa Hospitals and Clinics.

The clinic area is used more for the general population incarcerated individuals that may have appointments with the medical practitioners, dentist or optometrist.

Our hospice unit is located on the same floor as the short term general population incarcerated individuals.

Each week there are multidisciplinary team meetings that discuss Incarcerated Individuals living on both the medical, (Admissions Meeting) and mental health units, (Health Care Bed Utilization Review Committee Meeting) of the LBU. These weekly team meetings discusses movement on and off the units as well as requests from other IDOC institutions for Incarcerated Individuals who require a higher level of care.

Mental Health Services

IMCC houses mental health Incarcerated Individuals whose level of functioning falls within one of three categories. Acute Incarcerated Individuals are those who are on observation for mental health concerns and who are working with psychiatry and psychology staff in order to stabilize their symptoms. Once stabilized they move into one of our two sub-acute units, where they are given increased access to programming as they advance through our level system. To be successful with this process the Incarcerated Individual must be compliant with their treatment plan and attend unit activities. Those Incarcerated Individuals who have shown appropriate behavior and adjustment to programming will be designated at an intensive outpatient level of care and moved to our most privileged living unit. On this unit Incarcerated Individuals are able to participate in all activities

allowed our other general population units and are considered for transfer into less restrictive programming at any of our DOC facilities.

TREATMENT SERVICES

Education Program

General Equivalency/HS Diploma

A total of 22 incarcerated Individuals took at least one high school equivalency test at IMCC in fiscal year 2017, and 12 of them completed and passed all five high school equivalency tests with an average test score of 10.5. The department's passing rate was 91% with 7 registered fails out of 77 total tests taken. The department served 97 students and recorded 16,345 total contact hours in high school equivalency and served 1 high school student and recorded 194 contact hours in High School. There was 1 individual with 5 completed GED tests who failed to pass the high school equivalency exam which gives the department a 92% completion rate. The department had 1 High School diploma graduate in 2016-2017.

Subject	Number of Tests	Number of Fails	Average Scores	Passing Rate	Last year's Pass Rate
Writing	16	1	11.7	94%	75%
Social Studies	15	1	14.3	93%	92%
Science	15	2	13.6	87%	87%
Reading	14	1	12.1	93%	72%
Math	17	2	12.5	88%	69%
Total	77	7	12.8	91%	78%
Completions	13	1	10.5	92%	100%

Literacy & ESL

The Literacy programs recorded a 24% completion rate this year. A total of 173 individual incarcerated individuals participated in Literacy Programs and 41 of them earned their Literacy Completion Certificate by scoring above 6.0 on the Test of Adult Basic Education. This program recorded 15,427 total contact hours.

Vocational Education

On June 29, 2017, The Iowa Medical and Classification Center celebrated the graduation of our first Apprentice. Our graduate completed the Refrigeration - Air Condition Mechanic Apprenticeship. IMCC is currently offering Apprenticeships in 8 disciplines including: Baker, Cook, Electrician,

Housekeeper, Landscape Management Technician, Plumber, Refrigeration - Air Condition Mechanic, and Welding. We also have the ability to assist Incarcerated Individuals that transfer from other facilities, and already have their on-the-job training hours, to complete any other Apprenticeship with IDOC Institutional Apprenticeship book sharing. IMCC has 10 registered Apprentices.

We offered both a Spanish and French language class this year with the help of some wonderful Incarcerated Individual volunteers. We continue to offer the National Career Readiness Certificate and Pesticide Application Certificate as well. This fiscal year 59 individual Incarcerated Individuals participated in vocational education programs at IMCC. Vocational students logged 1,446 contact hours. There were 10 completions. IMCC awarded 1 HVAC Apprenticeship Certificate, 5 National Career Readiness Certificates and 2 Pesticide Application Certificates in 2016-17.

Special Education

28 individuals participated in Special Education programs at IMCC in 2016-2017. Thirteen of those students worked in Literacy, and fourteen worked in high school equivalency classes during the year and one was working on a diploma. Seven special education students earned their Literacy completion certificates. One special education student earned his High school diploma and two earned their High School Equivalency diplomas in 2016-2017. The department recorded 481 total contact hours in special education. The department employs .4 special education instructors.

Testing and Assessments

Incarcerated Individuals who arrive at IMCC are given TABE tests administered by DOC staff. Incarcerated Individuals who are unable to test in a group setting are referred to education for testing. Quarterly Post -TABE tests, GED pre-tests and post-tests, CASAS and ACT Work keys are also part of the testing hours administered by education staff. Total hours for all testing listed above including were 1,449.

Staffing

We filled Diane Carter's position with a new hire, Claire Ashford. She is working hard to learn her new responsibilities and the uniqueness of working with an Incarcerated Individual population. However, we still feel staffing is inadequate at IMCC. Trying to manage an education program that includes a ballooning special needs Incarcerated Individual population with a staff of one fulltime and two half-time teachers is challenging. The institution has grown from 4 general population units that are eligible for education services to nine GP units that are all or partially eligible for education services over the past couple of years. Four of the five new education eligible units are special needs Incarcerated Individual units. There has also been some indication that a newly formed behavioral unit will need education services as well in the new fiscal year and quite honestly I don't know where the manpower or time for these services will come from without additional staffing. The mental health issues we encounter daily are emotionally and physically taxing for all of us and with such a small staff it really taxes the operation of the department when even one person is gone. The IMCC Education Department's total contact hours for fiscal year 2017 were 31,823.

Submitted by Brenda Hampton, Lead Educator

SECURITY

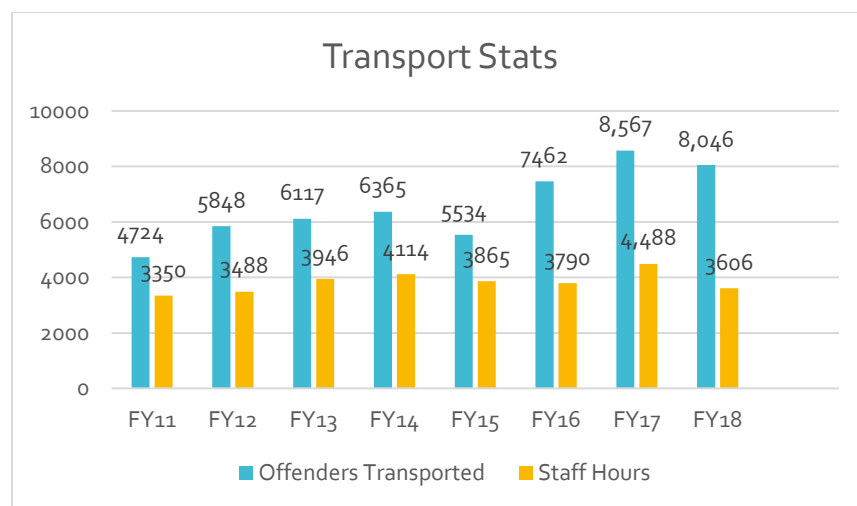
Our Security Staff are everywhere in the institution. You will find security staff from the front door to the intake area. Security staff are supervising living units, conducting searches, communicating with Incarcerated Individuals, taking counts, (after count, after count), and patrolling the institution and yard areas. You can find Security staff teaching fellow staff how to defend themselves, assisting Health Services and Treatment staff, and on the bus trips or taking a nervous Incarcerated Individual to the hospital for tests. Our Security Staff are fully engaged in the treatment programs of the facility, practicing CCP (Core Correctional Practices) and involvement in MRT Group. We also have an administrative assistant who arranges the trips the officers take to transport Incarcerated Individuals to other institutions, and several other clerical staff who run the switchboard, finger print Incarcerated Individuals, checks the mail for contraband and helps get the facility ready for the annual security audit.

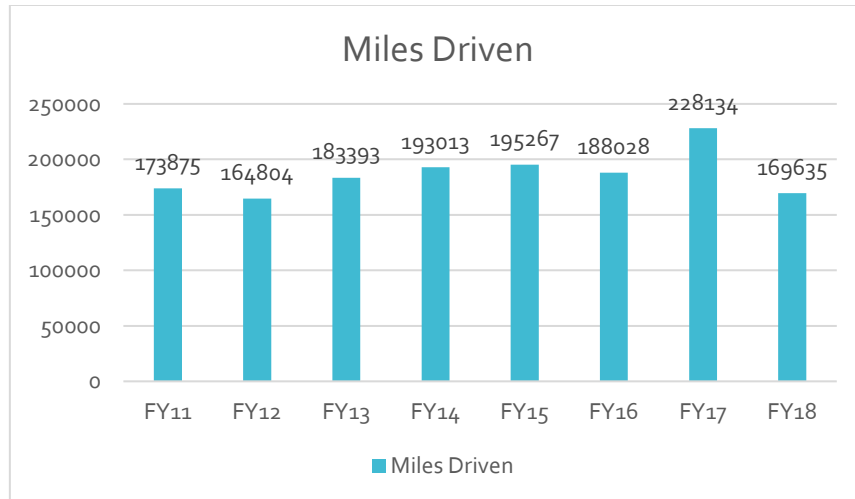
Security Audit

Our annual Security / ICS Simulation Audit and Vulnerability Assessment was conducted on August 22 and 23rd, 2018. The instrument is designed to detect potential weaknesses in basic security and/or security systems. Once again IMCC achieved a good score but the Assessment Team found ways for us to increase our security and lessen our vulnerability. Such results will continue to assist us in meeting our obligations to the citizens of Iowa

Iowa Transport

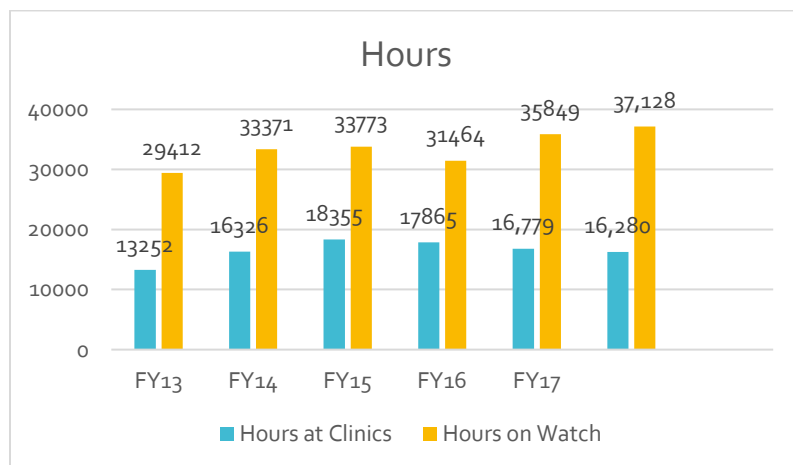
The IMCC Security Department transported 5608 Incarcerated Individuals to destinations other than IMCC. We picked up 2438 on along the trips. During FY18 our Transport Officers spent 3,606 hours on the road and drove 169,635 miles.





University of Iowa Hospitals and Clinics (UIHC)

We made medical trips to UIHC to transport 2,987 Incarcerated Individuals to hospital appointments for a total of 16,280 hours at the University of Hospitals and Clinics. This was in addition to the 37,128 hours spent on watch for UIHC admissions.





CERT (Correctional Emergency Response Team –

On Wednesday October 18th 2017 at the Iowa State Penitentiary a staff member was assaulted with two homemade weapons. I.S.P. was placed on restricted movement. The Officer suffered injuries but thankfully was released from the hospital. John Fedler the Associate Warden of Security of I.S.P. asked for I.M.C.C. C.E.R.T. to assist in conducting shakedowns of their facility.

On Monday October 23rd 2017, 15 IMCC CERT members volunteered to be a part of that shakedown team. They were an instrumental asset in the discovery of 7 additional homemade weapons, and conducting high risk movements inside the institution in order to remove faulty cell fixtures to help reduce the potential risks of weapons being made in the future. They assisted in searching Housing Unit 1 which is a 220 bed unit and Housing Unit 3 which is a 256 bed unit.

Warden Patti Wachtendorf, Associate Warden of Security John Fedler and Dave Rhodes I.S.P. C.E.R.T. Commander all expressed their sincerest appreciation for the hard work and long hours that they put in, making their facility a safer environment to work in and for the Offenders to live in.

I.M.C.C. Supervisors were grateful for their dedication and efforts at I.S.P. and representing our proud tradition of our facilities C.E.R.T.

So many days when we come to work, we go home and don't really think of the changes that we make in the lives of others we interact with, they should be proud of their role in changing not only the lives of the staff and Offenders at I.S.P. but changing the future, by finding the weapons that could have potentially ended the life of another person. The selfless sacrifices they make every day does not go un-noticed.

Crisis Negotiations Team (CNT)

The Crisis Negotiation Team (CNT) is an integral part of the Department's planned response to critical incidents and is comprised of a diverse range of staff members. All members have been, or soon will be formally trained in Basic Hostage Negotiations and some have completed an Advanced Hostage Negotiations course, both of which are taught by the Federal Bureau of Investigation and the Iowa Statewide Negotiation Team.

Currently IMCC - HNT members are Pam Fluharty, Dennis Culver, Kathy Eschen (Team Leader), Kristin O'Hare, Jennifer Smith, Mike Boner and Nic Ferin as a CERT/CNT liaison. IMCC also has two members on the HNT State Team Dennis Culver and Kathy Eschen.

The Crisis Negotiation Team's goal is to secure the voluntary surrender of individuals who may be refusing to surrender or comply with staff. Even if that goal is not accomplished, the team is able to gather intelligence and buy valuable time that allows for better decision making and tactical planning by CERT. The De-escalation component of our response to critical incidents is part of the Department's overall goal to attempt to resolve these incidents with as little use of force as necessary - thus preventing injury or loss of life for staff and Incarcerated Individuals alike.

MEDICAL SERVICES

Each admission gets a health screen, physical exam, laboratory work, and dental screening. The health clinic has "sick call" each day where an Incarcerated Individual with a health complaint can be seen by nursing staff and referred to a medical practitioner if the need exists.

IMCC receives pregnant Incarcerated Individuals, Incarcerated Individuals with chronic renal failure, diabetics and Incarcerated Individuals with some type of infectious disease, cancer and/or cardiovascular disease. Pregnant Incarcerated Individuals come to IMCC to be housed until they deliver at the University of Iowa and then return after recovery at IMCC to ICIW. Incarcerated Individuals who receive dialysis treatment go to the University of Iowa three times a week and return to IMCC after each treatment, which takes appropriately 4 hours to complete each day.

Hospice Program (Project Hope)

Between July 1st of 2017 and June 30th of 2018 Project Hope's volunteer program cared for seven hospice patients for a total of 201 care days. 34 volunteers provided 4,122.63 hours of care for dying patients.

6/7 patients were cared for prior (before 6/23/17) to the closure/reopening of LTA and STA unit status change (i.e. no nursing staff on STA). This change has affected hospice program and location of care.

Pizza provided by New Directions to hospice volunteers 9/1/18..

Fundraising

- Hospice Walk 6/16/18 facilitated by New Directions.

Appreciation and Recognition

- Pizza provided by New Directions to Hospice Volunteers on September 1, 2018.



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 Psychiatry Hospital also utilizes and takes advantage of DOC Formulary.



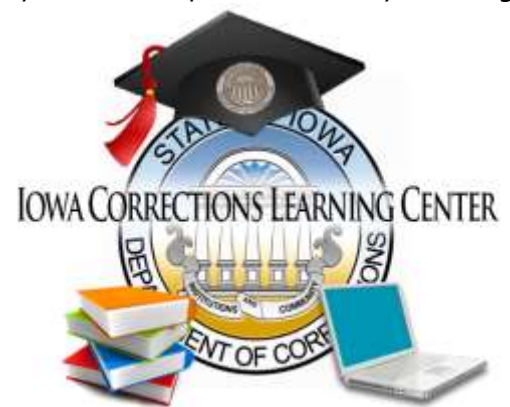
All of our prescriptions are transmitted electronically to the pharmacy. Medications are administered by nursing staff on the medical and mental health units. The rest of the institution reports to a “pill line” to receive their medications. All orders are electronically transmitted to the next institution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

TRAINING

The Iowa Corrections Learning Center’s eLearning program was utilized to deliver most of our annual IDOC mandatory courses.

Our institution used on-shift training to fulfill our annual mandatory hands-on personal safety training requirement. These classes, conducted by our in-house personal safety instructors, were 8 hours for security staff, 4 hours for supervisors/managers, and all staff with Incarcerated Individual contact, and 2 hours for minimal Incarcerated Individual contact staff

We held our mandatory annual Fire Safety training during fiscal 2018 on-shift using our Bullex fire simulator system for our hands-on training. This class conducted by our Health and Safety Officer Alba Quinones and our Field Training Officers (FTOs) included a review of our Fire Response Plan and exit and assembly areas as part of this training for all staff.



Firearms annual recertification training was held for designated security staff, and initial certification training was held for officers new to positions requiring a weapons certification. This course included classroom training with a review of the Use of Force policy and the Escape Plan, and the utilization of our weapons simulator, with live fire qualification being held at the Anamosa State Penitentiary range and the Cedar Rapids Police Department range. Security Staff who are required to obtain a weapons certification were trained in the use of the shotgun, Transport Officers received training in the shotgun and handgun, and CERT Team members received training in shotgun, handgun, and rifle. These staff were also assigned the "Firearms" eLearning module.

We conducted our bi-annual CPR/AED for the Professional Rescuer Recertification Training during FY18.

New staff attended our institutions new employee orientation training known as CORE. These new employees received one week of training in institution policies, procedures, operations, and job expectations. Our new security staff also attended an additional three days of training which consisted of Firearms Classroom training, Chemical Agents training which included a full face exposure to OC pepper spray, Electronics training using the NOVA handheld device, NOVA shield and RACC Belt, and Cell Extraction training. Security staff were taken to the range at a later date to complete their hands-on weapons qualification training.

Our new full-time employees attended Basic Pre-service training at the Iowa Corrections Learning Center. This training provided an overview of Iowa's correctional system concepts, structure, mission, and operations.

Specialty Team Training

Specialty Team Training was scheduled each month for Correctional Emergency Response Team & Hostage Negotiation Team. The Commander will coordinate and schedule CERT training, in compliance with DOC policy, for all CERT Team members. The Hostage Negotiation Team meets monthly for training in accordance with DOC policy.

We continue to use the training sign-off developed for Volunteers and Contract employees. This training includes IDOC and IMCC policies and procedures including those relating to rules of conduct, staff sexual misconduct with Incarcerated Individuals, key and tool control and emergency procedures. We have now incorporated the IDOC PREA PowerPoint for Volunteers and Contract employees in this overview. We put all of our outside vendors from Canteen Corporation through this training.

BUSINESS OFFICE

The Business Office was busy coordinating the many projects that went on at IMCC in FY 2018.

Over the past several years, as IMCC becomes more involved in community service, the Business Office has become a Central Hub for collections of many different items. These include Holiday Thanksgiving Baskets, Backpacks and Peanut Butter.

Dietary Department

The Dietary Services Department at IMCC oversee all aspects of the food service operation from menu and recipe development, pre-preparation, preparation, tray service, sanitation, and clean up. Production, tray assembly, sanitation, and clean-up are completed by a very limited crew of incarcerated individuals



(ii). Security is an important part of the CFSC's daily jobs and it is essential in order to maintain a safe environment for the ii, staff, and the public. During FY 2018 we served 1,196,055 meals.



Dietary continues to meet the daily challenge of having to set up the serving line with three different menu/styles of food each lunch and supper meal. This is necessary to meet the many needs of the ii and patients here at IMCC. The individualized diets are time consuming for the Correctional Food Service Coordinators and the ii workers. Approximately 10% of the population is on an individualized and medically ordered modified diet.

Dietary continues to make daily sack lunches for the entire DOC for watch officers at the University of Iowa. We continue to make the liquid diets for the ii who have oral surgery appointments at UIHC.

Information Technology Department

- Sophos was deployed to all the sites as the virus/malware protection for the DOC. This was a monumental task as each site had hardware that had to be installed and then individualized fine-tuning to allow them to function with the least amount of interruption to the user while ensuring the security of the network.

- We were again able to capitalize on other agencies good fortune and obtain their old machines and monitors. With our aging monitors, we have had to dig into this supply and are happy to have them to keep us going.
- We worked with ATG to install the new Music Warden kiosks that the Incarcerated Individuals use to download music to their devices. This new systems were installed in preparation for the use of the new tablets that will be available to the Incarcerated Individuals sometime in the fall of 2017.
- Monitors were installed in the administration area and breakroom for officer and nursing staff to view assigned posts for the next shift.
- We went Google! It has been a bit of a struggle at times but ultimately we made it work. We do miss many of the features that Outlook had but have used what Google has to offer to keep communication rolling.
- A classification database was written for our treatment staff to use which compiles information from ICON and the minor reports database into one location. It also allows for line staff to comment on Incarcerated Individual's behavior and activities before classification so a more thorough decision can be made.
- The Visitor/Volunteer database was taken one step further and a tool check aspect was added to it, thus eliminating the need for any paper logs at the Admit desk.
- Our server room had much needed upgrades to the cooling system. We are now seeing temperatures consistently in the 60s. We also upgraded the halon system as the old one was in a constant state of alarm and terribly outdated.
- Much forward progress was made with video conferencing across the state. Immigration, Parole Board, Districts and facilities are up and rolling with tremendous assistance from this department.
- Windows 10 deployment.

Personnel Department Done

During FY18, IMCC's two staff in Personnel:

- 78 staff left IMCC (retirement, voluntary, involuntarily)
- 94 new Hire, transfers, recalls and promotions were processed
- IMCC tracked FMLA cases based on Reed Group communications
- Work comp cases were addressed/processed
- Educated staff on payroll and leave procedures/policies due to no longer having a Collective Bargaining Agreement
- Transitioned to the Neogov system (from Brassring) for employment requisitions.
- Filled positions for position openings, ranging from maintenance, medical, administrative, treatment, counseling, security and supervisory positions

Maintenance

Among many other tasks the Maintenance Department completed the following:

- Moved Dog program from East unit to T unit.
- Moved West unit to East unit.

- Remodel West unit for youthful incarcerated individuals transferring from ASP. Included adding TV's, electrical, classroom remodel and additions to restroom facilities.
- Built an enclosure for East Unit yard for officers to observe yard activity.
- Applied crushed asphalt to east unit yard for small walking track.
- Multiple office moves for IMCC staff which includes setting up offices for individual employees.
- Boilers #2 and #3 had major internal repair work performed with Major Maintenance Money.
- Emergency Boiler piping project was performed in Power House with Major Maintenance Money.
- Visiting Room Roof and North Addition Roof replacement projects were performed with Major Maintenance Money.
- Installed new perimeter fence alarm system with Major Maintenance Money.
- Water Main break and repair located by G/H lock up pens underground.
- Relocate Library.
- Remodel old Library area for an inmate study area.
- Created a computer lab for inmate's college courses.
- Remodel a testing area for inmates.
- Added TV's to LTA and STA.
- Added 10 TV channels to system.
- Added a 10 ft. fence, to fence of area by T unit for Dogs to run in. (Still in progress)
- Added TV repair to maintenance
- Relocate Lock/Key shop and added key control to Maintenance.
- Switched Personnel office and Oakdale Conference rooms
- Repaired underground wiring for VG-6 and VG-7 gate control and call boxes.
- Concrete work to front entrance, parking lot, GP yard walk path.

Garden:

During FY18 the Gardner and his workers planted and harvested 170,519 pounds of produce. The most popular was the watermelon with 30,000 pounds.



CENTRAL RECORDS

Central Records staff are responsible for several different functions in the Iowa system. They are located on the 2nd floor of IMCC, across the hall from North Unit. The Department consists of 3 Administrative Assistants and 6 Clerk Specialist. Here is a summary of a few things the records staff do on a daily basis:

Process Intake Packets

- Run criminal history and warrant/no contact order check on incoming Incarcerated Individuals.
- Use Iowa courts Online to retrieve the trial information, minutes of testimony and sentencing orders for all cases sentenced to prison.
- Enter charges into supervision status.
- Enter charges into time computation to determine the length of sentences.
- Make a generic note for all other pending cases and for every case that has been sentenced in the past two years.
- Add case numbers into our tracking database on those cases still pending.
- Request jail credit for all sentences that Incarcerated Individual had been sentenced to jail within the last two years to make sure that case has been served. If not, run case concurrent to prison sentence.
- If Incarcerated Individual has active warrant, request a copy from the county to see if they wish to place a detainer on the Incarcerated Individual. If they do, write letter to the county and the Incarcerated Individual to notify them of the hold.
- If Incarcerated Individual comes in with a Social Security Card, Driver's License or Health card, make generic note and add the SS info into ICON to notify others that the card is on file.
- Verify all information in ICON is correct. Community based corrections and intake personnel often make mistakes when entering information into ICON.
- Review sentencing order and if errors are discovered, contact the county attorney or judge to get corrections made.

Additional Sentences

- Additional sentences come from either our tracking database or directly from the counties.
- Obtain documents from Iowa Courts Online and enter charges into ICON.
- Update time computation to reflect the additional sentence added.

In state and Out of State Warrants

- Come in with intake packet or is faxed/mailed to us from the counties.
- Update notifications to place the detainer on an Incarcerated Individual.
- Write detainer letter to Incarcerated Individual and county to notify them of the detainer placement.
- If Incarcerated Individual is at another institution, make detainer notification and mail the warrant to the institution.

Jail Credit

- Counties fax, email or send jail credit slip with Incarcerated Individuals.
- Enter the jail credit into time computation to give the Incarcerated Individual the credit for time served in jail.
- Follow the law and the judge's orders on how and when to give credit for time served.

Other duties include

- Patient visiting approvals
- Property tracking
- Background checks on visitors and new employees
- Entering in residential credit or time loss
- Research of all paperwork coming from intake that is not related to incoming Incarcerated Individual packets.
- Answering all records department phone calls.
- Complete a check-off list for all Incarcerated Individuals being released from IMCC in order to make sure there is nothing prohibiting an Incarcerated Individual from leaving.

Be proficient in the Iowa Codes and how mandatory minimums are applied to certain offenses. Use the mandatory minimum reduction sheet to calculate the reduction of mandatory minimums. Judges have the ability to reduce the minimums. Records staff need to know when offenses have an automatic mandatory minimum.

Often the sentencing orders will have errors. If mistakes are found, contact the county attorney and or the judge. Request the attorney or judge make the corrections to the orders so that we follow the Iowa Code.

As of August 2012, all Incarcerated Individual records are now paperless. All record offices have access to the Laserfiche computer system where old files are imaged into the database.

STAFF /INCARCERATED INDIVIDUAL COMMUNITY SERVICE /WORK CREWS/

VOLUNTEERS

Staff Community Service

Staff have a monthly All Staff \$5 Jeans Day on the first payday of the month. This month goes toward a different charity each month. We donate to causes such as Honor Flights, March of Dimes, Fisher House and our big drive each Thanksgiving is our Thanksgiving Baskets which go to the less fortunate through the school system. We also sponsor a team for the Annual Special Olympics Polar Plunge.

Employee Unity and Wellness Committee:

The Employee Unity and Wellness Committee has had another busy yet rewarding year at IMCC. They have provided sympathy and support in trying times and tried to brighten work days with free food and popcorn. They are a dedicated group whose goal is to making working in the Department of Corrections a little easier and less stressful.

Highlights of FY18:

- In fiscal 2018 they held six different fund raisers with food sales, from hot dogs to kick off baseball season to baked potatoes to keep warm in the winter.
- They continued the Popcorn Payday, which they provide free popcorn all day to staff members on payday Fridays (which the staff love)!
- During Correctional Workers Week in May 2018 the committee served 300+ free Walking Tacos to staff that wanted them and provided free ice cream and popcorn. They gave away random cash to staff. They also gave away four \$500 scholarships to high school seniors or staff going for higher education.
- They held several DOC-wide clothing sale, which were very successful.
- They ended the 2017 year with donating \$200 to the Staff Holiday party!



Incarcerated Individual Community Service

Last year we had about 15 Incarcerated Individuals volunteer time to do decorations for the Homeless Children's Trust for HACAP. There was roughly a total of 80 hours put into it.

Incarcerated Individual organizations have continued to give back to the community by holding fundraisers.

New Directions: - Done!

Outside:

- Back to School Backpacks – \$282.21
- Food Drive Committee (Thanksgiving Baskets) \$100.00
- Shelter House: (winter bags) – \$665.16
- Shelter House (Summer fun packs - \$665.72

Inside:

- IMCC Wellness Group - \$100.00
- Hospice Project Hope - \$347.00
- IMCC Inmate Give Back - \$187.00
- Therapy Dog Program - \$100.00
- IMCC Commissary Fund - \$655.15
- Run Club 5K - \$44.00

- Job Club

Inside:

- Therapy Dog Program - \$687.04

- The new Running Club donated : (DONE)

Outside:

- 10/14/17 Shelter House - \$500
- 11/13/17 Unity Committee Thanksgiving baskets - \$210
- 4/9/18 Let Me Run - \$110
- 4/9/18 Fur Fun - \$50
- 5/11/18 - Inside Out - \$50

OUTSIDE TOTAL - \$920

Inside:

- 8/28/17 AVP - \$90
- 9/28/17 Offender customer apprec - \$151.58
- 4/9/18 ND Band - \$36
- 5/11/18 Weightlifting group - \$150
- 6/16/18 Hospice raffle - \$19.99

INSIDE TOTAL - \$447.57



Decorations for HACAP Party¹

- The Veteran's Group donated: (CY18 Done)

Inside:

- 1/26/18 Education (Book Club) \$47.79
- 2/4/18 Negative2Positive (Start-Up) Nami/AVP (Supplies) \$300.00
- 2/4/18 NAMI AVP (Supplies) \$39.49
- 2/27/18 Celebrate Recovery (study materials) \$165.34
- 4/18/18 Veteran's Garden (flags, flowers, mulch) \$454.16
- 4/20/18 Costco Membership (all groups) \$17.14
- 4/20/18 Run Club (race prizes (trail mix) \$160.00
- 6/30/18 4th of July Parade Candy \$122.32

Outside

- 3/5/18 Teacher's Closet \$51.75
- 5/2/18 Teacher's Closet \$50.00
- 5/11/18 Inside/Out \$50.00

For Inside Veteran's Benefit

- January Birthdays (cards and candy bars) \$113.96
- May Fun Night \$350.55
- New Directions
 - New Directions gave donations to several Food Pantries: \$1000.00
 - Project Hope (IMCC's Hospice Program): \$1430.00
 - KHQA TV Coats for Kids: \$500.00

Dog Program

In 2018 the Dog Program continued to grow. We now have 13 Resident Therapy Dogs who make regular visits to the units inside the institution. Many of our Resident dogs were certified in 2018 by the Amirian Kennel Club as Canine Good Citizens.

We have a new partnership with "Fur Fun Rescue". We help by socializing, training and medical rehabilitation in preparation for placement in forever homes. We have trained over 60 shelter dogs for placement.

Our work with Retrieving Freedom, Training Service Dogs for Veterans with disabilities and children with Autism is going well. We now have seven Service Dogs in Training assigned to the program here.

Opportunities abound!

Outside Volunteers

Outside volunteers continue to add resources our current budget will not support. Through volunteers we have been able to facilitate Incarcerated Individual groups/classes.

LABB

In the fall of 2017 we were approached by the University of Iowa to look into the possibility of the Incarcerated Individuals at IMCC could obtain college credits while incarcerated. We started with a pilot program “The University of Iowa Speaker Series” where a group of volunteers from the University of Iowa came to IMCC to speak to our I/I’s to give them an overview of classes on education, poetry, religion, humanities, etc., one course a week for nine weeks. We had 33 incarcerated individuals sign up for this series. The professors were engaging, challenging and thought-provoking. The series was an absolute success! This has gone on and has since evolved to LABB (Liberal Arts Beyond Bars). We have found a space for a “Study Hall” and have classes for two days a week.

The Oakdale Community Choir

The Oakdale Community Choir is lead by Dr. Mary Cohen, which is comprised of outside volunteers and IMCC Incarcerated Individuals, gave several concerts throughout the year.

The volunteer/Incarcerated Individual choir has two components. The first component allows Incarcerated Individuals and volunteers from the community to work towards common goals by creating and performing music. The choir meets weekly to practice the music they will perform in one of the three concerts throughout the year. These concerts are open to community members and GP IMCC



Incarcerated Individuals. The second component asks the Incarcerated Individuals and volunteers alike to work on weekly writing assignments which have a wide variety of topics; from the relationship music has in their everyday lives to the experiences they are having in the choir. Mary has put several of these writing assignments to music and the choir has performed them to the delight of the choir and audience.

The Oakdale Choir serves as a pro-social outlet for the Incarcerated Individuals who participate. The volunteer’s weekly presence gives the Incarcerated Individuals a weekly “dose” of what pro- social behavior can be like; which is something many Incarcerated Individuals might have had little of before their incarceration. As many of these Incarcerated Individuals will one day return to the communities, this pro- social experience

just might be part of a formula that keeps the Incarcerated Individual from re-offending and keeping the public safe (which is ultimately our goal). It is with the help of Dr. Cohen and the volunteers such as these that we can achieve this goal.

We also have outside volunteers who work with the Chapel, Dog Program, Writer's Workshop, Vet's Group, Stories from Dad, AA, Book Club, Toastmasters, Chess Club, Newspaper Club, Job Club and The Pen and Paper Club.

FINANCIAL INFORMATION

Expenditure Report for FY 2018

		Department Revised Budget	Actual Revenues and Expenditures	Encumbrances	Actual + Encumbrances	P (A B
	FTE Positions					
	Correctional Officer	231				
	Total Staffing	491.75				
	Resources Available					
04B	Balance Brought Forward	-	-	-	-	
05A	Appropriation	60,314,427	60,314,427.00	-	60,314,427.00	
---	Appropriation Transfer	-	-	-	-	
---	Legislative Adjustments	(543,848)	(543,848.00)	-	(543,848.00)	
201R	Federal Support	-	-	-	-	
202R	Local Governments	-	-	-	-	
204R	Intra State Receipts	2	-	-	-	
205R	Reimbursement from Other Agencies	-	-	-	-	
234R	Transfers - Other Agencies	-	-	-	-	
301R	Interest	-	-	-	-	
401R	Fees, Licenses & Permits	45,000	51,071.05	-	51,071.05	
501R	Refunds & Reimbursements	-	-	-	-	
602R	Sale of Equipment & Salvage	-	-	-	-	
603R	Rents & Leases	-	-	-	-	
604R	Agricultural Sales	-	-	-	-	
606R	Other Sales & Services		-	-	-	
701R	Unearned Receipts	-	-	-	-	
	Total Resources Available	59,815,581	59,821,650.05		59,821,650.05	
	Funds Expended and Encumbered					
101	Personal Services-Salaries	46,777,716	44,811,150.58	-	44,811,150.58	
202	Personal Travel (In State)	58,905	49,489.83	-	49,489.83	
203	State Vehicle Operation	121,700	116,703.94	-	116,703.94	
204	Depreciation	1	661,502.00	-	661,502.00	66
205	Personal Travel (Out of State)	1,705	3,988.98	-	3,988.98	
301	Office Supplies	54,503	117,093.15	-	117,093.15	
302	Facility Maintenance Supplies	180,501	261,967.46	-	261,967.46	

303	Equipment Maintenance Supplies	175,700	107,039.19	-	107,039.19	
304	Professional & Scientific Supplies	248,700	385,500.38	-	385,500.38	
306	Housing & Subsistence Supplies	263,200	429,181.66	-	429,181.66	
307	Ag,Conservation & Horticulture Supply	4,500	14,922.12	-	14,922.12	
308	Other Supplies	70,102	196,257.19	-	196,257.19	
309	Printing & Binding	-	-	-	-	
310	Drugs & Biologicals	7,386,800	7,887,846.17	-	7,887,846.17	
311	Food	948,100	1,029,350.55	-	1,029,350.55	
312	Uniforms & Related Items	191,602	231,860.45	-	231,860.45	
313	Postage	23,101	26,380.98	-	26,380.98	
401	Communications	71,501	71,227.55	-	71,227.55	
402	Rentals	73,401	56,489.36	-	56,489.36	
403	Utilities	1,097,400	1,244,749.55	-	1,244,749.55	
405	Professional & Scientific Services	186,004	204,775.43	-	204,775.43	
406	Outside Services	221,005	209,537.89	-	209,537.89	
407	Intra-State Transfers	1	-	-	-	
408	Advertising & Publicity	1	-	-	-	
409	Outside Repairs/Service	173,202	127,615.39	-	127,615.39	
412	Auditor of State Reimbursements	-	-	-	-	
414	Reimbursement to Other Agencies	695,218	669,557.83	-	669,557.83	
416	ITD Reimbursements	269,000	239,560.77	-	239,560.77	
417	Worker's Compensation	-	-	-	-	
418	IT Outside Services	200	-	-	-	
433	Transfers - Auditor of State	-	-	-	-	
434	Transfers - Other Agencies Services	801	543.00	-	543.00	
501	Equipment	14,504	74,737.10	-	74,737.10	
502	Office Equipment	-	-	-	-	
503	Equipment - Non-Inventory	3,505	56,435.55	-	56,435.55	
510	IT Equipment	79,700	122,937.00	-	122,937.00	
601	Claims	1	-	-	-	
602	Other Expense & Obligations	423,301	404,996.53	-	404,996.53	
701	Licenses	-	-	-	-	
702	Fees	-	-	-	-	
705	Refunds-Other	-	-	-	-	
901	Capitals	-	-	-	-	
---	Balance Carry Forward	-	4,126.23	-	4,126.23	
---	Reversion	-	4,126.24	-	4,126.24	
	Total Expenses and Encumbrances	59,815,581	59,821,650.05	-	59,821,650.05	
	Ending Balance				-	

Other Financial Information

Average Daily Costs -

Total Expenditures	Average Daily Population	Annual Cost	Average Daily Cost
\$59,821,650.05	939.27	63689.14	174.49

Annual Cost	Incarcerated Individuals Served	Average Daily Cost
63,689.14	5577	\$11.41

Average Length of Stay

Work Unit	Prison Stays	Average (days)	Average (months)
Forensic Psychiatric Hospital	15	17	.6
Iowa Medical and Classification Center (General Population)	597	158	5.2
Lowell Brandt Unit – Medical	281	33	1.1
Lowell Brandt Unit -o Mental Health	128	329	10.8
West Unit	54	117	3.8
Totals	1,075	142	4.7

HEALTH SERVICES STATISTICS

Medical Encounters/Contacts

Physicians ----- 23,988
 Physician Assistants ----- 3,472
 Nurse Practitioner ----- 5,900
 Nurse ----- 98,633
 Psychiatrist----- 21,514
 Psychiatric Nurse Practitioner --- 685
 Psychiatric Physician Assistant -- 379
 Psychologist ----- 53,674
 Dentists----- 8,633
 Dental Hygienist/Assistants---- 5,821
Total ----- 221,898

PRISON SERVICES SNAPSHOTS

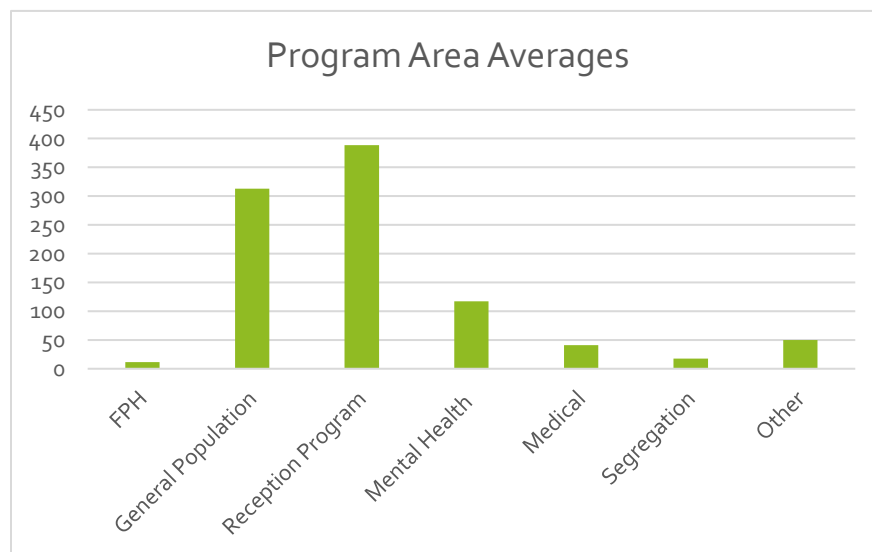
Region Prison Services – Total Incarcerated Individuals Served in FY 18

Incarcerated Individuals served by Program - Done

Work/Living Unit	Active at Start	New Admits	Active at End	Closures	Incarcerated Individuals Served
West Unit (FPH)	12	110	6	110	122
Reception	401	4404	609	4353	4805
IMCC GP	321	924	358	891	1,245
LBU – Medical Unit	39	301	44	300	340
LBU – Mental Health	101	150	51	134	251
Other (Shock/) Tolerance	2	0	2		2
Total	876	5889	1070	5788	5577

Unit Average

	Average
Forensic Hospital	11.67
Reception Units (C, D, E, F, R and S Units)	388.46
General Population (West (YO), East (Trans and Dog Program) , T, V, and North Units	312.91
B Unit (mix of Reception, special needs and GP) and VC	49.9
Medical	41.24
Mental Health (A, M, P, Q SOU,)	117.24
Segregation (G and H Units)	17.85
Total	939.27



Interventions at IMCC

Internal Intervention	Active at Start	New Admits	Active at End	Closures	I/I's Served
ACTV: Achieving Change through Value-Based Behavior (IDAP)		14		14	14
Cognitive Behavioral Interventions for Substance Abuse	8	11	9	10	19
FPH – Recreation	7	46	3	50	53
FPH – West Group	2		2		2
HiSET (High School Equivalency)	52	47	51	49	99
Hospice Volunteer Training	39		30	9	39
IMCC Apprenticeship –Bake/Produce		1	1		1
IMCC Apprenticeship – Cabinet Maker		1		1	1
IMCC Apprenticeship – Carpenter		2	2		2
IMCC Apprenticeship – Cook – Any industry		1	1		1
IMCC Apprenticeship – Electrician	1	1	2		2
IMCC Apprenticeship – Housekeeper, Com, Res, Ind		6	2	3	6
IMCC Apprenticeship – Job Printer		1	1		1
IMCC Apprenticeship – Landscape Management Technician		1	1		1
IMCC Apprenticeship – Maintenance Repairer, Build		2	2		2
IMCC Apprenticeship – Material Coordinator		3	2	1	3
IMCC Apprenticeship – Peer Specialist		5	5		5
IMCC Apprenticeship – Plumber	2	1	3		3
IMCC Apprenticeship – Refrigeration, Air Conditional Mech (HY)	2		1	1	2
IMCC Apprenticeship – Sewing Machine Repair		1		1	1
IMCC Apprenticeship – Welding, Combination	1	2		3	4
Literacy	32	67	30	71	99
Master Gardener		2		2	2
Moral Reconciliation therapy (MRT)		43	40	1	43
Moral Reconciliation Therapy (MRT – Youthful Offenders		10	10		10
Nami Peer to Peer	8	16	2	23	24
NAMI Training		25		25	25

National Career Readiness Certificate – IMCC	11	1	6	6	12
Prime for Life		1		1	1
	165	311	206	271	477

STAFF SPOTLIGHT

Employees of the Quarter

July 2017 – September 2017

Pam Shepherd, ITWS2
 Ryan Bouska, Registered Nurse
 Teresa Heck, Correctional Officer

October 2017 – December 2017

Kris Geater, Electronics Technician
 Karen Berg, Correctional Building Services Coordinator
 Lynn Morano, Secretary II

January 2018 – March 2018

Susan Caruthers, Correctional Officer
 Sandy Reuther, Secretary I
 Mark Linde, Correctional Officer

March 2018 – June 2018

Mike O'Reilly, Correctional Counselor
 Stuart Kimball, Correctional Sergeant
 Jason Kirk, Correctional Officer

SPECIAL EVENTS AT IMCC

Prosocial Banquet

We held our annual Pro-Social Banquet for 193 Incarcerated Individuals on October 30, 2017. This was for Incarcerated Individuals who had been report-free the previous year.

IMCC 6th Annual Holiday Party

IMCC held its 7th Annual Holiday Party on December 1st, 2017 at the Radisson in Coralville. Approximately 200 guests attended the party along with Mr. and Mrs. Claus.

Security Audit/VA

Our Security Audit and Vulnerability Assessment was held on August 22 and 23, 2018.

Kirkwood Graduation Ceremony

Our Education Program held the annual Graduation Ceremony on June 28 with a combination of HiSet and Apprentice graduates.

CORRECTIONAL WORKER WEEK

We held a Friends and Family Tour on Sunday May 6th. We tallied just over 200 people took the tour. We heard many complimentary comments about how much we manage to get done and the vastness of our services.

Our EUWC gave away Walking Tacos, Ice Crag and cash during the week.

Thursday May 10th we held our All Staff Cookout where the Exec Team, along with many supervisors, grilled for all three shifts.

We held our annual Length of Service Award Ceremony in the IMCC Gym.

5 Years of Service	
CASANDRA CASS – In photo	JOSHUA MERINO – In photo
KELLI CRAWFORD	SHANNON NEUZIL
JENNIFER DAU – In photo	ANDREA SINNOTT
CHARLOTTE DORDAN	JACOB UNDERWOOD
TIM HAYES – In photo	DORIS VAN LEEUWEN – In photo
STUART KIMBALL – In photo	BRENT VOLLMER – In photo



10 Years of Service	
JOHN EDEN – In photo	DOUGLAS PETERS
BRANDON GIZA	KATHERINE OLIVER
JOY FIANCE	BRENDA PIPER – In photo
DANIEL JOSLIN – In photo	YEN QUACH – In photo
KIMBERLY JURACO	AMANDA RASMUSSEN
DEBRA KIEBEL	RICKY SKOW
BECKY KURKA	BRET SLAGLE
JENNIFER LAING	DAVID SOUTHARD – In photo
DESIREE LAMBERT	PHILIP STOLEE
JUSTIN LEE	RUSS VANDER POL
KEVIN MCCARTY	ELIJAH WADDELL
STEPHANY NEWKIRK	KRISTINE WONICK
KIMBERLY NISSEN – In photo	JENNIFER ZAICHENKO



15 Years of Service

DUSTIN EIDE	MARTY MARTINSON – In photo
LEANN DEVOS-TECHAU	TRACI TAYLOR
DENNIS HANSEN – In photo	CATHY WESTER – In photo
TERESA HECK – In photo	



20 Years of Service

MARK ALLEN – In photo	CAROL MANTERNACH – In photo
DOUGLAS BISHOP – In photo	BRUCE MARLOWE – In photo
DEBORAH CHAPMAN	MARTY MARSH – In photo
MARC EBY	FRANKLIN SELDEN
MATTHEW FLUHARTY	JENNIFER SMITH – In photo
BRADLEY KESSENS – In photo	



25 Years of Service

JON BARKALOW	MALINDA HANSEN – In photo
DIRK DEBRUYN – In photo	CHUCK IBURG
KATHY ESCHEN – In photo	WILLIAM JACOBSON
SCOTT FISHER – In photo	JAMES MCKINNEY
TED FORD	LAURA SCHEFFERT
	BETTY WRIGHT – In photo



30 Years of Service

KELLI COLLINS	CURT LARSON
MICHELE FITZHARRIS	BECKY SCHNEIDER



35 YEARS of SERVICE

STEPHANIE KASSEL



Employee of the Year Announcements

IMCC Rookie Correctional Officer of the Year

Aaron Meader



IMCC Rookie of the Year

Xiang Yu



IMCC Health Care Employee of the Year

Yen (Kim) Quach



IMCC Correctional Officers of the Year

Gary Obadal



Stuart Kimball



IMCC Employee of the Year

Carol Manternach



Steve Bickford



IMCC Supervisor/Leader of the Year

Tyson Yohe



Retirements

Deborah Tower -----Lab Tech ----- July 9, 1992 – July 7, 2017
Gail Nix -----Correctional Officer ----- August 17, 1987 – August 17, 2017
Jeffrey McDowell -----Correctional Officer ----- January 14, 1985 – August 22, 2017
Larry Williams -----Correctional Officer ----- March 22, 1996 – September 28, 2017
Francis Krivanek -----Correctional Officer ----- November 8, 1991 – October 31, 2017
Heidi Zysk -----Secretary II ----- October 31, 2008 – October 31, 2017
Glenn Russell -----Corr. Food Service Coordinator ----- July 22, 1983 – October 23, 2017
Doug Russell -----Correctional Officer ----- December 7, 1981 – October 31, 2017
Rick Luchtenburg -----Correctional Officer ----- September 5, 1986 – December 29, 2017
Steve Phillips -----Correctional Officer ----- August 17, 1987 – December 29, 2017
Steve Nichols -----PPE₄ ----- July 3, 1997 – December 31, 2017
Timothy Gordon -----PPE₄ ----- September 30, 2002 – January 3, 2018
Bryan Zerht -----Correctional Officer ----- September 9, 1983 - January 31, 2018
Bill Harney -----Corr. Food Service Coordinator ----- August 2, 1991 - February 22, 2018
Susan Swestka -----Nursing Unit Coordinator ----- June 11, 2007 – February 28, 2018
Pauline Zeller -----Nurse Supervisor ----- March 30, 2018 – December 19, 1994
Cynthia Chacon -----Nursing Unit Coordinator ----- May 21, 2007 – June 1, 2018