

# ANAMOSA STATE PENITENTIARY

## ANNUAL REPORT

### FISCAL YEAR

**JULY 1, 2017 – JUNE 30, 2018**

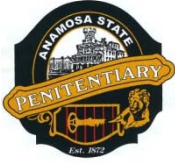
Submitted pursuant to Section 904.307 of the Code of Iowa



*The Mission of the Iowa Department of Corrections is:  
Creating Opportunities for Safe Communities*

**William Sperflage**  
**Warden**





# MEMO

**TO:** Daniel R. Craig, Interim Director

**FROM:** Warden William Sperfslage

**RE:** Annual Report of the Anamosa State Penitentiary – FY2018

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Fiscal Year 2018 was a year that began under very difficult circumstances from a resource perspective, but still yielded many positive outcomes for the Anamosa State Penitentiary.

The year began as the third consecutive year where we had to reduce staffing to meet our financial obligations. To achieve this it was necessary to reduce our total number of allotted staff to 300 for the fiscal year. However, we were able to operate effectively, thanks in large part to tremendous cooperation from our staff and in most cases, the inmate population as well. During the early part of the fiscal year we also completed the transition of the Luster Heights Camp back to the DNR, thus ending our long-standing presence in Northeast Iowa.

In spite of the aforementioned challenges, we still had opportunities for growth and improvement during the FY'18, which included the following:

- Three new boilers were installed in our Power Plant and brought online thanks to allocation of Major Maintenance funds for this project. In doing so we replaced the original (approximately 70 year-old) boilers at our facility with more reliable and energy efficient models.
- All of our leadership staff were provided with two full days of training in ways to better serve our employees. This training focused on recognizing individual employee characteristics and motivators with a focus on recognizing accomplishments and facilitating growth.
- During FY '18 we transferred our Youthful Offender program to the Iowa Medical Classification Center which then enabled us to expand our statewide program for housing protective custody inmates. This move also allowed us to better utilize the available beds in the Living Unit D Basement.
- Throughout the year we continued to improve on what services we can offer to better prepare our population for success upon their return to the community. Our education, job training and in particular our Apprenticeship Program were key to these efforts. We also broke new ground by assisting individuals with getting their driver's license and in some cases, taking them to job interviews prior to release.

Perhaps the highlight of the past fiscal year was an unprecedented meeting at ASP with Governor Reynolds, members of the community and ASP offenders that focused on better preparing our population for a safe and successful return to society.

In closing, it has again been my privilege to serve alongside the dedicated staff at ASP. Their focus and dedication to the mission of providing safer communities for the citizens of Iowa is unquestionable.

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## **MISSION STATEMENT**

The mission state of the Iowa Department of Corrections is:

Creating Opportunities for Safe Communities

### **ANAMOSA STATE PENITENTIARY GUIDING PRINCIPLES AND BELIEFS**

**We** work to maintain a safe, humane, and secure environment in which offenders are confined and controlled, staff and volunteers can work, and the public is able to visit.

**We** create and maintain an atmosphere in which the rights, dignity, and beliefs of all are respected.

**We** expect all people to be motivated, responsible, and hold them accountable for their actions.

**We** provide offenders with positive opportunities and they are encouraged to eliminate criminal behavior.

**We** believe the meaningful involvement of offenders in work and program activities is essential.

**We** are sensitive and responsive to the victims of criminal behavior.

**We** promote professionalism through high standards of performance, efficiency, knowledge, personal appearance and conduct.

**We** encourage offenders to participate in community service and other restorative justice activities.

**We** inform and educate the public through truthful and constructive public relations activities.

## **HISTORY OF THE ANAMOSA STATE PENITENTIARY**

In 1872, the 14<sup>th</sup> Iowa General Assembly approved Anamosa as the site of the “Additional Penitentiary”. A three-member commission was formed to choose the site, purchase a quarry, and approve the architect’s plan. A 16-foot high wooden stockade was built around the eleven acre site, a small stone building was constructed containing wooden cells, and in the spring of 1873 twenty offenders were transferred to Anamosa from Fort Madison to begin building the new prison.

Construction of the first cell house began on May 8, 1874 and was completed by January 1875. It was two stories high with a basement. It contained 72 cells, each measuring 4 feet 6 inches wide, 7 feet 6 inches in height, and 8 feet in length.

In 1884, the name was changed to the Iowa State Penitentiary at Anamosa. The count in June 1885 was 281. By the 1890’s the prison’s construction was considered half-finished and Anamosa was accepting all of the state’s female and insane prisoners in addition to all male felons convicted in the northern half of Iowa.

In 1907, a reform movement prompted the beginning of prisons for younger first time offenders, and both the name and the role of Anamosa was changed to the Iowa State Reformatory. The women prisoners left in 1918 when the Women’s Reformatory opened at Rockwell City, while the care of prisoners with significant and mental health needs continued at Anamosa until the opening of the Iowa Security Medical Facility in 1969.

In July of 1982, Anamosa became Iowa’s first inmate reception center and served in that capacity until September of 1984. The population steadily increased until reaching 1,561 in 1996, the largest population since the 1930’s. In 1997, the Anamosa Men’s Reformatory was changed to the Anamosa State Penitentiary in order to more accurately reflect the institution’s role in Iowa Corrections.

Today, the Anamosa State Penitentiary is a Security Designation 5 (medium/maximum security) institution for adult males with a design capacity of 911. As of June 30, 2018, we housed 964 offenders, of which 229 were lifers.

FY18 average for the number of offenders who committed crimes against persons was 696.

In FY'18 the Anamosa State Penitentiary had 300 authorized positions, 212 of these were correctional security staff. In addition, Iowa Prison Industries employs 37 non-appropriated staff (includes IPI Farms) and Kirkwood Community College is staffed with 6 employees, along with 1 Grant Wood AEA staff at the ASP site.

The purpose of ASP is to protect society from those who violate the laws of Iowa and prepare offenders to return to society as productive citizens. ASP primarily houses long-term offenders and those who have presented as management problems at other DOC facilities. At an appropriate time, Offenders are moved to less secure facilities as a part of the re-entry process. The primary function of staff is to provide a safe, secure and helpful environment which encourages behavior change.

The correctional process utilized to attain these objectives emphasizes individualized treatment and a disciplined environment. All resources are used to promote development of behavioral self-control, academic and vocational skills, and to institute decision-making abilities. Kirkwood Community College is the provider of HiSET (formerly GED) and literacy based education programs. Iowa Prison Industries (IPI) provides on-the-job training and work skills in License Plates, Signs, Graphic Arts, Housekeeping/Laundry, HVAC Filters, Metal Furniture, Custom Wood and Braille. In addition, IPI manages warehouse operations and a farm program including 1,434 acres with a cow-calf herd. Together, all staff works diligently to promote successful offender re-entry.

In February of 2014, the United States Department of Labor recognized and approved formal apprenticeship programs at the Anamosa State Penitentiary in the following areas: Computer Operator, Cabinet Maker, Welder, Air Conditioner/Refrigeration, Electrician, Plumber, Metal Fabricator, Powder Coat Paint Technician, Maintenance Repair/Builder and Cook.

The establishment of these apprenticeships was a joint effort by Iowa Prison Industries, Kirkwood Community College and ASP. This is a significant achievement resulting in tremendous vocational training opportunities for the offender population.

## Management Team

The management-style at ASP is that of a transformational leadership team. A team approach, which calls for input from not only staff members but from offenders and the public through open lines of communication. The current Management Team consists of Warden – Bill Sperfslage, Deputy Warden – Mike Heinrichy, Associate Warden of Security – Paul Nemmers, Associate Warden of Administration Lisa Oswald, Associate Warden of Treatment Tracy Dietsch, and Associate Warden of Iowa Prison Industries Al Reiter. The people of Iowa can be assured that the staff of the Anamosa State Penitentiary will continue to meet the many challenges we face as we work to make Iowa a safer place.



## LIVING UNITS

### **Living Unit A**

LUA was converted to a specialized housing unit in December of 2015 housing the special needs population at ASP. The average daily population of LUA was 38.

### **Living Unit B**

LUB is a general population unit housing offenders in the Transition Incentive Program (Tip) levels 0, 1, 2, 3, and 4. LUB was converted to a single cell unit in January 2016. The average daily population of LUB was 302.

### **Living Unit C**

LUC houses TIP 4 offenders who are long-term offenders that have demonstrated better than average adjustment in the institutional environment. Offenders are allowed greater freedom of movement while residing in this cell house. The average daily population of LUC was 311.

### **Living Unit D**

Living Unit D has four separate floors: D-B, D-1, D-2, and D-3.

**LUD-B** housed the Youthful Offender population until March of 2018 when this population was transferred to IMCC. This unit was reopened as protective custody unit.

**LUD-1** houses TIP 4 offenders who are short term (within 5 years of releasing into the community) and long term Tip 4 offenders who are waiting placement in LUC. The average daily population of LUD-1 was 98.

**LUD-2** serves the DOC as a long-term protective custody housing unit on December 21, 2015. The average daily population of LUD-2 was 35.

**LUD-3** houses offenders in administrative segregation, investigative segregation, protective custody, and disciplinary detention. Average daily population of LUD3 was 56.

**LUE** houses offenders that have been approved to work outside of the institution working at the Power House, IPI Warehouse, Janitorial Services, Vehicle Entrance Maintenance and the City of Anamosa. The average daily population of LUE was 28.



### **Disciplinary Detention (DD)**

Offenders separated from the general population serving a disciplinary sanction may also reside in this unit. This unit can house up to 14 lock up offenders. The unit is typically closed due to staffing shortages, but may be opened in emergency situations..

### **Health Services**

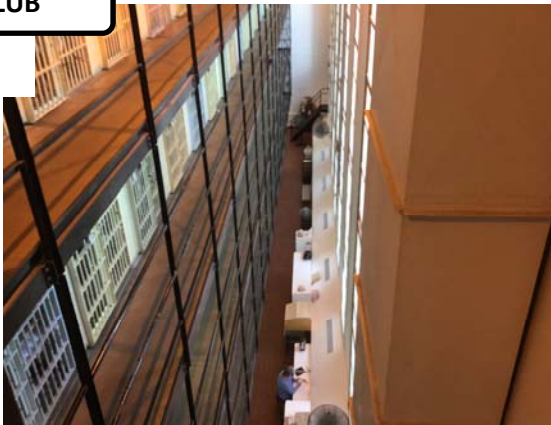
This unit is divided into two separate wards.

The Temporary Medical Housing Unit (TMHU) houses offenders who are recovering from medical procedures or temporary medical conditions that need medical intervention.

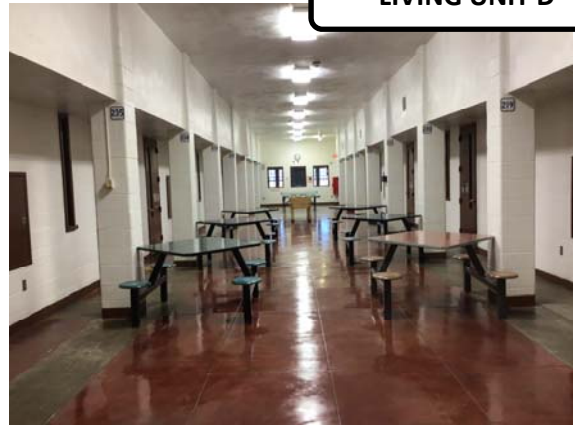
The Special Treatment Unit (STU) houses long term medical or offenders with ambulatory issues.

Health Services also serves as the temporary housing for offenders in need of mental health observation (MHO) or those who are on Suicide/Self Injury Protocol (SSIP) offenders. There are 4 special cells (side rooms) used for this purpose.

**LUB**



**LIVING UNIT D**

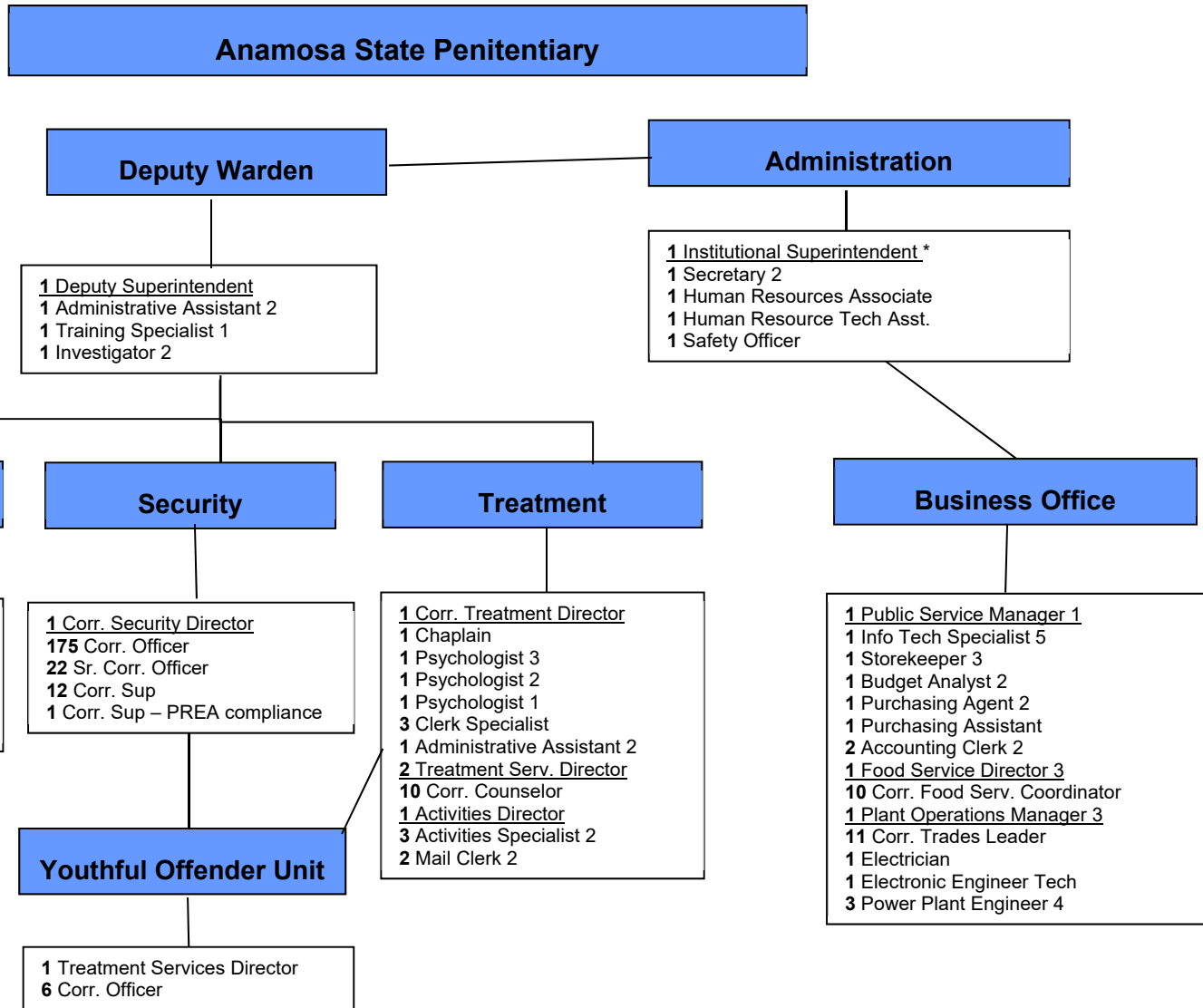


**LUC**



**LUE BUILDING**

# Table of Organization



Key  
**Bold #** – total positions  
 \* - at will position

## GOVERNOR KIM REYNOLDS VISIT

On November 3, 2017 ASP hosted Governor Reynolds, educators, and members of the community for a summit designed to identify ways to better prepare offenders for a successful return to their community. The primary focus of the event was on job skills and finding meaningful employment as a key strategy of success. The Governor and others toured ASP's Iowa Prison Industries operation and then met with former offenders who have succeeded in the community as well as current offenders who were preparing for release.



## EDUCATION

Education services are provided through Kirkwood Community College (KCC) for HiSet, Literacy, vocational programming and college level classes.

Grant Wood Area Education Agency provides special education services to qualified offenders.



## SOCIAL SERVICES

Social Services consists of 1 Associate Warden of Treatment, 3 Unit Managers, 13 Correctional Counselors and 3 Psychologists. The department is divided into unit teams that focus on transitioning offenders through the level system to work on risk/needs/responsivity with a re-entry focus. Evidence based programming is a priority meeting individual's needs including: ACTV-SA, T4C, ACT-V, Seeking Safety, MRT, T4G, Prime for Life and NAMI Peer to Peer. Correctional Counselors utilize SARIN guides and Carey Guides in case-planning focusing on individual needs.



# HEALTH SERVICES STATISTICS

## **MEDICAL EXPENSES (Nursing, Infirmary, Pharmacy, Dental, and Radiology)**

|                                   |               |
|-----------------------------------|---------------|
| Average Cost Per Month            | \$ 189,326.41 |
| Average Daily Population          | 934.97        |
| Average Cost Per Inmate Per Month | 202.49        |



# PRISON SERVICES SNAPSHOTS

July 1, 2017 - June 30, 2018

## Anamosa State Penitentiary

| Supervision Status               | Active at Start | New Admits | Closures   | Active at End | Offenders Served |
|----------------------------------|-----------------|------------|------------|---------------|------------------|
| Prison                           | 914             | 516        | 481        | 949           | 1430             |
| Prison Compact                   | 13              | 4          | 3          | 14            | 17               |
| Prison Safekeeper                |                 | 1          | 1          |               | 1                |
| <b>Supervision Status Totals</b> | <b>927</b>      | <b>521</b> | <b>485</b> | <b>963</b>    | <b>1448</b>      |

*Active At Start/End Count is 1 minute after midnight.*

*Data for the prison population (active at start/end), as well as prison admissions, reflect information at the time of prison admission. Prison closures reflect information at closure. Therefore, while total active at start plus admissions minus releases equal active at end, this will not be true of information detail (e.g., supervision statuses, crime types, etc.).*

*Statewide information counts one offender once. Work unit totals may count some offenders in more than one work unit. This will often occur when an Iowa sentenced offender is released to Federal authorities for prosecution, and is then temporarily housed in another facility while awaiting that outcome. Therefore, while statewide active at start plus admissions minus releases equal active at end, this may not be true of work unit detail.*

## WORK UNIT CLOSURES

### Anamosa State Penitentiary

| Work Unit Closure Type                          | Closures   | Percentage     |
|---|------------|----------------|
| Death   | 2          | 0.4%           |
| Discharged - Expiration of Sentence             | 66         | 13.6%          |
| Paroled to Detainer - INS                       | 1          | 0.2%           |
| Paroled to Detainer - Out of State              | 1          | 0.2%           |
| Paroled to Detainer - U.S. Marshall             | 2          | 0.4%           |
| Paroled w/Immediate Discharge                   | 3          | 0.6%           |
| Parole Granted                                  | 48         | 9.9%           |
| Probation Granted - Reconsideration of Sentence | 3          | 0.6%           |
| Released to Special Sentence                    | 6          | 1.2%           |
| Returned to Sending Jurisdiction                | 3          | 0.6%           |
| Terminated by Appeal - Conviction Overturned    | 1          | 0.2%           |
| Work Release Granted                            | 66         | 13.6%          |
| Work Unit - Prison to Corrections Compact       | 1          | 0.2%           |
| Work Unit - Prison to Hospital Appt. Holdover   | 3          | 0.6%           |
| Work Unit - Prison to Prison                    | 279        | 57.5%          |
| <b>Work Unit Total</b>                          | <b>485</b> | <b>100.00%</b> |

# INTERVENTIONS

## Region Intervention Snapshot (Internal Interventions Only)

| Internal Intervention                                       | Active at Start | New Admits | Active at End | Closures   | Offenders Served |
|---|-----------------|------------|---------------|------------|------------------|
| ACTV: Achieving Change through Value-Based Behavior (IDAP)  | 11              | 23         | 11            | 23         | 34               |
| ASP Apprenticeship - BAKER (BAKE PRODUCE)                   |                 | 1          | 1             |            | 1                |
| ASP Apprenticeship - CABINET MAKER                          | 4               | 8          | 8             | 3          | 12               |
| ASP Apprenticeship - COMPUTER OPERATOR                      | 21              | 4          | 12            | 13         | 25               |
| ASP Apprenticeship - COOK (ANY INDUSTRY)                    | 8               | 3          | 4             | 7          | 11               |
| ASP Apprenticeship - ELECTRICIAN                            | 8               | 1          | 7             | 2          | 9                |
| ASP Apprenticeship - ELECTROSTATIC POWDER COATING TECH      | 3               | 4          | 2             | 5          | 7                |
| ASP Apprenticeship - FABRICATOR-ASSEMBLER, METAL PROD       | 10              | 7          | 8             | 9          | 17               |
| ASP Apprenticeship - HOUSEKEEPER, COM, RES, IND.            | 21              | 18         | 18            | 21         | 39               |
| ASP Apprenticeship - MAINTENANCE REPAIRER, BUILD            | 5               | 1          | 2             | 4          | 6                |
| ASP Apprenticeship - PAINTER (CONST)                        | 1               | 1          |               | 2          | 2                |
| ASP Apprenticeship - PLUMBER                                | 3               | 2          | 2             | 3          | 5                |
| ASP Apprenticeship - REFRIGERATION, AIR CONDITION MECH (HY) | 6               |            | 2             | 3          | 6                |
| ASP Apprenticeship - SCREEN PRINTER                         | 4               | 4          | 4             | 4          | 8                |
| ASP Apprenticeship - WELDING, COMBINATION                   | 4               | 1          |               | 4          | 5                |
| Cognitive Behavioral Interventions for Substance Abuse      | 23              | 56         | 14            | 67         | 79               |
| HiSET (High School Equivalency)                             | 68              | 93         | 78            | 83         | 161              |
| Literacy  | 14              | 42         | 23            | 34         | 56               |
| Moderate Intensity Family Violence Prevention Program       |                 | 1          |               | 1          | 1                |
| NAMI Peer to Peer   | 12              | 17         | 6             | 23         | 29               |
| Seeking Safety  |                 | 12         | 8             | 4          | 12               |
| Thinking For A Change                                       | 11              | 53         | 21            | 43         | 64               |
| Vocational - Computers                                      | 11              | 6          | 3             | 14         | 17               |
| <b>Internal Intervention Totals</b>                         | <b>248</b>      | <b>358</b> | <b>234</b>    | <b>372</b> | <b>606</b>       |

## Region Intervention Program Snapshot

| Intervention Program       | Active at Start | New Admits | Closures  | Active at End | Offenders Served |
|----------------------------|-----------------|------------|-----------|---------------|------------------|
| Re-Entry Medicaid Coverage | 6               | 15         | 20        | 1             | 21               |
| <b>Total</b>               | <b>6</b>        | <b>15</b>  | <b>20</b> | <b>1</b>      | <b>21</b>        |

## ASP Region Intervention Snapshot Closures

| Intervention / Closure Category                             | Admin      | %            | Intermediate Sanction | %           | Success    | %            | Unsuccess | %           | Totals     | Totals %      |
|---|------------|--------------|-----------------------|-------------|------------|--------------|-----------|-------------|------------|---------------|
| ACTV: Achieving Change through Value-Based Behavior (IDAP)  |            |              |                       |             | 22         | 95.7%        | 1         | 4.3%        | 23         | 6.2%          |
| ASP Apprenticeship - CABINET MAKER                          | 1          | 33.3%        |                       |             | 1          | 33.3%        | 1         | 33.3%       | 3          | 0.8%          |
| ASP Apprenticeship - COMPUTER OPERATOR                      | 7          | 53.8%        |                       |             | 6          | 46.2%        |           |             | 13         | 3.5%          |
| ASP Apprenticeship - COOK                                   | 5          | 71.4%        |                       |             | 1          | 14.3%        | 1         | 14.3%       | 7          | 1.9%          |
| ASP Apprenticeship - ELECTRICIAN                            | 2          | 100%         |                       |             |            |              |           |             | 2          | 0.5%          |
| ASP Apprenticeship - ELECTROSTATIC POWDER COATING TECH      | 3          | 60.0%        |                       |             |            |              | 2         | 40.0%       | 5          | 1.3%          |
| ASP Apprenticeship - FABRICATOR-ASSEMBLER, METAL PROD       | 7          | 77.8%        |                       |             | 1          | 11.1%        | 1         | 11.1%       | 9          | 2.4%          |
| ASP Apprenticeship - HOUSEKEEPER, COM, RES, IND.            | 12         | 57.1%        |                       |             | 6          | 28.6%        | 3         | 14.3%       | 21         | 5.6%          |
| ASP Apprenticeship - MAINTENANCE REPAIRER, BUILD            | 3          | 75.0%        |                       |             | 1          | 25.0%        |           |             | 4          | 1.1%          |
| ASP Apprenticeship - PAINTER (CONST)                        | 1          | 50.0%        |                       |             | 1          | 50.0%        |           |             | 2          | 0.5%          |
| ASP Apprenticeship - PLUMBER                                | 3          | 100%         |                       |             |            |              |           |             | 3          | 0.8%          |
| ASP Apprenticeship - REFRIGERATION, AIR CONDITION MECH (HY) | 3          | 100%         |                       |             |            |              |           |             | 3          | 0.8%          |
| ASP Apprenticeship - SCREEN PRINTER                         | 3          | 75.0%        |                       |             | 1          | 25%          |           |             | 4          | 1.1%          |
| ASP Apprenticeship - WELDING, COMBINATION                   | 4          | 100%         |                       |             |            |              |           |             | 4          | 1.1%          |
| Cognitive Behavioral Interventions for Substance Abuse      | 1          | 1.5%         |                       |             | 60         | 89.6%        | 6         | 9.0%        | 67         | 18.0%         |
| HiSET (High School Equivalency)                             | 49         | 59.0%        | 5                     | 6.0%        | 29         | 34.9%        |           |             | 83         | 22.3%         |
| Literacy  | 7          | 20.6%        |                       |             | 27         | 79.4%        |           |             | 34         | 9.1%          |
| Moderate Intensity Family Violence Prevention Program       | 1          | 100%         |                       |             |            |              |           |             | 1          | 0.3%          |
| NAMI Peer to Peer   | 1          | 4.3%         |                       |             | 14         | 60.9%        | 8         | 34.8%       | 23         | 6.2%          |
| Seeking Safety  | 2          | 50.0%        |                       |             |            |              | 2         | 50.0%       | 4          | 1.1%          |
| Thinking For A Change                                       |            |              |                       |             | 35         | 81.4%        | 8         | 18.6%       | 43         | 11.6%         |
| Vocational - Computers                                      |            |              |                       |             | 14         | 100%         |           |             | 14         | 3.8%          |
| <b>Closure Type Totals / %</b>                              | <b>115</b> | <b>30.9%</b> | <b>5</b>              | <b>1.3%</b> | <b>219</b> | <b>58.9%</b> | <b>33</b> | <b>8.9%</b> | <b>372</b> | <b>100.0%</b> |



## FY18 QUICK FACTS

- Design Capacity – ASP – 911                      Actual 947 Total

### STAFF

- 300 Authorized Positions (FY '18)
- 212 Correctional Security Staff
- 37 Iowa Prison Industries authorized non-appropriated staff (includes IPI Farms)
- 6 Kirkwood Community College Employees
- 1 Grant Wood AEA Employee

### OFFENDERS

- Average Age – 39
- Average Education – 11.7 years
- Average Length of Sentence – 26 yrs., 11 mos., 2 days
- Lifers – 230
- Violent Crime – 693 (73% of offender population)

### FINANCES

- Total Appropriation - \$32,164,148
- Average Daily Cost Per Offender - \$96.68

# **SUPPORT SERVICES**

## **BUSINESS OFFICE**

Associate Warden of Administration Lisa Oswald supervises the Business Office. Other Business Office staff include Jill Kennebeck, Purchasing Agent 2; Jean Hall, Budget Analyst 2; Mary Rose Coleman, Purchasing Assistant; Accounting Clerks Mavis Engler, and Marie Zirkelbach; Julie Cline, Information Technology Specialist 5; and Katie Johnson, Storekeeper. Lisa also oversees the operations of the departments of Dietary, Maintenance, and Powerhouse. The operating budget for ASP in FY18 was \$31,874,128.00.

The Business Office staff handle the day to day financial transactions of the institution which include budgeting, offender fees, release money, offender payroll, commissary purchases, store orders, Omail, and inmate benefit accounts. In addition, institutional purchases, staff travel claims, bill processing, and other financial transactions are processed.



## **HUMAN RESOURCES**

The Human Resources office is staffed with Anne Siebels, Human Resources Associate and Brenda Brokens, Human Resources Technical Assistant. Each one is responsible for specific administrative duties involving transactions related to the hiring and interviewing process, retirements, insurance/dental benefits, payroll deductions associated with workers' comp, assisting supervisors with grievances and discipline, posting bids, processing FMLA documents, verifying KRONOS entries are accurate, and similar functions associated with human resources.

## **DIETARY**

The Dietary Department is supervised by Food Service Director 3 Carrie Klatt and staffed with 11 Correctional Food Service Coordinators (CFSC). This department oversees food service needs of the institution to include menu and recipe development (for regular and special diets), food preparation, sanitation, and cleanup while maintaining a safe and secure environment for offenders and staff. Offenders are included in the processes of food preparation, sanitation and clean up.

In FY18, 1,224,925 meals were served at ASP with an average cost per meal of \$2.08.

## **POWER PLANT AND MAINTENANCE**

Plant Operations Manager 3 Steve LeClere oversees the operations of both the Power Plant and Maintenance Department. Three Power Plant Engineer 4s are directly responsible for the operation, maintenance and security of the equipment in the Power Plant, which supplies utility services to the institution.

The Maintenance Department consists of 10 CTLs, one Electrician, one Electronic Engineer Technician. These staff are responsible for the repairs, maintenance, plumbing, and new construction associated with the safety and security of a prison that is over 140 years old.

## **CENTRAL RECORDS**

Central Records staff consist of one Administrative Assistant 2 and three Clerk Specialists. Staff in this department process offender records pertaining to offenders transferring in or to other institutions, coordinate offender releases (including discharges), and process the computation of offender time due to discipline, jail credit, additional sentences, etc.



## **SECURITY DEPARTMENT**

The Anamosa Security Department at full staffing is comprised of 13 Correctional Supervisors, 22 Senior Correctional Officers, 175 Correctional Officers and 1 Investigator. Within these ranks we have members of the Correctional Emergency Response Team (CERT), 2 K-9 Teams, Hostage Negotiations Team and PREA Investigators who are all trained and prepared to handle a multitude of emergencies throughout the institution. They all play a unique role in meeting the Department of Correction's mission. This department operates with 3 shifts, 24 hours a day, 7 days a week.

## Average Daily Population for FY18

Anamosa State Penitentiary      934.97

### EMPLOYEE RELATIONS COMMITTEE

The Employee Relations Committee (ERC) is a group of 12 staff from the departments of: Security, Health Services, Prison Industries and Administration. Current members include: State Industries Production Coordinator, Keith Paulson; Secretary 2, Tami Moore; C/O's Terry Brownell and Wendy Davis; SCO's Clint Phillips, Lisa Roberts and Josh Meyer; Sr. State Industries Tech, Luke Fowler; IPI Global IT Specialist, Chris Guy; Accounting Clerk 2, Marie Zirkelbach; and RN's Amy Shipley and Dana Murray.

ERC members meet monthly to share ideas on how to promote a positive working environment for the good of the institution. Some of the major accomplishments the ERC achieved in FY18 include: presenting selected staff with certificates of recognition for their outstanding performance, hosting events each day of Correctional Workers week, preparing a free holiday breakfast and free appetizer buffet at Christmas, holding a variety of silent auctions and several food events including the Service Awards Luncheon, providing a memorial to families that lost a loved one, hosting a reception and presenting each retiree with a retirement gift, and sponsoring the Annual Blood Drive.

One of the most rewarding events that the ERC, in conjunction with the offender population and the Anamosa State Penitentiary Museum, takes part in annually is providing local families in need with a food baskets valued at \$50.00 for the Christmas holiday.



