



KIM REYNOLDS, GOVERNOR
ADAM GREGG, LT. GOVERNOR

DEPARTMENT OF CORRECTIONS
BETH A. SKINNER, PhD, DIRECTOR

IOWA BOARD OF CORRECTIONS AGENDA
Friday, July 9, 2021, 9:00 a.m.

LOCATION: Iowa State Penitentiary, 2111 330th Avenue, Fort Madison, Iowa

TOPIC	PRESENTER
<ul style="list-style-type: none"> ➤ Call to Order • Approval of June 4, 2021 Minutes (Action Item) 	Chair, Rebecca Williams
<ul style="list-style-type: none"> ➤ Next Board meeting will be August 6, 2021, 2nd Judicial District, Fort Dodge Community Corrections Center 311 1st Avenue South, Fort Dodge, Iowa (A meeting notice will be posted on the DOC website: https://doc.iowa.gov/) 	Chair, Rebecca Williams
Welcome	Chris Tripp, Acting Warden
Director's Update	Dr. Beth Skinner, Director
Warden Approval (Action Item)	Dr. Beth Skinner, Director
Homes for Iowa and Apprenticeships	Dane Sulentic
Public Comments	Public
Open Discussion	Board Members
Adjournment	Board Members

The Board of Corrections' agenda is posted on the DOC Web Site at <https://doc.iowa.gov/> under the Board of Corrections Tab.

This meeting will be live-streamed via the Department's Youtube Channel for members of the public that would like to observe. You can also view previous Board of Corrections meetings at this site.

Link: <https://www.youtube.com/channel/UCItY2PABjitQpT4Op2w3kTw>

The mission of the Iowa Department of Corrections is to:
Creating Opportunities for Safer Communities

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IOWA BOARD OF CORRECTIONS MINUTES Thursday, June 4, 2021

Due to the continuing COVID-19 pandemic, this meeting will be conducted via Zoom. Connection information has been provided as part of the meeting agenda and the meeting will be simultaneously live-streamed on the DOC YouTube channel.

Board Members Present: Chair Rebecca Williams, Vice Chair Webster Kranto, Dr. Mary Chapman, Dr. Lisa Hill, Larry Kudej, Trent Keller and Jim Kersten.

Staff Present: William Sperfslage, Sally Kreamer, Cord Overton, Steve Dick, Dan Clark, Sarah Fineran, Michale Savala, Sheryl Dahm, Steve Weis, Joel Clover, Brian Foster, Kris Weitzell, Marcy Stroud, Randy Gibbs, Bruce VanderSanden, Jay Nelson, Kathy Weiss, Mark DeJong, Mike Heinrich, Susan Sheilds, Waylyn McCulloh, Darin Cox, Abigail Williams, Erick Lynes, Ken Pirc, Sean Crawford, Rebecca Bowker, Jill Johnson

Visitors Present: Jean Basinger, Mary Wolfe, Elena Mitchell, Cheryl, Mikka Mills, Nicholas Lamb, Kristopher Karberg, Shelly

Call to Order, Vice Chair Rebecca Williams

- Chair Rebecca Williams called the meeting to order.
- Chair William asked for a motion to approve the May 7, 2021 meeting minutes. Larry Kudej made a motion and Dr. Mary Chapman seconded the motion. All present members were in favor of approving the minutes, **motion passed**.
- The next scheduled Board of Corrections meeting is July 9, 2021, at the Iowa State Penitentiary, 2111 330th Avenue, Fort Madison. The meeting will begin at 9:00 a.m.
- (A meeting notice will be posted on the DOC website: <https://doc.iowa.gov/>)

Welcome - Carl Brack, Fourth Judicial District PPO Supervisor

- Supervisor Brack welcomed the Board members and Director Skinner to the Fourth Judicial District. This past year has presented unprecedented challenges. When staff in the Fourth District reflected back, the philosophy of Director Kip Shanks and their Board was to implement as much in person service as possible. Offices remained open throughout the pandemic. There was a brief period where no clients were seen, but after all precautions were implemented, in person supervision resumed. There were only four positive cases and a handful of staff who were quarantined or experienced some type of symptoms.
- Chair Williams thanked Supervisor Brack for his welcome. It was impressive that they were able to contain COVID within the facility.

Director's Update - Cord Overton, Chief of Staff

- Chief of Staff Cord Overton filled in for Director Skinner for this meeting.
- Congratulations to both Chair Rebecca Williams and Vice Chair Webster Kranto in their first meeting in their new roles. DOC staff are very excited about the year ahead of us and working with the Board.
- Thank you to the members of Fourth District for virtually hosting today and providing an update on their work.

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- The current count in the prisons is 7,682, which is 10.8% over design capacity. There continues to be a slow and steady build back up of the population.
- There are currently six positive COVID-19 cases in the prisons. This is a testimony to the DOC staff, especially the medical staff who have been getting people vaccinated.
- There has been a lot of progress on many of the items Director Skinner highlighted at the last meeting.
 - The Legislative Session has concluded. The DOC has received one of the largest increases outside of a year when a prison has been opened. There were very welcome items in the budget which will be a huge help going forward.
 - A goal has been set to resume in person visiting in early July and working through several projects including policies limiting capacity in the visiting rooms, IIs who receive visitors must be vaccinated (otherwise they will continue to visit via video visitation), and a scheduling system. Updates will be shared as information becomes available.
- Mr. Kudej asked what the vaccination status is at the prisons for staff and offenders. At this time 58.6% of inmates are fully vaccinated and 56.0% of staff. Including partially vaccinated individuals, the DOC is at an approximately 60% vaccination rate. If the requirement for vaccination to visit continues, there is an expected increase in this rate.

Warden Approval - Cord Overton, Chief of Staff (Action Item)

- The first warden for consideration is for the Anamosa State Penitentiary (ASP). After interviewing and reviewing several very qualified candidates, the DOC recommends Kristofer Karberg who comes from the South Dakota Department of Corrections. While he has worked for the SD DOC for eight years, Mr. Karberg has worked in security operations for more than 28 years.
- Mr. Karberg stated it is an honor and a privilege to be selected for this position, with the Board's approval. He is originally from Wisconsin. His security experience comes from federal and state governments, military and the private sector. The past three years he has been the deputy warden at Mike Durfee State Prison in Springfield, South Dakota. Prior to that he was overseas as a security contractor in southwest Asia and the Middle East, including five years with the State Department. He acted as an exterior perimeter security commander at the embassy in Kabul, Afghanistan, where there was a failed breach attempt of the perimeter under his command. Mr. Karberg looks forward to the challenges of leading ASP.
- Mr. Kudej was part of the interview committee for both warden positions along with Deputy Director Bill Sperfslage and Chief of Staff Cord Overton. He agrees with the recommendation based on very superior qualifications for this position.
- Chair Williams stated that this comes at a very pivotal time at ASP. She asked Mr. Karberg's thoughts on entering this position and initial items of what will be addressed. Mr. Karberg stated that he would start off listening and observing to become familiarized with the facility and staff thoughts and feelings. There will be no sweeping changes initially. There are some ideas after spending three days on site during the out of state review that he believes would help with improving the security and safety of the facility. He plans to talk these ideas over with senior leadership at the facility.
- Mr. Kudej made a motion to approve the appointment of Kristofer Karberg as Warden at the Anamosa State Penitentiary and Mr. Kranto seconded the motion. All members were in favor of approving the announcement. **Motion Passed.** Congratulations to Warden Kristofer Karberg. Chair Williams stated Warden Karberg will be a very positive addition to the staff. It is exciting to have someone with his credentials joining the Department.
- The next recommendation for consideration is for warden of both the Fort Dodge Correctional Facility and the North Central Correctional Facility. The hiring committee has selected Nicholas Lamb. Mr. Lamb comes from the New Mexico Department of Corrections, where he has served since November 2020. Prior to joining the NM DOC, he served over 26 years in the Illinois Department of Corrections where he has held various positions, most recently as the Assistant Warden of Operations at the Stateville Correctional Center.
- Mr. Lamb stated he currently works as the Administrative Deputy Warden at Southern New Mexico

Correctional Center, which is fairly close to the Mexico border, not far from El Paso. Prior, he worked for the Colorado Department of Human Services in a mental health facility, following 26 years with the Illinois Department of Corrections where he started as a corrections officer in 1994 at the maximum security Joliet Correctional Facility. During his time with the IDOC, he worked in various positions, custody levels and speciality teams. Mr. Lamb holds a masters degree in Psychology. He is very excited to be on site in Fort Dodge. He is honored and thankful for the opportunity to serve the people of Iowa. He has evolved over time to become a proponent of programs.

- Mr. Kranto asked Mr. Lamb about immediate goals for the facility. This would begin with a climate survey of staff and offenders to identify needs and issues. He would also work with his management team to identify the five things that keep them up at night in order to address these issues. He believes you cannot lead from the rear.
- As the interviewing Board member, Mr. Kudej believes that Mr. Lamb has outstanding credentials and supports his appointment to the position.
- Mr. Kudej made a motion to approve the appointment of Nicholas Lamb as Warden at the Fort Dodge Correctional Facility and Dr. Hill seconded the motion. All members were in favor of approving the announcement. **Motion Passed.** Congratulations to Warden Nicholas Lamb. Chair Williams welcomed Warden Lamb to the Department of Corrections team. We look forward to you continuing your career in Iowa and lending your knowledge to the Department.
- Warden Lamb appreciated the Board's comments and looks forward to his responsibilities.

DOC Security Operations Director - Cord Overton, Chief of Staff

- Brian Foster has been with the Department for nearly two weeks as the new Security Operations Director. This is an immediate, high priority position after the incident at Anamosa. He has been to several facilities and is working to become up to date on policies and procedures.
- Mr. Foster stated that he has spent quite a bit of time at the Clarinda and Anamosa facilities.
- He began in Corrections in 1985. It is a delicate balance to ensure that we are providing for the offenders, but doing it in a very safe and secure manner.
- The goal is to become familiar with the operations of each facility and help assess the needs of the institutions to better operations and make them more safe and secure.
- He looks forward to making the Department better as we move forward.
- Chair Williams stated that we are glad to have Mr. Foster on board.
- Mr. Foster offered congratulations to the two new wardens as well and looks forward to working closely in the near future.

Budget Update - Steve Dick, Fiscal Manager

- Mr. Dick reviewed expenditures and receipts for FY2021. The bulk of receipts are from CARES money and the Coronavirus Emergency Supplemental Fund which funded projects such as the dashboards and CBC rental assistance programs.
- There has been a decrease in rents and leases due to the terminated agreement with the Clarinda Youth Academy (CYA) in May. This program had been slowing for some time. The facility is exploring possibilities for the space going forward.
- Overtime is more than double previous years due to COVID mitigation efforts. Facilities are working to manage this expense.
- The DOC is currently working to fill all vacant positions at this time.
- The DOC is reviewing any potential reallocations of funds. An example would be the County Confinement budget, where individuals were held longer in the jails for COVID mitigation.
- Mr. Kudej inquired how the CARES funds were distributed. This was used to fund salaries. The \$13.7M was used to fill positions and overtime at the prisons and districts. None of these funds were kept for the Central Office. The use of these funds has been cleared through the Department of Management and the Governor's Office prior to receiving them.
- The Legislature has approved an increase for the DOC general funds appropriation, pending

signature by the Governor. The treatment pilot program at MPCF and the Districts was approved. If this program is successful, the hope is it will result in additional funding down the road.

- In addition to salary adjustment, there is a \$10M appropriation for Departmentwide duties.
- The budget system opens today so that we can analyze how the funds will be used.
- ASP received \$3M in response to the recent incident. It is anticipated this will enhance security.
- Funding will be received to construct a kitchen inside the walls of the Clarinda Correctional Facility from the Rebuild Iowa Infrastructure Funds.
- Funds were received from the Technology Reinvestment Funds for storage area networks at IMCC and ICIW. This supports various operational programs.
- The DOC is submitting proposals for American Rescue Plan funding.
- Mr. Kudej asked if the CBCs would possibly receive any of the \$10M in statewide operations. These are available to the CBCs as well depending on what is needed to fund existing positions first.
- The rural and urban locations for the CBC treatment pilot project have not been identified at this time. The Districts that are interested in participating will submit proposals. These should be awarded in early July.

Documents from this presentation can be found on the DOC website, attached to the June 4, 2021 DOC Board Meeting Handouts.

Public Comments - Public

- No comments were made.

Open Discussion - Board Members

- Mr. Kudej welcomed and congratulated both of the new wardens. Both are going to be great additions to the Department.
- Mr. Keller stated congratulations to both of the wardens. He asked about the programs in New Mexico that Iowa could possibly benefit from. Mr. Lamb stated there were not many programs in New Mexico. There were vocational programs available in both New Mexico and Illinois. A pest control program was implemented at Statesville while he worked there.
- Warden Sheryl Dahm informed the Board that this is the last meeting for Deputy Director of Prison Operations Bill Sperfslage. He is leaving the Department with many years of service and will be missed. Mr. Sperfslage stated that he has had a wonderful career. He has postponed his retirement due to COVID and his new role, but after working in six different decades, now is the time. He will move on to supervising grandchildren. Chair Williams stated she has never heard a negative comment about Mr. Sperfslage and his service to the DOC. There is no doubt in her mind that the Department will miss him. We thank you for your career and your dedication. Mr. Kudej stated there is more involved in watching grandchildren than supervision.

Adjournment - Board Members

- A motion to adjourn the meeting was made by Jim Kersten, which was seconded by Trent Keller. The meeting was unanimously concluded.

Respectfully Submitted,

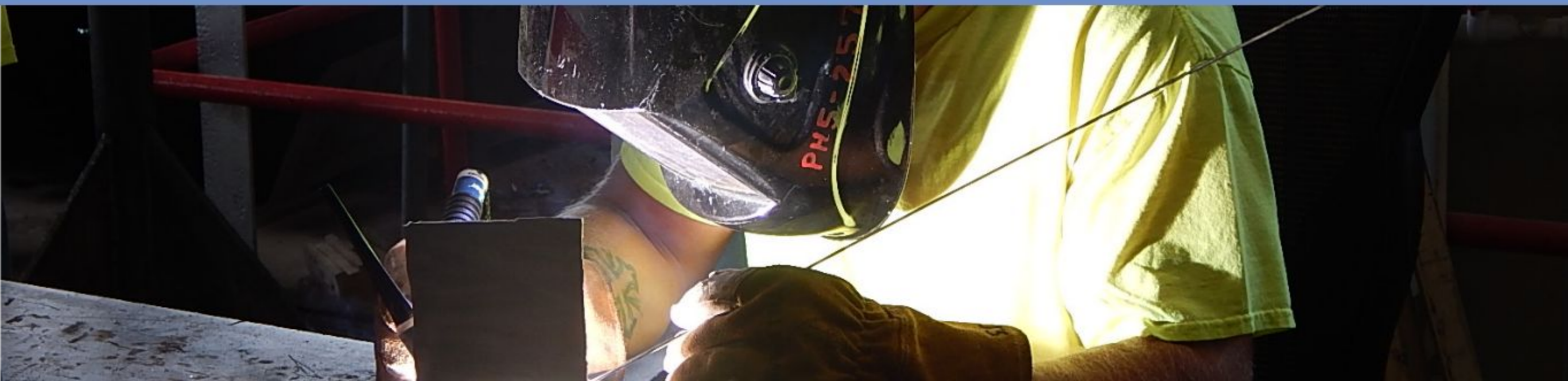
Johana Herdrich, Executive Assistant

Iowa Department of Corrections

Dane Sulentic - Apprenticeship Coordinator



Iowa Department of Corrections Apprenticeship Program



Apprenticeship 101: Core Components of Apprenticeship



Employer Involvement Is Integral

Employer is the foundation for the apprenticeship program



Structured On-the-Job Learning with Mentoring

Minimum of 2,000 hours
Structured and Supervised



Related Training and Instruction

144 hours recommended per year



Rewards for Skill Gains

Increases in skills brings about increases in earnings – “Earn as you learn” model



National Occupational Credential

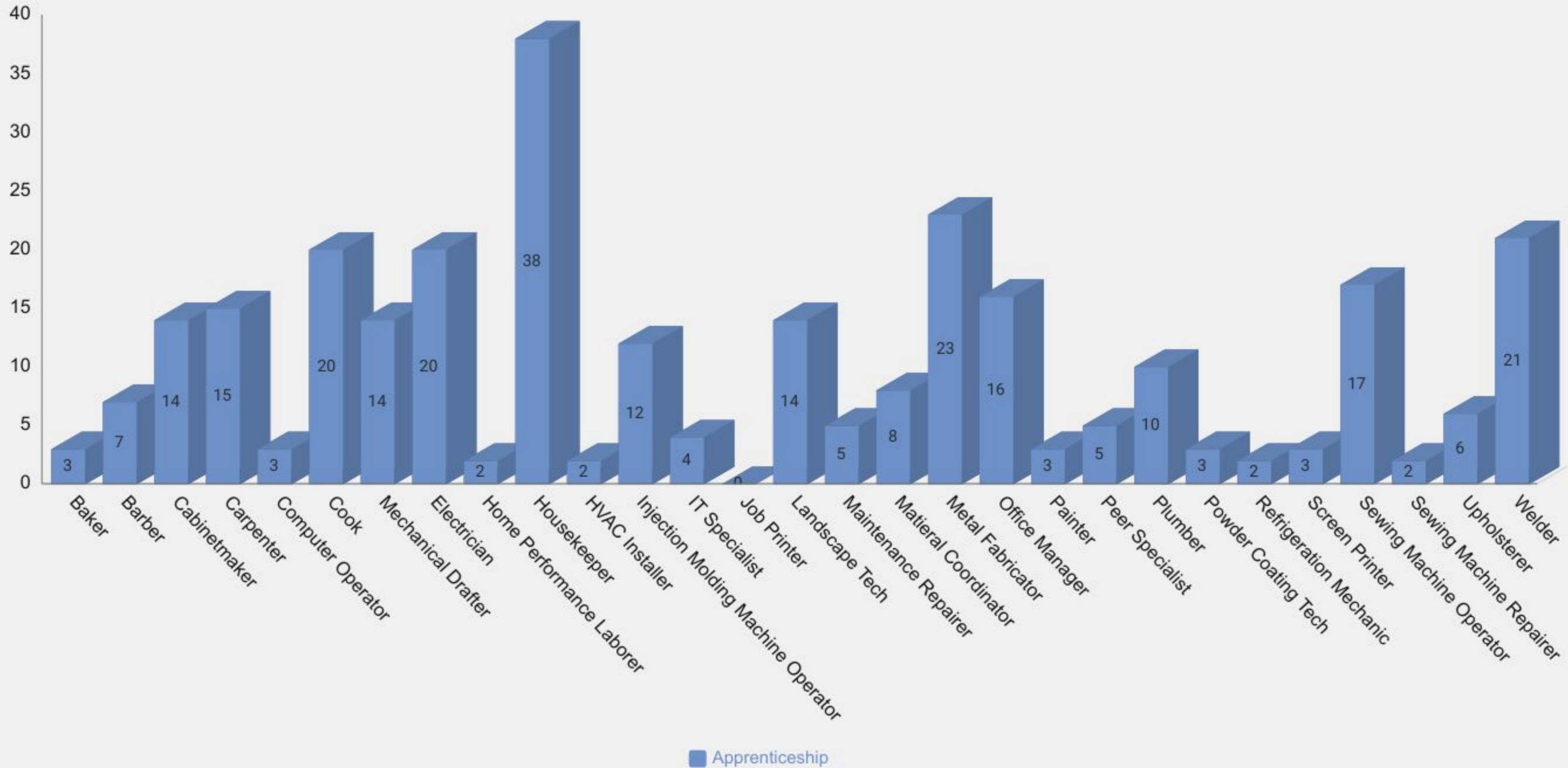
Iowa Department of Corrections Apprenticeship Program

29 - Apprenticeships registered with DOL

285 - Active apprentices statewide

314 - Apprentices who have completed their apprenticeship

Number of Apprentices by Program



Iowa Department of Corrections Registered Apprenticeships Per Institution

	Anamosa	Clarinda	Ft. Dodge	Ft. Madison	Mitchellville	Mt. Pleasant	Newton	Oakdale	Rockwell City
Baker (Bake Produce)	x			x			x	x	x
Barber	x	x			x		x	x	x
Cabinet Maker	x		x	x		x	x		
Carpenter	x		x			x		x	
Computer Operator	x			x					
Cook (Any Industry)	x		x	x	x		x	x	
Drafter, Mechanical	x			x		x			
Electrician	x		x	x		x	x	x	x
Electrostatic Powder Coat Tech	x								x
Fabricator-Assembler Metal Prod	x	x				x	x		x
Home Performance Laborer									
Housekeeper, Com, Res, Ind	x			x	x	x	x	x	x
HVAC Tech							x		
Industrial Sewing Machine Operator			x					x	
Information Technology Specialist			x		x				
Injection Molding Machine Operator									
Job Printer	x							x	
Landscape Management Technician		x	x	x	x	x	x		
Maintenance Repairer, Build	x					x		x	
Material Coordinator	x	x					x		
Office Manager/Administrative Services			x		x		x		x
Painter (Const)				x		x	x	x	
Peer Specialist	x				x		x		
Plumber	x		x			x	x	x	
Refrigeration, Air Condition Mech (HY)	x						x	x	x
Screen Printer	x								
Sewing Machine Repairer			x						
Upholsterer			x		x	x		x	
Welding, Combination	x	x	x			x		x	x

Partnerships and Training



State Agency Partnerships

- Collaborate and partner with multiple state agencies to help with training, grants, employment, and reentry needs
- DHS, IED, IWD, Depart. of Ed



Employer Collaborations

- Connect apprentices with employers statewide
- Allows employers to learn about individuals and barriers faced upon reentry



Additional Certifications

- Community College vocational program certifications
- Nationally recognized training: ASQ, NCCER, ServSafe, SolidWorks



Continued Growth and Expansion

Newly Implemented and Future Programs

- HVAC, Injection Molding Machine Operator
- Quality Control Tech, Material Coordinator-Production Clerk

Nationally Accredited Construction Training

- National Center for Construction Education and Research (NCCER)
- Implemented at the Homes for Iowa house building site in the Home Performance Laborer program
- In-class training supplemented by performance profiles and on the job training

Coding Training Program

- Google Impact Challenge awarded \$175,000 to implement coding program within correctional facilities
- Partnering with NewBoCo's Delta V Coding school
- Over 40 women have completed Coding 101 class with over 100 applicants wanting to enroll
- Participants learn software development, website design using HTML, CSS, and JavaScript

IDOC Apprenticeship Research Project

- Conducted by Criminal & Juvenile Justice Planning (CJJP)
- SAC Grant awarded funds to study and research apprenticeship program for a 2 year period
- Goal is to identify positive outcomes (what's working), and areas of improvement (what's not working)



About Future Ready Iowa

- Future Ready Iowa is an initiative to build Iowa's talent pipeline
- Education or training beyond high school is the new minimum to earn a living wage
- Careers today and in the future require advanced knowledge and/or technical skills
- The goal of Future Ready Iowa is for 70 percent of Iowa's workforce to have education or training beyond high school by 2025

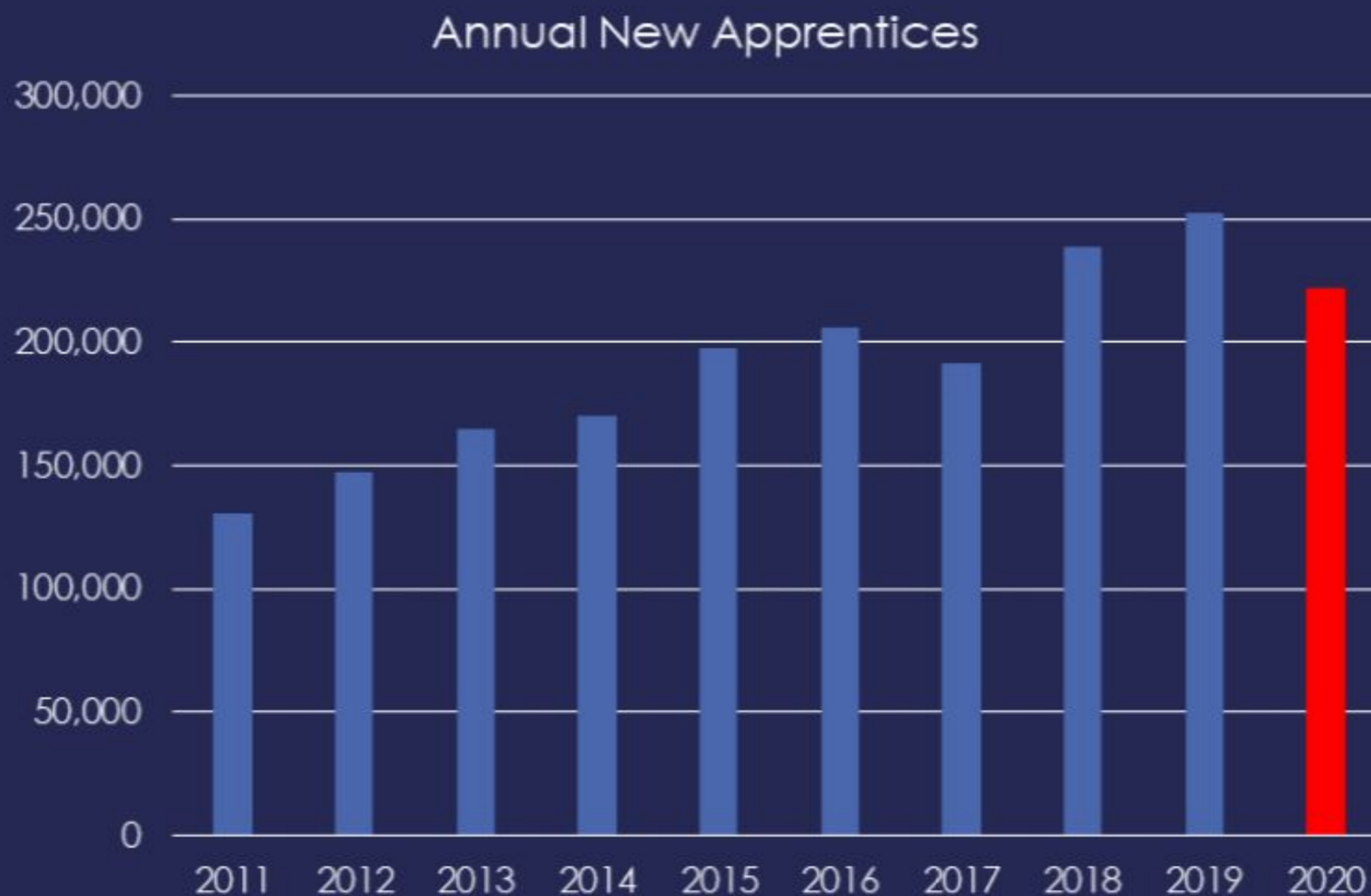
APPRENTICESHIP CONTINUES TO DEMONSTRATE STRONG GROWTH

70%

Growth in New Apprentices Since 2011

Key Facts

- 1.9 million+ new apprentices since FY11
- 38% more active apprentices than the previous 10-year average (636,000 vs. 459,000)
- 349,000+ participants completed an apprenticeship in the last five years
- 13,500+ new apprenticeship programs created in last five years





Questions?

THANK YOU!

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