



IOWA BOARD OF CORRECTIONS AGENDA
Friday, May 6, 2022, 9:00 a.m.

LOCATION: ICA Conference, Conference Room A, Isle Casino Hotel, Waterloo, Iowa

TOPIC	PRESENTER
<ul style="list-style-type: none"> ➤ Call to Order <ul style="list-style-type: none"> ● Approval of April 1, 2022 Minutes (Action Item) ➤ Next Board meeting will be June 3, 2022 <i>Seventh Judicial District, 605 Main Street, Davenport</i> (A meeting notice will be posted on the DOC website: https://doc.iowa.gov/) 	<p>Rebecca Williams, Chair</p> <p>Rebecca Williams, Chair</p>
Welcome	Denise Cooper, Assistant Director
Director's Update	Dr. Beth Skinner, Director
Mental Health Reentry Unit	Dan Grosser and Sara Geiger
Staff Support Team (SST)	Mary Roche, Victim Coordinator
FY2022 Telephone Rebate Expenditures (Action Item)	Steve Dick, Fiscal Manager
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



IOWA BOARD OF CORRECTIONS MINUTES Friday, April 1, 2022

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

Staff Present: Dr. Beth Skinner, Nick Crawford, Sarah Fineran, Brian Foster, Steve Weis, Aaron Scharr, Meredith Baker, Don Baker, Shawn Howard, Blythe Larson, Adam Maher, Melissa Farnsworth, Steve Slough, Michelle Keller

Visitors Present: Mark DeJong, Jermaine Wilson, Kim Kudej

Call to Order, Chair Rebecca Williams

- Chair Rebecca Williams called the meeting to order.
- Chair Williams asked for a motion to approve the March 4, 2022 meeting minutes. Vice Chair Webster Kranto made a motion to approve. Dr. Lisa Hill seconded the motion. All present members were in favor of approving the minutes, **motion passed**.
- The next scheduled Board of Corrections meeting is May 6, 2022, at the ICA Conference in Waterloo, Iowa. The meeting will begin at 9:00 a.m.
- (A meeting notice will be posted on the DOC website: <https://doc.iowa.gov/>)

Welcome - Steve Weis, Warden

- Warden Weis welcomed the Board to the Clarinda Correctional Facility where the current population is 985.
- The Facility has received appropriation for a new kitchen that will reside inside the walls. The kitchen now is located outside of the perimeter in the same building as maintenance. Meals are packaged in carts to transport inside. The construction estimates are currently higher than the appropriated amount. This will be a big change and improvement.
- The MHI most recently housed the Clarinda Youth Academy. This program ended in April 2021 and the facility is working to close the building.
- Chair Williams inquired about the Zion program in the MHI building which contracts for mental health services. Zion still utilizes the building to accommodate 20 in-patients and several out-patient clients. The DOC is responsible for all of these buildings. The buildings have recently been toured by legislators including Senators Ernst and Grassley. Other State agencies have reviewed the facility, but there are no plans for future use.
- Chair Williams asked where the juveniles were now housed. The number of students had been on the decline. They have been relocated to other sites.
- The facility believes in the incarcerated individual's ability to give back to the community. Treatment Director Blythe Larson spoke on the various fundraisers. There are four held at CCF, one during each quarter. CCF supports Girl Scouts, Special Olympics, the local Food Pantry and Page County Veterans. Recently raised just over \$2,000 for the local Food Pantry, as well as nearly \$10,000 to the Page County Veterans, which is one of their largest fundraisers. The IIs are allowed to purchase items they do not typically have access to in order to donate to these groups.
- The facility provided bottles of honey to the Board members. The bees are still in

hibernation and were not able to attend the meeting. There were 700 bottles harvested from 12 hives last year, which are donated (food pantry, nursing homes, etc), sold to the IIs and raffled to staff.

- Trent Keller commended the facility for their donation efforts and the bee program. It is not often that the public hears about prison involvement in donation efforts. Warden Weis stated there is a golf tournament annually where the checks are donated.
- Mr. Kudej asked about the apprenticeship program at CCF. Previously there were security concerns in the program. Warden Weis confirmed that these programs are back up and running, offering training in fabrication and welding.
- Mr. Keller inquired about the new kitchen and laundry room. Will there be culinary arts apprenticeships? The facility would like to expand and offer this program. There are limitations on who can work in the kitchen due to the placement outside the secure perimeter. It is hoped that once the new kitchen is operational that there will be more opportunities for IIs to enroll.

Director's Update - Dr. Beth Skinner, Director

- Thank you to the Board and to Warden Weis for hosting this meeting.
- Last week on March 23rd, private memorial services were held at ASP commemorating the one year anniversary of the death of CO Robert MacFarland and RN Lorena Schulte. This was a private service including the families. Several staff were present and the gym was full. Flags were lowered and a moment of silence was observed.
- A Recruiting / Retention Specialist candidate has been identified. This position will develop a strategic plan to assist with department wide recruiting and retention. Director Skinner hopes that this person can attend a future meeting.
- Sarah Holder, Learning Center Director, has left the DOC for new employment. The Learning Center is crucial to the work done by the DOC, so it is important that the right person is added to this position. There will be a focus on returning centralized pre-service training.
- Mr. Kudej asked how the Department can raise wages to attract new employees. The current job market is very competitive. It is important that we bring someone into the recruiting position who has experience to help develop a plan to bring in new staff.
- Vice Chair Webster Kranto asked if the Recruiting and Retention Specialist position is for the entire state. This will be one person who will work full time on recruiting and retention including stay interviews. The Assistant Deputy Director of Prison Operations has also been filled and can assist as needed.
- Mr. Kudej asked if there was any update on COVID numbers. Director Skinner stated that the numbers are so low there is nothing to report.

Legislative Update - Nick Crawford, Communications Director

- April 18th will mark the 100th day for the legislative session, where the legislators' per diem ends. Session may run slightly over this year.
- HF2559 is the Justice System Appropriation bill. It has passed the House and includes an additional appropriation for the DOC of \$7.1M, where the majority of this amount will go toward salary adjustments.
- Mr. Kudej asked who is on the subcommittee? Senator Julian Garrett chairs the committee.
- HF2579 is the Rebuilding Iowa Infrastructure Fund and Technology Reinvestment Fund bill. This includes funding for the Clarinda Kitchen Project.
- Vice Chair Kranto asked how the salary adjustment is determined for distribution to each location. There are several factors that are considered and he can provide the Board more detailed information after the meeting.
- Mr. Keller asked about salaries and raises. State employees receive a step increase annually as well as cost of living increases when allowed. There are also increases for promotions. Mr. Keller believes that everyone is entitled to raises.
- Mr. Kudej understands that the DOC does not generally advocate beyond the Governor's

recommendations. Who is pushing for additional funding beyond the recommendations? Representative Gary Worthan works with the Justice Appropriation Subcommittee and is a proponent of the DOC.

Public Comments - Public

- It is the practice of the Board to hear all comments from the public, but there will not be responses today. Follow up discussion will be had as needed.
- No comments.

Open Discussion - Board Members

- Mr. Kudej hopes that the budget process goes well this year. Session is moving slowly.
- Chair Williams asked about comments from a previous meeting where the Board should be more involved in the budget process. In the past there have been meetings with the Governor about the budget. When Mr. Kudej works with elder issues, he typically reaches out to legislators. The Board members are able to reach out to committee members.
- Vice Kranto asked how long the kitchen has been located outside of the perimeter. Warden Weis stated this was impacted by the shared services with the MHI when it was operational. This was the case with maintenance and laundry as well. This may have dated back to the 1980s. Vice Chair Kranto stated that this sounds unnecessarily complicated. The ribbon cutting was anticipated for 2023 for the CCF kitchen project. There are some impacts due to labor and materials shortages around the country. Reviewing for the best options going forward. Vice Chair Kranto asked if when the project is completed the Board members could come through and have a meal in the new facilities. Warden Weis stated they would be encouraged.
- Chair Williams asked for additional information about the Zion contract for the Clarinda Youth Academy. These are individuals under the care of DHS and not DOC residents. The CYA students are largely housed at Woodward. The juveniles in the DOC are housed within a special unit at IMCC until they reach 18 and can be housed with the rest of the population.
- Chair Williams asked about juveniles adjudicated as adults within the DOC prison system. These individuals are currently housed at IMCC. They must be kept separate from the adults until they turn 18. The Clarinda Academy students came from across the country, were not adjudicated.

Adjournment - Board Members

- A motion to adjourn the meeting was made by Mr. Larry Kudej, which was seconded by Vice Chair Webster Kranto. The meeting was unanimously concluded.

Respectfully Submitted,

Johana Herdrich, Executive Assistant

1st District Department of Correctional Services Mental Health Pre-trial/Probation/Parole Unit

Waterloo Office: 4 Probation/Parole Officers, 1 Community Treatment Coordinator (Jail Diversion), 1 Black Hawk Grundy Mental Health Center (BHGMHC) Social Worker, 1 BHGMHC Therapist. Also 1 Probation/Parole Officer on the Sex Offender Unit that has a specialized mental health/intellectual disability caseload.

Dubuque Office: 1 Probation/Parole Officer for identified clients with mental health needs, 1 Community Treatment Coordinator (Jail Diversion).

Northeast Office: 1 Community Treatment Coordinator (Bremer, Buchanan and Delaware Counties)---this expansion into jail diversion in 1st District began in 2015.

*Waterloo Probation/Parole Mental Health unit works closely our **Community-Based Mental Health Center (Black Hawk Grundy Mental Health)** to connect clients with and without insurance to necessary treatment.*

- **BHGMHC Social Worker** located at the Men's RF and probation/parole office.
 - Completes initial mental health evaluations, schedules psychiatry appointments at the mental health center, signs clients up for eligible benefits (Disability applications, food stamps, Medicaid, etc.).
 - Makes referrals within BHGMHC for clients who need additional outpatient assistance such as outreach services (medication drop-offs, case management) and Integrated Health Home referral for higher-needs clients who may need placement within the community and services provided by other community agencies (Goodwill, Exceptional Persons Inc, Cedar Valley Community Support Services).
- **BHGMHC Therapist**
 - Office located at the Waterloo Women's Center for Change. Completes initial mental health evaluations with female clients both at the WWCC in residential placement and those served under community supervision.
- Clients without insurance (recently released from jail for extended period of time or prison, DOC Work Release Inmates) are funded by the MH region (County Social Services) for therapy and psychiatry appointments at BHGMHC with SafeNetRx (DOC affiliated pharmacy) covering the costs of almost all mental health medications until clients are able to secure insurance.

Waterloo MH Unit also works closely with additional community providers who are housed at the Probation/Parole Offices.

- **Pathways Substance Abuse Counselor**
 - Office located at the Waterloo Women's Center for Change. Completed substance abuse evaluations and seeing clients in the WWCC for outpatient substance abuse treatment. Continues substance abuse treatment that clients may have started while in the Black Hawk County Jail.
 - Provides services including evaluation and on-going treatment within the Black Hawk County Jail
- **Waypoint Domestic Violence Advocates (Waterloo Women's Center for Change)**
- **Iowa Workforce Development**
- **Hawkeye Community College**

Mental Health programming at the Community-Based Residential Correctional Facilities

- Mental Health Unit Officers have flexibility and additional responsibilities to blend individualized supervision case plan with the structure and programming of the correctional facilities.
 - (i.e. waiving certain programming if necessary, expediting programming/release to keep benefits intact if on disability).
 - Implementing the structure of the correctional facility to address “bigger picture” needs with short-term interventions (housing, stabilizing on medication while monitoring and addressing substance use needs to reintegrate into the community, slow down high-risk behaviors through programming to avoid unnecessary incarceration or deterioration in functioning, temporary option pending longer-term placement or treatment opportunity).

Additional community stakeholders that Mental Health Unit works closely with in the community (Black Hawk County):

- Adult Crisis Stabilization Center/Sub-Acute Center/Access Center
- County Social Services (Mental Health Region)
- Hospital Behavioral/Mental Health Unit social workers
- Unity Point Mental Health Urgent Care
- BHGMHC Injection Medication “shot clinic”
- Elevate (mobile crisis, substance abuse, mental health services)
- Community in-home service providers (hourly services up to 24/7 staffing services, “hab homes”)
- Homeless Shelter and People’s Clinic and BHGMHC’s Homeless Care Coordinators
- Sober Living Center
- Peer Support Recovery Center
- Iowa Vocational Rehabilitation and Workforce Development
- Social Security Administration
- Pathways Behavioral Services Detoxification Center and Outreach Office
- Resources for Human Development Assertive Community Treatment Program (provides wrap-around services to seriously mentally ill clients and can cover housing rent while applying for social security disability benefits)
- SafeNetRx Pharmacy through DOC
- Residential Care Facilities, higher level of care for clients with serious mental health and intellectual disability needs.
- Mental Health Institute (Independence, IA), highest level of care for longer-term placement.

Significant emphasis on the Mental Health Unit is placed on assisting clients navigate through both the criminal justice system and the mental health system. Officers are frequently “putting out fires” regarding funding for services, accessing medication, addressing client crisis issues, working through barriers presented (i.e. clients not able to continue SSI benefits in the Residential Correctional Facilities, Work Release/Inmate Status clients not eligible to access Medicaid/insurance, etc.). Officers maintain a difficult balance of providing effective case management and balancing social work and treatment responsibilities to the client with community safety and responsibilities to the public, court and Board of Parole related to client accountability.

Jail Diversion/Pretrial Services:

Pretrial in all 3 areas of the district:

- 3 Community Treatment Coordinators: Waterloo, Dubuque, and Buchanan
- Pretrial Services specifically for those with behavioral health concerns. Able to look at those that do not normally fit within the parameters of regular pretrial among others.
- Work to look for alternative placement for those with behavioral health issues that are incarcerated
- Work with community providers to connect services prior and during release
- Manage difficult to place offenders
- Work with probation/parole/pretrial officers to assist with those offenders in jail with behavioral health concerns

Black Hawk County Jail Services for Diversion:

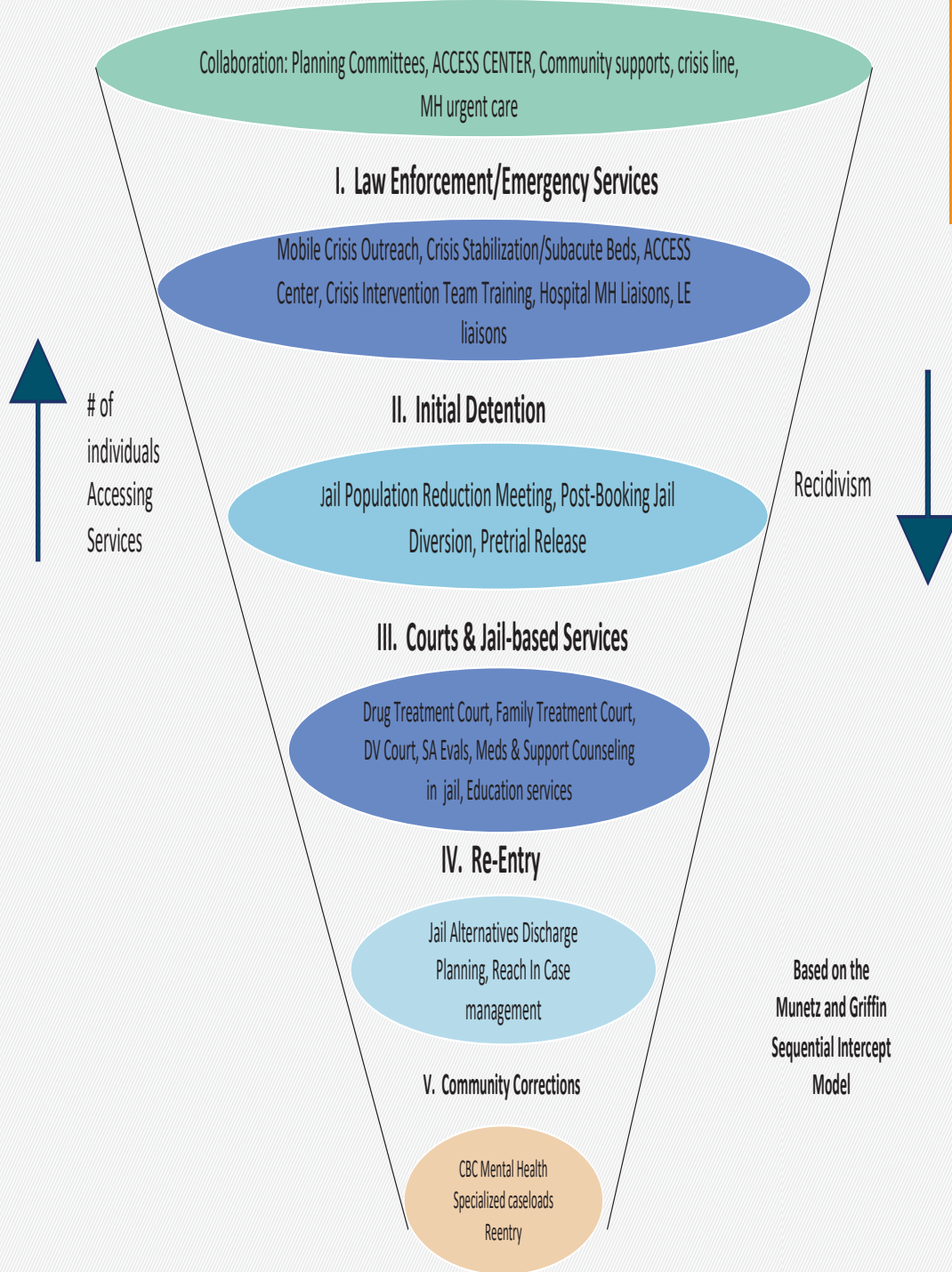
- Hawkeye Community College
- Iowa Works
- UNICUE
- One City Career Discovery
- Pathways Behavioral Services
 - Substance abuse evaluations, groups, and individual sessions
- AA services
- Discharge planning for general population

Crisis Services and Diversion

- Coordinate Crisis Intervention Training for officers (40 hour training) and clinicians (24 hours)
- Work with local providers

Black Hawk County Alternatives to Incarceration Intercepts

Best Clinical Practices: The Ultimate Intercept





IOWA DOC STAFF SUPPORT TEAMS

- A PEER SUPPORT PROGRAM

Mary P. Roche, LMHC
Director of Victim and
Restorative Justice Programs

PEER SUPPORT IN CORRECTIONS

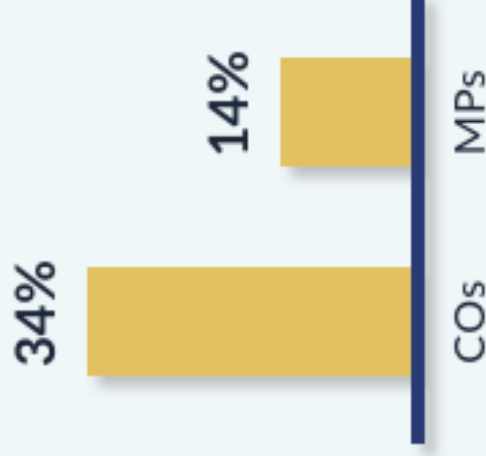


THE FACTS

- ✓ Longevity of corrections workers
- ✓ Divorce rate
- ✓ Spousal abuse
- ✓ Substance abuse
- ✓ Depression
- ✓ PTSD
- ✓ Suicide

PTSD Statistics 2011

Number of corrections officers (COs) with PTSD is over **twice as many** as military personal (MPs) with PTSD.



Statistic from
Caterina Spinaris

Source: www.americanaddictioncenters.org

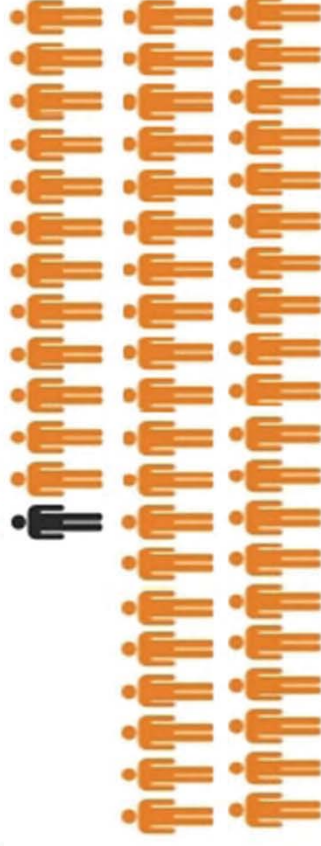
TRAUMA AND THE PROBATION/PAROLE OFFICER

- ▶ 28% experience 4 or more primary traumatic events
- ▶ 44% have 3 out of 4 symptoms of secondary traumatic stress
- ▶ 56% experience vicarious trauma
- ▶ 67% experience symptoms of “corrections fatigue”

Suicide Risk

Estimated Prevalence

1 in 33



U.S. Population:

Correctional Officers (Active Duty):

1 in 9



Correctional Officers (Retired):

1 in 7



Combat Veterans:

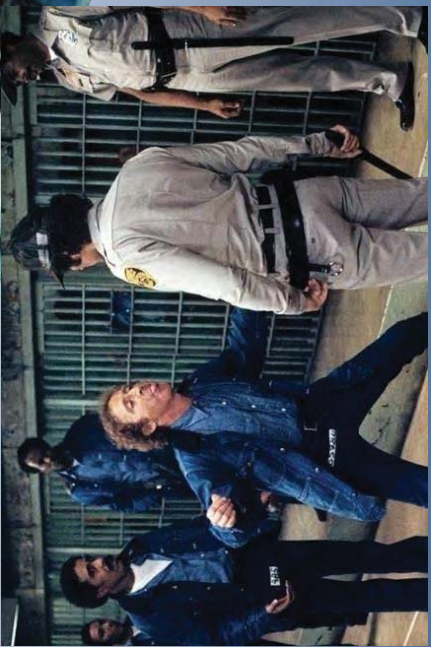
1 in 4



Source: Veterans Affairs, Veterans of America, and RAND

- ▶ Constant preparation for potential violence
- ▶ Accumulated stress
- ▶ Inability to leave the environment where stress exists
- ▶ Overtime / mandated time / shift work
- ▶ Negative impact on family
- ▶ Concerns of appearing weak
- ▶ Poor communication
- ▶ Lack of adequate training

PHYSICAL/EMOTIONAL DEMANDS OF THE JOB

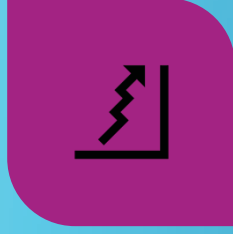


THE PUBLIC PERCEPTION

THOSE AFFECTED FIND WAYS TO COPE

- ▶ Substance abuse
 - ▶ Escapism (TV/Movies/Fantasy/Online gaming)
 - ▶ Gambling
 - ▶ Overeating
-
- ▶ Exercise
 - ▶ Mindfulness
 - ▶ Meditation
 - ▶ Healthy hobbies / activities
 - ▶ Volunteerism

BENEFITS OF PEER SUPPORT



DECREASE IN
ABSENTEEISM



INCREASE IN JOB
SATISFACTION



STAFF FOCUS ON
HEALTH



NORMALIZE HEALTH-
SEEKING BEHAVIOR

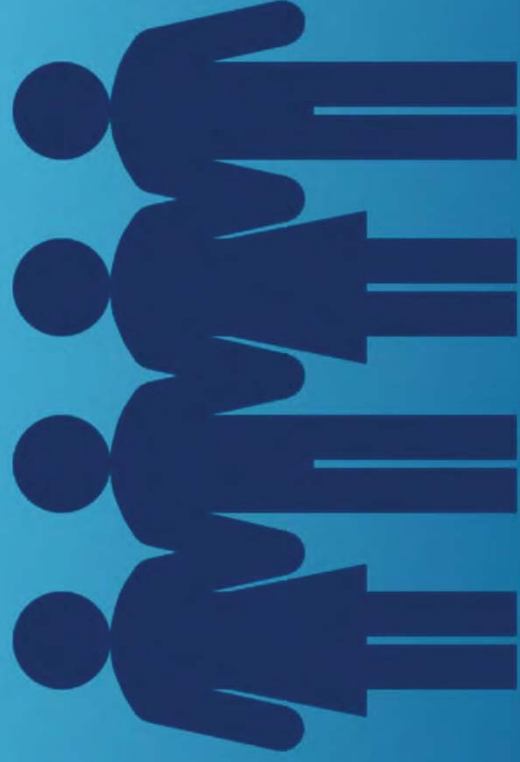


IMPROVE
COMMUNICATION



GREATER ACCESS
TO HELPFUL
RESOURCES

THE IDOC STAFF SUPPORT TEAM(SST) PROGRAM



- ▶ SST's in every institution and most CBC's
- ▶ Critical Incident response
- ▶ Wellness focus
- ▶ Training offered each year
- ▶ Collaboration with other peer support programs (corrections and law enforcement)
- ▶ Bi-annual meetings

LISTEN

SUPPORT

ASSESS

REFER

ROLE OF A
STAFF
SUPPORT
TEAM
MEMBER

THINK ABOUT IT...

- ▶ We train staff for personal safety skills in a dangerous job.
- ▶ The nature of corrections work carries with it substantial psychological and stress-related risks – how do we train staff for these?

THE PRIMARY GOALS OF THE SST PROGRAM:

KEEP STAFF ALIVE WHILE ON THE JOB

A LONG RETIREMENT AFTER THE JOB



May 6, 2022 – Iowa Board of Corrections

Offender Telephone Rebate Expenditures – FY2022 Amended

1. Education (HISET, Literacy, Special Needs, Life Skills & Vocational Training)	\$500,000
2. Inmate Free Omails During No In-Person Visitation	\$181,373
3. Inmate Law Library	\$83,000
4. Telephone Administration	\$62,055
5. Inmate Tablet Program Management	\$0
6. Translation Services/Miscellaneous	\$7,000
7. MOU with DOT for staff for Inmate ID's	\$21,814
8. MOU with IWD for Workforce Advisors	\$21,813
Total	\$877,055

The mission of the Iowa Department of Corrections is:
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