

ANNUAL REPORT 2022

EIGHTH JUDICIAL DISTRICT



The Year in Review

Dear Reader:

This report is submitted for filing with the Board of Supervisors of each county in the Eighth District, per Iowa Code 905.4. This document reflects activities of the Eighth Judicial District Department of Correctional Services from July 1, 2021 through June 30, 2022.

This is my seventeenth year as the District Director of the Eighth Judicial Department of Correctional Services. And while a lot has changed since the Spring of 2006, the core values of our organization have remained steadfast.

We highlight our team members in these reports because they are the foundation of everything we do, and how we do it. I want to personally thank the entire staff of our District. Their ideas, work ethic, and commitment are responsible for our successes. Their work is exemplary.

This report will also give you information and insights into what we do. Several key initiatives are highlighted, but those just skim the surface of everything that drives our organization. Our annual reports are also more streamlined than years past, so if anyone wishes to review the finite details of our expansive daily operations, they can do so upon request.

I also want to thank our Board of Directors, who continue to provide leadership and support and are some of our primary advocates in the communities they live in and serve.

Success in community based corrections means fewer victims, reduced crimes, less broken homes, the list literally goes on and on. And all of it — is the driving force behind why we have chosen this profession.

We Make a Difference!

Respectfully,


Daniel T. Fell
District Director



DANIEL T. FELL
District Director

“We Make a Difference!”



Annual Report

2022



Daniel T. Fell, District Director

Prepared by Kim Bradfield, Melanie Imhoff, and Linda Norton.

On the Cover

Eighth Judicial District staff members are Residential Officer Jordan Nuno, Residential Supervisor Nycole Harbison, Residential Officer Logan Scholtus, Residential Officer Jori Love, HRU Officer Jason Jones, Probation Parole Officer Dakota Simmons and Community Treatment Coordinator Christina Smith.

Photo by Kim Bradfield

Mission Statement

VISION

An Iowa with no more victims.

MISSION

Providing An Opportunity

For Change

BELIEFS

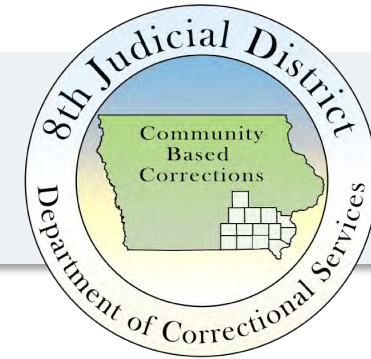
We BELIEVE that people can change; that our efforts help make people safer; that every person should be treated with dignity and respect; and that we must work as a team if we are to succeed.



VINCE REMMARK

Assistant District Director

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History

The Eighth Judicial District

The Eighth Judicial District Department of Correctional Services is an independent public agency, with a board of directors, created and established under Chapter 905 of the Code of Iowa to provide community correctional services to fourteen counties in Southeast Iowa: Appanoose, Davis, Des Moines, Henry, Jefferson, Keokuk, Lee, Louisa, Mahaska, Monroe, Poweshiek, Van Buren, Wapello, and Washington.

Community-based Corrections was established in the Burlington and Ottumwa areas in the early 1970s as part of a pilot project funded through the federal Law Enforcement Assistance Act. At that time, services were also provided by the Division of Corrections within the Iowa Department of Social Services.

In 1977, the Eighth Judicial District Department of Correctional Services was established and assumed all

community corrections functions in the District with the exception of state parole and work release. That same year the District's first community residential correctional facility opened in Burlington.

On July 1, 1984, the Legislature turned over the administration of state parole and work release to the district departments from the State Department of Corrections. In May of 1991, a second residential correctional facility opened in Ottumwa. In addition, community-based corrections expanded which allowed the District to create a dedicated treatment services division. As of June 30, 2022, 102 staff members provide comprehensive adult community corrections supervision and programming to 2,452 clients.

Goals, Priorities, Focus Areas

Focus our hiring processes and professional development on creating a more knowledgeable, inclusive, and diverse workforce.

Strategic Planning

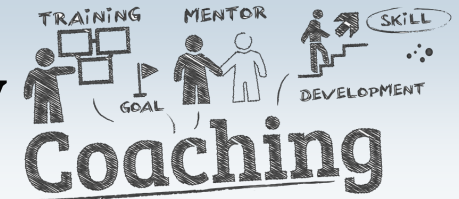
Focus on Evidenced Based Practices and Research Informed Processes to Improve Client Success.

Focus our resources toward those clients that are at the highest risk to reoffend.



Building a New Professional Identity

By: Daniel T. Fell, District Director



Correctional agencies have historically been asked to play a referee-type role, strictly monitoring the rules and conditions of supervision and ‘blowing the whistle’ when observing a justice-involved individual stepping outside the lines. Any of the lines.

“Refereeing” refers to accountability, and therefore must always be a part of our role. But research links supervision effectiveness to officers having quality relationships with the people they serve. By not being detached, and adopting a human service orientation, the job role of “coach” aligns more with future success. Coaches care about their players. Coaches teach their players. And coaches want their team to win. Winning for us is gauged by our client’s success. And every time one of our clients “wins,” that means less crime, reduced recidivism, and fewer victims in our communities.

The District has made continual efforts towards the adoption of a coaching philosophy over the last fiscal year. To begin, in November of 2021, Dr. Brian Lovins (pictured top left), Principal for Justice System Partners, and the former President of the American Probation and Parole Association (APPA), gave a thought provoking presentation to our staff on, “Building a New Professional Identity: Coach vs. Referee.” Part of the presentation related the meta-analysis on success, which showed unequivocally that the relationship between officers and clients on supervision matters.

Dr. Lovins also met with the district leadership team to discuss strategies to implement and inspire the coaching mindset. He encouraged us to share successes far and wide, find ways to increase employee engagement, and to build upon our strengths --- meaning the many good coaches we already have.

In December of 2021, we implemented what we call our Success Reporter. First, we created a dedicated email address that staff could send their “successes” to. We encouraged everyone to think broadly, and told them

our goal was to share all the good things that happen districtwide --- with everyone. PPO I Dustin Briscoe was chosen as our Success Reporter, and his workload was adjusted so he would have time to do some investigative journalism each week. Since that time we have shared multiple stories each month with all of our staff. Client successes, collaborative relationships with stakeholders, staff recognizing their coworkers, the list of articles is as packed with positivity as it is variety, and goes on and on.

We also created a committee in early 2022 comprised of some of our top performers from different classifications. These staff, all recommended by their supervisor, were chosen to be our ‘Coaching Champions.’ They include PPO II Cody Allen, PPO Supervisor Nick Baker, Secretary Dena Devore, Residential Supervisor Nyci Harbison, Lead RO Dalton Henry, PPO II Clint Nichols, PPO II Jeff Price, PPO III Derek Schwandt, PPO II Dakota Simmons, RO Stacy Van Antwerp, RO Pre’osha Waller, PPO II Alisha White, and PPO II Brenda Zahner (photo below).

In March of this year, our Coaching Champions Group met and discussed ways to move our District towards a coaching philosophy in all interactions and facets of supervision. They filled up pages of flip charts and did a forced priority exercise where they voted on which ideas they wanted to see prioritized.

Two of their suggestions were very simple changes and put immediately into effect. The first was that any staff involved in successful cases would be encouraged to attend graduations, dinners, or other ceremonies where our clients are being celebrated. Previously, since many of these events took place outside of normal business hours, staff did not attempt to attend. Second, in order to boost our focus on success, all staff meetings or group gatherings will begin with success stories. This will reinforce our focus on all of the good that comes from our staff and their work.

Our Coaching Champions also believed that anything we could do to increase the broad term of professionalism, would assist the collective mindset in embracing the coaching philosophy. They recommended that “Swearing In” ceremonies be held for all staff, with all staff taking an oath of office and receiving a certificate, and those classified as peace officers receiving departmental badges. This idea was accepted as well, and fulfilled earlier this summer.

Currently our Coaching Champions continue to work on reinforcement strategies for staff, as well as client incentives, such as graduation coins, milestone certificates, movies nights in residential for positive reinforcement, and prizes, such as gift cards, for meeting goals or just doing well on supervision.

Many of us have seen the results of the outdated control compliance based model of supervision for many, many years. The mindset of being unattached, has proven not to affect change, and not reduce crimes in our communities. Sitting back to see if a client will break the rules so punishment can be swiftly delivered just created a revolving door for our clients, and left us shaking our heads wondering how we can do better. How we could help clients change their behaviors. How we, and they, could win. Research shows that creating a new professional identity, being a coach versus a referee, can help answer those questions. Identifying as a coach can be a building block to future success.



Internships are Win-Win

April 21, 2022...

The Eighth Judicial District Department of Correctional Services received Iowa Wesleyan University's Internship Partner of the Year Award for 2021 - 2022.

When presented the award, Residential Supervisor Chuck Severs (pictured) stated, "It has been a great partnership, and we are happy to provide a real world experience for the students."

All interns with our department get a multifaceted view of community based corrections, as they spend time at a residential facility, as well as a field office, all the while earning college credit. Interns interact with our clients, observe treatment groups, sit in on case management sessions, and attend court hearings. "Shadowing multiple officers in their everyday performance of duties is much better than just sitting them at the Control Desk. They get to see what we really do, and see if this job is right for them. It is win-win," said Residential Manager Daryl Lambert.

Over the course of the last year, four students from IWC completed internships with the District. And currently, three of them are employed with the District. According to Severs, "Shining during an internship is a great way to get a foot in the door."

The District has internship coordinators in Burlington and Ottumwa and over the last few years has supervised interns from Iowa Wesleyan University, Southeastern Community College, Western Illinois University, Indian Hills Community College, the University of Iowa, Central College, and William Penn University.





Partnership Leads to Positive Outcomes for Clients

By: Dustin Briscoe, Success Reporter

Employment is a key element when attempting to reduce recidivism. Those we serve generally have many things working against them in this area. Things like criminal history, substance abuse history and poor work histories can create huge barriers. Unfortunately, there is not a lot that we can do about those issues. But another barrier our clients face is a lack of marketable skills that employers look for when hiring. Staff in our District recognized this issue and have looked to build partnerships to address this pressing need.

Last year, Division Manager Patrick Lacy (*pictured above*) met with staff at Indian Hills Community College to try and address the skill shortage our communities face by taking a chance on training some of our clients. This was not an “easy sell,” but what came of those meetings was a partnership in which the District could send clients, both field and residential, to either a welding program or a certified production tech program. Both programs provide skilled training which make employment more achievable.

Eight clients, six males and two females, went through the initial eight week welding program in the summer of 2021. According to Community Treatment Coordinator Lindsay Epperson (*pictured above*), the first group had seven successful graduates. Several of them were placed in good jobs, including one female graduate who was hired by John Deere --- where many people spend their entire career. But even with the outstanding success of the first group, there remained a group of our clients that was excluded from these opportunities.

The challenges of working with clients who are convicted of sex offenses are numerous. Breaking down the social stigma of their crimes is daunting to say the least and can be a tremendous hurdle to overcome when attempting to find employment opportunities. There was some hesitation by our partners to include clients convicted of sex offenses, but due to the success of the first class, and education from our staff, they were allowed to attend the next training class to become certified production techs. Two of the successful graduates of that program were clients convicted of sex offenses.

Building on the success of the first two training programs, the next term included clients on for sex offenses being included in the welding program. At the end of the term in March of this year, three of four clients had graduated the program, and all three were convicted sex offenders. Two of those graduates were hired by Vermeer as skilled welders.

The benefits and potential of this partnership are exciting and expanding. Programs like these provide solid, in demand training, which can aid our clients in obtaining gainful employment. Having a desired set of skills helps to reduce the stigma that many clients, in particular sex offenders, face when trying to get their lives on track. This partnership is an outstanding example of our staff creating a tremendous opportunity for not only our clients, but for our community partners. Our work makes a difference!

Going the Extra Mile in Modeling Prosocial Behaviors

By: Dustin Briscoe, Success Reporter

It's no secret to anyone in our business that mental health has become a major factor in case management. According to a 2017 study by the Iowa Department of Corrections, 57% of incarcerated individuals have chronic mental health issues. This fact creates unique issues when working with and providing services to our clients. Recently the Ottumwa Residential Facility (ORF) rose to the challenge of working with this demanding population and made a positive impact in a client's life.

Client S.M. would not normally qualify for placement in a residential facility due to her unique challenges. Challenges which include a serious mental health issue, an inability to work, and a profoundly limited set of basic life skills. But desperate circumstances led ORF management to make an exception in this client's case. Getting this client in the facility could more aptly be described as an act of compassion towards a person who had little to no chance of getting herself out of a very bad situation. Once Client S.M. arrived at ORF the real work began.

Upon Client S.M.'s arrival, staff at ORF quickly adapted to the challenging nature of working with a truly special needs client. Residential Supervisor (RS) Nyci Harbison stated that the Residential Officers "went the extra mile at every turn." The examples provided by RS Harbison clearly illustrate that point. From teaching the client basic personal hygiene to helping the client get a toy doll that comforted her during her stay at ORF, the work on this case was far outside the norm. Staff also introduced the concept of accountability to the client. Whether it was for a rule violation or for inappropriate behavior, she was corrected by staff in a manner that she could understand and grow from.

It is no surprise that the staff of the Eighth District would go above and beyond of what is expected of them. That happens regularly. And the assistance that Client S.M. received from ORF staff is only part of the story. According to Harbison "the clients followed the example of staff...the female residents really took her under their wing." One client even purchased a puzzle with her own money and helped S.M. put it together to help pass time and keep S.M.'s mind occupied. As a group, the clients went out of their way to help S.M., and modeled the prosocial behavior they observed from staff members of the facility. The importance of this is significant, as this is one of the things we want our clients to do. It is also why we, staff at every level, need to display the types of behaviors we want our clients to emulate.

Great job ORF! Thanks for making a difference.



From Left to Right: Bryce Bachman, Melissa Novak, Dan Brown, and Logan Scholtus are some of the Residential Officers who went above and beyond expectations to help Client S.M.



MAKING A DIFFERENCE AT HIGH NOON

On October 12th, we had a mind to have us a shindig (also known as Employee Appreciation Day). Our theme was "Making a Difference at High Noon," which went along with our location at This Old Barn in rural Fairfield. While the day started out cool and rainy, it cleared off and turned into a real purty day. While jawing and playing games, we were also on the lookout for a gang of outlaws (pictured to the right). Around noon, the BBQ chuck wagon delivered the grub. After lunch, Dr. Ron Oswalt, gave us practical reminders about treating all people with respect and courtesy. A passel of cowhands hit pay dirt in our drawing for prizes, and Colby Kreiss won the coveted giant district logo for his "special" mustache and cowboy duds. Our day ended with our annual awards. Our committee of Zach Allsup, Jaime Baker, Nick Baker, Justin Leffler, Kurt Rosenberg, Logan Scholtus, Dakota Simmons, and Melanie Imhoff were tuckered out, but we reckon everyone had a good time.



Recruiting for Our Future

Recruiting potential new staff members is vital to our future. The current nationwide labor shortage has given us an opportunity to be creative in attracting potential candidates. This creativity has led us to speaking to criminal justice students at colleges and participating in a wide variety of job and internship fairs throughout our district and surrounding areas.



Oluwatosin Adedrian and Charles Severs recruiting for the District at Iowa Wesleyan College.



Patrick Lacy and Kurt Rosenberg attending the Diversity Job Fair in Ottumwa.



Daryl Lambert and Linda Norton speaking with Criminal Justice students at Iowa Wesleyan College.



Charles Severs participating in Western Illinois University's Major Career and Internship Fair.



Nycole Harbison providing information about the District at the Indian Hills Community College Job Fair.

MAKE A *difference*



This past year our District conducted swearing-in ceremonies for High Risk Unit Officers Jason Jones (*right*) and Nicholas Fencil (*left*). This is required by the Code of Iowa for law enforcement certified positions and also signifies the officer's commitment to our High Risk Unit's mission.

At our September Board meeting Jonathan Deen was recognized for his formal assignment to Sergeant (Lead Officer) of the HRU.



Jon Deen, Rob Humphrey, Heather Jones, Jaime Baker and Nicholas Baker distributing candy to kids at Burlington's Safe Trick or Treat event. They also distributed 50 employment recruiting brochures to parents attending. (Left)

Staff volunteering for cleanup duty at the National Night Out event are Heather Jones, Jaime Baker, Charles Severs, Candace Collins, and Nicholas Baker. (Right)





STAFF





Meet the Leadership Team



Front row - left to right: Nycole Harbison-Residential Supervisor | Linda Norton-Executive Officer

Second row- left to right: Colby Kreiss-Probation/Parole Supervisor | Ted Robinson-Residential Manager

Third row- left to right: Charles Severs-Residential Supervisor | Vince Remmark-Assistant District Director |

Daryl Lambert-Residential Manager | Daniel Fell-District Director

Fourth row - left to right: Kurt Rosenberg-Probation/Parole Supervisor | Nicholas Baker, Probation/Parole Supervisor | Patrick Lacy- Division Manager

Yearbook

Who's Who

The future belongs to us



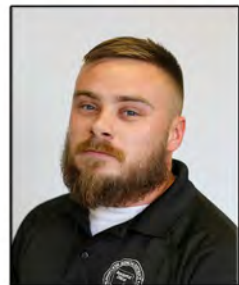
Oluwatosin Adediran, Residential Officer
 Kollin Alfred, Executive Officer
 Cody Allen, Probation Parole Officer
 Zach Allsup, Probation Parole Officer
 Valerie Annis-Lanman, Administrative Officer
 Kelly Ashton, Probation Parole Officer



Ronnie Ashton, Probation Parole Officer
 Bryce Bachman, Residential Officer
 Jaime Baker, Com. Treatment Coordinator
 Nicholas Baker, Probation Parole Supervisor
 Sa'Quiriez Baker, Residential Officer
 Roy Balbort, Residential Officer



Matt Blanco, Probation Parole Officer
 Kim Bradfield, Systems Administrator
 Paula Bragg, Residential Officer
 Nicole Brannan, Probation Parole Officer
 Jennifer Brereton, Probation Parole Officer
 Dustin Briscoe, Probation Parole Officer



Daniel Brown, Residential Officer
 Jesse Brown, Probation Parole Officer
 Doug Buttikofer, Psychologist
 Colton Campbell, Residential Officer
 Teri Carr, Secretary
 Nicholas Clayton, Residential Officer



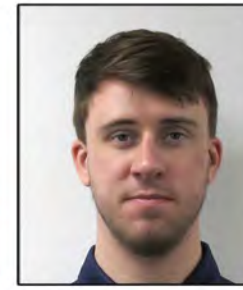
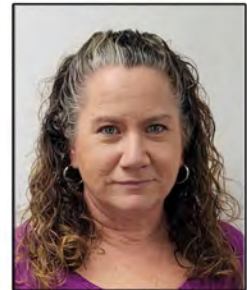
Morgan Coleman, Probation Parole Officer
 Candace Collins, Com. Treatment Coordinator
 Jonathan Deen, Lead HRU Officer
 Katie Detrick, Probation Parole Officer
 Dena DeVore, Secretary
 Kristina Eckert, Probation Parole Officer



Lindsay Epperson, Com. Treatment Coordinator
 Daniel Fell, District Director
 Nicholas Fencil, HRU Officer
 Nichole Fenton-Smith, Residential Officer
 Eva Fletcher, Residential Officer
 Mick Gerdes, Residential Officer



Jon Hafner, Residential Officer
 Nycole Harbison, Residential Supervisor
 Jeffrey Hasley, Residential Officer
 Dalton Henry, Lead Residential Officer
 Ashley Hocker, Secretary
 Don Houk, Residential Officer



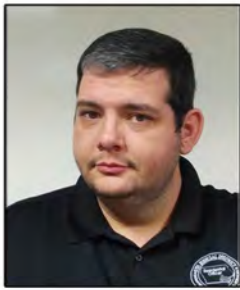
Lisa Houk, Residential Officer
 Tracie Huffman, Residential Officer
 Adam Humble, Probation Parole Officer
 Rob Humphrey, Probation Parole Officer
 Melanie Imhoff, Administrative Assistant
 Devin Janosek, Residential Officer



Faye Jones, Secretary
 Heather Jones, Probation Parole Officer
 Jason Jones, HRU Officer
 Holly Kappel, Cook
 Mike Knotts, Residential Officer
 Colby Kreiss, Probation Parole Supervisor



Linda Kruse, Food Service Leader
 Patrick Lacy, Division Manager
 Daryl Lambert, Residential Manager
 Shawn LaRue, Probation Parole Officer
 Justin Leffler, Probation Parole Officer
 Pedro Leon, Residential Officer



Brandi Lloyd, Lead Residential Officer
 Ian Logan, Residential Officer
 Joriann Love, Residential Officer
 Lynne Marquardt, Probation Parole Officer
 Thilea McGill, Secretary
 Kevin McIntosh, Residential Officer



Themis McMahon, Secretary
 Adam Nichols, Residential Officer
 Clint Nichols, Probation Parole Officer
 Mariah Nichols, Residential Officer
 Linda Norton, Executive Officer
 Melissa Novack, Residential Officer



Jordan Nuno, Residential Officer
 Stephanie Nuno, Residential Officer
 Stacy Oden, Residential Officer
 JoAnn Oetken, Secretary
 Nicholas Pester, Residential Officer
 Jeff Price, Probation Parole Officer



Lana Reed, Probation Parole Officer
 Vince Remmark, Assistant District Director
 Greg Riley, Probation Parole Officer
 Jonathan Robbins, Probation Parole Officer
 Ted Robinson, Residential Manager
 Rigoberto Rodriguez-Infante, Residential Officer



Kurt Rosenberg, Probation Parole Supervisor
 Chris Ryland, Probation Parole Officer
 Gary Sanders, Probation Parole Officer
 Michael Schakel, Probation Parole Officer
 Logan Scholtus, Residential Officer
 Derek Schwandt, Probation Parole Officer



Charles Severs, Residential Supervisor
 Lily Shafer, Residential Officer
 Judy Shepherd, Food Service Leader
 Dakota Simmons, Probation Parole Officer
 Sundi Simpson, Probation Parole Officer
 Christina Smith, Com. Treatment Coordinator



Mark Smith, Probation Parole Officer
 Steve Smith, Probation Parole Officer
 Jason Steil, Probation Parole Officer
 Karen Stewart, Secretary
 Stacy VanAntwerp, Residential Officer
 Pre'Osha Waller, Residential Officer



Kevin Ward, Probation Parole Officer
 Alisha White, Probation Parole Officer
 Brenda Zahner, Probation Parole Officer

“We are what we repeatedly do. Excellence then, is not an act, but a habit.”

-Aristotle

New Employees



Oluwatosin Adediran



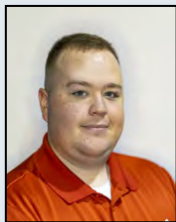
Nicholas Fencil



Nicole Fenton-Smith



Mick Geerdes



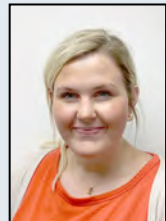
Dalton Henry



Tracie Huffman



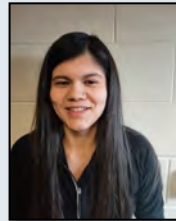
Themis McMahon



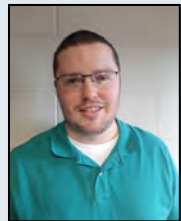
Mariah Nichols



Melissa Novack



Stephanie Nuno



Nicholas Pester



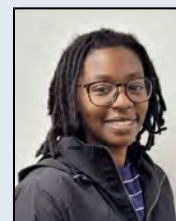
Derek Schwandt



Lily Shafer

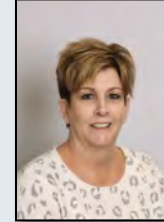


Christina Smith



Pre'Osha Waller

Retirees



Secretary **Karen Stewart** for thirty-eight years has made the duties of other staff around her much easier. Karen had many strengths and expertise, including data entry, training new staff members, and knowing every client that came in the door. Karen brought her strong work ethic, aptitude, and energy to work every single day. In fact, she usually had things done before you could even ask for them, and often had things done that you didn't even know you needed.

Psychologist **Doug Buttikofer** joined the District in 2013 from the Mt. Pleasant Correctional Facility, where he had been for many years. Doug jumped right in to the challenge of our Mental Health Supervision Program, the special needs sex offender population, and to assist other clients in crisis. Along the way, Doug provided training, support, and guidance in so many areas across the District and has thoughtfully balanced community safety with inspiring clients to better themselves.

Promotions



Valerie Annis-Lanman
Administrative Officer



Nicole Brannan
PPO 2



Melanie Imhoff
Administrative Assistant

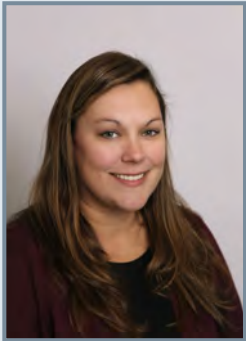


Jason Jones
HRU Officer



Justin Leffler
PPO 2

Years of Service



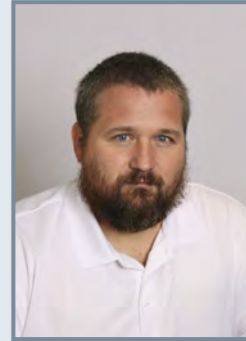
Lana Reed
(20 years)



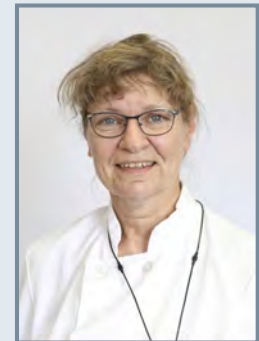
Roy Balbort
(15 years)



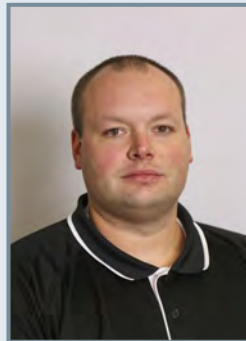
Dustin Briscoe
(15 years)



Jesse Brown
(15 years)



Linda Kruse
(15 years)



Adam Nichols
(10 years)



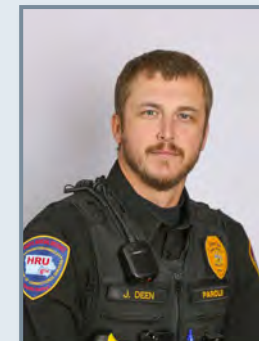
Charles Severs
(10 years)



Valerie Annis-Lanman
(5 years)



Bryce Bachman
(5 years)



Jonathan Deen
(5 years)



Staff Awards



EMPLOYEE OF THE YEAR

Secretary, Ashley Hocker was selected as Employee of the Year. Ashley is the definition of a team player and meets each day with a smile and a willingness to help others. She is a tremendous asset to our district, and has trained and mentored numerous other secretaries over the last year. Her high level of knowledge and positive attitude are a joy to work with and an example to others.



COACH OF THE YEAR

Probation Parole Officer, Jeff Price, whose clients know that he truly cares about their success and was undoubtedly acting like a "coach" long before that philosophy came about. This is apparent in hearing the demeanor of his conversations with clients and is supported by the strong working relationships he builds with them.



MANAGER OF THE YEAR

Probation Parole Supervisor, Nicholas Baker is always willing to help wherever, and however, he can. As a Supervisor, he makes his staff feel appreciated, and is a great resource and problem solver. He thinks nothing of jumping right in to help if need be. And with his wide ranging experience, he works well with residential, special services, and on high level projects like the coaching committee.



NEWCOMER OF THE YEAR

Lead Residential Officer, Dalton Henry came to the District and hit the ground running. Shortly thereafter, he took on his new role as BRF's Lead RO and continued to impress. Dalton is very dependable, responsible, and knowledgeable. And there is no doubt that he is committed to making the day-to-day operations at BRF, the best they can possibly be.

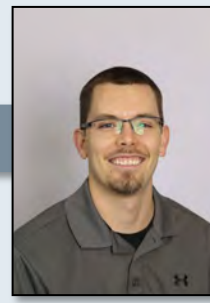
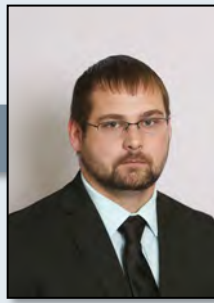
VOLUNTEER OF THE YEAR

Nicholas Baker, Probation Parole Supervisor who for many years, has volunteered countless hours of his time as a reserve police officer and deputy sheriff. Additionally, Nick has either spearheaded or participated in many other volunteer activities, such as the Thanksgiving Day Parade, the National Night Out, as well as our Employee Appreciation Days. Through it all, he selflessly gives his time freely to help others.



TEAM EXCELLENCE

The District's clerical team consisting of JoAnn Oetken, Mandi Spencer, Ashley Hocker, Themis McMahon, Teri Carr, Thilea McGill, Dena Devore, and Faye Jones received the Team Excellence award. Over the last year, they have experienced workload changes, new processes, and increased responsibilities. But through it all, they have banded together and produced exemplary results.



Employee of the Quarter

Burlington Residential Officer **Justin Leffler** was selected as our Employee of the Quarter (1st, FY22). Justin willingly carried on several tasks he previously performed as Lead Officer, in fact, he insisted on keeping those responsibilities to help facility operations. Congratulations Justin.

Ottumwa Probation Parole Officer **Dakota Simmons** was selected as our Employee of the Quarter (2nd, FY 22). Dakota was cited for his leadership in the Mental Health Supervision Program and his impactful work with what can only be described as a complex caseload. Outstanding job Dakota.

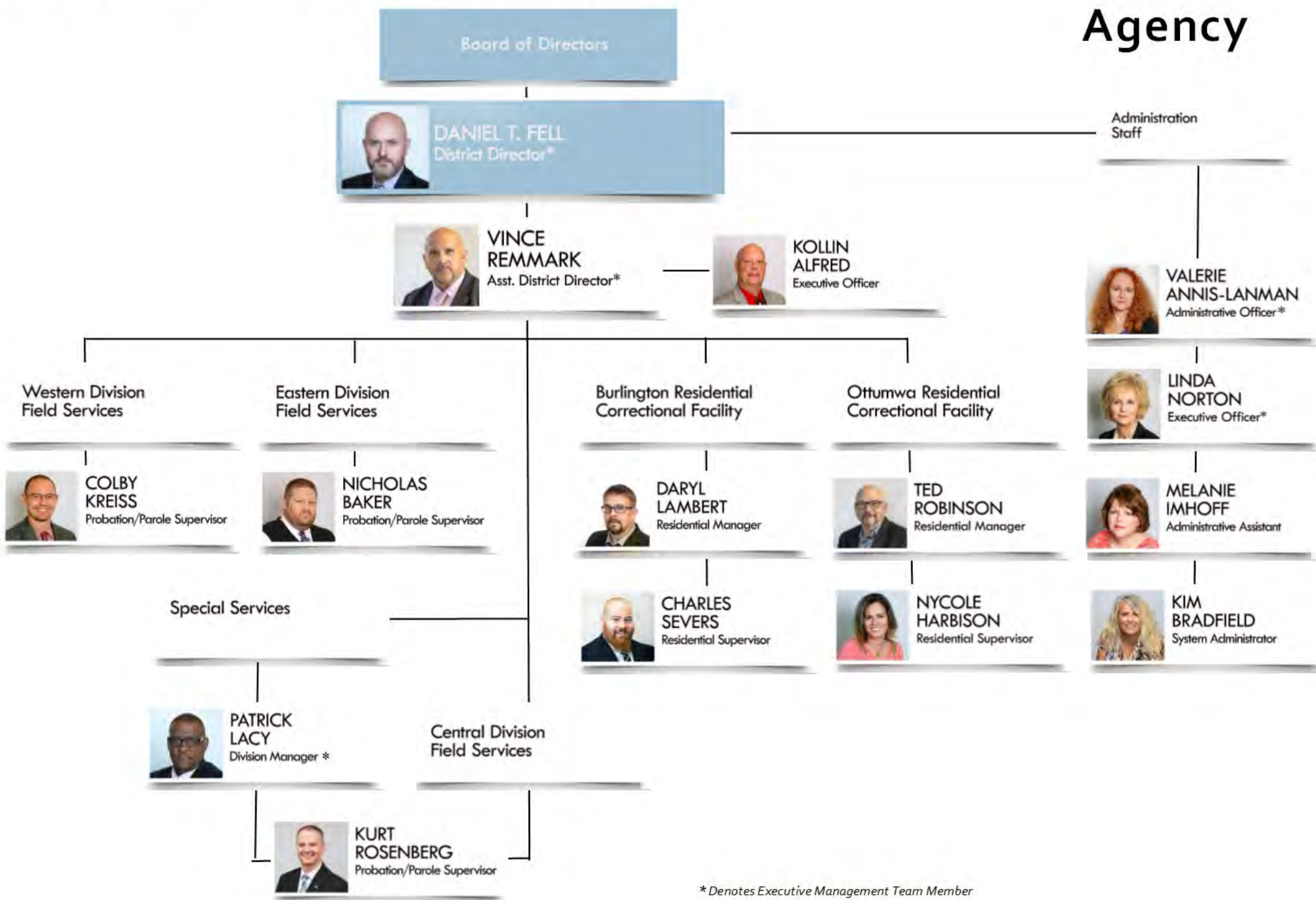
Cody Allen, a Probation Parole Officer in Keokuk received our Employee of the Quarter (3rd, FY22). Cody was cited for his unquestionable integrity, solid judgment, and advanced decision making skills when dealing with his clientele. Great work Cody.

Thilea McGill, a secretary in Ottumwa, was recognized as our Employee of the Quarter (4th, FY22). Thilea was cited for her strong work ethic and pleasant demeanor which have both greatly benefited our operations and office culture. Congratulations Thilea.



ORGANIZATION CHART

Agency



* Denotes Executive Management Team Member



DANIEL T. FELL
District Director

Field Services



VINCE REMMARK
Asst. District Director

Eastern Division Field Services



NICHOLAS BAKER
Probation/Parole Supervisor

Secretary (2 FT)

Ashley Hocker
JoAnn Oetken

Probation/Parole Officers (11 FT)

Cody Allen
Zach Allsup
Dustin Briscoe
Katie Detrick
Rob Humphrey
Heather Jones
Lynne Marquardt
Jonathan Robbins
Chris Ryland
Sundi Simpson
Brenda Zahner

Central Division Field Services



KURT ROSENBERG
Probation/Parole Supervisor

Secretary (1 FT)

Themis McMahon

Probation/Parole Officers (3 FT)

Morgan Coleman
Adam Humble
Alisha White

Western Division Field Services



COLBY KREISS
Probation/Parole Supervisor

Secretary (3 FT)

Teri Carr
Faye Jones
Thilea McGill

Probation/Parole Officers (13 FT)

Matt Blanco
Nicole Brannan
Jesse Brown
Shawn LaRue
Clint Nichols
Jeff Price
Lana Reed
Greg Riley
Gary Sanders
Michael Schakel
Steve Smith
Jason Steil
Kevin Ward

Residential Services




DANIEL T. FELL
District Director



VINCE REMMARK
Asst. District Director

Burlington Residential Correctional Facility

Ottumwa Residential Correctional Facility




DARYL LAMBERT
Residential Manager
PREA Compliance Manager



CHARLES SEVERS
Residential Supervisor



NYCOLE HARBISON
Residential Supervisor



TED ROBINSON
Residential Manager
PREA Compliance Manager

Secretary (1 FT)

Karen Stewart

Food Service (1 FT)

Linda Kruse, Food Service Leader

Residential Officers (8 FT, 8 PT)

- Oluwatosin Adediran
- Paula Bragg
- Eva Fletcher
- Dalton Henry
- Devin Janosek
- Mike Knotts
- Rigoberto Rodriguez-Infante
- Pre'Osha Waller
- Sa'Quiriez Baker (PT)
- Roy Balbort (PT)
- Colton Campbell (PT)
- Nicholas Clayton (PT)
- Mick Geerdes (PT)
- Jon Hafner (PT)
- Tracie Huffman (PT)
- Lily Shafer (PT)

Residential Officers (11 FT, 9 PT)

- Bryce Bachman
- Daniel Brown
- Lisa Houk
- Brandi Lloyd
- Joriann Love
- Kevin McIntosh
- Adam Nichols
- Melissa Novack
- Jordan Nuno
- Logan Scholtus
- Stacy VanAntwerp
- Nicole Fenton-Smith (PT)
- Jeffrey Hasley (PT)
- Don Houk (PT)
- Pedro Leon (PT)
- Ian Logan (PT)
- Mariah Nichols (PT)
- Stephanie Nuno (PT)
- Stacy Oden (PT)
- Nicholas Pester (PT)

Secretary (1 FT)

Dena DeVore

Food Service (1 FT, 1 PT)

Judy Shepherd, Food Service Leader
Holly Kappel, Cook (PT)

Special Services



VINCE REMMARK
Asst. District Director

High Risk Unit



PATRICK LACY
Division Manager

Probation/Parole III

Jonathan Deen

Nicholas Fencil

Jason Jones



KURT ROSENBERG
Probation/Parole Supervisor

Iowa Domestic Abuse Program

Sex Offender Treatment Program

Reentry Program

Mental Health Supervision Program

Drug Court

Psychologist

CTC (1 FT)

Jaime Baker

Probation/Parole III (5 FT, 1 - .50)

Kelly Ashton

Ronnie Ashton

Jennifer Brereton

Kristina Eckert (.50)

Derek Schwandt

Mark Smith

CTC (2 FT)

Candace Collins

Lindsay Epperson

Probation/Parole II (1 FT)

Dakota Simmons

CTC (1 FT)

Christina Smith

Probation/Parole III (.50)

Kristina Eckert (.50)

Probation/Parole II (1 FT)

Justin Leffler

Psychologist (1 FT)

Douglas Buttikofer

Staff Quick Facts

As of June 30, 2022

Number of Employees by Location

Burlington	32
Ottumwa	42
Central Region	13
Western Region	7
Eastern Region	<u>8</u>
Total	102

Number of Employees by Job Type

Administrative Staff	6
Supervisory Staff	9
Residential Officers	34
Probation and Parole Officers	27
Special Services	15
Secretarial Staff	8
Food Service	<u>3</u>
Total	102

Diversity of Workforce

Female	44%
People of Color	10%

Executive Staff

Daniel T. Fell,
District Director

Vince Remmark,
Assistant District Director

Patrick Lacy,
Division Manager

Linda Norton,
Executive Officer

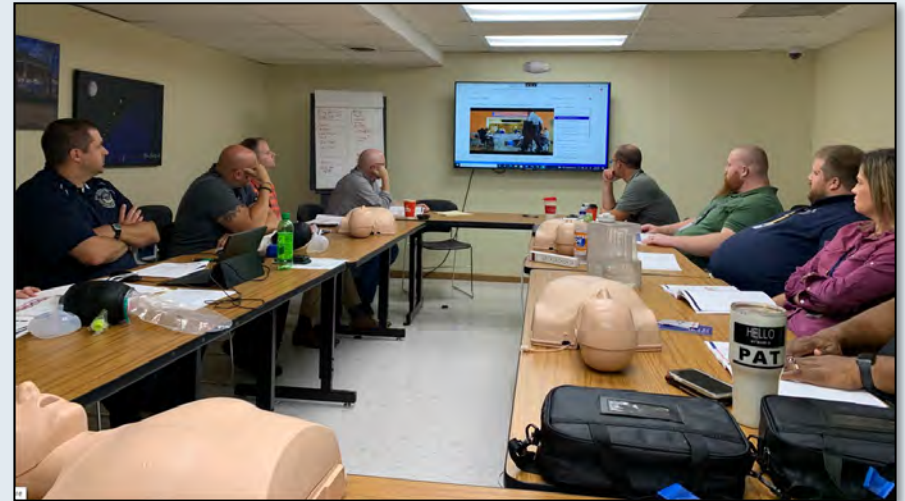
Valerie Annis-Lanman,
Administrative Officer

TRAINING REPORT

TOP TRAININGS ATTENDED

- > Personal Safety
- > PREA Training
- > Unconscious Bias
- > Bloodborne Pathogens & Universal Precautions
- > Information Security Best Practices
- > Naloxone
- > Professional Boundaries; Con Games
- > Thinking Outside of the Box w/Six Thinking Hats
- > Courtroom Testimony 101
- > Hazard Communications and Right to Know

TOTAL TRAINING HOURS COMPLETED **3,274**



CPR Training



Personal Safety Training



John Hughes
Chairperson
(Executive Committee)

Board of Directors

Daryn Hamilton
(Executive Committee)

Board of Supervisors
Fairfield, IA 52556

Shane McCampbell
Board of Supervisors
Burlington, IA 52601

Mark McGill
Board of Supervisors
Centerville, IA 52544

Ron Fedler
Board of Supervisors
Ft. Madison, IA 52627

Steve Wanders
Board of Supervisors
Oskaloosa, IA 52577

Merle Doty
Board of Supervisors
Montezuma, IA 50171

Jerry Parker
Vice Chairperson
(Executive Committee)
Board of Supervisors
Ottumwa, IA 52501

Fred Snakenberg
Board of Supervisors
Sigourney, IA 52591

Chad White
Board of Supervisors
Mt. Pleasant, IA 52641

Ron Bride
Board of Supervisors
Bloomfield, IA 52537

Chris Ball
Board of Supervisors
Wapello, IA 52653

John Hughes
Chairperson
(Executive Committee)
Board of Supervisors
Albia, IA 52531

Alex Richards
Board of Supervisors
Keosauqua, IA 52565

Stan Stoops
Board of Supervisors
Washington, IA 52353

Judiciary Members:

Stacy Weber, Sheriff
Lee Co. Law Center
Montrose, IA 52639

Crystal Cronk, Judge
(Executive Committee)
Fairfield, IA 52556

Citizen Members:

Pastor Richard Dutzer
(Executive Committee)
Burlington, IA 52601

Robert Waugh
Libertyville IA 52567

Summary of the Board of Directors Meetings

The Department's Board of Directors meet on the second Wednesday in January, June, September and December. In the interim between meetings, the Executive Board can meet to ensure business is handled promptly. This is a brief summary of key items and significant actions taken at each meeting.

September, 2021:

- FY 2021 Budget Update
- FY 2022 Budget Update
- High Risk Unit Presentation
- Plans for Employee Appreciation Day

December, 2021:

- Special Services Overview
- Budget Update
- District Recruitment Efforts
- Director's Evaluation

January, 2022 (was postponed to February):

- Election of Officers
- Mental Health Supervision Program Presentation
- Review of Bylaws
- Review of Weighted Vote Procedure
- District Overview
 - Review of 2021 Annual Report
 - Approval of Table of Organization
- Budget Update
- Summary of Director's Evaluation

June, 2022:

- Approval of DOC Purchase of Service Agreement
- Absconders Policy Approval
- FY 2022 Budget Update
- FY 2023 Preliminary Budget
- Presentation on 2022 Leadership Academy

OPERATIONAL DETAILS

Eighth Judicial District
Agency #: 228-A08

Class #	1110	1140	1160	1210	1250	1260	1270	1310	1320	Total
Description	Admin.	PB/PA	Residential	Drug Court	Restorative Justice	SOTP	IDAP	HRI	M/SP	7 8,167,194
POS Funds	1,001,417	3,324,051	2,346,366	67,299	80,209	605				15,251
Federal Pass Through Funds	0	0	0							59,144
Federal Grants	0									2,975
Interest										341

Class #	Description	1110 Admin.	1140 PB/PA	1160 Residential	1210 Drug Court	1250 Restorative Justice	1260 SOTP	1270 IDAP	1310 HRI	1320 M/SP	PP6	Total
101	Personal Services	757,904	3,421,657	2,682,045	64,575	88,966	3,685	231,210	435,731	96,112		8,456,835
202	Personal Travel	6,990	5,801	12,567								22,358
203	Vehicle Operations	2,477	2,039	489								31,315
205	Out of State Travel	2,855	1,061	4,746								8,312
301	Office Supplies	4,322	10,107	501								19,639
302	Bldg. Maintenance Supply	626	3,957	6,316	1,278							5,084
304	PROF/SCI Supplies	11,879		42,274								20,872
305	Housing/SUBS Supplies			2,580								42,274
308	Other Supplies	3,970	120	164,085								168,175
311	Food	5,855	21,058	8,449								35,362
312	Uniforms	32,992	100,943	41,560								175,495
401	Communications	4,204	2,893	9,301								16,398
402	Rentals	19	7,178	1,964								9,261
403	Utilities	7,604	4,394	973								12,971
405	Profess/Scientific/Contract	688	457	7,648								8,793
406	Outside Services	173	7,250	3,447								10,870
408	Advertising	88,603		531								89,134
409	Outside Repairs/Services	9,454										9,454
414	Reimburse Other Agencies											
416	ITS Reimbursements		3,521	10,066								13,587
501	Equipment	506		5,070								5,576
502	Office Equipment	56,373		2,271								58,644
503	Non-Inventory Equipment	4,226		3,641,744								3,645,970
510	Data Processing											
602	Other Expenses											
999	Total Budget							84,830	80,209	741,269	238,591	1,845,738

Special Services

Probation/Parole

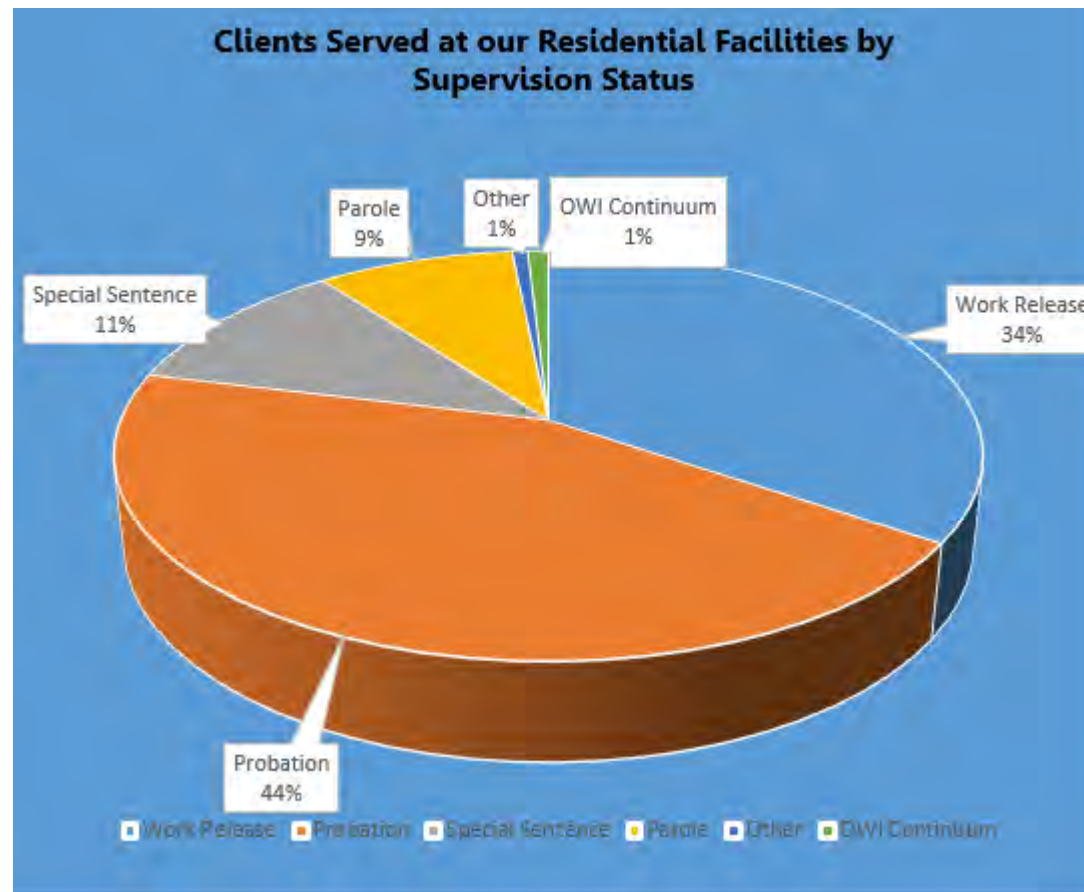
Residential

Return to Report

Residential Services

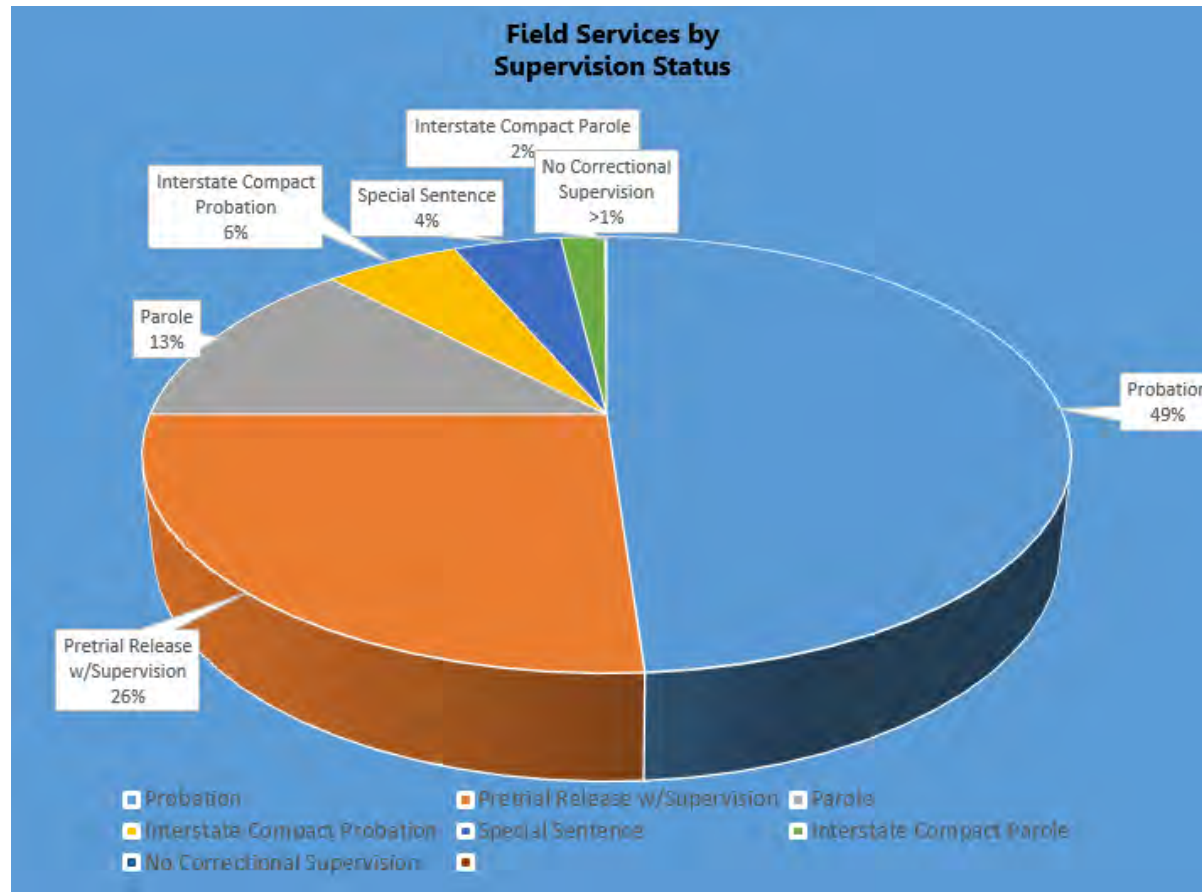
We served a total of 438 clients in FY22 through placement at our Burlington and Ottumwa Residential Facilities. The average daily population for the Burlington Residential Facility was 53.07 with Ottumwa being 64.79 clients. Probation clients accounted for 44% of the total number of clients served at our facilities.

Client rent and fees collected from both facilities totaled \$924,141.79, which was a 23% increase over FY21. We collected a total of \$47,448.81 in back rent in FY22 which is a slight increase over the previous year.



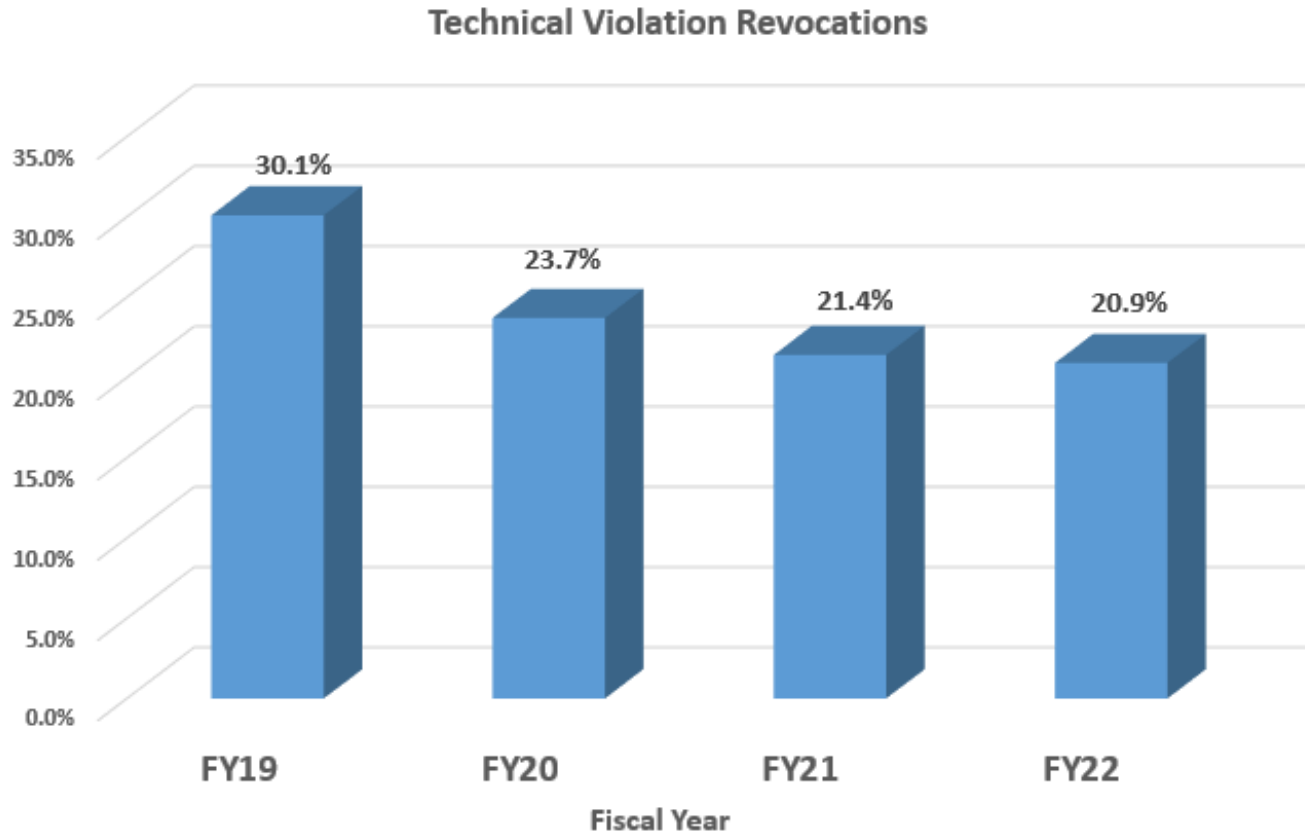
Field Services

In FY22 the department supervised 2,023 clients on probation, very similar to the number for FY21. There were 508 closures for probation with 67% ending their supervision successfully. Of the total number of clients served, on all supervision status, 25% were female.



Work Release, OWI Continuum, Special Sentence and Parole Revocations

The chart below represents clients revoked while on Work Release, OWI Continuum, Special Sentence or Parole supervision wherein there were no new arrests, only technical violations. During this fiscal year the District's focus has shifted towards a coaching philosophy and our resource committees have been very creative to use all possible means at our disposal to manage lower risk cases in the community. In comparing the last four years, there is nearly a ten percent reduction of revocations due to technical violations.



Specialized Client Services

Top Utilized Intervention Programs	Active at Start	New Admits	Closures	Active at End	Offenders Served
Iowa Domestic Abuse Program	690	132	132	677	822
Sex Offender Program	209	96	62	241	305
Drug Court Program	16	20	11	24	36

Top Utilized Specialties	Active at Start	New Admits	Closures	Active at End	Offenders Served
Pretrial Release (PTR) - Level 3	376	698	775	300	1074
Sex Offender	434	420	376	509	854
GPS - Satellite	168	388	356	214	556
Drug Court Supervision	16	42	27	31	58

Top Utilized Interventions	Active at Start	New Admits	Closures	Active at End	Offenders Served
Achieving Change Through Value Based Behavior-Burlington	37	93	85	45	130
Achieving Change Through Value Based Behavior-Ottumwa	29	71	64	36	100
Achieving Change Through Value Based Behavior-Orientation-Burlington	1	73	74	0	74
UA Colors Field Services - Ottumwa	32	37	32	36	69
Moral Reconciliation Therapy (MRT)	16	51	43	24	67
Reentry Coordination - Ottumwa	21	43	47	18	64
Achieving Change Through Value Based Behavior-Orientation-Ottumwa	0	61	56	5	61
SOTP-Good Lives-Maintenance Group - Burlington	21	32	40	13	53
SOTP-Good Lives-Maintenance Group - Ottumwa	6	36	31	11	42
Mental Health Supervision Program—Individual Therapy-Ottumwa	17	17	21	16	34

Client Quick Facts

As of June 30, 2022

Field Services

Probation (includes compact)	1,600
Parole (includes compact)	322
Pretrial Release w/Supervision	243
Special Sentence	162
Other	<u>2</u>
Field Services Sub-Total:	2,329

Residential Facilities

Probation	56
Parole	8
Work Release	50
Special Sentence	<u>9</u>
Residential Facilities Sub-Total:	123

District Total **2,452**

Field Services

Felony	1,621
Aggravated Misdemeanor	311
NCIC	193
Special Sentence	164
Other	<u>40</u>
Field Services Sub-Total:	2,329

Residential Facilities

Felony	96
Aggravated Misdemeanor	10
Special Sentence	16
Other	<u>1</u>
Residential Facilities Sub-Total:	123

District Total **2,452**

Office Locations

Fairfield Administrative Office

Jefferson and Van Buren Counties

1805 W. Jefferson, P.O. Box 1060
Fairfield, IA 52556
641-472-4242 & 641-472-9966 Administration fax
641-209-8252 Fax

Centerville

Appanoose County

205 W. Van Buren
Centerville, IA 52544
641-472-4242 & 641-209-8252 Fax

Oskaloosa

Mahaska and Poweshiek Counties

211 High Avenue East
Oskaloosa, IA 52577
641-472-4242 & 641-209-8252 Fax

Ottumwa

Davis, Keokuk, Monroe and Wapello Counties

1315 N. Court Street
Ottumwa, IA 52501
641-472-4242 & 641-209-8252 Fax

Burlington

Burlington Residential Facility

835 Valley
Burlington, IA 52601
319-753-5179 & 641-209-8252 Fax

Burlington

Des Moines and Louisa County

214 N. 4th, Peterson Building, Suite 2A
Burlington, IA 52601
641-472-4242 & 641-209-8252 Fax

Ft. Madison

North Lee County

823 Avenue G
Ft. Madison, IA 52627
641-472-4242 & 641-209-8252 Fax

Washington

Washington County

2175 Lexington Blvd.
Washington, IA 52353
641-472-4242 & 641-209-8252 Fax

Ottumwa

Ottumwa Residential Facility

245 Osage Dr.
Ottumwa, IA 52501
641-682-3069 & 641-209-8252 Fax

Mt. Pleasant

Henry County

1200 E. Washington
Mt. Pleasant, IA 52641
319-385-9527 (Fax also)

Keokuk

South Lee County

1508 Morgan
Keokuk, IA 52632
641-472-4242 & 641-209-8252 Fax

Appendices

Residential Supervision Status

Residential Supervision Status	Active at Start	New Admits	Closures	Active at End	Clients Served
CCUSO Release with Supervision 229A.9A		1	1		1
Interstate Compact Parole			1		
Interstate Compact Probation		2	2		2
OWI Continuum	2	2	2		4
Parole	14	24	23	8	38
Probation	37	157	91	56	194
Special Sentence	16	32	28	9	48
Work Release	55	96	110	50	151
Totals	124	314	258	123	438

Field Supervision Status

Supervision Status	Active at Start	New Admits	Closures	Active at End	Clients Served
CCUSO Release with Supervision 229A.9A				1	
Interstate Compact Parole	63	13	37	40	76
Interstate Compact Probation	139	94	78	153	233
No Correctional Supervision Status	2	1	2	1	3
Parole	354	183	274	282	537
Pretrial Release With Supervision	305	774	814	243	1,079
Probation	1,428	595	506	1,447	2,023
Special Sentence	158	27	48	162	185
Totals	2,449	1,687	1,759	2,329	4,136

Specialty Supervision

Specialty	Active at Start	New Admits	Active at End	Clients Served	Closures
Day Reporting - Residential	0	1	0	1	1
Drug Court Supervision	16	42	31	58	27
Global Positioning - Satellite	168	388	214	556	356
Low Risk Probation	12	2	7	14	7
Mental Health Court	23	30	25	53	28
PTR - Level 2	1	0	1	1	0
PTR - Level 3	376	698	300	1,074	775
SCRAM Remote Breath	0	1	0	1	1
SCRAM (Secure Continuous Remote Alcohol Monitor)	2	3	0	5	5
Sex Offender	434	420	509	854	376
Tablet Computer	0	40	24	40	16
Transitional Release Program (TRP)	1	8	1	9	8
Weekend Dorm Sanction	0	7	0	7	7
Totals	1,033	1,640	1,112	2,673	1,607

Intervention Programs

Intervention Program	Active at Start	New Admits	Closures	Active at End	Clients Served
Drug Court Program	16	20	11	24	36
Iowa Domestic Abuse Program	690	132	132	677	822
OWI Program	2	2	3	1	4
Pretrial Supervision if Bond Posted	40	206	164	76	246
Sex Offender Program	209	96	62	241	305
Sex Offender Registry Modification Evaluation – Adult Not On Supervision	3	1		4	4
Sex Offender Registry Modification Evaluation – Adult On Supervision	2	2		3	4
Totals	962	459	372	1,026	1,421

Presentence Investigation By Jurisdiction

Appendix 5

Jurisdiction	Long	Short	PrePlea	Total
Appanoose	15	15	7	37
Davis	7	12	2	21
Des Moines	150	20	2	172
Henry	49		2	51
Jefferson	20	11	3	34
Keokuk	4	14	3	21
Lee	111	2	3	116
Louisa	28	4		32
Mahaska	19	6	7	32
Monroe	5	5	1	11
Poweshiek	19	2	3	24
Van Buren	4	4		8
Wapello	27	178	30	235
Washington	38	10	2	50
Totals	496	283	65	844

FY 2022 Revenue Sources

Eighth Judicial District										
Agency #: 228-A08										
Class#	1110	1140	1160	1210	1260	1270	1310	1320		FY 22
Description	Admin.	PB/PA	Residential	Drug Court	SOTP	IDAP	HRU	MHSP	COVID-19	Total
POS Funds	1,254,797.29	3,562,111.62	2,641,656.20	102,229.10	711,595.36	140,905.30	264,264.64	84,394.49		8,761,954.00
Intra-State Transfers						53,326.41	1,000.00		3,876.39	58,202.80
Interest	5,619.76		87.91							5,707.67
Enrollment/ Supervision Fees		189,405.48	90,443.37	70.00	81,762.10	61,378.43				423,059.38
Rent, Refund/Reim		232.00	924,141.79	2,545.64						926,919.43
Sale of Equipment	700.00									700.00
Other Revenue			21,780.63							21,780.63
Balance Brought Forward—Local	316,043.00	312,296.43	168,215.51	4,055.00	-	-	52,595.00	6,836.00		860,040.94
Total Revenue	1,577,160.05	4,064,045.53	3,846,325.41	108,899.74	793,357.46	255,610.14	317,859.64	91,230.49	3,876.39	11,058,364.85

FY 2022 Expenditures

Appendix 7

		1110	1140	1160	1210	1260	1270	1310	1320		FY22
Class	Description	Admin.	PB/PA	Residential	Drug Court	SOP	IDAP	HRU	MHSP	COVID-19	Total
101	Personal Services	1,254,797.29	3,571,570.84	2,644,016.30	102,229.10	711,595.36	140,905.30	264,264.64	84,394.49	0.00	8,773,773.32
202	Personal Travel	7,462.68	9,557.90	3,334.12	0	3,546.21	781.58	1,274.66	408.35	0	26,365.50
203	Vehicle Operations	874.76	903.39	9,087.14	0	0	0	25,193.60	0	0	36,058.89
205	Out of State Travel	0	297.22	0	0	0	0	0	0	0	297.22
301	Office Supplies	7,199.97	9,966.57	4,241.88	0	1,984.30	14.31	186.01	0	0	23,593.04
302	Bldg. Maintenance Supply	493.05	2,713.41	2,871.24	0	0	0	0	0	0	6,077.70
304	PROF/SCI Supplies	0	6,894.50	8,351.01	0	0	0	0	0	3,437.63	18,683.14
306	Housing/SUBS Supplies	0	0	35,617.97	0	0	0	0	0	438.76	36,056.73
308	Other Supplies	1,973.49	2,307.92	1,972.91	0	0	0	16,964.16	0	0	23,218.48
311	Food	0	0	151,336.59	0	0	0	0	0	0	151,336.59
312	Uniforms	0	0	1,228.00	0	0	0	3,121.13	0	0	4,349.13
401	Communications	7,734.42	26,086.26	13,588.64	0	0	0	2,774.52	0	0	50,183.84
402	Rentals	44,983.25	118,356.96	6,355.88	0	0	0	0	0	0	169,696.09
403	Utilities	0	34,909.84	114,415.74	0	0	0	0	0	0	149,325.58
405	Profess/Scientific/Contracts	12,785.00	2,463.20	1,798.75	6,675.00	11,178.00	0.00	0	6,257.00	0.00	41,156.95
406	Outside Services	8,235.61	6,063.98	31,694.78	0	30.00	0	34.00	0	0	46,058.37
408	Advertising	0	0	0.00	0	0	0	562.06	100	0	662.06
409	Outside Repairs/Services	0	200.00	26,927.28	0	0	0	0	0	0	27,127.28
414	Reimburse Other Agencies	82,579.86	3,805.98	3,669.67	1.08	613.76	71.69	215.07	70.61	0	91,027.72
416	ITS Reimbursements	25,017.07	0	0	0	0	0	0	0	0	25,017.07
501	Equipment	65,036.49	0	0	0	0	0	0	0	0	65,036.49
502	Office Equipment	0.00	235.64	665.99	0	0	0	0	0	0	901.63
503	Non-Inventory Equipment	213.00	0	10,634.18	0	0.00	53,326.41	2,480.00	0	0	66,653.59
510	Data Processing	44,514.64	11,118.24	8,873.91	0	39.99	0	703.91	0	0	65,250.69
602	Other Expenses	13,259.02	6,590.75	60,972.76	-5.00	45.50	0	86.32	0	0	80,949.35
	Total Budget	1,577,159.60	3,814,042.60	3,141,654.74	108,900.18	729,033.12	195,099.29	317,860.08	91,230.45	3,876.39	9,978,856.45