



North Central Correctional Facility



Annual Report FY2024





IOWA DEPARTMENT OF CORRECTIONS



KIM REYNOLDS, GOVERNOR

BETH A. SKINNER, PhD, DIRECTOR
DON HARRIS, WARDEN

Beth A. Skinner, PhD, Director
Iowa Department of Corrections
RE: North Central Correctional Facility Annual Report for Fiscal Year 2024

On behalf of the staff at the North Central Correctional Facility (NCCF), I am pleased to present the Annual Report for the Fiscal Year 2024. NCCF's staff are the greatest asset to achieve our mission both inside and out of the institution as we continue to model the way.

NCCF offers evidence-based programming such as Achieving Change through Value Based Behavior (ACTV), Moral Recognition Therapy (MRT), and MRT Trauma. Education offers High School Equivalency (HiSet), Literacy, and Life Skills classes. NCCF continues to partner with Iowa Central Community College (ICCC) with the very successful Second Chance Pell Grant, allowing incarcerated individuals to earn an AA degree. Also with ICCC offered is a CNC Machinist class, Industrial Safety, Pesticide Applicator testing, and ServSafe testing. Current apprenticeship programs that are offered include Barbering, Cooking, Electrician, Electrostatic Coating Tech, Fabrication, Housekeeping, Office Management, Screen Printing and Welding.

Private Sector jobs are available through Iowa Prison Industries (IPI). IPI offers jobs from private manufacturers. Other Private Sector Companies include: Evapco, Ames tree farm, Carroll landfill, 15 Landaus grain sites, Rose Acres Farms (chicken farm), Game One, and Jetco. These job opportunities benefit the facility and the department as well as the incarcerated individuals learning job skills, life skills, and compensates them to give them the ability to pay off or down fees and restitution prior to release.

NCCF Incarcerated Individuals also have access to several self-help groups including: AA, NA, Pathways, Toastmasters, Lifers, REST, Celebrate Recovery, and Veterans Groups of which all are on-going groups.

NCCF will continue to meet any and all challenges head on and will adapt to any and all changes within policy and the department's mission. NCCF is committed to the public's safety and the reduction of future victimization. The mission of the Iowa Department of Corrections is "Creating Opportunities for Safer Communities." NCCF is an important part of that mission and will continue to be for the people of Iowa.

Sincerely,

A handwritten signature in black ink, appearing to read "Don Harris".

Don Harris, Warden

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IDOC Vision:

An Iowa with No More Victims

IDOC Mission: The mission of IDOC is creating opportunities for safer communities.

IDOC values

- We believe people can change.*
- We believe staff are agents of change.*
- We believe in continuous quality improvement.*
- We believe in applying data-driven decisions.*
- We believe in maximizing resources.*



IDOC Guiding Principles

Safety

Victim Reparation

Reentry

Collaboration

Evidence Based Practices

Transparency

Respect for Others

Staff Recruitment and Development

Fiscal Responsibility

IDOC Three Core Priorities

Security and Safety

Treatment and Programming

Reentry

IDOC Five Target Areas

Train and Empower

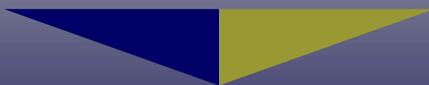
Reduce Risk and Increase Protective Factors

Reduce Barriers

Continuous Quality Improvement

Reducing Racial Disparities and Increasing a

Diverse Workforce



NCCF Mission, Vision, Values & Goals

NCCF MISSION, VISION, VALUES & GOALS

NCCF Vision: An Iowa with no more victims

NCCF Mission Statement:

Creating Opportunities for Safer Communities by operating a safe and secure minimum security institution which provides holistic reentry preparation for a successful transition into society.

NCCF GOAL 1:

Research opportunities in the community and private sector to employ additional incarcerated individuals in meaningful employment.

NCCF continued to send clients to private sector employers at JetCo, Evapco, Landus (15 sites), Rose Acres, Game One, and IPI-NCCF Industries during FY'24. Unfortunately, in January, 2024, Evapco discontinued utilizing our clients. Other off-grounds employment for our incarcerated individuals include Ames Tree Nursery, Carroll Landfill, and the NCCF Powerhouse along with several surrounding communities. NCCF did add some community outs jobs during FY'24. Landus may add a new site in Boone during FY'25. NCCF will continue to seek additional companies to assist incarcerated individuals in developing work ethic and build skill development.



NCCF GOAL 2:

Ensure that all of our staff receive training in Evidence Based Practices.

NCCF sent 5 staff to **FTO training** during FY'24. This will increase our ability to have well trained staff and help the overall safety and security of our institution. Captain Dan Vinnece, Captain Katie Rotert, Captain Sean McFarland, CO Caleb Reiss and CO Tamara Rasing were all able to complete this training. Three NCCF staff were given the opportunity to complete **SST training** including CO Matt Picard, CO Matt Dentlinger and CO Jason Butler. **Evidence Collection Training** was also completed by Captain Dave Andersen, CO Eric Granquist and CO Tamara Rasing. Jeremy Pullen, Psychologist, completed training in Crucial Conversations during FY'24.



NCCF GOAL 3:



Guiding Principles of Evidence-Based Practices

Ensure that all interventions offered are evidence based and address criminogenic needs.

NCCF Correctional Counselors facilitate programming in Moral Reconance Therapy and Moral Reconance Therapy-Trauma, and ACTV-P. Two Correctional Counselors completed ACTV-P training in FY'24. In addition to those, NCCF addresses additional criminogenic needs with Prime for Life, HiSet, AA Degree program, Industrial Safety, Life Skills, and employment classes offered by Iowa Workforce Development.

NCCF GOAL 4

Increase our use of technology to ensure property maintenance of safety and security.

During FY'24, NCCF added more cameras and added CrowdStrike to all computers increasing our technology safety. NCCF currently has 89 cameras around the institution and plans to increase that number during FY'25.



NCCF GOAL 5

Develop new leaders for the future of NCCF and the Iowa Department of Corrections.

NCCF was able to send three supervisors to Frontline Leadership Training during FY'24. Captain Daniel Gehrt, Captain Katie Rotert, and Captain Sean McFarland were all able to complete this training.



NCCF STAFF PROMOTIONS DURING FY'24

Chantal Gottsch— promoted from secretary to AA2

Josh McNeil—upgraded from Treatment Services Director to Treatment Director

James Crouch—promoted from Counselor at NCCF to Treatment Services Director at FDCF

Adam Yetmar—promoted from Deputy Warden at NCCF to Warden at NCF

Chris Villhauer—promoted from Correctional Officer to Correctional Counselor at NCCF

Josh McNeil—promoted from Treatment Director to Deputy Warden



Don Harris
Warden



Josh McNeil
Deputy Warden



Troy Hammen
Security Director

vacant
Treatment Director



Callie Babcock
Nursing Services Director



Tim Motl
Food Services Director



Wade Hammen
Plant Operations

NCCF

History and Physical Changes



The North Central Correctional Facility (NCCF) is one of nine (9) correctional facilities operated under the Iowa Department of Corrections (IDOC). NCCF is a minimum-secure facility with a single razor-wire fence surrounding the institution proper. The current design capacity for NCCF is 245 and the average population during FY'24 was 476.96. This is slightly higher than the previous year of 464.48. NCCF has a capacity to hold up to 494 offenders and initially included almost 220 acres of grounds with 13 acres located within the secure perimeter. Iowa Prison Industries (IPI) managed the farmland surrounding the institution. Currently, the institution includes 57.3 acres of land with IPI owning parcels around the area.

NCCF was constructed from 1916 – 1918 with labor provided by incarcerated individuals. Originally utilized as the women's prison, there was not a fence. In 1982, the facility converted to a men's medium security prison and a 12-foot fence was constructed. Through the years, additional razor ribbon and a fence alarm system were added. In 1982, the women from NCCF relocated to the current women's prison in Iowa, the Iowa Correctional Institution for Women (ICIW), in Mitchellville, Iowa. Many updates and improvements have been made to NCCF since 1982, when the facility held approximately 100 offenders.



In 1993, the facility added living unit D (including D-North, D-South and D-Segregation), the Visitor Center, Multi-Purpose Center and the Kitchen. Originally, each room in D-North and D-South was constructed to hold four (4) men. Since the original construction, six (6) more beds have been added to each room bringing the capacity for each side of the D-building to 160 offenders. Currently, over half the institutional population reside in the two sides of Living Unit D.

Between FY'14 – FY'16, under-bed lockers were installed in all of the general population housing units. This change helped decrease the amount of theft in the units and organize the rooms.



NCCF completed a new kitchen in 2012 and had 12 cameras located around the institution at that time. The previous kitchen space was re-purposed into a Chapel area in 2013, creating two volunteer group rooms and increasing safety and security for volunteer groups. In FY'18, this space began to be used to process work crews out which is especially helpful during the cold winter months. NCCF completed the health services area-remodeling project in FY'15. As part of this project, NCCF added a waiting room, moved the pharmacy and barbershop, and expanded the dentist office area.

NCCF completed repairing the stucco on the older buildings during FY'16. In addition, NCCF reduced barriers and created a safer environment by cutting down several trees that had rotted and by trimming trees across the camp. The fire alarm system was replaced in FY'17 with the system installation completed in FY'18. Major Maintenance projects executed in FY'19 were planned during FY'18.

Major maintenance projects completed during FY'19 including many needed changes to help maintain our older buildings. The MPC, constructed in 1993, was insulated, resided and re-roofed. Windows were replaced in the older cottage buildings from 1918, including Unit A, B, C and the Administration Building.



The R/D building, the original NCCF chapel and built in 1918, benefited from the installed waterproofing system to help reduce basement flooding. Flooring was replaced in Unit A. NCCF began the shower room waterproofing and repair in the general population housing units with completion in FY'20. Showers in all units except Unit B were updated to improve line of sight. Previously, there were no dividers in the D-unit showers and the dividers were added in FY'19.

The dental office located in health services received much needed equipment upgrades during FY'19. Although the dental chair was updated in FY'18, the x-ray machine, cabinetry, and additional equipment was brought up to date in FY'19.

FY'20 brought early changes to our facility with all units undergoing shower remodeling, including waterproofing and repair. This was a much-needed change and will assist with PREA compliance. Other construction during FY'20 included new floor tiling in Unit A and water proofing the outside of the R/D basement.

Although FY'21 brought about the challenge of Covid, NCCF was able to benefit from some major maintenance repair projects. The stucco in Unit C was repaired and tuck pointing of Unit D was completed.

The inside perimeter road began replacement during FY'21 and was completed in FY'22. The vehicle sally port pavement was also replaced beginning in FY'21 with completion in FY22. NCCF hopes to have more updates completed in FY'22. The unit shower dividers were lowered to allow for better line of sight.

During FY'22, NCCF implemented a new gate control system. The major maintenance projects completed included the interior road repaving and phase 1 Tunnel restoration. FY'23 will reflect a flooring project in the R/D building and the stucco replacement/window replacement at the Treatment Building. NCCF also built a small building to house the security scanner/ metal detector in the IPI area to further enhance security.



FY'24 continued to bring major maintenance projects with the windows and siding in the treatment building finishing up. Other projects during this fiscal year included a new steam line in the tunnel, window replacement in the powerhouse and a grease interceptor for the NCCF Kitchen. The generator batteries were replaced during FY'24 and the mailroom in the treatment building was completed. Carpet and tile estimates were given for Health Service and Treatment. Offices in the treatment building were all re-painted and carpet installed. Unit A shower maintenance was completed. NCCF changed the refueling tanks at the powerhouse, replaced the Native American Shed and replaced the metal picnic benches and tables in the yard with stone. The change in Wardens led to the Warden's house at NCCF being vacated with minor maintenance completed. A camera was added to the pharmacy. Two parcels of land surrounding NCCF were sold off during FY'24. IPI sold off 138 acres and 25 acres during this time frame. NCCF was also able to reclassify a Correctional Trades Leader position to a Plant Operations Manager during FY'24 and hired Wade Hammen into this position. This change should assist in the maintenance area.



FY'25 is already getting started with projects to include a discussion on the IPI gates project. We also entered the IPI roof and D-unit roof into major maintenance for review, as well as the air conditioning units in Unit A and B. They will be finishing the D-unit roofs. Plans are also in place to relocate the currently weight yard and update the dog park.

Mailroom:



Offices with paint and new carpet:



North Central Correctional Facility Organizational Chart

**Don Harris Warden
FDCF/NCCF**

Activities

1- Activity Specialist II

Business Office

1- Budget Analyst 2-
1 Account Clerk 2
1 Purchasing
Assistant

**Josh McNeil
Deputy Warden**

**Wade Hammen
Plant Operations
Manager 1**

Maintenance

1- Electrician
3- Corr. Trades Leader

**(Vacant)
Treatment Director**

Treatment

6- Correctional Counselor
1- Secretary 1
1-Executive Officer
1- Psychologist 3

Records

1- Administrative Assistant 2

**Callie Babcock
Nursing Services
Director**

Health Services

6- Registered Nurse

**Tim Motl
Food Services
Director**

Dietary

4 -Corr. Food Service
Coordinator

**Troy Hammen
Security Director**

Security

7- Correctional Supervisor
2 -Senior Correctional Officer
51- Correctional Officer

Security Services

NCCF continues to shine in the security department with the outstanding performance with the combined NCCF/FDCF CERT team at the CERT challenge. One of the combined teams placed 2nd with Captain Nathan Lucht representing NCCF on the team of 3. The second NCCF/FDCF team with Captain Shane Neumann representing NCCF placed 5th.

NCCF Captain Nate Lucht was also the top shot once again.

NCCF has been able to maintain a pretty full security roster with less turnover than was seen in FY'23. NCCF currently has a Security Director, 7 Captains, 2 Sergeants, and 51 Correctional Officers making up the security department.



Security Services

Members of the FDCF/NCCF Crisis Negotiator Team (CNT) were able to attend the 10th annual Iowa Crisis Negotiator Association Conference and Competition in Des Moines Iowa. This happened September 19 – 21, 2023. This annual event brings crisis negotiators from law enforcement and corrections across the state to get training on hostage negotiation topics and to take part in scored negotiation event that tests the team and their skills. This event grew out of a training event that was started by the DOC and has grown in to a top negotiation training event in the United States. This year's scenario was based on a real life situation that occurred in Louisiana that started as a bank hostage situation and later continued into a hostage situation in a local county jail. This year DOC was well represented and one DOC team (ISP) was able to take the top prize. Overall, the DOC teams did exceptionally well. The scoring was very close this year and any of the DOC teams could have taken first place. In attendance were members of other state crisis negotiation associations as well as some international negotiators from the UK. Many of the out of state attendees were impressed with the skills and professionalism shown by the DOC teams.

NCCF: Dave Dawson, Matt Soenen, and Jeremy Pullen.

From FDCF: Leonard Peterson, Jola Riggert, Gary Riggert, Eric Bruckner, Ashley Lust, Shannon Blunk and Kailey Pals.



Treatment Services

NCCF treatment department continued to thrive under the leadership of Deputy Warden (former Treatment Director) Josh McNeil. The Treatment Department is comprised of six Correctional Counselors, one Psychologist, one Executive Officer and one Secretary. This group continues to assist in the release of 492 clients. The population at NCCF is a maximum of 494.

The Correctional Counselors continue interventions in Moral Reconance Therapy (MRT), ACTV-P (domestic Violence) and Moral Reconance Therapy—Trauma. In addition, they provide four Prime for Life classes each year which is an educational class required for many needing a drivers license. Another group coordinated by the Treatment Department is the Healthy Relationships class.

Iowa Central Community College continues their partnership with NCCF and offers HiSet, Literacy and LifeSkills classes. They also coordinate an AA Degree program, CNC Machinist class, Industrial Safety, Pesticide Applicator Testing, and Servesafe Testing.

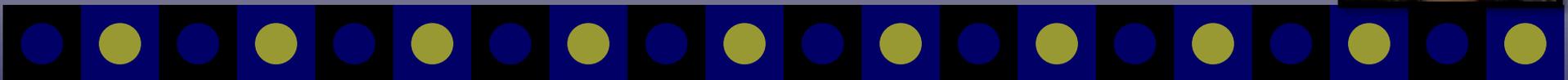
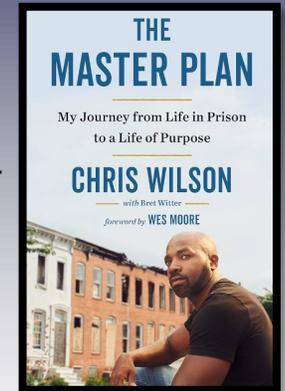
Iowa Workforce Development (IWD) was very involved during FY'24 in assisting clients with employment upon release. IWD offered National Career Readiness Certificate testing, POETS employment class, resume assistance and job search assistance. IWD also assisted with coordination of the various apprenticeship classes including barbering, cooking, electrician, electrostatic coating technology, fabrication, housekeeping, office management, screen printing and welding.

NCCF began the Tablet program during FY'23 with clients releasing to Second Judicial District and Seventh Judicial District. This program continues and assists our clients in an efficient transition from prison to the community.



NCCF also felt the loss of long time counselor Jon Pagel when he retired in December, 2023. His replacement, James Crouch, was at NCCF for a short time before promoting to a Treatment Services Director at FDCF. NCCF then promoted Chris Villhauer to the team as the newest Correctional Counselor. Tammy McLuckie also joined the team as the new Treatment Secretary.

Long time Records Administrator Gayle Johnson also retired (after 42 years of service) and Chantal Gottsch was promoted to Records Administrator.



Treatment Services

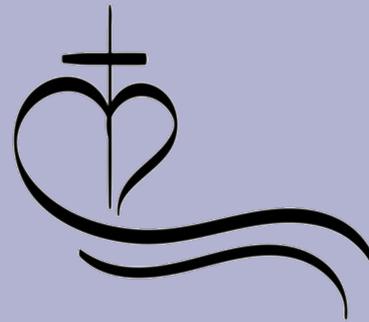
During FY'24, NCCF continued to provide MRT and MRT-Trauma as well as ACTV-P. Two counselors completed the training for ACTV-P during FY'24, increasing NCCF's ability to provide additional courses. Prime for Life-321J and REST were also presented during FY'24. Unfortunately, during FY'24, Iowa Workforce Development was discontinued. They did provide many opportunities while they were at NCCF. Due to staffing changes, Seeking Safety was not offered during FY'24.

Intervention Category	Successful	%	Unsuccessful	%	Administrative	%	Total	%
ACT-P: Achieving Change Through Value Based Behavior (Prison)	129	94.2%	4	2.9%	4	2.9%	137	10.1%
Moral Reconciliation Therapy (MRT)	118	90.8%	4	3.1%	8	6.2%	130	9.6%
Moral Reconciliation Therapy—Trauma	53	96.4%	0	0	2	3.6%	55	4.1%
HIRe: Health Iowa Relationships Education	229	96.6%	2	.8%	6	2.5%	237	17.5%
PRIME for Life—321J	78	96.3%	2	2.5%	1	1.2%	81	6.0%
REST (Relaxation Exercises and Sleep Techniques)	41	100%	0	0	0	0	41	3.0%
Restorative Justice Release Preparation (RJRP)	8	100%	0	0	0	0	8	.6%
Closure Type Totals / %	656	95%	12	2%	21	3%	689	100%

Volunteer Programs

NCCF continues to benefit from various volunteer groups at NCCF. The clients here benefit from the following:

- Catholic Services
- Jehovah Witnesses
- Faith Studies
- Church of the Damascus Road
- Abundant Life Ministries
- VITA: Volunteer Income Tax Assistance



NCCF looks forward to FY'25 when we are looking to add more approved volunteers for all of the above groups. We also plan to have a Brother's in Blue seminar, AA/NA groups, and possibly a Mormon group.

NCCF Dog Program



The Incarcerated Individuals at NCCF are also involved with the Dog Program. This involves working with the Calhoun County Canine Shelter and training the dogs there basic socialization skills so they become more management and are more able to be adopted out.



NCCF has also housed a retired therapy dog. Daisy was able to stay with one of the long term incarcerated individuals until her passing.



in



NCCF Incarcerated Veterans also teamed up with Local AMVETS post to sponsor therapy dogs for veterans diagnosed with PTSD (Paws on Point Therapy Puppy Program). The local Amvets and local therapists work together to match up veterans in need of such emotional support. Dogs come from local breeders that are AKC certified. The initial cost of the program was furnished by private funds. Additional funding may come from the Incarcerated Veteran Organization, Lifers and Insiders groups, as well as donations from the local Amvets. The dogs will train at NCCF for 12—14 months and then move on to certified trainers who specialize in emotional support dogs. Once he training is completed, the dog is ready to be placed with a veteran and will be delivered by the Combat Veterans Motorcycle Club to the chosen forever home.

Incarcerated Individual Giving

Each year, the various civic groups at NCCF give back to communities and organizations to help support them in various charitable events. FY'24 was no different and the men at NCCF stepped up once again donating a total of \$18,463.29. Groups include the Lifer Organization, Insiders Organization, Pathways, Annex Sales, and Veterans Organization.

IOVA-VAC Fund
Ammvets Post 41
Relay for Life
New opportunities
MS Warriors
Damascus Road
Walt Fiegel Foundation
SCC Dance Team
Girl Scout Troup 01233
Kevin Cram Memorial Fund
PAC Rockwell City Food Bank
Domestic Sexual Abuse Center
Fort Dodge Mobile Pack
Beacon of Hope
Lohrville Library
MNW After Prom

Financial Information

NCCF is considered a releasing institution and, as such, has a role to prepare men for release. Part of this involves engaging men in meaningful employment. Jobs at NCCF include dietary, building maintenance, house-keeping, and more. NCCF also has off-grounds and private sector employment opportunities to assist in learning the soft skills of employment (ie showing up, getting along, working together).

Incarcerated individuals do receive a wage for these jobs. Out of the wages, Incarcerated Individuals pay victim compensation, child support, restitution, and court fines.

FY'24 Wages:

Allowances Paid	\$ 294,328.53
Private Sector Paid	\$1,678,971.24
Total Gross Wages	\$1,973,299.77

This reflects a decrease from FY'23 of 618,291.72 which is due to the reduction in work force in the private sector companies.

FY'24 Compensation Paid

Restitution Paid	\$517,599.37
Victim Comp Paid	\$83,904.04
Child Support Paid	\$ 79,600.23

With the decrease in allowances paid, the restitution, victim compensation and child support payments also decreased from FY'23.

NCCF Statistics

NCCF is tasked with providing the best service possible to reduce recidivism and keep costs low. NCCF is one of the final institutions an incarcerated individual may reside before release and is dedicated to re-entry efforts. During FY'23, NCCF served 1,137 incarcerated individuals. In FY'24, NCCF was able to serve 1,172. Although re-releases decreased, the number of incarcerated individuals served increased by 35.

Average Length of Stay	8.9 months
Average Population	476.96
Average Daily cost per Incarcerated Individual	\$67.69
Cost per Meal	\$2.24

North Central Correctional Facility

Supervision Status	Active at Start	New Admits	Closures	Active at End	Offenders Served
Prison	489	683	694	489	1,172
Total	489	683	694	489	1,172

STAFF RECOGNITION

NCCF held the annual Staff Awards ceremony and recognized the following staff for their achievement during FY'24. Many nominations were submitted and the decisions were difficult to make.

Life Saving Team: Troy Hammen, Security Director; Callie Babcock, Nursing Services Director; Nathan Lucht, Captain; Jay Cunningham, Correctional Officer; Robert Happel, Correctional Officer; Eddie Taylor, Correctional Officer and Nicole Widen, Correctional Officer

Employee of the Year: Tamara Rasing, Correctional Officer

Team Excellence: Staff Support Team (NCCF: Sheri Andersen, Katie Rotert, Matt Soenen, Kyle Scholtens, and Merrill Lefler and FDCF: Carolyn Pauley)

Excellence in Safety: Food Services Department (Tim Motl, Troy Young, Teri Young, Gary Smock and Tamberlyn Steinbrink)

Supervisor of the Year: Dave Andersen, Captain

Special Recognition: Janet Barrett

Humanitarian of the Year: Jason Butler

Other nominees:

Sheri Andersen, Counselor

Brian Pibal, Iowa Workforce Development

Josh McNeil, Deputy Warden

Daniel Gehrt, Captain

Employee Relations Committee

Troy Young, Food Services Coordinator

Business Office

Callie Babcock, Nursing Services Director

Anthony Strauss, Sergeant

Randall McPherson, Correctional Officer

Treatment Department

Troy Hammen, Security Director



STAFF RECOGNITION

The Iowa Department of Corrections began a statewide recognition program during FY'23. They continued this recognition program with NCCF recognized in four categories at the statewide level during FY'24. NCCF is very proud of the accomplishments of our staff and believe them to be the best in the state.

Statewide Recognition for NCCF

Life Saving Team: Troy Hammen, Security Director; Callie Babcock, Nursing Services Director; Nathan Lucht, Captain; Jay Cunningham, Correctional Officer; Robert Happel Correctional Officer; Eddie Taylor, Correctional Officer; Nicole Widen, Correctional Officer and Regina Rhea, Registered Nurse

Employee of the Year: Tamara Rasing, Correctional Officer

Team Excellence: Staff Support Services Team (Sheri Andersen Correctional Counselor; Matt Soenen, Correctional Officer; Merrill Leffler, Correctional Officer; Katie Rotert, Captain; Kyle Scholtens, Correctional Officer; and FDCF Caroline Pauley, Correctional Counselor)

Humanitarian of the Year: Jason Butler, Correctional Officer



Employee Changes

Type In	Number
New Hire	14
Reinstatement	0
Transfer In	3
Recall	0
Total In	17

Type Out	Number
Termination	1
Resignation	8
Transfer out	5
Lay Off	0
Retirement	3
Deceased	0
Total Out	17

Employee Changes - Retirements

NCCF felt the loss to retirement of three long-time employees during FY'24. They were definitely difficult to replace.

Gayle Johnson—retired after 42 years

Jon Pagel—retired after 31 years

Dan Barrett—retired after 25 years



Employee Relations Committee (ERC)

The Employee Relations Committee was super busy during FY'24. They sponsored several activities both on and off grounds. This group is charged with staff motivation and employment satisfaction.

Throughout the year, the ERC sponsored the following events off grounds activities:

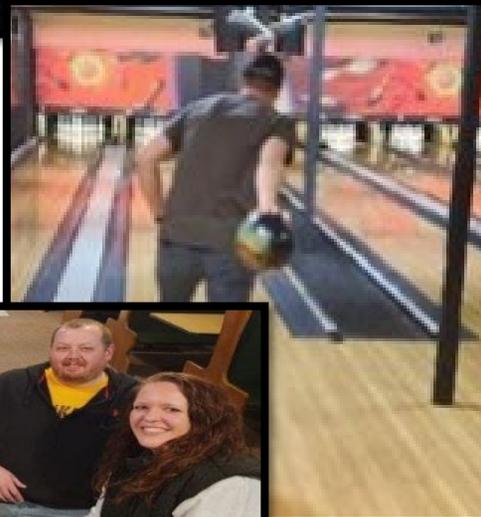
- Corn Hole Board Tournament
- Bowling Night
- Game Night

And sponsored many on grounds activities:

- Monthly Give-away
- Staff Cookouts and Pot Lucks
- Secret Santa
- 12 days of giving
- Ugly Christmas Sweater
- Corrections Week
- Beach Week



Employee Relations Committee (ERC)



Employee Changes

NCCF experienced less turnover during FY'24 with 13 new hires and 3 transfers in.

New Hires—

Correctional Officers

Jennifer Pigman	Kadrick Kinne
Dakota St. Clair	Ronald Jensen
Donald Grause	Jonathan Quail
Dontay Bass	Cassandra Woods
Carlos Rodriguez	Tyler Mollhoff

New Hires—other

Angie Hammen,	Tina Vosberg,	Tammy McLuckie,
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Transfers In

James Crouch, Correctional Counselor	Wade Hammen, Plant Operations Manager	Haley Simpson, Registered Nurse
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North Central Correctional Facility

Contract Information

Institutional Phone Number: (712) 297-7521

Institutional Fax Number: (712) 297-7875

Position	Name	Extension
Warden	Don Harris	203
Deputy Warden	Josh McNeil	211
Security Director	Troy Hammen	324
Treatment Director	Vacant	257
Nursing Services Director	Callie Babcock	285
Food Services Coordinator	Tim Motl	219
Plant Operations Manager	Wade Hammen	259