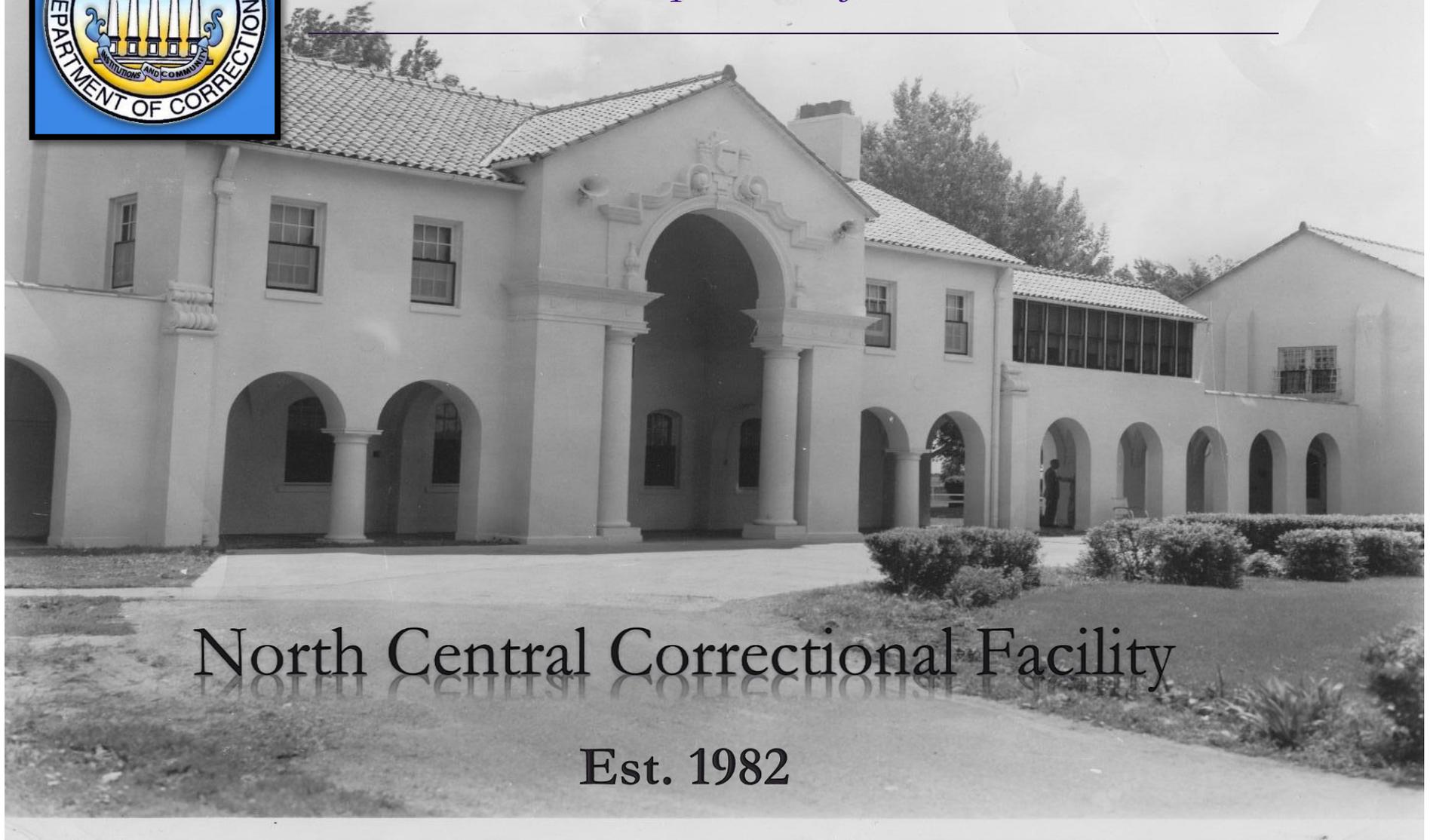




Iowa Department of Corrections



North Central Correctional Facility

Est. 1982



TERRY E. BRANSTAD, GOVERNOR
KIM REYNOLDS, LT. GOVERNOR

DEPARTMENT OF CORRECTIONS
JERRY W. BARTRUFF, DIRECTOR

Jerry Bartruff, Director
Iowa Department of Corrections
Des Moines, IA 50319

RE: NCCF Annual Report for Fiscal Year 2016

It gives me great pleasure to present to you the annual report for the North Central Correctional Facility (NCCF). This facility continues to thrive given the challenges of the offender population; meeting the challenges while remaining true to our mission of preparing offenders for successful reentry. This accomplishment is due to the high work ethic and dedication of the NCCF employees. We are proud of our staff as they continue to operate our facility in a safe and secure manner.

We continue to provide evidence-based programming proven to be effective. Interventions offender during FY'16 include substance abuse relapse, Education Programs including HiSET, literacy and Lifeskills, MIFVPP (moderate intensity family violence prevention program) and Thinking for a Change. We provide Reentry Workbook Group to further provide preparation for release for the offenders incarcerated here. We continue to offer employment assistance through the Iowa Workforce Associate assigned to our facility.

NCCF offers a variety of work opportunities to the offenders incarcerated here to assist in development of the valuable soft and hard skills of employment. Iowa Prison Industries (IPI), four private sector companies and various communities offer work opportunities for the offenders incarcerated at NCCF. This facility embraces restorative justice and efforts to give back to society are strongly encouraged. Offenders in our work program gain vocational skills as well as those general employment skills (getting along with peers and supervisors, staying on task, respect in the work place, etc.) that can help keep them employed upon release. NCCF moved forward in offering training in federal apprenticeship areas of welding, baking, cooking and building maintenance.

Collaborative efforts are required by many to ensure successful reentry. Iowa should be proud of the efforts made with various state agencies and communities working together in successful offender release. NCCF works with local communities and provides work crews as needed. Along with that, we collaborate with Iowa Central Community College for vocational training opportunities and Iowa Workforce Development to help offenders with employment connections upon release planning.

Our team is looking forward to the new challenges the IDOC will face with Reentry. We are committed to assisting the Iowa Department of Corrections with providing public safety and eliminating future victimization. The mission of the North Central Correctional Facility is, "To advance successful offender reentry to protect the public, staff, and offenders from victimization." We at the North Central Correctional Facility are committed to having a safer Iowa for all. The staff at NCCF work together as a team to get the job done. We take great pride in our success in providing a safe and secure work environment for staff and offenders. We will continue to meet the challenges with the personnel assigned to our facility. We will continue to focus on "reentry and transition skill development of the offender population" by modeling the way and empowering others to act.

Sincerely,

Cornell R. Smith

The mission of the Iowa Department of Corrections is:
To Advance Successful Offender Reentry to Protect the Public, Staff and Offenders from Victimization

Table of Contents

Cover Page	.....	1
Warden's Letter	.....	2
Table of Contents	.....	3
Vision/Mission/Values/Goals	.....	4 - 8
Prison History/Physical Changes	.....	9-10
Table of Organization	.....	11
Treatment Services	.....	12-14
Volunteer Program	.....	15
Offender Giving/Comm. Service/Civic Groups	.....	16-18
Financial Information	.....	19
Staff Events and Giving	.....	20-25
Contact Information	.....	26

Iowa Department of Corrections

VISION

- An Iowa with No More Victims

MISSION

- To Advance Successful Offender Reentry to Protect the Public, Staff and Offenders from Victimization (*changed October, 2016*)

VALUES & BELIEFS

- People can change.
- Every person should be treated with dignity and respect.
- Our efforts help make people safer.
- We must work as a team if we are to succeed.

CORRECTIONS ROAD MAP

- Offender success is our goal.
- Reentry is our process.
- Evidence Based Practices are our tools.
- Staff is our most important asset.

North Central Correctional Facility Mission

ADVANCE SUCCESSFUL OFFENDER REENTRY TO PROTECT THE PUBLIC, STAFF AND OFFENDERS FROM VICTIMIZATION BY OPERATING A SAFE AND SECURE MINIMUM SECURITY INSTITUTION WHICH PROVIDES OPPORTUNITIES FOR A SUCCESSFUL TRANSITION INTO SOCIETY. (REVISED 10/2016)



NCCF Vision

We provide public safety through proper classification, observation and professional judgement.

- We provide meaningful work opportunities for all offenders so that they may develop and enhance their employment skills.
- We provide interventions that are evidence based addressing all criminogenic needs that challenge offender thinking.
- We provide offender labor to serve local and surrounding communities.
- We provide staff development for personal and professional growth.
- We provide technology to enhance safety, security and operational efficiency.

NCCF Goals and Accomplishments

RESEARCH OPPORTUNITIES IN THE COMMUNITY AND THE PRIVATE SECTOR TO EMPLOY ADDITIONAL OFFENDERS IN MEANINGFUL JOB OPPORTUNITIES.

NCCF continues to work with Iowa Central Community College in providing vocational training opportunities for offenders. Our institution also works with IWD to assist offenders with the federal apprenticeship program. This gives offenders the opportunity to start training in trades areas and carry that training over into the releasing communities. During FY'16, NCCF had 16 offenders participating in an apprenticeship program with 2 offenders completing an apprenticeship.

NCCF provides private sector opportunities through two employers (Graphic Edge and Nuage). Offenders gain skill and are able to reduce the restitution obligation much quicker with private sector companies. NCCF offenders (total of all, not specific to private sector employees) paid out \$213,079 in restitution during FY'16. NCCF has been working with other private sector companies but none started prior to the end of the fiscal year. Work will continue with Rose Acres Farms in attempts to expand the private sector employment opportunities for offenders.

ENSURE THAT ALL NCCF STAFF ARE TRAINED IN EVIDENCE BASED PRACTICES.

The DOC formulated committees to assist in the areas covered by the Statewide Recidivism Reduction (SRR) grant. Several staff were able to serve on the committees; gaining valuable skills and being a part of the process. Counseling staff became trained in the Institutional DRAOR (Dynamic Risk Assessment for Offender Reentry) that replaced the LSI-R for offenders as our risk/need/responsivity assessment.

ENSURE THAT ALL OUR INTERVENTIONS ARE EVIDENCE BASED PRACTICE ORIENTED AND THAT THEY ADDRESS CRIMINOGENIC NEEDS.

NCCF discontinued offering VIP: Victim Impact Program. NCCF provides MIFVPP, Relapse and Thinking for a change to address criminogenic need areas. NCCF will move forward with the full 12-week program of Thinking For a Change module in the 2017 Fiscal year, as well as offering ACTV (Achieving Change through Value-Based Behavior) instead of MIFVPP.

All DOC interventions will undergo assessment to ensure that qualify, evidence based programs are offered throughout the state.

INCREASE OUR USE OF TECHNOLOGY TO ENSURE PROPER SECURITY AND SAFETY IS BEING MAINTAINED.

NCCF began to have discussion on moving to the PDA system for count and building checks. Work continues in this area in FY2017 when the full move will take place.

DEVELOP NEW LEADERS FOR THE FUTURE OF NCCF AND THE IOWA DEPARTMENT OF CORRECTIONS.

Many staff from NCCF participated in the SRR (Statewide Recidivism Reduction) process and assisted in the committees to move our state goals forward. Our staff continue to gain leadership skills through working in state-wide initiatives such as Core Correctional Practices training and the Institutional DRAOR training.

BECOME A LEADER IN THE RE-ENTRY FIELD

NCCF continues to be one of the top releasing facilities in the state. We started the HPQ (Home Placement Questionnaire) process to ensure positive, supportive plans are in place prior to the Board of Parole reviews. We continue to review and perfect this process as we release more offenders each year than we house.

Staff remain our most valuable asset in accomplishing our mission, vision and goals.



Warden Cornell Smith



Deputy Warden Bob Johnson
(left May, 2016)
New DW started 8/12/2016



Nursing Services Directory Kathy Weiss



Food Services Director Tim Motl

History of "The Rock": North Central Correctional Facility

Physical Plant 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 at NCCF is 490, with the capacity to hold up to 502 offenders. NCCF includes almost 220 acres of grounds, 13 acres located within the secure perimeter. The farmland surrounding the institution is leased out and operated by Iowa Prison Industries (IPI).

NCCF was constructed from 1916 – 1918 with offender labor. Originally utilized as the women's prison, there wasn't a fence. In 1982, the facility was converted to a men's medium security prison and a 12-foot fence was added. Additional razor ribbon and a fence alarm system have been added. In 1982, the women from NCCF were moved to the current women's prison in Iowa, the Iowa Correctional Institution for Women (ICIW), in Mitchellville, Iowa. 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) offenders. Since the original construction, six (6) more offenders 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.

During FY'14, lockers were constructed under the beds in D-North to increase the storage area for offenders housed there. This change helped decrease the amount of theft in the units and helped in creating more organized space. NCCF completed installation of the lockers on the 1st floors of D-North and D-South during FY'15. NCCF is moving forward on the upper floors during FY'16.

NCCF completed a new kitchen in 2012. NCCF currently has 12 cameras located around the institution. Initial, 9 cameras were added in 2011 with the additional 3 coming in 2012. The space previously housing the kitchen area was re-purposed into a Chapel area in 2013. This created two group rooms for volunteer groups to use, freeing up much-needed space in the treatment area for treatment groups. It also increased security as the Chapel is closer to the front gate and increased the ease of checking on the volunteers present. The area is used primary for volunteer groups and is a huge asset.

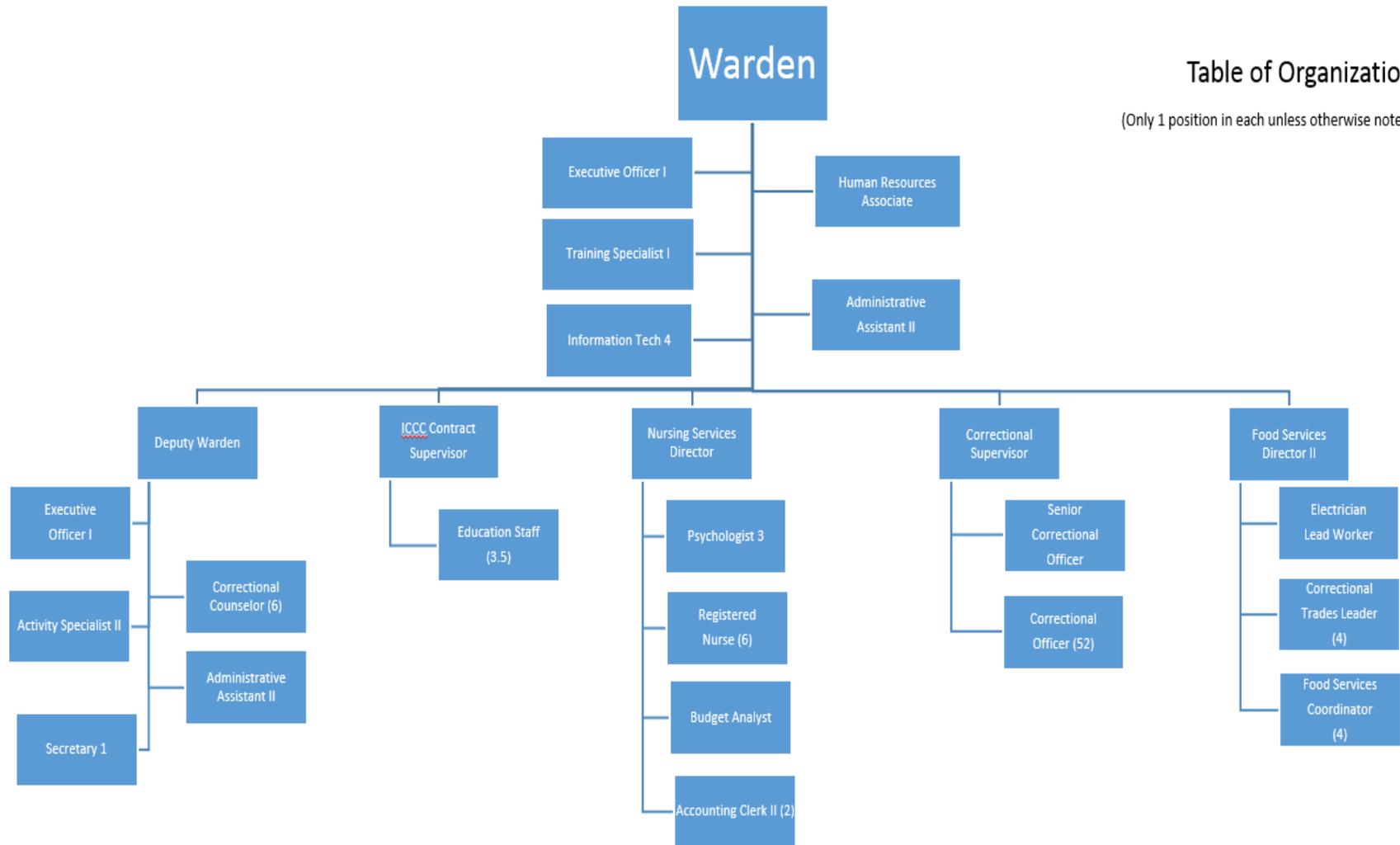
NCCF completed the health services area remodeling project in FY'15. An offender waiting room was added to help ensure privacy and confidentiality of the offenders being seen by the medical department. A new pharmacy was built, along with a new area for pill line, to restrict access to the upstairs living unit by offenders coming to pill line. The barber shop was moved to increase security, allowing the previous space to be used for the health services break room and file storage. The dentist office was also expanded. The new area, which doubled the space for Health Services, is a huge benefit for our institution and a welcome change.

NCCF completed some much needed repairs during FY'15 and completed repairing the stucco on the older buildings during FY'16. All buildings have now been painted and look fantastic. NCCF worked on reducing visibility barriers and created a safer environment by cutting down several trees that had rotted and by trimming trees across the camp.



Table of Organization

(Only 1 position in each unless otherwise noted)



Updated 5/2016

Treatment Services

Vocational Classes

Vocational training opportunities are essential when assisting offenders in returning to communities. Enabling offenders to earn a better paycheck will increase their chance of success. 64 offenders were offered institutional vocational training opportunities during FY'16 at NCCF and we continue attempts to build in this area.

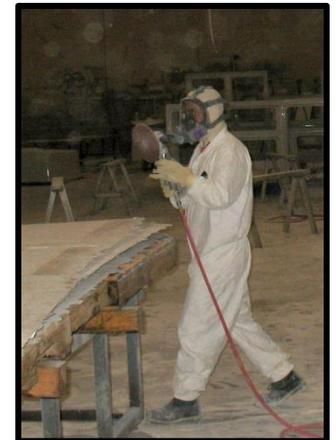
Through a collaborate effort with Iowa Central Community College in Fort Dodge, Iowa, NCCF is able to provide a culinary arts class to offenders. Although this class is no longer offered at NCCF during FY'17, Iowa Central Community College did procure grant funding to offer other vocational opportunities for offenders.

NCCF also collaborates with Iowa Workforce Development in providing apprenticeship opportunities for offenders. This began in FY'15, in areas of baking, cooking, maintenance, and welding. NCCF has expanded that to include electrician, plumbing, electrostatic powder coating, cabinet making and computer operator. We continue to expand to offer programs as we can. Offenders working in these areas are able to

check out text book materials to complete the testing areas as well as gain on-the-job training hours in the areas of work. We have two offenders that completed the full apprenticeship program in FY'16 and 14 others active in the apprenticeship program.



NATIONAL APPRENTICESHIP PROGRAM



Treatment Classes

NCCF provides offenders several treatment classes to afford them the opportunity to learn skills to use to assist in future situation. Our hope is that offenders utilize skills learned in these classes to decrease or eliminate behaviors that lead them to incarceration.

During FY16, NCCF did discontinue VIP: Victim Impact Program. The plan in FY'17 will be to discontinue Substance Abuse Relapse and Moderate Intensity Family Violence Prevention Program. NCCF will, instead, offer ACTV (Achieving Change Through Value-Based Behavior). Also during FY'17, NCCF will move from a 6-week Thinking for a Change class to a more comprehensive 12-week intervention.

NCCF STAFF FACILITATE THE FOLLOWING INTERVENTIONS: MIFVPP, PRIME FOR LIFE - 321J, SUBSTANCE ABUSE RELAPSE, REENTRY WORKBOOK, AND THINKING FOR A CHANGE.

Internal Intervention	Active at Start	New Admits	Active at End	Closures	Offenders Served
Celebrate Recovery	40	31	3	70	71
HiSET (High School Equivalency)	35	138	47	121	173
ICCC Culinary Arts Class		39		39	39
Iowa Workforce Development Employment Class (POETS)		30		30	30
Life Skills - ICCC		209		209	209
Literacy	3	42	4	41	45
Moderate Intensity Family Violence Prevention Program	14	61	14	59	75
National Career Readiness Certificate - NCCF	1	205		206	206
NCCF Apprenticeship - CABINET MAKER		1	1		1
NCCF Apprenticeship - COOK (ANY INDUSTRY)	5	3	3	5	8
NCCF Apprenticeship - MAINTENANCE REPAIRER, BUILD	3	2	1	4	5
NCCF Apprenticeship - WELDING, COMBINATION	5	1	5	1	6
PRIME For Life - 321J	1	111		112	112
Reentry Workbook	60	669	62	672	729
Substance Abuse Relapse	36	233	29	244	269
Supply Chain Management		53		53	53
Thinking For A Change	14	157	1	171	171
VIP (Victim Impact Program)	23			23	23
Internal Intervention Totals	240	1,985	170	2,060	2,225

NCCF COLLABORATES WITH OTHER AGENCIES TO OFFER THE FOLLOWING INTERVENTIONS:

HiSET: High School Equivalency class - Iowa Central Community College

Lifeskills: Iowa Central Community College

Literacy: Iowa Central Community College

POETS (Providing Opportunities for Ex Offenders To Succeed) : Iowa Workforce Development

NCRC (National Career Readiness Testing): Iowa Workforce Development

Inside Out Dads: Children and Families of Iowa staff

Internal Intervention	Active at Start	New Admits	Active at End	Closures	Offenders Served
<u>HiSET</u> (High School Equivalency)	35	138	47	121	173
<u>ICCC</u> Culinary Arts Class		39		39	39
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National Career Readiness Certificate - NCCF	1	205		206	206
NCCF Apprenticeship - CABINET MAKER		1	1		1
NCCF Apprenticeship - COOK (ANY INDUSTRY)	5	3	3	5	8
NCCF Apprenticeship - MAINTENANCE REPAIRER, BUILD	3	2	1	4	5
NCCF Apprenticeship - WELDING, COMBINATION	5	1	5	1	6
Supply Chain Management		53		53	53
Internal Intervention Totals	52	723	61	709	1545

Volunteer Program

Many community members volunteer at NCCF to provide programs and services that otherwise would not be offered. These volunteers come in and provide religious services, reentry assistance, religious retreats, addiction support and much more. Offenders gain knowledge and are able to watch positive role models interact with each other in a relaxed setting. Groups that offer services at NCCF include:

Alcoholics Anonymous

*Abundant Life
Ministries*

*Church of the
Damascus Road*

Ceramics Class

Catholic Mass

Ultimate Journey

Narcotics Anonymous

*Brother's in Blue
retreat*

*Sunday Christian
Worship/ Essential
Instruction Ministry*

Celebrate Recovery

*Damascus Road
Storytellers*

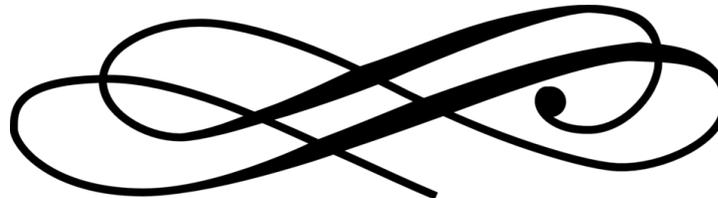
Harvest Baptist Church

ISU Extension

Jehovah's Witnesses

*Children and Families
of Iowa*

Dog Program





Offender Civic Organizations

NCCF offers offenders at NCCF an opportunity to involve themselves in an organization that contribute to various charitable events throughout the year. NCCF has three civic organizations to choose from.

NCCF Insiders' Organization - \$2,300.00

This civic organization began as the NCCF offender branch of the national civic organizations, the Jaycees. It has evolved over the years to the current civic organization it is today. This organization gives generously to those in need.

NCCF Veteran's Organization - \$8,800.00

The NCCF Veteran's Organization is made up of incarcerated veterans with a focus on giving to veterans. This group also contributes to other causes throughout the year.

NCCF Annex - \$1,300.00

The NCCF annex was established as a joint effort between the Insiders' and Veteran's organizations. The annex provides a variety of items like ice cream and pizza. Money earned is given to various charities and requests.

Total Charitable Giving by offenders in FY'16: \$12,400.00

Community Service Work Crews

Each year, NCCF offenders work inside and outside the secure perimeter in jobs that give back to communities. Men work on dollhouses, barns and wooden projects that are donated to a variety of charitable causes. They assist in the surrounding areas with community improvement projects. Offenders learn valuable soft and hard skills of employment while helping to repair some of the harm done. These skills carry over as offenders are more able to find gainful employment upon release.



Grant Total of Community Service Hours

58,060

NCCF Work Crew Community Service Locations

<i>City</i>	<i>Agency</i>	<i>State Agency</i>	<i>Other</i>
<i>Rockwell City</i>	<i>Leader Dog</i>	<i>DNR</i>	<i>ICCC</i>
<i>Fort Dodge</i>	<i>New Hope Village</i>	<i>Ames State Nursery</i>	<i>Dollhouse Shop</i>
<i>Loburville</i>	<i>RC Depot</i>	<i>Brushby Creek</i>	<i>Wood Shop</i>
<i>Carroll</i>			<i>Animal Rescue League</i>
<i>Gowrie</i>			
<i>Humboldt</i>			
<i>Glidden</i>			
<i>Rolfe</i>			
<i>Manson</i>			
<i>Lytton</i>			
<i>Storm Lake</i>			
<i>Auburn</i>			



Animal Rescue League & Pet Partners

Offenders at NCCF have the opportunity to assist with animals that need help. Throughout the year, NCCF will house various horses in an area developed by the Animal Rescue League (ARL). The ARL brings abused horses, and sometimes donkeys, to NCCF until they can find a better home. Offenders are assigned to help care for these horses during their stay.

NCCF offenders also care for dogs that have been taken to the Calhoun County Animal Shelter. Through training efforts of the offenders here, these dogs can be more easily adopted to homes in the community.

Financial Status Report

Banking Data FY'16

<i>Wage from Allowances Paid to Offenders:</i>	<i>256,920.00</i>
<i>Wage from Private Sector Paid to Offenders:</i>	<i><u>750,142.00</u></i>
<i>Total Gross Pay:</i>	<i>\$1,007,062.00</i>

<i>Restitution Paid by Offenders</i>	<i>\$213,079.00</i>
<i>Child Support Paid by Offenders</i>	<i>\$72,623.00</i>
<i>Victim Compensation paid by Offenders</i>	<i>\$39,092.00</i>

NCCF Employee Recognition Program

NCCF recognizes two people each month selected randomly from all employees. We believe all NCCF employees are exceptional and in this way, learn about our fellow employees working on alternate shifts and in different departments. Knowing the people we work with is important in carrying out our daily activities. Modeling pro-social behavior and acting professionally while going about our daily work with a positive attitude keeps us safe and makes an impact on the people we serve.

<i>July, 2015</i>		<i>August, 2015</i>		<i>September, 2015</i>	
<i>Dale Everhart, CO &</i>		<i>David Rassmussen, CO &</i>		<i>Dane Stewart, CO</i>	
<i>Craig Evans, IPI</i>		<i>Bill Marine, Captain</i>		<i>Anthony Thayer, Lifeskills</i>	
					

<p><i>October, 2015</i> <i>Duane Janssen, CO &</i> <i>Paul Grage, Captain</i></p>		<p><i>November, 2015</i> <i>Jamie Witte, CO &</i> <i>John Jackson, RN</i></p>		<p><i>December, 2014</i> <i>Dave Jepsen, CO &</i> <i>Dean Lindeman, Counselor</i></p>	
					
<p><i>January, 2016</i> <i>Scott Porter, CO &</i> <i>Scott Kelly, CTL</i></p>		<p><i>February, 2016</i> <i>Jay Cunningham, CO &</i> <i>Marilyn Peters, RN</i></p>		<p><i>March, 2016</i> <i>Jodee Glover, CO &</i> <i>Bryan Clayton, CTL</i></p>	
					
<p><i>April, 2016</i> <i>Nathan Lucht CO &</i> <i>Linda Bellinghausen, EO</i></p>		<p><i>May, 2016</i> <i>Bill Glaser, CO &</i> <i>Tim Motl, FS Director</i></p>		<p><i>June, 2016</i> <i>Bill Schumacher, CO &</i> <i>Cindy Shelp, Tmt. Sec.</i></p>	
					

Soup Day Potluck



Employee Events

NCCF Employee Relations Committee continues to provide fun and motivational activities throughout the year. This gives staff an opportunity to chat with staff in other areas and enjoy conversation with people we aren't always able to talk to. Events in FY'16 include a "dress your dog" day with hot dogs and all the fixin's, Soup Day potluck, Holiday Party & gifts, baked potato fundraiser, and, of course, Corrections Employee Week activities!



Staff enjoying the Soup Day potluck.

Retirements



Corrections Week Activities

Casual Day - Sunday

Brats Burgers or Hamburgers and Chips

Popcorn / M&M's

NCCF Hooded Sweatshirt or Polo Shirt

Casual Day voucher and Car Wash Voucher

Subway Sandwiches

Casual Day - Saturday

Staff Giving

NCCF may not be the biggest institution and we don't have as many staff as some of the other institutions but the staff we have are dedicated, hardworking, and give generously to the various fund-raising opportunities throughout the year. During FY'16, we sponsored a school supplies drive, Promise to Prepare auction, adopted families at Christmas time, and supported the One Gift campaign and the Law Enforcement Torch run.



NCCF Food Drive

During FY'16, NCCF Employee Relations Committee sponsors various potlucks and grill outs that offer opportunities to bring in much needed food for the local food pantry. During each of these, staff are allowed to have a "casual day" if they bring in a canned food item or other item for the food bank. NCCF also sponsored a "Promise to Prepare" event with staff offering to prepare something yummy for the winning bidder. NCCF also has "Preferred Parking" spots that are given away each month to two staff who purchases chances at the spot. All money collected through "Preferred Parking" is donated to the Calhoun County Food Pantry as well. A total cash donation of \$410 was given this year to Calhoun County Food Pantry. This is in addition to the non-perishable items donated throughout all the fundraising events.

NCCF Adopt - A - Family

NCCF staff collaborated with the three offender organizations to adopt local families for Christmas. Between staff and offenders, a total of \$1,250 was raised, along with donations of clothing and toys. Eight children and three adults benefited from the generous donations of time, money, clothing and toys.

Special Olympics Iowa Law Enforcement Torch Run

This year, the three NCCF offender organizations generously contributed to the Law Enforcement Torch run with a combined donation of \$800. Staff purchased t-shirts to further support this awesome organization.



NCCF pledged \$375.00 during the One Gift Campaign during FY'16.

Contact Information

Institutional Phone (712) 297-7521

Institutional Fax (712) 297-7875

<i>Warden Cornell Smith</i>	<i>.</i>	<i>203</i>
<i>Deputy Warden Bob Johnson</i>	<i>.</i>	<i>211</i>
<i>Nursing Services Director Kathy Weiss</i>	<i>.</i>	<i>248</i>
<i>Food Services Director Tim Motl</i>	<i>.</i>	<i>219</i>
<i>Human Resources Associate Jane Heinlen</i>	<i>.</i>	<i>227</i>
<i>Budget Analyst Kim Kelly</i>	<i>.</i>	<i>208</i>

