

# **ANNUAL REPORT**

## **JULY 1, 2015 – JUNE 30, 2016**

**SUBMITTED PURSUANT TO THE CODE OF IOWA**



**ROBERT A. JOHNSON – WARDEN**

# **Fort Dodge Correctional Facility**



**MEMO**

**TO:** Jerry Bartruff, Director  
**FROM:** Warden Robert A. Johnson  
**DATE:** December 22, 2016  
**RE:** Annual Report of the Fort Dodge Correctional Facility For Fiscal Year 2016

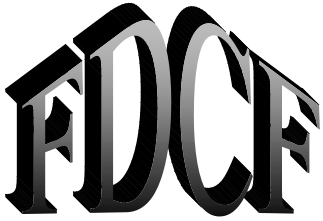
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On behalf of the staff at the Fort Dodge Correctional Facility, I am presenting you with the fiscal year 2016 report. As you are well aware, the Mission of the Department of Corrections is Creating Opportunities for Safer Communities. As you review this report, it will become apparent that the staff of this fine facility is taking a lead in meeting this Mission as well as the goals of the Institution. The staff at FDCF take great pride in their work and truly want to make a difference in the lives of those incarcerated.

I look forward to continuing our reentry focus and building upon the outstanding foundation that is already in place at Fort Dodge.

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## **Mission Statement – Fort Dodge Correctional Facility**

To protect the Public, Employees, and Offenders by operating a safe and secure medium security institution with emphasis on treatment options for the youthful offender.

## **Vision**

The vision of the Fort Dodge Correctional Facility is to continue to provide a safe, secure, and healthy environment by promoting positive change in behaviors and beliefs to empower offenders to become productive citizens in their community.

## **Values and Beliefs**

- ◆ All staff impact offender attitudes, values, beliefs and behaviors in a co-created environment.
- ◆ We model what we value.
- ◆ We support personal growth and professional development.
- ◆ We value a positive integrated approach to security and programming.
- ◆ We plan for the future by utilizing current research and updated technology.
- ◆ We are fiscally responsible.

## Fort Dodge Correctional Facility History

The Fort Dodge Correctional Facility (FDCF) is a medium security prison located on 60 acres of land in southern Fort Dodge originally designed to house 762 adult male offenders in a double occupancy celled environment. Construction began in October 1996 and the facility opened in April 1998. Recognizing the on-going need for public safety even before the first offenders arrived at the facility, the legislature and Governor approved an expansion for an additional 400 beds and program space. Work on this addition was completed in late 1999. In FY01 127 two-man cells were converted to house three offenders. The current rated capacity is 1162.

The facility has seven housing units. The facility's seven housing units are organized to support positive behavior. Each housing unit has a specific function. In addition to the housing units the facility consists of administration and treatment buildings, a greenhouse, a power plant, a warehouse, and two ancillary buildings - annex and pole barn. Primary perimeter security is provided by a double fence system with electronic detection.



### Unit A

Unit A is classified as maximum custody and contains 49 security cells with 48 beds and one SSIP cell. Unit A houses protective custody, administrative segregation, and disciplinary detention offenders.



### Orientation Unit

Orientation East is classified as the administrative segregation unit with 98 beds including 3 MHO beds and 1 SSIP bed. Orientation East houses protective custody, administrative segregation, disciplinary detention offenders and Level 1 offenders (FDCF's lowest level of general population).

Orientation west has 92 beds: and it houses offenders coming in from Iowa Medical Classification Center (IMCC) and other facilities.



### Cedar Unit

Cedar Unit is classified as medium custody and houses a total of 264 offenders. The Unit is designed for approximately 244 Privilege Level 4 offenders and approximately 20 Privilege Level 6 offenders that are Mentors to the other offenders on the unit. One Treatment Services Director, two Correctional Counselors and Correctional Officers are assigned to the unit.



### Dolliver Unit

Dolliver Unit is classified as medium custody and provides for 200 offenders. The Unit has four-man cells and houses Privilege Level 6 offenders. Dolliver Unit has a Unit Manager, a Psychologist, Correctional Officers and Correctional Counselors.



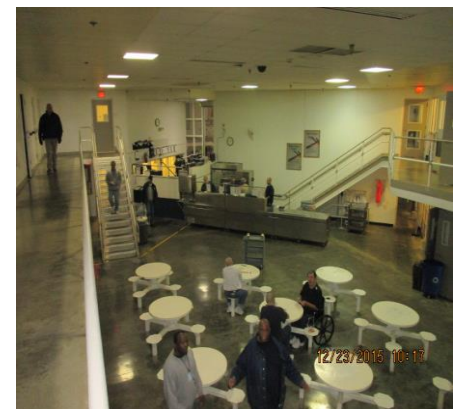
### Emmet Unit

Emmet Unit is classified as medium custody unit and houses PL6 offenders. There are 48 – 4 man cells and 1- 2 man cell. The unit's inmate council representative is given the privilege of living in a 2 man cell along with another offender of their choosing (provided all criteria allowing them to be housed together is met). Offenders are issued a key to their cell and have control of their rooms during specified periods of time.

In addition to a Unit Manager and Correctional Officers, there are also 3 Correctional Counselors and 1 Psychologist who have offices on the unit.

Emmet unit has a Multi-Purpose Room for the offenders to use in their free time. It contains vending machines, toasters, pizza & toaster ovens, TV's, board games, a ping pong table, & computers for omail and personal business use. There is a separate smaller room on the unit for the offenders to play video games on computers. The unit also has a barbershop and laundry room that employ offender workers.

The focus for staff working on the unit is to help offenders make positive changes in their behavior & prepare them for success upon their return to the community.



# FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT



## Floyd Unit

Floyd Unit was opened on November 17<sup>th</sup>, 1998 and is considered an honor unit. The Unit houses 192 Privilege Level 6 offenders.



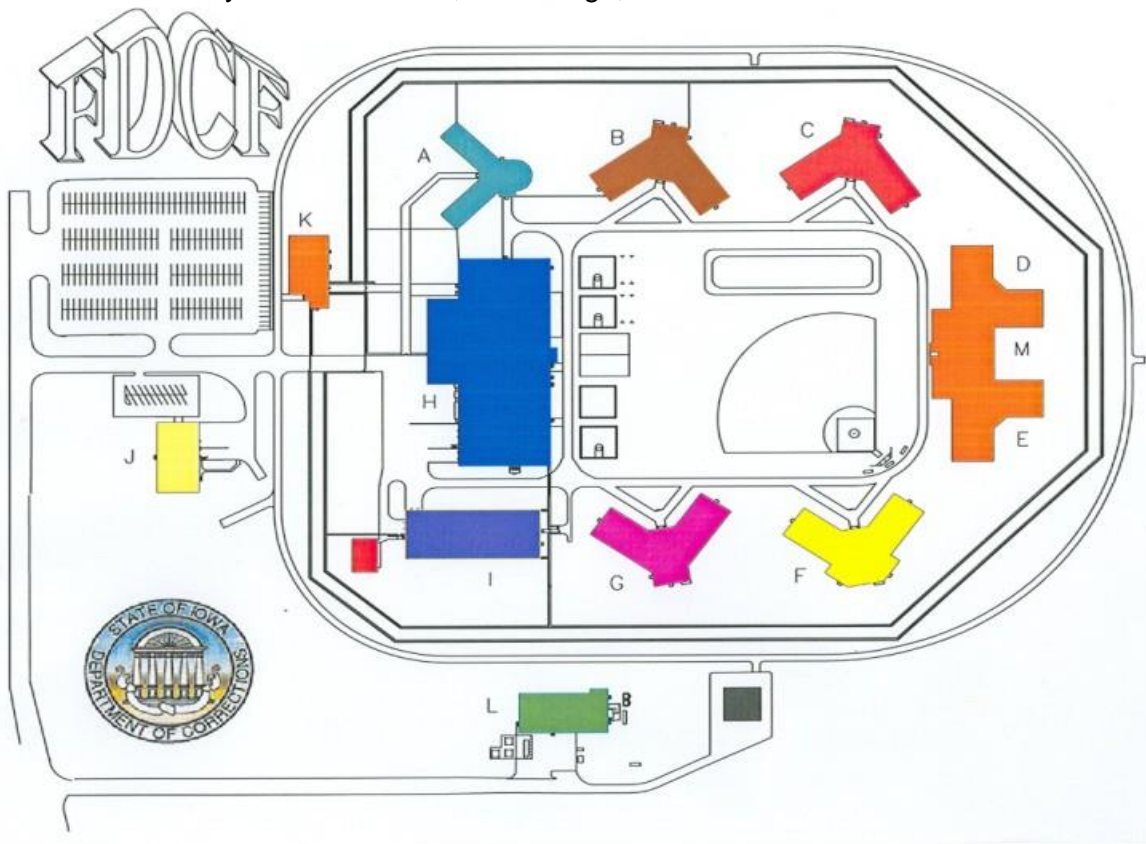
## Grove Unit

Grove Unit is classified as medium custody and has a rated capacity of 264 in two and three man cells. The Unit is designed for Privilege Level 5 offenders on the wings and Privilege Level 6 offenders in the center area.



## Location

The Fort Dodge Correctional Facility is located in Webster County in the Southwest corner of Fort Dodge. The physical address of the facility is 1550 L Street, Fort Dodge, Iowa.



**FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT**

**Fort Dodge Correctional Facility**

**Warden Bob Johnson**

- 1 Training Specialist
- 1 HR Associate
- 1 HR Tech Asst
- 1 Admin Asst 2
- 1 Clerk Specialist

**Deputy Warden Don Harris**

- 4 Activity Specialist 2
- 1 Safety Officer

- 5 Counselor

**TSD-D / E Staton**

- 2 Senior CO
- 2 Mail Clerk 2

**TSD-B Wagers**

- 5 Corr Bldg Service Coord.

**TSD- C / A Hammen**

- 6 Counselors

**TSD- Hawkins**

- 5 Counselors

**TSD-F/G Carver**

**Assoc. Warden of Treatment Netti Renshaw**

- 1 Psychologist 3
- 2 Psychologist 2
- 1 Executive Officer
- 1 Administrative Assistant 2
- 3 Secretary 1
- 1 Counselor

**Nurse Supervisor 2 Karen Anderson**

- 11 Registered Nurse
- 2 LPN
- 1 Pharmacy Asst.
- 1 Dentist
- 1 Dental Assistant
- 1 Nurse Practitioner
- 1 Optometrist

**Assoc. Warden of Security Tony Comp**

**8 Correctional Supervisors 2**

**2 Senior Correctional Officer**

**155 Correctional Officers**

**Food Service Director 3 Brent Mitchell**

**11 Food Service Coordinators**

**Assoc. Warden of Admin Dru Saathoff**

- 1 Info Tech Specialist 4
- 1 Purchasing Agent 2
- 1 Purchasing Assistant
- 3 Accounting Clerk 2
- 1 Budget Analyst 2
- 1 Typist Advanced
- 1 Storekeeper 3
- 2 Storekeeper 2

**Plant Operations Mgr. Don Halligan**

- 4 Power Plant Engineer 4
- 7 Corr. Trades Leader
- 1 Electronic Engineer Tech
- 1 Electronic Tech
- 1 Electrician
- 2 Senior Correctional Officer



## PROGRAMMING

### Education

Offenders are encouraged to participate in educational programming if they lack a HiSET/GED, high school diploma, or have a reading level below the sixth grade level. Per state law, specified sanctions can be applied if the offender chooses not to participate. These can include eligibility only for a minimum allowance, placement on idle status, ineligibility for work bonuses, for minimum-out or minimum-live-out status, and for other privileges as determined by the Department. Approximately 24% of the offender population requires such schooling. School capacity is 196 students daily for HiSET, Title 1, and Literacy.

HiSET, Title 1, and Literacy instruction is provided daily from 8:00 AM to 3:30 PM. State licensed instructors contract with Iowa Central Community College (ICCC) to provide instruction focusing on completion of a HiSET diploma and/or a sixth grade reading level. Students under the age of 21 are in class 3 hours daily while others attend 1½ hour daily sessions. Depending on the student's ability, completion time for the HiSET varies with the average time being 4-5 months. Prairie Lakes Education Association provides an instructor for under 21 aged special education students requiring resource instruction.

A Life Skills program is also offered at the facility with 30 students (15 per session) attending 3 hours daily. We have one full-time instructor. The twelve-week program focuses on career planning, job seeking skills, time management, communication skills, relationships, money management, health and wellness, computer skills, and other transition life skills. The offenders are classified for this intervention that is especially beneficial for those offenders that have employment as a top 3 need.

Vocational classes are also offered at the facility. For the FY16 school year we offered Welding which is a 13 week course. Instructors from ICCC come to the facility 4 days per week from 8 – 1:30 to teach the class. At the conclusion of the class offenders are given a certificate. This certificate can be transferred over to college credit if an offender decides to further his education upon release. We also offered a Supply Chain Management (Logistics) course that was 4 weeks in length. These students received a certificate of completion as well as a certification in Forklift operation.

Iowa Central Community College was one of 69 colleges selected from across the Nation to participate in the Second Chance Pell Pilot program. The Department of Education launched this pilot program to open up the opportunity for those currently incarcerated to apply for Federal Pell grants. If eligible, they can currently choose from three different programs offered at the Facility. Supply Chain Management, Culinary Baking or Welding. Upon successful completion these students will receive between 14 and 15 College credits. Instructors from Iowa Central come to the facility each day to teach the courses. These offenders are full-time college students that participate in the exact same curriculum that is offered on campus. The classes will begin FY '17.

A graduation ceremony is held semi-annually to award diplomas and certificates to those offenders that successfully complete the educational programs.

#### Educational Statistics for FY16

HiSET Completions in FY16 – 59

Life Skills Completions in FY16 – 99

Literacy Completions in FY16 – 52\*

Vocational Education Completions in FY16 – 44

\*Includes those that tested out of literacy upon arrival at FDCF

## **Moderate Intensity Family Violence Prevention Program**

The Moderate Intensity Family Violence Prevention Program (MIFVPP) is an accredited program for offenders assessed to be at risk for violence in relationships. The programs consist of 24 group sessions equaling 48 hours of classroom work and three individual sessions. The primary goal of the program is to reduce the risk of men's violence against intimate female partners by supporting and sustaining treatment gains. Although there is less emphasis on violence directed at other family members, an additional goal is to reduce the risk of all family violence.

The first module of the program introduces the continuum of abusive behaviors and enhances the understanding of both healthy and unhealthy relationships. Offenders review factors that have influenced their abusive patterns and develop increased awareness of their role in perpetuating abusive patterns as well as having a better understanding of the consequences of their abuse to others. Subsequent modules identify specific change targets: thinking errors, attitudes, self-talk, beliefs and behaviors that underlie abuse and violence. Offenders develop thinking skills to make changes and learn to identify and monitor some of the strong emotions associated with violence and abuse. They are given the opportunity to practice self-management techniques such as thought stopping and taking time outs. The offenders also learn and practice communication skills to avoid and manage situations that feed to abuse. They learn how to handle situations that can trigger strong emotion by using the skills of negotiation and active listening. Finally, the program applies a relapse prevention model as a means of structuring an aftercare plan. This model helps the offender identify those factors that contribute to his abuse behavior pattern and points him to his internal resources (coping skills he has learned) and his external resources (network of support) that he can rely on to cope with stressful (high risk) situations.

## **Nurturing Fathers**

The Nurturing Father's Program is a 12-week program authored by Mark Perlman, MA that is dedicated to helping a man actively provide guidance, love, and support to enhance the development and growth of children for whom he cares.

## **Cognitive Behavioral Interventions for Substance Abuse**

Cognitive Behavioral Interventions for Substance Abuse intervention relies on a cognitive-behavioral approach to teach participants strategies to avoid substance abuse. The program places emphasis on skill building activities to assist with cognitive, social, emotional, and coping skills development through the following sessions: Motivational Engagement, Cognitive Restructuring, Emotion Regulation, Social Skills, Problem-Solving, and Success Planning.

The class is co-facilitated and meets twice a week for two hours each session, for 12 weeks.

Program activities address: Self-Nurturing; Identifying Feelings; Fathering Without Fear or Violence; Overcoming Barriers to Nurturing Fathering; Anger; Substance Abuse and Stress; Disciplining with Love; and Teamwork Between Father and Spouse/Co Parent. Participants are allowed to read books and are videotaped. These recordings are then sent out to their children. Kids are delighted with this and dads realize just what an important role they play in their children's lives.

## ACHIEVING CHANGE THROUGH VALUE-BASED BEHAVIOR

The 24 sections of this manual guide domestic violence offenders to put their lives and relationships on an entirely different track by equipping them to make different choices than they've made in the past. You are working with them to increase their awareness of the factors that influence their behavior (e.g., past experiences, unwanted mental experiences, barriers to change) and, building on that awareness, to learn new, workable behaviors consistent with their values.

The content of the 24 sessions is organized in five categories: The Big Picture, Barriers to Change, Emotion Regulation Skills, Cognitive Skills, and Behavioral Skills.

The Big Picture sessions present just what it says – the “big-picture” concepts and basic tools that participants can use to build a more workable life. Everything covered over the 24 weeks can be placed somewhere on “Contributors to How I Behave” as well as the Core Skills Matrix that you will use frequently to illustrate and practice the skills that the group is learning.

The Big Picture sessions are repeated several times throughout the 24 weeks, partly to orient new members who may join your group after week #1. You present a Big Picture session every time as if it were new to the entire group because the way that the ideas and skills fit together needs to be reinforced for experienced participants. Their participation in the discussion will demonstrate their grasp of this material and help engage newer participants.

The Barriers to Change sessions highlight behaviors (such as alcohol abuse) or conditions (such as depression or being unemployed) that can challenge participants' progress. The 13 sessions that together form the “skills” module give participants the knowledge and tools to observe and work with their own thoughts and feelings, as well as improve their ability to communicate and resolve conflicts.

### Relapse Prevention

Relapse Prevention is a program that meets twice a week for 6 weeks. The class uses the relapse prevention workbook from the “A New Direction” curriculum. Areas covered include: gaining an understanding of the relapse process; looking at triggers; cravings and high-risk situations; and developing a relapse prevention plan.

Low risk relapse prevention is also offered for offenders that have certain identifiers making them low risk for relapse. Those identifiers are as follows: offenders with a low TCU score, high motivation, low number of substance related charges, incarcerated primarily due to issues with dealing drugs, were in treatment prior to being incarcerated and are continuing their care and those in treatment for the first time.

### Dual Diagnosis

The dual diagnosis group is for offenders who have documented mental health issues as well as substance abuse issues. One of the staff psychologists must approve each participant in the group. The group lasts for six weeks with 16 hours of programming occurring during that time. This program will normally cover any requirements for relapse prevention.

## Seeking Safety

Seeking Safety is a program for those in need of relapse prevention who also have a history of abuse and trauma. It is a present-focused therapy based on materials developed by Lisa M. Najavits, PhD at Harvard Medical School/McLean Hospital. The primary goal of this class is to assist inmates in gaining insight into how loss, abuse, and trauma have impacted their personality or how they view the world, how these incidents have led to poor coping skills, and led to the abuse of drugs and alcohol. The class covers Post Traumatic Stress Syndrome; drug and alcohol addiction; anger management; building healthy relationships; developing an attitude of gratitude and improving self-esteem; and empowering class members to mentor others. The class emphasizes a holistic recovery plan that inmates put into practice before leaving prison. The class meets twice a week for six weeks.

## Thinking for a Change

Thinking for a Change covers the following three components: cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

## Volunteer Groups

### Alcoholics Anonymous and Narcotics Anonymous

“Twelve Step” programs with offenders and community volunteers who share their struggles with addiction to alcohol / chemical additions and support each other’s recovery

### Alternative to Violence

The Alternatives to Violence Project (AVP) is a national program 18 hours in length facilitated by volunteers offering conflict resolution skills to offenders by focusing on affirmation, communication, cooperation, and creative conflict resolution. The workshops utilize role-playing and exercises to encourage participants to learn new ways to respond. The advanced workshops allow a deeper look at violence and target subjects such as anger, fear, power, and forgiveness. Once an offender has completed the courses they may participate in the AVP trainers’ class, which allows the opportunity to train other offenders.

### Religious Activities

Although attending to the spiritual needs of offenders is not a part of the budget of the Fort Dodge Correctional Facility, staff actively work with community volunteers to see that those needs are addressed. Weekly Asatru, Catholic, Jehovah Witness, Muslim, Native American, Protestant, Nation of Islam, Moorish Science Temple, Buddhist, Jehovah’s Witness, Baptist, Judaism and Wicca services and study groups are available and accommodations are made for those who adhere to more non-traditional religions. Accommodations are made for offenders belonging to other recognized religious faiths as needed. The Church of Damascus Road has been a great volunteer service to provide spiritual guidance on Wednesday and Fridays to offenders in need.

Volunteers from the Church of the Damascus Road assist offenders in recording a story on an audiotape to send with the book to their child. Approximately 120 books on tape were recorded and sent to their children this past year.

## Community Projects by Offenders

Staff has striven to promote the concept of community service to the offenders at FDCF. During the past year offenders have volunteered their time and talents to complete projects for Habitat for Humanity, Relay for Life, The IDOC Annual Food Drive, Toys for Tots (Salvation Army), and Backpack Buddies and Meals for the Heartland.

The **FDCF GROWTH** (Gains, Respect, Opportunity, Willingness, Trust, and Health) Quilt Project provides ongoing support to many local service agencies. It is great to see these men begin to believe in their own abilities, develop respect for one another's ideas, and then come together as a team to give something back to the local community. The essence of Restorative Justice Programs allows offenders to give back to communities. The GROWTH organization also raises money selling ice cream to the offender population. From those proceeds they donated the following:

4 <sup>th</sup> Day – Lord’s Cupboard	\$100
Relay For Life	\$300
Meals for the Heartland	\$500
Bikes for Tykes	\$50
Special Olympics	\$100
Toys for Tots	\$200
Phoenix Fire Empowerment Ctr	\$500
Puppy Program	\$500
Special Olympics	\$100
Mothers Against Violence	\$200
Salvation Army	<u>\$500</u>
	\$3,050



Several offenders and staff work with outside volunteers for the **Backpack Buddy Program**. The program was started to make sure underprivileged children in the Fort Dodge area were not hungry. On a routine basis throughout the school year the group packages food to be distributed to the youth so not only are they fed at school but have food when they get home.

Back pack buddies group from FDCF built the Christmas display for Kennedy Park. The park has several other displays all to raise money for the back pack program. This year back pack program is going to pack holiday packages for the senior living homes here in Fort Dodge. Three Santa’s from Sertoma club will deliver the gift bags after packing them Saturday, December 17<sup>th</sup>. Each bag will contain puzzle books and candy.



The **Puppy Program** had another outstanding year in FY15. This program focuses on offenders training dogs to become future leader dogs for the blind. This program relies completely on donations. The fifth annual Puppy Days were held at the facility to show current and prospective contributors the quality of the program they were supporting.



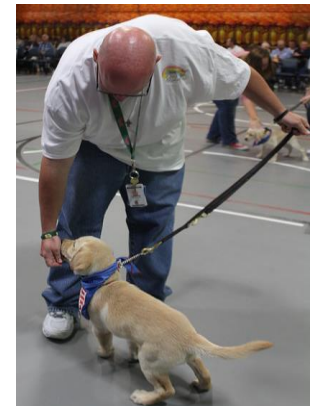
## *"The Wizard of Dogz"*



On Aug 28th and 29th 2015 we held our annual Puppy Days program for the public and Sponsors. The theme for the weekend was the Wizard of OZ, with Warden McKinney playing the all-powerful OZ, Carol Kirkbride our outside dog facilitator playing Glenda the good witch. Other Staff included Captain Sheri Martin playing the wicked Witch and Correctional Officer Dani Roberts as Dorothy. The dog handlers played the remaining characters. We even had a gentle man from the audience get up and sing and dance to; I'm a Lolly Pop Kid. Paula Addison sang, Some Where Over The Rainbow; beautifully I might add!

We had roughly 500 guests covering both Sat and Sun, a lunch was served and photos were taken. The Des Moines Register came up and did a piece for their paper. Show casing a softer side of prison.

Thanks to Warden McKinney for this program, unfortunately this was his last Puppy Days; He has accepted the position at Oakdale. We will miss him. Although Jim may be leaving we will still continue to carry on this wonderful program because this program continues to bring smiles, tears and lessons learned every day and every year.





The **Insider's Relay for Life** held a very successful relay. A total of \$12,500 was raised (includes donations from other groups) for the American Cancer Society.



The **Insiders Veteran's Organization** has also made a commitment to give back to the community. The group made the following donations this year:

Relay for Life	\$478
Veterans Memorial Park	\$1,000
4 <sup>th</sup> Day – Lord's Cupboard	<u>\$500</u>
	\$1978



On Veteran's Day, the FDCF Veteran's Organization hosted a banquet honoring veterans. Forty one offenders and 22 guests including current and former staff members and their spouses, a BOP member, Senator Tim Krienbrink, Randy and Carol Ann McBride, Dr. and Mrs. Terry Moehnke were honored at the banquet.



The guests were served brisket from feed shed catering and given a presentation about the veteran's park they had donated to.



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**LEADERS** stand for: Learning, Empowering, and Dissolving, Educating, Righteous, Solution. Their mission is: to provide the tools and a program of information to incarcerated individuals and motivate them to become productive citizens within their communities. The Ten Driving Values of the program are: Fresh Start, Servant - Leader Mentality, Love, Innovation, Accountability, Integrity, Execution, Fun, Excellence, and Wise Stewardship. The group understands that there are many different backgrounds people come from but believe everyone can change, dignity can be restored and as a result society will reap bountifully.

Agape Outreach Ministry \$1,900

The **Lifer's Group** is comprised of offenders serving life sentences who wish to give back to the facility and the community. They made the following donations this fiscal year:

Backpack Buddies	\$2,000
IMCC Therapy Dog Program	\$1,000
Special Olympics	\$500
Fort Dodge Baseball Association	\$500
Troop 94	\$500
DSAOC	\$750
Webster County Family Development Council	\$1,000
Kayla Jones Scholarship Fund	\$750
Meals for the Heartland	\$1,001
Puppy Program	<u>\$3,700</u>
	\$11,701

The **Offender Council** is made up of representatives from each housing unit. This past year they made the following donations

Special Olympics	\$4,016
Coats for Kids	<u>\$443</u>
	\$4,459

### Privilege Level 6 Offenders

DSAOC	\$99
Youth Shelter	<u>\$99</u>
	\$198

**Spanish Affairs** organization teaches the Spanish as A Second language class. They are big supports of the Back Pack program and Relay for life. They made the following donations this fiscal year:

Meals for the Heartland	\$1,000
Relay for Life	<u>\$500</u>
	\$1,500



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**Peace and Unity** mission here at FDCF is to create an atmosphere of serenity amongst staff and offenders. Our goal is to eliminate all senseless violence that plague our everyday lives it being of substantial percentage of the incarcerated youth. They made the following donations this fiscal year:

Domestic Sexual Abuse Outreach Center	\$500
Items purchased for DSAOC	\$465
Relay for Life	<u>\$678</u>
	<u>\$1,643</u>



Peace and Unity donated, packaged, and gave Gift bags for DSAOC Christmas gifts. It has been a continuous effort of theirs with donations received all through the year to put smiles on the faces of the women and children being served by the shelter.



**Special Fundraisers** made the following donations this fiscal year:

Relay for Life – American Cancer Society Webster Co. (Includes \$1956 in group donations listed above)	\$12,500
Lord's Cupboard (Additional Money collected by 4 <sup>th</sup> day in addition to money from Growth and Vets)	\$1,275
Special Olympics	<u>\$4,016</u>
	<u>\$17,791</u>

**YMAP (Young Men's Awareness Program)** is a group that was established to provide peer programming to youthful offenders. This group targets the age group of 18 – 24 with some exceptions for other age groups. The purpose of YMAP group is to educate, encourage, give hope, instill discipline and teach the men to accept responsibility for their actions, thus empowering them to work on correcting their negative behaviors, to grow positively and give them the necessary tools to make better choices while incarcerated and when released. It is a remedial and therapeutic group. This year the group gave almost \$1,300 to offenders who were being released to help with their finance expenses.

**OUTS WORKERS** FDCF has had two different types of OUTs workers this year, on-grounds and off-grounds OUTs. The FDCF off-grounds OUTs worked for the City of Fort Dodge. 6 offenders went to work with the Fort Dodge City Staff. Fort Dodge Supervisors came to the facility each morning, picked up their crew, and brought them back at the end of the work day. These offenders were trained by the Fort Dodge City Supervisors and were assigned to the Parks and Forestry Department, Oakland Cemetery, as well as Streetscape which was a continuation of the project Fort Dodge Correctional Facility OUTs workers started the previous year where they did landscaping and beautification projects for the city.

Unfortunately there was also a week and a half where the Fort Dodge City OUTs crew and our on-grounds OUTs as well as 2 of our facility staff worked helping small towns and communities around the Fort Dodge clean up and move debris due to flooding and storm damage, all part of the State Emergency Management.

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**Staff** has also been involved in several community service projects during the past year. Staff was active in the American Cancer Society's Relay for Life events and State of Iowa Employee Food Drive (with donations given to local food pantries). Staff also participated in "jean weeks" that allow staff to wear jeans in exchange for donating money for various causes. They made the following donations this fiscal year:

DSAOC	\$415
Lords Cupboard	\$290
Youth Shelter Center	<u>\$40</u>
	\$745

Staff once again participated in the Special Olympics Law Enforcement Torch Run, Relay for Life, Coats for Kids and the Polar Plunge. \$6,000 was raised at this year's Polar Plunge event held at Kennedy Lake.



FDCF Honor Guard, Tim Berger, Eric Reese, and Mike Glover presenting the colors at the 2015 Webster County Relay for Life



Relay for Life

## FDCF Corrections Week May 2 - 8, 2016

*The Events Committee has planned the following:*

 **Monday - Donuts/Rolls from Tom Thumb**

**Tuesday - Free gift!**

**Wednesday - Employee Cook Out**



**Thursday - Caramel corn**

**Friday - Pizza**



**Saturday - Ice Cream bar**



**Sunday - Snickers**

**ALSO, Blue jeans may be worn May 2 - 8 - FREE!!**

**Thank you for all you do all year!**

# FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT

Iowa Department of Corrections  
 FY2016 Financial Status Report  
 FDCF 252-A80-0001

	Department Revised Budget	Actual Revenues and Expenditures	Percent (Actual of Budget)
<b>FTE Positions</b>			
Correctional Officer	162.00	152.15	93.92%
Total Staffing	288.00	275.86	95.78%
<b>Resources Available</b>			
---	959.53	959.53	---
05A Appropriation	30,097,648.00	30,097,648.00	100.00%
05K DAS Distribution	-	-	---
202R Local Governments	-	-	---
204R Intra State Receipts	-	-	---
205R Reimbursement from Other Agencies	2,022.00	0.00	0.00%
234R Transfers - Other Agencies	-	31818.73	0.00%
401R Fees, Licenses & Permits	72,000.00	89350.73	124.10%
501R Refunds & Reimbursements	-	1814.50	---
<b>Total Resources Available</b>	<b>30,172,629.53</b>	<b>30,182,383.38</b>	<b>166.15%</b>
<b>Funds Expended and Encumbered</b>			
101 Personal Services-Salaries	24,366,138.12	23,670,549.19	97.15%
202 Personal Travel (In State)	21,010.00	25,614.84	121.92%
203 State Vehicle Operation	73,200.00	44,102.66	60.25%
204 Depreciation	60.00	126,228.62	210,381.03%
205 Personal Travel (Out of State)	1,300.00	1,309.53	100.73%
301 Office Supplies	47,558.00	41,909.96	88.12%
302 Facility Maintenance Supplies	171,865.00	254,169.05	147.89%
303 Equipment Maintenance Supplies	258,511.00	276,782.42	107.07%
304 Professional & Scientific Supplies	87,053.00	214,184.74	246.04%
306 Housing & Subsistence Supplies	292,385.00	411,153.01	140.62%
307 Ag,Conservation & Horticulture Supply	3,000.00	8,405.59	280.19%
308 Other Supplies	32,455.00	97,853.02	301.50%
311 Food	1,475,000.00	1,681,294.28	113.99%
312 Uniforms & Related Items	236,226.00	350,739.77	148.48%
313 Postage	5,000.00	2,369.14	47.38%
401 Communications	36,000.00	33,946.24	94.30%
402 Rentals	5,500.00	20,829.28	378.71%
403 Utilities	1,060,000.00	959,976.21	90.56%
405 Professional & Scientific Services	200,240.00	181,241.85	90.51%
406 Outside Services	151,280.00	80,831.15	53.43%
407 Intra-State Transfers	150.00	0.00	0.00%
408 Advertising & Publicity	100.00	0.00	0.00%
409 Outside Repairs/Service	50,760.00	50,708.28	99.90%
414 Reimbursement to Other Agencies	437,085.00	405,289.43	92.73%
416 ITS Reimbursements	89,385.00	92,175.48	103.12%
434 Transfers - Other Agencies Services	387.00	697.00	180.10%
501 Equipment	1,750.00	43,483.04	2484.75%
502 Office Equipment	1,600.00	0.00	0.00%
503 Equipment - Non-Inventory	68,266.00	115,740.41	169.54%
510 IT Equipment	30959.53	59,531.26	192.29%
601 Claims	150.00	0.00	0.00%
602 Other Expense & Obligations	643,512.00	632,163.17	98.24%
701 Licenses	2,000.00	2,694.00	134.70%
702 Fees	15.00	42.00	280.00%
901 Capitals	100.00	0.00	0.00%
---	0.00	6474.02	---
---	322,628.88	322,628.88	---
---	0.00	6474.03	---
<b>Total Expenses and Encumbrances</b>	<b>30,172,629.53</b>	<b>30,221,591.55</b>	<b>100.12%</b>
<b>Ending Balance</b>			

**FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT**

**Iowa Department of Corrections  
FY2016 Financial Status Report  
FDCF Canteen 0343**

	<b>Department Revised Budget</b>	<b>Actual Revenues and Expenditures</b>	<b>Percent (Actual of Budget)</b>
<b>Resources Available</b>			
---	193,409.81	193,409.81	100.00%
204R	-	-	---
301R	-	-	---
401R	-	-	---
501R	-	34,132.98	---
606R	115,000.00	162,298.63	141.13%
<b>Total Resources Available</b>	<b>308,409.81</b>	<b>389,841.42</b>	<b>126.40%</b>
<b>Funds Expended and Encumbered</b>			
301	15,000.00	30,353.74	202.36%
302	7,000.00	4,813.48	68.76%
303	3,000.00	15,026.34	500.88%
304	1,000.00	43.25	4.33%
306	1,000.00	653.12	65.31%
307	1,000.00	0.00	0.00%
308	15,000.00	14,390.48	95.94%
311	1,000.00	4,268.44	426.84%
405	1,000.00	0.00	0.00%
406	3,000.00	4,706.91	156.90%
407	24,000.00	24,560.00	102.33%
409	4,000.00	0.00	0.00%
418	-	4,143.18	0.00%
434	-	4,602.84	---
502	2,000.00	-	0.00%
503	25,000.00	25,528.45	102.11%
510	6,000.00	1,236.00	20.60%
701	6,000.00	6,287.15	104.79%
---	134,121.00	193,409.81	116.41%
<b>Total Expenses and Encumbrances</b>	<b>249,121.00</b>	<b>315,961.57</b>	<b>126.83%</b>

**FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT**

**2016 Financial Information**

**Expenditures by Cost Center**

	<b>Fund 0001</b>	<b>Fund 0343</b>
Salaries	\$ 23,670,549.19	\$ -
Travel & Vehicles	\$ 197,255.65	\$ -
Supplies	\$ 3,338,860.98	\$ 69,548.85
Contractual Services	\$ 1,825,694.92	\$ 33,869.75
Equipment	\$ 218,754.71	\$ 26,764.45
Claims	\$ 632,163.17	\$ 0.00
Licenses	\$ 2,736.00	\$ 6,287.15
Capital	\$ 0.00	\$ -
	<hr/>	<hr/>
	\$29,886,014.62	\$ 136,470.20

**Expenditures by major cost center**

<b>FY16</b>	<b>Fund 0001</b>
Administration	\$ 2,351,446.00
Support	\$ 7,085,966.00
Care Treatment	\$ 6,165,299.00
Custody Security	\$ 14,283,304.00
	<hr/>
	\$ 29,886,015.00

**Offender fees collected**

Pay for stay	\$ 89,339.16
Admin fee	\$ 45.00
Clothing	\$ 114.49
Copies	\$ 729.69
IDS	\$ 141.00
Medical	\$ 5,292.91
Misc - Wedding	\$ 197.32
Pan list	\$ 5.85
Postage	\$ 6,795.33
Property Damage	\$ 269.51
	<hr/>
	\$ 102,930.26

**Average Daily Costs**

\$ 64.55

**\$ spent on utilities**

Electricity	\$ 386,884.46
Gas	\$ 251,667.17
Water	\$ 122,111.50
Sewage	\$ 199,313.08
	<hr/>
	\$ 959,976.21

**Beginning inventory (Dietary)**

\$ 101,923

**Ending inventory (Dietary)**

\$ 112,545

**Drug Expenditures**

IMCC pays all drug expenditures

**Meals total cost**

\$ 1,641,579.50

**Total meals served**

\$ 1,448,514.00

**Food cost per meal**

\$ 1.13

## Health Services Data FY2016

### X-rays

	X-RAYS	OFF-SITE VISITS	LABS
FDCF	39	312	1588

### Health Services Encounters

Total Encounters by Discipline	FDCF
Physician	17
Physician Assistant	4
Nurse	44,704
Psychiatrist	4,172
Psychologist	11,667
Dentist	2,347
Dental Hygienist/Assistant	79
Social Worker	N/A
Dietitian	1
Nurse Practitioner	7,139
Optometry	791

### Medical Expenses

Total Medical Expenses	\$2,370,102.68
Average Cost Per Month	\$197,508.56
Average Daily Count	\$1,267.60
Average Cost per Inmate per Month	\$155.81

## Mental Health

Over the last three years the Iowa Department of Corrections has done a careful analysis of data gathered from its own computerized records. Although initial data showed a lower percentage of individuals with mental illness within the system, the development of additional assessments like the mental health appraisal, which is given to all incoming offenders, has impacted outcomes. Also the use of an evidence based screening tool like the Modified MINI Screen, which screens for the need of increased assessment and observation in the areas of depression, anxiety and psychosis and which is given on admission and at every intra institutional transfer, has led to increased awareness of mental health issues as they occur.

The data gathered has shown over the last two years that approximately 40 per cent of the prison population is diagnosed with a significant mental illness. Whether it is a simple depressive episode that requires short term medication and supportive treatment or it is a conversion disorder that requires frequent medical and psychiatric interventions, including appropriate consultations with the University of Iowa Hospitals and Clinics, this group may not represent the core population of the mentally ill that is cared for but they do demand significant resources.

The data has also shown over the last two years that between 26 to 29 per cent of the prison population has been diagnosed with a serious mental illness. This includes all those diagnosed with an illness that is often characterized as a chronic and persistent mental illness. The focuses of this population are those diagnosed with:

Schizophrenia  
Major Depressive Disorder  
Bipolar Disorder

Other Chronic and Recurrent Psychosis  
Organic Brain Disorders  
Borderline Personality Disorder

It should be noted that this population is difficult to treat, has cyclical episodes despite stability on medication, and often has a course that shows functional decline over the years despite the best of interventions the system uses to provide stability. It is this population that demands the most from the limited resources available.

## Library

FDCF provides offenders with access to an approximately 9800 volume library specializing in general reading materials. In addition to fiction, nonfiction and reference books, the library also provides newspapers and videos for offender use. Interlibrary loan services are also available. The Library provides computerized access to legal forms and correspondence. The Library has computers available for offender use, which can be utilized for word processing, completing legal forms, and education through the use of CD-ROM resources.

## Media Center

The Media Center's inventory consists of educational DVDs, entertainment DVDs and treatment DVDs. The media center operation uses a system that broadcasts to televisions throughout the facility. This has allowed for communication to be provided throughout the facility for the offender population as it relates to changes and practices. This equipment has allowed communication through a closed circuit system to offender's televisions inside their cells.

## Volunteer Program

In order to better meet the needs of the offenders FDCF utilizes approximately 300 approved volunteers. These volunteers have diverse backgrounds and various religious faiths. Their role is to provide offenders with a resource where personal growth issues are explored through the concepts of faith and character-based teachings. This source of encouragement and constructive direction is consistent with the mission of the IDOC. It allows the offenders to address issues that need attention before they return to society, and it allows this to happen with a person who has a track record of success in society. Volunteers' involvement sends a strong message to the offender that the community has a vested interest in their success. This effort allows the reentry planning to aid the offender by having pro-social contact.

## Reentry

Reentry is a philosophy and a way of using evidence-based practices to create opportunities for offender success upon release and safer communities. We at FDCF are managing offenders in a way that supports the reentry process. We offer Pre Release Education Program (PREP) for offenders prior to release. Our Reentry Coordinator offers support services to offenders to assist with employment, transportation, housing, food, physical & mental health, financial, education, family reunification and leisure time. We also have orientation class for new offenders arriving at FDCF. The Reentry Coordinator works as the liaison with Social Security Administration to complete SSI and SSDI applications prior to release. The Reentry Coordinator completes Medicaid and Food Stamp applications with offenders prior to release. This also includes setting up mental health follow up appointments for offenders in the communities prior to release. The Reentry Coordinator provides National Career Readiness Certification testing and Keytrain software training to offenders. Apprenticeship coordinator at FDCF which includes registering offenders with the Department of Labor, set up testing, set up files, check in and out books.

## Support Services

### Business Office / Warehouse



FY16 was another busy year for business office and administrative staff. We saw 14 new individuals begin employment with FDCF keeping the training officer and human resources busy with that process. In the business office, purchasing staff and the budget analyst played a key role in making us fiscally sound in a very difficult budget year for the department. The accounting clerks continued to

take the lead in implementing more efficient ways to handle offender banking and provided excellent service to both the offenders and outsiders who call with questions. The warehouse staff continued to maintain an accurate inventory and provide outstanding delivery service throughout the institution. In

the IT world, we kept busy keeping up with the increasing demands of our technology based world.



## **Food Services**

Correctional Food Service Coordinator Paul Gibson was hired in March of 2016. Paul came to us after working for the US Bureau of Prison in Texas. CFSC Wayne Harvey completed 5 years of service combined with DOC and DHS. Wayne has been working at FDCF since January of 2013.

CFSC Doug Wilk continues his support and involvement in both the polar plunge and IDOC fishing tournaments. Doug has been a supporter/participant of these events for several years.

FDCF Food Service in conjunction with ICCCF/FDCF baking class decorated holiday cookies for the tree lighting ceremony in December 2015. FDCF has baked and decorated cookies for this event for over 15 years.

In May of 2016 Food Service Director Brent Mitchell attended the annual NIC Food Service Administrators conference in Richmond Virginia. The conference included a tour of a Virginia State Prison in Greensville and the Joint Forces Culinary Arts School at Fort Lee. Lowering of sodium and hiring of military veterans were conference agenda topics.

## **Maintenance**

Dietary – 3 bay sink – remove concrete floor and repair broken drain piping, replace concrete and tile flooring. Remove wall in I building between new telemarketing area and safety office to enlarge telemarketing area.

Prea Office – move office to back room of Captains Office.

Replace roof all panels on west side and leaking panels on east side of greenhouse.

D,E,&F – fabricate and install B-BQ grilles and picnic tables behind units.

All Buildings – patch and repair leading roof edge rubber that had stretched and torn.

Pour concrete patio behind Floyd unit.

Sally Port – Install additional anti-climb mesh and razor ribbon.

Power Plant – replace over the air antennae.

BAS panels – install data drops for newer network processors that were given to us by the Independence Veterans Home.

Install conduit and wiring for wood working school in I building.

Install new fence behind volley ball court and dog park.

Mudjack sunken concrete areas under perimeter fences.

Install exterior WAP's on roof tops.

Install cage in I building mechanical room for security.

Pour concrete and fabricate roofed caged areas for greenhouse storage.

Install cage area for exercise equipment in gymnasium.

Locate and repair underground hot water loop leak behind Cedar unit.

Treat hot water loop for corrosion, install flow filters, retreat system.

Rebuild hot loop water pumps (3).

Repair and restripe parking lot.

Install smoking shack near yard 4.

Relocate cell phone lockers in staff muster room.

Install exhaust fan in I building wood working shop.

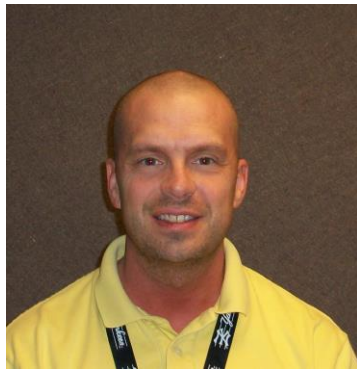
Plant gardens, sweet corn field and DNR plots.

Harvest and clean wildflower seeds.

Fabricated 25 retirement clocks for retiring staff.

Replace K building security glass at door K008.

Rebuild piping and pumps on salt brine silo.  
Replaced warehouse freezer door and frame on west freezer.  
Replaced muffin monster sewage grinder stack heads and motors.  
Installed sidewalk to yard 3 guard shack.  
Repaired/replaced sidewalk behind Cedar unit.  
Installed drain tile at footing of Cedar unit.  
Developed paint procedures and set up paint crews in maintenance for facility painting projects.  
Relocated eye glass/dog sewing room to maintenance area from Dolliver unit.  
Renovated K business accounting office (s) – reconfigured cubicles, installed overhead power/communications wiring and repainted.  
Re-leveled, seeded activities playing fields in main yard.  
Installed new underground phone cabling to Grove unit outside inmate phones.  
Removed and replaced rusted metal at window/door frame at K008 entrance.  
Removed and replaced broken concrete in yard 4.  
Removed caged in areas from under stairwells and replaced guardrails.  
Repainted both wings of unit A and installed ceiling ports for CERT team camera observation.  
Replaced broken concrete sections of facility drainage from main yard.  
Completed 4,015 work orders.



## SECURITY

The security department at FDCF is comprised of 155 Correctional Officers, 6 Senior Correctional Officers, 8 Captains, 1 Secretary, and 1 Associate Warden of Security. The department plays a critical role in the IDOC's mission through continuous interactions with offenders in our direct supervision environment. Security staff receives on-going training focused on offender change principles so each interaction is productive and assists with their eventual return to their communities as productive members of society.

## CERT

### CERT Challenge



## FORT DODGE CORRECTIONAL FACILITY FY2016 ANNUAL REPORT

I really want to thank everyone that braved the weather and came out this year to support the CERT Challenge. Thanks for all who supported this event and I look forward to seeing everyone and more next year (with better weather!)

### **18 teams participated**

#### Here are the results:

- 1st- Iowa State Patrol - Streets, Messerich, Guhl 122 pts
- 2nd- FDCF - Zdrazil, Hammen, Utley 121 pts.
- 3rd- IMCC - Clasen, Manning, Healey 114 pts.
- 4th- Ft. Madison- Roller, Manning, Calfee 112 pts.
- 5th- Woodbury Co SO - Garnett, Rose, DeGroot 106 pts.
- 6th- FDCF 92 pts.
- 7th- NCF 87 pts.
- 8th- ASP 86 pts.
- 9th- Fort Dodge PD 81 pts.
- 10th- Fort Dodge PD 80 pts.
- 11th- CCF 78 pts.
- 12th- CCF 66 pts.
- 13th- ASP 54 pts.
- 14th- FDCF 49 pts.
- 15th- ASP 46 pts.
- 16th- ICIW 39 pts.
- 17th- IMCC 29 pts.
- 18th- CCF 16 pts.

#### Top Shot:

- 1st- FDCF- Steve Zdrazil- 65.06 seconds combined
- 2nd- Woodbury Co SO- DeGroot- 66.41 seconds combined

## Employee Statistics 7/1/15 – 6/30/16

Total Number of Authorized Employees:	288
Average Number of Filled FTE's:	275.86
Average Number of Filled Correctional Officers:	152.15
Total Hours of Sick Leave Taken:	21,656.35
Total Hours of Vacation Leave Taken:	47,237.67
Total Hours of Holiday Leave Taken	9,958.81
Total Hours of Comp Leave Taken:	1,647.09
Total Hours of Military Leave Taken:	1,040.00
Total Hours of Leave Without Pay Taken:	502.71
Total Hours of Enforced Leave Taken:	6,083.73
Total Hours of All Leave Taken:	88,126.36
Average Hours of Leave Taken Per Employee:	319.46
Total Amount of Overtime Paid	\$45,113.48

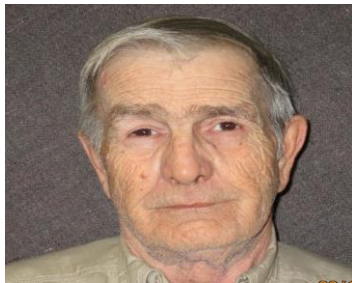
**YEARS OF SERVICE CERTIFICATES**

NAME	SENIORITY DATE	YEARS OF SERVICE
Oscar Mumaugh	7/2/10	5
Andrew Parks	9/3/10	5
Joseph Potratz	9/3/10	5
Mark Lara	9/10/10	5
Shelly Drake	9/17/10	5
Jeanne Hill	9/17/10	5
Rebecca Barrett	9/21/10	5
Lori Cook	10/1/10	5
Hannah Glaser	10/8/10	5
Sarah Yackle	10/29/10	5
Craig Johnson	11/12/10	5
Cathy Johnson	7/15/05	10
Ly Lo	7/15/05	10
Tery Young	7/15/05	10
John Williams	8/12/05	10
Michael Maguire	9/30/05	10
Janis Miller	12/2/05	10

NAME	SENIORITY DATE	YEARS OF SERVICE
Janet Mitchell	12/2/05	10
Dan Vinnece	1/6/06	10
Doug Fliehe	1/20/06	10
Jennifer Albright	5/19/06	10
Sandra Cloninger	6/16/06	10
Andrew Johnson	6/16/06	10
Richard Palmer	6/28/06	10
Jason Hawkins	8/4/00	15
Jerry Goeders	2/16/01	15
Kathy Khommanyvong	2/23/01	15
Milton Smith, Jr.	6/8/01	15
Michelle Engelbrecht	11/17/95	20
Donald Harris III	12/18/95	20
Michael Staton	9/28/90	25
Jeff Stange	6/17/91	25
Chris Judas	9/16/85	30
Phillip Knoll	8/15/80	35



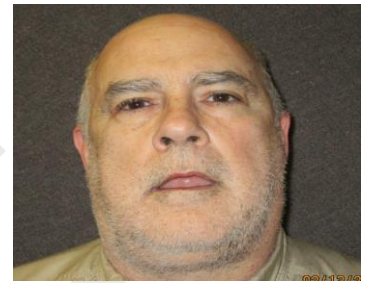
## RETIREMENTS



Steve Traster,  
Correctional Officer (17yrs)  
July 4, 2015



Dave Stuhr,  
Correctional Officer (13 yrs)  
July 23, 2015



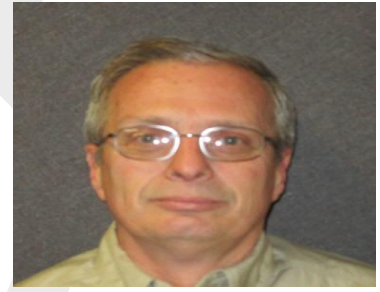
Dennis Kelley,  
Correctional Officer (16 yrs)  
August 2, 2015



Sam Proctor,  
Correctional Officer (17 yrs)  
September 30, 2015



Sandy Proctor,  
Correctional Officer (17 yrs)  
September 30, 2015



Brian Bodenberger,  
Correctional Officer (15 yrs)  
October 28, 2015



David Powers,  
Correctional Officer (16 yrs)  
March 31, 2016



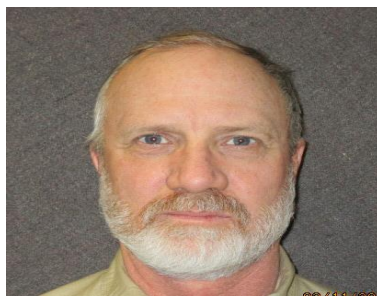
Patrick Buckingham,  
Correctional Officer (13 yrs)  
May 5, 2016



Jerry Hrdlicka,  
Correctional Officer (16 yrs)  
May 9, 2016



Joe McLaughlin,  
Correctional Officer (18 yrs)  
June 17, 2016



Joe Eatinger,  
Correctional Officer (19 yrs)  
June 30, 2016



**EMPLOYEE SPOTLIGHT**



**CO Dillon Heesch July 2015**

Dillon is a very hard worker and takes his job seriously. He is always making sure that people are getting their breaks; even before he gives himself one. He does everything that he can to make sure that things that need to be done are getting done. He also has respect from other Officers, because of all the things that he does to help people have a good, easy and safe day at work. Dillon is always doing anything that's asked of him without complaining. He's always looking for something to do and able to be in the right place at the right time. He's a total team player.



**CO Randy Greene August 2015**

Randy is an officer on night shift, he is a dedicated officer and always willing to help with whatever is needed. Randy has been very helpful working on several investigations involving offenders' o-mails and phone calls. Randy has a professional attitude and is a role model for staff and offenders here at FDCF. Randy has been employed as a correctional officer since January 2007



**CO Sherri Ayala September 2015**

The person that nominated Sherri said "I highly recommend C/O Sherri Ayala for the next employee of the month. Sherri always comes to work with an outstanding, positive attitude. Sherri always has a smile on her face and she has great work ethic and personality. Sherri is constantly making security rounds and interacts well with offenders. When I work with C/O Ayala I always know it will be a good day. The whole atmosphere of the unit becomes positive and calm with her presence. She is also very versatile and works well where ever she is assigned and never complains. Sherri started in the business office in November of 1998 and later became a correctional officer.



**CTL Dan Teske October 2015**

Dan Teske is an excellent employee who is dependable, knowledgeable and dedicated to his work. Dan is always on the lookout for better ways to operate our equipment to get the longest life and most efficient use out of what we have. Recently Dan gave up a day (14 hours) during the long Labor Day week-end to help repair a water main break at the power plant. Dan is a Great employee deserving of this recognition.



**Jerry Patterson November 2015**

Jerry does a wonderful job with his Life Skills class. He makes the class interesting and even fun at times. There are many topics he touches on in the class that can be "hot topics" but he has way of lightening the mood and looking to the positives of potentially negative situations. Jerry is always seeking out new information and adding in new material to his classes that are relevant. Jerry is one of the first people to volunteer to help out with a project or when implementing new ideas. He goes above and beyond his own job description to assist with the education department as well as FDCF. Jerry has made a significant impact on his students' lives which in turn makes a significant impact in their families' lives and their communities. Jerry started as a Life Skills instructor in October 2005 at FDCF. He has been active with the Hostage Negotiation Team and a member of the SVSS Committee. He has also given speeches for the Leader Dog program.



**Jami Bailey December 2015**

Both in recent months that and as far as I can remember Officer Bailey has been instrumental in the training and guidance of the large amount of new staff that third shift has taken on. Officer Bailey is always prompt with any requests from the shift supervisor and as one of the most senior staff on shift has been a great source of accurate and detailed information. Officer Bailey is always pleasant and upbeat bringing light to any situation while maintaining a healthy sense of humor. She is eager to be a part of the security team here at FDCF for the past 16 years and can always be counted on to follow through with her tasks. I believe Officer Bailey with her knowledge of approximately 16 years represents FDCF in the best light possible to new staff and this in its self is commendable.

