FY 2016 Annual Report
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**VISION/MISSION/VALUES/GOALS**

**Values**

- **In the value of honesty, integrity and transparency throughout our organization.**
- **Staff is to model the kind of behavior we expect to see demonstrated by our offenders.**
- **Offenders are sent to prison as punishment, not for punishment.**
- **Rules & discipline are about managing, teaching & effecting change; and, they must be driven by evidence-based practices in the field.**
- **The focus must be on continuous improvement in our day-to-day problem solving, as we strive to be proactive and oriented toward the future.**
- **In our staff operating as a team, where all ideas and contributions are respected.**

**Vision**

To be the leader in creating a safer Iowa, with no more victims, by providing excellence in classification, medical and mental health, security, treatment and successful reentry through evidence-based practices.

**Mission**

To Advance Successful Offender Reentry to Protect the Public, Staff and Offenders from Victimization
**Prison Overview/History**

1967: The State Legislature authorized the creation of the *Iowa Security and Medical Facility* at Oakdale. This facility was to take the place of the Criminally Insane Unit at the Iowa Men’s Reformatory in Anamosa, Iowa, but would be a more humane environment.

1969: When completed, the building consisted of three patient units totaling 81 beds. At the time of its completion, IMCC was considered to be in part of the country-side, away from the major populations of the cities of Iowa City, Coralville and North Liberty.

In 1984, the facility’s capacity was increased to 300 beds by the construction of a reception/classification center and the institution officially became known as “The Iowa Medical and Classification Center.” The facility provided services both to the DOC offender population and to the psychiatric hospital units.

In 1990 and 1991, the facility’s capacity was again increased with the construction of four dormitory units, two for reception and two for general population.

2005: Renovations to one of the old hospital units renewed 23 beds for a separate special needs unit in bringing the total capacity to 528 beds.

2006-2007: We began to renovate our dietary Department. This renovation enabled us to deliver trays directly to the units instead of having offenders come to the dining hall.
July 2007: We opened our Special Needs Unit, which has since been dedicated as the Lowell D. Brandt Unit, which added another 178 beds for a total of 706. The planning for this unit began in 1998. The building contains an outpatient health clinic and offices, three medical housing units and four celled behavioral units. The celled behavioral unit included a Therapeutic Community for offenders from Blackhawk County with a dual diagnosis of mental illness and substance abuse until it closed March 7, 2014, a secured observation unit and two larger units for offenders with mental health diagnosis.

2008: A complete laundry renovation/expansion began in February 2008. The laundry was moved to the vacated ‘dead records’ area that had been moved to the Powerhouse. In August of 2008 our address changed from “Oakdale” to “Coralville” as the Oakdale Post Office closed. Even now, years later, we are still known as “Oakdale”.

2011: Our Admit area was remodeled.

In late FY16 we plans were formulated to change our FPH to one unit and utilized East Unit as a Transgender/Dog Program unit.

In total, IMCC has 22 housing units which have multiple specific functions. In addition, the facility has a warehouse which holds the recycling program and large equipment. The Power Plant, which houses the Pharmacy, Central Records, the DOC File Repository, loading dock, maintenance shops and power generators, is attached to the main building by way of a tunnel. Attached to the original main building is the administration building which holds the Warden’s office area, the Business Office, IT and Human Resources offices in addition to the Training Room and CERT Training Room.
## IMCC Unit Summary

**Capacity:** 713 Beds (585)

### Reception
- **B Unit** - Capacity: 30, Permanent: 58, Average: 45
- **C Unit** - Capacity: 30, Permanent: 58, Average: 57
- **D Unit** - Capacity: 30, Permanent: 58, Average: 57
- **E Unit** - Capacity: 30, Permanent: 58, Average: 57
- **F Unit** - Capacity: 30, Permanent: 58, Average: 50
- **R Unit** - Capacity: 48, Permanent: 106, Average 94
- **S Unit** - Capacity 48, Permanent 106, Average 94

### General Population
- **T Unit** - Capacity: 62, Permanent: 109, Average: 96
- **V Unit** - Capacity: 64, Permanent: 101, Average: 99
- **N Unit** - Capacity: 83, Permanent: 96, Average: 98

### FPH
- **East** - Capacity: 9, Permanent: 25, Average: 9
- **West** - Capacity: 9, Permanent: 25, Average: 8

### Segregation
- **G Unit** - Capacity: 8, Permanent: 8, Average: 5
- **H Unit** - Capacity: 20, Permanent: 36, Average: 11

### Mental Health Units (Behavioral)
- **A Unit** - Capacity: 58, Permanent: 58, Average: 38
- **M Unit** - Capacity: 24, Permanent: 24, Average: 14
- **O Unit** - Capacity: 20, Permanent: 20, Average: 11
- **P Unit** - Capacity: 24, Permanent: 24, Average: 25
- **Q Unit** - Capacity: 24, Permanent: 24, Average: 21

### Medical
- **INF** - Capacity: 24, Permanent: 24, Average: 16
- **STA** - Capacity: 32, Permanent: 32, Average: 15
- **LTA** - Capacity: 32, Permanent: 32, Average: 30
LOCATION

IMCC is located north of Coralville and south of North Liberty on Hwy 965, also known as Coral Ridge Ave, 1 mile north of I-80 exit #240.

Iowa Medical and Classification Center
2700 Coral Ridge Ave.
Coralville, IA 52241
319-626-2391
www.oakdaleprison.com
TABLE OF ORGANIZATION AS OF JUNE 30, 2016

Correct as of January 27, 2012
PROGRAM /TREATMENT SERVICES OVERVIEW

IMCC continues to manage five unique offender populations; Reception Program, General Population Program, Forensic Psychiatric Hospital (FPH), Health Services/Medical Units and Mental Health Services - LBU (Lowell Brandt Unit).

Reception Program

The largest of our programs is the Reception Program with an average count of 500-550. Within 30 days, these offenders will have completed the Classification process, which includes: LSI-R interview (risk/needs); custody level, housing, mental health, educational and health assessments. Offenders will complete psychological testing (BETA III, TABE) and a responsivity assessment (Jesness). All available information on the offender is compiled in a comprehensive Reception Report to assist Offender Services in placement decisions and the receiving institutions in case planning with offenders for a successful reentry.

General Population

IMCC houses approximately 300 general population offenders who make up the institution’s offender workforce. Many housed at IMCC as they wait to get into sex offender or substance abuse programming. An offender’s first job assignment is generally working 90 days in dietary. After satisfactory completing their first job assignment, offenders can apply for other job openings around the institution. Staff work supervisors accept job applications/resumes from offender workers and they determine if the offender will be hired. An offender’s second, and subsequent job assignments, is for a minimum of 9 months. Satisfactory job performance is directly related to advancing within the Transition Incentive Program (TIP).

Job assignments include: Dietary workers, housekeeping workers, laundry workers, unit clerks, offender runners, testing room clerks, activities & recreation department clerks, library clerks, education tutors & clerks, offender mentors (on the mental health units), SSIP observers, ADLA workers, peer health workers, and 13 minimum outs workers.
Forensic Psychiatric Hospital

In Iowa, the Department of Corrections holds the distinction of operating a licensed Psychiatric Hospital. This hospital is located within the Iowa Medical and Classification Center and is called the Forensic Psychiatric Hospital (FPH). Those in this unit have not been adjudicated to serve prison sentences. They are court-ordered to the FPH for evaluation for competency to stand trial or for restoration to competency to stand trial, and also for “insanity” evaluations. There are also patients who are civilly committed to this unit due to their high risk for assaultive and/or self-injurious behavior to the point that no other providers are equipped to adequately care for them, and there are additionally a few patients who reside at the FPH who have been found, “Not Guilty by Reason of Insanity.” (NGRI).

The Forensic Psychiatric Hospital is licensed by the Iowa Department of Inspections and Appeals, and is required to abide by the law as defined in the Iowa Administrative Code, Section 481, Chapter 51, “Hospitals.”

The leadership of the FPH is comprised of a Director, Marcy Stroud, and two Assistant Directors-Matt Van Trump who oversees security staff, and Julie Jones, RN, who oversees nursing staff. There is also an established Leadership Team which includes both IMCC and FPH staff and consultants as well as volunteers from outside the Department of Corrections. This team meets on a quarterly basis to review quality indicators and activity statistics and offers suggestions on improvements and general support.

The FPH Team has continued to anticipate and identify the needs of the Hospital and work towards rectifying those needs. Some highlights of FY ’16 include:

1. Updated and revised care plans and process emphasizing a patient-centered strength-based approach.
2. Improved communication between staff shifts and disciplines (electronic unit logs, generic notes, de-escalation).
3. Continuing to manage two distinct units with differing missions. One unit houses our traditional forensic patients who have shorter lengths of stay. The other unit houses our long-term, civilly committed patients. The needs of the differing populations are met in ways that are most beneficial to them.
4. Continued support of a hospital philosophy, culture and environment.
5. Consistent staffing fostering positive results.
6. Staff training for “Trauma Informed Care” and associated practices.
7. Interdisciplinary team in place. FPH Director, Assistants, Psychiatrist, Social Worker, Counselor, Nurses, etc.
8. Offender workers provide mentoring to patients and aid in alerting staff to potential problems.
9. Partnerships with outside agencies/resources (DIA, DRI, NAMI, UI, etc.)
10. Patient admissions/discharges – better communication/documentation and only the most acute patients admitted for competency evaluations.
11. Use of Seclusion and/or Restraint limited to imminent harm to self and/or others.

The FPH continues to show improvement in the amount of critical incidents. Incidents are less dangerous than in the past and require fewer “uses of force.”

We credit the consistency of staffing for the progress in changing the overall culture allowing for the positive changes. Primarily, all security staff who work in the FPH have volunteered to do so, and it appears to have made a significant difference in the lives of the patients we serve.

The staff in the FPH will continue to strive for improvements in the culture of the facility as well as improvements within the lives of the patients.

In November 2016 IMCC lost their FPH Director, Marcy Stroud, as she was moved to MPCF as Treatment Director. We were sad to see her go, but she left behind a great foundation to continue to build the program.

Toward the end of FY16 plans were being formulated to change East Unit to a Transgender/Dog Handler unit. All patients were moved to West Unit and East Unit was cleaned and painted to get ready for the repurposing of the unit.
**Health Services/Medical Units**

IMCC has three medical housing units, a 2 bed hospice unit, and an outpatient clinic area. The Skilled Nursing Unit has 24 beds and houses those offenders who require nursing services 24/7. The two assisted living units house offenders who need assistance with their daily activities such as ambulation, feeding, dressing, etc. IMCC also house offenders from other institutions that require frequent trips back and forth to the University of Iowa Hospitals and Clinics.

The clinic area is used more for the general population offenders that may have appointments with the medical practitioners, need to see the dentist or optometrist.

Our hospice unit is located on the same floor as the short term assisted living.

Each week there is a multidisciplinary team meeting that discusses offenders living on both the medical and mental health units of the LBU. This weekly team meeting discusses movement on and off the units as well as requests from other IDOC institutions for offenders who require a higher level of care.

**Mental Health Services**

IMCC houses mental health offenders whose level of functioning falls within one of three categories. Acute offenders are those who are on observation for mental health concerns and who are working with psychiatry and psychology staff in order to stabilize their symptoms. Once stabilized they move into one of our two sub-acute units, where they are given increased access to programming as they advance through our level system. To be successful with this process the offender must be compliant with their treatment plan and attend unit activities. Those offenders who have shown appropriate behavior and adjustment to programming will be designated at an intensive outpatient level of care and moved to our most privileged living unit. On this unit offenders are able to participate in all activities allowed our other general population units and are considered for transfer into less restrictive programming at any of our DOC facilities.
TREATMENT SERVICES

Education Program

General Equivalency/HS Diploma

A total of 25 individual inmates took at least one high school equivalency test at IMCC in fiscal year 2015-2016, and 11 of them completed and passed all five high school equivalency tests with an average test score of 9.0. The department’s passing rate was 78% with 16 registered fails out of 74 total tests taken. The department served 100 students and recorded 17,860 total contact hours in high school equivalency and served 2 high school students and recorded 46 contact hours in High School. There was 0 individual with 5 completed GED tests who failed to pass the high school equivalency exam which gives the department a 100% completion rate. The department had 1 High School diploma graduates in 2015-2016.

<table>
<thead>
<tr>
<th>Subject</th>
<th>Number of Tests</th>
<th>Number of Fails</th>
<th>Average Scores</th>
<th>Passing Rate</th>
<th>Last year’s Pass Rate</th>
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<td>4</td>
<td>12.6</td>
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<td>100%</td>
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<tr>
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<tr>
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<tr>
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<td>16</td>
<td>8.9</td>
<td>78%</td>
<td>97%</td>
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<tr>
<td>Completions</td>
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<td>0</td>
<td>13.8</td>
<td>100%</td>
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Literacy & ESL

The Literacy programs recorded a 29% completion rate this year. A total of 157 individual inmates participated in Literacy Programs and 46 of them earned their Literacy Completion Certificate by scoring above 6.0 on the Test of Adult Basic Education. This program recorded 15,513 total contact hours.

Vocational Education

The vocational education program at IMCC is changing and expanding at IMCC. We now offer 4 apprenticeship programs in Housekeeping, HVAC/Refrigeration, Electrician, and Plumber. We also offered a Microsoft Office User Specialist certificate program this past year as well as a
Spanish language class. We continue to offer the National Career Readiness Certificate as well. This fiscal year 88 individual inmates participated in vocational education programs at IMCC. Vocational students logged 3,281 contact hours. There were 28 completions. IMCC awarded 14 Job MOUS Certificates in 2015-2016, and also awarded 14 National Career Readiness certificates.

**Special Education**

24 individuals participated in Special Education programs at IMCC in 2015-2016. Eight of those students worked in Literacy, and sixteen worked in high school equivalency classes during the year and one was working on a diploma. Twelve special education students earned their Literacy completion certificates. The department recorded 406 total contact hours in special education. The department employs .4 special education instructors.

**Testing and Assessments**

Offenders who arrive at IMCC are given TABE tests administered by DOC staff. Offenders who are unable to test in a group setting are referred to education for testing. Quarterly Post-TABE tests, GED pre-tests and post-tests, CASAS and ACT Work keys are also part of the testing hours administered by education staff. Total hours for all testing listed above including 1,156.

**Staffing**

The IMCC Education Department’s total contact hours for fiscal year 2016 were 37,856.

**Security**

Our Security Staff are everywhere in the institution. You will find security staff from the front door to the intake area. Security staff are supervising living units, conducting searches, communicating with offenders, taking counts, (after count, after count), and patrolling the institution and yard areas. You can find Security staff teaching fellow staff how to defend themselves, assisting Health Services and Treatment staff, and on the bus trips or taking a nervous offender to the hospital for tests. We also have an administrative assistant who arranges the trips the officers take to transport offenders to other institutions, and several other clerical staff who run the switchboard, finger print offenders, checks the mail for contraband and gets the facility ready for the annual security audit.

**Security Audit**

Our annual Security/Safety/ICS Simulation Audit and Vulnerability Assessment was conducted on June 7 and 8, 2016. The instrument is designed to detect potential weaknesses in basic security and/or security systems. Once again IMCC achieved a good score but the Assessment Team found ways for us to increase our security and lessen our vulnerability. Such results will continue to assist us in meeting our obligations to the citizens of Iowa.
Iowa Transport

The IMCC Security Department transported 5,825 offenders to destinations other than IMCC. We picked up 1,637 offenders. During FY16 our Transport Officers spent 3,790 hours on the road and drove 188,028 miles.

University of Iowa Hospitals and Clinics (UIHC)

We made 1,705 medical trips to UIHC to transport 3,201 offenders to hospital appointments for a total of 17,865 hours at the University of Hospitals and Clinics. This was in addition to the 31,464 hours spent on watch for UIHC admissions.
CERT (Correctional Emergency Response Team)

The IMCC Correctional Emergency Response Team consists of committed staff who devote time and money away from work to better their performance at work. This dedication is an everyday occurrence with these staff members.

In 2016 there were 10 new Officers added to the IMCC. CERT, and a new CERT Commander appointed, Correctional Supervisor Donni Rooks. C.S. Brian Chapman still holds a very active part in the team as the Assistant Commander, he has given every bit of himself to this institution and the team and the knowledge and growth of the team will continue.

The Team here at IMCC has taken a very versatile role, staff must ensure they always maintain an extremely high level of professionalism, they must know policies inside and out, they must be trained in Personal Safety, Weapons, Chemical Agents both advanced and basic, high risk transport situations inside and outside the institution, emergency protocols as well as I.C.O.N. movement and housing procedures. But above all of them the one tool that they utilize on a daily basis that is the most successful is building that all important rapport or gaining the respect.
from the Offenders, that has proven to contribute to more de-escalations.

We hold our annual training to train in all of these CERT related categories, except one, rapport, and it has to be genuine.

The IMCC Correctional Emergency Response Team will continue to train and grow, building upon the foundation that has been laid out from Commanders in the previous years, the thing to look forward to everyday in Corrections is learning something new. Teach it to someone else.

Crisis Negotiations Team (CNT)

The Crisis Negotiation Team (CNT) is an integral part of the Department's planned response to critical incidents and is comprised of a diverse range of staff members. All members have been, or soon will be formally trained in Basic Hostage Negotiations and some have completed an Advanced Hostage Negotiations course, both of which are taught by the Federal Bureau of Investigation and the Iowa Statewide Negotiation Team.

Currently IMCC - HNT members are Pam Fluharty, Dennis Culver, Kathy Eschen (Team Leader), Tim Gordon, Tim Tylee, Valerie Speltz, Jennifer Smith and Mike Boner. IMCC also has two members on the HNT State Team Thomas Bradfield, Kathy Eschen.

The Crisis Negotiation Team's goal is to secure the voluntary surrender of individuals who may be refusing to surrender or comply with staff. Even if that goal is not accomplished, the team is able to gather intelligence and buy valuable time that allows for better decision making and tactical planning by CERT. The De-escalation component of our response to critical incidents is part of the Department's overall goal to attempt to resolve these incidents with as little use of force as necessary - thus preventing injury or loss of life for staff and offenders alike.

Medical Services

Each admission gets a health screen, physical exam, laboratory work, and dental screening. The health clinic also has a “sick call” each day where an offender with a health complaint can be seen by nursing staff and referred to a medical practitioner if the need exists.

We receive pregnant offenders, offenders with chronic renal failure, diabetics and offenders with some type of infectious disease, cancer and/or cardiovascular disease. We also have offenders who receive dialysis treatment three times a week at the University of Iowa. These offenders are transported to the University of Iowa Hospital and Clinics to receive their dialysis which takes approximately 4 hours to complete.
Hospice Program (Project Hope)

Between July 1st of 2015 and June 30th of 2016 Project Hope’s volunteer program cared for 15 hospice patients for a total of 518 care days. Additionally, volunteers provided 57 days of palliative care to one (1) patient. Three (3) patients did not die in hospice and were discharged.

Currently Project Hope has 50 offenders eligible to participate as volunteers in the program.

Training/Education

- Assisted with the interview process and the training of 21 new, remaining volunteers (conducted 16 hours 2x; October 2015 and April 2016).
- Hope Book Club met nine (9) times.

University of Iowa School of Social Work Collaboration

- 7/7/15 Social Work Students in-service
- Project Hope featured in University of Iowa’s School of Social Work Director Dr. Sara Sander’s article in Service Magazine, Fall 2015.

Fundraising

- Participated in Hospice fundraiser/walk facilitated by New Directions 6/11/1 ($1000.00 raised with support and donations from New Directions).
- $257.60 donated by IMCC Running Group.
- $250.00 donated by St. Thomas More Parish Tithing Grant.
- August 2015 an offender/patient donated two (2) refrigerators and two (2) microwaves to the hospice program (1/room).

Appreciation and Recognition

- 12/24/15 Holiday pizza party meal.
- 5/12/16 Recognition Ceremony for all volunteers. Staff and families invited.
- 5/28/15 Appreciation night for volunteers only; sub sandwiches ($184.33) and games.
- Volunteer game days organized by staff Angie Balster 3+ days throughout the year.

Donated Volunteer Hours

- 4/18/16-6/30/16 when Volunteer Database went active, volunteers have donated 2937.52 hours
- All but approximately 200 (training) have been patient care.
- Total estimate volunteer hours for FY16 is approximately 10,450.
Pharmacy

IMCC has a full service pharmacy that operates Monday through Friday. It is staffed with four full time and one part time pharmacists, three technicians and a clerical support staff.

IMCC pharmacy staff also processes medication orders from ASP, MPCF, and ISP. Medications ordered are within the guidelines of our DOC Formulary that was developed for providers to comply with continuity of care. Forensic Psychiatry Hospital also utilizes and takes advantage of DOC Formulary.

All of our prescriptions are transmitted electronically to the pharmacy. Medications are administered by nursing staff on the medical and mental health units. The rest of the institution reports to a “pill line” to receive their medications. All orders are electronically transmitted to the next institution of assignment.

TRAINING

The Iowa Corrections Learning Center’s eLearning program was utilized to deliver most of our annual IDOC mandatory courses. The eighteen class modules were:

First Quarter
Firearms Training-Required to have Weapons Permit
Blood Borne Pathogens/ Universal Precautions
Fire Extinguishers
Lock Out Tag Out
Right to Know
Reed Group Overview Absence Management

Second Quarter
Chemical Agents/OC Pepper Spray-Certified to Carry
Personal Safety Awareness
Sexual Harassment/ Discrimination
PREA Expectations

Third Quarter
Wellness and Stress Management
Diversity Cultural Competency
Contraband and Searches
Use of Force

Fourth Quarter
Mental Health Corrections Supervision
Suicide
Work Rules Code of Conduct
Con Games and Awareness
We held two Correctional Fatigue classes per month and 348 staff completed the course in FY16 with classes continuing being taught into FY17.

Our institution used on-shift training to fulfill our annual mandatory hands-on personal safety training requirement. These classes, conducted by our in-house personal safety instructors, were 8 hours for security staff, 4 hours for supervisors/managers, and all staff with offender contact, and 2 hours for minimal offender contact staff.

We held our mandatory annual Fire Safety training during fiscal 2016 on-shift using our Bullex fire simulator system for our hands-on training. This class conducted by our Health and Safety Officer Alba Quinones and our Field Training Officers (FTOs) included a review of our Fire Response Plan and exit and assembly areas as part of this training for all staff.

Firearms annual recertification training was held for designated security staff, and initial certification training was held for officers new to positions requiring a weapons certification. This course included classroom training with a review of the Use of Force policy and the Escape Plan, and the utilization of our weapons simulator, with live fire qualification being held at the Anamosa State Penitentiary range and the Cedar Rapids Police Department range. Security Staff who are required to obtain a weapons certification were trained in the use of the shotgun, Transport Officers received training in the shotgun and handgun, and CERT Team members received training in shotgun, handgun, and rifle. These staff were also assigned the “Firearms” eLearning module.

We conducted our bi-annual CPR/AED for the Professional Rescuer Recertification Training during FY16.

New staff attended our institutions new employee orientation training known as CORE. These new employees received one week of training in institution policies, procedures, operations, and job expectations. Our new security staff also attended an additional three days of training which consisted of Firearms Classroom training, Chemical Agents training which included a full face exposure to OC pepper spray, Electronics training using the NOVA handheld device, NOVA shield and RACC Belt, and Cell Extraction training. Security staff were taken to the range at a later date to complete their hands-on weapons qualification training.
Our new full-time employees attended Basic Pre-service training at the Iowa Corrections Learning Center. This training provided an overview of Iowa’s correctional system concepts, structure, mission, and operations.

**Specialty Team Training**

Specialty Team Training was scheduled each month for Correctional Emergency Response Team & Hostage Negotiation Team. The Commander will coordinate and schedule CERT training, in compliance with DOC policy, for all CERT Team members. The Hostage Negotiation Team will meet monthly for training in accordance with DOC policy.

We continue to use the training sign-off developed for Volunteers and Contract employees. This training includes IDOC and IMCC policies and procedures including those relating to rules of conduct, staff sexual misconduct with offenders, key and tool control and emergency procedures. We have now incorporated the IDOC PREA PowerPoint for Volunteers and Contract employees in this overview. We put all of our outside vendors from Canteen Corporation through this training.

**BUSINESS OFFICE**

The Business Office was busy coordinating the many projects that went on at IMCC in FY 2016.

Over the past several years, as IMCC becomes more involved in community service, the Business Office has become a Central Hub for collections of many different items. These include Holiday Thanksgiving Baskets, Backpacks and Peanut Butter.

**Dietary Department**

The Dietary Services Department at IMCC oversee all aspects of the food service operation from menu and recipe development, pre-preparation, preparation, tray service, sanitation, and clean up. Production, tray assembly, sanitation, and clean-up are completed by the offenders. Security is an important part of their daily jobs and it is essential in order to maintain a safe environment for the offenders, staff, and the public.

Dietary continues to meet the daily challenge of having to set up the serving line with three different menu/styles of food each lunch and supper meal. This is necessary to meet the many needs of the offenders and patients here at IMCC. The
individualized diets are time consuming for the Correctional Food Service Coordinators and the offender workers. Approximately 14% of the population is on an individualized and medically ordered modified diet.

Dietary continues to make daily sack lunches for the entire DOC for watch officers at the University of Iowa. We continue to make the liquid diets for the offenders who have oral surgery appointments at UIHC.

**Information Technology Department**

- The facility camera system was upgraded from two separate systems (one for viewing and one for recording) to an all-in-one system, Avigilon. This meant big changes for the room that housed all of the equipment and also for the staff utilizing the system.
- A new version of Kronos was rolled out.
- Imported all staff user ID photos into Exchange per the warden's request. This process prompted several users to ask for new photos/IDs as theirs were old and or broken.
- We assisted in the move of Central Records again...from the Powerhouse back inside the main building.
- Both scanners in Dead Records were replaced due to aging equipment. Subsequently, both of the new scanners required service work shortly after putting them into production. Warranty covered all costs.
- We now have the Business Office scanning their purchases orders and invoices into Laserfiche for archival and searching purposes.
- The Offender Hospice Volunteer and Visitor/Volunteer databases were created. The hospice database tracks all the offenders who volunteer for hospice duties. An officer uses a handheld scanner to check them in/out. This was tweaked a bit to then use as a visitor/volunteer system that would allow the officer at Admit to scan everyone that was not staff for ease of tracking. The system also allows for groups to be preloaded and provides reporting features that assist with volunteer hours. Both databases have been well received by staff and have proven helpful.
- We were able to upgrade everything in the building to a 6000 series HP due to machines that we picked up from other agencies. This was a huge help for us as we were dealing with some pretty old equipment. We were also able to obtain several monitors from various agencies to bolster our quickly dwindling supply of spares.
- Malware kept us incredibly busy for several months.
- Testing and prep work was done for the deployment of the new firewalls and antivirus software.
- Work was done with ATG working on new state-wide PDA loads due to new security measures that had to be pushed out.
Personnel Department

During FY16, IMCC's two staff in Personnel:

- 61 people left IMCC (retirement, voluntary, involuntarily)
- 60 New Hire, transfers, recalls and promotions were processed
- IMCC tracked over 100 FMLA cases based on Reed Group communications
- Approximately 13,500 paychecks were processed with very few errors (less than 1%)
- Over 25 work comp cases were addressed/processed
- Scheduled over 135 interviews.
- Filled positions for approximately 15 different position openings, ranging from maintenance, medical, administrative, treatment, counseling, security and supervisory positions
- In August, Mary Bell retired after 42 years with the state, her last 33 years in the Personnel Department
- Kronos upgrade was completed and implemented.
- During 2016 Open Enrollment, all staff (500+) at IMCC had to re-enroll in health and dental benefits.

Maintainance

Among many other tasks the Maintenance Department completed the following:

- Updated the electronics/software for the facility camera system
- Updated the facility wide radio system
- Added electrical to and cabling to place television on 5 living units (every cell). Units were T, V, North, A and east units. Also fabricated and installed approximately 300 TV shelves to bunks.
- Constructed elevated platforms to officers work areas on P & Q units.
- Added electrical to support toaster ovens, microwaves to various living units.
- Added electrical to support the snack shack's additional freezers for selling pizza and other items.
Garden:

During FY16 the Gardner and his workers planted and harvested 151,956 pounds of produce. The most popular was the watermelon with 31,400 pounds.

CENTRAL RECORDS

The Central Records staff at IMCC comprise the centralized time comp unit for the Iowa DOC. They are located on the 2nd floor of IMCC, across the hall from North Unit. The Department consists of 3 Administrative Assistants and 6 Clerk Specialist, two of which work in the “Dead Records area in the Powerhouse.

All prison record offices have access to the Laserfiche computer system where old files are imaged into. As of August 2012, all offender records are now paperless.

STAFF /OFFENDER COMMUNITY SERVICE /WORK CREWS/VOLUNTEERS

Staff Community Service

- Fisher House, June 2015 – $5 Jeans Day - $175
- Servolution –August 2015 $5 Jeans Day - $141
- Hawkeye Area Down Syndrome, September 2015, Jeans Day - $152
- Eastern Iowa Honor Flight, October 2015, Jeans Day - $224.
- Thanksgiving Baskets November 2015, Jeans Day and other fundraising - $2640
- DVIP and Waypoint Holiday Toy Drive December Fundraising - $400
- UIHC Children’s Hospital – January 2016 - $5 Jeans Day - $142
- Food Drive - Spread the Love (Peanut Butter and Jelly to the Crisis Center) - February 2016 - $8445
- Special Olympics Polar Plunge March 2016 - Jeans Day - $155
- American Heart Walk, April 2016, Jeans Day - $125
- March of Dimes (ANTZ Team), May 2016, Jeans Day - $135
Employee Unity and Wellness Committee:
The Employee Unity and Wellness Committee has had another busy yet rewarding year at IMCC. They have provided sympathy and support in trying times and tried to brighten work days with free food and popcorn. They are a dedicated group whose goal is to making working in the Department of Corrections a little easier and less stressful.

Highlights of FY16:

- In fiscal 2016 they held six different fund raisers with food sales, from hot dogs to kick off baseball season to baked potatoes to keep warm in the winter.
- They continued the Popcorn Payday, which they provide free popcorn all day to staff members on payday Fridays (which the staff love)!
- During Correctional Workers Week the committee served 300+ free Walking Tacos to staff that wanted them and provided free ice cream and popcorn. They also gave away four $500 scholarships to high school seniors or staff going for higher education.
- In August they held their second annual golf outing at Pleasant Valley Golf Course. They had 72 golfers enjoy the day, with the proceeds donated $1000.00 to the Hayden Fry Prostate cancer research at the U of I Hospitals and Clinics.
- They held one DOC-wide clothing sale, which were very successful. The committee held a T-shirt sale for John Sorenson, a Correctional Officer at FDCF, who lost his family in a fire, and raised $4157.00.
- In December they gave any staff member that wanted, a free boxed lunch from Hy-Vee 284 staff members took part in this, it was greatly appreciated! They ended the year with donating $200 to the Staff Holiday party!
Offender Community Service

Last year we had about 15 offenders volunteer time to do decorations for the Homeless Children’s Trust for HACAP. There was roughly a total of 80 hours put into it.

Also we had one offender donate a basket for a silent auction at ICA.

Offender organizations have continued to give back to the community by holding fundraisers.

- The new Running Club donated:
  - $64 to the new IMCC Dog Program which trains dogs for placement in the community
  - $258 to the IMCC Hospice Program
- The Veteran’s Group donated:
  - $1000 to Toys for Tots
  - $500 to the Iowa city Veteran Liberty Center
  - $200 to the Marshalltown Veteran’s Home
  - They also gave to the IMCC Dog Program and IMCC Hospice Program.
- New Directions
  - New Directions gave donations to several Food Pantries: $1000.00
  - Project Hope (IMCC’s Hospice Program): $1430.00
  - KHQA TV Coats for Kids: $500.00

Dog Program

Our first class of dog handlers started in April 2016 with 18 graduating. This class on basics was just the start, training for handlers and dogs is ongoing.

The Leadership Tem for the dog program comes with a diverse skillset and a unified love for dogs and what they bring to this environment. Carol and Randy Kirkbride brings us many years of experience and guidance. Offender Keith Burns is the Senior Handler with 11 years of experience as a handler and puppy counselor

In FY2017 we are planning on partnering with the Iowa City Animal Care and Adoption Center. This opportunity to help rehabilitate and training dogs from all walks of life in preparation for their adoption and re-entry into society. If we can play a part in helping to make dogs a better candidate for adoption, therefore helping families to find a happy, healthy and well trained dog. The possibilities are amazing.
Outside Volunteers
Outside volunteers continue to add resources our current budget will not support. Through volunteers we have been able to facilitate offender groups/classes.

The Oakdale Community Choir

The Oakdale Community Choir is lead by Dr. Mary Cohen, which is comprised of outside volunteers and IMCC offenders, gave several concerts throughout the year.

The volunteer/offender choir has two components. The first component allows offenders and volunteers from the community to work towards common goals by creating and performing music. The choir meets weekly to practice the music they will perform in one of the three concerts throughout the year. These concerts are open to community members and GP IMCC offenders. The second component asks the offenders and volunteers alike to work on weekly writing assignments which have a wide variety of topics; from the relationship music has in their everyday lives to the experiences they are having in the choir. Mary has put several of these writing assignments to music and the choir has performed them to the delight of the choir and audience.

The Oakdale Choir serves as a pro-social outlet for the offenders who participate. The volunteer’s weekly presence gives the offenders a weekly “dose” of what pro-social behavior can be like; which is something many offenders might have had little of before their incarceration. As many of these offenders will one day return to the communities, this pro-social experience just might be part of a formula that keeps the offender from re-offending and keeping the public safe (which is ultimately our goal). It is with the help of Dr. Cohen and the volunteers such as these that we can achieve this goal.
## FINANCIAL INFORMATION

**Expenditure Report for FY 2016**

<table>
<thead>
<tr>
<th>Department</th>
<th>Revised Budget</th>
<th>Actual Revenues and Expenditures</th>
<th>Encumbrances</th>
<th>Actual + Encumbrances</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FTE Positions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Correctional Officer</td>
<td>242.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Staffing</td>
<td>512.00</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Resources Available</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>04B Balance Brought Forward</td>
<td>-</td>
<td>2,839.00</td>
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<td>2,839.00</td>
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<tr>
<td>05A Appropriation</td>
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<td>60,158,092.00</td>
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<tr>
<td>24T Appropriation Transfer</td>
<td>-</td>
<td>235,000.00</td>
<td></td>
<td>235,000.00</td>
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<tr>
<td>204R Intra State Receipts</td>
<td>1,201</td>
<td>-</td>
<td></td>
<td>-</td>
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<tr>
<td>234R Transfers - Other Agencies</td>
<td>30,000</td>
<td>31,500.00</td>
<td></td>
<td>31,500.00</td>
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<tr>
<td>401R Fees, Licenses &amp; Permits</td>
<td>30,000</td>
<td>39,828.16</td>
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<td>39,828.16</td>
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<tr>
<td><strong>Total Resources Available</strong></td>
<td>60,219,293</td>
<td>60,467,259.16</td>
<td></td>
<td>60,467,259.16</td>
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<tr>
<td><strong>Funds Expended and Encumbered</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>101 Personal Services-Salaries</td>
<td>47,149,504</td>
<td>47,120,065.49</td>
<td>-</td>
<td>47,120,065.49</td>
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<tr>
<td>202 Personal Travel (In State)</td>
<td>70,600</td>
<td>108,678.03</td>
<td>-</td>
<td>108,678.03</td>
</tr>
<tr>
<td>203 State Vehicle Operation</td>
<td>126,700</td>
<td>106,392.62</td>
<td>-</td>
<td>106,392.62</td>
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<tr>
<td>204 Depreciation</td>
<td>100</td>
<td>94,000.00</td>
<td>-</td>
<td>94,000.00</td>
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<tr>
<td>205 Personal Travel (Out of State)</td>
<td>12,400</td>
<td>2,462.32</td>
<td>-</td>
<td>2,462.32</td>
</tr>
<tr>
<td>301 Office Supplies</td>
<td>67,700</td>
<td>76,619.62</td>
<td>-</td>
<td>76,619.62</td>
</tr>
<tr>
<td>302 Facility Maintenance Supplies</td>
<td>184,300</td>
<td>146,339.96</td>
<td>-</td>
<td>146,339.96</td>
</tr>
<tr>
<td>303 Equipment Maintenance Supplies</td>
<td>107,900</td>
<td>119,770.22</td>
<td>-</td>
<td>119,770.22</td>
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<tr>
<td>304 Professional &amp; Scientific Supplies</td>
<td>322,200</td>
<td>285,438.96</td>
<td>-</td>
<td>285,438.96</td>
</tr>
<tr>
<td>306 Housing &amp; Subsistence Supplies</td>
<td>224,000</td>
<td>275,743.87</td>
<td>-</td>
<td>275,743.87</td>
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<tr>
<td>307 Ag, Conservation &amp; Horticulture Supply</td>
<td>8,000</td>
<td>6,906.15</td>
<td>-</td>
<td>6,906.15</td>
</tr>
<tr>
<td>308 Other Supplies</td>
<td>80,100</td>
<td>76,034.28</td>
<td>-</td>
<td>76,034.28</td>
</tr>
<tr>
<td>310 Drugs &amp; Biologicals</td>
<td>7,387,188</td>
<td>6,857,369.57</td>
<td>-</td>
<td>6,857,369.57</td>
</tr>
<tr>
<td>311 Food</td>
<td>850,000</td>
<td>1,150,978.57</td>
<td>-</td>
<td>1,150,978.57</td>
</tr>
<tr>
<td>312 Uniforms &amp; Related Items</td>
<td>176,000</td>
<td>168,130.94</td>
<td>-</td>
<td>168,130.94</td>
</tr>
<tr>
<td>313 Postage</td>
<td>37,000</td>
<td>39,724.77</td>
<td>-</td>
<td>39,724.77</td>
</tr>
<tr>
<td>401 Communications</td>
<td>76,700</td>
<td>76,992.73</td>
<td>-</td>
<td>76,992.73</td>
</tr>
<tr>
<td>402 Rentals</td>
<td>82,600</td>
<td>80,897.18</td>
<td>-</td>
<td>80,897.18</td>
</tr>
<tr>
<td>403 Utilities</td>
<td>1,000,000</td>
<td>1,201,058.25</td>
<td>-</td>
<td>1,201,058.25</td>
</tr>
<tr>
<td>405 Professional &amp; Scientific Services</td>
<td>515,201</td>
<td>300,087.30</td>
<td>-</td>
<td>300,087.30</td>
</tr>
<tr>
<td>406 Outside Services</td>
<td>237,500</td>
<td>227,589.81</td>
<td>-</td>
<td>227,589.81</td>
</tr>
<tr>
<td>407 Intra-State Transfers</td>
<td>100</td>
<td>900.00</td>
<td>-</td>
<td>900.00</td>
</tr>
<tr>
<td>408 Advertising &amp; Publicity</td>
<td>1,900</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>409 Outside Repairs/Service</td>
<td>191,200</td>
<td>228,564.89</td>
<td>-</td>
<td>228,564.89</td>
</tr>
</tbody>
</table>
Other Financial Information

**Offender Fees Collected in FY16**
- Child Support $27,889.61
- Allowance $408,385.43

**Average Daily Costs**

<table>
<thead>
<tr>
<th>Total Expenditures</th>
<th>Average Daily Population</th>
<th>Annual Cost</th>
<th>Average Daily Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>$60,467,258.02</td>
<td>IMCC – 945.9 FPH – 16.24 Total – 962.14</td>
<td>62,845.33</td>
<td>172.18</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Annual Cost</th>
<th>Offenders Served</th>
<th>Average Daily Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>62,845.33</td>
<td>6250</td>
<td>$10.05</td>
</tr>
</tbody>
</table>

**Health Services Statistics**

**Medical Encounters/Contacts**
- Physicians - 7,920
- Physician Assistants - 1,781
- Nurse Practitioner - 4,494
- Psychiatrist - 12,244
- Psychologist - 5,601
- Dentists - 1,195
- Dental Hygienist/Assistants - 3,792
- Total - 37,007

FY 2016 IMCC Annual Report
MENTAL HEALTH DATA

Populations by Serious Mental Illness (SMI) Diagnosis – Snapshots of June 30, 2016

<table>
<thead>
<tr>
<th></th>
<th>Count 6/30/2016</th>
<th>Number of offenders with Chronic MI Diagnosis 6/30/2016</th>
<th>% Offenders with MH Diagnosis 6/30/2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oakdale (IMCC)</td>
<td>824</td>
<td>461</td>
<td>55.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Number SMI</th>
<th>%SMI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Oakdale (IMCC)</td>
<td>291</td>
<td>35.3%</td>
</tr>
</tbody>
</table>

PRISON SERVICES SNAPSHOTS

Region Prison Services – Total Offenders Served in FY 16

Offenders served by Unit -

<table>
<thead>
<tr>
<th>Work/Living Unit</th>
<th>Active at Start</th>
<th>New Admits</th>
<th>Active at End</th>
<th>Closures</th>
<th>Offenders Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Unit</td>
<td>11</td>
<td>43</td>
<td>1</td>
<td>53</td>
<td>54</td>
</tr>
<tr>
<td>West Unit</td>
<td>7</td>
<td>28</td>
<td>14</td>
<td>21</td>
<td>35</td>
</tr>
<tr>
<td>Reception</td>
<td>462</td>
<td>4336</td>
<td>427</td>
<td>4400</td>
<td>4798</td>
</tr>
<tr>
<td>IMCC GP</td>
<td>341</td>
<td>543</td>
<td>330</td>
<td>557</td>
<td>884</td>
</tr>
<tr>
<td>LBU – Medical Unit</td>
<td>55</td>
<td>215</td>
<td>38</td>
<td>232</td>
<td>270</td>
</tr>
<tr>
<td>LBU – Mental Health</td>
<td>89</td>
<td>118</td>
<td>101</td>
<td>106</td>
<td>207</td>
</tr>
<tr>
<td>Other (Shock/) Tolerance</td>
<td>2</td>
<td>0</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>967</td>
<td>5283</td>
<td>913</td>
<td>5369</td>
<td>6250</td>
</tr>
</tbody>
</table>

Trends (Offenders Served) Done
IMCC Closures Done

**IMCC - All Units**

<table>
<thead>
<tr>
<th>Closure Type</th>
<th>Closures</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Death</td>
<td>19</td>
<td>0.4%</td>
</tr>
<tr>
<td>Discharged - Expiration of Sentence</td>
<td>166</td>
<td>3.1%</td>
</tr>
<tr>
<td>Paroled to Detainer - INS</td>
<td>32</td>
<td>0.6%</td>
</tr>
<tr>
<td>Paroled to Detainer - Iowa</td>
<td>2</td>
<td>0.0%</td>
</tr>
<tr>
<td>Paroled to Detainer - Out of State</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Paroled to Detainer - U.S. Marshall</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Paroled w/Immediate Discharge</td>
<td>10</td>
<td>0.2%</td>
</tr>
<tr>
<td>Parole Granted</td>
<td>35</td>
<td>0.7%</td>
</tr>
<tr>
<td>Probation Granted - Reconsideration of Sentence</td>
<td>16</td>
<td>0.3%</td>
</tr>
<tr>
<td>Released on Bond</td>
<td>2</td>
<td>0.0%</td>
</tr>
<tr>
<td>Released to Custody of US Bureau of Prisons</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Released to OWI Continuum</td>
<td>39</td>
<td>0.7%</td>
</tr>
<tr>
<td>Released to Special Sentence</td>
<td>20</td>
<td>0.4%</td>
</tr>
<tr>
<td>Returned to Sending Jurisdiction</td>
<td>80</td>
<td>1.5%</td>
</tr>
<tr>
<td>Revoked</td>
<td>24</td>
<td>0.4%</td>
</tr>
<tr>
<td>Event Description</td>
<td>Value</td>
<td>Percentage</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-------</td>
<td>------------</td>
</tr>
<tr>
<td>Revoked From Parole - Work Release Granted</td>
<td>3</td>
<td>0.1%</td>
</tr>
<tr>
<td>Sent Back to Jail (Designated Jail Sites Only)</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Terminated by Court</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Transferred to Different Location</td>
<td>4</td>
<td>0.1%</td>
</tr>
<tr>
<td>Work Release Granted</td>
<td>13</td>
<td>0.2%</td>
</tr>
<tr>
<td>Work Unit - Case Manager to Case Manager</td>
<td>226</td>
<td>4.2%</td>
</tr>
<tr>
<td>Work Unit - Hospital Appt. Holdover to Prison</td>
<td>43</td>
<td>0.8%</td>
</tr>
<tr>
<td>Work Unit - Prison to Field</td>
<td>13</td>
<td>0.2%</td>
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<tr>
<td>Work Unit - Prison to Hospital Appt. Holdover</td>
<td>3</td>
<td>0.1%</td>
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<tr>
<td>Work Unit - Prison to Prison</td>
<td>4,600</td>
<td>85.7%</td>
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</table>

### Length of Stay
Average length of stay by work unit

<table>
<thead>
<tr>
<th>Work Unit</th>
<th>Prison Stays</th>
<th>Average (days)</th>
<th>Average (Months)</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Unit</td>
<td>19</td>
<td>151</td>
<td>5.0</td>
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<tr>
<td>West Unit</td>
<td>23</td>
<td>278</td>
<td>9.2</td>
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<tr>
<td>IMCC -</td>
<td>657</td>
<td>121</td>
<td>4.0</td>
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<tr>
<td>LBU – Medical</td>
<td>168</td>
<td>77</td>
<td>2.5</td>
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<tr>
<td>LBU – Mental Health</td>
<td>96</td>
<td>292</td>
<td>9.3</td>
</tr>
<tr>
<td>Total</td>
<td>963</td>
<td>183.8</td>
<td>6</td>
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</table>

### Interventions at IMCC

<table>
<thead>
<tr>
<th>Internal Intervention</th>
<th>Active at Start</th>
<th>New Admits</th>
<th>Active at End</th>
<th>Closures</th>
<th>Offenders Served</th>
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<td>ESL</td>
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<td>FPH - East Group</td>
<td>18</td>
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<td>FPH - Recreation</td>
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<td>FPH - West Group</td>
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<td>69</td>
<td>39</td>
<td>59</td>
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<td>HiSET (High School Equivalency)</td>
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<td>27</td>
<td>53</td>
<td>15</td>
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<td>Hospice Volunteer Training</td>
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<td>IMCC Apprenticeship - Baker (Bake/Produce)</td>
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<td>Life Skills - Special Needs</td>
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<td>23</td>
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<td>Literacy</td>
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<td>19</td>
<td>19</td>
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<td>Low Risk Diversion Program</td>
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<td>Parenting</td>
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<td>13</td>
<td>225</td>
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<td>Reach One / Teach One</td>
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<tr>
<td>SOTP: Blue Book</td>
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<td>SOTP: Brown Book</td>
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FY 2016 IMCC Annual Report
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<td><strong>Thinking for a Change</strong></td>
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<td><strong>Victim Impact</strong></td>
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<td><strong>Vocational Education</strong></td>
<td>46</td>
<td>23</td>
<td>26</td>
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<tr>
<td><strong>Internal Intervention Totals</strong></td>
<td>203</td>
<td>610</td>
<td>220</td>
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</table>
STAFF SPOTLIGHT
Employees of the Quarter

July 2015 through September 2015
Mary Bell, HR Associate  Andrea Sinnott, CO  Brandee Heidelberg, RN

October 2015 through December 2015
Gail Nix, CO  Steve Lynch, CO  Abe Assad, Physician

January 2016 through March 2016
Jason Clasen, CO  Jessica Nefzger, SW  Bo Pourahamadi, Psych III

March 2016 to June 2015
Wayne Loveland, CO  Adam Drury-Aldrich, ASII  Brooke Shiver, RN
**SPECIAL EVENTS AT IMCC**

**IMCC 5th Annual Holiday Party**

IMCC held its 5th Annual Holiday Party on December 5th at the Holiday Inn in Coralville. Approximately 200 guests attended the party along with Mr. and Mrs. Claus.

**CORRECTIONAL WORKER WEEK**

We held a Friends and Family Tour on Monday May 2th. We tallied just over 200 people took the tour. We heard many complimentary comments about how much we manage to get done and the vastness of our services.

Tuesday May 3rd we held our All Staff Cookout where the Exec Team, along with many supervisors, grilled for all three shifts.

We held our annual Length of Service Award Ceremony on the front lawn. Years of Service Awards

<table>
<thead>
<tr>
<th>5 Years of Service</th>
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</thead>
<tbody>
<tr>
<td>Certificate</td>
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</tbody>
</table>

Logan Keyser        Zachary Tennison        Brian Van Dusen (below)
10 years of Service
Certificate and Years of Service Pin

Diana Armbruster
Zane Craig
Adam Drury-Aldrich (below)
Timothy Estrada
Gregory Keller
Mary Ledbetter
Deborah Miller
Jon Needleman (below)
Bo Pourahmadi (below)
Alba Quinones
Bruce Sieleni
Pamela Smith
Ernest Yarbrough

15 years of Service
Certificate and Years of Service Pin

Michelle Christensen (below)
Carisa Dautremont (below)
Jared Douglas (below)
Bill Duwa
Cathy Perry
Susan Gavin (below)
Jill Hubbard (below)
Amy Jacobs (below)
Ed O’Brien
20 Years of Service

Certificate, Years of Service Pin and Plaque

Larry Williams
Tracy Hill (below)
Rich Stout (below)
Joni Wells (below)

Chet Wildemuth
Debora Murphy
Thomas Bradfield (below)
Trenton Wensel

Darren Swartzendruber (below)
Mike Denniston

25 Years of Service

Certificate Years of Service Pin & Engraved ink pen

Jan Gwinn (below)
Carmen Noska (below)
Joann Barkalow
Kirk Shepherd

Darren Rickels (below)
Jan Harney (below)
Bill Harney
Bill Mattaliano (below)

Julie Kelly (below)
Frank Krivanek (below)
30 years of Service

Certificate, Years of Service Pin, and Pen and Pencil Set

Sandra Briggs (below)
Mark Jacobsen

Rick Lunchtenburg (below)
Larry Noska (below)
Gary Obadal (below)

35 Years of Service

Certificate, Years of Service Pin and Desk Clock

Linda Beeson (below)
Janet Fliehler (below)
Janet Lowenberg
Doug Russell (below)

40 Years of Service

Certificate, Years of Service Pin, Floating Pen Holder

Russ Ort
Employee of the Year Announcements

IMCC Rookie Worker of the Year

Michael Kelley

IMCC Health Care Employee of the Year

Tammy Kuhn, Nursing Unit Coordinator

IMCC Correctional Officers of the Year

David Hiedeman

Steve Lynch
IMCC Employee of the Year

Larry Hingtgen

IMCC Supervisor/Leader of the Year

Clarissa Allen, NS

Retirements

Tim Mincks-------------Correctional Officer ---------------August 19, 2005; Retired July 15
Deb Nevius -------------Secretary II -----------------September 26, 1996; Retired July 17
Mary Bell--------------HR Associate -------------------July 5, 1973, Retired August 28
Beverly Huffman-------Correctional Counselor --------April 30, 1999, Retired September 11
Steven Jambibi--------Custodial Worker ---------------September 6, 2007; November 30
Teri Harrison---------Administrative Assistant-------August 1, 2007, retired December 31
Tamia Salviati--------Executive Officer 3 -----------July 7, 1978, retired December 31
Vicki Garrett---------Correctional Supervisor --------April 22, 1994, retired January 29
Meme Jambibi---------Custodian------------------------September 6, 2007, retired February 5
Bill Crowley---------Correctional Officer ------------June 2, 1982, retired February 23
Dee Persons-------------CFSC ------------------------ February 26, 1996, Retired March 14
Janet Bruggemeyer ----Registered Nurse --------------November 5, 2004, retired March 2
Roger Harrison --------Nurse Supervisor--------------- February 13, 2006April 1, 2016
Kermit Forth ------------Correctional Officer --------June 1, 2010, retired June 30, 2016
Chris Gesie ------------PSM2, ---------------------- July 9, 1984, retired June 30, 2016
Mick Gesie -----------CTL -------------------------- August 24, 1984, retired June 30, 2016
Michael Milner--------Correctional Officer ------- September 6, 2002, retired June 30, 2016
Daryl Olney ------------Correctional Officer -------- June 26, 1989, retired June 20, 2016