The mission of the Iowa Department of Corrections is to:
Creating Opportunities for Safer Communities

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https://doc.iowa.gov/
Mt. Pleasant Correctional Facility  
1200 East Washington Street  
Mt. Pleasant, IA 52641  

Board Members Present: Richard LaMere, Rebecca Williams, Larry Kudej, Dr. Lisa Hill, Mark DeJong and Webster Kranto. Absent: Dr. Mary Chapman.  


Visitors Present: Terry Zmolek, Iowa Workforce Development (IWD); Kerry Murray, Southeast Community College (SCC); Quaid Hill.  

Call to Order, Chair Richard LaMere  
- Chair Richard LaMere called the meeting to order.  
- Chair Richard LaMere asked for a motion to approve the May 3, 2019 minutes. Larry Kudej made a motion and Webster Kranto seconded the motion. All members were in favor of approving the minutes, motion passed.  
- The next Board meeting will be July 12, 2019 in Waterloo. The board meeting will be held at the First Judicial District Department of Correctional Services, Women's Center for Change at 9:00 a.m. (A meeting notice will be posted on the DOC website: https://doc.iowa.gov/)  

Welcome, Director Beth Skinner  
- I am very honored to be in this position. I will give you my 200% to make sure we are the best corrections agency in this country. Thank you for that opportunity.  
- Today is Deputy Director Dan Craig’s last board meeting. He will be retiring later this month. I’d like to acknowledge all of the great work he has done for this department.  

Mt. Pleasant Correctional Facility (MPCF) Reentry Efforts, Terry Zmolek, Andrea Wright, and Kerry Murray  
- MPCF average about 25-30 releases a week  
- The focus is preparing the men for release with programming, through job skills and job opportunities.  
- Terry Zmolek works for Iowa Workforce Development. Andrea Wright is an Executive Officer whose focus is on Reentry. Kerry Murray is the liaison with Southeastern Community College. Jeremy Howk is the leader of the Apprenticeship Program.  
- Documents from this presentation can be found on the DOC website, attached to the June 7, 2019 DOC Board Meeting Handouts.  

Budget Discussion, Steve Dick  
- FY19 through the month of May we had spent about 86% of our budget. There’s some accrual of payroll. Some of those supplies, food, pharmacy types of things we’re looking at our needs and
evaluating those and purchasing things as we need it. We had a little bit of a challenge with our pharmacy this year. We’ve had some incarcerated individuals with special needs, so our pharmacy spending has been up a little bit. The good news is we had asked for additional funds next year to cover that, but it creates a little bit of a gap this year, so we’re also evaluating that state-wide as far as how do we cover that need for those additional pharmaceutical needs.

- The CBCs are all in very good shape. They are a little bit different because they get to carry forward money from their local resources such as rent income, supervision fees and such. So they all have balances at this point in time.
- We did do a reallocation of funds, $640,000 from county confinement, $320,000 from federal prisoners that did fund a number of treatment positions in CBC, NCF, and one position at Central Office. We also had some savings here at MPCF due to some vacant positions and/or other changes and some of that revolves around that change from the medium to minimum custody over the last couple years, so a chunk has been saved for that. Those funds were sent to ISP/Ft. Madison to cover our radio project.
- The FY20 budget was finalized by the legislature in late April early May. We received a little over $4.1 million of additional General Fund money for all sorts of things. The four biggest things are: pharmacy increase, we saw a $504,000 increase in our pharmacy budget at IMCC. Grant replacement in 8th District, we received about $200,000 for the youthful sex offender grant that was ending this fiscal year. Another area was a reallocation of funds, we’re transitioning some of that into treatment in the community. The last area is our salary adjustment. We received $4.1 million – $3.4 was salary adjustment. We’ve been identified that our need is a little over $5 million, so there’s a gap there. We’re doing our best at this point in time to look at that gap and be responsible, it’s in our best interest to maintain all the positions that we’ve got at this point in time.
- We received an OCIO appropriation that was also General Fund, but was separate than our normal appropriation. That’s to cover increases in costs for IT support from the state. We received 100% of the funding they’re estimating to basically pass on to us through additional fees. So it was basically a wash. We didn’t get additional money we could spend elsewhere.
- We received $150,000 from the Rebuild Iowa Infrastructure Fund for a sprinkler system/fire panels in the Cedar Rapids residential facility. The 6th District is going to fund a portion of that. We’re hoping that will get done in FY20.
- We received $629,000 in Technology Reinvestment Funding. Our intent is to fully fund projects. Anamosa State Penitentiary (ASP) computer switch upgrade. The 7th District Residential Facility security cameras and an update to their telephone and intercom system. North Central Correctional Facility (NCCF) fire alarm system and security camera installation project. Newton Correctional Facility (NCF) fiber optic installs, part of that is for the house building to make sure that’s ready to go.
- As far as FY20 and FY21 we’re just starting that process. We’ll be reaching out to partner agencies, the Governor’s Office, Department of Management (DOM) and such to see what their initiatives are to make sure we’re aligning as best we can. Then we’ll bring forth that budget request to you guys in September and hopefully have some information prior to then as to where we are headed.

Clarinda Correctional Facility (CCF) Warden Appointment, Board Members
- Director Beth Skinner recommended Steve Weis to fill the position of Warden at the Clarinda Correctional Facility (CCF).
  - Steve is currently the Deputy Warden at CCF.
- Larry Kudej motioned to approve the appointment of Steve Weis as Warden of CCF. Mark DeJong seconded the motion. All members were in favor. **Motion passed.**

Policy Approval, Board Members
- Chair Richard LaMere asked for a motion to approve IDOC policy OP-RA-04 IDOC Specialty Dog Program. Webster Kranto made a motion to approve IDOC policy OP-RA-04. Larry Kudej seconded motion. All members were in favor of approving the policies, **motion passed.**
Documents from this presentation can be found on the DOC website, attached to the June 7, 2019 DOC Board Meeting Handouts.

Public Comments, Public
- No public comments.

Open Discussion, Board Members
- Larry Kudej: I think the Governor did an outstanding job picking the new Director. Beth was up against some tough competition. I would also like to congratulate Steve, he too was up against some tough competition.
- Richard LaMere: I would like to thank the Warden for his hospitality.
- Webster Kranto: It’s incredibly easy finding a job in Iowa. I’ve had several family members move here telling them it’s the mother land kind of thing, there’s so many jobs for everyone. It’s a great thing.

Adjournment Board Members
- Mark DeJong made a motion to adjourn the meeting. Lisa Hill seconded the motion. All members were in favor. Motion passed, meeting adjourned.

Respectfully Submitted,

Abby Williams, Secretary

The Board of Corrections’ agenda is posted on the DOC Web Site at https://doc.iowa.gov under the Board of Corrections Tab.
Swift, Certain and Fair Program

First Judicial District Department of Correctional Services
Grant

• Our grant was awarded in October 2017
• We hired a residential officer and a community treatment coordinator for the SCF program in March 2018
• The SCF program launched on July 2, 2018
Hawaii Project Hope

• SCF is based in research from Project Hope that showed that crime is generally committed by people for whom deferred and low probability of threats of severe punishment are less effective than immediate and high-probability threats of mild punishment

• It is not used as a diversion program which targets non-violent, first time offenders

• It does not remove offenders from community supervision

• Based on Deterrence Theory
Guiding Principles

Grant awarded by the BJA to improve the delivery of supervision strategies and practices to reduce recidivism by:

• Implementing a violation hearing as quickly as possible after a violation behavior has occurred (Swift)
• Require mandatory violation hearings following key violation behaviors (Certain)
• Utilizing a graduated sanctioning grid in response to violations to ensure sanctions are applied consistently (Fair)
• Ensuring that offenders are referred to appropriate services and treatment to replace negative behaviors with positive behaviors (Use of CCP, ACTV, referrals to mental health agencies and substance abuse treatment)
Stakeholders

• Black Hawk County Attorney’s Office-Brian Williams
• Public Defenders Office-Aaron Hawbaker, Laura Gavigan
• Chief Judge Lekar, Judge Eichman, Judge Harris, Judge Jacobsen, Judge Wegman
• Black Hawk County Jail (Sheriff’s Office)
• University of Northern Iowa-Joe Gorton and Matt Makarios
• BJA Technical Assistance Providers: Jonathan Kulick and Sandy Mullins
Purpose of the Program

- Decrease time between violation and sanction
- Ease burden on the court system
- Reduce recidivism and revocation rates
- Decrease jail and prison populations
- Increase collaboration with stakeholders
Implementation

• Clients will be randomly selected for the first two years (research purposes)
• First Orientation Hearing was on July 2, 2018
• Stakeholders meetings are held to evaluate the program performance
• Data is collected on participant violations (will not be analyzed by UNI until March 2021)
• Comparison group data will be collected at the two year mark
• Goal is to have at least 50 active participants each month. Total served goal is 200
Target Population
Eligibility Requirements

• Male and female probationers in Black County that are not in Drug Court (Must have a Black Hawk County Charge)
• Clients that are dual status (parole) are not eligible
• Score Level 3 or above per the Iowa Risk Revised Assessment (IRR)
• History of substance abuse (at least one positive UA within the last 60 days)
• One prior revocation
• At least one violation that is not subject to court action
• 6 months or more remaining on supervision
Orientation Hearing

- Orientation Hearings are scheduled after clients are randomly selected to participate in the program.
- Hearings are held Monday-Friday at 9:15am at the courthouse in Courtroom 304.
- Judge/Coordinator explain the program, expectations, possible sanctions and court procedures.
- Public Defender Laura Gavigan serves as clients counsel
- Coordinator signs client up for UA color system
UA Color System

- Each client is assigned a color based on their substance abuse score (as indicated on the DRAOR) and their drug of choice
- Clients call a UA number each day including holidays and weekends.
- Clients have between the hours of 5am-9pm to report to complete their UA at the WRCF (males) and WWCC (females)
CHART 2 (UA PROTOCOL)

- Client reports for UA
  - Neg
    - Record results, place in binder
    - Enter results in security standards
  - Pos/Admit, Stalling
    - Instruct client to attend hearing in 2 business days
    - Record results in binder, email PO/Jameka
  - Pos/Deny
    - Send to lab, record results, in binder, email PO/Tyler
    - Instruct client to attend hearing in 7 business days

- LEGEND
  - Client
  - RO
  - PO
  - Jameka

- Enter security standards and violation
  - ROV, email Jameka & attorneys
  - Client attends hearing

- Check results, Enter security standards and violation, email PO
  - Pos
    - ROV, email Jameka & attorneys
    - Client attends hearing
  - Neg
    - Cancel hearing, email PO
    - Inform client

- Attend hearing, enter info in ICON, enter data, file ROV in EDMS
Accountability

Violations that result in a ROV and SCF Hearing

- Missed Appointments
- Failure to report to complete a UA
- Drug/Alcohol use
- Failure to participate in treatment program
Accountability

- Discretionary reporting violations can be addressed at a SCF Hearing
- Daily hearings are at 9:15am at the courthouse
- New arrests are staffed with supervisor, client remains in SCF unless they are placed in custody
Sanctions

- PO recommends sanction in ROV
- Graduated sanction grid
- Facility clients receive in-house discipline and attend an informal hearing

<table>
<thead>
<tr>
<th>Graduated Sanction Grid</th>
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<tbody>
<tr>
<td><strong>Mandatory Reporting Violations</strong></td>
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<tr>
<td>Missed PO appointment</td>
</tr>
<tr>
<td>Failure to participate in treatment</td>
</tr>
<tr>
<td>Failure to report for UA testing</td>
</tr>
<tr>
<td>Positive UA w/ admission</td>
</tr>
<tr>
<td>Deny positive UA/positive lab</td>
</tr>
</tbody>
</table>

| **Discretionary Reporting Violations** | **Sanction** | **Mitigating Circumstances*** | **Aggravating Circumstances*** |
| All other violations of supervision | PO discretion | PO discretion | PO discretion |

* Mitigating Circumstances examples: report within 48 hours of missed appointment or UA, verifiable justification, mental health or physical health issues, etc.

* Aggravating Circumstances examples: warrant issued for violation, habitual violation of same conditions, abscond, danger to self or others, fail to attend SCF hearing, etc.
Incentives

- Travel permits
- Milestone and Completion Certificates
- Incentive Closet (includes hygiene items, stationary, household supplies, etc.)
Stakeholder Feedback

- Has decreased the amount of revocation hearings
- Has decreased the number of clients in jail for technical violations
- It has allowed technical and new simple charges to be addressed informally instead of having a revocation hearing
- We have been able to identify clients that need more structure and modify their probation for placement in the facility
- Overall, the communication and collaboration between us has increased
Client Feedback

- There has been positive feedback regarding serving a short sanction instead of going to prison
- Several clients have requested for their probation to be modified for placement in the facility because they have identified they need more structure
- Clients have stated that being in SCF changed their life completely
- Several clients have turned themselves into inpatient substance abuse and mental health treatment without the direction of their PO
Participants

- We have served 80 offenders
- There are 46 offenders actively participating in the program
- 9 offenders have successfully completed the program (successful discharge or early discharge from supervision)
Participant Demographics

African Americans: 38%
White Non-Hispanic: 60%
White Hispanic: .025%
Gender

Male: 70%
Female: 30%
### Participant Race/Gender

<table>
<thead>
<tr>
<th>Race/Gender</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>White Males</td>
<td>45%</td>
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<tr>
<td>Black Males</td>
<td>23%</td>
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<tr>
<td>White Hispanic Males</td>
<td>1.25%</td>
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<tr>
<td>White Females</td>
<td>15%</td>
</tr>
<tr>
<td>Black Females</td>
<td>13%</td>
</tr>
<tr>
<td>White Hispanic Females</td>
<td>1.25%</td>
</tr>
</tbody>
</table>
Urinalysis Testing

• Clients have completed 1,229 UA’s
• 90 of those were positive sanctionable UA’s
• In our last reporting period April-June 2019, only 19 of 53 active participants provided positive sanctionable UA’s.
Hearings

• We have completed 131 Violation Hearings
• 90 for positive UA’s/ 41 to address technical violations (missed appointments, failure to participate in treatment, failure to report to complete a UA)
Sanctions

• 327 days in jail
• 52 hours of community service
• 267 days of facility restriction (for clients who are residents in the facility)
Number of Days from Violation to Sanction

<table>
<thead>
<tr>
<th>Quarter</th>
<th>Days</th>
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<tbody>
<tr>
<td>1st Quarter</td>
<td>7 days</td>
</tr>
<tr>
<td>2nd Quarter</td>
<td>9 days</td>
</tr>
<tr>
<td>3rd Quarter</td>
<td>10 days</td>
</tr>
<tr>
<td>4th Quarter</td>
<td>6.47 days</td>
</tr>
</tbody>
</table>

VS

Average amount of time between having a revocation hearing for technical violations is 2-3 months. Even longer if the offender has new charges.
Questions
The Swift, Certain and Fair Program is a new supervision program in Black Hawk County. This program was developed for probationers who score as high risk, have a prior revocation, history of substance abuse issues and at least one violation on the current probation. If no violations occur then you will not be placed in the program. Historically, probation violations have been addressed at revocation hearings after a client accumulated several violations and/or new charges require a revocation hearing to be scheduled. These hearings could take place weeks or months after the violations and often result in revocation to prison or lengthy jail time. The Swift, Certain and Fair Program is designed to address a violation immediately with short and fair sanctions. If you are selected based on the eligibility criteria, an Orientation Hearing will be scheduled to address any pending violations and the expectations of the program will be explained to you in detail. The disposition of the Orientation Hearing will be placement in the Swift, Certain and Fair Program. There are no added requirements other than complying with the conditions of supervision and participating in a color coded drug testing system. While in the Swift, Certain and Fair Program, violations of conditions such as drug/alcohol use, failure to provide a UA, failure to meet with your PO or failure to attend treatment will be addressed at a hearing within a few days. Day(s) in jail will be the most commonly imposed sanction. However, other types of sanctions can be used. Probation Officers will have the discretion to address other types of violations at Swift, Certain and Fair Hearings as well. In contrast, incentives can be used to reward positive choices and behavior. The goal of the Swift, Certain and Fair Program is to help participants address areas of need to promote successful completion of supervision.
Transgender Health Care Update

Jerome Greenfield M.D.
Iowa Department of Corrections
Definitions

Sex: Either of the two main categories (male or female) People are assigned at birth based on anatomy

Gender: Denotes the public lived role as boy or girl, man or woman. Biological, social and psychological factors contribute to gender development
Definitions

• Cisgender: Relates to a person whose sense of identity and gender corresponds with birth sex
• Transgender: Relates to a person whose sense of identity and gender does not correspond with birth sex
• Gender Dysphoria: Involves an inner conflict between one’s physical gender and the gender which he or she identifies
People with Gender Dysphoria may....

Experience distress over the conflict between what they feel or think and their assigned gender

Change the way they want to express their gender and could influence behavior, dress and image
DSM Diagnosis of Gender Dysphoria

At least six months and two of the following:
1. Marked incongruence between one’s expressed gender and primary sex characteristics
2. Strong desire to be rid of sex characteristics
3. Strong desire for the sex characteristics of the other gender
4. Strong desire to be the other gender
5. Strong desire to be treated as the other gender
6. Strong conviction that one has the typical feelings and reactions of the other gender
Organizations and Transgender Issues

- WPATH  World Professional Association for Transgender Health Mission is to promote evidence based care, education, research, advocacy, public policy and respect in transgender health
- It has been the consensus of some major health organizations including the American Medical Association and the American Psychiatric Association that transition treatments are medically necessary
- Organizations such as National Commission on Correctional Health Care has adopted position statements in regards to health care needs of incarcerated transgender people
Mental Health Provider’s Role

- Diagnosis of Gender Dysphoria is made by Psychiatrists and Psychologists by thorough history
- Review of childhood and adult experiences
- Review of past medical records
- Quarterly case conferences are held where patient cases are discussed
- Meet with medical providers to explore treatment options
- Meet with institutional staff about commissary requests
Medical Interventions

- Hormone replacement therapy is offered
- Subsequent physical and laboratory monitoring by medical provider
- Commissary items available
- Treat coexisting physical and psychiatric issues
- Consultation with UIHC staff Dr Nicole Nisly
- Reentry coordination with community health care providers
Safety and Security

- Health care staff work closely with security to assure safety to individuals in treatment and provide education
- Staff work together on housing issues and concerns
- Gender Dysphoria policy has been approved
- Preferred name is on identification badges
- Exploring departmental options for more intensive staff education
- Transfer to a gender preferred institution is discussed by an assigned committee
IDOC Update

31 individuals have Gender Dysphoria Diagnosis

11 individuals are undergoing evaluation for the diagnosis

Quarterly conferences discuss potential new and established cases
UIHC Consultation Services

Dr. Nicole Nisly is our UIHC consultant
Internationally recognized for her work

Psychology services for consultation

Learning Community offered via Zoom to institutions for education, support and advocacy