IOWA BOARD OF CORRECTIONS AGENDA
Friday, January 3, 2020, 9:00 a.m.

Evelyn K. Davis Center
1171 7th Street
Des Moines, IA

<table>
<thead>
<tr>
<th>TOPIC</th>
<th>PRESENTER</th>
</tr>
</thead>
<tbody>
<tr>
<td>Call to Order</td>
<td>Richard LaMere</td>
</tr>
<tr>
<td>Approval of November 1, 2019 Minutes (Action Item)</td>
<td>Richard LaMere</td>
</tr>
<tr>
<td>Next Board meeting will be February 6, 2020, DOC Central Office 510 E 12th Street, Des Moines, Iowa (A meeting notice will be posted on the DOC website: <a href="https://doc.iowa.gov/">https://doc.iowa.gov/</a>)</td>
<td>Richard LaMere</td>
</tr>
</tbody>
</table>

Welcome Joy Esposito, Assistant Director of the Evelyn K. Davis Center
Fifth District Update Jerry Evans, District Director

Director’s Update Sally Kreamer, Deputy Director
Education Sandra Smith, Director of Education
Juvenile Lifers Bill Sperfslage, Deputy Director
Public Comments Public
Open Discussion Board Members
Adjournment Board Members

The Board of Corrections’ agenda is posted on the DOC Web Site at https://doc.iowa.gov/ under the Board of Corrections Tab.

This meeting will be live-streamed via the Department’s Youtube Channel for members of the public that would like to observe. You can also view previous Board of Corrections meetings at this site.

Link: https://www.youtube.com/channel/UCltY2PABjitQpT4Op2w3kTw

The mission of the Iowa Department of Corrections is to: Creating Opportunities for Safer Communities
IOWA BOARD OF CORRECTIONS MINUTES  
Friday, November 1, 2019

Iowa Prison Industries Showroom  
1445 E. Grand Avenue  
Des Moines, IA  

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

Staff Present: Dr. Beth Skinner, Jennifer Guild, Sally Kreamer, Doug Bolton, Sean Crawford, Bill Sperflsage, Jeremy Larson, Dennis Hart, Steve Dick, Larry Lipscomb, Kris Weitzell, Scott Miller  

Visitors Present: Hannah Fordyce, LSA; Amber Shanahan-Fricke, LSA; Christin Mechler, LSA; Laura Book, LSA; Jean Basinger, Iowa CURE; Carla A. Dawson, Iowa CURE  

Call to Order, Chair Richard LaMere  

 Chair Richard LaMere called the meeting to order and welcomed everyone to the last meeting of the year.  
 The next Board meeting will be January 3, 2020 at the Evelyn K Davis Center in Des Moines. The board meeting will begin at 9:00 a.m.  
 Chair Richard LaMere asked for a motion to approve the September 6, 2019 minutes. Mr. Kranto made a motion and Mr. Kudej seconded the motion. All members were in favor of approving the minutes, motion passed.  
(A meeting notice will be posted on the DOC website: https://doc.iowa.gov/)  

Welcome – Deputy Director Dan Clark  

 Deputy Director of Iowa Prison Industries Dan Clark welcomed all to the IPI Showroom as they celebrate 10 years at this location.  
 IPI is part of the DOC, but is not appropriated any funds for operation.  
 There are currently more than 850 men and women who participate in the IPI work-training program. This program encourages the development of good work habits and learning of marketable skills. IPI workers have paid more than $4M in restitution, room and board, and taxes. There are several benefits to the state when these individuals find employment upon release.  
 IPI is also involved in the apprenticeship programs now offered by the DOC. There are about 350 men and women involved in apprenticeship training at this time.  
 Each member of the Board received a hammer from the new Homes for Iowa program piloted at the Newton Correctional Facility. The program focuses on construction trades including plumbing, electrical and other construction trades to provide affordable housing to Iowa citizens.  
 DD Clark is delighted that the Board will be able to meet with three women from ICIW who work daily at the IPI Showroom.  

My Plans after Reentry and What I’ve Done to Prepare for It – ICIW IPI Clerks  

 Three IPI Clerks currently housed at ICIW spoke to the meeting about their plans for the future. They included Ashley Baetsle-Knapp, Angel Brown and Andrea Shafer.
• Ashley has been at ICIW for 2 years and at IPI for 3 months. Her plans for the future include obtaining employment in machine and heavy equipment operation. She is learning there is a better way to live as well as gaining skills and lessons to take forward.

• Angel is from Davenport and has been at ICIW for four months. She plans to go to the 605 Work Release and attend Vera French. Angel would like to go to college to complete her business management degree upon release. She has competed a life skills class and looks forward to attending ACTV.

• Andrea from Dubuque and has been at ICIW since February. She wants to break the cycle, as her father has been in prison her entire life and she does not want the same for her children. At ICIW, she has learned consistency and has found hope through working at IPI. She has been in CAD training and is interested in pursuing this skill upon release.

Board members noted that the women were powerful speakers and that the ability to express their ideas will take them far. They have come very far in their path to reentry and the opportunities afforded to them going forward are exciting.

**Director’s Update, Director Beth Skinner**

- Sarah Fineran has joined the DOC as the Research Director. She is a very talented researcher and comes from several years working with CJJP. We are happy to have her take the reins of the Research Department.

- Directors Skinner has continued travels to various CBCs and Prisons to meeting with staff on all shifts. There are a few more stops left. Discussions focus on the why of our work and how we all fit into the DOC’s strategic goals and priorities. Staff need to know how important their work is because they are our greatest assets.

- Council of State Governments (CSG) and National Governors Association (NGA) have been in Iowa this week looking at areas of reentry, employment and technical revocations. They will provide an assessment of our current operations with recommendations on how to improve.

- Arnold Ventures announced this week that the DOC has received the National Climate Now grant. This grant looks at supervision conditions and how too many supervision conditions create unnecessary barriers to people releasing from prison. Experts from University of Cincinnati and Harvard will be involved in this study to help us set people up for success.

- The DOC is also a recipient of the Lumina Grant. Partnered with the University of Iowa and Department of Education, the DOC will get incarcerated individuals working on post-secondary education and ensure they are able to continue their progress when they release from prison.

- The University of Cincinnati is working with the DOC on a study of supervision requirements. We have been decreasing supervision requirements, but more may be possible as we focus on individual success. It is important to be both thoughtful and strategic about condition we place on releases while also ensuring public safety. There is no anticipated impact on staffing.

- KCCI recently ran a series on mental health and methamphetamine use focused on incarcerated individuals from ICIW and IMCC. The DOC has seen a 60% increase in admissions from methamphetamine charges.

- There are several trainings taking place for employees.
  - Staff are receiving training on Emotional Intelligence to provide skills to work with themselves, colleagues and offenders.
  - Leadership Training is at FDCF next week.

- The DOC recently took part in the Justice Disparities Summit with NAACP. Robin Bagby offered an Implicit Bias seminar. The DOC has been progressive on training staff on Implicit Bias. Our advisory group focuses on best practices and diverse hiring. A report on metrics around disparities by race is set for release soon.

- The Governor announced the establishment of a Criminal Justice reform group (FOCUS Committee) at the Justice Disparities Summit. This group will specifically look at reentry and recidivism. Some anticipated topics include handling of technical revocations, improving reentry, fines and fees, and supporting victims. The Governor will announce members soon and the meetings will be open to the public.

- The next Governor’s Reentry Roundtable is at ICIW at 8:00 am on November 15, 2019. These
focus on the importance of those leaving the prisons obtaining employment. There will be a panel
discussion by employers who have hired individuals with criminal backgrounds and their
successes in order to educate others on benefits of hiring those with criminal backgrounds. The
next is Reentry Roundtable is December 12, 2019 at NCCF. The Reentry Roundtables are open
to the public with more coming in soon.

- The DOC has been working to add qualified medical staff. There has been some progress, but
physicians, dentists and other medical staff still have obstacles to recruitment.
- Director Skinner is very honored and humbled to be in this position. Iowa has some of the best
programs and staff in the country. She is seeing good synergy around criminal justice reform,
especially with the Governor's office, and is looking to make some very good improvements in
the coming years. We are appreciative of the opportunity to continue working with the Board of
Corrections on continued successes.

Budget Update, Fiscal Manager Steve Dick

- The State Auditor FY2018 report on the DOC came back with no findings.
- FY2019 has officially closed in good standing. We are preparing for FY2021 and what anticipated
expenditures need funded.
  - The majority of appropriations go to personnel expenses.
  - The CBCs carried forward local ($6M) and general ($2M) funds as allowed by Code.
  - Education may also carry forward funds that go towards on college funds.
  - There was a small reversion of funds to the general fund ($147,000).
- FY2020 has some obstacles.
  - FY2020 has 3691.36 budgeted FTEs. There are vacancies at any point in time.
  - Health insurance increases were twice what was expected ($1.5M).
  - There was some funding for additional positions.
  - The DOC received in $850K routine maintenance funds.
- 22.6% of the FY2020 budget was been expended in first quarter.
- Current budgeted staffing was discussed, stressing that for FY2021 there are crucial positions
that are needed in safety, security and counseling/treatment opportunities. Focus will be on
putting the right people in the right jobs.
- Routine maintenance funds do not apply to CBC buildings because these are not necessarily
state owned. CBCs often utilize carryforward funds to address maintenance issues. Direct
appropriations were used in the past to make improvements. The infrastructure appropriation
committee understands the concerns regarding CBC buildings, but has limited funds.
- Federal bed rent comes from housing contracts between CBCs and Federal Bureau of Prisons
(FBOP). The District receives a per diem to house federal releases. This population does not
factor into recidivism rates. We provide supervision and the funds we receive defray costs. The
contracts cap the number of FBOP offenders we house. We need to make adjustments when
contracts are cancelled due to the impact on revenue. There can be a big benefit when we are
able to assist the federal government and this allows us to become familiar with individuals before
they release to our communities. There are great benefits to this collaboration.
- Mr. Dick has a team at Central Office. Each prison and district has their budget staff who are
under the supervision of the wardens and district directors, but Central Office has informal
responsibility over those offices in order to communicate budget needs and assist with making
decisions towards a common goal to benefit the corrections systems as a whole.
- Quarterly budget updates will be provided to the Board going forward.
- Binders from the September budget meeting containing submissions to the DOM were presented
to Board members.
- Dennis Hart from Department of Management was present at the meeting. The DOC works in
close collaboration with Mr. Hart on various budget issues including filling positions.
- Documents from this presentation can be found on the DOC website, attached to the November
1, 2019 DOC Board Meeting Handouts.

ASP Warden Approval – Director Beth Skinner
Director Skinner is pleased to request approval of the new Warden at the Anamosa State Penitentiary, Jeremy Larson. He has worked his way up through the ranks as a great leader and role model. He will be a great asset. It is requested the Board to approve his appointment.

Mr. Larson has been working as the deputy warden at the Newton Correctional Facility. He started working for the DOC as a correctional officer at FDCF in 1999. He became the deputy warden at ICIW and then NCF.

He has not worked at ASP in the past and plans to meet with the team at ASP and familiarize himself with the facility. He understands that each facility has a different function guiding their operation. ASP is an older facility with its own infrastructure challenges.

Mr. Kudej believes this is a great selection and that Mr. Larson is an excellent example of the DOC program to train leaders internally.

Mr. Kudej made a motion to approve the appointment of Jeremy Larson as Warden at the Anamosa State Penitentiary and Mr. Kranto seconded the motion. All members were in favor of approving the announcement. Congratulations to Warden Jeremy Larson.

Policy Approval – Carl Brack and Jennifer Guild

Jennifer Guild and Carl Brack spoke to the group about the Iowa Board for the Treatment of Sexual Abusers (IBTSA). Iowa Sex Offender Steering Committee was the first to develop standards around management of sex offenders.

IBTSA has been working to update their bylaws and streamline membership.

Five years ago the disparities in how from site to site were recognized and staff began working to develop a policy to ensure consistency in the handling of this population. Requires certification for instructors. Incorporates the level system. Various training systems, models and GPS monitoring. CBC4 is working with Creighton University in Omaha. Grant to look at how well the Good Lives model is working in the state of Iowa. This is used by both the prisons and CBCs.

Courts have been clear on the use of polygraphs in the sex offender treatment programs. They monitor progress and are not used for discipline. Target treatment goals by showing specific areas of concern to focus treatment.

Sex offender treatment is offered at NCF and ICIW primarily as well as IMCC. The Computer Voice Stress Analyzer (CVSA) is currently in use throughout the state. Voice stress testing analyzes stress levels within the voice to determine if a person is being deceptive. Reliability of each is nearly the same. NCF is currently in the process of hiring a new polygrapher. Counselors are providing the training in the prisons. Must be certified in the program. Some contract outside polygraphers, but it is often more cost effect to have a polygrapher on staff.

The majority of the items outlined in the policy are done by the districts. This ensures consistency across districts and prison. Development of the policy was a long process in order to come to consensus in the items outlined. Continuing to monitor with Creighton University to verify the validity of the program.

As part of this update working with IBTSA, the DOC has introduced police CBC-02 Sex Offender Assessment, Case Management, Supervision Standards and Staff Qualifications.

Chair Richard LaMere asked for a motion to approve policy CBC-02. Dr. Chapman made a motion and Mr. Kudej seconded the motion. All members were in favor of approving the policy, motion passed.

Documents from this presentation can be found on the DOC website, attached to the November 1, 2019 DOC Board Meeting Handouts.

2020 Board Meeting Schedule Review – Board Members

The Board reviewed a tentative list of the 2020 meeting locations and agreed to swap locations for the March and June meetings.

Chair Richard LaMere asked for a motion to approve the schedule with the discussed changes. Mr. Kranto made a motion and Mr. DeJong seconded the motion. All members were in favor of approving the 2020 board meeting schedule with amendment, motion passed.

The next meeting will be at Evelyn K Davis Center on January 3, 2020. Board members will be able to view various services that the organization offers those releasing to the community.
Documents from this presentation can be found on the DOC website, attached to the November 1, 2019 DOC Board Meeting Handouts.

Public Comments, Public
- Stormi Poss asked about the recidivism rates for juvenile lifers that have released. An update will be provided at the next meeting. Also, on the Governor’s task force for criminal just reform will not be restricted to state employees. Anyone interested in participating is encouraged to reach out to the governor’s office.
- Carla Dawson, new president of Iowa CURE brought to everyone’s attention concerns about television privileges at ASP. Specifically, she received information that after 7:00 pm, if a program is over PG-14, the population does not have access to the television. She stated that there are no minors at ASP and the population should be able to watch TV if they want. Ms. Dawson is glad to know that the Governor’s Roundtable is open to the public. People in prison long term should have some kind of process to get into jobs prior to release. Ms. Dawson discussed the offering Bachelor or Associates Degrees, is currently offered at six facilities and the Department is working to get all facilities on board. The Lumina and Ascendium Grant would increase our postsecondary infrastructure and tie into the Pell Grant.

Open Discussion, Board Members
- Chair LaMere stated that in completing another year, we hope to learn from the mistakes we have made. Looking forward to next year.
- Mr. Kranto has been honored to work with everyone for the past half a year and is looking forward to the rest of the term. Happy holidays to everyone.

Adjournment, Board Members
- A motion to adjourn the meeting was made by Mr. DeJong and seconded by Mr. Kranto. The meeting was unanimously concluded.

Respectfully Submitted,

Johana Herdrich, Executive Assistant
Supervision Dashboard By Last Update Date

Last Updated: November 2019 to January 2020

Population by Month

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<td>Level 5</td>
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By Month, %

- Nov-19: 40% Level 1, 18% Level 2, 23% Level 3, 13% Level 4, 13% Level 5
- Dec-19: 39% Level 1, 17% Level 2, 22% Level 3, 13% Level 4, 6% Level 5

Click on a Race
- White: 7,320
- African American: 1,752
- Asian or Pacific Islander: 211
- American Indian or Alaska Native: 67
- Other: 18

Click on a Gender
- M: 6,639
- F: 2,717

Ethnicity Data needs to be Cleaned up
Outcomes of Pretrial Release

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Total Outcomes

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<th>Month of Speci..</th>
<th>Terminated by Court</th>
<th>Successful</th>
<th>Revoked</th>
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<tr>
<td>January 2019</td>
<td>34</td>
<td>18</td>
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<td>December 2019</td>
<td>62</td>
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</table>

Terminated by Court: 65.38% (34/52), Successful: 80.86% (186/231), Revoked: 19.04% (977/5138)
Overview of Topics

Facilities Info and Current Offerings
- Vocational and Certificate programs/College Opportunities
- Life Skills Programs

Challenges
- Staffing
- College Grants for Credit Offerings
- Additional DOC Vocational Programs
- IARETP grant Iowa’s Adult Reentry and Employment Training Project
- Lumina Foundation Grant
- Ascendium Foundation Grant
Core Ed. Services Offered Across Facilities

High School Equivalency Programs

Literacy programs

English as a Second Language (ESL) programming

Vocational and Career Training

College Credit classes through the Skylark Grant (at ICIW only) Grinnell College (NCF/CRC only)
Pell Grant, Iowa Central Community College (NCCF/FDCF ICIW/NCF/IMCC)

Life Skills Courses
  ◦ Long Term Facilities: 8-12 week programs, ICIW, ASP, NCF, IMCC, FDCF, CCF, MPCF, ISP(FY 20)
  ◦ Release Sites: 10 to 15 day program, ICIW (MLO), MPCF(Minimum), NCCF(Minimum), NCF(CRC)
Work Skill Training

FY 2018 -2019

NCRC testing (9 facilities)
Forklift Operation Training (8 facilities)
OSHA 10 (9 facilities)
Serv Safe Certification (all facilities)
Pesticide Applicator Certification (CCF)
Construction (4/9 facilities)
TDL (Transportation Distribution and Logistics) 6/9 facilities
Hy-Vee Food Production/DMACC (40 hours)

FY 2019 CONT.

CISCO Networking Academy Training (NCF/ICIW) develop real IT skills in a high-demand, fast growing field.

Basic Industrial Maintenance Technology Certificate (ISP/MPCF)

CLTD Certificate (Certification, Logistic/Transportation/Distribution) ISP/MPCF

Basic Industrial Maintenance Technology Certificate – Electrical Endorsement

Lean Practitioner Certificate Level 1 (Combined classroom and hands-on simulation of an operating factory this 8 hour course)
<table>
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<td>NCRC Testing</td>
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Educational Programming In Correctional Facilities

Post-Secondary Programs:

- Welding
- Supply Chain Management
- Industrial Machinist
- Carpentry
- Culinary Baking

Associate Degree (Pell Grant @ ICCC), IMCC/NCF/ICIW currently Distance Learning(tuition paid for by offenders, friend/family and nonprofit organizations)
Grant Opportunity: Integrated Reentry and Employment Strategies, “IRETP” (DOC/IWD collaboration)

**Project Purpose**

The purpose of this project is to develop a comprehensive, multi-agency strategic plan to address reentry and employment readiness for adults being released from Iowa prisons. Working closely with the technical assistance provider, we will conduct a thorough review of existing policies, practices, and programs during the 12-month strategic planning phase from October 1, 2018 – September 30, 2019. The goal will be to learn from and replicate the BJA pilot project, the “Integrated Reentry and Employment Strategies" initially piloted in Wisconsin and Florida to devise a plan that uses collaborative strategies to address barriers faced by incarcerated adults re-entering their communities and the workforce. If our plan is chosen and awarded the opportunity, the following 24-months will be devoted to the execution of the strategic plan and implementation of policies, practices, and programs within.
Project Purpose:
The goal of the initiative is a system change. That refining systems and institutional policies and practices to better meet student’s need could ultimately lead to increase access, higher credential completion rates, smoother college transfers and more meaningful employment opportunities on reentry into the community.

Iowa Department of Education, in partnership with IDOC, Des Moines Area Community College, Iowa Central Community College and the University of Iowa, to support the development of a plan for expanded post secondary Education options across Iowa that are workforce relevant and support varied academic and career goals. This collaboration has been approve for $100,000.000
The Purpose of the Project:
1. Outcome 1: Create leadership group of college, university, community college, legislative staff and corrections partners to guide development of strategic goals and facilitate cross-agency and -institution agreements for comprehensive pathways to post-secondary education and opportunities beginning at intake and continuing through re-entry.
2. Outcome 2: Develop technical infrastructure needed to support educational options for incarcerated people in all facilities in Iowa.
3. Outcome 3: Implement performance metric reporting for postsecondary education and training of incarcerated learners.

Plan was approve for planning for the first year ($150,000) and possible ($800,000 for the execution phase (24 months). Kick off is scheduled for late January.
Staffing:
ASP: 2 Instr. Vacancies

ISP: 1 Instr. Vacancy

Budget Concern (Vocational Programs)
Sustaining $500,000, moving forward for the next year.

Questions/Sharing