

Iowa State Penitentiary

Annual Report

FY 2020



Randy Gibbs
Warden
Fort Madison, IA

A Message From the Warden

Dear Director Skinner,

It is my pleasure to submit to you the Fiscal Year 2020 Annual Report for Iowa State Penitentiary.

This year has had many bittersweet moments. Several key Management staff retired after a cumulative 115 years of service. They were Associate Warden Mike Schierbrock, Executive Officer Phyllis Porter and Correctional Security Manager David Rhodes. ISP will miss the wealth of knowledge and experience they brought to the table. There were an additional eleven staff retirements during the same period. We wish all the best in their future plans.

Management worked with staff through out the year to encourage teamwork and build a better ISP. As predicted, the ISP team rose to the challenge in March when COVID made its way across the country.

Together we implemented operational changes that allowed ISP to mitigate the risks that the virus presented. By the end of the fiscal year we had no major events. I am extremely proud of both ISP Staff and the incarcerated individuals for their efforts to keep ISP healthy.

I once again, thank you for the opportunity to serve staff and incarcerated individuals at Iowa State Penitentiary and look forward to many more years to come.

Sincerely,



Randy Gibbs
Warden



Our Mission :
Creating Opportunities for Safer Communities

Table of Contents

Management Team	04
Table of Organization	05
History	06
Education Report	08
Budget/FY 19 Financial	10
Departments	12
Throughout the Year	24

Meet the Management Team



Warden Randy Gibbs



**Deputy Warden
Chris Tripp**



**Associate Warden
John Fedler**



**Associate Warden
Teri Hamm**



**Associate Warden
Brad Hoenig
Promoted February
2020**



**Director Of Nursing
Tasha Whalen**



**Treatment Services
Director
Todd Ensminger**



**Treatment Services
Director
Janie Mendez
Promoted March 2020**



**Treatment Services
Director
Brad Peterson
Promoted September
2019**



**Associate Warden
Mike Schierbrock
Retired January
2020**



**Corr. Sec Manager
Dave Rhodes
Retired May 2020**

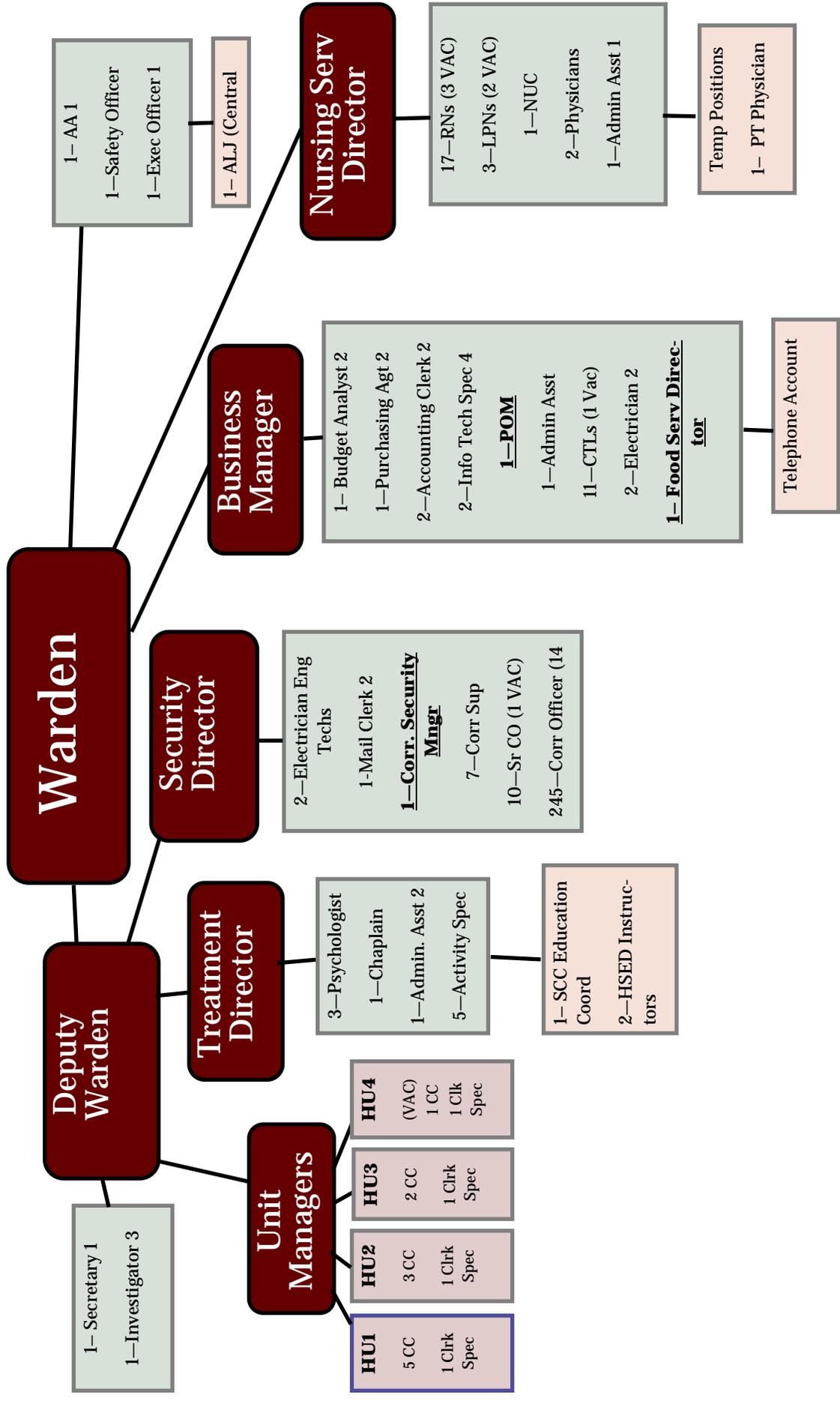


**Human Resources
Phyllis Porter
Retired December
2019**



**Treatment Services
Director
Michelle Waddle
Transferred**

Table of Organization



History

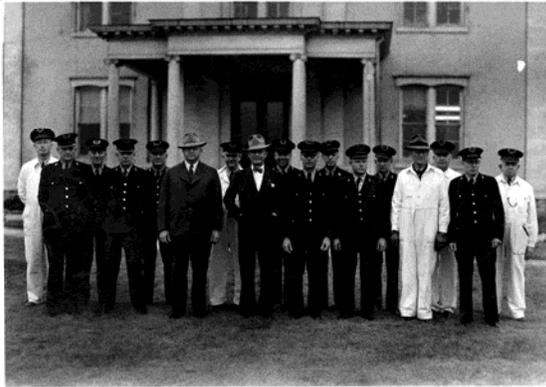


In January 1839, to ensure the safety of the citizens of the Iowa territory, the Territorial Legislature, meeting in Burlington, signed into law the edict to create a penitentiary along the Mississippi River while appropriating \$20,000 for this purpose.

This facility was to be "of sufficient capacity to receive, secure, and employ 136 convicts" and was to be built on ten acres donated by the citizens of Fort Madison.

Iowa's first prison started out as a hole in the ground under the floor of the "Warden's mansion". Seven of the first eleven prisoners escaped.

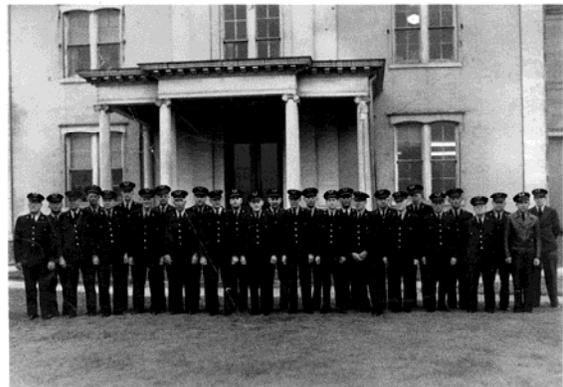
The construction of the first cell house, known as Cell House 17, was completed in October 1841 at a cost of \$55,933. When Iowa became a state in 1846, the legislature appropriated money to enlarge the prison. Improvements, enlargements and additional construction con-



tinued through 1854 when Cell house 17 contained 144 cells. The original facility was a two story sandstone cell block intended to house only those offenders 31 years or older or those convicted of the most serious felonies. A third story was added in the 1870's. Additional buildings and cell houses, as well

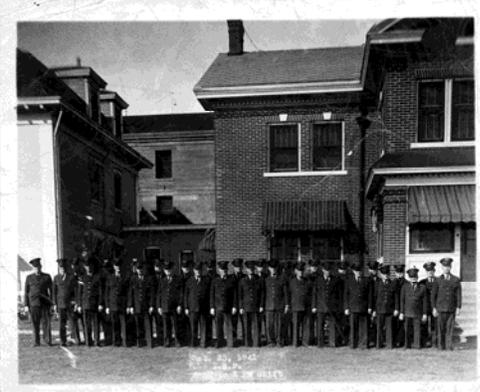
as a large sandstone wall with regularly placed gun towers, were added as the inmate population grew. The original ten acres has grown to over 55 acres, excluding the farm properties.

In 1985, Cell house 17 was closed following a court ordered reduction in inmate population after 145 years of service. This resulted in the loss of 318 beds.



Three major cell houses were constructed between 1906 and 1920. In 1957, these four cell houses were home to 1,116 men. The units were remodeled over the years with the last major renovation taking place in the early 1980s to enable the unitization of ISP.

History



Cell house 220 was built around 1910 of cut stone masonry. It is approximately 14,600 square feet with two separate levels, each containing two ranges.

Remodeling to allow for unitization was completed in 1979 at a cost of \$818,995. The cell house has 48 cells and has historically served as the housing unit for those offenders requiring the highest level of security in the state. This unit houses the highest privilege level of offender up to the close of the facility.

Cell house 19 was built in 1907 of cut stone masonry and is approximately 49,200 square feet. It is divided into three separate units, Cell houses 219, 319 and 419. Each unit has two separate ranges on each level. A unitization remodeling project in 1982 was completed at a cost of \$1,521,737.



Cell house 218/318 houses general population offenders, encouraging positive adjustment with increased privileges and focusing on programming and release options. It was built between 1910 and 1920 of cut stone masonry and is approximately 33,000 square foot to include 222 cells on five ranges. In 1983, a unitization project was completed at a cost of \$1,311,241 and resulted in the loss of 100 beds.

In August of 2015 over 500 offenders were moved from the original location to the new facility just northeast of the historic structure. The move was without incident and now the facility is operating smoothly at its new location.

The John Bennett Unit (JBU), formerly medium security facility, was built in 1963. In 2010 it was converted to minimum security and was located northeast of the maximum security unit.



On October 14, 2014 the John Bennett Unit moved from its former location to the Clinical Care Unit which had been renamed the John Bennett Unit. Funding cuts facilitated the closing of the new John Bennett unit in March of 2017.

Education Report—FY 2020

S

HSED

29 individuals took at least one HSED test at Iowa State Penitentiary in fiscal year 2019 - 2020.

12 completed their HSED with an average combined score of 65.

C

The department's overall passing rate was 94% with 3 registered fail out of 53 total tests.

The department recorded 3,190 total contact hours in HSED.

C

The completion pass rate was 100%.

HSED Subject	HSED Number of Tests	HSED Number of Fails	HSED Average Scores	HSED Current Pass Rate Percent
Writing	6	1	12	83
Social Studies	16	0	14	100
Science	4	0	15	100
Reading	15	1	12	93
Math	12	1	12	92
Overall Total	53	3	13	94
Completions Total	12	0	65	100

Literacy & ESL

6 individuals participated in Literacy programs in fiscal year 2019 - 2020.

2 individuals earned their Literacy Completion Certificates.

The department completion rate was 33%.

The department recorded 249 total contact hours in Literacy.

Vocational Education

The Education Department at ISP provides testing for all apprenticeship programs.

65 apprenticeship exams were proctored in fiscal year 2019 - 2020.

47 individuals completed forklift operator certification.

16 individuals completed Basic Industrial Maintenance (Electrical) certification.

8 individuals completed Pumps and Valves certification.

The department recorded 1,061 total contact hours in Vocational Education.

Education Report—FY 2020

Special Education

Zero individuals participated in Special Education programs in fiscal year 2019 - 2020.

No special education students were HSED or High School students.

Zero special education student earned his HSED at ISP this fiscal year.

The department recorded 0 total contact hours in Special Education.

Testing and Assessment

Testing and Assessment at Iowa State Penitentiary includes the TABE reading and math, HiSET Official Practice test, HiSET Official test, NCRC and Apprenticeship testing. Total department assessment hours were 702.

Staffing

The department employed 2 full time HSED/Literacy instructors (Christina Carlson and Katerina Koscova), ½ time coordinator Kerry Murray, and ½ time Administrative Assistant/HiSET Administrator Madison Stearns in fiscal year 2019 – 2020.

Highlights

- ISP was awarded funding to provide vocational certification classes provided by SCC CBIZ.
- Education staff attended the CEA Iowa Chapter Fall business meeting at CCF.
- Kerry Murray completed his fifth and final year of serving as CEA Region IV Director.
- Kerry Murray attended the CEA International Conference and Training Event in Detroit MI.
- Christina Carlson was nominated for CEA Region IV Teacher of the Year.
- The CEA audit for reaccreditation was postponed due to Covid-19.
- Study buddies were implemented for LRHP I/Is to use towards completing their HSED.
- Literacy/HSED instructor Katerina Koscova resigned in June of 2020.

Budget Report

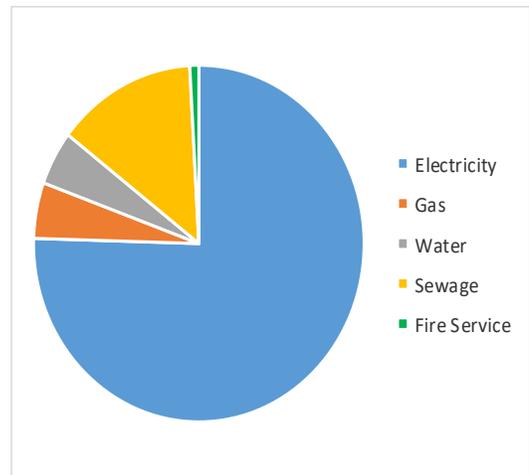
Total Expenditures	Avg Daily Population	Annual Cost	Avg Daily Cost
\$ 43,295,068.58	708.70	61,090.83	167.37

Collect from Incarcerated Individuals	Total YTD
Child Support	\$ 351,297.14
Inmate Pay for Stay	\$ 43,984.21
Restitution	\$ 3,375,885.93
Allowance	\$ 294,826.63

Maybe have a narrative here

In Fiscal Year 2020 ISP spent \$1,685,121.49 on Utilities

Electricity	\$ 1,271,765.57
Gas	\$ 85,395.60
Water	\$ 82,672.60
Sewage	\$ 230,287.72
Fire Service	\$ <u>15,000.00</u>
	\$ 1,685,121.49



	Revenue Collected	Actual	Annual Budget	Percent of Budget
Local Governments	277,601.88	277,601.88	264,000.00	105.15
Gov Transfer In Other Agencies	73,254.61	73,254.61	0.00	0.00
Fees, Licenses & Permits	43,984.21	43,984.21	36,001.00	122.17
Total	394,840.70	394,840.70	300,001.00	131.61

Expenditure Report

Expenditure Report	Actual	Department Revised Budget	Percent (Actual of Budget)
Personal Services	33,314,380.45	34,683,945.00	96.05
In State Travel	21,146.52	20,000.00	105.73
State Vehicle Operation	83,098.40	80,000.00	103.87
State Vehicle Depreciation	185,076.79	100.00	185,076.79
Out Of State Travel	5,294.26	2,000.00	264.71
Office Supplies	24,244.20	9,500.00	255.20
Facility Maintenance Supplies	219,894.19	(90,000.00)	(244.33)
Equipment Maintenance Supplies	124,859.55	90,250.00	138.35
Prof. & Scientific Supplies	175,883.46	90,250.00	194.88
Housing & Subsistence Supplies	440,243.33	189,750.00	232.01
AG., Conservation & Hort Supply	14,440.48	1,000.00	1,444.05
Other Supplies	291,285.21	220,379.00	132.17
Food	1,475,642.22	1,137,730.00	129.70
Uniforms & Related Items	185,110.58	100,000.00	185.11
Postage	1,215.08	100.00	1,215.08
Communications	95,790.33	75,000.00	127.72
Rentals	2,932.58	2,500.00	117.30
Utilities	1,685,121.49	2,042,521.00	82.50
Prof & Scientific Services	123,558.68	245,000.00	50.43
Outside Services	96,386.69	52,600.00	183.24
Outside Repairs/Service	403,611.39	281,000.00	143.63
Reimbursements To Other Agency	1,634,592.62	1,643,496.00	99.46
ITD Reimbursements	226,547.25	212,908.00	106.41
Gov Transfer Other Agencies	0.00	1,200.00	0.00
Equipment	1,781,347.41	1,593,502.50	111.79
Office Equipment	8,248.38	8,500.00	97.04
Equipment-Non Inventory	159,752.77	28,668.50	557.24
IT Equipment & Software	216,452.64	198,851.00	108.85
Other Expenses & Obligations	294,826.63	295,000.00	99.94
Licenses	4,085.00	4,200.00	97.26
Total	43,295,068.58	43,219,951.00	100.17

Treatment Department



Pictured: Back Row—C/C Shane Milligan, C/C Dave Foehring, C/C Teneil Jones, C/C Jn Wells, C/C Lars Rude, C/C Angela Roller, and C/C Austin Bigger Front Row— TSD Brad Peterson, C/C Janie Mendez, C/C Brendon Freeman, and TSD Rodolfo Gonzalez . Not Pictured C/C Dan Roach, C/C Nick Clark, TSD Todd Ensminger

The Unit Management system is a fundamental part of Iowa State Penitentiary operations. Security, correctional counselors and psychologists work together to ensure that the incarcerated population is classified appropriately and offered the needed treatment programs identified for the population housed at the Iowa State Penitentiary.

HU1: For Fiscal Year 2020, the unit team began with Treatment Services Director Michelle Waddle, TSD Brad Hoenig assumed the duties shortly after Waddle's transfer. However in January, Hoenig was Promoted to Associate Warden of Treatment and Captain Rodolfo Gonzalez was promoted to TSD who took over HU1 operations. Captains Darren Koechle and Lorenzo Riles acted as Unit Supervisors. Correctional Counselors Anne Gehle and Angela Roller provided case management services to the non-program population. Psychologist Mike Eisnicher provided psychologist support to all of the incarcerated individuals on the Unit.

During this Fiscal Year, the Long Term Restricted Housing Program continued to be an integral part of operations. The LTRHP provides two options for treatment: Intensive Management (IM) and Special Management (SM). With Unit Manager oversight, Correctional Counselors Brendon Freeman, Nicky Clark and Teneil Jones focused directly LTRHP program requirements. They implemented *The Challenge Series*, group facilitation, *Serin and Carey Guides* as well as weekly one-on-one interviews with program participants. The program was able to introduce a Spanish language version for the Hispanic speaking population. Lastly, ISP has partnered with Iowa Works to focus on re-entry efforts for some of the highest risk individuals returning to the communities. Iowa Works assisted individuals with resume building, educational opportunities and NCRC testing. Upon completion of the testing the individual is automatically placed in

the Iowa Works Database and is informed of their case manager upon release. Over the course of FY 2020 twenty-five individuals successfully completed/discharged the program.

HU1 is our restricted housing unit, housing GP Tier One, short term restricted housing, long term restricted housing, and long-term restricted housing program, Protective Custody, investigative segregation, and administrative segregation.

HU2: for Fiscal year 2020 the unit team began with TSD Brad Hoenig, who was eventually replaced with newly promoted Brad Peterson as TSD. Captains Jeremy Engeman, and Correctional Counselors Janie Mendez, Shane Milligan, Matt Callahan and Psychologist Tracy Blanchard. HU2 is where Tier 2 offenders are housed along with up to 58 Tier One offenders waiting for a Tier Two bed. HU2 has a self-contained Thinking for Change program that is offered within the unit for HU2 offenders only.

HU3: Houses Tier Three individuals and for Fiscal Year 2020, the unit team was TSD Todd Ensminger, Captain Derick Gosnell, Correctional Counselors Dave Foehring, and Jon Wells, along with Psychologist Joy Kuper. C/C Janie Mendez was promoted to Treatment Services Director during FY20. Tier Three attend Thinking for Change in the Program Building.

HU4: for Fiscal year 2020 the unit team was TSD Todd Ensminger, Captain Mark Pepper, Counselor Lars Rude. FY20 saw the end for Minimum work out population. The Department continues to explore options for this unit. The medical and assisted daily living beds remain.

Program Building: T4C dedicated facilitator/trainer Correctional Counselors Dan Roach, Lynn Hartsock

Psychology:

For FY 2020 the Iowa State Penitentiary Psychology Department continued with three full time psychologist's onsite.

Joy Kuper, Mike Eisnnicher, and Tracy Blanchard.

Psychological services can be requested by an Incarcerated individual by direct kiosk messaging their assigned psychologist, staff referral, and classification team referral.



Pictured: Tracy Blanchard, Mike Eisnnicher and Joy Kuper

Programming

Long Term Restricted Housing Program:

This program is a 12-18 month program for Special management track, or 18-24 months for intensive management track. Both Tracks use cognitive behavior interventions based upon the Challenge Series, with the final phase being T4C or MRT, along with positive behavior requirements to advance and successfully complete the pro-

Treatment Department

gram.

ACTV:

Achieving Change Through Values-Based Behavior. This program is taught by two certified instructors and is curriculum for domestic abuse convicted offenders. It works with offenders to identify what they value in life – often their children – and use their own experience as a guide to making better choices and building a healthier relationship with their partner.

Prime for Life:

Prime for life is taught by one certified instructor and is an evidence based alcohol and drug program designed for people of all ages. It is designed to gently but powerfully challenge common beliefs and attitudes that directly contribute to high-risk alcohol and drug use. The program goals are to reduce the risk for health problems and impairment problems. Target audience of offenders for this program are those that need to complete the group to have their Iowa Driving privilege re-instated.

T4C Thinking for Change:

There are twenty-four certified instructors for Thinking for a Change (T4C) which is an integrated, cognitive behavioral change program for incarcerated individuals that includes cognitive restructuring, social skills development, and development of problem solving skills.

Moral Recognition Therapy

During Fiscal year 2019 we added MRT. MRT is a systematic treatment strategy that seeks to decrease recidivism among juvenile and adult criminal offenders by increasing moral reasoning. When implemented, MRT provides a continuum of care. The MRT-based cognitive program includes 16 steps, with 12 of these typically completed in 30 group sessions. ISP has 4 staff now trained in MRT with additional training being planned for FY 2021.

Orientation/Assessment:

The orientation process occurs within 7 days of the incarcerated individual's arrival at ISP. A meeting is scheduled where staff come in and meet with individuals assigned to the general population. The team provides orientation that includes an explanation of the Prison Rape Elimination Act (PREA), the daily schedule, exercise procedures, procedures for count and a work assignment, religious activities, rules and the disciplinary process, living unit rules and procedures, classification, the grievance process, canteen and banking procedures, institutional safety rules, fire control and drills, mail, medical and sick call, psychological services, recreation, library and hobby craft, counseling services, educational offerings, and security expectations, process for ordering and possessing personal property.

Orientation for restricted housing individuals is limited to information applicable to that

status and given by unit staff assigned to the restricted housing unit.

Treatment/Program/Reentry Planning:

Reentry planning is developed with the individual and his assigned unit team. Together they develop specific individualized re-entry planning for each individual based upon identified criminogenic risks and needs.

Treatment Services:

An incarcerated individuals eligible or requiring programming are placed on specific waiting lists based on their criminogenic risks and needs.

Individuals may request to participate in non-recommended programming thru their Counselor.

Programming is based on availability of intervention and on treatment needs vs. Parole Board needs.

All individuals are reviewed at a minimum, annually to ensure their re-entry plan is up-to-date.

Records

The Records Department was staffed by four Clerk Specialists and one Administrative Assistant II.

The Records Department, in addition to statewide jail credit recovery, conducts statewide audits of incarcerated individual sentences.

They are also tasked with the responsibility of organizing the files and ICON records entries.

A sampling of their duties include document preparation for individual reentry to the community via paroles, work releases, and expiration of sentence as well as ensuring sentence time computations are accurate. Their primary duties are records department with limited clerical support for Treatment Services Directors.



Leann Luttenegger* (retired in May of 2020.) Kathy Weber, Kathy Crane, Sheila Vorwaldt and Brenda Farr

Warehouse



The warehouse consists of 1 Storekeeper 3 and 1 Storekeeper 2. They are responsible for the receipt and delivery of all supplies for the institution.

The warehouse is a 45,000 square feet and is located in our new maintenance/

warehouse facility. They are assisted by minimum out offenders.

Maintenance



Plant Operations Manager Leonard Harvey oversees the operations of the Maintenance Department. The Maintenance Department consists of 12 CTL's, 2 Electricians, 2 Electronic Engineer Technicians and one Administrative Assistant. These staff are responsible for repairs, maintenance, plumbing at the new institution as well as keeping up with minimal maintenance and repairs at the old facility.

Business Office



Business Office staff include Matt Jones, Budget Analyst; Sonya Freeman, Purchasing Agent 2; Denise Koechle, Sarah McGee, Cynthia Phillips Accounting Clerk 2's; and Tabitha Halterman, Travis Pitford, Info Tech Specialist 4.

They are supervised by Associate Warden of Administration, Teri Hamm. Teri also oversees the operations of the Maintenance, Warehouse and Dietary Departments. The operating budget for ISP in FY2020 was \$41,647,701.

The Business Office staff handle the day to day financial transactions of the institution, which includes budgeting, institutional purchases, staff travel claims, bill processing and other financial transactions. In addition, incarcerated individual fees, release money, Incarcerated Individual payroll, commissary purchases and incarcerated individual store orders. ISP also handles the following statewide duties for all nine institutions, restitution, child support, court filing fees and Incarcerated Individual telephone receipts.

Food Service



Tray preparation area that assembles both hot and cold trays.



**Food Service Director
Lisa Nance**



Thousands of items are delivered and stored each week



Dining Hall consists of an East and West side for efficient operations

- The Food Service Department at ISP is staffed by a Food Service Director III and 12 Food Service Coordinators, as well as approximately 70 Incarcerated Individuals.
- **1,035,713** meals were served, which includes the **60,936** meals that were served to the Jail and Juvenile Center.

Average cost per meal - \$2.62

Beginning Food Inventory - \$561,034.74

Ending Food Inventory - \$659,723.60

New obstacle to overcome this year

Covid-19 Pandemic



Cook's row is where all of the hot items are prepared each day.

Mail Room



The mailroom is a primary area of security and intelligence for the institution. Nikki Eaves worked diligently to inspect both incoming and outgoing mail for threats as well as contraband.

They process approximately 160,000 pieces of incoming first class mail as well as packages, newspapers, books and other publications.

O-Mail (Offender E-Mail) is processed several times a day by the mailroom. It is scanned for appropriateness as well as for security concerns. The incoming Omail is printed for those offenders whose status prohibits them from having kiosk access.

Human Resources



Pictured: Kathy Rehman and Diane Burgess.

FY 19 Staff

Average number of employees: 367

Authorized employees: 392.5

New Hires/Transfers: 72

Staff Promotions: 14

Retirements: 14

Two full-time Human Resources Technicians and one Executive Officer/HR Director processed timekeeping/payroll, staff evaluations, monitored leave usage, monitored FMLA along with the Reed Group, deferred comp, health/dental/life benefits, grievances, hiring, etc. for approximately 400 employees.

HR assists the supervisors in their use of the KRONOS timekeeping system. All leave/time off is directly entered into the KRONOS system and then reviewed/approved/denied directly by the supervisor. Same is applied for OT incurred.

Health Services



Pictured Back Row: RN Kayla Fedler, RN Andrea Malcom, Hygienist Denise Mortimer, RN Vicky Bryant, Dr. Miller, RN Amanda Dodson, RN Cindy Fedler, RN Kristan Wellman, RN Tammy Burden and AA Deborah Householder. **Middle Row:** Pam York and RN Julie Woolever. **Front Row:** RN Christina Winn, RN Abbie Heins, Nursing Services Director RN Whalen

The Health Care Unit is responsible for the physical and mental health of the maximum security unit and the MLO incarcerated individuals.

Its specific areas of responsibility include:

- Medical
- Optometry
- Phlebotomy
- Dental
- Mental health issues
- Hospice/Palliative Cares
- 24/7 Nursing Coverage
- Infection Control
- Elderly and Impaired
- Quality Management
- Environmental Health
- Health Administration
- Health Related Reports
- Health Related Grievances
- Health Education
- Corrective Action Plans

The Department consists of a Director of Nursing, 17 Registered Nurses, a Nursing Unit Coordinator, an Administrative Assistant 1, Physician, full-time Dentist, Dental Hygienist, three Psychologists, three Licensed Practical Nurses and a part-time Optometrist.

There are 10 incarcerated individuals trained as Activities of Daily Living Assistant (ADLA) workers and working in Medical Assistive Housing. They provide basic care and assistance to the medically needy incarcerated individuals housed in the MAH.

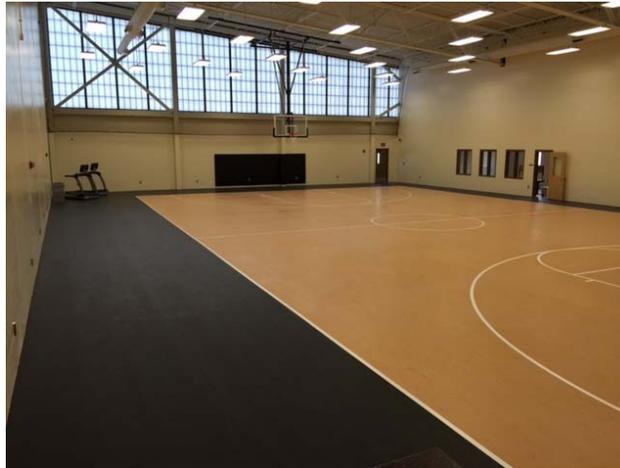
There are 12 incarcerated individuals trained Hospice care givers in the Sail to Serenity ISP Hospice program. Together they cared for two palliative patients and no hospice patient in the past 12 months

ISP maintains a Medication Storage Area on-site. Medication is received from the IDOC centralized pharmacy. Incarcerated Individuals have the opportunity to participate in Self Administration of Medication (SAM's). This program promotes offender self-reliance for their own health care.

Recreation



A/S Greg Colvin



The ISP complex Recreational department has four experienced staff (pictured left) supervising leisure activities for incarcerated individuals, as well as overseeing the library, music room and offering numerous activities through out the year.

In addition, the recreation department man-



A/S Pete Carlson

ages an incarcerated individual television rental program. There is the option of a "rent to own" a television by making 12 equal monthly payments or the choice to rent the unit on a month to month basis. ISP averaged 130 incarcerated individuals on the rent to own program. The money earned from the program is used towards recreation programs.

For FY 2020, the library purchased 84 new books and averaged 40 patrons daily. General Population offenders checked out 3170 books and 2160 magazines, watched a total of 500 different movies during the last fiscal year.



A/S Corey Stephens

Hobby Craft sales were \$10.189 and Bead Sales totaled \$5360.91 for FY20.



The Recreation department held numerous tournaments including corn hole, handball, dodgeball, badminton, pickle ball, basketball, volley ball as well as horseshoe. In addition, there were several runs, weight lifting events, jump rope and obstacle course contests.



A/S Jason Rung

The Recreation department also manages numerous basketball, football and baseball playoff contests. Activity Specialists also serve as the Inside sponsor for a number of incarcerated individual self-help groups.

CERT/ K9



Zach Hill, Matt Davis, Bruce Billings, Jake Scherer, Jason Calfee, Aaron Landers, Sgt. Dan Koller, Brett Fedler, Isaiah Allen, Shane Jobe, UM Brad Peterson. Not pictured is Sgt. Weston Weatherington who is on military leave

ISP CERT consists of 1 Captain and 9 correctional officers. Our CERT officers work a variety of posts throughout our institution.

Some primary duties that are assigned to these officers are dealing with our most problematic offenders whether they be in Housing Unit 1 or

elsewhere, shakedowns of cells and units, and area shakedowns.

CERT officers are also intricate members of a multidisciplinary team of staff working closely with our Long Term Restrictive Housing Program offenders in Housing Unit 1. Along with the duties previously described, these officers are also tasked with escorting any high risk offender that would require the offender to move outside the confines of our facility.

K9 Team

ISP K9 consists of three Sergeants and four K9's. The three K9's are dual purpose dogs that are Belgium Malinois. Dual purpose dogs are apprehension and narcotics detection dogs. The fourth K9 is an Golden Retriever and is a tobacco and cell phone detection dog.

They participate in the USPCA and all handlers and K9's have certified in the USPCA narcotic detection and PD1 trials. Sgt. Yager qualified to compete and certify at the USPCA National event in Florida in the PD1 events. Sgt. Barnes qualified to compete and certify at the USPCA National event in New York in the narcotic detection events.

CERT & K-9 conduct approximately 90% of the UA's done at ISP. They are also responsible for conducting major shakedowns of the facility as well as the day to day shakedowns in areas other than the housing units.



The K9 unit at Iowa State Penitentiary (ISP) consists of Sgt. Mike Barnes & K9, Sgt. Dustin Yager & K9 and Sgt. Steve Dill & K9.

Security

The Security Department at ISP consists of 245 Correctional Officers (filled positions), 10 Senior Correctional Officers (filled positions), and 7 Correctional Supervisors (filled positions). This well trained staffing contingent maintains security at Iowa's maximum security prison. The day to day security operations include offender escorts, observation, inspections, searches, operating electronic equipment and weapons, enforcing procedures and policies, conducting multiple counts, preparing written reports and maintaining both written and electronic logs as well as participating in yearly training requirements. Security staff are also a major part of the classification process, Administration Segregation and Disciplinary Detention review process and have input into treatment plans for the offenders. The security department has been instrumental with keeping dangerous contraband out of ISP. Staff at ISP have completed well over 21,000 cell searches and countless area searches during this period. The security department has taken a more active role in the treatment programs at ISP. Security staff have become facilitators in T4C, MRT, and LTRHP. These security staff will work side by side with the correctional counselor in teaching offender classes and in some cases will facilitate the class by themselves.

CNT

Members continue to train on a monthly basis, and we are hoping to send our six new members for their 40 hour basic class in the near future. We also continue to make cross training with CERT a priority and hope to hold a larger scale even for both teams to learn from in the upcoming year.



Membership List

includes—Membership List includes—C/O Chad Pech, C/O Jacob Bohnenkamp, Sgt. Matt Lachapelle, C/O Austin Bigger, Sgt. Chris Jones, C/O Matt Bundy, CC Teneil Jones, C/O Chris Schaffer, , C/O Kipp Jones, C/O Mark McGraw, C/O Mitch Even, Not pictured: Sheila Vorwaldt

SVSS

SVSS is a peer support program that provides trained team members to assist staff in dealing with stressful situations at work or in their personal lives in a confidential manner. They provide an active listener who knows how to assess the staff members need and help them identify and utilize, if necessary, other resources that are available. They also have a specific support responsibilities in the event of a major disturbance. SVSS members volunteer to be on call even when off duty and also may travel to other institutions to assist in supporting staff there if there is a need. Members include—Isaiah Allen, Austin Bigger, Jeremy Boecker, Christian Boyer, Matt Bundy, Brenda Farr, Dustin Foley, Darwin Johnson, Kipp Jones, Teneil Jones, and Sarah Rippenkroeger. .

Throughout the Year

Employees' Children Scholarship winners!

Please join me in congratulating the following in their receipt of the \$1000 ISP Scholarship-

Leigh Johnson, daughter of Jill Johnson

Kailee Pfeiferling, daughter of Leigh Ann Pfeiferling

Cassie Powers, daughter of Joe Powers

Charles Carlson, son of Pete Carlson

Kaia Jones, daughter of Chris Jones

Nathan Wallace, son of Jeff Wallace

Jacob Wallace, son of Jeff Wallace

Rady Malcolm, son of Andrea Malcolm

Claire Koechle, daughter of Darren Koechle

Dylan Jones, son of Andy Jones, who was the winner of the Scott Bryant Scholarship.



Safety Week !



Safety Officer Shawn Thompson adjusts the Safety Week display in the lobby.

The display is meant to bring awareness to the need for safety equipment and processes that affect

daily operations. ISP has numerous polices and procedures that assist us in ensuring staff and incarcerated individuals are safe from workplace injuries.

Throughout the Year

Chili Cook off Event



In October ISP held a Chili Cook Off to see who has the best chili recipe! There were 15 people who put their best chili foot forward with a variety of types and flavors of this American favorite.

Each chili pot was labeled anonymously with numbers and staff were able to sample flavors from each. Then each person recorded their top favorites.

The event was a lot of fun and a huge success. With a lot of friendly bantering of who would come out victorious. By the end of the voting the top three were named:

First place went to Nick Clark who named his best recipe “Fu King” Chili. Second place went to Sarah McGee with her “Chili with Benefits” and finally third place went to Phyllis Porter’s “Bloody Mary” chili recipe.



Along with the chili tasting, a fundraiser was held for Correctional Worker committee’s holiday events. Staff were able to pay to play Bags in the Corn Hole challenge. Three bags for a dollar and throw to attempt to claim the title. Travis Pitford came out victorious.



There were other fundraisers that included staff paying to wear their favorite sports team hat.

All in all it was a fun week filled with friendly competition and good food!

Throughout the Year

Growing Micro Greens!

A random trip to a St Louis Farmer's Market resulted in a new venture with high nutritional impact for Iowa State Penitentiary. Sarah Rippenkroeger, a Correctional Trades Leader, came across Microgreens, tried them and thought they would be a great addition to the greenhouses located at the ISP Warehouse.

Microgreens are considered high in antioxidants and range in size from 1 to 3 inches. They can grow in as little as three weeks and are produced from various kinds of vegetables and herbs. Some microgreens can regrow after harvesting.

In the next few weeks, the ISP greenhouse plans on growing onions, asparagus as well as tomatoes, lettuce and numerous other vegetables. The microgreens are sent inside to the ISP kitchen where they are washed and prepared to be included in meals.

There were three individuals who are minimum-outs workers who assisted in the construction of the greenhouse as well as the planting and harvesting of the greens.

The greenhouse also will be growing flowers that will be used around the grounds in the spring



Staff Pull Together



In March when COVID hit the country, staff pulled together in an extraordinary ways.

Although no stranger to operational changes this was much different than regular security concerns.

First, the facility switched to video visitation. This required staff to change the way visits were scheduled and required new technology skills.

Eventually, staff and incarcerated individuals alike were asked to don face masks and eventually face shields. Although not comfortable to wear, staff realized how serious the COVID threat presented to public health.

Throughout the Year

Generosity of ISP

Iowa State Penitentiary were in the holiday spirit. Organizers set out to collect donations for the local food pantry, warm jackets and hats for area schools and gifts for *Christmas for Kids/Teens* program. The drive ended in success.



Staff embraced the season of giving by donating 455 pounds of food to the local pantry. The donations were well rounded with canned fruits, vegetables and a myriad of other items. Coats, jackets and hats were also brought in to help those area youth who may need a bit of extra warmth this winter.

In addition, new gifts were brought in for the *Christmas for Kids/Teens* program and *Christmas for Foster Kids of Southeast Iowa*.

Throughout the year staff also donate money to the food pantry and other charitable organizations such as the American Cancer Society and Special Olympics. Jean days and food fundraisers primarily make up the bulk of the cash donations by staff.

Cultural Diversity Committee



The Cultural Diversity Committee invited a local food truck to raise money for its various educational and recruitment efforts.

Staff enjoyed taking advantage of different menu options and the nice weather!

The CDC attends recruitment fairs at local colleges to give students employment information.

One goal is to expand the diversity of the workforce through and provides diversity information to staff .

Throughout the Year

CNT Competition



In September the Iowa State Penitentiary Crisis Negotiation Team participated in the Iowa Crisis Negotiator's Association Conference and Competition.

The conference, located in West Des Moines had 14 teams in attendance from The Iowa Department of Corrections, The Iowa State Patrol and various Sherriff's department across the state. On the first day of the conference, team members reviewed the *Alabama Bunker Standoff* that occurred in 2013. In this incident a man boarded a bus, took a 5 year old boy hostage and then took him to an underground bunker for seven days. The team also examined an incident where a State Trooper's patrol car was taken during a standoff with the Texas Rangers. This lesson also contained information regarding tactics specific to negotiating with Veterans.

On Wednesday, 14 teams negotiated an incident that involved a suicidal individual that held children in the home. Later that day, teams participated in high element negotiations, identifying specific equipment as well as communication needs relevant to such a dynamic situation. On the last day of the conference, teams reviewed the *2004 Arizona Tower Seize* involving two Correctional Officers, which ended after a 15 day standoff.

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