Iowa State Penitentiary
FY 21
Annual Report

Overcoming adversity through team work!

Randy Gibbs / Chris Tripp
Warden
Fort Madison, IA
A Message From the Warden

Dear Director Skinner,

It is my pleasure to submit to you the Fiscal Year 2021 Annual Report for Iowa State Penitentiary.

This past year has been a year to overcome adversity. Covid 19 continued to disrupt operations with frequent quarantine events and precautionary efforts. During these challenging times Staff responded with professionalism and dedication to keeping others safe. The incarcerated individual population was also cooperative and complied with all safety precautions.

Recruitment efforts were marred by competition for qualified staff in a very competitive job market in Southeast Iowa. Low unemployment numbers in the region and stimulus money made filling vacancies a full time job. ISP hosted six new hire classes during the fiscal year and continue to work to find and hire qualified staff to fulfill our mission.

Another test of staff resiliency was and continued to be the contraband that finds its way into the secure perimeter placing staff and incarcerated individuals at risk. Staff exceeded expectations in handling these incidents with competence and care.

Finally, statewide events created changes in every facet of institutional operations. Work programs, basic lawn care and maintenance were added to staff’s job duties above and beyond attention to security details.

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,

Chris Tripp
Warden

Our Mission:
Creating Opportunities for Safer Communities
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Meet the Management Team

A change in leadership occurred when Warden Randy Gibbs was promoted to Deputy Director Operations. Iowa State Penitentiary congratulates Deputy Director Gibbs on his promotion and looks forward to working closely with him in the years to come!

Pictured: Unit Manager Rodolfo Gonzalez, Unit Manager Brendan Freeman, Unit Manager Brad Peterson, Warden Chris Tripp, Nursing Services Director Tasha Whalen, Security Director John Martinez, Associate Warden of Treatment Brad Hoe- nig, Human Resources Diane Burgess, Associate Warden of Administration Teri Hamm and Deputy Warden Doug Bolton. Not Pictured Unit Manager Janie Mendez.
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 continued 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 2021**

**HSED**

7 individuals took at least one HSED test at Iowa State Penitentiary in fiscal year 2020 - 2021.

4 completed their HSED with an average combined score of 62.

The department’s overall passing rate was 92% with 1 registered fail out of 13 total tests.

The department recorded 1,829 total contact hours in HSED.

The completion pass rate was 100%.

<table>
<thead>
<tr>
<th>HSED Subject</th>
<th>HSED Number of Tests</th>
<th>HSED Number of Fails</th>
<th>HSED Average Scores</th>
<th>HSED Current Pass Rate Percent</th>
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<tbody>
<tr>
<td>Writing</td>
<td>3</td>
<td>0</td>
<td>10</td>
<td>100</td>
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<tr>
<td>Social Studies</td>
<td>4</td>
<td>0</td>
<td>13</td>
<td>100</td>
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<tr>
<td>Science</td>
<td>2</td>
<td>0</td>
<td>16</td>
<td>100</td>
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<tr>
<td>Reading</td>
<td>2</td>
<td>0</td>
<td>15</td>
<td>100</td>
</tr>
<tr>
<td>Math</td>
<td>2</td>
<td>1</td>
<td>12</td>
<td>50</td>
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<tr>
<td><strong>Overall Total</strong></td>
<td><strong>13</strong></td>
<td><strong>1</strong></td>
<td><strong>13</strong></td>
<td><strong>100</strong></td>
</tr>
<tr>
<td><strong>Completions Total</strong></td>
<td><strong>4</strong></td>
<td><strong>0</strong></td>
<td><strong>62</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

**Literacy & ESL**

5 individuals participated in Literacy programs in fiscal year 2020 - 2021.

1 individual earned their Literacy Completion Certificates.

The department completion rate was 20%.

The department recorded 89 total contact hours in Literacy.

**Vocational Education**

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

35 apprenticeship exams were proctored in fiscal year 2020 - 2021.

0 individuals completed forklift operator certification.

8 individuals completed Basic Industrial Maintenance (Electrical) certification.

0 individuals completed Pumps and Valves certification.

The department recorded 144 total contact hours in Vocational Education.
Education Report—FY 2021

**Special Education**

Zero individuals participated in Special Education programs in fiscal year 2020 - 2021.

No special education students were HSED or High School students.

Zero special education student earned their 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, test proctoring for students taking correspondence college courses. Total department assessment hours were 283.

**Staffing**

The department employed 1 full time HSED/Literacy instructors (Christina Carlson), ½ time co-ordinator Kerry Murray, and ½ time Administrative Assistant/HiSET Administrator Madison Stearns in fiscal year 2020 – 2021.

**Highlights**

ISP was awarded funding to provide vocational certification classes provided by SCC CBIZ but was unable to provide vocational training due to Covid – 19 restrictions.

The CEA audit for reaccreditation that was postponed due to Covid-19 was successfully completed in June with the auditor recommending ISP for reaccreditation to the CEA Standards Commission.

ISP/MPCF Education staff were awarded the “We Are SCC Excellence Award”.

A plan was established and implemented to deliver in person and remote educational services to HU1.

FY21 was a difficult year for every department including the school. Education services were significantly impacted by the following:

- Multiple restrictions due to Covid – 19 throughout the fiscal year
- Various restrictions due to security issues
- Inability to fill our vacant Literacy/HSED instructor position for the entire year
- Reduction in accessibility to the school for all I/Is
  - Tier 1 = 100% reduction
  - Tier 2 = 50% reduction
  - Tier 3 = 50% reduction
- Absence of only instructor due to long term medical leave
- Lack of special education service
Budget Report

<table>
<thead>
<tr>
<th>Category</th>
<th>Total YTD Collected</th>
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<tbody>
<tr>
<td>Child Support</td>
<td>$ 283,735.85</td>
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<tr>
<td>Inmate Pay for Stay</td>
<td>$ 61,719.39</td>
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<tr>
<td>Restitution</td>
<td>$ 4,346,455.23</td>
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<tr>
<td>Allowance</td>
<td>$ 325,768.06</td>
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</table>

Revenue Collected

Local Governments $258,886.11
Gov Transfer In Other Agencies $39,650.39
Fees, Licenses & Permits $61,719.39

Total Revenue Collected: 360,255.89

In Fiscal Year 2021

<table>
<thead>
<tr>
<th>Service</th>
<th>Cost</th>
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<tbody>
<tr>
<td>Electricity</td>
<td>$1,052,031.28</td>
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<tr>
<td>Gas</td>
<td>$130,099.84</td>
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<tr>
<td>Water</td>
<td>$85,784.04</td>
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<tr>
<td>Sewage</td>
<td>$224,435.86</td>
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<tr>
<td>Fire Service</td>
<td>$15,000.00</td>
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</table>

Total Expenditures $1,507,351.02
## Expenditure Report

**FY2021**

<table>
<thead>
<tr>
<th>Category</th>
<th>Actual Expenditures</th>
<th>Department revised Budget</th>
<th>Percent (Actual of Budget)</th>
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</thead>
<tbody>
<tr>
<td>Personal Services</td>
<td>33,717,242.95</td>
<td>35,247,347.00</td>
<td>95.66</td>
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<td>In State Travel</td>
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<td>15,000.00</td>
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<td>State Vehicle Operation</td>
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<td>State Vehicle Depreciation</td>
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<td>100.00</td>
<td>100.00</td>
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<td>Out Of State Travel</td>
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<td>Office Supplies</td>
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<td>Facility Maintenance Supplies</td>
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<td>Equipment Maintenance Supplies</td>
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<td>Prof. &amp; Scientific Supplies</td>
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<td>Housing &amp; Subsistence Supplies</td>
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<td>209,220.00</td>
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<td>AG., Conservation &amp; Hort Supply</td>
<td>11,280.15</td>
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<td>Other Supplies</td>
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<td>235,001.00</td>
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<td>Food</td>
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<td>1,000,000.00</td>
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<td>Uniforms &amp; Related Items</td>
<td>126,092.84</td>
<td>100,000.00</td>
<td>126.09</td>
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<td>100.00</td>
<td>5,864.21</td>
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<td>Communications</td>
<td>97,301.17</td>
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<td>Rentals</td>
<td>3,201.02</td>
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<td>Utilities</td>
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<td>1,569,698.00</td>
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<tr>
<td>Prof &amp; Scientific Services</td>
<td>541,455.31</td>
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<td>Outside Services</td>
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<td>Advertising &amp; Publicity</td>
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<td>Outside Repairs/Service</td>
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<td>Reimbursements To Other Agency</td>
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<td>ITD Reimbursements</td>
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<td>Gov Transfer Other Agencies</td>
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<td>500.00</td>
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<td>Equipment</td>
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<td>Office Equipment</td>
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<td>Equipment-Non Inventory</td>
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<td>30,500.00</td>
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<td>IT Equipment &amp; Software</td>
<td>235,270.44</td>
<td>205,218.00</td>
<td>114.64</td>
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<tr>
<td>Other Expenses &amp; Obligations</td>
<td>215,494.65</td>
<td>294,999.00</td>
<td>73.05</td>
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<td>Licenses</td>
<td>3,800.00</td>
<td>4,200.00</td>
<td>90.48</td>
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<td><strong>Total Expenditures</strong></td>
<td>42,235,816.70</td>
<td>41,957,772.00</td>
<td>100.66</td>
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</table>
During Y21, the Long Term Restricted Housing Program continued to be an integral part of the Iowa State Penitentiary treatment initiatives. The LTRHP continues to provide two options for treatment: Intensive Management (IM) and Special Management (SM). With Unit Manager Brad Peterson providing oversight, Correctional Counselors Brendon Freeman, Nicky Clark, and Teneil Jones continued to focus directly on the LTRHP regarding the implementation of the Challenge Series, group facilitation, Serin and Carey guides, and weekly 1-1 interviews with the LTRHP participants. Brendon Freeman and Teneil Jones accepted promotional opportunities which led to the hiring of Correctional Counselors Austin Bigger and Sean Atwater. Austin and Sean both transitioned into the LTRHP and now manage their respective caseloads. During FY21, twenty-five incarcerated individuals successfully completed / discharged the Long Term Restricted Housing Program. Additional treatment staff within HU1 included Correctional Counselors Angela Roller and Anne Gehle. Counselor Roller provided case management to the incarcerated individuals assigned to a short/long term restricted housing status. Counselor Roller also was involved in co-facilitating the ACTV intervention within general population.

Housing Unit 4 took shape and is now included as a full-time housing unit. The HU4 SM side has the ability to house 28 incarcerated individuals. Those incarcerated individuals needing assistance with daily living (ADL) continue to reside on the medical assisted housing unit within HU4. ISP continues to provide a very respectful Hospice Program within Housing Unit 4. The COVID 19 pandemic had a direct impact on Housing Unit 4 as this area was primarily used to quarantine the presumptive / positive incarcerated individuals. Most of the in-coming transfers are now housed in HU4 until the initial classification process is completed. The Treatment staff within HU4 include Unit Manager Brendon Freeman and Correctional Counselor Lars Rude. Correctional Counselor Rude also co-facilitated the ACTV intervention with the ISP general population. The ISP Psychologists all provide services within HU4. Unit Manager Todd
Ensminger retired from ISP in October 2020 after nearly 34 years of service. The entire ISP wishes Todd well in his retirement and is appreciative of his service.

Housing Unit 2 has continued to house incarcerated individuals who have achieved Tier 2 status. In this status, the incarcerated individual is now job eligible and is allowed to participate in treatment programming. Treatment programming, within Housing Unit 2, includes T4C, MRT, and ACTV. The treatment staff, with HU2, began with Unit Manager Gonzalez and then transferred to Unit Manager Janie Mendez in January 2021. Correctional Counselors Shane Milligan and Matt Callahan provide case management to the Tier 2 population within HU2. Correctional Counselor Dan Roach provides case management for the one pod that houses a T1 population within Housing Unit 2. All three of the Correctional Counselors within HU2 are facilitators of T4C. Tracy Blanchard was assigned to provide psychological services in HU2 during fiscal year 21.

Housing Unit 3 continues to house the Tier 3 population at the Iowa State Penitentiary. This unit is the only double bunked unit within the ISP complex. With HU3 being the highest TIP, the incarcerated individuals have access to an XBOX rental program, chicken shack orders, in-house recreation tournaments, and increased access to the Programs Building and yard areas. Treatment staff, for FY21, began with Unit Manager Janie Mendez. This leadership then transferred to Unit Manager Rodolfo Gonzalez in January 2021. Correctional Counselors Dave Foehring and Jon Wells continue to provide case management to the HU3 general population. The Housing Unit 3 incarcerated individuals also participate in programming including T4C, MRT, and ACTV in the ISP programs building. In February 2021, Teneil Jones then accepted a promotion to Psychologist and resumed the responsibility of providing psychological services to Housing Unit 3 individuals.

Program Counselors

Correctional Counselors Lynn Hartsock and Austin Bigger co-facilitated T4C groups, for the T3 population, in the education area of the Programs Building. Counselor Bigger accepted a role in the Long Term Restricted Housing Program which allowed Sgt. Zeb Butler to accept a promotional opportunity to Correctional Counselor in April 2021. The program counselors also provide the case load counselors with assistance regarding re-entry efforts and assessments.
Chapel

ISP currently has 13 different religious groups that practice weekly. Chaplain Charles Marmor accepted a position with the Texas DOC in May 2021. Darwin Johnson accepted the Chaplain promotion and began his new duties as Chaplain in June 2021. Darwin brings 20+ years of experience at ISP with him to the Chapel area as well as ministry experience within the community setting. Chaplain Johnson also now has oversight of Project Harmony as an Inside Sponsor as well.

Activities Building

ISP began fiscal year 21 with four Activity Specialists 2 positions assigned to the Programs Building. Jason Rung, Greg Colvin, Corey Stephens, and Pete Carlson continue to have oversight of the activity programs in the Programs Building. Due to the COVID 19 pandemic, activities were difficult to schedule and population restrictions were mandated in a majority of the areas. The ISP Programs Building currently includes the library, barber shop, hobby craft, chapel, gymnasium, outside yard, and education department. The ISP activities staff also provide oversight and coordination of the ISP TV rental program. This program currently includes approximately 130 TV’s that are rented out to incarcerated individuals. Hobby craft sales amounted to $16,300.40 with bead sales totaling $9428.00. The ISP Library purchased 90 new books and included the checkout of 8201 books by the ISP population. Even with the COVID pandemic, the ISP library averaged 40 patrons per day. In May 2022, CO Isaiah Allen accepted a promotion as an Activity Specialist 2. Isaiah is currently responsible for the HU1 Protective Custody population and the TV rental program within Housing Unit One. As Isaiah continues to adjust and learn his new assignment, discussions have taken place to include recreational activities within the Long Term Restricted Housing Program in HU1. The ISP Activities Staff also have oversight of incarcerated individual self-help groups to include NAACP, Humanist, Alternative to Violence, and Toastmasters.

Psychologists

ISP currently has three Psychologists full time. Misti Duetschle came aboard in November 2020 as an ARNP. Misti has been instrumental with the team and her assistance has proven to be very effective. Joy Kuper also retired, after nearly 37 years of service, in December 2020. The entire ISP wishes Joy well in her retirement.
Psychological services can be requested by an Incarcerated individual by direct kiosk messaging their assigned psychologist, staff referral, and classification team referral.

**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. Leanne Moeller retired in May 2020. Lori Sproul has been a welcome addition to the HU2 team as she accepted the position in September 2020. All ISP staff wish Leanne well in her retirement.

**Treatment Programs**

**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. During FY21, 2 incarcerated individuals completed ACTV at ISP.

**T4C Thinking for Change:** There are thirty-two 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. During FY21, twenty-three incarcerated individuals completed T4C at ISP.

**Moral Recognition Therapy:** 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 2022. During FY21, 29 incarcerated individuals completed MRT at ISP.
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 Treatment Department Treatment Department 15 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 individual’s 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.
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 outs offenders.

Maintenance

During FY21 the Maintenance Department had the following people retire, Paul Dohman and Mark Lohman both were Electricians, Darrell Sutton- EET and Roger Cook- Storekeeper 2

Andy Krogmeier accepted a promotion to Plant Operations Manager 1 and was assigned to oversee the Garage, Grounds keeping, Storeroom and Tool Control.

Plant Operations Manager Leonard Harvey assigned to Facilities Maintenance and coordinating our Minimum Work Out incarcerated individuals.

Both POM’s along with the Safety Officer work to improve our Maintenance program as well as increased safety and efficiency in the Storeroom
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 FY2021 was 41,957,772.00

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

Food Service Staff Pictured Back Row: Rory Ingwerson, Joe Ellison, Frank Perez, Bob Walters, Lucas Shepler, Randy Mathewson, Eric Dochterman. Front Row: Lisa Nance, Tracy Lobberecht, Francine Lee, Cheryl Leonhard, Jessie Shepler. We currently have one vacant position.

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.

1,029,181 meals were served, which includes the 55,941 meals that were served to the Jail and Juvenile Center

Average cost per meal - $2.64

Beginning Food Inventory - $659,723.60
Ending Food Inventory - $430,169.18

FY 2021 Obstacles:
Continuing Covid 19 Pandemic and Staffing Issues.

Cook’s Row
Tray line
New Meal Delivery Carts
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

Human Resources

FY 21 Staff

Average number of EEs: 367
Authorized employees: 392.5
New Hires/Transfers: 79
Staff Promotions: 21
Retirements: 17

Pictured: Kathy Rehman and Diane Burgess.

One full-time Human Resources Technician and One Human Resource Associate 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.
The Health Care Unit is responsible for the physical and mental health of the maximum security 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
Health Services

The Department consists of a Director of Nursing, 16 Registered Nurses, three LPN’s, 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 four 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.

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.
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 a 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.
Security

At the end of FY 21 the Security Department at ISP consisted of 221 Correctional Officers filled positions and 24 vacant, 17 Senior Correctional Officers, filled positions with two vacant, and 14 Shift Supervisors Correctional Supervisors.

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.

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  
Cassie Powers, daughter of Joe Powers  
Claire Koechle, daughter of Darren Koechle  
Milo Koechle, son of Darren Koechle  
Kayla Norton, daughter of Thomas Norton  
Justin Bowker, son of Rebecca Bowker  
Caitlyn Conlee, daughter of Wendy Conlee  
Dylan Estrada, son of Lesley Estrada

Reagan Eaves, daughter of Nikki Eaves  
was the winner of Scott Bryant Scholarship

Recruitment Efforts Went Viral!

Retirements and resignations hit the facility hard in FY21 resulting in overtime during an already difficult pandemic.

Efforts were ramped up to recruit correctional officers and nurses amid a very competitive job market.

Newspaper, social media and radio ads were all employed to attract a high quality workforce.
Throughout the Year

K-9 Dominates Again!

The Iowa DOC K-9 Units attended the United State Police Canine Association PD1 (Police Dog) Certification in Algona Iowa. This certifications tests the handler’s and their canines in the following areas: Obedience, Agility, Evidence search, Suspect search and Apprehension.

The Iowa State Penitentiary team consisted of Sergeants Steve Dill, Dustin Yager and Mike Barnes. They were joined by a Sergeant from Clarinda Correctional Facility, Jason Gibson. ISP Officer Bruce Billings participated by serving as a Decoy for the trials.

The ISP Team did very well in trials with Sergeant Mike Barnes and K9 Justice placing First overall. Sergeant Dustin Yager with K9 Maverick placed Fourth overall, and Sergeant Steve Dill with K9 Rosco took Second place in Agility as well as Criminal Apprehension. Sergeant Jason Gibson Second Place in Agility.

The ISP Team trains regularly with their K9’s in each of these areas to ensure they are ready for their day to day work in the facility.

This regular training ensured the ISP Sergeant came home with First Place Overall Team Trophy for the second year in a row.

Pandemic Challenges Did Not Dampen ISP’s Generosity

The covid-19 pandemic was difficult on all aspects of operations. Wearing masks and face shields made aspects of security work more challenging as it presented several challenges. However when asked to step up for fellow staff members at other facilities ISP was on its game.

The same held true when donations were sought for the local Domestic Violence Intervention Program (DVIP).

DVIP serves a multi-county region in Southeast Iowa and serves men and women leaving dangerous domestic situations.

Warden Randy Gibbs stands with the donation of food items from our sister facility Mount Pleasant.

Correctional Officer Amy McPherson stands in front of donations collected for the Domestic Violence Intervention Program.
Throughout the Year

We are Stronger Together!

Tragedy echoed through the Iowa Department of Corrections and hit home with every man and woman that walks through these doors every day. We know that our environment creates the need for a heightened awareness in every aspect of our day to day duties. *In order to keep each of us safe we need to be stronger together.*
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