



DEPARTMENT OF CORRECTIONS

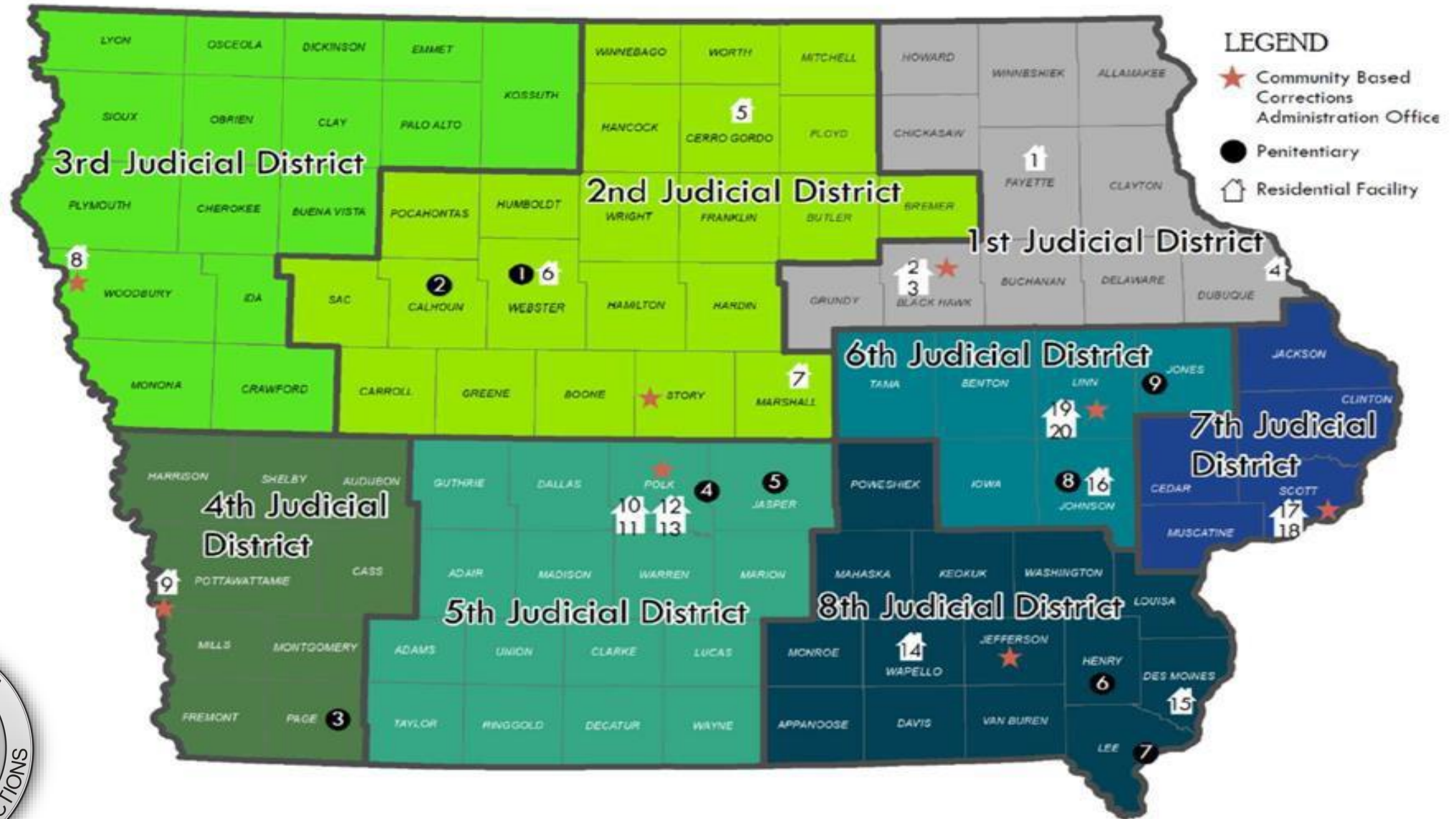
2022 JUSTICE SYSTEM APPROPRIATIONS SUBCOMMITTEE
BUDGET PRESENTATION
February 23, 2022



*“It is during our darkest moments
that we must focus to see the light.”*

- Aristotle

IOWA JUDICIAL DISTRICTS AND INSTITUTIONS



The list below shows highlights of the changes that have occurred at ASP since March, 23, 2021. For a more detailed list, please visit the department's website at doc.iowa.gov.

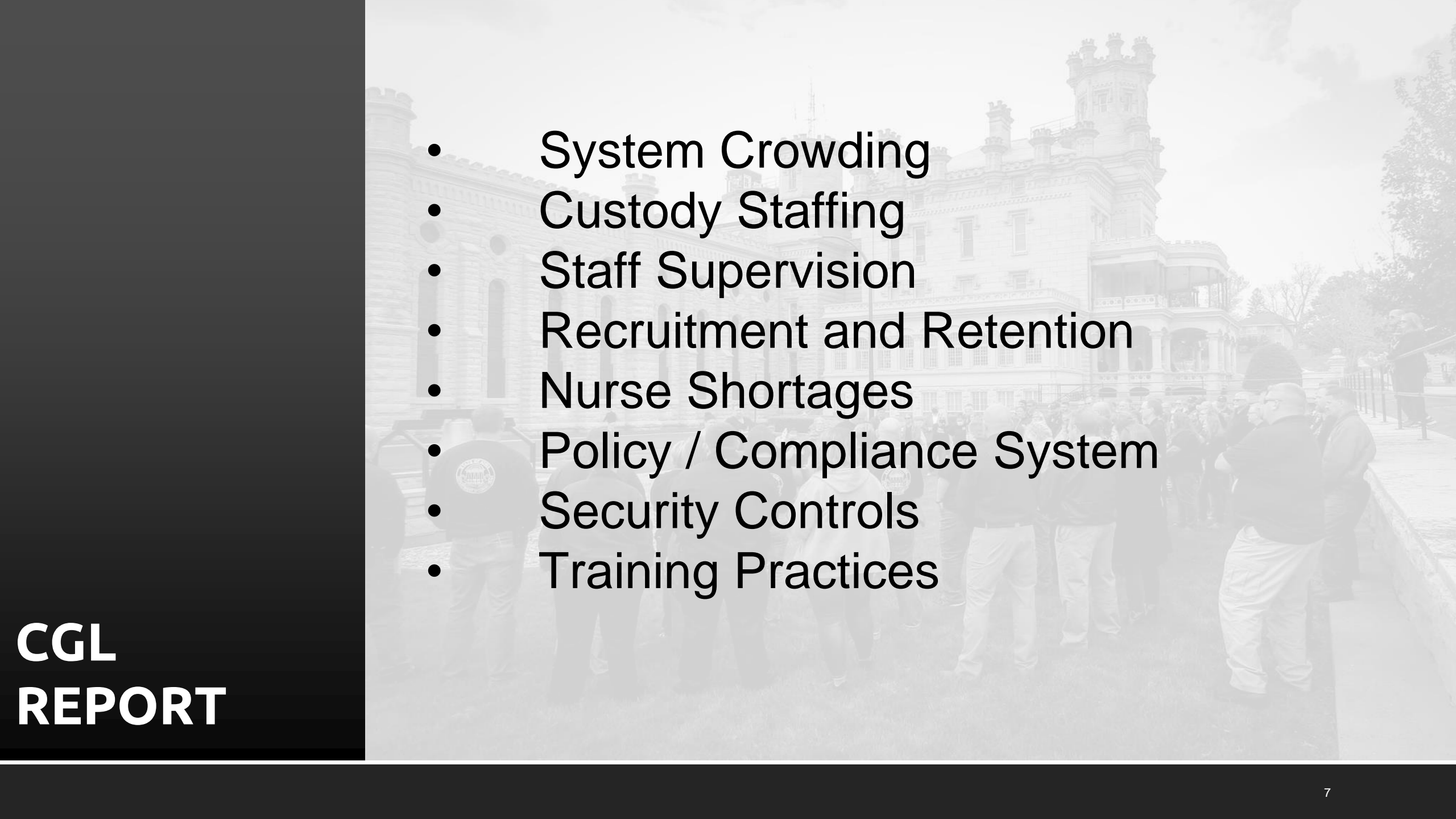
- March 23, 2021** *Incident at Anamosa State Penitentiary*
- Facility placed on restricted movement
 - All work programs stopped at ASP
 - Agents with the Iowa Department of Criminal Investigation (DCI) were on site to conduct the investigation into the incident
 - Staff Victimization and Support (SVSS) staff from various locations were on site at ASP for several days following the incident
- Iowa COPS organizes services for officer deaths in the line of duty.
- March 30, 2021** Deputy Director met with ASP's AFSCME Union President to discuss observations and concerns about ASP operations and current leadership. ISP Warden Gibbs selected a team of qualified staff with experience in conducting security audits and reported to ASP the following day.
- April 2, 2021** Each facility was ordered to conduct an in-depth analysis on tool control procedures and processes to be submitted to Deputy Director Sperflage by April 9th.

ASP TIMELINE

- April 2, 2021** Director Skinner announced immediate system wide suspension of inmate work programs that require the use of tools. Transfers made to reduce the ASP population.
- April 5, 2021** A team of Iowa DOC staff conducted an operational review of ASP tool control, operational practices and procedures within the facility.
- April 8, 2021** The Director of Security Operations was created.
- April 9, 2021** Officials from Minnesota and South Dakota conducted review of ASP operations.
- April 20, 2021** An RFP was posted to the small business site for a system wide operational review.
- April 21, 2021** The RFP for system wide operational review was posted to the Department of Administrative Services Procurement site (RFP07212380058). This posting is valid until May 5, 2021.

ASP TIMELINE

- June 8, 2021** Governor Reynolds signed House File 861 Justice System Appropriation bill allocating an additional \$3M for ASP to use on security improvements and staffing.
- July 26, 2021** CGL on site to begin audit
- July 27, 2021** Iowa DOC Security Audit Team arrived to begin ASP Security Audit
- August 26, 2021** Director Skinner conducted staff forums in the Visiting Room and met with Executive Team staff.
- October 8, 2021** ASP CERT and CNT were at ISP for Emergency Preparedness training.
- December 6, 2021** ASP medical unit reopened with limited number of patients
- December 15, 2021** CGL report received
- May 11 - 16, 2022** Staff names will be added to the National Peace Officers Memorial in Washington DC during the National Police Week.

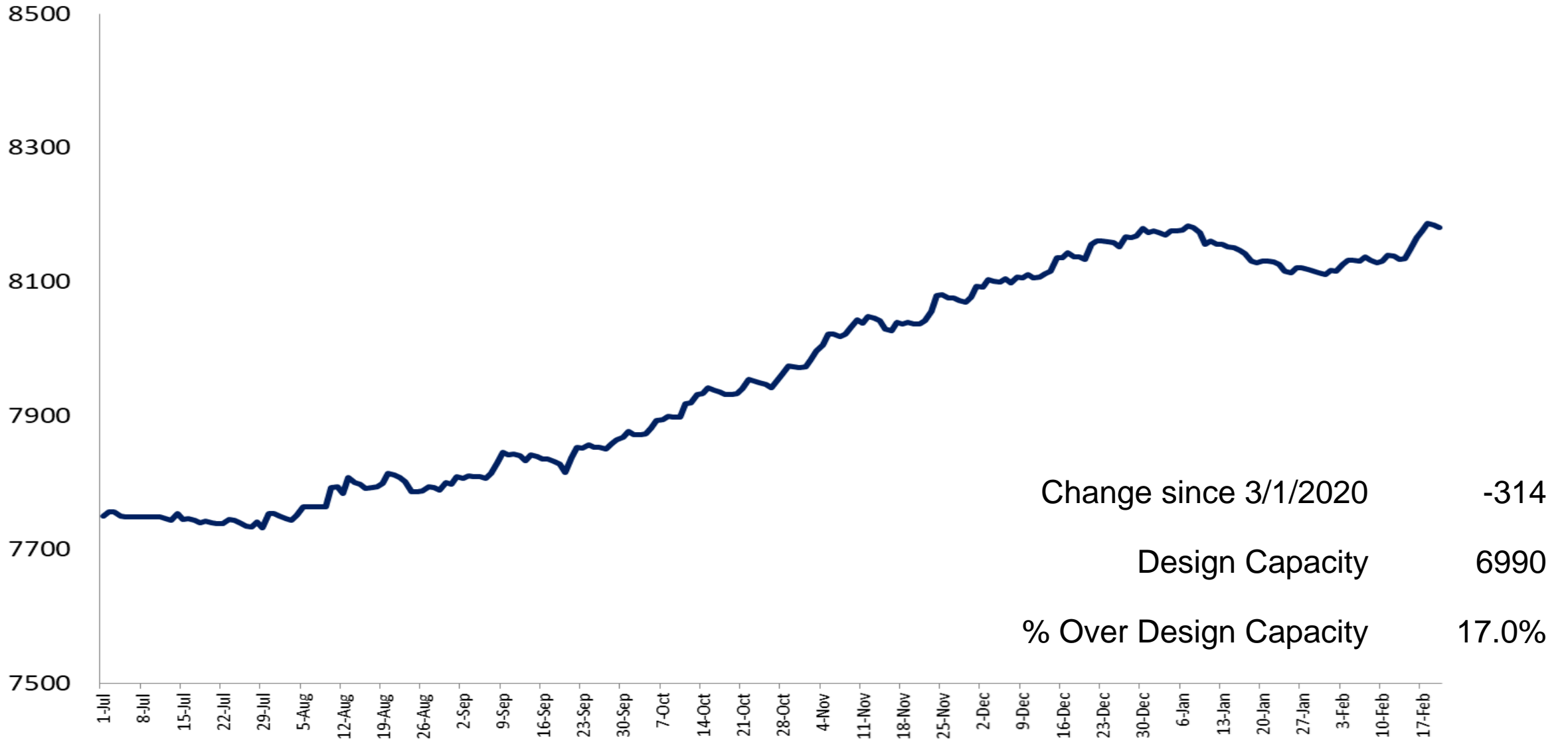
- 
- System Crowding
 - Custody Staffing
 - Staff Supervision
 - Recruitment and Retention
 - Nurse Shortages
 - Policy / Compliance System
 - Security Controls
 - Training Practices

SYSTEM WIDE CHANGES

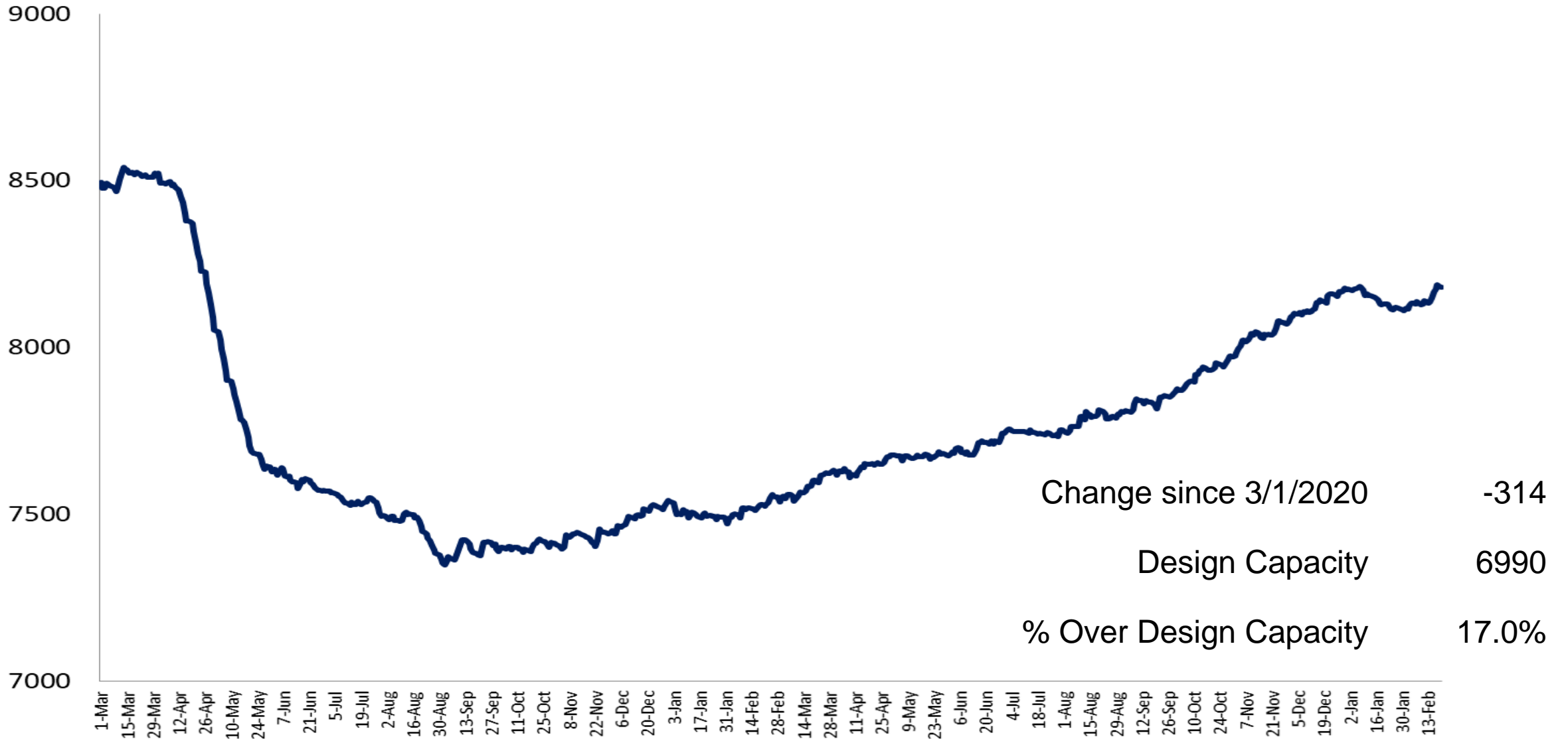
- Created Director of Prison Operations
- Tool Control Review
- Job Classification Tool
- Databases & Dashboards
- Technology Improvements
- K-9 Teams
- Mail Service Provider
- Statewide Compliance Office
- Recruitment Retention Office
- Security Summit
- Security First Training Videos
- Expanded Learning Center
- New Prison Positions (85 FTEs)



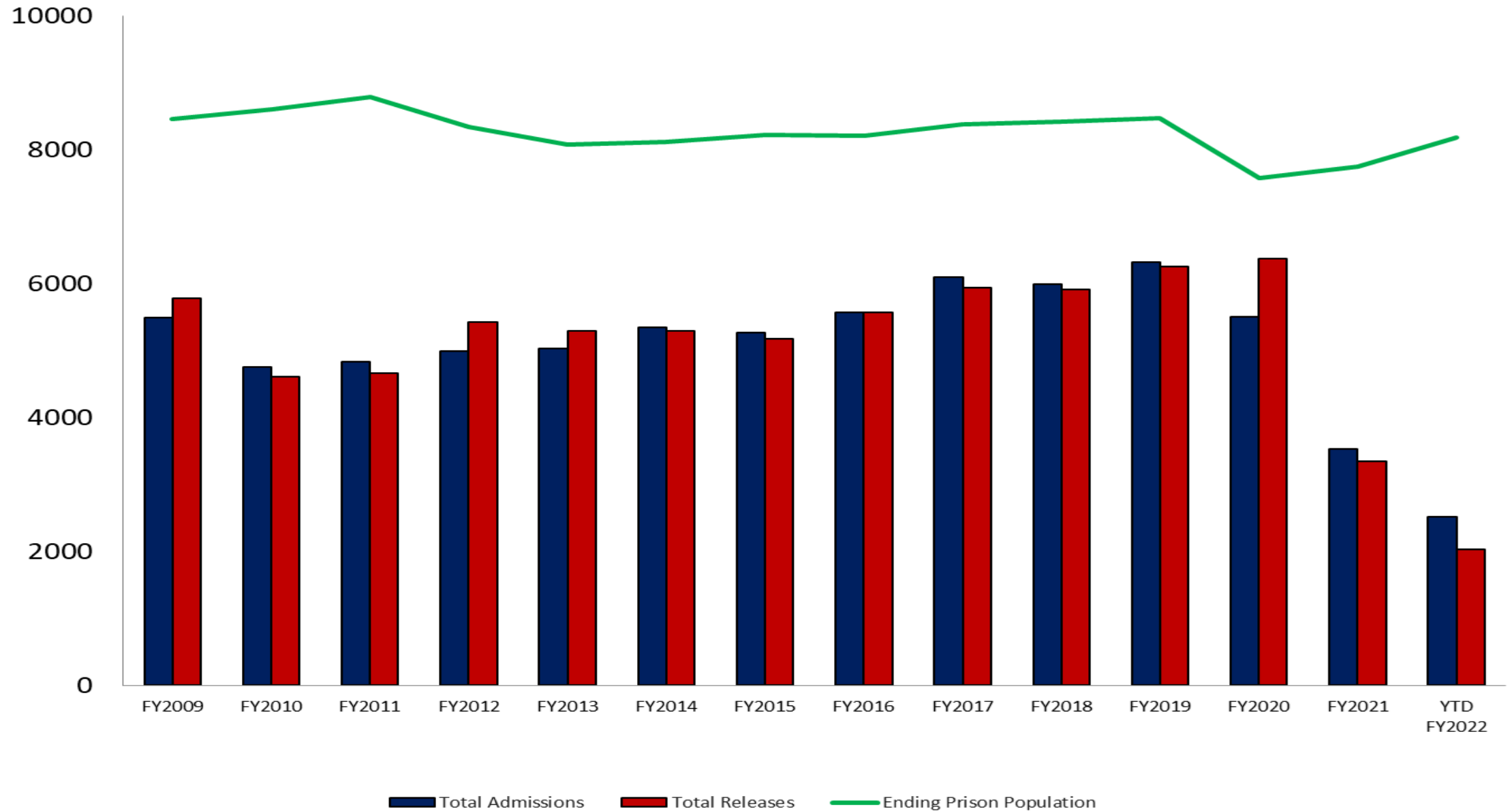
FY2022 Prison Population



Prison Population Change March 2020 to Present



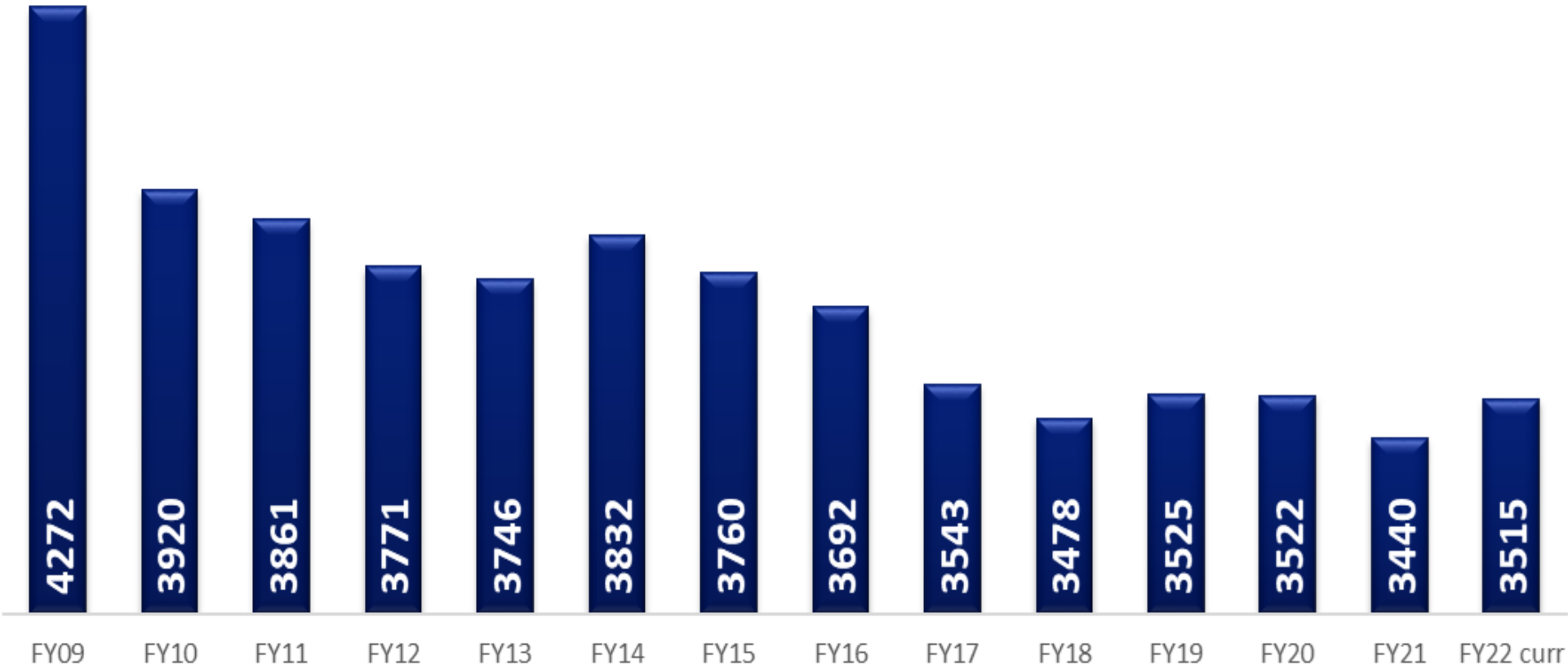
Prison Intakes and Admissions FY2009 to Present



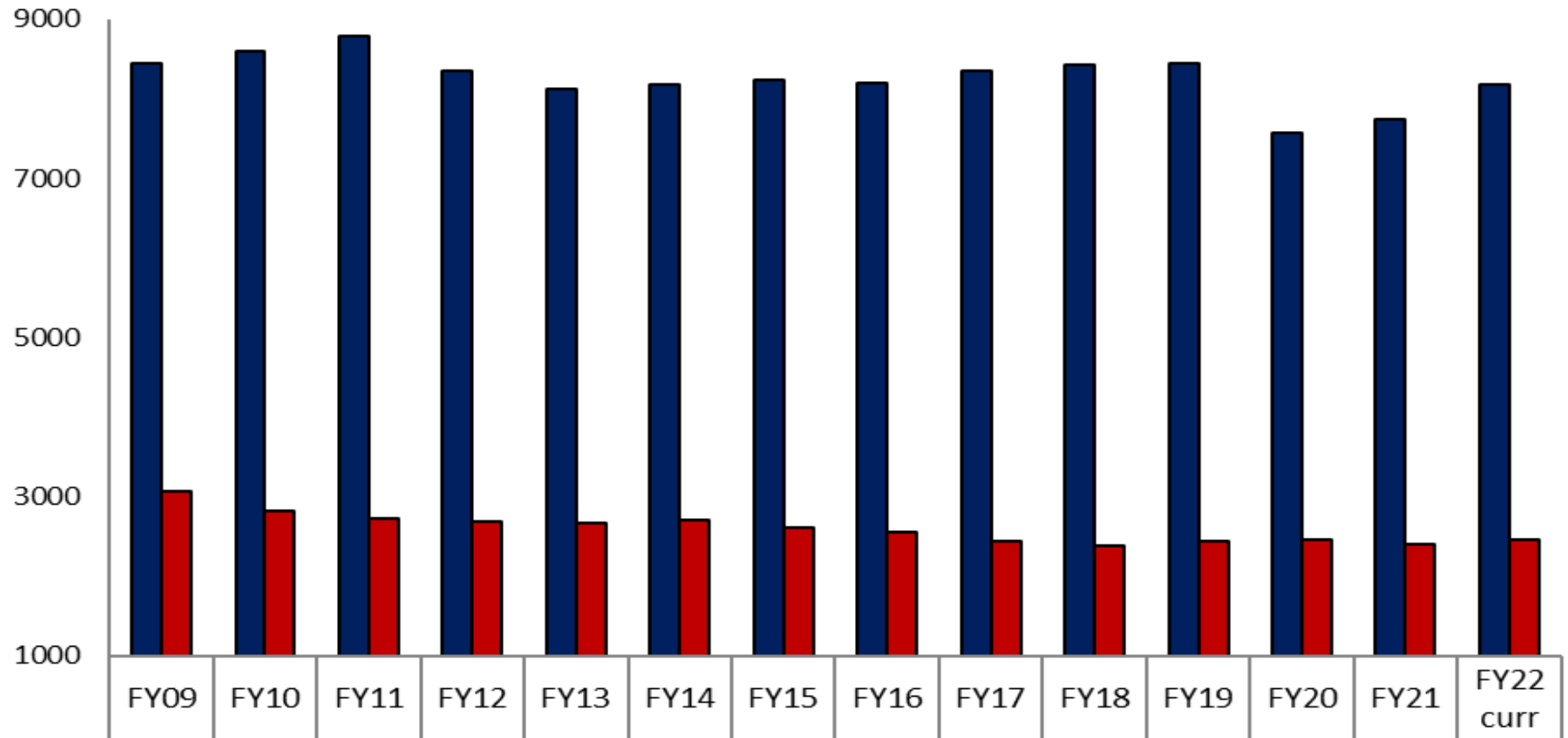
CBC & Prison Staff

**Total Staff
FY09: 4,272**

**Total Staff
FY22: 3,515**

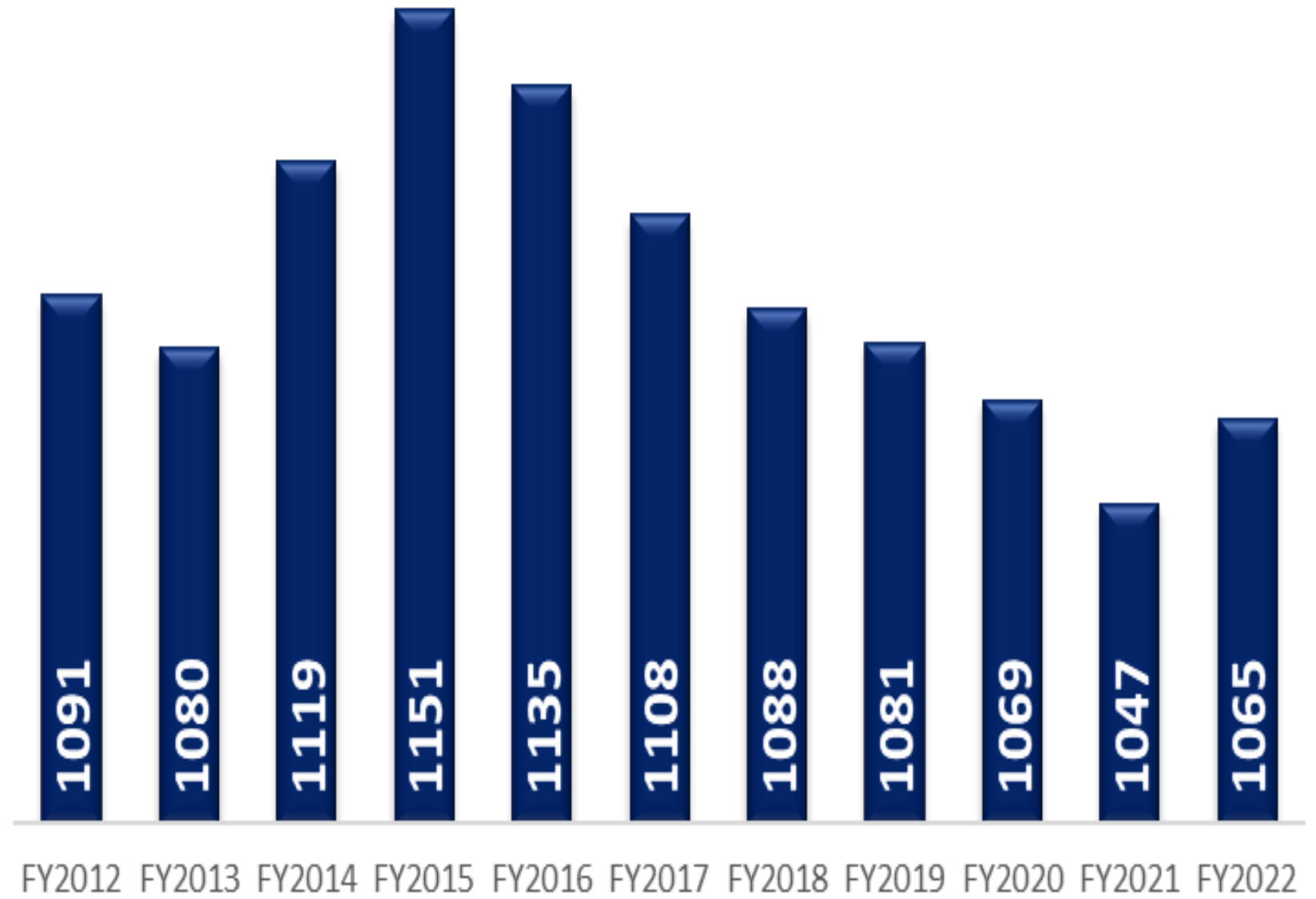


Prison Staff vs Inmate



■ Total Offender	8454	8603	8781	8353	8125	8174	8233	8206	8353	8417	8447	7573	7744	8181
■ Total Staff	3064	2811	2728	2680	2666	2713	2609	2557	2435	2390	2444	2453	2393	2450

CBC STAFF



Vacancies

288 Overall Prison Vacancies

203 CO/SCO Vacancies

90 CBC Vacancies (78.02 FTE)

FY2022 Overtime Projection

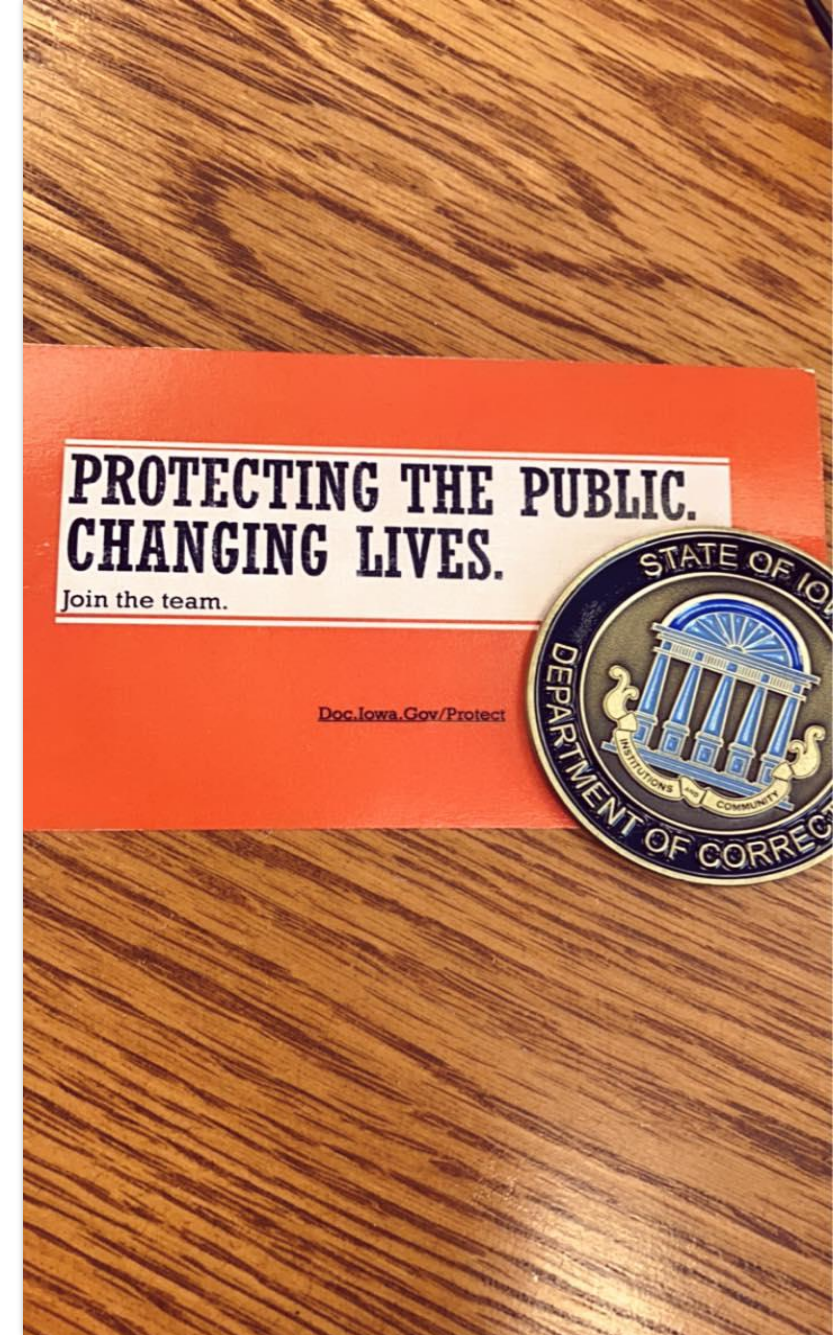
\$8-9 million estimated

(\$3.5 million per year pre-COVID)

Contract/Temp Nursing

\$2.9 million estimated for FY2022

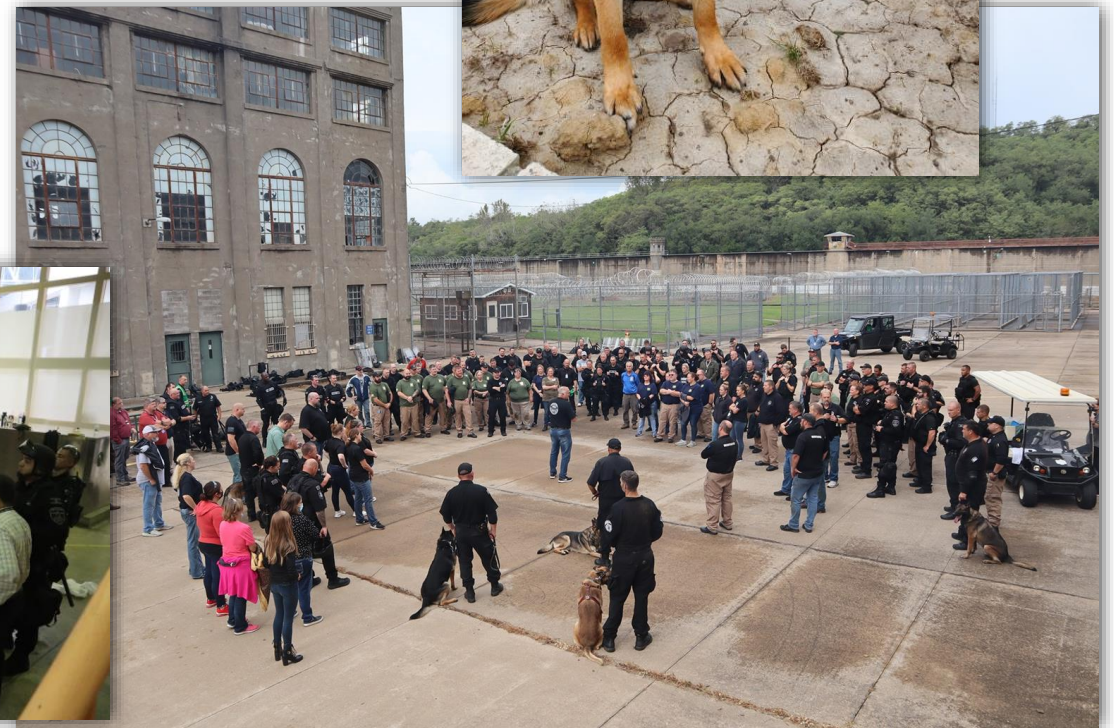
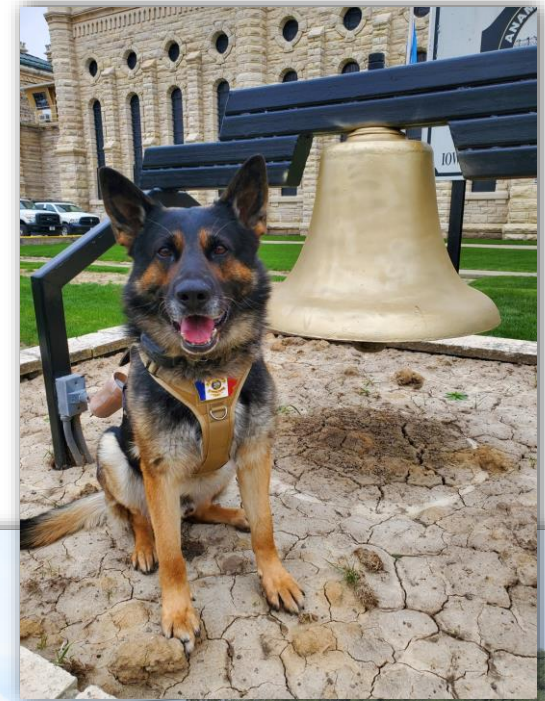
(was not present pre-COVID)



- Increased marketing
- Radio ads
- Geofencing
- Social media
- Billboards
- Commercials
- Job Fairs
- Internships
- Temp Positions
- Continuous Postings on NeoGov
- Advanced Appointment Rates / Hiring Bonuses for nursing
- Community College Partnerships
- Full-time Recruitment/Retention Specialist



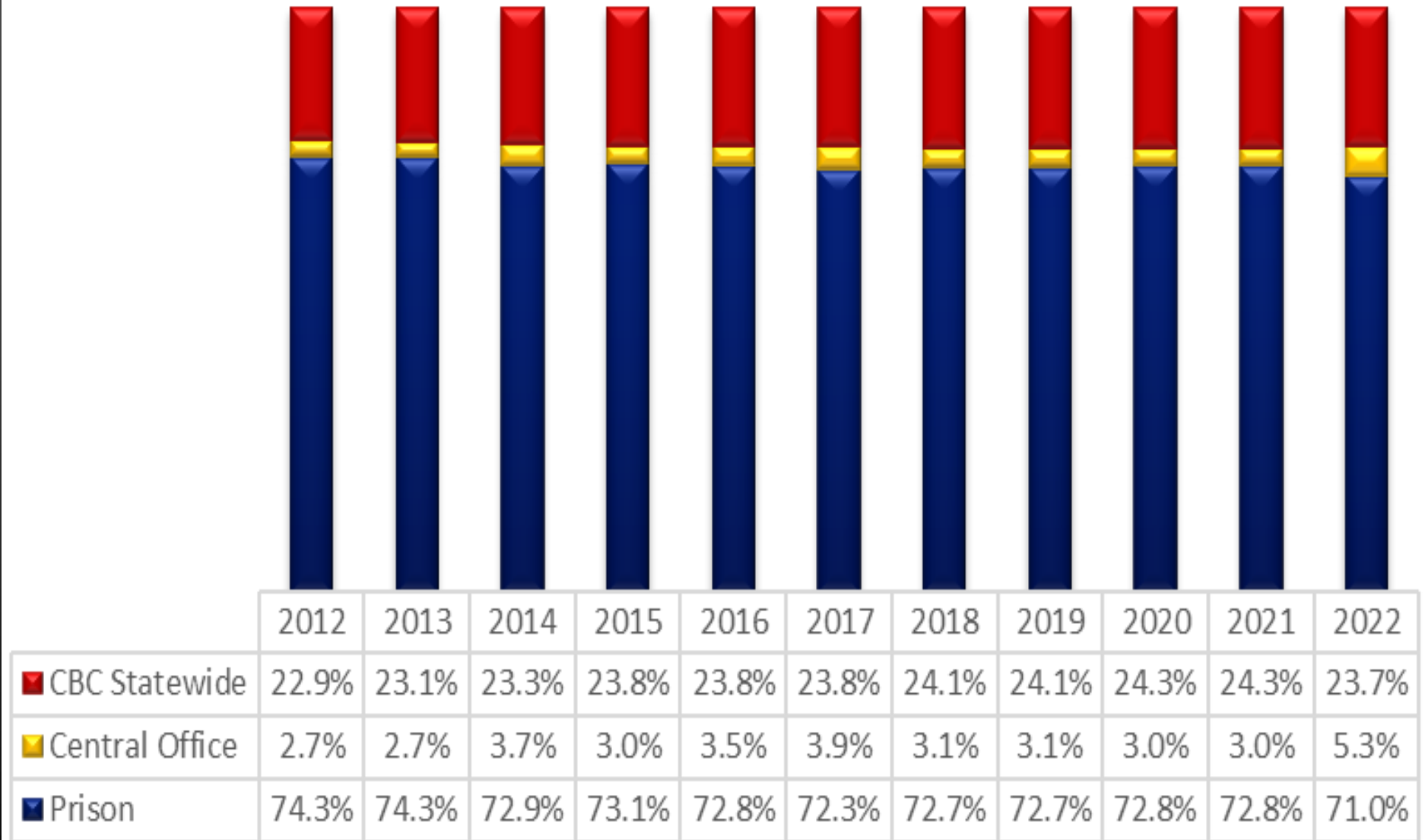
- Schedule Adjustments
- Shift Differential Increases
- Hazard Pay / Retention Bonus
- Full-time Recruitment/Retention Specialist
- Resumed Leadership Institute
- Feedback Forums
- Mentoring Program
- Additional Investments in Training



DOC GENERAL FUNDS HISTORY



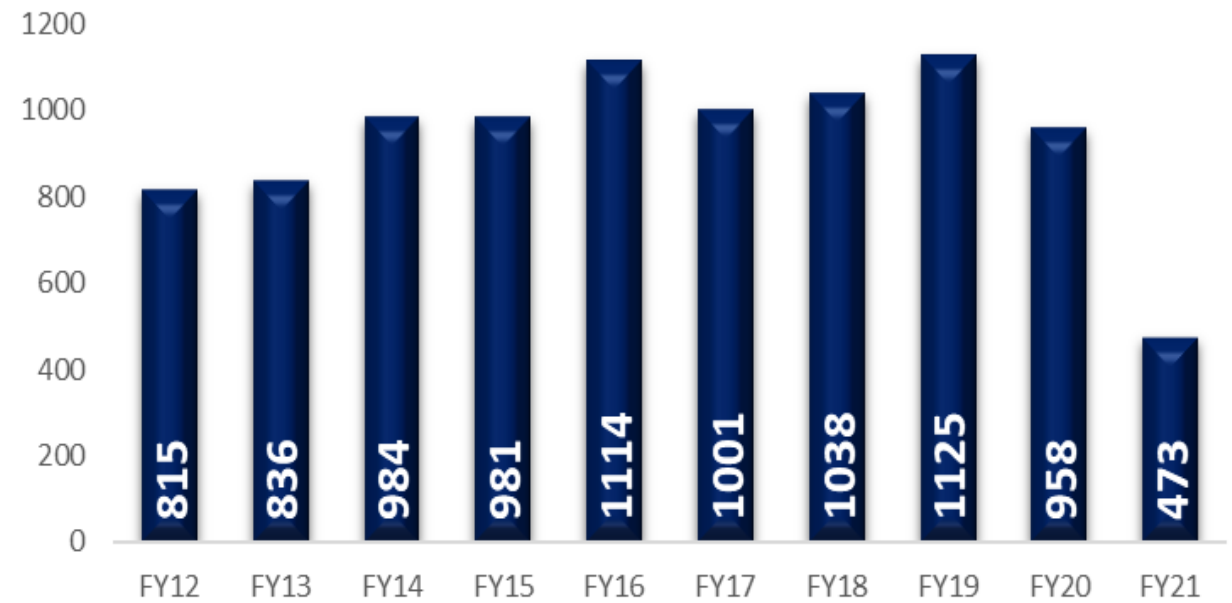
DOC GENERAL FUNDS HISTORY



Overall Recidivism Rate



Technical Revocations



Tech2Connect Reentry is a comprehensive program with individualized components based on participant needs.

Available services include:

- specialized assessment to determine individual needs
- independent and instructor led treatment activities
- wraparound reentry
- community based mentoring
- use of technology to access program services and increased treatment dosage to facilitate desistance from criminal behavior



**Treatment
Pilot Project
Update**

Treatment Pilot Project Update

Staff Hired

MPCF	4 Counselors
2nd District	3 Community Program Monitors
7th District	2 Community Treatment Coordinators, 2 Probation/Parole Officers 2, 2 Community Program Monitors

Clients Served

2nd District	98
7th District	187



334 Graduates



275 Active Apprentices

30 Registered Occupations



Cook, Baker, Housekeeper



Material Coordinator, Maintenance Repairer, Landscape Management



Peer Support Specialist, Office Manager/Administrative Services, Barber



Computer Operator, IT Specialist, Job Printer, Mechanical Drafter



Cabinet Maker, Carpenter, Painter



Welder, Electrician, Plumber, Home Performance Laborer, Heating and Air Conditioner Installer



Metal Fabricator, Power Coating Technician, Refrigeration/AC Tech, Injection Molding Machinist Operator



Audio Video Repairer, Screen Printer, Sewing Machine Repairer, Industrial Sewing Machine Operator, Upholsterer

Accomplishments



29% Increase in graduated apprentices within the last four years

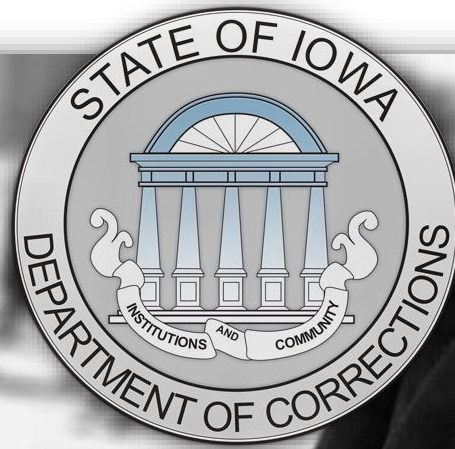


In-person, online, and self-study training options available



81.2% of apprentices that completed their apprenticeship successfully reenter the community and did not recidivate

Apprenticeship Program



**Thank you for investing in our mission:
Creating Opportunities for Safer Communities**

2022 JUSTICE SYSTEM APPROPRIATIONS SUBCOMMITTEE
BUDGET PRESENTATION
February 23, 2022