

# Iowa Department of Corrections (DOC)

2024 JUSTICE SYSTEM APPROPRIATIONS  
SUBCOMMITTEE PRESENTATION

DR. BETH SKINNER, DIRECTOR  
JANUARY 2024





**Don't be afraid to  
give up the good to  
go for the great."**

- John D. Rockefeller

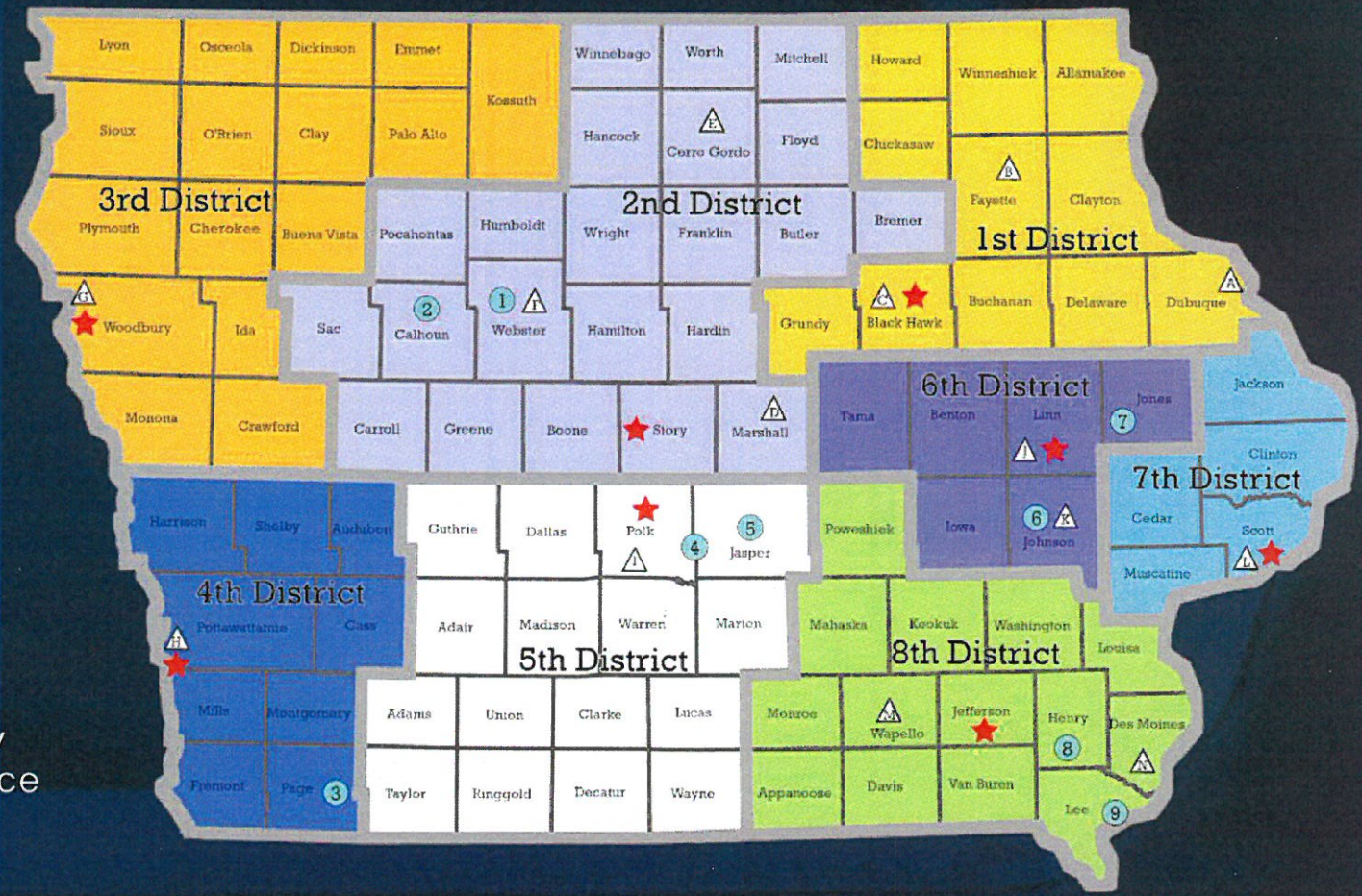


# About The DOC

## Districts and Institutions

### Legend

- Prison
- ▲ Residential Facility
- ★ District Admin Office



About

# The DOC

**Vision:**

An Iowa with No More Victims

**Mission:**

Creating Opportunities for Safer  
Communities

**Values:**

Creating Opportunities for Success is  
our Goal  
Reentry is our process  
Evidenced Based Practices are our Tools  
Staff is our Most Important Asset





## About **Our Strategic Plan**

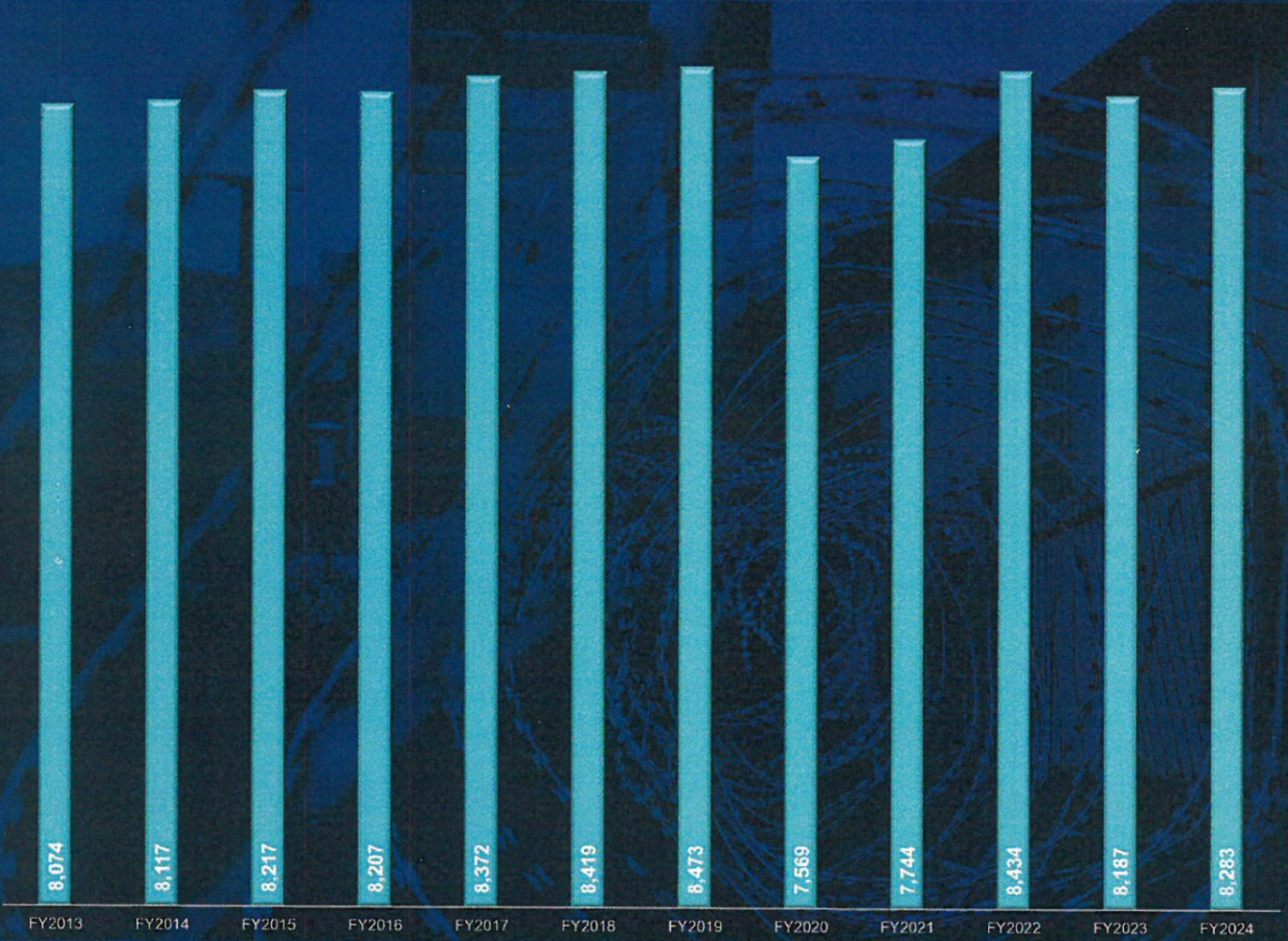
### 3 Core Priorities:

- Security & Safety
- Treatment & Programming
- Reentry

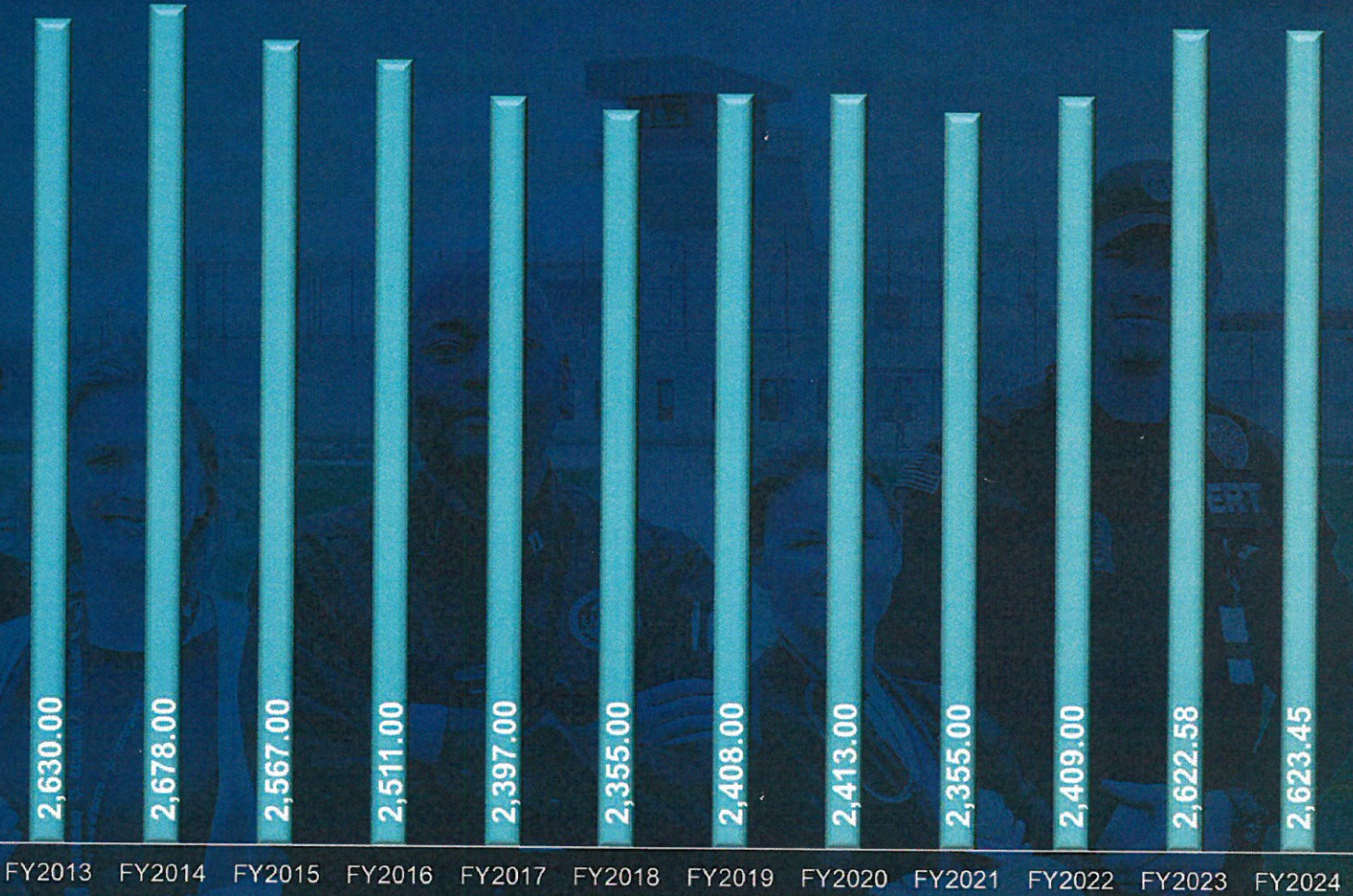
### 5 Target Areas:

- Train & Empower
- Reduce Risk & Increase Protective Factors
- Reduce Barriers
- Continuous Quality Improvement
- Reducing Racial Disparities & Increasing a Diverse Workforce

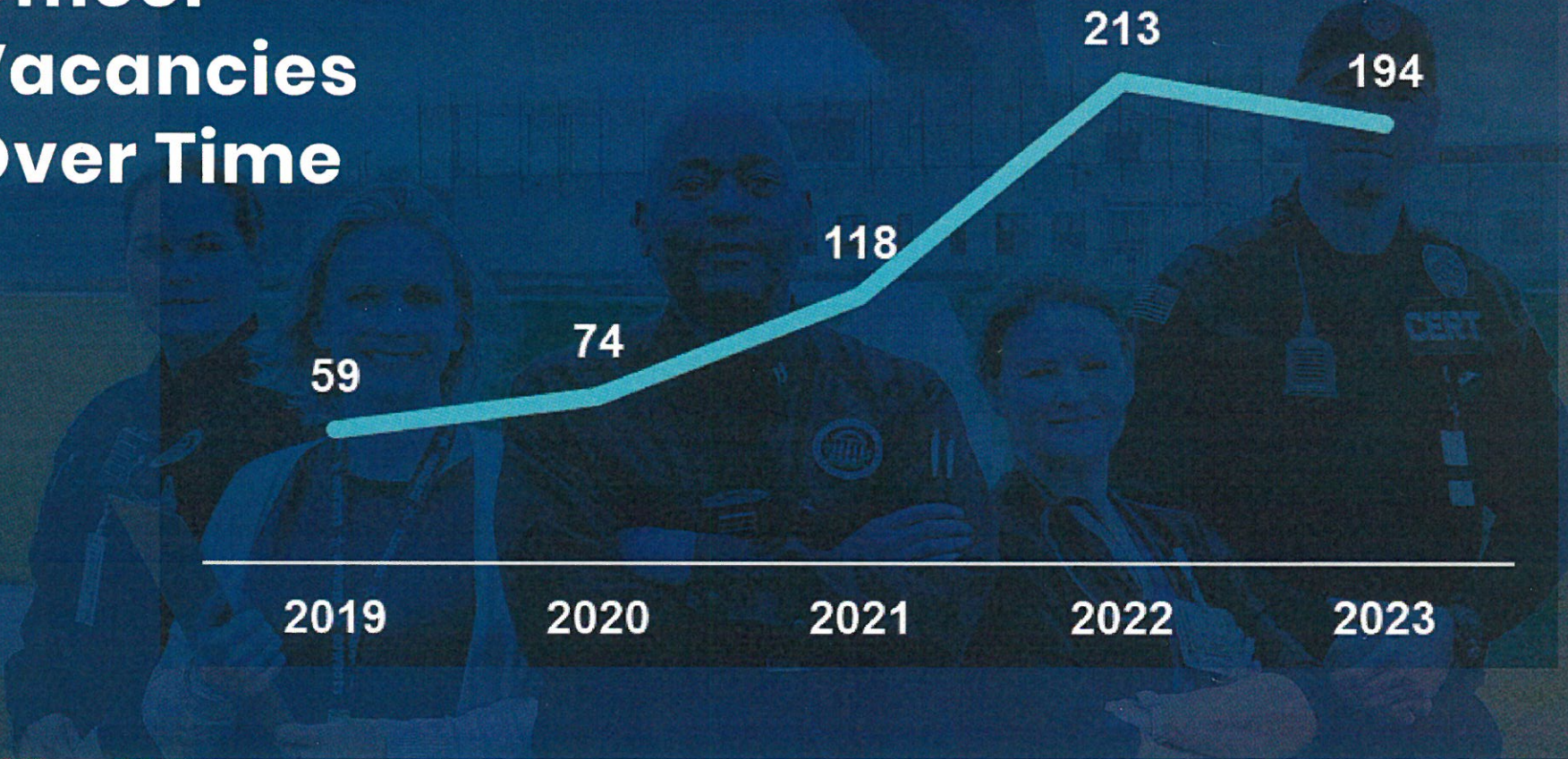
# About Prison Population



# About Prison Staff

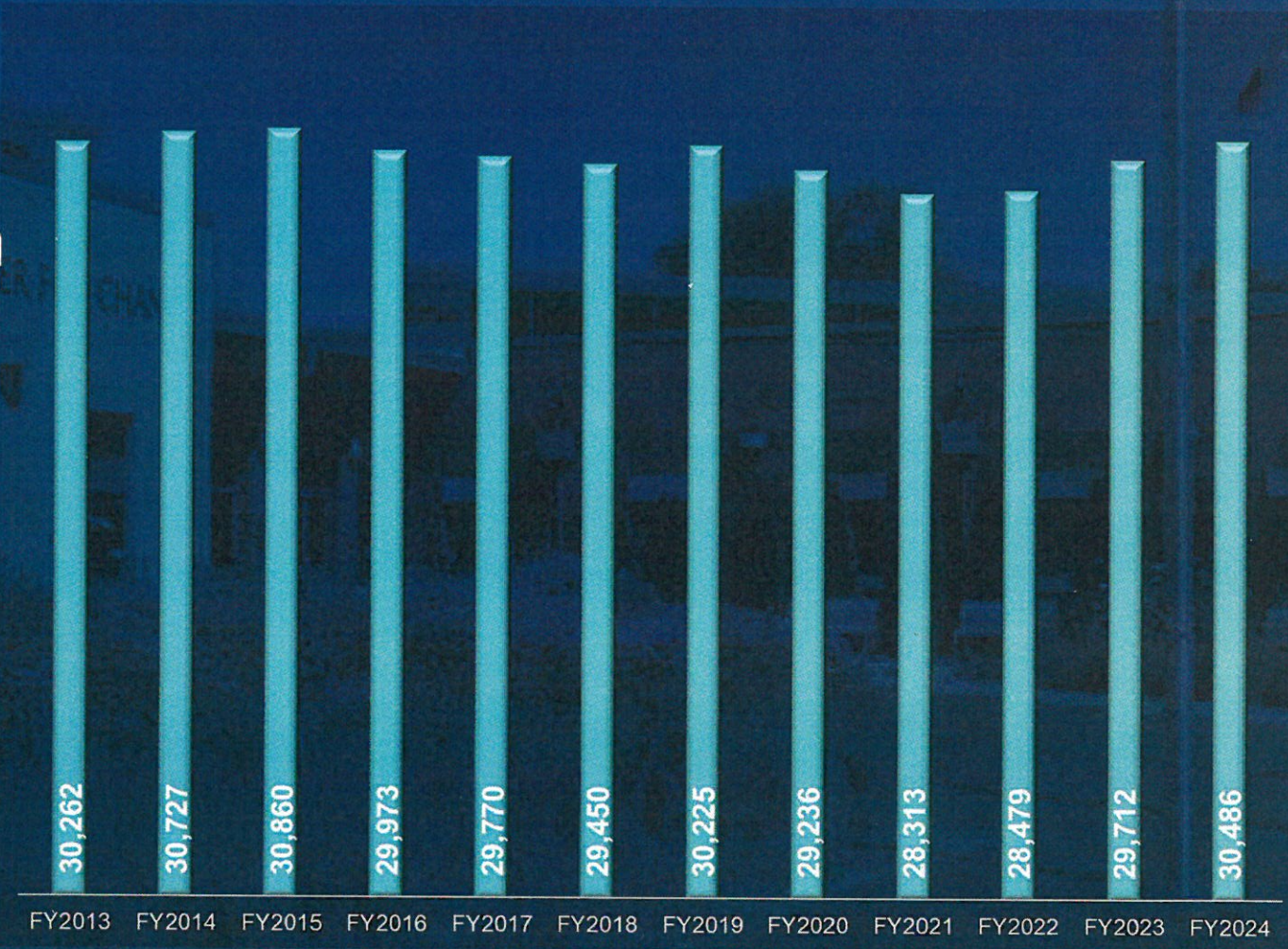


# About Correctional Officer Vacancies Over Time

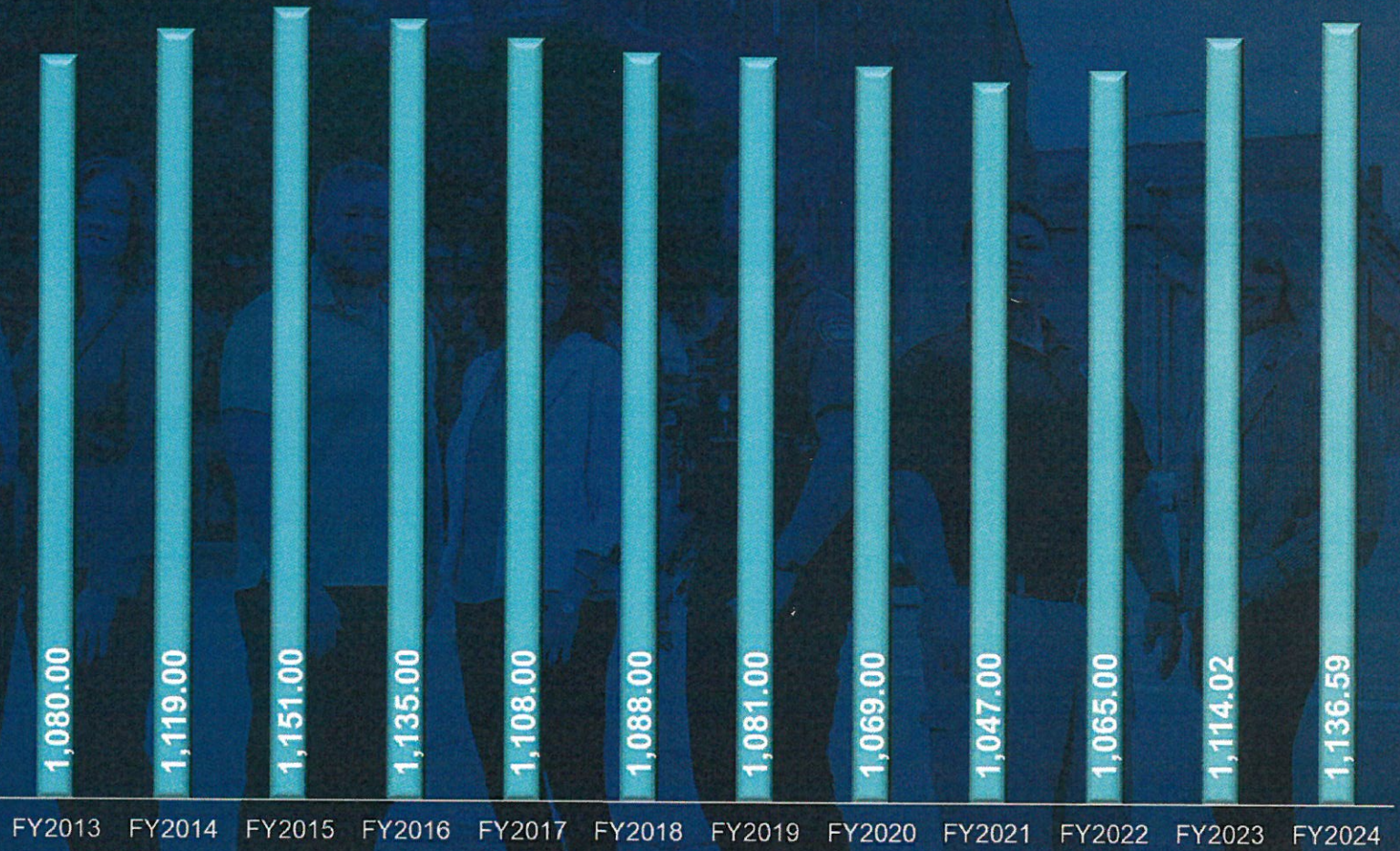




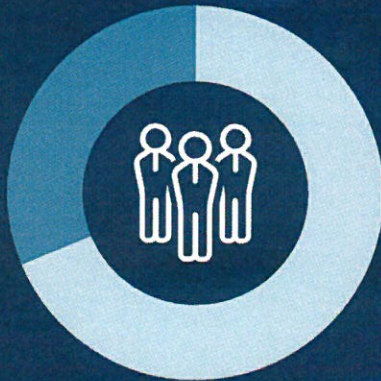
# About CBC Population



# About CBC Staff



# FY2024 DOC Staff Distribution



**Prisons**  
**68.35%**



**CBCs**  
**29.85%**



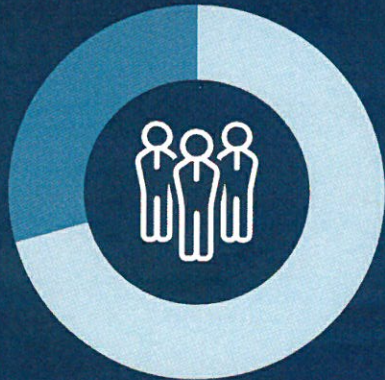
**Central Office**  
**1.80%**

About

# DOC General Funds History



# FY2023 DOC General Funds



**Prisons**  
**70.25%**



**CBCs**  
**23.86%**



**Central Office**  
**2.88%**



**Department-wide  
Duties**  
**3.01%**

# About Recidivism Rates

## Three-Year Recidivism Trends

Over the course of the last two years, the recidivism rate has decreased by 4.4%

FY2023

▼ 34.3%



FY2022

▼ 37%



FY2021

▼ 38.7%



## Successful Reentry Rate

In FY23, 66% of those who were released from prison three-years earlier, successfully reentered the community and did not return to prison.



About

# Security Improvements

- Identified areas of improvement through the security compliance program
- Added body scanners at several facilities
- Camera upgrades and coverage expansion
- Added security enhancements at officer stations
- Transitioned to new padlocks
- Improved tool control operations
- Upgraded outdated security equipment and perimeter controls
- Updated policies and procedures related to security operations
- Increased use of body cameras

## Our Employees

# Recruiting / Retention Efforts

### Sign-on and Referral Bonuses:

- Correctional Officers
- Nursing Staff

### Recruiting:

- Marketing Efforts
- Advanced Appointment Rates

### Retention:

- Wellness Program
- Mentoring Program
- Staff Recognition Program



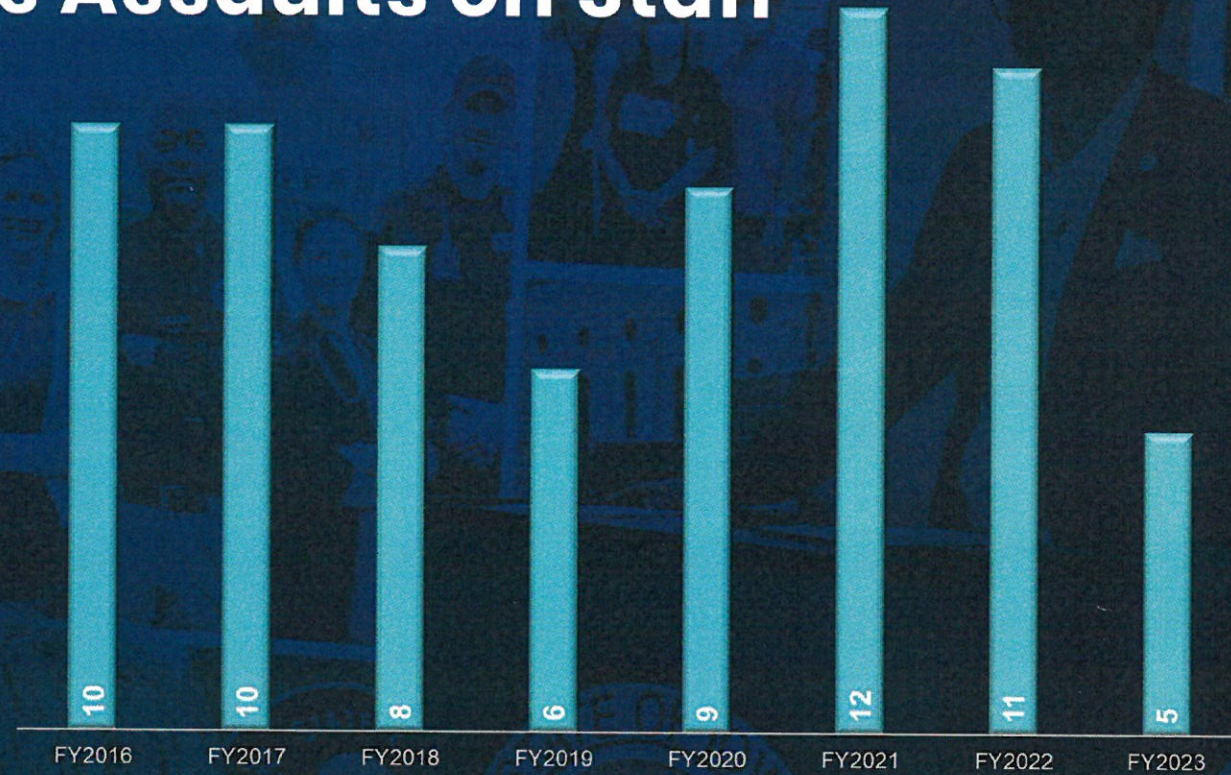
# Our Employees Field Training Officer Program

Building on the new employee training system when staff return to facilities

- Increased fidelity
- Focus on a professionalized workforce
- Continue facility specific training



# Staff Safety **Serious Assaults on Staff**



## About Data Driven Decisions

# DOC Dashboards and Analytics

### Prison Alert Dashboard:

Utilizes a violence prediction model to determine an individual's assault risk while incarcerated; enhancing the safety and security of both correction's staff and individuals incarcerated

### Early Alert Dashboard:

Utilizes a risk prediction algorithm developed from years of Iowa community corrections' data, to flag individuals who have a high assaultive risk as well as those who are generally at risk for community supervision failure



\*The intent of both alert dashboards are to deploy added interventions and support services to help stabilize individuals at risk

## About Data Driven Decisions

# DOC Dashboards and Analytics

### Medical Outbreak Management Dashboard:

For the institutions' medical teams to help better manage, track, and analyze communicable disease trends of those incarcerated

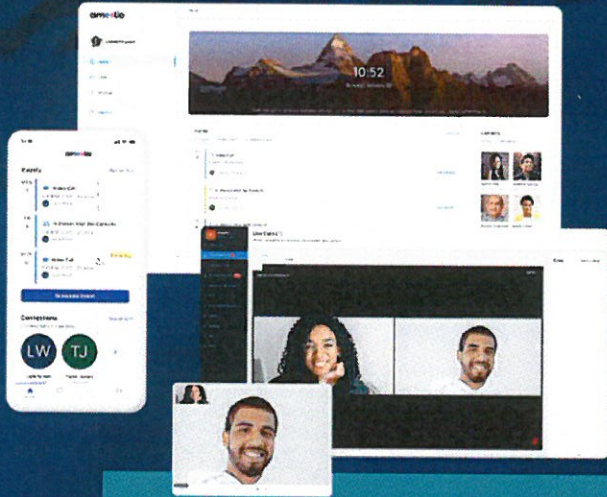
### Release Candidates Dashboard:

Created to help correctional staff identify clients who may be appropriate candidates for BOP review and institutional release, assisting in prison population management and promotion of community safety



## Visiting upgrades

# Ameelio



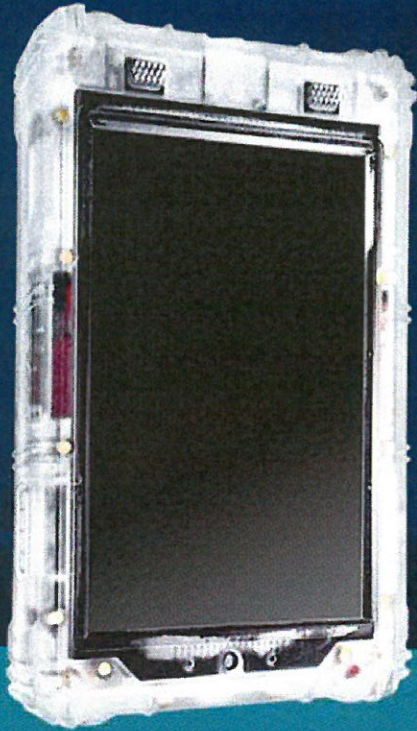
Ameelio's video calling service is the nation's first prison video calling platform that is at no cost to incarcerated individuals or their families and friends

The Ameelio video calling system is equipped with industry-leading security features

Incarcerated persons in Iowa have received video visits with friends and family in 44 states and 12 different countries

2023 Q4 saw 17,735 video visits and 7,554 in person visits scheduled through Ameelio; there was an 88.8% positive customer experience rating on video visits





## Treatment Pilot Project **Tech2Connect**

### **Purpose:**

- Increase the number of individuals who received evidence-based cognitive treatment and increase the dosage of evidence based cognitive programming received

### **Impacts:**

- 1,400 individuals have been served by the program
- CBC districts utilized tablets and technology to connect with individual incarcerated prior to release to begin the reentry process



About Our

# Apprenticeship & Education Programs

## Secondary Education

Program Completions FY 2023

- HiSET - 258
- Literacy - 179
- Vocation Prep (includes Life Skills) - 1,046
- High School Diploma - 3

**Total Program Completions Statewide 1,486**



About Our

# Apprenticeship & Education Programs

## Post Secondary Education

- Currently have 4 community college partners and one private college offering post-secondary courses within IDOC facilities
- Application was just released on (January 12th) for colleges interested in offering Prison Education Program (PEPs) up to a bachelor's degree
- The goal is to provide more options for incarcerated individuals now that they are eligible to receive Pell grant funding for education





About Our

# Apprenticeship & Education Programs

## Apprenticeship Program

- 276 active registered apprenticeships
- 481 Completed apprenticeships
- 30 Apprenticeship programs DOC wide

## Apprenticeship Completers

- 16.3% Recidivism
- 70.8% Employment Rate post-release





## About **Alignment**

- All CBC District Employees are now true state of Iowa Employees; Corrections is one team
- One DOC website vs. multiple sites; Districts have received more job applications now that people are going to the DOC site
- Communications have improved through the Corrections Connections Newsletter, the Change Champion Network with bi-monthly meetings, utilizing SharePoint with a Corrections Connections page so staff can easily find Director's videos, answers to FAQs, survey results, and the alignment Master Action Plan (MAP)

## About **Farmland Sales**

- Sale of approximately 3,000 acres to support infrastructure needs
- Proceeds from the sale will be used for facility capital funding requirements
- Process is underway at DOC locations
  - NCCF sale finalized in January 2024
  - NCF and ICIW working with DAS next in March/April 2024
  - ASP and ISP Farms to be completed late summer/early fall 2024
  - Entire process to be completed by end of 2024
- DOC working to help displaced staff find other opportunities within the DOC or other State Agencies
- Program had no Appropriations from the Legislature to operate- Part of Iowa Prison Industries/DOC Training Program for Incarcerated Individuals

About

# Seventh District High Risk Unit



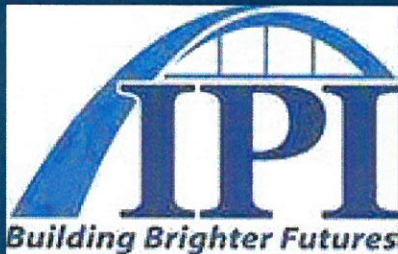
Service Provided	#
Home Checks	42
GVI Notifications	12
Absconders Apprehended	6
Arrests (in-office/facility for violations & new arrests)	6
Transports	2
Residential Walk Through (whole buildings)	4
Collaborations with other law enforcement agencies	23

- Support department programs (i.e., field and residential units, GVI, Specialty Courts)
- Conduct checks in all five counties of the district
- Ensure clients are complying with the conditions of supervision
- Detect violations and identify or introduce interventions before new victims are created
- Attempt to locate absconders/wanted individuals and apprehend/execute warrants
- Execute warrants and apprehend absconders
- Partner with and collaborate with local law enforcement including the U.S. Marshal Task Force by information sharing, special projects, etc.
- Prevent and respond to potentially volatile situations

About

# Homes for Iowa (HFI)

Iowa's successful Public/Private Partnership that WINS for all



- Program helps Iowa Communities with affordable housing for those who qualify
- 34 homes delivered in 2023 - goal for 45 in 2024
- Provides job training for offenders to prepare them for release and success in the employment marketplace (16-20 currently working on a registered apprenticeship program with the DOC)
- Provides a valuable labor source to an industry that finds it difficult to attract and retain good workers (between 60-90 offenders are working in the program daily)
- Helps to reduce the recidivism rate
- There are no state funds tied to this program and HFI is a non profit organization

About

# Governor's FY2025 Budget Recommendations

## Correctional Officer Wage Increases - \$1,971,493

In FY24 the Department of Corrections increased the starting wage of correctional officers at two institutions, Anamosa and Fort Dodge. The department has seen positive progress through an increase in applicants and a reduction in correctional officer vacancies due to this change. The department believes that if we implement this change at all institutions it will help increase morale and ultimately reduce the number of correctional officer vacancies in the state.

## Inflationary Cost - Food - \$665,162

Based on the CPI rates as of July 2023, food prices have increased by 3.6 percent and electricity has increased by 3 percent over the past 12 months. Such things as gasoline and natural gas actually had prices that had been lowered, this do not need to be included. This estimate in based on these increases continuing.

About

# Governor's FY2025 Budget Recommendations

## Central Office Positions - \$586,966

Following two benchmarking studies conducted by outside sources, it was discovered that Central Office accounts for only 1.8% of the total DOC employee count. Industry standard for central office staffing compared to total employee count is 5%. A proposed increase in 13.0 FTEs would not meet this threshold but gives central office an increased ability to provide better oversight of policy implementation and consistent department practices. Proposed positions in this budget recommendation include:

- Chief of Staff
- Local Agency Security Officer
- Special Programs Coordinator for Field Services
- Communications Analyst
- Wellness Manager



About

# Governor's FY2025 Budget Recommendations

Department-wide Duties - \$8,654,633

- For department-wide duties, including operations, costs, and miscellaneous purposes.



Thank you for  
investing in our  
mission:

**Creating  
Opportunities  
for Safer  
Communities**

