



Iowa Department of Corrections (DOC)

2025 Justice System Appropriations
SUBCOMMITTEE PRESENTATION

DR. BETH SKINNER, DIRECTOR

February 2025



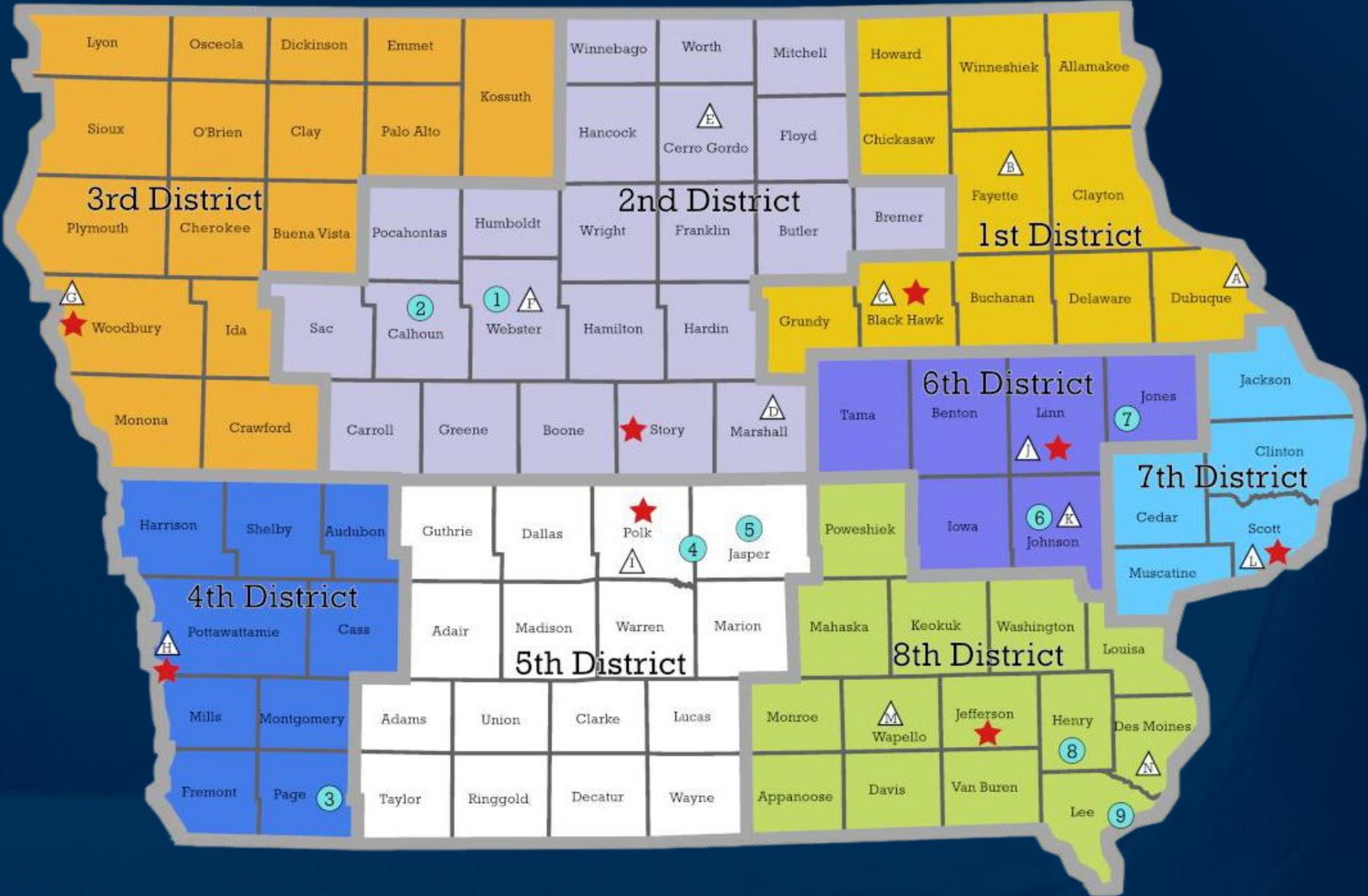
Teams are incredible things. No task is too great, no accomplishment too grand, no dream too far-fetched for a team. It takes teamwork to make the dream work.

-John Maxwell



About The DOC

Districts and Institution



Legend

- Prison
- ▲ Residential Facility
- ★ District Admin Office





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

5 Core Priorities

- Security & Safety
- Treatment & Programming
- Reentry
- Wellness
- Culture

4 Target Areas

- Train & Empower
- Reduce Risk & Increase Protective Factors
- Reduce Barriers
- Continuous Quality Improvement

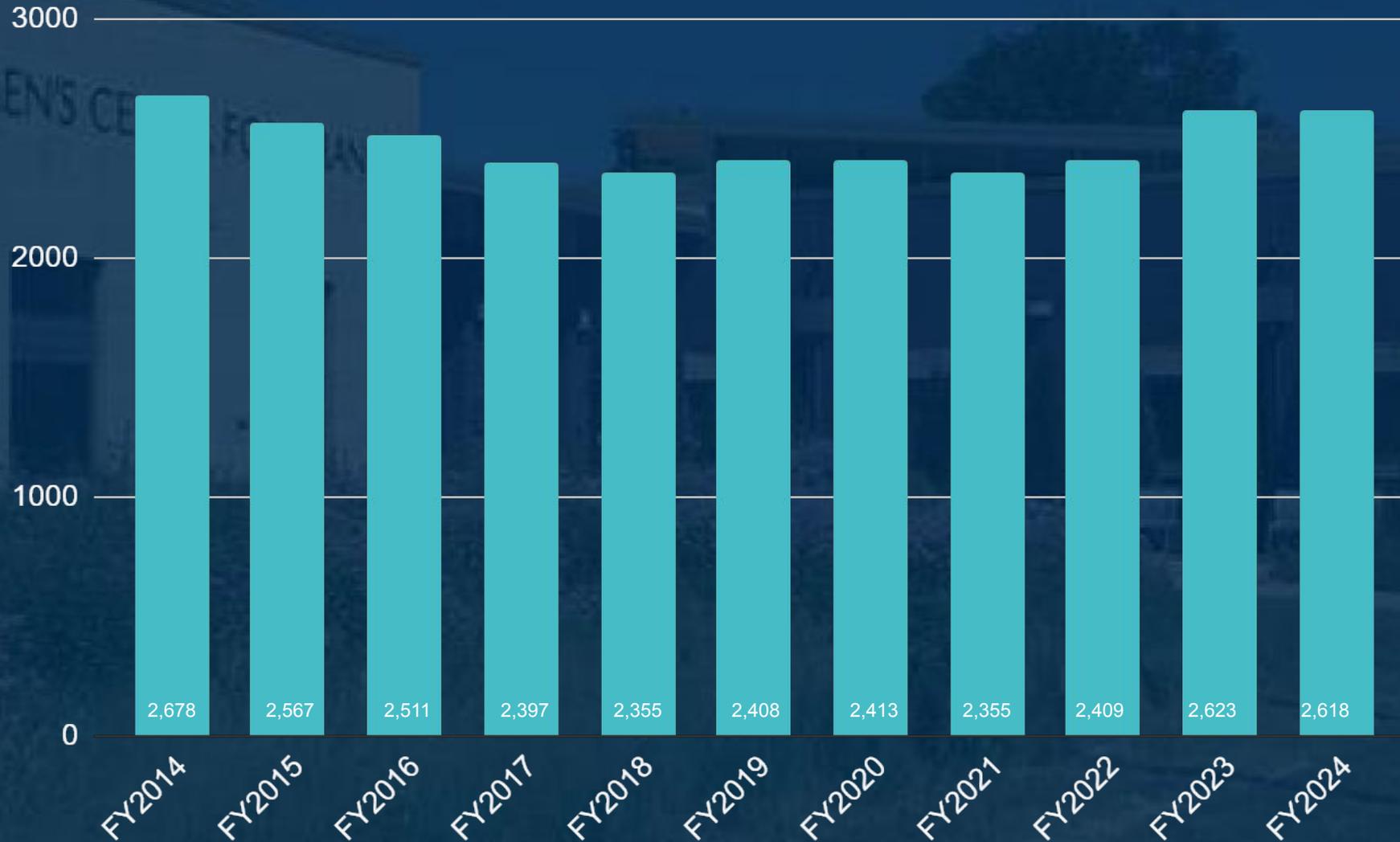
About Prison Population



About CBC Population



Staff in our Prisons

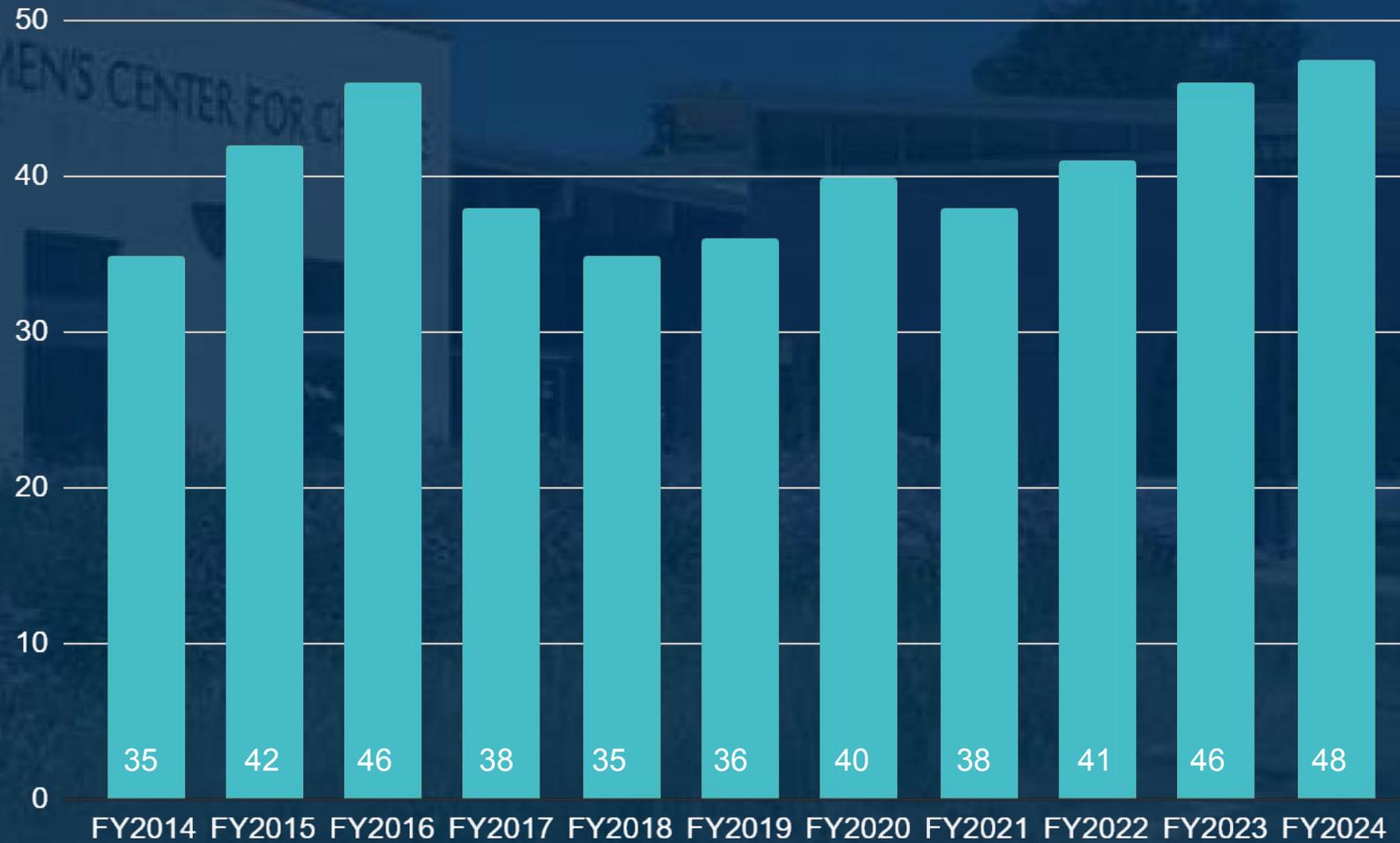


Staff in the CBC

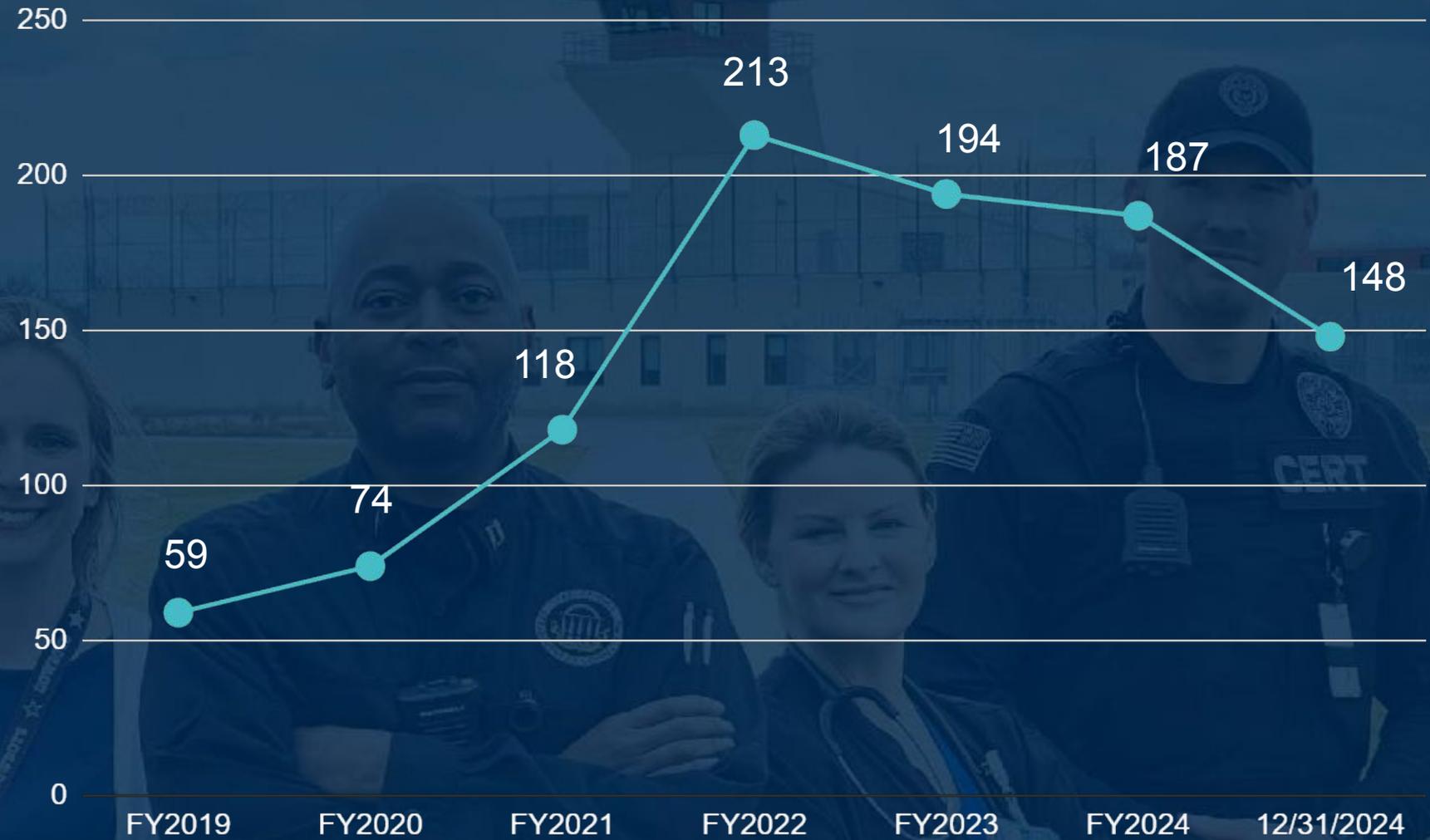


About

Staff in our Central Office



About Correctional Officer Vacancies Over Time



FY2024 DOC Staff Distribution



Prisons
68.85%



CBCs
29.90%



Central Office
1.25%

About

DOC General Funds History



FY2024 DOC General Funds



Prisons
70.25%



CBCs
23.86%



Central Office
2.88%



**Department-wide
Duties**
3.01%

About

Recidivism Rates

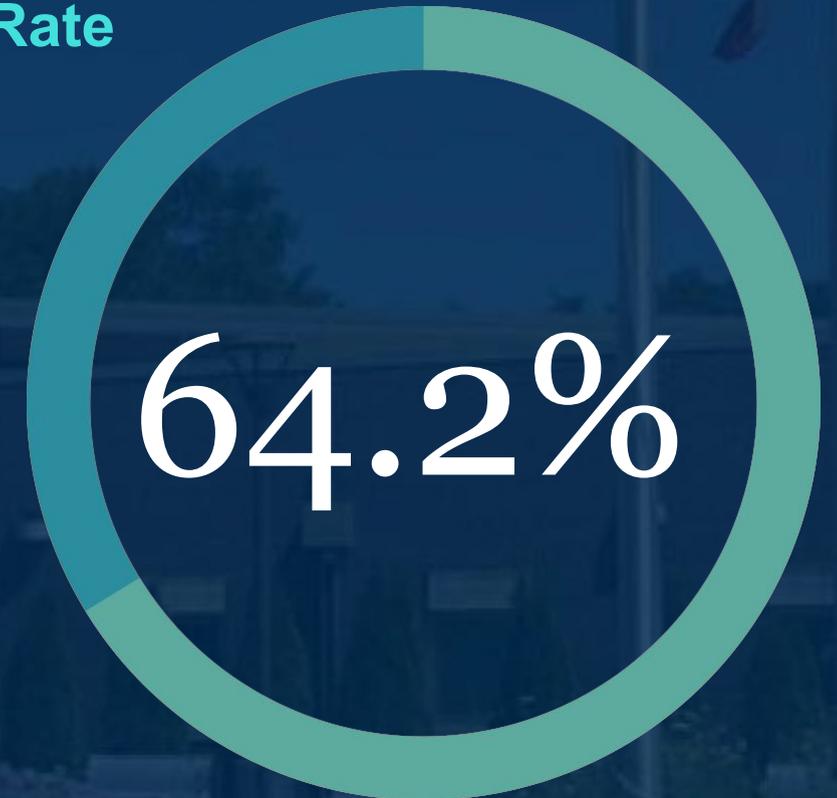
Recidivism Trends

Over the course of the last few years, the recidivism rate has decreased by 2.9%



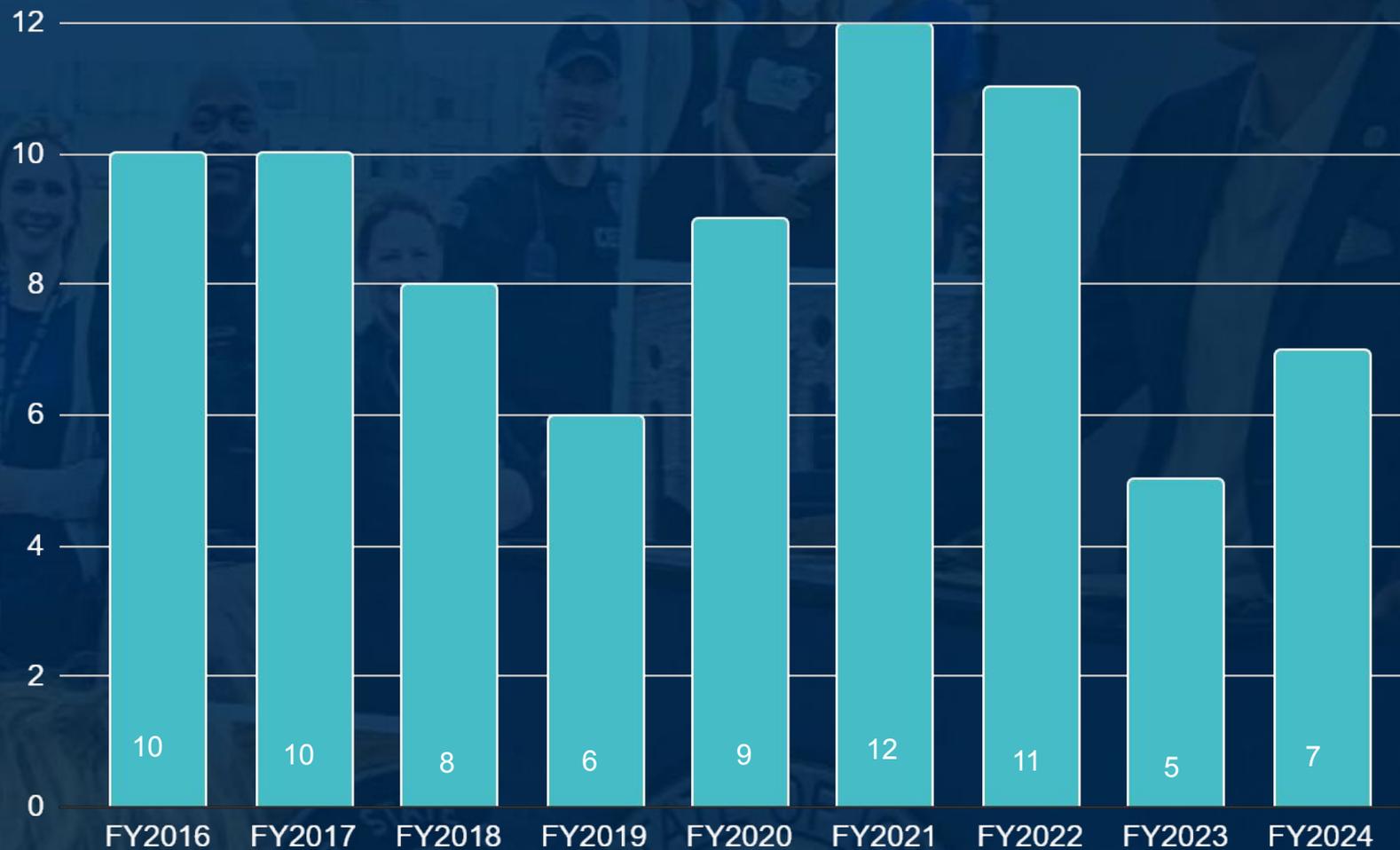
Successful Reentry Rate

In FY24, 64.2% of those who were released from prison three-years earlier, successfully reentered the community and did not return to prison.



Staff Safety

Serious Assaults on Staff



About

Physical Security Improvements

- Fence upgrades and razor wire installation
- Additional body cameras / radios for multiple facilities
- New body scanners at multiple facilities
- Added tasers to multiple facilities
- Riot shields, ice shields, and body armor for CERT
- Updated defensive tactics room
- Added mirrors in multiple units at ASP
- Added CEIA walk-through metal detectors
- Replaced metal desks and transitioned to a different style of SSIP bed at ASP
- Added MK9 OC to stockade officer
- Integrated new shank free custodial cleaning equipment at multiple facilities
- New PDAs at multiple facilities
- Tightened security measures in visiting room at multiple facilities
- New fiber loops at multiple facilities
- New PCs, servers, and switches to meet DOM OCIO requirements
- New storage area in sallyport of ICIW to secure vehicle processing materials
- Added sergeant positions to multiple shifts

About

Data Security Improvements

Accomplishments in the last 3 years

- **Local Agency Security Officer (LASO) Position:** The DOC newly established and staffed the agency's first-ever LASO role to enhance data security oversight.
- **Criminal Justice Information System (CJIS) Security Awareness Training:** Successfully completed training for all **3,800 DOC employees**, ensuring compliance with CJIS standards.
- **TAC Designation & Training:** Every district and institution now has a **designated Terminal Agency Coordinator (TAC)**, all of whom have completed required training through DPS. TACs play a critical role in maintaining data security.
- **CJIS Security Audit Compliance:** All audit findings within DOC's control have been fully addressed. Remaining items relate to **event logging system requirements and vendor responsibilities**.

About

Data Security Improvements

Accomplishments in the last 3 years

- **Least Privilege Audit Compliance:** Ongoing review of security groups to ensure role-based access permissions align with the principle of least privilege.
- **Central Office Background Check & Fingerprinting:** Successfully completed fingerprinting and background check requirements for most Central Office staff. A **centralized database** has been implemented to track completions, ensuring ongoing compliance.
- **Management Control Agreements (MCAs):** Management Control Agreements are now in place with all external agencies that access ICON for work-related State purposes. These agreements ensure that the use of our data by external entities is held to the **same rigorous standards** of security and compliance that the DOC upholds, providing an added layer of oversight and accountability.

Our Employees

Recruiting/ Retention Efforts

Recruiting

- Increase Starting Wage for Correctional Officers to \$24/hr
- 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
- 216 Correctional Officers have completed since the start of adding the FTO Program last year



About Data Driven Decisions

DOC Analytic Innovations

Recidiviz

Policy Engineering: Using data-driven analysis, Recidiviz provides recommendations on policy decisions that can significantly impact departmental strategies, particularly in population management absent public safety implications.

Early Discharge Technology for Appropriate Persons: Collaborations with the DOC focus on data analysis to identify clients who may be suitable for early discharge from community supervision.

This work includes:

- Developing technology-driven workflows to pinpoint eligible clients
- Reviewing pertinent information for discharge consideration
- Facilitating the discharge process through the proper authorization channels.



About Data Driven Decisions

DOC Analytic Innovations

Recidiviz

Program Inventory: Recidiviz is partnering with the DOC to develop an automated process for assessing resource allocations within community-based corrections districts. This process incorporates program inventories that evaluate overall community corrections populations, risk levels, and staffing allocations. The resulting recommendations aim to balance staff roles and workloads with the supervised population, enabling the department to make informed adjustments and optimize resource allocation.



About Data Driven Decisions

DOC Analytic Innovations

Release Candidate 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

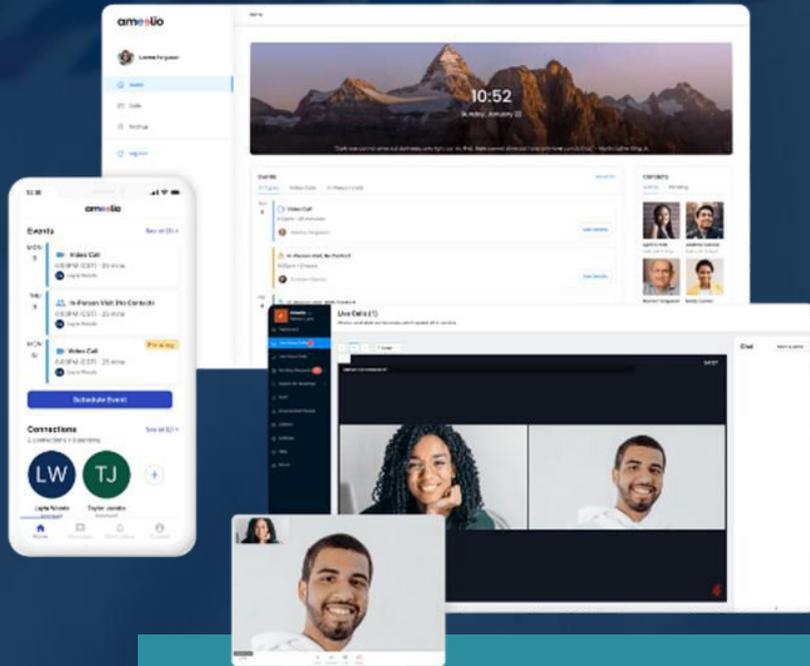
Prison and Community Alert Systems

Dashboards that utilize violence risk modeling and algorithms to identify those who are most at risk for assaultive events, curbing institutional and community violence and promoting 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

2024 Q4 saw 20,830 video visits and 8,632 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

- 2,300 individuals have been served by the program
- CBC districts utilized tablets and technology to connect with the incarcerated individual prior to release to begin the reentry process



About Our

Apprenticeship & Education Programs

Apprenticeship Program

- 247 Active Apprentices
- 533 Completed Apprentices
- 31 Apprenticeship Programs DOC Wide
- 1 New Apprenticeship Program - Graphic Design

Apprenticeship Completers

- 16.3% Recidivism
- 70.8% Employment Rate Post-Release



About Our

Apprenticeship & Education Programs

Secondary Education

Program Completions for FY24

- HiSET – 269
- Literacy – 202
- Vocation Prep (includes Life Skills) – 1,003
- High School Diploma – 3

Total Program Completions Statewide 1,477



About Our

Apprenticeship & Education Programs

Post-Secondary Education

- Currently have 5 community college partners and two private college offering post- secondary courses within IDOC facilities
- The goal is to provide more options for incarcerated individuals now that they are eligible to receive Pell grant funding for education
- 2023-24 Academic Year Total College Graduates - 31
- Current Enrollment Spring 2025 - 275



About

Alignment Successes

Key Accomplishments

- Federal Contracts - Secured and maintained critical federal contracts that support our mission and provide valuable resources, including Federal Bureau of Prison Contract
- Access to Major Maintenance Funds - Provided CBCs with access to major maintenance funds, reducing the need to leave positions vacant and allowing for better client services

Policy Standardization

- Service Cost Policy Review - Established a statewide group to standardized fee collections and policies, ensuring consistency and fairness in service cost across districts
- Enhanced Recruitment - One consolidated DOC website has led to an increase in job applications for CBC positions improving our ability to attract top talent

About

Alignment Successes

Process Standardization

- CLASSIFICATION REVIEW - Standardized job classifications across districts, ensuring consistency, leading to fairer workloads and cost savings.
- LEAN EVENTS: Conducted process-improvement events to include all districts for the delivery of specific programs (i.e. Iowa Domestic Abuse Program).
- HIGH RISK UNIT (HRU) COLLABORATION - Enhanced collaboration between HRU teams and institutions for improved operational efficiency between the five districts that employ HRU staff.

About

Culture Work at the DOC

- Launched the Corrections Connection Newsletter
- Established the Change Champion Network
- Created a centralized SharePoint
- Rotating Site Visits to both Districts and Prisons
- Established Quarterly Joint meetings with Wardens and District Directors / Central Office
- Continuing culture work with ACJI who will be working with our supervisors from both districts and institutions in the coming months for another round of their Leadership Implementation Academy

About

Homes for Iowa

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

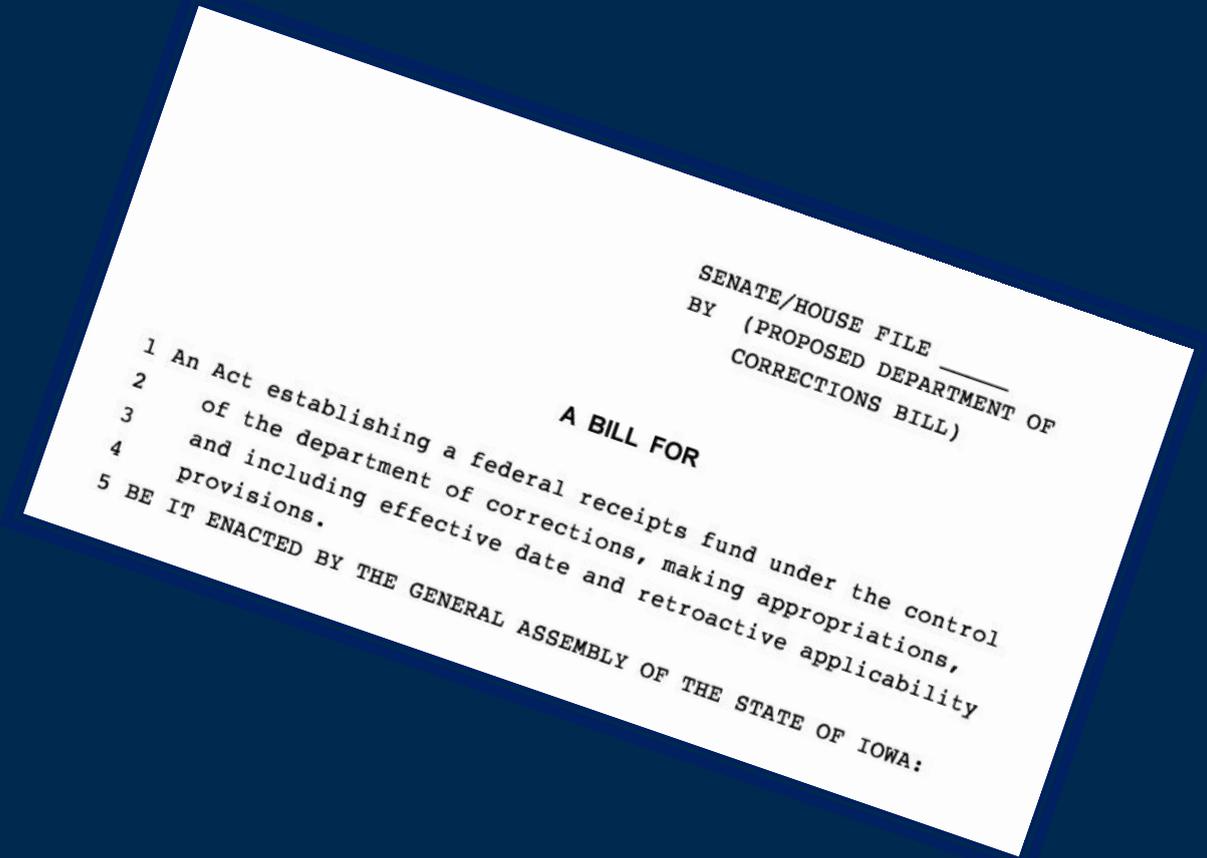
- Program continues to provide affordable housing options for Iowans that qualify, and plan to manufacture 45 homes in 2025.
- HFI and IPI is a Private/Public venture-no state funds are tied to the operation of this partnership.
- Helps to reduce the recidivism rate for the DOC and improves the safety of the offenders and staff at the institution.
- Homes were manufactured and held for Disaster Exposed Iowans in Rock Valley and Greenfield per the Governor's request. 3 delivered to Rock Valley and 2 available for immediate shipment to other Iowans.



About

Legislative Proposals

- An Act establishing a federal receipts fund under the control of the department of corrections, making appropriations, and including effective date and retroactive applicability provisions. (LSB#1382)
- An Act relating to the duties of the director of the department of corrections, the board of corrections, superintendents, and district directors. (HF 398)



About

Governor's FY2026 Budget Recommendation

Replacement Funding of Telephone Funds - \$958,000

- Effective on 1/1/2025 the FCC reduced the rates allowed for phone rates to incarcerated individuals from \$.14 to \$.06 for a local/intrastate/interstate call. Commissions from these phone calls have been used to pay for things that benefit the incarcerated population. Such things include:
 - Iowa Workforce Development Contract for job readiness/placement
 - Iowa Department of Transportation for issuance of driver's licenses/state ID's
 - Community College Secondary Education contracts for GED readiness/testing
 - Inmate Law Library
 - Salary/Benefits for ISP Employee that administers the inmate telephone system

About

Governor's FY2026 Budget Recommendation

Staffing Package - \$393,268

1.00 FTE Attorney for Correctional Expertise

1.00 FTE Investigator/Compliance Officer for increase in DOC investigations once performed by DAS

1.00 FTE CBC Security and Policy Audits Compliance Officer

1.00 FTE Medical Compliance Officer - active quality review for code, regulation, policy, procedures and liaison with University of Iowa Health Care

Wellness Recovery Action Plan (WRAP) Treatment Implementation - \$564,640

Increase treatment dosage for one year for approximately 5,800 high risk patients/clients/incarcerated individuals.

WRAP is an evidence-based program for community based and institutional corrections and consistent with goals of reentry, wellness, reducing risk and responsivity. This proposal would add 6.00 FTE's total in the 2nd and 6th CBC Districts and would include funds for training and curriculum materials.

About

Governor's FY2026 Budget Recommendations

Workers Compensation Premiums - \$807,928

Known increases in Workers Compensation premiums for FY2026 for the entirety of the DOC

Statewide Pharmacy- \$500,000

The cost of pharmaceuticals continues to rise as our population becomes older and in need of more mental health medications. Each of the past two years we have had to reallocate funding from prisons to fund the entire cost of pharmacy for our incarcerated population.

Department Wide Duties - \$5,905,778

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



Thank you for
investing in our
mission:

**Creating
Opportunities
for Safer
Communities**

