



BOARD OF CORRECTION

DODDS HAYDEN
Chair

LUKE MALEK
Vice -Chair

MINUTES

Board Of Correction (BOC) Meeting
Tuesday, June 10th, 2025
Treasure Valley Community Reentry Center
14195 S. Pleasant Valley Rd. Kuna, ID 83634
Program Building and via Zoom

Attendees

Voting members in attendance: See Attached Attendance Sheet

Guests in attendance: See Attached Attendance Sheet

Call to order

A Quarterly meeting of Idaho Department of Correction was held on 06/10/2025 at the Treasure Valley Community Reentry Center for IDOC. Chairman Hayden opened the meeting at 9:00am with Welcome and introductions. The meeting was presided over by Chairman Hayden with Vice Chairman Malek.

Main motions:

A motion to approve the minutes of the December 19th, 2024, meeting was made by Chairman Hayden at 9:02am and Vice Chairman Malek Seconded. Motion has passed.

A motion to vote in Luke Malek as Vice Chairman was made by Chairman Hayden at 9:04am. Seconded by Vice Chairman Malek. The motion carried with all in favor.

Presentations and Reports

Due to a delayed arrival, IDOC Budget Overview will be discussed first.

IDOC Budget Overview was presented by Chris Bray

- Current Reality
 - Operating Costs
 - Personnel Costs
 - Summary
- CPI vs IDOC
 - Average Annual CPI FY21-FY25
 - IDOC Budget Request FY21-FY25
 - Difference
 - Inflationary Examples provided
- Vacancy and Overtime
 - Vacancy at the End of Year FY21-FY25
 - Personnel Actions FY21-FY25
 - Overtime
 - Recruitment
 - Retention

- Equity Adj.
 - Personnel Savings Transferred to Operating FY21-FY25
- Maintenance and IT Cost
 - Maintenance Cost FY21-FY25
 - IT Costs FY21-FY25
 - Total Unplanned Costs FY21-FY25
 - Overall Picture
 - General Inflation
 - Maintenance (Equipment/Infrastructure)
 - IT Costs (Hardware/Software)

Looking Forward

- Internal Review
 - Identify Critical Services
 - Reduce discretionary cost
 - Thoughtful spending
- Revenue Targets
 - Adjust revenue projections to align with non-discretionary spending
 - Focus on special projects
- Personnel
 - Reducing Overtime Hours
 - Request addition funding to accommodate overtime due to the Regular Hours Held (RHH) LUMA transition.
- Budget Process
 - Craft a budget that focuses on right-sizing the organization

Break: 10:07-10:12

Facilities Condition Assessment was presented by Justin Freeman

- Facilities Condition Assessment
 - Teams included architectural, Mechanical, and electrical engineering professionals
 - Reviewed plans and documents, walked facilities and spoke with staff
 - Identified and estimated age of each system and condition
 - Estimated each system's replacement value
 - Identified repairs and renewal needs for each asset
- Current Replacement Value (CRV)
 - Structure \$2.0M
 - Exterior Enclosure \$3.0m
 - Interior Construction and Conveyance \$2.0m
 - Plumbing \$1.0m
 - HVAC \$1.5m
 - Electrical \$1.0m
 - Equipment and Furnishings \$0.5m
 - Site \$0.5m
 - Asset CRV \$11.5m
- Facility Condition Index Score
 - Number of Assets Assessed – 133
 - Took 1.5 years to look through all 133
 - Total replacement Value - \$1,290,652,241
 - 5 yr FCI cost - \$218,646,951
 - IDOC's score is Fair at 0.31
 - IDOC is in the top four highest FCI costs and the "Replacement Lifecycle" requirement category makes up 98.5% of the total FCI Costs.

- Follows Boise State University, University of Idaho and Idaho State University as agencies with “5 Highest FCI Costs”, as a percentage of total assessed FCI Costs.
- How do we keep things running?
 - Funding and Planning for Projects
 - Develop Strategy Buckets
 - Plan to fund what’s absolutely necessary (B7 replacements, facility maintenance budgets)
 - Build a reserve to cover things that fail (Prisons Admin Emergency Fund)
 - Permanent Building Funds for Alt & Repair projects align with FCI
 - Capital building projects to aid in the removal of defunct facilities
- What are we doing right now?
 - Largest deferred Maintenance project in the state, ISCC Roof & HVAC Replacement at a cost of over \$18 million
 - Over \$230,000,000 worth of DPW construction/repair projects
 - Aggressive annual permanent building fund requests
 - Annual B7 replacement requests are aligned to the ongoing maintenance needs.
 - Future: Strategic facility replacement based on bed need and to build facilities that provide programming and opportunity to enhance outcomes.

ICI Business Update presented by Todd Plimpton

- ICI Vision, Values and Mission
- PIE/Ag 5 Year Trainee Count Graph
 - Jan 2020 – April 2025
- FY24: AG Program
 - Provided 570,000 Hours of on-the-job training.
 - Forklift Operator
 - Machine Operator
 - Supervisor
 - OSHA
 - Participation Results
 - 500 Men & Women in ICI AG Programs Daily
 - 14 Partnering Companies
 - Wage Range is \$9.00-\$18.00
 - 100% Job offer rate in Alliance Program
 - Idaho’s Recidivism rate is 36.3%
 - Those that work in the ICI Program for 12+ months, that drops to 26.3%
 - Individual Alliance Partners who track their own Recidivism see results as low as 6%
 - Partnership Data
 - First 7 years, AG Program grew 44%
 - 2013 – 5 PIE Programs
 - 2014 – 5 AG Programs
 - It has grown another 44% since 2021.
 - 2021 – 9 AG Programs
 - 2024 – 14 AG Programs
- FY25: Apprenticeships
 - Completed – 31
 - By layering and running 3 programs at the same time CI is creating a “Most Employable Welder”
 - DOL Apprenticeship

- AWS Certified Welder
 - NCCER Certification Program
- ICI Budget and Capital Investment
 - Total Revenue
 - Graph showing past 5 Fiscal Years, 2020-2025
 - Capital Investment
 - Graph showing past 5 Fiscal Years, 2020-2025
 - Balance Sheet, May 2025
 - Accounts Receivable
 - Current Liabilities
 - Cash
- ICI: ResLAN and A.R.I.A. AI
 - Artificial Reasoning Intelligence Assistant (A.R.I.A.)
 - Built in Nov 2024 using components from retired computers and advanced Large Language Models.
 - Operates entirely offline
 - Provides a wide range of daily tasks
 - Documentation Indexing
 - Data Leverage with Retrieval Augmented Generation
 - AI-Powered Resume Writing
 - Mock Job Interviewing
- ICI is way ahead
 - ICI Planning Cycle
 - Bay Products
 - Federal Contracts
 - Onshoring Production with Private Partners
 - Staff Retention
 - Call Centers
 - Truss
 - Alliance in North and Eastern Idaho
 - ITD Sign Shop and backfilling Washington's
 - Engaging with all stakeholders on reentry
 - Possible Partnerships
 - Leveraging AI in production, operations, finance and partnership engagement
- ICI Issues
 - Q4 flat line with State Customers
 - Reimbursement process in Alliance
 - Programming in Pocatello
 - Capitalization for growth has come to a standstill
 - State and Federal Budgets
 - International Corporate View of Resident (Prison) labor
 - CS Beef was purchased by another company
 - Print shop utilization – possible global contract with Drug and Alcohol for print
 - Due to location

Lunch: 11:37-11:55

2025 Legislative Highlights was presented by Lead DAG Karin Magnelli

- Karin Magnelli provided a summary of all House and Senate Bills that will affect the Agency or Departments within.

Infrastructure Projects was presented by Director Bree Derrick

- ICIO Resident Hall (Male Facility-Minimum Security)
 - Minimum Staff/Incentive Unit
 - Construction Start/Projected Completion Date – March 2026 – August 2027
 - +100 standard beds
 - \$10,000,000.00
- ISCI Unit (Male Facility-Medium/Low Security)
 - 2 Story building, 1st floor will be ADA Compliant
 - Construction Start/Projected Completion Date – December 2025 – April 2027
 - +280 beds
 - 148 standard beds/132 special needs beds
 - \$37,600,000.00
- Lewiston CRC (Male Facility – Minimum Security)
 - Construction Start/Projected Completion Date – TBD
 - Procuring Site
 - +80-100 standard beds
 - \$10,200,000.00
- Pocatello CRC
 - Construction Start/Projected Completion Date August/September 2025 – November 2026
 - New design to have more “flex space” to have more programs
 - +100 standard beds
 - \$13,000,000.00
- Secure Mental Health Facility (Male/Female Facility – Medium Security)
 - Partnership with Dept of Health and Welfare (DHW)
 - Construction Start/Projected Completion Date – May 2026 – July 2027
 - +10 special needs beds
 - \$25,000,000.00
- Women’s Prison (Female Facility – Minimum/Medium Security)
 - RDU will be located here instead of Pocatello
 - Construction Start/Projected Completion Date – November 2025 – December 2027
 - +560 beds
 - 512 standard beds/48 RDU beds
 - \$137,400,000.00

IDOC Goals and Outcomes was presented by Director Bree Derrick

- Future Focus
 - Headwinds
 - Need to build/enhance relations with key stakeholders.
 - Lack of prison space and increased contraband
 - Lack of transparency and confusion about system roles
 - Budget and facility concerns
 - Headwinds Short-term Solutions
 - Prioritize relationship building. Establish Government Relations Advisor role.
 - Create opportunities for collaboration with law enforcement partners
 - Publish data dashboards on our external website.
 - Provide more budget visibility and “ownership” to Managers
 - Headwinds Mid-term Solutions
 - Meet with stakeholders and present at relevant conference. Build out engagement plan for legislators
 - Find opportunities for collaboration. Leverage technological solutions to address contraband
 - Expand dashboards and deploy public safety media campaign

- Take a more strategic approach to future budget
 - Public-facing dashboards
 - Launching on July 1st, 2025
 - Population
 - Admissions and Releases
 - Probation Starts/Ends
 - Parole Starts/Ends
 - Recidivism
 - Phase 2
 - Violations from Supervision
 - Sentencing trends

Break: 1:00-1:15

Executive Session

- Chairman Hayden moved to begin Executive Session at 1:06pm. Seconded by Vice Malek at 1:07pm. Roll Call completed, and motion carried with all in favor.
 - Pursuant to Idaho Code § 74-206 (1)(b), to consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public-school student.
 - Pursuant to Idaho Code § 74-206 (1)(d), to consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code, specifically including, §§ 74-104(1) and 74-109.
 - Pursuant to Idaho Code § 74-206 (1)(f), to communicate with legal counsel for the Idaho Department of Correction to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated.
- Chairman Hayden moved to end Executive Session at 1:54pm, Vice Malek seconded, and motion carried with all in favor.

Items for next Board Meeting:

Chairman Hayden asked for ICI's operating income report

Adjournment:

Chairman Hayden moved that the meeting be adjourned, and this was agreed upon at 1:56pm. Board Chairman Hayden and Director Bree Derrick then toured the facility.

