



BOARD OF CORRECTION

DEBBIE FIELD
Chair

DAVID MCCLUSKY
Vice-Chair

CINDY WILSON
Secretary

MINUTES

BOARD OF CORRECTION MEETING

August 23, 2017 9:00 AM – 5:30 PM MT

Idaho Department of Correction, 1299 N. Orchard St., Suite 110, Boise ID 83706

Members Present:

Debbie Field, Chair

Dr. David McClusky, Vice-Chair

Cindy Wilson, Secretary (present for afternoon only)

Others Present:

Attendee sign in sheet on file

- Call to order
 - ❖ Chair Field formally called the meeting to order at 9:05 a.m. and welcomed everyone in attendance.
- Board of Correction meeting minutes approval

Vice Chair Dr. David McClusky moved to accept the May 12, 2017 meeting minutes; Chair Debbie Field seconded the motion; motion carried unanimously.
- Staff Recognition – Henry Atencio, Director
 - ❖ Ron Moore – St. Anthony Work Camp
 - Ron and his inmate road crew assisted a member of the public whose vehicle was broken down on the side of the road during severe weather. Not only did the crew get the vehicle operational again, but followed him into town to ensure he arrived safely at his destination.
- Corizon Update – Tom Dolan, Regional Vice President, Corizon
 - ❖ PowerPoint presentation
 - Clinical Update – Quality of Care
 - Compared Corizon’s performance in managing chronic/complex conditions versus in the regular community (HMO, PPO, Medicare, Medicaid)
 - Nursing and Nurse Practitioner Program
 - a. Recent affiliation with Northwest Nazarene University (NNU) nurse practitioner program for student clinical rotations.
 - b. Working on similar affiliations with ISU and BSU.
 - Hepatitis C Treatment Update
 - Corizon helped IDOC negotiate a partnership with Wellness Center for Hep C treatment to save IDOC approximately \$2.4 million in 2016
 - Treated approximately 53 patients in 2016; and 14 YTD in 2017
 - 100% success rate to-date.
 - Using Federal Bureau of Prisons treatment guidelines, which have recently changed from 4 levels to 3.
 - eOMIS update (Electronic Medical Record)
 - Provided a schedule of the EMR rollout to all facilities

- System is working well, and fixes/process changes continue to happen to make the system work better for users, and to meet Balla requirements.
 - Pentaho Reports for IDOC Auditing
 - a. Standard and customized reports are now available for auditors to use.
 - Staffing/Turnover Update
 - Contract has a 100% backfill requirement
 - Industry Average is 90%
 - Focused on recruitment efforts, especially through local schools of nursing, etc., and increased base salary for RNs and LPNs
 - Retention has been enhanced with onboarding, mentor and preceptor programs.
 - Community Programs
 - St. Lukes program for prenatal and parenting education with inmates at South Boise Women's Correctional Center (SCWCC).
 - New program to allow female inmates access to lactation services so they can pump and store breast milk for their babies, and to allow breastfeeding during visitation periods.
 - Community Partnerships with Wellness Center, St. Luke's Regional Medical Center, Mountain State Tumor Institute, and Central District Health Department.
- Population Update – Janeena White, Research Supervisor
 - ❖ PowerPoint presentation
 - Total Incarcerated Population
 - Since January 2017, increased by 5.2%. Forecasting an additional 1.5% growth by end of FY18
 - Male Versus Female Incarcerated Population
 - Both populations continue to increase.
 - Crime Type by Status and Gender
 - Probationers and Riders are most likely serving time on a non-violent offense
 - Females are much more likely than males to be serving time for a non-violent offense.
 - Population Types
 - Term population dipped but is gaining again
 - Rider population increased but July/August dipped by nearly 100
 - Parole violators are starting to decrease.
 - Incarcerated Term Population
 - Admissions average 206 per month; Releases average 175 per month
 - Incarcerated Rider Population
 - Admissions average 187 per month; Releases average 182 per month
 - Average Rider is 7.1 months
 - Incarcerated Parole Violator Population
 - Admissions average 176 per month; Releases average 154 per month
 - Average time is 5.2 months
 - Probation and Parole
 - Total population is a record high at 15,486
 - LSU Caseload
 - LSU population is dipping a bit in 2017
 - Monthly Probation
 - 58 more admissions than releases per month
 - Average probation sentence length is 5 years
 - Median time on probation is 1.8 years
 - Monthly Parole
 - Parole population is somewhat static
 - Median time on parole is 1.6 years
 - LSI Risk Assessment Scores by Status Type

- Probation and parolees have significantly lower LSI risk scores than incarcerated, Rider and Parole Violator population.
- Management Services Division Update – Pat Donaldson, Chief of Management Services
 - ❖ Private Prison Contract with Correctional Alternative Placement Program (CAPP)
 - Rider population has declined, leaving some vacancies at CAPP. CAPP is willing to bring on parole violators for one of the new parole commission sanctions. Inmates will attend treatment programs and possibly be released on parole if successful.
 - ❖ Contract with Bonneville County Jail increased to 80 beds
 - ❖ Offender Health Services Contract with Corizon
 - Have been many positive improvements, most notably in staffing levels
 - Performance audits have been 95% or above
 - Electronic Health Record rollout was successful, still working on fine tuning some processes to increase efficiency
 - ❖ Hepatitis C Contract
 - FY18 budget will likely require a supplemental request for \$2.8-2.9 million based on population churn and change in Federal Bureau of Prisons treatment guideline changes
 - ❖ Handout – IT Project Status
 - Major projects include Offender Management System (OMS), WiFi rollout, upgrade to Office 365, CyberSecurity Compliance, PSI Video Conferencing, Idaho State Police (ISP) Data Sharing, and Video Parole Hearings
- Prisons Division Update – Ashley Dowell, Chief of Prisons
 - ❖ PowerPoint Presentation
 - Paid Overtime Pilot
 - Currently 4 weeks into the pilot
 - Most staff have option to claim 4 hours; ICIO have the option for 8 hours
 - Collecting feedback from staff on what they like/don't like about the pilot
 - JPA Update
 - Train the trainer classes completed in June
 - Total of 1050 training seats offered
 - Good initial feedback from inmates and judges
 - Correctional Program Checklist
 - Required every two years to measure program effectiveness
 - Assessments are underway now, about half of the 43 have been completed. Early results look very good.
 - Restrictive Housing Reform
 - NIC provided Restrictive Housing training for IDOC in August
 - Short Term and Disciplinary policies have been revised, staff are being trained
 - PREA Update
 - Policy revisions are under review by wardens
 - Submitted a decision unit for additional staff to manage the screening process
 - Making Better Neighbors
 - Mother's rooms for staff
 - Staff break areas
 - Eclipse glasses and education
 - Coffee and cookies with warden at IMSI if DOR free for 6 months
 - Lunch with the warden at NICI, must be DOR free, program compliant and staff nominated
 - ISCC/CI sign making shop
 - Boise Bicycle Project for Veterans
 - SBWCC produce picking
- Probation and Parole Division Update – David Birch, Chief of Probation and Parole
 - ❖ PowerPoint Presentation
 - Focused Supervision Update
 - Main focus was to align with JRI to focus more resources on the highest risk population, and improving quality of contacts overall.

- Began implementation in September 2016
 - Districts have been encouraged to be innovative and develop processes that would work best in their area.
 - Caseload Averages
 - Average caseload size is 76.3 per officer, not adjusted for vacancies or officers in training.
 - Accomplishments and Challenges include
 - All districts have worked to achieve smaller caseload sizes for high risk populations
 - Continue to deliver professional development to staff
 - Continue to refer appropriate cases to Limited Supervision Unit (LSU) and submit them for early discharge from supervision.
 - New Parole Violator Diversion Options
 - Expanded use of Electronic Monitoring (90 days or less)
 - Short term jail stays at discretion of Parole Commission
 - Referral to problem solving courts if meets entry criteria
 - Placement in IDOC Community Reentry Center
 - Placement in the Parole Diversion Program
- Phoenix Multisport Program Overview – Ginny Gobel, Phoenix Multisport
- ❖ PowerPoint Presentation
 - Transforming Recovery Through Physical Activity and Community
 - Phoenix Multisport’s Vision
 - a. To transform recovery by creating alternative recovery pathways
 - b. Reduce costs by promoting health and healing
 - c. Close the gaps by increasing access to support for recovery
 - d. Reduce stigma and change social norms by being open about and proud of recovery
 - Reviewed guiding model and guiding theories
 - Why we (Phoenix Multisport) think it works?
 - a. Peer support helps people stay engaged in the recovery process
 - b. Improved abstinence outcomes
 - c. Enhances quality of life
 - Discussed physical and social activities and how they reduce the risk of relapse, and the importance of community support
 - Emphasized the target populations that Phoenix Multisport would like to serve and how strategic partnerships could help reach more people in need
 - Discussed multiple ways to capture and evaluate data, including surveys, and outcome statistics compiled from the members survey
 - Phoenix Multisport has over 20,000 participants in multiple communities, including Colorado Springs, Denver and Boulder, Colorado; Orange County, California; Boston, Massachusetts, and Boise, Idaho.
 - Phoenix Multisport is funded in several ways, including contracted programs, private programs, and community supporter contracts.
 - ❖ Handouts
 - About Phoenix Multisport
 - What we do
 - How we do it
 - Copy of Team Member Agreement
 - Copy of August 2017 Boise class schedule
 - Phoenix Multisport information card
 - ❖ Guest Speaker – Tamar Raymond
 - Released from prison 5 months ago and is on parole
 - Shared her personal story about how the Phoenix Multisport program has been beneficial to her
- Human Resources Update – Sharla Means, HR Manager
- ❖ PowerPoint Presentation

- Employee Survey
 - 58% of employees participated
 - Achievements
 - a. I clearly understand what is expected of me
 - b. My teammates have my back
 - Improvement
 - a. Effective communication regarding change
 - b. Being recognized for accomplishments
 - Compensation
 - Successfully implemented CEC plan, instructor pay plan, and paid overtime for security staff.
 - Wellness
 - Correctional Fatigue Training will be mandatory for all employees
 - a. 12 Trainers have been trained
 - b. Training leadership team
 - c. New employees
 - d. Will roll out to line staff in October
 - Website is being updated
 - a. Adding financial wellness
 - b. Created a Diversity Council
 - Training and Development
 - Leadership Development Training Series Attendance
 - a. Pre-Supervisor - 64
 - b. Leadership 100 – 88
 - c. Leadership 200 – 47
 - d. Leadership 300 – 28
 - New Employee Orientation has been revamped
 - a. Offered every 6 weeks
 - b. Includes security, non-security and contractors
- Correctional Mental Health Care Conference – Dr. David McClusky, Vice-President, Board of Correction
 - ❖ Attended NCCHC Conference in July
 - Mental health issues are a huge challenge for corrections
 - “Culture eats strategy for lunch”
 - We need to be open minded and find a way to blend the various cultures to develop solutions
 - The prison system is becoming today’s mental health system
 - Failure to care for children’s mental health is creating a huge future population of potential inmates with mental health issues.
 - State of Tennessee has some very progressive programs to provide wraparound services to inmate from the time they are incarcerated to prepare them with resources (housing, employment, medical care, etc.) upon release.
 - Would like to see more services added in Idaho to assist inmates in the reentry process.
- IDOC Site Visits Around the State – Cindy Wilson, Secretary, Board of Correction
 - ❖ PowerPoint Presentation
 - District 1 Probation and Parole
 - Positives
 - a. Fantastic district manager
 - b. Great culture within the office
 - c. Acura Moulding Plastics
 - Needs
 - a. Bulletproof glass in office
 - b. PO in Sandpoint
 - c. Cage cars
 - d. Lights outside
 - e. Want to get mentor program going again
 - f. Hoping for a grant for AED machines and trauma kits
 - Idaho Correctional Institution Orofino (ICIO)

- Positives
 - a. Inmates are doing construction projects at the facility
 - b. Attended a leadership team meeting
 - c. Wonderful garden
 - Needs
 - a. Short staffed, need more officers
 - b. Housing resources are slim, many staff have long commutes, which affects retention
 - Resource Fair in Idaho Falls
 - Positives
 - a. Voice Program helps offenders transition
 - b. So many vendors with services such as suicide prevention, mental health services, free/reduced medical services, etc.
 - Negatives
 - a. Got questions about what happened to services provided for 6 months to a year?
 - Stephanie Taylor-Silva, former IDOC inmate, spoke about her journey and successful transition.
 - Saint Anthony Work Camp (SAWC)
 - Positives
 - a. Glenn loves his job and zings out of bed to come to work every day, had a blast planning the eclipse
 - Negatives
 - a. County jails are full
 - b. No observation room for suicidal offenders
 - c. Need more beds
 - Idaho Falls Community Reentry Center (IFCRC)
 - Positives
 - a. New colors and décor
 - b. Transition furlough policy
 - c. Offender commented that he will be leaving with job skills
 - d. Every Sunday, staff and offenders go for a run
 - e. Vending machines and microwaves
 - Negatives
 - a. More beds
 - b. Tuition help for college
 - Pardon Hearing
 - Stephanie Taylor-Silva received a pardon, which is pivotal in her being able to pursue her Master's degree in social work
 - District 3 and 4 Probation and Parole Picnic
 - Softball game and picnic
 - a. District 4 remains undefeated in the D3 v D4 softball match up
 - b. Brandon Williams recognized staff accomplishments
- Correctional Industries Update – Andrea Sprengel, Correctional Industries
 - ❖ Due to time constraints, this item was tabled for a future meeting
 - Proposed FY19 Budget – Pat Donaldson, Chief of Management Services
 - ❖ Handout – Spreadsheet – FY18 Forecast to Actual
 - County Jails anticipate increase, will be about \$2.2M over budget
 - Medical will be about \$550K over budget
 - ❖ Handout- Spreadsheet – FY19 Budgeted forecast
 - If population continues to grow, will likely need to contract for out-of-state beds, which is forecasted at \$3.7M.
 - CAPP would require about \$228K
 - County placements would require about \$1.8M
 - Medical would require about \$1.3M
 - ❖ Handout – Spreadsheet – FY18 Supplemental Budget/FY19 Budget Request

- FY18: Highlights needs for beds at each facility (99 total), and the one-time (\$254K) and ongoing (\$830) annual costs that would be required
- FY19: Highlights needs for additional beds at each facility (95 total), which would require construction costs and additional employees, would require an estimated \$1.7M one-time and \$1.2M ongoing annual costs.
- ❖ Handout – Spreadsheet – Budget Request FY19
 - Details Supplemental Requests to Original Appropriation and Line Item Requests for Enhancements
 - Estimate about 15% increase over FY18
- **Secretary Cindy Wilson moved to go forward with the 99 beds, at a cost of \$253, 636 one-time and \$556,073 ongoing; seconded by Vice Chair Dr. David McClusky. Motion carried unanimously.**
- Debbie Field wanted noted for the record that IDOC needs to be doing everything in its power to ensure there is a parallel plan to prepare inmates for reentry at the same rate as inmates are being assigned to our facilities. In other words, trying to stem the population increase to the extent that is within our control.
- Executive Session
Secretary Cindy Wilson moved to go into executive session at 5:15 p.m.; Vice Chair Dr. David McClusky seconded the motion. Motion carried unanimously.

I.C. 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.

I.C. 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.

Vice Chair Dr. David McClusky moved to adjourn executive session at 6:33 p.m. and return to regular session; Secretary Cindy Wilson seconded the motion. Motion carried unanimously.

- Adjourn
 - ❖ Meeting adjourned at 6:35 p.m.

Submitted by:

Cheryl Iseri, Program Coordinator

Date

Approved by:

Debbie Field, Chair

Date