

Illinois Department of Corrections Advisory Board Meeting

**Monday, January 30, 2012
10:00am – 12:00pm
Pontiac Correctional Center**

Meeting Minutes

Board members present: W. Kendric Berry, James Gannon, S.A. Godinez, Wm. Patrick Hartshorn, Laura Kunard, Keith Lape, David Olson, Jesus Reyes, Angela Rudolph, Gladyse Taylor, Donald Young and Malcolm Young (by phone)

Non-Board members present: Jerry Buscher, Lisa Armagast, Marvin Reed, Randy Pfister, Jaclyn O'Day, Michael Lemke, Kevin Gilson, Brad Curry, Joni Stahlman, Deb Denning, Emily Ruskin, Joe Rose (by phone) and Sara Sullivan

Board members not present: Shaena Fazal

Introductions and Roll Call

Chair Hartshorn called the meeting to order and welcomed everyone to the first meeting of 2012. He also welcomed new board member Laura Kunard. Everyone present introduced themselves. Sara Sullivan called roll; quorum was established.

Approval of Minutes from October 24, 2011 Meeting

Chair Hartshorn called for a motion to approve the meeting minutes. The motion was made by Keith Lape and seconded by Jesus Reyes. The motion carried with no objections or abstentions.

Election of Advisory Board Chair & Subcommittee Chair; Selection of Subcommittee Members

In accordance with the Advisory Board's statute that requires the Board members to appoint the Chair of the Board during the first meeting of the year, Chair Hartshorn called for nominations for Advisory Board Chair. Keith Lape nominated Patrick Hartshorn; seconded by James Gannon. The Chair called again for nominations; no further nominations made. A motion was made by Keith Lape to close nominations; seconded by James Gannon. Each motion carried with no objections or abstentions.

Chair Hartshorn asked for members to serve on the Women's Issues Subcommittee. The following volunteered: Angela Rudolph, Gladyse Taylor, David Olson, Kendric Berry, Jesus Reyes and Laura Kunard. Sara Sullivan stated Shaena Fazal had expressed her interest in remaining on the subcommittee. Chair Hartshorn accepted the subcommittee and appointed Angela Rudolph as chair.

Segregation Reduction Project

Deb Denning, Acting Chief of Program and Support Services, gave a presentation on long term segregation and administrative detention. IDOC has been working in partnership with the Vera Institute of Justice to develop criteria to determine who should be held in segregation and who could be safely moved to general population, enhance programs to ease the transition out of segregation, improve conditions of confinement and collect data to track the effects of moving offenders from segregation to other levels. Sara Sullivan gave some background information with the Vera Institute being introduced to IDOC through former Director Randle. Vera has worked with other states such as Ohio and Mississippi in re-

ducing segregation populations and the costs associated. Vera started with the study of long-term segregation, but is now looking at segregation as a whole. They have been collecting data for over two years focusing on the driving forces behind the amount of time spent in seg. Vera centered on maximum security institutions during their site visits but collected data from all facilities.

Deb Denning discussed a significant finding where the majority of incoming segregation violations were for lesser infractions, not the 100 and 200 series violations. Kevin Gilson, Operations Security Director, provided a description of violations by series (with examples) for the Board. Vera found that 15% were in the 100 and 200 series, or most serious violations. 85% were in the 300 through 600 series. Ms. Denning described the Offender Disciplinary Report process and noted that this finding led to a review of that process. IDOC found the need to retrain staff from the Majors reviewing the tickets to the Adjustment Committee Hearing Investigator to the Wardens signing off on the final disposition. Director Godinez noted that Violation of Rules, a 400 series infraction, is often used a catch-all and possibly abused.

Jerry Buscher, Executive Chief to the Director, stated each facility has a segregation unit. Pontiac C.C. is the exception in that it houses inmates who have six months or more of segregation time to serve. Menard C.C. has 3500 inmates, approximately 400 of which are in segregation. Sara Sullivan added that approximately 25% of the population in segregation is cycling in and out. Vera found that inmates who spent less time in segregation were not more likely to commit new violations. They also found the conduct warranted sanctions but the types of placements and lengths of stay did not necessarily reflect or was proportionate to prior or current negative behavior.

Deb Denning advised all Wardens met to review these findings and retrain. The Department will retrain staff from the writing of the Offender Disciplinary Report through the Adjustment Committee hearing process. Wardens have been tasked with actively looking at the discipline imposed. The Warden has the final review; he can concur or reduce the recommended disciplinary action, but he cannot increase the penalty. We need to work harder at dealing with nuisance tickets – seg placement is not the answer. Wardens have been encouraged to look at the inmate's behavior since that initial seg placement ticket. Vera recommends seg placement as a last resort, encouraging privilege restrictions and other alternate sanctions.

Angela Rudolph asked about the committee makeup. Ms. Denning responded that there is a minimum of one security staff and one non-security staff, with one serving as the chairman. There can be up to three members if staff are available. One member is a minority if possible, but this is not an option at every facility.

Director Godinez stated we were at our highest number of inmates and taking good time but not restoring it. Since implementing the population management plan, we had 900 less incarcerated at one point and currently 600 less. The Department can revoke and restore up to 30 days at the institutional level. Revocations and restorations over 30 days require Prisoner Review Board action.

Jerry Buscher gave an overview of Tamms and the Administrative Detention Re-Entry Management Program. It is a three step program that includes 180 days at Pontiac C.C. for Phases 1 and 2, and 90 days at Menard for Phase 3. Offenders are still segregated but reintegrated back in to general population. An ADRMP wing is being added at Stateville that will mainly be used for inmates who were sent to Tamms from Menard. Warden Randy Pfister reported Pontiac is adjusting our policies for Phases 1 and 2 as we have found we have fewer incentives than they had while still at Tamms. We are looking at

adding some incentives in each phase. Phases 1 and 2 have been successful in that no one has been returned to Tamms in the nine months Warden Pfister has been at Pontiac.

Deb Denning reiterated the Department's commitment to retrain all staff involved, require the Warden's personal review, and research inventive ways to deal with long-term serious offenders. We continue to look at incentives and have asked for the facilities' input to develop an incentive program that requires participation:

- Must have completed 90 days in segregation without a ticket
- Request to be in the program
- Three tiers of 90 days each
- Face to face reviews
- Mutual behavior contract
- Incentives and privilege restorations will increase with completion of each tier

It is designed as a nine-month program, but Wardens will be given some flexibility.

James Gannon asked if the initial segregation placement is a result of a violent offense. Mr. Buscher and Ms. Denning both responded that it can go either way – it could be violent or it could be the result of stacked tickets as our current method involves progressive discipline. Director Godinez noted that mental issues generally play a part in long term segregation stays. Assistant Director Gladys Taylor added that Vera pointed out we do not want to release high-risk inmates from segregation directly to the streets. Director Godinez stated their level of behavior needs to be looked at and mental issues need to be identified.

Donald Young asked if the step down program would be used at Tamms. Ms. Denning stated yes, but it would be different. Mr. Buscher confirmed that dangerous inmates would continue to be housed at Tamms. David Olson asked the difference between Administrative Detention and segregation. Buscher and Denning defined the two and explained we are in the process of rethinking both and the paradigm that creates.

Sustainability Initiatives

Kevin Gilson presented the Department's multi-faceted initiative aimed at growing the sustainability of the agency in accordance with The Green Governments Illinois Act. Our goal is to create positive environmental and economic impacts. Various institutions have been participating for some time, but this new initiative steps up our efforts and allows for the sharing of ideas. The goals of the plan include efficiency and conservation of energy, water and other resources, minimizing waste production and creating a recycling infrastructure, develop baseline data to gauge our progress and reduce recidivism by providing job training for green positions.

The statewide committee meets regularly to encourage, track progress and share ideas. Those serving on the committee also act as individual liaisons for their facility to promote green practices at the local level reaching out to co-workers, other State agencies, local government and schools. The meeting and exchange of ideas and solutions allows facilities to model those ideas and make them usable statewide.

Mr. Gilson noted that Menard began recycling glass from the community, requiring the glass to be rinsed and delivered in cardboard boxes. David Olson inquired if this posed any obvious security issues. Mr. Gilson responded the collection is done outside the facility, and it is sorted by minimum security offenders. He noted that the committee is trying to get balers to each facility to expand their opportunity and efficiency in the recycling process. This increases offender vocational training which in turn increases the offender's opportunity to earn Good Conduct Credit. For every 90 days an offender success-

fully completes their vocational training goals, they are awarded 44-45 days off their sentence. It doesn't cost, it saves on many levels.

Illinois Correctional Industries is targeted to expand their Biodiesel production. Waste vegetable oil is collected from the agency's dietary departments and used to produce fuel which costs less than \$1 per gallon to produce. It is then used to power vehicles and equipment. ICI also produces a variety of "green" cleaning products. Samples of their non-alcohol based hand sanitizer and whisk brooms were made available for the Board.

Overview of Pontiac Correctional Center

Chair Hartshorn introduced Warden Pfister and thanked him and his staff for hosting this month's meeting. Warden Pfister formally welcomed the group to Pontiac and provided a handout with descriptions of the housing units and multiple populations housed here. It also included average statistics and population demographics. Director Godinez advised the Board that IDOC recently returned to maximum, medium and minimum security levels as opposed to the previous eight levels. This gives us more flexibility in placement. Pontiac C.C. is known as a long-term seg facility, but it also has the largest protective custody unit and a medium security unit. Pontiac has always had a step down program but they continue to fine tune the process and adapt. The North Segregation Unit houses the most aggressive offenders. As their behavior warrants, they are moved to the West Segregation Unit and then to East. In an effort to prepare them for reintegration to general population, we are looking at double-celling segregation offenders in the East Segregation Unit who have 90 days or less of seg time left to serve.

Pontiac is unique in that it has a mental health unit, with a current population of 59, which houses offenders identified with serious mental health issues who have long-term segregation time to serve. In addition to segregation and mental health units, Pontiac has 420 inmates in protective custody status, 22 pending approval for protective custody, 22 ADRMP inmates (Phase 1 & 2), 7 in Administrative Detention and a fluctuating number of ICE (Immigration and Customs Enforcement) inmates. There are 489 inmates on the Medium Security Unit with 49% of Hispanic origin. Warden Pfister noted there have been some language barriers that we continue to work through.

Keith Lape asked Warden Pfister what he thought were his three greatest needs. Warden Pfister replied clerical support staff, Capital Development Board money to complete some maintenance projects and security staff. The Warden felt these would be similar to the needs of any facility at this time. He noted we have exceptional staff who continue to do more with less.

Fatherhood Initiative

Emily Ruskin, Casework Supervisor, reported on the Fatherhood Initiative that was announced last summer. One of the first steps was to make the Medium Security Unit Visiting Room more child-friendly and make children's visits with their fathers less scary. Games and books were needed to help children bond with their incarcerated fathers. The Forgotten Initiative in Bloomington has partnered with Pontiac Correctional Center to revamp the Visiting Room. They have donated books, games, crayons and coloring books, and dominoes. A faith-based group in Bloomington has kept those supplies stocked. Two inmates painted a child-friendly mural and the walls were painted a soothing blue. The MSU Visiting Room will be included on the tour following this meeting. Director Godinez stated we expect our staff to be family-friendly by treating visiting families with respect as they enter the facility and are processed to visit.

Ms. Ruskin referred to a Chicago Tribune article, published July 14, 2011 and included in the handouts, which highlighted the Fatherhood Initiative. The goals are to reduce recidivism and break the cycle of

incarceration by teaching inmates to be better fathers. The participants learn to manage anger, communicate and interact with their children even while still in prison.

The “Better Man, Better Dad” program started with a DVD donation that includes 60 lessons. A volunteer, who is a recently retired lieutenant, is now teaching the class on Thursdays. There were 10 inmates in the first class, and now there are 60 on a waiting list for the next class. “Inside Out Dads” is a program taught by a Corrections Counselor with curriculum provided by the National Fatherhood Initiative. Ms. Ruskin noted the cost of the books is \$10 each, and she is looking for a faith-based group to donate those funds. The “Lifestyle Redirection” course is geared toward inmates 120 days from release. They are all housed together which facilitates the mission. It concentrates on improving relationships via phone calls, visits and mail. Emily was proud to announce a Toastmasters club has been established to help with communication with family members as well as job interview skills. All of the programs stress self-esteem, setting an example for your child and being prepared for release. The participants must want more for themselves than to be an inmate.

Questions:

James Gannon – How many offenders can participate?

Emily Ruskin – 20 maximum in Better Man, Better Dad; 10 maximum in Inside Out Dads; 20 maximum in Lifestyle Redirection.

Angela Rudolph – How many offenders have completed the programs?

Emily Ruskin – Would estimate over 500.

Jesus Reyes – Has any follow-up been conducted to determine the effect on reducing recidivism?

Deb Denning – The Department would be interested in knowing, but the funds and staffing are not available at this time.

Approval of 2012 Meeting Schedule

Chair Hartshorn called for any discussion on the proposed meeting schedule for 2012. Donald Young noted he would be unavailable for the April meeting. Kendrick Berry made a motion to accept the meeting schedule as proposed; seconded by Keith Lape. The motion carried with no objections or abstentions.

Open Discussion and Wrap-Up

Sara Sullivan introduced Joni Stahlman as she will be taking over as the Advisory Board contact for the Department. Sara has accepted a position with the Vera Institute in New York.

David Olson asked the Board to think about bringing something to each institution where they hold their meetings that would benefit that facility. It would be a way to provide a contribution for each facility and a nice gesture to thank them for hosting. On that note, Kendrick Berry asked Emily Ruskin how many books were needed for the Fatherhood Initiative. Ms. Ruskin replied we could use and would gladly accept any number; we are blessed by whatever is donated.

Donald Young revisited a previous discussion of the number of staff the Department would be losing due to retirement and asked about the status of any future hiring. Director Godinez responded there has been one class of 140 hired since the Board’s last meeting. He also spoke about a study presented to the Governor’s Office outlining the impact additional hiring would have on overtime costs. 300 EPARs have been approved since then. Mr. Young noted with the Workman’s Comp issue of repetitive injury so prominent in the news, he wondered if all the additional overtime wasn’t compounding the problem.

Director Godinez stated with so many officers temporarily assigned to clerical positions, by hiring one clerical person we are actually getting an officer back. Sara Sullivan advised Board members to reach out to Joni Stahlman if they are interested in attending the next C.O.T. graduation.

Angela Rudolph would like the Governor's Office to speak to the Advisory Board regarding good time proposals; the Board should be included in those discussions. She proposed someone be invited to speak at the April 30th meeting at Dwight Correctional Center. Assistant Director Taylor indicated we may have missed the deadline for bill introduction. Ms. Rudolph stated she hoped that bill is already introduced and the Advisory Board would be involved offering thoughtful public conversation. Director Godinez noted the issue is how to safely release people without the backlash; a key component will be our ability to provide that. He continued that we are presenting a plan to release Adult Transition Center offenders into the community with electronic monitoring bracelets. Ms. Rudolph indicated she has heard of changes in re-entry support, what is the plan? Ms. Taylor stated we will need to identify that high risk population.

Ms. Rudolph clarified the agenda items she was requesting: 1. Good time credit and 2. How IDOC is responding to PRU scaling back; is there a plan in place? Ms. Taylor reminded everyone of the budgetary constraints. Mr. Godinez pointed out the need to re-evaluate our risk assessment. With a 51% recidivism rate, we can't continue to do the same and expect a different outcome.

Keith Lape raised the point that Dwight might not be the best place to hold the next meeting since the agenda would be requiring outside participants from Springfield. Mr. Lape made a motion to switch meeting locations for Meeting #2 and Meeting #3, amending the meeting schedule to hold Meeting #2 at IDOC Headquarters in Springfield on April 30, 2012 and to hold Meeting #3 at Dwight Correctional Center on July 23, 2012. James Gannon seconded the motion. The motion carried with no objections or abstentions. Chair Hartshorn directed Joni Stahlman to make arrangements with the Director's Office regarding the meeting and with Angela Rudolph regarding the requested agenda items.

Kendric Berry reported that he often receives calls from offenders' families seeking assistance. He has contacted IDOC on their behalf and gotten the needed answers. He inquired if this would be construed as stepping beyond what is expected of him as a Board member. Director Godinez responded this was not a conflict; it is our job to address questions and resolve issues. Sara Sullivan suggested that Board members coordinate their responses with IDOC.

Malcolm Young, via phone, notified the Board he had an appointment with Jenni Scheck regarding good time, but it has now been rescheduled for February with Tony Irving of the Governor's Office.

Adjourn Meeting

A motion to adjourn the meeting was made by Kendric Berry and seconded by Jesus Reyes. The motion carried with no objections or abstentions.