May 18, 2016
Law Enforcement & Criminal Justice Interim Committee
Presentation by the Utah Department of Corrections
• Issues for the coming year and beyond

• Training and implementation of direct supervision
• Implementation of annual compensation plan — work with consultants
• Continue work with Justice Reinvestment implementation
• Changes to restricted housing
• Update prison classification system
• Opening of West 1 in August 2016 & reallocation of inmates
• Continue work on the new correctional facility
Inmate Direct Supervision Implementation (Short & Long Term)

- Direct Supervision is an operational and management philosophy that encompasses both physical housing unit design and operations in every aspect of the prison system. It includes,
  - Effective Control
  - Effective Supervision
  - Competent Staff
  - Manageable/Cost Effective Operations
  - Effective Communications
  - Classification and Orientation
  - Just and Fair Decisions
  - Ownership of Operations
Employee Compensation

• The Department and its employees sincerely appreciate the efforts of Governor Herbert and the Legislature to address significant compensation concerns of our staff.

  • With a second year of specific compensation funding for our certified staff, we have been able to increase the starting wage of our Correctional Officers to $17.38 (was $16.07 two years ago).

  • We are currently engaged in a collaborative effort seeking solutions for state law enforcement agency compensation.

  • Most law enforcement agencies have a yearly step plan for their officers that provides more predictable pay increases and career paths.

    • The Department competes with these agencies for new staff and with higher, more predictable, compensation plans it becomes difficult to retain our current staff.

    • Thus far in 2016, the Department has lost 44 Correctional Officers to transfer or termination.
• At the end of April 2016, there were 151 Correctional Officer (18.4%) vacancies.

• 41% of the Department’s Correctional Officers have less than 2 years of experience.
Justice Reinvestment — Currently Underway

• The Department continues to implement significant changes associated with justice reinvestment.

  • Within the prison, we are working closely with the Board of Pardons and Parole to identify and develop evidence-based programs that are eligible for Earned Time Credits.

  • Training is occurring both within the prison and in Adult Probation and Parole on updated offender assessment instruments that guide appropriate program placement and level of supervision.

  • A Transition Team — within Adult Probation and Parole — has been created that works to develop individualize plans for inmates preparing to parole back into the community.

  • Adult Probation and Parole continues training on the new Response and Incentive Matrix for probationers and parolees, as well as developing and coordinating services within our state-wide system of Treatment Resource Centers.
• The major reforms associated with Justice Reinvestment will continue to take time to fully implement.

• The following are examples of areas the Department and the State of Utah will continue to address.

  • Development of inmate programs in the prison system and county jails that are evidence-based and address the needs of the population.

  • Training and implementation of various assessment instruments, such as the LS/RNR, ASAM, Static99s and TCU.

  • Offender attachment to services in the community — for example, accessing substance use disorder and mental health services through Medicaid expansion.

  • Explore opportunities for short-term housing assistance for offenders struggling with homelessness.
Restricted Housing

• Restricted housing (sometimes called solitary confinement) is an area of reform in correctional operations across the nation.

  • Research indicates an increasing number of inmates were being housed in segregation units.

  • Many inmates were being released directly from segregation units to the community.

  • Rising concern about the mental health impacts of long-term placement in segregation units.

• The Department is addressing this issue by following the 13 guiding principles developed by Yale University and the Association of State Correctional Administrators, with input from the ACLU of Utah and the Disability Law Center of Utah.
Restricted Housing

• A new approach to Restricted Housing is underway within Utah’s prison system, including:

  • New minimum “out-of-cell” time

  • Moving severely mentally ill inmates out of restricted housing into treatment areas

  • Increase of treatment areas for mentally ill inmates

  • Creation of timeframes and structured programs to help inmates progress back into general population

  • Development of new policies and procedures to govern restricted housing operations

  • Collaboration with the ACLU Utah and Disability Law Center of Utah in evaluating individual inmates to increase transparency
Inmate Classification

- Inmate classification is the core of prison management, as it informs decisions related to staffing, bed space and type, inmate housing and inmate programming.

- Through proper classification, the Department reduces the risk of violence inside the prison by housing inmates with the same classification level together.

- The Department’s current classification system was implemented in 1986.

- Although adjustments have occurred through the years, it has become the norm to override individual inmate classification, and our Audit Bureau found many elements of the current classification system have little predictive value.
Inmate Classification

- The Department hired a consultant to make recommendations for an update or replacement of our current classification system.

- The consultant used current data from our Department to develop a more predictive classification tool and we are in the process of implementing a new system.

- Development of updated policy and procedure is underway, and work will begin to update the Department’s record management system with the new inmate classification.

- With the new classification system in place, there will be fewer overrides, the predictive ability will increase and staff will be better able to make appropriate housing decisions for the inmate population.
West 1 Opening — August 2016

• West 1 — or Monroe as it will be named — is a 192-bed facility under construction at the Central Utah Correctional Facility in Gunnison.

• This project includes replacement kennels for the prison’s K-9 unit, a new inmate intake facility and the 192-bed housing unit.

  • Kennel is at 98% completion
  • Intake building is at 90% completion
  • 192-bed housing unit is at 75% completion

• The contracted completion date was set for July 30, 2016 — there have been a few minor delays, but we expect the buildings to be complete in August 2016.
West 1 (Monroe) Construction

Kennels

Intake

Monroe (West 1)

Interior
• When West 1 becomes operational, the Department will move 192 inmates from the Utah State Prison in Draper to the Central Utah Correctional Facility in Gunnison.

• When the move is complete, a housing unit at the Utah State Prison will be closed.

• This will allow for the reallocation of staff at the Draper prison that will, in turn, decrease the high volume of overtime currently being worked.

• The closure of the housing unit will also lead to some cost savings. These cost savings were included in the Department’s Fiscal Year 2017 budget request, where $1.5 million was transferred from prison operations to Adult Probation and Parole to offset the cost of 15 additional agents.
New Correctional Facility in Salt Lake City

• Work on the new correctional facility is ongoing — set to replace the Utah State Prison in Draper.
  
  • The **Project Management team** is in place and working — team includes BDK (Big “D” Construction and Kitchell)
  • The **Architect team** includes GSBS, HOK and CGL
  • The **General Contractors** are Layton and Oakland Construction JV

• Testing of soils at the Salt Lake site is ongoing

• Negotiations continue for land acquisition

• Currently, programming space meetings are being conducted including Department staff involved in various prison operations and other entities

• On the horizon will be master planning for the new facility
Questions?