



Corrections Sub-committee

TDOC Update

Mission, Vision, and Guiding Principles

Tennessee Department of Correction

 Mission 

To operate safe and secure prisons and provide effective community supervision in order to enhance public safety.

Vision

To be recognized as the best correctional agency in the nation.

Guiding Principles

We...

- believe in and support the mission of our agency and our team.*
- will treat all people fairly.*
- will not purposely compromise public safety.*
- will stand behind our word.*
- will protect each other but not at the expense of compromising our integrity.*
- will always accomplish our mission.*

January 2013

Agenda

- Staffing Update
- Food Service Transition
- Retrieving Independence at Turney Center
- West Tennessee Mission Changes
- Public Safety Act Implementation



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Staffing Update

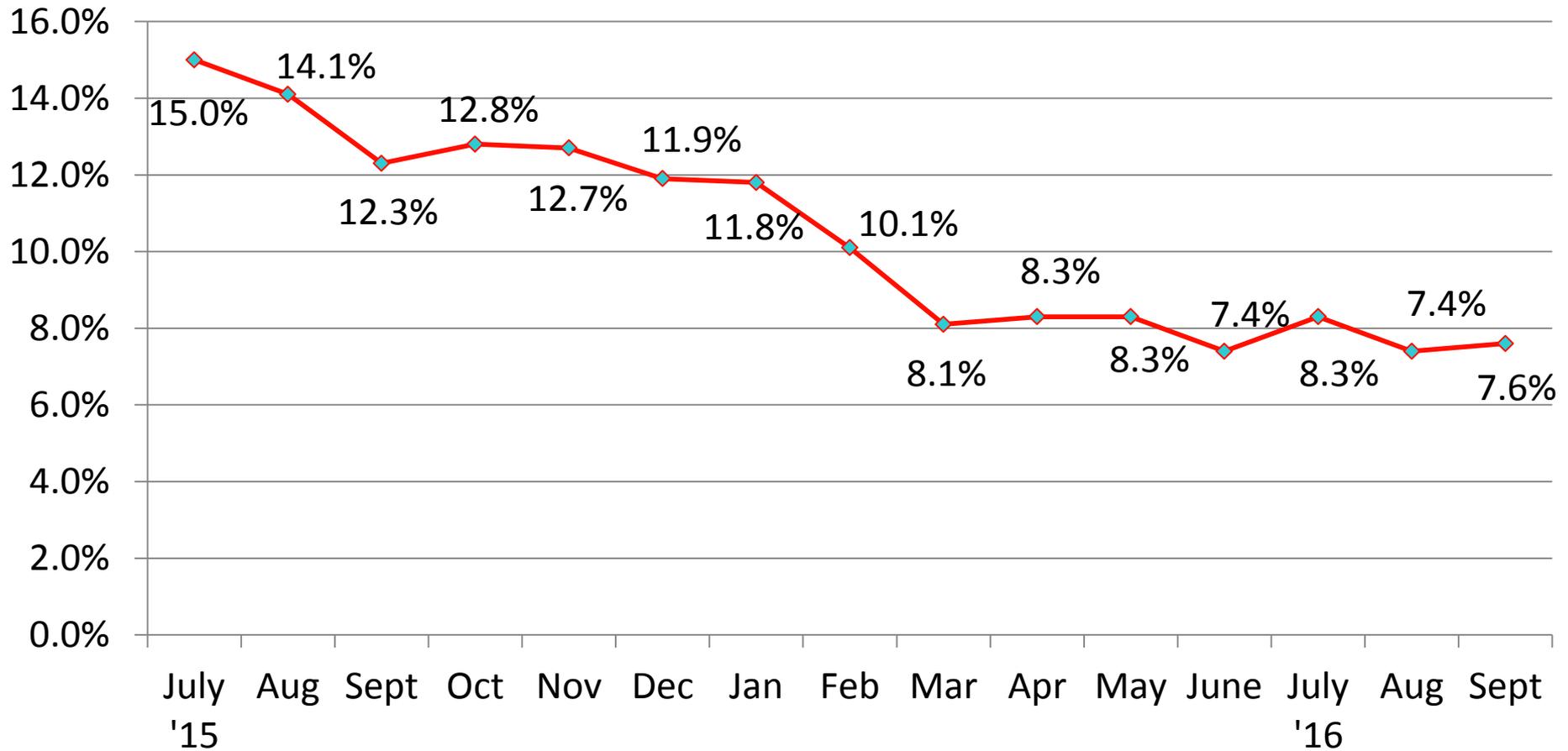
Staffing Update

- Through a variety of recruiting and retention efforts, Correctional Officer vacancies have continued to fall since last summer
- As of September 1st, 195 CO vacancies statewide or 7.6% vacancy rate
- This represents a lower vacancy rate than FY13

Correctional Officer vacancies as of August 2015	Correctional Officer vacancies as of September 2016	Reduction
362	195	46.1%
Vacancy Rate	Vacancy Rate	Reduction
14.1%	7.6%	46.1%

Staffing Update

Staffing: Correctional Officer Vacancy Rate





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Food Service Transition

Food Service Transition

Background

- Food Services RFP released December 22, 2015
- RFP ended on July 25, 2016
- Aramark was best evaluated proposer and recommended for award – Cost \$23.7M (5 year contract average)
- Official contract start date was August 15, 2016

Food Service Transition

- Transition planning is well under way
- Transition teams from TDOC and Aramark have visited each site and met with staff (10 prisons and the training academy)
 - All affected employees have been offered positions with the vendor
 - 120% of current salary and comparable benefits
 - 195 total state, food service positions
 - Staff with **more** than 5 yrs service may remain with state
 - 71 affected – 51 elected to stay with the state and 20 accepted offers from Aramark
 - Staff with **less** than 5 yrs service, must go to Aramark
 - 75 affected – 66 have accepted positions with Aramark

Food Service Transition

- Two phased implementation with 6 sites starting on September 15th and the remaining 5 on September 29th

Transition plan – Target Dates

September 15th

September 29th

Northeast Correctional Complex
Northeast Carter County Annex
Bledsoe County Correctional Complex
Morgan County Correctional Complex
Riverbend Maximum Security Institution
Tennessee Prison for Women

DeBerry Special Needs Facility
Tennessee Corrections Academy
Turney Center Industrial Complex
Turney Center Industrial Complex Annex
Mark Luttrell Correctional Center
Northwest Correctional Complex
West Tennessee State Penitentiary

Statewide Implementation by October 1st

Food Service Transition

- Cost comparison
 - Based on current spending levels, the contract will reduce costs by an average of \$10.3M annually over the next 5 years
 - FY16 food expenditures were \$34.3M which was lowest cost in last 5 years; highest was FY13 at \$45.2M
 - Contract maximum liability averages \$23.79M annually for 5 years
- Per meal comparison
 - Since FY11, per inmate per day absolute food cost averaged \$6.83
 - Contract price is \$3.91 per inmate per day with incremental increases to \$4.40 in year 5
- Payment is determined by actual number of meals served
 - Maximum liability based on 100% inmate participation (actual participation varies)



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Retrieving Independence

Retrieving Independence

- A nonprofit that breeds, trains and places service dogs with people living with physical and mental disabilities
- Qualified offenders are medium custody or below, no recent disciplinary issues and have no less than 18 months remaining to serve
- Offender trainers care for the dogs 24 hours a day for up to 18 months
- Dogs are taught a variety of skills including seizure detection, high and low blood sugar detection, wheelchair assistance and opening and closing doors among others
- After training, recipients attend a graduation, followed by a 10-day training camp with Retrieving Independence staff
- 25 dogs placed since 2012 with 18 more currently in training





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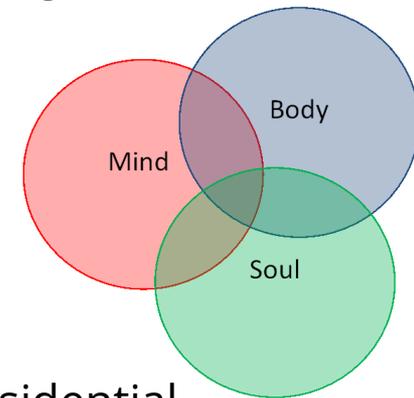
West Tennessee Mission Changes

Women's Therapeutic Residential Center (WTRC)

Mission:

To provide a healthy, safe, and secure environment within which we will provide gender-responsive treatment, educational services, career development, and reentry services that focus on changing criminal behaviors.

- One facility, two sites, dual leadership
- Policies and procedures in place & staff training complete
- First female inmates arrived in August
- Increased capacity for female offenders
- Providing innovative, evidence based programming under a residential, therapeutic model
- Programs include pro social life skills and substance abuse treatment among others
- Also offered are educational and vocational programs and job readiness
- 540 female inmates moved in to date



Women's Therapeutic Residential Center (WTRC)

WTRC video

<https://www.youtube.com/watch?v=OgWCKcZ4wAk>

Mark Luttrell Transition Center (MLTC)

- Focused approach to transitional reentry services
- More than 95% of incarcerated offenders will be released, how we prepare them for that release is critical to public safety
- Offenders within 18 months of parole hearing or 36 months of expiration
- 3 phased approach



Mark Luttrell Transition Center (MLTC)

- This transition center will help reduce barriers to successful reentry
 - Evidence based transitional services
 - Provides a supportive living environment
 - Centrally located and access to public transportation
 - Job readiness and work release
- 454 beds available for these services
- Intensive staff training is ongoing
 - Gender specific training (working with male offenders)
 - Motivational interviewing
 - Change management
 - Addressing level of care inmates
- Anticipated October 2016 opening





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Public Safety Act Implementation

PSA Implementation

- Use of a single, validated risk needs assessment across the criminal justice system
- Requires the use of administrative sanctions and incentives to address offender behavior on Community Supervision
- TDOC will include several other action items such as evidence based programming, identifying community based alternatives to incarceration, and tracking and monitoring accountability (10 Process Action Teams in all)
- Teams are developing policy, necessary training and collaborating with other teams to reduce duplication of efforts and identify remaining gaps



PSA Implementation

Seamless Supervision Process Refinement

- A dynamic process of coordinated services, which are based upon a sequence of assessments that guide an offender's custody/supervision from conviction to sentence expiration.

Sort Offenders by Risk/Need Based Upon Validated Assessment Tool

- Implement risk/need standard assessment instrument across the criminal justice system in Tennessee.

Impose Swift, Certain & Proportionate Sanctions

- Ensuring offender accountability through the timely application of standardized sanctions.

All Intervention Programs to be Evidenced-Based

- Align programming with evidence based standards. Ensure programming supports seamless supervision objectives

Identify Community Based Options Available to the Court in Lieu of Incarceration

- Evaluate available community based options. Create a mechanism to store and update community based options inventory.

PSA Implementation

Utilize Technology to Improve Efficiencies in Supervision

- Expand the use of technology by staying current with national trends. Continue to apply technology to improve overall supervision efficiency

Engage the Courts

- Strengthen the working relationship with the ADC. Support court specialists who are serving as a liaison to provide information about options based upon evidence driven techniques and offender assessment scores.

Incentives for Offender Progress

- Initiate a committee to guide offender incentives for positive reentry progress.

Emphasize On-Going Training

- Foster the philosophy of being a lifetime learner. Devise curriculum to inform and facilitate staff performance within the framework of seamless supervision.

Tracking & Monitoring Accountability

- Refine and improve analytics. Conduct scheduled "report-outs" to enhance compliance with monitoring measures.

PSA Implementation

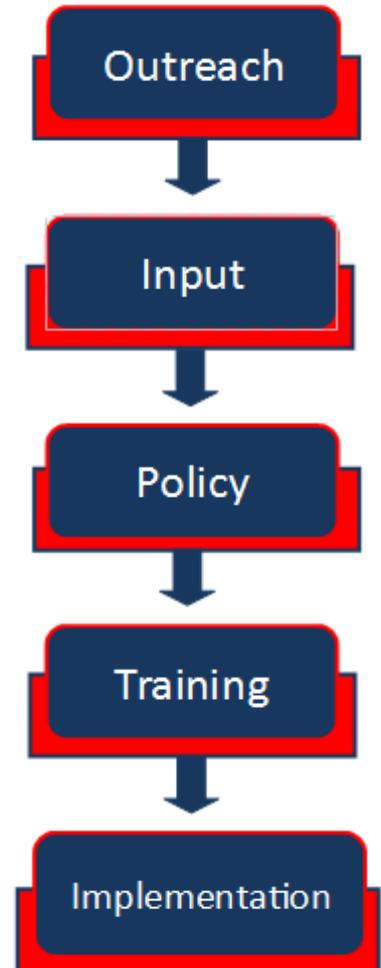
Ongoing Tasks

- Weekly meetings with steering committee
- Informing stakeholder groups along the way
- Incorporating stakeholder input in planning phases



Next Steps

- Policy development complete – October 2016
- Comprehensive staff training – Through December 2016
- Public Safety Act effective – January 1, 2017





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Community Service Work

Community Service Work

- Last year, crews provided 665,419 hours of community service work
- Based on minimum wage, \$4.8M saved for state and local governments and non-profits
- NWCX / Lake County Schools video
- <https://www.youtube.com/watch?v=MO23cEG-qVU>

Discussion

