

ALCON,

Greetings!

Here's our suggestions based on our findings:

- 1) More pay for all employees at the Detention center. The pay should be in line with the professionalism and hard work that is expected from all employees at the Detention Center. This would include monies for training, retention and promotion.
- 2) A cultural shift at the detention center in regards to employing core values that reflect the professionalism and compassion of the leadership, Officers and all members of staff. We believe that once these values are embraced and entwined in every interaction that compassion and professionalism will become contagious.
- 3) The Jail, public defender office and Judges must immediately be equipped with personnel who have access to NCIC.
- 4) Classification process should begin at drop-off/intake. Classification should evolve to include proactive and preventative, evidence based measures to determine if individuals are even fit to gain entry into the facility. That form of classification approach would also help identify health risks, safety red flags, and potentially preventable liabilities. Such a protocol is in place at the Cleveland County Jail. Please see attached Booking Questionnaire from CCDC. This should be the first line of response to high risk individuals from entering the facility. It can also help with more adequate placement/housing for those entering.
- 5) Classification system developed for free by CCDC staff should be reviewed and evaluated by OCDC classification staff. It was developed based on DOJ standards and could potentially be more accurate. This decision should be made by those using the system daily.
- 6) The unused office(s) across from "Atty/Bonds" could be utilized to provide space, connectivity, and communications for a task force of community based organizations (CBO), Non-Governmental Organizations (NGO), and Governmental Organizations to help identify and facilitate a pairing with incoming potential residents with programs that will assist with an early release or "bail".
- 7) Detention Officers including Officers with the appropriate rank would have to be assigned to the "task force" to provide secure movement and security.

We believe that we should start implementing these suggestions as soon as possible. As a team we accept that there will be logistical challenges; however, we also believe that the time has come to lean forward into the challenge.

**END OF REPORT.**

Approved by Classifications Initiative Team.