

# Oklahoma County Criminal Justice Authority

## Facilities Sub-committee on Direct Supervision

### Meeting Notes

Thursday, June 10, 2021

Subcommittee Members Present: Francie Ekwerekwu  
Sue Ann Arnall  
Aaron Cosar  
Charles Loughlin  
Adrianna Laws

Invited Non-Member Present: David Parker

The discussion was robust, with input from all present. The discussion revolved primarily around Direct Supervision and how to achieve it at the Oklahoma County Jail. In order to implement Direct Supervision at the Oklahoma County Jail, the jail staff must be educated on numerous fronts. They must also be apprised that Direct Supervision is coming, and that it will create a safer environment for staff and detainees. To be successful, Direct Supervision requires intentional integration of the strategies listed below.

Those strategies include:

#### ➤ **Inmate Behavior Management (IBM)**

Programs included under IBM are

1. Activity – For example, board games, cards, and other recreation.
2. Reform – identify specific needs – such as addiction, poor health needs
3. Re-integration – addresses the link between incarceration and community re-entry.

Helps resolve issues such as unemployment or inadequate housing

For Re-integration, need a re-entry release plan where detainees are connected to needed community interventions and include

- a. Substance abuse treatment
  - b. Mental health appointments
  - c. Physical health appointments
  - d. Support persons
  - e. Case management
  - f. Financial resources & benefits (possibly house representative from the state's Front Porch Initiative
  - g. Court ordered services
  - h. State ID and Social Security Cards
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- #### ➤ **Appropriate Staffing –**
- Appropriate staffing is critical for Direct Supervision. We need the right number of staff with the right qualifications. With Direct Supervision, we would have a drastic reduction in the need for staff for escorting detainees around the building. This would allow more staff for the

individual pods. Programs, meals, and medications could be provided in the day room.

- Currently the jail has 342 staff, but less than ½ of those are involved in detention and 123 of those are clerical staff
- Create a full staffing analysis. Possible solution is to re-classify some of these employees and offer detention management training
- Develop a Master Roster list and post it
- Place the same number of people in each shift, except for clerical staff
- Currently most employees are off Sat. & Sunday. We need the same number of detention staff on all shifts, all 7 days of the week.
- Reward those who have the most longevity with a priority in choosing shifts.
- Eliminate overtime hours as much as possible and pay more for performance
- Need 1 officer per pod per shift
- Typically need a max of 1.8 employees per position, except for clerical
- If are below the needed staff members, then prioritize positions.
- We need an equal number of captains during each shift, 7 days a week.
- Currently all captains only work M-F, 8:00 am – 6:00 pm.
- Give those with longevity the first choice for shifts

➤ **Training –**

- Training of the staff should be in person, not on-line
- Provide CIT Training for all staff. Request that DMH resume the CIT training that it provided in the past
- Eliminate CLEET training as an employment incentive. It sends the wrong message and attracts those with a law enforcement mentality. Law enforcement and detention management are entirely different disciplines.
- Utilize Peer training for operations in the detention facility.
- Pay stipends for mental health training
- We need to train on the mission, and then the tactics to achieve it.

➤ **Converting to Direct Supervision**

- Begin talking with the staff about Direct Supervision now. Explain what it is.
- Utilize a pilot – convert first one pod for a month, with 2 personnel members in the pod. After success, then move on to the next pod on that floor. Phase in pod by pod, floor by floor.
- Have detention staff wear a passive blue color
- They will need to create a vested interest with the detainees so that they wish to protect the staff in case of an outbreak in violence
- Have a mental health specialist available for both staff and detainees.

***In conclusion, Direct Supervision at the Oklahoma County Jail is possible to attain. For a more professional assessment of Oklahoma County Jail operations, please refer to the May 2021 NIC Operational Assessment, #21J-1007. Going forward, recommendations and responses to the NIC report should be the basis for improving jail operations. Much like CJAC has utilized the Vera report for CJR, this NIC Operational Assessment should be the roadmap for improving Oklahoma County Jail operations.***