

Direct Supervision Focus Group Recommendations

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

Invited Non-Member Present: David Parker

➤ **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.
- Use introduction of direct supervision model as an incentive for recruiting and hiring staff, as well as motivating current OCDC staff members.
- 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.