

Joint Judiciary Committee

FY 2021-2022

SMART Act Hearing

Colorado Department of Corrections
Dean Williams, Executive Director



Mission

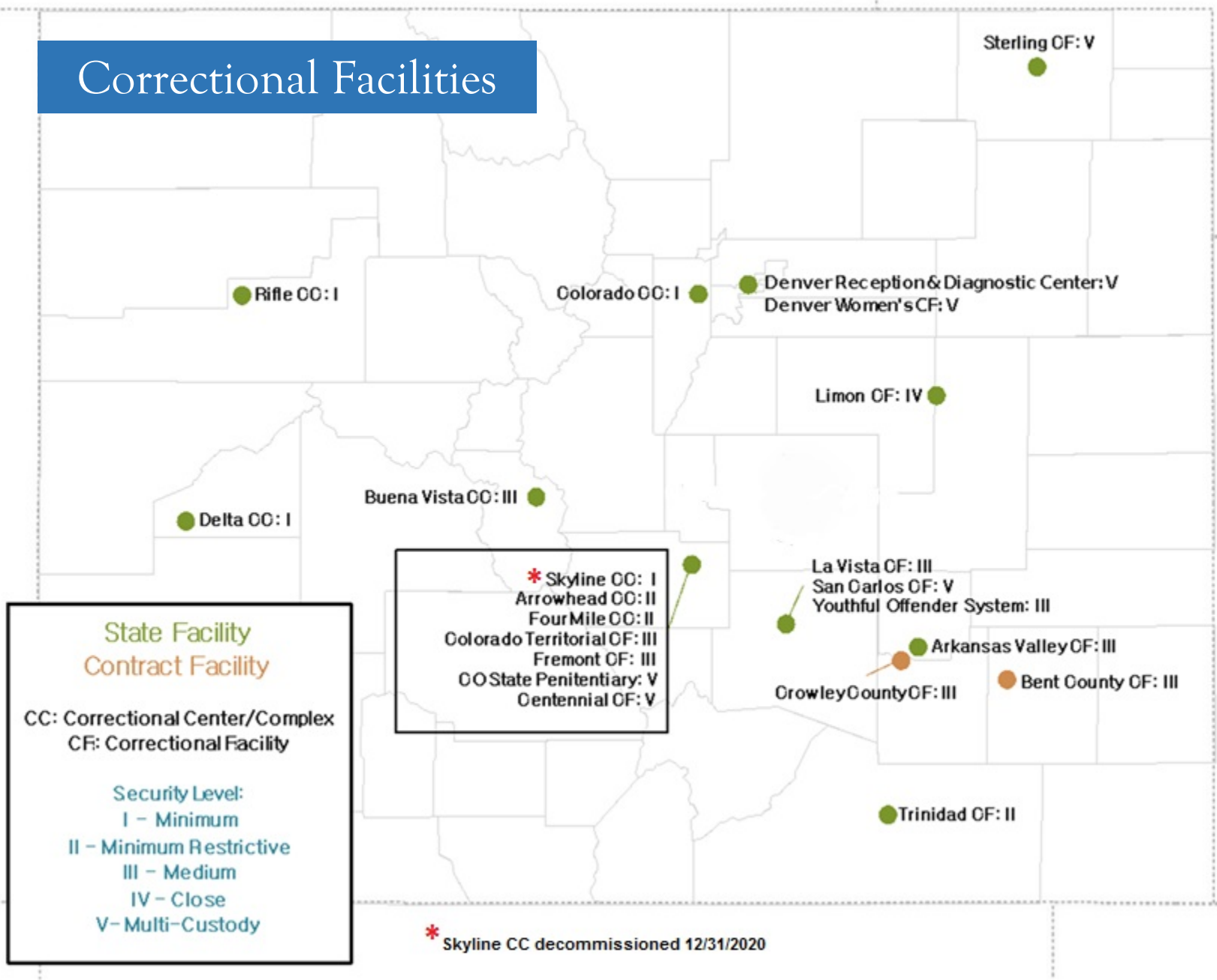
"To protect the citizens of Colorado by holding inmates accountable and engaging them in opportunities to make positive behavioral changes and become law-abiding citizens."

Vision

"Building a safer Colorado for today and tomorrow"

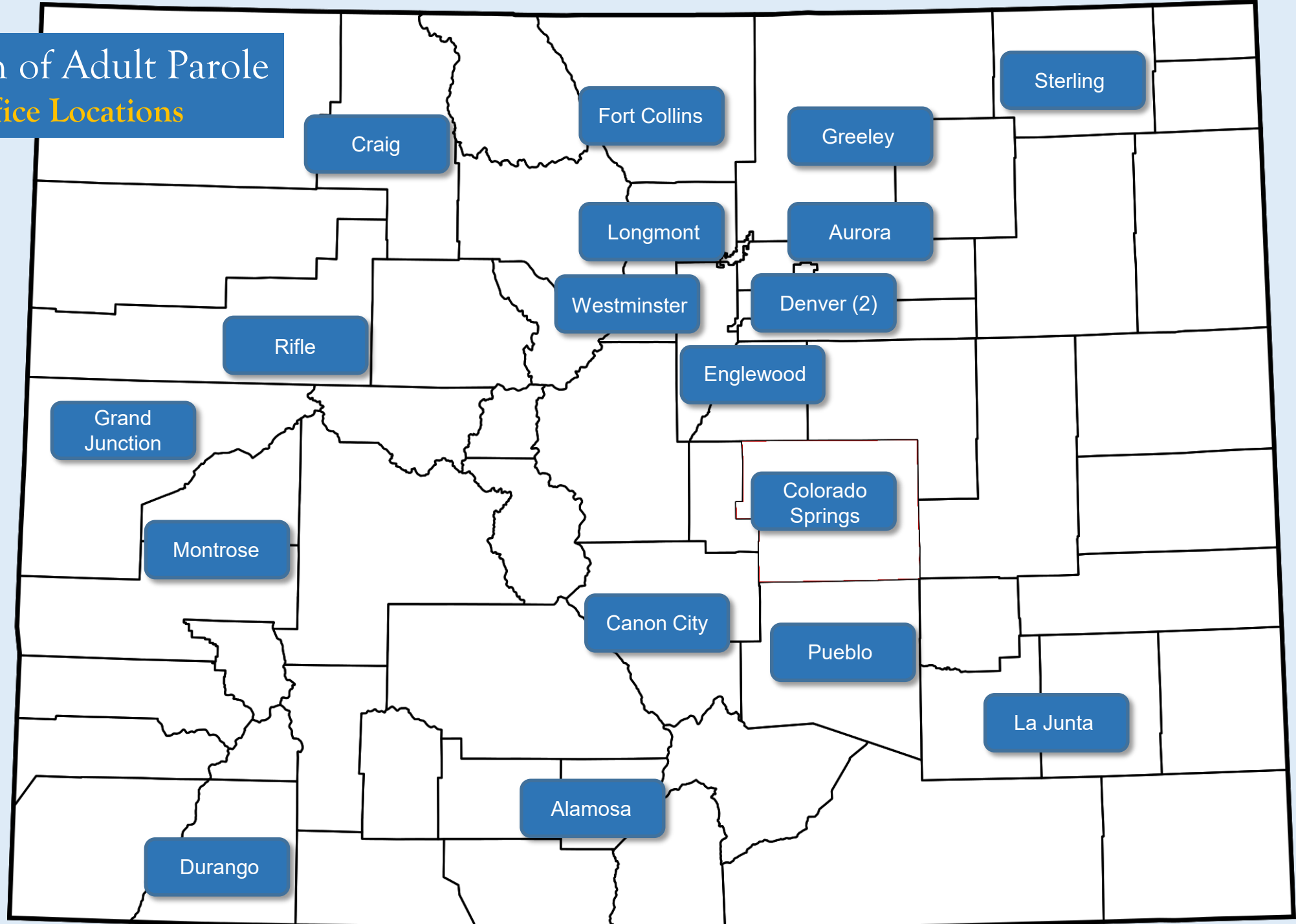


Correctional Facilities



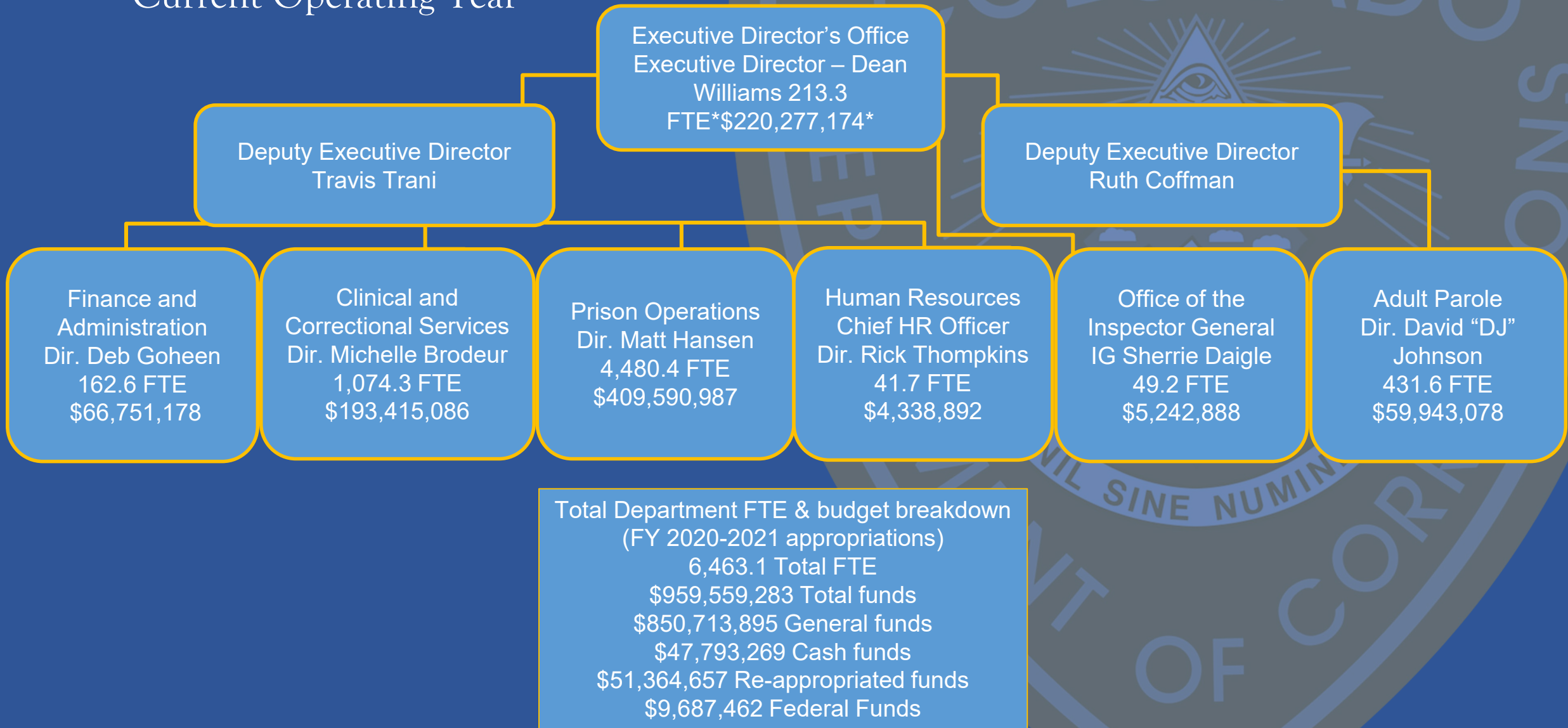
Division of Adult Parole

Office Locations



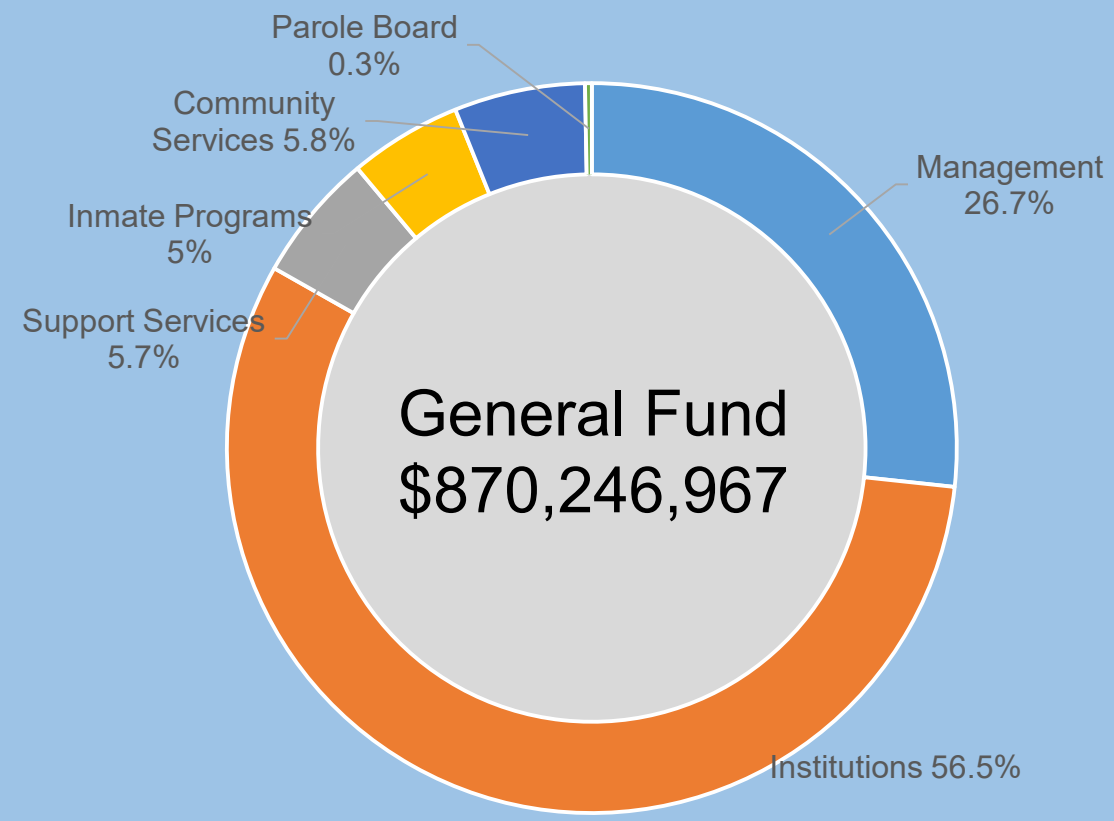
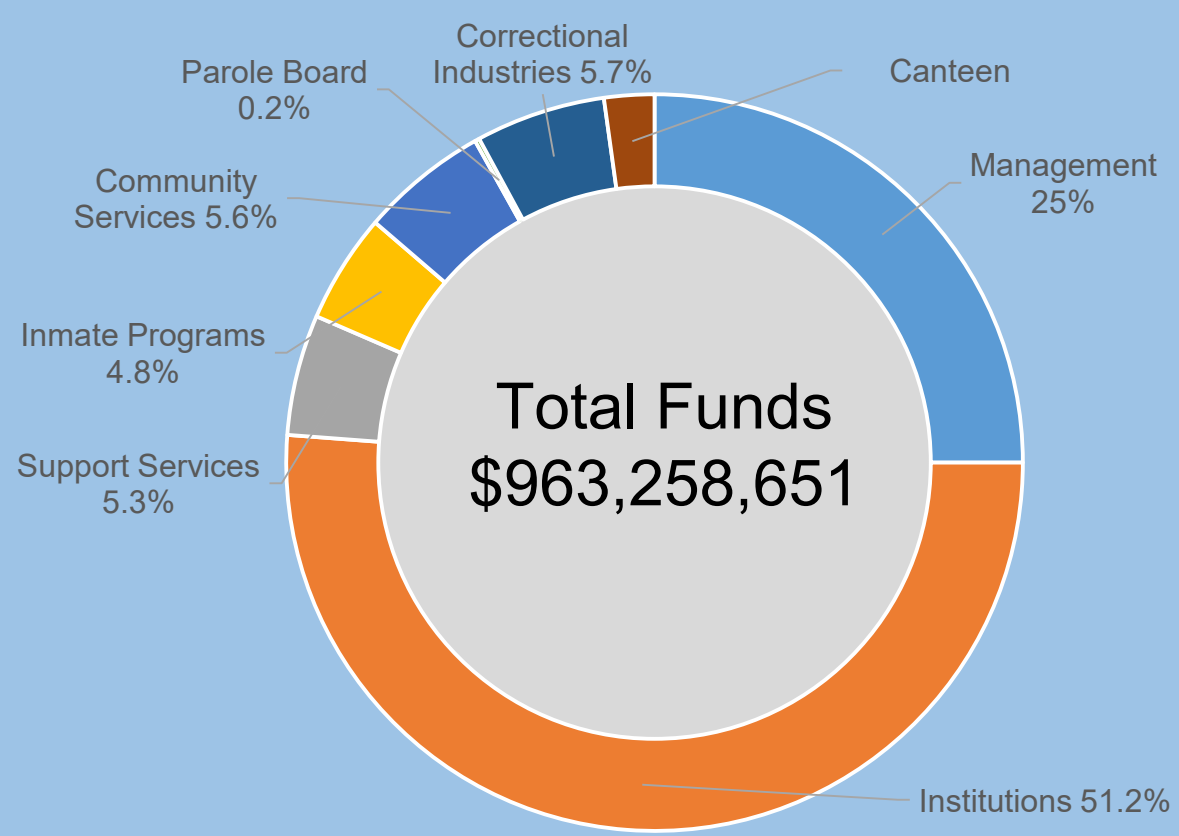
Organizational Chart

Current Operating Year



FY 2021-22 Budget Request Snapshot

Total Funds: \$963.3M
FY 2021-22 General Fund: \$870.2M
FY 2021-22 FTE: 6,365.6



Alignment of Prison Caseload

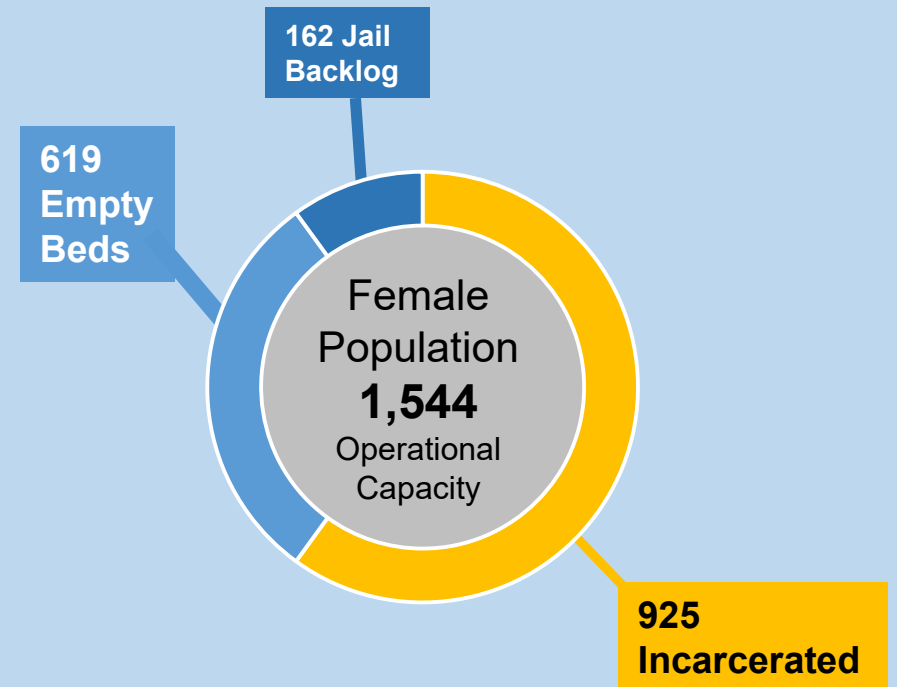
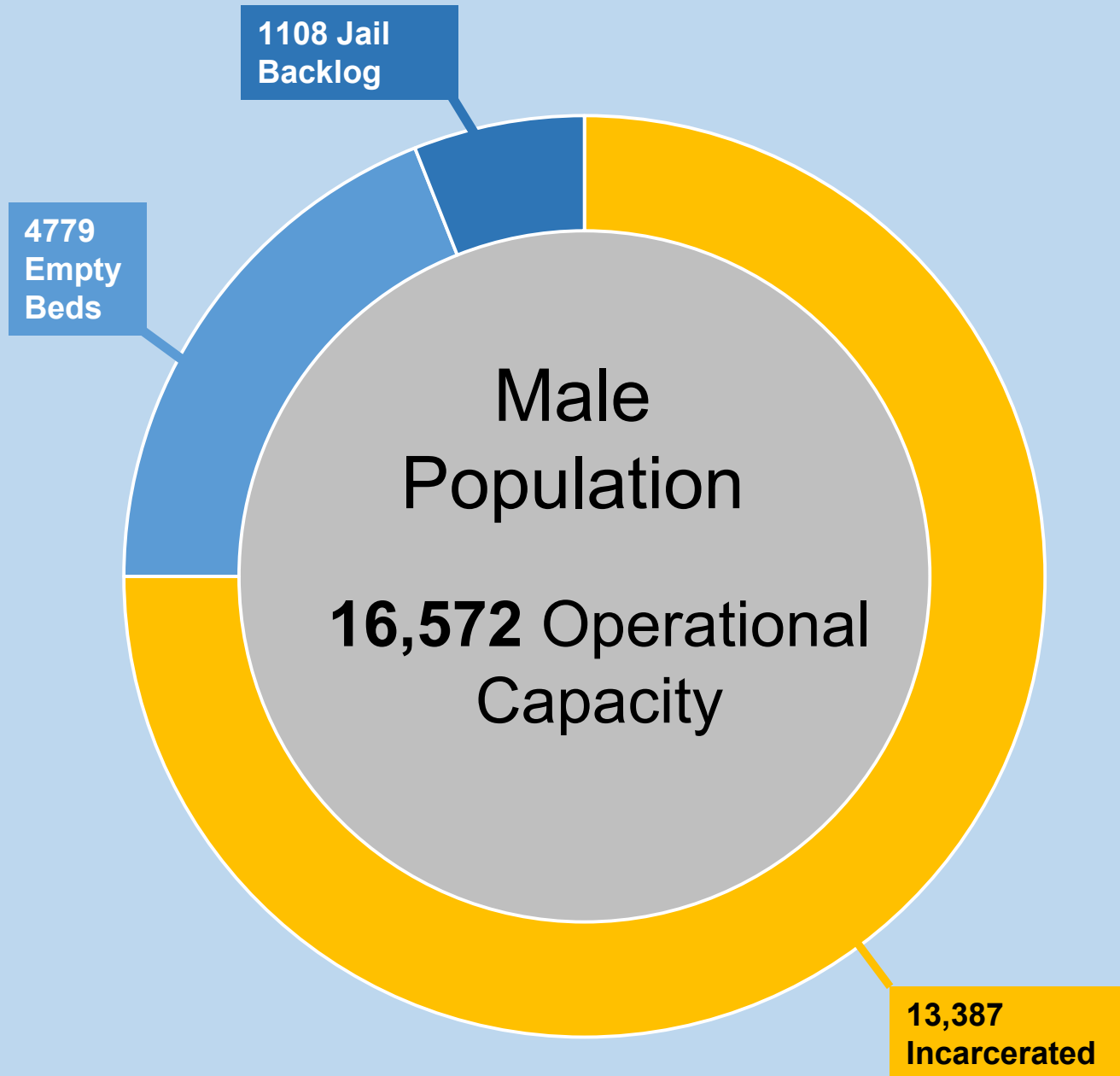
- \$8.2M reduction in overall DOC budget
- Reduction of 142 Private Prison Beds (\$3M)
- Reduction of 676 State Beds (80 female beds) (\$5.2M)
- Budget Amendment Request Submitted to JBC

Alignment of Medical Caseload

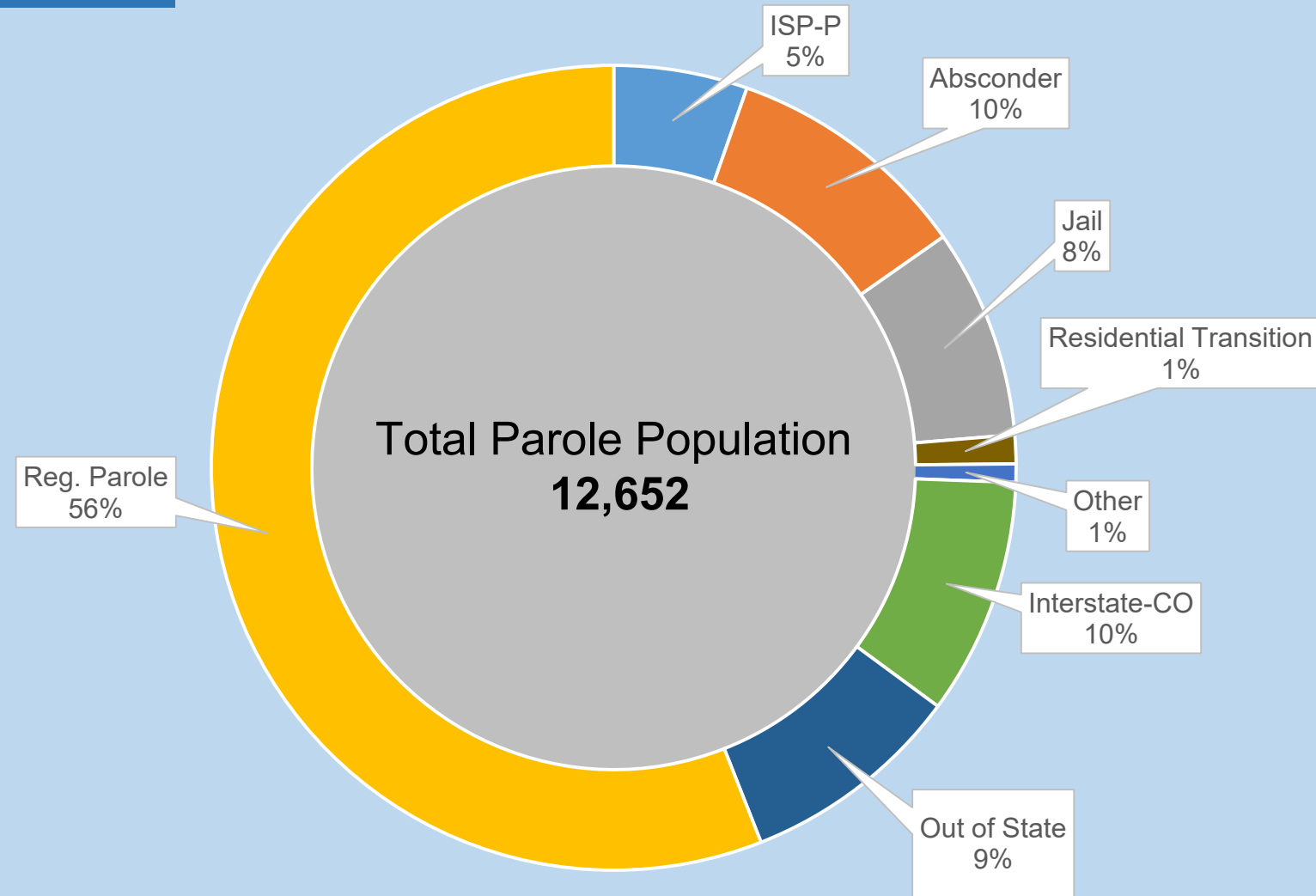
- \$5.9M reduction in overall DOC budget
- Change due to reduced prison population offset by higher medical costs
- COVID expenses are excluded

Will be discussed at DOC Figure Setting 2/18/2021

Incarcerated Population



Parole Population



Legislative Agenda

Housing Mentors In Youthful Offender Facility

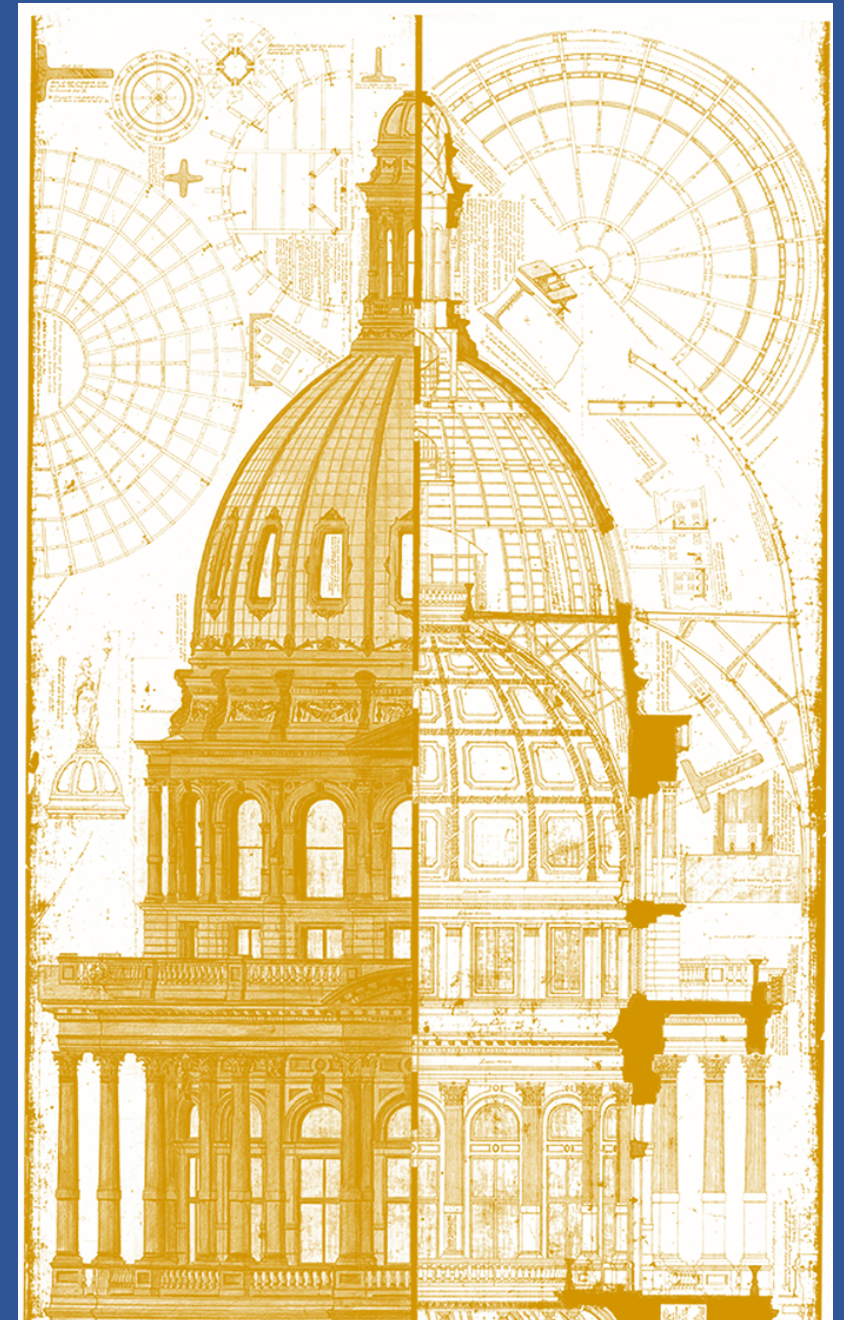
Provides full-time mentoring opportunities for younger incarcerated individuals by older, model inmates.

Successful programs in other states have shown an increase in community-building inside of prison facilities.

Suspend Security Classification Requirements for CCF-South During a Declared Emergency

Current statute restricts housing of inmates to a security classification of “close security”.

Housing other inmates at CCF-South have been permitted under executive order. DOC requests that flexibly be automatic under a declared emergency.



Regulatory Agenda

Rule Number, Title	Division/ Board/ Program	New rule, revision, or repeal	Statutory or Other Basis	Purpose
AR 550-12, Earned Time (draft) & AR 1350-02, Victim Notification Program	Finance and Administration, Prison Operations	Revision	HB 20-1019	1. Reflect operational changes to CCF-S 2. Reflect changes to escape statute. 3. Reflect changes in earned time calculations
AR 300-16RD, Use of Force	Prison Operations	Revision	SB 20-217	1. Reflect changes in use of force 2. Reflect changes in Duty to Intervene 3. Reflect changes to Objectively Reasonable standard for use of deadly physical force 4. Reflect changes in Clear Verbal Warning Standard
AR 250-01, Intensive Supervision Program (ISP-Inmate) Referral and Placement Process	Division of Adult Parole	Revision	SB 20-085	1. Reflect changes to requirements for sex offenders to enter into community corrections

Equity, Diversity, and Inclusion



DOC Staffing

- Total DOC Staff FTE Authority- 6,245.9
- 24/7 Operations
- Unit Staff maintain face-to-face contact with inmates
- 2,914 Front Line Officers
- Total Uniform Staff- 4,001
- Potential for danger always exists
- Communication and reliance on training is our most valuable tool
- Employees are our most valued resource.





Confirmed Offender cases

8,125

Tested: 17,976

Active: 315 Deaths: 25

Confirmed staff cases

1,445

Active: 54 Recovered: 1,391

Number of staff on leave due
to symptoms or possible
exposure: 125

There are many FREE community
testing sites available across the state.
You can locate a community testing
site location by going to:
<https://covidtest.colorado.gov/map>

Offender information

Facility	Number of tests administered	Positive Offenders*	Active Cases**	Deaths***
ACC	4,085	358	0	1
AVCF	3,892	943	0	4
BVCC	18,645	508	7	1
CCC	1,494	1	0	
CCF	11,375	126	5	
CSP	6,058	130	7	
CTCF	6,344	575	4	3
DCC	1,817	155	15	
DRDC	6,440	28	9	
DWCF	10,253	68	0	
FCF	15,535	768	2	4
FMCC	2,185	401	0	
LCF	3,706	665	82	
LVCF	2,626	11	1	
RCC	975	4	0	
SCCF	2,045	9	0	
SCC	91			
SCF	21,506	1,419	59	9
TCF	3,379	326	19	
YOS	576	141	0	
BCCF	8,141	897	29	2
CCCF	18,375	594	76	1
TOTAL	149,452	8,127	315	25

Orange text identifies facilities on Phase III

Current Population: 13,425
Vacancy rate: 24.85%

Operational Updates

All facilities are on a reduced staffing pattern and operational schedule to promote social distancing. All facilities are currently operating on modified Phase II operations other than those listed.

The following facilities are on Phase III modified operations:

- BCCF • AVCF • BVCC • CCF • CTCF
- DCC • DWCF • FCF • DRDC • LCF
- SCF • TCF • CCCF

*These numbers reflect the number of inmates that tested positive while assigned to each facility. The same inmate may be counted more than once at different facilities if they tested positive at different facilities (although transportation is extremely limited, it may be necessary at some times). Given that an inmate may be tested multiple times while at the same facility, this number does not count multiple positive tests for the same inmate at the same facility. The number may also include information from inmate testing that was not conducted by DOC (for example: and inmate tested at a hospital or other location)

** This is the number of individual inmates that have tested positive in the last 14 days.

***Deaths listed on this tracker are deaths of inmates who demonstrated symptoms or were tested for COVID-19. Only the appropriate Coroner's Office can determine the official cause of death. This information does not include inmates who may have had COVID-19 and recovered prior to being admitted into the DOC.

COVID19 and Prison Health



- Deployed mass prevalence testing to all at-risk facilities
- Implemented cleaning protocols, purchased electrostatic spray guns, and UV sanitizers for distribution across the state
- Deployed communications strategy for inmates and their loved ones
- Contracted with EMS provider for on site crews at crucial facilities
- Established mask program to deploy to all staff and inmates
- Providing extra soap and cleaning supplies to inmates
- Utilizing telehealth/ telemedicine appointments when appropriate

COVID19 and Prison Health

Inmate Movement



- Inmates from county jails quarantined for 14 days at CCF-S, tested at least twice
- Jail testing or symptom monitoring required before intake to DOC
- Intake periodically suspended
- After quarantine period, transferred to DRDC for assessments
- Tested at DRDC – if negative, transferred to final destination facility
- Limited inter-facility movement at all stages
- Conditional suspension of arrests for Technical Parole Violations

COVID19 and Prison Health

Cohorting and Releases



- Goal to reduce exposure
- Separated by work group, infection risk, infection status, exposure
- Recovered individuals are separated from all populations until evaluated to go into general population
- Individuals are tested and quarantined prior to release
- Anyone returning from a scheduled court appearance or returning from a hospital is quarantined

COVID19 and Prison Health Management



- Incident Command Center activated, coordinates daily
- Experts hired include a COVID Response Manager, Epidemiologist, dedicated Clinical Nurse for contact tracing and staff management
- Participation in State Emergency Operations Center
- Daily Executive Staff coordination meetings
- Regular, frequent coordination with CDPHE

COVID19 and Prison Health

Public Information



- Dashboard updated daily
- Regularly updated FAQ and other operational information posted to website
- Press releases related to COVID issued frequently
- Other resources for friends and family members with loved ones who are incarcerated

COVID19 and Prison Health



Connection to Loved Ones

- Weekly livestream updates answering questions that are submitted by friends and family
- Designated constituent services team that responds to inquiries from the general public
- Information on the Department's social media channels.
- Free phone calls and visits for inmate families
- Hosting regular town hall meetings where stakeholders can ask live questions
- Participating in virtual community events/ town halls to provide communities with information

COVID19 and Prison Health

Staff Health and Safety



- Triage and Volunteer rapid response team established to ensure swift diagnosis and treatment of staff
- 65 staff members support COVID testing for employees
- Daily BinaxNOW screenings at all facilities
- PCR testing at all facilities at least once per week
 - 75,868 tests administered
 - 357,720 BinaxNOW tests administered
 - 4,686 employees triaged out of the office
 - 4,565 employees returned to work
 - 121 currently out as of 1/20/21

COVID19 and Prison Health Challenges

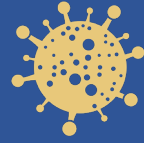


- Workforce Issues
 - 640 positions currently out
 - Stiff competition for temporary contract clinical workers
 - Actively recruiting retired DOC staff for part-time positions
 - Reassigning community parole officers for facility security
- PPE inventory
 - Competitive market
 - Fluctuation/limitations of state supplies
 - Additional purchases through CARES Act funding
- Training
 - Reduced Training Academy schedules
 - Adapted to virtual trainings where possible



COVID19 and Prison Health

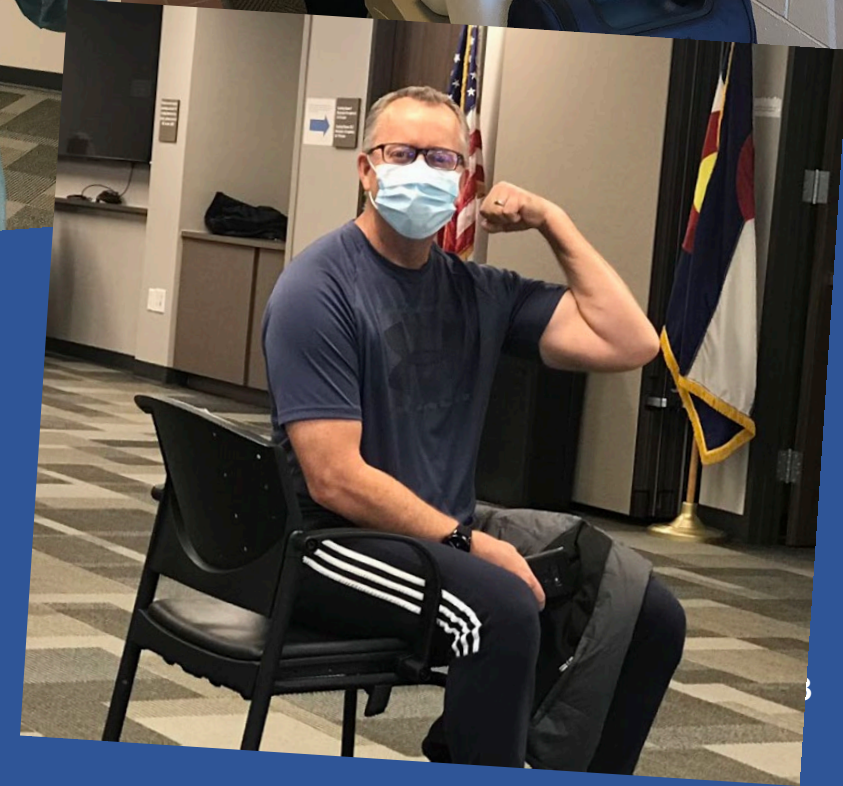
Vaccinations



Currently in Phase 1B of
Colorado Vaccination Schedule

2,261 staff immunized with one dose.
428 staff immunized with two doses.

215 incarcerated people over 70 immunized with
one dose.
0 incarcerated people over 70 immunized with two
doses.



Wildly Important Goals

WIG #1: Decrease the Recidivism Rate

Prison normalization

Increase reentry opportunities for inmates and parolees

	Baseline	As of Dec 2020	1-Year Goal	3-Year Goal
One Year Return Rate	24.9%	Annual measure	23.90%	21.9%
Virtual Programming in all 20 Facilities	0	1 Program in 18 Facilities	1 Program in all 20 Facilities	4 Programs in all 20 Facilities
Number of Facilities With Inmate Mentoring (% complete)	0	25% complete	1	4
Number of Restorative Justice Trainings	0	0	2	5
Reduce Technical Parole Violators	24.50%	10.20%	22.50%	20.5%
Increase Take TWO participants	52	88	252	452

Wildly Important Goals

WIG #2: Increase the Percentage of Medication Assisted Treatment Participation

Increase intake continuity of care

Increase referrals to post-release substance abuse services

	Baseline	As of Dec 2020	1-Year Goal	3-Year Goal
Percentage of Eligible Inmates Participating in MAT Through Incarceration to Parole	0	Annual Measure	10%	30%
Percentage of Inmates Continued on MAT at intake	0	100%	90%	100%
Percentage of Inmates Referred for Substance Use Disorder Treatment Prior to Release	0	69.2% annualized (For Month of December 85%)	80%	85%

Wildly Important Goals

WIG #3: Decrease staff turnover rate and improve the culture

Leadership development, training

Retention past probationary period

Promote work/life balance with flexible work schedules

	Baseline	As of Dec 2020	1-Year Goal	3-Year Goal
Turnover	15.17%	15.96%	14.0%	12%
Percentage of Supervisors Completed Succession Training	67%	59.67%	80%	85%
Percentage of New Employees Completing Probationary Period	63%	68%	69%	70%
Number of Divisions With Flex Time Policy	0	7	7	7
Criminal Justice Cabinet - Working Group WIG				
Increase Recruitment of Protected Classes	60%	65.92%	65%	68%
Decrease Turnover of CO I Protected Classes	10.09%	8.54%	6%	5%

Normalization

An approach to prison management which seeks to create positive, productive environments for incarcerated people and correctional staff by creating prison environments that more accurately reflect life outside prison and promote successful transition upon release.

- Safety
- Environment
- Culture / Community
- Purpose
- Improved Results



Inmates of Sterling Correctional Facility rehearsing "One Flew Over the Cuckoo's Nest" before they performed the play at the Denver Women's Correctional Facility. Trent Davis Bailey for The New York Times

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WOMEN'S
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● ● ●

Community-Based Partners



Servicios de La Raza
Services for the People



Christlife Ministries



Take TWO (Transitional Work Opportunity)

DOC's Transitional Work Opportunity
re-entry program connects people to
prevailing wage jobs while incarcerated

16 Private Employers
88 Employees



Take TWO



Recently paroled, Andy Shields earned over \$21,000 in wages while participating in the Take TWO Reentry Program. He continued to work with his employer while on parole until he recently transitioned to working in a Denver-Area refinery, earning \$25/hr. Andy has been able to secure housing and plans to save additional funds in order to purchase a home. He's now engaged and working with DOC to provide mentoring to incarcerated men and other Take TWO participants.

“The program enhanced my to become the best version of me. With the help of the staff and, most importantly, myself, I developed goals and dreams I did not realize I could attain. I'm working in amazing career with great pay, I've obtained a new truck, and have found love with my beautiful fiancé who accepts me for who I am. I believe that the take two program worked for me because I believed in myself enough to want the positive change that the program had to offer.”

Questions?

