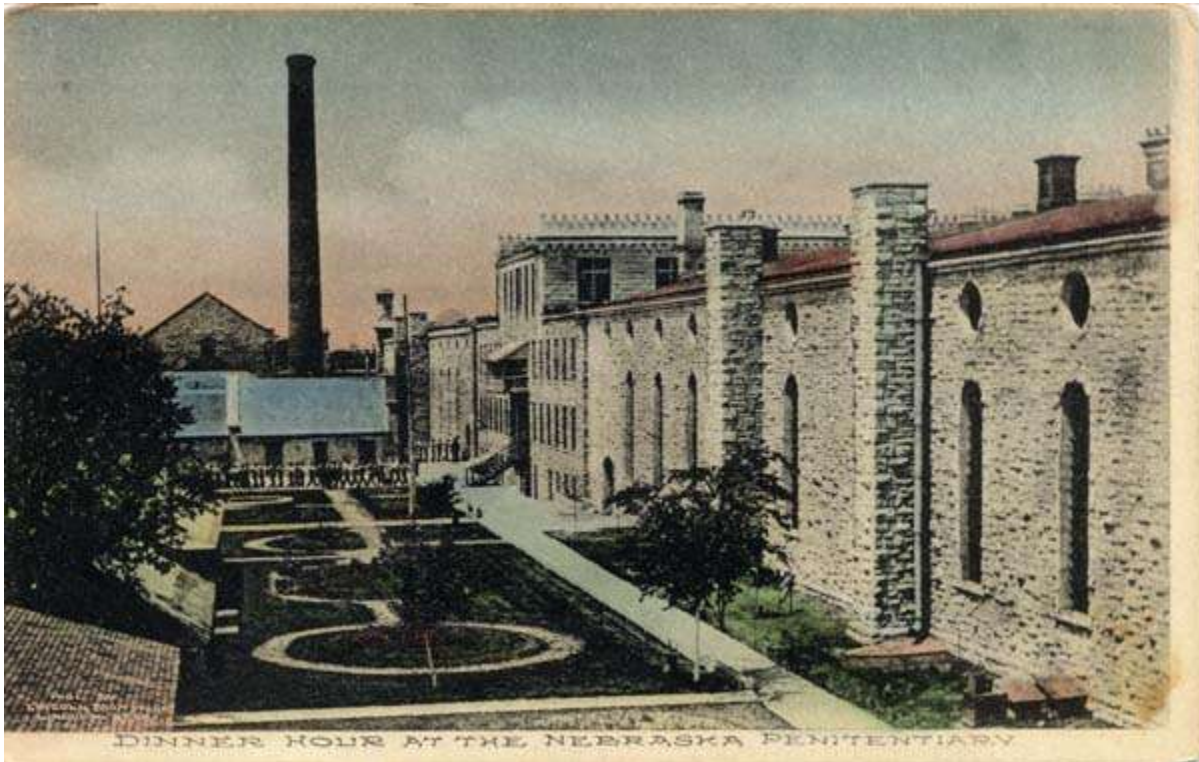


# ***NEBRASKA STATE PENITENTIARY SUPPLEMENTAL REPORT***

OCTOBER 11, 2018



OFFICE OF INSPECTOR GENERAL  
OF THE NEBRASKA CORRECTIONAL SYSTEM

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## **INTRODUCTION**

In the recent Office of the Inspector General of the Nebraska Correctional System Annual Report, the Office of Inspector General (OIG) included the following statement regarding the Nebraska State Penitentiary (NSP):

*The OIG has several concerns regarding the operation of the Nebraska State Penitentiary over the past year, including staffing, housing practices, core needs and other issues. The OIG will complete a special report regarding these concerns no later than October 5, 2018.<sup>1</sup>*

During the writing of the Annual Report, the OIG intended to expand on the status of NSP but in order to present a better assessment the OIG decided to issue a supplemental report on NSP. The intent of this supplemental report is to assess the current operation of the facility and present this information to policy makers, NDCS and the public. The report will focus on the issues of staffing, programming, day to day operations and the physical plant. The report is being issued on October 11, 2018 which is a few days later than the goal set by the OIG.

## **HISTORY/FACILITY**

The Nebraska State Penitentiary was originally established in 1860 and was the only adult correctional facility in Nebraska until the Nebraska Center for Women opened in 1920. The facility consists of two types of facilities within the actual facility: Internal and External. The Internal facility houses medium and maximum custody inmates and the External facility houses minimum custody inmates.

The Internal facility has five separate housing units that were constructed in 1980-81.<sup>2</sup> Each living unit has two lower and upper living units that are labeled A, B, C and D. Each living unit has twenty cells that are double-bunked, meaning two offenders live in each cell. As a result, each housing unit can hold 160 inmates meaning that the Internal facility can house 800 total medium/maximum inmates.

The External facility consists of three housing units. The first is a residential treatment center that was built in 1954 as a minimum security open bay dorm. The other two living units are 100 bed dormitory units that were built in 1998. During the 1996 legislative session, there was extensive debate on whether or not to fund these dormitory units. Governor Ben Nelson had proposed building three of these units due to a prison overcrowding situation and the Appropriations Committee decided to fund two of the units. There was an attempt to add funds back into the budget for a third unit but it was not successful. During the floor debate on that amendment, these units were discussed in great detail. It was thought at that time that these would be temporary units that would last for 30 to 40 years if they had 100 offenders living in them. It was shared that their life expectancy would be longer if they were converted to a different use, such as programming or educational space. It was discussed that building modular units would not actually solve the prison overcrowding issue but that they would help in the

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<sup>1</sup>

[https://nebraskalegislature.gov/FloorDocs/105/PDF/Agencies/Inspector\\_General\\_of\\_the\\_Nebraska\\_Correctional\\_System/600\\_20180911-222502.pdf](https://nebraskalegislature.gov/FloorDocs/105/PDF/Agencies/Inspector_General_of_the_Nebraska_Correctional_System/600_20180911-222502.pdf) (page 107)

<sup>2</sup> There is one exception. Housing Unit 5 was not constructed until 1993. It is very similar to the other four housing units with a few exceptions.

short-term as the incarceration rate continued to increase. During the debate it was shared that NDCS Director Harold Clarke had stated the following:

*Modulars pose a number of problems for correctional practitioners. First of all, they are military-style barrack type structures. They're open bays. You have problems with assaults, inmates versus inmates. You have problems with staffing, supervision. If there's a fight between two offenders it can easily escalate to the entire thing. You can't lock people down in rooms because there are no rooms.*<sup>3</sup>

These units are now 20 years old and now house 200 offenders in each of those two housing units instead of the 100 offenders they were designed to hold.

There is one other housing unit located at NSP. It is the thirty-six bed control unit which houses offenders in a restrictive housing unit. This building was constructed in 1956.

During the 2018 legislative session, the Nebraska Legislature approved funding to build another 100 bed dormitory style housing unit at NSP.

**Table 1** has the population in each housing unit at NSP as of October 3, 2018. The total population was 1312 offenders and the design capacity of the facility is 718 offenders, meaning that the facility was operating at 182.7% of design capacity on that date.<sup>4</sup>

*Table 1*

<b>Housing Unit</b>	<b># of Inmates</b>
1	138
2	147
3	135
4	122
5	156
6	198
7	183
8	189
Hospital	8
SEG (Control Unit)	34
Outside hospital	2
<b>Grand Total</b>	<b>1312</b>

<sup>3</sup> From LB 1189 floor debate on March 13, 1996 in the Nebraska Legislature

<sup>4</sup> **Design Capacity** is the population that the facility was designed to house. If a facility houses twice as many offenders as it was designed to hold it would be operating at 200% of design capacity.

The Internal and External parts of the correctional facility are separated by fencing but there is some controlled movement allowed between the two sides.<sup>5</sup> For instance, the gymnasium, medical unit and educational buildings all serve both populations. In 2015/16 then Warden Richard Cruikshank initiated an effort to construct a multi-purpose facility that would include a gymnasium that the External part of the facility could utilize but the effort was not acted upon by the Nebraska Department of Correctional Services (NDCS).

There are a number of building maintenance needs at NSP. In their recently submitted budget request, NDCS provided details on a number of building maintenance projects that have been identified and will require a significant amount of funding.<sup>6</sup> At NSP, these included such items as new windows, HVAC upgrades, roof replacements, fire alarm upgrades, ADA modifications, electrical panel upgrades, elevator upgrades, and sprinkler changes. In September 2018 a water main broke in two areas on consecutive days. This impacted the delivery of water to much of the facility. It was their fifth water main break since December 2017 and appears as though it will be a regular issue due to the aging infrastructure of the facility.

The map below provides the aerial view of NSP and the housing units are labeled in the picture.



<sup>5</sup> Recent information shared with the OIG by staff indicate that some inmates are able to circumvent this controlled monitoring and move from side to side as a result of not turning in previous identification badges when they were either on the Internal or External side.

<sup>6</sup> <https://das-nebs.ne.gov/public/faces/brdIndex.jsp>

## PROGRAMS

There are a significant number of programs offered at NSP. A memorandum from NSP Deputy Warden of Programs Matthew Heckman to the inmate population on September 14, 2018 provides specific details on them.<sup>7</sup> The memorandum lists all programs, classes, activities and therapeutic services available to the inmate population. It includes programs/activities such as educational services, vocational services, life skills, Defy Ventures, Prison Fellowship Academy, sex offender services, substance abuse treatment, anger and violence programs, library services, Second Chance Pups/Domesti-PUPS, and many others.

Recently, there have been two non-clinical programs provided that the Department typically has required inmates to take if they are identified as needing it by a risk assessment tool.<sup>8</sup> These two programs are Moral Reconciliation Therapy (MRT) and Thinking For A Change (T4C). These are both cognitive-behavioral therapeutic programs. As of October 2, 2018 there were 23 individuals taking T4C and 38 individuals taking MRT. The 2018 OIG Annual Report shared that there has been some difficulties recently regarding the facilitating of these programs. The programs take two facilitators and the facilitators are expected to prepare and run these programs within their regular job duties. For instance, a sergeant at NSP is a facilitator. While there is merit in having staff who regularly interact with the inmates run these programs, he has difficulty finding coverage for the times when he is expected to prepare and run the program due to staff shortages at NSP. In addition there were two other staff who worked together to facilitate a program who worked on two different shifts. In the past, they would receive overtime pay to provide the program so that they could work on the other shift. This practice was ended earlier this year by the Department. As a result, those two have not recently facilitated any T4C programs despite their desire to do so. The OIG recommended that the Department allow these staff to receive overtime or straight overtime pay to prepare and run these classes or temporarily hire separate facilitators in the 2018 OIG Annual Report. This is important because the lack of facilitators is impacting the ability of inmates to receive these valuable programs which then impacts their ability to move forward through the correctional system.

Inmate clubs are important to the inmate population at NSP. Many inmates, former and current, even credit these clubs with helping them change their lives around. There are eight inmate clubs at NSP who meet at least twice per month. These include Alcoholics Anonymous, Circle of Concerned Lifers, Veterans, 7<sup>th</sup> Step, Toastmasters, NASCA (Native American Spiritual and Cultural Awareness), MATA (Mexican Awareness Through Association) and HACO (Harambee African Cultural Organization). There are 336 inmates who belong to these clubs, though it is possible for an inmate to belong to more than one of these clubs. During the past month, 32 community volunteers have assisted with these clubs.<sup>9</sup>

NSP has had more family-type events recently which have generated a lot of interest and support from inmates. For instance, on October 15<sup>th</sup> and 16<sup>th</sup> they are having Fall Fun Days for inmates and visitors during which they will have opportunities for inmates to participate in various activities with their family members, including art painting projects and basketball.<sup>10</sup>

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<sup>7</sup> Attachment 1: September 14, 2018 Inmate Memorandum on Programs

<sup>8</sup> STRONG-R tool: More information on this can be found in the 2018 OIG Annual Report starting on page 87.

<sup>9</sup> Attachment 2: NSP Monthly Club Statistics/Report

<sup>10</sup> Attachment 3: NSP Fall Fun Days Flyer

## **YARDS/RECREATION**

There are outdoor recreational yards available in both parts of the correctional facility. Internal has their own, which is divided by a number of fences, and External has their own. There are also smaller yards attached to Housing Units 3 and 4 for inmates in restrictive housing or in modified operations. Prior to Warden Richard Cruickshank leaving the facility, he had discussed taking down a lot of the fencing around the External yard and using it to build additional mini-yards that would be connected to some of the Internal housing units. This was not acted upon.

A project was recently completed at NSP which provided exterior lighting for the recreation yards. The lighting is quite bright and will allow for inmates to stay out in the yards later in the evening.

As shared previously in this report, there is one gymnasium that serves over 1300 inmates. This is located in the Internal part of the facility. The establishment of a second indoor recreation center for the External part of the facility would allow for additional recreational opportunities for all of those who reside at NSP and would be welcomed by staff and inmates alike.

## **STAFFING**

In the 2018 OIG Annual Report, it was reported that the turnover rate for all of NDCS has exceeded 30% during the past two years and is on pace to approach 30% again in 2018.

In 2017, data from NDCS indicated that there were 161 people who were employed at NSP who left their employment with NDCS entirely. Of these 161 people, there were 56 corporals, 40 correctional officers and 24 case workers who left employment from NDCS. Of the 161 employees who left their employment with NDCS, 59 employees had less than one year of experience, 66 employees had between one and five years of experience, 16 employees had between five and ten years of experience, and 19 employees had more than ten years of experience. Of these 161 former employees, 23 were involuntary terminated, 36 did not provide NSP with two weeks' notice of the ending of their employment, and 12 resigned pending an investigation, a statement of charges or other pending disciplinary action. There were others who left their employment at NSP to work within NDCS in 2017, including 15 people who took lateral transfers to other facilities and 8 people who took voluntary demotions to other facilities.<sup>11</sup>

On September 20, 2018, NSP had 20 of their 58 case worker positions vacant (34%) and 36 of their 243 correctional officer or corporal positions vacant (15%). This does not include any of the 24 new positions recommended by the 2016/17 NDCS Staffing Analysis that have not been either funded or filled.

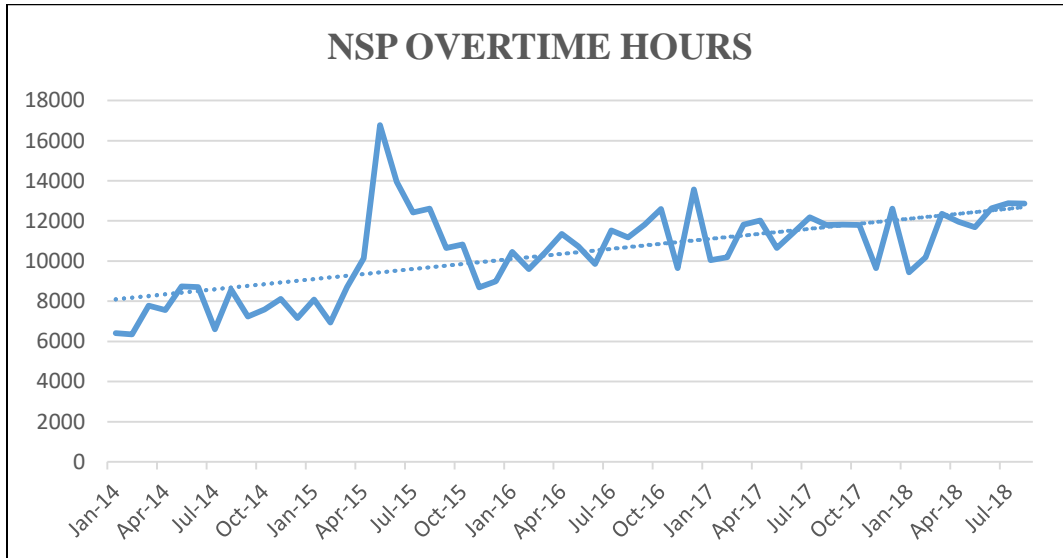
Overtime continues to be a serious issue for NSP staff. Staff receive mandatory overtime on a regular basis and the OIG has been told that there have been instances recently when staff are not relieved from their post so even if they did not accept mandatory overtime they are then not allowed to leave and have to work a second shift. The OIG has been informed by NSP staff on numerous occasions about instances taking place where staff are not allowed to leave the facility

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<sup>11</sup> This data is from a spreadsheet covering NDCS turnover in 2017 provided to the OIG by NDCS.

until staff “volunteer” to stay and work an extra shift. On one occasion the OIG personally saw this happen while visiting NSP. As reported in previous reports, extensive overtime (whether voluntary or mandatory<sup>12</sup>) impacts morale, families, turnover, safety and other functions within a facility. Table 2 provides NSP employee overtime data since January 2014 and it continues on an upward trend.

*Table 2*



As spelled out in the 2018 OIG Annual Report, retention is actually more of a factor than recruitment in regards to staff turnover within NDCS. At a recent NSP staff meeting, which was attended by the OIG, the emphasis in the meeting was retention. A good discussion occurred regarding the need to make changes to retain more employees and it was timely to have four new staff in the meeting so that they could share their experiences. The recognition of the problem exists at NSP but the difficulty will be in addressing the problem of poor staff retention.

**OIG STAFF SURVEY RESULTS**

The OIG has made use of the Google survey format to distribute a number of surveys to NDCS staff since December 2015. Two of those surveys focused on the views of the staff regarding NDCS, their work environment, the culture and other correctional issues. The results of these surveys can be found in the past two OIG reports. Neither of the surveys was considered a scientific survey and there was nothing that limited staff from responding to the survey on more than one occasion. No limits on this were set because it was highly likely that some staff would be sharing a computer to respond to the survey. The true goal of these surveys was to collect much needed information and insight from those surveyed.

This year’s survey had a series of questions and many opportunities for staff to share their personal views through anonymous written comments. There were nine statements provided to staff and they were given a five point scale ranging from strongly disagree to strongly agree. For

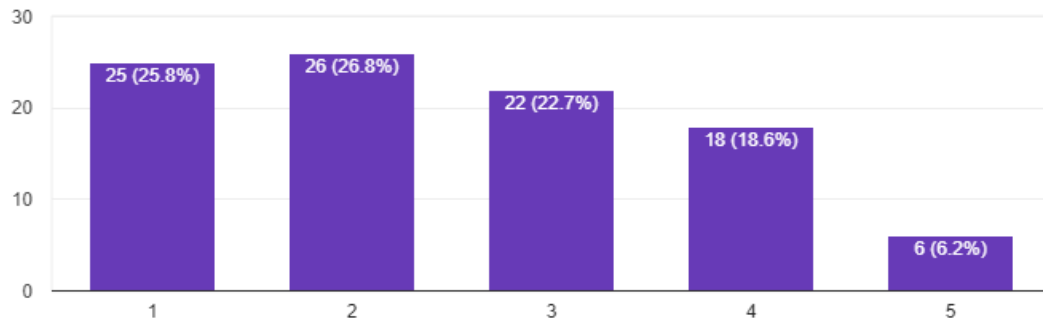
<sup>12</sup> The OIG discussed this extensively in the 2018 OIG Annual Report starting on page 16.

this report, charts are being provided that show the results of the responses to the nine statements from the 97 NSP staff who responded to the survey.

*[NOTE: For these surveys “1” was strongly disagree and “5” was strongly agree.]*

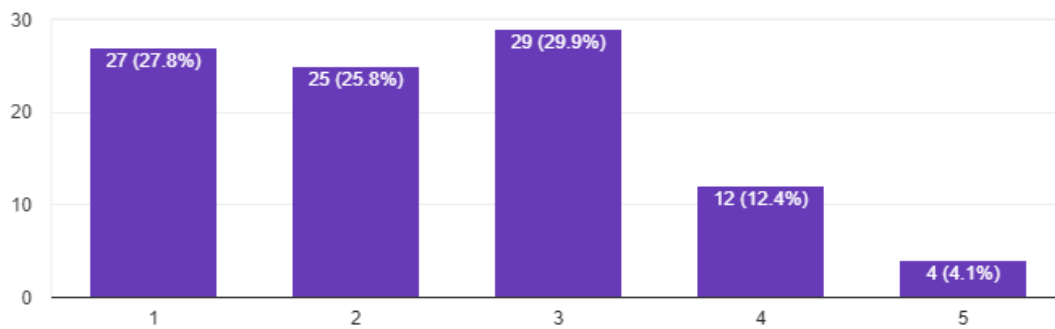
### During the past month, I have felt generally safe in the work environment

97 responses



### I look forward to coming to work on most days

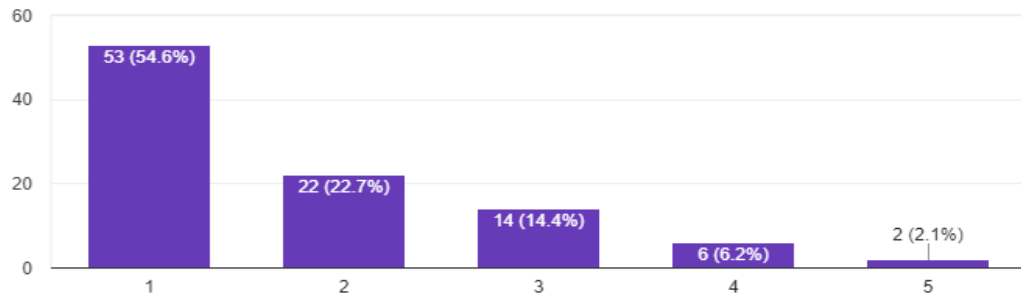
97 responses





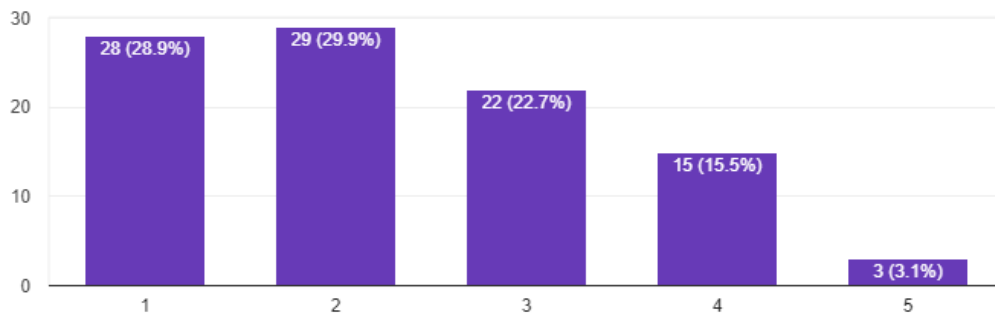
### I would recommend a job at the Department to a friend or family member

97 responses



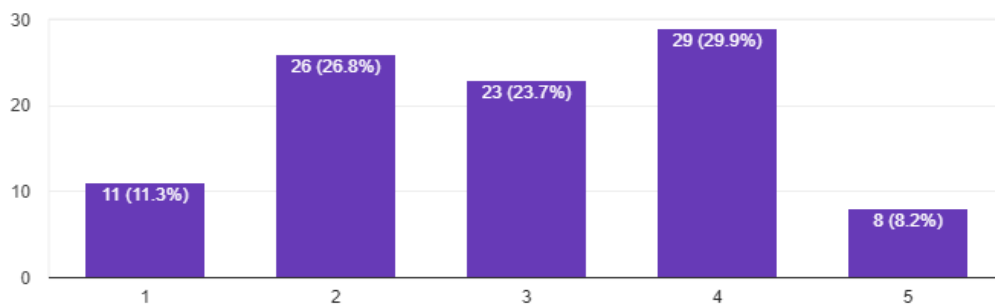
### I am satisfied with my employment at the Nebraska Department of Correctional Services

97 responses



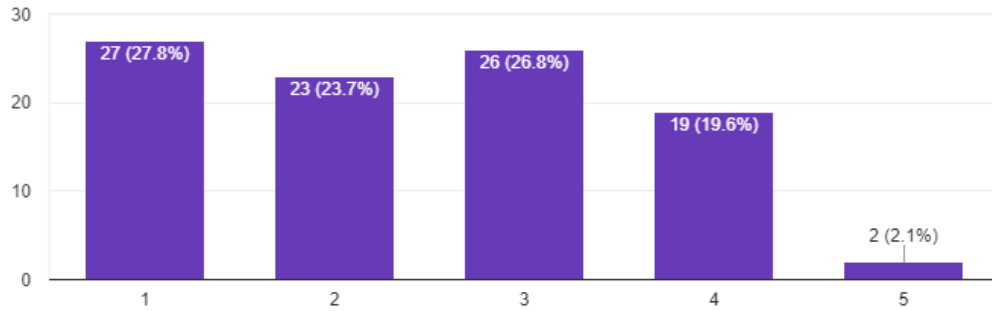
### I have received the appropriate amount and type of training to do my job well

97 responses



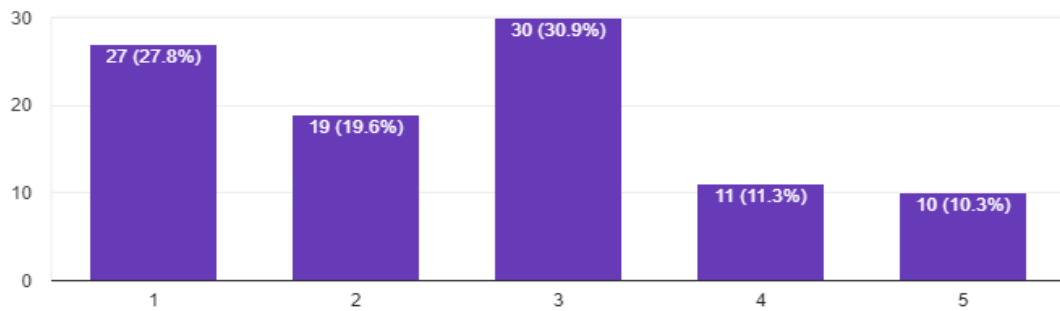
### My leadership team takes my feedback seriously

97 responses



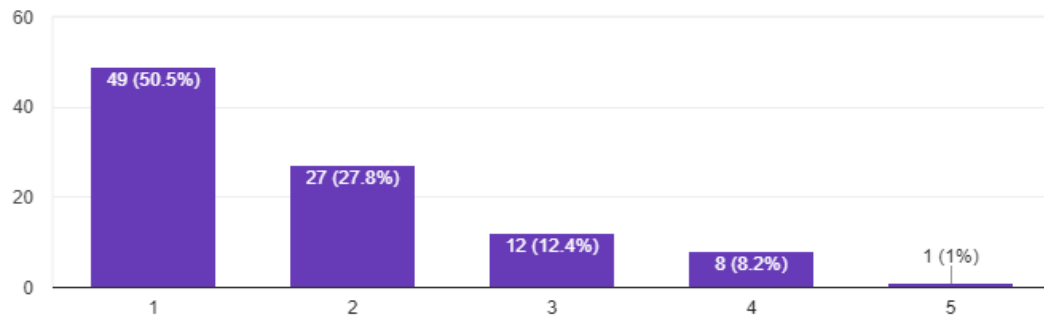
### NDCS employees are consistently held accountable for poor behavior

97 responses



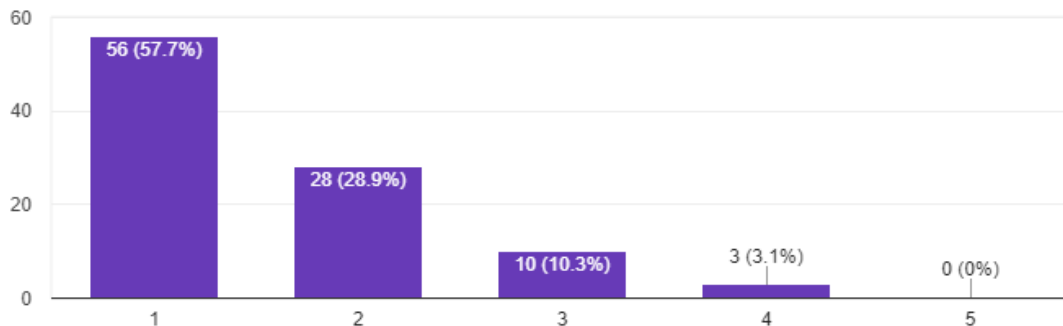
### The Nebraska Department of Correctional Services is headed in a positive direction

97 responses



## The Nebraska Legislature is concerned about the employees of the NDCS

97 responses



As stated previously, there were a number of questions in which employees could share their personal views through written comments that were anonymous. Below are the questions posed to the employees and a summary of their answers:

### **Do you have any comments on how the Department can best retain employees?**

- Performance raises
- Less overtime
- Better supervision
- Hold staff accountable
- Set pay to a rate like the county jail staff
- Raise hiring standards
- Increase the pay of recreational staff since it requires a college degree
- Step raises
- Treat employees with respect

### **When your co-workers have left employment with the Department, what do you believe was their primary reason for leaving?**

- Job stress
- Too much overtime
- Lack of support from administration
- Pay
- Unsafe working conditions

### **Is there something that you believe the Department could do to better respond to the concerns and needs of the employees after a crisis?**

- Several expressed that this is done well
- Don't force staff to return to work right away
- More immediate response
- Do not minimize incidents to the public
- Follow up with staff's questions and concerns

**In the last year, what have you seen as the most significant improvement within the Nebraska Department of Correctional Services?**

- Staff fitness center
- Additional inmate programming
- Several responded that there has been no improvements
- Wage increases and bonuses for some employees
- UDC disciplinary process changes
- FTO Supervisor changes

**What would you recommend be done to improve staff safety?**

- Hire more quality staff/raise hiring standards
- Hold inmates accountable
- Upgrade door locks
- Start to rebuild NSP and modernize the facility
- Do not expand NSP

**What changes do you think could be made to improve the outcomes for inmates within the correctional system?**

- Have open yards
- Increase vocational training
- More programming
- Consistency from staff
- Hold them accountable
- Incentive based programs
- Don't reward poor behavior

**How would you describe the organizational culture of the Nebraska Department of Correctional Services?**

- Good old boy/girl club
- Lack of communication/poor communication
- Complex
- Fear based
- Divided
- Disconnect between administration and staff/Us vs. Them

**What are your thoughts about the promotion practices of the Department?**

- Only four people said something positive about the promotion practices

**If you could have the Warden at your facility make one change what would it be?**

- Remove televisions from restrictive housing
- Uphold the rules
- Better communication
- Stand up to Central Office
- Promote qualified staff
- Hold staff and inmates accountable

- Bring back the open yard
- Upgrade equipment
- Bring back hobby center

**Do you have any other feedback about the operation of the Department of Correctional Services and/or your facility?**

- Consistency
- Staff will pay the ultimate price for the way things are being run/someone is going to get killed
- Build a new segregation unit instead of more minimum beds
- More support for staff
- Keep being open to the public so they can see the changes being made
- Better quality staff

**ACA ACCREDITATION**

Every three years, each correctional facility is audited by the American Correctional Association (ACA). NDCS also conducts annual audits by an internal team that are supposed to mirror the audits done by the external ACA auditors. An internal audit was done in March 2018 by NDCS staff.

The internal ACA audit found that NSP did not comply with the following ACA standards that relate to the housing units.

**ACA Standard 4-4135: Dayrooms with space for varied inmate activities are situated immediately adjacent to the inmate sleeping areas. Dayrooms provide sufficient seating and writing surfaces and all furnishings are consistent with the custody level of the inmates assigned. Dayrooms provide a minimum of 35-square feet of space per inmate (exclusive of lavatories, showers, and toilets) for the maximum number of inmates who use the dayroom at one time, and no dayroom encompasses less than 100 square feet of space (exclusive of lavatories, showers, and toilets).**

The audit team found:

*“The dayroom space in housing units #1, #2, #3, and #4 is 315 square feet, which equates to 15.75 square feet per inmate. Housing unit #5 provides for a slightly different configuration. Dayroom space in this housing unit is substantially larger than the above mentioned designs, providing approximately 665 square feet. These dayrooms accommodate for 33.25 square feet of space per inmate, at a maximum capacity of 25 inmates at one time.*

*The dayroom space in housing units #6 B Bay and #6 C Bay is 871 square feet. If 100 inmates assigned to these areas were to occupy the dayroom at one time, it would provide for 8.71 square feet per inmate.*

*Housing units #7 and #8 are divided into two bays, housing approximately 98 inmates on each bay. Each bay contains a dayroom that measures 1380 square feet, providing 14.08 square feet of space per inmate if 98 inmates were to occupy the dayroom at one time.*

*Although NSP does not meet this standard it is far unlikely that the maximum number of allowable inmates would ever occupy the dayroom at one time.”<sup>13</sup>*

**ACA Standard 4-4141: All cells/room in segregation provide a minimum of 80 square feet, of which 35 square feet is unencumbered space.**

The audit team found:

*“NSP restrictive housing in the Control Unit has 62 square feet, with 38 square feet of unencumbered space. There has been no change in the architectural design of the 62 year old Control Unit. As in the past, there is no reasonable option to increase the size of cells in this building.*

*Restrictive housing cells in Housing Unit #4 also fall short of the minimum 80 square feet standard. These cells are 78 square feet in total, with 36 square feet of unencumbered space.*

*The inmates in restrictive housing are involved in programming which encourages behavior modification and provide incentives for appropriate behaviors. Inmates in restrictive housing have yard, showers, visits and law library time outside of the cell. The current square footage provides the necessary space for an inmate to possess all the approved property afforded to inmates in restrictive housing.”<sup>14</sup>*

It is important to note that most of the cells in Housing Unit 4 are double bunked which means that each inmate only receives 18 square feet of unencumbered space. Also, in an External Restrictive Housing Work Group meeting on December 17, 2015, Director Frakes stated in regards to restrictive housing practices:

*“If it is determined that the Department is not in compliance with the ACA standards we will look into what will need to be done. The goal is to have 100% compliance with ACA standards.”<sup>15</sup>*

Since that time, NDCS has double bunked more individuals in restrictive housing at NSP which makes NDCS even more out of compliance with the ACA standards.

The internal ACA audit team also conducted interviews of staff and inmates. They found the following:

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<sup>13</sup> 2018 NDCS Internal ACA Audit of NSP

<sup>14</sup> Ibid.

<sup>15</sup> December 17, 2015 External Restrictive Housing Work Group meeting minutes

***“Interviewing several staff from different shifts and units produced the common thread of concerns over staff turnover and overtime.***

*These are very real concerns, not just for NSP but for the Department as a whole. The Agency has done a very good job of addressing these challenges by the initiation of several different incentives. Working corrections is a stressful career, when coupled with staff shortages and overtime it becomes even more stressful. I stand behind our staff and thank them for the long hours they put in, as everyone works to resolve these issues. As with many things, time will show improvement in these areas.*

*As audit members, it was our responsibility to get a sense for the quality of life for both staff and inmates. The last two days of the audit were spent getting out into the facility and talking with both. In general, the staff was there to do their job and the inmates were there to do their time. Staff and inmates in the internal units both expressed that life would be better if there was a consistent schedule for the inmates. They expressed never knowing if the yard was going to be open or not and that "administration" seem to change it daily. The staff in the units cannot address the inmates' questions about the schedule because they do not know it. This adds frustration to their days.*

*It is worth mentioning that the new workout facility created for staff use has been very well received and staff is very happy this is available to use at any time. Staff was utilizing their lunch breaks or even after shift hours to get their workout in. Staff reported how convenient it was to stop by after their shift and the equipment was everything they needed to get in a good work out.*

***Inmate Interviews***

*There was a consistent pattern in the inmate interviews across the facility. Inmates are frustrated with not being able to get into programming that is necessary for their parole. They also indicated their frustration with the medical department. It was noted by many that it takes months to get into see medical.*

*Inmates in the minimum units are frustrated with the living conditions. Specifically, they complaint of over-crowding and facilities not in working order, including toilets and showers. These inmates also indicated that upper management staff never visits these housing units and they feel they don't get attention because they are so far away from the main office.*

*Inmates working in the shops and kitchen are positive about their time at NSP. They report having staff that are helpful and they enjoy working and staying busy. Learning skills was indicated as something that was important for them and they feel they are doing so.*

*Inmates in internal units have more negative comments than those in external units. They are frustrated with the modified schedule and report not having much to do. They feel they are not being listened to and want answers to questions they have asked. Other concerns revolved around affording the over the counter medication that is now going to be sold on canteen vs. being handed out by medical.*

### ***Staff Interviews***

*Several staff on different units and different shifts were interviewed and a common thread was concerns over staff turnover and overtime. Staff indicates the moral has gone down and they do not feel supported by upper management. Staff believes there are too many politics and not enough consequences for the inmates that are assaulting staff.*

*Positive comments came from newly hired staff that feels NSP is a good place to work and they are enjoying the different challenges every day.*

*Front line staff feels they are not supported by administration and that administration does not come out to see what is really going on in the units.*

*Administrative staff report they come out weekly to the units and stay for hours helping and talking to the front line staff.”<sup>16</sup>*

These responses are similar to the input received by the OIG during visits with staff and inmates at NSP, as well as what was provided to the OIG in the employee surveys.

### **RECENT ISSUES**

In the past few months, NSP has faced several challenging situations. Drugs such as K2 are found on a regular basis. Cell phones are also found with inmates on a regular basis. Staff have been either let go or walked out due to concerns related to their introduction of contraband in the facility or the development of inappropriate relationships. Contraband is introduced by items being thrown over the fence, including drugs and cell phones being placed in a sports ball and packages, and by visitors and staff. There continue to be staff assaults and inmate on inmate assaults at the facility. In addition, a number of inmates continue to request protective custody on a regular basis.<sup>17</sup>

The OIG reviews reports on inmates being placed on Immediate Segregation status<sup>18</sup> and in “holding”<sup>19</sup> on a nearly daily basis. These reports provide details on activities taking place within NSP. While the specifics of those reports will not be shared in this report, there are a number of instances in which the following takes place:

- Inmates are found under the influence of some type of drug;
- Weapons are found or shared;
- Inmates assault other inmates outside of the site of staff;
- Inmates are found with cell phones, drugs or illegal alcohol (“hooch”);
- Inmates venture into unauthorized areas; and
- Inmates fail to comply with direct orders.

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<sup>16</sup> Ibid.

<sup>17</sup> During one recent six day span 11 inmates sought protective custody status.

<sup>18</sup> This takes place when an inmate is placed in a restrictive housing setting for up to 30 days as a result of behavior, intelligence, or at the request of the inmate.

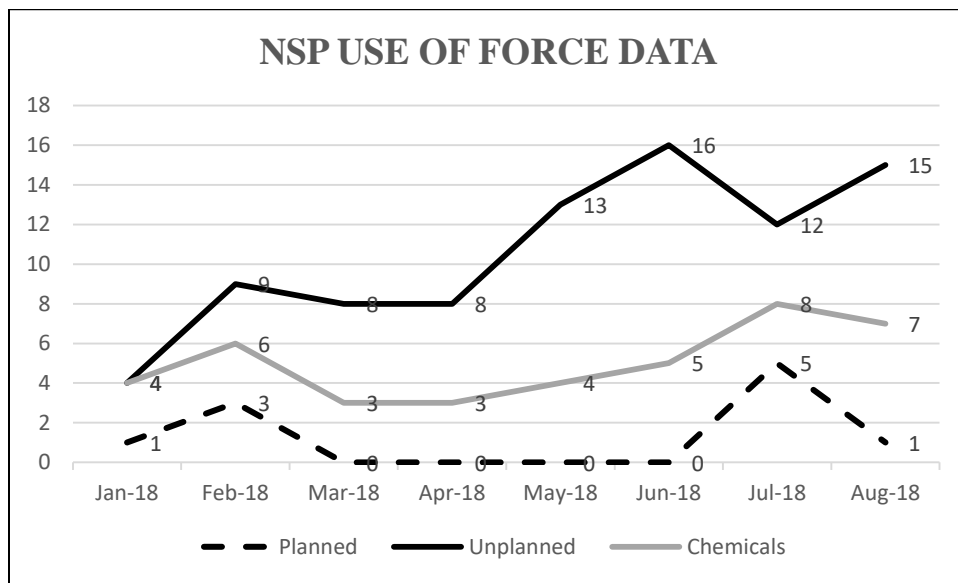
<sup>19</sup> Holding is a location in which an inmate is placed for a temporary period of time, typically a few hours or less.



Even though contraband (weapons, drugs, phones, etc.) is likely found on a near daily basis, NDCS (as shared in the 2018 OIG Annual Report) does not track the number or location of contraband found in each facility. The OIG recommended that NDCS establish a tracking system for contraband in order to better understand the depth of this problem.

NDCS has been collecting data regarding uses of force<sup>20</sup> and reporting it to the OIG for each facility. While the data in Table 2 indicates an increase in the uses of force at NSP it is possible that this data has not been accurately captured in the past. However, the OIG will continue to monitor this data each month and appreciates NDCS sharing this data for each correctional facility with the OIG.

**Table 3**



On the morning of September 22, 2018, two disturbances among inmates took place in Housing Units 2 and 3. This resulted in one inmate being seriously injured and many inmates being placed in Immediate Segregation. After the disturbances, both of those housing units were placed on modified operations, meaning that the inmates were confined to their cells and would not receive any privileges. This took place after the inmates responsible for the disturbances were placed in a different housing unit. The inmates stayed in these conditions until Monday afternoon. The OIG visited the two housing units that evening and found the units to be unkempt and the inmates upset. At that point, they began to let two inmates out of their shared room at a time for 20 minutes to shower. They were not provided access to any other privileges, such as hot water, ice or the kiosk. An inmate porter was allowed out of his cell on each gallery in order to assist with cleaning the halls. The OIG suggested to the NSP Warden that the inmates be allowed to access hot water, ice and the kiosk during the short time out of the cell and this was allowed a couple of days later. Over the course of the next week inmates received more out of

<sup>20</sup> Actions taken by staff on inmates.

cell time and some additional privileges and the modified operations were lifted on October 2, 2018.

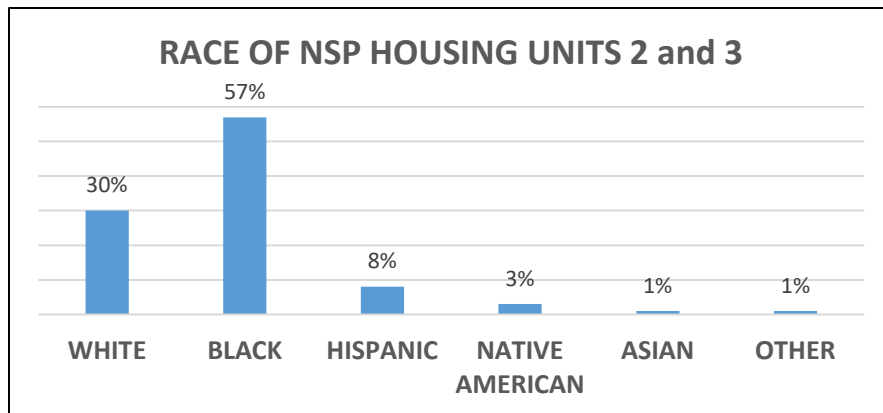
This incident and the following actions by NSP and NDCS are being investigated by the OIG and a report will be provided to the Ombudsman and NDCS later this year. The investigation has been delayed somewhat due to the inability of NDCS to provide video of the incidents to the OIG. The OIG requested the video on September 24, 2018 and as of October 10, 2018 it had not been received. The OIG will be requesting a meeting with NDCS to resolve the delays in receiving videos of significant incidents.

During recent visits to NSP during the modified operations actions there were some observations that were initially made by the OIG and others interviewed by the OIG.

First, collective punishment is resented by the inmate population. This was heard loud and clear a number of times by the OIG when visiting with inmates in those units. One gallery of Housing Unit 3 is continually under modified operations. They are not considered to be in a restrictive housing unit because they are out of their cell for more than four hours a day. However, they do not have access to areas outside of their unit, except for an attached recreational yard that does not have the same recreational opportunities that are provided to other inmates. They either eat in their cell or the small dayroom. When the recent altercations took place in Housing Units 2 and 3 and both units were placed under modified operations for over a week, this unit received the same restrictions even though they had nothing to do with the altercations and are their own self-contained unit. This added to the tension in that unit. Inmates in other parts of Housing Units 2 and 3 shared their dismay and frustration with the situation as they were not involved with the disturbances but they had to live in these restrictive conditions while watching their fellow inmates in Housing Units 1 and 5 lead a normal life.

Second, concerns regarding the race of those in these two units were shared with the OIG. It was felt that these two units have more restrictions placed on them when compared to other general population units and that there was a disproportionate share of Black inmates in these two housing units. Table 3 indicates that there is indeed a disproportionate share of Black inmates in the two housing units.

*Table 4*



Third, many of the inmates in Housing Units 2 and 3 are underemployed when compared to other general population housing units. A review of job data indicates that this is accurate. One long-term inmate who resides in a different housing unit expressed his concern about this and shared that he believed that providing those inmates with additional job opportunities would assist with the daily operation of the two housing units. In addition, recent restrictions placed on who can receive certain jobs are of concern to the inmate population.<sup>21</sup>

Fourth, many long-term inmates (as well as some staff) shared that they believe reopening the yard would assist with the long term health of the facility. Several years ago, NSP changed the way that they operated the yard. Before it was more open and there was more interaction between inmates within the Internal side of the facility. Now, movements are much more controlled and there is little interaction between different units when compared to what it was like previously. In addition, it was shared that there used to be more access to educational areas, the activity center and the chapel in the past but now that is much more limited and not as many inmates are able to access those areas at one time. One concern about opening the yard would be the understaffing of the facility.

Fifth, in order to address the substance abuse issues prevalent in NSP, it was suggested that NDCS establish a detoxification center within the grounds of NSP. This would allow inmates who have substance abuse issues to voluntarily check themselves into the detoxification center and have time to sober up. The thought is that this could assist with reducing the demand for drugs within the facility.

Sixth, due to the use of modified operations there are many times when inmates do not have access to the law library. Housing Unit 1 recently installed a computer with law library capabilities for those inmates who are unable to easily move to the law library. This could be done in other housing units in which there are difficulties in accessing the law library.

Seventh, placing entire housing units under modified operations and restrictive movement impact the ability of inmates to go to jobs that they do have outside of their units, take programs in which they are enrolled, visit their friends and family, go to religious activities and enjoy other privileges enjoyed by other general population inmates.

Eighth, when placing a unit under modified operations, staff who work in these units should be engaged by administration (both in NSP and the NDCS Central Office) so that they can participate in the resolving of any issues which merited the need for modified operations and to enhance communication with those staff. Many times they feel they are “out of the loop” and their daily experience is not desired or valued by decision makers.

These are all interesting ideas that merit discussion. As NSP moves forward in changes to their operation, it would be wise to not only involve inmates in some decisions but to include front-line staff and other staff in this process. They have a lot of excellent and creative ideas and including them in these changes would seem to be beneficial.

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<sup>21</sup> In previous interviews with correctional staff and administration, this issue has also been raised by them as it impacts their ability to 1) get enough workers and 2) provide opportunities for inmates.

Housing Units 1 and 5 are units that are relatively safe and operate in an efficient manner. This is due to the population, and the opportunities provided to them. Housing Unit 1 has a medical unit of elderly inmates and three general population units of older inmates. Housing Unit 5 has a veterans' unit and other units with long-term or older inmates who are focused on moving forward. The men in these units should be congratulated for their efforts at staying clear of trouble and moving NSP forward. In the past, these men may have been mixed in with those that currently reside in Housing Units 2 and 3. Now, Housing Units 2 and 3 are relatively "high maintenance" units that have many individuals that are not moving forward in their rehabilitation. With that said, there are many men in those units who are trying to move forward in their rehabilitation and it is hindered by being in those units. While the men in Housing Units 1 and 5 have more jobs (and likely more meaningful and responsible jobs) than the men in Housing Units 2 and 3, they are also able to enjoy additional privileges. It is important that NSP address this feeling of the "haves" and the "have nots" before this causes additional concerns for the facility. It is also important that NSP have the correct number and right type of staff working in those housing units.

Housing Units 7 and 8 are minimum security housing units that contain 200 men in each unit. These are the units that are "temporary" and were designed to house 100 men in open dormitories. Now they are running at twice their original design capacity and the staff are stretched thin and worn out because of the demands on their positions. These units have one large day room with multiple televisions and some tables to sit around. They are incredibly loud and active and the activities of the men can be very difficult to monitor. It is a stressful environment for staff and the inmate population.

NSP has recently started a peer support program. 16 men received 40 hours of training from the Mental Health Association and now are authorized to work with their fellow inmates. According to the program's flyer, peer support is an evidence-based practice that helps people recover from mental illness, addiction, or trauma with the assistance of someone who has similar life experiences. It is a HOPE-based program. The OIG has met with several of the men trained in peer support and found them to be excited about their work. Their initial focus was on men in the restrictive housing units but they are also working with men throughout the facility.

## **MEDICAL**

NSP has a Skilled Nursing Facility (SNF) located within the prison facility. The SNF provides a significant amount of medical care to the inmate population and has a number of medical staff working in it. The type of care provided in the SNF can range from a short visit to check on an inmate's illness to cancer treatments and even hospice.

Just as with other facilities, NSP has had difficulty recruiting and retaining nurses. It is not uncommon for NSP to be short half (or more) of their nursing staff. This impacts the ability of nurses to visit housing units and to see their patients in the SNF. It has also been reported that the shortage of security staff has also impacted the ability of medical staff to provide care and treatment to their patients. Modified operations can also impact the ability to provide medical care.

The OIG has made recommendations related to the recruitment and retention of NDCS nurses in past reports.

### **2018 NSP ASSESSMENT**

In early 2018, Director Frakes assigned a member of his leadership team with the task of assessing NSP. The staff member spent four days at NSP and interviewed a number of individuals. The assessment was provided to Director Frakes and then Deputy Director Sabatka-Rine in early February.

The OIG learned about this assessment after learning from NSP staff that the staff member had spent time at NSP and interviewed NSP staff. As a result, the OIG contacted both Director Frakes and Deputy Director Sabatka-Rine and asked about this assessment or report. When asked in an email about the assessment, Deputy Director Sabatka-Rine indicated that it was completed at the request of Director Frakes, that no written report was completed, and when asked if there was anything that she could share regarding this she stated:

*Mr. XXXX did schedule a meeting with me on February 9<sup>th</sup> to share some of his observations. My recollection is that this consisted primarily of staff's concerns for better communication and training – both things that NDCS and the NSP management team are continually working to improve.<sup>22</sup>*

The OIG then contacted Director Frakes and asked if he had anything further to share regarding this effort. He stated that Deputy Director Sabatka-Rine “captured it well” and that “I was looking for input from a fresh set of eyes...”<sup>23</sup>

The OIG had learned that a report may have been completed by the former staff member and requested access to the back-up of the staff member’s computer drive in order to determine whether a written report was completed. It was not found on the back-up or on previous back-ups.<sup>24</sup>

As a result, the OIG contacted the former staff member who indicated that he had completed a written assessment of NSP. He stated that he met separately with Director Frakes and Deputy

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<sup>22</sup> Email exchange with the OIG

<sup>23</sup> Email exchange with the OIG

<sup>24</sup> When the OIG received the original back-up it was found that there were no files on the back up past the date of January 19, 2018 despite the staff member working for NDCS and utilizing the drive until April 2, 2018. NDCS then provided additional previous back-ups to the OIG and the same problem existed. Eventually, the OIG asked to meet with the State of Nebraska’s Office of the CIO to seek their assistance in finding not only the possible report on NSP but also any other documents that should have been on the back-ups. The original meeting with the Office of the CIO was set for June 22, 2018 but was cancelled by NDCS. A meeting was rescheduled for July 20, 2018 and it included a staff member from NDCS and two staff members of the Office of the CIO. During that meeting they expressed their concern about the fact that documents appeared to be missing from the back-ups but ultimately they were unable to assist the OIG in finding any of the documents that were missing from the back-ups. As a result, the OIG met with Director Frakes on August 28, 2018 and detailed the process of identifying this problem and the steps taken to find the documents. Concerns regarding the accuracy of NDCS maintaining documents within their computer system were expressed. Director Frakes indicated his support in understanding how this took place. Information continued to be exchanged between the OIG and Director Frakes in the weeks following the meeting. In the end, the report and any of the missing files were not able to be located by NDCS. As of the writing of this supplemental report, NDCS has not shared with the OIG any findings they may have regarding how this took place.

Director Sabatka-Rine and presented his findings. He shared that he provided a copy of a written assessment to each of them during the meeting and they returned it prior to the end of the meeting.<sup>25</sup> The OIG asked the former staff member if he could recreate the assessment and he provided a two page document that he believed captured most of what was in the assessment presented to his supervisors. The assessment included the following:

- The staff member was instructed to conduct an assessment of NSP due to the overwhelming challenges regarding staff vacancies, inmate unruliness, low morale, and overall issues plaguing NSP;
- Staff interviewed ranged in age from 19 to 61 years old and service time ranging from 6 months to 28 years;
- Six inmates were interviewed during the process;
- Four themes emerged during the staff conversations:
  - Training;
  - Team consistency;
  - Treatment of inmates; and
  - Leadership.
- Two themes emerged during the inmate conversations:
  - Consistency between shifts; and
  - Treatment of inmates.
- Four findings and accompanying recommendations were made to Director Frakes and Deputy Director Sabatka-Rine as a result of these efforts:
  - **Training:** Staff relayed that training that they received at the Staff Training Academy is not relevant to what is endured once they graduate and go to a facility. More than often, a new hire is placed in the control center without any training and remains there for one to two weeks. Senior officers, Sergeants and Lieutenants also do not feel that it is their responsibility to teach, coach and mentor new hires, so new hires feel secluded from the team.  
**RECOMMENDATION:** Recommend that NDCS find the best Sergeants and Lieutenants across the agency, bring them to NDCS (compensated) as a mentorship program to teach, coach and train supervisors.
  - **Team Consistency:** Every staff member that was spoken to relayed that going to a team concept would alleviate a large portion of issues and challenges. Rather than having many utility posts, where an officer works in different housing units daily, maintain a team concept, where all three shifts are the same individuals. This creates trust amongst the officers, consistency within the team, and will assist with maintaining order and discipline among the inmates, which was also a complaint from the inmate population. **RECOMMENDATION:** Recommend that NDCS try a pilot program of the team concept. It had been done in the past and according to senior staff it worked categorically well.

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<sup>25</sup> In a February 6, 2018 email exchange between Director Frakes and the staff member, the staff member reached out to Director Frakes and asked to meet about his project. He stated that he had a “rough draft of the NSP assessment complete” and “could follow up with a polished version of the assessment if you would like a written report.” Director Frakes responded by stating, “No – don’t need a written report.” This may explain why there is a belief that there was no written report completed for this project.

- **Treatment of Inmates:** This finding was found between staff and inmates. Although I did not find any incident reviews (staff did say they did write it up), there are some staff who purposely treat inmates poorly and provoke inmates to conduct bad behavior. One incident described in the assessment was quite alarming but several staff and inmates shared that this was the norm throughout NSP. **RECOMMENDATION:** Again, recommend a mentor program to alleviate this happening in the future. One example would be that NDCS initiate a mentor program based off the military program of assigning a 'sponsor' that would meet with new hires going through the academy at week two. This sponsor would be the primary point of contact for the new hire in the facility they would be assigned to and stay with them during the entire training or probation period.
- **Leadership:** This was the main theme throughout every discussion with staff that if remedied, would alleviate most, if not all the challenges NSP and NDCS face. Supervisors do not take the time to teach, coach, or train new hires, or sustain the training of senior staff. It is their opinion (field staff) that there is no leadership, only supervisors and managers. This permeated the facility to take on the role of coming to work, doing the minimal amount required and then go home. **RECOMMENDATION:** Revise curriculum of the Leadership Academy to concentrate on senior leaders. Focus on taking care of staff, showing concern for their well-being, promoting professional development, along with focusing on internal development to make the individual a better leader. Also, recommended a mentorship program where NDCS brings the best leaders across the agency into NSP.

The OIG finds this to be a credible assessment. The input provided to the staff member who completed the assessment is similar to input provided over the past year to the OIG. The recommendations appear to be sensible strategies to addressing the identified problems.

## **2019 BUDGET REQUEST**

In September, NDCS revealed their budget request for the upcoming budget cycle. It included a significant proposal regarding NSP, along with one other request that may impact NSP.

The significant proposal is a request for \$15.2 million that would expand the food preparation and dining area, as well as add additional programming space. This is in addition to a 100 bed dormitory that was funded during the 2018 legislative session (approximately \$5 million).

The second proposal that may impact NSP is the request for \$250,000 in each of the next two years for programming changes. NDCS has indicated that this would increase group facilitators and allow for additional groups in the T4C, MRT and Living in Balance programs. The OIG has requested additional information regarding this request from NDCS.

Since the two modular housing units in the External part of NSP are halfway past their expected life span, and were designed to be altered to become programming space, NDCS may wish to explore other options that would involve converting these housing units. In addition, the OIG has previously expressed concerns about adding another 100 beds to NSP when the facility is understaffed and needs additional core support services.

It should also be shared that in this budget request, NDCS shared goals of the Department. Included in these goals were the following:

- Reduce workplace injuries by half;
- Reduce agency turnover to 18 percent;
- Provide programming for parole eligibility 100 percent of the time; and
- Reduce staff overtime.

While these are good goals, the OIG was unable to find any plans in the budget request or the accompanying NDCS strategic plan that indicated how they would achieve these goals. Previous budget requests made predictions regarding the decrease of staff turnover and overtime but these were not realized.

### **NEW NORMAL**

In all three OIG annual reports the “New Normal” is discussed. This is important to take into account when looking at the state of NSP. The 2018 OIG Annual Report discussed the “New Normal” by stating the following:

*In the past two reports there have been sections titled “New Normal.” They discussed how when a situation gradually worsens over time each year becomes a new normal and the view (at least for some) becomes that it really is not that much worse than last year. However, if one were to take a step back and compare the current year to the situation five or ten years ago, then one would see that significant changes have taken place over that time period. Data shows this to be the case in overtime, turnover, overcrowding and other measurements. The 2016 OIG report stated the following:*

*“The gradual worsening of these problems highlighted previously is something that needs to be remembered and focused on as change takes place in NDCS. It is important that people throughout NDCS take a step back and have a full understanding of the changes that have taken place over a period of five, 10 and even 20 years. This applies to vacancy rates, overtime rates, overcrowding, and turnover rates. NDCS, the Legislature, and other interested parties must look at change over a period of more than one or two years in order to accurately assess actual differences within NDCS.”*

### **SUMMARY**

In years past, the Department used to publish annual reports that provided a wealth of information about their programs, facilities and inmates. In the Department’s 1996 Annual Report’s section on NSP, it stated:

*“Quality also means a management committed to excellence in a correctional setting. Inmate who are offered a clean, safe living and work environment, some choices in personal attire and well-trained and motivated staff are more likely to respond positively. Surroundings that foster “healing” rather than “hurting” contribute greatly to rehabilitation.”*



When talking to the staff and administration of NSP it is clear that this is something that they strive to achieve. However, understaffing, physical plant limitations, and past decisions present barriers to achieving this level of quality at the present time.

Finally, this exercise of taking a closer look at NSP and providing an assessment of it to policy makers, NDCS and the public has been a worthwhile effort. The OIG believes it would be beneficial to do something similar with the other nine state correctional facilities.

## **OIG RECOMMENDATIONS**

- 1) Currently, staff at the Tecumseh State Correctional Institute have the opportunity to be paid more for merit and longevity reasons. This pay program should be provided to staff at NSP in an effort to reduce turnover and vacancies.
- 2) NDCS should review options related to the conversion of the external housing units into programming space and construct new minimum housing units that are rehabilitative and more efficient.
- 3) Review the need to construct a second indoor recreation area for the facility.
- 4) Place cameras in identified “blind spots” in the Internal housing units and review security camera needs throughout the facility.
- 5) Review the use of the kitchen area in internal housing units and determine whether they can be used as a vending area or a recreation area.<sup>26</sup>
- 6) Provide for access to a law library computer in Housing Units 2 and 3.
- 7) Develop a plan in the near future to address the nursing shortage. (Review past OIG recommendations if necessary.)
- 8) End double bunking in restrictive housing so that the ACA standards will be met.
- 9) Convene a short-term work group consisting of unit staff and inmates to discuss other options for creating day room space or out of cell opportunities within a living unit or connected to a living unit.
- 10) Establish a goal to “right-size” Housing Units 7 and 8 so that they can function in a safe and productive manner. If these facilities had 100 men in them instead of 200 men the environment would be much better for the staff and the inmates.
- 11) NDCS and the OIG should work together to conduct similar assessments of other state correctional facilities.

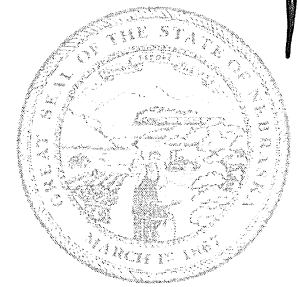
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<sup>26</sup> These are areas across from the staff offices in Housing Units 1-5 that were originally designed to serve food to the population.

# NEBRASKA

Good Life. Great Mission.

DEPT OF CORRECTIONAL SERVICES



Pete Ricketts, Governor

**Date: September 14, 2018**

**To: Inmates**

**From: Matthew Heckman, Deputy Warden of Programs**

**RE: Programs**

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**Here is a list of programs, classes, activities and therapeutic services available to you:**

**Educational Services** – Send requests to the school

GED/ABE/ASE/High School, ESL, Inside-Out Dads (Parenting), Within My Reach (Parenting/Relationships) Common Sense Parent (Co-Parenting), College Correspondence, Protective Custody (Restricted Housing) and RHU Programming to include GED/ABE/ASE/High School, Moral Reconciliation Therapy (MRT), The Hero's Journey, writing program, (entry level and advanced).

**Released and Restored: Life Skills/Re-Entry Prep** – Facility Contact UM Gruber

This program provides life skills training for employment, finances, and consumer education. This is a 20 week program

**ABC Construction: OSHA (two 10 hour certifications available)** - Facility Contact Matt Heckman

This is the foundation course for all National Center for Construction Education Research (NCCER) apprenticeship training programs will be followed by a building project that will allow students to experience work based, hands on application in carpentry, plumbing, HVAC, electrical, drywall, roofing, finish carpentry and painting.

**ABC Construction: NCCER Core Class** – Facility Contact Matt Heckman

This is the foundation course for all National Center for Construction Education Research (NCCER) apprenticeship training programs which will be followed by a building project that will allow students to experience work based, hands on application in carpentry, plumbing, HVAC, electrical, drywall, roofing, finish carpentry and painting. This course length is 12 weeks plus 20 hours for certificate.

**ABC Construction: Applied Construction Math** – Facility Contact Matt Heckman

This supplemental course will be offered following the Core Class. Math is an important part of the processes needed to perform tasks on a construction job site. This class will prepare you by teaching 13 chapters of basic math skills needed for construction jobs. Topics covered include division, decimals/percentages, reading measurements, calculating area, powers of ten, linear measure, angles, volume, pressure and shapes, solving for unknowns, square inches, feet and yards and volume.

**ABC Construction: Construction Technology** – Facility Contact Matt Heckman

This will incorporate skills learned in training programs for students to experience hand on application of skills such as carpentry, plumbing, HVAC, electrical, drywall, roofing by building a project. Class length is 18 months

Scott R. Frakes, Director

**Dept of Correctional Services**

P.O. Box 94661 Lincoln, NE 68509-4661  
Phone: 402-471-2654 Fax: 402-479-5623

[corrections.nebraska.gov](http://corrections.nebraska.gov)

**TRADE Program (Center For People in Need) - Facility Contact Case Manager Larson**

The TRADE program teaches life skills core classes such as conflict resolution, critical thinking, communication, personal finance, healthy relationships, basic computer and job preparation. This is a 2 week course

**Wellness Recovery Action Plan (WRAP) - Facility Contact AA II Audra Jensen**

The WRAP program is a vocational and life skill program that anyone can use to get well, stay well and make their life the way they want it to be. It addresses all kinds of physical, mental health and life issues. This is a 9 week course.

**ReConnect – Success Prep - Facility Contact Matt Heckman**

This program places emphasis on employment preparation and retention skills while also helping individuals develop problem solving and life skills needed to be successful in the workplace as well as in life. This is a 5 week class.

**180 RAP, (Re-Entry Assistance Program) – Facility Contact Matt Heckman**

This program provides inmates with preparation for the workforce through noncredit work readiness workshops. It will also help individuals determine their career pathways and to better prepare for their eventual release.

**Marriage Builders – Facility Contact Tim Kramer**

Marriage Builders program is a 13 week program where married couples come together to strengthen their marriages.

**DEFY - Facility Contact Randy Bartelt**

DEFY is designed to teach inmates to take control of their own life upon release. It builds financial skills, develops technology skills, teaches social and business etiquette, encourages and teaches entrepreneurship with skills to launch a personal business. This is a 6 month program.

**Crime Victims Impact/Empathy (Life Skills) Class - Facility Contact UM Danner**

This one-day class allows an inmate to focus on his role in his crime and the resulting effects it has on his victim and the community.

**Prison Fellowship Academy – Volunteer Mike Kenney and Facility Contact DW Heckman and John Chesney**

Prison Fellowship will be starting a faith-based academy. This 12 month program focusing on cognitive restructuring with a faith based content. This will be an in-house program facilitated by Prison Fellowship staff, Kenney, who has a NSP mailbox for inmates to send IIRs to.

**Alternatives to Violence Project - Facility Contact UM Isherwood in UM Exstrom's absence (internal), UM Danner (external)**

The purposes of the program include learning to manage strong feelings, deal more effectively with risk and danger, build good relationships with other people, communicate well in difficult situations and understand why conflict happens. 3 day course

**Residential Treatment Community – Facility contact Natalie Johnson**

The program consists of three phases and is dually focused on a twelve-step based substance use education, recovery, and relapse prevention treatment in conjunction with an additional emphasis on criminal thinking/choices /behavior patterns. The approach is evidenced –based, holistic and includes a variety of disciplines to assist inmates with issues of substance use, criminal thinking/behavior/choices, anger, stress, violence, lifestyle ( work, leisure and health), and spirituality.

**Violence Reduction Programming-Informed (VRP-I)** Contact Brandy Logston – TSCI

This program lasts 6 months. The VRP-I is comprised of 3 phases of successive psycho-education and skills building. It is offered to inmates that are determined by CVORT based upon risk factors and other violent indicators. The group sessions last at least 1.5 hours and meet twice per week. Successful completion of programming is determined by the facilitators and/or treatment teams based on each individual's projects, participation, pass the examinations and the application of skills

**Anger Management Program** – Contact Brandy Logston – TSCI

Inmates determined by the CVORT to have emotional dysregulation and/or instrumental violence recommended for the Anger Management program. This level of treatment runs for 12 sessions and provides instruction and practice on basic anger control strategies.

**Outpatient Healthy Lives Program (oHeLP)** – Facility contact Olivia Moser

Participants in oHeLP work through directed therapy and related projects in a group format facilitated by two Licensed Mental Health staff. The oHeLP group takes approximately one year to complete, depending on the inmate's efforts. Successful completion of programming is determined by the CSORT based on each individual's presentation of projects, participation, and their demonstration of the acquisition of intervention skills and strategies to maintain a healthy balanced lifestyle.

**Continuing Care Healthy Lives Program** – Facility contact Olivia Moser

Continuing Care is for those individuals who have completed the recommended sex offender treatment programs in NDCS (or in some cases the program at the Lincoln Regional Center). These inmates are ready for another level of treatment as they prepare to return to the community.

**Restrictive Housing Status Reviews** Facility contact Shane Meyer and Mauricio Martinez

Licensed Mental Health Practitioners conduct regular face to face (in person) assessments with all inmates on a restricted housing status

**Motivation Enhancement Through Engagement, Openness, and Respect (METEOR)** – Facility contact Shane Meyer

The METEOR group is offered to offenders in Restrictive Housing (RH), specifically those housed in the Control Unit. This is a 12 session program occurring over a 6 week period. It is facilitated by two Mental Health staff.

**Mental Health Appraisals:**

NSP Mental Health staff provides routine appraisal contacts (the initial classification screening completed at NSP with all inmates transferring into NSP to determine their suicide and mental health history and needs, etc.) and contacts made following referrals for acute mental health issues or concerns.

**Living Skills** – For inmates in Restrictive Housing – Facility contacts Justin Braunsroth and Joe Conroy

The purpose of the classes is to assist inmates in navigating daily tasks and hurdles in order to live an independent life. This is projected to begin in 2017.

**Transformation Project**-For inmates in Restrictive Housing – Facility contacts UCW Hays, UCW Johnson

This is a prisoner transition and reentry program aimed at promoting positive inmate behavior during incarceration and preparing participants for transition back into the community. Self-study modules are available for inmates in longer-term restrictive housing.

**Intentional Peer Support Program** – DW Capps

This program provides inmates assigned to longer-term restrictive housing status access to trained peer support specialists from general population as a means to aid the transition to general population and increase their chance at success.

**Destination Dads** – Facility Contact School Teacher Meredith Lee

Dads will learn skills about discipline, fathering and the impact they as fathers have on the lives of their children. Learn how to strengthen relationships, how to recognize and eliminate dangerous communication patterns, and how to resolve conflict without fighting. Participants will gain relationship skills and acquire communication tools aimed at long-term relationship success.

**Library Services** – Facility Contact Tom Pfeifer

The recreational library services include a reference collection and available material on learning a trade. The library also participates in an inter-library loan program to provide access to materials not available in the library. Currently the library receives legal database services through Westlaw.

**Religious Activities** – Facility contacts Tim Kramer and Randy Bartelt

The Religious Department offers a wide variety of faith opportunities including Asatru, Buddhism, Catholic, House of Yahweh, Islam, Jehovah's Witness, Judaism, LDS, Ma'at, Messianic Judaism, Moorish Science Temple of America, Nation of Islam, Native American, Protestant, Rastafarian, Satanism, Seventh-Day Adventist, Thelema, Theodism, and Wiccan. Weekly worship services are provided for every faith group, along with bi-weekly religious education classes.

**Restorative Justice** - volunteer (when disseminated) – Matt Sharp – club coordinator

Restorative Justice emphasizes repairing the harm caused by criminal behavior or the crime. There are three basic concepts, that when the crime occurs, they focus is on the harm done to people and relationships, when the harm is done it creates obligations and liabilities, and the way forward involves wrong doers, victims, and the community in efforts to heal the harm and put things right. The inmates work through problem solving, peace building skills, and learn new ways to build respect and peace among each other, staff, volunteers, and all members of the corrections community.

**Compassion In Action: Pre-Release Education** – Facility Contact Matt Heckman

Compassion In Action Pre-Release offers a 6-week program aimed at personal validation while preparing for release.

**Leisure Time Activities** – Facility contact Rob Treptow

Athletics and Recreation program is offered to all inmates including activities that are age appropriate and reflect inmate interests including seasonal sports (basketball, cabbage ball, team hand ball, bocce ball, dodge ball, pickle ball, tennis etc), weight training, table games and other activities. Hobby activity is limited to “in cell” drawing/sketching, stamp collecting, watercolor painting, beadwork and leather kits.

**Self-Betterment Clubs** – Facility contact Matt Sharp-Club Coordinator

Toastmasters, Veterans, Seventh Step, Alcoholics Anonymous (AA), Harambee, Mexican Awareness Through Association (MATA), Native American Spiritual and Cultural Awareness (NASCA) and Circle of Concern Lifers group. Inmate clubs provide constructive and meaningful programming opportunities to benefit an individual's social growth.

**Second Chance Pups/Domesti-PUPS** – Facility Contact Case Manager Mark Johnson

The canine obedience program at NSP provides opportunities for shelter dogs from the community to receive training to turn them from “problem” dogs to “adoptable” dogs. Inmates selected as trainers must remain discipline free and exhibit continued good behavior.

**Health Workshops** –Nancy Vossler central office

This course offers a wide range of health topics to the inmates, which may include dental care, smoking awareness, exercise, diabetes, and others. There is generally a 1 hour session per topic and the availability is inmate driven depending on interest.

**External Gardening project** – Facility contact UM Fredenburg

Inmate volunteers to tend to the internal and external vegetable gardens. 50% of produce will be donated to local food banks to help feed the homeless and those in need the rest will be given to the population.

**Thinking for a Change (T4C)**– Facility contact Sgt. Reisdorff, UCW Brier, Sgt. Elliott, UCW Rathje

Thinking for a Change is a cognitive–behavioral curriculum developed by the National Institute of Corrections that concentrates on changing the criminogenic thinking of offenders. T4C is a cognitive–behavioral therapy (CBT) program that includes cognitive restructuring, social skills development, and the development of problem-solving skills. This is not a program that is available by asking. Risk Assessment scores inform placement in the program.

**Vets Support Group** – Facility contact Matt Heckman

Lincoln Vet Center facilitates with the primary goal being to reclaim the identification as a Veteran and pride in service. Reminder of those values and skills can enhance the coping strategies needed to face the challenges presented from the war zone experience and life at NSP.

**Kairos Prison Ministry Program** – Facility contact Tim Kramer

3 and ½ day, short course program with follow up prayer and share groups and retreats. The mission is to develop a Christian community within the facility. This is by invitation only.

**ServSafe Food Handler Certification** – Facility Contact Shawn Shores

Servsafe is recognized by more federal, state and local jurisdictions than any other food safety certification that is available. Servsafe covers foodborne illness, how to prevent it, purchasing and receiving guidelines, food prep and holding and serving guidelines. It also covers food safety management systems, sanitation guidelines for facilities and equipment, intergraded pest control as well as food safety regulation and employee training. The ServSafe certification lasts for three years.

Other functions and events will be distributed throughout the year and posted on the housing units. Event spacing is limited for special events, depending on location and type of event being held. Please do not request to participate in special events if you do not plan on attending. Ex) we had an inspirational speaker scheduled in the gymnasium and it was limited to the first 200 inmates. Those passes were issued and 50 inmates were denied due to spacing. Only 70 inmates showed up to the event. Please be courteous and attend if you request to attend additional functions.

**MONTHLY CLUB STATISTICS/REPORT**

NAME:		DATE:			
<u>Matthew Sharp</u>		September			
CLUB:	DATE	NUMBER OF MEMBERS	NUMBER ATTENDING	PERCENT ATTENDING	NUMBER COMMUNITY VOLUNTEERS
<b>A.A.</b>	9/4/2018	15	9	167%	3
	9/11/2018	7	21	33%	4
	9/18/2018	18	33	55%	3
	9/25/2018	15	24	63%	2
<b>TOTAL:</b>		<b>55</b>	<b>63</b>	<b>87%</b>	<b>12</b>
<b>NASCA</b>	9/5/2018	16	30	53%	1
	9/24/2018	7		#DIV/0!	
	<b>TOTAL:</b>	<b>23</b>	<b>30</b>	<b>77%</b>	<b>1</b>
<b>MATA</b>	9/6/2018	30	48	63%	0
	9/17/2018	63	63	100%	6
	<b>TOTAL:</b>	<b>93</b>	<b>111</b>	<b>84%</b>	<b>6</b>
<b>HACO</b>	9/7/2018	13	23	57%	0
	9/21/2018	13	25	52%	0
	<b>TOTAL:</b>	<b>13</b>	<b>48</b>	<b>27%</b>	<b>0</b>
<b>TOAST MASTERS</b>	9/10/2018	0	12	0%	0
	9/20/2018	8	14	57%	2
	<b>TOTAL:</b>	<b>8</b>	<b>26</b>	<b>31%</b>	<b>2</b>
<b>LIFERS</b>	9/12/2018	35	42	83%	1
	9/19/2018	30	50	60%	1
	9/26/2018	15	48	31%	5
	<b>TOTAL:</b>	<b>80</b>	<b>140</b>	<b>57%</b>	<b>7</b>
<b>7TH STEP</b>	9/13/2018	11	12	92%	3
	9/27/2018	5	14	36%	0
	<b>TOTAL:</b>	<b>16</b>	<b>26</b>	<b>62%</b>	<b>3</b>
<b>VETS</b>	9/14/2018	29	49	59%	1
	9/28/2018	19	48	40%	0
	<b>TOTAL:</b>	<b>48</b>	<b>97</b>	<b>49%</b>	<b>1</b>
<b>GRAND TOTAL</b>		<b>336</b>	<b>541</b>	<b>62%</b>	<b>32</b>

NEBRASKA STATE PENITENTIARY

# FallFUNDays

## Inmates & Visitors

WHO ARE ESCORTING THOSE  
19 AND UNDER

*In the*

VISITING ROOM

**15 | OCT  
2018**

Art Painting Projects  
with Handprints!

**1pm - 4:30pm**

*In the*

GYMNASIUM

**16 | OCT  
2018**

Basketball | Bag Toss  
Video Games | & More!

**1pm - 4:30pm**

THESE TWO DAYS COUNT TOWARD WEEKLY VISITS  
a link will be available online for visitors to access photos