



# The Insider

North Dakota Department Of Corrections And Rehabilitation



## Parity in Pay For Our Correctional Officers is Critical

By: Don Redmann, Director of Facility Operations

Our current turnover rate for officers is approaching **40%** and has been **increasing every year**. This creates less safe prisons and our officers need assistance.

The general public does not fully understand the role of the correctional officer nor do they seem to care. The out of site/out of mind attitude applied to prisons carries over on to our brave men and women who risk their health, safety and their very lives each day to protect the public and doing so having to multitask the legion of duties, and demands placed on them. They do not wear shiny badges, ride in in vehicles with light and sirens but are highly trained and tasked with as much responsibility for protecting and serving the public as any other agency.

Firefighters and police have been glamorized by the media through television shows, books and movies

while correctional officers are most often demonized as dishonest and corrupt. Shows such as The Shaw Shank Redemption and Orange is the New Black are examples.

Today's officers are a new breed of professionals, not just guards in a tower. The job requires a two year degree or two years of experience, and officers must pass a criminal background check and fitness test.

They complete over 160 hours of difficult training in the first year. They work days, evening and weekends and are on call to work mandatory overtime shifts or respond to emergencies. They must have excellent verbal and writing skills to be able to de-escalate often violent and mentally unstable inmates. They must be willing to risk their own safety to protect other inmates and staff from assault, serious injury or death. They must be willing to be exposed to assaults on themselves by any of the over 100

New Correctional Staff Training Cost: **\$17,236**

background check and fitness test.

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*(Parity in Pay... continued from page 1)*

inmates they supervise alone at any time during an eight or sixteen hour shift. Assaults can come in the form of verbal threats directed at them or their family, having body fluids thrown on them, punched, kicked, bitten, or stabbed or cut with homemade weapons. Staff inside our prison face all of this armed only with their training, a radio to call for help and a set of handcuffs. Weapons are not an option when you are surrounded and outnumbered. The decisions and actions officers make can often have significant legal liability for the State of North Dakota. They are expected to not only provide security but also understand and support the rehabilitative, work and educational programs. Officers must also be professional at all times, model pro social behaviors and provide opportunities for positive change.

**DOCR Vision**

A safer North Dakota through effective correctional services.

**DOCR Mission**

To enhance public safety, to reduce the risk of future criminal behavior by holding adult and juvenile offenders accountable, and to provide opportunities for change.

The psychological stress of this profession comes with a price, not only on the officer but their loved ones. It is not uncommon for officers to lose empathy for those around them due to constant stressors they face every day working in a prison. **Correctional officers suffer some of the highest rates for suicide, PTSD and divorce in our nation.**

People have commented "if you feel the job is that dangerous, why don't you quit?" or "what did you expect, it's a prison filled with the most violent people from our state?"

True statements but we need the public and policy makers to ensure the officers taking this inherent risk, receive support in the form of adequate salaries and number of positions. Our correctional officers should not have to work alone and maintain a second job or enroll their kids in the free and reduced lunch program at school.

**After taxes, a new officer takes home around \$1800.00 per month.** They deserve more. Corrections is a necessary and respectable career and should not be viewed as a stepping stone to other jobs in the criminal justice system. Prisons are expensive to run. Trying to limit or reduce corrections funding should come in the form of reducing the number of inmates the state incarcerates, not on the backs of our correctional

officers. Safe and humane prisons cannot be sustained with a turnover rate of 40%. Assisting inmates to become successful citizens prevents future victims. That duty is true public service and deserves respect and parity in pay.

**Number of Staff by Years of Service:**

- **One Year or Less:** **72**
- 1 - 2 Years: 44
- 2 - 5 Years: 62
- 5 - 10 Years: 52
- 10 - 15 Years: 39
- 15 + Years: 63

# Large Increase in Women's Population at the DOCR

By: Barb McGillivray, Director of Women's Service's

The number of female inmates serving sentences in North Dakota Department of Corrections and Rehabilitation contract facilities reached unprecedented numbers in December of 2014. While the state female prison population has been steadily increasing over the past three decades, there has been a dramatic increase in the DOCR's female inmate population over the past several months. On December 5, 2014, there were 211 female inmates under the control of the Department of Corrections and Rehabilitation. 143 female inmates were housed at Dakota Women's Correctional Rehabilitation Center (DWCRC), 23 at TRCC, and 45 in halfway houses. This is in sharp contrast to female inmate counts ranging from 155 to 171 in November and December of 2013 (and 2 female inmates in the late 70's).

All female inmates sentenced to the Department of Corrections and Rehabilitation are received at DWCRC in New England. DWCRC is a 126-bed women's prison consisting of a 70-bed minimum unit, a 40-bed medium unit, a 16-bed orientation unit, and a 5-bed Special Management Unit (high security unit). In addition to DWCRC, DOCR female inmates are housed at the Tompkins Rehabilitation & Correctional Center

in Jamestown, a 30-bed treatment unit for female offenders on the grounds of the State Hospital, or at halfway houses in Devils Lake, Mandan, Bismarck and Fargo.

While rapid prison growth has been a nationwide phenomenon over the past several decades, female inmates have been the fastest growing segment of the inmate population. In 2005, the National Institute of Corrections completed a research project on this population. They published a national profile of female offenders that noted the following; female offenders were disproportionately women of color, in their early to mid-30's, most likely to have been convicted of a drug-related offense, from fragmented families that include other family members who have also been involved with the criminal justice system, were survivors of physical and/or sexual abuse as children and adults, individuals with significant substance abuse problems, individuals with multiple physical and mental health problems, unmarried mothers of minor children, and individuals with a high school diploma or GED but limited vocational training and sporadic work histories.

Surveys completed in the fall of 2014, revealed the following about the female inmates incarcerated in

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*(Women's Population... continued from page 3)*

the North Dakota prison system. The average age is 33. 60% of our female inmates are Caucasian, 35% are Native American, and 5% African American or Hispanic. 79% reported they have children. 70% reported they had been subjected to sexual or physical abuse as an adult or child. 50% have a behavioral health diagnosis in addition to substance abuse disorders. 14% were diagnosed with a severe and persistent mental illness.

14% of the N D D O C R female inmates are serving sentences for serious violent felonies



(aggravated assault, robbery, gross sexual imposition, murder). 10% of the female inmates are serving sentences for other violent offenses (assault, contact by bodily fluids, child abuse, negligent homicide, preventing arrest, reckless endangerment, sexual assault, simple assault, terrorizing). 19% are serving sentences for property crimes, 45% for drug offenses, and 12% for public order offenses (actual physical control, DUI, escape, bail jumping, child neglect). There were 252 female inmate admissions in 2014. The average length of sentence imposed by the court is 3.67 years. The average length of stay is under one year. There were 207 releases from November 1, 2013, through October 31, 2014. 79% of those releases were to parole, 11% to probation, and 10% on expiration of sentence. 34.3% recidivate, 10.4% of those

for new crimes, 23.9% for technical violations.



Between January 2014 and November 30, 2014, DWCRC was over their 126-bed capacity

83% of the time. In order to accommodate the high numbers of inmates, DWCRC converted a chapel in the minimum security housing unit to an 8-person dorm and a small dayroom in the medium security unit to a 4-person dorm, adding a total of 12 beds. TRCC and the halfway houses have also been operating at capacity in their women's units.

DWCRC has eight individual cells in which to house inmates on the following statuses: medical observation, disciplinary detention, pre-hearing detention, administrative segregation, special assistance, observation and protective custody. Between January 2013 and June 30, 2014, the Special Management Unit/infirmarary cells at DWCRC were at or over-capacity 75% of the time. DWCRC housed the overflow disciplinary detention status inmates at the Dickinson Adult Detention Center (DADC-SWMCCC). Due to the high count of inmates at the jail, only a limited amount of overflow housing was available to DWCRC in 2014.



<b>Organizational Characteristics. All DOCR Inmates. One Day Counts on the Last Day Of The Month.</b> These numbers use the Association of State Correctional Administrator (ASCA) Performance Based Measurement Standards (PBMS) and are based on the controlling sentence.	December 2014	November 2014	October 2014	September 2014	August 2014	July 2014	June 2014	May 2014	April 2014	March 2014	February 2014
<b>General Organization Information</b>											
Prisoners Housed in NDSP, JRCC, MRCC	1,325	1,316	1,322	1,293	1,304	1,275	1,273	1,253	1,259	1,265	1,260
Prisoners Outsourced	393	376	356	340	328	328	336	338	321	318	323
Total Inmates Under DOCR Responsibility	<b>1,718</b>	<b>1,692</b>	<b>1,678</b>	<b>1,633</b>	<b>1,632</b>	<b>1,603</b>	<b>1,609</b>	<b>1,591</b>	<b>1,580</b>	<b>1,583</b>	<b>1,583</b>
Average Length of Sentence (Years)	6.75	6.77	6.79	6.99	6.88	6.93	6.93	6.76	6.82	6.82	6.80
<b>Prisoners Serving Sentences Of Court (Prison Sentence)</b>											
Inmates Serving Less Than 1 Year	10	9	11	11	14	11	7	6	7	7	5
Inmates Serving 1 to 3 Years	848	831	818	778	789	766	773	753	746	757	761
Inmates Serving 3 to 5 Years (3.01 to 5)	313	307	308	303	288	293	296	304	296	283	279
Inmates Serving 5 to 10 years (5.01 to 10)	217	220	217	219	222	220	215	212	216	223	224
Inmates Serving 10 to 20 Years (10.01 to 20)	157	153	153	152	149	144	150	149	148	147	152
Inmates Serving 20 to 40 Years (20.01 to 40)	82	81	82	81	81	80	80	81	80	80	75
Inmates Serving More than 40 Years (40.01 plus)	19	19	18	19	19	19	19	16	17	17	18
Inmates Serving Life with Parole	39	39	39	38	38	38	38	39	39	38	38
Inmates - Life Without Parole	33	33	32	32	32	32	31	31	31	31	31
Inmates - Death Sentence	0	0	0	0	0	0	0	0	0	0	0
<b>Crime Distribution Statistics (Use Controlling Sentence)</b>											
Part 1 Violent Crime Inmates	576	573	575	573	572	572	565	557	552	548	552
Other Violent Crime Inmates	252	250	247	233	234	226	221	220	225	227	219
Property Crime Inmates	275	266	261	252	255	255	259	268	268	260	262
Drug Offense Inmates	429	415	409	404	393	378	388	379	378	385	387
Other Public Order Offense Inmates	186	188	186	171	178	172	176	167	157	163	163
<b>Inmate Demographics</b>											
Average Inmate Age	36.25	36.17	36.16	36.15	36.09	36.19	36.13	36.14	36.03	35.90	34.90
Male Inmates	1,514	1,486	1,483	1,446	1,454	1,431	1,429	1,404	1,412	1,414	1,418
Female Inmates	204	206	195	187	178	172	180	187	168	169	165
White Inmates	1,149	1,135	1,128	1,094	1,089	1,076	1,082	1,073	1,063	1,063	1,057
Black Inmates	119	113	108	108	108	104	105	94	94	96	99
Native Hawaiian or Pacific Islander Inmates	0	0	0	0	0	0	0	0	0	0	0
American/Alaskan Native Inmates	348	347	340	333	339	331	332	337	334	335	341
Hispanic or Latino Inmates	88	84	88	87	85	84	81	79	81	81	78
Asian Inmates	6	6	6	5	6	6	7	6	6	6	6
Other Race/Ethnicity Inmates	8	7	8	6	5	2	2	2	2	2	2
Inmates With Unknown/Missing Race/Ethnicity	0	0	0	0	0	0	0	0	0	0	0
Inmates Non-Citizens	18	18	16	16	16	17	16	15	13	15	18

<http://www.nd.gov/docr/media/stats.html>

# Engaging Communities. Empowering Victims.

ND DOCR Celebrates National Crime Victims' Week, April 19-25, 2015

Information provided by National center for Victims of Crime Office for Victim of Crime

Every April, the Office of Victims of Crime (OVC) helps lead communities throughout the country in their annual observances of National Crime Victims' Rights Week (NCVRW) by promoting victims' rights and honoring crime victims and those who advocate on their behalf. This year's NCVRW will be held April 19-25 and the theme *Engaging Communities. Empowering Victims.* presents the opportunity to highlight the diversity of our communities, expand partnerships to serve victims of crime, enhance efforts to meet victims where they are, and empower crime victims as they pursue justice and recovery.

The U.S. Department of Justice will kick off the week with OVC's annual National Crime Victims' Service Awards Ceremony in Washington, DC to honor outstanding individuals and programs that serve victims of crime. ND DOCR will observe National Crime Victims' Rights Week with a mass media campaign including Billboards in the Bismarck, Washburn, Dickinson & Bowman regions, newspaper advertisements, Facebook posts and public service announcements at public events.

NCVRW honors and celebrates the achievements of the past thirty years in securing rights, protections, and services for victims. The bipartisan Victims of Crime Act (VOCA), passed by Congress in 1984, created a national fund to ease victims' suffering. Financed by fines and penalties paid by offenders, the Crime Victims Fund supports victim assistance and services, such as rape crisis and domestic violence programs and victim compensation programs that

pay victims' out-of-pocket expenses such as counseling, funeral expenses, and lost wages. VOCA has also pioneered support efforts for victims of once-hidden crimes such as domestic and sexual violence. Outreach is increasingly focused on previously underserved victim populations, including victims of color, religious and ethnic minorities, LGBTQ victims, and immigrant populations to name a few. Efforts are being made to ensure that all victims, regardless of their background or the crime committed against them, receive the support they deserve.

"Victim empowerment is a central tenant of our work," said Joye E. Frost, Director, Office for Victims of Crime (OVC), U.S. Department of Justice. "By engaging the entire community, we are able to maximize and leverage existing resources to better serve *all* victims of crime and provide the necessary support through their journey to healing. This year's NCVRW theme emphasizes that we all have a role to play."

OVC encourages widespread participation in the week's events and in other victim-related observances throughout the year. For additional information about the 2015 National Crime Victims' Rights Week and how to assist victims in your community, please contact Carisa Upton, Victim Services Coordinator at (701) 328-6183 or visit the Victim Service Program at <http://www.nd.gov/docr/programs/victims.html>. For additional ideas on how to support victims of crime, visit the Office for Victims of Crime website, <http://www.ovc.gov>

# ADVANCE Mentoring Program

By: Tracy Stein, Human Resources Director

On March 3, 2015, another successful year of the Advance Program was accomplished. Eighteen participants graduated from the program. Half the participants were Mentees and the other half, Mentors. A closing training celebration was held at the National Energy Center of Excellence Building on the Bismarck State College Campus on March 3. The training topic centered on participants reflecting on the previous Advance year and continuing to work beyond the program year and the mentoring relationship.

Since the inception of the Advance Program in March 2010; 114 participants have successfully completed Advance. Another Launch training session of Advance will begin on March 11, 2015, with 20 employee pairs (10 Mentees and 10 Mentors) participating. It will be the sixth year for the program. At the Launch session, employees will be trained on mentoring foundations, the mentoring alliance,

and creating the desired mentoring relationship. Participants will hear from a panel of previous Advance participants on their experiences in the program.

I have had the honor of coordinating the Advance Program and its events for the previous five years. It been amazing to me seeing how staff within the DOCR have grasped the intent and goals of this program. So many Mentors have been willing to pass on their skills to Mentees that have shown a dedicated willingness to learn. I look forward to future success stories from ADVANCE participants and continued support for this program by the employees of the Department of Corrections and Rehabilitation.



## A Message from the Editor

The Insider Newsletter is an official publication of the North Dakota Department of Corrections and Rehabilitation, and is published four times each year. Its goal is to enhance communication and keep staff, and all those interested, informed of developments and achievements throughout the Department. All employees are encouraged to submit articles, letters, comments, and ideas for future issues of The Insider to be considered in the next publication. The Editor reserves the right to edit or exclude, if deemed inappropriate, any items submitted for publication. Please e-mail articles to:

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<b>DOCR Adult Services Inmate Population Information</b>						
<b>Inmate Population on December 31, 2014 (Male and Female)</b>						
<b>TOTAL COUNT: 1718</b>						
NDSP 731, JRCC 440, MRCC 154, DWCR 135, Non Traditional Beds 258						
Non-Traditional Bed Breakdown:						
Correctional Centers (Jails) 12, Interstate Compact 22, TRCC 70, BTC 73, GFC 8, MTPFAR 35, MTPMDN 5, FTPFAR 12, FTPMDN 16, LRRP 5						
Year	2009	2010	2011	2012	2013	2014
<b>Inmate Count on December 31</b>	1490	1505	1440	1536	1576	1718
<b>Inmate Count on December 31 (Crime Type)</b>						
Offense	2009	2010	2011	2012	2013	2014
Violent Offenders (Excluding Sexual)	430	457	470	507	536	569
Sex Offenders	244	270	275	282	274	298
Property and Other Public Order Offenders	432	401	336	354	351	349
Drug & Alcohol Offenders	398	377	359	393	415	502
Drug - Deliver, Manufacture or Intent	235	228	234	256	247	258
Drug - Possession Only	140	119	100	109	136	171
Alcohol - DUI, APC	23	30	25	28	32	73
<b>Inmate Count on December 31 (Minimum Mandatory)</b>						
Offense	2009	2010	2011	2012	2013	2014
Breaking Into a Motor Vehicle	0	0	0	0	0	1
DUI/Actual Physical Control	15	22	21	24	10	2
Driving Under Suspension	0	1	0	0	0	0
Drug Offenses (Not Alcohol)	28	31	35	37	31	26
Reckless Endangerment	0	2	2	0	0	3
Assault	9	11	15	11	9	5
Burglary With Weapon	0	0	0	0	0	0
Felonious Restraint	0	0	0	0	0	0
Kidnapping	1	1	1	1	1	0
Sex Offense	5	8	9	8	10	11
Terrorizing	7	5	8	10	14	6
Robbery	9	7	6	5	9	11
Negligent Homicide	0	2	2	1	1	1
Manslaughter	1	1	1	0	0	0
Murder *	11	11	13	14	14	16
Felon in Possession of a Firearm	1	0	1	0	0	0
Offender Registration Violation	2	3	3	3	0	0
Total	89	105	117	114	99	82
* There are 70 males and 2 females with a life sentence (not all are minimum mandatory sentences)						
<b>4.77% of the inmate population on December 31, 2014 had a minimum mandatory sentence.</b>						
<b>Inmate Count on December 31 (85% Truth-In-Sentencing)</b>						
	2009	2010	2011	2012	2013	2014
Number of Inmates Having 85% TIS	233	265	274	280	308	318
Average Sentence In Months	97	96	99	111	101	100
Average Sentence Does Not Include Inmates With Life Sentences						

**DOCR Adult Services Inmate Population Information (Male and Female)**

<b>Average Inmate Population, Arrivals, Releases by Fiscal Year</b>						
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Average Daily Population	1451.19	1478.29	1477.26	1459.68	1528.65	1567.87
Admissions	1019	1063	1005	1062	1206	1290
Releases	1028	1003	1036	1049	1141	1229
<b>Fiscal Year Admissions Of 85% Truth-In-Sentencing Inmates</b>						
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	2014
Number of Inmates	80	85	96	85	112	101
Average Sentence In Months	45.86	45.31	43.59	55.32	39.25	51.62
Average Sentence Does Not Include Inmates With Life Sentences						
<b>Number Of Fiscal Year Admissions by Crime Type</b>						
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
All Inmates	1019	1063	1005	1062	1206	1290
Violent Offenders (Non-Sexual)	227	224	238	241	305	277
Sex Offenders	64	76	81	85	81	83
Drug & Alcohol Offenders	356	339	336	351	413	522
Property and Other Public Order Offenders	372	424	350	385	407	408
<b>Average Sentence Imposed By Court (Fiscal Year, Crime Type, In Months, Excludes Life Sentences)</b>						
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
All Inmates	29.66	31.29	33.55	31.74	31.26	34.31
Violent (Non-Sexual)	32.30	32.84	42.34	34.73	29.45	43.56
Sex Offenders	62.97	71.09	67.91	64.08	81.88	75.29
Drug & Alcohol Offenders	29.89	31.20	31.30	31.09	28.96	29.68
Property and Other Public Order Offenders	22.87	23.35	21.93	23.48	25.06	25.70
<b>Number Of Fiscal Year Admissions By Length Of Court Imposed Sentence</b>						
	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014
Less Than One Year	45	56	50	57	39	23
One Year to Less Than Five Years	865	892	826	892	1038	1114
Five Years to Less Than Ten years	79	80	91	78	93	104
Ten Years to Less Than Twenty Years	17	22	23	23	16	27
Twenty Years or More	13	13	15	12	20	22

NOTE: The average sentence is that sentence imposed by the court. It does not take into account such things as good time, credit for time served, parole relief or any other method of shortening the sentence except Pardon Advisory Board recommendations adopted by the Governor (which can actually change the sentence). The average sentence is reported in months to two decimal points.

**Data is based on the “controlling sentence” for offenders who are admitted for multiple crimes.**

**NDSP** = North Dakota State Penitentiary. **JRCC** = James River Correctional Center. **MRCC** = Missouri River Correctional Center.

**DWCRC** = Dakota Women’s Correctional Rehabilitation Center (New England). **TRCC** = Tompkins Rehabilitation Correctional Center (Jamestown). **BTC** = Bismarck Transition Center. **MTP** = Male Transition Program (Fargo & Mandan). **FTP** = Female Transition Program (Fargo & Mandan). **GFC** = Grand Forks Centre. **LRRP** = Lake Region Re-entry Program (Devils Lake).

# Operating a Correctional Facility in North Dakota

By: Steven Engen, Director of Inspections & PREA Coordinator

Recently I was asked the question, "What is the best way to operate a successful correctional facility?"

The answer, while simple, is the priority must be on corrections. All divisions in any agency are important. However, when a division within the agency is responsible for the care, custody and control of others on a 24 hour basis, corrections must have an extremely high priority within an agency.

Too many times a sheriff inherits a correctional facility at the time of election, knowing little or nothing about the proper operation of a correctional facility. While being an excellent law enforcement professional, this person may have little understanding or concern about state laws, correctional rules or clearly established federal law involving corrections.

Today, many facilities in North Dakota are operating at or near capacity. This has proven troublesome for many facilities across the state. The use of contract housing, modified bond schedules and cite and release procedures are being used to help avoid correctional facility over population. In addition, some counties are in the planning stages of new construction or adding on to current facilities to meet the growing demand for correctional beds. A correctional facility cannot operate efficiently or legally beyond its rated bed space capacity. When this violation occurs, inmates, staff

and the facilities safety and security become compromised.

In order to operate a correctional facility in North Dakota the following "best practices" must be in place.

1. A commitment to care must be present in all actions taken and decisions made, from the chief executive to the newest of entry level staff.
2. Recruit, hire, recognize, and compensate staff that carry the agencies mission of corrections forward.
3. Develop, maintain and share with all staff a living operations and policy manual for every operation within the facility.
4. The priority within the department must be corrections. In a multi department agency corrections must be a priority.
5. Train the staff to do the job. Look for ways to help staff do their jobs better and more effectively. Provide every staff the opportunity to complete the required training within the required time. Give staff the tools to do their jobs.
6. Be part of the community by encouraging community involvement when developing and presenting programming within the facility.

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