

Warden's Report
March 2023

Prior to the Wardens Report, Warden Williams thanked Executive Director Howard Lazarus for his service to George W. Hill as well as his service to Delaware County.

Warden Laura Williams reported the following:

Infectious Disease Update:

On November 29, 2022, the CDC revised the previous guidance for congregate settings to include homeless service sites and correctional and detention facilities. Delaware County has reduced to a “low” transmission rate, recommendations by the CDC are followed. Donning of masks remains optional within the facility. Masks are always available as it is strongly recommended that they are worn by staff and the incarcerated population in Intake, on Intake housing units and in the medical unit.

There were 58 incarcerated persons tested utilizing PCR tests in February with 1 positive infection. The total vaccination rate is 56% among the incarcerated population. The facility did not host any vaccination clinics in the month of February. There were no staff members out with COVID. There were no confirmed or suspected cases of Monkeypox within the institution.

Monthly Statistics –February 2023:

- Current population: 1,265 incarcerated persons
- There were 106 Weekender participants in February
- 13 were “first timers”
- 4 were female
- Total commitments in February: 522
- Total discharges in February: 483
- There were few instances when full recreation was not provided
- 2/1/23 – 2/3/23: Units 4-9 reduced due to institutional search
- 2/7/23: Units 4-9 (1st shift only) reduced due to institutional search
- 2/9/23: Units 4-7 (2nd shift only) reduced due to searches
- 2/10/23: Units 4-7 (2nd shift only) reduced due to searches
- 2/13/23: Full facility 1 cell at a time, 1st shift due to staff call outs
- 2/27/23-2/28/23: Units 5 and 6 received split/tier recreation for searches

Major Incidences:

Major incidences for February were reported during the February JOB meeting. There were multiple targeted searches completed during the month of February to locate and remove any dangerous contraband from the facility. All cases were fully investigated and referred to the Office of the District Attorney through partnership with CID.

Tablet Expansion: Video Visitation:

- Between the dates of 2/1/23 – 2/28/2023
- 6,766 video visits were completed on the housing blocks
- Systematic and staged approach as technology access is increased
- 12/19/22: SMU-A (Juvenile Males), Unit 4 and Unit 9
- 1/9/23: Unit 5 and 8 were added with SMU-A gaining an additional time period
- Week of 2/13/23: Added Units 6 and 7
- February 24, 2023: Added Unit 10
- NFC's (kiosks) will be delivered to the medical unit to complete all housing units
- Next phase will be to look at expanding video visitations in the facility during the evening shifts

Cost Recovery Items – February 2023

Processing Fee	\$20,387.46	\$43,331.33
Damage to Prison Property	\$545.66	\$703.84
Medical Visits	\$615.29	\$1,333.73
Postage	\$0.00	\$0.00
Total Funds Recovered	\$21,548.41	\$43,368.90
Deposited to Inmate Welfare (under \$1.00)	\$3.78	\$6.31

Training Academy and Staffing:

On Friday, February 17th a class of 10 Correctional Officers were honored and sworn in as they completed the Academy. There will be a class complete the Academy on March 17th that will consist of 15 officers, 1 sergeant, 1 Maintenance Tech and 1 Records Tech. On March 6th a new class began that included Correctional Officers, Maintenance Staff, Director of Internal Affairs and Healthcare Staff. The next class will begin on Monday, April 3, 2023.

Employee of the Month:

Warden Williams has been accepting nominations for employees of the month and awarding 2 employees with recognition each month. Incentives include parking in the employee of the month designated space, recognition amongst staff and a certificate. March employees of the month were Lieutenant Amanda Lubrano, Correctional Officer, James Jackson and Correctional Officer Dameer Christopher.

Seeking Additional Employees:

George W. Hill is seeking to fill vacant full-time positions as soon as possible:

Security Personnel:

- Correctional Officer
- Sergeants
- Captain
- Intelligence Analyst
- Investigator
- Locksmith
- Sanitation Crewman

Programs & Support:

- Case Manager
- Substance Abuse Counselor
- Volunteer Coordinator
- Wellness Instructor

Administration:

- Deputy Warden
- Contract Compliance Manager

Human Resources:

- Labor Relations Generalist
- Leave Administrator

Records and Booking:

- Booking Clerk

Goal Setting for 2023:

Employment/Staffing:

- Increase retention/decrease attrition
- Reduce vacancy rates
- Continue investment in professional development
- Development of on-boarding and training for “non-security” roles
- Cross training opportunities with other county jail facilities

Facility:

- Kitchen renovation
- Replace the Roof/HVAC system
- Enhanced lighting
- Updated staff dining facilities
- Replace laundry equipment
- Development of Training/Firearms

Technology:

- Full implementation of PowerDMS
- Establishment of Wi-Fi infrastructure in the facility for enhance technology and efficiency of process
- Executing a contract with Guardian RFID and implementing facility side use of monitoring technology
- Convert the grievance proves on tablets for functionality
- Convert commissary ordering to tablets
- Body scanner
- Camera surveillance

Population:

- Increase program availability and access to recreation equipment during out of cell time

Budget:

- Increase sustainability by finding alternative funding/revenue sources to support program expansion as well as operational needs

Programs/Services:

- Increase services for youthful offenders
- Increase psychoeducation to include parenting, relationships, job readiness, life skills (i.e. banking, interviewing)
- Increase partnerships with local universities
- Increased community engagement and stakeholders for ease of re-entry and re-integration

Training:

- Increase partnerships with other field of corrections leaders
- Increase utilization of APEX Virtual Reality Simulator and embed in annual in-service training
- Enhance the documentation/tracking/control of all completed trainings
- Increase certifications throughout a multitude of job classifications

2023 Goal Progress:

- Full implementation of PowerDMS
 - Power DMS progress has been profound with the MIS Manager and Compliance Administrator taking the lead to increase the competency and capacity of leadership staff to utilize PowerDMS for policy review and revision

- Establishment of Wi-Fi infrastructure in the facility for enhanced technology and efficiency of process
 - On-site surveys have been completed.
 - Bids are being finalized to determine the overall cost and scope of the work
- Convert grievance process on tablets for functionality
 - Several different modules within this functionality have been tested
 - Continuing to work to convert commissary ordering to tablets
- Body Scanner
 - Site survey was completed
 - Training will be scheduled with the organization
 - A camera is being added to the space and moving forward with installation
- Camera Surveillance
 - Nearing 100% completion of the drawings and have continued to engage multiple vendors in demonstrations to experience the technology of the camera and corresponding software
- Increase services for Youthful Offenders
 - Scheduled a meeting with Delaware County Intermediate Unit (DCIU) leadership to collaborate on increasing successful education ventures on the housing unit for in-person instruction
 - DCIU is a regional education services agency and is comprised of educators who have full-time committed employment AND provide services through the agency as well
 - The Juvenile Unit has in-person education/instruction in the evenings (Monday-Friday) and provides individualized services on the weekends
 - DCIU provides education services to the general population of incarcerated persons as well
 - Curriculum includes English, Language Arts, Mathematics, Numbers and Operations, Algebra and Geometry
 - Science and Technology:
 - Biological Sciences, Physical Sciences, Earth & Space Sciences, Technology & Engineering
 - Continuing to evaluate additional programs and services – want to ensure the availability of recreation opportunities.

Deputy Warden Dele Faly noted that Ramadan begins March 22nd at sunset and ends on Thursday, April 20, 2023. There are 195 participants.

Education Programs:

The GED Program continues to achieve. There were 11 GEDs earned in the month of February.

Flagger Training:

There were 23 incarcerated persons who earned a Flagger Training certificate in February. The Flagger certificate is accepted by Penndot and enhances the application process for a public roadway position in Pennsylvania.

Spartan Chemicals:

There were 16 I/Ps certified in Clean Safe through Spartan Chemicals in February.

Anger Management:

There were 40 I/Ps who had completed Anger Management in February.

Religious Services:

There were 282 I/Ps who attended Religious Services during the month of February. There were 12 Pastoral Visits; there were 38 individuals attending Religious In-Person services.

Programs and Reentry Administrator, Kelly Shaw mentioned that the Maternity Care Coalition continues to provide individual support to pregnant women and new mothers. Services will be expanded in late March to offer group parenting classes to the female population on a weekly basis. The parenting education program uses the evidence-based Nurturing Parenting Curriculum. The co-facilitators will provide a supportive space to discuss parenting concerns and learn new information. The Parenting Group is not only informative, but also reflective, supportive, and empowering. Ms. Shaw thanked Maternity Care Coalition, Senior Director of Programs, Colette Green for the extended support of the female population at George W. Hill.

In addition to serving the juvenile population, Mindfulness weekly practice is available to the female population and began on Wednesday, March 8th.

The first Step Vocational Program completed cohort 4 on Friday, March 10th with 6 graduates. The First Step Vocational Program provides employment support services to enhance and retain employment post release. The First Step grant funded program stipulates for participants to reside in Delaware County and sentenced. The Aramark In2Work Program will provide workforce development opportunities for those who do not meet the grant qualifications. To date: 17 of the 27 program graduates have been released; 5 of the 17 released graduates have voluntarily reconnected with EDSI and gained employment and are actively interviewing.

The First Step Program is 30 percent voluntary continuation of service, post release is an indicator that progressing- preparing the incarcerated population for a successful return home and assisting in obtaining sustainable employment. George W. Hill is 100% motivated to continue to bridge the gap between incarceration and community re-integration ultimately reducing recidivism.