

Warden's Report
May 2023

Warden Laura Williams reported the following:

Monthly Statistics –April 2023:

- Current population: as of 5/9/23: 1,299 incarcerated persons (an increase of 6 from since last month's meeting)
- There were 30 Weekender participants in April
- 16 out of the 30 were "first timers"
- 4 were female
- Total commitments in April: 510
- Total discharges in April: 496
- There were few instances when full recreation was not provided
- 4/3/23 1st Shift –no recreation on SMU-A
- 4/10/23 1st Shift –modified recreation
- 4/29/23 2nd Shift –7B no recreation

Major Incidences:

There were no major incidences in April.

National Nurses Week and National Correctional Employees Week:

There were proclamations made during the County Council meeting on May 3rd to honor hard-working staff at George W. Hill Correctional Facility. National Nurses week runs from May 6th – May 12th. National Correctional Employees week is from May 7th – May 13th. There were multiple events held to honor past, present, and fallen employees at George W. Hill.

Training Academy and Staffing:

Class 0323-A completed their academy and were sworn in by Honorable Judge Richard Cappelli on April 14th. The following officers were promoted to Sergeant during the month of April: Yolanda Holmes, Cierra Riggs, Andre Goddard, and George Williams. On May 1st, a new class began that consisted of Correctional Officers, Healthcare Staff, Case Managers, and a Maintenance Director. There is a class expected to graduate on Friday, May 12th. The next class will begin on Tuesday, May 30, 2023.

Training Opportunities:

In April three staff members had attended the Mock Prison Riot hosted at the decommission West Virginia Penitentiary in Moundsville, WV. Hands-on training was provided to allow law enforcement professionals work together while utilizing tactical equipment and technology to safely resolve matters. All three employees had obtained certifications as instructors for less lethal measures (3-year certification); two employees had obtained their certification as operators of the pepper ball system and one employee had obtained their instructor certification for Sabre Red (OC).

Employee of the Month:

Warden Williams awarded 4 employees with recognition. Incentives include parking in the employee of the month designated space, recognition amongst staff and a certificate. The 4 employees for the month of May were: Correctional Officer Franklin Weaver; Academic Instructor, Colleen Gilmartin; Sergeant Verlia May-Russell and Sergeant Alicia Milbourne.

Seeking Additional Employees:

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

Security Personnel:

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

Programs & Support:

- Substance Abuse Counselor
- Volunteer Coordinator
- Wellness Instructor (x2)

Administration:

- Deputy Warden of Security & Training Operations
- Contract Compliance Manager

Human Resources:

- Labor Relations Generalist
- HR Generalist Administrator

Cost Recovery Items –April 2023

Processing Fee	\$20,166.82	\$84,581.22
Damage to Prison Property	\$946.18	\$2,538.15
Medical Visits	\$491.96	\$2,524.20
Postage	\$0.00	\$1.74
Total Funds Recovered	\$21,604.96	\$89,645.31
Deposited to Inmate Welfare (under \$1.00)	\$3.82	\$16.58

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 – Focus for Progress:

- 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:

Technology:

- Converting the grievance process on tablets for functionality
- Every department was converted to allow for the incarcerated population to submit requests for information and grievances through the tablets
- Paper options are still available
- This has reduced wait time and increased responsiveness to resolve challenges

Population:

- Increased program availability and access to recreation equipment during out of cell time
- All the units have been delivered and the Warden's office is working to finalize the process of clearances for installation of the units. The goal is to complete installation by the end of June.

Facility:

- Meetings have been occurring on a bi-weekly basis with engagement from dietary partners as well as the engineering firm

Training:

- Increased certifications throughout a multitude of job classifications
- One Sergeant went to Elizabethtown Department of Corrections for certification in hostage negotiations
- One Lieutenant and Two Officers had participated in the Mock Prison Riot with increased certifications
- Increased partnership with other field of corrections leaders
- Deputy Warden Dele Faly participated in the Pennsylvania County Correctional Association Spring Conference in the beginning of April. The conference was held in Cranberry, PA
- Warden Laura Williams participated in the Pennsylvania Prison Wardens Association Conference at the end of April. The conference was held in King of Prussia, PA

Aramark Commissary Update:

Warden Williams and her team have worked collaboratively with the organization to increase the menu items. There were 100 new items added to the menu. The JOB voted to reduce commissions from commissary from 47% to 32% to reduce the overall per item cost. There are still increased rates from the former menu due to inflation and increases in Consumer Price Index (CPI). The new menu was implemented on May 1st.

Aramark Dietary Update:

Warden Williams has worked collaboratively and in partnership with Aramark to adopt a "Heart Healthy" menu for the entire I/P population. The new menu was implemented on May 1, 2023.

ViaPath:

On April 13th ViaPath installed CypherWorx, a free platform that delivers basic education, GED preparation, life skills, substance use and vocational education. More than 2,000 courses and can be accessed during and post incarceration. Since its inception, there were 489 learners who have logged into the platform and completed 120 courses.

Key Highlights for April 2023:

Education Programs:

There were 7 GEDs earned during the month of April. The average GED Passing rate for George W. Hill is 67%.

Flagger Training:

There were 47 incarcerated persons who had earned a Flagger Training certificate in April. The Flagger certificate is accepted by Penndot and enhances the application process for a public roadway position in Pennsylvania.

Spartan Chemicals:

There were 28 I/Ps certified for various and multiple modules with 52 certifications earned in April.

Anger Management:

There were 27 I/Ps who had completed Anger Management in April.

Religious Services:

There were 589 I/Ps who had attended Religious Services during the month of April. There were 3 Pastoral Visits; there were 38 individuals attending Religious In-Person services.

Ramadan:

On Thursday, April 20th there were 161 Muslim I/Ps who had participated in the Eid Al-Fitr and Ramadan special meal feast.

Deputy Warden Dele Faly mentioned that George W. Hill was selected to participate in a National Inmate Survey (NJS). The survey is a research study done by the Bureau of Justice Statistic National Prison Rape Statistic Program and Wes Stat. The purpose of the study was to learn more about sexual assault in prisons. There were 285 I/Ps were randomly selected with 177 targeted for completion. Results will be published.

George W. Hill encourages community-based organizations (CBOs) to apply for government funded grants. Wednesday, May 24th is the deadline for the Bureau of Justice Administration (BJA) FY 23 Second Chance Act community-based re-entry solicitation. CBOs funded BJA grant recipients are welcomed for a comprehensive re-entry service delivery with wraparound case management plans that directly access criminogenic risk and needs. FY23 Second Chance Act is focused on equity. CBOs need a letter of support. The deadline to request a letter of support for the FY23 BJA grant is Thursday, May 18th.

Programs and Reentry Administrator, Kelly Shaw stated on Tuesday, April 4th there were 10 female participants who had successfully completed the Delaware County Community College Class – Student Success and earned 3 college credits. Classes for co-occurring male college courses will begin on Tuesday, June 6th. Classes are offered for classifications of general population and maximum security.

Delaware County Community College was awarded a Second Chance Pell Grant which supports higher education at George W. Hill. The initiative is spearheaded by Dr. Richard McFadden Dean of Social Science Division.

On Thursday, April 27th George W. Hill began partnership with PathStone Organization. PathStone is a Young Adult Reentry Program referred to as YARP. YARP administrators meet with clients individually to support attending court dates, collaborating with parole officers and developing comprehensive reentry plans. YARP services can accommodate English as a second language. Currently there are 7 young adults receiving YARP services.