

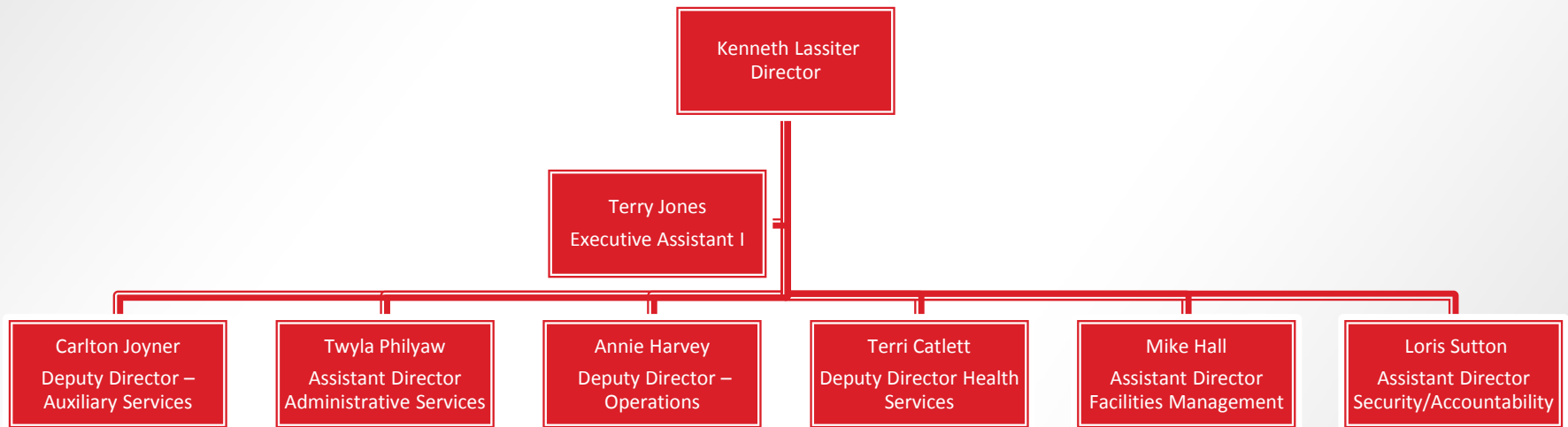
# Prisons

March 20, 2018

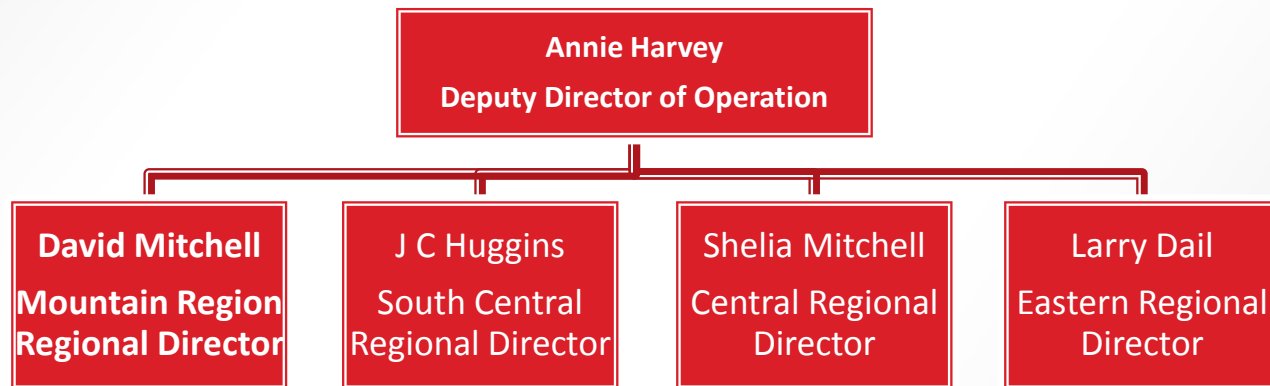


# Overview of Prisons – Org Structure

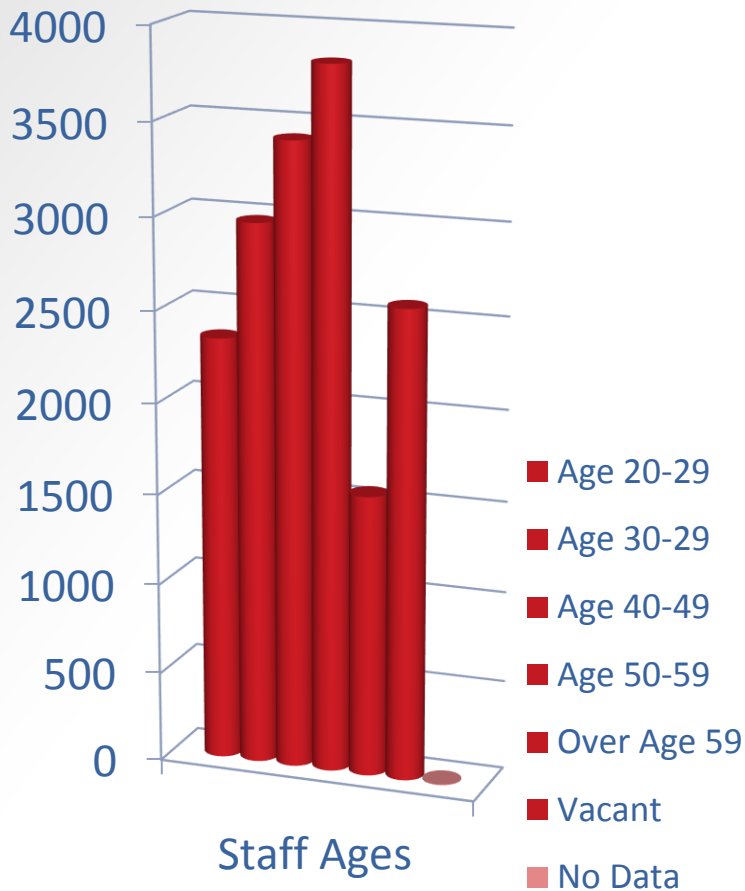
## Prisons Administration (Leadership Team)



# Four Correctional Regions



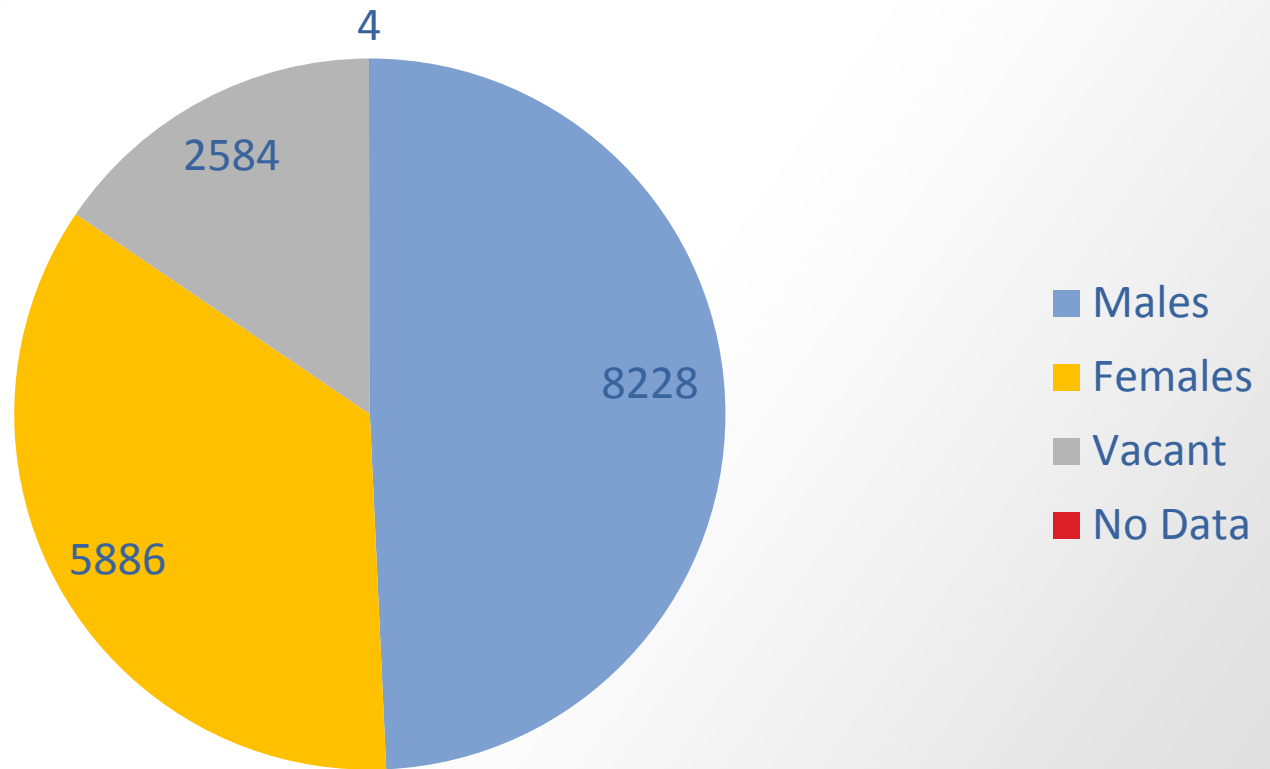
# Prison Staff Demographics



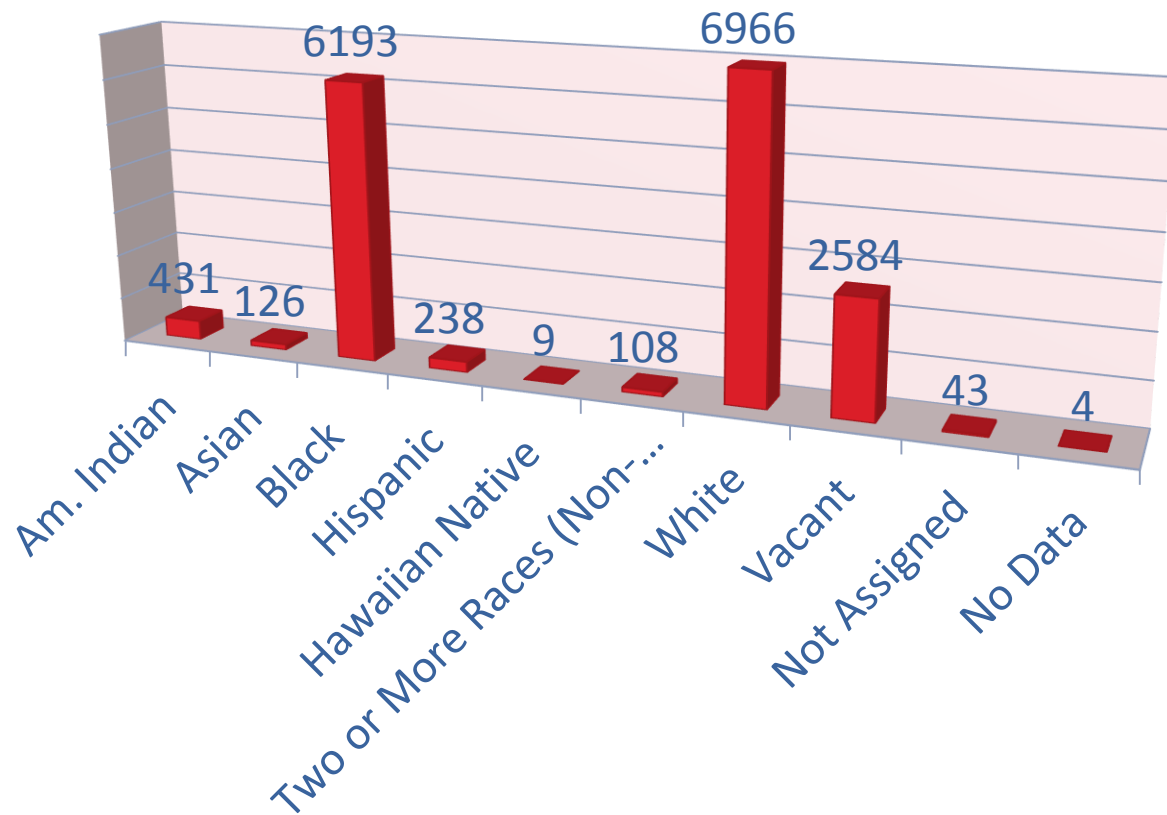
▶ 20-29 yrs.	2341
▶ 30-39 yrs.	2973
▶ 40-49 yrs.	3418
▶ 50-59 yrs.	3823
▶ Over 59 yrs.	1559
▶ Vacant	2584
▶ No data	4
▶ <b>TOTAL</b>	<b>16,702</b>

# Prisons Staff Demographics

## Gender

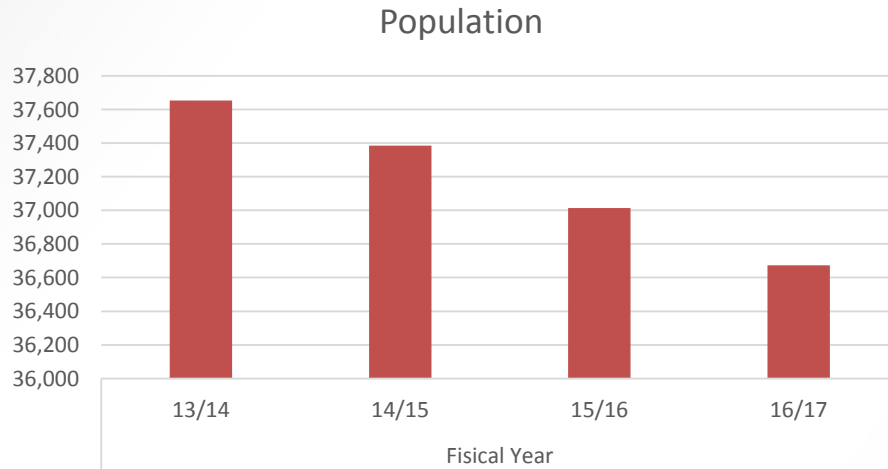


# Prisons Staff Demographics

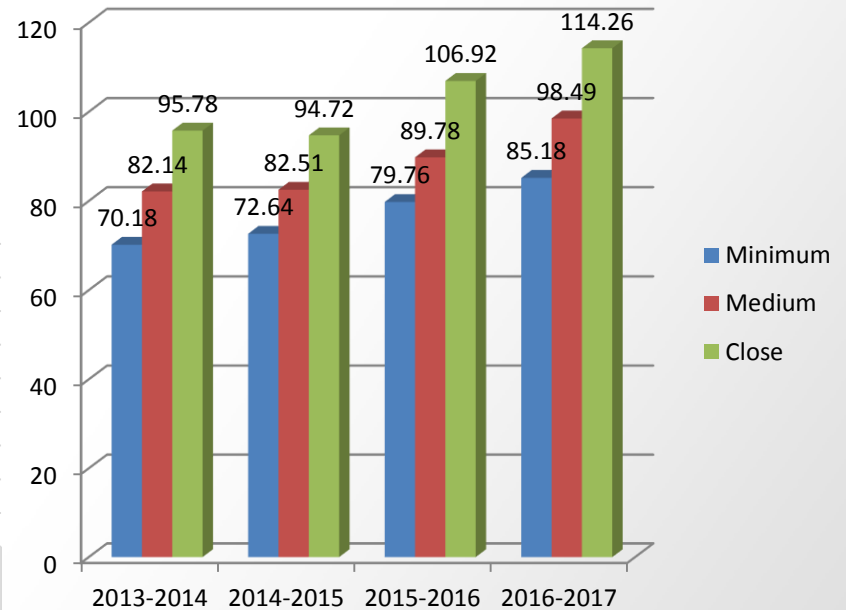


# Overview of Prisons - Population

The inmate population has steadily decreased over the last 4 years.



The average cost per inmate per custody level has increased over the last 4 years.



# Age Group Classification of Prison Population as of 3/11/2018

## Years of Age

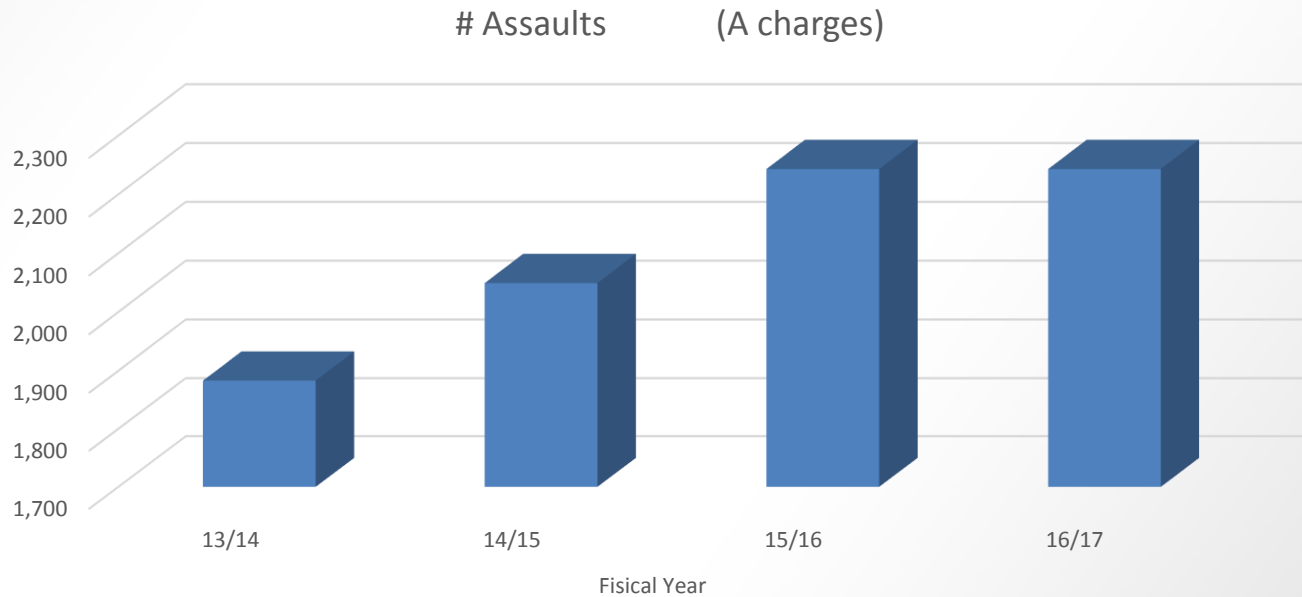
▶ 15-16	11	.03%
▶ 17-18	230	.63%
▶ 19-20	764	2.10%
▶ 21-35	15,173	41.65%
▶ 36-45	9454	25.95%
▶ 46 & over	10,795	29.63%

- ▶ Most violent offenders have been identified in the less than 35 years of age groups



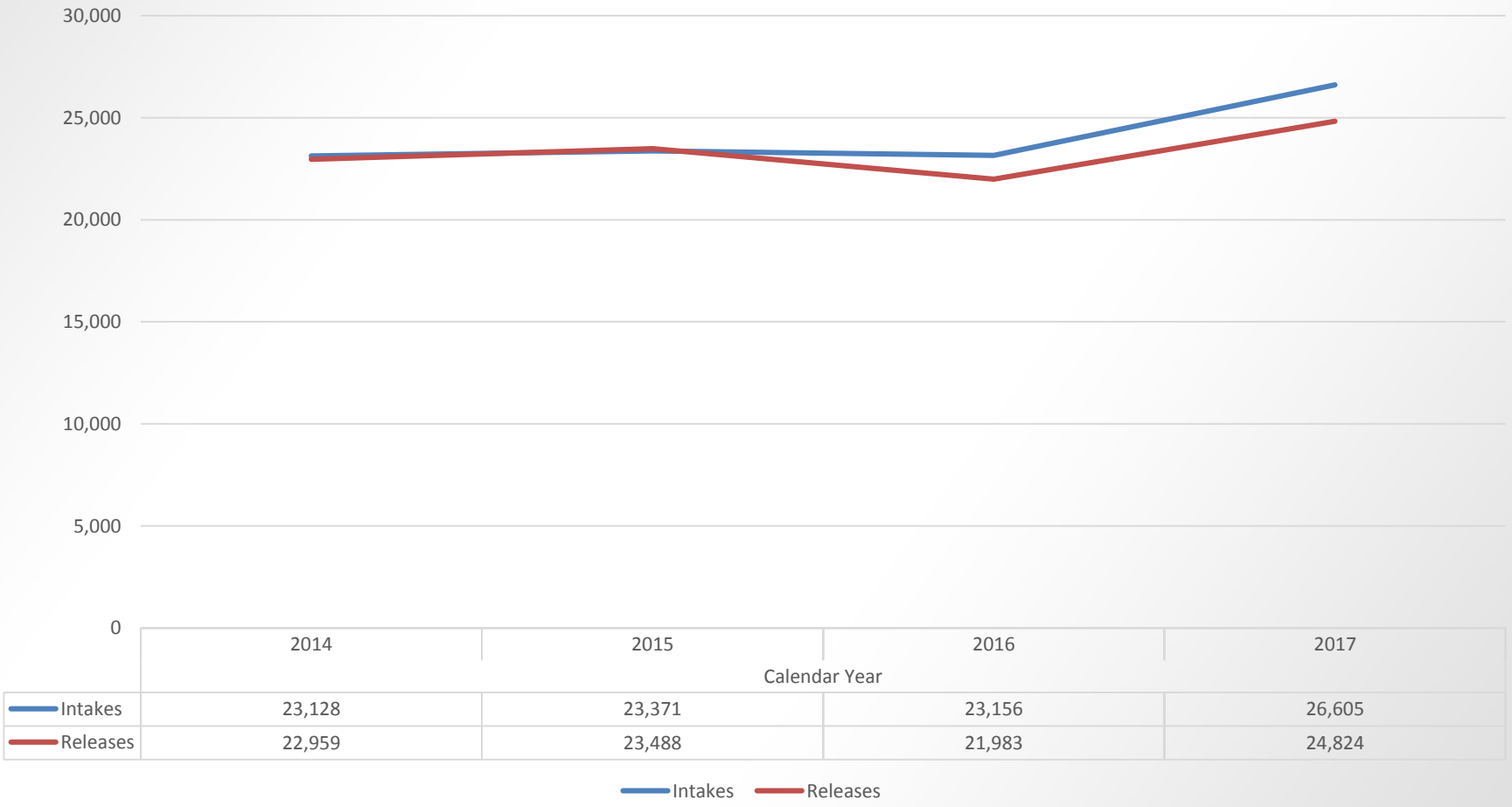
# Overview of Prisons - Population

- ▶ While the population has decreased, the assaultive nature of the population has increased, thus increasing the number of assaults.



# Overview of Prisons - Population

Intakes & Releases



- ▶ As of 12/31/2016, North Carolina had an Incarceration Rate of 339 Prisoners per 100,000 population (inmates sentenced for more than 1 year) compared to 450 Prisoners per 100,000 US population; 29 states had higher rates. North Carolina had the 13th highest Prison Population among the 50 states and the District of Columbia. Bureau of Justice Statistics (2018).

# Overview of Prisons - Training

- ▶ Crisis Intervention Training
- ▶ Motivational Interviewing
- ▶ Suicide Prevention & HOPE Training for all staff
- ▶ ACA Behavioral Health Certification at TDU locations
- ▶ Supervision of Female Offenders – NCCIW complete and in process of TTT sessions at other female facilities to conduct training sessions for staff at those facilities
- ▶ Trauma Informed Care began in February, 2017
- ▶ Additional 9,000 hours of training were provided to the staff at Marion and Pasquotank during the 3<sup>rd</sup> and 4<sup>th</sup> quarters of 2016 in order to appropriately prepare them for work with the RDU population. Some of these classes included:
  - Motivational interviewing
  - Multi-cultural Awareness
  - Officer Offender Relations – De-Escalating Aggressive Behavior
  - Interpersonal Communications
  - Antisocial Thinking and Problem Solving

# Restrictive Housing Changes

- ▶ Policy Revisions and Practice Changes:
- ▶ Removed MCON and ICON designations from Conditions of Confinement policy which consolidated MCON and ICON into Restrictive Housing for Control Purposes (RHCP) – May, 2016.
- ▶ Re-missioning began with the creation of a Rehabilitative Diversion Unit at Marion in February 2016. Both facilities are designed to house control inmates not identified as M3 or higher. Currently 168 inmates are assigned to Marion.
- ▶ Central Prison and Maury were identified as the facilities that would house M3 inmates assigned to control.

# Overview of Close Custody

- ▶ Strategies developed to manage this population:
- ▶ Prisons management has worked toward the detection of contraband cell phones and in particular installed a cell phone detection system in Polk in January 2015.
- ▶ Additional CellSense devices have been purchased for close custody facilities to utilize in entrance and exit areas, receiving, and during facility searches.
- ▶ Bids are currently under review for the purchase of a Managed Access System to be installed at Scotland and Maury facilities. The system will intercept the use of unauthorized cell phones and detect drones in and around the facilities' perimeters.
- ▶ Over the last 36 months at Bertie, Alexander, Scotland, Lanesboro, Hyde and Pasquotank the population of these facilities has been reduced due to the lack of custody, medical and mental health staff. This had a negative impact on the ability to separate SRG members and manage disruptive inmate behavior.
- ▶ As part of the addition of the RDU's, management increased custody staffing and behavioral specialists at Marion in order to adequately manage the offender contacts and programming in this program.

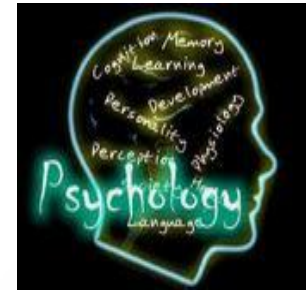
# Health Services Cost

Years	Inmate Population	Actual Expenditures	Cost per inmate	% increase over prior fiscal year
FY 13-14	37581	241,246,050	6419	2.18%
FY 14-15	37841	249,041,874	6581	3.23%
FY 15-16	37136	269,400,694	7,254	8.17%
FY 16-17	36411	322,047,932	8,845	19.54%

Extended LTC stays, Increase Mental Health population (medication & staffing), Hepatitis C treatment, Supplemental Staffing (travel nurses & locum providers)

# Staffing Issues

- ▶ Impact all HS disciplines
- ▶ Challenges
  - Hiring Processes
  - Vacancy rates
  - Aging of staff
  - Location of prisons
  - Allocation of staffing





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