

Warden's Report
August 2023

Warden Laura Williams reported the following:

Monthly Statistics –July 2023:

- Current population: as of 8/8/23:1,251 incarcerated persons (increase of 73 from since last month's meeting)
- Weekender Program:
 - There were 16 Weekender participants in July
 - 10 of the 16 were "first timers"
 - 4 were female
- Total commitments in July: 570 (last month was 556)
- Total discharges in July: 573 (last month was 513)
- Recreation -There were few instances when full recreation was not provided
 - 7/7/23 and 7/9/23: 2nd Shift – Unit 7 (modified recreation)
 - 7/15/23 and 7/16/23:1st Shift – Full facility no recreation
 - 7/17/23: 1st Shift – tier recreation
 - 7/22/23: 1st and 2nd Shift – Full facility no recreation
 - 7/24/23: 1st Shift - tier recreation
 - 7/29/23: 1st and 2nd shift – tier recreation

Major Incidences:

There were no major incidents to report in July.

Training Academy and Staffing:

Class 0623-A completed their academy on Friday, August 4th and were sworn in by Honorable Judge Eckel. A new class began on July 24th. The next class is scheduled to begin on August 21st.

Employee of the Month:

The following employees were awarded with recognition for the month of August: Case Manager Mike Shank; D&A Liaison Stephanie Roberts and Lieutenant Jared McCafferty. Incentives include parking in the employee of the month designated space, recognition amongst staff and a certificate.

Correctional Officer Kenneth Holland has retired after serving Delaware County Prison for 41 years. Mr. Madden thanked Mr. Holland for his dedication and service.

Seeking Additional Employees:

An in-person Job Fair will be held on Wednesday, August 30th from 10 AM to 4 PM at 200 Yale Avenue Morton, PA 19070. George W. Hill Correctional Facility is looking to fill the following full-time positions as soon as possible:

Security Personnel:

- Correctional Officer
- Sergeants
- Locksmith/Key & Tool Control Coordinator
- Sanitation Crewman

Programs & Support:

- Substance Abuse Counselor
- Wellness Instructor

Administration:

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

Human Resources:

- Labor Relations Generalist

Wellpath Recruitment:

On July 26th Wellpath hosted an in-person job fair to recruit and fill vacant positions. There were 4 full-time RN positions extended offers to begin in August. Full-time vacancies remain:

- Registered Nurse - \$50.25/hour
- Charge Registered Nurse - \$55/hour
- Licensed Practical Nurse - \$28/hour

Restoration to Competency Program:

- Filled positions: Administrative Assistant, Mental Health Professional, and Psychiatrist positions
- Still recruiting Psychologist
- Working to finalize procedures with stakeholders

Personnel and Employment Relations:

- Members of the Delaware County Prison Employees Independent Union (DCPEIU) and their labor council (Markowitz & Richman), George W. Hill Correctional Facility Administrators, Labor Counsel (Campbell & Durant), and Delaware County Personnel (Labor Relations Employees) have participated in negotiation sessions
- Members of the Jail Oversight Board were afforded the opportunity to review a proposed "Interim Agreement" that endeavors to establish agreed upon terms and conditions for employment and benefits of the Correctional Officers
- This Interim Agreement will need further review by Delaware County Council as well as the Union Body for an opportunity to vote/ratify the agreement

- One aspect of the Interim Agreement addresses wage rates and proposes an increase to the starting hourly rate as well as an increase in base rate of pay for current Correctional Officers
- Increased wage rates will increase competitive rates with surrounding agencies of comparable size
- Will allow for recognition of current employees within the institution
- May increase recruitment and retention
- Additional considerations (related to compression) will also be proposed if these rates are implemented
- Sergeants, Lieutenants, Captain, Classification, Fire Safety, and Majors will be proposed for wage rate adjustments
- If ratified, this Interim Agreement will serve as a binding contract until a comprehensive collective bargaining agreement is established

Motion made by Sheriff Sanders to support the Interim Agreement be presented to County Council, subject to Solicitor's review. Motion seconded by Ms. Love. Vote was 7:1, with an abstention from Judge Pagano. Motion carried unanimously.

2024 Budget Considerations:

- The facility has a multitude of Capital Improvement Projects that will begin in 2024:
 - Kitchen Renovation
 - Security Systems Project (installation of additional cameras, modification/replacement of locking mechanisms, redesign of control rooms, repair for intercoms, increased duress monitors)
 - Dayroom renovations: refinishing showers, refinishing dayroom floors and cell floors, painting the dayroom and increased lighting
 - Roof/HVAC project
 - Additional project considerations have been submitted for evaluation by the Planning and Public Works Departments to determine feasibility in the future
- The facility operating budget will be submitted for review and will also include revisions to the organizational structure in several departments
- Next month will include a more extensive proposal of budget impacts

2023 Goal Setting:

Employment/Staffing:

- Increase retention/decrease attrition
- Reduce vacancy rates
- Development of on-boarding and training for "non-security" roles
- Cross training opportunities with other county jail facilities

Facility:

- Kitchen renovation – postponed to 2024
- Replace the Roof/HVAC system – postponed to 2024
- Enhanced lighting – postponed to 2024
- Updated staff dining facilities
- Replace laundry equipment
- Development of Training/Firearms

Technology:

- Camera surveillance

Budget:

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

Training:

- Increase partnerships with other field of corrections leaders
- Enhance the documentation/tracking/control of all completed trainings
- Increase certifications throughout a multitude of job classifications

2023 Goal Progress:

Employment/Staffing:

- Continue investments in professional development of employees
- Nina Chychula provided 3 separate Mental Health First Aid (MHFA) training sessions for employees
- MHFA is a skill-based course to teach participants about mental health and substance use issues
- 17 staff members have completed this training

Technology:

- Executing a contract with Guardian RFID and implementing facility wide use of monitoring technology
- Presently in the Requirements Gathering stage and have begun exploring the capacity of the “tags” for scanning capabilities with Spartan handheld systems

Body Scanner:

- Radiation Certification has been provided by the Department of Environmental Protection (DEP)
- Post orders and policies have been updated
- Will begin full capacity utilization of the unit this calendar week

Training:

- Increase partnerships with other field of corrections leaders
- Will be attending the ACA Conference in Philadelphia August 11 – 13
- Increase utilization of the APEX Virtual Reality Simulator and embed in annual in-service training
- In the most recent week of firearms qualifications – participants were able to participate in several different scenarios in the simulator environment while also re-qualifying on the range

Facility:

- Replace Laundry equipment
- Currently working with Central Purchasing to replace the current equipment (this will be budgeted through Public Works) and will comply with procurement procedures

Programs/Services:

- Increase services for youthful offenders
- Child and Family Focus Organization
- Project Success (increasing awareness risk of substance use, teach skills to resist risky behaviors, develop greater self-esteem and self-confidence and utilize coping skills) – began in February (6-week course)
- Life Skills Transitions (navigate the transition into adulthood as sessions build skills in areas such as goal setting, managing time and money and building healthy relationships) – began in March and concluded in April (6-week course)
- Life Skills High School (focus on healthy relationships, emotions, family communications, media awareness and the value of good health) began in July and is still in session – 10-week course on Tuesday's between 11:30 AM – 12:30 PM
- Increase psychoeducation to include parenting, relationships, job readiness, life skills
- In2Work is a program (six, one-hour long sessions) that include topics such as “managing your emotions” “being a man and a dad” and “family origin and co-parenting”
- Graduation of the first class occurs this month
- Increased partnership with West Chester University and Neumann University for internship program
- Increased community engagement and stakeholders for ease of re-entry and re-integration
- The office of the Public Defender has been increasing their physical presence in the institution and willingness to meet with individuals with complex needs in special management settings
- Ongoing progress towards a collaborative effort with CJAB (Criminal Justice Advisory Board) representatives to work with PHMC (Public Health Management Corporation) for reentry support
- Participating in re-entry meetings with Probation, Diagnostic Services, Human Services and GWHCF for enhanced re-entry partnerships
- Probation and Case Management department met recently (hosted by Probation) to collaborate on incarcerated individuals who are in custody on technical violations to support their reintegration

Medications for Opioid Use Disorder:

In May 2023, all forms of medications for opioid use disorder were continued upon intake (addition of Methadone for any individual on a verified program). In July, there were 17 inductions of Buprenorphine.

Visitation Update:

On July 26th Trimm Glass completed installing the speakers in visitation. Visiting hours will be expanded beginning Monday, September 11th. Visits will be extended to one-hour increments with 3 visitors permitted at one time. The new social visitation schedule for social visits will be Monday-Friday 8:30 AM – 10:00 PM.

Cost Recovery Items –July 2023:

Processing Fee	\$19,113.95	\$141,916.66
Damage to Prison Property	\$650.62	\$4,205.31
Medical Visits	\$718.68	\$4,633.93
Postage	\$0.00	\$1.74
Total Funds Recovered	\$20,483.25	\$150,757.64
Deposited to Inmate Welfare (under \$1.00)	\$3.82	\$16.58
• Vending Commissions	\$2,354.41	\$19,905.76
Balance of Inmate Welfare Fund as of 7/31/2023	\$3,761,400.55	

Deputy Warden Dele Faly provided the following Education/Workforce Highlights:

Education Programs:

There were 4 GEDs earned during the month of July, bringing the year-to-date total of 42 GEDS earned in 2023, with a 65% passing rate.

Skills Certifications:

Flagger Certification is taught in accordance with PennDOT guidelines for flagging on roadways.

There were 29 incarcerated persons who had earned Flagger Certification in July.

Spartan Chemicals offer training modules to certify cleaning restrooms, flooring, carpets, bloodborne pathogen standards and more. There were 32 certificates earned by 16 incarcerated persons in July.

Youthful Offenders:

The DCIU (Delaware County Intermediate Unit) will be resuming in-person instruction Monday – Friday at 4PM for the youthful offender beginning the new academic year. Other services for youthful offenders will include opportunities for recreation in the “big gym” with access to exercise equipment, mindfulness meditation and individual counseling services. The pullup bars will be installed shortly, depending on arrival of supplies and installation.

Religious Service Updates and Announcements:

Protestant services from New Faith Organization will provide services on the 3rd Tuesday of each month. Starting August 12th Bethesda Community Church will join New Faith Organization with protestant services on Wednesdays. Starting August 17th, Sacrament of Reconciliation will start on the 3rd Thursday of each month. There were 11 clergy visit requests in 2023.