

Informational Report

Milwaukee County House of Correction
Superintendent Chantell Jewell



**MILWAUKEE
COUNTY**

Created by Lt. Rachel Kuhl

Outline

- House of Correction Mission, Vision and Core Values
- Overview
- Leadership
- Budget
- Staffing
- Campus Make-up
- Racial and Gender Make-up of Staff and Residents
- Response to Covid-19
- Resident Programming
- Recent Certifications
- HOC Goals



Our Mission Statement

The Milwaukee County House of Correction is an honorable organization of officers with the integrity to adapt, overcome and achieve.

We will maintain and ensure a safe and secure environment that consists of correctional programs to rehabilitate and re-introduce our citizens back into the community.

One Team...One Mission





Vision

- Allow justice-involved individuals to thrive by building upon their identified strengths while comprehensively addressing their needs
- Through partnership and collaboration, we will address drivers of criminal behavior to enhance public safety and quality of life, resulting in safer communities



Core Values

Humanity	Value all differences treating everyone with dignity and respect
Integrity	Operate from the highest ethical character while maintaining a strong sense of honesty and morality
Security	Maintain a safe and secure institution
Competency	Achieve excellence through recruitment, training and leadership
Community	Engage partners to increase access to services

Overview

MCHOC receives and maintains custody of individuals sentenced in Milwaukee County who are committed by authorized courts for periods not exceeding one year and from other jurisdictions as authorized by county ordinance

Provides programs of work release, rehabilitation, education, work and training; provides medical, dental, and mental health services to residents

Releases individuals upon expiration of sentence, upon orders of the courts, or other recognized authorities

Hold pretrial residents per WI State Statute Section 302.315 at the request of the Milwaukee County Sheriff's Office (MCSO)

HOC operates a program of home detention using electronic surveillance equipment and oversees the Day Reporting Center → individuals can obtain job training and AODA services



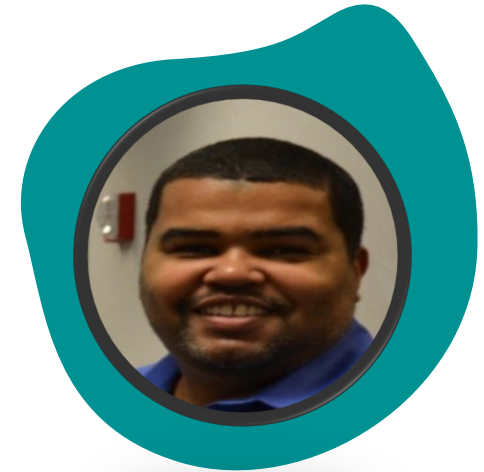
Leadership



**Superintendent Chantell
Jewell**



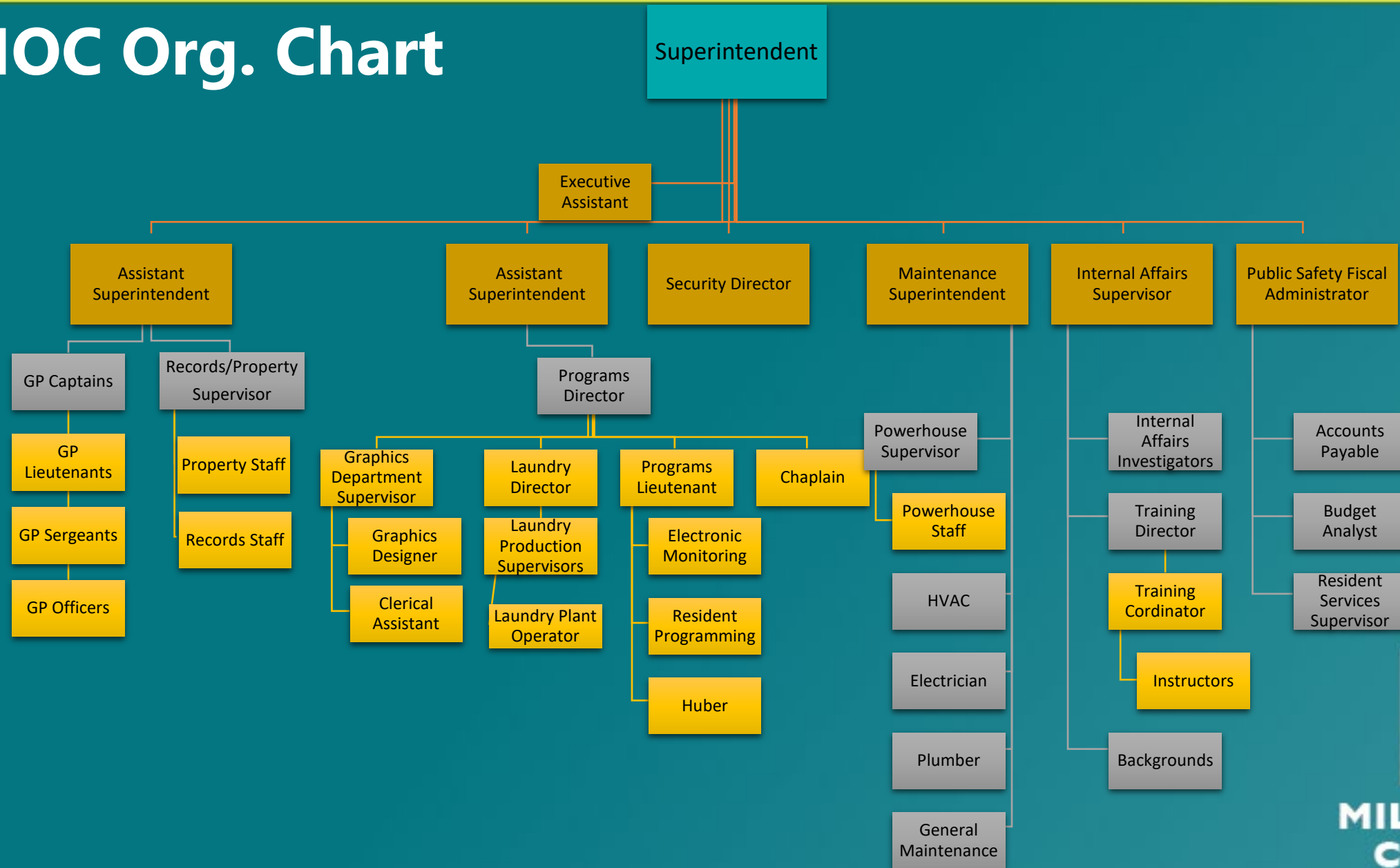
**Assistant Superintendent David
Rugaber**



**Assistant Superintendent Anthony
Dodd**



HOC Org. Chart



**MILWAUKEE
COUNTY**

Budget

- **\$53.9 million in expenditures**
- **\$6.9 million in revenue**
- **\$47 million tax levy**
- **\$22.5 million contract for medical/ dental/ mental health to include HOC and MSCO**
- **\$3 million contract for food service to include HOC, MCSO and youth detention**



Campus Makeup

- **Established in 1947 (current form)**
- **History dates back to 1800s**
- **600,000 square feet**
- **3 distinct structures:**
 - North Building- 1947
 - South Building-1999
 - ACF-1990 → repurposed by FEMA in 2020 into a Covid-19 Alternate Care Facility (briefly activated in November of 2020- not used since)
- **Can house up to 1,766 residents- should staffing allow**



Campus Makeup Continued

- **Graphics Department**
- **Powerhouse**
- **Law Enforcement Standards Board (LESB) Certified Training Academy**
- **Welding Shop**
- **Laundry Facility**
- **General Maintenance Workshop**
- **Vehicle Maintenance Garage**
- **MATC/Franklin Public Schools for residents**

- **Chapel**
- **2 Gymnasiums**
- **Records Department**
- **Booking Room**
- **Production Kitchen with Loading Dock**
- **Health Center with Mental health and Dental**
- **Recycling Area**
- **Compost Area**
- **Jobs Center**



Staffing

159 Officer
positions filled

100 open
positions

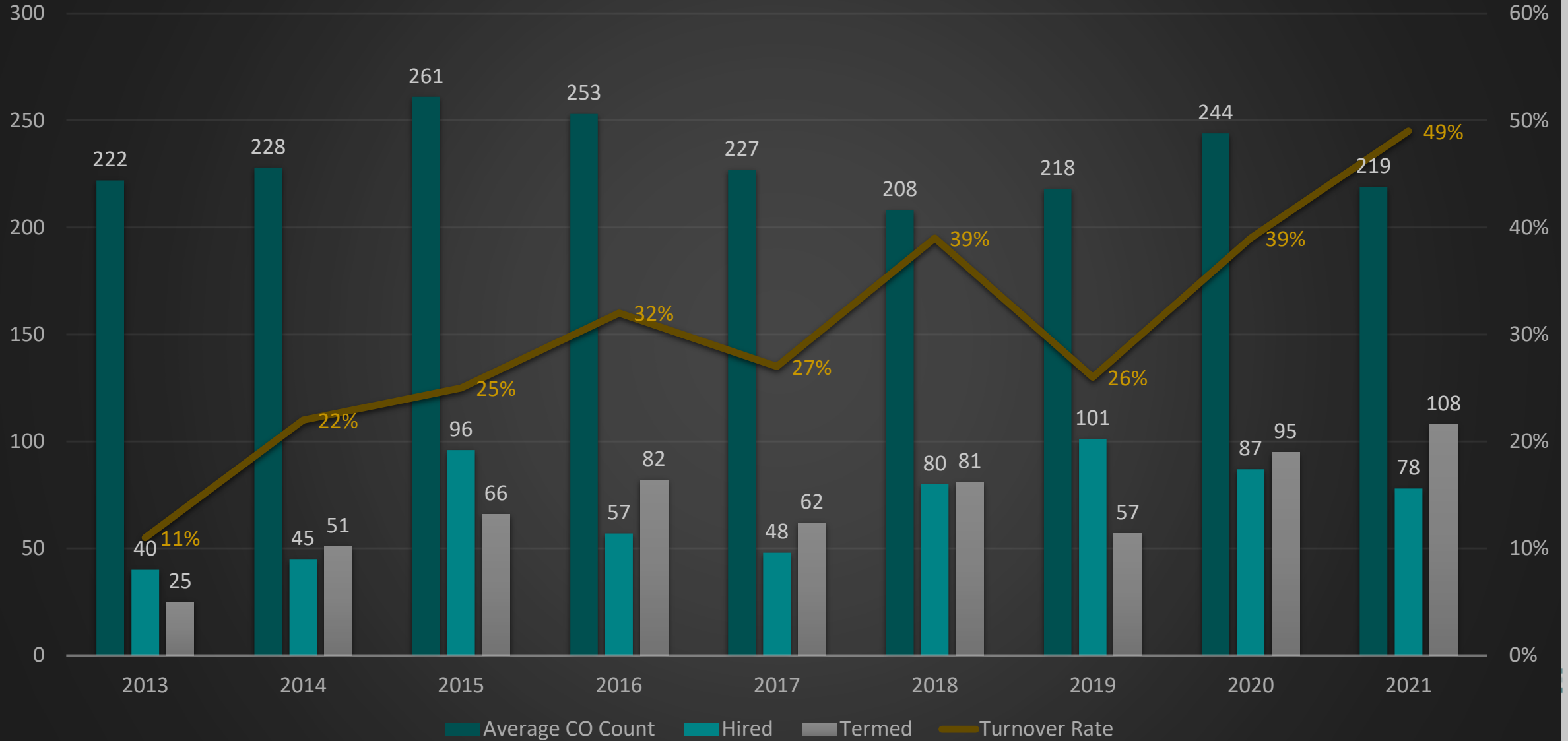
49% turnover rate
for 2022

- Low starting wage
- Lack of step increases
- Increased overtime
- Difficulty of position

To reduce overtime:

- Sergeants have been scheduled in housing units (eliminating their traditional role)
- Lieutenants have now filled the Sgt. role while also fulfilling duties as administrators

2013-2021 Employment Data



Racial and Gender Makeup of Staff

2% Asian

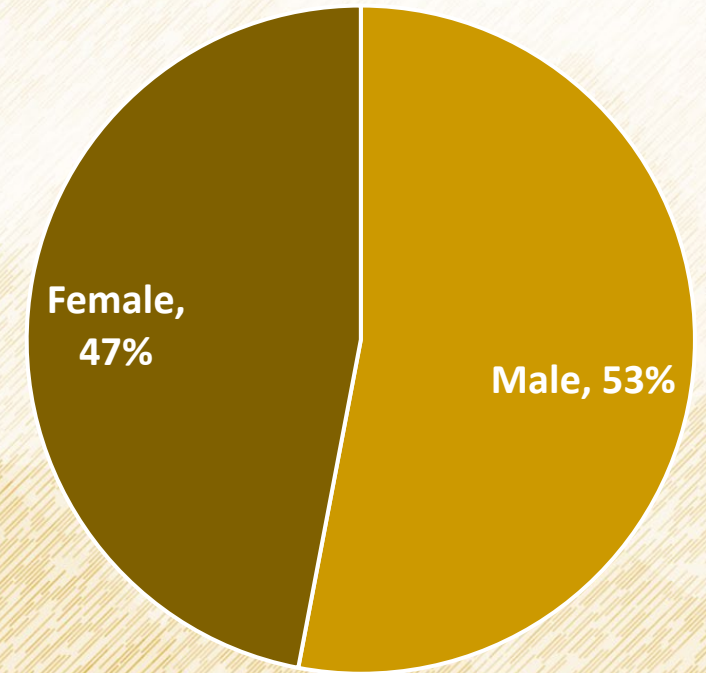
53% Black or African American

Less than 1% Hawaiian/Pacific Islander

7% Hispanic or Latino

3% two or more races

35% White



Racial and Gender Makeup of Residents- Current Population 756

Less than 1% American Indian

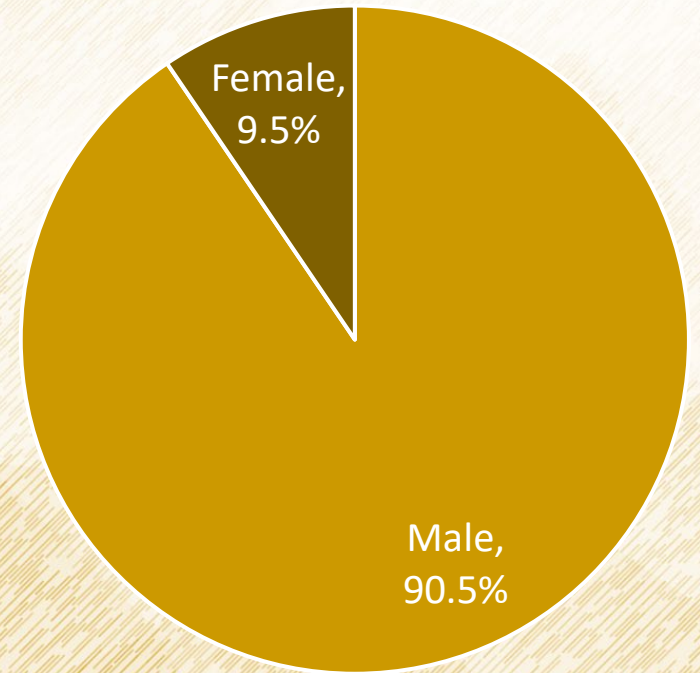
1% Asian

65% Black or African American

13% Hispanic

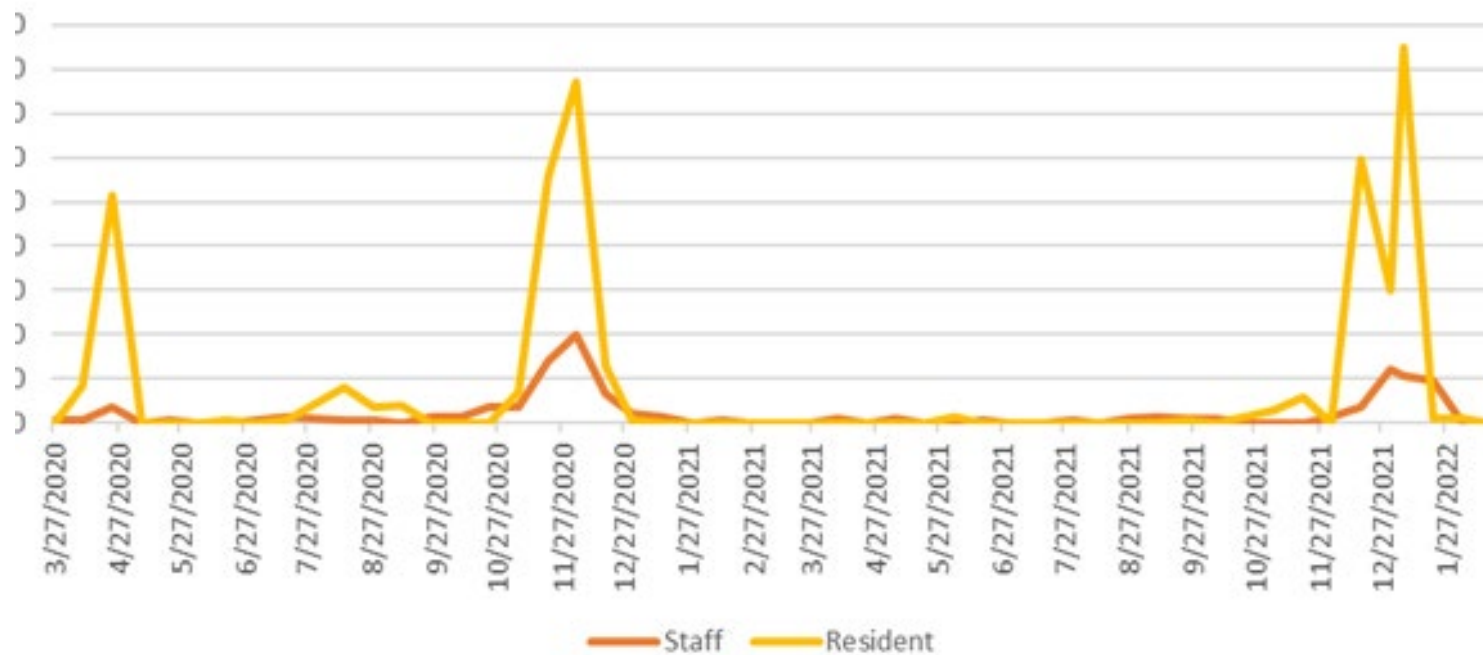
20% White

Less than 1% Unknown



Covid-19 Stats

Bi-Weekly CoViD-19 Data (Positives Cases with Staff and Residents)



- HOC currently (as of April 21, 2022) has no staff or residents Covid-19 positive
- Last reported case was a resident on March 4, 2022
- Graph details number of staff and residents that tested positive in two week increments since the first reported case in April of 2020
- The second two “spikes” are elevated due to HOC’s willingness to accept positive residents from CJF
- HOC accepted over 100 Covid-19 positive residents from CJF on January 7, 2022
- Only two residents were hospitalized during the Covid-19 exposures; both for 24 hours and both recovered
- No Staff were hospitalized due to Covid-19 infection

Covid-19 Safety Measures

HOC has 4 housing units which utilize the same ventilation system and have a negative pressure airflow ability, enhanced ionization units, MERV-13 rated air filters and UV-C lighting to trap and kill Covid-19 and any air-borne contagion

Installed UV-C lighting in all ductwork in the facility → recycled air will be circulated through sterilization units

Utilize 2 UV-C “robots” to disinfect surfaces thought to be at risk of virus exposure (purchased under CARES Act in 2020)/3 pressure washers that use anti-viral cleaning agents; Officers are specially trained to use these items

Work in conjunction with the County’s health care experts to devise a transfer protocol relative to other jurisdictions, including CJF: *See next slide for transfer protocol*

Mandatory Vaccination for HOC employees (unless approved for a verified medical or religious exemption); All contractors must be fully vaccinated- no exemptions allowed

Staff and Residents must wear surgical masks (KN-95 for those without vaccination)




Transfer Protocol

Resident must be in custody at that jurisdiction for a minimum of 120 hours

Individual must have a negative PRC test within 48 hours of transferring to the HOC

Once at HOC, the resident is placed in a quarantine housing unit for 14 days



On 10th day, they are tested for Covid-19 with a PCR test

Once clear, they may transfer to a general housing unit appropriate for their classification

Resident Vaccination Statistics

39%
vaccination
rate (very
fluid due to
daily
transfers)

Residents
assigned to
Huber/Kitchen/
Laundry must
be vaccinated

Residents
informed of
vaccine
availability
and benefits
upon arrival

HOC utilizes
Credible
Messengers
to help
educate
residents

Common
reason for
vaccine
hesitancy is
fear of bad
reaction/belief
it is ineffective

Covid-19 Incentive for Residents

- \$50 payment for any Covid-19 vaccine received while in custody
- A resident could receive up to \$150 (1st, 2nd and booster)
- HOC received \$44,000 from County Board
- HOC has disbursed the entire \$44,000 and will be requesting additional vaccine incentives
- Money placed into resident's account within 3 business days



Covid-19 Impact

Court Proceedings

- Transformed Professional Visiting area into a remote courtroom
- Residents can meet virtually for court proceedings or attorney visits
- Currently in planning stages to reopen on sight personal visitation
- HOC currently utilizes HomeWave which is remote visitation



Covid-19 Impact



Recruitment

- Covid-19 had a major impact on recruitment efforts
- Job fairs and other public functions were not available for 2020 and most of 2021
- Relied heavily on remote options such as billboards, radio ads, bus ads etc.
- 2022 has allowed recruitment team to be more visible in community to hopefully increase staffing numbers



Healing our Community



Maintain

Maintain resident programming



Rehabilitate and Reintroduce

Rehabilitate and reintroduce citizens back into the community



Establish

Establish partnerships with community organizations, advocates and other groups

Resident Programming

Franklin Alternative/ MATC	We work with the educational department to ensure the minors in our facility continue their education while in our custody. Residents of all ages are encouraged to get their HSED or GED while they are housed in our facility. We also give the HSED & GED exam and TABE test the potential students.
Empowerment Center: Collaboration with Employ Milwaukee and HOC	With the collaboration with HOC and Employ Milwaukee we received a Department of Labor grant to establish a job center within the HOC which includes a reentry job program for residents inside the facility and those recently released from custody.
Driver's License Recovery	In a collaborative effort to tear down this barrier, The Milwaukee County House of Correction is partnering with the City of Milwaukee Municipal Court to help reinstate driver's licenses.
The Joseph Project	A collaboration with Greater Praise COGIC. This program has established employer relationships that are prepared to hire the residents immediately. This program identifies the shortcoming that often occurs with residents upon release and employment becomes less of a priority.
Fatherhood Initiative	Taught by Natasha Dotson from the Fatherhood initiative with the focus on becoming a better parent. Serving male residents in a six-week program focusing on cognitive thinking, parental roles with extended resources upon release. This group meets with male residents Monday, Wednesday, and Thursday.

Resident Programming

Inside Work Crews	In collaboration with the Chief Judge, the HOC initiated a program that allows non-violent residents the chance to reduce their sentence by providing services to our Laundry, Kitchen, Bakery, Graphics, and Recycling Center.
Outside Work Crews	The HOC provides work programs that help to develop and teach the residents skills to help them become gainfully employed when released. In addition, we have work crews who provide cleaning services to the highway, parks, and summer festivals. Additionally, those working within the facility can earn additional sentence credit.
IN2WORK: (ARAMARK)	A culinary class- taking place every Friday in dining hall one. This is a 12-week course, and the residents are given certificates upon graduation from the class. Hours are from 9:30 am until 12:30 pm.
MAT program	The MAT program aligns with the HOC goals and mission to enhance treatment and recovery service engagement prior to a resident's community reentry. We've had 62 successful completions. Participants meet with a Case manager, Peer support specialist and AODA counselor weekly.



Resident Programming

Literacy Link

- Literacy Link gives residents the opportunity to communicate with their children through reading. Literacy Link not only allows this kind of communication, but it also gives residents the opportunity to show their children the importance of reading. Residents are videotaped reading the books that they chose to their children. After the recording is complete, the books and a recorded DVD of the reading are sent to the home of the resident's children.

DRC

- The Milwaukee County Day Reporting Center (MCDRC) is an alternative to incarceration for non-violent pretrial Deferred Prosecution Agreements and any sentenced resident. The program participation is designed to divert residents from jail into a community alternative while maintaining public safety and reducing detention costs. The goal of the MCDRC is to effectively supervise and treat residents by addressing their identified criminogenic risks and needs. The desired outcomes for participants are to: reduce recidivism, satisfy all court obligations, address substance abuse treatment needs, obtain employment or be job-ready upon program completion, achieve academic achievement, and be accountable for the harm they have done to the community by giving service.



Resident Programming

RST- Resident Support Team

We opened a special housing unit for our Mental Health population to help address some of their needs. Staff has additional training to be able to identify and collaborate on a regular basis with the mental health team.

Housing Navigator

Housing assistance plays a MAJOR role in post release services. We recognized a problem that there are not many options, and there are many challenges. We have hired a housing navigator to help assist with reentry efforts.

Financial Literacy: Chase Bank

This is a 12-week program designed to help our residents with learning about credit, credit cards, debt management, and saving.



Family Engagement Center



Pre-Release programming

Will include parenting education, mental health and wellness education, healthy relationship education, group mentoring and individual time to meet with FAM Coordinator to establish details of their goals as well as a release plan.

Holistic Family Services Management

Services will begin while the parent is incarcerated will continue for up to 6 months after release.

Parent/Child Visits and Activities Parent/child(ren)

Project FAM will facilitate parent/child visits that include CFSS's transportation of children and co-parents/caregivers to/from visits, facilitation of age-appropriate games designed for parents to engage fully with their children and that contribute to the cognitive, physical, social, and emotional well-being of children and youth that also allow children to use their creativity while developing their imagination and dexterity.

Family Mediation

Services will help families move toward consensual and long-term agreement and can play an important role in maintaining positive relationships.

Transition to community and post-release support activities

Throughout the project, CFSS staff will work with the incarcerated parents to gain an understanding of each individual's needs related to release to Milwaukee County.

Family Engagement Center- Family of Resident

Academic advising, career exploration, and financial counseling

- Project partner, UW WI Milwaukee Educational Talent Search identifies and assists first-generation and low-income middle and high school students in Milwaukee who have the potential to succeed in higher education.

Monthly Workshops

- Project partner, CFSS will host monthly Saturday morning programs for the children of FAM enrolled families. These 2-to-4-hour sessions will provide activities that enhance development of socio-academic and decision-making skills for children.

WCTC Forward Careers

- A mix of virtual and in-person services
- Provides HOC participants job preparation workshops, financial planning workshops, introductions to resource agencies, assess barriers and work on individual development plans
- For needed resources, Forward Career, Inc. staff will work on developing plans and making connections for each resident outside of meetings at the HOC
- Forward Career, Inc. staff will also connect with employers and HOC to set up interview sessions through virtual interviewing systems
- For residents who need accommodations or are unable to access the internet, job applications and materials will be provided in alternate formats such as print that will be provided by Forward Careers, Inc.
- While onsite, HOC will always provide staffing to ensure security
- Resources will be provided through the grant to allow for additional virtual options and software



Marquette University

The Marquette University Education Preparedness Program (EPP) strives to create collaborative pathways to higher education for individuals directly impacted by incarceration.



EPP 3 Primary Pillars

The “**blended course**” model that fosters classroom collaboration between students directly impacted by incarceration and more traditional Marquette students. Inside courses are held inside correctional facilities for blends that enroll students who are currently incarcerated and on Marquette’s campus for blends that enroll students who were formerly incarcerated. All blended courses are and will continue to be tuition-free and credit-bearing for all students directly impacted by incarceration.

Wrap-around services for students directly impacted by incarceration, including tutoring, assistance with financial aid forms, GED preparation, college/university applications, and referrals to housing, employment, and healthcare.

Establishing the **Milwaukee Prison Education Consortium** by partnering with Milwaukee Area Technical College (MATC) and other higher education institutions to establish credit exchange and transfer pathways for students directly impacted by incarceration.



Recent Certifications: **PREA**

- In February of 2020, HOC passed its initial PREA (Prison Rape Elimination Act) audit
- The Prison Rape Elimination Act of 2003 calls for all Federal, State and local correctional facilities to have a zero-tolerance policy regarding prison rape in prisons, jails and police holding facilities
- HOC voluntarily underwent a federal audit and risk assessment and was found to be 100% compliant with PREA standards



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Recent Certifications: National Commission on Correctional Health Care (NCCCHC)

- NCCCHC is the gold standard for correctional healthcare
- This accreditation demonstrates our commitment to excellence working cooperatively with our healthcare providers to provide quality care to the individuals in our care
- The HOC scored a 100% on the multi-standard audit with remarks from the auditor that HOC had some of the most educated staff that she had seen. **It was a proud moment during the most difficult of times**



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House of Correction Goals

- Make sure people leave in a better place than before they came by providing evidence-based programming to reduce recidivism
- Strive to create opportunities that support change and address those health disparities that affect our population
- Continue to build strong relationships with our community partners as well as build a competent workforce
- Promote behavioral changes that will create safer communities throughout Milwaukee County





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