



COLORADO

Department of Corrections

FREMONT CORRECTIONAL FACILITY

MANAGEMENT PLAN/QUARTERLY REPORT

FISCAL YEAR

2018-2019

QUARTER: ☐ 1ST ☐ 2ND ☐ 3RD ☒ 4TH

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GOVERNOR

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FREMONT CORRECTIONAL FACILITY

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EXECUTIVE SUMMARY

Fremont Correctional Facility (FCF) is a mixed custody, Level III institution located in the East Canon Complex in Fremont County, Colorado. We are the second largest state facility with 1,620 offenders with classifications ranging from minimum to close custody. The facility encompasses approximately 51 acres with 545,605 square feet with 48 buildings. FCF is operated and managed by over 500 dedicated employees. FCF strives to create a culture to meet the Department's mission and vision. The goal is to ensure a safe living and working environment for offenders, staff, and volunteers. The facility provides all offenders the opportunity to progress toward an incentive-based living unit.

FCF offers a Drug and Alcohol Program in a Therapeutic Community (TC) setting. FCF maintains a capacity of up to 144 offenders to complete this program. Certified clinicians provide therapeutic services through work and programming which assists in offender accountability in a structured environment.

Offenders have the opportunity to learn specific job skills in one of the Correctional Industries Programs (Metal Products, Furniture Shop, Fiberglass Manufacturing, and 3D Printing). If offenders participate in one of these programs; this allows them the opportunity to save money for restitution, child support, and their release. Each of these program opportunities provides them with marketable job skills to increase their chance of employment for successful re-entry into society.

In 2015, FCF implemented one of the first Re-Entry units in the department. Initially, starting with general population, FCF initiated and currently maintains the only close custody Re-Entry unit in the state. Services provided to the offenders are Pre-Release classes; OSHA and Flaggers certificate opportunities, Parents on a Mission, T4C, MRT, and the chance to interact with guest speakers. Offenders are provided with opportunity to develop relevant work skills through a partnership with FCF's Correctional Industries. Outside agencies and volunteers address topics ranging from medical, employment, education, family reunification and possible re-entry barriers. FCF is the only facility in the state where Case Managers complete Supplemental Nutrition Assistance Program (SNAP) applications for offenders to be prepared when they are released.

In June 2018, FCF modified operations to accommodate 144 close custody offenders to help alleviate jail backlog. This is in addition to the 48 offenders that are close custody re-entry. These offenders are offered cognitive based programming and educational opportunities to assist them with transition to lower custody designations.

Sex Offender Treatment and Monitoring Program (SOTMP) is offered at FCF. Offenders who successfully complete may continue with treatment; however, the goal is to successfully prepare them for re-entry.

FCF recognizes the importance of academic and vocational training in reducing recidivism and increasing educational proficiency and to allow for successful reintegration into society. As well, FCF recognizes the importance of providing offenders with training in marketable skills that are relevant and in demand in the workforce. Through FCF Education, offenders are provided opportunities to address academic, cognitive, and vocational needs through GED instruction, Cognitive Education, and Career and Technical Education (CTE) courses. College and graduate curricula are also available through partner colleges. Additionally, FCF hosts the Juveniles Convicted as Adults Program (JCAP).

The professionalism and diversity of FCF staff members, fosters an environment which role models for offender success while promoting courtesy and mutual respect. FCF offers a wide variety of opportunities for staff enrichment, professional development and personal growth. FCF was the first facility to offer 7 Habits of Highly Effective People to staff. FCF continues to make the 7 Habits of Highly Effective People program available to staff members and encourages attendance. Twenty classes have successfully completed 7 Habits. Staff also can contribute by participating in other professional organizations within the

department and community.

Since 1957, the facility has undergone twenty-six changes in administration, from Captain Clarence Tipton to the current Warden, Scott Dauffenbach. Fremont Correctional Facility has a proud history of efficient and effective offender management. FCF continues this tradition as innovative programming to increase the success rate of offenders returning to the community and reduce recidivism is developed and implemented.

FACILITY DESCRIPTION

FACILITY

FREMONT CORRECTIONAL FACILITY

Offender Custody Level/Mix

Mixed classification from maximum to minimum:

Close	11.85%
Medium	86.49%
Minimum R	1.66%
Minimum	0%

Number of Offenders

1620

Physical Plant

FCF was originally two separate facilities that were combined and are now operated as one. The physical plant is comprised of many older buildings and systems with 545,605 square feet of building space on approximately 51 acres.

Special Needs Offenders

Sex Offenders

784

Offender Assignments

Institutional Support	
Living Unit Workers	306
Laundry	42
Volunteer Programs	2
Law Library	3
Library	16
Inmate Rep	2
Maintenance	148
Recreation	47
Housekeeping	44
Food Service	330
OCA	26
Close Custody Jobs/Assignments	39
Total	1005
Correctional Industries	
Furniture Shop	103
Metal Products	129
Fiberglass and Stone Cutting	18

Total	250
Academic / Vocational	
ABE / GED (Average)	107
Customer Service (Average)	33
Custodial Training (Average)	7
Construction Technology (Average)	0(Vacant Position)
Machining Technology (Average)	0(Vacant Position)
Welding Technology (Average)	5
Pre-Release (Average)	31
T4C paid (Average)	13
T4C Close Custody (Average)	12
MRT (Average)	13
Computer Information Systems (CIS)	16
CCCS Courses: (Average)	
Pueblo Community College Oil & Gas Technology	15
Adams State University Small Business	20
Total	272
Unassigned	
Una Available	380
Una RP	14
Total	394
Programs - Non-Paid	
Drug and Alcohol	136
MH groups	4
Seven Habits	72
T4C Aftercare	12
T4C non paid	12
WhyTry-Volunteer	12
SOTMP	122
COPE	16
Mental Health Peer Support	6
Total	392

Industries

Colorado Correctional Industries is a division of the Colorado Department of Corrections. Fremont offers four major Industry Programs: Furniture Shop; Metals and Fabrication; Fiberglass Production and 3-D Printing.

The Division of Correctional Industries strives to reduce offender idleness and the demand for general-funded programs by providing work opportunities for as many offenders as possible in self-supporting and productive industries. CCI trains offenders in meaningful skills, work ethics and quality standards which better enable them to secure long-term employment after release from prison. CCI operates in a business-like manner

so that enough revenues are realized each year by the Division to meet the ongoing capital equipment, working inventories and operating cash needs of the Division.

Academic/Vocational

Fremont Correctional Facility Academic and Career and Technical Education Programs provide a comprehensive, competency-based education that addresses academic and vocational skills. FCF accomplishes this through many diverse and unique programming opportunities, such as Introduction to Carpentry, Foundations of Career and Technical Education (FCTE), CAD, Networking, Computer Information Systems, Machining Technology, Custodial Training, Customer Service Specialist, and Welding Technology. College and graduate courses like, Small Business, Oil and Gas Technology, Electrical, and HVAC are offered through partner colleges in the evening, through condensed curriculum mobile learning labs, and through independent study programming.

Social and Behavioral Science (SBS) Programs offer a cognitive education resource for offenders. Moral Recognition Therapy (MRT), WhyTry and Thinking for a Change (T4C) are SBS Education Programs offered through FCF Education designed to engage offenders in identifying criminal thinking and behavioral patterns by dealing with societal and personal awareness. Parents on a Mission (POM) is a program designed to develop parent leadership in our neighborhoods which is key to raising happy, healthy children that contribute to safe communities. An additional SBS Program, 7 Habits on the Inside, is a modified version of Stephen Covey's 7 Habits for Highly Effective People. Fremont was the first CDOC facility to engage in 7 Habits on the Inside and has been successful in improving offender management and improving offender and staff relationships. 7 Habits on the Inside is now offered at all CDOC facilities and has become a national corrections model for addressing criminogenic thinking and behavior.

The Juveniles Convicted as Adults Program is a multi-phase, 3-year program whereby offenders participate in life skills instruction that prepares them for real-world activities, receives training in Career and Technical Education, and hold jobs in Correctional Industries. Each offender has a unique case plan that addresses particular programming needs through curriculum that utilizes industry standards in a technology-rich environment that includes, in part, Virtual Reality (VR) and Driving Simulation tools. The goal of JCAP is to prepare offenders to successfully reintegrate into society.

Clinical Services/Treatment

Clinical services are provided on an outpatient basis including medical, dental, and behavioral health care. Nursing care is provided 24 hours a day.

Mental Health services available include individual sessions, crisis contacts, mental health groups, drug and alcohol counseling/groups, referral, and coordination of follow-up services with community mental health providers. Offenders with psychological needs will be scheduled for Psychiatric clinic when warranted. Mental Health evaluation and necessary treatment are conducted by psychiatrists, psychologists, and clinicians.

SOTMP is actively following the Risk Need Responsively Principle. Offenders are placed in treatment based upon their risk level. SOTMP Phase I CORE is the initial group where offenders develop a comprehensive plan to effectively manage their risk factors. These groups assist offenders in taking responsibility for their sexually abusive behaviors, identifying problem areas that need to be addressed, and developing positive coping skills. Transition groups are designed to help offenders decrease their risk levels and

increase their protective factors by applying the material learned.

Therapeutic Community (TC) provides substance abuse treatment for 144 offenders which is based on work and accountability as the foundation. This unit includes 30 beds that are dedicated for dually diagnosed offenders and 20 beds for Aftercare (graduates). TC added 30 additional beds as pre-cursor to TC participation. FCF TC offers Offender's a variety of groups to include but not limited to Relapse Prevention, Rational Emotive Behavior Therapy (REBT), Anger Management, Victim Impact, Healthy Relationships and Alcoholics Anonymous. Offenders in TC are assigned jobs within the milieu, as well as in Food Service. Some offenders in the program attend ABE/GED as well as work in Correctional Industries.

Actual Unassigned

1458 Assigned Offenders
16 Offenders OTC/OTM unassigned status
14 Offenders in Restrictive Housing
258 Unassignable status

Food Service

Regular	Therapeutic Diets	Religious Meals
4900	150	150

FCF also provides CSP and CCF with bread products that equates to an annual savings of \$34,000.

Laundry

Laundry serves the facility populations of FCF, ACC, and CI laundry needs. Laundry also provides many special laundering and tailoring services to assist the facility with physical plant requests, custody control projects, and volunteer and faith program's needs.

GOALS AND STRATEGIES

(Established at the beginning of the fiscal year. Items should remain on the list throughout the year. If completed, document as such under status. New items may be added with appropriate dates.) Goals and Strategies: A table listing measurable performance goals and strategies. Each goal has strategies that are action steps to improve a specific portion of a facility or subprogram. Goals and strategies must have a specific outcome, must be measurable, and include a time frame for completion. Sources are the performance plan, subprogram, and/or facility goals and strategies. An update of goals and strategies are documented quarterly. Goals and strategies are retained in this section until the end of each fiscal year. New goals or strategies may be added at any time during the year.

Goal #	Action Step	Strategies	Priority	Lead Person	Start Date	End Date	Resources Required Contingency Yes/No	Status
CDOC Strategic Policy Initiatives (SPIs)								
Expand and Improve Re-entry Services								
1	a.	Identify Offenders' Re-entry needs for mentoring programs.		J. Moore K. Moore J. Braddy	07/01/18	06/30/19		1st Qtr: Training complete; survey done to identify re-entry needs. 2nd Qtr: Requesting mentors through volunteers. Titler went out for offenders to sign up. 3rd Qtr: FCF has 2 mentors with 2 offenders signed up 4th Qtr: FCF has paired one mentor with one offender.
	b.	Develop partnerships with volunteers/faith based mentoring groups		C. Warner Quattlebaum N. Courtney	07/01/18	06/30/19		1st Qtr: Howie Close will begin twice per month meetings with the Close Custody Re-Entry Offenders. Frank Titoni the author of <i>Gladiator School</i> will begin meeting with FCF Re-Entry offenders once per month. 2nd Qtr: Celebrate Recovery meets every Tuesday with offenders. 3rd Qtr: Fresh Start Program meets every Wednesday. Eleven offenders are participating.

									4th Qtr: FCF currently has one Volunteer Mentor meeting with an offender that is releasing in August 2019. Fresh Start graduated their first class and will begin a new class with 30 offenders in July 2019. 1st Qtr: 7/18/18 and 8/29/18, 2 Days, 4 sessions 2nd Qtr: 10/17/18, and 11/28/18, 2 days, 4 sessions 3rd Qtr: 1/16/19 and 2/27/19 2 days, 4 sessions 4th Qtr: 4/17/19 and 5/29/19, 2 Days, 4 sessions
c.	Increase Parole Simulator exercises to four per quarter.			K. Moore S. Ingo	07/01/18	01/01/19			1st Qtr: Planning and meetings 2nd Qtr: Re-entry/Job fair completed on 10/10/18 3rd Qtr: Per Parole and Pre-Release, working towards google hangout workshops 4th Qtr: Conducting interviews with employers and working on workshops for google hangouts
d.	Conduct semi-annual job fairs.			C. Warner K. Moore Quattlebaum	07/01/18	06/30/19			1st Qtr: added Resume Building Class on 9/18/18 2nd Qtr: Gladiator School, November 2018 3rd Qtr: added polycom in visiting with RAEs, Fresh Start and budget workshop with Pre-Release 4th Qtr: Nothing new this quarter
e.	Provide additional re-entry programming			C. Warner R. Jordan S. Willis	07/01/18	11/30/18			1st Qtr: 6 offenders referred 2nd Qtr: 3 offenders referred 3rd Qtr: 1 offender referred 4th Qtr: 4 offenders referred
f.	Educate the offender population on the Vivitrol program and track offender participants.			M. Zade K. Moore C. Russell	07/01/18	12/31/18			
Decrease Recidivism									
#2	a.	Expand In-Reach opportunities.		C. Warner J. Moore J. Braddy	07/01/18	06/30/19			1st Qtr: Planned set-up and date for job fair. Jesus Bujanda of Tattoo 911 met with the FCF Management Team

				K. Moore				and is interested in providing tattoo removal services. 9/18/18, CI staff met with <i>Montana Silversmith</i> looking to hire 2 positions. 2nd Qtr: Gladiator School added for close custody re-entry 3rd Qtr: added polycom in visiting with RAEs, Fresh Start and budget workshop with Pre-Release 4th Qtr: Nothing new this quarter
b.		Provide opportunities for offenders to meet with Workforce or potential employers.		C. Warner K. Moore S. Ingo S. Braddy S. Willis	07/01/18	12/01/18		1st Qtr: 4 Interview conducted with potential employers 2nd Qtr: 7 offenders interviewed with potential employers 3rd Qtr: 1 interview conducted 4th Qtr: 6 interview conducted with potential employers
c.		Track number of interviews completed and the number of offenders releasing employed.		K. Moore J. Moore C. Warner D. Pagnotta	07/01/18	12/01/18		1st Qtr: 4 interviews held, 2 offenders offered employment 2nd Qtr: 7 offenders interviewed with potential employers and 7 offenders offered employment 3rd Qtr: 1 interview conducted 4th Qtr: 6 interviews conducted with one offender offered employment
d.		Increase Family Reunification Events to 10 per year.		K. Moore Quattlebaum T. Hernandez	07/01/18	06/30/19		1st Qtr: 7/9/18, 8/19/18, 8/28/18 2nd Qtr: 10/11/18, 11/27/18, 12/13/18 3rd Qtr: 1/14/19, 2/7/19 4th Qtr: 4/11/19, 5/8/19, 6/12/19
e.		Hold two offender Health Fairs per year.		M. Zade C. Warner	07/01/18	01/01/19		1st Qtr: Planning for the Health Fair. 2nd Qtr: Placed on hold r/t staffing, will re-evaluate 2/19 3rd Qtr: Cancelled for this fiscal year. Will re-evaluate next fiscal year with RNIII positions and MLP positions filled. 4th Qtr: To be re-evaluated next fiscal year

Staff Development and Wellness

#3	a.	Develop Leadership/Mentoring program.	FCF Management Team	07/01/18	10/31/18		1st Qtr: Several Leadership and Mentoring trainings were completed for CO I's, CO IV's and Teacher I's. 2nd Qtr: Classes for Career Development for Sergeants was held on 1/2/19. 3rd Qtr: FTO program in planning phase to be initiated for 3rd shift staff 4th Qtr: FTO staff selected for 3rd shift, program has been initiated.
	b.	Hold health and wellness classes twice a year.	M. Winden Pete Anderson	07/01/18	06/30/19		1st Qtr: Planning Stage 2nd Qtr: Will build classes with the introduction of the new Life Safety Specialist. 20 staff attended Dr. Gilmartin seminar on Nov 1st 3rd Qtr: Planned a wellness class to be executed in 4th quarter. 4th Qtr: Will be re-evaluated next fiscal year
	C.	Host two seminars per year with outside health specialists.	C. Warner R. Turner	07/01/18	06/30/19	Outside resources to present health class.	1st Qtr: Two outside health specialists have been contacted and are working on scheduling an event. 2nd Qtr: Scheduling is being finalized. The first specialist will be available March 4-8. 3rd Qtr: Two representatives from Metabolic Center in Pueblo will provide information to staff on April 11. 4th Qtr: Due to outside commitments, the Representative from Metabolic Research Center cancelled in June. They are scheduled to present information to FCF staff on July 22, 2019.
	d.	Expand FCF staff gym.	P. Maroney	07/01/18	06/30/19		1st Qtr: Work started on July 10th. Electrical finished the final phase of the project on 9/14/18. Completed 2nd Qtr: Three new pieces of

									equipment was donated for staff use 3 rd Qtr: Completed 1 st quarter. 4 th Qtr: Completed in 1 st quarter.
e.	Provide a Financial Wellness class twice a year.			S. Sandoval	08/01/18	06/30/19		\$0/NO	1 st Qtr: Planning Stage - Dates location and facilitator. 2 nd Qtr: Contacted Rocky Mtn Law Enforcement Credit Union to schedule visit. 3 rd Qtr: Coordinated with a former bank branch manager to conduct a 2 hour budgeting class for staff in April. 4 th Qtr: Rocky Mountain Law enforcement credit union met with staff throughout the day on 6-25-19. Discussed account options and opened new accounts for them.
Custody Control									
#4	a.	Conduct Staffing Analysis to meet appropriate staffing needs and offender monitoring.		S. Sandoval	07/01/18	05/31/19		\$0/NO	1 st Qtr: Planning Stage 2 nd Qtr: Updates to IA 100-37 in progress; areas assessed for staffing patterns and changes made to functional work units. Realignment of Captains. 3 rd Qtr: Staffing analysis completed in January. IA 100-37 revisions finalized 4 th Qtr: Continue to backfill staff to fill vacancies
	b.	Key Watcher system upgrade		S. Sandoval R. Price	07/01/18	05/31/19		\$16,121/YES	1 st Qtr: Contingency Request 2 nd Qtr: Contingency Request 3 rd Qtr: Awaiting approval for contingency request 4 th Qtr: Upgrades have arrived, will be installed in July.
	c.	Evaluate current camera system to determine replacement/conversion plan.		P. Maroney K. Leverette	07/01/18	06/30/19			1 st Qtr: Electronics is working with Bosch and OIT to develop a new system. 2 nd Qtr: Electronics department is scheduled to review Pueblo campus system in January 2019

										3rd Qtr: Food Service has purchased supplies and materials necessary to start the infrastructure for replacing their camera system. 4th Qtr: Electronics is working Cornerstone Detention to develop a camera plan to change the facilities cameras over to a IP based Bosch DVMS digital system.
	d.	Enhance emergency preparedness and response.		S. Sandoval	07/01/18	06/30/19	\$0/NO			1st Qtr: Ongoing; Multi-Agency hostage exercise 7/31/18 2nd Qtr: First responder drills conducted for each shift. Weapons familiarization conducted for all staff. Participation in special team's drill at CCF. 3rd Qtr: Continue training for staff through drills and education. Update to applicable policies in progress. 4th Qtr: Developing a plan to adjust weapon issue points and how they are stored. Adding additional equipment to the area.

Maintenance

#5	a.	Development and implementation of additional classrooms for education and programs.		P. Maroney C. Warner	07/01/18	06/30/19	Educational Contingency	1st Qtr: Project Directive is completed; requisitions from Education are being coded. Supplies have started being delivered. 2nd Qtr: On November 19th, meeting with FMS and engineers on the close custody classrooms. 3rd Qtr: 1/17/19 met with FMS and Schendt engineering to go over plans. Electrical data log installed. The CISCO classroom was divide in half to make two classrooms (CAD/CID). Started remodeling the Machine shop classrooms. FMS is working with a code review consultant to develop a plan to install a sprinkler system in the new close custody classrooms.
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									4th Qtr: Finished new Vocational Welding classrooms and new J-CAP kitchenette 1st Qtr: Waiting for funding from FMS. 2nd Qtr: Contingency request to start flat work from canteen founds 3rd Qtr: Working on requisitions for concrete and PD. PD was sent to HQ on 3/27/19. 4th Qtr: The first phase of the ADA improvements was approved in the 2019/20 long bill. Modifications will not start til August of 2020.
b.	Modifications to FCF Physical Plant for ADA compliance.			P. Maroney	07/01/18	06/30/19			1st Qtr: The two holding rooms are complete. Waiting to install PREA TV and adding ventilation. 2nd Qtr: The PREA TV has been completed. LAN line has been added for offender's I.D's 3rd Qtr: Processing Center Improvements are complete. The first phase of ADA modification begins in 2020, at FCF (ADA offender restroom and two holding cells). 4th Qtr: Completed 3rd Qtr.
c.	Offender Processing Center improvements/ PREA compliance.			P. Maroney	07/01/18	06/30/19			
d.	Outdoor LED lighting upgrades.			P. Maroney	07/01/18	06/30/19			1st Qtr: Working on contingency request to be finished. 2nd Qtr: Waiting on funding 3rd Qtr: FMS approved a \$45,000 Contingency Request on 2/21/19. Started installing new LED lights in West Maintenance. 4th Qtr: Outdoor lighting fixtures were upgraded and changed to LED through an extensive portion of the facility including the upper parking lot, the pole fixtures along the walkway between admin and main entry, wall pack fixtures along the admin yard, flood light fixtures along

									the entire midway offender corridor, wall pack fixtures on support services, and wall pack fixtures on the east side of the admin building to better illuminate the upper yard area.
e.	New boiler and combustion controls			P. Maroney	07/01/18	06/30/19			1st Qtr: Schendt Engineering is working on the design. Waiting on SB17-267. 2nd Qtr: Project should start by the end of June, 2019. 3rd Qtr: March was the first month of data log for electrical. 4th Qtr: on June 4th FCF had a pre-bid meeting for the new boiler. The bids closed on June 26th.
Programs									
#6	a.	Add additional academic/vocational programs for Close Custody offenders.		C. Warner L. Bufmack	07/01/18	07/31/18	\$50,000 remodel of warehouse.		1st Qtr: GED and Library Services were added during the 1st Quarter. 2nd Qtr: Due to several vacancies in education, we did not add new classes in the 2nd quarter. 3rd Qtr: Vocational Janitorial was added. The class will conclude the third week of April. 4th Qtr: Nothing new was added this quarter.
	b.	Recruit and implement faith-based programming for Close Custody offenders.		N. Courtney Quattlebaum Chaplain	07/01/18	08/30/18			1st Qtr: Two potential volunteers completed the orientation and background process. They will begin holding AA groups. 2nd Qtr: Protestant services began twice per month this quarter. FCF continues to seek a volunteer that will assist with Messianic services. 3rd Qtr: GAP Ministries, AA and Prison Fellowship was added this quarter. 4th Qtr: Plans being made to initiate 7 Habits program for close custody.

c.	Add additional cognitive education programs for Close Custody offenders	C. Warner L. Bufmack	07/01/18	08/30/18	1st Qtr: Why Try and Customer Service were added during the 1st Quarter. 2nd Qtr: Due to several vacancies in education, we did not add new classes in the 2nd quarter. 3rd Qtr: MRT was added this quarter. 4th Qtr: Nothing new was added this quarter.
d.	Increase completion rates in vocational classes.	L. Bufmack C. Pritt	07/01/18	06/30/19	1st Qtr: This project has been delayed until the Close Custody Classrooms are completed. 2nd Qtr: This project has been delayed until the Close Custody Classrooms are completed. A new process of selecting students for the classes has been established. 3rd Qtr: Welding class was selected with the new process. We will continue to track the completion rates of this class. 4th Qtr: The first group of welding offenders completed foundations with a 100% completion rate.
e.	Increase student/teacher contact hours and modify teacher work hours to accomplish this.	C. Warner L. Bufmack	07/01/18	01/01/19	1st Qtr: Additional contact hours were added for three teachers. Reviewed controlled movement to increase teacher contact hours. 2nd Qtr: Contact hours have been increased and will be evaluated further once several education vacancies can be filled. 3rd Qtr: Improvements to contact hours are being evaluated to determine if we can add additional contact hours. 4th Qtr: Nothing new has been established this quarter. We continue to evaluate the processes.
f.	Replacement of freezer doors in Food	P. Maroney	07/01/18	12/01/18	1st Qtr: Products and costs are
					\$100,000

	Service.		D. Strawn			Contingency	being researched. 2nd Qtr: 01/21/19, evaluation to determine replacement or repair of freezer doors. 3rd Qtr: Contractor identified to replace freezer doors. Replacement scheduled in April 2019. 4th Qtr: Both Freezer doors have been replaced.
g.	Replace camera system in Food Service, Library and Laundry.		C. Warner P. Maroney D. Strawn	07/01/18	12/01/18	\$10,000	1 st Qtr: Changing over to Bosch cameras, working with OIT. 2 nd Qtr: Bosch representatives have evaluated camera placement and are in the process of finalizing costs for the upgrade. 3 rd Qtr: Electronics equipment was ordered to begin the process of upgrading the electrical system to prepare for the digital cameras in Food Service. 4 th Qtr: Camera equipment was delivered and FCF Maintenance beginning the process of organizing the equipment and preparing to start installation.
h.	Recondition Recreation area (tennis courts and yard).		C. Warner P. Maroney S. Engle	07/01/18	12/01/18		1 st Qtr: Due to other high priority maintenance projects, this project was delayed. 2 nd Qtr: New Cross Fit yard has been added to the upper yard. 3 rd Qtr: Nothing further was completed this quarter. 4 th Qtr: This project has been placed on hold until the ADA improvements are determined for the recreation area.
Clinical Services							
#7	a.	Increase number of offenders in SOTMP program.	M. Zade L. Vernetti	07/01/18	06/30/19		1st Qtr: Increase from 90 to 118 2nd Qtr: Increase from 118 to 120 3rd Qtr: Increase from 120 to 148.

									Goal complete. 4th Qtr: Goal completed in 3 rd Qtr
b.	Evaluate caseloads and number of groups to increase number of clients in SOTMP program.			L. Verneti	07/01/18	06/30/19			1st Qtr: Caseload increased from 12 to 17 and from 8 to 10 groups. 2nd Qtr: Caseloads stable at 17, groups stable at 10 3rd Qtr: Caseload stable at 20, groups stable at 39 4th Qtr: Caseloads stable between 18-20, groups stable at 41
c.	Align SOTMP treatment based incentive to align with other CDOC SOTMP programs.			M. Zade L. Verneti	07/01/18	06/30/19			1st Qtr: 0 2nd Qtr: Goal Discontinued 3rd Qtr: Goal Discontinued 4th Qtr: Goal Discontinued
d.	Increase use of technology to improve efficiency.			M. Zade	07/01/18	06/30/19			1st Qtr: Ongoing move to electronic processes and records. 2nd Qtr: Signature pads, electronic records implemented. Goal 100% complete. 3rd Qtr: Completed 2nd Qtr 4th Qtr: Completed 2nd Qtr
e.	Mental Health with implement AR 700-29 to reduce number of MH holds through use of low level interventions.			JD Scollard M. Zade	07/01/18	06/30/19			1st Qtr: 3 mental health holds, with implementation of 700-29 procedures. 2nd Qtr: 2 mental health holds 3rd Qtr: Holds remain low with an average of 1-2 per month. 4th Qtr: 12 mental health holds
f.	Implement Offender/Peer Assistance program.			K. Moore M. Zade	07/01/18	06/30/19			1st Qtr: Completed 100% implementation. 4 offenders trained. Staff training ongoing. Mental Health Peer Assistance utilized 4 times 2nd Qtr: MHPA utilized October 2018-1 November 2018 -5 December 2018 -31 3rd Qtr: MHPA In place January 2019 - 130 February 2019 - 120

							March 2019 - 120 4th Qtr: April 2019 - 13 May 2019 - 12 June 2019 - 7 Numbers of offenders decreased after implementation of policy
	g.	TC will complete all SOAR assessments for all offenders prior to their first Parole Hearing.		M. Zade C. Russell	07/01/18	06/30/19	1st Qtr: Completed 100% 2nd Qtr: Continues @ 100% 3rd Qtr: 100% compliance 4th Qtr: Remains 100% compliance
	h.	Increase the number of TC community in-reach appointments.		M. Zade C. Russell	07/01/18	06/30/19	1st Qtr: 0, Pier One cannot increase in reach opportunities due to staffing at this time. 2nd Qtr: Working with outside agency to increase, however, they are reluctant to increase. 3rd Qtr: Unable to increase without improved cooperation with outside entities. 4th Qtr: Outside agencies are not able to increase monthly in reach appointments at this time.
	i.	Increase drug testing for TC offenders to align with community standards.		M. Zade C. Russell	07/01/18	06/30/19	1st Qtr: Ongoing, a re-set was initiated on 8-23-18. 144 UA's were completed. 2nd Qtr: On-going, 302 in fiscal year thus far. 3rd Qtr: Ongoing, 307 in fiscal year thus far due to budget constraints. 4th Qtr: 454 UA's completed for the year, representing approximately 1 UA per offender per quarter. Budget restrictions limited the overall administration of the UA's for the program.
	j.	Develop Emersion Training that encompasses SOTMP as well as TC		L. Verneti C. Russell J. Moore M. Zade	07/01/18	Ongoing	1st Qtr: Ongoing for TC; planning stage for SOTMP. 2nd Qtr: SOTMP 1st emersion training scheduled 2/15. TC 100% compliant 3rd Qtr: 100% Compliance met

									4 th Qtr: Compliance was met in 3 rd quarter.
Admin Services									
#8	a.	Increase career development opportunities for staff.	J. Moore C. Dickinson	07/01/18					1st Qtr: Several Promotional Readiness classes have been conducted during the 1st Quarter. 2nd Qtr: Bi-annual meetings with the Management Team and staff on each shift were held on 12/11/18. 3rd Qtr: Bi-annual meetings with the Management Team and staff on each shift were held on 3/11/19. 4th Qtr: Met goal in 3rd quarter
#9	a.	Increase IAR to 25 per month.	J. Moore C. Serena	07/01/18	Ongoing				1st Qtr: 23 2nd Qtr: 98 3rd Qtr: 94 4th Qtr: 72
#10	a.	Develop and implement an effective Re-entry Survey that focuses on identifying programming needs.	J. Moore K. Moore S. Ingo	07/01/18	09/30/18 Ongoing				1st Qtr: 10%, working on survey. 2nd Qtr: Developed survey, need to present to Management Team for approval. 3rd Qtr: Survey developed and initiated 3/15/19 4th Qtr: Completed
#11	a.	Develop a comprehensive NEO program that encompasses all aspects of FCF.	J. Moore C. Dickinson C. Russell L. Vernetti K. Moore S. Sandoval	07/01/18	09/30/18 Ongoing				1st Qtr: FCF Management Team has implemented a new detailed meeting for new staff that includes setting expectations and an introduction of the Management Team. 2nd Qtr: The new meeting is working well. Staff are being engaged with the entire team at once. Average run time is 3 hours. It's a good platform for Q & A also. 3rd Qtr: The new meeting continues to be a success.

OPERATIONS

1. MAJOR DEVELOPMENTS/ACCOMPLISHMENTS

CUSTODY / CONTROL

- Worked with Maintenance to replace the outside windows of the dining halls, which greatly helps visibility into the dining halls for deployment of less lethal weapon systems, should the need arise.
- Shift Commander training was conducted on May 9, 2019 in response to a recommendation made through an Internal Review.
- A committee was formed to conduct meetings as the facility prepares for implementation of Normalization Principles.
- National PREA Audit was conducted from May 20th through May 23, 2019.
- The Annual Fire Inspection was completed on May 21, 2019.
- The FCF Management Team hosted the annual Strategic Planning meeting on June 18-19, 2019.
- Worked with Maintenance to remodel Tower 1 the week of June 24, 2019.

PHYSICAL PLANT

- With the signing of the long bill FCF's ADA improvements Phase I was officially funded.
- Equipment repair finished up work they were doing to upgrade/repair the hydronic heat and hot water system for the west side living units. They have two more grills for the kitchen that they are modifying to install a pilot light system that is safe for use in a correctional environment.
- The electricians have been changing lighting over to LED all over the facility. They are making changes to the operation of cell lights in unit one to simplify them and get rid of out dated control modules which have been failing. They are changing the count lights to LED while they have the fixtures open. They have also completed the majority of the electrical work for the new vocational classrooms and JCAP. The lower-half of the East corridor overhead light fixtures are now LED.
- The new Vocational Welding classroom is complete. With the noise from the equipment in this area it made it virtually impossible to teach the necessary curriculum to make Vocational Welding a successful program. The new classroom will allow a better learning environment for the offenders.
- The final touches were completed on the JCAP classroom, including a range and hood, and a washer and dryer. The finished kitchenette will enhance the life skills section pursuant to C.R.S. 17-34-104.
- An asbestos abatement project was completed on the tile through a large portion of the administrative office and hallway areas.
- A remodel project was completed on tower one to make it cleaner, less cluttered, and more visually appealing.

- Outdoor lighting fixtures were upgraded and changed to LED through an extensive portion of the facility including the upper parking lot, the pole fixtures along the walkway between admin and main entry, wall pack fixtures along the admin yard, flood light fixtures along the entire midway offender corridor, wall pack fixtures on support services, and wall pack fixtures on the east side of the admin building to better illuminate the upper yard area.

ADMINISTRATIVE SERVICES

- A Family Re-Unification event was held on May 08 and June 12, 2019 in Visiting.
- The National PREA Audit took place from May 20-23, 2019.
- There were several re-entry events in April, May and June, including, Living Under Supervision presentations, Flaggers classes, Colorado Health Partnership presentations, and Pre-Release open labs.
- ICMTC toured the facility with a group of 32 from Colombia on May 03, 2019. The group's main focus was on First Line Leadership.
- May 07, 2019 ICMTC toured FCF with a group of 20 from Kosovo. The group's main focus was on Security Threat Groups. Lt. Coon answered questions and addressed the group before the tour.
- FCF hosted 2 different Work Force Tour groups on May 15 and 16, 2019. The first group had 9 participants and the second group had 13. These groups were from outside agencies and toured the facility and the complex's CI programs.
- May 17, 2019 ICMTC toured FCF with a group of 20 from Kosovo. The group's main focus was on First Line Leadership.
- May 30, 2019 ICMTC toured FCF with a group of 30 from Colombia. The group's main focus was on Emergency Management. Life Safety (Pete Anderson) led the tour and focused the tour on Emergency Management.
- June 04, 2019 ICMTC toured FCF with a group of 20 from Haiti and Jamaica. The group's main focus was Intel and Security Threat Group Management. Intel (Lt. Owens) addressed the group and answered questions before the tour.
- June 19, 2019 ICMTC toured FCF with a group of 32 from Mexico. The group's main focus was Correctional Industries.
- The annual Strategic Planning Meeting was held on June 18th and 19th off grounds in downtown Canon City. The Department's three new Strategic Planning Initiatives were presented and the multidisciplinary group of FCF staff created goals relevant to those SPI's. It was a very positive event setting the direction FCF will move forward into the next fiscal year.
- Case Manager II Jess Brandt promoted to Case Manager III at Offender Services
- Case Manager I Joe Vigil promoted to Case Manager II at FCF
- On May 16, 2019- FCF Case Managers toured ICCS Community Corrections in Pueblo, Co
- On May 22, 2019- Offender Services staff did a question and answer session at FCF with all of Canon area case managers

PROGRAMS

- FCF has reached out to several volunteers in an attempt to bring more programming to Close Custody Offenders.
- Richard Ramos, creator of the Parents on a Mission program, spoke to an audience of 43 offenders on April 17th.
- Redemption Road Crossfit began their program at FCF on May 22nd. Volunteers attended the first workout and spoke with the class. Donation requests for additional equipment have been received from the Redemption Road program and are being processed for approval. The Fremont crossfit program received official CrossFit affiliation approval as Redemption Road - Fremont 999.
- Fresh Start graduated their first class during May. Nine offenders completed the class.
- The new classroom in Welding was completed and is being used for the foundations curriculum.
- FCF hosted a meeting with Deputy Director Hansen, Annie Skinner and two members of DU's Prison Arts Initiative program to discuss the development of a department-wide newsletter/newspaper which will be produced with the help FCF's Pens & Paradigms newsletter team.
- A tour of the Vocational Education classes-- Carpentry, Machine Shop and Welding-- was given to guests from US Department of Education and the Secretary of Education, Betsy DeVos.

Academic/Vocational Education

NUMBER OF STUDENTS ENROLLED IN EACH CLASS

Program	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
GED	344	296	321	341
Thinking for a Change/ Aftercare	68	114	87	60
Moral Recognition Therapy	53	55	40	40
Why Try	39	51	49	44
Intro To Computer Info Systems	43	54	48	42
CISCO IT Essentials	10	N/A	N/A	N/A
CISCO A+	10	N/A	N/A	N/A
CISCO Networking	10	N/A	N/A	N/A
Construction	10	38	0(Vacant Teacher Position)	15
Janitorial	0 (Vacant Teacher Position)	0(Vacant Teacher Position)	21	33
Machining Technology Shop	54	36	0(Vacant Teacher Position)	15
CAD	N/A	N/A	N/A	28
Welding Technology	24	24	15	45
Customer Service	71	90	99	82
Pre-release	98	63	49	45

Creative Writing	10	0	0	0
7Habits on the Inside	65	32	51	53
Flagger Certification	0	88	55	61

Volunteer Services

- There were 18 special events in April, May, and June. The majority of the events were routine holy days but four events deserve special attention.
- On June 12th, 66 offenders attended the Seven Habits graduation and on June 15, 60 offenders graduated from the "Malachi Dads" program led by Chaplain Humphreys.
- On June 22nd, 50 offenders attended the Kelly Willard concert program and on June 29th, 74 offenders attended the Soldiers of the Savior program.

Support Services

Library

- The Library published three issues of *Pens & Paradigms* this quarter. The monthly newsletter continues to showcase the talents of offenders at FCF and highlight the positive benefits of the numerous programs offered here.
- Library staff attended the annual CLiC Conference in Pueblo in April.
- The Library continues to provide numerous program opportunities for the offender population. The 5th Art of Public speaking class concluded in April and the 6th class kicked off in May.
- The Library hosted a Poetry Slam contest on April 20th attended by 42 participants with 25 poems being presented. Guest judges determined the winners through real-time scores and the audience was allowed to select the audience choice winners. This was a very successful program with offenders already asking when the next one will be held!
- The Library sponsored an Art Contest throughout this quarter, a Puzzle Contest on May 26th and a Spelling Bee on June 30th.
- The Library RTC program is participating in the One Book For Colorado program to promote reading to children opportunities.
- Library staff continues to update the deposit collections of books in Restricted Housing and in the new-arrival pod every month with approximately 100 books being replaced or added to the collection each month.
- The editing team of *Pens & Paradigms* met with Deputy Director, Matt Hanson, Annie Skinner, the new PIO for the Department, and two representatives of the Denver University Prison Arts Initiative project on June 13th to discuss the development of a state-wide offender newsletter. The project goal is to establish a newspaper in which offenders from across the state will be able to submit articles and artwork to be included in the paper. The *Pens & Paradigms* editing team would lead production, working with the DU PAI staff. The project's goal is to be in production by Fall.

Recreation

- Recreation sponsored a Weight Meet on April 26th and 27th with 44 offenders participating.
- Recreation hosted Memorial Day Weekend activities which included a one-pitch softball tournament, pickleball, and outdoor concerts each day.
- Recreation began a Big Burger World Food Sale in May which concluded with delivery in June.
- Recreation started the Redemption Road CrossFit Program on May 22nd. Two volunteers attended the initial program meeting and continue to be involved with the program. Two separate groups were established with 36 offenders assigned to each group. The program runs six days per week with groups rotating the days. A CrossFit competition was held to kick off the Redemption Road program. This competition was held over three days with numerous teams participating. Redemption Road has had very consistent attendance. The waitlist is growing as more offenders are applying for the opportunity to participate in this workout program.
- Recreation staff continues to work closely with Maintenance to resolve physical plant issues in the yard. Maintenance installed a light on the pumphouse to alert when the pump is on and Maintenance staff did a workshop with the offender workers to train them on sprinkler use and repair.
- Recreation concluded their structured Nutrition program in May and began a second session in June.
- Recreation staff assisted with the Family Reunification program on June 12th by taking photos of the offenders with their family members and providing each family with the photo to take home with them that evening.
- Visiting photos were taken on May 11th and 12th in the visiting room. Close Custody pictures were taken on June 4th in Living Unit One. General population pictures were taken April 13th and 14th, May 18th and 19th, and June 15th and 16th.

2. TRENDS/ISSUES AND ACTIONS TAKEN

CUSTODY / CONTROL

- A security strike was conducted on April 8, 2019 for Living Unit 5 B-Pod following a suspected drug overdose.
- A security strike was conducted on April 13, 2019 for Living Unit 3 C-Pod following an offender assault.
- A security strike was conducted on April 25, 2019 for all identified Bloods in Living Units 2,3,4, & 5D.
- An offender on offender assault causing serious bodily injury occurred on April 26, 2018 in Living Unit 1 (close custody).
- There has been a significant increase of emergency transports and hospital supervision during the month of April. To date, there have been ten emergency transports, of which seven offenders were admitted to the hospital. As of today, we are currently supervising four offenders at the hospital.

- A security strike was conducted on May 2, 2019 for Living Unit 2 ABC based on an increase in the presence/discovery of dangerous contraband.
- A visiting interdiction was conducted on May 10, 2019 for the East Canon Complex.
- There has been a significant increase of emergency transports and hospital supervision during the month of May. To date, there have been 14 emergency transports, of which six offenders were admitted to the hospital.
- Five members of ERT were activated to assist CTCF on May 20, 2019.
- Five members of ERT were activated to assist TCF on May 29, 2019.
- Facility operations were modified on May 30, 2019 to allow staff to attend the funeral of a prior FCF employee.
- Utilizing Swift 911, a test of the facility emergency call back system was conducted on May 30, 2019.
- A security strike was conducted on June 3, 2019 for Living Units 2,3,4 based on an increase in the presence/discovery of dangerous drugs & contraband.
- The security strike continued on June 4, 2019 for Living Unit 5 general population.
- A security strike was conducted on June 19, 2019 in Living Unit 4 after a staff assault and based on an increase in the presence/discovery of dangerous drugs & contraband.
- Utilizing Swift 911, a test of the facility emergency call back system was conducted on June 27, 2019.
- Over 500 UA's were completed during the month of June.
- The asbestos abatement project took place from June 10-June 21, 2019.

PHYSICAL PLANT

- HVAC and boiler house staff shut down and drained the hydronic heat system for the east & west side living units on 23 April. This will allow our maintenance department to effect repairs on the Victaulic piping in cell house three as well as stop minor leaks throughout. Victaulic pipe connections leak when cold water passes through and, when hot, the seals expand and stop leaking. A sample of the insulation on boiler # 3 was collected and sent out for testing by the FCF life safety officer. This step is critical in the process of the demolition phase of acquiring a third boiler.
- The electronics shop did a lot of intercom work. They cleared up humming on the speakers and got the sound much clearer in the upper yard and gymnasium, unit six, the tunnel, and education. They also replaced the intercom module in units two and three and the amplifier for education. Preventative maintenance was performed on the outdoor cameras for the west side living units and support services.
- Replaced fire alarm panel horns & strobes in admin area (2 each). Replaced fire alarm panel batteries in LU 7/8, main entry, Education & Fiberglass
- Finished up West hydronic project for hot water and steam heat.
- Closed out 502 work orders in April.
- Installed new wiring on chiller fan motors above support services. Manufactured a new control board box, for all the cooling fans to operate more efficiently.

- Installed New LEDs lights in the offender corridor, on building 8 exterior, on processing building exterior, on electric shop exterior, on west maintenance building exterior and on laundry exterior.
- Installed phone seats in LU 1, 2, 3, 4, and 5
- Replaced food service windows and applied decals above the doors.
- Repaired all Velcro on cell doors on the west side for PREA.
- Built and installed bathroom stall divider extensions for LU 6.
- Closed out 421 work orders in May.
- Replaced 20' of leaking ½" domestic hot water recirc lines under support services with Aquapex.
- Worked on fire alarm in Cell House one and admin
- Installed 7 LED wall packs in front of medical, laundry and Kitchen.
- Installed the Fire alarm hood suppression and pull station in JCAP
- Installed indication light on the pump house for the light to show when the pump is running.
- Installed all new LED on the outside of furniture shop.
- Installed new LED on the poles between main entry and admin.
- Installed new lights in visiting area and replaced burned out lamps with LED.
- Replaced 25 table tops in the east chow hall.
- Fabricating new LU 5 yard doors.

3. SECURITY

INCIDENT ALERT DRILLS

Quarter	# of Functional Exercises	# of Table Top Exercises	# of Full Scale Exercises	Corrective Measures
1 st	5	0	1	
2 nd	2	0	0	
3 rd	3	0	0	
4 th	4	0	2	

REPORTABLE INCIDENTS

Incident Type	Quarter 1	Quarter 2	Quarter 3	Quarter 4
TOTALS	239	272	191	204
ALCOHOL	1	5	6	2
ASLT STAFF - ATTEMPT	0	1	1	1
ASLT STAFF - SPITTING	0	1	0	0
ASLT STAFF WOUT SERIOUS INJ	5	7	3	6
ATTEMPTED SEXUAL ACT	0	1	0	0

Incident Type	Quarter 1	Quarter 2	Quarter 3	Quarter 4
BELOW MINIMUM STAFFING	1	0	0	0
COMMUNICATION DEVICE	6	7	0	1
COMMUNICATIONS	2	1	0	0
DAMAGE TO BUILDINGS/PROPERTY	0	1	1	0
DRUGS/DRUG PARAPHERNALIA	19	27	11	9
DRY CELL OBSERVATION	6	7	2	10
EMERGENCY TRANSPORTS (MEDICAL)	35	34	26	44
EMERGENT NEED ENTRY	6	9	2	3
ESCAPE PARAPHERNALIA	2	0	1	0
FACILITY SEARCH/LOCKDOWN	6	8	3	5
FIGHT	14	19	14	18
FIRE	1	0	0	0
FIREARM, KNIFE, BLUDGEON	18	14	11	5
FORCE TEAM ACTIVATED (NO UOF)	1	1	0	0
HARD EMPTY HAND CONTROL	0	1	0	0
HUNGER STRIKE (SINGLE INMATE)	13	10	8	4
ID/UNIFORM/CIVILIAN CLOTH	0	3	0	3
IMPLEMENT SPECIAL CONTROLS	10	10	6	1
INCIDENT ALERT DRILL	2	2	1	3
INMATE ASLT WITH SERIOUS INJ	2	1	0	1
INMATE ASLT SPITTING	0	1	1	0
INMATE ASLT W/OUT SER INJURY	11	6	13	5
MEDICALLY ATTENDED	0	1	0	2
SECURITY DEVICE	6	3	7	4
SECURITY MONITORING EXERCISE	8	9	7	9
SELF-INFLICTED INJURY	8	12	9	2
SEXUAL ACT	2	5	2	1
SEXUAL CONTACT	0	1	3	1
SEXUAL HARRASSMENT	3	7	7	6
SOFT EMPTY HAND CONTROL	17	18	13	21
SOFT INTERMEDIATE CONTROL	4	8	12	6
STAFF INJURY	24	28	20	30
SUICIDE ATTEMPT(MH ASSESSMENT)	3	0	0	0
TOBACCO	1	1	0	0
UNINTENTIONAL DISCHA -TASER	0	1	0	1
UNKNOWN	0	1	0	0
UTILITY SERVICE	2	0	1	0

PERFORMANCE MEASURES

SEARCHES	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
# of cell searches	2,126	1,996	2,316	2381
# of common area searches	772	726	842	585
TRANSPORTS	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Transports done by facility transport personnel	93	90	80	101
# of offenders	120	109	109	101
# of miles	3,593	3,122	3,674	2589
# of personnel hours	577.50	603	663	567
Transports done by non-transport facility personnel	37	25	45	52
# of offenders	45	36	59	65
# of miles	1,283	742	1,528	795
# of personnel hours	243	169	225.5	232.75
Hospital Supervision	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
# of offenders	14	11	13	16
# of personnel hours	2,541.50	1,318	3,429	2114.5
Special Teams: # of Active Members	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
ERT	14	12	11	11
SORT	0	0	0	0
ESCAPE	9	9	9	8
Crisis Negotiation	0	0	1	0
Critical Incident Response	3	3	3	3
Honor Guard	0	0	0	1

Class 1 COPDs	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Charges	63	102	42	51
Convictions	50	93	37	48
Charges to Convictions	79.4%	91.2%	84%	94%
Class 2 COPDs	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Charges	314	298	213	263
Convictions	259	270	181	239
Charges to Convictions	82.5%	90.6%	85%	91%

HISTORICAL COPD DATA			
FISCAL YEAR	CLASS I CONVICTIONS	CLASS II CONVICTIONS	IARPs
2018 thru 2019	185	742	211
2017 thru 2018	201	777	36
2016 thru 2017	220	680	115
2015 thru 2016	216	595	215
2014 thru 2015	206	445	234
2013 thru 2014	165	925	0
2012 thru 2013	165	1,059	3
2011 thru 2012	185	1,044	3

4. PERSONNEL

STAFFING	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Requests for Transfers In	9	2	5	5
Requests for Transfers Out	23	12	22	21
# Transferred In	5	2	2	2
# Transferred Out	8	4	2	1
Overtime Hours	11,614	9,300	11,317	9,791
12/16 Hour Shifts	535	191	556	509
# of Staff on Flex Schedules	0	0	0	0
FMLA Hours	2,346	3,991.95	3,619.84	3,740.84
Turnover Rate	4.03%	4.25%	4.08%	3.40%
Times under Minimum Staffing	2	0	0	0

VACANCY REPORT	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
# Authorized FTEs	394	394	394	394
# Vacancies	14	17	10	14
% Vacancies	3.6%	4.3%	2.5%	3.6%

EMPLOYEE GRIEVANCES	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Step I	0	0	0	0
Step II	0	1	0	0

TRAINING HOURS

FY: 18-19	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Class Originated Within Facility/Agency:				
CDOC:	70	67	90	41
Outside Agency / Vendor:	4	1	7	3
Participant Source Distribution				
CDOC Personnel	379	402	436	352
Outside Agency Personnel	0	0	3	1
Participant Gender Distribution				
Female	130	131	154	118
Male	249	271	285	235
Participant Ethnic Distribution				
Caucasian Non-Hispanic	267	281	309	257
Hispanic/Spanish/Latin	80	83	90	69
African American	18	22	20	15
Asian American	5	5	4	1
Native American	6	8	10	6
Other	0	0	0	0
Participant Job Assignment Distribution				
Administration	1	1	1	1
Case Management	18	22	23	22
Clerical Support	12	12	13	11
Clinical Services	45	41	51	35
Correctional Industries	0	0	0	0
Custody Control	225	243	260	221
Food Service / Maint Support	51	58	58	35
Programs	15	14	15	16
Parole/Community	0	0		

5. OFFENDER POPULATION

Population Figures by Scored Custody Level	Quarter 1	Quarter 2	Quarter 3	Quarter 4
CLOSE	11.7%	11.8%	12.6%	12.2%
MEDIUM	86.8%	86.3%	80.3%	81%
MINIMUM	0.1%	0.1%	2.9%	31%
MINIMUM RESTRICTIVE	1.4%	1.9%	4.0%	37%
Population Figures by Ethnicity	Quarter 1	Quarter 2	Quarter 3	Quarter 4
AM. INDIAN	3.5%	3.5%	3.5%	4%
ASIAN	0.8%	1.0%	1.0%	1%
BLACK	17.8%	17.9%	18.0%	18%
HISPANIC	30.8%	31.0%	30.0%	29%
WHITE	47.2%	46.5%	46.8%	48%
Gang Members by Ethnicity	Quarter 1	Quarter 2	Quarter 3	Quarter 4
AM. INDIAN	3.4%	3.3%	1.0%	2%
ASIAN	0.9%	1.3%	0.1%	.4%
BLACK	22.0%	21.5%	6.0%	8%
HISPANIC	44.8%	43.6%	12.8%	14%
WHITE	29.0%	30.3%	6.6%	12%

Offender Grievances Step 1

Subject	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Total	360	374	480	381
Account	4	11	12	14
Canteen	26	24	47	28
Case Management	19	7	24	8
Clinical care/treatment	2	1	0	0
Dental	2	5	3	2
Disagree with accommodations	1	0	0	0
Earned Time	1	6	2	4
Food Service	13	7	27	23
Housing Conditions	10	11	12	3
Hygiene	0	1	0	0

Subject	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Indigency	0	2	0	0
Jobs	25	15	17	10
Laundry	11	11	15	12
Legal Access	3	4	8	5
Mail room	6	8	15	18
Medical	95	67	97	65
Mental Health	5	1	22	27
Other	30	35	43	51
PREA	2	0	0	1
Privileges	7	13	1	1
Programs	1	11	5	2
Property	45	71	72	57
Publications	2	2	0	1
Recreation	1	8	2	8
Religion	3	7	9	3
Safety	1	1	0	1
Searches	17	7	1	2
Staff Conduct	26	30	38	34
Staff Sexual Harassment	0	1	1	0
Urine Analysis	1	1	4	1
Visitation	1	6	3	0

Offender Grievances Step 2

Subject	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Total	84	150	177	178
Account	1	4	4	3
Canteen	6	7	8	6
Case Management	3	2	9	9
Dental	0	1	1	0
Earned Time	1	3	1	2
Food Service	5	1	12	13
Housing Conditions	1	4	3	3
Indigency	0	1	0	0
Jobs	2	9	6	4
Laundry	1	6	6	7
Legal Access	2	3	4	3
Mail room	2	4	7	12

Subject	Quarter 1	Quarter 2	Quarter 3	Quarter 4
Medical	21	31	34	31
Other	7	16	17	21
Privileges	2	7	0	1
Programs	0	5	4	0
Property	21	16	35	30
Recreation	0	2	2	5
Religion	0	5	5	3
Searches	4	4	0	3
Staff Conduct	5	15	15	21
Urine Analysis	0	2	2	1
Visitation	0	2	2	0

6. PROGRAMS

Code	Program Name	Quarter 1	Quarter 2	Quarter 3	Quarter 4
0615	GENERAL EDUCATION DIPLOMA	61	71	102	113
0702	CUSTOMER SERVICE SPECIALISTS	18	26	31	23
0706	INTRO TO COMPUTER INFO SYSTEMS	15	14	18	18
0708	INTRO TO CARPENTRY	10	0	0	14
0709	INTRO TO WELDING	7	0	0	15
0721	INTRODUCTION TO MACHINE TECH	14	4	0	14
0912	PUEBLO COMMUNITY COLLEGE CERTF	12	12	10	9
0913	COLLEGE CERTIFICATE	0	10	10	13
Total		137	127		171

RECREATION	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
# of offenders, who participate in programs that are structured, implemented, supervised and coordinated by Recreational Programs. (include hair activities)	4,101	3,130	3806	3777
# of offenders that enter recreation areas for	29,082	20,089	27,066	41702
# of structured programs offered at the facility; programs facilitated and coordinated by Recreational Programs	30	33	35	34
# of disciplinary reports written by Recreational Programs for altercations occurring in the recreational area.	1	2	2	0
# of individual community volunteers involved in	25	0	8	3

the facility recreation program				
VOLUNTEER PROGRAMS	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
# of Formal Religious Services	173	174	178	174
# of Other Religious Programs (regularly scheduled faith group programs; not services)	121	112	118	134
# of Seminars (special events; count as event not # of days)	23	29	18	28
# of Non-Religious Programs (AA, GED Tutors etc)	71	53	62	78
# of Offender Participants (Total number in each event, 1 offender may attend numerous events and counted each time)	7,553	7,626	8029	8261
# of Offenders Served (do not count offenders more than once)	1,403	1,559	1530	1568
# of Volunteers (each volunteer is counted only once)	250	266	266	261
# of Volunteer Hours Served (Total hours of all volunteers)	966.50	834.50	948	980
Chaplain Hours	660.45	724.30	604	728
# of Emergency Notifications by Chaplains	9	13	11	18
OFFENDER LABOR CREWS	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Offender Labor Hours Worked	4620	5460	4200	4620
Offender Labor Projects Completed	4	4	3	5
# of Agencies Served	0	0	0	0

TOURS				
	Date	Group Name	# in Group	Areas Visited
1 st Quarter	7/20/18	ICMTC - El Salvador	20	Facility
	8/3/18	ICMTC - Mexico	30	Facility
	8/7/18	ICMTC - Trinidad and Tobago	10	Facility
	9/4/18	Parole Board - Alexandra Walker and Kristen Hilkey	2	FCF JCAP Program
	9/4/18	ICMTC - Haiti/Morocco	20	Facility
	9/13/18	ICMTC - Columbia	30	Facility
	9/26/18	Representative Leroy Garcia & group	5	Facility
	9/28/18	Parole Interns	2	Facility

	8/22/18	NIJ Tour	3	Programs
	9/28/18	ICMTC - Guatemala	21	Facility
2 nd Quarter	10/16/18	ICMTC Columbia	30	Facility
	10/23/18	ICMTC Pakistan	21	Facility
	10/25/18	FBOP	7	Vocational Education
	11/13/18	Oxford House	3	Facility
	12/5/18	Legislative Tour	4	Facility
	12/4/18	ICMTC Mexico	32	Facility
	12/13/18	ICMTC Libya & Pakistan	22	Facility
	12/18/18	ICMTC Morocco	14	Facility
3 rd Quarter	1/15/19	ICMTC- West Africa	35	Facility
	1/16/19	ICMTC- Costa Rica	17	Facility
	1/25/19	Governor Jared Polis	5	Facility
	2/26/19	ICMTC-Mexico	35	Facility
	3/21/19	Canon City Chamber of Commerce Leadership Group	15	East Canon Complex
	3/27/19	ICMTC- Georgia & Haiti	20	Facility
	3/28/19	ICMTC- Mexico	32	Facility
4 th Quarter	4/2/19	CI Audit		Industries
	4/22/19	ICMTC Tour-Kenya	10	Facility
	5/3/19	ICMTC - Colombia	32	Facility
	5/7/19	ICMTC - Kosovo	20	Facility
	5/15-5/16	Work Force Tour Groups	22	Facility
	5/17/19	ICMTC - Kosovo	20	Facility
	5/30/19	ICMTC - Colombia	30	Facility
	6/4/19	ICMTC - Haiti and Jamaica	20	Facility
	6/19/19	ICMTC - Mexico	32	Facility

7. TESTING AND INSPECTIONS

LIFE SAFETY

Quarterly Testing	1 st Quarter	2 nd Quarter	3rd Quarter	4 th Quarter
SCBA	10	2 (8 removed, replaced with IEvac hoods)	2 (8 removed, replaced with IEvac hoods)	2 SCBA's remain in Metal Products to be replaced in FY20 with IEvac hoods
Fire Stand Pipe System	N/A	N/A	N/A	N/A
Emergency Exit Lighting	All 50 Buildings	All 50 Buildings	All 50 Buildings	All 50 Buildings
Emergency Generator	4	4	4	4

FIRE DRILLS		
1 st Quarter Dates	Locations	After Action Report
July 5, 7, 8, 12, 14, 25	Education, LU-4, Maint, LU-3 3 rd , Fiberglass, LU-6 3 rd	The drill was to test staff response time, equipment, and staff knowledge of situation.
August 9, 14, 15, 16, 21, 22, 23, 28	LU-3, Furniture, Visiting, LU7, LU-1, Laundry, Vocational, LU-7	Discussed the issues with smoke inhalation, building design
September 3, 5, 7, 11, 12, 13, 14, 17, 19, 25, 26, 27	7, 8, 5, 2, 1, Processing, Boiler House, 1-3rd, 1-2nd, 5-3rd, Metal Products, Medical, 2-3rd	Training will continue to assist new officers with their roles during an evacuation

2 nd Quarter Dates	Locations	After Action Report
October 18	7, Education, LU-4, Maint, 3, Fiberglass, 6	The drill was to test staff response time, equipment, and staff knowledge of situation.
November 13, 22	1, 4, 6, 7, Housekeeping, Laundry, Vocational, 7, Programs/Education	Training will continue to assist new officers with their roles during an evacuation
December 8	8, 7, 2, 1, 3 Processing, Boiler House, 5, Medical,	The drill was to test staff response time, equipment, and staff knowledge of situation.

3 rd Quarter Dates	Locations	After Action Report
1/24/19	All Living Units	Debrief conducted with responding staff
1/28/19	Living Unit 2	Debrief conducted with responding staff
2/4/19	CCi Metal Products	Debrief conducted with responding staff
2/5/19	Central Case Management	Debrief conducted with responding staff
2/8/19	Education, MH, Property, Mail Room	Debrief conducted with responding staff
2/14/19	CCi Furniture Shop/Fiberglass	Debrief conducted with responding staff
2/27/19	Living Unit 5	Debrief conducted with responding staff
3/08/19	Administration Building	Debrief conducted with responding staff.
3/12/19	Visiting	Debrief conducted. Staff responded appropriately with Evac hoods and fire extinguishers
3/14/19	Furniture Shop	Debrief conducted with responding

		staff
3/14/19	Fiberglass Shop	Debrief conducted with responding staff
3/19/19	West Maintenance Shop	Debrief conducted with responding staff
3/20/19	Living Unit 7	Debrief conducted. Staff evacuated offenders to the appropriate areas.
3/21/19	Living Unit 3,4, 8;	
3/22/19	Boiler House	Debrief conducted with responding staff
3/25/19	Living Unit 6 Lower, Voc Shops	Debrief conducted on staff response
3/25/19	Recreation	Debrief conducted. Responding staff were knowledgeable about the evacuation process.

4th Quarter Dates	Locations	After Action Report
5-20-19	LIVING UNIT 1	Debrief conducted with responding staff
6-26-19	LIVING UNIT 2	Debrief conducted with responding staff
4-24-19	LIVING UNIT 3	Debrief conducted with responding staff
5-28-19	LIVING UNIT 4	Debrief conducted with responding staff
6-13-19	LIVING UNIT 5	Debrief conducted with responding staff
4-17-19	LIVING UNIT 6	Debrief conducted with responding staff
5-28-19	LIVING UNIT 7	Debrief conducted with responding staff
6-3-19	LIVING UNIT 8	Debrief conducted with responding staff
4-17-19	ADMINISTRATION	Debrief conducted with responding staff
5-19-19	FOOD SERVICE	Debrief conducted with responding staff
5-19-19	MEDICAL	Debrief conducted with responding staff
5-19-19	LAUNDRY	Debrief conducted with responding staff
5-3-19	EDUCATION, MENTAL HEALTH, PROPERTY, MAIL ROOM	Debrief conducted with responding staff
4-25-19	BOILER HOUSE	Debrief conducted with responding staff
5-9-19	VISITING	Debrief conducted with responding staff
4-25-19	RECREATION	Debrief conducted with responding staff
6-17-19	Central Case Management	Debrief conducted with responding staff
5-18-19	CI FIBERGLASS	Debrief conducted with responding staff
5-18-19	CI FURNITURE SHOP	Debrief conducted with responding staff
5-2-19	CI METAL PROD.	Debrief conducted with responding staff
6-25-19	MAINTENANCE BLDG.	Debrief conducted with responding staff
4-25-19	VOCATIONAL SHOPS	Debrief conducted with responding staff
5-23-19	Graveyard-All Living Units	Debrief conducted with responding staff

ANNUAL EQUIPMENT TESTING

	Fire Alarms	Sprinkler System	Smoke Detection System	Fire Hydrant
Date	6-18-19	6-18-19	6-18-19	
Performed By	Peter Anderson	Peter Anderson	Peter Anderson	

ANNUAL CDPHE INSPECTION (INCLUDE FOOD SERVICE)

Note: add to data dictionary that this includes annual inspection, not mid-year

	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Date of Inspection	July 9, 2018			
# of Violations	20	0	0	0
Violations Corrected	20	0	0	0
Violations Pending	0	0	0	0

Comments if necessary:

ANNUAL FIRE INSPECTION

	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter
Date of Inspection	May 21 st 2019			
# of Violations	0	0	0	20
Violations Corrected	0	0	0	18
Violations Pending	0	0	0	2

Comments if necessary: