

# REDGRANITE CORRECTIONAL INSTITUTION

Wisconsin Department of Corrections

Division of Adult Institutions



## Annual Report Fiscal Year 2015

# TABLE OF CONTENTS

MESSAGE FROM THE WARDEN	3
INSTITUTION PROFILE	3
PURPOSE STATEMENT	3
FAST FACTS	3
FACILITY ACCOMPLISHMENTS	4
STAFFING REPORT	4
STAFF RETIREMENTS	5
EMPLOYEE MANAGEMENT COMMUNICATION AND COLLABORATION COMMITTEE	5
COMMUNITY RELATIONS	5
CONDUCT REPORTS	6
COMPLAINTS	6
MOVEMENT AND DEMOGRAPHICS	6
RESORATIVE JUSTICE	7
COMMUNITY SERVICE	7
VOLUNTEERS	8
PROGRAMS	8
UNIT MANAGEMENT	9
EDUCATIONAL SERVICES	10
HEALTH SERVICES	10
MENTAL HEALTH SERVICE:	10
FOOD SERVICE	11
MAINTENANCE DEPARTMENT	11
BADGER STATE INDUSTRIES	11
PREA COORDINATOR	12
ADA COORDINATORS	12
LEP COORDINATOR	12
ACRONYMS	12

# MESSAGE FROM WARDEN

I would like to begin by thanking the staff at Redgranite Correctional Institution for dedicating their professional careers to public service, specifically to public safety. We all entered this profession for different reasons, and regardless of what those reasons may be; I believe we all have the common goal of making a positive difference in the world we live in. The staff at Redgranite Correctional Institution achieves that goal each day and it is a true pleasure to be part of the Redgranite team.

For those who left Redgranite this past year, either through retirement, promotion, or transfer, I'd like to thank you for your many contributions in making Redgranite ROCK solid. You all left your mark on the character and integrity of this Institution and you will all be missed. I also welcome our new staff to the Redgranite team and remind you that you are the ones charged with the responsibility to maintain and protect the character and integrity of this Institution well into the future. Do not take that responsibility lightly.

I'd like to recognize the hard work and contributions of all staff at Redgranite. Thank you for your role in maintaining a safe environment for us all.

Thank you and be safe!

## INSTITUTION PROFILE

### Purpose Statement

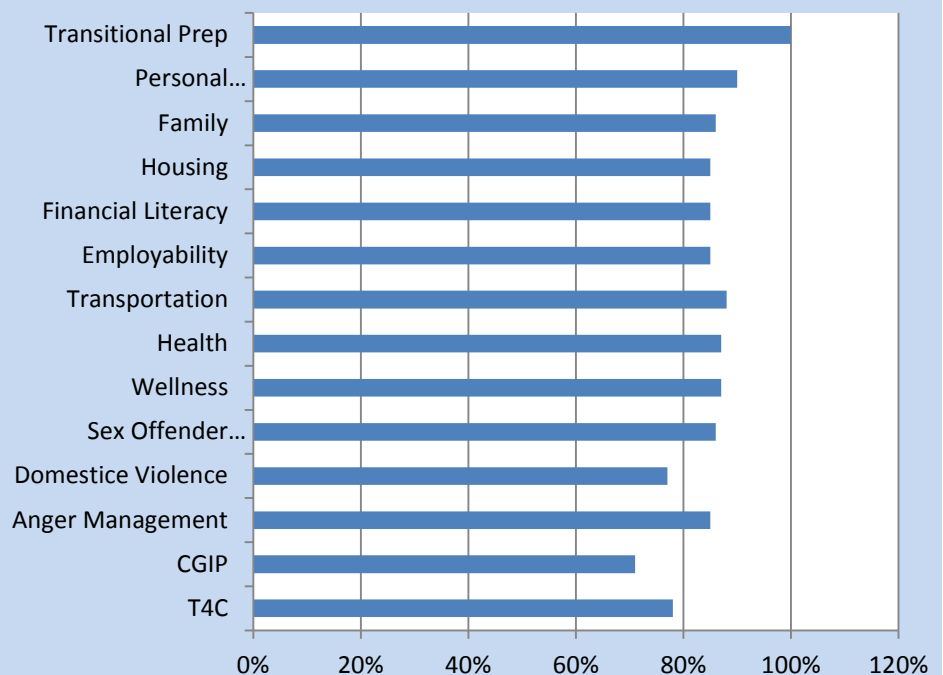
To maintain secure and safe custody of medium security offenders committed to Redgranite Correctional Institution (RGCi) while providing these offenders with opportunities for cognitive and behavioral development to enhance their potential as productive members of society.

### Fast Facts

Opened January 8, 2001

- Medium Security
- Operating Capacity – 990
- Current Population – 1028
- Staff – 293
- Inmate to Staff Ratio – 3.5 to 1
- 89 acres
- Operating Budget – \$ 24,309,769
- Inmate Obligations – \$ 118,098  
(Child Support, Restitution, Victim/Witness,  
DNA, Filing Fees, Legal Loans &  
Medical Co-pays)

### Program and Re-entry Completion Percentages



## Facility Accomplishments

- RGCI hosted a visit from the Georgian Delegation in May 2015.
- The RGCI garden was expanded to a full acre.
- RGCI was the top fundraising law enforcement team for the 2015 Polar Plunge for Special Olympics.
- Inmate fundraisers were held throughout the fiscal year raising money for local non-profit and restorative justice charities. Fundraisers included the sale of ice cream, pizzas, and boneless chicken wing dinners.

## Staff Reporting

# of Positions	Classification	# of Positions	Classification
1	Automotive Equipment Technician – Master	11	Social Worker (Corrections)
1	Chaplain	10	Teacher (Includes 1 Teacher-Guidance Counselor)
185	Correctional Officer/Sergeant	2	Buildings/Grounds Superintendent & B&G Supv.
8	Corrections Food Service Leader 2	1	Correctional Management Services Director
1	Crisis Intervention Worker	1	Corrections Security Director
1	Electrician	3	Corrections Unit Supervisor
1	Electronic Technician Security (Senior)	1	Corrections Program Supervisor
1	Facilities Maintenance Specialist	1	Deputy Warden
2	Facilities Maintenance Specialist (Advanced)	1	Education Director
4	Facilities Repair Worker (Advanced)	1	Financial Program Supervisor
3	Financial Specialists	2	Food Service Administrator & FS Manager
1	HVAC/Refrigeration Specialist (Advanced)	1	Human Resource Assistant
2	Inventory Control Coordinator	1	Institution Complaint Examiner
1	Inventory Control Coordinator (Advanced)	1	Institution Human Resources Director – Adv.
1	Librarian	1	Nursing Supervisor
1	Medical Program Assistant (Associate)	1	Offender Records Supervisor
6	Nurse Clinician 2	1	Payroll & Benefits Specialists – Confidential
3	Offender Records Assistant 2/3	2	Program Assistant – Confidential
4	Office Operations Associate	1	Psychologist Supervisor
1	Plumber	1	Secretary Confidential
4	Psychological Associate (A-B)/Psychologist-Licensed	14	Supervising Officer 1 & 2
2	Recreation Leader (A-B)	1	Warden

## Staff Retirements

NAME	TITLE	YEARS OF SERVICE	RETIREMENT DATE
Ralph Ewald	Correctional Officer	15	10/10/2014
Thomas Wilson	Correctional Sergeant	22	10/18/2014
Curtis Spanbauer	Guidance Counselor	14	01/2/2015
William Barwis	Chaplain	3	01/14/2015
William Piechowski	Correctional Officer	18	02/01/2015
Maureen Powless	Librarian	21	02/02/2015
Daniel Gustin	Correctional Officer	17	03/02/2015
David Jaeck	Nurse Clinician 2	19	04/01/2015
December Maglior	Correctional Sergeant	28	06/20/2015

## Employee Management Communication and Collaboration Committee

This committee meets monthly to actively engage employees at all levels of the organization, facilitating ongoing communication with staff to support the goal of two-way communication with employees, utilizing the knowledge and expertise of staff to problem-solve and plan.

# COMMUNITY RELATIONS

The Redgranite Correctional Institution continues to maintain its partnership with the community through its Community Relations Board. This board functions as a positive link between the institution and the Redgranite community. This board meets bi-annually in the spring and fall. Areas of mutual interest and concern include, but are not limited to, the following: public awareness and education about the operation and mission of the institution, offender program activities, the impact of the institution on the community, the institution's involvement in community affairs, and a variety of other law enforcement & community-related issues.

## 2015 Community Board Relations Members

- James Angelo, Redgranite Fire Chief
- Deb Behringer, Waushara County Adm. Coordinator
- Dave Belfeuil, Community Member
- Scott Blader, Waushara Co. District Attorney
- Guy Dutcher, Waushara County Circuit Judge
- Lafe Hendrickson, School Liaison, Waushara Co. Sheriff's Dept.
- Ron Kalmus, Regional Chief - DCC
- Jay Klemann, Probation & Parole Supervisor – Wautoma
- Kathy Klemann, Waushara Co. Victim Witness Coordinator
- Bennett Lardie, US Army National Guard
- 
- Kyle Tarr, Police Chief Redgranite
- Jeff Nett, Waushara County Sheriff
- Luther Olsen, Senator, WI State Legislature
- Kevin Petersen, US Rep. – Assembly District 40
- Gregg Sluke, Pastor – Redgranite
- Tony Smyrneos, President Farmers Exchange Bank
- Kelly Schmude, Emerg Serv Mgr – Berlin Memorial Hosp
- Jerry Sieg, Village President, Redgranite
- Clyde Simonson, Principal, Redgranite Elem. School

## RGCI Community Relation Representatives

- Michael Meisner, Warden
- Scott Eckstein, Deputy Warden
- Steven Schueler, Security Director
- Wendy Monfils, Correctional Mgmt. Services Director
- Karla Souzek, Human Resources Director

## CONDUCT REPORTS

Year	Major Conduct Reports	Minor Conduct Reports	Appeals Affirmed	Appeals Modified	Remanded
2011-12	660	921	153	23	9
2012-13	560	793	146	27	2
2013-14	600	887	149	40	1
2014-15	472	507	108	16	10

## COMPLAINTS

FY 2006	FY 2007	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY2015
1420	1368	1245	807	712	678	675	797	696	868

## MOVEMENT AND DEMOGRAPHICS

Inmate Movement Out of RGC FY2015	
Transfers out	311
Releases Includes Mandatory, Extended Supervision, Maximum Discharge, & Court Ordered Releases	239
Deaths	1
<b>Total</b>	<b>551</b>

Population Breakdown by Race		
American Indian	25	2.5%
Asian	13	1.3%
Black	357	35.3%
Hispanic/Latino	111	5.4%
Unknown	1	.1%
White	614	61.8%

Population by Age		
14-19	2	0.2%
20-24	54	5.3%
25-29	140	13.8%
30-34	163	16.1%
35-39	158	15.6%
40-44	138	13.6%
45-49	122	12.0%
50-54	92	9.1%
55-59	75	7.4%
60-64	36	3.6%
65+	34	3.4%

# RESTORATIVE JUSTICE EFFORTS

## Crochet/Sewing

The inmates who participate in crochet/sewing have created many handmade items such as hats, mittens, scarf sets, afghans, stuffed animals, baby blankets, Christmas stockings, sweaters, baby sets, fleece mittens and baby carrier covers which have been donated to many different charitable organizations to distribute to the needy both locally and worldwide. The crochet project accepts yarn donations from local citizens and organizations.

## Garden

This past year we have expanded the garden by a quarter acre and have built a greenhouse. The garden and greenhouse are planted and maintained by the garden project inmates. The fresh produce and herbs significantly reduces our food costs. Over 10,000 pounds of produce was grown, tended and harvested within RGCI. We have spent this year trying to supplement the soil by composting food waste and introducing worms. With the improvements we have made, next year, we expect to be able to donate fresh grown produce to the local food pantries.

## R.Y.T.E. (Reaching Youth through Education)

The program is designed not only to educate but also to deter teens from participating in negative behavior that could ultimately lead them to incarceration. Students learn that the everyday choices they make in life will determine their life's consequences. The use of drugs and alcohol are main themes in the inmates' stories of how they came to be incarcerated. Inmate participation is voluntary and they are carefully screened before chosen to participate. Many schools from the surrounding area participate.

## Community Service

There are a total of twelve full-time and six half-time community service inmate workers.

## Community Clean-up

Under the supervision of our maintenance officer, RGCI minimum community inmates provided assistance to community partners including the Village of Lohrville by repairing washouts on road shoulders and removing and clearing brush, and to the Village of Redgranite by doing clean-up work at Quarry Park.

## Re-Entry Portfolio Project

The community service inmates collate inmate portfolios for the Division of Adult Institutions. Inmates statewide utilize the portfolios as a Pre-Release tool. To date since inception in 2007, they have completed nearly 500,000 portfolios for inmates to utilize throughout the state as they prepare for release to their communities.

## Donations

This year the maintenance department's inmate woodshop employees built a rocking semi truck, rocking chair, ladder golf game and plaques for various charity events.

# VOLUNTEERS

## Volunteer Based Services

RGCI has 114 approved volunteers from various occupations that provide special services and programs for inmates. RGCI is able to provide the following programs due to the assistance of these volunteers: Alcoholics Anonymous; family counseling; religious activities; tutoring; and veterans' affairs.

### Chapel Programming

The chapel has a full range of programs addressing the spiritual needs of RGCI inmates. The chapel utilizes over one hundred volunteers in providing programs (including worship services, study groups and prayer) for the seven religious groups (Buddhist, Catholic, Islam, Jewish, Native American, Pagan and Protestant). These volunteers are coordinated and scheduled by one full-time chaplain. The chaplain also counsels individual inmates and coordinates professional clergy visits.

### Dog Therapy

Redgranite Correctional Institution (RGCI) began a pilot program in November 2007 assisted by an outside service agency, Dog Therapy Incorporated. Dog therapy is a service that promotes positive mental health through visitation with animals. The target population for RGCI's dog therapy group is elderly, infirmed (chronic high blood pressure), terminal, wheelchair bound, severe depression, and those inmates that tend to isolate. Approximately twelve inmates participate once a month.

# PROGRAMS

## Correctional Programs and Services Offered

### Thinking for Change (T4C)

T4C is an evidence-based Cognitive Behavioral Program produced by the National Institute of Corrections. During FY14, three staff were trained to facilitate T4C. In May of 2014, 13 inmate participants started T4C at RGCI. During this program they were introduced to the Program Organizer concept which shows the connection between cognitive self-change, problem-solving, and social skills—essentially demonstrating that thinking controls behavior. At the end of the program, each worked together with a group and presented a final role play to incorporate all of the skills learned. Each participant was also tested during a final exam on the T4C concepts.

### Cognitive Intervention

The Cognitive Intervention Program (CGIP) is a 30-lesson program that is delivered in two-two hour classes per week. CGIP may take four to six months to complete the program once an inmate has enrolled. Phase One of CGIP teaches participants the skills to identify their thinking patterns. Phase Two of CGIP focuses on current situations and making plans for the future. RGCI houses all CGIP participants in one housing unit. The goals of this unit are to prepare inmates for successful re-entry into the community and to improve institution adjustment by addressing the needs of inmates who have been identified as exhibiting behavior that reflects "errors in thinking".

### Talking Letters

Inmates are recorded while speaking, singing a song, reading a poem, or sending similar appropriate greetings to adults on their visiting list. During the course of the year, 89 recordings were made and sent to inmate family and friends.



### Parenting

Parenting is a 60-hour program that meets twice per week for two hours each, offered to all inmates that have an identified A&E need or have a judgment of conviction to complete a parenting program. The program addresses various parenting responsibilities and skills, along with related topics through the use of videos, discussion, homework and activities.

### Anger Management

Anger Management is a 24-week program that is delivered in two, 12-week sections. The first section focuses on identifying anger, the hidden reasons and causes for anger, knowing the anger cycle and anger styles, and getting in touch with unresolved or past anger. The second half of the program helps inmates build new coping skills, challenge old thoughts and beliefs, explore the feelings behind anger, learn stress reduction techniques, and enhance effective communication and conflict resolution.

### Domestic Violence

The Domestic Violence Program is delivered in two phases. It meets twice per week for two-hour sessions and lasts approximately 6 months. During the first phase, participants learn about the different types of abuse and identify the thoughts and beliefs that have led them to engage in abusive behaviors in the past, using a cognitive-based approach. They also demonstrate what they have learned about tactics of power and control, the cycle of abuse, and life traps in their past relationships. The second phase of the program focuses on developing healthier interpersonal skills. Participants learn about victim empathy through a variety of events, including role-playing activities. In Phase 2, participants also explore and improve their skills in an effort to build healthy relationships. The overall goal of this program is to stop the cycle of family/relationship abuse.

### Read-to-Me

The Read-to-Me program provides inmates with an opportunity to select a donated and age appropriate children's book and be videotaped while reading the book aloud. Both the book and the tape are mailed to a child in the inmate's life. This helps inmates develop and maintain important emotional connections with their children and allows inmates to have an important role in their children's development. During the course of the year, 41 inmates participated in this opportunity.

### Grief Recovery Group

This is a seven-week program where the goals include: completing unfinished business with the object of our loss and being able to say goodbye; completing the inmate's personal "grief work" through writing, sharing, and creative expression; dealing with other losses that may surface during the weeks they are together; allowing inmates to feel joy, sorrow, anger, and many other emotions without fear. In FY2014, 135 inmates participated in the Grief Group.

### Sex Offender Treatment

The Sex Offender Treatment (SOT) Program meets an inmate's Assessment & Evaluation (A&E) need for institution-based sex offender treatment, SO-2. It is designed as a 90-hour program offered in weekly two-hour classes for approximately one year of treatment. The program follows the model designed by the DOC. Two professionals trained in sex offender programming, including at least one psychologist, lead each group.

## DEPARTMENT INFORMATION

### Unit Management

This institution is designed to function under a decentralized management and service delivery system. The four (4) housing units operate, for the most part, as self-contained units. Inmate dining is decentralized and takes place within each Redgranite Correctional Institution

housing unit, as do many of the program and leisure-time activities. This design enables more effective control of movement and reduces risks apparent in large groupings of inmates.

Each of the four housing units are managed by a unit supervisor in conjunction with a multidisciplinary team consisting of correctional officers, social workers, teachers, work supervisors, a psychologist, and liaisons from health services and the security supervisor ranks. The multidisciplinary team meets on a regular basis to discuss unit operations and issues related to the management of individual inmates. By sharing information and perspectives, staff members gain a fuller view of the inmate and the various responsibilities of all staff.

### Educational Services

The school program offers three distinct academic competency-based curriculums: Basic (K-6), Intermediate (7-9) HSED (9-12). Test of Adult Basic Education (TABE) helps place inmates at the appropriate level. During FY2015 there were 8 GED and 9 HSED diplomas recipients. The education department also offers vocational programming in Microsoft Office and Bakery Fundamentals. Students that pass these courses receive college credits through Fox Valley Technical College. There were 14 students that received Bakery Fundamentals certificates and 12 students that received Microsoft Office certificates.

### Health Services

RGCI's health services unit is staffed seven days per week by registered nurses. Hours of operation are Monday 5:30 am to Friday 10:30 pm and Advance Care Providers are available during those hours. Weekend hours are 9-5 with an on-call physician available 24/7. Physician coverage is M-F. Our staff includes six FTE nurse clinicians, one unit manager, one physician, one nurse practitioner, two licensed practical nurses, one medical assistant, and two medical program associates. Our dental clinic is open three days per week and is staffed with one dentist, his assistant, and a dental hygienist. Psychiatric care is provided once per week in house and once per week by tele-medicine.

Medical staff members have an average of 2,300 inmate patient contacts per month. Each inmate patient is seen a minimum of once yearly for an annual screening, while 1/3 of the population is seen multiple times per year. Other services provided on a part-time basis are physical and occupational therapy, optical, x-ray and ultra-sound, which are provided on site. Routine appointments for health maintenance are handled through the chronic condition clinics. Inmate patients were referred for surgical interventions, cancer treatments, and to specialty clinics ranging from orthopedics to infectious disease specialists. UW Madison, Berlin Memorial, St. Agnes, and Waupun Memorial hospital were all utilized. We strive to meet our patients' needs while being cognizant of health care cost. We continue to value Quality Improvement and therefore complete monthly audits on medication management and medical care reviews.

### Mental Health Services

The Psychological Services Unit (PSU) is responsible for monitoring, supporting, and treating inmates with mental health problems. The mental health issues addressed include serious crises and severe long-term mental illnesses as well as difficulty coping with issues of life and incarceration. PSU works closely with security staff, health services (including psychiatry), and unit staff to address these issues. PSU is also responsible for providing sex offender treatment, assisting in training staff, providing specialized psychological evaluations of inmates, and supporting the safe, secure functioning of the institution. Psychologists are assigned to housing units where they provide an array of direct mental health services as well as administrative and consultative services to correctional staff. Additionally, PSU staff is on call for coverage after regular working hours.

### Food Service

Food Service operates seven days per week; there are 62 inmate workers assigned to the food service department. We serve approximately 3,360 meals per day with an average cost of \$.94 per meal.

### Maintenance Department

Under the general direction of the buildings and grounds superintendent and buildings and grounds supervisor, the department employs thirty-eight inmates. The Maintenance Department is responsible for all physical plant maintenance including plumbing, electrical, electronic technical services, HVAC, welding, wood working, painting, automotive services, food service equipment repair, and grounds keeping.

Maintenance accomplishments in FY2015:

- Completed 3,437 work orders
- Maintenance started construction on a shelter and storage shed at RGCI
- Domestic water piping project.
- Completed the installation of a greenhouse and added irrigation to the garden expansion.
- Additional ceiling fans were installed in F unit to increase air circulation.
- Upgraded the boiler water piping system by adding drain and shut off valves to minimize the amount of down time during repairs.

### BSI Durable Medical Equipment (DME) Refurbishing Shop 893

BSI employs 13 inmate workers. When donated equipment is received in the shop the following process takes place: It is evaluated, sanitized, disassembled, cleaned, repaired, replacement parts are issued as needed, it's reassembled and final quality control checks are conducted. Upon completion, the items are sent back to IndependenceFirst Mobility Retail Store locations in Milwaukee/Madison where it is distributed to Wisconsin's disabled population. Many customers do not have the insurance or funds needed to purchase the new equipment they need. This used equipment can be purchased at a fraction of the cost of new on a zero interest, extended payment plan.

In FY15, BSI refurbished 1,692 pieces of DME for our partners at IndependenceFirst to include: manual and power wheelchairs, power scooters, walkers, transfer benches, bath/shower chairs & seats, elevated toilet seats, bed rails, seats, cushions, batteries, battery chargers, commodes, rollators, etc. We have expanded our ability to refurbish durable medical equipment this past year. We now refurbish hospital beds (manual and power), patient lifts (manual and power) and several other miscellaneous items. BSI also recycled 789 pieces of DME this fiscal year. This ensures that these items didn't end up in a landfill. This helps our environment.

RGCI BSI DME refurbishing also refurbishes DOC wheelchairs for \$80 each. This allows institutions/facilities to have their heavily used and damaged equipment repaired in a convenient manner, at a reduced cost, while supporting BSI's mission to teach inmates employable skills. In FY15, we refurbished 120 DOC Wheelchairs.

All but two of our power equipment refurbishing inmates employed in the Durable Medical Equipment Refurbishing Shop have been Certified via Invacare in Power Wheelchair Programming, Diagnostics and Repair. The two untrained inmates are scheduled to be certified this winter. This certification supports the value that BSI puts on the Departments Reentry Initiative.

A business plan is underway to expand the shop in the next year by gaining additional non-profit customers outside of the department.

# CONTACT INFORMATION

<b>PREA</b>	
Kelly Mueske, PREA Compliance Manager	920-566-3129

<b>ADA (American Disabilities Act)</b>	
Aimee Wilson, Food Service Administrator	920-566-3135
Lori Doehling, Health Services Manager	920-566-3164

<b>LEP Coordinator</b>	
Lt. Robin Lindmeier, Supervising Officer I	920-566-3194
Joel Bruessel, Teacher	920-566-2320

## ACRONYMS

A&E	Assessment & Evaluation
ADA	Americans Disability Act
BSI	Badger State Industries
CGIP	Cognitive Intervention Program
DME	Durable Medical Equipment
DOC	Department of Corrections
DCC	Division of Community Corrections
FTE	Full Time Employee
FY	Fiscal Year
GED	General Education Development
HSED	High School Equivalency Degree
HVAC	Heating, Ventilation, and Air Conditioning
LEP	Limited English Proficiency
PREA	Prison Rape Elimination Act
PSU	Psychological Services Unit
RGCI	Redgranite Correctional Institution
R.Y.T.E.	Reaching Youth Through Education
SOT	Sex Offender Treatment
T4C	Thinking 4 Change
TABE	Test of Adult Basic Education