



Geared For Re-Entry >>>

Annual Report



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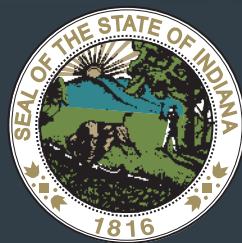


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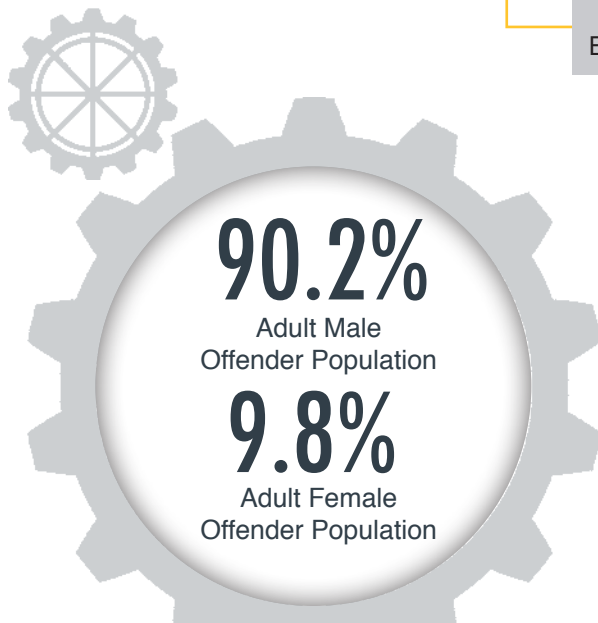
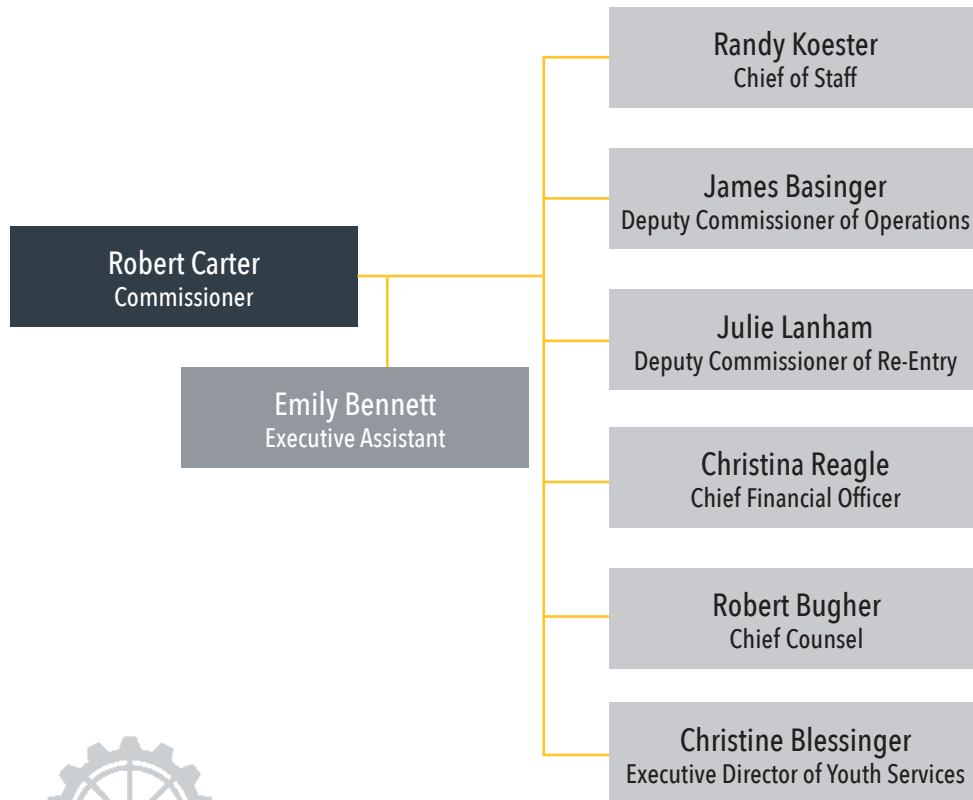
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"And, we won't forget the 27,000 Hoosiers in our prison system. By 2020, we'll graduate at least 1,000 inmates annually in certificate programs that will lead to good jobs when they get out."

— 2018 State of the State Address
Indiana Governor Eric J. Holcomb

The Department Organizational Chart



A Message from the Commissioner

I want to take the time to express how impressed I am at what gets accomplished each hour of each day all year long. I am excited by all the ideas expressed and level of enthusiasm shown to me since my arrival.

However, this is not a time for complacency. Our Governor announced priorities that will raise the State of Indiana to The Next Level. These include addressing drug addiction and co-occurring disorders, readying the prison population for employment following incarceration, and resolving issues such as trafficking, assaults and other critical incidents that interfere with our mission of public safety.

The People of Indiana put their trust in us to safeguard them from those convicted of the most serious criminal offenses. It is our mission to “correct” or improve their attitude and behavior so they are less dangerous by the time they complete their sentence and return home. Meeting this formidable challenge requires us to apply our knowledge, skills, fearless dedication in ways that best serve our co-workers, our families, and all the People of Indiana.

On behalf of the Indiana Department of Correction, I thank you for your service and dedication.

Thank you,

Robert E. Carter, Jr.



Executive Team Members



Randy Koester
Chief of Staff

Randy Koester is the Chief of Staff for the Indiana Department

of Correction. In addition to directing the Department's Legislative Affairs and Ethics Offices, Mr. Koester supervises Human Resources, Construction Services, and Research and Technology, and policies and procedures.

He started with the Department as a Staff Attorney in 1991 and since that time has worked as the Agency's Legislative Liaison, General Legal Counsel, Director of Intergovernmental Relations, and Executive Assistant to the Commissioner, Chief of Staff, Deputy Commissioner of Administration and Deputy Commissioner.

He began his legal career as a clerk and became a staff attorney with the Indiana Supreme Court Disciplinary Commission. He also worked for three years as a Deputy Attorney General, serving in the Criminal Appeals and Government Litigation Divisions in the Attorney General's Office.

Randy has a Bachelor of Science Degree in Corporate and Investment Finance from Indiana University's Kelly School of Business, and a Doctorate of Jurisprudence from Indiana University School of Law.



James Basinger
Deputy Commissioner of Operations

Deputy Commissioner of Operations James Basinger oversees classification, adult

facilities, parole, work release, staff development, emergency response, prison industries, and jail inspections. Deputy Commissioner Basinger, a 28-year veteran with the Department, previously serving as a Regional Director and Executive Director in Operations. He began his career in Corrections in the Oklahoma Department of Correction in 1990. Mr. Basinger moved to the Indiana Department of Correction on December 21, 1991 at the Bloomington Work Release Center as a Correctional Officer. He transferred to Wabash Correctional Facility (WVCF) in the summer of 1992. Mr. Basinger held various custody positions, Correctional Officer to Major and was a Major at the Putnamville Correctional Facility and Wabash Valley. He was an Emergency Team Commander for seven years, Training Officer, Firearms Instructor and Staff Development Training Coordinator. He is also a graduate of the first Experienced and Emerging Leaders Program. He was promoted to Deputy Warden in February 2009 at WVCF then promoted to Warden in October 2009. Mr. Basinger's career has involved all security levels (male and female) and has managed reentry and operations throughout his career. Mr. Basinger is a military veteran serving in the United States Marines, National Guard and US Army with over 25 years of service, he retired as Command Sergeant Major with the 76th Infantry Brigade of the Indiana National Guard. He served two tours of duty in Iraq and a third tour of duty as the 76th Brigade's Rear Detachment Command Sergeant Major. Mr. Basinger has a Bachelor's Degree in Criminal Justice and Master's Degree in Business Administration.



Julie Lanham
Deputy Commissioner of Re-Entry

Deputy Commissioner of Re-Entry Julie Lanham has over 25 years of experience in

executive level positions in the criminal justice field.

After completing her degree in Criminal Justice from Indiana University she moved through the developmental positions as a probation officer to an Executive Director of Marion County Community Corrections for 11 years. Following that tenure, she owned her own consulting company that interfaced with privatized prison and jail leadership, where she utilized her broad expertise at the county, state, and federal levels to evaluate and audit the effectiveness of facility operations, complaints and re-entry programs.

Julie was recruited to serve as the Deputy Commissioner of Re-Entry Programs for the Indiana Department of Correction from 2005 to 2007. Julie was then recruited to serve as Territory Manager for a Dallas-based company that provides diversified technology and security solutions for correctional facilities across the country. She was asked to rejoin IDOC in 2011 with the advent of sentencing reform and has served in the capacity of Executive Director and Deputy Commissioner of Re-Entry since that time.

● Members of the 2017 Executive Staff, visit:
<http://www.in.gov/idoc/3533.htm>



Christina Reagle
Chief Financial Officer

Christina Reagle serves as the Department's Chief Financial Officer, overseeing all financial and accounting functions of the Department.

She began her career in state government in 2010 as an Accountant with the Department of Child Services. She moved to the Department of Correction in September 2011 and has held the positions of Accounts Payable Manager, Financial Analyst, Deputy Controller and Controller. Prior to joining state government, Ms. Reagle worked for JP Morgan Chase as an Assistant Branch Manager, and spent several years as a Staff Accountant at a local CPA firm.

Christina serves as a team leader and mentor for the Department's Leadership Academy, a program that promotes self-awareness, self-assessment, and personal accountability to developing leaders from multiple state agencies. She also serves as an instructor and mentor in the Department's Women in Leadership training program, a program focused on assisting female staff develop their leadership skills, improve communication with others, and understand their importance in corrections.



Christine Blessinger
Executive Director of the Division of Youth Services

Christine Blessinger serves as the Executive Director of

the Division of Youth Services. Chris oversees all areas of the juvenile division to include: operations, case management, programs and re-entry. Chris began her career working for the Department of Correction in 2000 as a Psychiatric Social Service Specialist III at the Pendleton Juvenile Correctional Facility. She served as a Program Director 2 and was promoted to Program Director 1 at Pendleton Juvenile Correctional Facility. Chris was then promoted to Program Director/Assistant Director of the Division in 2008 where she was the State Coordinator for Performance Based Standards (PbS) and Community Based Standards (CbS).

She was also responsible for program implementation, Comprehensive Case Management and re-entry services before being promoted to the Chief Operations Director of the Division in 2014. Chris is a member of the Council of Juvenile Correctional Administrators (CJCA) and a member of the American Correctional Association (ACA). Chris is also a certified PREA auditor for juvenile facilities. Prior to working in corrections, Chris held positions of Youth Care Worker, Youth Manager and Case Manager at the Henry County Youth Center. Chris holds a Bachelor of Science degree in Criminology from Indiana State University.



Timeline of Progress

January

The Rockville Correctional Facility's (RCF) Culinary Arts program provided by Oakland City University held a fundraiser to benefit the Rockville Elementary School Cafeteria Fund. The RCF Culinary Arts students created homemade potato chips and sold them to the offender population which netted \$763 dollars!



February

Beyond the Wall is a voluntary program where program participants are deliberately matched. Mentors and Mentees have an equal responsibility in this relationship. It is geared towards the retention of staff with the Recruitment & Retention Coordinators to provide resources and accountability of the program. *(Learn more about Beyond the Wall on page 23)*



Rockville Correctional Facility, Oakland City University Building Trades instructor, Don Kuk has kept his current students busy by building four new offices for staff. They are renovating offender waiting areas and turning them into much needed staff offices. They have had the opportunity to utilize various skills such as materials estimating, dry walling and metal stud construction. Five of the six offender carpenters have job placements upon release.



March

Governor Eric Holcomb visited Madison to survey the damage from flooding. He took time to thank the Madison Correctional Facility (MCU) crews that worked diligently to minimize the potential loss. Holcomb praised the offenders for their hard work and dedication to the State of Indiana, acknowledging their part in saving the city. He also praised the city employees, Indiana State Police and all others who helped during the flood. Two work crews assisted the City of Madison in completing tasks that maintained city parks, the riverfront and clean-up after city festivals.



April



South Bend Breakfast for Champions held their quarterly All About Re-Entry Event. Several men from South Bend Community Re-Entry Center were selected for this event by the staff based on the positive character traits that guide their actions in daily life. Each man was able to invite a guest from the community, or from within the facility. Additionally, four former residents came to the breakfast to speak about re-entry and how to complete a successful journey from prison back to the community. The topics were sobriety, family, and housing. Each man emphasized the positive impact a re-entry center can have in one's life when you stick to the program.

33.5

Adult Average
Age at Intake

Offenders at Indiana state prisons raised \$2,500 for the new Indiana Sheriffs' Youth Ranch now under construction in Clay County for future law enforcement officers, at-risk kids, young witnesses, victims and survivors of crime.

Offenders raised funds in a variety of ways to benefit the not-for-profit Youth Ranch, which is being developed as the permanent home for teen leadership camps that sheriffs and deputies have been hosting for 38 years.



Timeline of Progress

May

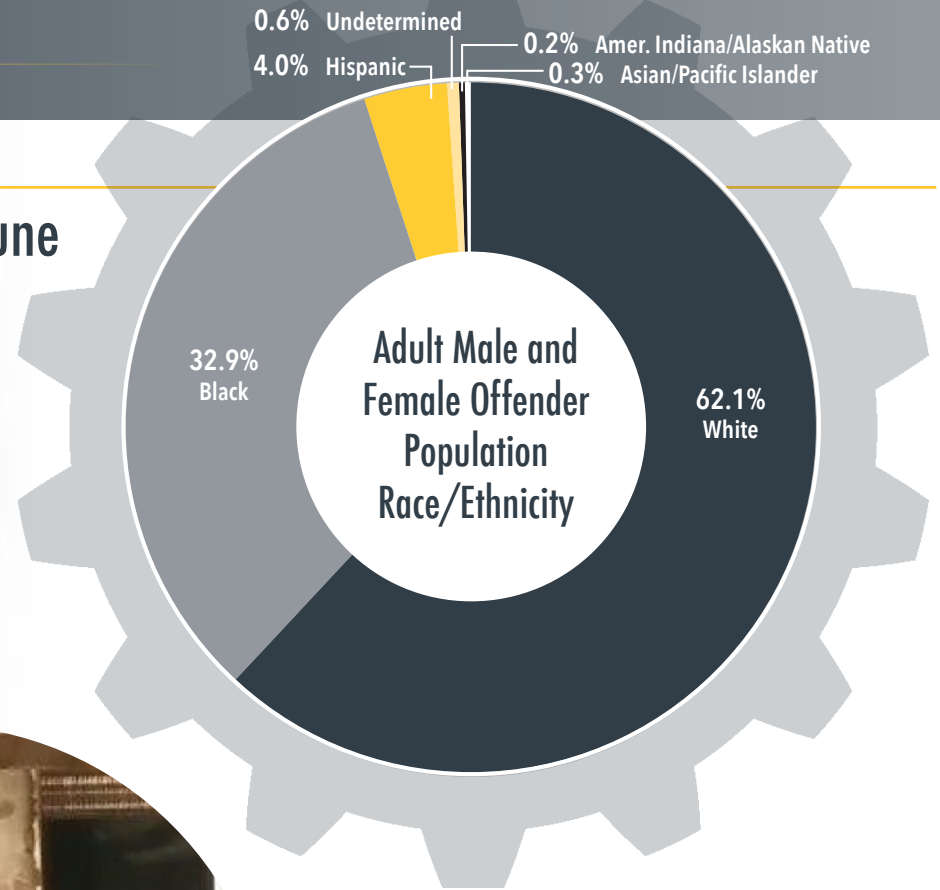


The Fallen Staff Memorial is a visible tribute built in recognition for all the staff within the Indiana Department of Correction who have lost their lives in the performance of their duties. It is hoped to be a symbol and an area to reflect and remember those who have come before us and have paid the ultimate sacrifice. Construction on the Fallen Staff Memorial began in 2017. Darren Coy and Steve White, CTI's Maintenance crew, built the structure and did all the landscaping around it. IDOC has lost a total of 15 staff who have lost their lives in the performance of their duties.

June



Warden Charles Bowen gave a keynote speech to the Stillwater Retreat graduating class of 2018. In attendance were the graduates, their families, Indiana Department of Correction (IDOC) and Stillwater staff. The individuals selected received instruction in Authentic Manhood, series 33. Topics include a man and his traps, his marriage, his family, and his work. This year's graduation was unique in that the family of those who graduated were invited to attend the graduation and enjoy a lunch provided by Stillwater Ministries.



July



The impact of positive family relationships can be directly tied to a reduction in recidivism. Nine fathers had the opportunity to put that statement into practice by participating in an unconventional event inside a correctional facility—a Father/Daughter Dance at the Putnamville Correctional Facility. This was all made possible by a volunteer with passion and a purpose with the You Yes You Project.

5,861

Male Offenders On Parole

613

Female Offenders On Parole

Excludes Indiana parolees on parole in other states; includes other states parolees supervised by Indiana.

The first cohort of offenders started their Manufacturing Certification Programming at Madison Correctional Facility. The inaugural class graduated 10 offenders and dozens more offenders completed programming in CNC, Welding, MSSC and OSHA 10 during 2018. 98% of students were successful in obtaining certification.



Timeline of Progress

August

Plainfield Correctional Facility (IYC) had the opportunity to participate in the 2018 Global Leadership Summit presented by Willow Creek Association. The 2-day Leadership Summit was broadcasted to several IDOC facilities along with many other states with prison sites participating in the Summit. Nearly 125 IYC offenders, along with several staff, attended this event.



September



The Recovery Oriented Communities unit hosted the second annual Recovery Celebration event. Logansport Juvenile Correctional Facility guest speaker and former offender Nathan Harmon, from the Your Life Speaks foundation. Nathan is a powerful motivational speaker who travels the country sharing inspiration and powerful stories on decision-making, overcoming challenges, and how living a life in recovery allows one to be the best they can be. Nathan himself has overcome the struggles of addiction, self-harm, and suicidal thoughts, and he shares his message with youth to empower them to seek out the help or guidance they may need.

33.87%

were recommitted to the IDOC within three years of their release date, for either a new conviction or a violation of post-release supervision.

Hepatitis C Virus (HCV) & Human Immunodeficiency Virus (HIV) Totals

HCV Tested	11,256
HCV Positive	1,907

HIV Tested	9,290
HIV Positive	7

October

The Correctional Industrial Facility (CIF) held a flag raising ceremony in observance of Patriot Day. The ceremony started with CIF's color guard commander giving a brief history of Patriot Day followed by the raising of the flags to half mast by CIF's offender color guard. After the flags were raised a moment of silence was observed. The ceremony was attended by approximately 70 offenders and staff members. In the United States, Patriot Day, observed as the National Day of Service and Remembrance, occurs on September 11th of each year in memory of the people killed in the 2001 September 11th attacks.



PEN Products will now be known as Indiana Correctional Industries (ICI). The name change and administrative integration will take Indiana Correctional Industries to the next level and strengthen IDOC's ability to promote public safety by providing meaningful, effective opportunities for successful re-entry.



5,861
Male Offenders on Parole

613
Female Offenders
on Parole



The Gary Parole District hosted its First Annual Trick or Treat Open House for Halloween in 2018. The event was advertised locally, the front doors were opened to the public, and many local families brought their children to partake. Several Gary Parole District staff wore costumes for the occasion, which included a visit from Boba Fett (SPA Brian Gentry) of Star Wars fame.

Timeline of Progress

November

38.7

Adult Average
Current Age



The Indiana Department of Correction hosted a 40-hour HAZWOPER (Hazardous Waste Operations and Emergency Response) training session for 18 members of Ohio's Department of Rehabilitation and Correction Special Ops Division at the Pendleton Correctional Facility. With 3 IDOC instructors, participants learned how to effectively clean up and manage a chemical incident inside a correctional environment.

The threat of a contamination of narcotics became a real life scenario when participants were dispatched to the Miami Correctional Facility where an exposure in the facility's mailroom occurred. Although the specialized training concentrated on a correctional environment, the same procedures can be utilized elsewhere in any secured environment.

Logansport Juvenile Correctional Facility partnered up with Ivy Tech to offer the students an opportunity to obtain a welding certification through the American Welding Society (AWS). The class is equivalent to three college credits. Each student earned credit by participating in IVYT111. Six students earned their AWS certification in the first course offering.



December

The Division of Youth Services opened The Last Mile classroom at Pendleton Juvenile Correctional Facility. The Last Mile is a computer coding program that provides youth with job skills to help transition into tech careers upon release. Youth participate in lecture and computer lab sessions.



Members of the HIRE (Hoosier Initiative for Re-Entry) team joined IDOC Central Office staff at their Holiday staff assembly. The HIRE team was recently relocated under the IDOC Re-Entry umbrella and the assembly provided an opportunity to meet and greet their new IDOC co-workers!



Adult Facility Information

Operating Expenditures

Personnel Services	\$ 309,300,072
Utilities Expense	\$ 22,920,269
Miscellaneous Contract Services	\$ 34,757,760
Supplies & Uniforms	\$ 8,915,797
Equipment	\$ 749,302
Miscellaneous Administrative	\$ 3,098,461
Food Service Contract	\$ 34,440,859
Medical Services Contract	\$ 99,896,819
Preventative Maintenance	\$ 4,217,050
Lease Payments	\$ 5,533,916
Capital Projects	\$ 4,694,601
TOTAL	\$ 528,524,906



Classification Division

The Classification Division partnered with the Research and Technology Division to develop and implement the Security Level and Re-Entry/Work Release Dashboards, to utilize Agency bed capacity in a more efficient and cost-effective manner. Both instruments are designed with user-friendliness in mind while providing staff with the most up-to-date information available to identify and process offenders for lower security/least expensive facility and bed assignments.

Consolidation, Regionalization and Expansion of IDOC & Community Contractual Re-Entry/Work Release Centers

Through a cooperative internal review and work with community resources, IDOC is now better able to provide viable, regionalized Re-Entry/Work Release Center assignments and sound employment opportunities for eligible male and female offenders prior to release. Additionally, with the cooperation of affected Wardens, IDOC was also able to expand the bed capacity in selected locations which allowed for a positive ripple effect and better use of resources throughout the Agency.

Vocational Blue Ribbon

The Vocational Blue Ribbon committee was officially formed through Executive Memorandum #24-01 on July 14, 2017 by Chief of Staff, Randy Koester. The workgroup's goals were to support Governor Holcomb's third pillar to Develop a 21st Century Skilled and Ready Workforce. During their time together the workgroup explored how the Department could better utilize existing resources while focusing on areas where the Department could improve in supporting the workforce needs of IDOC population. This group successfully met all obligations set forth by the IDOC Executive Team.

Recruitment & Retention

The Recruitment and Retention team exerted several efforts in recruiting new staff and retaining current staff. Their increased presence at job fairs proved to be insurmountable. Recruitment and Retention coordinators partnered with educational institutions throughout the state to highlight the many benefits of state employment. Also, to aid in the need for retention, the team conducted an IDOC statewide Cultural Survey. The information gathered gives Wardens the ability to get a candid view of what is happening inside their facilities.

The Last Mile Program

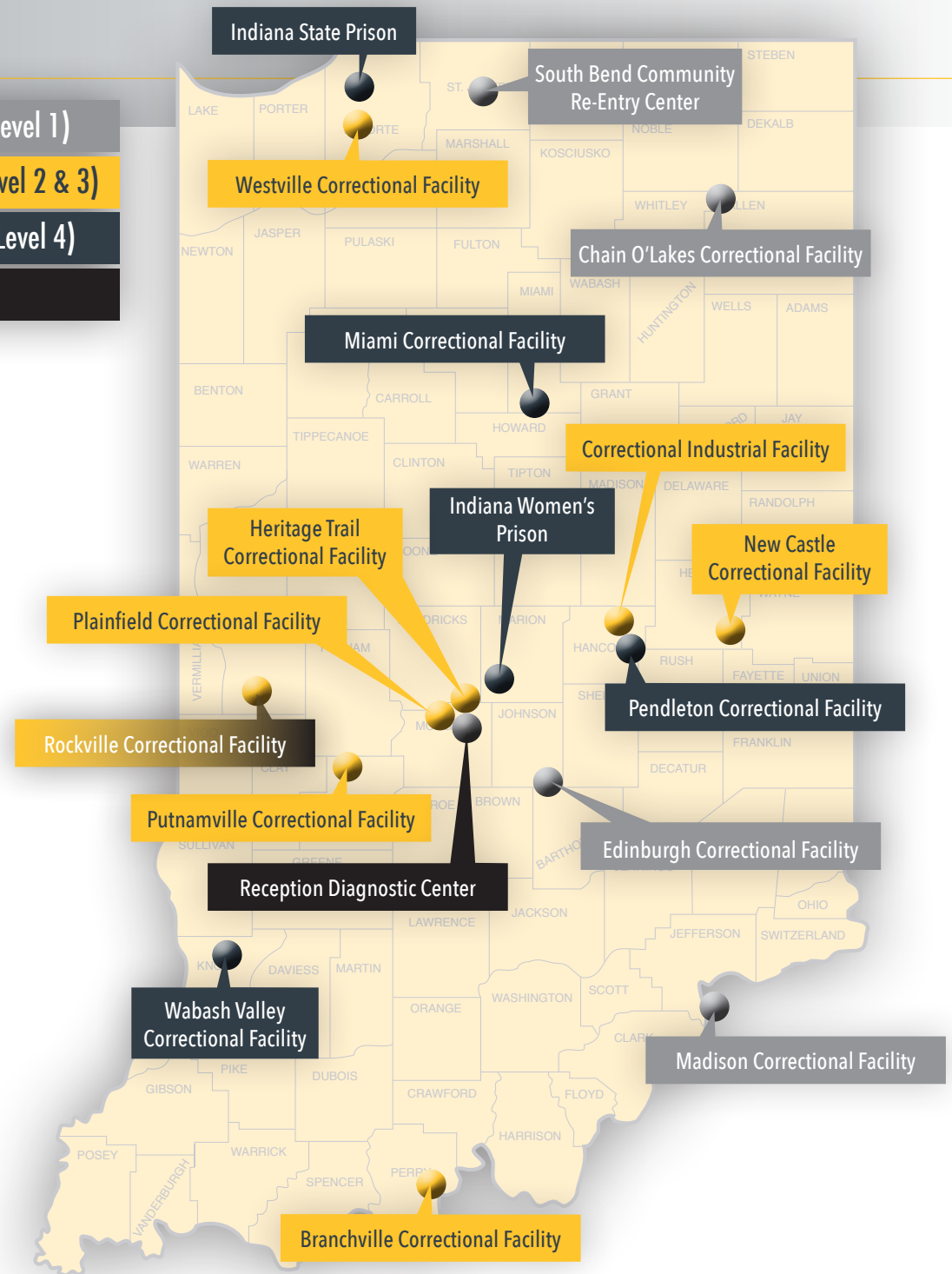
The Last Mile program was successfully integrated into Indiana Women's Prison (IWP) and Pendleton Juvenile during 2018. IWP students are in Phase Two of the program with successful re-entry benefits from "mentors" from various employers in the Indianapolis area.

Minimum Security (Level 1)

Medium Security (Level 2 & 3)

Maximum Security (Level 4)

Intake Facilities



\$55.18

Average Per Diem

26,877

Total Adult Population in the IDOC Facilities
Includes DOC inmates held in county jails and contract beds.

802

Employer Desired
Certifications Earned

*Employer Desired
Includes: Business
Technology-IC3,
MSME-NCRC*

1,485

High Demand Job Training
Certifications Earned

*High Demand Includes:
Commercial Carpentry, OSHA 10,
Core Curriculum, MSSC,
CNC Lathe, CNC Mill,
CLA, CLT, Welding*

2018 Certifications

In his 2018 State of the State Address, Governor Holcomb challenged the Indiana Department of Correction by stating, “And, we won’t forget the 27,000 Hoosiers in our prison system. By 2020, we’ll graduate at least 1,000 inmates annually in certificate programs that will lead to good jobs when they get out.”

Welding

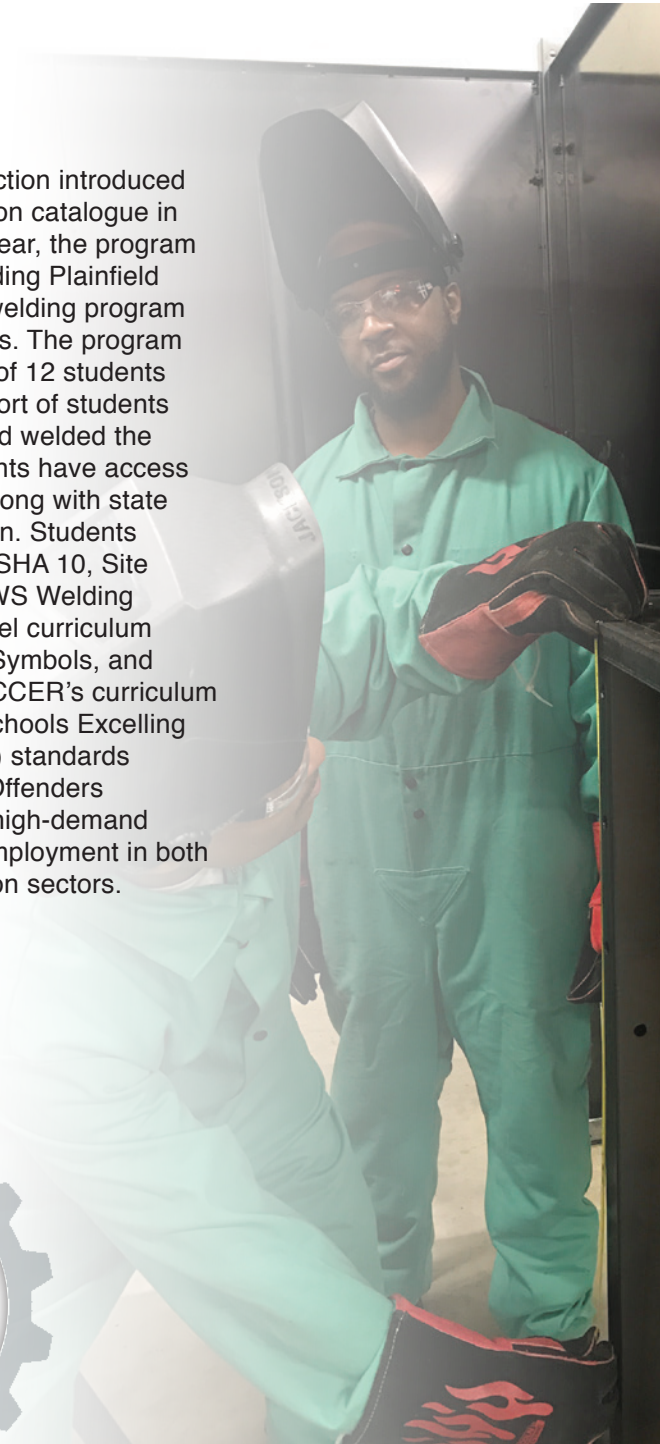
The Indiana Department of Correction introduced Welding to the vocational education catalogue in 2018. During the 2018 calendar year, the program expanded to more facilities, including Plainfield Correctional Facility. Plainfield’s welding program began in July 2018 with 6 students. The program currently accommodates cohorts of 12 students and lasts 400 hours. The first cohort of students assembled the welding booths and welded the shelving inside the booths. Students have access to 6 two-person welding booths along with state of the art virtual welding instruction. Students earn NCCER Core Curriculum, OSHA 10, Site Safety, NCCER Welding 1 and AWS Welding 1 certifications. NCCER’s four-level curriculum covers Oxyfuel Cutting, Welding Symbols, and Stainless Steel Groove Welds. NCCER’s curriculum correlates to the AWS SENSE (Schools Excelling through National Skills Education) standards and guidelines for entry Welder. Offenders who complete the program have high-demand certifications which can lead to employment in both the manufacturing and construction sectors.

2,778

Certifications
Earned

1,675

Offenders Issued
Certifications





ACA
FOUNDED 1870

The Department Achieves the ACA Golden Eagle Award Again

In 2018, the Policy Development and Accreditation division reviewed every active policy and administrative procedure, updating 31 of them and creating 6 new ones, and issued 58 Executive Directives. Of particular interest was the first-ever policy addressing the unique needs of transgender offenders. This effort required collaboration from subject matter experts in medical and mental health, safety and security, and statutory and case law.

This division also worked diligently across the Department to develop correspondence guidelines that protected both offenders' rights and facility safety and security. Across the country, prisons have seen an upsurge of drugs entering facilities through the mail. IDOC has aggressively worked to reduce the amount of these illegal substances and other contraband entering its facilities through their mailrooms.

The Department defended its ACA Golden Eagle Award again in 2018, by earning reaccreditation of seven facilities, including a juvenile facility, a work release facility, and an intake unit. An exciting achievement in 2018 was each facility received a higher accreditation score than in its prior audits. The Department first received the award in 2011 and is proud to be one of only 22 states to have achieved and maintained the ACA's Golden Eagle status. This award is only presented to departments of correction who have achieved ACA accreditation at 100 percent of their facilities, including Central Office and Parole.

The facilities not audited by ACA in 2018 were reviewed internally. All received passing scores and are on schedule for reaccreditation in 2019 and 2020.



Inaugural Graduation at Indiana Women's Prison—The Last Mile

Women from the inaugural The Last Mile coding programming at the Indiana Women's Prison celebrated their graduation from the first Phase of the program in December 2018. 14 women were honored with certifications of completion for their progress thus far. This included the return of one woman who has since been released and continued on her coding journey by attending a coding school in downtown Indianapolis. She served as the event's keynote speaker.

Juvenile Facility Information

Operating Expenditures

	Personnel Services	\$ 33,114,070
	Utilities Expense	\$ 1,138,963
	Miscellaneous Contract Services	\$ 420,422
	Supplies & Uniforms	\$ 447,237
	Equipment	\$ 33,448
	Miscellaneous Administrative	\$ 283,651
	Food Service Contract	\$ 956,952
	Medical Services Contract	\$ 1,961,158
	Preventative Maintenance	\$ 475,403
	Lease Payments	\$ 1,108,788
	Capital Projects	\$ 60,788
	TOTAL	\$ 40,000,880



403

Total Juvenile
Population in the
IDOC Facilities

Medium Security / Low Medium Security
High Medium Security
Maximum Security
Intake

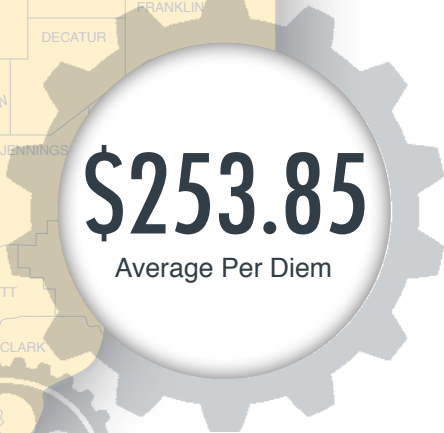
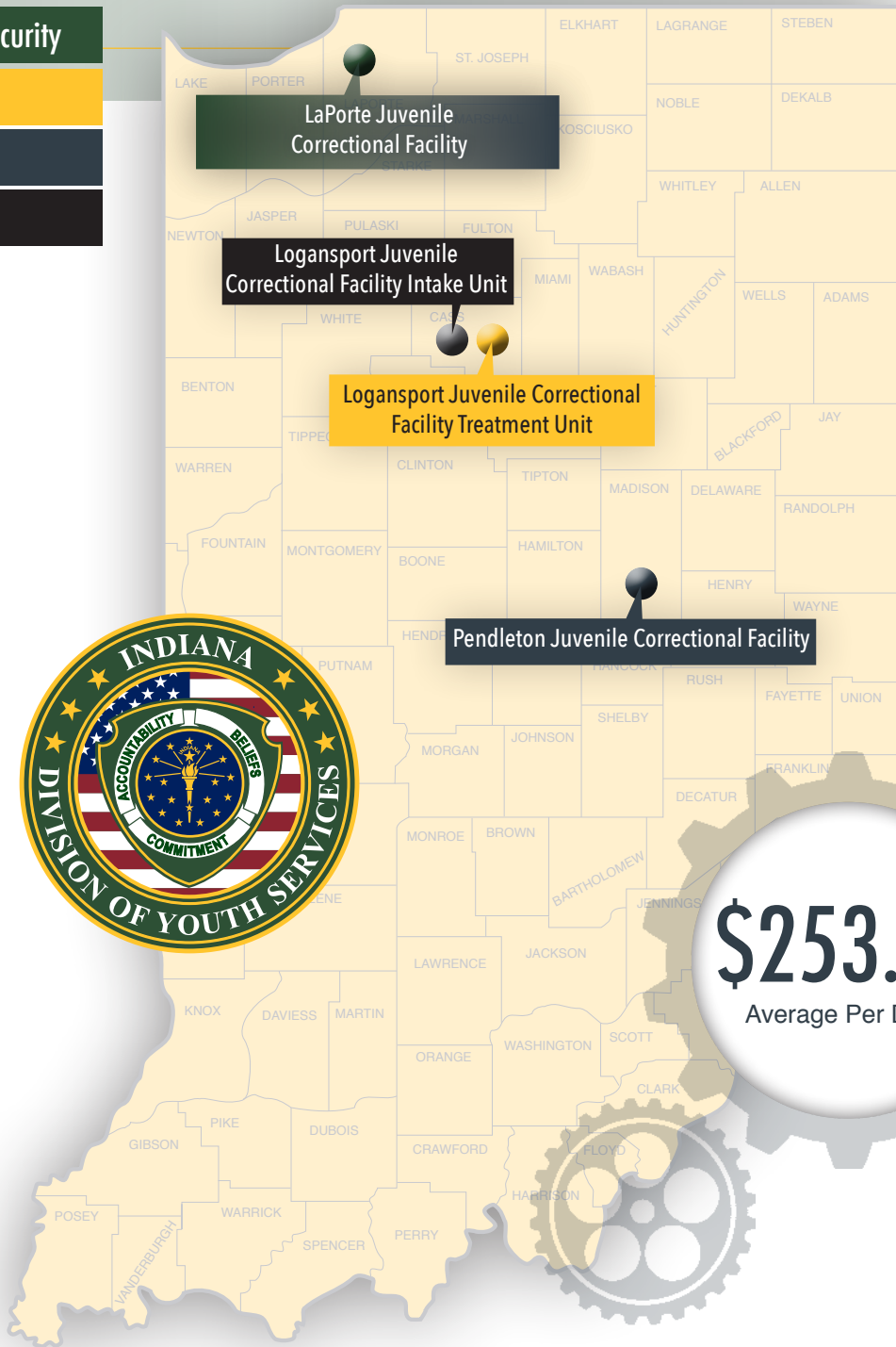
In June of 2018, the Division of Youth Services expanded substance abuse programming offered within our facilities. The initial step involved training staff and implementing the Drug Use Screening Inventory (DUSI-R), our new substance abuse assessment. The DUSI-R measures severity of problems in 10 domains and is utilized to measure current status and identifying areas of need. Based upon the assessment, staff develop the youth's substance abuse plan which identifies the substance abuse programming the youth will complete prior to release.

One new substance abuse program the Division of Youth Services began utilizing is Mindfulness-based Substance Abuse Treatment. Mindfulness-based Substance Abuse Treatment teaches youth to identify emotions and situations that led to substance abuse. Then youth are taught how to self-regulate emotions to improve decision-making.

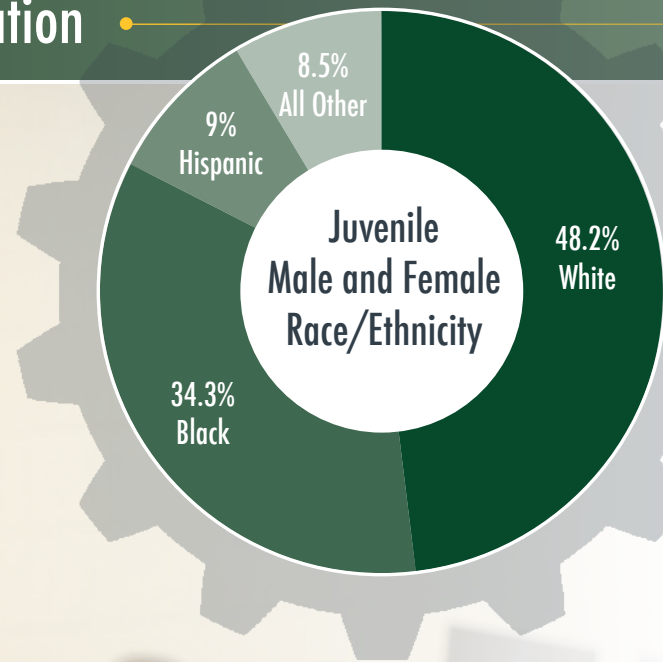
The Division of Youth Services expanded Addiction Recovery Staff. Now all juvenile DOC facilities have Addiction Recovery Staff to conduct substance abuse programming. The staff also assist the youth in developing a relapse prevention plan prior to release.

In September of 2018, the Division of Youth Services collaborated with the Bureau of Motor Vehicles to conduct BMV Mobile Units at the juvenile facilities. BMV staff were onsite to process paperwork for youth to obtain identification cards. Thanks to the assistance of BMV Mobile Unit staff, the youth returning to their communities will already have their ID cards.

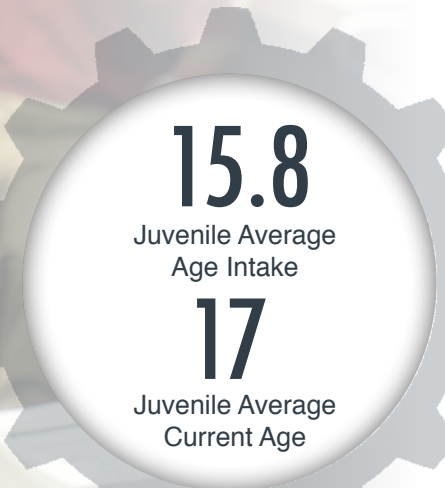
In December of 2018, the Division of Youth Services opened The Last Mile classroom at Pendleton Juvenile. The Last Mile is a computer coding program that provides youth job skills to help transition into computer tech careers upon release. Youth participate in lecture and computer lab sessions. Governor Holcomb, MC Hammer, and Sway Calloway attended the ribbon cutting ceremony.



Juvenile Facility Information

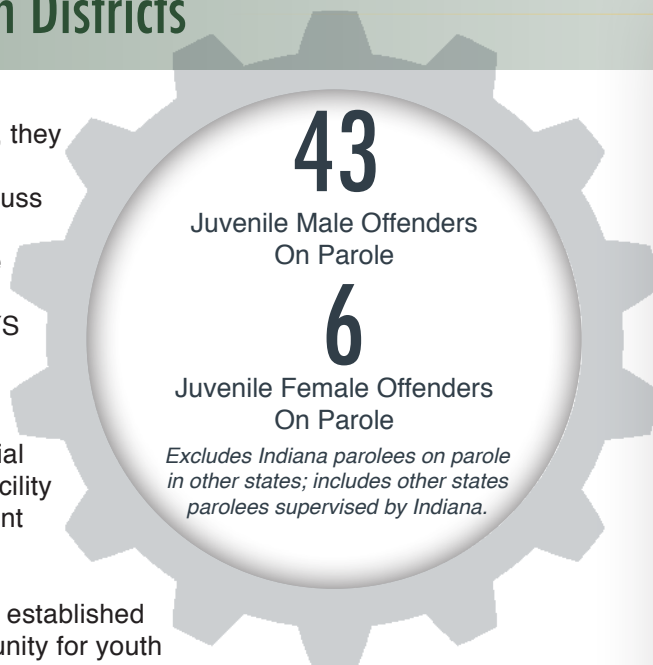


The Juvenile Detention Alternative Initiative (JDAI) Liaison/Reintegration Specialists are assigned specific regions of the state to cover all 92 counties. The JDAI Liaison/Reintegration Specialist represent the Division of Youth Service (DYS) initiative to expand and improve youth reintegration services and supports. Their position is a partner in the success of the Indiana Juvenile Detention Alternatives Initiative statewide, expansion initiative, specifically related to deep end system reform. They act as a liaison for the JDAI and their team. They work directly with local juvenile justice agencies, court representatives, Division of Youth Services facility staff, Department of Child Services (DCS), residential staff, and service providers in the community. They provide parole supervision for students released to the community and/or released to a residential placement. They conduct in person placement investigations. *(Continued on page 20)*



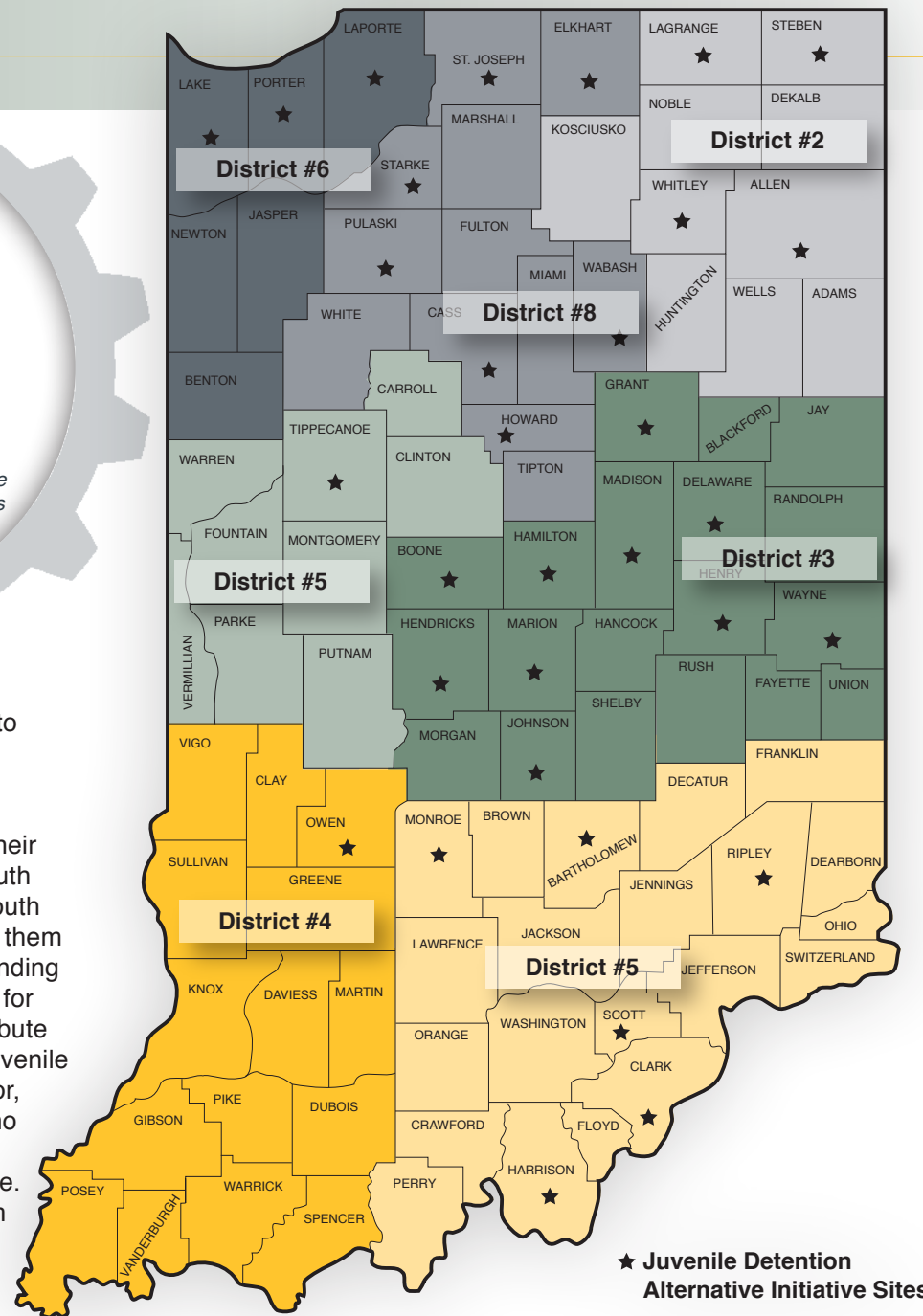
Juvenile Reintegration Districts

While meeting with family members, they help them prepare for the youth's reintegration into the home and discuss aftercare services/plan to be set up prior to a student's release to parole in the community. They meet monthly with youth currently in a DYS facility that are assigned to their district to collaborate and develop their reintegration and aftercare support plans. They review residential placements submitted by juvenile facility staff to assist with referrals being sent to residential providers.



A collaboration that the Division has established is with Job Corps. This is an opportunity for youth to transition from an IDOC juvenile facility or for youth to be placed in a residential facility as a permanency plan for the youth to continue to work on their goals. Job Corps provides youth opportunities to work on areas identified on their release plans.

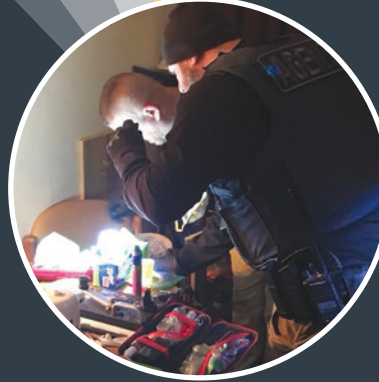
JDAI Liaison/Reintegration Specialists have frequent contact with youth and their families while they are on parole supervision. They build a rapport with the youth and their family. There are times after youth are discharged from parole the youth contact their field staff and ask them to attend graduation ceremonies, update them about becoming a parent, helping with their family, working, or needing help finding employment, staying clean and sober, just needing to talk, and thanking them for their help while they were on parole. The relationships built are a positive attribute to the amount of time JDAI Liaison/Reintegration Specialists spend with the juvenile while they are on parole supervision. We had a youth that was a parole violator, however, upon his release he was very motivated with the help of his mom who was very supportive. He obtained his High School Diploma after his release, enlisted in the United States Army and obtained an early discharge from parole. He started his basic training in July 2018 and just recently communicated from Fort Hood, Texas where he is currently stationed. We have several success stories. There was a youth that was accepted into the Junior-ROTC program as a Staff Sergeant, and youth have been accepted into colleges and universities. One youth reported he successfully transitioned into an apartment due to him having a job as a manager at a restaurant.



Parole Districts

Operating Expenditures

Personnel Services	\$ 10,855,331
Utilities Expense	\$ 274,339
Miscellaneous Contract Services	\$ 534,648
Supplies & Uniforms	\$ 345,451
Equipment	\$ 20,577
Miscellaneous Administrative	\$ 365,030
TOTAL	\$ 12,395,376



\$12.71

Total Average Hourly Wage for All Districts

	Total Number of Parolees	Employment Percentage	DISCHARGED (M/F)			RETURNED				
			Male	Female	Total	Tech	Delinquent	Felony	Misdemeanor	Total
JAN	6,605	80.5%	327	49	376	60	39	25	5	129
FEB	6,546	81.3%	280	56	336	61	24	35	4	124
MAR	6,489	81.3%	301	49	350	47	29	21	6	103
APR	6,364	81.9%	366	49	415	58	29	33	5	125
MAY	6,233	81.8%	329	49	378	50	27	39	4	120
JUN	6,166	82.9%	311	48	359	58	44	29	10	141
JUL	6,110	81.6%	322	63	385	52	23	29	7	111
AUG	6,022	81.5%	344	59	403	53	35	26	4	118
SEP	5,934	82.4%	334	50	384	59	29	31	14	133
OCT	5,925	82.0%	311	48	359	42	31	36	5	114
NOV	5,893	82.5%	311	52	363	45	15	16	5	81
DEC	5,796	79.8%	311	54	365	46	28	13	2	89

FOR THE YEAR

Total			3,847	626	4,473	631	353	333	71	1,388
Average	6,173	81.6%	320	52	373	53	29	28	6	116

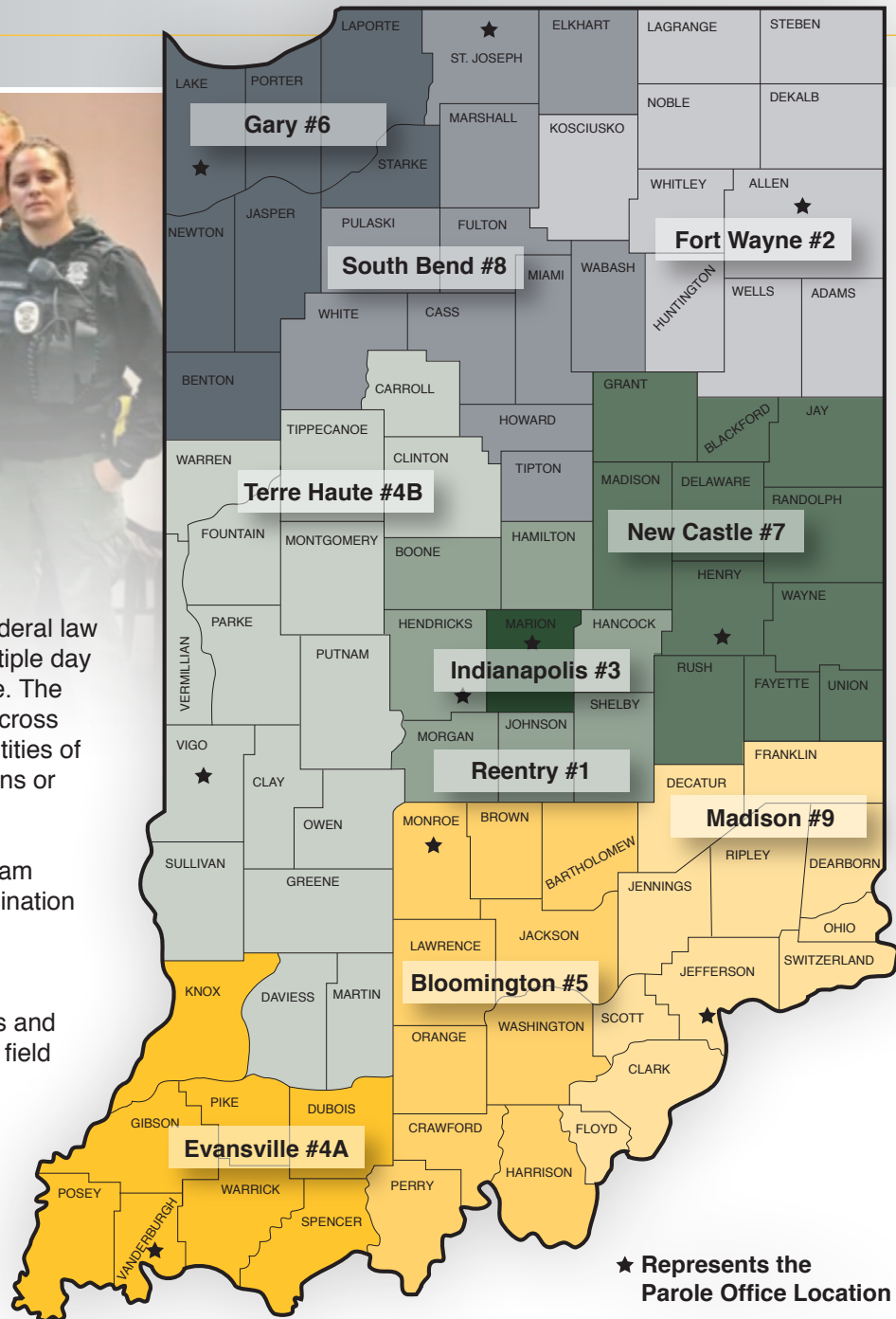


During 2018 the Parole division continued to work hand in hand with local/state/federal law enforcement to increase public safety. Staff from the Parole division worked a multiple day shift schedule at the Indiana State Fair in conjunction with the Indiana State Police. The Parole division conducted 36 field team operations (sweeps) in various counties across the state during 2018, resulting in confiscation/seizure of (44) firearms, large quantities of methamphetamines, heroin, cocaine and marijuana that resulted in Parole violations or outright arrests.

In September of 2018 the Parole Division promoted 3 staff to the position of Program Director 2, specializing in; Agent Field Safety, Delinquent Apprehension and coordination of Air Extradition trips for the Parole division. These positions have paid dividends immediately, since September of 2018.

All Parole Agents across the state have been audited on their field safety practices and feedback was given on areas of possible improvement. This has greatly improved field safety.

A total of 113 delinquent parolees across the state have been captured as a result of coordination with local/state/federal Law Enforcement Agencies. These are parolees who had quit reporting or absconded from supervision.



Staff Development & Training



Staff Development & Training had a great 2018 filled with special events, the development of new programs and involvement in meeting one of the Governor's strategic pillars.

New Mentoring Program – Beyond the Wall

A team of staff worked diligently throughout the year to develop the NEW mentoring program entitled Beyond the Wall. The program includes the development of an executive directive, marketing and promotional materials, and mentor training information. The program will match mentees, which will consist of new employees, to mentors who need to have at least two years IDOC experience. Both individuals need to commit at least a year to the program and to meeting monthly for at least an hour.

IDOC Supervisory Program Graduation

The curriculum team also spent many hours this year working with more than 650 supervisory staff certifying them and completing their training in the IDOC Supervisory Program. This was one of the largest undertakings for the Department in awhile. The push was to get more than 700 staff certified by the end of 2018 to meet the Executive Directive which mandated all supervisory staff to complete the program.

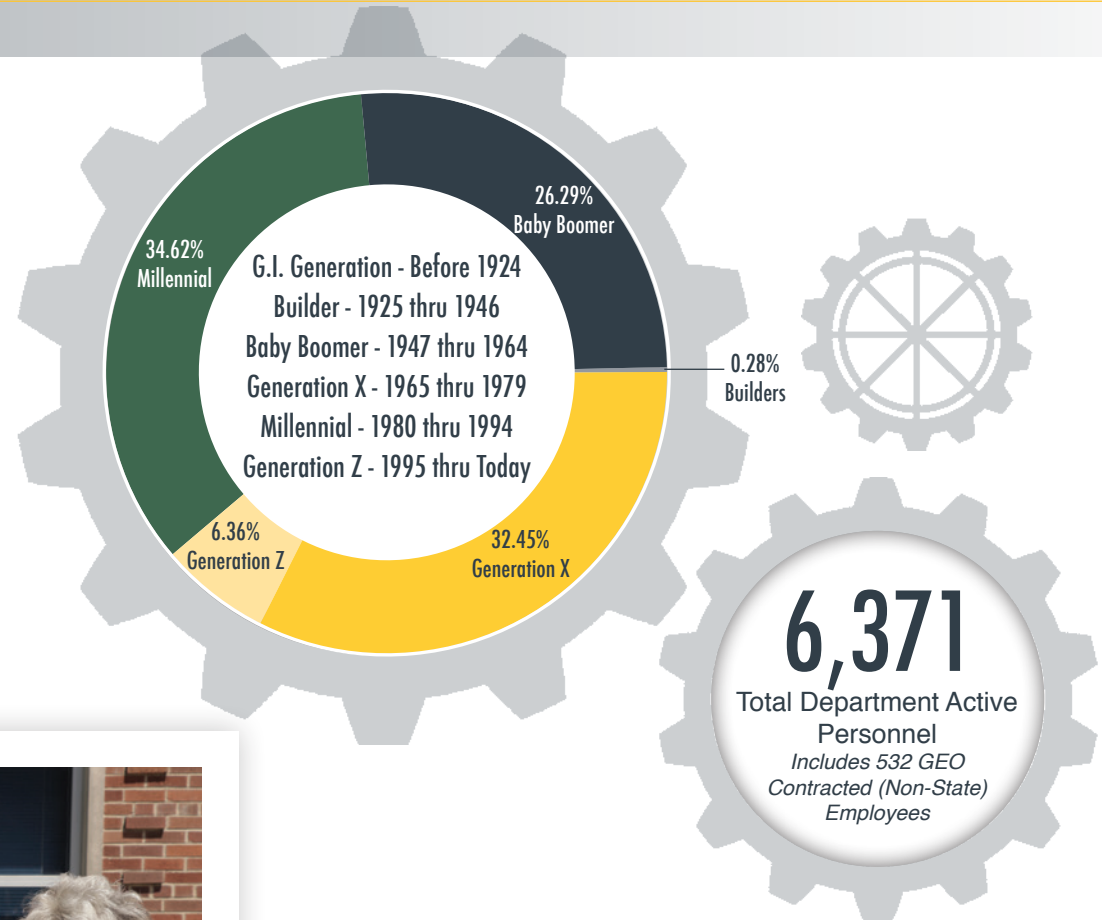
The Department Employee Demographics

Blue Ribbon Committee

Staff Development & Training assisted the Blue Ribbon Committee throughout the year in meeting one of the Governor's Strategic Pillars of graduating 1,000 offenders in high wage, high demand jobs. This was actually accomplished a year ahead of schedule.

Cultural Assessments / Exit-Stay Interviews / Employee Engagement

The Department's Recruitment and Retention Team were also very busy performing Cultural Assessment surveys, exit/stay interviews, and starting up the new Employee Engagement Committee. Much time and effort has been put into finding out what the IDOC staff want and need to become and to stay employed with the Department.



Fallen Staff Memorial Dedication

Another big event included the Fallen Staff Memorial that was built on the grounds of the Correctional Training Institute and dedicated in May. The memorial is a visual remembrance of the 15 Staff we have lost inside the fences of our correctional facilities. It's also a beautiful and peaceful place for staff attending training to go to be outside and enjoy some solitude.

Indiana Correctional Industries



Commissioner Appoints New Chief Operating Officer for Industries

IDOC Commissioner Rob Carter announced in October that Lloyd Arnold will serve as Chief Operating Officer of the Department's Prison Enterprises Network division (PEN Products).

"Throughout his career, Lloyd has been a committed public servant," Commissioner Carter said. "We are thrilled he'll be leading this important IDOC program, and we welcome him to the team."

Arnold most recently served as Director of Law Enforcement for the Indiana Department of Natural Resources (DNR). Prior to serving as DNR's Director of Law Enforcement, Lloyd Arnold was a state representative for five years and served Hoosiers in Crawford, Dubois, Orange, Perry and Spencer counties. While in office, Arnold was vice chair of the



Indiana Correctional Industries Mission

To equip offenders for successful re-entry through meaningful work and career skills development while operating in a self-sustaining manner.

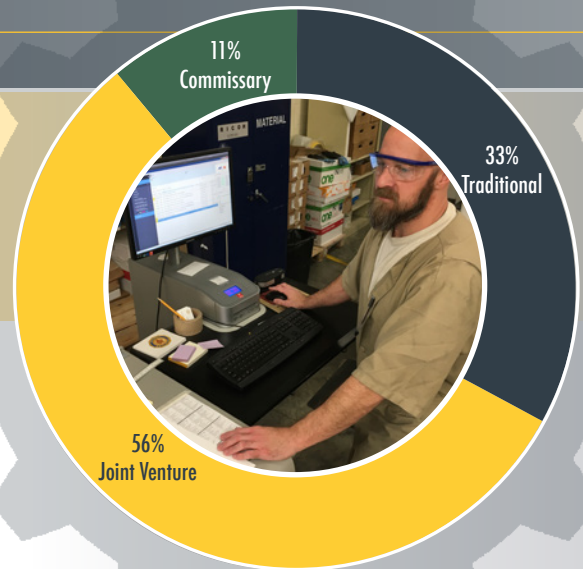
Natural Resource Committee and was a member of the Agriculture, Veterans Affairs and Public Safety, and Elections and Appointments Committees. He served in the U.S. Army and the Indiana National Guard and has over 10 years of experience in the manufacturing industry and as a small business owner.

IDOC Introduces Indiana Correctional Industries

The Indiana Department of Correction announced it had changed the name of its Industries Division. PEN Products will now be known as Indiana Correctional Industries (ICI).

Indiana Correctional Industries began rebranding by updating its logo and expects to complete its entire makeover by the end of 2019. "It's important that we utilize our resources efficiency and work as one team to achieve our mission," said IDOC Commissioner Rob Carter.

Indiana's Correctional Industries was originally created through a state statute issued by the Indiana General Assembly in 1917. Upon the establishment of the Indiana Department of Correction in 1961, Indiana's correctional industries adopted the name the Division of Industries and Farms Division. The name changed again to PEN Products in 1993 when IDOC increased its focus on successful re-entry for incarcerated individuals.



3 Types of Operations

Provide offender job training by:

Joint Ventures	780
Partnering with private sector companies to manufacture products or provide services.	
Traditional	466
Manufacture products and provide services.	
Commissary / Distribution / Logistics	158
Provide Commissary products to offenders and provide transportation and delivery of all products.	
TOTAL	1,404

Commissioner's Industries Professional of the Year Award to ICI Employee

Graphic Designer, Nicole D. Arb, was selected as the recipient of the 2018 Commissioner's Industries Professional of the Year award. The award was presented by IDOC Commissioner Robert E. Carter, Jr. and Deputy Commissioner James Basinger at the IDOC Fall Leadership Symposium.

Fiscal Team Recognized at IDOC Assembly

The Indiana Correctional Industries' Fiscal Team was recognized "Team of the Quarter" at the Indiana Department of Correction (IDOC) Fourth Quarter Assembly in December. The Fiscal Team received their award due to reducing interest expenses and improving the Fiscal efficiency of the Industries' Accounting Department.



Indiana State Prison

- Administrative Support
- Metal Fabrication

Miami Correctional Facility

- Administrative Support
- Braille Transcription
- Chemical Shop
- Hygiene Products
- Janitorial Products
- Laundry Products
- Warewash Products
- Industrial Filters (PIECP)
- Mattresses
- Offender Clothing
- Packaging (JV)
- Specialty Clothing (JV)
- Wire Harness (PIECP)

Rockville Correctional Facility

- Administrative Support
- Call Center (JV)

Wabash Valley Correctional Facility

- Administrative Support
- Call Center (JV)
- Printing Services
- Sewing (PIECP)
- Wire Harness (PIECP)

Branchville Correctional Facility

- Administrative Support
- Pallet Repair (JV)
- Plastic Recycling (JV)

Correctional Industrial Facility

- Administrative Support
- Automotive Part Refurbishing (JV)
- Chairs
- Laundry

Putnamville Correctional Facility

- Administrative Support
- Pallet Repair (JV)

Westville Correctional Facility

- Administrative Support
- Highway Signs
- Pallet Repair (JV)
- Plastic Recycling (JV)
- Work Crews (INDOT)

Indiana Women's Prison

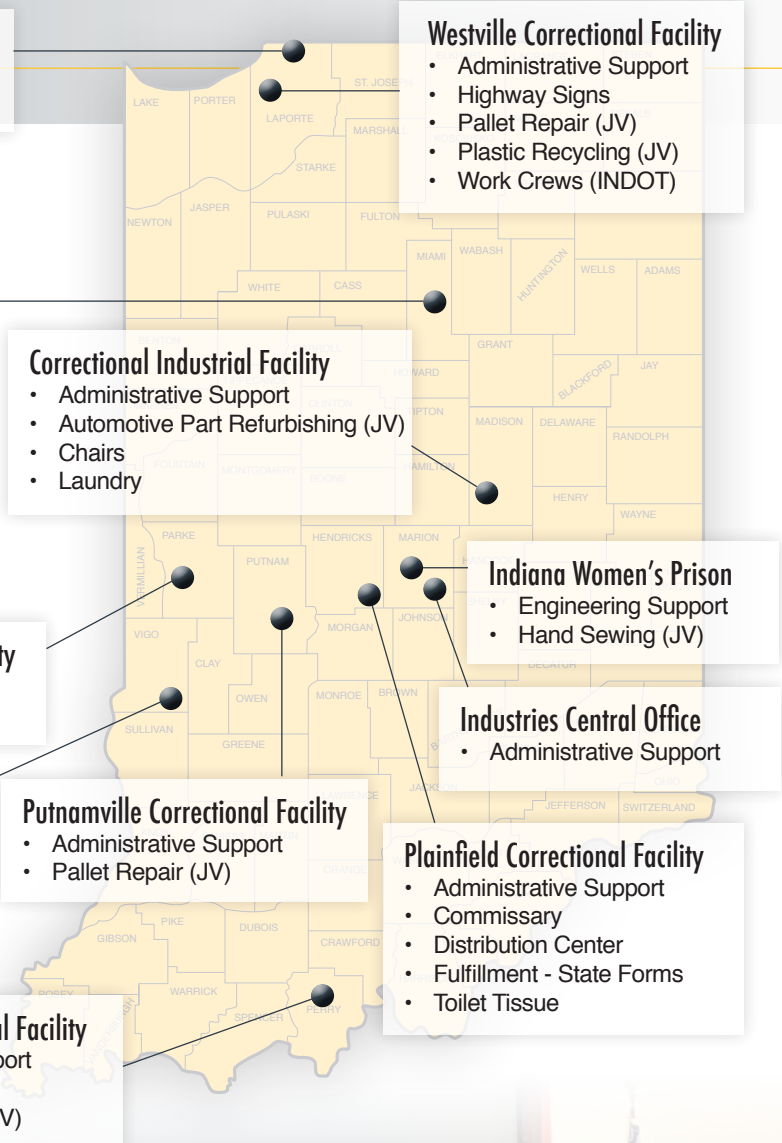
- Engineering Support
- Hand Sewing (JV)

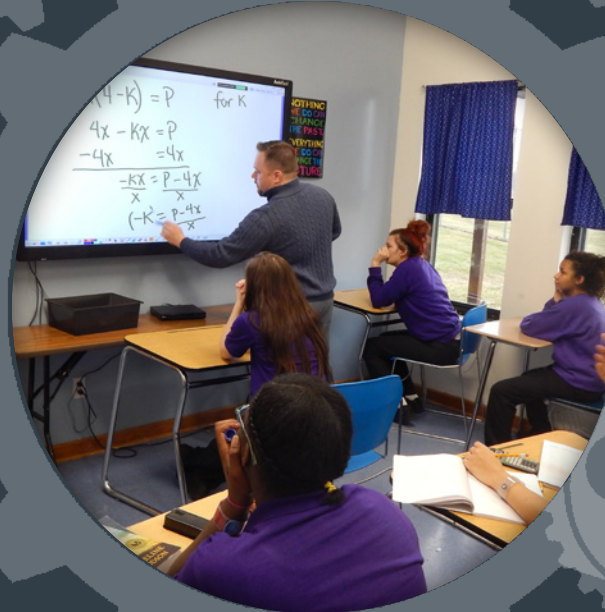
Industries Central Office

- Administrative Support

Plainfield Correctional Facility

- Administrative Support
- Commissary
- Distribution Center
- Fulfillment - State Forms
- Toilet Tissue





IndianaDOC



IndianaDOC



IndianaCorrections



IndianaCorrection

Printed by Indiana Correctional Industries at the
Wabash Valley Correctional Facility print shop in Carlisle, Indiana.