

CORRECTIONAL INSTITUTION INSPECTION COMMITTEE

INSPECTION REPORT

INSTITUTION: Noble Correctional Institution

DATE OF INSPECTION: November 21, 2003

TYPE OF INSPECTION: Unannounced

CIIC MEMBERS/STAFF PRESENT: Representative Robert J. Otterman
Shirley Pope, Director
Gregory T. Geisler, Inspector

INSTITUTION STAFF PRESENT:

Jeffrey Wolfe, Warden, Tim Buchanan, Deputy Warden of Operations, and Shawn Eppinger, Deputy Warden of Special Services, were present in the initial meeting on arrival at NCI. Correctional Officer Doane, Chief Union Steward, joined the CIIC during the inspection, per invitation from the Warden. Communication with additional staff in their respective areas of the institution included in part: Bob England, Unit Management Administrator; Eric Little, Food Service Manager; Bill O'Connell, Activity Therapist; Craig Rich, Community Services Coordinator; Kris Charles, Social Work Supervisor; Dan Powell, Psychology Assistant; Vanessa Sawyer, Health Care Administrator; Dr. Ventura, and Mark Fijalkowski, Program Coordinator.

AREAS/ACTIVITIES INCLUDED IN INSPECTION:

Entry Building	Unit Managers' Library of
Visiting Room	ODRC standardized programs
Segregation: Security Control, Disciplinary	Vocational Programs: Drywall,
Control, Local Control and recreation cells	Woodworking, art class, Tool Room
General Housing Unit B-1	Tender Loving Dog Care Program
Mental Health Unit/Psych Clinic	Library
Recreation Center	RIB Hearing Room
Recovery Services	Vegetable Garden
Arts and Crafts Room	Kitchen and Tool Control Room
Inmate Dining Hall (North)	Loading Dock
Recycle Program: Trash Compactor	Multi-Purpose Building
Chapel	Community Services
Key Control Room during count	Inmate Health Services
Dental Clinic	Vocational Building
Medical Records Room	Parole Board Hearing Room
Educational Building: GED class, classrooms	for discussion with Parole
Community Services Appreciation Ceremony	Board Member

ATTENDANCE AT GENERAL MEAL PERIOD:

The lunch meal consisted of fish, tartar sauce, broccoli, three slices of bread, peaches, and grape Kool-Aid. The CIIC attended the general population lunch meal, and also included observation of the Segregation Unit during the serving of the lunch meal.

ATTENDANCE AT EDUCATIONAL/REHABILITATIVE PROGRAM:

Vocational program classes in Plastering and Drywall, Residential Electrical Wiring, and Carpentry were observed. GED preparation classes were also in session and observed. The CIIC observed the Warden award GED Certificates to 11 inmates who earned their High School Equivalency Certificates. The CIIC attended a Community Services Appreciation Awards Ceremony in which inmates with at least 50 hours of service were awarded certificates of appreciation. Many were acknowledged for their outstanding number of hours of community service projects and programs. Each inmate received a handshake from the Warden and Community Services Coordinator. An Arts and Crafts Program in the Recreation Building was also observed, and a visit was made to a vegetable garden in progress.

INSTITUTION OVERVIEW:

According to the DRC website on NCI, its mission is to function as a medium security adult male facility that operates as a safe, secure and humane component of the community, while offering substantial programming opportunities for offenders and staff. The mission statement contained in the November 2003 written information provided on site includes the provision of continuous staff development opportunities while maintaining a high level of employee professionalism. It further states, "It is our continuous endeavor to provide equitable treatment for all offenders and provide extensive and diverse offender programming to facilitate successful re-entry into society and reduce recidivism. Noble Correctional Institution is dedicated to the achievement of excellence in a system that promotes positive community relationships through community service and restorative justice."

The institution is a medium security (level two) facility with a design capacity of 1,865. The prison opened in 1996. Staff relayed on site that the minimum camp has a maximum capacity of 240 if double bunked. At the time of the inspection, the camp housed 140 inmates single bunked. However, the minimum camp can reportedly hold 180 single bunks.

The Noble Correctional Institution is located on 164 acres of land, with 34 acres inside the fence and 130 acres outside the fence. Per the NCI Fact Book of November 2003, the architectural design provides two story dormitories with ten buildings inside the fence, and one building outside the fence.

NCI was ACA accredited in October of 1997, and was re-accredited in January of 2001.

The housing units and beds per unit are reported to be as follows:

<u>Dorm/Unit</u>	<u>Beds per Unit</u>
A1	242
A2	240
B1	242
B2	244
C1	242
C2	244
D1	180
D2	244
E2	242
<u>E1</u>	<u>240</u>
Total	2,360

As of October 7, 2003, the population was reported to be 2,060, with 1,119 White inmates (54.3%), 924 Black inmates (44.9%) and 17 "Other" inmates. A review of the Racial Balance Statistics provided on site, dated November 21, 2003, show the racial breakdown for each of the above housing areas, each further subdivided into an east wing and west wing. All areas were close to a 50/50 ratio with the exception of D1 and E1. The inmate population in D1 East was 31.7% Black, and 68.3% White. D1 West was similar, with 34.6% Black, and 65.4% White. E1 East was similar with 31.5% Black and 68.5% White. The greatest disparity was in E1 West, which was 28.7% Black, and 70.2% White.

According to the data provided on site, the average age of inmates at NCI is 31.5 years. The youngest inmate is 18.2 years old, and the oldest inmate is 68.9. The average length of stay is reported to be 2.5 years. According to the November 2003 on site data, of the 2,036 inmates at NCI, 1,591 or 77.8% were classified as level two, formerly known as medium security, and 445 were classified as level one, formerly known as minimum security, comprising 21.7% of the population. Eleven inmates were classified as level three, formerly known as close security. The latter group was likely in segregation, awaiting transfer to a close security prison.

Per the October 2003 website, NCI had 456 total staff, including 277 security staff, which comprises 60.7% of the total NCI employees. Based on written information provided on site by staff for the month of November 2003, NCI had 460 total staff, including 300 uniformed security staff, of which 280 are Correctional Officers. The inmate to Correctional Officer ratio was reported to be 7.3 to 1. On the day of the inspection, staff relayed that six officers were off on disability, and two were away on military leave.

NCI has 487 funded positions, 27 more than their total staff of 460. Of the 460 staff, 436 are White (94.8%). Of the 326 male employees, 310 are White (95.1%). Of the 134 female employees, 126 are white (94.0%).

According to the November 2003 NCI Fact Book, supervisory staff have an average of 7.5 years of experience and an average educational level of 13.75 years. The average educational level for Correctional Officers was reported to be 12 years.

Per the website, in Fiscal Year 2004, their annual operating budget was \$36,798,600, with an annual cost per inmate of \$17,194.34, or \$47.11 per inmate per day. However, according to the written information provided by staff on site, the operating budget for FY 2004 totals \$33,874,248, at an annual cost per inmate of \$16,687 and daily inmate cost of \$45.72. According to the November of 2003 NCI Fact Book, the annual payroll totals \$28 million. Staff relayed on site that most of their cost goes to payroll and utilities.

PROGRAMS:

Several sources of information on NCI programs were reviewed and are referenced below. An extensive three page Program Listing as of September of 2003 was provided on site. Unlike the other information on programs, the September Program Listing divides programs into the following categories:

Employment/Education
 Marital/Family
 Social Interaction
 Substance Abuse
 Community Function
 Personal/Emotional
 Attitude.

The listing also provides information on the staff responsible for each particular program, including: education, unit management, mental health, medical/nursing, recovery services, library and Chaplain.

The NCI Programming Synopsis of November 15, 2002 was also provided on site. It provides more descriptive information on specific programs and divides them into "Domains" similar to those noted above. Domains include: Employment, Marital Family, Associates/Social Interaction, Substance Abuse, Community Functioning, Personal/Emotional Orientation, and Attitude. Programs which fall in a particular domain or category are listed below, though some appear in more than one group. Additional information on selected programs is provided from the Programming Synopsis.

Marital/Family Programs:

Families and Active Parenting	From The Inside Out	Life Beyond Loss
Parent-Child Interaction	Positive Solutions	Sleep Hygiene
Responsible Family Life Skills	Understanding Violence/ Alternatives to Violence	Understanding Co- Dependency
Parenting, Educational Program		

The program titled “Understanding Codependency: A Look at Dysfunctional Relationships,” provides information to help recognize unhealthy characteristics and relationships which lead to addictions and destructive personality traits. Past family relationships are explored which lead to codependent characteristics.

The program titled, “Sleep Hygiene,” provides inmates on the mental health caseload with relaxation techniques to help sleep without the aid of medication. Techniques are also provided to promote an environment conducive to decreasing stress and improving sleep.

Social Interaction Programs:

Beat the Streets	Gambler’s Anonymous	Relaxation Training
Smoking Cessation	Stress/Anger Management	Man, I Need a Job
Managing Money	90 Days and a Get-Up	AIDS Awareness
Families and Active Parenting	Parent/Child Interaction	Beyond Anger
Understanding Violence/ Alternatives	Parenting Educational Program	Values and Personal Responsibility

“Beat the Streets,” is a relapse prevention program that addresses the problem faced by offenders who return to their community and want to avoid drugs, alcohol, crime and violence. It enables inmates to identify traps and triggers, build a support system, return to their community, and avoid relapse.

The program titled “Gambler’s Anonymous,” focuses on the twelve steps, on where and how gambling affects their lives, how to constructively overcome problems, and promotes responsibility, accountability, and effective problem solving.

“Understanding Violence/Alternatives to Violent Behavior,” reviews why people are violent and how to control violence. It focuses on growing up male, and changing the way we think and react to situations.

The program titled “Relaxation Training,” teaches non-aggressive ways of coping with stress and anxiety. Inmates learn the relationship between thinking and behavior and are taught strategies for controlling thought patterns as a method of stress/anger management, which has a direct effect on the individual’s ability to relax. The program is designed to enable inmates to control hostile feelings and accept responsibility for the consequences of their behavior. The goal is to reduce the risk of violent or aggressive behavior and to increase frustration tolerance.

The program titled “Parenting Educational Program,” educates inmates in resuming their role in the household and using improved parenting skills. It focuses on building trust, handling anger, setting rules and limits for children and making amends.

“90 Days and a Get-Up,” is a pre-release and post-release program for inmates and their loved ones from the last three months of confinement through the first three months following release. Emphasis is placed on the steps and resources needed to rebuild a quality life after incarceration. Reunions with loved ones and overcoming false expectations are also reviewed.

The program titled, “Families and Active Parenting,” promotes an increased awareness of responsibilities of taking care of one’s self in relation to taking care of others. Emphasis is placed on self-responsibility and respect of others. Inmates on the mental health caseload about taking care of themselves and how this directly effects their interactions and responsibility towards others. Inmates are taught that taking care of and having respect for one’s self is the foundation to interacting with others.

Community Function Programs:

Vocational Programs	Library Services	Sleep Hygiene
Apprenticeship Programs	College	Man, I Need a Job
Victim Issues/Restorative Justice	Medication Education	Families and Active
Victim Awareness	S.A.M.I. Group	Parenting
Managing Money	From the Inside Out	Positive Solutions
Parent/Child Interaction	Family Life Skills	Co-Dependency
Understanding Violence	Parent Educational Program	Smoking Cessation
Gambler’s Anonymous	Beyond Anger	AIDS Awareness
Values/Personal Responsibility	Canine Care Program	

The program titled “S.A.M.I. Group,” is for those with dual coexisting disorders, both substance abuse and mental illness. The group meets three and one half hours per week and includes motivational enhancement treatment, active treatment, and Dual Recovery Anonymous.

“Positive Solutions” focuses on motivating inmates to remember their responsibility to their children and family while in prison. It addresses parenting from prison as well as problems associated with an inmate’s return to his family unit.

The program titled, “From the Inside Out,” deals with relationships. It provides tools to assist inmates in exploring why relationships fail and how to build strong and healthy relationships. Avenues of making amends to those hurt from past relationships are also examined.

Personal/Emotional Programs:

Life Beyond Grief	Managing Money
Psych. Evaluations/Treatment	Values/Personal Responsibility
Beyond Anger	Depression/Bipolar Disorders
Depression Support Group	From the Inside Out
Cage Your Rage	Understanding Co-Dependent Relationships
Parenting Educational Program	Gambler's Anonymous
Relaxation Training	Smoking Cessation
Stress/Anger Management	DWI: A Closer Look- Coming Back From Relapse
S.A.M.I. Group	Healing Wounds: Victim Issues/Restorative Justice
Victim Awareness	Medication Education/Responsibility
Goals	

“Life Beyond Grief or Loss” addresses unresolved issues of loss, which often lead to using violence, alcohol, and other drugs in an attempt to numb one’s pain. Working on grief and loss is reportedly an element of successful recidivism prevention.

Attitude Programs:

Goals	Medication and Responsibility
Relaxation Training	Stress/Anger Management
AIDS Awareness	Canine Care Program
ABE/Literacy Unit	Pre-GED
GED	Special Education
Parent-Child Interaction	Understanding Co-Dependent Relationships
Parenting Educational Program	Managing Your Life
Managing Money	Beyond Anger: Connecting with Self and Others
Cage Your Rage	Victim Awareness

The program titled, “Parent-Child Interaction” helps inmates to explore education and creative parent-child interaction options. The program is designed to encourage bonding between parent and child

Educational Programs:

Educational Programs at NCI include a Literacy Dorm, Pre-GED, including Evening GED, Adult Basic Education, Laubach Tutor Training, Long Distance Computer Learning Lab, Culinary Arts, Pre-Release, Special Education, Apprenticeship, Re-entry Program and Service Learning Training. Per the NCI November 2003 Fact Book, on average, the inmates at NCI test at the 8th grade reading level.

According to the NCI Programming Synopsis of November 15, 2002, the Adult Basic Education Program serves inmates with reading scores between 0 and 6.0. It is a residential program in which inmates live in the dorm where the Literacy Unit is located. The Pre-GED Program is for inmates with reading scores between 6.1 and 9.0. The goal

is to enhance academic skills and improve reading level to prepare them for GED classes. The inmates work in a full time institutional job and attend two evening GED classes per week.

Vocational Programs:

Vocational Programs at NCI include Residential Wiring, Carpentry, Computer Repair, Turf Management, Plastering and Drywall. Vocational programs require a minimum of 720 hours of participation, divided between classroom and lab hours. Inmates must have at least 10 months left on their sentence to complete the program and an 8.0 reading achievement level prior to entry.

Apprenticeship Programs:

Alteration Tailor	Carpenter/Maintenance	Horticulturist
Animal Trainer	Electrician/Maintenance	Plumber
Electrical Appliance Repair	Maintenance Repair/Building	Cook
		Welder

College Programs:

Two College programs are offered in Small Business Management and Business Communication.

Educational and Vocational Program Enrollment and Completions:

As of the November 2003 written information from the institution, educational and vocational programs offered and the number of inmates enrolled in each, are as follows:

Educational Program Enrollment		Vocational Program Enrollment	
Pre-GED	121	Carpentry	22
Adult Basic Education	104	Turf Management	20
College	87	Drywall	19
GED	87	Residential Wiring	15
Tutors	33	Computer Repair	0
Apprenticeship	21		
Special Education	20		
Total	473	Total	76

2003 Educational Program Completions		2003 Vocational Program Completions	
Service Learning	145	Carpentry	16
GED	122	Drywall	16
ABE	104	Turf Management	12
Vocational	54	Residential Wiring	10
Laubach	44	Computer Repair	<u>0</u>
College	<u>42</u>		
Total	511	Total	54

2003 College Program Completions

Business Communications	24
Small Business Management	18
Culinary Arts	0
Micro-Computer Applications	<u>0</u>
Total	42

Recovery Services Programs:

The following substance abuse programs are available at Noble Correctional Institution:

Mandatory Program 60 Day and 180 Day
 Narcotics Anonymous Study Group
 Alcoholics Anonymous Big Book Study Group
 Intensive Outpatient (Day Treatment)
 Celebrate Recovery
 Managing Your Life
 A Closer Look
 Coming Back from a Relapse
 S.A.M.I. Group
 Stop the Chaos
 12 Step Counseling/12 Steps to Recovery
 Romans Road to Recovery
 Beat the Stress

According to the written information provided on site, the Mandatory Drug Program is required for all inmates found guilty of a drug offense while in prison. In addition, the program uses "Life without a Crutch" workbooks.

The program titled, "12 Steps to Recovery-A Way Out" teaches how to live a lifestyle that is alcohol and drug free. The program lasts from 12 to 15 weeks with one and one-half hour group sessions twice per week, and 15 to 30 minute individual sessions twice per month. The program uses group counseling, films and lectures.

“Celebrate Recovery” is a 26 week program focusing on “Hurts, Habits and Hang-ups,” based on eight principles from the Beatitudes.

AA/NA provides weekly fellowship meetings for recovering alcoholics and addicts. Volunteers come to the institution to conduct leads at monthly meetings. Discussion groups and videos are also used.

The Big Book Study Group is a 14-week program offered twice per year. Participants read the Alcohol Anonymous Big Book, answer study questions, and have group discussion.

The Narcotics Anonymous Study Group is a 12-week program offered twice per year. Participants read and discuss the NA Book.

The program titled “Romans Road to Recovery,” is a 16-week, Twelve Step program conducted by two outside volunteers who use the Serenity Bible and the Book of Romans.

Drug Tests:

Per written information provided on site, inmate drug testing from 1999 through 2003 involved testing from 1,380 inmates in 2003 to 3,010 in 1999. The percentage of positive results was the lowest in 2003 at 1.03%, and the highest in 2000 at 2.41%. The inmates were tested for Opiates, Amphetamines, Marijuana, Alcohol, Cocaine and Benzodiazepines.

Community Services Projects:

In 2003, according to the NCI Fact Book of November 2003, there were 22 community service projects outside of the institution, including the following: refurbishing historical buildings; litter pickup; cleaning, painting and repair projects for local churches; Speak Outs; Habitat for Humanity; brush cutting; raising baby blue birds for the National Blue Bird Society; school maintenance and repairs; refurbishing and painting a county jail for the Historical Society; cleaning, waxing floors, painting and wallpapering at churches; repairs and restoration work for the YMCA; Tree Legacy Program for ODOT; building a pole barn and repairing 4-H barns for the Fair Board; park maintenance; repairs at Research Center and clean-up at a Festival.

As of November of 2003, there were 32 community service projects inside the institution. In addition to making birthday cards, placemats, monthly quotes artwork and brochure racks for a senior citizens’ center, projects included the following:

- Collecting pop tabs for Ronald McDonald House;
- Cans for Kids recycling for a Learning Center, Girl Scouts and High School FFA;
- CATT Program for Juvenile Courts;
- Canine Care Project for the Humane Society;

Book shelves for a Cancer Center;
 Reading and activities for child visitors in the NCI Reading Room;
 Recycling program for ODNR and the High School;
 Crocheting Afghans for the Health Department;
 Benches for the Junior Women's League;
 Trophy case and cubby lockers for Headstart;
 Vegetables grown for a Senior Center;
 Murals for elementary schools;
 Collecting stamps for Children's Hospital;
 Lockers for local football team;
 Storage boxes for local volleyball;
 Shelves for High School band;
 Picnic tables for Fire Department;
 Sign for American Legion;
 Plaques for merchants;
 Plants for therapy for Hospital;
 Speak outs to institution touring groups;
 Shoeshine services for church youth group;
 Potato chip bag art for learning center and senior citizens;
 Trophy cases for Bidy Wrestling;
 Easter program items for church;
 Posters for ODNR recycling program;
 Painting and repairing garage;
 Reading room for Ohio Reads Program; and
 Crocheting book bags for elementary school

Religious Services Programs:

Domestic Violence Prevention	Chaplain's Bible Study	J.W. Bible Study
Alpha	Re-entry	Catholic Mass
International Bible Study	Volunteer Bible Study	Church History
Jummah and Taleem Services	Islamic Arabic Class	Catholic Bible Study
Sunday Worship Services	Biblical Hebrew/Greek	Native American
Dick and Sue Robertson		Smudging Ceremony
Inspirational Videos		Service

Unit Programs:

Life Without A Crutch	Responsible Family Life Skills	Man, I Need A Job
Managing Money	Advance Victim Awareness	Canine Care Program
Interview Skills	Community Resource Shop	Positive Solutions
Institutional Orientation	Stopping for Life (Non-Smoking)	Victim Awareness
Driving While Intoxicated	Beat the Streets	
	Convicts Against Teen Trouble	

“Man, I Need a Job” is a program that assists offenders in finding and maintaining employment. Participants are provided with information on writing and preparing applications, resumes, and cover letters. The program also allows the inmate to role-play in order to prepare for interviews.

The program titled, “Managing Money,” addresses the offender’s ability to be financially responsible and accountable for their income. Inmates learn how to budget their money and pay their bills on time, how to maintain a checking and savings account, and how to deal with the unexpected expenses in life.

Mental Health Programs:

Per the November 2003 NCI Fact Book, the following Mental Health Programs are provided:

Stress/Anger Management
Depression Support Group
Motivational Enhancement

Relaxation
Treatment Team

Substance Abuse Mentally Ill
Medication Education
Sex Offender Programming

FINDINGS:

Visitor Processing Building:

The entry building was clean, secure and orderly. The two Correctional Officers involved in processing visitors were attentive, courteous, efficient and organized. Under an Officer's supervision, an inmate worker was intensely focused on buffing the floor. The Officer had difficulty locating the list of CIIC members and staff at the entry desk. When the list was eventually found, the name of one of the CIIC staff present on the inspection was missing from the list. The Officer carefully examined the CIIC identification badges and promptly contacted the Warden.

Grounds:

It was reported that the NCI dormitory buildings were designed as two story structures because the facility was built on a hillside with a minimal area of level ground, and bedrock was beneath the surface. As a result, the site and grounds provide a scenic, panoramic view of the southeastern Ohio hills. On the day of the inspection, the grounds were clean, very well maintained, and likened to a college campus.

Staff relayed the need for paving projects due to erosion of the road. Capital improvement requests have reportedly been submitted. The paving projects will ensure that golf carts which are used for emergency purposes, have necessary access via paved roadway.

Inmate movement was relaxed and orderly. Inmates were observed walking across the grounds to their housing areas in time for the pre-lunch count.

Visiting Room:

The Visiting Room was very bright and clean. The visiting area provides a very pleasant environment. Two Correctional Officers were on duty at the time of the inspection. Attorney visiting rooms and no contact visiting rooms were observed. No contact visiting rooms which separate the visitor and inmate by glass, are used if an inmate is in segregation at the time of the visit.

Food Services:

Food Services workers in the preparation area behind the serving lines were actively involved in their food services activities. While inmates worked to prepare the evening meal, other inmate workers cleaned the trays used for the lunch meal, or cleaned the preparation area. Ohio Penal Industries workers at PCI reportedly produce the milk bags used for meals at NCI. Inmate food service workers rinsed the bags with cold water to eliminate odor of any milk that may have leaked from a punctured bag during transport or in storage. The bags are stored in a cooler. Everything observed in the area was positive.

In the dishwasher room, all inmates were busy at work. In response to CIIC questions, they relayed assurance that the equipment works well and the dishwasher gets the dishes very clean.

Five Food Service Coordinators were present and working in the kitchen at the time of the inspection. It was reported that they have 14 Food Services employees in all. It was also relayed that they must ensure that meals are properly prepared, and also must ensure the safety and security of the inmates and staff in the area.

No areas of the floor, walls, ceilings or windows were observed as in need of repair. From all observations in the kitchen as well as the food service lines, the areas were clean, practices were appropriate and sanitary, and the operation was orderly and efficient. Inmate workers wore gloves and hairnets. Food storage areas were observed to be clean, well ventilated, orderly and in good condition.

Each of two dining halls reportedly has a seating capacity of 235 to 250 inmates. Inmates who were eating in the dining hall were calm, relaxed and orderly. Inmates were randomly searched as they left the dining hall.

General Population Housing Unit:

The housing units are dormitory style, with two floors. An elevator is used for those in wheel chairs to access the second floor. NCI has five units, with each building comprising one unit. There are reportedly 240 inmates on each of two floors in each building, with 400 to 500 inmates per building.

Unit B-1, a general population housing unit, was clean, including the shower and toilet areas. All shower heads and toilets were in good working order. The unit has two TV rooms. The day room area was clean and equipped with televisions and microwave ovens.

The inmates waited patiently on their beds for count to clear. They appeared content and the mood was good. Some inmates commented that they are not permitted to have a personal television. Staff explained that only inmates housed in the D Unit Honor Dorm are permitted to have their own televisions. The television restriction is reportedly an effective tool to motivate inmates to earn placement in the Honor Dorm, where they can have a television by their bed.

Warden's Accessibility:

While in the dormitory, and later out on the yard, inmates quietly lined up to speak to the Warden. He listened attentively and took notes on their comments, questions or concerns. Officers privately expressed to the CIIC that, "We've got a good Warden," and they praised his communication and style of leadership. Inmates were well aware of who the Warden is, an indication that he gets out on the compound frequently. Further, based on

his interaction with the inmates and employees, it was obvious that he is regarded as accessible, approachable and responsive.

Programs:

Inmates at the Noble Correctional Institution have access to a variety of positive programs. Staff relayed that the results of a survey given to inmates pertaining to religion, substance abuse, recreation and other areas, are used to plan the next year's programs. In some respects, such as the enthusiasm among the staff, NCI has the potential to be a leader among the institutions in the Re-entry philosophy. Staff have a very positive attitude about the re-entry initiative. They genuinely like the idea of starting at the time of an inmate's first day in prison, to begin to prepare them for success on release. They relayed confidence that Re-entry will continue into the future, regardless of federal funding.

Communication with and observation of the Teachers or Program Instructors during the inspection indicated that they are very knowledgeable in their respective areas of expertise.

Some inmates expressed concern regarding difficulty getting into the GED classes, while some relayed the need for more vocational programs. Staff noted that there are waiting lists for education programs. Reportedly, many who are highly motivated to improve their education are on such waiting lists, while some others are in the programs solely because they are mandatory. Some staff relayed their opinion that those who are not motivated to go to school, should not be forced, but should rather be replaced by those on the waiting list who are highly motivated.

Regarding the above, an inquiry was made to the ODRC Central Office staff of the Ohio Central School System. It was clarified that per the Ohio Revised Code, inmates are mandated to attend at least six months of education if they have no GED or High School diploma. It was further relayed that the institutions serve the "mandatory people" first. As to whether more staff are needed to reduce the number on the waiting lists, it was relayed that Noble Correctional Institution only has one Teacher position open. It was further noted that waiting lists are considered when determining staffing needs. In addition, it was relayed that NCI has had a high influx of non-graduates, as well as those who are under the age of 22.

According to the Monthly Enrollment Report at the end of November 2003, the number on the waiting list, as well as the number enrolled from January through November of 2003, and number enrolled in the month, are reported as follows:

<u>Program</u>	<u>Waiting List</u>	<u>Enrollment:</u>	
		<u>Year to Date</u>	<u>In the Month</u>
Literacy (0-6)	157	103	102
ABLE (0-6)	0	0	0
Pre-GED (6.1-9.0)	307	146	131
GED (9.1+)	351	72	60
GED Evening	0	0	0
HS/HS Options	0	0	0
Academic Totals	815	321	293

Staff relayed that the Carpentry and Turf Management Programs were added to the Vocational Program curriculum in 1998. Unfortunately, in 2002, the Micro-Computer Applications Program and Culinary Arts Program were reportedly removed from the available college programs due to lack of Instructors. In addition, their Computer Repair Program was reportedly discontinued in 2003 when the Instructor left the position. Among the needs expressed by staff, some cited the need for more vocational programs.

The DRC website on NCI cites two unique programs, the Therapeutic Community residential alcohol and other drug treatment program, and Convicts Against Teen Troubles involving juvenile offenders from outside agencies. During the inspection, it was learned that the Therapeutic Community was closed in January of 2003 and that the Convicts Against Teen Troubles was recently put on hold.

Library:

NCI has a pleasant, well-maintained library, which many inmates were using on the day of the inspection. Although one inmate commented that they could use another inmate Law Clerk, neither inmates nor staff relayed any complaints or concerns.

Community Service Appreciation Ceremony:

According to the leaflet given to those in attendance at the Community Service Appreciation Ceremony attended by CIIC during the inspection, in the year 2002, NCI logged 123,894 hours of community service, an equivalent savings in labor costs to area communities in the amount of \$638,054.10. Community Service projects cited in the leaflet are only a partial list, but many projects are included which were not mentioned in the DRC website regarding Community Service Projects at NCI. The following projects were listed in the brochure:

Community Services Projects:

Canine Care Program	Firemen's Festival Float
Raise and monitor baby bluebirds	Garden project-donate veggies
CATT Program	Make bird feeders
Monthly Quote Project	Stamps for Children
Pop Tab Project	VBS Murals/Posters
Toys for Tots	Make Plaques
Biddy Wrestling Trophy Case	Cans for Kids
Inmate Visiting Reading Room	Art/Crafts Easter Program
Marching 110 Afghan	School Logo Afghan
Crochet Book Bag	Crochet Afghans
Crochet Angels-Kids Christmas	Crochet Stuffed Animals
Crochet Ohio & U.S. Flags	Make Learning Clocks
Biddy Football Thank You	Make Sign for Industrial Park
Band Bus Shelving	Festival Posters/Signs
Make Trophy Case	Make Posters
Make Directional Signs	Mural Projects
Crochet Bicentennial Afghan	Crochet Baby Blankets
Maintenance for Senior Center	Make Lockers, Shelves and
Community Service Training	Volleyball Box
Recycling	Bag Arts and Crafts

During the ceremony, inmates were awarded certificates for their outstanding hours of community service in multiple programs and projects. Community members spoke to the inmates, citizens and institution staff in the audience, expressing gratitude for the hard work and dedication of the inmates to community services. As the names were called, the Warden and Community Services Coordinator shook each inmate's hand as the inmate was given his certificate.

The Community Service Appreciation Awards Ceremony was a positive experience and observation during the inspection. It was an excellent example of successful DRC efforts to strengthen bonds and build positive relationships between the institutions and their surrounding communities. Community Services Projects not only have an amazingly positive impact on the agencies and other organizations in the community who benefit from the products or services, but the projects benefit the prison staff and inmates, as well. The projects help to alleviate idleness and the problems that stem from it, which negatively impact staff and inmates. The projects also provide inmates with worthwhile, purposeful activities, which instill pride and build self-esteem through the act of helping others.

Mental Health Services:

On the day of the inspection, staff in the Mental Health Clinic relayed that there are 325 inmates on the mental health caseload, with 200 on psychotropic medication. Staff also

noted that the mental health treatment team meets once per week and is comprised of staff from a variety of disciplines.

A review was made of mental health statistical monthly reports for March and April of 2004. In March, there were 290 inmates on the mental health caseload, with 294 in April of 2004, comprising 14% of their total population in both months. Nine of the other Ohio prisons have larger mental health caseloads than NCI, ranging from 298 at Richland Correctional Institution, to 550 at Pickaway Correctional Institution, and 671 at the Ohio Reformatory for Women.

In April of 2004, there were 61 inmates in the Segregation Unit at NCI, which included 19 inmates who are on the mental health caseload. There were 15 inmates on the mental health caseload in segregation in March of 2004.

Medical Services:

An independent Contractor, Wexford Health Sources, provides medical services at NCI. However, the Health Care Administrator, nursing staff and Established Term Irregulars (ETI) are Civil Service employees. Staff relayed that on occasion, a contract nurse is employed.

Medical staff relayed that they could benefit from an addition of several more nurses. In reference to distribution of medication and preparation for pill call, medical staff relayed that if they could convert one or two of the "ETI" positions into full time staff, it would reportedly alleviate some of the burden on current medical staff. However, according to Central Office staff of the Office of Correctional Health Care, according to their staff needs analysis, NCI has sufficient medical staff to meet the needs. Regarding the use of ETI positions, their use has reportedly been very cost effective for the Department of Rehabilitation and Correction in reducing overtime.

Regarding Specialists, staff relayed that an Orthopedist and Surgeon visit NCI monthly, and an Optometrist provides services on site twice per month. It was also reported that a Dietician visits NCI twice per month and provides special diet counseling to inmates.

The Dental Clinic staff reportedly includes 60 hours per week of Dentist and Dental Assistant coverage, and a full time Dental Hygienist. The clinic has three dental chairs.

The infirmary is equipped with two negative airflow chambers for inmates who have been diagnosed with tuberculosis. There are also four crisis cells. It was noted that two crisis cells have recently been outfitted with two new beds. The infirmary also has one holding cell reportedly used when an inmate requires a longer stay in the infirmary. The infirmary was in good condition, and all areas were very clean.

Segregation Unit:

Per the November 2003 NCI Fact Book, the Segregation Unit has 98 beds, with 22 beds in Security Control, 38 beds in Disciplinary Control, and 38 beds in Local Control. Although Segregation consists of both single and double cells, most of the cells in segregation were observed as double bunks at the time of the inspection. Total capacity of the Unit was reported to be 96, but the population at the time was only 55, comprising 57% of the capacity. This is regarded as a positive reflection on inmates as well as staff at NCI.

The status of those in segregation was reported to be as follows:

Security Control	23
Disciplinary Control	19
Local Control	13
Total	55

Security Control is a temporary, short-term placement up to 21 days, with reviews at seven-day intervals, for those accused of a rule violation pending receipt of a conduct report or Rules Infraction Board (RIB) hearing. Disciplinary Control is a short-term segregation placement for up to 15 days, as a penalty for an RIB conviction of a rule violation. Local Control is a segregation placement for up to 180 days, with reviews for possible release at 30-day intervals, used for those who have demonstrated a chronic inability to adjust to general population or whose presence in population poses a threat to safety and security.

Lunch was being served to those in segregation at the time of the inspection. Staff relayed that every shift is accountable for cleaning each range. The cleanliness of the cells, both the vacant cells and occupied cells, was most impressive. On the Local Control range, the recreation cell was also very clean. Two cells, which are referred to as “safe cells” or “crisis cells,” were closely examined. The first was in excellent condition, with obvious attention to cleanliness. The second was also in good condition, and had just recently been painted.

There were no signs of anger, tension, or unmet needs among the inmates in any of the three segregation ranges. This is viewed primarily as the result of staff efforts to be responsive and attentive to reported problems or concerns. In addition, it may have something to do with what is discussed below.

Each occupied cell in segregation had a form titled “Individual Segregation Record Sheet,” on a clipboard at the cell door. The DRC form provides space for the inmate’s name, number, assigned cell, status, date in and date out of segregation, and date and time of notification of medical staff. In addition, the form provides space for one week of documentation for each day on each of three shifts to log each meal given to the inmate, to log out of cell, indoor and outdoor exercise time, as well as to document the following:

Linens, clothing, clean cell, barber, medical, shower, shave, hygiene items and toilet paper. The form includes space for comments regarding conduct and attitude. Instructions state that the staff person must log an inmate's refusal or acceptance of each item or activity. The forms were completed and up to date on each inmate.

Staff relayed that the Warden brought the practice of using the Individual Segregation Record Sheet with him from the Southeastern Correctional Institution. Although the form is a DRC form suitable for use at any and all institutions, it may not be used Department wide. It is the first time that the form has been observed prominently displayed at each segregation cell door. Yet, it provides an excellent means to effectively prevent problems and to provide documentation to assist staff when an inmate reports that an item or service was not provided. If each institution's Segregation Unit would adopt the use of the form, and ensure that it is fully and accurately completed on each shift, there is reason to believe that every institution could provide a segregation environment as impressive as that found at the Noble Correctional Institution.

Grievances:

A review was made of monthly reports from the Inspector from October of 2003 through January of 2004. A total of 88 grievances were filed during the four-month period, with a low of 18 in October, a high of 27 in November, and an average of 22 grievances per month. The top three complaint categories consist of Force/Supervision, Health Care, and Staff Accountability, with 27 grievances, 16 grievances and 11 grievances, respectively. The Force/Supervision group comprises 30.7% of all grievances in the period. The top three categories comprise 61.4% of all grievances in the period.

The category Force/Supervision includes the following subcategories: Use of force with no report, abusive language, racial or ethnic slurs, conduct report for no reason, intimidation/threats, retaliation for filing grievance, lawsuit or for voicing complaints, privacy violations and harassment. The category of Staff Accountability, the third largest category, includes the following subcategories: Access to staff, and failure to either perform job duties, to respond to communication, or to follow policies.

During the four-month period from October of 2003 through January of 2004, the total number of grievances filed for all Ohio prisons was 2,273. NCI's total of 88 grievances in the period, comprises only 3.9% of the grievances. The Ohio Reformatory for Women also had 88 grievances filed in the same period. Ten other prisons had grievance totals that exceed the total at NCI. The ten other prisons had grievances during the period ranging from Grafton Correctional Institution at 94 to Southern Ohio Correctional Facility at 180 grievances filed.

CIIC Database of Correspondence and Concerns:

From January 6, 2004 through May 21, 2004, the CIIC was contacted by 19 inmates from NCI, comprising 2.5% of the total of 772 contacts from all Ohio prisons. There are 13

other prisons with more inmate contacts with the CIIC, ranging from 21 at North Central Correctional Institution to 122 at the Southern Ohio Correctional Facility.

There were 46 complaints or areas of concerns relayed by the inmate contacts from the Noble Correctional Institution, the same number of concerns reported from the Correctional Reception Center. Thirteen institutions have a larger volume of complaints, from North Central Correctional Institution at 58 complaints, to 362 at the Southern Ohio Correctional Facility. The 46 complaints from Noble Correctional Institution comprise only 2.2% of the 2,106 complaints to the CIIC from all Ohio prisons.

The largest group of complaints or concerns pertains to Health Care, comprising 24.5% of the reported concerns from NCI. The second largest number of complaints pertains to food and comprises 14.3% of the concerns. The third largest group of complaints pertains to the inmate grievance procedure itself, comprising 12.3% of the concerns.

Assaults:

Per ODRC statistics, the number of inmate on inmate assaults in calendar year 2003 totaled 482 system-wide, with an average of 40.2 assaults per month in the entire prison system. At the Noble Correctional Institution, there were only 16 inmate on inmate assaults in the entire year, an average of 1.33 per month. Belmont and Richland Correctional Institutions each had 16 inmate on inmate assaults in 2003 as well. Allen and Trumbull Correctional Institutions each had 17, and the Ohio Reformatory for Women had 19 such assaults. Six other Ohio prisons had from 20 at the Southeastern Correctional Institution, to 139 at the Southern Ohio Correctional Facility.

Also according to ODRC data, inmate assaults on staff totaled 544 in the entire prison system in calendar year 2003 with an average of 45.33 per month. There were only three such assaults at the Noble Correctional Institution. NCI ranked 11 among those with a lower number of assaults on staff. The remaining 22 prisons with a higher number of assaults on staff in 2003 ranged from Pickaway Correctional Institution at four such assaults, 51 at the Ohio Reformatory for Women, to 130 at the Southern Ohio Correctional Facility, where an average of 10.83 such assaults occurred per month.

Minority Recruitment:

As noted in the institution overview section of this report, of the 460 total NCI staff, 436 or 94.8% are White. Of the 326 men on staff, 310 or 95.1% are White. Lastly, of the 134 women on staff, 126 or 94.0% are White. However, the inmate population of 2,060 includes 924 Black inmates comprising 44.9% of the inmate population, another 17 "Other" inmates, and 1,119 White inmates, comprising 54.3%.

Every effort should be made to recruit and retain additional minority employees at NCI to prevent the problems which have developed historically in prisons which have a preponderance of white, rural staff, with authority over a significant population of Black inmates from the inner city.