

2023 ANNUAL REPORT

OSHKOSH CORRECTIONAL INSTITUTION



JULY 1, 2022 - JUNE 30, 2023

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MESSAGE FROM THE WARDEN

Welcome to the Oshkosh Correctional Institution (OSCI) Annual Report for Fiscal Year 2023 (FY23). Our annual report allows us an opportunity to reflect on achievements and plan for the future. The accomplishments in this report represent the commitment of OSCI employees who continue to support the mission of the Department of Corrections (DOC) and goals of OSCI. The staff at OSCI collectively provide tremendous opportunities to those in our care through dedication, perseverance and collaboration.

Although daily operations continue to be influenced by our critical vacancies and staffing patterns, OSCI continues to offer our population a full complement of primary programming (criminogenic needs targeted to address offense history), education, career and technical education, work assignments, and leisure activities. OSCI strives to enhance services, when identified, as part of quality assurance within all classifications and departments.

Again, this year has seen a robust campaign to retain and recruit staff and everyone's efforts are applauded. Staff well-being and stabilizing our work force remains a priority. OSCI security remains on twelve (12) hour shifts and a different scheduling rotation. All classifications, in some form or fashion, have been instrumental in providing additional hours in their professional roles or giving security staff operational support due to high vacancies among uniform staff.

We continue to support training for professional growth and development, the implementation of new technology and upgrades to our aging physical plant infrastructure.

Accomplishing new, and expanding existing initiatives, would not have been possible without the hard work and dedication of our exceptional employees. I commend the collaborative effort to keep OSCI safe and secure while continuing to afford persons in our care a wide array of opportunities to become successful Wisconsin citizens.

Thank you for taking time to review this report and the scope of services offered at OSCI. The commitment and dedication of our staff is evident in these pages as we continue to serve the state of Wisconsin.

Cheryl Eplett, Warden

OSCI OVERVIEW

In keeping with the Department of Corrections mission, vision, and core values which applies to facility-based services for the persons in our care, Oshkosh Correctional Institution provides protection to the public, staff, and persons in our care while offering them positive behavioral options and programming to enhance their successful re-entry back into society.

Oshkosh Correctional Institution is an adult male medium security correctional institution. Because of the many departments listed below, OSCI staff are able to provide a safe and secure environment for both staff and the persons in our care, while providing programming which will prepare the persons in our care for return to the community.

Administrative Services	Inmate Complaint Review System	Recreation & Chaplain Services
Education Department & Library	Maintenance Department	Psychological Services
Food Service	Management Services/Business Office	Records Department
Health Services Unit	Program Review	Security Department
Human Resources Department	Program Services	Social Services

Oshkosh Correctional Institution Profile

Construction was started in the fall of 1984, and OSCI was activated to receive adult men in September 1986. In order to make room for the many expansion projects to the institution, the Winnebago State Prison Farm was razed and relocated to Waupun. All OSCI property was annexed to the City of Oshkosh. OSCI presently has an operating capacity of 1,494 and has reached an average daily population between 2,020 -2,050.

- Date opened – September 1986
- Total Site Acreage – 273 acres
- Total Interior Acreage – 96 acres
- Perimeter Road – 1.8 miles
- Operating Capacity – 1,494
- Current Population – 2,026
- Uniformed Employees 344 FTE
- Non-Uniformed Employees 201 FTE
- Inmate to Staff ratio – 3.71

Operating Budget - Fiscal Year 2023

• Salary	\$32,132,283
• Fringe	\$15,142,416
• Services/Supplies	\$ 10,666,064
• Variable – Non-Food	\$ 957,973
• Food	\$3,224,132
• Utilities	\$2,135,504
• Maintenance	\$ 345,600
• Total	\$64,603,972

Obligations Paid-Fiscal Year 2023

• Child Support	\$ 94,780.40
• Restitution	\$ 237,135.09
• DNA	\$ 66,013.16
• Victim Witness	\$ 58,967.96
• Medical Co-Pay	\$ 11,530.35
• Institution Restitution	\$ 6,867.91
• Court Costs	\$ 50,432.69

Multi-Disciplinary Management

Multi-disciplinary institution management has enabled OSCI, the largest institution in the State of Wisconsin, to maintain a safe and secure environment that operates within its budget, while simultaneously facilitating productive programming, education, treatment, and work opportunities for its population of approximately 2,000 persons in our care.

Twelve living centers utilize multi-disciplinary teams, which include unit supervisors, security supervisors, social workers, treatment specialists, correctional officers, psychologists, teachers, nurses, and office operations associates. These unit teams cooperatively supervise, communicate, and interact with manageable numbers of persons in our care drawing from readily available in-house resources that meet a wide array of needs.

Oshkosh Correctional Institution Programs

Anger Control Training

Anger Control Training is a cognitive-behavioral based program designed to address the needs of persons in our care with a history of violent behavior whose aggressive behaviors tend to be impulsive and reactive rather than instrumental and pre-planned. In addition to cognitive restructuring, Anger Control Training programs teach persons in our care cognitive and interpersonal skills to deter and replace violent behaviors. These skills include stress management, impulse control strategies, assertiveness skills, communication skills, identifying personal anger precursors (thoughts and situations that provoke angry reactions), and handling criticism and provocation.

Certified Peer Specialists

Certified Peer Specialists are persons in our care with experience with mental health difficulties and/or a substance use disorder who use their own recovery experience and the skills they learn in formal training and certification to support other persons in our care facing similar challenges.

Diversion Unit (DU)

This treatment unit is used to divert persons in our care with serious mental illness or intellectual disabilities from the Restrictive Housing Unit. The unit has restrictive movement and property but provides more treatment and out of room activities.

Domestic Violence Counseling (DV)

This program is offered to persons in our care who have an identified need for domestic violence counseling. The Domestic Violence program consists of 32 two-hour sessions, delivered in a closed group for approximately four months in duration. The group is held twice a week.

Completions (not in the SUD programming): 8

Earned Release Program (ERP)

ERP is driven by WI Statutes 302.05; it allows select individuals an opportunity to petition for early release from incarceration by completing treatment – their remaining confinement time is then served under extended supervision in the community. ERP utilizes two core curriculums: Cognitive Behavioral Interventions for Substance Abuse (CBI-SA) and Thinking for a Change (T4C). ERP participants may be assigned additional treatment programs based on each participant's individual assessed needs.

MICA completions and releases- 8

U- building completions and releases- 35

Education Vocational/Academic

OSCI's Education Department has nineteen teachers, two librarians, a class scheduler, two operational associates, a culinary assistant, and two dog program assistants. We have rolling enrollment with approximately 400 students enrolled at any given time. Education programs are offered to students with academic or vocational educational needs. Students are able to work through Adult Basic Education Programs (GED/HSED), Certificate Programs, and Degree Programs endorsed by Fox Valley Technical College and Moraine Park Technical College along with correspondence course opportunities.

Graduates: Adult Basic Education = 39 (from January to July of 2023): 10 HSED Upgrades, 13 HSED ABE, 1 HSED 5.09, 15 GED); VOCATIONAL = 36

Long Term Care Unit (LTCU)

The long-term care unit is a 17-bed unit consisting of 14 long term care beds and three palliative care beds serving medium and minimum custody persons in our care. The unit mission is designed to provide a higher level of nursing care to those that have demonstrated the inability to care for oneself independently related to chronic disease processes with a minimal chance of rehabilitation back to independence in a general population setting.

Staffed 24/7 with a combination of NC3's (RN) and NA3's (CNA), the unit is additionally equipped to offer increased supervision to those experiencing a neurocognitive disease process. The unit values that are incorporated into the unit including team work, compassion, respect/value for the individual, ownership, leadership and integrity.

For those nearing the end of life, palliative care program focuses on optimization of quality of life by anticipating, preventing, and treating suffering. The program addresses physical, intellectual, emotional, social, and spiritual needs while facilitating patient autonomy, information access, choice, and to provide the opportunity for death with dignity in a safe, reduced or if possible pain free, and humane environment.

Mental Illness Chemical Abuse (Dual Diagnosis Program) (MICA)

The MICA Program is a 36 to 44- week Dual Diagnosis Residential structured program available to those individuals assessed with a Dual Diagnosis treatment need. MICA consists of 25 beds in a modified therapeutic community. Treatment interventions are delivered by a multi-disciplinary team focusing on evidence-based practices. A high degree of structure and support is employed in the program that teaches the participants how to address/improve their management of both disorders, as well as address their criminogenic needs. An Outreach Specialist assists with the participant's re-entry efforts for up to a year after their release from a DAI institution. MICA is also an earned release program for persons in our care eligible to be released upon program completion.

Completions: 18

Re-entry

OSCI provides supportive services to assist persons in our care with their transition from prison to the community through resources available in the library, instructor led workshops, and assistance with resume writing and job searches. These resources are offered as a means to enhance the participants' preparation for release and opportunity for success after incarceration. Assistance includes Reentry Legal Services Program, (formerly DOES), Opening Avenues to Reentry Success (OARS), and helping persons in our care in obtaining a State of Wisconsin Identification Card.

Secure Residential Treatment Unit (SRTU)

This is a treatment unit with management and programming for selected persons in our care with serious mental illness or intellectual disabilities who display chronic disciplinary issues or who demonstrate an inability to adapt to a General Population setting.

Graduates: 6

Service Dog Program

OSCI, in partnership with Journey Together Service Dog Inc (JTSD) offers a program that enables participants to volunteer to train dogs to become service dogs for Wisconsin residents. There are up to 43 participants (PIOC) in the program with many staff, volunteers, and community members who assist in making the program successful. Participants can improve their social skills, conflict resolution skills; assists with setting and achieving goals. It helps them with responsibility, teamwork, empathy, patience, confidence, self-esteem, and finding a purpose. Participants are able to give back to the Wisconsin communities in which they have harmed and enhances successful reintegration back into society.

The dog program began with a partnership with Occupaws Guide Dog Association in 2012 with 17 dogs successfully becoming guide dogs. In 2015 the program transitioned to a partnership with JTSD. JTSD provides service dogs at no charge to qualified WI residents as well as needed supplies to OSCI for the care and training of the dogs. The partnership with JTSD has successfully graduated 24 service dogs: 14 dogs have been placed with persons with PTSD, 2 service dogs provide mobility assistance, 1 service dog for a person on the Autism spectrum and 7 dogs have been placed as facility dogs in schools, police departments, WI District Attorney Offices.

In 2016, OSCI partnered with Fox Valley Technical College and created a certificate program. OSCI PIOC are eligible to earn certificates in both Dog Training and Dog Grooming.

There are up to 16 dogs, ranging in age from 8 weeks to 2 years live at OSCI where program participants are responsible for all aspects of the dog's care and development. JTSD trainers provide weekly instruction concerning dog grooming techniques, basic dog obedience skills, advanced service dog tasks and interpersonal skills for working with service dog recipients. Program participants assist with training clients and their future service dog. JTSD allows the dogs in the program to be used by PIOC enrolled in FVTC courses to earn their certificates.

Sex Offender Treatment Program (SOTP)

OSCI offers two levels of Sex Offender Treatment. Those previously evaluated to be in the moderate range of risk (SOT-2) are provided treatment that meets one time a week for approximately a year. Those deemed to have a higher need (SOT-4) takes approximately two years to complete and is designed as a therapeutic community model. There is also a SOT-4 Adaptive group (GOALS- Giving Offender Alternative Life Skills) for those with cognitive, mental health or learning challenges. In order to complete any of the SOT programs, participants must meet objectives that include becoming aware of their risk factors and demonstrating an ability to manage or challenge those risks in the present.

Completions: SOT-4 – 60 enrolled participants, SOT-2 – 24 enrolled participants.

SUD (Substance Use Disorder) Residential Program

This is a 20-week treatment program that provides evidence-based programming at the appropriate dosage levels based on participants areas of risk and need, serving participants who are SID-3 and SUD-4. Core programming curriculum includes Cognitive Behavioral Interventions for Substance Abusers (CBI-SA), Thinking for a Change (T4C), as well as ancillary programs Anger Control and Epictetus depending on identified need and dosage.

Upon completion of SUD Program, completers are given the opportunity to stay connected to the recovery process through participation in the Aftercare program.

SUD completions- 64

Thinking for a Change (T4C)

T4C is a program designed to assist persons in our care with identifying and restructuring thought processes that tend to lead to poor outcomes for themselves or others. Participants are taught social skills and problem-solving steps. The program participants meet two times for two hours per week for 16 weeks.

Completions (not in the SUD programming): 64

Transitional Outreach Program (TOP)

The program provides comprehensive, statewide, pre-release and post-release services to persons in our care with chronic mental illness who are returning to Wisconsin communities. The major goals are to minimize criminal recidivism and psychiatric deterioration, as well as to enhance community living skills. Upon release, Outreach Specialists work in collaboration with

Division of Community Corrections agents to establish community contacts largely in the counties where the persons in our care are released.

Transitional Treatment Program (TTC)

The TTC program provides monitoring of mental health symptoms and stability for those with severe mental health diagnosis as well as the monitoring of the safety of those who are intellectually disabled. The program also assists these individuals with transitioning from institutions to a medium security living center in general population or a less secure environment. In addition, TTC provides close monitoring of medication compliance, mental health symptoms and stability for those PIOC's who are committed under Ch. 51.20 and housed in a medium security institution.

Veterans Unit

The Veteran's program population currently occupies 1 out of the 4 quads in the OSCI barracks housing unit. Housing on the unit is voluntary and is authorized for those who have on file confirmed DD214 active duty status in the military. The Veteran's Program population worked with the Incentive Unit Population to make and donate dozens of blankets, hats, scarves, shoulder bags and stuffed animals made from donated yarn. These items were donated to organizations such as King Veteran Home, Veterans Village, Rock Valley Community Program, and Christine Ann Domestic Violence Shelter. The Veterans continue to participate in PIOC honor guard representation at graduations, memorials, and represented holidays.

Victim Impact Group

The Victim Impact group sensitizes the persons in our care to victim issues and the affect their crimes have on victims and the community, with a focus on victim empathy. The group discusses, plans, and initiates events that recognize or benefit victims and help the persons in our care understand the harm they have caused their victims.

Windows to Work

Windows to Work is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism. Eligible participants are enrolled approximately three to nine months prior to release, and participate in programming to include: Cognitive Intervention (CBI-EMP), General Work Skills and Expectations, Financial Literacy, Community Resources, and Job Seeking, Applications and Resumes. Programming continues in the community following a participant's incarceration. The Windows to Work Coach will continue working with participants post-release in collaboration with the participant's DCC agent about services relating to job search and employment stability for approximately 12-18 months after release.

Oshkosh Correctional Institution Activities, Projects, and Community Outreach

Braille Program

The OSCI Braille program supports a growing need for quality braille materials, particularly textbooks and related educational materials for students who are blind and visually impaired in grades K-12 throughout the country. Qualified students are trained in Literary Braille

Transcription resulting in certification by the Library of Congress and 10 credits from Fox Valley Technical College. Students gain marketable skills and insight into their own capabilities while giving back to society.

Breaking Barriers with Books

Breaking Barriers with Books is a parental reading program that records persons in our care reading books to their children. Recordings are stored on a USB Flash Drive to give to their children upon completion. In this program the parent chooses an individualized book for their child that also includes the child's name throughout the story. The child also receives a personalized certificate and coloring book along with the recording.

Building, Maintenance and Construction

The Building, Maintenance and Construction program at OSCI prepares students for a possible career in construction trade industries such as carpentry, electrical, plumbing or general building maintenance. Students learn such skills as building techniques, wiring and outlet or a switch to a breaker box, along with plumbing a sink and soldering copper pipe, all to industry standards. Curriculum is developed by Moraine Park Technical College and credits are earned towards a 1-year Technical Diploma.

College Correspondence Courses

PIOC may receive college courses and personal enrichment courses through the mail. The courses have one or more of the following components: self-paced, have limited instructor contact, may be proctored by the institution education designee, and may include assignments that are transmitted to the instructor and returned to the student.

The PIOC is responsible for selecting the program and courses. The PIOC notifies the education office when a course is completed and a teacher is designated as a proctor to supervise tests or other written assignments from the outside educational institution.

Community Service projects

Many projects are created by maintenance department workers, Hobby, and the Building Maintenance and Construction students. Examples include sign painting for the Parks and Recreation Departments, the building of the Safety City and Safe House for the Oshkosh Fire Department, cat poles for local humane societies, and wood item donations for non-profit fund raisers such as Habitat for Humanity, Coats for Kids, The Warming Shelter, Christine Ann Domestic Abuse Services, Salvation Army, and United Way, and Community Blood Center.

Food Service Production

Food Service Production is a one-year Culinary Arts Program offered at OSCI that prepares students to work in the food industry. Students learn how to prepare soups, meats, vegetables and desserts as well as sauces, side dishes and salads. They learn what it takes to coordinate and direct the work of kitchen staff – everything from menu planning and buying supplies to final presentation. They also learn how to manage budgets and coordinate food preparation with service. Upon completion of the program they earn a Technical Diploma thru Fox Valley Technical College and a ServSafe Certification.

Horticulture Program

During the last year OSCI Horticulture program contributed 28,613 pounds of produce to the Main and Training Kitchens. Horticulture added another drip style hydroponics unit which has the capability to supply up to 25 lbs. of fresh lettuce every 3-4 weeks. The Horticulture program employs approximately twenty persons in our care with eight of those working toward their apprentice certificates and approximately 8 students. Horticulture continues to work with SRTU to create a container garden for their program. The plants, seeds and guidance were provided by Horticulture and planted and cared for by SRTU persons in our care. New this year the Horticulture workers helped create a sensory area for OSCI/Journey Together Service Dogs. This area contains different surfaces that the dogs should experience while being trained.

Knitting Program

The OSCI Knitting program has received increased donations from the community and has been able to keep the Knitting Program at high numbers for enrollment. As a result, OSCI Knitting program has exceeded the hats, scarves, and mitten sets as well as soap socks, wash cloths, and stuffed animals completed and provided to The Salvation Army, non-profit shelters and organizations in the surrounding areas. Greater than 600 sets of hats, scarves, and mittens have been completed by 20 members of the Knitting Program population.

Multi Occupational Aide (MOA)

The Multi-Occupational Aide program is a 6-month Fox Valley Technical College vocation certificate program which offers students an opportunity to develop job skills. As they progress through the course, students develop communication and conflict resolution skills, the ability to work with various degrees of supervisory direction, and the ability to manage their personal budgets. The goals of the MOA program are to teach job skills, develop a pre-employment plan for each student, and provide students with an opportunity to develop a formal work history.

Vermicomposting

Over 24,000 pounds of food waste was consumed by the worms, along with 58,000 pounds of waste cardboard used for worm bedding. The worms produced over 8,000 pounds of worm castings.

Volunteers

Volunteers contributed over 1000 volunteer hours helping with services at OSCI which included religious, NA, AA, Re-entry, and Self-Help groups.

Work Assignments

Persons in our Care (PIOC) play a critical role in our daily operation, working at a variety of jobs in many departments. As of June 30, 2023, OSCI had 1,701 positions available.

Bureau of Correctional Enterprises

The Bureau of Correctional Enterprises operating the BCE Laundry located at OSCI provides services to state operated facilities, such as those operated by the Department of Corrections and the Department of Health Services. BCE Laundry also provides linen rental services for a number of University of Wisconsin campuses. Linen rentals may include institution and personal clothing, bedding and towels. The purpose is to assist in the re-integration of persons in our care by providing hands-on experience in a work environment closely resembling that of private industry.

Community Relations Board

OSCI participates on the Winnebago County Interagency Committee. The group consists of representatives from OSCI, the Winnebago Mental Health Institution, the Wisconsin Resource Center, the Drug Abuse Correctional Center, the Oshkosh Police Department, the Oshkosh Fire Department, the Winnebago County Sheriff's Department, City of Oshkosh, the Winnebago Correctional Center, Oshkosh Probation and Parole and local state representatives. The committee meets quarterly to discuss issues concerning Winnebago County.

Complaints

The Inmate Complaint Review system is the administrative process for persons in our care to use in resolving their issues or concerns. They must exhaust all administrative remedies before beginning litigation. There was a total of 2,310 complaints filed.

Conduct Reports

A total of 4,276 conduct reports were served and processed, of which 3,295 were minor and 981 were major. Of the 4,276 conduct reports, 173 were appealed.

Coordinators

Americans with Disabilities Act (ADA)

Coordinator: Sheri Fromolz 920-232-2656

Back up: Kathy Sabel 920-231-4010

Limited English Proficiency (LEP)

Coordinator: Sheri Fromolz 920-232-2656

Prison Rape Elimination Act (PREA)

Coordinator: Sarah Feltes 920-232-2653

Back up: Emil Toney 920-236-2606

Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)

Coordinator: Shyekara Procknow 920-231-4010

Employee Service Program

The DOC Employee Service Program is contracted with Kepro, an Employee Assistance Provider for employees. Kepro provides assistance with personal concerns and the challenges staff may have with balancing work and personal life. Kepro provides free and confidential assessment, short-term counseling, prevention, education, and referral services for staff and their dependents. OSCI has an active ESP committee and 16 peer supporters that are available to assist staff with personal concerns and issues.

Acronyms

AA	Alcoholics Anonymous
ABE	Adult Basic Education
ADA	Americans with Disabilities Act
BCE	Bureau of Correctional Enterprises
CFSS	Center for Self Sufficiency
COMPAS	Correctional Offender Management Profiling for Alternative Sanctions
DOC	Department of Corrections
DOES	Disabled Offender Economic Security
DU	Diversion Unit
DVC	Domestic Violence Counseling
ERP	Earned Release Program
ESP	Employee Services Program
GED	General Equivalency Diploma
GOALS	Giving Offenders Alternative Life Skills
HSED	High School Equivalency Diploma
LTCU	Long Term Care Unit
LEP	Limited English Proficiency
MICA	Mental Illness Chemical Abuse
NA	Narcotics Anonymous
OSCI	Oshkosh Correctional Institution
PIOC	Person in our Care
PREA	Prison Rape Elimination Act
SOTP	Sex Offender Treatment Program
SRTU	Secure Residential Treatment Unit
SUD	Substance Use Disorder
T4C	Thinking for a Change
TOP	Transitional Outreach Program
TTC	Transitional Treatment Program