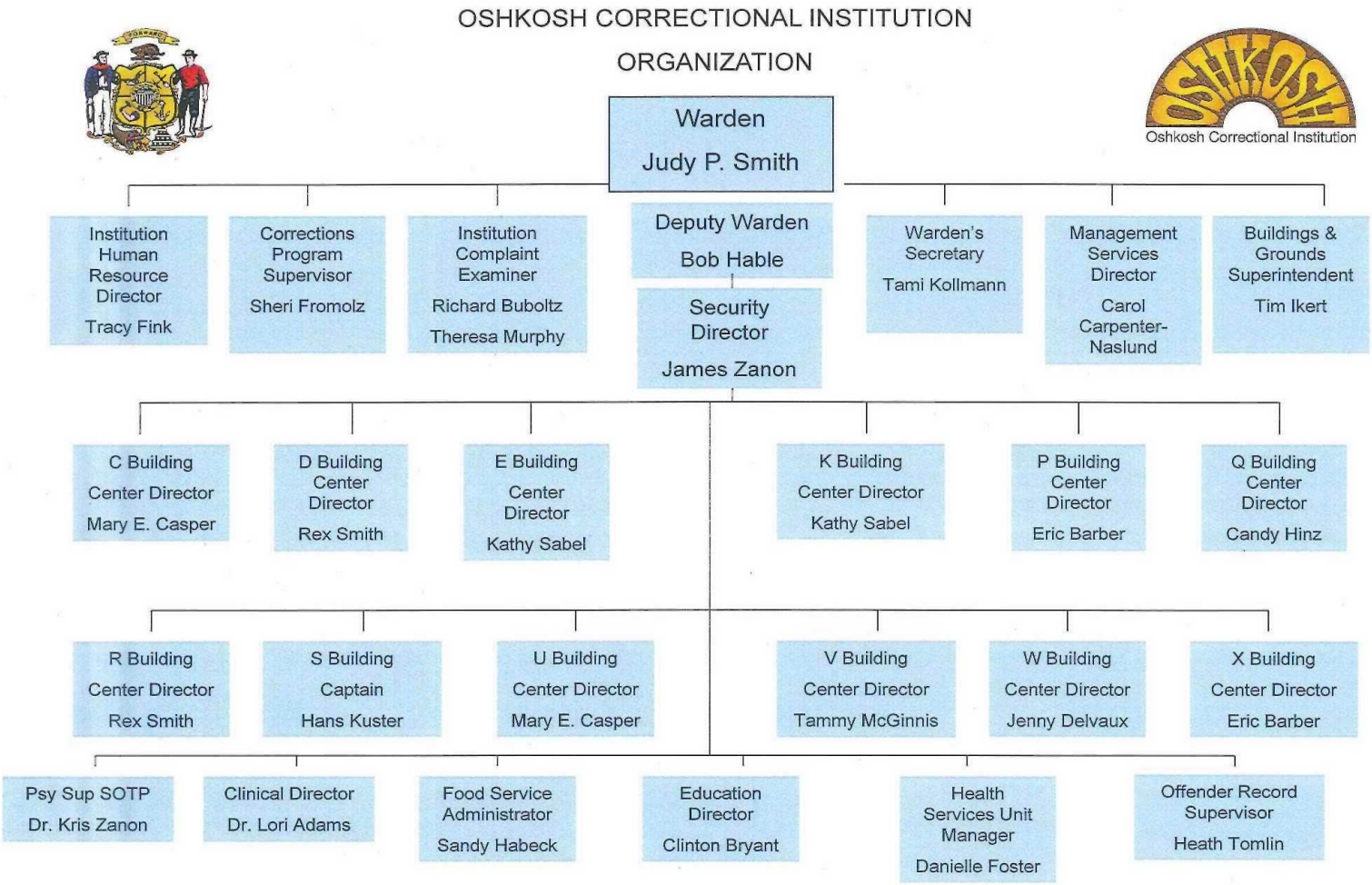
Oshkosh Correctional Institution

July 1, 2015
June 30, 2016

Annual Report

OSHKOSH CORRECTIONAL INSTITUTION

ORGANIZATION



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MESSAGE FROM THE WARDEN

The Oshkosh Correctional Institution staff form the solid foundation responsible for our continued success since we opened in 1986. We are fortunate to have staff that are dedicated and committed to the Institution. The Corrections environment is both challenging and evolving. We are charged with maintaining flexibility and creativity in an effort to meet the demands of our environment.

Fiscal Year 2016 proved to be another challenging year at Oshkosh Correctional Institution. Uniformed staff vacancies were compounded by a recovering labor market that prompted statewide staffing shortfalls. Local recruitment and retention was the focus of the division and OSCI hosted a local correctional officer training academy for the first time. New staff continue to fill openings and their training is supplemented upon hire by our local staff FTO program.

Major projects underway this year include the security camera upgrade; the Health Services Remodel and a drainage project. It is an exciting time to begin these projects that have been in discussion for many years.

The Oshkosh and Fox Valley communities continue to be responsive to our needs. This is most evident with the number of people who volunteer their time and talents to work with inmates at OSCI. The institution working together with the community is the strongest partnership we can offer to our inmate population.

We are proud of our staff and the work they do each day. We all look forward to the future and know that we will continue to work together to meet new challenges.

Judy P. Smith, Warden

INSTITUTION MISSION AND GOALS

In keeping with the Department of Corrections Mission Statement which applies to facility-based services for adult offenders, Oshkosh Correctional Institution has the following mission:

> To protect society from unwarranted acts, both now and in the future, which may be committed by offenders referred to us for the purpose of habilitation. The primary way we can fulfill that responsibility, as far as the future is concerned, is through a program of productive adjustment.

Goals

1. To ensure public safety, using the least restrictive control measures feasible.
2. To promote the health, safety, dignity, and rights of offenders committed to our institution.
3. To manage resources, including community agencies and volunteers, in the most efficient, effective and practical manner consistent with the attainment of institution goals.
4. To motivate inmates to establish and implement goals; to determine what services are needed to accomplish the goals; to do whatever is possible to insure that those services are delivered; and to motivate inmates to utilize those services.
5. To develop a helping relationship between staff and inmates by being positive role models, showing mutual and equal respect for each other.
6. To develop a helping approach to problems of the inmates; all staff members have this responsibility in their daily interactions with inmates. Every contact with staff is an opportunity for learning and correcting.
7. To provide an environment which fosters and creates independent living skills by providing inmates with real choices, decision making, and the natural consequences of those choices and decisions whenever possible, and consistent with safety and security for staff, inmates, and the community.
8. To develop a sense of responsibility for self and others by building inner self-controls. Inmates will be involved in structured meaningful programs.
9. To promote a total approach to each inmates needs through addressing his physical, social and educational needs, analyzing skill deficits and addressing those deficits through relevant, proper programming.
10. To create an environment that is clean, relaxed, humanistic and conducive to helping people change.
11. To monitor and evaluate institution programs for general effectiveness and achievement of results.
12. To ensure that health care is provided to inmates consistent with professional, community and correctional health standards.

Special Historical Notes & Other Institutional Information

A new medium security prison was first proposed in 1977, by the "Flad Report" - a six year master plan commissioned by the Legislature. Wis. Stat. 301.16(lm) designated. . ." the 300 bed medium security institution shall be the Oshkosh Correctional Institution (OSCI), located north of the city of Oshkosh at the site of the DOC Winnebago Correctional Farm." Construction was started in the fall of 1984, and OSCI was activated to receive inmates 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 a designed capacity of 1,494 and in 2005, reached an inmate population over 2050. Today's operating capacity is 2025.

Total Site Acreage

- Original Site Acreage - Approximately 80 acres
- Expansion Acreage – 193 acres
- Total Site Acreage – 273 acres
- Original Interior Acreage – 43 acres
- Expansion Interior Acreage – 53
- Total Interior Acreage – 96 acres
- Perimeter Road – 2.4 acres

Oshkosh Correctional Institution Profile

- 2,055 Male Population
- Designed Capacity 1,494 males
- Uniformed Employees 343 FTE
- Non Uniformed Employees 153 FTE
- Operating Budget $42,299,020
- Inmate to staff ratio – 4 inmates to every staff member

Salary	**$23,514,877**
Fringe	**$11,835,708**
Services/Supplies	**$1,762,243**
Variable – Non Food	**$922,985**
Food	**$2,286,944**
Utilities	**$1,722,863**
Maintenance	**$253,400**
Total	**$42,299,020**

Inmate Contributions

Child Support	$ 62,222.05
Restitution	71,357.45
DNA	43,137.53
Victim Witness	51,831.92
Medical Co-Pay	4,985.62

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 2,055 inmates.

Twelve living centers utilize multi-disciplinary teams, which include unit managers, security supervisors, social workers, correctional officers, psychologists, teachers, nurses, and program assistants. These unit teams cooperatively supervise, communicate and interact with manageable numbers of inmates drawing from readily available in-house resources that meet a wide array of inmate needs.

Oshkosh Correctional Institution Programs

- Education Vocational/Academic
  Education programs are offered at OSCI to inmates who have educational needs in academic areas, vocational areas or both. In partnership with UW-Oshkosh, the Convicts to College Program is offered to inmates.

- Self Help, AA, NA, Circle of Recovery, and the Smart Support groups offered to inmates at OSCI.

- Cognitive Intervention Program (CGIP)
  CGIP is a program designed to teach the offender the principles of cognitive self- change. Two phases of this program are offered. Each phase consists of 15 two hour sessions.

- Restorative Justice - Victim Impact Group
  The Victim Impact group, sensitizes inmates to the plights of victims and the community and focuses on victim empathy

- Domestic Violence Counseling
  This program is offered to inmates who have an identified need for domestic violence counseling. Group meets once a week for fifteen weeks.

- Sex Offender Treatment Program (SOTP)
  The Sex Offender Treatment Program is designed as a therapeutic community model, which takes a minimum of 36 months to complete in order for inmates to graduate from the program inmates must meet objectives that include components of pre-treatment modules, behavioral modification, educational modules and demonstrate good knowledge of relapse prevention techniques. SOTP includes the GOALS (Giving Offenders Alternative Life Skills) program for inmates with cognitive or learning challenges.

- Teleios Program
  This program provides substance abuse, domestic violence and anger management counseling to inmates. This is a 16 week program.

- Transitional Treatment Program
  The TTC program assists inmates with a diagnosed mental illness and/or developmental disability in transitioning from specialized institutions to a medium security living center in general population or a less secure environment.

- Mental Illness Chemical Abuse (Dual Diagnosis Program) (MICA)
  The program is designated for inmates diagnosed with a substance use disorder and a major mental illness. A multi-disciplinary team coordinates treatment for these inmates.

- Re-entry
  OSCI provides the DOC Pre-Release Curriculum per the Re-entry Policy. OSCI also offers numerous re-entry programs such as, Windows to Work, Circle of Support, and the Transitional Treatment Outreach Program.

- Transitional Outreach Program (TOP)
  The program provides comprehensive, statewide, pre-release and post-release services to offenders 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 inmate is released.

- Windows To Work
  The program provides a unique opportunity for County communities to address the needs of offenders through a pre and post-release educational and supportive model. The program enhances public safety by assisting communities to develop an infrastructure to integrate offenders and promote healthy development activities that will assist returning offenders to positively contribute to their communities.

- Circles of Support
  This is a voluntary program in which individuals recently released from prison can request to be accepted as Circles participants. The ultimate goal is to reduce recidivism and make our communities safer.

Oshkosh Correctional Dog Program

The OSCI Service Dog Programs is a community service project designated to have inmate volunteers train puppies and dogs to become service dogs for persons residing in Wisconsin. The programs are a joint effort between OccuPaws Guide Dog Association and Journey Together Service Dogs (nonprofit organizations) located in Wisconsin. OccuPaws dogs are being trained to become future guide dogs for visually impaired persons. Dogs trained for Journey Together are trained to be service dogs for Veterans with PTSD (Post Traumatic Stress Disorder). Both organizations provide the service dogs free of charge to their clients and provide OSCI with the needed supplies for their dogs' care and training. The inmate volunteers for this program are selected by committee members through disciplinary records, record checks, job or school status, staff reviews, and a "job style" interview process. They continue to be evaluated on a continuous basis for their appropriateness and positive motivation for the program. The selected inmate volunteers live with the dogs in their cells and are responsible for the dogs health, training and well-being at all times. Community volunteers selected by OccuPaws and Journey Together provide training to the inmates' at OSCI in a group setting on a rotating schedule. Since December 2012, 89 inmates have helped train 73 dogs for OccuPaws with 17 graduating guide dogs. Journey Together Service Dogs has provided 18 dogs for training at OSCI since summer of 2015 with 2 graduated PTSD dogs.

Oshkosh Correctional Institution Work and Community Projects

Community Service projects
15,370 hours of work provided by 942 inmates for community projects. Examples of projects include sign painting for the Parks and Recreation Departments, signage for several different non-profits and wood items from the maintenance department inmate workers for donations for non-profit fund raisers.

Horticulture program
10,500 lbs. of produce was donated to local food pantries.

Vermicomposting
Over 37,200 pounds of waste was consumed by worms which produced 10,844 pounds of worm castings.

Recycling
87,785 pounds of aluminum recycled.

Volunteers
Volunteers contributed over 2000 volunteer hours helping with program services at OSCI which included religious, NA, AA and Self Help groups.

Braille Program
Trains qualified inmates in literary Braille transcription leading to certification by the library of Congress in Braille Transcription. Inmates produce quality Braille materials for the special needs population state-wide and throughout the country.

Knitting Program
Donations of yarn from the community were used by inmates to produce more than 2,000 knitted items for social services and non-profit organizations in the surrounding five counties.

Fathers Sharing Books Program
A program that involves fathers sharing and reading books with their children during visiting hours. This program has generated national interest.

Inmate Complaints

Inmate Complaints by categories	
Category	**Number**
Staff	**155**
Correspondence and Publications	**294**
Discipline	**138**
Medical	**558**
Release	**11**
Personal Physical Conditions	**78**
Personal Property	**419**
Rules	**105**
Religion	**16**
Work and School Programs	**60**
Visiting	**128**
Food	**28**
Classification	**29**
ICRS	**24**
Discrimination	**4**
Inmate Accounts	**76**
BCE	**0**
Breach of Confidential Health Information	**12**
Staff Sexual Misconduct	**6**
Inmate Sexual Misconduct	**6**
Dental	**22**
Psychology	**25**
Psychiatry	**18**
Staff Misconduct	**26**
Other	**189**
Total	**2425**

Inmate Conduct Reports

3,792 conduct reports were served and heard by the Due Process Hearing Committee. Of the 3,792 conduct reports 95 were appealed.

Volunteer Hours

Over 2,000 volunteer hours which included bible study, pastoral visits, worship services. Other groups were volunteering for Self Help, NA, and AA groups.

Employee Service Program

The Employee Service Program is contracted with Life Matters an Employee Assistance Provider. Life Matters 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 12 peer supporters.

Acronyms

AA	**Alcoholic Anonymous**
CGIP	**Cognitive Intervention program**
DOC	**Department of Corrections**
DVC	**Domestic Violence Counseling**
GOALS	**Giving Offenders Alternative Life Skills**
MICA	**Mental Illness Chemical Abuse**
NA	**Narcotic Abuse**
OSCI	**Oshkosh Correctional Institution**
PREA	**Prison Rape and Elimination Act**
SOTP	**Sex Offender Treatment Program**
TOP	**Transitional Outreach Program**
TTC	**Transitional Treatment Program**