

Kettle Moraine Correctional Institution

Wisconsin Department of Corrections

Division of Adult Institutions

ANNUAL REPORT FISCAL YEAR 2024

**Jon Noble
Warden**



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MESSAGE FROM THE WARDEN

Welcome to the Kettle Moraine Correctional Institution Annual Report for Fiscal Year 2024, covering July 1, 2023, through June 30, 2024. I want to thank KMCI staff for the hard work, dedication, and talent they demonstrate day in and day out to fulfill our Purpose Statement and fulfill the Mission of the Department of Corrections.

This past year has brought on many new challenges and improvements. In response to staff shortages, KMCI explored new ways to promote retention and improve recruitment. We focused time and energy on the recruitment process, including sending out flyers to local businesses, participating in job fairs, holding off-site and evening interview sessions for potential candidates, offering walk-in interviews, an on-site job fair, and local academies.

The KMCI Employee Services Committee has given back to staff and the community through fundraising efforts such as selling candy bars, baked potatoes, pizza, and fresh-popped popcorn each month. In addition, KMCI participated in the Coats for Kids Drive and donated 36 coats to children in need.

KMCI also held its third in-person Camp Reunite, which is a week-long program for children of incarcerated parents. Winter camp was in-person and we had Summer camp in-person, accommodating 16 incarcerated dads and 27 kids. During camp, the dads and kids had two elongated visits in which they participated in various activities. They made crafts, ate popcorn, played yard games, and had a wet & wild water balloon game. They also made tie-dye shirts & hats, and painted rocks & shells. Everyone enjoyed a cookout and treats. The KMCI Camp Reunite committee worked hard with the Camp Reunite staff to make the third in-person camping experience a success!

None of KMCI's accomplishments would be possible without the combined professional efforts of our staff which epitomize the best traditions of public service. We are proud of our staff and the work they do each day.



Jon Noble, Warden

INSTITUTION CONTACTS

Facility Primary Phone Number:	920-526-3244
Warden Jon Noble	920-526-9200
Deputy Warden Joy Tassler	920-526-9219
Security Director Tom Pollard	920-526-9217
ADA INMATE COORDINATOR:	
Brian Lemke Ext. 2261	Institution Unit Supervisor

INSTITUTION PROFILE

Kettle Moraine Correctional Institution
W9071 Forest Drive, P.O. Box 31
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Phone: 920-526-3244; Fax: 920-526-9320

Purpose Statement

KMCI strives to maintain safety for everyone while residents live in our medium security institution until they are released into the community or transferred to another facility. During this time, we take a trauma-informed approach to provide resources, education, and programs to assist residents in learning and developing skills necessary for a successful release back into the community. We work cooperatively within the institution, the Department of Corrections, and public entities to ensure medical, physical, and mental care provided to residents is consistent with professional, community, and correctional standards.

Goals

- Operate the institution safely, effectively and efficiently
- Provide for the needs of residents
- Maximize staff potential
- Work in cooperation with the external environment
- Apply principles of Restorative Justice

Fast Facts

Date Opened	1962
Security Level	Medium – male
Operating Capacity	783
Current Population	1136
Budgeted Staff	326
Resident to Staff Ratio	3.48 to 1
Size	88 acres
Operating Budget	\$33,377,630.02
Resident Paid Obligations	
Institution Restitution	\$2,194.05
Court Ordered Obligations	\$143,985.48
Child Support	\$41,993.87
Victim Witness/DNA	\$81,574.06
Medical Co-Pay	\$11,221.11



Management Services

Management Services provides support services for all areas within the institution. Management Services comprises of the Business Office, Buildings & Grounds, Food Service, and Information Technology services. Business Administration manages the operating budget and allocation of resources for institution operations.

Business Office

The Business Office provides all of the accounting and procurement functions for the institution. This includes processing all resident disbursements, resident payroll, resident obligations, accounts payable,

and receivables. The Business Office consists of one Financial Specialist, two Financial Specialist Senior, and one Financial Specialist Advanced. The Business Office is also responsible for the Canteen and Warehouse operations, consisting of one Inventory Control Coordinator, one Inventory Control Coordinator Advanced, and a Warehouse Officer.

PROGRAM PARTICIPATION AND COMPLETION

Academic

KMCI has 15 Wisconsin Technical College System (WTCS) certified teachers in year-round academic classes supporting students earning their High School Equivalency Diploma (HSED). In FY23, students attempted 535 examinations towards their HSED. 17 students successfully passed all 4 exams to earn their HSED/GED.

Supporting academic and vocational classes, federally funded special education services were provided by two DPI-certified teachers to an average of 40 students per month. In addition, the Federal Title 1-D program supports services to a monthly average of 23 students.

KMCI continues to partner with Milwaukee Area Technical College (MATC) and Moraine Park Technical College (MPTC) to offer fully online PELL courses. KMCI has 61 enrolled in earning their Associate's Degrees supported by Federal Pell Grant funding. 33 students are enrolled in MATC's Associate of Arts or Sciences degree programs. Four students graduated with an Associates of Arts and one student graduated with an Associates of Science degree. Five students earned an Associate's Degree this year with Moraine Park, Small Business Management or Business Entrepreneurship degrees.

Vocational

Six WTCS-certified staff provided instruction in vocational programs under the auspices of Moraine Park Technical College (MPTC). During FY23, our vocational students earned 75 college certificates or technical diplomas: 8 Barbering, 1 Cabinet Making, 12 Custodial Skills, 6 Masonry, 2 Mechanical Design - AutoCAD, and 21 in Welding. The Computer Numerical Control (CNC) program, in partnership with MPTC, graduated 25 students with a certificate in CNC operations.

Substance Use Disorder Program (SUD)/Earned Release Program (ERP)

The Substance Use Disorder treatment program is a 16- or 20-week program that addresses criminal thinking and substance abuse. The SUD program is a closed group program that consists of up to 12 residents per group. The program's mission is to enhance safety in the community by providing a continuum of substance abuse treatment services. This program consists of core treatment as well as ancillary groups. Every moderate and high-risk client that completes the SUD program will have completed Cognitive Behavioral Interventions for Substance Abuse (CBI-SA) and Thinking for a Change (T4C). High risk individuals will also be assigned Epictetus and General Skills with their programming. Those clients will also be assigned ancillary groups based on need, including CBI-Employment and Anger Management. The curriculum is delivered on a half or full-time basis, dependent on program need.

CBI-SA is designed for individuals who are in moderate to high need in the area of substance abuse. The program relies on a cognitive-behavioral approach to teach participants strategies for avoiding substance abuse. This program emphasizes skill-building activities to assist with cognitive, social, emotional, and coping skills development.

Thinking for a Change (T4C) is a program that combines cognitive restructuring theory with cognitive skills theory to help individuals in the justice system improve their lives by taking control of their thinking. The three components of Thinking for a Change are cognitive self-change, social skills, and problem-solving skills.

Epictetus focuses on the teachings of the ancient Greek Philosopher, Epictetus, who used his adversity to become wiser and more compassionate. This curriculum addresses the issue of criminal behavior with a cognitive-behavioral approach, including the use of "practical philosophy." General Skills is an expansion of social skills learned in CBI-SA and T4C programming. Acquisition of skills is demonstrated through role play.

Anger management (if the need is assigned) consists of 12 sessions. Upon completion, individuals will have learned relaxation interventions that target emotional and physiological components of anger, cognitive interventions that target cognitive processes such as irrational beliefs and inflammatory thinking, and communication skill interventions that target assertiveness and conflict resolution skills.

CBI-Employment (if the need is assigned) consists of 14 sessions. The program relies on a cognitive-behavioral approach to teach participants strategies for maintaining employment. This program emphasizes skill-building activities to assist with cognitive, social, emotional, and coping skills development.

Residents participating in the SUD program are housed together in Unit 15. When fully staffed, there are seven SUD Social Workers and Treatment Specialists who each facilitate their own group of 10-12 residents within the program. Additional staff also includes a Corrections Program Supervisor, Treatment Officer, General Population Social Workers, and an Operations Programs Associate. When fully staffed, 250 residents can begin the SUD program each year.

**NOTE: Terminations may occur for several reasons, not just poor performance. Major program or institution rule violations, segregation placements for major conduct offenses, medical or psychiatric problems, and an unreasonable amount of absences are possible reasons for termination.*

Cognitive Behavior Programming: Thinking for a Change (T4C)/SUD

➤ Total participants	101
➤ Completions	49
➤ Terminations	18
➤ Withdrawals	4

Anger Management/SUD

➤ Total participants	35
➤ Completions	15
➤ Terminations	5
➤ Withdrawals	0

Employment: - CBI/SUD

➤ Total participants	36
➤ Completions	22
➤ Terminations	4
➤ Withdrawals	1

Anger Management

KMCI utilizes Anger Control curriculum, which focuses on 10 sessions of Anger Control Training and 10 sessions of social skills training. Residents participate in role plays to demonstrate social skills learned during their program. The program lasts 10 weeks and meets twice a week for approximately 1 ½ hours to 2 hours each session. There were 24 participants with 19 completing the program. There were 4 terminations and 1 withdrawal.

Chapel

Wisconsin Department of Corrections recognizes the following Umbrella Religion Groups (URG) as an inclusive group design to appeal to a wide range of religious beliefs within a given faith tradition: Catholic, Eastern/other Asian, Humanist/Atheist/Agnostic, Islam, Jewish, Native American/American Indian, Pagan, and Protestant/other Christian. KMCI resident population includes the following: 11% Catholic, 47% Protestant, 16% Islam, 26% Other Religion (Jewish, Native American, Eastern/other Asian, Pagan, Humanist/Atheist/Agnostic, Other and No Preference). KMCI facilitates URG services for Catholic, Protestant, Native American, Jewish, Eastern Religion, Islamic and Pagan.

KMCI has two full-time Chaplains. Chaplains establish weekly services and study groups for the various URG's. Study groups include: Protestant Music, Althea Study, Mindfulness Meditation, Lutheran Study, Christian 12 Step, Pagan Study, Native American Drum Study, Catholic Bible Studies in English and Spanish and Taleem Islamic Study. Services and study groups are mainly facilitated by a multitude of volunteers from the community. Approximately 32 organizations provided volunteers to facilitate religious activities during FY24. In the absence of an approved volunteer, Chaplains utilize various resources such as videos, books, and websites for programming content.

KMCI Chapel also facilitates individual or group pastoral visits, as well as video death bed visitations and/or funeral services for PIOC when allowed by policy. Between Jan-Aug. of FY24, Chaplains completed 7 live video (via Zoom) funeral facilitations for eligible PIOC. There were 11 different qualified volunteers who facilitated 41 pastoral visits during the same Jan-Aug FY24 time period.

KMCI had 63 Persons In Our Care (PIOC) participate in the Prison Fellowship Angel Tree program in FY 2023. This program provides holiday gifts free of charge for the PIOC's children listed on their visiting list.

Chemical Dependency Support Group

Alcoholics Anonymous/Narcotics Anonymous (AA/NA) meetings are held twice per week at KMCI. This is a 12-step support group for those dealing with chemical dependency and utilizes a secular approach. AA is a fellowship of individuals who share their experience, strength, and hope with each other that they may begin to help others start to recover from chemical dependency. The meetings are conducted with the assistance of volunteers and a social service staff advisor.

A Self-Management and Recovery Training group (SMART) is held at KMCI every week. This is a non-secular support group that seeks to help residents gain independence from chemical dependency. SMART helps individuals gain independence from addiction (substances or activities) with a 4-point program offering specific tools and techniques for the following program points: building and maintaining motivation, coping with urges, managing thoughts, feelings, and behaviors, and living a balanced life. The group is conducted with the assistance of a SUD certified staff member.

It should be noted that support group attendance was halted in mid-March of 2020 due to the COVID-19 pandemic and has not yet resumed to full participation.

KMCI provided AA/NA for:

- Number of Participants 92
- Number of Meetings 52

Cognitive Behavior Programming: Thinking for a Change (T4C)

Thinking for a Change program focuses on the cognitive self-change process, social skills, and problem-solving skills through 25 lessons. Residents actively participate in role plays to demonstrate their understanding of the concepts. The program length is approximately 16 weeks which meets twice per week for two hours. KMCI utilizes a variety of non-security staff and security staff to facilitate the program. Unfortunately, there were no contracted groups this FY due to the pandemic guidelines. KMCI continues to work with approved contractors to provide additional Thinking for a Change groups moving forward.

The program is also facilitated by an approved contractor which is funded by the Becky Young grant.

KMCI staff provided T4C for:

➤ Total participants	12
➤ Completions	11
➤ Terminations	1
➤ Withdrawals	0

Domestic Violence Counseling

Domestic Violence program utilizes the Cognitive Behavioral program curriculum Thinking for a Change which focuses on cognitive self-change process, social skills, and problem-solving skills through 39 lessons. Residents actively participate in role-plays based on significant relationships or other situations/incidents to demonstrate their understanding of the concepts. The program length is approximately five months and meets twice per week for two hours. Upon completion of the program, the resident will also be given credit for the Cognitive Behavioral program if the program need has been identified.

➤ Total participating	84
➤ Completions	64
➤ Terminations	14
➤ Withdrawals	6

Windows to Work

KMCI partnered with the Workforce Development Board of Bay Area to provide skills in the following areas: cognitive employment skills, resume building, mock interviews, and financial literacy. Residents selected are returning to the community within the next six to twelve months. Residents are given priority with the Work Force Development Board of Bay Area. During FY24, KMCI had 36 residents complete the program.

Release Assistance

Six to nine months before a resident's release, social workers begin a screening process to determine whether residents may be linked to state and federal services that would enhance their community stability. Social Workers work closely with the Division of Community Corrections and the resident to develop appropriate housing and treatment upon release.

Social workers refer residents to the Opening Avenues to Reentry Success (OARS) who meet the qualifications. OARS develop individualized case plans with the resident before and after release from prison to assist the resident with successful reintegration into the community. KMCI social workers participate in individualized case planning for the resident.

Residents are required to attend a presentation on enrolling and obtaining health insurance one month before their release. Social workers may assist residents in completing the phone call to the County Income Maintenance (IM) Consortia.

KMCI offers residents the opportunity to attend a presentation on what to expect while on community supervision with a Probation/Parole Agent from the Division of Community Corrections.

DWD Job Center

KMCI opened a Job Center in collaboration with Department of Workforce Development (DWD). Individuals are able to create accounts where they can create a resume and cover letter. Job Center staff from DOC and Bay Area Workforce Development Board assist clients with career interest, skills inventory, resume development, mock interviews, scheduling interviews with potential employers before release, networking, and job search techniques. The Job Center opened fully in March of 2022 with promising success.

FY23, 101 Job Center of Wisconsin accounts and resumes have been created. PIOC's have attended Job Center Orientations. 40 Job interviews from within the institution have been conducted (39 Phone interviews and 1 Virtual). 15 Jobs offered, starting within days of release. All 40 PIOC's whom interviewed from within KMCI have left with JCW location guidance or staffing agency contacts. 15 PIOC's left with Letters of Eligibility to start apprenticeship employment within Laborer's Union (9 applied for union employment). Additionally, successful graduation of 4 Windows to work Cohorts. Starting with 40 PIOC's enrolled and a total of 29 successfully graduating programming.

Incarcerated Veterans

The Department of Corrections and KMCI partnered with the Department of Workforce Development, the Department of Veteran Affairs, and the County Veterans Service Officers in an attempt to reduce recidivism rates and enhance community safety by establishing employment, training, and benefit services for eligible incarcerated veterans.

As a voluntary placement on this unit, the veterans maintain an esprit de corps type atmosphere within KMCI and its population. They have maintained a positive attitude in their demonstration of support to their fellow veterans, their continued willingness to participate in community service opportunities, and their assistance in furthering the rules and regulations of the institution.

The unit has room for approximately 52 veterans. As of August 2024, there are 32 veterans on the unit. Some have spent years in the military; others only weeks. Some have been in trouble just once or twice, while others have records far longer than their military history. Some are wartime veterans, while others have served only in peace, but all served, and we are all thankful. The veteran's unit reflects the goodwill of the public toward the men who served this nation.

We, at KMCI, are pleased to have the opportunity to give our justice-involved veterans the means to continue to give back to their community in ways that are meaningful to them and the community at large.

RESTORATIVE JUSTICE & COMMUNITY SERVICES

Community Relations Board

The Community Relations Board meets annually to provide information and to discuss issues affecting the surrounding community and corrections. The meeting is designed to enhance understanding, cooperation and share information with the community.

Members of the board include KMCI staff as well as representatives from community police and fire departments, Community Corrections, Victim/Witness Service, St. Agnes Hospital, Sheboygan County Emergency Management, local and legislative representatives.

Restorative Justice Efforts

There are a multitude of Restorative Justice efforts that take place at KMCI. These include:

· Victim Offender Dialogue (VOD)

This process allows the victim and the offender to meet in a safe setting with a facilitator. VOD provides the victim with an opportunity to ask questions, state their concerns, and directly express to the offender just how the offense has affected them and their family members' lives. VOD is one component of a broader restorative justice philosophy. It offers an approach to criminal justice that seeks to restore the victim as completely as possible and hold offenders accountable for their behavior.

· Victim Witness Surcharge / Restitution / Child Support Obligations

The Business Office collects Court-ordered payments in these areas to assist crime victims with expenses, reimburse victims for losses sustained in a crime and reimburse custodial parents for child-rearing costs.

· Victim Appearance at the end of Parole Commission Hearings

Victims have valuable input into statements provided to court prior to sentencing and again when a resident is being reviewed for release into the community.

· Restorative Justice Committee

An internal committee was formed to educate residents and staff on the concept of restorative justice, and the importance restorative justice plays in the institution, department, and community lives of all citizens. The Restorative Justice committee's focus is offering offenders a chance to take responsibility for their actions, understand the harm they have caused, and gain an opportunity to redeem themselves and avoid causing further harm.

Annually, the committee commemorates Crime Victim Rights Week, which provides information on crimes, support for survivors, and donation assistance to victims. This year the committee offered "How to Write an Apology Letter Workshops." Writing an apology letter can be healing for both offenders and victims. Apologizing allows offenders to take accountability for their actions and express how they have changed.

· Additional Community Services Donations

The Community Service Projects program provides an opportunity for residents and staff to give something back to the community by supporting non-profit organizations and other state agencies through donation campaigns.

R.Y.T.E. (Reaching Youth Through Education)

The program is designed to educate and deter teens from participating in negative behavior that could ultimately lead them to incarceration. Students learn that the everyday choices they make will

determine their life's consequences. The use of drugs, alcohol, and choices made are the main themes in the PIOC's stories of how they came to be incarcerated. PIOC participation is voluntary, and they are carefully screened before being chosen to participate. Many schools from the surrounding area participate.

Volunteers

Volunteers provide a variety of services to KMCI by offering their expertise in programming, pastoral visits, and internships. All volunteers attend an orientation session.

OTHER DEPARTMENT INFORMATION

Health Services Unit

The HSU medical team is comprised of a Medical Doctor, Nurse Practitioner, Psychiatrists, Dentist, Registered Nurses, Licensed Practices Nurses, Dental Hygienist, Dental Assistant, Physical Therapist, Optometrist, Medical Program Assistants, and a Medical Assistant to provide all on-site medical care. The health care team utilizes off-site consulting at the University of Wisconsin Hospital and Clinics and SSM Health St. Agnes Hospital to provide specialty care when needed. Health care is provided in a clinic setting using the family practice model. Surveillance, preventative care, chronic disease management, and emergency and urgent care are provided using best practice standards. Health care staff are on-site for 14 hours per day Monday through Friday, 9 hours per day on weekends, and are on-call for the remaining 10 hours daily Monday through Friday and 13 hours on weekends, to meet the medical needs of the resident population.

Records

The KMCI Records Office calculates sentence information and maintains all social service and legal documentation for residents. During FY24, KMCI processed 233 releases, an average of 19 per month. KMCI received 697 transfers into the institution and had 297 transfers out of the institution.

Social Services

The primary responsibilities for Social Worker staff include: the provision of resident services and programming, assessment and evaluation of treatment and security needs, establishment and monitoring of resident case plans, preparation of resident community reintegration, and coordination of services with internal and external staff.

A Treatment Specialist 1 was added to provide additional primary programming for PIOC residents, which includes Domestic Violence, Anger Management, CIB-Employment and Thinking for a Change.

Food Service

KMCI Food Service is responsible for preparing meals for all residents. KMCI Food Service employs a Food Service Administrator, a Food Service Manager, 8 Corrections Food Service Leaders II, and 55 PIOC workers

During FY24, Food Service prepared and served breakfast, lunch, and dinner daily, equaling over 1,200,000 meals. In FY24, each tray costs \$1.32. In addition to the regular meals, an average of 65 ongoing special diets (due to medical or religious requirements) was prepared daily. Fresh garden produce is utilized during the summer months from the institution gardens. FY24 Food Service utilized a total of 28,000 pounds of produce from the gardens.

Maintenance

Gardens: As in years past, the garden continued in FY24. The KMCI Maintenance Department and resident garden crew harvested a total of 27,602 pounds of produce. The produce harvested from this planting was able to supplement KMCI's food service operation.

Work Orders: In FY24, the Maintenance Department processed 3,142 work orders for the institution dealing with corrective and preventative maintenance issues.

Security

Under the direction of the Security Director, a total of 204 security staff, including Correctional Officers and Supervising Officers, work together to provide a safe and secure environment for the public, staff, and residents.

The Security Department has a fully trained Emergency Response Unit, Sniper Team, and Crisis Negotiation Team. The Security Threat Group monitors gang-related activity within the institution. Field Training Officers (FTO) are subject matter experts who provide training to new Officers and Sergeants who are transitioning or/are initially training at KMCI. These groups assist in efficiently managing different types of incidents that may occur.

FY24 Conduct Report Summary:

Major	722	Minor	2127	Total Conduct Reports:	2849
Contested Major	82	Contested Minor	929		
Uncontested Major	640	Uncontested Minor	1198	Appealed Conduct Reports:	194

Inmate Complaint Review System

The Inmate Complaint Review System allows residents an opportunity to have their grievances addressed. This process allows staff and residents the opportunity to understand correctional policies and to correct or address any errors when found. The Institution Complaint Examiner's office strives to maintain open lines of communication with staff and residents to reduce the number of formal complaints filed.

Inmate Complaint Review System Summary					
<u>Category</u>	<u>FY24</u>	<u>Category</u>	<u>FY24</u>	<u>Category</u>	<u>FY24</u>
1. Staff	52	10. Work/School	4	19. Breach of Confidential Health Information	0
2. Mail/Publications	70	11. Visits	15	20. Staff Sexual Misconduct	0
3. Discipline	19	12. Other	65	21. Inmate Sexual Misconduct	1
4. Medical	55	13. Food	5	22. Dental	11
5. Parole	6	14. Classification	2	24. Staff Misconduct	11
6. Personal Physical Conditions	17	15. ICRS	10	25. Psychology	5
7. Property	90	16. Discrimination	0	26. Psychiatry	0
8. Rules	10	17. Inmate Pay or Accounts	29		
9. Religion	2	18. Badger State Enterprises	0		

Total FY24 Complaints:

Accepted - 479
Affirmed - 48
Dismissed - 335
Rejected - 95

Number of complaints returned
to inmates per DOC 310.09
(in addition to the complaints
accepted) – 935

FY24 Reimbursements - \$94.29

Psychological Services Unit (PSU)

The Psychological Services Unit (PSU) provides psychological services to residents with Mental Health (MH) needs. PSU is dedicated to implementing Evidence-Based Treatment protocols focused upon lasting, positive outcomes. The primary treatment modalities are individual and group services. Each housing unit is assigned a primary clinician who can assist residents with both acute and chronic mental health issues. Additional PSU services include clinical monitoring, psychological testing, crisis intervention, 24/7 on-call services, clinical observation placements and reviews, Sex Offender Treatment (SOT), SOT Evaluations, the orientation of new residents, risk assessments, and evaluations for minimum custody placements. In addition, PSU staff screen, assess, and make referrals to programs across the DOC, including programs such as SRTU, MICA, WRC, TTC, and WSPF.

PSU is responsible for facilitating multidisciplinary team meetings between Health Services, Psychiatry, Security, and other invited staff members to ensure continuity of care. In addition, PSU works closely with psychiatrists to help monitor residents taking psychotropic medications.

PSU monitors approximately 40% (nearly 446) of the residents at KMCI due to a mental health need. Of those, approximately 20% (nearly 89) have serious and persistent MH needs. PSU sets regularly scheduled appointments with these residents to help maintain mental health stability. PSU staff are also available to help any resident struggling to cope with situational stressors or grief throughout the institution. Rounds are completed at least once a week in Restrictive Housing on all residents. During rounds, residents are provided the opportunity to receive self-help therapy worksheets, reading materials, and individual therapy sessions as requested.

Bureau of Offender Classification and Movement (BOCM)

The Reclassification Committee (RC) establishes custody, placement, and program needs giving PIOC the opportunity to address their successful re-entry into the community and reduce their risk of reoffending. An offender is initially classified at Dodge Correctional Institution Assessment & Evaluation, which provides him with his initial custody level, institutional placement, and program assignments.

DOC Employee Assistance Program

The DOC Employee Services Program is contracted with Acentra, an employee assistance provider, for employees and their dependents. Acentra helps with personal concerns and challenges that may be at work or in their personal lives. Acentra provides free and confidential assessments that include but are not limited to short-term counseling, education and referral services. KMCI, along with other DOC sites, have peer supporters who are available to assist staff not only with personal concerns and issues, but with assistance navigating the Acentra Employee Assistance website.

Acronyms

AM—Anger Management

BOCM—Bureau of Offender Classification and Movement

CPS—Certified Peer Specialist CRB—Community Relations Board

DAI—Division of Adult Institutions

DOC—Department of Corrections

DV—Domestic Violence

ERP—Earned Release Program

FY24—Fiscal Year 2024 (July 1, 2023, through June 30, 2024)

GED—General Education Development (or Diploma)

HR—Human Resources

HSED—High School Equivalency Degree

HSU—Health Services Unit

INVUNA—Involuntarily Unassigned

KMCI—Kettle Moraine Correctional Institution

MICA-Mental Illness Chemical Abuse

PIOC—Persons in our Care

P&P—Probation and Parole

PREA—Prison Rape Elimination Act

PSU—Psychological Services Unit

RC—Reclassification Committee

RHU—Restrictive Housing Unit

SOT—Sex Offender Treatment

SRTU-Secure Residential Treatment Unit

SUD-Substance Use Disorder

T4C—Thinking for a Change

TTC-Transitional Treatment Program

WRC-Wisconsin Resource Center

WSPF-Wisconsin Secure Program Facility