

# **2024 ANNUAL REPORT**

## **OSHKOSH CORRECTIONAL INSTITUTION**



**JULY 1, 2023 - JUNE 30, 2024**

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## **MESSAGE FROM THE WARDEN**

Welcome to the Oshkosh Correctional Institution (OSCI) Annual Report for Fiscal Year 2024 (FY24). 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.

Through the efforts of recruitment along with substantial pay increases for uniformed staff, OSCI has been able to fill many vacant positions this fiscal year. As a 24/7 facility, OSCI relies heavily on uniform presence to provide a safe and secure atmosphere for both staff and the Persons in Our Care (PIOC). While the Institution was short staffed, some non-uniform staff volunteered to assist with uniform post vacancies.

Although our vacancy rate has drastically improved, our daily operations are still influenced by staffing numbers. We continue 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. Some of the recreational opportunities are still limited compared to that of the past, due to the inconsistent uniform staffing. OSCI was approved to proceed with the construction of a new programming building for our Secure Residential Treatment Unit (SRTU). This building is scheduled to be completed in November 2024 and will assist us with increasing our numbers for this population.

DAI and OSCI have been working hard with training staff “back to basics” education. With the increase in new staff, it is important to remember basic security practices to create a safe and secure atmosphere for all. We created some “pilot” posts to assist with scanning and investigating illegal substances delivered through the mail and have implemented more hands-on training to staff.

OSCI distributed new tablets to each PIOC which allows staff and PIOC to message memos, requests and complaints. The tablets also offer some free content along with paid apps for movies, music and more. The PIOC are also able to make phone calls from the tablets in their room, which has had a positive impact on the Institution climate. The video visits are still offered in the dayrooms and we increased our in-person visits to one additional day per week along with increased training kitchen hours.

OSCI relies heavily on uniform and non-uniformed staff to work together to provide the best possible management for the PIOC. I am continually impressed by our ability to work together to provide the best possible care to over 2,000 people. The collaborative effort of staff helps keep OSCI safe while affording PIOC a wide array of opportunities to become successful Wisconsin citizens.

Thank you for taking the time to review this report and the scope of services offered at OSCI.

***Brian Cahak, Warden***

## 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

## 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** – 317.45 acres

**Total Interior Acreage** – 96 acres

**Perimeter Road** – 1.8 miles

**Operating Capacity** – 1,494

**Current Population** – 2,034

**Uniformed Employees** – 342 FTE

**Non-Uniformed Employees** – 198 FTE

**Inmate to Staff Ratio** – 3.76

## Operating Budget - Fiscal Year 2024

Salary	\$41,485,635
Fringe	\$18,709,197
Services/Supplies	\$ 4,693,589
Variable – Non-Food	\$ 1,069,508
Food	\$ 3,194,266
Utilities	\$ 2,368,170
Maintenance	\$ 369,689
<b>Total</b>	<b>\$72,061,027</b>

### Obligations Paid - Fiscal Year 2024

Child Support	\$ 97,212.98
Restitution	\$149,429.72
DNA	\$ 80,889.08
Victim Witness	\$ 37,855.58
Medical Co-Pay	\$ 13,068.54
Institution Restitution	\$ 7,798.99
Court Costs	\$ 56,437.36

### 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 sergeants/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.

### 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 PIOC 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.

**Completions: 9**

#### **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 PIOC 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 (RHU). Instead of PIOC being held in RHU, they are on a housing unit that 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, twice a week, delivered in a closed group for approximately four months in duration.

**Completions (not in SUD programming): 38**

### **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: 7**

**SUD Completions and Releases: 65**

### **Education - Vocational/Academic**

OSCI's Education Department has 12 teachers, two librarians, a class scheduler, two operational associates, a culinary assistant, and two dog program assistants. OSCI has 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 (ABE) Programs (GED/HSED) including 5.09, Certificate Programs, Degree Programs endorsed by Fox Valley Technical College (FVTC), UW Green Bay post-secondary classes and the Pell grant business programs through Moraine Park Technical College along with correspondence course opportunities.

**Graduates: Adult Basic Education = 53 (from January to July of 2024): 2 HSED Upgrades, 28 HSED ABE, 7 HSED 5.09, 16 GED; Vocational = 28.**

### **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-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: 11**

### **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 PIOC 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. This is a structured program where inmates progress through phases, gaining more incentives and freedoms.

**Graduates: 2**

### **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 and assists them 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 27 service dogs: 17 dogs have been placed with persons with PTSD, 1 dog assists with PTSD and Autism, 2 service dogs provide mobility assistance and 7 dogs have been placed as facility dogs in schools, police departments, and WI District Attorney Offices. It is expected that JTSD will place their 100<sup>th</sup> dog at OSCI in 2024.

There are up to 16 dogs, ranging in age from 8 weeks to 2 years that 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.

In 2016, OSCI partnered with Fox Valley Technical College (FVTC) and created a certificate program. OSCI PIOC are eligible to earn certificates in both Dog Training and Dog Grooming. 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 (SOT). 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) participate in a program designed as a therapeutic community model and takes approximately two years to complete. There is also a SOT-4 Adaptive group (GOALS – Giving Offender Alternative Life Skills) for those with cognitive, mental health or learning challenges. This is also designed as a therapeutic community model and takes approximately 2 years to complete. 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 (10), SOT-4 Adaptive (6) and SOT-2 (10).**

**Enrollments: SOT-4 (10), SOT-4 Adaptive (9) and SOT-2 (12).**

### **Substance Use Disorder (SUD) 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 SUD-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 the SUD Program, completers are given the opportunity to stay connected to the recovery process through participation in the Aftercare program.

**Completions: 121 (65 ERP, 52 GP, and 4 Parole)**

### **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 SUD programming): 51**

### **Transitional Outreach Program (TOP)**

The program provides comprehensive, statewide, pre-release and post-release services to PIOC 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, 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 PIOC 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.

## **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. 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.

### **Certified Production Technician (CPT)**

OSCI is adding a manufacturing program in the Fall of 2024. The purpose of the Certified Production Technician 4.0 certification program is to recognize through certification, individuals who demonstrate mastering of the foundational and core competencies of advanced manufacturing production at the entry-level to front-line supervisor.

### **Community Service projects**

At OSCI our Hobby department has consistently engaged with various organizations within the local community. This year, we have contributed items to Habitat for Humanity and Friends of Oshkosh Parks Inc. To date, we have donated 46 painted tiles, 6 painted fan blades, and 3 wooden paintings to Habitat for Humanity. Additionally, with the assistance of the OSCI Veterans Group and our Hobby department, we have provided 20 canvas paintings. Furthermore, we are currently working on 7 wooden paintings for Friends of Oshkosh Parks.

### **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 through FVTC 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 20 PIOC's with 8 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 PIOC. 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 experienced decreased donations from the community and has struggled to keep the Knitting Program at full PIOC capacity. PIOC funds have had to be used to keep the program going as much as possible. The number of hats, scarves and mittens made for non-profit organizations in the community has had to be reduced in an attempt to provide some to as many organizations as possible without being able to meet the same numbers as in the past. However, many donations are unable to be used by the Knitting Program and have been re-allocated to different programs at OSCI for community service projects.

### **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.

### **Post-Secondary Education Opportunities**

#### **2<sup>nd</sup> Chance Pell Program**

OSCI also offers the 2nd Chance Pell Grant program through Moraine Park Technical College for those who wish to earn an Associate's degree in Small Business Entrepreneurship and/or Business Management (with other programs being added).

#### **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, 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.

### **UW Green Bay**

OSCI through UW-Green Bay, supported by the Prison Education Initiative, offers a free 3-credit college course. This class, Writing Foundations 100, is taught in-person with an emphasis on writing as a process and on techniques used in academic writing. Also emphasizes essay structure, informative writing and persuasive writing, and locating, evaluating, integrating, and citing source material, including multimodal sources. Reviews conventions of paragraph and sentence structure, punctuation, grammar and usage as needed.

### **Vermicomposting**

Over 24,000 pounds of food waste was consumed by the worms, along with 58,000 pounds of waste cardboard and shredded paper used for worm bedding. The worms produced over 8,000 pounds of worm castings. This year Vermiculture started to use recycled materials from throughout the institution such as, shredded paper from several departments along with old t-shirts and blankets. Vermiculture has began collecting egg shells from meals that they crush into small particles as calcium for the worms.

### **Volunteers**

Volunteers contributed over 2,000 volunteer hours helping with services at OSCI which included religious, Narcotics Anonymous (NA), Alcoholic Anonymous (AA), Re-entry, and Self-Help groups.

In this fiscal year, OSCI had three AA groups and one NA group that met each week. Approximately 40 to 50 Persons in Our Care attended these weekly meetings. OSCI also had a Self-Help group that met for approximately 5 months and met on average once a month. Volunteers in the AA, NA, and Self-Help groups alone have contributed more than 1,100 hours of their time to facilitate these groups.

With the dedicated service of our volunteers, OSCI's Religious Services department has facilitated over 1,700 hours of religious programming this fiscal year. The religious programming includes 7 weekly religious services, as well as a variety of religious studies and 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, 2024, OSCI had 1,750 positions available.

## **Bureau of Correctional Enterprises**

The Bureau of Correctional Enterprises (BCE) operating the BCE Laundry located at OSCI provides services to state operated facilities, such as those operated by the Department of Corrections (DOC) and the Department of Health Services (DHS). 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 (WCIC). The group consists of representatives from OSCI, Winnebago Mental Health Institution, Wisconsin Resource Center, Drug Abuse Correctional Center, Oshkosh Police Department, Oshkosh Fire Department, Winnebago County Sheriff's Department, City of Oshkosh, 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 2,028 complaints filed.

## Conduct Reports

A total of 3,995 conduct reports were served and processed, of which 3,051 were minor and 944 were major. Of the 3,995 conduct reports, 131 were appealed.

## Coordinators

### Americans with Disabilities Act (ADA)

Coordinator: Zach Schroeder 920-232-2656

Back up: Jamie Vander Sanden 920-231-4010

### Limited English Proficiency (LEP)

Coordinator: Zach Schroeder 920-232-2656

### Prison Rape Elimination Act (PREA)

Coordinator: Sarah Feltes 920-232-2654

Back up: Emil Toney 920-236-2606

### Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)

Coordinator: Zach Schroeder 920-232-2656

## Employee Service Program

The DOC Employee Service Program (ESP) is contracted with Acentra, an Employee Assistance Provider for employees. Acentra provides assistance with personal concerns and the challenges staff may have with balancing work and personal life. Acentra 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

<b>AA</b>	<b>Alcoholics Anonymous</b>
<b>ABE</b>	<b>Adult Basic Education</b>
<b>ADA</b>	<b>Americans with Disabilities Act</b>
<b>BCE</b>	<b>Bureau of Correctional Enterprises</b>
<b>CNA</b>	<b>Certified Nursing Assistant</b>
<b>COMPAS</b>	<b>Correctional Offender Management Profiling for Alternative Sanctions</b>
<b>CPT</b>	<b>Certified Production Technician</b>
<b>DAI</b>	<b>Division of Adult Institutions</b>
<b>DCC</b>	<b>Department of Community Corrections</b>
<b>DOC</b>	<b>Department of Corrections</b>
<b>DOES</b>	<b>Disabled Offender Economic Security</b>
<b>DU</b>	<b>Diversion Unit</b>
<b>DVC</b>	<b>Domestic Violence Counseling</b>
<b>ERP</b>	<b>Earned Release Program</b>
<b>ESP</b>	<b>Employee Services Program</b>
<b>FTE</b>	<b>Full Time Employee</b>
<b>GED</b>	<b>General Equivalency Diploma</b>
<b>GOALS</b>	<b>Giving Offenders Alternative Life Skills</b>
<b>GP</b>	<b>General Population</b>
<b>HSED</b>	<b>High School Equivalency Diploma</b>
<b>HSU</b>	<b>Health Services Unit</b>
<b>ICRS</b>	<b>Inmate Complaint Review System</b>
<b>JTSD</b>	<b>Journey Together Service Dog Inc.</b>
<b>LTCU</b>	<b>Long Term Care Unit</b>
<b>LEP</b>	<b>Limited English Proficiency</b>
<b>MICA</b>	<b>Mental Illness Chemical Abuse</b>
<b>MOA</b>	<b>Multi-Occupational Aide</b>
<b>NA</b>	<b>Narcotics Anonymous</b>
<b>OARS</b>	<b>Opening Avenues to Re-entry Success</b>
<b>OSCI</b>	<b>Oshkosh Correctional Institution</b>
<b>PIOC</b>	<b>Person in our Care</b>
<b>PREA</b>	<b>Prison Rape Elimination Act</b>
<b>RHU</b>	<b>Restrictive Housing Unit</b>
<b>RN</b>	<b>Registered Nurse</b>
<b>SOTP</b>	<b>Sex Offender Treatment Program</b>
<b>SRTU</b>	<b>Secure Residential Treatment Unit</b>
<b>SUD</b>	<b>Substance Use Disorder</b>
<b>T4C</b>	<b>Thinking for a Change</b>
<b>TOP</b>	<b>Transitional Outreach Program</b>
<b>TTC</b>	<b>Transitional Treatment Program</b>