



# STATE OF WISCONSIN DEPARTMENT OF CORRECTIONS

RACINE  
CORRECTIONAL  
INSTITUTION

2024

Annual Report



Division of Adult Institutions

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## MESSAGE FROM WARDEN ROBERT MILLER

As the newly appointed Warden of the Racine Correctional Institution it is my privilege to present the annual report for Fiscal Year 2024. I would like to thank RCI staff for being welcoming during my transition into this role, for giving their hard work, dedication and talent each day to fulfill our Purpose Statement as well as, fulfilling the Mission of the Department of Corrections. Fiscal year 2024 saw many changes to the leadership at RCI including Kenya Mason as the new Deputy Warden.

This annual report is a testimony to the work the staff at RCI put forth every day. The staff's willingness to report to work every day and adapt to the changes in work practices is admirable. I am eager to work with the strengths of the current staff and to welcome the talents of our future staff.

Through teamwork we will continue to ensure that RCI is a safe place for the staff that work at RCI, for those that reside at RCI, and for the community that surrounds it. I look forward to learning and exploring new ideas on how we can provide more programming opportunities for individuals in our care and better assist and prepare them with their reintegration into the community upon release.

Employees in the DOC are definitely the most dedicated, loyal, selfless, hard-working people that you could ever hope to meet and work side by side with.

In closing, Thank you for your interest in our annual report and taking the time to review information about the Racine Correctional Institution.

Sincerely,

Robert Miller, Warden

### RACINE CORRECTIONAL INSTITUTION'S MISSION.

- Protect the public, our staff and those in our charge
  - Promote, inform and educate others about our programs and successes.
  - Partner and collaborate with community service providers and other criminal justice entities

# RACINE CORRECTIONAL INSTITUTION

## ROBERT MILLER, WARDEN

**RACINE CORRECTIONAL INSTITUTION, WHICH ALSO INCLUDES STURTEVANT TRANSITIONAL FACILITY, IS LOCATED IN RACINE COUNTY IN THE VILLAGE OF STURTEVANT.**

Racine Correctional Institution (RCI)  
2019 Wisconsin Street  
Sturtevant, WI 53177-1829  
Phone: 262.886.3214  
Fax: 262.886.3515

Sturtevant Transitional Facility (STF)  
9351 Rayne Road  
Sturtevant, WI 53177-1842  
Phone: 262.884.2410  
Fax: 262.886.6069 (East Side)

## HISTORIC NOTES

Although RCI officially opened its doors on May 6, 1991, part of the facility was the former St. Bonaventure Prep School. St. Bonaventure was founded in 1901 in Pulaski, Wisconsin. Originally, the school's goal was to prepare Polish youth for priesthood. The Franciscans who ran the school wanted a location to draw students from the largest Polish populations of Milwaukee and Chicago. In 1921, they moved to Sturtevant. As the years passed and interest in the priesthood decreased, the school's focus changed to preparing young men for college. In 1983, financial difficulties forced the school to close, and it was later converted into the RCI.

## PURPOSE STATEMENT

To give the persons in our care the ability to move forward from past poor decisions and behaviors that not only negatively impacted their lives, but other lives as well. This will be accomplished by providing them with a safe and secure environment, and affording them programming and educational opportunities to affect positive change in their lives and prepare them for their return to society.

## RCI/ STF OVERVIEW

Racine Correctional Institution (RCI) is a medium security correctional institution housing adult, male persons in our care (PIOC). RCI includes the Sturtevant Transitional Facility (STF), which is a minimum-security facility housing adult PIOC participating in work release. Because of the many departments listed below, RCI/STF are able to provide a safe and secure environment for both staff and PIOC, while providing programming which will prepare them for return to the community.

- |                                  |                                       |                          |
|----------------------------------|---------------------------------------|--------------------------|
| • Administrative Services        | • Inmate Complaint Review System      | • Recreation             |
| • Education Department & Library | • Maintenance Department              | • Religious Services     |
| • Food Service                   | • Management Services Business Office | • Psychological Services |
| • Health Services Unit           | • Program Review                      | • Records Office         |
| • Human Resources Department     | • Program Services                    | • Security Department    |

# Institution Profile

Date Opened: May 06, 1991 (STF opened in December 2003)  
 Security Level: RCI is Medium; STF is Minimum  
 Acreage: 123.7 acres  
 Staff Ratio to PIOC: 3.7 PIOC per staff member

Operating Capacity:	RCI - 1,171	STF - 152
Current Population:	RCI - 1,719	STF - 150
Security Staff:	RCI - 315 FTE	STF - 30 FTE
All Other Staff:	RCI - 154 FTE	STF - 9 FTE

Inmate Obligations: \$ 520,238.76

Operating Budget FY 2024: \$ 56,008,770.18

	<u>RCI</u>	<u>STF</u>		<u>RCI</u>	<u>STF</u>
Institution Restitution	\$ 6,237.95	\$ 73.11	American Indian/ Alaskan	2.7%	1.3%
Court Ordered Obligations	\$228,674.68	\$70,616.98	Asian or Pacific Islander	0.8%	0.7%
Child Support	\$ 58,059.63	\$2,886.21	Black	49.3%	49.7%
Victim Witness	\$ 44,664.71	\$2,958.07	Unknown	0.1%	0.0%
DNA	\$ 65,949.91	\$6,246.80	White	47.0%	48.3%
Medical Co-Pay	\$ 20,341.00	\$ 0.00	Hispanic or Latino	11.2%	0.7%

## Acronyms

ACT - Anger Control Treatment  
 ADA - American with Disabilities Act  
 ATR - Alternative to Revocation  
 BVS - Belle Venture School  
 CCP - Core Correctional Practices  
 CNC - Computer Numerical Control  
 CRB - Community Relations Board  
 COMPAS - Correctional Offender  
 Management Profiling for Alternative  
 Sanctions  
 DAI - Division of Adult Institutions  
 DOC - Department of Corrections  
 ERP - Earned Release Program

ERP - Earned Release Program  
 ESL - English as a Second Language  
 FTE - Full Time Employee  
 FTO - Field Training Officer  
 FY - Fiscal Year  
 GED - General Education Diploma  
 HSED - High School Equivalency  
 Diploma  
 HSU - Health Services Unit  
 IUS - Institution Unit Supervisor  
 LEP - Limited English Proficiency  
 MATC - Milwaukee Area Technical  
 College

OCO - Out Court Order  
 OVC - Office of Victims of Crimes  
 OWI - Operating While Intoxicated  
 OWO - Out Warden's Order  
 PREA - Prison Rape Elimination Act  
 RCI - Racine Correctional Institution  
 SO - Sex Offender  
 SOT - Sex Offender Treatment  
 STF - Sturtevant Transitional Facility  
 TABE - Test for Adult Basic Education  
 TIC - Trauma Informed Care  
 T4C - Thinking for a Change  
 W2W - Windows to Work

# Community Relations Board

In support of the mission of the DOC, the DAI, and individual institutions/centers, Community Relations Boards (CRB) are intended to function as a mechanism for the enhancement of public education and advocacy for issues that are relevant to the operation of adult correctional institutions/centers in Wisconsin. In 2015 the structure of the CRB changed to consolidate institutions and centers in Racine and Kenosha counties. The CRB meets twice a year (April and October). Members of the community are invited to attend.

- Robert E. Ellsworth Correctional Center
- Racine Youthful Offender Correctional Facility
- Kenosha Correctional Center
- Racine Correctional Institution
- Sturtevant Transitional Facility

## Institutional Contacts

Americans with Disabilities Act (ADA)  
IUS Michelle Bones, extension 1110

Correctional Offender Management Profiling for Alternative Sanctions (COMPAS)  
CPS Sara Bellis, extension 1245

Field Training Officer (FTO)  
Captain Jessica Giza, extension 2231

Limited English Proficiency (LEP)  
IUS Jennifer Melgosa, extension 1117

Prison Rape Elimination Act (PREA)  
IUS Jessica Studzinski, extension 5065  
Superintendent Lisa Avila, extension 6010

Trauma Informed Care (TIC)  
IUS Michelle Bones, extension 1110

Windows to Work (W2W)  
CPS Sara Bellis, extension 1245

# STURTEVANT TRANSITIONAL FACILITY

## LISA M. AVILA, SUPERINTENDENT



The 298-bed Sturtevant Transitional Facility (STF) is located on Rayne Road, East of the Division of Community Corrections (DCC) Region 2 offices. The facility operates under the supervision of the Racine Correctional Institution (RCI) and is directly overseen by a Correctional Center Superintendent. The Warden of RCI has overall responsibility for oversight of the facility.

The facility is designed to provide persons in our care (PIOC) a better transition to the community as productive members of society. The facility provides the following programming opportunities Anger Control Training Program, Thinking for a Change Program, Cognitive Behavioral Intervention-Employment Adults (CBI-EA), Adult Basic Education, Work Release, Project Crews, and Community Service.

STF-Minimum opened in December of 2003. STF-Medium opened in May 2004; this portion of the facility has been redesigned and is now part of RCI-Medium.

**Minimum Security:** The minimum-security portion of STF houses one hundred and fifty-three (153) minimum security Division of Adult Institution (DAI) PIOC.

- Work release is only available to DAI PIOC in Minimum Community custody residing on the minimum-security side of the facility.
- PIOC must be physically fit and stable on medications before being placed on work release.
- STF staff approves all job sites.

### Primary Program Completions:

**Adult Basic Education – GED Tests: 33**

**Thinking for A Change: 20 UW**

**Anger Control Training: 14 UW**

**Cognitive Behavior Interventions – Employment: 20**

### Secondary Program Completions:

**UW - Staying a Father: 18**

**UW - Urban Ecology: 14**

**UW - Rent Smart: 10**

**DogsInVest: 4**

**Financial Literacy: 30**

**Marquette - Bee Keeping 101: 14**

**Work Release Placements: 64**

**Project Crew partnerships with Kenosha Public Works & Belle Urban Bus(RYDE): 15**

STF Income	
PIOC Wages	
Institution Pay	49,801.67
Project Crew Pay	0.00
Work Release Pay	1,836,791.26
Bureau Correctional Enterprises Pay	175.72
<b>TOTAL</b>	<b>1,886,768.65</b>
Amounts also included in RCI chart totals. Amounts affected due to COVID-19 restrictions and limitations.	

STF Obligations	
PIOC Collections	
Obligations	131,023.17
Room, Board & Travel	414,678.65
<b>TOTAL</b>	<b>545,701.82</b>
Amounts also included in RCI chart totals. Obligations withheld were more than double from the first half of the year due to PIOC receiving the stimulus/recovery rebate credit payments.	

# Belle Venture School 2023–2024

“Education is the most powerful weapon which you can use to change the world.” — Nelson Mandela

**GED Testing:** During the 2022-23 school year, 243 GED Ready test and 189 GED tests were administered.

- GED Math -  $4/14 = 29\%$
- Reading/Language Arts –  $16/23 = 70\%$
- Social Studies -  $16/37 = 43\%$
- Science -  $20/27 = 74\%$
- Civics -  $58/61 = 95\%$
- Total GED Passing Rate - 70%

**TABE Testing:** Belle Venture School administered approximately 564 Tests of Adult Basic Education (TABE) to support PIOC and institution programming during the 2023-24 school year. The TABE 11/12 is used to measure basic academic skills commonly found in adult education curricula taught in high school and adult instructional programs.



**Graduation:** During the 2023–2024 school year, students graduated from various instructional programs, including:

- 63 GED/HSED Graduates
- 1 Doctoral Degree Graduate
- 3 MATC Graduates
- 8 Computerized Numeric Control (CNC) Graduates
- 5 Custodial Arts Graduates
- 23 WRTP/ BIG STEP Graduates

The 2020- 24 graduation ceremony (April 21st) was held in person in the RCI visiting room. The keynote speaker was Mr. Sharmain Harris - Adjunct Instructor at UW-Parkside and Mr. John Anderson - WRTP-BIGSTEP.

**MATC Second Chance Pell Grant Program:** BVS also continued its partnership with Milwaukee Area Technical College (MATC) in offering the Second Chance Pell Grant Program which affords students an opportunity to earn college credits, up to and including Associate of Arts or Science degrees. The Fall and Spring Semesters of 2022-2023 had 20+ students enrolled throughout the year and over 100 college credits were earned by the participants. RCI was very proud to have three MATC graduates earning their associate degrees and participated in the MATC graduation ceremony

**Computer Numerical Control (CNC) Program:** The CNC program was able to complete another cohort during the 2023-2024 school year. A combined 8 CNC students attended graduation ceremonies and received their CNC Operator certificate.

**Custodial Arts Program:** The Custodial Arts Program had 5 students complete their certification in Custodial Services Green Cleaning. The program produced graduates for the first time since 2020.

**Marquette University:** During the Fall 2023 semester, Marquette University offered another class at RCI. This class combined Marquette students with Racine Correctional students to offer the course: “Invisible Sentence-Children affected by Parental Incarceration.” This course provided invaluable opportunities for both inside and outside students due to the nature of the unique classroom setting. During the Fall semester of 2023, 10 students earned credits from Marquette University.

During the Fall semester 2024, Marquette University offered 3 classes to the students at RCI. These classes combined Marquette students with Racine Correctional students to offer courses: “Psychology”, “Philosophy” and “Business”. These courses provided invaluable opportunities for both inside and outside students due to the nature of the unique classroom setting. During the Spring semester of 2024, 33 students earned credits from Marquette University.

**University of Wisconsin-Parkside:** UW-Parkside offered courses in “Nonviolent Communication”, “Restorative Justice” and “Shakespeare Prison Project” during the 2023-24 school year. The Nonviolent Communication and Restorative Justice course was a blended course of inside and outside students. UW-Parkside students and RCI Students participated in these courses throughout the 2023-24 school year with 27 students taking advantage of this opportunity from UW-Parkside.

**University of Wisconsin-Madison:** The UW-Madison Odyssey program returned for their third and fourth semester during the 2023-24 school year and offered English 100 as a three-credit class. During the 2023-24 school year, 25 students earned credits from UW-Madison.

# 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. They also provide supplies and services to department staff and PIOC's. Canteen, warehouse, and laundry operations are overseen by the Business Office.

# FOOD SERVICE

The Food Service Department provides the meals to all PIOC's. When at full capacity, an average of over 5,700 meals are prepared and served each day with a total of approximately 2,105,685 meals produced per year. Daily operations run from 4:30 AM to 7:00 PM. The kitchen is run by a Food Service Manager, one CFSL 4 and is staffed with 7 CFSL2s. Food Service employs approximately 95 Persons In Our Care throughout the day. These workers assist in many aspects of the kitchen, including the preparation and production of the meals, baking fresh breads and desserts, tending to special diet requests, sanitation of the work areas and distribution of the meals to the housing units.

# HEALTH SERVICES UNIT

The Health Services Unit (HSU) provides skilled nursing coverage by onsite or on-call medical staff 24 hours a day / 7 days a week. In August of 2020, Health Services opened a newly constructed onsite unit offering additional space to provide patient care.

Nursing services provided include daily nurse sick call, urgent care, medical emergency stabilization, and also the management of chronic medical conditions. Additional third shift coverage is available for emergent medical issues via the on-call nursing staff. Medical Doctor, Nurse Practitioner, and Psychiatrist care is available onsite by appointment Monday through Friday as well as on-call Medical Doctor coverage during off hours.

Onsite health services include medical monitoring and assessments, laboratory testing, radiography, ultrasound, spirometry, basic cardiac testing (EKG), IV fluid treatment, and minor medical procedures. An onsite pharmacy provides prescription and over-the-counter medication refills per MD order, as well as medication administration and monitoring. In addition, the HSU offers Optical, Dental and Physical Therapy services to meet the needs of the population. Education regarding the services available through the HSU is provided during weekly orientation for new transfers.

HSU Contacts during FY 2024	RCI: 78,642	STF: 1,952
HSU Contacts during FY 2023	RCI: 74,601	STF: 2,308

# Inmate Complaint Review System

The complaint procedure affords PIOC in adult institutions a process by which grievances may be raised, investigated and decided in a timely manner. The Institution Complaint Examiner makes an impartial investigation of the complaint and then submits a detailed report and recommendation to the Warden who, in turn, reviews the recommendation and renders a decision.

RCI			STF		
	2023	2024		2023	2024
Total Received	1,481	1,558	Total Received	88	78
Total Returned	1,054	1,101	Total Returned	65	53
Total Accepted	427	490	Total Accepted	23	27

# MAINTENANCE

The Maintenance Department is responsible for the repair and maintenance of all building and mechanical systems including electrical, plumbing, heating, air conditioning, ventilation, refrigeration and communication equipment, and grounds keeping. Maintenance is comprised of both trade and non-trade staff, providing a full complement of skills/knowledge, to trouble-shoot/ make repairs, installing new equipment, along with managing a preventative maintenance program and coordinating new facility-initiated projects. This year's larger projects included:

- 150 cameras new cameras installed in the 2024 fiscal year. Battery UPS's installed also for backup power.
- BAS upgrade project (19J2U) for the entire campus is continuing in buildings K,J and I.
- STF RTU project (22F4G) has been completed and the training has been done for RCI maintenance staff.
- STF Green razor wire project (23C2H) has included adding more areas to it and then removing them to install some of the razor wire immediately for Security.
- Concrete pads project (23E4C) has been completed.
- Duct Cleaning project (24C1P) nearly completed at time of this report
- Flow and Tamper switch install project (24FW9)

## Programming

### Anger Management Group Intervention Program

Anger Control Treatment (ACT) is a cognitive-behavioral based program designed to address the needs of violent PIOC whose aggressive behaviors tend to be impulsive and reactive rather than instrumental and pre-planned. In addition to cognitive restructuring, ACT programs teach PIOC cognitive and interpersonal skills to deter and replace violent behaviors.

### Cognitive Behavioral Program

The Thinking for a Change (T4C) program is a skills-based program aimed at achieving long-term change rather than short term compliance. The program provides information and skills to help PIOC learn to recognize beliefs, thoughts, feelings, and actions that lead to criminal behavior. The content of the curriculum provides tools to make a positive plan for change and to see and appreciate the scope of the consequences of present ways of thinking; and, to utilize techniques of controlling and changing these habits of thinking

### Domestic Violence

Persons in our care enrolled in Domestic Violence programming examine their pattern of problematic behavior in domestic relationships and develop strategies to deal with them more effectively. Domestic Violence is currently a 26 session group facilitated by unit Social Workers. Prior to enrollment, PIOC are evaluated to determine their level of readiness and appropriateness for treatment.

### Earned Release Program "Operating While Intoxicated"

The Earned Release Program began at RCI in December 2007 and is open to non-violent PIOC who have an identified substance use disorder treatment need. The sentencing court determines at sentencing whether a PIOC will be eligible for the ERP. Initial/re-classification action determines whether the PIOC meets DOC criteria for entering the program. Those who complete the program may be released to extended supervision.

In January 2015, the Earned Release Program began the process to become more in line with evidence-based practices. Entrance into the groups is based on court eligibility and Correctional Offender Management Profiling for Alternative Sanctions (COMPAS) risk and needs assessment scores. Medium/High risk groups are 20 weeks in duration and low risk groups are 12 weeks in duration.

### Windows to Work (W2W)

Windows to Work is a pre- and post-release program designed to address criminogenic needs that can lead to recidivism, including: employment, education, anti-social cognition, anti-social personality, and anti-social companions. Instruction begins in the institution or county jail site approximately three to 12 months prior to a participant's release, and continues in the community for approximately 12 months following the participant's release. The participant must maintain residence in the State of Wisconsin.

## PSYCHOLOGICAL SERVICES UNIT

The Psychological Services Unit provides psychological services to residents with mental health needs. PSU is dedicated to implement Evidence-Based Treatment protocols focusing on lasting, positive outcomes. The primary treatment modalities are individual and group therapy. 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 placement and reviews, Sex Offender Treatment, SOT Evaluations, the orientation of new residents, risk assessments, and evaluations for minimum custody placements. In addition, PSU staff screen patients, assess and make referrals to programs around the DOC at all custody levels.

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

## RECORDS

The Records Office is responsible for maintaining legal, social service, education, and visitor files on offenders from the Division of Adult institutions. As well as storing and forwarding documents to the Division of Community Corrections to Probation and Parole Agents for the probation and parole PIOC's. Records staff disseminates legal information, coordinate releases and warrants with law enforcement, calculate parole eligibility dates, set up parole board hearings, calculate mandatory release/extended supervision release and maximum discharge dates, enter court-ordered sentences and sentence modifications into offender records, process revocation orders, schedule court appearances and record institutional disciplinary actions.

## RELIGIOUS SERVICES

Non-denominational Chaplains provide religious consultation for PIOC Religious Beliefs and Practices through a variety of services and studies which are conducted by dedicated and qualified volunteers for each umbrella religious group. Chaplains provides support during times of personal crisis such as coping with the loss of a loved one. By providing opportunities for PIOC to participate in their religious beliefs and practices, they often find ways to adjust and cope with their term of incarceration while still being connected to the community

## SECURITY

Under the direction of the Security Director, a total of 338 security staff, including Correctional Sergeants and 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 and Crisis Negotiation Team. The Security Threat Group Task Force monitors gang-related activity within the institution. Field Training Officers are subject matter experts who provide training to new Officers and Sergeants who are transitioning or are initially training at RCI/ STF.

## SEX OFFENDER TREATMENT PROGRAMS

Alternative to Revocation/Sex Offender Treatment (SOT-2 ATR)  
Racine Correctional Institution houses a 12-bed Sex Offender Treatment Alternative to Revocation Program. This is a 68-72 hour Sex Offender Treatment group facilitated by Henger Enterprises. It assists individuals in identifying their dynamic risk factors that continue to support negative decisions and cause negative consequences in their life.

### Beacon (SOT-4)

The Beacon program is sex offender treatment for PIOC identified as above average risk. The group utilizes evidence-based, cognitive behavioral methods to address risk factors and develop protective factors. The intent is for PIOC to lower risk while incarcerated and learn skills to address dynamic risk factors.

### Lighthouse (SOT-2 Adaptive)

The Lighthouse sex offender treatment program has been designed to address the unique needs of sex offenders who are unable to engage in traditional sex offender treatment. Those with significant cognitive impairments and/or significant mental health concerns or developmental disabilities would qualify for the Lighthouse program provided they are willing to engage in treatment and are prepared to openly admit to and discuss their offending behaviors. The Lighthouse group is held two days a week for approximately one year. The program meets the treatment needs of SOT-2 PIOC.

### Sex Offender Treatment (SOT-2)

Sex Offender Treatment 2 is an approximately nine to twelve-month program designed to treat sexual offending behavior using cognitive behavioral methods.

### Depression and Anxiety Group

Depression and Anxiety Group is for PIOC with identified mental health concerns in the general population. It is a three-to-four-month program facilitated by Psychological Services. The group focuses on helping the participant identify and heal psychological symptoms of depression, anxiety, and other psychological maladies. up.

### Men’s Trauma Recovery and Empowerment Model Group

Men’s Trauma Recovery and Empowerment Model (M-TREM) group takes a psychoeducation and cognitive-behavioral approach to trauma recovery skills development and enhancement.

### Carey Guide In-Cell and Behavioral Health Programs

Carey Guide “packets” are primarily self-guided materials for PIOC for the purpose of teaching self-management and goal-setting. Each person in our care enrolled has an opportunity to complete numerous packets that correspond with their particular criminogenic and case management needs.

## SOCIAL SERVICES

The primary responsibilities for Social Workers 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.

## WAREHOUSE

The warehouse provides services to RCI/ STF in three primary areas: Laundry, Canteen and Material/Supplies. The warehouse is under the direction of the Correctional Management Services Director. The warehouse is staffed with 2 Inventory Control Coordinators and 1 Correctional Officer.

## VOLUNTEERS

We have approximately 350volunteers currently on their roster, with over 80% of them being long-term volunteers. RCI/STF values and recognize the contribution the volunteers are making by dedicating their time to work with our PIOC’s.

These dedicated volunteers provide the following services at RCI/STF:

- |                                |                             |                       |
|--------------------------------|-----------------------------|-----------------------|
| • 12 Step Programs             | • Recreation                | • Employability       |
| • Alcoholics Anonymous         | • Self-Improvement Programs | • Reentry Resources   |
| • Narcotic Anonymous           | • Mindfulness               | • Restorative Justice |
| • Religious Services / Studies | • Education                 | • College Interns     |