

REDGRANITE CORRECTIONAL INSTITUTION

Wisconsin Department of Corrections

Division of Adult Institutions



Annual Report Fiscal Year 2020

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MESSAGE FROM WARDEN

As Redgranite Correctional Institution (RGCI) nears its 20th anniversary, the history of this facility and the many successes that have been experienced are things to remember, as well as to learn from. The RGCI annual report provides a description of many of the accomplishments that have been experienced here over the last fiscal year.

I would like to acknowledge both Warden Michael Meisner, who was recently appointed as Warden at Fox Lake Correctional Institution, as well as Deputy Warden Eric Barber for their guidance of this facility for a significant portion of this reporting timeframe. Both Warden Meisner's and Deputy Warden Barber's dedication to the staff and men at RGCI are commendable and are deserving of both recognition and appreciation.

This report outlines the many accomplishments, achievements, statistical data and other information that makes RGCI a special place to work. With that being said, it is truly the staff that make this facility special. Through many changes and challenges, the resiliency of staff is the driving force that keeps RGCI moving forward.

As we begin to look forward to the next fiscal year, the motto of "Building a Stronger Future" resonates with me, and I am confident that the team we have at RGCI will work each day to meet this calling.

I am extremely humbled and honored to work with our dedicated staff at Redgranite Correctional Institution, and am proud to present this report on behalf of all of those who have contributed to the success of this facility.

Dan Cromwell, Warden

INSTITUTION PROFILE

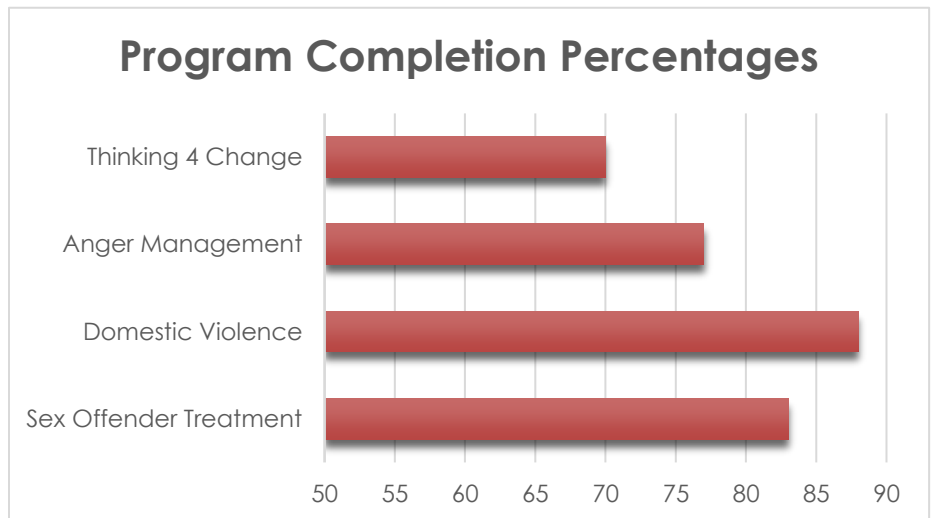
Purpose Statement

To maintain secure and safe custody of medium security offenders committed to RGCI while providing these offenders with opportunities for cognitive and behavioral development to enhance their potential as productive members of society.

Fast Facts

- Opened January 8, 2001
- Medium Security
- Operating Capacity – 990
- Current Population – 971
- Staff – 242
- Inmate to Staff Ratio – 4 to 1
- 89 acres
- Operating Budget – \$ 24,570,215.88
- Inmate Obligations – \$ 226,552.67

(Child Support, Restitution, Victim/Witness, DNA, Filing Fees, Legal Loans & Medical Co-pays)



Facility Accomplishments

- RGCI was the 2nd place team for the 2020 Polar Plunge for Special Olympics raising
- Inmate fundraisers were held throughout the fiscal year raising money for local non-profit and restorative justice charities. Fundraisers included the sale of ice cream, pizzas, and donuts.
- RGCI had 34 HSED graduates, 1 associate's degree and 20 Baking fundamentals certificates.
- Hosted our first on-site state wide POSC Instructor training, 35 new instructors were certified.
- Started the Change Journal program for those PIOC housed in Restrictive Housing.

Staff Reporting

Positions	Classification	Positions	Classification
2	Building & Grounds Superintendent & Supervisor	1	Inventory Control Coordinator
1	Chaplain	1	Inventor Control Coordinator (Advanced)
185	Correctional Officer/Sergeant	1	Librarian
1	Correctional Management Services Director	1	Medical Program Assistant (Associate)
8	Corrections Food Service Leader 2	5	Nurse Clinician 2
1	Corrections Program Supervisor	1	Nurse Clinician 4
1	Corrections Security Director	1	Nursing Supervisor
1	Corrections Sentencing Associate/CSA Senior	2	Offender Records Associate
3	Corrections Unit Supervisor	1	Offender Records Supervisor
1	Deputy Warden	5	Office Operations Associate
1	Education Director	1	Payroll & Benefits Specialist-Conf.-Adv.
1	Electrician	1	Plumber
2	Electronic Technician Security (Senior)	2	Program Assistant-Confidential
3	Facilities Maintenance Specialist (Adv. & Senior)	4	Psychological Associate (A-B)/Psychologist-Lic.
4	Facilities Repair Worker (Advanced)	1	Psychologist Supervisor
1	Financial Program Supervisor	2	Recreation Leader (A-B) Senior
3	Financial Specialists (Advanced & Senior)	1	Secretary Confidential
2	Food Service Administrator & Manager	10	Social Worker (Corrections) Senior
1	HVAC/Refrigeration Specialist (Advanced)	14	Supervising Officer 1 & 2
1	Human Resources Assistant	10	Teacher (Includes 1-Teacher Scheduler)
1	Institution Complaint Examiner	1	Warden
1	Human Resources Director		

Staff Retirements

Name	Title	Years of Service	Retirement Date
Brian Smith	Correctional Officer	27	7-6-19
Tony Jameson	Correctional Officer	14	11-17-19
Gary Albrecht	Building & Grounds Supervisor	29	1-18-20
Mark Hess	Recreation Leader-Senior	33	1-18-20
Patricia Beranich	Correctional Officer	23	1-26-20
Roy Heidger	Correctional Officer	28	2-15-20
David Beranich	Correctional Sergeant	25	3-14-20
Karen Vogel	Correctional Officer	23	4-5-20
Robert Clough	Electronic Technician Security (Senior)	15	4-11-20
Timothy Soda	Correctional Officer	22	4-19-20
Michael Kroll	Correctional Sergeant	28	4-22-20
Carri Karschney	Correctional Sergeant	29	5-9-20
Neal Krause	Correctional Officer	20	5-10-20
Susan Novak	Warden	30	6-30-20

Employee Management Communication and Collaboration Committee

This committee meets monthly to actively engage employees at all levels of the organization, facilitating ongoing communication with staff to support the goal of two-way communication with employees, utilizing the knowledge and expertise of staff to problem-solve and plan.

COMMUNITY RELATIONS

The RGCI continues to maintain its partnership with the community through its Community Relations Board. This board functions as a positive link between the institution and the Redgranite community. This board meets bi-annually in the spring and fall. Areas of mutual interest and concern include, but are not limited to, the following: public awareness and education about the operation and mission of the institution, offender program activities, the impact of the institution on the community, the institution's involvement in community affairs, and a variety of other law enforcement & community-related issues.

2019 Community Board Relations Members

▪ James Angelo, Redgranite Fire Chief	▪ Kyle Tarr, Police Chief Redgranite
▪ Caitlin Reinke, Principal, Redgranite Elem. School	▪ Wally Zuehlke, Waushara County Sheriff
▪ Belinda Passarelli, Village President, Redgranite	▪ Luther Olsen, Senator, WI State Legislature
▪ Steve Anderson, Waushara Co. District Attorney	▪ Kevin Petersen, US Rep. – Assembly District 40
▪ Guy Dutcher, Waushara County Circuit Judge	▪ Gregg Sluke, Pastor – Redgranite
▪ Lafe Hendrickson, School Liaison, Waushara Co. Sheriff's Dept.	▪ Tony Smyrneos, Vice President, Hometown Bank
▪ Scott Muhle – ThedaCare Berlin	▪ Matt Stake, P & P Supervisor – Wautoma
▪ Kathy Klemann, Waushara Co. Victim Witness Coordinator	▪ Jean Young, Regional Chief - DCC
▪ Matthew Marske, Warden, Oxford Federal Prison	

RGCI Community Relation Representatives

▪ Michael Meisner, Warden	▪ Kristine McElligott, Corr. Mgmt. Services Director
▪ Eric Barber, Deputy Warden	▪ Michelle Smith, Human Resources Director
▪ Jason McHugh, Security Director	

CONDUCT REPORTS

Year	Major Conduct Reports	Minor Conduct Reports	Appeals Affirmed	Appeals Modified	Remanded
2014-15	472	507	108	16	10
2015-16	405	588	33	6	16
2016-17	452	722	45	10	26
2017-18	474	659	60	11	15
2018-19	538	1251	59	4	20
2019-20	489	1274	75	6	26

COMPLAINTS

FY 2011	FY 2012	FY 2013	FY 2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020
678	675	797	696	868	848	1232	1274	856	900

MOVEMENT AND DEMOGRAPHICS

Inmate Movement Out of RGCI	
Transfers out	226
Releases (Includes Mandatory, Extended Supervision, Maximum Discharge, & Court Ordered Releases)	278
Deaths	1
Total	505

Population Breakdown by Race		
American Indian	51	5.1%
Asian or Pacific Islander	21	2.1%
Black	346	34.3%
Hispanic/Latino	81	4.1%
Unknown	0	0%
White	590	58.5%

Population by Age		
14-19	2	.2%
20-24	46	4.6%
25-29	136	13.5%
30-34	157	15.6%
35-39	163	16.2%
40-44	112	11.1%
45-49	106	10.5%
50-54	111	11%
55-59	67	6.6%
60-64	48	4.8%
65+	60	6%

RESTORATIVE JUSTICE EFFORTS

Community Service - Crochet/Sewing

The men who participate in crochet/sewing have created many handmade items such as hats, mittens, scarf sets, afghans, stuffed animals, baby blankets, Christmas stockings, sweaters, baby sets, fleece mittens and baby carrier covers which have been donated to many different charitable organizations to distribute to the needy both locally and worldwide. The crochet project accepts yarn donations from local citizens and organizations.

Garden

The institute garden continues to thrive. Over 10,000 pounds of produce and plenty of fresh herbs were grown and harvested by five persons in our care that work in our garden. Most of what is grown and harvested in the institute garden is used in-house to prepare our 3050+ meals per day, which helps to reduce our food cost. Composting of acceptable food scraps, helps regenerate soil conditions in the garden and aids in plant growth.

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

The program is designed not only to educate but also to deter teens from participating in negative behavior that could ultimately lead them to incarceration. Students learn that the everyday choices they make in life will determine their life's consequences. The use of drugs and alcohol are main themes in the PIOC' stories of how they came to be incarcerated. Inmate participation is voluntary and they are carefully screened before chosen to participate. Many schools from the surrounding area participate.

Donations

This year the inmate workers in the maintenance department's woodshop built and donated multiple keepsake boxes, flag holders, a semi-truck toy box and assembled picnic tables for a local organization. In addition, multiple crocheted afghans, mittens, hats and scarves, and backpacks were created and donated by RGCI's community service workers.

VOLUNTEERS

Volunteer Based Services

RGCI has over 100 approved volunteers from various occupations that provide special services and programs for PIOC. RGCI is able to provide the following programs due to the assistance of these volunteers: Alcoholics Anonymous; Narcotic Anonymous; Inside out Dad; family counseling; religious activities; tutoring; and veterans' affairs.

Chapel Programming

The chapel has a full range of programs addressing the spiritual needs of RGCI PIOC. The chapel utilizes over one hundred volunteers in providing programs (including worship services, study groups and prayer) for the seven religious groups (Eastern Religion, Humanist/Atheist/Agnostic, Catholic, Islam, Jewish, Native American/American Indian, Pagan and Protestant/Other Christian). These volunteers are coordinated and scheduled by one full-time chaplain. The chaplain also counsels individual PIOC and coordinates professional clergy visits.

Dog Therapy

RGCI began a pilot program in November 2007 assisted by an outside service agency, Dog Therapy Incorporated. Dog therapy is a service that promotes positive mental health through visitation with animals. The target population for RGCI's dog therapy group is elderly, infirmed (chronic high blood pressure), terminal, wheelchair bound, severe depression, and those PIOC that tend to isolate. Approximately 15-20 PIOC participate once a month.

PROGRAMS

Thinking for Change (T4C)

T4C is an evidence-based Cognitive Behavioral Program produced by the National Institute of Corrections. During this program, offenders are introduced to the Program Organizer concept, which shows the connection between cognitive self-change, problem-solving, and social skills—essentially demonstrating that thinking controls behavior. At the end of the program, offenders work together with a group and present a final role-play to incorporate all of the skills learned. Each participant was also tested during a final exam on the T4C concepts.

Anger Management

Anger Management is a 12-week program that is delivered in two, 6-week sections. The first section focuses on identifying anger, the hidden reasons and causes for anger, knowing the anger cycle and anger styles, and getting in touch with unresolved or past anger. The second half of the program helps PIOC build new coping skills, challenge old thoughts and beliefs, explore the feelings behind anger, learn stress reduction techniques, and enhance effective communication and conflict resolution.

Domestic Violence

Domestic Violence/STOP (Skills, Techniques, Options, and Plans for Better Relationships) is a cognitive behavioral intervention program that consists of 26 lessons, delivered in a closed group. This program targets criminogenic needs with PIOC assessed as high or moderate risk on the COMPAS assessment tool. It consists of three components: cognitive self-change, social skills, and problem solving skills. Cognitive self-change teaches individuals a concrete process for self-reflection aimed at uncovering antisocial thoughts, feelings, attitudes, and beliefs. Social skills instruction prepares group members to engage in pro-social interactions based on self-understanding and consideration of the impact of their actions on others. Problem solving skills integrates the two previous interventions to provide group members with an explicit step-by-step process for addressing challenging and stressful real life situations.

Sex Offender Treatment

The Sex Offender Treatment Program meets an inmate's initial classification need for institution-based sex offender treatment, SO-2. It is designed as an 80-100 hour program offered in weekly two-hour classes for approximately one year of treatment. The program follows the model designed by the DOC. Two professionals trained in sex offender programming, including at least one psychologist, lead each group.

Grief Recovery Group

This is a seven-week program where the goals include: completing unfinished business with the object of our loss and being able to say goodbye; completing the inmate's personal "grief work" through writing, sharing, and creative expression; dealing with other losses that may surface during the weeks they are together; allowing PIOC to feel joy, sorrow, anger, and many other emotions without fear.

Read-to-Me

The Read-to-Me program provides PIOC with an opportunity to select a donated and age appropriate children's book and be videotaped while reading the book aloud. Both the book and the tape are mailed to a child in the inmate's life. This helps PIOC develop and maintain important emotional connections with their children and allows PIOC to have an important role in their children's development.

Got Purpose Group

This group offers PIOC with 25+ year sentences an opportunity to meet monthly to work on self-awareness. The group works on identifying ones talents, qualities, values, perception and self-reflection. The goal is to work on self-discovery and finding purpose while incarcerated and after release. Many PIOC that have been incarcerated for many years understand that their values and beliefs have changed over the years and this group lets them explore changes in a group with individuals in the same circumstances.

InsideOut Dad

This is a program that connects inmate fathers to their families, helping to improve behavior while still incarcerated and to break the cycle of recidivism by developing pro-fathering attitudes, knowledge, and skills, along with strategies to prepare fathers for release. Incarcerated fathers get the tools they need to become more involved, responsible, and committed in the lives of their children -- providing increased motivation for them to get out and stay out.

Challenge Journals

The Challenge Journal series was developed in collaboration with the Department of Justice, Federal Bureau of Prisons. It focuses on helping high-risk inmates live a life free of criminal activity, violence and drug use and emphasizes the importance of building a health support community. The Challenge journals utilize Interactive Journaling. This evidence based practice brings consistency to service delivery while keeping program participants engaged and focused on their personal change goals. Persons in our care that receive disciplinary separation time are eligible to participate in the Journal Series which is typically led by two facilitators in groups of 6-12. Participants complete a 7 journal series that consist of approximately 50, 60-90 minute sessions. A pre and post-test is completed that measures three factors; Behavioral Activation, Cognitive Restructuring, and Challenge Objectives.

DEPARTMENT INFORMATION

Unit Management

This institution is designed to function under a decentralized management and service delivery system. The four housing units operate, for the most part, as self-contained units. Inmate dining is decentralized and takes place within each housing unit, as do many of the program and leisure-time activities. This design enables more effective control of movement and reduces risks apparent in large groupings of PIOC.

Each of the four housing units are managed by a unit supervisor in conjunction with a multidisciplinary team consisting of correctional officers, social workers, teachers, work supervisors, a psychologist, and liaisons from health services and the security supervisor ranks. The multidisciplinary team meets on a regular basis to discuss unit operations and issues related to the management of individual PIOC. By sharing information and perspectives, staff members gain a fuller view of the inmate and the various responsibilities of all staff.

Educational Services

The RGCI Education Department consists of 10 teachers that support PIOC by providing ABE (K-12), ELL, Refresher, Vocational and higher education courses for an average rolling student enrollment of 165 students.

The Second Chance Pell program supported by Milwaukee Area Technical College, currently has 30 students enrolled for fall semester of 20/21. One PIOC graduated with an Associate's Degree in Science. Additionally, we have an increase in those applying to take correspondence courses from multiple higher educational institutions.

Through Fox Valley Technical College, students at RGCI have the ability to earn their Baking Fundamentals Certificate. This Bakery Vocational program includes a 14 week classroom and kitchen/lab course for 8 students who take a Servsafe exam. The bakery students also practice their craft with a monthly institutional bakery sale for the PIOC. RGCI also has a bakery apprenticeship for 2 PIOC. The second vocational program offered thru Fox Valley Technical College, is an Industrial Maintenance Mechanics certificate that involves a 32 week classroom and lab courses, utilizing multiple mechanical operations.

PIOC at RGCI also have the option to participate in enrichment workshops which include, but are not limited to, Financial Literacy, Public Speaking and Meditation.

Health Services

RGCI's health services unit is staffed seven days per week by registered nurses. Hours of operation are Monday through Friday 6:00 am to 10:30 pm and Advance Care Providers are available during those hours. Weekend hours are 10:00 am to 6:00 pm with an on-call physician available 24/7. Our staff includes nine FTE nurse clinicians, one health services manager, one physician, one nurse practitioner, four licensed practical nurses, one medical assistant, and three medical program associates. Our dental clinic is open three days per week and is staffed with one dentist, a dental assistant and a dental hygienist.

Advanced care providers and nursing have an average of 1,200 appointments per month. Each inmate is seen a minimum of once yearly for an annual screening, other appointments are chronic care, acute care, therapies, diagnostic testing, and medication management. Other part-time services provided on site are physical and occupational therapy, optical, x-ray, audiology, psychiatry, and ultra-sound testing. Routine appointments for health maintenance are handled through the chronic condition clinics. Inmate patients are referred for surgical interventions, cancer treatment, and to specialty clinics ranging from orthopedics to infectious disease specialists. Theda Care, UW Madison, Berlin Memorial, St. Agnes, Aurora, and Waupun Memorial hospitals/clinics are all utilized.

We strive to meet our patients' needs while being cognizant of health care cost. We continue to value quality improvement and therefore complete several audits each month in an effort to strive for quality and continuity of care.

Mental Health Services

The Psychological Services Unit is responsible for monitoring, supporting, and treating PIOC with mental health problems. The mental health issues addressed include serious crises and severe long-term mental illnesses as well as difficulty coping with issues of life and incarceration. PSU works closely with security staff, health services (including psychiatry) and unit staff to address these issues. PSU is also responsible for providing sex offender treatment, assisting in training staff, providing specialized psychological evaluations of PIOC and supporting the safe, secure functioning of the institution. Psychologists are assigned to housing units where they provide an array of direct mental health services as well as administrative and consultative services to correctional staff. Additionally, PSU staff are on call for coverage after regular working hours. Our staff are committed to excellence in mental health treatment. They offer treatment of psychological problems including and not limited to trauma, depression, anxiety, pain, grief and loss, attention and concentration, needed psychological testing and when necessary referrals to the Wisconsin Resource Center.

Food Service

The food service department operates seven days a week, 365 days per year from 4:00 am to 6:30 pm. It is staffed by one food service administrator, one food service manager, four officers, eight food service leaders, and 64 persons in or care. We have our own bakery and produce approximately 50,000 loaves of bread on an annual basis. In fiscal year 20, the food service department prepared and served over 1,113,615 meals with an average meal cost of \$1.01 per meal. Persons in our care that work in foodservice learn many skills that will aid them in finding employment in the industry upon their release.

Maintenance Department

Under the general direction of the buildings and grounds superintendent and buildings and grounds supervisor, the department employs thirty-eight PIOC. The maintenance department is responsible for all physical plant maintenance including plumbing, electrical, electronic technical services, HVAC, welding, woodworking, painting, automotive services, food service equipment repair, and grounds keeping.

Maintenance accomplishments in FY2020:

- 3,131 work orders completed.
- Constructed a secured uniform storage area in are warehouse.
- Added an additional 400 square foot freezer in are warehouse.
- Purchased equipment for a digital TV broadcasting upgrade for PIOC.
- Completed housing unit shower remodel.
- Continued converting our NVR camera system to a new Milestone camera system.
- Inmate workers in the wood shop made numerous items that were donated to local charities.

Bureau of Correctional Enterprises (BCE), Durable Medical Equipment (DME) Refurbishing (Shop 893 at RGCI)

BCE at RGCI currently employs 10 inmate workers. When donated equipment is received in the shop, the following process takes place: it is evaluated, sanitized, disassembled, cleaned, repaired, replacement parts are issued as needed, reassembled and final quality control checks are conducted. Upon completion, the items are then placed for sale on Wisconsin AT4ALL to be available for Wisconsin's unique abilities population thru any non-profit organization. Many customers do not have the insurance or funds needed to purchase the new equipment they need. This used equipment can be purchased at about a quarter of the cost of new equipment.

In FY20, BCE refurbished hundreds of pieces of high quality, used and donated DME for our DOC facilities and other non-profit organizations. The types of DME that was refurbished includes: manual and power wheelchairs, power scooters, walkers, transfer benches, bath/shower chairs & seats, elevated toilet seats, bed rails, seats, cushions, batteries, battery chargers, commodes, rollators, hospital beds (manual and power), patient lifts (manual and power) and several other miscellaneous items. BCE also recycled a couple of hundred pieces of DME that was unable to be refurbished this fiscal year. This ensures that these items, which equal tens of thousands of pounds, do not end up in a landfill. This helps our environment.

BCE DME refurbishing at RGCI also refurbishes DOC wheelchairs for \$80 each. This allows institutions/facilities to have their heavily used and damaged equipment repaired in a convenient manner, at a reduced cost, while supporting BCE's mission to teach PIOC employable skills. We are currently looking at ways to obtain additional training and certification for our PIOC. In the past year we've gained additional non-profit customers that have donated equipment to us for refurbish and sale to help increase revenues. A well-known and state wide non-profit we've found a regular and great partnership with for this is Inlusa. We continue to seek out opportunities to partner with non-profits for assistance with obtaining used and donated items for refurbish as well as to help with sales and equipment placement to the end user. Thanks to generous donations from King Veteran's Home and Milwaukee's ALS chapter we were able to continue our work during the current pandemic and sell several items to the COVID response unit in WI at a reasonable price. The contact for refurbishing services, equipment sales and/or donation is: Christine Trinrud – christine.trinrud@wi.gov / 920-566-2600 X2300

Business Office

The RGCI Business Office manage the PIOC trust accounts, payroll, warehouse and canteen ordering. There were 1,178 requests for purchase and 86 purchase orders written. Warehouse staff manage over \$250,000 of inventory and process orders from all departments within the institution. RGCI PIOC fundraisers donated over \$5,000 to local charities in FY2020.

CONTACT INFORMATION

PREA Compliance Manager	
Joli Grenier, Unit Supervisor	920-566-3174

ADA Coordinators	
Brian Miller, Buildings and Grounds Superintendent	920-566-3227
Nathan Beier, Institution Complaint Examiner	920-566-3187

LEP Coordinators	
Butch Dodd, Administrative Lieutenant	920-566-3222
Joel Bruessel, Teacher	920-566-2320

ACRONYMS

ADA	Americans Disability Act
BCE	Bureau of Correctional Enterprises
CGIP	Cognitive Intervention Program
CTE	Career and Technical Education
DME	Durable Medical Equipment
DNA	Deoxyribonucleic Acid
DOC	Department of Corrections
DCC	Division of Community Corrections
FTE	Full Time Employee
FY	Fiscal Year
GED	General Education Development
HSED	High School Equivalency Degree
HVAC	Heating, Ventilation, and Air Conditioning
LEP	Limited English Proficiency
P&P	Probation & Parole
PREA	Prison Rape Elimination Act
PSU	Psychological Services Unit
RGCI	Redgranite Correctional Institution
R.Y.T.E.	Reaching Youth Through Education
SOT	Sex Offender Treatment
STOP	Skills, Techniques, Options, and Plans for Better Relationships
T4C	Thinking 4 Change
TABE	Test of Adult Basic Education