

HENRY McMASTER, Governor
BRYAN P. STIRLING, Director

July 26, 2019

Mr. Edward R. Tallon, Sr.
South Carolina House of Representatives
Post Office Box 11867
Columbia, South Carolina 29211

RE: Follow-up to June 18, 2019 Subcommittee meeting

Dear Representative Tallon:

Please see below and attached responses to your follow-up questions from the subcommittee meeting held on June 18, 2019.

Inmate Participation in Programs

1. Please provide, with the agency's updated Program Evaluation Report, recommended legislation that would enable participation in programs to qualify inmates for additional good time or other credit, as suggested during testimony from agency personnel.
 - Please see attached table for PRRS Amendment.

Contraband – Cell Phone Usage

2. Please provide, with the agency's updated Program Evaluation Report, recommended legislation to address the situation which recently occurred with a local cell phone provider turning its satellite and overwhelming the agency's managed access system (e.g., required notification to prison, penalties).
 - Please see attached table for PRRS.

Assaults

3. What analysis, if any, is performed to determine common characteristics of those involved in inmate on inmate and inmate on staff assaults?
 - Other than reviewing STG affiliations, SCDC has not analyzed these incidents or other incidents of crime; however, we are discussing the use of crime mapping as a way to inform staff of crime incident locations, to make resource allocation decisions, and to evaluate interventions.

4. Please provide the following information for inmate on inmate assaults, for each of the last three years:
 - (a) total number of incidents;
 - (b) total number of inmates involved in all incidents;
 - (c) percentage of inmates involved with validated gang affiliation; and
 - (d) percentage of inmates involved who are suspected of having gang affiliation.
 - Please see attached Inmate on Inmate Assaults spreadsheet.
5. Please provide the following information for inmate on staff assaults, for each of the last three years:
 - (a) total number of incidents;
 - (b) total number of staff involved in all incidents;
 - (c) total number of inmates involved in all incidents;
 - (d) percentage of inmates involved with validated gang affiliation; and
 - (e) percentage of inmates involved who are suspected of having gang affiliation.
 - Please see attached Inmate on Staff Assaults spreadsheet.

Program Decisions/Evaluation

6. When evaluating a potential new inmate program does the agency obtain data on the following:
 - (a) past successes achieved through implementation of the program at other local or state correctional facilities;
 - Yes, SCDC does obtain data on some new programming from other state departments of corrections on the effectiveness of the programs; however, SCDC does not obtain data from local detention facilities. SCDC sometimes travels to other states to evaluate a program.
 - (b) intended outcomes;
 - Yes.
 - (c) level of inmate interest;
 - Inmate interest is a consideration for programs.
 - (d) resource costs associated with having the program (e.g., escorting inmates to/from the program); or
 - Inmate escorts are seldom required for program participation. When considering the cost of a program, SCDC evaluates the impact of the program, and how many inmates benefit from the program.
 - (e) anything else?
 - When identifying new programs/courses for inmates, SCDC contacts program/course material vendors, and often receives a sample copy of program literature for review. Programs are sought and evaluated based on the needs of the population. Vendors often provide references and reviews from others who use the potential program/course literature.
7. Does the agency seek, and/or consider, input from inmates about ways to improve current programs or to determine other programs that may be helpful?

- PRRS staff routinely engages inmates in identifying the needs/wants of offenders, by institution. Inmates provide many recommendations and requests for specific programs they feel are of benefit, or they want in their facility. Requests are evaluated for merit and benefit to the entire population of an institution.
8. How does the agency evaluate whether the Critical Incident Stress Management (CISM) program, established to provide support services to staff, is successful? What data, if any, is tracked (e.g., customer satisfaction from staff participating in the program)?
- There are ongoing efforts to analyze the impact of CISM at many levels. Through partnerships with the Medical University of South Carolina (MUSC), South Carolina Law Enforcement Assistance Program (SC-LEAP), and the University of South Carolina (USC) in addition to internal processes within SCDC, evaluations, visits to the institutions, etc. SCDC anticipates validating the success of the CISM program on a recurring basis.
9. Did the agency request 2019-20 Proviso 65.6 which limits the marketing and sale of retreaded tires from Lieber Correctional Institution's tire retreading program to state governmental entities? If so, why? If not, what is the agency's understanding of why it was needed?
- The original proviso first appeared in the FY 1998 budget; the Budget Development Section of the Revenue and Fiscal Affairs Office reported that it was sponsored by Senator Mike Rose. The proviso has been part of the agency budget since 1998 and is automatically included in the Agency's listing of Provisos. ** Original proviso 41.20** (CORR: Tire Retreading Program Restriction) states that the tire retreading program at the Lieber Correctional Institution shall be limited to the marketing and sale of retreads to only state governmental entities. In effect, the Proviso limits interference with private sector companies engaging in commercial tire retreading. I recommend we make no changes to this proviso.
10. What is the recidivism rate for inmates who participate in the Self-Paced In-Class Education (SPICE) program?
- The recidivism rate for the SPICE program is 19.37%. This is based on inmates that were released in FY 2015 who had successfully completed the SPICE program during that incarceration and subsequently returned to SCDC due to conviction of a new crime or community supervision revocation. Since 2006, 1,809 inmates have completed the SPICE program. The overall recidivism rate for SCDC is 22.3%.

Victim Notification

11. Please list the standard information included in victim notification, for the various events in which victims are notified, and provide sample notifications.
- There are three (3) methods of Victim Notification, standard written notification, automated telephone notification, and personal telephone notification. Below are causes for notification, by type of notification:
Standard written notification:
 - Confirmation of victim registration at the SCDC
 - Release from SCDC

- Release to detainers and holds at law-enforcement agencies
- Requirement of the offender to register as a sex offender
- Review and outcome of the Sexually Violent Predator Act Review from the Multi-Disciplinary Team at the SCDC
- Death of an inmate while incarcerated
- Placement on Labor Crew and Work Program
- Escape and Apprehension
- Pending and completed execution of death row offenders
- Medical Furlough

Automated telephone notification:

- Transfer from high security level institution to lower security level institution
- Death while incarcerated
- Advanced notice of release
- Release from SCDC
- Transfer to SCDC from county facility

Personal telephone notifications:

- Court ordered releases
- Death-bed, private viewing or funeral visitation

12. Do the events in which SCDC notifies victims, or the standard information SCDC includes in the victim notifications, differ from victim notification requirements of other entities (e.g. county jail, sheriff)? If so, how?
- SCDC provides statutorily required notification for post-conviction related events. SCDC does not know what county requirements are for notification.

Agency Policy Review

13. During the meeting it was revealed an agency policy, relating to payment for transportation when inmates visit sick or dying family members (e.g., only in person versus online), may be outdated. In light of this, please explain the agency's schedule for regularly reviewing and updating, as necessary, not only this policy, but all agency policies. Please provide an explanation for lack of a schedule, if the agency does not have a schedule.
- The Office of Policy Development maintains a system whereby all policies governing the operation of SCDC are developed and offered for review annually. Each month, the Office of Policy Development will send out a systemwide message with the list of policies to be reviewed for that month. If there are no suggested changes received, the annual review will be complete, and the policy will not be re-published. Please note that any policy can be updated at any time based on Agency need.

Positive Impact Examples

14. Please provide examples of noteworthy work and positive impacts made by agency personnel.
- Deputy Director for Administration

- Offer leadership training through Midlands Technical College.
- Implemented overtime pay for non-exempt employees instead of comp time.
- Amped up advertising by utilizing vehicle wraps, social media, and billboards to attract more prospective employees. SCDC has hired 1,127 applicants as a direct result.
- Conduct pre-employment testing to avail quality candidates.
- Implemented a process that allows one day hiring.
- NEOGOV applications have increased from 4,000 to 7,000.
- Text system for new hires scheduling for processing and onboarding information.
- Implementation of Electronic Health Records (EHR).
- In the process of implementing Kronos time management system
- Implemented Microsoft 365 to maintain viability with our computer network
- Created a Retention Team.
- Opened social recruitment platform and candidates can apply via Facebook, Twitter, LinkedIn.
- Tablets for all inmates with educational content provided.
- SCDC has lessened the processing time to 41 days and the goal is to lessen it to 30 days.
- Verensics testing is assessing on the front-end and helping hire more qualified candidates.
- Deputy Director for Health Services
 - Health Services Division staff, most notably Melanie Davis, has been working diligently to ensure that SCDC is complying with the expectations of the ongoing Hepatitis C Virus (HCV) suit the Agency is facing. Ms. Davis is compiling data, ensuring testing continues at a fast pace, and has even pitched in to assist with drawing labs when needed. She has also taken the new FibroScan machines supplied by the Department of Health and Human Services and created a training program for end users from SCDC sites to perform the studies when inmates are found to be positive for HCV.
 - Telehealth: several SCDC Division of Health Services Headquarters' employees have contributed time and effort to launch the telehealth collaborations with both the University of South Carolina (USC) and the Medical University of South Carolina (MUSC) so that this fiscal year we will begin providing "virtual" visits for inmate/patients with USC/MUSC providers. USC will be providing virtual services for the women's' population through the Camille Graham site. MUSC will provide specialty services, infirmary rounds, and primary care visits (as needed) for five larger male sites around the state. Telehealth visits enable the SCDC to provide care for inmates without having to transport them into the community, thus saving officer hours and promoting public safety.
 - Activity Therapy: We hired Taurus Lewis as Director of Activity Therapy (AT). His staff of four (4) additional AT's plus himself have done a

remarkable job of developing a therapeutic AT program. This program greatly increases the number of structured hours required by the mental health settlement agreement. The clients learn to work through their issues in constructive ways using art, music, physical activity and team/group activities.

- SCDC Health Services continues its partnership with Department of Health and Environmental Control (DHEC) to obtain the right to purchase expensive HIV, and now Hepatitis C medications through the 340B drug discount program. This partnership has enabled SCDC to avoid over \$21M in drug costs since 2015.
- SCDC expanded its partnership with DAODOS in addictions screening, education and prevention, treatment and monitoring of existing and soon to be released inmates with the implementation of the Medication Assisted Therapy (MAT) Program with expanding use of Peer Support Recovery Specialists to include training of up to 150 incarcerated individuals. The Medication Assisted Treatment program is the administration of long-acting Vivitrol injections to releasing inmates to help ensure they are successful in re-entry into society. Twenty-four (24) inmates have received injections to date.
- Hospitalization Costs: SCDC Health Services continues to collaborate with PEBA and Blue Cross and Blue Shield to obtain discounts on claims for hospitalization at the current PEBA/BCBS rates. Also, SCDC uses reference-based pricing for physician and ancillary claims for outside provider services to apply deep discounts for claims payment.
- SCDC, in partnership with DHEC, applies for Medicaid eligibility for select inmates for their inpatient hospital claims to draw down Federal Financial Participation (FFP) dollars to offset the State/SCDCs cost for inpatient claims.
- Creation of a new category: hybrid of correctional/clinical/mental health staff - the position of mental health technician (52 current allocated positions). Operations/Administration/Behavioral Health now working on the expansion of the Mental Health Technician to transition to Mental Health Officer and expand numbers to address access to structured and unstructured time for mental health inmates within RHU units.
- SCDC received a SAMHSA grant award through DMH for \$63,000 for 5 years for a full-time SOAR Benefits Specialist to assist in release planning under the title of Treatment for Adults Experiencing Homelessness in South Carolina. The SOAR Benefit Specialist was hired April 2019.
- Increased Psychiatrist positions from 2 to 16 to assist with the mental health caseload, which is approaching 25% of the inmate population. Hired a Chief Psychologist and additional Psychologists. Increased mental health staff salaries to allow hiring of qualified professionals.
- Hired a Utilization Management Physician and an additional Registered Nurse to review hospital length of stay and certify inpatient days.

- Initiated mental health first aid training for line staff, which is a national certification offered throughout the country.
- Established a residential mental health unit for intensive outpatient mental health inmates in need of close custody housing, it is called the Diversionary Housing Unit.
- Hired a Chief Medical Officer to oversee all medical functions to include peer review, credentialing, clinical supervision of mid-level providers, clinical protocols and procedures.
- Hired a Substance Abuse Program Director to oversee expansion of treatment programming for substance use disorder treatment, to include outpatient programs.
- Expanding the Behavior Management Unit at Allendale from 24 to 46 beds.
- In June of 2019, with DAODAS and DHEC, SCDC began its “training for trainers” program with the goal to train correctional officers and other key institutional staff on the use of Narcan/naloxone for overdose prevention within the institutional settings due to the increased use of opioids within the State of South Carolina. DHEC will provide the training for trainers through DAODAS funding and DAODAS will provide the Narcan for SCDC deployment.
- Initiated NextGen Electronic Health Record automated medication administration record for females initially and now expanded statewide and include the electronic Medication Administration Record as well.
- Deputy Director for Legal and Compliance
 - Settled decade old Mental Health Lawsuit.
 - Created the Office of Legal and Compliance Division comprised of many compliance related monitoring divisions of the Agency. This Division monitors implementation of the mental health settlement agreement. Other areas that fall under this Division are as follows: Internal Audits, Compliance, Standards and inspections, Quality Improvement and Risk Management, which includes Use of Force Review, Prison Rape Elimination Act, Worker’s Compensation, General Counsel, Policy Development, Inmate Grievance and Information Security and Privacy.
 - The Quality Improvement and Risk Management Division (QIRM) currently operates with 1 division director, 2 use of force reviewers, 1 manager, 5 analysts, 1 administrative assistant, and 1 pink slip quality improvement advisor. One analyst is a Licensed Independent Social Worker of Clinical Practice and a nurse has been added to the analyst staff, both to expand QIRM’s expertise. Under the guidance of Division Director, the staff develops data collection tools, conduct data analysis, reports, and recommendations respecting settlement compliance.
 - Under the leadership of Russell Rush and his staff, SCDC’s Worker’s Compensation premiums have decreased significantly over the last 10 years resulting in year-over-year savings of more than \$42 million during this time period in premiums alone. The 2008 premium was the highest ever paid by

SCDC at \$12.8 million. 2017 premium of \$6.1 million represents the lowest premium SCDC has ever paid for its WC coverage and is \$1.3 million lower than 2016. Through the guidance of Mr. Rush, SCDC also established designated Worker's Compensation medical providers for every location in the state. This allows for local and more streamlined care for injured employees as well as improving communication so that SCDC can return employees to work as soon as possible following an injury.

- Through Department of Justice grants the Prison Rape Elimination Act (PREA) Coordinator found innovative and never before tried methods to educate the inmates on sexual safety. These include peer education, use of cartoons to educate inmates, use of playing deck cards with messages, and establishing a weighted PREA risk assessment for males and females. All 21 prisons know of our zero tolerance and commitment to keep inmates safe from sexual abuse. Memorandums of Understanding were established with the eleven (11) sexual assault centers that cover each institution to provide confidential support services to inmates. A PREA Compliance Manager (PCM) Orientation Guide has been developed to provide assistance to the institutional PREA Compliance Manager in his/her role/responsibilities as PCM for their respective institutions. PREA Brochures (Spanish version) were developed and printed for Spanish speaking inmates. A PREA webpage was created and added to the Agency's public website to provide the public with important Agency information in regard to SCDC's zero tolerance against sexual abuse/sexual harassment of inmates. The public can view inmate PREA brochures, SCDC Policy OP-21.12, "Prevention, Detection, and Response Against Sexual Abuse/Sexual Harassment," all Surveys of Sexual Violence (SSV) Reports sent to the Department of Justice since 2006. The public also is provided a way to report sexual abuse/sexual harassment of an SCDC inmate via a third-party reporting form, "PREA Tips" Once the information is filled out and the "Save" button is pressed, this form is automatically sent to the Agency PREA Coordinator to forward to the appropriate institution for processing of the PREA allegation. To date nine (9) of SCDC institutions have been audited, and Interim Reports received from the PREA Auditor. In response to the "Me Too," SCDC is working on a way for SCDC inmates to participate and have a voice regarding sexual abuse.
- Joe Merrifield, Director of the Division of Information Security and Privacy, implemented an expansive IT Security policy and program which resulted in an annual reduction in number and severity (from 133 tickets in 2015 to 29 in 2018) of reported events. He also implemented a privacy policy and program, monthly vulnerability and compliance scanning program using Nessus Security Center, increased SCDC threat intelligence feeds through use of various sites, implemented next-generation antivirus software to work in concert with the traditional antivirus software and Network Access Control, created block rules in our network devices to limit access from

external devices to our internal network, restricted traffic to and from certain countries and geographic locations, implemented a privacy program to create awareness and protection of inmates and employee information, implemented a privacy impact assessment server, and piloted remote tracking, wiping, and encryption software on mobile units. Mr. Merrifield increased our information security training to members of our IT staff to increase awareness and knowledge of best security practices. Mr. Merrifield also ensured that SCDC was one of the first two agencies in the state to reach Level 2 monitoring by SC-ISAC (the SOC – Security Operations Center).

- The Division of Compliance, Standards and Inspections has provided frequent and continuous review of all construction/renovation projects and proposed structural changes within SCDC to ensure that fire/life safety codes and building codes are addressed. This sometimes means discerning that an original plan may not be feasible, but we are usually able to assist in developing an alternate means of accomplishing the desired intent from a security and operational perspective, which does meet applicable codes. Division Director Blake Taylor is working to implement the Management Review Program limited initially to security audits at SCDC institutions to ensure security, safety and accountability of the facilities. Mr. Taylor also reviews all SCDC policies and denotes which if any ACA Standards are relevant. Even though SCDC is not currently accredited by the American Correctional Association, the pertinent Standards are identified at the top of the first page so that managers are made aware of nationally recognized best practices. The Division also provides technical assistance to Agency managers upon request in researching and interpreting the Standards.
- Deputy Director for Operations
 - Creating structured living units across the state in our maximum-security institutions for inmates with disciplinary issues who do not have jobs or are not involved in programs. The goal is to allow these inmates to earn privileges and recreational time outdoors without creating issues for other units, ultimately teaching them the benefit of engaging in programming or the institution work force. The policy is now finalized.
 - No institution has been on a complete lockdown for more than one working day in the past 4 months. Lockdowns are dealt with on a case by case basis.
 - Netting has been installed at 11 institutions, which has resulted in a reduction in contraband by 80%.
 - Drone Detection system was put in place to combat the introduction of contraband over the netting.
 - Managed Access has been implemented at our largest institution to combat the use of cell phones. SCDC is exploring other options to combat the use of cell phones.

- Purchased portable cell phone and metal detection devices for Level 2 and Level 3 institutions.
- Restricted Housing Unit numbers are down.
- SCDC implemented targeted searches at our Level 3 facilities to confiscate contraband, which makes the institutions safer for staff and inmates.
- Installing surveillance cameras at Level 2 and Level 3 housing units.
- Implemented Crow's Nest-Security Monitoring station.
- Installing body scanners at Level 2 and Level 3 institutions.
- Increased correctional officer salaries and implemented overtime pay for security staff.
- Created an Agency Travel Team to assist with understaffing in some of our facilities.
- Prioritizing renovation of a housing unit for mentally ill inmates at Broad River Correctional Institution and hiring an Associate Warden to oversee the unit. Both of which are benchmarks in the mental health settlement.
- Updating/creating policies for diversionary housing, structured living units and restricted housing.
- Creating units at Lieber and Evans that move inmates in protective custody out of restricted housing to allow them more freedom while still being protected.
- Expanding a training program for inmate peer companions to assist with mental health observation in restricted housing units.
- Creating compliance managers in all medium and maximum-security institutions to collect data for compliance with mental health benchmarks.
- Converting 74 correctional officer positions to mental health officers.
- Establishing a headquarter-level review of all inmates assigned to a security detention status to evaluate the placement needs and reduce the number of inmates in restricted housing units.
- The classification system is being restructured and is on schedule.
- Creating a new response structure for when incidents occur.
- Conducting weekly meeting with Wardens at maximum-security institutions.
- Using the agency statewide travel team to assist institutions that are short staffed.
- Creating a serious incident review committee to evaluate situations including murder, suicide, serious injuries, etc.
- Deputy Director for Police Services
 - The South Carolina Department of Corrections (SCDC) Police Services is the law enforcement entity of SCDC. It consists of agents who are

South Carolina Criminal Justice Academy (SCCJA) certified Class I law enforcement officers. Police Services' Agents are commissioned by SLED and carry Group I Constable Commissions granting the agents statewide arrest powers and jurisdiction to investigate criminal activity enacted by an inmate, employee, vendor, volunteer, etc. as it relates to the functions of SCDC.

- Shortly after being named Deputy Director for Police Services, Mr. Bolchoz started revamping the division. Police Services Agents were taken out of individually assigned institutions and reorganized into regions where multiple agents work within multiple institutions to avoid the development of any conflicts by being assigned to a location where an investigation was being conducted. The STG Unit and K9 unit were also reestablished to meet the needs of the agency. Mr. Bolchoz has increased the number of Class I LEOs from 25 to 46 to better meet the needs of the agency as well as creating an analyst section originally staffed with 5 criminal analysts, which now consists of 10 employees to be meet the needs of the Agency.
- Police Services also helps outside law enforcement agencies by providing relevant intelligence on Security Threat Groups (Gangs) as it may relate to criminal activity being carried out in the various jurisdictions of the state by these criminal organizations. Police Services partners with multiple state and federal entities in the execution of this mission.
- Police Services also participates as a partner in the state's Emergency Management System (ESF 13) related to the state's response to natural disasters and large-scale incidents. Police Services assisted with all recent flooding and hurricanes in this capacity.
- Multiple State and Federal Partnerships launched resulting in over 30 state and federal indictments and approximately \$350,000 seizures
- Obtained Cell Brite Analytics – a program that will greatly enhance the Intel gathering capabilities of SCDC Police Services to include applications for STG and Security applications.
- Police Services LEOs were given the opportunity to join the SORT team. One current LEO is now on the team.

	2015	2016	2017	2018
Arrests (total)	183	290	494	303
Arrests (civilian)	41	64	86	96
Arrests (staff)	14	22	41	30*
Arrests (inmate)	128	204	367	177
*	5 staff arrests in 2018 include traffic related offenses			

**STG Affiliation Entries
CY 2016 - 2019 (through 5/30/2019)**

Affiliation Status	2016	2017	2018	2019
Suspected	86	86	377	142
Validated	285	381	370	221
Renounced	24	35	7	9

- Deputy Director for Programs, Reentry and Rehabilitative Services
 - 7 Habits Graduation for 194 Inmates since 2017
 - First Character dorm started at Tyger River – February 2019
 - Work began for the expansion of the Northeastern Technical Program April 2019
 - Academy of Hope began at Lee – April 2019
 - New MOUs with Pee Dee Healthy Start, Charleston Animal Society, Reemerge, Aim High Education
 - Goodwill MOU Renewed
 - Goodwill – 207 Enrollments, 138 Job Placements (June 2019)
 - Father's Voice held in 5 institutions with \$10,650.00 donated received to date – June 2019
 - SCDC has 6,689 volunteers across the State giving of their time to assist inmates
 - Since grant inception for DEW, 1,987 offenders have been served as of June 2019
 - DMV Collaboration – 22 offenders from Manning received their identification. CARES Bus came onsite – April 2019
 - PAALS Expansion pending at Camille Graham
 - Operation Get Smart has spoken at 292 Engagements, speaking to a total audience of 38,784 from November 2018 – June 2019
 - After security concerns caused Sexual Trauma Services of the Midlands to be cancelled, at the last minute, SCDC hosted the event at the Corrections Training Academy. First Lady McMaster, along with over 100 participants participated, raising awareness about sexual violence

with strong media coverage for the event. Various facilities throughout the state also conducted their own Walk A Mile events throughout the month of April

- Conducted basic individual and group intervention techniques training for CISM (Critical Incident Stress Management) peers. There are currently 40 trained peers available to provide support for SCDC staff who have been assaulted or otherwise traumatized.
- Hosted 2nd PCIS (Post Critical Incident Seminar) for the agency. 33 SCDC staff and their spouses/significant others participated
- Karin Ho successfully passed the annual recertification testing through PAALS (Palmetto Animal Assisted Life Services) as the crisis dog handler for the CISM program. Flossy continues to be a strong asset for the program and has supported over 500 employees.
- CISM Program staff visited each institution, participating in staff meetings and briefings to raise awareness about trauma and services available through the program
- Initiated Instagram for Flossy to raise awareness about staff trauma and work that the CISM program is doing
- The CISM Program assisted the North Carolina Department of Public Safety as they implemented their first PCIS (Post Critical Incident Seminar) for their correctional agency.
- Hosted tour at McCormick Correctional for community-based victim advocates to learn about Victim Services as well as how facilities operate.
- Expanded Vocational Programs to include: Master Hair Care at Leath
- Adult Education students across the agency collaborated to enter an anthology competition, successfully publishing their first collection of stories entitled Courage: People Who Understand the Journey
- New superintendent hired June of 2019
- Increased High School Diploma track participation and achievement
- In the midst of numerous lockdowns, a total of 7910 GEDs, HS Diplomas, Vocational Certificates, WIN Certificates, OJT Certificates and Employability Skills attained in the last year by PUSD Education staff
- Heavy Equipment Simulator system installed at Wateree, but will become a mobile system after procurement of an enclosed trailer
- Installed digital devices (smart-boards) for integrated learning
- CDL Simulators-4 locations (Lieber, Ridgeland, Camille, Kershaw)
- National recognition of automotive excellence in the building of “Rat Rod” project at Tyger River Automotive Repair Education Program (numerous best in show awards)
- 157 inmates have graduated CIU with Associate of Arts Degrees, or Bachelor of Arts/Science Degrees in Biblical Studies. Of those graduates 28 have been released with 0% recidivism

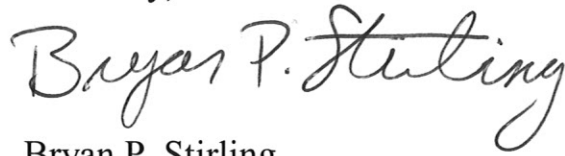
- Created the opportunity to support additional educational funding by employing a grant writer within PUSD in 2019
- Grant applications for 2019 – In excess of \$3.5 million for funding various divisional needs
- Hired and placed 17 Program Coordinators in Level II & III institutions Statewide
- Provided training for new staff which included certification for SC Thrive and local job fair attendance to obtain resources
- 167 Inmates completed Stepdown Program, only 7 Returned
- Provide skills to employment partners by county
- Reentry Advisory Board monthly @ Manning with Community Partners
- Hosted Faith-Based Summit to engage volunteers to support programming efforts. Over 100 volunteers attended.
- Lifers Program implemented at Perry Correctional Institution
- 566 ServSafe Certifications since 2015
- 1,823 SPICE Graduates since 2004
- 8,552 SC Thrive Applications completed since July 2015
- 349 Forklift Certificates earned since 2017
- Clothing Closets implemented at every institution to aid in releases.
- Collaboration with Catholic Charities – Provides post incarceration assistance with clothing, hygiene, housing, and transportation
- Collaboration with DAODAS (External) and Mental Health (Internal) to provide Medical Assistance Treatment (MAT) – Peer led classes for inmates with opioid additions
- Reentry Facilities – Manning, Kershaw, Camille, and Lieber
- Sponsor Reentry Week Activities at all Reentry Facilities
- Expanded Men in Transition Program through Fresh Start to three additional institutions – Manning, Evans, Lieber
- Implemented Clemente Program at MacDougall Correctional Institution
- In collaboration with RIM, created a report that helps identify skillsets of inmates being released by county
- In collaboration with RIM, created a self-improvement tab on SCDC's website to capture certificates earned

15. What actions does the agency take to maintain agency personnel morale and motivation (e.g., do agency personnel receive regular communication showing how their efforts are assisting inmates rehabilitate so they can see they are making a difference)?

- Employee Morale
 - Employee Appreciation Luncheons
 - Spot bonus program
 - Employee Awards (Can-Do)
 - Annual Employee Awards Banquet
 - TV's at each institution that display agency announcements
 - Newsletter
 - BlueZone announcements
 - Character First Program- complete 23 courses and receive an incentive item with the SCDC logo.
 - Send a birthday postcard to employees in the month of their birthday
 - Referral Bonuses
 - Service-Employee Award Luncheon
 - Correctional Officer Luncheon
 - Staff visits to the State House to include recognition
 - SCDC "Roadside Stand" on Broad River campus that sells fresh eggs and produce that are grown at our farms
 - Leadership Talks
 - Midlands Technical College Leadership Training
 - Career Path
 - CISM
 - New Uniforms
 - New Boots
 - Special Incentives, i.e. park in Warden's space
 - Feature Employees in Agency Advertisement Campaigns
 - Increased Base Salary for Correctional Staff, see attached
 - Deep dive into employee morale by studying shifts with high turnover and addressing management issues
 - Developing career paths to assist employees reaching their final career goals at SCDC
 - "We are Corrections" advertising campaign featuring SCDC employees who are making an impact in their communities through their work at SCDC
 - Paid Overtime
 - Employee Engagement Survey, which includes employee satisfaction, career development, work engagement and relationship management

Should you have further questions or require additional information, please do not hesitate to contact me. Thank you.

Sincerely,

A handwritten signature in cursive script that reads "Bryan P. Stirling". The signature is fluid and elegant, with the first name "Bryan" and last name "Stirling" clearly legible.

Bryan P. Stirling

cc: The Honorable Wm. Weston J. Newton
The Honorable Micajah P. "Micah" Caskey, IV
The Honorable Gary E. Clary
The Honorable Chandra E. Dillard
The Honorable Joseph H. Jefferson, Jr.
The Honorable Jeffrey E. "Jeff" Johnson
The Honorable Robert Q. Williams

Law Recommendation – Inmate Credit for Participation in Programs

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "1. Please provide, with the agency's updated Program Evaluation Report, recommended legislation that would enable participation in programs to qualify inmates for additional good time or other credit, as suggested during testimony from agency personnel."

Revise Subparts of Current Law

LAW CHANGE #1			
Law	Summary of Current Law(s) and Recommended Change(s)	Basis for Recommendation	Approval and Others Impacted
§ 24-13-230. Reduction of sentence for productive duty assignment or participation in academic, technical, or vocational training program.	<p><u>Current Law:</u> Reduction in inmate's sentence for working or participating in academic, technical, or vocational training programs.</p> <p><u>Recommendation</u> Modify to include validated rehabilitative programming to reduce an inmate's sentence.</p>	Provide incentives, participation credits, for those who actively and effectively participate in programs, just as credits for those who work, or are actively involved in education or vocational training.	DPPPS
Current Law Wording		Proposed Revisions to Law Wording	
<p>§ 24-13-230. Reduction of sentence for productive duty assignment or participation in academic, technical, or vocational training program.</p> <p>(A) The Director of the Department of Corrections may allow an inmate sentenced to the custody of the department, except an inmate convicted of a "no parole offense" as defined in Section 24-13-100, who is assigned to a productive duty assignment, including an inmate who is serving time in a local facility pursuant to a designated facility agreement authorized by Section 24-3-20 or Section 24-3-30 or who is regularly enrolled and actively participating in an academic, technical, or vocational training program, a reduction from the term of his sentence of zero to one day for every two days he is employed or enrolled. A maximum annual credit for both work credit and education credit is limited to one hundred eighty days.</p> <p>(B) The Director of the Department of Corrections may allow an inmate sentenced to the custody of the department serving a sentence for a "no parole offense" as defined in Section 24-13-100, who is assigned to a productive duty assignment, including an inmate who is serving time in a local facility pursuant to a designated facility agreement authorized by Section 24-3-20 or Section 24-3-30 or who is regularly enrolled and actively participating in an academic, technical, or vocational training program, a reduction from the term of his sentence of six days for every month he is employed or enrolled. However, no prisoner serving a sentence for life imprisonment or a mandatory minimum term of imprisonment for thirty years pursuant to Section 16-3-20 is entitled to</p>		<p>SECTION 24-13-230. Reduction of sentence for productive duty assignment or participation in academic, technical, or vocational training program, <u>or SCDC validated rehabilitative programming</u>.</p> <p>(A) The Director of the Department of Corrections may allow an inmate sentenced to the custody of the department, except an inmate convicted of a "no parole offense" as defined in Section 24-13-100, who is assigned to a productive duty assignment, including an inmate who is serving time in a local facility pursuant to a designated facility agreement authorized by Section 24-3-20 or Section 24-3-30 or who is regularly enrolled and actively participating in an academic, technical, or vocational training program, <u>or SCDC validated rehabilitative programming</u>, a reduction from the term of his sentence of zero to one day for every two days he is employed or enrolled. A maximum annual credit for both work credit, <u>program credit</u>, and education credit is limited to one hundred eighty days.</p> <p>(B) The Director of the Department of Corrections may allow an inmate sentenced to the custody of the department serving a sentence for a "no parole offense" as defined in Section 24-13-100, who is assigned to a productive duty assignment, including an inmate who is serving time in a local facility pursuant to a designated facility agreement authorized by Section 24-3-20 or Section 24-3-30 or who is regularly enrolled and actively participating in an academic, technical, or vocational training program, or SCDC validated rehabilitative programming, a reduction from the term of his sentence of six days for every month he is employed or enrolled. However, no prisoner serving a sentence for life imprisonment or a mandatory minimum term of imprisonment for thirty</p>	

credits under this provision. No prisoner convicted of a "no parole offense" is entitled to a reduction below the minimum term of incarceration provided in Section 24-13-125 or 24-13-150. A maximum annual credit for both work credit and education credit is limited to seventy-two days.

(C) No credits earned pursuant to this section may be applied in a manner which would prevent full participation in the Department of Probation, Parole and Pardon Services' prerelease or community supervision program as provided in Section 24-21-560.

(D) The amount of credit to be earned for each duty classification or enrollment must be determined by the director and published by him in a conspicuous place available to inmates at each correctional institution. If a prisoner commits an offense or violates one of the rules of the institution during his term of imprisonment, all or part of the work credit or education credit he has earned may be forfeited in the discretion of the Director of the Department of Corrections.

(E) The official in charge of a local detention facility must allow an inmate sentenced to the custody of the facility who is assigned to a mandatory productive duty assignment a reduction from the term of his sentence of zero to one day for every two days so employed. The amount of credit to be earned for each duty classification must be determined by the official in charge of the local detention facility and published by him in a conspicuous place available to inmates.

(F)(1) An individual is eligible for the educational credits provided for in this section only upon successful participation in an academic, technical, or vocational training program.

(2) The educational credit provided for in this section, is not available to any individual convicted of a violent crime as defined in Section 16-1-60.

(G) The South Carolina Department of Corrections may not pay any tuition for college courses.

years pursuant to Section 16-3-20 is entitled to credits under this provision. No prisoner convicted of a "no parole offense" is entitled to a reduction below the minimum term of incarceration provided in Section 24-13-125 or 24-13-150. A maximum annual credit for ~~both~~ work credit, program credit, and education credit is limited to seventy-two days.

(C) No credits earned pursuant to this section may be applied in a manner which would prevent full participation in the Department of Probation, Parole and Pardon Services' prerelease or community supervision program as provided in Section 24-21-560.

(D) The amount of credit to be earned for each duty classification or enrollment must be determined by the director and published by him in a conspicuous place available to inmates at each correctional institution. If a prisoner commits an offense or violates one of the rules of the institution during his term of imprisonment, all or part of the work credit, program credit, or education credit he has earned may be forfeited in the discretion of the Director of the Department of Corrections.

(E) The official in charge of a local detention facility must allow an inmate sentenced to the custody of the facility who is assigned to a mandatory productive duty assignment a reduction from the term of his sentence of zero to one day for every two days so employed. The amount of credit to be earned for each duty classification must be determined by the official in charge of the local detention facility and published by him in a conspicuous place available to inmates.

(F)(1) An individual is eligible for the educational credits provided for in this section only upon successful participation in an academic, technical, or vocational training program.

(2) The educational credit provided for in this section, is not available to any individual convicted of a violent crime as defined in Section 16-1-60.

(G) The South Carolina Department of Corrections may not pay any tuition for college courses.

Law Recommendation – Cell Phone Towers and Satellites

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "2. Please provide, with the agency's updated Program Evaluation Report, recommended legislation to address the situation which recently occurred with a local cell phone provider turning its satellite and overwhelming the agency's managed access system (e.g., required notification to prison, penalties)."

Concept Recommendation

LAW CHANGE #2			
Law	Summary of Current Law(s) and Recommended Change(s)	Basis for Recommendation	Approval and Others Impacted
No current law is applicable	<u>Current Law</u> No current law is applicable <u>Recommendation</u> Establish requirement for cellular carriers to inform managed access system (MAS) vendors any time there is a change in the cellular network in the vicinity of a MAS installation which could impact the operation of the MAS. These changes include, but are not limited to, changes to radio frequencies, signal strength, antennae placement / direction, or communications protocols.	Changes in cellular networks that are in the vicinity of a MAS installation affect the operation and reliability of the MAS installation.	Cellular carriers
Current Law Wording		Proposed Revisions to Law Wording	
No current law is applicable		SCDC does not have a recommendation for specific wording.	

Inmate on Inmate Assaults Related to Gangs

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "4. Please provide the following information for inmate on inmate assaults, for each of the last three years: (a) total number of incidents; (b) total number of inmates involved in all incidents; (c) percentage of inmates involved with validated gang affiliation; and (d) percentage of inmates involved who are suspected of having gang affiliation."

Inmate on Inmate Assaults by Fiscal Year and MIN Code

FY 2016 - FY 2019

Fiscal Year	MIN Code	# of Incident Reports (MINs)	Inmates Involved	% of Inmates with Validated Gang Affiliation	% of Inmates with Suspected Gang Affiliation
2016	Total*	335	728	12.09%	3.71%
	1100	113	251	16.33%	4.38%
	1110	48	140	10.71%	2.86%
	1200	161	323	10.22%	3.72%
	1205	18	30	13.33%	0.00%
2017	Total*	476	866	12.24%	4.85%
	1100	183	368	17.66%	5.98%
	1110	77	155	7.74%	5.81%
	1200	210	351	9.12%	3.70%
	1205	13	16	12.50%	0.00%
2018	Total*	355	638	11.91%	4.55%
	1100	144	269	15.24%	5.95%
	1110	48	110	8.18%	5.45%
	1200	157	271	9.96%	2.95%
	1205	18	29	13.79%	10.34%
2019	Total*	272	516	12.40%	6.40%
	1100	70	136	19.12%	9.56%
	1110	48	98	14.29%	3.06%
	1200	141	269	8.92%	5.20%
	1205	17	25	12.00%	12.00%

* Total may not equal sum of Incident Reports per code because some Incident Reports contain more than one Inmate on Inmate Assault code. As a result the inmate, validated and suspected STG counts are included in each appropriate MIN code summary.

MIN Codes

Code	Short Description	Long Description
1100	ASSAULT I/M ON I/M W/ SHARPENED WEAPON	THE ACTUAL CUTTING OR STABBING OR ANOTHER INMATE WITH A SHARPENED OBJECT MADE FROM METAL, WOOD, PLASTIC, ETC.
1110	ASSAULT I/M ON I/M W/ OTHER WEAPON	THE PHYSICAL ASSAULT ON ANOTHER INMATE WITH A WEAPON OTHER THAN AN EDGED OR SHARPENED OBJECT, I.E. STICK, LOCK, ETC.
1200	ASSAULT I/M ON I/M WO/ WEAPON	ACTUAL OR ALLEGED PHYSICAL ASSAULT BY PUSHING, PUNCHING, KICKING, ETC.
1205	I/M ON I/M - THROWN OBJECT/SUBSTANCE	THE THROWING OF ANY FOREIGN OBJECT BY AN INMATE UNTO ANOTHER INMATE, FOREIGN OBJECTS COULD INCLUDE FOOD, BODILY FLUIDS, OR OTHER ITEMS WITH THE INTENT OF HARMING THE INDIVIDUAL

Inmate on Staff Assaults Related to Gangs

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "5. Please provide the following information for inmate on staff assaults, for each of the last three years: (a) total number of incidents; (b) total number of staff involved in all incidents; (c) total number of inmates involved in all incidents; (d) percentage of inmates involved with validated gang affiliation; and (e) percentage of inmates involved who are suspected of having gang affiliation."

Inmate on Staff Assaults by Fiscal Year and MIN Code
FY 2016 - FY 2019

Fiscal Year	MIN Code	# of Incident Reports (MINs)	Employees Involved	Inmates Involved	% of Inmates with Validated Gang Affiliation	% of Inmates with Suspected Gang Affiliation
2016	Total*	503	1,855	606	7.92%	2.31%
	1210	52	179	56	7.14%	0.00%
	1220	167	596	182	4.95%	1.10%
	1300	19	124	34	8.82%	0.00%
	1310	17	73	17	0.00%	0.00%
	1400	269	1,001	341	9.97%	3.52%
2017	Total*	728	2,788	888	8.33%	2.93%
	1210	82	253	110	8.18%	0.91%
	1220	187	642	222	8.11%	2.70%
	1300	28	148	67	17.91%	2.99%
	1310	44	241	58	5.17%	3.45%
	1400	413	1,622	495	8.69%	3.23%
2018	Total*	541	1,960	638	9.56%	4.39%
	1210	37	115	40	7.50%	5.00%
	1220	156	524	180	7.22%	3.33%
	1300	29	101	37	10.81%	5.41%
	1310	33	151	43	6.98%	2.33%
	1400	305	1,152	362	11.05%	4.70%
2019	Total*	583	2,193	651	15.21%	6.30%
	1210	51	157	58	18.97%	6.90%
	1220	193	588	205	15.12%	2.93%
	1300	28	128	35	20.00%	0.00%
	1310	36	157	40	20.00%	2.50%
	1400	292	1,229	333	14.11%	9.31%

* Total may not equal sum of Incident Reports per code because some Incident Reports contain more than one Inmate on Staff Assault code. As a result the employee, inmate, validated and suspected STG counts are included in each appropriate MIN code summary.

MIN Codes

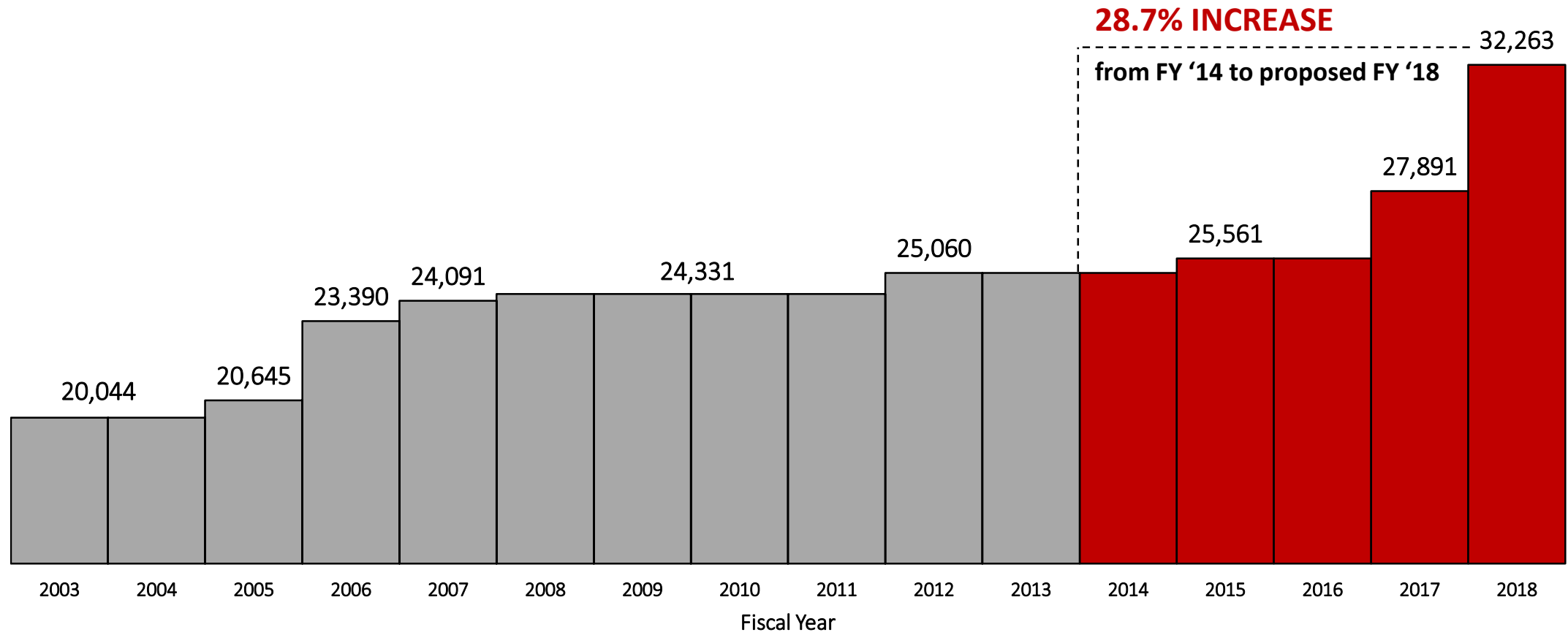
Code	Short Description	Long Description
1210	I/M ON EMPLOYEE - THROWN OBJECT	UTENSILS, CUPS, FOOD TRAYS, ETC.
1220	I/M ON EMPLOYEE - THROWN BODY SUBSTANCE	BODILY FLUIDS INCLUDING URINE, BLOOD, FECES, VOMIT, SALIVA, OR SEMEN THROWN BY AN INMATE ON AN EMPLOYEE
1300	ASSAULT I/M ON EMPLOYEE W/ SHARP WEAPON	ASSAULT WITH A SHARPENED WEAPON MADE FROM METAL, WOOD, PLASTIC, ETC.
1310	ASSAULT I/M ON EMPLOYEE W/ OTHER WEAPON	THE PHYSICAL ASSAULT OF AN EMPLOYEE WITH A WEAPON OTHER THAN AN EDGED OR SHARPENED OBJECT, I.E. STICK, LOCK, ETC.
1400	ASSAULT I/M ON EMPLOYEE W/O WEAPON	ACTUAL PHYSICAL ASSAULT BY PUSHING, PUNCHING, KICKING, UNWANTED BODILY CONTACT, OR WITH A FIXED OBJECT, I.E. DOOR, ETC.

Increased Base Salary for Correctional Staff

Included in the Department of Corrections' (SCDC) July 26, 2019 letter to the House Legislative Oversight Committee (LOC). This information was provided in response to the following question in LOC's June 28, 2019 letter to the Department of Corrections: "15. What actions does the agency take to maintain agency personnel morale and motivation (e.g., do agency personnel receive regular communication showing how their efforts are assisting inmates rehabilitate so they can see they are making a difference)?"

In addition to providing the information in this document, SCDC provided the following response:

- Employee Morale
 - Employee Appreciation Luncheons
 - Spot bonus program
 - Employee Awards (Can-Do)
 - Annual Employee Awards Banquet
 - TV's at each institution that display agency announcements
 - Newsletter
 - BlueZone announcements
 - Character First Program- complete 23 courses and receive an incentive item with the SCDC logo.
 - Send a birthday postcard to employees in the month of their birthday
 - Referral Bonuses
 - Service-Employee Award Luncheon
 - Correctional Officer Luncheon
 - Staff visits to the State House to include recognition
 - SCDC "Roadside Stand" on Broad River campus that sells fresh eggs and produce that are grown at our farms
 - Leadership Talks
 - Midlands Technical College Leadership Training
 - Career Path
 - CISM
 - New Uniforms
 - New Boots
 - Special Incentives, i.e. park in Warden's space
 - Feature Employees in Agency Advertisement Campaigns
 - Increased Base Salary for Correctional Staff, see attached
 - Deep dive into employee morale by studying shifts with high turnover and addressing management issues
 - Developing career paths to assist employees reaching their final career goals at SCDC
 - "We are Corrections" advertising campaign featuring SCDC employees who are making an impact in their communities through their work at SCDC
 - Paid Overtime
 - Employee Engagement Survey, which includes employee satisfaction, career development, work engagement and relationship management



- Based on starting salary figures for correctional officers with “no experience.”

****OVERTIME AVAILABLE****



FY 2017 salary information for sheriffs' deputies in other jurisdictions:

Richland - \$35,000

York - \$37,163

Lexington Patrol - \$36,501

Charleston County - \$38,951

Greenville County - \$38,839

Lexington County - \$34,642