



State of Ohio Chapter

ODRC Agency Professional Committee Meeting

February 9, 2021

| Union Delegates Attending: | Management Attending: |
|---|---|
| Geoff Davies, AO 1199 Athena Diven, CPS, MCI, Executive Board Member James Snowden, RN, GCI, Executive Board Member Sandra Gladding, PA2, NERC, Executive Board Member Gary Spradlin, RN, SOCF, 1199 Delegate Linda Wright, RN, AOCl, 1199 Delegate Jo Ward, RN MH, CRC, 1199 Delegate Lisa Ragland, RN, RCI, 1199 Delegate Jennifer Belfast, RN, OSP, 1199 Delegate Robert Mauro, CPS, SCI, 1199 Delegate African Grant, CPS, TCI, 1199 Delegate Peggy Hunter, RN, FMC, 1199 Delegate | Beth Hogon, Labor Chief Don Overstreet, Bureau of Labor Relations Kevin Runyon, Medical Operations Director Kelly Storm, Behavioral Health Director Allison Vaughn, Labor Relations Administrator 1 Roberta Banks, Chief Bureau Personnel Timothy Buchannan, Internal Rentry Shawn Carr, Quality Ops Director Vinko Kucinic, Chief Inspectors office Jocelyn Lowe, Asst Chief Counsel Aaron Mohr, Regional UMC Administrator Tracy Almanson-Murphy, Layana McDonald, (HR) |

Last minute issues to add:

- OSP time off scheduling. See last item.
- APC Logistics, union committee needs to be released properly for the morning from the institution.
 - Inmates and Staff still interrupt etc. not free of the workplace.
 - Still required to respond to emergent etc.
 - Contract language

DO: the expectation is release in the workplace, and LRO2 to provide resources and equipment to take part uninterrupted. Let's discuss outside see if we can handle.

1. Vaccination schedule

- a. When will MH/CPC & Class Spec receive?
- b. Oregon federal case Congregant setting.

Jocelyn: Federal court decision in Oregon, that Oregon chosen not to appeal. Order Feb 2nd that DOC needs to offer vaccine to all adults in DOC custody. Question was the prioritized other congregant facilities, had been prioritized over incarcerated adults, and they found it did. In Oregon all staff offered vaccine as part of phase A1a group 2, including other congregate settings (NH, group homes etc.) but excluded incarcerated pop. At the time Oregon did not include incarnated adults. They said they would soon though.

They had offered to all staff and contractors and 34% accepted. They determined incarcerated individuals 10x more likely to contract.

CDC recommend staff and inmates at the same time.

In Ohio were offering staff and inmates in same lines as public and ODH plan, e.g. LTC same time as public LTC.

The court ruling doesn't help us bc Ohio is following CDC guidelines.

KR: we take direction from ODH and Gov office in terms of who get it. We wouldn't have got what we have without director work. We have no control over numbers we get. Its driven by supply and demand. We continue to push to get population and staff.

Sure, but Case managers, MH etc are in the same boat as the transport officer.

KR: we tried to cast as wide a net as possible, umbrella. Transport was chosen bc when transporting sick positive inmate to the hospital, along with officers in the infirmary. Who could we get under that umbrella.

KR: we are trying by hook or by crook, we will vaccinate as many as possible. As these phases go get on the lists, particularly the outlying facilities.

Geoff: If I can get availability on a list will DRC release me?

Don: I don't know about that. We'll work with you if you have an appointment. Who passes buck to Roberta. Roberta says need more research.

KR: if you're placed on a wait list with 30 minute response, we should look at that. But if scheduled visit.

Linda: just approved Covid leave for side effects. Please add side effects. Including from outside vendor getting shot from them.

Geoff: What I don't get is that Craig Wachauf for example, a Case manager in a unit in hundred of inmates in an institution with Covid present is going to get his shot around the same time as me because for him its based on age/medical condition etc. and not how risk of exposure. I'm going to get it same time as him and I'm safe here in my office. He's on the front line with potentially positive inmates.

KR: The ODH/Governor guidance would have to change for us to change it.

CW: You're telling me the ODH and governor tells me I'm not as important as those who have been at home. Our department isn't able to stand up for us so I have to either through my union or otherwise.

KR: this is why you have a union and should use it. You have an advocate in our director, I hear you and understand you.

LW: LTC facilities who got it, e.g. FMC, but not all the staff there were LTC e.g. Case managers there didn't. Sergeants on those units didn't get it. So even though serving those units they didn't get it bc they weren't included.

ITEM ACTION OR RESOLUTION: None. Union will follow up where needed to advocate for wider access for CPS, MH, and Class Specs.

2. PDQ - CPS status – its still ongoing. No new information. Maybe have more info in two months.

ITEM ACTION OR RESOLUTION: Union meeting with DAS this week, set after agenda was finalized.

3. K2 Exposure

Is there a central policy on exposure that takes into account detection and prevention of exposures to members, further deterrence measures at all institutions. Recent instances at Ross, Warren, MaCI, AOCl, and SOCF. Three phase, final phase just this week. As of now all inst. are copying inmate mail (to prevent).

Kucinic: highlight copying of inmate mail. Started in Oct 2020, pilot institutions.

Illegal mail project – online solution and process to vet attorneys and so on and issuing control number for every piece of mail. E.g., attorney registers gets vetted and verified their credentials. They are issued a number and each piece of mail is marked with it. Good for certain time, cant be re-used. Also using drones. Also using K9s, have 9 dogs used statewide for shakedowns and screening mail.

Tim: Just what Vinko saying, when mail pilots installed new it would funnel drugs to legal mail. Common misconception of K2 for everything. Take out huge avenue into institution.

Kevin on medical:

Vinko: we're looking for trends and etc. how getting in.

Geoff: this is great stuff on proactive detection, how about in the situation itself. What is the deterrent inside?

AG: if staff, could they charge assault?

DO: its possible, determined by each municipality.

AG: our rule is physical assault is LC or increased to level E.

Vinko: we work with legal to make sure Rule 39 and Rule 51s, being used when we know who they are. From prosecutorial stand point don't know how many actually being prosecuted.

GD: Is there a specific level?

TB: step back in time – in years past we would put in TPU. When synthetics hit the ability to lock them up was there were too many for TPU space, then Covid hit. Harsh reality is TPUs being used for Covid and quarantine. Covid put the institutions in a worse position.

There is still a penalty with possession, does it rise to level where they can be charged? Perhaps. Its something we can look into and let you know.

Assault don't know.

Gary Spradlin: happened last night. Sec officer bc K2, and inmate had OD'd. We can pinpoint the inmate. Can we charged that offender?

DO: possibly. Substance possession that had an adverse impact. Its new territory and new ground. Its def something to look into.

Jocelyn: staff attorney could. Concern with Assault is proving intent to assault. Trying to strike is one thing. Its something we can talk to more also about rules changes and penalties.

Ragland: when we go out for exposures, if we don't have a physical injury WC is not paying, we get bills.

DO: we're trying to work through that with DAS. It is denied initially then they apply for disability. On a case by case basis we will work to approve those and we have done so. We've been able to cover any gaps.

ITEM ACTION OR RESOLUTION: State to respond on potential for increased deterrence for inmates.

4. Case manager duties – IRS forms.

Now any IRS form (library job), says to ask case manager. 1040, inmates flood case manager for the forms. It's not just the form, it's the questions afterwards. Central order, not institution. Direction to inmates to contact your case manager if you cannot find your documents etc. Its multiple times now, and for taxes. Will CMs now be the library for members? Additionally, what is the process that determines that Case managers are the repository for everything concerning inmates' affairs.

TB: couple different ways to go. First off making forms available it was urgency , and with CM being there it was accessibility. Dint want to make then tax consultants. Just form. 1040 form has been centralized. There's two other forms, 3911 and 14039 are not frequently asked forms. We knew there would be a bunch of questions but really tried to keep an eye on the demand and the trivial repetitive questions they get. One ask we did have to IRS is where we'd ask CM to enter info on a spreadsheet. Over a seven week period there have been 50 formal requests, only. Doesn't account for everything else.

The guidance comes from me. Also mindset to protect case managers. Just providing form.

Questions: CW: I've been doing hat s asked, just form and read JPAY etc. But my issue is giving them the forms, but the emails indicate that we run into the same issue we did in the past where we have all these guys coming to me, and in two weeks we get a box full of forms that it two weeks too late. If we're going to get the forms maybe wait until we have them.

TB: solid point.

GD: where is the line set and how is it determined that something comes down becomes a CM duty rather than someone else?

TB: its topic by topic. We do a lot to keep duties away from them bc we want folks to not be trapped on computer. Its case by case. If it belongs with religious wives then its them. In November it was just short term accessibility.

Lanaya: it is case by case. When lib was out I got emails every day. I get it, I normal times we would be asking,. If we weren't cohorted. Sometimes the reality is they're the ones who have direct access to the inmates so we don't have a choice. But each institutions should be looking at the sergeants etc. Where we are now though sometimes they're the best person to do it. So why cant library do this etc.>? Where we try to share we do but in some cases it will fall on unit staff.

BM: so why cant an inmate send a kite to the librarian?? Why cant that happen?

They can, but the point on time and urgency it was surgent and immediate.

BM: 75 guys came to my office.

AD: I've been a CM for 23 years, I appreciate we're here, but its been happening all the time, Covid or not. If its something needed done, its always been on the case managers.

LM: I acknowledge that. When I took this potions I looked at things we could pull. We're slower on that now because Covid. I truly believe lots of things are dumped on CM.

ITEM ACTION OR RESOLUTION: None. Issue to go forward according to Union's prerogative.

5. Mental Health Staffing mix

KS: the BHP position was initially brought in bc SW1, PA and weren't able to recruit or utilize clinical counselors, is the BHP is same as SW1 and allows a social worker or licensed to apply. Both positions bump up to a BHP2. If you vacate we post at initial posting level, then you go up when you increase your licensure. We also have BH supervisors who can verse SWBH staff, so that's a level of advancement. Also allow to become MH manage positions. There is some level.

We post at initial level because we have guidelines for every facility. At beginning of summer we applied ratios to the institutions and found they were open. So when reviewing we would decide to attrite that position or to convert to lower level. We are shuffling because hadn't applied the ratios for some time.

GD: what are those levels?

It I available for each place, I share it with leadership and allow them to have their discussion with staff. Its not a secret. I don't include supervisors in the ratio.

KS: Freezing and unfreezing: we'll go through ratio and apply. I'm keeping half frozen and some attrition all together, but will add too. Will do it every year. Our position has decrease dos case load also. IU am calling each manager to discuss impact with managers.
The psychologists are magical unicorns we are seeking,

We are open to ideas, we offer R&R, but not all, and we do look at how long vacancies sit open.

DO: we work closely with union on those position, does have education attainment advancement.

SG: when it trickles down we don't get it how you're presenting it. Just so we can have that info and greater understanding.

Storm: yes manager really need to be more transparent, would be better. Any ideas on how to do that better would be helpful.

ITEM ACTION OR RESOLUTION:

6. Open and frozen positions across DRC (1199)

- a. What positions are open per institution
- b. Of those positions which are frozen, and what date will they be unfrozen. If no date why not

Don: my understanding (its Roberta) essentially some were exempted from being filled. Chaplain positions vacant, and recently approved. Those decisions re being made on a case by case basis. Budget plays a factor.

General: What is the minimum staffing?

DO: There's no restriction on nursing. They're exempted from that freeze.

Kevin: Send the facility names where there are vacancies, we'll look at them.

IS there any minimum in each infirmary?

KR: no, its operational need, for flexibility. It depends on what's available also. Its driven by operational.

KR: example: if we say 2 RN and 1 LPN. And it continues we don't have that, the minimum level allows bare function but not sick call for e.g. We need to move there, so its operational. Managers have to determine the need for the safety of facility and staff. It may feel like folks don't feel they get the appropriate guidance.

OSP – medical, vacant position left, member on leave open, running 5 nurses shift with 2. Are they testing to see what they can get away with? Have a camp running with no extra staff. Are they going to have permanent staff cuts? Taking al the time for temps. Knock on mandation and time off issues. Ran a year with an RN down. Being refused personal time, for years.

Kevin – if there's vacancies then they should go agency and etc. do what's needed to fill. Also time when we'll tell them they have to go down to bare minimum. We've offered crisis rates.

Why is Personal time still being denied at OSP?

Snowden – what is minimum staffing, it needs to be provided.

Lisa: with fusion we have so much paperwork that if a person is by themselves on second or third then there's no way they can get done what needed.

KR: let me know what it is, I'm all about limiting that. But if cant get something or if no help that needs to be addressed at institution.

LR: we have two nights a week where nurse is by himself

GS: we've posted nurse jobs three times not being filled. We're short but management wont let volunteers to come in to help. Need to do FPC at Lucasville on this sooner.

General: we have directives that come down or that management should do and they just don't, it falls on deaf ears, but if I didn't do something id been held accountable.

ITEM ACTION OR RESOLUTION:

- c. Geoff to provide positions breakdown (see below)
- d. Don to provide requested info and respond to vacancies outlined below.
- e. Kevin to review any nursing vacancies
- f. Kevin/Don to attend next FPC at OSP

| DRC Positions 2019 vs 2020 | Oct-19 | Dec-20 | Diff |
|---------------------------------|------------|------------|------------|
| Psychiatric/DD Nurse | 116 | 115 | -1 |
| Corr Adv Prac Nurse Psy-MH | 14 | 17 | 3 |
| Psychologist | 32 | 28 | -4 |
| Psychology Assistant 2 | 28 | 27 | -1 |
| Behavioral Hlthcr Provider 1 | 18 | 24 | 6 |
| Behavioral Hlthcr Provider 2 | 32 | 37 | 5 |
| Social Worker 1 | 46 | 43 | -3 |
| Social Worker 2 | 28 | 25 | -3 |
| Chaplain | 30 | 27 | -3 |
| Correctional Nurse Practitioner | 39 | 45 | 6 |
| Correctional Physician Asst | 1 | 0 | -1 |
| Correctional Program Spec | 198 | 190 | -8 |
| Corrections Classification Spec | 31 | 29 | -2 |
| Nurse 1 | 379 | 373 | -6 |
| Physician | 3 | 2 | -1 |
| | 995 | 982 | -13 |

Institution Specific Positions Difference

| INSTITUTION | CLASSIFICATION | October 2019 # | December 2020 # | Difference |
|---------------------------|--------------------------------|----------------|-----------------|------------|
| ALLEN/OAKWOOD CORR INST | Behavioral Hlthcr Provider 1 | 1 | 2 | 1 |
| ALLEN/OAKWOOD CORR INST | Behavioral Hlthcr Provider 2 | 1 | | -1 |
| ALLEN/OAKWOOD CORR INST | Chaplain | 1 | 1 | 0 |
| ALLEN/OAKWOOD CORR INST | Corr Adv Prac Nurse Psy-MH | 1 | 2 | 1 |
| ALLEN/OAKWOOD CORR INST | Correctional Nurse Practitione | 1 | 2 | 1 |
| ALLEN/OAKWOOD CORR INST | Correctional Program Spec | 7 | 7 | 0 |
| ALLEN/OAKWOOD CORR INST | Nurse 1 | 15 | 16 | 1 |
| ALLEN/OAKWOOD CORR INST | Psychiatric/DD Nurse | 15 | 15 | 0 |
| ALLEN/OAKWOOD CORR INST | Psychologist | 1 | 1 | 0 |
| ALLEN/OAKWOOD CORR INST | Psychology Assistant 2 | 3 | 3 | 0 |
| ALLEN/OAKWOOD CORR INST | Social Worker 1 | 4 | 4 | 0 |
| ALLEN/OAKWOOD CORR INST | Social Worker 2 | 1 | 1 | 0 |
| Belmont Correctional Inst | Behavioral Hlthcr Provider 1 | 2 | 2 | 0 |
| Belmont Correctional Inst | Behavioral Hlthcr Provider 2 | 2 | 1 | -1 |
| Belmont Correctional Inst | Chaplain | 1 | 1 | 0 |
| Belmont Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Belmont Correctional Inst | Correctional Nurse Practitione | 1 | 1 | 0 |
| Belmont Correctional Inst | Correctional Program Spec | 10 | 10 | 0 |
| Belmont Correctional Inst | Nurse 1 | 15 | 14 | -1 |

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|-------------------------------|--------------------------------|----|----|----|
| Belmont Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Belmont Correctional Inst | Psychology Assistant 2 | 3 | 3 | 0 |
| Belmont Correctional Inst | Social Worker 1 | 3 | 1 | -2 |
| Belmont Correctional Inst | Social Worker 2 | 2 | 2 | 0 |
| Chillicothe Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 2 | 1 |
| Chillicothe Correctional Inst | Chaplain | 1 | 1 | 0 |
| Chillicothe Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Chillicothe Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Chillicothe Correctional Inst | Correctional Program Spec | 11 | 11 | 0 |
| Chillicothe Correctional Inst | Nurse 1 | 14 | 14 | 0 |
| Chillicothe Correctional Inst | Psychiatric/DD Nurse | 3 | 3 | 0 |
| Chillicothe Correctional Inst | Psychologist | 2 | 2 | 0 |
| Chillicothe Correctional Inst | Psychology Assistant 2 | 1 | 1 | 0 |
| Chillicothe Correctional Inst | Social Worker 1 | 6 | 6 | 0 |
| Chillicothe Correctional Inst | Social Worker 2 | 2 | 1 | -1 |
| Corrections Reception Center | Behavioral Hlthcr Provider 1 | 1 | 1 | 0 |
| Corrections Reception Center | Behavioral Hlthcr Provider 2 | 6 | 6 | 0 |
| Corrections Reception Center | Chaplain | 1 | 1 | 0 |
| Corrections Reception Center | Corr Adv Prac Nurse Psy-MH | 2 | 2 | 0 |
| Corrections Reception Center | Correctional Nurse Practitione | 4 | 4 | 0 |
| Corrections Reception Center | Correctional Program Spec | 9 | 8 | -1 |
| Corrections Reception Center | Corrections Classification Spe | 12 | 11 | -1 |
| Corrections Reception Center | Nurse 1 | 16 | 14 | -2 |
| Corrections Reception Center | Physician | 1 | | -1 |
| Corrections Reception Center | Psychiatric/DD Nurse | 12 | 14 | 2 |
| Corrections Reception Center | Psychologist | 2 | 3 | 1 |
| Corrections Reception Center | Psychology Assistant 2 | 1 | | -1 |
| Corrections Reception Center | Psychology Assistant 2 | 1 | 2 | 1 |
| Corrections Reception Center | Social Worker 1 | 2 | 2 | 0 |
| Corrections Reception Center | Social Worker 2 | 2 | 2 | 0 |
| Dayton Correctional Inst | Behavioral Hlthcr Provider 2 | 2 | 1 | -1 |
| Dayton Correctional Inst | Chaplain | 1 | 1 | 0 |
| Dayton Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Dayton Correctional Inst | Correctional Nurse Practitione | | 1 | 1 |
| Dayton Correctional Inst | Correctional Program Spec | 4 | 4 | 0 |
| Dayton Correctional Inst | Nurse 1 | 10 | 10 | 0 |
| Dayton Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Dayton Correctional Inst | Psychologist | 2 | 2 | 0 |
| Dayton Correctional Inst | Social Worker 1 | 1 | 2 | 1 |
| FRANKLIN MEDICAL CENTER | Chaplain | 1 | 1 | 0 |
| FRANKLIN MEDICAL CENTER | Correctional Nurse Practitione | 1 | 2 | 1 |
| FRANKLIN MEDICAL CENTER | Correctional Program Spec | 3 | 3 | 0 |
| FRANKLIN MEDICAL CENTER | Nurse 1 | 55 | 56 | 1 |
| FRANKLIN MEDICAL CENTER | Psychiatric/DD Nurse | 2 | 2 | 0 |
| FRANKLIN MEDICAL CENTER | Psychologist | 1 | 1 | 0 |
| FRANKLIN MEDICAL CENTER | Psychology Assistant 2 | 1 | 1 | 0 |
| Grafton Correctional Inst | Behavioral Hlthcr Provider 1 | | 1 | 1 |
| Grafton Correctional Inst | Behavioral Hlthcr Provider 2 | 2 | 2 | 0 |
| Grafton Correctional Inst | Chaplain | 1 | 1 | 0 |
| Grafton Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Grafton Correctional Inst | Correctional Program Spec | 10 | 10 | 0 |
| Grafton Correctional Inst | Nurse 1 | 14 | 14 | 0 |
| Grafton Correctional Inst | Psychiatric/DD Nurse | 11 | 12 | 1 |
| Grafton Correctional Inst | Psychologist | 1 | 1 | 0 |
| Grafton Correctional Inst | Psychology Assistant 2 | 2 | 2 | 0 |
| Grafton Correctional Inst | Social Worker 1 | 3 | 3 | 0 |
| Lebanon Correctional Inst | Behavioral Hlthcr Provider 1 | 1 | 2 | 1 |
| Lebanon Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 1 | 0 |
| Lebanon Correctional Inst | Chaplain | 2 | 2 | 0 |
| Lebanon Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Lebanon Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Lebanon Correctional Inst | Correctional Program Spec | 10 | 8 | -2 |
| Lebanon Correctional Inst | Nurse 1 | 12 | 11 | -1 |

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|-----------------------------|--------------------------------|----|----|----|
| Lebanon Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Lebanon Correctional Inst | Psychologist | 2 | 2 | 0 |
| Lebanon Correctional Inst | Social Worker 2 | 1 | | -1 |
| London Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 1 | 0 |
| London Correctional Inst | Chaplain | 1 | | -1 |
| London Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| London Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| London Correctional Inst | Correctional Program Spec | 10 | 9 | -1 |
| London Correctional Inst | Nurse 1 | 11 | 11 | 0 |
| London Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| London Correctional Inst | Psychologist | 1 | 1 | 0 |
| London Correctional Inst | Social Worker 1 | 1 | 1 | 0 |
| London Correctional Inst | Social Worker 2 | 1 | 1 | 0 |
| Lorain Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 2 | 1 |
| Lorain Correctional Inst | Chaplain | 1 | | -1 |
| Lorain Correctional Inst | Corr Adv Prac Nurse Psy-MH | | 1 | 1 |
| Lorain Correctional Inst | Correctional Nurse Practitione | 3 | 3 | 0 |
| Lorain Correctional Inst | Correctional Program Spec | 7 | 6 | -1 |
| Lorain Correctional Inst | Corrections Classification Spe | 10 | 10 | 0 |
| Lorain Correctional Inst | Nurse 1 | 13 | 15 | 2 |
| Lorain Correctional Inst | Psychiatric/DD Nurse | 5 | 5 | 0 |
| Lorain Correctional Inst | Psychologist | 2 | 2 | 0 |
| Lorain Correctional Inst | Psychology Assistant 2 | 3 | 3 | 0 |
| Lorain Correctional Inst | Social Worker 2 | 5 | 5 | 0 |
| Madison Correctional Inst | Behavioral Hlthcr Provider 1 | 3 | 5 | 2 |
| Madison Correctional Inst | Behavioral Hlthcr Provider 2 | 3 | 3 | 0 |
| Madison Correctional Inst | Chaplain | 1 | 1 | 0 |
| Madison Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Madison Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Madison Correctional Inst | Correctional Program Spec | 10 | 10 | 0 |
| Madison Correctional Inst | Nurse 1 | 14 | 11 | -3 |
| Madison Correctional Inst | Psychiatric/DD Nurse | 9 | 9 | 0 |
| Madison Correctional Inst | Psychologist | 1 | 1 | 0 |
| Madison Correctional Inst | Psychology Assistant 2 | 1 | 1 | 0 |
| Madison Correctional Inst | Social Worker 1 | 2 | 2 | 0 |
| Madison Correctional Inst | Social Worker 2 | 1 | 1 | 0 |
| Mansfield Correctional Inst | Behavioral Hlthcr Provider 1 | 2 | 4 | 2 |
| Mansfield Correctional Inst | Behavioral Hlthcr Provider 2 | 2 | 2 | 0 |
| Mansfield Correctional Inst | Chaplain | 2 | 2 | 0 |
| Mansfield Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Mansfield Correctional Inst | Correctional Program Spec | 13 | 10 | -3 |
| Mansfield Correctional Inst | Nurse 1 | 15 | 15 | 0 |
| Mansfield Correctional Inst | Psychiatric/DD Nurse | 3 | 2 | -1 |
| Mansfield Correctional Inst | Social Worker 1 | 1 | 1 | 0 |
| Marion Correctional Inst | Chaplain | 2 | 1 | -1 |
| Marion Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Marion Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Marion Correctional Inst | Correctional Program Spec | 9 | 9 | 0 |
| Marion Correctional Inst | Nurse 1 | 13 | 15 | 2 |
| Marion Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Marion Correctional Inst | Psychologist | 2 | | -2 |
| Marion Correctional Inst | Psychology Assistant 2 | 2 | 3 | 1 |
| Marion Correctional Inst | Social Worker 1 | 3 | 3 | 0 |
| Marion Correctional Inst | Social Worker 2 | 2 | 1 | -1 |
| Noble Correctional Inst | Behavioral Hlthcr Provider 1 | 1 | 1 | 0 |
| Noble Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 1 | 0 |
| Noble Correctional Inst | Chaplain | 1 | 1 | 0 |
| Noble Correctional Inst | Corr Adv Prac Nurse Psy-MH | | 1 | 1 |
| Noble Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Noble Correctional Inst | Correctional Program Spec | 10 | 10 | 0 |
| Noble Correctional Inst | Nurse 1 | 14 | 13 | -1 |
| Noble Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Noble Correctional Inst | Social Worker 1 | 4 | 3 | -1 |

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|--------------------------------|--------------------------------|----|----|----|
| Noble Correctional Inst | Social Worker 2 | 1 | 1 | 0 |
| NORTHEAST REINTEGRATION CENTER | Chaplain | 1 | 1 | 0 |
| NORTHEAST REINTEGRATION CENTER | Corr Adv Prac Nurse Psy-MH | | 1 | 1 |
| NORTHEAST REINTEGRATION CENTER | Correctional Program Spec | 4 | 3 | -1 |
| NORTHEAST REINTEGRATION CENTER | Nurse 1 | 9 | 8 | -1 |
| NORTHEAST REINTEGRATION CENTER | Psychiatric/DD Nurse | 2 | 1 | -1 |
| NORTHEAST REINTEGRATION CENTER | Psychologist | 2 | 1 | -1 |
| NORTHEAST REINTEGRATION CENTER | Psychology Assistant 2 | 1 | 1 | 0 |
| NORTHEAST REINTEGRATION CENTER | Social Worker 2 | 1 | | -1 |
| Ohio Reformatory for Women | Chaplain | 2 | 1 | -1 |
| Ohio Reformatory for Women | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Ohio Reformatory for Women | Correctional Nurse Practitione | 2 | 3 | 1 |
| Ohio Reformatory for Women | Correctional Program Spec | 10 | 11 | 1 |
| Ohio Reformatory for Women | Corrections Classification Spe | 5 | 4 | -1 |
| Ohio Reformatory for Women | Nurse 1 | 16 | 16 | 0 |
| Ohio Reformatory for Women | Physician | 2 | 2 | 0 |
| Ohio Reformatory for Women | Psychiatric/DD Nurse | 13 | 13 | 0 |
| Ohio Reformatory for Women | Psychologist | 6 | 5 | -1 |
| Ohio Reformatory for Women | Social Worker 1 | 6 | 8 | 2 |
| Ohio Reformatory for Women | Social Worker 2 | 5 | 3 | -2 |
| Ohio State Penitentiary | Behavioral Hlthcr Provider 1 | 1 | 1 | 0 |
| Ohio State Penitentiary | Behavioral Hlthcr Provider 2 | 1 | 1 | 0 |
| Ohio State Penitentiary | Chaplain | 2 | 2 | 0 |
| Ohio State Penitentiary | Correctional Nurse Practitione | | 1 | 1 |
| Ohio State Penitentiary | Correctional Program Spec | 3 | 3 | 0 |
| Ohio State Penitentiary | Nurse 1 | 10 | 9 | -1 |
| Ohio State Penitentiary | Social Worker 2 | 1 | 1 | 0 |
| OPERATION SUPPORT CENTER | Behavioral Hlthcr Provider 1 | 1 | 1 | 0 |
| OPERATION SUPPORT CENTER | Corrections Classification Spe | 4 | 4 | 0 |
| OPERATION SUPPORT CENTER | Psychologist | 1 | 1 | 0 |
| Pickaway Correctional Inst | Chaplain | 1 | 1 | 0 |
| Pickaway Correctional Inst | Corr Adv Prac Nurse Psy-MH | | 1 | 1 |
| Pickaway Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Pickaway Correctional Inst | Correctional Program Spec | 9 | 9 | 0 |
| Pickaway Correctional Inst | Nurse 1 | 30 | 29 | -1 |
| Pickaway Correctional Inst | Psychiatric/DD Nurse | 3 | 3 | 0 |
| Pickaway Correctional Inst | Psychologist | 1 | 1 | 0 |
| Pickaway Correctional Inst | Psychology Assistant 2 | 2 | | -2 |
| Pickaway Correctional Inst | Social Worker 1 | 1 | 1 | 0 |
| Pickaway Correctional Inst | Social Worker 2 | 3 | 3 | 0 |
| Richland Correctional Inst | Behavioral Hlthcr Provider 2 | | 1 | 1 |
| Richland Correctional Inst | Chaplain | 2 | 2 | 0 |
| Richland Correctional Inst | Correctional Nurse Practitione | 1 | 2 | 1 |
| Richland Correctional Inst | Correctional Physician Asst | 1 | 1 | 0 |
| Richland Correctional Inst | Correctional Program Spec | 10 | 10 | 0 |
| Richland Correctional Inst | Nurse 1 | 15 | 14 | -1 |
| Richland Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Richland Correctional Inst | Psychologist | 1 | 1 | 0 |
| Richland Correctional Inst | Psychology Assistant 2 | 1 | 1 | 0 |
| Richland Correctional Inst | Social Worker 1 | 3 | 2 | -1 |
| Ross Correctional Inst | Behavioral Hlthcr Provider 1 | 1 | | -1 |
| Ross Correctional Inst | Behavioral Hlthcr Provider 2 | 2 | 3 | 1 |
| Ross Correctional Inst | Chaplain | 1 | 1 | 0 |
| Ross Correctional Inst | Correctional Nurse Practitione | 2 | 2 | 0 |
| Ross Correctional Inst | Correctional Program Spec | 9 | 8 | -1 |
| Ross Correctional Inst | Nurse 1 | 15 | 14 | -1 |
| Ross Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Ross Correctional Inst | Psychologist | 1 | | -1 |
| Ross Correctional Inst | Social Worker 1 | 3 | 1 | -2 |
| Ross Correctional Inst | Social Worker 2 | | 1 | 1 |
| SOUTHEASTERN CORRECTIONAL INST | Behavioral Hlthcr Provider 2 | 2 | 2 | 0 |
| SOUTHEASTERN CORRECTIONAL INST | Chaplain | | 1 | 1 |
| SOUTHEASTERN CORRECTIONAL INST | Correctional Nurse Practitione | 1 | 1 | 0 |

| | | | | |
|--------------------------------|--------------------------------|----|----|----|
| SOUTHEASTERN CORRECTIONAL INST | Correctional Program Spec | 7 | 7 | 0 |
| SOUTHEASTERN CORRECTIONAL INST | Nurse 1 | 12 | 11 | -1 |
| SOUTHEASTERN CORRECTIONAL INST | Psychiatric/DD Nurse | 2 | 2 | 0 |
| SOUTHEASTERN CORRECTIONAL INST | Psychologist | 1 | 1 | 0 |
| SOUTHEASTERN CORRECTIONAL INST | Psychology Assistant 2 | 1 | 1 | 0 |
| SOUTHEASTERN CORRECTIONAL INST | Social Worker 1 | 1 | | -1 |
| Southern Ohio Corr Facility | Behavioral Hlthcr Provider 2 | 2 | 2 | 0 |
| Southern Ohio Corr Facility | Chaplain | 1 | 1 | 0 |
| Southern Ohio Corr Facility | Correctional Nurse Practitione | 2 | 2 | 0 |
| Southern Ohio Corr Facility | Correctional Program Spec | 6 | 6 | 0 |
| Southern Ohio Corr Facility | Nurse 1 | 11 | 11 | 0 |
| Southern Ohio Corr Facility | Psychiatric/DD Nurse | 7 | 5 | -2 |
| Southern Ohio Corr Facility | Psychology Assistant 2 | 1 | 1 | 0 |
| Southern Ohio Corr Facility | Social Worker 1 | 2 | 1 | -1 |
| Toledo Correctional Inst | Behavioral Hlthcr Provider 1 | 2 | 3 | 1 |
| Toledo Correctional Inst | Behavioral Hlthcr Provider 2 | | 2 | 2 |
| Toledo Correctional Inst | Chaplain | 1 | 1 | 0 |
| Toledo Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | | -1 |
| Toledo Correctional Inst | Correctional Nurse Practitione | 1 | 1 | 0 |
| Toledo Correctional Inst | Correctional Program Spec | 6 | 6 | 0 |
| Toledo Correctional Inst | Nurse 1 | 11 | 11 | 0 |
| Toledo Correctional Inst | Psychiatric/DD Nurse | 2 | 2 | 0 |
| Toledo Correctional Inst | Social Worker 1 | 1 | 1 | 0 |
| Trumbull Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 2 | 1 |
| Trumbull Correctional Inst | Chaplain | 1 | 1 | 0 |
| Trumbull Correctional Inst | Corr Adv Prac Nurse Psy-MH | 1 | 1 | 0 |
| Trumbull Correctional Inst | Correctional Nurse Practitione | 1 | 1 | 0 |
| Trumbull Correctional Inst | Correctional Program Spec | 6 | 6 | 0 |
| Trumbull Correctional Inst | Nurse 1 | 11 | 12 | 1 |
| Trumbull Correctional Inst | Psychiatric/DD Nurse | 1 | 1 | 0 |
| Trumbull Correctional Inst | Psychology Assistant 2 | 2 | 2 | 0 |
| Trumbull Correctional Inst | Social Worker 2 | 2 | 2 | 0 |
| Warren Correctional Inst | Behavioral Hlthcr Provider 1 | 2 | 1 | -1 |
| Warren Correctional Inst | Behavioral Hlthcr Provider 2 | 1 | 2 | 1 |
| Warren Correctional Inst | Chaplain | 1 | 1 | 0 |
| Warren Correctional Inst | Correctional Nurse Practitione | 1 | 1 | 0 |
| Warren Correctional Inst | Correctional Program Spec | 6 | 5 | -1 |
| Warren Correctional Inst | Nurse 1 | 8 | 9 | 1 |
| Warren Correctional Inst | Psychiatric/DD Nurse | 10 | 10 | 0 |
| Warren Correctional Inst | Psychologist | 2 | 2 | 0 |
| Warren Correctional Inst | Psychology Assistant 2 | 2 | 2 | 0 |
| Warren Correctional Inst | Social Worker 1 | 1 | 1 | 0 |

The next items we would like on the agenda but will withdraw if resolved before date of APC. CC'ing Mr. Goliday

7. CRC Flex time for mental health (pending response from Goliday)
8. CRC Flex time case manager (pending response from Goliday)
9. Golf cart disappeared day after memo, where has it gone? (pending response from Goliday)

NEXT FPC: April 13, June 8, Aug 10, Oct 12, Dec 14

Appendix for Reference

Correctional Program Specialist

JOB DUTIES IN ORDER OF IMPORTANCE

(These duties are illustrative only. Incumbents may perform some or all of these duties or other job related duties as assigned.)

Plans &/or delivers social &/or rehabilitative program services for assigned unit in correctional facility (e.g., substance abuse, sex offenders, general population), coordinates activities with other treatment units, volunteers &/or community service providers, participates in development of individual treatment &/or pre-parole plans by assessing risks, needs & progress of inmates/juveniles, prepares security classification instruments & recommends changes in social programs.

Interviews inmates/juveniles for inclusion in programs; collects personal & family information; provides social &/or rehabilitative program counseling for individuals & groups; orients new inmates/juveniles to facility &/or program; intervenes in crisis situations; refers inmates/juveniles to other treatment units; interviews inmates/juveniles for jobs within institution.

Contacts &/or meets with community service providers &/or governmental agencies to arrange services; contacts courts & law enforcement agencies regarding status of inmates/juveniles; maintains communication with family members of inmates/juveniles regarding variety of problems; maintains visiting lists, work assignments & other records; serves on committees & attends interdisciplinary meetings.

MAJOR WORKER CHARACTERISTICS

Knowledge of social or behavioral science or criminal justice or comparable field; community resources regarding employment, social services policy & program planning & analysis*; counseling/ interviewing techniques. Ability to define problems, collect data, establish facts & draw valid conclusions; gather, collate & classify information about data, people or things; handle emergencies & sensitive contacts with inmates/juveniles or family members; prepare concise, meaningful & accurate reports. (*)Developed after employment.

MINIMUM CLASS QUALIFICATIONS FOR EMPLOYMENT

Completion of undergraduate core program in social or behavioral science or criminal justice or comparable field.

-Or completion of courses required for associate degree in social or behavioral science or criminal justice or comparable field.

-Or 2 yrs. exp. in social or behavioral science or criminal justice field which must include all of the following responsibilities: report writing, record keeping, interviewing, counseling & contact with social service agencies.

-Or equivalent of Minimum Class Qualifications for Employment noted above.

TRAINING AND DEVELOPMENT REQUIRED TO REMAIN IN THE CLASSIFICATION AFTER EMPLOYMENT

Not applicable.

UNUSUAL WORKING CONDITIONS

May be exposed to potentially dangerous inmates/juveniles; may be required to work weekends & travel; work is on fixed shift basis.