

APC Meeting 05/17/2023

Management: Heather Smith, Roger Wilson, Allison Vaughn, Mark Herubin, Jessica Dennis, Stacy Shelton-Ewing, Aaron Corwin, Phil Rader, Lindsay Dudas, Jason Nespeca

Union: Kristie Branch, Scott Basinger, Tom Guyer, Rob Hollett, Amy Jenkins, Angie Foltz, Paul Cieslinski, Jeff Fortman

- 1.) Vacant Positions: Jessica reported no specific numbers to provide; “we are all facing hardships”. Had a “very fruitful same-day hiring event in Columbus; Cincy and Dayton have most vacancies
Stacy: down to 14 vacancies, with 2 additional new hires starting in next few weeks; June 13th follow up with additional applicants; Heather: 1 vacancy in Akron; Cincy 26; Cleveland 10; Columbus 14; Dayton 12; Lima 3

Kristie asked if consideration had been given to creating MOU regarding recruitment and retention; DYS just did one for 2 classifications; Jessica stated that she would be “very open and supportive” of this. She will follow up with Beth Hogon.

- 2.) KRONOS – Allison blames DAS; payroll officers don’t always pay attention to the notes, so and email needs to be sent additionally
- 3.) Vests for female officers: Cleveland PO’s reported they were fitted for male vests; Jessica stated that this should not have happened; Paul will send list of names to Mark Herubin. Female vests come with a “U” number in front (meaning unstructured). Mark already checked with Safariland and with Vance’s. Mark places an order every quarter, based on inventory lists provided by the regionals and/or asset manager to schedule a fitting every 6 months for those due to expire.
- 4.) Med bags and tourniquets – Mark Herubin reports that he has ordered kits with tourniquets and other accessories for all officers. There will be train the trainers identified in each region as “subject matter experts” beginning in June.

4.a) New training specialists (formerly known as Staff Development Specialists) 6 requested, 3 approved. Will be EXEMPT positions, with headquarter areas To Be Determined. Jessica “pretty sure” the positions are approved.

4.b) PO School: still hybrid of virtual and in-person training. Jessica stated that this is likely to continue indefinitely;

- 5.) TC medical returns; difficult piece that makes it impossible for prison staff to make arrests. Jessica and Mark can work on getting APA relieved at hospitals or other medical facilities. Transports with medical or other uncooperative offenders/supervisees need to be coordinated amongst APA staff. Jessica reports that if there are anticipated problems, regionals can reach out to Jessica or Mark for assistance. HIPPA does not always apply during medical transports, staff have the right to know what they are dealing with. When questioned about liability issues, no specific response was received.

- a. Kelly and Dan requested feedback regarding ongoing direct returns from the Akron area because Summit County Jail won't book offenders, nor will they assist with transports. Seeking more efficient resolutions from management, such as taking offenders to the closest institution rather than a Reception Center. Jessica reports that this is not under the control of DPCS.
- 6.) Ohio Max notifications: vendor approached APA; Jessica still receives the notices, so didn't know PO's no longer received them.
- 7.) Open agenda: Cages in vehicles. Mark reports "they" are 100 transport vans behind. Majority are allegedly for DRC. Production is delayed. Mark ordered "a dozen" SUV with cages. Not sure if they will be received, as DAS makes the determination. Heather reports that DAS "doesn't care about the equipment you have to carry or the area you work in. If they are received, Regionals will assign to the areas. Kelly asked if the SUV's will be issued to some rural areas, Mark again stated that it will be determined by the regional. Robin mentioned a Transit van in Cleveland and a larger employee cannot get in/out easily. Seats cannot be moved due to the cage. Mark replied that he has never been in a caged vehicle that was comfortable. We cannot get what we want, "because they have a different contract" (according to Heather).
- 8.) "Jessica survey" – being analyzed by research. Jessica, Roger, and Katrina meeting with Tina Mawhorr in near future and will be sharing information in near future. Jessica unsure of exact response rate.
- 9.) Body Worn Cameras: Jessica reports that this issue went all the way to the director. Lindsay Dudas reports that policy changes will include the light changes. Once approved, the front light will always be off. The operational LED on top will still be on, but officers can have control to turn off or dim it. To change mode, hold volume up button for 3 seconds. Can also turn lights off by holding volume UP button. Once docked, camera will default back to original settings. Instructions will be provided via email and/or virtual meeting. The ID labels and title will be just CCIS and name, no longer requiring full label. Lindsay met with victim advocates to discuss recording victim statements. Written consent will be required. BWC recording is not meant to replace a written statement, but is to be used in conjunction with the written statement.
- 10.) Kristie and Jeff discussed after-hours checking on offenders. Jessica reports that there is OT offered for instructors, sex offender checks, etc. As there is no shortage of work to be done, Jessica stated, "If you cannot get your work done within 40 hours...talk to your supervisor about working with Regional Administrator to gain that authorization. Flex time is still preferred, but OT is not out of the question. Stacy reported that there are some PO's who may need to work alternative schedule and adjust hours to meet needs of offenders. Reported that there will be no OT to "work ahead" on a hearing that isn't until next month as an example. Jason stated he is open to being flexible with schedules and OT for PO's as needs arise. Kelly asked that Regionals be reminded to be flexible with their staff. Phil added that there is a need for OT for after hours, weekends, and holidays at institutions and there is plenty of opportunities for money. Phil claims that after 2-3 shifts in prison, it won't be a big deal.

Next Meeting: August 17th