

APC – 01/17/2024

Attendees: Anna White, Kristie Branch, Aaron Wheeler, Robin Tilman, Amy Jenkins, Angie Foltz, Kelly Thomas, Brenda Duenas, Paul Cielinski, Rob Hollett, Roger Plotts, Jeff Fortman, Jason Marks, Dan Robinson, Chris Niekamp, Tom Guyer, Jen Olsen, Mark Herubin, Allison Vaughn, Lindsay Dudas, Katrina Ransom, Aaron Corwin, Jessica Dennis, Heather Smith, Phil Rader

- 1.) Case Manager – PO Job Shadowing: Katrina reported that there was a group of case managers and PO's who met with Director in summer. From that meeting, "we" were told (October) that one of those things being required would be a job shadow. Plan was developed and that's how we ended up where we are. Kristie spoke about how fast this was rolled out and associated questions. There has been some push back on both sides. Why was there no request for delegates or volunteers on the committee, or make the experience optional. Director wanted to meet with PO's and case managers. Katrina claimed no knowledge of what was going to be discussed. Stated Director decided that the best resolution to issue and questions was regarding a job shadowing experience. What is the expectation when PACE program is available, and the "Blurring the Lines" program from years ago. Katrina stated that the goal is for each position to better understand the other.

Starting with new hires to fix problems ahead of time. Also, have had discussion about the option to go to a prison closer to home, rather than one in your immediate area. Only certain positions are being exempted (i.e. Task Force Officers, Transportation, ORAS). Tom Guyer asked about whether Katrina and Jessica were excluded from the committee meetings. He questioned why the union and the committee assignments were blindsided. Kristie reported that there was push back from both APA and case manager side. It's not helpful when union cannot answer questions from the membership.

Kelly expressed concern that many questions were asked and no one seemed to have answers. Regarding case managers going out into the field. Not sure if that's what we are even to do with them. PO's have concerns about safety (i.e. available vests, liability issues, etc.). Allison deferred to Katrina, but acknowledged concerns about communication piece, and claimed that it was nothing intentional. She just thinks it was a "joint committee" and the communication got lost in the shuffle. Tom pointed out that they have circumvented the ability to have input on these decisions before they are implemented. How do we address safety concerns and still meet the Director's objectives with this project? Why have these APC meetings if the process is going to be passed over?

Katrina replied to this that "the regions can select officers who will do the job shadowing. Every single officer may not have a case manager assigned to them. We have identified several things that we should not take them out on...whatever you have on your schedule for that day is what you will do...except that you cannot take them to look for violators, problem cases, etc." Regions will decide. If there are many vacancies in a unit, that unit may not be selected for shadowing. "If the regions have vests available, they should provide one. If they don't have any available, then they can't". Jessica stated we (APA) are not giving any prison staff work direction if they decide they don't want to go out without a vest.

Jeff asked about the committee that was developed. Much of the aggravation stems from active PO's not being included in the discussion or decision making. Understanding safety concerns, nothing is "routine" in this field. Jessica then asked that Beth be made aware of this conversation so it can be "upchained". Kristie reported that many emails have been flying around between union and management, and the MRC and delegates are getting "hate mail".

Kelly asked why can't the "focus group" go do the job shadow and then allow them to bring it back to the regions in a training? Asked that it be taken back to the top. Jessica replied that it is a good suggestion. She is "not loving it" how it happened. From educational perspective, the experience and the varying perspectives make us well-rounded professionals...we should continue to have conversations about the issues so that we can do better next time".

Amy asked about the implementation of ORAS assessors into the Body Worn Cameras. Why can't she work by herself? Answer was that she has a blue badge. If she cannot work alone, then supposedly the BWC is for her safety. Why are case managers, hearing officers, and PBPO's exempted?? Jessica stated that "one of the major problems is how different facilities operate differently". Jessica clarified that Amy is one-on-one often, but there are plenty of people constantly going past. So why is the BWC necessary? Jessica stated that they thought it was a good idea to reassess the ORAS Assessors, it made good sense in the PO classification since they have a lot of contact with offenders. They were finding, though, that they were going out in the field and doing other PO duties. Jessica stated that Amy's situation is not going to change, and perhaps the institutions can come together to do things more uniformly. If individual circumstances present, they can have case-by-case discussions according to Jessica. Looking for more fairness across the board (case managers, PBPO's, hearing officers, etc.).

Kelly asked why PO's will be required to wear BWC while job shadowing, while case managers will not. There are cameras inside the institutions. Jessica replied that "one 8-hour day is not going to dictate..." the outcome of our BWC policy. Nothing changes right now. Kristie added that she is hopeful that Jessica is noting these issues raised, but in no way arguing for/against the BWC. We just want consistency amongst ALL staff, in prison or not. Jessica asked Lindsay for feedback. He stated that during hearings, the BWC are to be in sleep mode.

Allison and Heather asked Lindsay to elaborate on the lighting issue. Email went out to all staff in August about how to turn the front light off, as well as the top light being dimmed or turned off. All PO classes are now trained as well. Camera recall up to 18 hours. RA or ARA can do that, but camera must be in-hand and an incident report with date/time and reason it's being recalled. Amy asked about whether it is recording in sleep mode. The answer is that when it is docked or in sleep mode, there is no recording. Between home visits, camera must be in green "READY" mode.

2.) Senior PO Process: Allison stated that there are three active grievances regarding this issue. Paul discussed wanting information sooner so that a decision can be made whether a grievance should be filed, rather than just assuming that it needs to be filed. Request must be made to Kaitlyn at MRC to get the authorization released. Paul stated that this process often takes longer than the 20 business days to get the info released, so the grievance gets filed. Consensus is that delegate should reach out to MRC/Kaitlyn immediately when issues arise to get the information requested.

3.) Old Business:

- a.) Executive Leadership Team project regarding short-barrel rifles: currently waiting on meeting with governor's office to schedule meeting
- b.) Med Bags have been Ordered and distributed according to Mark. Cell phone holders (250) have been ordered, not received yet according to Mark. Must complete training first.
- c.) No Updates, per Allison, regarding the Telematics/Travel Policy
- d.) SUV's: The ones received were in "crappy" condition according to Mark.
- e.) Vests: Many officers fitted for vests in March, 2023 but not yet received. Jessica stated that credit goes to Mark Herubin. The March list of people, there was an issue TWICE with Ohio Buys. Vance's confirmed receipt of purchase order. Orders are submitted quarterly.

4.) Discussed Policy 310-SEC-58. Katrina reported that we don't have access to it. Only certain people have access to it. Katrina stated she doesn't even have access?? This is a security policy, which is "confidential by law" according to Allison. Katrina claims there is nothing in that policy that PO's are responsible for.

5.) Open Agenda:

- a.) Jessica reported that they are focused on PSS professional development and streamlining their job classification.
- b.) Katrina reported there are updates coming to the VSP process in OCSS. Basically, just making some changes to the entire workflow. Regional trainings will be held (non-mandatory). Updates to be rolled out on 02/20/2024.
- c.) Katrina reported that there was a group that went to Michigan in the fall to look at their sex offender supervision process. She stated that they "do a lot better than we do" so we are looking at making some changes in the process from entrance into prison through supervision time. Looking for input and volunteers expand that group to work with Suzanne Brooks to develop and implement changes.
- d.) Vacancies: Columbus and Cleveland are two biggest struggles. Trying to utilize advanced-step hiring for those applicants who may have prior experience and can pay them more to start. Heather claims it's based on "economic hardship", not necessarily level of experience. Supposedly, to avoid valid candidates declining due to the fact that they would have to take a pay cut to join APA. Tom addressed the recruitment and

- retention problem. It's baffling to fight and fight and fight to get more money for existing members, but now we have more money for new hires???
- e.) Kelly brought up that efforts are being made to recruit new hires with more money, but what are we doing toward the retention of current employees. Asked about bringing in DAS, OCB, etc. Allison stated "It's above me" and she thinks that 1199 central office and OCB (higher than Eric Eilerman) would need to have a conversation. Kristie or Josh would need to make a request to OCB to have them join next APC meeting. Kelly asked about MOU. Allison stated that the State is not going to have this conversation until after bargaining is complete. Allison thinks MOU can be done, but it's going to have to be done at a bargaining meeting.