



*A Joint Committee of the Ohio General Assembly*

# REPORT ON THE INSPECTION AND EVALUATION OF ROSS CORRECTIONAL INSTITUTION

**NOVEMBER 16, 2021**

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REPORT ON THE  
INSPECTION AND EVALUATION OF  
ROSS CORRECTIONAL INSTITUTION

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## Facility Overview

Ross Correctional Institution (RCI) is a close security male prison, housing Level 3 (close) security offenders with a small population of Level 2 (medium) security offenders. The facility opened in 1987 and is located on 1,707 acres in Chillicothe, Ohio. RCI is a campus-style facility, with housing units H 1-8 and J-Dorm.

The initial design capacity for RCI was 1,124 offenders. As of November 16, 2021, the institution housed 1,731 offenders. Demographically, 58.5% of offenders were classified as black, 38.0% as white, and 3.1% as another race. The youngest offender was listed as 18 years of age and the oldest was listed as 74 years of age. As of November 16, 2021, the institution employed 443 total staff, of which 293 were officers. There were 73 total vacancies (14.1%), including 54 officer vacancies (15.6%).

On the April 16-18, 2018 American Correctional Association (ACA) Reaccreditation audit, the institution scored 100% compliance for 57 applicable, mandatory standards, and 99.8% on the 423 applicable, non-mandatory standards. The standard in noncompliance was regarding double bunked unencumbered cell space. In its January 12-13, 2021 Internal Management Audit (IMA), the institution scored 100% compliance for 60 applicable, mandatory standards, 99.8% on the 469 applicable, non-mandatory standards, and traditional Ohio Standards were not observed during this audit. The standard in noncompliance was regarding unencumbered cell space.

## Inspection Overview

Preparation for the inspection of Ross Correctional Institution took place in the month prior to site visitation. The most recent inspection of the facility, completed in 2017, was reviewed to identify areas of previous concern or praise. The CIIC database of concerns received from offenders, constituents, and staff was analyzed for topics of frequent concern. Facility staff were notified of the inspection during the month prior to visitation. At this time, an email was sent to administrative staff outlining the documentation and data that would be requested prior to inspection.

The first day of inspection, Tuesday, November 16, 2021 consisted of an interview with the Warden, review of safety and security, a full facility tour, review of health and wellbeing, review of fair treatment, review of rehabilitation and reentry, and review of fiscal accountability.

An initial inspection report draft was provided to Warden Cool and their staff as an opportunity to review and notify CIIC staff of any discrepancies. On December 20, 2021, a teleconference was held between CIIC and Warden Cool to finalize the inspection report draft.



**Dates of Inspection:** November 16, 2021

**Type of Inspection:** Announced

### **CIIC Staff Present:**

Chris Albanese, Executive Director

Travis Ricketts, Deputy Director

Rachel Helbing, Senior Analyst

Report Coordinator

Jeff Noble, Senior Analyst

### **Warden:**

Bill Cool

*Offender survey results are displayed throughout the report, compared to the results of the 2020 survey. The response rate resulted in a margin of error of approximately +/- 12.4% at a 95% confidence level. Each result can be stated that, "we are 95% confident that the true response is within 12.4% of the reported response."*

# RATINGS SUMMARY

## Methodology

Ratings are a four-point scale based on the balance of the indicator ratings for that area. A rating of “Exceptional” for an indicator means that there is no room for improvement and, generally, that the facility performs above other prisons. A rating of “Good” means that the prison more than meets the standard, but is not significantly better than other prisons or there is still room for improvement. A rating of “Acceptable” means that the prison just meets the standard or meets the standard with minor exceptions. A rating of “In Need of Improvement” means that the prison does not meet standards, is significantly different from other prisons in a negative manner, or that CIIC staff had serious concerns.

A full inspection was completed during the 2019-2020 biennium, though no report nor ratings were issued due to low CIIC staffing levels. For comparative purposes, 2017 ratings are presented.

	2017	2021
<b>SAFETY &amp; SECURITY</b>	<b>ACCEPTABLE</b>	<b>GOOD</b>
Violence Outcome Measures	Acceptable	Acceptable
Use of Force	Acceptable	Acceptable
Control of Illegal Substances	In Need of Improvement	Deferred
Offender Perception of Safety	Exceptional	Exceptional
Unit Security Management	Acceptable	Good
Institutional Security Management	Good	Acceptable
Prison Rape Elimination Act	Good	Good
<b>HEALTH &amp; WELLBEING</b>	<b>GOOD</b>	<b>ACCEPTABLE</b>
Unit Conditions	Good	Good
Medical Services	Good	Good
Mental Health Services	Good	Acceptable
Recovery Services	Good	Acceptable
Food Services	Good	In Need of Improvement
Recreation	Good	Good
<b>FAIR TREATMENT</b>	<b>GOOD</b>	<b>ACCEPTABLE</b>
Staff/Offender Interactions	Good	Acceptable
Inmate Grievance Procedure	Good	Acceptable
Transitional Program Unit	Good	N/A*
Offender Discipline	N/A*	Good
<b>REHABILITATION &amp; REENTRY</b>	<b>GOOD</b>	<b>GOOD</b>
Reentry Planning and Programming	Acceptable	Acceptable
Rehabilitative Programming	Good	N/A*
Family & Community Connections	Good	Good
Academic Programming	Good	Good
Library Services	Good	Good
Vocational & Work Skill Development	Acceptable	Acceptable
<b>FISCAL ACCOUNTABILITY</b>	<b>ACCEPTABLE</b>	<b>ACCEPTABLE</b>
Fiscal Wellness	Acceptable	Acceptable
Environmental Sustainability	Good	Good
Staff Management	Acceptable	Acceptable

\*Rated areas have been revised since the prior inspection report.

# SAFETY AND SECURITY

## Key Findings

Violent rule convictions have increased by 38% from 2018 to 2020.

Inmate on staff assaults have decreased from 2017 to 2019.

Fighting convictions have increased during the reviewed period of 2017 to 2020.

The number of offenders refusing their cell assignment for safety concerns and the number requesting placement in protective custody have decreased considerably.

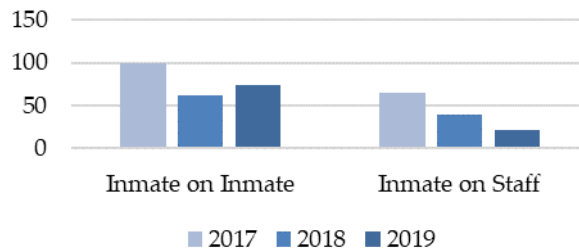
The rate of rule 17 (unauthorized group activity) convictions decreased 17% from 2018 to 2020.

SAFETY & SECURITY	2017 ACCEPTABLE	2021 GOOD
Violence Outcome Measures	Acceptable	Acceptable
Use of Force	Acceptable	Acceptable
Control of Illegal Substances	In Need of Improvement	Deferred
Offender Perception of Safety	Exceptional	Exceptional
Unit Security Management	Acceptable	Good
Institutional Security Management	Good	Acceptable
Prison Rape Elimination Act	Good	Good

## Violence Outcome Measures: Acceptable

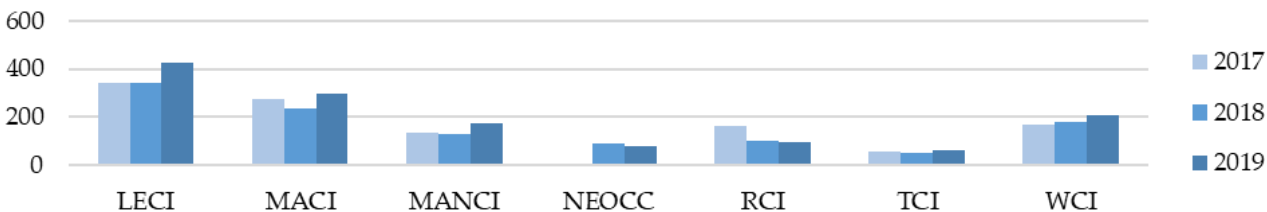
Evaluation of violence focuses on the number and rate of disciplinary convictions for assaults, fights, the number of homicides, and disturbances at the institution during a year in comparison to the previous year; the comparator prison rate; and the DRC average.

### RCI Assaults CY 2017 – CY 2019



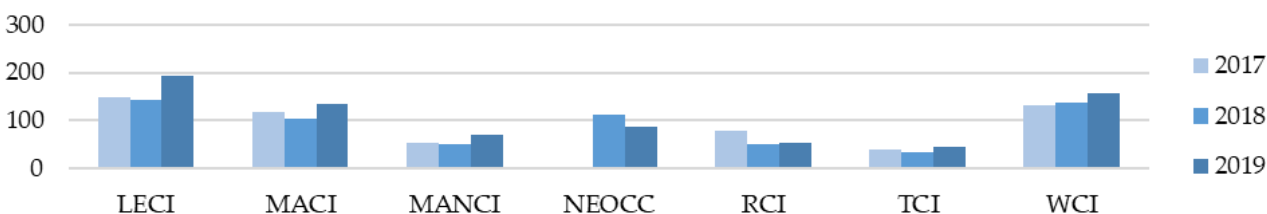
The rate of offender disciplinary convictions for violent offenses, Rules 1-20, increased by 29.2% during CY 2020 (2,713) in comparison to CY 2019 (2,099). CY 2019 was also an increase of 6.9% from CY 2018 (1,963).

## Comparative Facility Number of Assaults



The total combined "inmate on inmate" and "staff on inmate" assaults are graphed above for data collected from 2017-2019 for all ODR level 3 institutions.

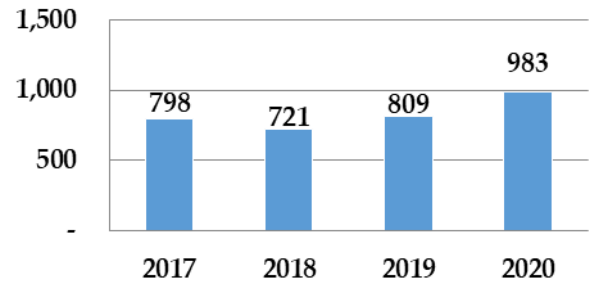
## Comparative Facility Rate of Assaults per 1,000 offenders



## Violence Outcome Measures: Acceptable, Continued

Fights are documented via RIB convictions for rule 19 (fight) violations. There were 721 offenses in 2018, 809 offenses in 2019, and 983 offenses in 2020 convicted of a fight violation at Ross Correctional Institution. There were no homicides during 2020. There have been no major disturbances (Rules 15 and 16 of the Inmate Rules of Conduct) at RCI during the period evaluated (2019 to 2020).

Rule 19 (Fighting) Violations

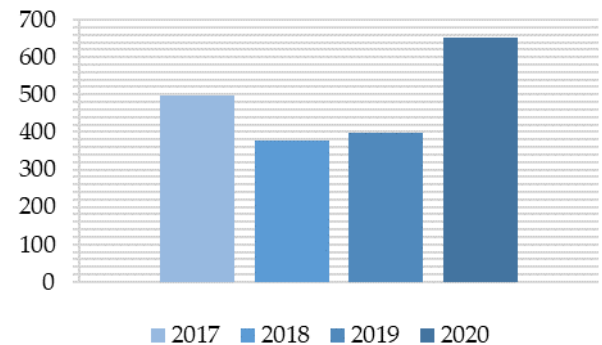


## Use of Force: Acceptable

Evaluation of use of force focuses on the number of uses of force at the institution as well as an evaluation of a random sample of completed use of force reports.

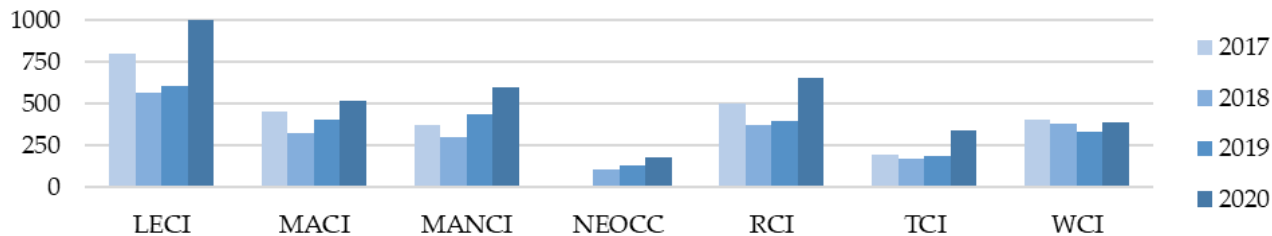
During CY 2020, the facility reported 653 use of force incidents. This is an increase from CY 2019 (397) and CY2018 (377).

RCI Uses of Force CY 2017 – CY 2020

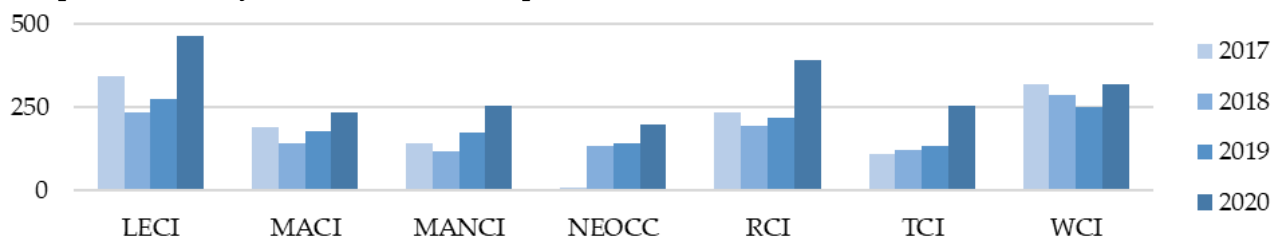


Video documentation was reviewed on all fifteen incidents reviewed. Staff appropriately referred use of force incidents to a use of force committee/investigator. Officer statements reviewed were generally thorough and clearly stated directives given prior to force. The required documentation was completed and included in the packets. Several offenders refused to provide a use of force statement. Offenders were seen by medical within an hour following the use of force incident. Officer responses to incidents appeared appropriate. There were a few minor injuries.

## Comparative Facility Uses of Force



## Comparative Facility Rate of Uses of Force per 1,000 Offenders



# SAFETY AND SECURITY

## Control of Illegal Substances: Deferred

Evaluation of control of illegal substances focuses on the percentage of offenders who tested positive for an illegal substance at the institution during a year in comparison to the previous year, the comparator prison rate, and the DRC average.

The rating for Control of Illegal Substances is deferred for the 2021 inspection due to reduced testing in 2020 during the COVID-19 pandemic. The facility recently reinstated drug testing, but due to the short duration evaluated, the rating remains deferred. June 2021 produced the following testing results: 74 offenders tested randomly had 5.41% positivity, 0 offenders were tested for programs, and 0 offenders were tested for cause.

Random Drug Testing	2017		2018		2019		2020	
	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive
Ross (RCI)	1,341	14.5%	1,342	16.2%	1,231	9.9%	183	2.2%
Level 3/4 Average		6.6%		6.5%		7.1%		8.0%
DRC Average		4.9%		5.5%		5.3%		5.8%

Program Drug Testing		2017		2018		2019		2020	
	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	
Ross (RCI)	100	8.0%	244	6.1%	271	7.0%	94	6.4%	

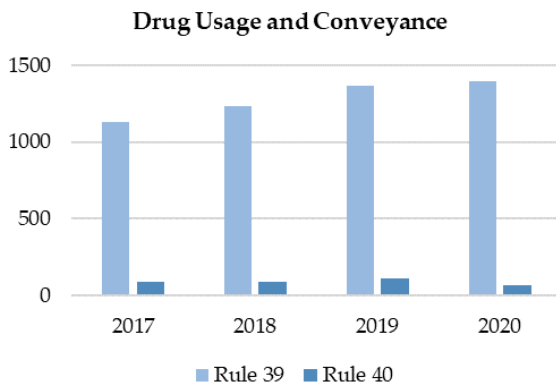
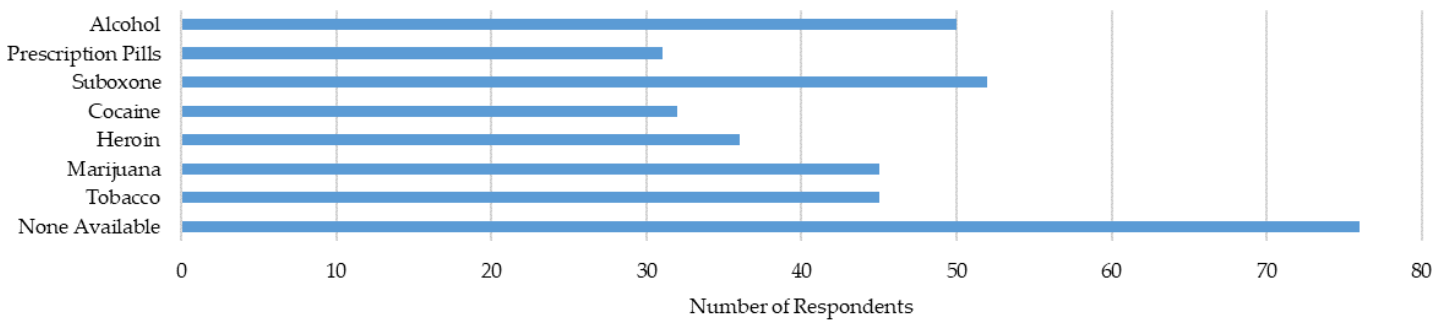
  

For Cause Drug Testing		2017		2018		2019		2020	
	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	
Ross (RCI)	393	35.9%	288	39.6%	323	22.9%	177	20.3%	

Total Testing Average		2017		2018		2019		2020	
	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	# Tested	% Positive	
Ross (RCI)	1,834	18.7%	1,874	18.5%	1,825	11.8%	454	10.1%	

Offenders reported the top substances available as: Suboxone (28.3%), Alcohol (27.2%), Tobacco (24.5%), and Marijuana (24.5%).



< Convictions for Rules 39 (possession and consumption) and 40 (conveyance) are graphed for RCI for 2017-2020.

Offenders that are identified as possessing or using illegal substances are charged by the Rules Infraction Board and receive discipline, which may include loss of commissary privileges, placement in the Transitional Programming Unit, or other sanctions. See the "Offender Discipline" section for further information.

# SAFETY AND SECURITY

## Offender Perception of Safety: Exceptional

Evaluation of offender perception of safety focuses on survey responses and the number of refusals to lock.

Offender Survey Question(s)	Safe or Neutral	Total Number of Respondents	Change from Previous Inspection
Do you feel safe/neutral/unsafe from other inmates here?	85.9%	192	-3.4%

There were eight offenders charged with violations of Rule 23, "Refusal to accept an assignment or classification action" in the Transitional Programming Unit (TPU). Offenders refuse to lock many times due to threats, debts, concerns for safety, etc. This is an exceptional decrease from the 2017 inspection, when 56 offenders had Rule 23 violations. An offender can request protective control (PC), but a risk to their safety must be substantiated. Seven offenders were under protective custody, and two offenders were under PC investigation at the time of inspection. Again, this is an exceptional decrease from 2017, when 28 offenders were under investigation or approved for PC placement.

## Unit Security Management: Good

Evaluation of unit security management focuses on policy compliance for officer rounds, documented shakedown, cell/bunk security, and security classification/privilege level reviews.

Officers were generally consistent in documenting security rounds in the requisite 30 minute, staggered intervals. Housing unit officers are required to search offenders' bunks/cells for contraband, including drugs and weapons. Officers were consistent in the documentation of shakedowns. Cell and bunk security checks indicated good security and visibility. Unit staff are required to conduct reviews of offenders' security classification to ensure proper institutional placement.

## Institutional Security Management: Acceptable

Evaluation of security management focuses on: executive staff rounds, critical incident management, STG management, and escapes.

There have been no escapes nor walkaways in 2020. Officers that were interviewed reported they are adequately informed when beginning their shifts. Interviewed officers reported they receive briefs primarily through roll call. This practice allows for critical information to be communicated for awareness.

As of November 2021, there were 896 STG-affiliated offenders, which was 51% of the institutional population. The rate of rule 17 (unauthorized group activity) convictions decreased 17% from 2018 to 2020. A review of STG committee meetings for the past six months indicated meetings are being held and included the required staff. Some were completed via phone during COVID-19. There were three overdue security threat group classification reviews; one offender was out to court and two offenders were in disciplinary housing at the time of the due date.

Institution	2018			2019			2020		
	# of STG Offenders	% of Gen. Pop.	Rule 17 Violations	# of STG Offenders	% of Gen. Pop.	Rule 17 Violations	# of STG Offenders	% of Gen. Pop.	Rule 17 Violations
Ross (RCI)	853	46%	124	888	49%	108	911	50%	101
Level 3/4 Average	703	35.6%	149	714	36.4%	176	699	37.5%	161



## Prison Rape Elimination Act (PREA): Good

Evaluation of the institution's compliance with the Prison Rape Elimination Act (PREA) focuses on a review of the most recent PREA audit report, education and awareness of reporting, the number of reported incidents, and offender responses.

The facility met 37 and exceeded 8 standards on its April 29, 2021 PREA audit. No corrective action was required as all standards were met or exceeded. All staff completed PREA training with the exception of those on extended leave. An interview with the institution's PREA Coordinator explained the process that the institution uses to monitor offenders identified as victims or potential victims and abusers.

Offenders that reported they had been harassed or threatened by other offenders reported the most common form was relating to their offense/crime, though the overwhelming majority reported they had not been harassed or threatened at RCI. Those that reported harassment or threats by staff reported the most common as "insulting remarks" and "multiple shakedowns". Offenders that reported they had been abused by other offenders mostly reported it was physical abuse (17.9%), and some sexual (3.9%), though the overwhelming majority reported they had not been abused. Those that reported abuse by staff reported mostly physical abuse (28.7%) and some sexual abuse (5.1%), though the majority reported they had not been abused.

Investigations/Allegations	2018	2019	2020
<b>Total Alleged Incidents</b>	13	9	6
<b>Outcomes</b>	0 Substantiated	0 Substantiated	1 Substantiated
	8 Unsubstantiated	4 Unsubstantiated	4 Unsubstantiated
	5 Unfounded	5 Unfounded	1 Unfounded

Offender Survey Question(s)	Yes	Total Number of Respondents	Change from Previous Inspection
<i>Have you been harassed or threatened by other inmates here?</i>	28.9%	189	+5.5%
<i>Have you ever been abused by inmates here?</i>	17.0%	189	+3.6%
<i>Have you been harassed or threatened by staff here?</i>	69.7%	189	+20.9%
<i>Have you ever been abused by staff here?</i>	30.5%	187	+9.4%
<i>Do you know how to report sexual harassment or abuse?</i>	76.5%	188	-0.7%

# HEALTH AND WELLBEING

## Key Findings

Medical staffing shows a low vacancy rate, though staff reported their staffing levels were reduced by headquarters during COVID-19.

Mental health programs had high offender waitlists (24% of the institution), and the department did not have a Psychologist.

Recovery services programs had high offender waitlists (37% of the institution), and two of the six coordinator/counselor positions were vacant.

Food Services Facilities had maintenance and pest issues, and tool and chemical controls were found in non-compliance.

## Medical Services: Good

*Evaluation of medical services is comprised of a nurse focus group, a conversation with the Health Care Administrator, and a tour of the medical facilities.*

The medical facilities were observed to be in good condition. The facility includes staff offices, exam rooms, records area, waiting area, dental lab, pill call window, pharmacy, and an infirmary. The facility appears to have a sufficient number of medical staff. The facility had one healthcare administrator, two advanced-level providers, two dentists, two dental assistants, one dental hygienist, twelve registered nurses, four licensed practical nurses, and three health information technicians. There were two vacancies for a registered nurse and licensed practical nurse.

A nurse focus group was conducted with first shift nurses and reported that their greatest strengths are working well together and seeing patients in a timely manner. Current obstacles or challenges were reported to include quarantine procedures, offenders "playing games" by faking medical issues in order to leave their cells, and especially staffing on second shift. Second shift was reduced a nursing position during COVID-19, which staff reported made an already challenging situation even more difficult. There are frequently only two nurses on second shift, so while one licensed practical nurse performs pill call, the registered nurse is solely responsible for any other medical need or emergency that may occur. Intake of new offenders to the facility also sometimes occurs late, putting the responsibility of medical screenings and documentation on the second shift staff. The nurses felt overall very supported by their supervisors and that they had a great working relationship with other departments.

	2017	2021
<b>HEALTH &amp; WELLBEING</b>	<b>GOOD</b>	<b>ACCEPTABLE</b>
Unit Conditions	Good	Good
Medical Services	Good	Good
Mental Health Services	Good	Acceptable
Recovery Services	Good	Acceptable
Food Services	Good	In Need of Improvement
Recreation	Good	Good

## Unit Conditions: Good

*Evaluation of unit conditions consists of direct observation of housing areas.*

A tour of all housing units was conducted at the time of the inspection. All dayrooms/common areas were "good to exceptional" based on the cleanliness of the floors and their overall appearance. The cell and dorm conditions were also rated as "good" with no visible issues. Shower conditions were rated as "acceptable to good." Unit 8A was under quarantine at the time of inspection. In Unit 8B, the truck driving simulator was inoperable and is awaiting repair by the vendor. No other maintenance issues were relayed by unit staff, and they stated that maintenance requests are fulfilled in a timely manner when they do occur. All the drinking fountains and phones were operational. A couple of dryers and ice machines were in need of repair. Unit staff indicated that the maintenance department was aware and in the process of repair. Cleaning materials were appropriately secured.

## Medical Services: Good, Continued

An internal management audit was conducted April 20-21, 2021. Non-traditional standards were reviewed, in light of the ongoing COVID-19 pandemic. Out of the ten applicable COVID-19 standards observed, one was found in noncompliance. All observations made by the medical auditors were positive. Medical staff relayed that they participate in quarterly interdisciplinary meetings, which is in compliance with DRC policy. The Quality Improvement Coordinator is a part of patient satisfaction focus groups quarterly, which is in compliance with DRC policy. There have been four offender deaths from 2019-2021, including three suicides.

### **Number of Offenders seen in Last Six Months**

Nurse Sick Call	852	Doctor Sick Call	1,065
Chronic Care Caseload	858	CC Appointments	914
<b>Offender Survey Question(s)</b>	<b>Satisfied or Neutral</b>	<b>Total Number of Respondents</b>	<b>Change from Previous Inspection</b>
<i>How satisfied are you with the quality of the care you get from the nurses?</i>	59.5%	173	-21.0%
<i>How satisfied are you with the quality of the care you get from the Doctor/ALP?</i>	65.8%	161	-13.5%
	<b>Within 2 Days</b>		
<i>On average, when do you see the nurse after filing a health service request (sick call slip)?</i>	53.0%	168	-12.3%
	<b>Yes</b>		
<i>If you are on the chronic care caseload, do you see medical regularly?</i>	42.4%	85	-19.1%

## Mental Health Services: Acceptable

*Evaluation of mental health services focuses on cleanliness of facilities, staffing, access to mental health staff, programming, and critical incident data in addition to quality of services.*

An internal management audit was conducted April 20-21, 2021. Non-traditional standards were reviewed, in light of the ongoing COVID-19 pandemic. There were no issues noted regarding mental health services. Office hours are offered to offenders during normal business hours, and other staff are available when mental health providers are not present on grounds.

Staffing levels included a mental health manager that is also an independently-licensed social worker, two behavioral health providers, two independently-licensed social workers, one licensed social worker, and three registered nurses. There was one vacancy at the time of inspection for a psychologist.

RCI offers a modest range of mental health programming for offenders. At the time of the inspection, two group programs were offered by staff: Substance Abuse Mental Illness (SAMI) and Depression Bright. There were also participant waitlists for a total of twelve programs: Anxiety, Mind Over Mood, Depression Bright, SAMI, Seeking Safety, Positive Psychology for Long-Term Offenders, Anger Management, Mindfulness, Dialectical Behavior Therapy, Sleep Hygiene, Wellness, and Dealing with Psychosis. The total of all waitlists was 408 offenders and 16 were actively enrolled in programs.

There have been three completed suicides and six instances of self-injurious behavior from 2019-2021. The facility routinely utilizes crisis intervention strategies to diffuse offender concerns. In the past three years, there have been 287 uses of constant watch and 169 uses of observation status. Staff were adequately supervising offenders on watch in the medical infirmary, though were instructed by other staff to remove items that were limiting the view through cell windows.

## Mental Health Services: Acceptable, Continued

### Caseload

Total	311	C1 / Seriously Mentally Ill (SMI)	107
Offender Survey Question(s)	Satisfied or Neutral	Total Number of Respondents	Change from Previous Inspection
Overall, how satisfied are you with the quality of the care	50.8%	132	-14.3%

## Recovery Services: Acceptable

*Evaluation of recovery services focuses on cleanliness of facilities, staffing, participation of offenders, and access.*

The recovery service facilities were noted to be clean and organized. Facilities consisted of a large, bright classroom and small classrooms with offices included. A new office is planned to be created in the chapel area. Staffing consisted of a supervisor and four coordinators. There were two staff vacancies at the time of the inspection, both for coordinator positions. Staff reported that these positions have been difficult to fill because of the area's job market. The last posting of the position received only one applicant. Each coordinator has a caseload of about 30-45 offender clients. Staff relayed multidisciplinary meetings occur quarterly through the Continuous Quality Improvement process which is within policy.

Current programming consists of the Intensive Outpatient Program, Substance Abuse Mental Illness, and Brief Intervention Program. Additional opportunities include the Rule 39 program, for offenders that violate Rule 39: possession or consumption of an intoxicating substance, Alcohol Anonymous/Narcotics Anonymous (AA/NA) meetings, Medication-Assisted Treatment meetings, and Narcan Education. A total of 180 offenders were actively enrolled in programs, 120 were participating in AA/NA meetings, and 637 were on waitlists.

RCI has a "Going Home for Good" unit to prepare offenders that are nearing their release dates. Once hired, a staff member will have an office within this unit, and will offer intensive programming to this population.

Offender Survey Question(s)	Yes	Total Number of Respondents	Change from Previous Inspection
Do you feel you are able to get into Recovery Services Programs?	40.4%	141	-4.2%

## Food Services: In Need of Improvement

*Evaluation of food services included eating the offender meal, an observation of the dining hall, food preparation area, the loading dock, interview with the Food Service Manager, and a documentation review.*

The tables and the floor of the dining hall were clean and clear of debris. The serving lines were also clear. The preparation floors were wet, but appropriate wet floor signs were visible. The dish machine was meeting the appropriate temperatures for sanitation purposes. All food storage was appropriate within dry storage, coolers, and freezers.

There were concerns noted with chemical and tool storage. One chemical log, that shows when chemicals are removed or added to the supply, had an error. Additionally, a hose used for cleaning was left unattended near the back of the kitchen. A hose is considered a tool, which should be securely handled and stored at all times.

## Food Services: In Need of Improvement, Continued

Staff reported that current maintenance concerns include the freezers and coolers, and the leaking ceiling over the kitchen. The freezers and coolers were awaiting replacement due to their age and difficulty to repair. Sanitation has increased during the response to COVID-19. Staff relayed that the exterminator visits the facility weekly to provide preventative treatment and address a current concern of cockroaches. The food service contract staff consisted of 12 employees including one director, one manager, two lead supervisors, and eight supervisors. There were three vacancies (20%) for two managers and a supervisor. The In-2-Work program is expected to begin in January, which will allow offenders to become “fellows” and earn minimum wage, while taking on additional responsibilities in the kitchen.

The meal sampled by CIIC was rated as good. The portion sizes were sufficient and the quality of the main entrée was good. Temperatures were appropriate. Reviewed temperature logs showed that food consistently was at the appropriate serving and storage temperatures.

In their contract evaluation from the DRC in March 2020, RCI received a compliance score of 88%. The main area of non-compliance was sanitation, where the auditor had multiple concerns. In their most recent health department inspection on January 7, 2020, the institution passed with all standards in compliance.

Offender Survey Question(s)	Satisfied or Neutral	Total Number of Respondents	Change from Previous Inspection
<i>How satisfied are you with the food in the chow hall?</i>	11.1%	190	+1.2%

## Recreation: Good

*Evaluation of recreation is based on three factors: facilities, activities, and access.*

Physical facilities appeared clean. The institution has two gymnasiums for recreation, located separately on the north and south side of the compound. Each indoor recreational facility consists of a full court gym, cardio equipment, and a general equipment room. The south gym also has a room for art and cardio programs. Each side of the compound also has an outdoor yard area with handball, basketball, stationary equipment, softball, and horseshoes. There were two Stairmaster machines out of order, but otherwise no maintenance concerns were reported during the inspection.

Offenders are offered a good variety of activities for recreation, including team sports, horseshoes, art programs, tournaments, and aerobics. Movies are made accessible and are rotated frequently. Art programming consists of paint and pencil drawing. There are no formal music programs, though offenders can utilize guitars within their cells. Offenders that are security level two have additional recreation equipment in their dorm areas.

Offender Survey Question(s)	Satisfied or Neutral	Total Number of Respondents	Change from Previous Inspection
<i>How satisfied are you with recreation?</i>	52.6%	192	+4.3%

## Key Findings

Offenders reported increased harassment and threats from staff, and that their unit officers were less professional and helpful than during the 2017 visit.

On average, responses to grievances exceeded the typical length of time set by Administrative Rule.

<b>FAIR TREATMENT</b>	<b>2017</b>	<b>2021</b>
	<b>GOOD</b>	<b>ACCEPTABLE</b>
Staff/Offender Interactions	Good	Acceptable
Inmate Grievance Procedure	Good	Acceptable
Transitional Program Unit	Good	N/A
Offender Discipline	N/A	Good

## Staff/Offender Interactions: Acceptable

*Evaluation of staff/offender interactions is based on a survey of offenders.*

<b>Offender Survey Question(s)</b>	<b>Yes</b>	<b>Total Number of Respondents</b>	<b>Change from Previous Inspection</b>
<i>On most days, are your housing unit officers professional?</i>	53.7%	190	-15.3%
<i>On most days, are your housing unit officers helpful?</i>	47.6%	192	-15.1%
<i>Have you been harassed or threatened by staff here?</i>	69.7%	189	+20.9%
<i>Have you ever been abused by staff here?</i>	30.5%	187	+9.4%

## Inmate Grievance Procedure: Acceptable

*Evaluation of the inmate grievance procedure includes an interview with the Inspector of Institutional Services, a review of a random sample of informal complaints and grievances, offender survey responses, and data analysis.*

The Inspector relayed that orientation is conducted with new staff and offenders to educate on the grievance procedure. The Inspector stated that they make themselves available to offenders while making rounds or by interview. The RCI Inspector indicated that they do meet with executive staff and complaint trends are discussed. The Inspector is a part of “Back to Basics” trainings to address areas of concern.

The Inspector relayed that they do contact staff and monitor informal complaint responses closely to ensure they are timely. A review of ten informal complaint responses for timeliness, investigation, and professionalism was completed. The responses all provided explanations of the materials reviewed and professionally addressed the complaints.

The Inspector relayed that the most frequent grievance topics are relating to property, mail, and staff accountability. There were no offender grievances filed in the past year for staff retaliation that were substantiated. A review of ten grievance responses for timeliness, investigation, and professionalism was completed. The responses all provided explanations of the investigations or evidence reviewed and professionally addressed the complaints. Timeliness of the Inspector’s responses could be improved, as five of the complaints were answered on the last day of the 14-day time limit, three were granted extensions (permitted by Administrative Rule 5120-9-31) and answered 22-33 days after the complaints were filed, and one exceeded the time limit without a granted extension. The concern of grievance response timeliness is also reflected by the data presented on the following page.

Offender survey respondents who reported that they had not used the grievance procedure noted that the top two reasons were “Staff Retaliation” (57.3%), closely followed by “Grievance procedure does not work” (48.1%).

## Inmate Grievance Procedure: Acceptable, Continued

	Informal Complaints Filed	Average # of Days to Answer	Untimely
2018	1,951	36.72	127 (6.5%)
2019	1,936	31.40	155 (8.0%)
2020	1,618	2.67	35 (2.2%)
	Grievances Filed	Average # of Days to Answer	Untimely
2018	647	33.36	215 (33.2%)
2019	561	17.91	215 (38.3%)
2020	538	20.81	39 (7.2%)

Offender Survey Question(s)	Yes	Total Number of Respondents	Change from Previous Inspection
<i>Do you know who the inspector is?</i>	24.3%	189	+2.9%
<i>Are you able to get the following: Informal Complaints?</i>	66.7%	186	-0.9%
<i>Have you ever felt that staff would not let you use the grievance procedure here?</i>	51.1%	187	+2.4%
<i>Do you feel that Informal Complaints are handled fairly at this institution?</i>	6.9%	131	-4.5%
<i>Do you feel that Grievances are handled fairly at this institution?</i>	5.5%	128	-5.4%

## Offender Discipline: Good

*Evaluation of offender discipline includes observation of Rules Infraction Board (RIB) hearings and a review of a random sample of closed RIB cases, and conditions of disciplinary housing areas.*

The most frequent rule violations referred to RIB in 2020 were rules 19 (fighting), 21 (disobedience of a direct order), and 20 (physical resistance to a direct order), of the Inmate Rules of Conduct. There were 13,860 conduct reports submitted in 2020, which was a 24.4% increase from 2019, which had 11,139. In 2020, 1,465 conduct reports were for drug or alcohol related offenses (rules 39 and 40) and 983 were for fighting or instigation of a fight (rule 19).

The RIB panel followed standard hearing procedures. Panel members reviewed relevant evidence during the hearing. Staff relayed that they review camera footage for conduct reports such as fights and assaults. They additionally will review statements, photographs, or medical exams, when appropriate for the case. The progressive discipline process was explained by the Rules Infractions Board Chairperson and the reasons for not following progressive discipline on serious cases was explained. Discipline for first-time offenders appeared appropriate.

In the 39 closed case reviews, 13 offenders were on the mental health caseload and were screened by mental health staff prior to the RIB hearing, per policy. No cases requested witnesses in the cases reviewed. Two offenders requested appeal forms and received them. The inmate rights form was completed for all cases.

According to the Transitional Programming Unit (TPU) roster, there were 60 offenders assigned to disciplinary housing, including twelve on the mental health caseload, four of whom were considered severely mentally-ill. Overall, the common areas of the TPU were rated good. Staff relayed that there were no inoperable cells on the day of the inspection. Some of the PREA-compliant plastic shower covers were broken off. Indoor and outdoor recreation were offered, according to policy, and the secured recreation spaces each had exercise equipment. The use of an alternative meal (“food loaf”), which is meant to be nutritional but used for improper behavior related to misuse of eating utensils and trays, was reported as not being utilized in the six months prior to inspection. Food is delivered through “satellite feeding” to each cell. Mental Health staff conduct weekly rounds and evaluations of offenders. Medical staff are a consistent presence on the unit and conduct rounds daily.

# REHABILITATION AND REENTRY

## Key Findings

RCI features a “Going Home for Good” housing unit for offenders nearing release to receive intensive programming.

Offenders participate in multiple community service projects for local organizations.

Educational staff reported that offenders are regularly being caught masturbating during class.

RCI offers college-level courses through Sinclair College.

Waitlists for vocational programs are high (26% of the institution).

	2017	2021
<b>REHABILITATION &amp; REENTRY</b>	<b>GOOD</b>	<b>GOOD</b>
Reentry Planning and Programming	Acceptable	Acceptable
Rehabilitative Programming	Good	N/A
Family & Community Connections	Good	Good
Academic Programming	Good	Good
Library Services	Good	Good
Vocational & Work Skill Development	Acceptable	Acceptable

## Reentry Planning & Programming: Acceptable

*Evaluation of reentry planning and programming includes interviews of staff, a review of unit-based program enrollment and completions, on-site observations, and survey responses.*

Unit staff, when full, consists of a Unit Management Chief, five Unit Managers, nine Case Managers, eleven Sergeants, and five Administrative Professionals. There were four vacancies at the time of inspection, for two Unit Managers, a Case Manager, and an Administrative Professional. Three of the vacancies were filled with temporary staff. The Unit Management Chief stated in his interview that he was most proud of the institution’s “Going Home for Good” program; a specialized housing unit that utilized peer mentorship and robust programming to prepare men for reentry and reduce recidivism. CIIC staff toured the unit, talked to staff and offenders, and found it to be a positive environment.

Case managers in their focus group stated that the additional duties placed upon them during the COVID-19 pandemic are a new challenge. They expressed frustration in regards to lack of communication from their supervisors and the perception that they are set up to fail, at times. Staff are most proud of how well they are able to multitask and the excellent level of communication between them and security staff.

Program	Waitlist	Enrollment		
Thinking for a Change	73	11		
Decision Points	55	4		
Anger Control	90	5		
Victim Awareness	50	14		
Mental Technologies	0	7		
			<b>Easy or Neutral</b>	<b>Total Number of Respondents</b>
				<b>Change from Previous Inspection</b>
<i>How easy or difficult is it to get into Unit Programs?</i>			49.4%	168
			<b>Yes</b>	
<i>Have staff talked with you about what programs to take while incarcerated?</i>			24.6%	190
<i>Do you know where you can find reentry information?</i>			21.2%	190



# REHABILITATION AND REENTRY

## Family Engagement & Community Connections: Good

Evaluation of family engagement and community connections consists of review of family-oriented activities, survey results, and data review.

RCI had seven community service projects in 2021, including animal training, recycling, and various church, veteran, and school service projects. There were 17 volunteers at the time of inspection who volunteer with unit and religious programs.

RCI's visitation area was clean and orderly at the time of the inspection. Seating for the visitation area is approximately 15 offenders and 30 visitors. The space also offered one room designated for attorney visits and another with two no-contact visitation seats. Present were eight vending machines so visitors could share snacks with offenders; however, only five were being used as one was out of service and two were empty. Also present is a Reading Room which has a diverse and ample supply of books and toys that offenders may use to have positive interactions with their children. Concerns were raised that it is not within plain sight of the main officer's desk, as the room was enclosed with a half wall. When brought up with facility leadership, they acknowledged the issue and pointed out mitigation factors such as a camera in the area. While concerning, this issue is not considered by CIIC as urgent since current COVID-19 restrictions prevent children under the age of five from entering the facility; thus the Reading Room is not utilized at this time.

Offender Survey Question(s)	Yes	Total Number of Respondents	Change from Previous Inspection
<i>Have you had any problems with mail?</i>	70.9%	189	+17.7%
<i>Have you had any problems with telephones?</i>	70.2%	191	+1.5%
<i>Have you had any problems with visitation?</i>	45.3%	190	+1.3%

## Academic Programming: Good

Evaluation of the quality of academic programming focuses on data analysis, a document review, direct observation of at least one program, and offender survey responses.

RCI education department consists of one principal, four vocational teachers, five academic teachers, an intervention specialist, and an education specialist. All educational staff positions were filled at the time of inspection.

The education department offers Pre-GED, GED, ABLE, Literacy, Special Education, Title 1, career technical education/career enhancement program, advanced job training, and apprenticeship programs. They also offer college courses through Sinclair College. Overall the areas were clean, organized and conducive to learning at the time of the inspection.

The school administrator stated they are most proud of the quality of teaching at the facility, but has been challenged by students not being vested in their education. A particular challenge that was noted was the prevalence of violations of rule 14 from the Inmate Rules of Conduct: "Seductive or obscene acts, including indecent exposure or masturbation; including, but not limited, to any word, action, gesture or other behavior that is sexual in nature and would be offensive to a reasonable person." The administrator stated that it is the worst she had seen during her career, with offenders regularly being caught masturbating during class.

Offender Survey Question(s)	Easy or Neutral	Total Number of Respondents	Change from Previous Inspection
<i>How easy or difficult is it to get into Academic Programming?</i>	26.9%	167	-2.7%

# REHABILITATION AND REENTRY

## **Library Services: Good**

*Evaluation of literacy development focuses on data analysis, a document review, and interview responses.*

Overall the library appeared clean, organized, and supplied with a sufficient amount of diverse reading material. Staff relayed that the current collection has approximately 14,000 books. Present were five LexisNexis computers, two Ohio Means Jobs computers, ten word processors, and three typewriters.

Additionally, CIIC observed that each unit has a satellite library consisting of one or two small bookshelves. Staff rotate material on a monthly basis. The librarian explained that offenders in disciplinary housing have access to materials during the librarian's weekly rounds, by utilizing the satellite library located in the unit, or by sending a kite message to the librarian.

The library is staffed by a librarian. The position of assistant librarian was vacant at the time of inspection. The librarian conducts meetings of the Library Advisory Committee, which is in compliance with ODRC Policy.

The library schedule reflected that offenders receive time to access the library approximately two to four hours per week. Access during the weekends and evenings is very limited, though this is supplemented by the materials in the satellite libraries and the legal resources accessible through offenders' GTL tablets.

## **Vocational & Work Skill Development: Acceptable**

*Evaluation of the quality of vocational and work skill development and programming focuses on data analysis, a document review, and offender survey responses.*

RCI has three vocational programs: Barbering, Carpentry, and Business Operations Service and Support (B.O.S.S.). A walkthrough of all areas found them to be exceptionally clean, organized, and well maintained. A total of 28 offenders are enrolled in the programs, and 449 are on waitlists to begin.

Students in the Barber school complete 1800 hours of training where they learn and practice the techniques of haircutting and styling, shaving, massaging, facial treatments, trimming and styling the beard and mustache, and chemical services. Once completed, students will be tested onsite by the Ohio State Barber Board for licensing. Students in carpentry learn basic framing techniques, terminology, and other skills used in the building trades. The B.O.S.S. program prepares individuals to perform the duties of administrative assistants. It includes instruction in business communications, principles of business law, word processing and data entry, office machine operation and maintenance, office procedures, public relations, secretarial accounting, filing systems and records management, and report preparation.

In fulfillment of its statute, CIIC staff observed a barbering class. Students were attentive and staff were engaging. Overall the program and space were conducive to learning.

<b>Offender Survey Question(s)</b>	<b>Easy or Neutral</b>	<b>Total Number of Respondents</b>	<b>Change from Previous Inspection</b>
<i>How easy or difficult is it to get into Vocational Programming?</i>	19.0%	168	-5.1%

# FISCAL ACCOUNTABILITY

## Key Findings

Correctional officers had a 15% vacancy rate. High rates have been seen across the state, especially during COVID-19.

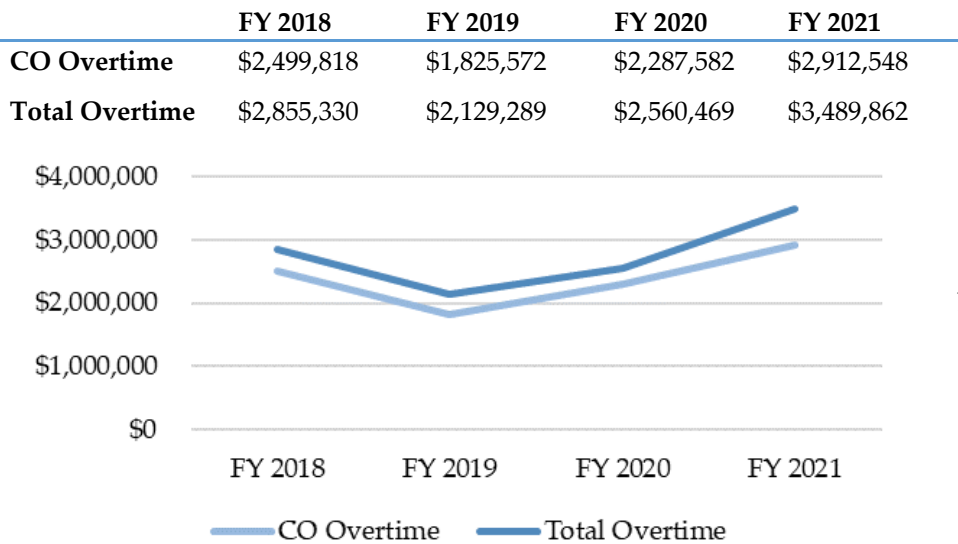
Staff demographics are predominately comprised of white males, and other racial populations are below departmental averages.

FISCAL ACCOUNTABILITY	2017	2021
Fiscal Wellness	ACCEPTABLE	ACCEPTABLE
Environmental Sustainability	Good	Good
Staff Management	Acceptable	Acceptable

## Fiscal Wellness: Acceptable

*Evaluation of fiscal wellness includes a document review of the institution budget status report, fiscal audits and an interview of staff regarding the implementation of cost saving initiatives, both those required by policy and those independently developed by staff.*

The FY 2020 RCI allocated budget of \$47,530,570 was a decrease of 1.44% from their FY 2019 budget of \$48,224,113. The 2020 Internal Management Audit did not evaluate fiscal standards. In their 2019 Internal Management Audit, RCI was compliant in seven of their nine Ohio Fiscal Standards. In their most recent Fiscal Audit report completed on February 8, 2021, the External Auditor made six observations with recommendations regarding the business office, employee payroll, commissary, the cashier's office, the incarcerated individual trust fund, and the commis-



Capital Improvement Projects FY 21-22	Cost
Ceiling Tile Replacement	\$2,500,000
Shower/Restroom Upgrade	\$1,500,000
Laundry Upgrade	\$298,594
Dorm Roof/Restroom Upgrade	\$611,000
Hi-Mast Lights	\$300,000
Generator Upgrade	\$550,000
Coolers/Freezers Upgrade	\$550,000
Heating Boilers	\$4,500,000

## Environmental Sustainability: Good

*Evaluation of environmental sustainability includes a document review of the utility bills and an interview of staff regarding the implementation of cost saving initiatives, both those required by policy and those independently developed by staff.*

In the past fiscal year, RCI set sustainability goals including the following: Reduce gas usage by adding boiler controls, Reduce waste by 2.5% being put in the dumpster, and Decrease water usage by using rain barrels to water flowers and the garden. The new fiscal year set new goals of: Replace windows in restrictive housing to increase insulation, Replace ceiling tiles to improve efficiency, and Complete LED project to increase savings. The environmental literacy program, "New Roots," is offered at RCI and two offenders were enrolled as of the time of RCI's most recent sustainability audit.

## Environmental Sustainability: Good, Continued

Water costs and usage data were not available, as RCI receives its water supply from the ODRC Water Treatment plant. Overall costs of natural gas and electric increased by 2.7% in FY 2021. Natural gas usage and costs increased, while electric decreased.

Energy Type	FY 2020	FY 2021	Change
Water (gal)	Water is from the ODRC Water Treatment plant. The institution is not charged directly, nor is there a meter to measure water usage.		
Natural Gas (ccf)	433,710	457,580	+5.5%
	\$193,617	\$259,085	+33.8%
Electric (kwh)	7,129,800	6,431,400	-9.8%
	\$493,996	\$446,878	-9.5%
<b>Total Costs</b>	<b>\$687,613</b>	<b>\$705,963</b>	<b>+2.7%</b>

## Staff Management: Acceptable

Evaluation of staff management includes a data review and staff interviews regarding overtime management, turnover ratio, morale, training, and evaluations.

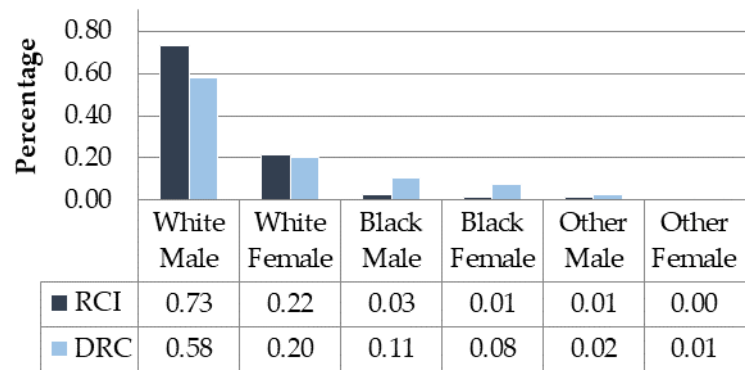
As of November 2021, RCI had 448 total staff including 298 correctional officers (66.5%). Of the total staff, 77.0% were male and 23.0% were female. Additionally, 94.9% were classified as white, 4.0% were classified as black, and 1.1% were classified as another race. As of November 2021, the offender-to-officer ratio at RCI was 5.9-to-1 which is near the average DRC ratio of 6.3-to-1.

As of November 16, 2021, the institution employed 443 total staff, of which 293 were officers. There were 73 total vacancies (14.1%), including 54 officer vacancies (15.6%).

CIIC interviewed ten correctional officers who provided the following insight regarding the RCI workplace environment: Perception of both staff and offender safety were rated as "High to Average." Staff morale was rated as "Low," which staff primarily attributed to being short-staffed and subsequent mandations, and low pay.

In the most recent cycle, RCI staff completed 100% of their performance evaluations. The FY 2021 RCI mandated training courses were all completed, with exceptions made for staff on disability and military leave.

Staff Breakdown Comparison as of November 2021

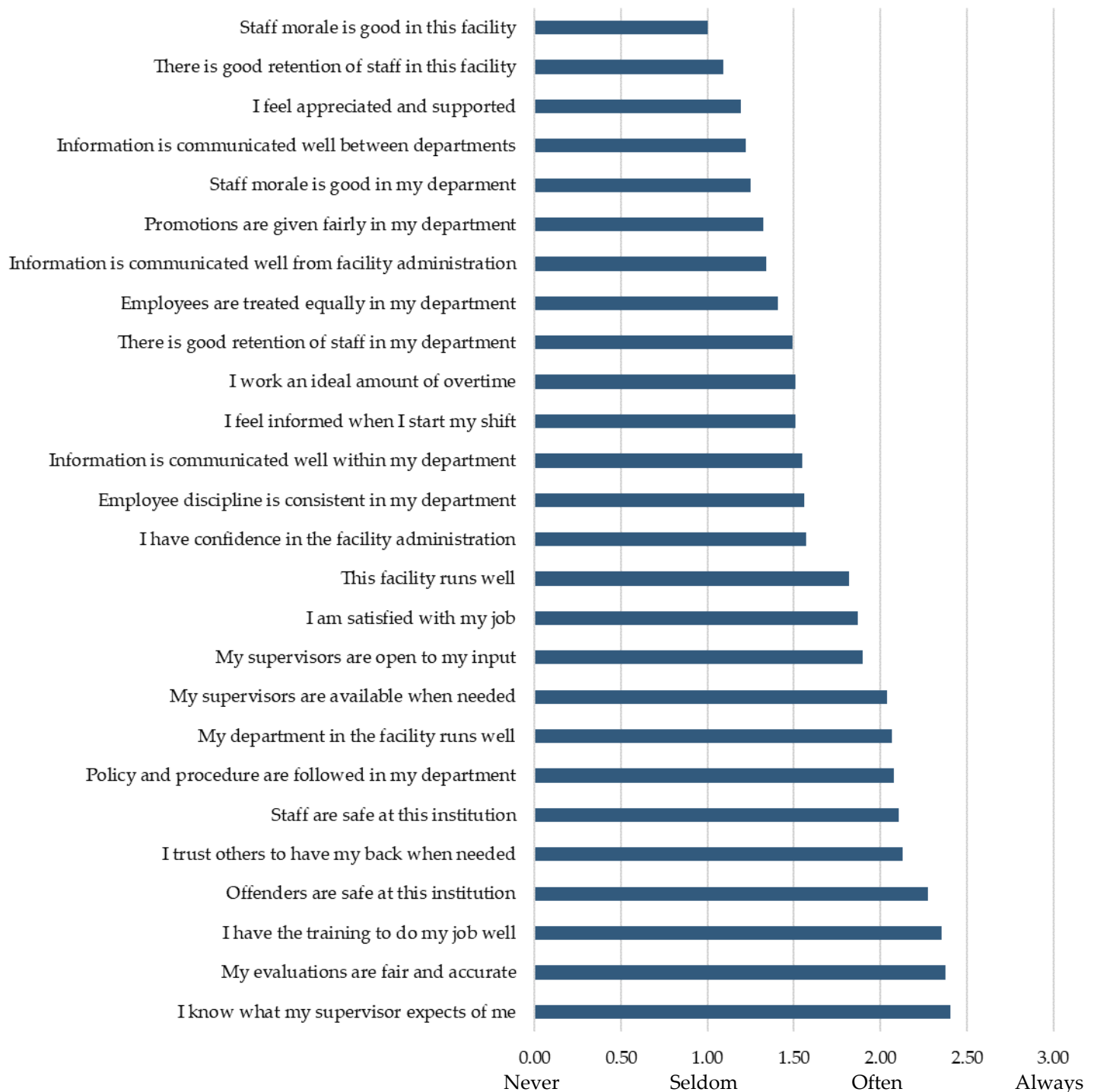


	RCI Total Separations	RCI Rate	Total State Institution Separations	State Institution Rate
<b>FY 2017</b>	54	11.0%	1,283	11.8%
<b>FY 2018</b>	41	8.3%	1,325	12.1%
<b>FY 2019</b>	44	8.8%	1,437	13.1%
<b>FY 2020</b>	53	10.7%	1,500	13.7%

# FISCAL ACCOUNTABILITY

## Staff Management: Acceptable, Continued

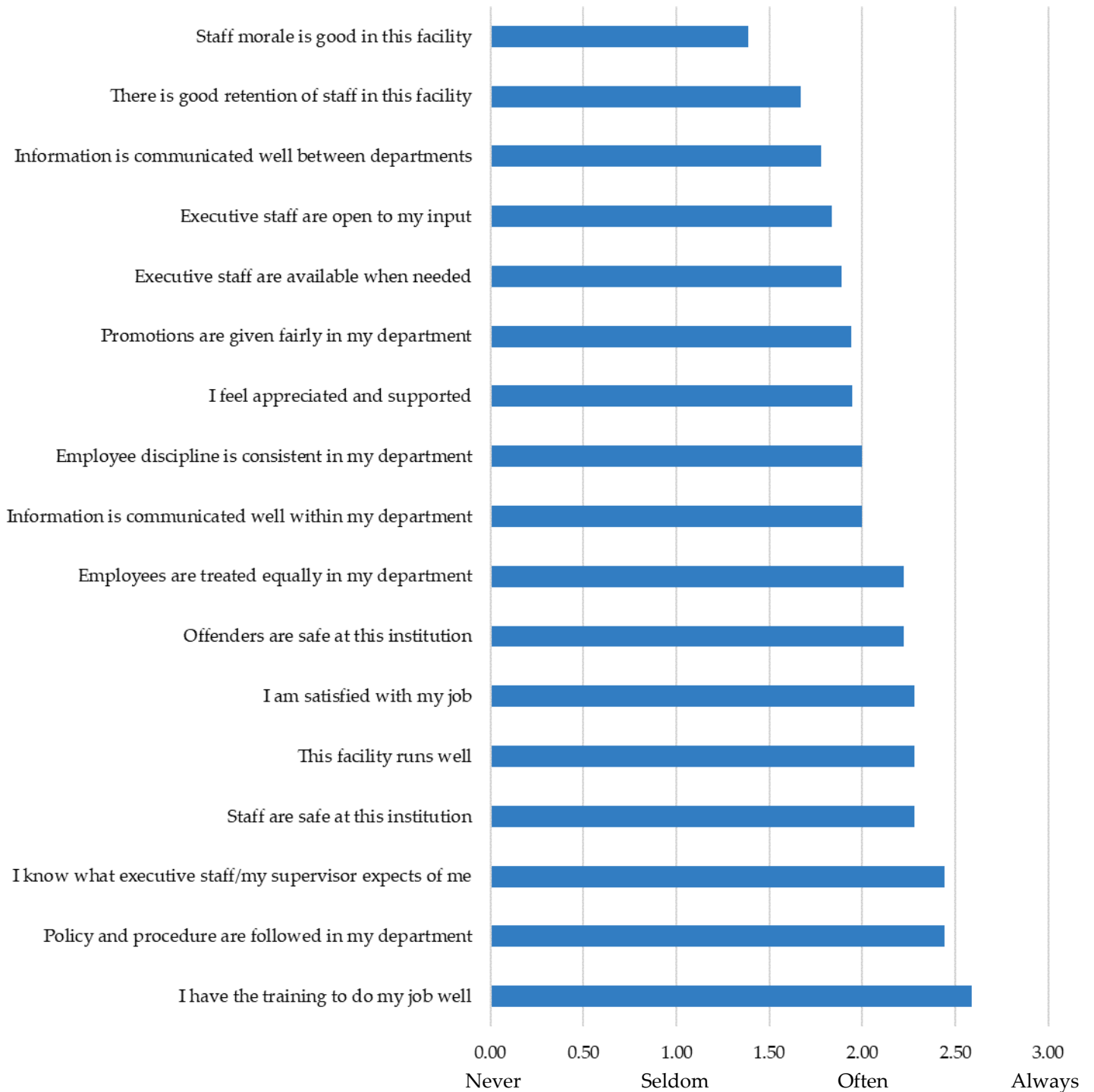
CIIC received 78 responses back from RCI non-supervisory staff, which represents a sample size of 17.6% of total staff. The survey responses were mixed, but generally positive.



# FISCAL ACCOUNTABILITY

## Staff Management: Acceptable, Continued

CIIC received eighteen survey responses from RCI Supervisors and Executive Staff. Responses were overall very positive, but reflect the concern of morale that other staff reported.



# CITATIONS

- i. CIIC Inspection Report, RCI, 2017.
- ii. ACA Reaccreditation Audit, RCI, 2018.
- iii. ODRC Internal Management Audit, RCI, 2020.
- iv. ODRC DOTS Rules Infraction Board Data.
- v. ODRC Assaults & UOF by Institution.
- vi. ODRC Inmate Deaths by Type and Institution.
- vii. ODRC Drug Testing Results by Institution.
- viii. DOJ PREA Audit, RCI, 2021.
- ix. ODRC PREA Case Summary Report.
- x. ODRC Ohio Grievance Report.
- xi. ODRC Institution Budgets.
- xii. ODRC Internal Fiscal Audit, RCI, 2021.
- xiii. ODRC Overtime by Institution.
- xiv. ODRC Capital Improvements by Institution.
- xv. Sustainability Audit, RCI, 2021.
- xvi. ODRC Monthly Staffing Report.
- xvii. ODRC Separation Rates by Institution.

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