



Howard County Department of Corrections

2020 Annual Report



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A Message from the County Executive

Dear Fellow Residents of Howard County:

I am pleased to present the Howard County Department of Corrections' 2020 Annual Report. This report documents the activities of the agency and highlights new and expanded initiatives of the Department of Corrections.

The Department of Corrections is responsible for the operation of the Howard County Detention Center, the Central Booking Facility, and the Community Service Program and is charged with providing a safe and humane environment to those incarcerated. This is accomplished by good security and control of the inmates, meaningful treatment programs and, by assisting inmates with their reintegration back into the community.

The staff of the Department of Corrections and partnering agencies are dedicated professionals who, along with many committed volunteers and partners, strive to make the Department one of the best correctional agencies in the State of Maryland. The Department has established a practice of implementing "best practices" in the corrections profession. Also, the Department is utilizing evidence-based programming strategies in preparing offenders for return to our community.

Sincerely,

A handwritten signature in blue ink, appearing to read "Calvin Ball".

Calvin Ball
Howard County Executive

A Letter from the Director

Dear Citizens:

The 2020 annual report is intended to show the many facets of the Department of Corrections operations. The highlight section of this report is of note because it focuses on the new and expanded efforts that were achieved in 2020.

The Howard County Detention Center and Central Booking Facility continue to be recognized as outstanding facilities due to the dedicated staff, volunteers, and other state and county agencies that augment Department services.

I wish to express my appreciation to everyone who has helped us to reach our goals of providing and maintaining a high level of security to protect the community and the inmates housed in our custody. The Department also offers a variety of treatment programs to assist the inmates when they are released back into the community. Proper reentry programming is a priority of the Department.

Sincerely,

A handwritten signature in black ink that reads "Jack Kavanagh". The signature is written in a cursive, flowing style.

Jack Kavanagh, Director
Department of Corrections

Mission Statement

The mission of the Howard County Department of Corrections is to protect the citizens of Howard County by providing a secure facility for persons legally confined in the County. The Department provides for the safety of the inmates/detainees and staff by maintaining a humane respectful living and working environment. It is also the policy of this Department that no inmate/detainee is discriminated against with regard to programs, services, or activities on the basis of race, religion, national origin, sex, disability, sexual orientation or political beliefs. It is also the Department's policy to adhere to all Adult Detention Center standards established by the Maryland Commission on Correctional Standards.

The administration and staff are dedicated to providing a balanced Correctional program that meets applicable County, State, and Federal standards. The Department will also review and implement, as best practices in the field of corrections. Concerted efforts are made to ensure that the inmate's human rights and dignity are not violated. The staff will be firm, fair impartial and above all consistent in dealing with inmates. As appropriate, inmates will be provided programs to assist them in their efforts for reentry into the community.

Historical Overview

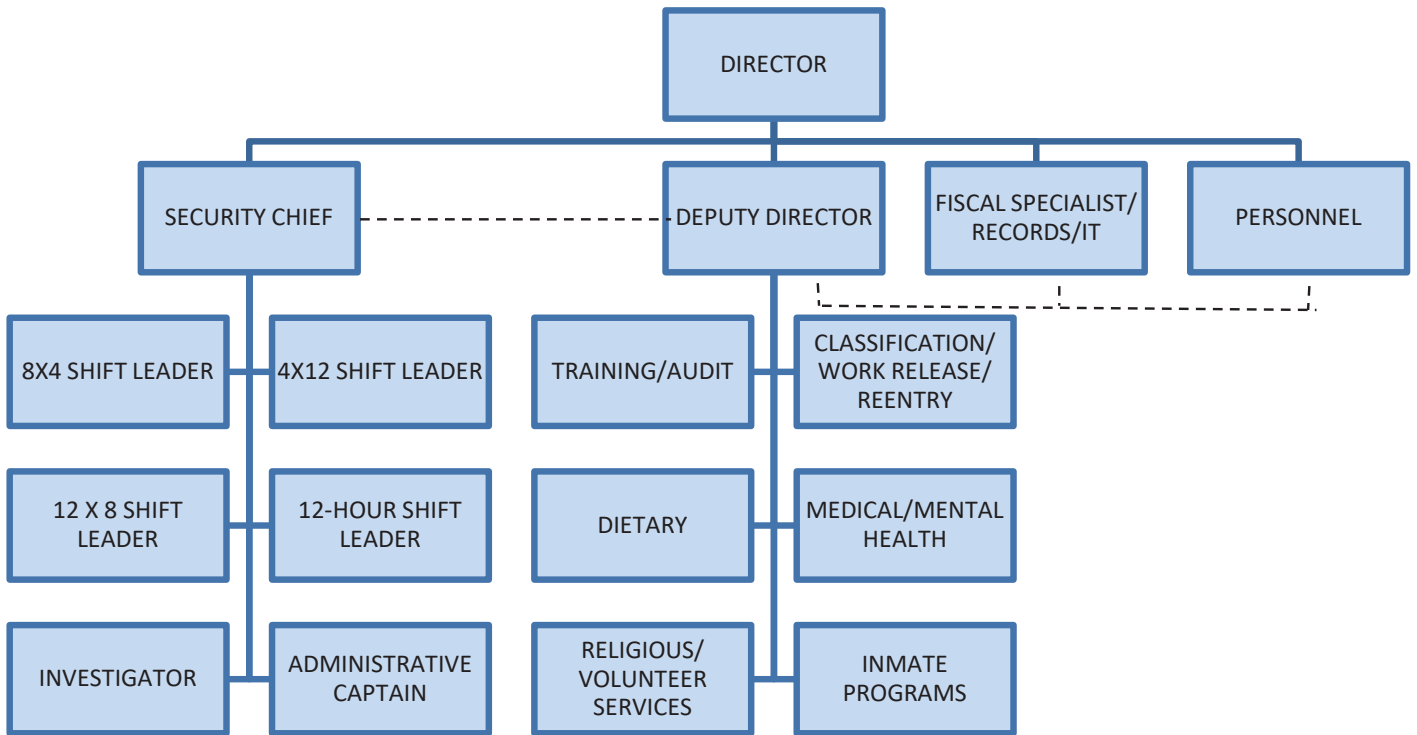
Howard County's original jail, in Ellicott City, opened in 1878. The Emory Street Jail was built to accommodate 12 inmates. In 1975, the Division of Corrections was established under former County Executive Edward Cochran. Gerald H. McClellan was appointed as the division's first Director of Corrections. Several years later, the Division of Corrections was established as a Department.

Due to overcrowding conditions and an antiquated facility, the Department of Corrections sought and received funding for the construction of a new Detention Center. The Howard County Detention Center, in Jessup, opened in 1983 with a rated capacity of 108 inmates and actually housed 63 inmates at opening; within five years, the inmate population had greatly exceeded its rated capacity. The Department of Corrections again sought and obtained funding for the expansion of the Detention Center. The expansion was completed in 1994 with a rated capacity of 361 inmates.

Construction began in 2003 to move the County's arrest and booking facility from the southern district police station to the Howard County Department of Corrections. On March 28, 2005 the Central Booking Facility opened at the Howard County Department of Corrections. The Central Booking Facility is responsible for the processing of all incoming adult arrestees and juvenile arrestees waived to adult jurisdiction in Howard County from various police agencies. Eighteen positions were added with the opening of the Central Booking Facility. Additionally, the District Court Commissioner's Office was opened on the site.

In 2009, the Department of Corrections assumed management responsibility for the Howard County Community Service Program. The Department contracted with the Serenity Center to operate the program. Approximately 500 individuals participate in community service each year.

Organizational Chart



2020 Highlights

Most of 2020 was focused on preventing the spread of Covid-19.

COVID Emergency Supplemental Grant Award

The grant award of \$105,300 runs November 1, 2020 through December 31, 2021. The grant allowed us to purchase two UV Walkthrough Portals and a Surface Sanitation Service. We have also been approved to spend funds for agency nursing and additional PPE and disinfectant supplies

Administration



Director

Jack Kavanagh joined the Department of Corrections as Deputy Director in January 2003 and was appointed Director in

March 2008. Prior to his employment with Howard County, Mr. Kavanagh worked for the Maryland Division of Correction for 24 years where he served as a Deputy Commissioner, Assistant Commissioner, Assistant Warden and Warden at the Maryland Correctional Adjustment Center.

The Director's Office is responsible for the management, supervision and operation of the Detention Center and the Central Booking Facility as well as oversight of the Community Service Program. This includes departmental budget preparation, procurement, and fiscal management, compliance with Maryland State Correctional Standards, development of Policies and Procedures, Internal Investigations, In-Service Training Programs, facility maintenance, the custody of inmates and the security of the facility.

Deputy Director



Andrea King-Wessels joined the Department of Corrections on January 7, 2019. She began her career with the Federal Bureau of Prisons

as a correctional officer at the Federal Correctional Institution in Englewood, Colorado. She held numerous positions of increasing responsibility at a variety of

locations across the country and retired from the Bureau of Prisons after thirty years. Ms. King-Wessels has also worked as a contractor for Immigration and Customs Enforcement and the U.S. Department of State. Prior to her employment with the Department she was employed with the Maryland Department of Public Safety, Police and Correctional Training Commission where she was the Administrator of Parole and Probation Training.

The Deputy Director's responsibilities include Classification, Community Programs, Dietary, Addiction Services, Medical and Mental Health Services, Educational Services, Religious, and Volunteer Programs, Policies and Procedures, Standards, Grant Writing, Training and Honor Guard.



Security Chief

Elhart Flurry joined the Department of Corrections on June 11, 2018. He previously worked for the Maryland Division of Correction for 18 years.

Chief Flurry has received numerous Governor and Commissioner citations during his career in State corrections while assigned to five (5) different facilities.

Mr. Flurry is a military veteran serving as a member of the US Army Special Forces. Mr. Flurry also attended Morgan State University.

Mr. Flurry is a Howard County resident and a graduate of Howard High School. He is also an active member of Unity Baptist Church in Elkridge.

Administrative Office

Audit Compliance and Training Office

In January the Compliance Management Office and the Training Department were combined into one department.

• Audit Compliance

The Compliance Management Office is responsible for monitoring compliance with various required federal and state standards, coordinating internal audits and conducting random in-house spot audits.

Audits & Inspections:

OIG – Office of Special Reviews and Evaluations – Final report not received

ODO – Office of Detention Oversight – Final report not received

Immigration Customs & enforcement Annual Review – Final report – Meets Standards

The Inmate Grievance Program is intended for use by the inmate/detainee population to resolve problems and concerns at the lowest level possible and to ensure that the inmates/detainees have unfettered communication to mid and upper level managers and administrators.

Inmate Grievances:

*377 filed, processed and resolved
Only 101 found to be meritorious*

The Compliance Management Office is also responsible for Policy & Procedures, Operation Statistics (Ops Stat), and Records Retention.

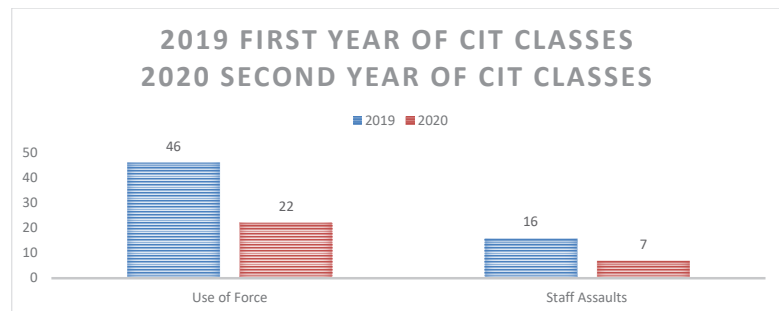
Ops Stat is the Department’s system for documenting shift/unit compliance with

submission of records as well as documenting exemplary or unsatisfactory job performance.

• Training

Training continues to flourish despite the COVID pandemic. In 2020 three Correctional Officers became Certified Instructors, two became Certified Field Training Officers (FTO’s) and several Correctional Supervisors attended various Professional Development courses hosted by the Maryland Police and Corrections Commission. All of these were virtual.

The Department’s CIT Program graduated 10 participants in two separate classes in 2020. We have been able to see how CIT is working by the following chart:



“Pre-service” as well as “In-service” is provided, covering a variety of subjects to include, suicide Prevention/Mental Health, Use of Force, Emergency/Disaster Plans, Prison Rape Elimination Act (PREA), Bloodborne Pathogens, Security Threat Groups and Firearms. Orientation training is also provided to volunteers and outside agency staff working within the Department to expose them to the culture and climate of the Department.

All correctional officers, dietary correctional officers and correctional support staff are required to receive 18 hours of in-service training annually to retain certification from the Maryland Police and Correctional Training Commission. Staff received an average of 25-30 hours of training.

All Certified Correctional Officers below the rank of Captain are required to annually complete firearms training which includes a “reduced-light” course of fire. The Department utilizes special goggles that simulate low-light (night) conditions during practice. Certified Firearms Instructors provide all Firearms Instruction including annual shotgun qualification for the SERT members.

All of the Training Instructors worked extremely hard during 2020 adjusting to the new changes. Therefore, no particular person was chosen as the Instructor of the Year. All instructors were presented with Instructor jackets and provided a privately funded lunch.

Members of the Honor Guard are Lieutenant Phyllis Delaney, Sergeant Jeffrey Ennals, Sgt. Mornique Tynes, Corporal Sherena Tyler and Officer Rosa Savage. The Honor Guard consistently performs with diligence, precision and poise, so we say “Thank You” to them for a job well done.

The armory is maintained and controlled by the Compliance/Training Captain and is comprised of long arms and side arms, weapons. Each month, the armory’s inventory and environment are inspected for accuracy and safe storage of all equipment. Additionally, ammunition and weapons are rotated between the armory and Main Control (bi-annually) to ensure safety and effectiveness of all weapons.

Administrative Records and Budget

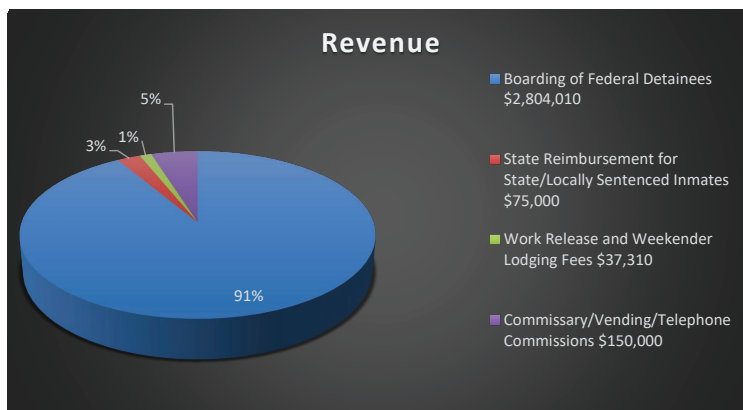
The Administrative Records Section provides a wide range of services. Included responsibilities of this section are Budgetary/Fiscal, Records, Inmate Sentence Calculations and Information Systems.

• Budgetary/Fiscal

This section prepares the department’s operating budget, monitors expenditures, procures and remits payment for all purchases necessary to operate the Detention Center and the Central Booking Center, administers and monitors grant funds, collects revenues, maintains inmate work release accounting, and collects and monitors weekender lodging fees.

FY20 Operating Budget: \$19,510,864

Anticipated FY20 Revenues: \$3,063,320



• Records

Responsibilities in the Records area of this section include calculating the release date for all sentenced inmates ensuring that all eligible confinement and court credits are applied, maintaining inactive inmate base files, conducting court ordered expungements, inspecting inmate mail for contraband, and disseminating information to various law enforcement agencies, courts, attorneys, other correctional facilities, criminal justice agencies, and the general

public. The records section also provides technical supervision of the department's commitment office. This includes conducting audits of the Computerized Jail management system (JMS) and base file records to ensure JMS entries are complete and accurate and that base files are in order. JMS is the official site for most inmate related information, most essentially, demographic information, court information, arrest and commitment information, case status, inmate status, etc. information, which is disseminated to other criminal justice agencies, the public, The Victim Notification systems, (VINES) relies on the accuracy of data collected and entered. Authority Police.

- **Information Systems**

Information Systems is responsible for maintaining, supporting and coordinating all computer related operations for the detention center and central booking facility. This includes managing the Jail Management System, systems administration for several databases being utilized by the detention center, maintaining and installing all software and hardware, installs and monitors the performance of network servers located in Corrections, and provides staff with necessary training.

Central Booking Facility



The Central Booking Facility (CBF) is responsible for the processing of all incoming adult arrestees and juvenile

arrestees waived to adult jurisdiction in Howard County from various police agencies to include the Howard County Police

Department, The Maryland State Police, The Department of Natural Resources Police Department, the Howard County Sheriff's Department and the Maryland Transportation Authority Police.

Detainees processed at CBF 1,416

Custody and Control

It is the primary responsibility of the Howard County Department of Corrections to provide for secure confinement, supervision, safety and control of inmates, 24 hours a day, seven days a week in both the Detention Center and Booking Facility. The Department staffs three eight-hour shifts each day. Members of the security staff supervise and control inmates, process the intake and release of inmates, conduct rounds, counts and searches, supervise inmate movement, monitor visits and respond to all emergencies within both facilities. The security staff works closely with medical and mental health staff to identify and refer inmates in need of health and mental health care.

Total Detention Center Inmate Admissions 1,349

Total Detention Center Inmates Released 1,410

Drug and Alcohol Testing

The Department continued to conduct extensive testing of the inmate population for drug and alcohol use. Testing is important for security reasons as well as for identifying those in need of medical detoxification services and follow-up treatment. The increase in opiate overdose issues resulted in the Department shortening its' time frame for testing new intakes. Testing now occurs on the night of intake rather than after bail review. Attached is the 2020 testing report (attachment 1) indicating the type of tests

done; the number of positive tests and the type(s) of drugs that were positive. Marijuana was the drug with the most positive test results followed by cocaine, benzodiazepines, and opiates. The Department also added fentanyl to its test panels in October 2017, noting its use and increase risks for overdose.

Special Emergency Response Team (SERT)

The Special Emergency Response Team (SERT) is comprised of volunteer members selected from each of the three shifts. They train to remain prepared to deal with a variety of emergencies (i.e. fire and smoke, medical, riot, cell extractions of unruly inmates etc.) Training for SERT members includes eight hours of orientation, as well as additional training in specialized areas including, but not limited to, defensive tactics, cell extractions, evacuations, etc. Thank you to the TEAM for All of your hard work and dedication.

Classification

The Classification Department responsibilities consist of interviewing and screening newly incarcerated inmates for appropriate housing assignments, conducting inmate orientation, assigning inmates to institutional jobs, conducting inmate disciplinary hearings, assisting inmates with special needs and/or problems, evaluating and referring inmates for special program placements as well as providing Case Management Services. This was an enormous task this year because the COVID-19 pandemic, and also with the consideration of safety of staff and the inmate population while completing these tasks.

The Classification Department has managed to maintain onsite certification of GED testing during the pandemic, as Ms. Lewis diligently worked through the many safety protocols to

get some inmates to complete the GED/HSD. Ms. Colliver did an outstanding and efficient job to determine housing units for Special Management Inmates and Federal Inmates, and to make sure the inmates made court appearances for their original jurisdiction.

Classification staff was a major contributor to the overall security of the institution by maintain safety protocols along with properly screening and housing newly incarcerated inmates according to risk, determining job assignments, program assignments and addressing concerns of pretrial and sentenced inmates. Factors considered in housing and other assignments include current charges at HCDC or in other jurisdictions, escape risk, mental and physical limitations, program needs, and past adjustment at the Detention Center. During the COVID -19 Pandemic classification has diligently housed inmates with the upmost care of the safety of staff and the inmate population.

Inmates are also evaluated for substance abuse disorder. Additionally, inmates who are assigned to special management units, disciplinary or administrative segregation are reviewed periodically by a classification counselor along with a mental health professional. When needed, staff assist inmates in locating transitional programs while working in conjunction with other program staff.

In addition to the above, the classification section is involved with several other Detention Center programs, operations, and functions to include:

- Acting as Victim / Witness and Child Sex Offender liaisons.
- Acting as Parole Commission and Parole and Probation liaisons.

- Coordinating Inter and Intra State Detainer agreements
- Coordinating, Scheduling and Monitoring our Case Management Review System
- In partnership with the Howard County Health Department for referrals and placement for the Bureau of Addictions programs.
- In partnership with the Howard County Community College; referral and placements into the LEEP and GED programs, and Orientation therein.
- Maintaining a homeless Referral network.
- Providing Custodian of Records functions for our Circuit and District Courts.

	Initial Classifications	Email Communications	Adjustment Hearings	CMR	LSIR's
First Quarter 2020	417	996	187	15	10
Second Quarter 2020	102	709	192	0	0
Third Quarter 2020	138	645	225	0	0
Fourth Quarter 2020	131	757	175	0	0
2020 Totals	788	3107	531	15	10
2019 Totals	1,871	4414	740	229	108
Rate of Change	57.8% decrease	29.6% decrease	28.1 % decrease	93.4% decrease	90.7% decrease

Community Programs

Work release, home detention, community work details, and the reentry program all fall under our Community Programs department at the Detention Center. These programs comprise of 8 staff members and 1 supervisor.

• Work Release/Home Detention/Community Work Details

The Work Release Program assists sentenced inmates with their transition back into the workforce and community by allowing them to gain employment while still incarcerated. Work release participants are closely monitored by 2 case managers. Participants are closely monitored to include frequent on-site job checks and GPS monitoring on selected participants. In 2020, due to the Covid-19 pandemic, the Work Release Program was

suspended in mid-March. The Detention Center quickly implemented a Home Detention Program to allow our work release participants an opportunity to serve the remainder of their sentences at home. All home detention participants were monitored by GPS supervision and allowed to continue working in the community. Offenders must be sentenced and authorized by their sentencing judges to participate on both work release and home detention. Sentenced inmates that are cleared for minimum security status are allowed to work various details in the community, ranging from cleaning our County's bus shelters to assisting other County departments with various projects. These work details are scheduled and monitored by the Work Release case managers. It should be noted that our program numbers were significantly impacted by the Covid-19 pandemic.

18 inmates were placed on the work release program in 2020 (January through March).

14 inmates were placed on the home detention program in 2020 (March through Dec).

On average, 5 inmates per month were employed while on the work release/home detention programs.

On average, 6 inmates per month were monitored by GPS supervision.

Inmates participated on the work release program on average for 56 days.

Inmates participated on the home detention program on average for 64 days.

\$675 was paid to victims for restitution.

There were no escapes or walk-offs in 2020.

On average, 10 inmates per month assisted the County with cleaning of the County bus shelters. Other off-site work details were suspended in mid-March due to Covid-19.

• Reentry

The Reentry Program consists of 2 reentry case managers, 2 support staff, and 2 peer recovery support specialists. Reentry and peer staff assist pre-and post-release offenders with their needs for essentials such as housing, food, referrals to mental health and substance use disorder treatment, clothing, crisis management, transportation, securing identification documents, and employment goals. The Reentry Department provides vital services and support while linking clients with our 130+ community partners. This collaboration with community partnerships aims to break the cycle of recidivism by providing a better outcome for successful community reintegration. A reentry plan is devised with each individual when needed prior to their release, to assist in a smooth transition back into society. A community Reentry ID card, which also serves as a 60-day bus pass, is offered to individuals at the time of release. There are additional office hours in the community to provide services to released offenders at The Multiservice Center in Laurel.

Reentry orientation sessions are held at the Detention Center in six-week cycles, relating important information through different topics each week. Some of the topics of these reentry sessions include the following: overcoming barriers of transitioning home, acquiring reentry identification documents, community resources, health and wellness needs, understanding the requirements of parole and probation supervision, information on the expungement process and resources to assist clients to meet this need, and Workforce Development Employment Services.

It should be noted that Reentry Orientation Sessions were suspended in March of 2020 due to the Covid-19 pandemic, however

reentry planning for individuals continued for clients being released from the Detention Center. Employment and housing became increasingly more difficult to find during the pandemic.

Detention Center Reentry participation was as follows:

Total of 2 cycles comprised of 8 sessions

22 individuals attended sessions

8 Participants completed the six-week program sessions and were awarded certificates.

Community Reentry Participation was as follows:

A total of 3,547 referrals and services were provided in the community:

1,965 individual counseling sessions including crisis intervention and ongoing support

265 referrals to Addiction Services

76 referrals to Mental Health services

25 Mental Health medication assistance

41 referrals to Housing/Homeless Assistance

56 referrals to treatment that incorporates housing

295 Employment Services provided

93 clients applied for Health Insurance

40 clients received Social Security Cards

5 clients received birth certificates

59 clients were assisted with MVA services (ID/license issues)

272 referrals to Community Support Agencies

218 consultations with Probation Agents

18 referrals to medical services

119 linkages to transportation alternatives

Howard County Department of Corrections in partnership with Bridges to Housing Stability opened a transitional house, the Guilford House, for reentry clients in January 2019. The Guilford House is managed by a part-time reentry staff member who lives on site.

7 Residents resided in the Guilford House in 2020 with 6 successful exits.

2 residents were on Home Detention monitoring through the Detention Center.

3 residents were being monitored on probation or parole supervision (no violations while residing at the Guilford House).

7 residents were incarcerated at the Howard County Detention Center prior to entering the Guilford House.

\$28,198 has been saved by the residents to plan for their transition out of the Guilford House.

2 residents purchased vehicles prior to their exit while maintaining \$3,000 in savings after the purchase.

Significant payments were made to past due/active child support fees.

6 of 7 residents passed all drug/alcohol tests while in Guilford (average of 1 test per month during their stay).

1 regularly attended mental health counseling.

All 7 attended 12-Step meetings.

2 attended and completed outpatient addiction treatment.

No new arrests/charges while residing in the Guilford House (1 known new arrest after exiting the house)

6 successful exits left employed, all experiencing wage increases.

2 residents were on Medication Assisted Treatment while at the Guilford House

Dietary

Inmate food service is provided by Trinity Services Group with the assistance of two correctional dietary officers. The staff are responsible for preparing three meals a day for inmates and for providing one meal for staff. Ordering of food supplies, maintaining sanitation, and preparing special diets as directed by the medical department and a requirement to comply with all Health Department inspections are also part of the daily routine of the food service staff. A Registered Dietician approves menus annually.

Total Meals Served in FY20-285,690

\$8.97 per day in meal costs

Medical Services

The Detention Center provides medical, dental, and mental health care from the time of admission, throughout the period of incarceration, until release. The medical department is managed by a professional healthcare contractor. Skilled medical staff provide on-site quality care and services including: initial intake medical screenings, physical exams, mental health screening and counseling, routine sick call, 24-hour emergency services, radiology services, dental exams, ophthalmology services, and chronic care clinics. Inmates are charged a \$4.00 co-pay fee for sick call services in accordance with Correctional Services, Section 11-203(c) of the Annotated Code of Maryland. The intent of this co-pay is not so much to generate revenue but to deter frivolous requests for sick call. Sick call services are provided to all inmates who request service, regardless of their ability to pay.

A provider network has been established in

the community to provide comprehensive specialty services that the Detention Center Medical Department is unable to provide onsite. These services range from specialized testing and advanced radiological study services to specialists within the medical field.

An important component of the medical services is continuity of care. Inmates who are released or transferred to other jurisdictions receive medical information and referrals to promote continued care. In addition, inmates leaving the facility are provided a limited supply of medication. Those inmates who have psychiatric prescriptions and have been incarcerated for at least 60 days receive a 30-day supply/prescription script combination to bridge their ability to be seen by a psychiatric provider.

Collaborative and Community Inmate Programs

The Department of Corrections recognizes the importance of services provided by volunteers and its partnerships with outside agencies. With the assistance and dedication of these providers, inmates can receive many services which would not ordinarily be available. Through these programs, inmates are afforded the opportunity to leave the Detention Center better prepared to re-enter their communities as productive citizens.

• GED/Adult Education Services

Howard Community College (HCC) in a partnership with the Howard County Department of Corrections (HCDC) provided classroom instruction for both male and female inmates who indicated that they did not have a high school diploma. Instruction was also provided for some who have diplomas but demonstrated that they would benefit from basic skills instruction. The

Detention Center provided classroom space, computers, and student supplies. Secure tablets preloaded with GED materials are used by students in their housing units to follow up on the lesson studied in class.

The Adult Basic Education Class provided instruction for students who demonstrated a wide range of skill levels. Each student at the time of registration completed assessments approved by the Maryland State Department of Labor, Licensing, and Regulation and teacher-designed inventories to enable the instructor to plan not only teacher-directed whole class lessons but also individualized lessons corresponding to the skill levels of each student in the areas of reading, writing, and math. Student progress is monitored through periodic administration of pre- and post-tests. In addition to traditional classroom instruction, students also have access to I-pathways, an online curriculum resource. HCDC is an approved GED testing site.

There were no in person GED classes held in 2020 due to Covid. However, with aid of the Literacy Tutoring Program 2 inmates received their GED, 5 students were tutored with 8 subjects tested and passed.

• Literacy Tutoring Program

The Holistic Curriculum Development Course is specifically designed for the population of Howard County Detention Center (HCDC). This virtual educational course covers remedial, intermediate and GED levels including: digital project management resources, worksheet formats and instructional videos.

Studies have shown that 85 percent of all juveniles who interface with the juvenile court system are functionally illiterate which eventually turn in to adult offenders. More than 60 percent of all prison inmates are functionally illiterate. Illiteracy and crime

are closely related. The Department of Justice states, "The link between academic failure and delinquency, violence, and crime is welded to reading failure." Over 70% of inmates in America's prisons cannot read above a fourth-grade level. Howard County Detention Center has taken a proactive role in providing an educational platform that addresses the issue of illiteracy within our facility.

Since COVID-19, Howard County Detention Center was able to launch a Virtual Education Program in September of 2020. As a result, one student has passed the Math and Social Studies portion of the GED test. We are confident that this student will complete the final two tests sometime in January 2021 with passing grades. In addition, four students have benefited from the virtual program and the need continues to grow. Our hopes, in the coming year, are to gradually expand the program to services more students once it is safe to do so.

• **Project LEEP (Life skills Education Employment Program)**

Project LEEP (Life skills Education Employment Program) provides participating inmates the necessary tools to seek and gain employment upon their release. During each six-week course, inmates learn to identify what skills and qualifications they already possess, organize personal information and references, complete a job application, use a computer to complete a resume and cover letter, and practice interviewing techniques.

During each session, students participate in activities to identify what skills (life and work related) and qualifications they already possess. Each student completes employability assessment testing.

All students who complete this six-week LEEP course, receive certificates of completion from Howard Community College and a packet of referral materials to aid them with their job search and/or continuing education.

Only one (1) LEEP session was convened during the year due to Covid. Each class meets daily for 3 hours from Monday through Thursday afternoon for six weeks, offering 74 hours of instruction each session. A total of 13 students enrolled. Of those enrolled, three (3) were released into the community before graduation from the program, and 10 successfully completed the six-week program.

Besides the students who graduated from the LEEP Program, many students, though leaving before that graduation day, still completed a professional resume and attained various degrees of interviewing and computer skills.

• **Resource Center**

Inmates are encouraged to avail themselves of the wide variety of legal and other reference materials, books, newspapers, magazines and other periodicals. Inmates have weekly access to the library. Library materials and books are furnished by the Howard County Library.

• **Religious Services**

Religious services for inmates are provided through volunteers and volunteer faith-based organizations.

Christian Jail Ministry (CJM), a non-profit religious organization, has provided spiritual and pastoral services for inmates at HCDC since July 1979 as volunteers to the Detention Center. CJM programs at the Detention Center include various worship services, counter-addiction programs based upon the Celebrate Recovery model, religious education (Bible classes in English and

Spanish, Christian videos, etc.) and Bible correspondence courses, pastoral counseling, individual discipleship training, personal help, and Christian literature (in English and Spanish). Articles in the American Correctional Association's professional publication, Corrections Today, and the publication of the American Jail Association, American Jails, have described CJM's ministry as "a model jail program." CJM provides one full-time chaplain and a part-time chaplain in its ministry at the Detention Center. It also utilizes the services of two local pastors, who serve as associate chaplains on a volunteer basis to minister at the Detention Center mainly in pastoral counseling and leading worship services.

Muslim faith education and Jumar Services are offered at the Detention Center through the volunteer services of the Dar Al-Taqwa congregation in Howard County.

Catholic services are offered weekly at the Detention Center and are coordinated by volunteer Deacon Services operating under the auspices of St. Lawrence Parish in Jessup. In addition, an outreach program from St. Matthews Church in Baltimore provides services to immigration detainees.

• **Addictions Services Program**

The Howard County Health Department offers a variety of treatment and education programs, targeting the needs of the inmate population of the Howard County Detention Center. The Substance Abuse Services Program has two funding sources; state and county. In order to be supervised under this program, the judges of the Howard County District and Circuit Court sentence offenders to the program. The program also accepts voluntary participants who demonstrate a need and have also been

recommended by administrative staff at the Howard County Detention Center. New this past year is the State Opioid Response (SOR) partnership with the Maryland Department of Health. The Detention Center continues to offer MAT options, including: methadone, sublocade, buprenorphine, and Vivitrol. Clients who enter into the Detention Center prescribed medication-assisted treatment (ie: buprenorphine, sublocade, methadone, and vivitrol) are kept on the medications during their entire time at the Detention Center. The Health Department also conducts court ordered evaluations (ex. 8-505), In-Depth Drug/Alcohol Evaluations per court order, and provides recommendations for treatment for the Howard County Circuit/District Courts and Drug/DUI Court participants who are sanctioned to the Howard County Detention Center to receive treatment services based on their need. Four 8-505 assessments were completed for calendar year 2020.

The Substance Abuse Services program has two phases. In Phase I, clients participate in intensive treatment services that last for a minimum of three months. The clients receive individual and group counseling and attend drug/alcohol education classes each week. Participants also attend institutional self-help meetings (Alcoholics Anonymous) weekly, bi-weekly (Narcotics Anonymous), and Celebrate Recovery. In Phase II, the emphasis is on relapse prevention, work release (if eligible) and continuation of care planning that can last an additional three months at minimum. Prior to release from the Howard County Detention Center, the inmates are referred to community providers for continued treatment based upon the level of care needed. Inmates continue to be allowed to attend all groups that they wish to attend regardless of phase of treatment.

A total of 72 inmates participated in the substance abuse services program, which is a decrease from the previous calendar year. Due to the COVID-19 pandemic, our program was suspended for 5 months, significantly reducing the services we were able to provide for calendar year 2020. Various studies indicate that a client who is released from incarceration with a job already in place has a 50% reduction in recidivism. Most are eligible for work release if they successfully comply with institutional rules and course curriculum content.

In addition to these formal programs, referrals are provided to other inpatient drug treatment facilities when instructed by the Courts to do so. Any inmate can be seen per counselor request in order to discuss current status and be given recommendations for possible treatment. Resources and handouts on substance abuse services are available to all inmates in the Howard County Detention Center, and Acupuncture continues to be funded by the Howard County Detention Center and offered as one of our weekly therapeutic groups through the Maryland University of Integrative Health.

Continued in 2020 was offering Opioid Overdose Response Trainings within the Detention Center for inmates and staff. At these trainings, participants are trained to recognize someone who is overdosing, as well as administer Naloxone. Naloxone is used to revive someone who is currently overdosing. Upon their release from the Detention Center, clients are given a kit with 2 doses of Naloxone (an \$85.00 value), which is placed in their property and given to them upon release. By placing the Naloxone in the inmate's property, this removed the barrier

of having them go to the pharmacy to pick it up. This training is in response to a dramatic increase in opiate overdoses in the State of Maryland and Howard County. A total of 232 individuals have been trained and 472 Narcan kits have been distributed. In addition to this training, the Bureau of Substance Abuse Services utilized the services of Ms. Claudia Salomon, Howard County State Care Coordinator.

Also continued in 2020, but increased, seven peer recovery support specialists co-facilitated groups with the counselors within the Detention Center. These peers are in recovery themselves and can help offer a different perspective (via self-disclosure) to those in group struggling with the issue of sobriety. The Detention Center employs 2 peers and the Health Department can offer the services of 5 peer recovery support specialists.

In addition, 2020 saw the continuation and expansion of the medication-assisted treatment program within the Howard County Detention Center. The Howard County Detention is one of four Detention Centers in which MAT services are being piloted. This is in response to HB-116. The available medication-assisted treatment options have been expanded to include: vivitrol, sublocade, buprenorphine, and methadone. Research shows that individuals who are placed on medication-assisted treatment (ie: Vivitrol, buprenorphine, or methadone) have higher rates of treatment success and lower rates of overdose upon release from Detention Centers.

The SBIRT (Screening, Brief Intervention, Intervention, and Referral to Treatment) program continues within the Howard County Detention Center with the use of our

Detention Center and Health Department. peer recovery support specialists. This program is designed to help individuals who may not get into treatment while in the detention center but will need treatment in community once released.

In 2020 the Peer Recovery Specialists helped to facilitate a total of 75 Peer led group sessions with an average of 5 attendees per session. The Peers were able to make almost 100 unique contacts through these Peer groups, helping to facilitate SBIRT (and continued follow-ups) conversations when there was limited access to the inmates due to Covid restrictions and facility space limitations (HCDC construction projects). In the two months prior to March (Covid19 restrictions) there was an average of 56 positive SBIRT screenings each month, with about 50% of them having met with Peer staff and referred to treatment programs. There was an average of about 100 follow-up SBIRTs for those two months, with those who had already met with Peers during their current incarceration. The Peer staff utilizes one-on-one encounters as well as group settings to discuss recovery/treatment options and goals for both during incarceration as well as upon release. They also help to facilitate virtual 12-Step meetings while they are unavailable to be done in-person by outside volunteers. The Peer staff is able to refer clients to other in-house programs such as Reentry or Mental Health counseling and also refers/connects them to community-based organizations/ programs such as SMART Recovery, Social Services, recovery housing, MAT clinics or Harm Reduction services and others.

The staff under the Substance Abuse Services Program in 2020 consisted of Chris Collins, Licensed Clinical Professional Counselor, Recovery Support and Criminal

Justice Services Supervisor: Mary Ann Warnke, Licensed Certified Alcohol and Drug Counselor; Catherine Sawyer, Licensed Clinical Social Worker, Scott Sheldon, Certified Peer Recovery Support Specialist, Jack Matthews, Certified Peer Recovery Support Specialist, Catherine Blessing, Certified Peer Recovery Support Specialist, Danny D'Alonzo, Peer Recovery Support Specialist, and Latrice Clark, Peer Recovery Support Specialist. In addition, Ms. April Der was hired to fill the vacancy left by Ms. Warnke, and Ms. Shariee Sims was hired as our 3rd treatment services counselor. Her hire will allow us to see more individuals and get those individuals who want services off of our waitlist and into treatment. Our staff also participates in the weekly CMR (institutional review) hearings and Mental Health/Program Meetings conducted in the Detention Center. All health department Counselors are Board Licensed Counselors.

Goals for 2021 include continuing to offer Opioid Overdose Response Trainings to staff and inmates, expanding medication-assisted treatment to more individuals, developing better continuation of care options in the community, and evaluating how best to serve all inmates (sentenced and pre-trial) at the Howard County Detention Center. Due to the COVID-19 pandemic reducing our services, we are looking for to 2021 and the hope that we can resume our regular services as soon as safely possible and expand our services with the hire of our third counselor position.

• **Maryland Community Criminal Justice Treatment Program**

The mission of MCCJTP is to reduce the recidivism rate of mentally ill inmates to detention and mental health institutions through improving linkages to community

resources, supports and health services. The MCCJTP mental health clinician establishes a therapeutic relationship with the inmate assessing their needs with special attention to the psychiatric issues contributing to their incarceration. As the inmate nears their release date, the mental health clinician develops a community reintegration plan that includes developing a support system of resources and services designed to enhance successful return to the community. Finally, the mental health clinician partners with the ex-offender through their transition back to the community ensuring linkage to the designated supports while addressing any issues that could interfere with successful reintegration.

Other services include crisis intervention to inmates and working closely with all staff and other treatment providers to ensure proper care of clients who engage in high risk behaviors. In addition, this program offers the correctional officers annual training on suicide awareness for identifying and understanding the mentally ill population. Another featured topic of the training is teaching correctional officers the signs and symptoms of suicidal ideation and mental illness and managing these specific crisis and conditions for people recently incarcerated.

CIT (Crisis Intervention training) is currently offered to the staff at HCDC. The MCCJTP clinician is a facilitator for this training as well as the police CIT training. CIT is a nationwide program that aims to provide those working in public safety with a basic knowledge of how to respond to individuals with mental illness in a humane and helpful way.

One Hundred and Sixty-Two (162) individuals with a primary diagnosis of a Serious and Persistent Mental Illness

were served through the MCCJTP. Seven Hundred and seventy (770) hours of case management services were provided, One hundred and seventy-five (175) hours of group facilitation, along with One hundred and twenty (120) hours of individual therapy.

The greatest challenge for the MCCJTP mental health clinician is finding treatment and housing for individuals suffering from a mental illness and a co-occurring substance abuse problem. This dual diagnosis group, within the mentally ill population, uses illicit substances to cope and mask symptoms of mental illness; therefore, compounding their problems. The MCCJTP mental health clinician works closely with the Howard County Health Department Bureau of Addictions to properly serve each individual presenting with mental health and addictions concerns.

• **Reentry Mediation**

The Department has partnered with the Mediation and Conflict Resolution Center (MCRC) to conduct reentry mediation. Mediation sessions allowed the inmate and the outside participant to discuss family and or other reentry issues in a neutral setting. Some of the follow-up mediation sessions extended into the next year. The reentry mediation program is an important component to successful reintegration into the community. A 2014 study completed regarding state returning offenders showed that those completing mediation were 13% less likely to re-offend.

No sessions were held in 2020 due to Covid.

• **Thinking for a Change**

Thinking for a Change (T4C) is an integrated, cognitive behavioral change program for offenders that include cognitive restructuring, social skills development, and development of problem solving skills. Thinking for a Change has been determined to be an evidence based program. The Department targets individuals who are at medium to high risk to re-offend and requires that these individuals complete the T4C program as part of their progress to minimum security.

No sessions were held in 2020 due to Covid.

• **Getting Ahead**

The Department continued to develop the Getting Ahead program by identifying and training staff to be lead investigators in a new Getting Ahead program geared specifically to incarcerated persons, Getting Ahead While Getting Out (GAWGO). Groups in Howard County are an outgrowth of the Bridges out of Poverty initiative of the Board to Promote Self-Sufficiency. The initiative is a two part model that can change the culture of poverty in a community. Bridges out of Poverty provides a framework for service providers to examine how they view and treat those in poverty, while Getting Ahead groups enable people in poverty to investigate the effects of poverty on their personal resources and what it takes to improve those resources.

No sessions were held in 2020 due to Covid

• **Landscapes for Life**

The Detention Center in partnership with Howard EcoWorks held a sustainable gardening training for inmates that consisted of 5 days of classroom training and 1 day of a hands-on practical. This program used the Landscapes for Life curriculum which

provided basic education on successful soil, water, and plant practices. They also learned about design strategies, soil texture, water, and plants within the context of sustainable gardening.

No sessions were held in 2020 due to Covid

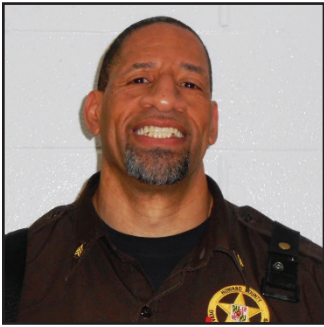
• **Your Job & Your Money**

The Detention Center held a 4-day financial literacy and job preparation class. This course was taught by two volunteers from MakingChange Financial Wellness Programs. Inmates learned the importance of setting short and long term realistic goals and how to strategize and be prepared for future employment, the importance of budgeting and saving money for the future, understanding credit scores, establishing credit and how to repair bad credit.

No sessions were held in 2020 due to Covid

Staff Recognition

Correctional Employee of the Year



Sergeant Perry Young began his employment with the Howard County Department of Corrections on October 14, 1997.

Sergeant Young is a long tenured member of the Department's Special Emergency Response Team (SERT). He was also trained as a Crisis Intervention team (CIT) officer and incorporates CIT training into his SERT training. Sergeant Young is also a CIT instructor and has been instrumental in training officers on CIT techniques. Since incorporating CIT training, the agency has seen a significant decrease in Use of Force incidents.

Sergeant Young recently became an instructor and worked closely with the Security Chief and Training Coordinator to develop a "Back to Basics" security training program for correctional officers. The program has been very appreciated by officers and has improved officer's performance.

In addition to the above, Sergeant Young has also coordinated the Department's annual basketball tournament.

Sergeant Young was an accomplished collegiate and professional basketball player. The basketball tournament is very much anticipated by the inmate population and a big morale booster as well.

Civilian Employee of the Year



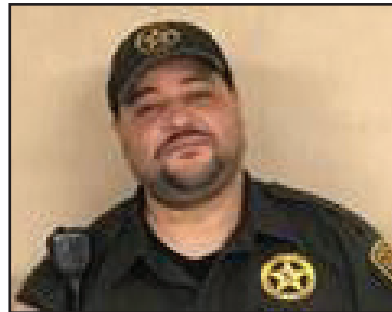
Kimberly Powell is employed at the Howard County Detention Center as a Correctional Technician. Prior to her position as a technician she was a

Correctional Corporal. As part of her duties Ms. Powell checks inmate mail for contraband and other security concerns. Ms. Powell is very diligent in performing her duties. During the past year she has discovered numerous pieces of mail containing suboxone. She has also discovered multiple incident of inmates trying to circumvent mail procedures and violations of no contact orders. In addition to the above Ms. Powell is always willing to assist other areas by assisting the shift with filling a correctional officer post during an emergency, conducting sentence calculations and other administrative functions. Additionally, Ms. Powell is a facilitator for the Department's Strengthening Families Program. The program teaches parenting skills to the inmates and allows the children of the participating inmates to learn skills to enhance their development. All of her skills and efforts make her a valuable staff member who can fill numerous roles.

Correctional Employee of the Month



January
Kenyetta Small



October
Jeffery Penn



February
Michael Graham
and Perry Young

March - None selected

April - None selected

May - None selected



June
Jackie Cooper

July - None selected

August - None selected

September - None selected

November - None selected

December - None selected