



Meeting Minutes
Iowa Prison Industries Advisory Board
Friday, September 14, 2018
Iowa State Penitentiary, Fort Madison, IA

Present: Dr. Doug Hillman, Sheila Wilson, Jennifer Gardner, Tim Diesburg (via telephone), Terry Goodman (via telephone), Dan Clark.

Absent: Bonnie Winther.

Staff: Jeff Bailey (IPI Ft. Madison), Julie Schaeffer (IPI Farms), Mike Lynch (IPI Farms)

Guests: Chris Tripp – ISP Deputy Warden.

I. Call to Order.

Dr. Doug Hillman called the meeting to order at 9:15am on September 14, 2018.

II. Approval of Minutes from Previous Meetings.

Minutes from the June 1, 2018 meeting were not taken up, as Ms. Wilson requested an opportunity to provide a written version of the statement she had read at the Clarinda meeting. Ms. Wilson made a motion to approve the minutes from the Board's teleconference meeting held August 6, 2018. The motion was seconded by Ms. Gardner and approved unanimously.

III. Declaration of Support of a Barbering Apprenticeship Program.

Mr. Diesburg made a motion to approve a declaration supporting legislation regarding a barbering apprentice program (below). The motion was seconded by Mr. Goodman and approved unanimously.

DECLARATION IN SUPPORT OF LEGISLATION

The Iowa Prison Industries Advisory Board and the Director of Iowa Prison Industries do hereby unanimously declare their support in the recommendation made by the Iowa Barbering Board for the Iowa Department of Public Health to amend Iowa Code section 158.3, which would give incarcerated individuals the option of completing a barber apprenticeship training program that meets the standards set forth by the U.S. Department of Labor to obtain licensure in Iowa.

IV. Approval of New PIE Program – Landus Coop.

Ms. Gardner made a motion to approve a new Private Sector program with Landus Coop. The motion was seconded by Mr. Diesburg. During discussion of the motion, Dr. Hillman stated that Board Member Bonnie Winther had requested the Board postpone its consideration of the PIE program at Landus Coop since she was unable to attend the meeting in person or via telephone. Dr. Hillman had suggested that Ms. Winther send him any written comments, and explain whether she opposed this PIE program, or all PIE programs.

Mr. Goodman said that he respected Mr. Winther's opinion, but that the PIE program had been reviewed and approved by the State, that the IPI Mission is to employ as many offenders as possible, and that the PIE programs fit that Mission.

There was discussion about holding a special meeting via teleconference the following week, but there was no date which worked for all members. Ms. Gardner stated that the Board was already aware of Ms. Winther's opposition, and that postponing consideration would not change anything. Ms. Wilson said that given the urgency of the company's need and the inability of the Board to meet during the following week, she thought the Board should vote on the motion. But she did want the minutes to reflect that Ms. Winther's request was considered. Mr. Diesburg asked about the safety record of Landus Coop. Mr. Clark said he was unable to provide any data but that the DOC safety staff had visited the elevator and was satisfied.

A vote was taken and the motion passed unanimously.

V. PIE and individuals serving a life sentence.

Mr. Clark explained that current IPI policy excludes men or women serving a life sentence from participating in the PIE program. However, now that some PIE programs will be operating inside the institutions, the exclusion of all "lifers" presents challenges, since virtually every IPI program has some lifers in their program.

Ms. Wilson stated that her belief was that IPI should focus on offenders that will be released. Mr. Goodman asked whether we had data on how many lifers were currently in the IPI program. He stated that a change in IPI's policy would be appropriate if IPI had guidelines, but not carte blanche. Mr. Diesburg stated that in his experience, lifers promote stability, safety and efficiency in a shop. At Anamosa, the IPI operation kept track of the lifers in the IPI program, and matched the population of the overall institution. He stated that a lifer without purpose can be a dangerous situation for staff and the public. Mr. Diesburg stated that he agrees with board members Goodman and Wilson on the need for a guideline. Mr. Goodman stated that it would be detrimental to the mission of IPI if all PIE work was performed by lifers.

Mr. Clark offered to write some policy language and provide it to the Board next meeting.

VI. IPI Farms – reconsideration of renting NCF farm.

Mr. Lynch and Ms. Schaefer from the IPI Farm team asked the Board to reconsider its motion from the June 2018 meeting stating that IPI should rent out the Newton farm and assist the IPI Farms employee with finding alternate employment. Mr. Lynch described the effort needed to maintain the dike on the 800 acres that IPI already rents out at Newton, and suggested a heifer program that would allow IPI Farms to spend two days per week performing other agricultural related activities such as vaccinating livestock, repairing fences and tiling, etc. He also thought that during the winter, IPI Farms could perform welding or other factory work for extra income.

Ms. Wilson asked how the current farm was being used, and Mr. Lynch stated that there were 100 pairs of cow-calves on 240 acres of pasture, 60 acres farmed by IPI, and 800 acres being rented to another farmer. Ms. Schaefer stated that it was less costly to produce their own silage and hay, rather than purchase it.

Ms. Gardner clarified that Mr. Lynch was proposing to keep 300 acres under IPI management, but perform other activities as well. Mr. Lynch confirmed this, which he stated would better justify a staff salary. Ms. Gardner informed the Board that she had met with the farm team at the Newton location and had stressed the need to employ offenders, as this was the Mission of IPI, even if the offenders don't end up working in agriculture after release. She thought the farm team should be given the opportunity to try this.

Ms. Gardner made a motion requesting the IPI Farm present at the December 2018 meeting a detailed and workable plan for the next 12 months. The motion was seconded by Ms. Wilson and approved unanimously.

VII. Presentation by incarcerated individual.

Mr. Omar Wilkins 6685902, who is presently incarcerated at ISP and participates in the IPI program there, gave a PowerPoint presentation to the Board on the Engagement of Associates, and stressing the need to explain “why” – for example, ensuring that each IPI associate understands why their individual effort is so important to the IPI program, why the IPI program is beneficial to society at large, etc.

Mr. Wilkins described the daily huddles held by each work group, and the role of the Team Leader within the PIMS structure. Mr. Clark stated that Mr. Wilkins had been very instrumental in leading the IPI team at Fort Madison in its lean manufacturing journey. The board was very complimentary of Mr. Wilkins and his presentation, and thanked him for his efforts to help change men and help the IPI program.

VIII. Traditional Industries FY18 Financial Review.

Mr. Clark distributed copies of the FY18 financial reports for IPI traditional industries.

IX. Report - private contractor sales.

Mr. Clark informed the Board of two small sales to general contractors for public improvement projects.

X. Implicit bias training.

Mr. Clark informed the Board that the DOC was preparing training for staff regarding implicit bias. Ms. Wilson stated that she would like to see data on offender assignments, and asked that this topic be on the agenda for the Board’s December meeting.

XI. New Business.

There was none.

XII. Adjourn

Dr. Hillman asked for a motion to adjourn, which was offered by Ms. Gardner and seconded by Ms. Wilson. The meeting was adjourned at 12:45pm.

Minutes submitted by:



Dan Clark, Director

Minutes approved by:



Dr. Doug Hillman, Chair