



2021 Ramsey County Community Corrections
Interim Comprehensive Plan
Community Corrections Act

November 6, 2020

2021 Interim Comprehensive Plan

I. Introduction

This document is the Ramsey County Community Corrections Department's 2021 Interim Comprehensive Plan. It meets the requirements of the Minnesota Department of Corrections outlined in a letter from the Director of Grants and Subsidies dated June 10th, 2020.

The Interim Plan describes the progress the Department has made toward the goals in its Strategic Plan. It includes the following:

Program and Budget Update

- Director's Message
- Organization Chart
- Budget and FTEs by Program Area
- Narrative describing changes in services and programming to the approved Plan
- Annual Progress Report on Strategic Planning
- Community Corrections During COVID-19 Infographic
- Signature page

The following additional required items will be submitted to the Minnesota Department of Corrections under separate cover:

- The Ramsey County Board of Commissioners' Resolution approving the Interim Plan
- Salary Roster

I. Directors Message

Greetings!

Thank you for taking the time to read and explore the 2020-2021 Interim Comprehensive Plan, which highlights the work of our very dedicated staff at the Ramsey County Community Corrections department in Saint Paul, Minnesota.

This past year, 2020, has been an unprecedented time in our nation's history. Due to the COVID-19 Pandemic, we have had to make significant shifts in our operations. We have also had to respond to ongoing community unrest, particularly after the death of Mr. George Floyd in Minneapolis on May 25th, 2020. Communities across the Twin Cities metro area, the state and the country have called for changes and reform throughout the justice system.

We must respond to the ongoing "calls for change" and engage wholeheartedly with our community members, the clients we serve, justice system agencies, and with all those who have been impacted or harmed through their involvement in our justice system. We need to all come together to address the ongoing disparities we continue to see through the justice system and in our communities. We can and must do better.

This Interim Comprehensive Plan highlights some of the significant changes we have implemented during the pandemic, and the reform work that we continue to push forward. Our reform work actually began in 2005, expanded more significantly in 2015, and has become more critical and visible in 2019-2020.

Since the approval of our most recent two-year Comprehensive Plan (2020-2021), there have been a myriad of service delivery changes. A short list of these changes have included the following: significant increases in the use of technology particularly for the implementation of virtual contacts, reductions in probation violations and decreases in incarceration, reduced or suspended drug testing for some clients, and significant reductions in the number of residents at the Ramsey County Correctional Facility (RCCF).

Additionally, the department has developed virtual educational programs and cognitive skills interventions for clients in the community and at the RCCF and Ramsey County Juvenile Detention Center (JDC) to assure social distancing and avoid potential COVID-19 for our residents, staff and community members.

Many other changes have been documented and approved by the County Managers Office and with support from the Second Judicial District Bench, and these have all been made available to the public via the "Service Delivery Redesign" reports that are available at the [Ramsey County COVID-19 website](#).

Our justice reform work has also continued as a top priority over the course of the past year. We have benefitted from the ongoing support from our County Board, the Health & Wellness Service Team, and community partners. Some of the completed reforms include: the closure of the Boys Totem Town residential program in 2019, continued reductions in out-of-home

displacements while expanding the use of community-based alternatives and family engaged services, elimination of probation supervision fees (totaling nearly \$1 Million), reviewing key decision points that result in revocations particularly for technical violations, and expanded training opportunities for staff in the areas of effective supervision and evidence-based practices.

Despite the ongoing and significant challenges faced by many this past year, our Community Corrections staff and leaders have continued to forge ahead with changing how we serve our clients and operating under our HOPE Star Values:



- Helping people change
- Offering opportunity
- Providing accountability
- Ensuring equity

In closing, I want to thank our community members for their support and for the opportunities we continue to have to hear their voices and respond to our ever-changing world. Thank you to all of our hard-working staff members who care deeply about their work and truly want to help the clients under their care and supervision. Community Corrections will also be directly involved with Ramsey County's new Transforming Systems Together (TST) effort, a shared community-based decision-making initiative.

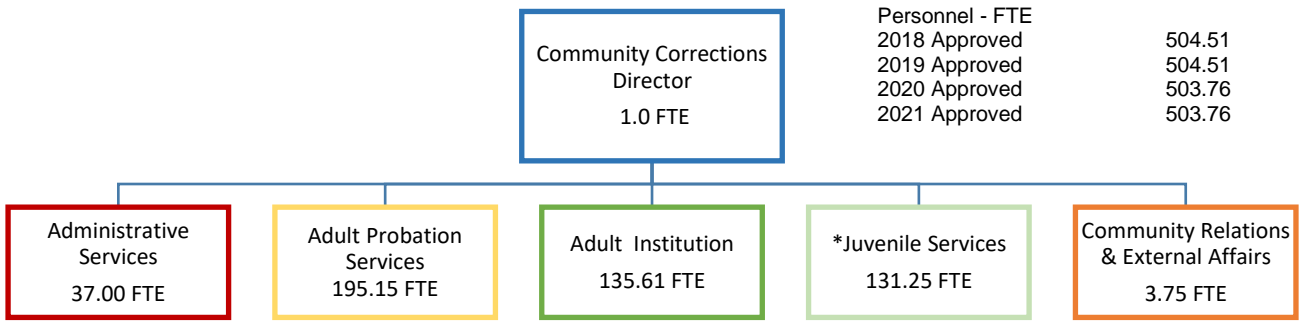
A special thank you to our Community Corrections Advisory Board members for their willingness to share thoughts, ideas, critical assessments, and to keep on meeting (virtually) and talking about how we can improve our services, reduce disparities, and truly transform our justice system!

Respectfully,

John A. Klavins, Director

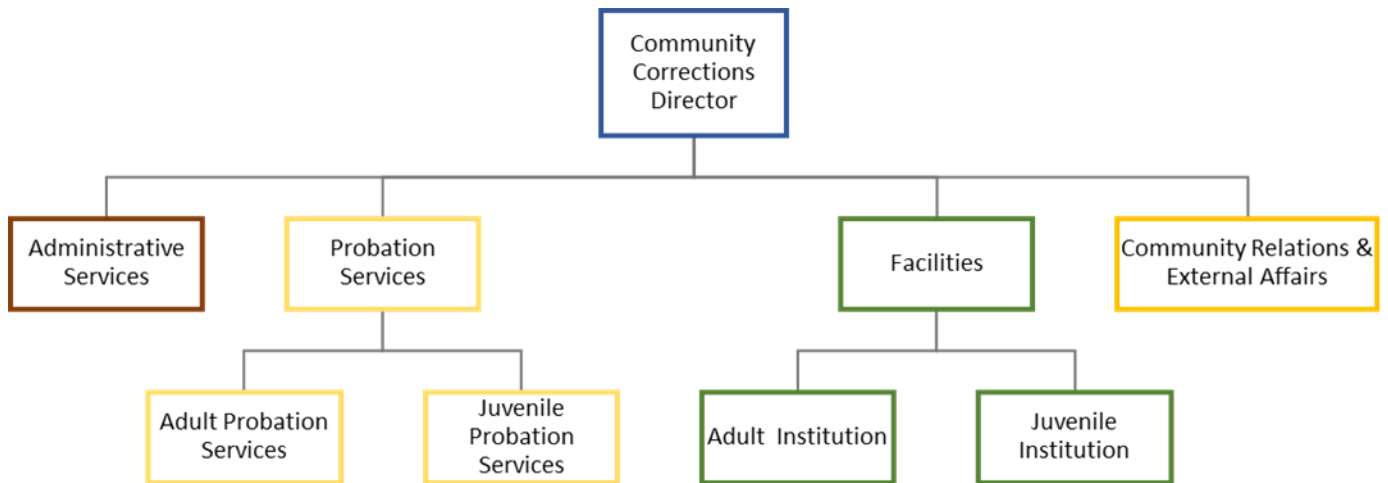
II. Department Organizational Charts

2020 Organizational Chart



**Includes Juvenile Field Services and Juvenile Institution*

Pandemic Response Organizational Chart (March 2020- present)



PERSONNEL SUMMARY BY DIVISION

Community Corrections

	FY18 Approved	FY19 Approved	FY20 Approved	FY21 Approved
<u>Operating Budget</u>				
Community Corrections Administration	33.00	33.00	39.50	39.50
Adult Probation	171.05	171.05	172.86	172.95
Correctional Facility	137.61	137.61	132.61	132.61
Juvenile Probation	45.49	45.49	55.50	55.50
Boys Totem Town	54.75	54.75	45.25	45.25
Juvenile Detention Center	49.01	49.01	51.00	51.00
Total Operating Budget	490.91	490.91	496.72	496.81

	FY18 Approved	FY19 Approved	FY20 Approved	FY21 Approved
<u>Grants / Projects</u>				
Justice Assistance Grant (G101023)	1.00	1.00	-	-
Intensive Supervision (G202002)	9.50	9.50	7.87	7.80
Enhanced Halfway House Reentry Services (G202016)	0.60	0.60	-	-
Reducing Recidivism (G208095)	-	-	1.00	1.00
Treatment Courts (G219004)	2.50	2.50	0.91	0.90
Total Existing Permanent FTE	504.51	504.51	506.51	506.51

	FY20 Approved	FY21 Approved
<u>FTE Changes</u>		
1.75 Administrative Investigator CC - move to HR	(1.75)	(1.75)
Total FTE	504.76	504.76
Inc/(Dec) From Previous Year	0.25	-
Inc/(Dec) for 2 Years		0.25

III. Changes in Services and Programming to the 2021 Ramsey County Community Corrections' Comprehensive Plan

The COVID 19 pandemic continues to be a national crisis and Ramsey County is committed to providing services while protecting the health and safety of residents and staff. An integral part of the county's COVID-19 response includes advancing racial and health equity and effective community engagement. In March 2020, Ramsey County Community Corrections responded with immediate changes to its service delivery model to ensure accessibility, effectiveness and equity in serving its residents. Additionally, several staff were redeployed throughout the county to support critical pandemic response efforts such as housing stability and incident management. These changes are described below by division.

Administrative Services

The Administrative Services division includes Community COG, the Staff Development Unit, Fiscal, the Research and Evaluation Unit and the Application Management Team (AMT), which provides tech support. The division had three immediate priorities in 2020:

- Implement and support remote tele-work to ensure that staff continue to support clients
- Adapt existing sustained training curricula and develop new content related to evidence-based practices that can be effectively delivered virtually to staff.
- Adapt existing cognitive behavioral curricula and interventions to be delivered virtually to clients.

In 2021, until a COVID vaccine is readily available, we will continue much of our work in a remote platform. Our staff development unit created the 2021 training calendar to include versatile and responsive training and coaching opportunities that can be delivered in-person or virtually based on evolving circumstances (pandemic). That includes group training and COG sessions offered via Zoom and Teams.

We are eliminating desktop computers and are outfitting staff with docking stations and laptop computers. In addition to supporting the remote workers, our AMT is working on replacing our Juvenile Detention Center facility management system with the CSTS web-based Facility Admissions module and modernizing CSTS adult and juvenile probation case management to a web-based platform. The projects will continue into 2021.

The Research and Evaluation Unit began documenting and tracking the service delivery changes that the department made and will continue to collect process and outcome data to monitor the effectiveness and equity of these changes.

Field Services

Due to various factors including redeployments as part of the Ramsey County COVID 19 response, both the Adult Probation Division and Juvenile Probation Division moved under the

leadership of the Deputy Director of Adult Probation Services. Although they remain distinct divisions, this change created the opportunity to more readily share resources, best practices and collaboration response to the COVID public health crisis.

Adult Probation

In March 2020, the probation agents in adult field services suspended office visits and transitioned to remote supervision for clients. In practice, this included virtual contacts using a variety of platforms (phone call, Skype, Zoom, Google Duo etc.) and limited in person visits. COVID safety protocols for client contacts and transportation were developed. Remote client contacts were recorded as such in CSTS and supervision models were modified for this change in practice.

In response to the pandemic, the Adult Division decreased or suspended drug testing for some clients. Testing was prioritized to instances where there was a significant safety risk based on their chemical use, or if specifically required by court order or DOC policy.

In 2021, remote supervision will continue as well as in person supervision for high risk clients. In 2021, we plan on continuing remote supervision for the majority of our clients while conducting in person supervision for our highest risk clients. We will continue to assess the effectiveness of remote supervision to learn more about how or if remote supervision can become a long-term strategy for some clients.

In 2020, Community Corrections eliminated adult supervision fees. Research has shown that fines and fees have disparate impact on communities of color. This change had been planned for gradual implementation, but when COVID hit our community, the decision was made to implement the change immediately as part of our COVID response to help reduce the economic burdens of vulnerable populations including justice involved residents.

The elimination of supervision fees is permanent and results in a loss of revenue for Community Corrections. The department's reform platform has included the closure of BTT in 2019 and reducing the population at RCCF. The department plans to use the net reduction in facility costs to offset the department loss of revenue.

After an extensive Request for Proposal (RFP) process, Ramsey County Adult Probation selected and a new pretrial services vendor, Justice Point. Justice Point uses evidence-based practices, to ensure a high court appearance rate for defendants as well as the lowest possible incidence of further criminal behavior during pretrial release, as cited in the NIC Framework for Pretrial Services. Justice Point will begin providing services in November 2020.

Adult Field Services is partnering with Juvenile Field Services to develop a model of supervision to improve outcomes for younger adults (ages between 18-24) who are on probation. Research in behavior and neuroscience, developmental psychology and sociology has demonstrated that this age group are a distinct developmental group with unique needs and challenges. Juvenile Field Services has experience supervising young adults on extended juvenile jurisdiction; this new model would expand Juvenile agent supervision to young adults

who are under adult court jurisdiction. This model is currently in development and will begin in 2021.

Juvenile Field Services

Juvenile Field Services is currently working with the Ramsey County Attorney's Office on expanding diversion. This project will include representatives from Juvenile Probation, Community, County Attorney Office and community members. This team will review and select cases that are appropriate for diversion. Juvenile Probation will also be a resource for community-based alternatives for client on diversion.

In 2021, in partnership with the Annie E. Casey Foundation, the division will begin planning on the Probation Recommendation Matrix that will focus on dispositional options and reducing bias in decision making. The goal is to focus on the optimal intervention to minimize risk of future misconduct. This will allow Probation Officers to be aided by an objective tool and lessen the use of subjective factors. When implemented with fidelity, this tool can help to promote equity in the justice system.

Facilities

In 2020, the Ramsey County Correctional Facility (RCCF) and the Juvenile Detention Center (JDC) moved under the leadership of the RCCF Superintendent. This move created the opportunity for two very different facilities to more readily share resources, expertise and collaborate to their response to the COVID public health crisis.

Ramsey County Correctional Facility

The RCCF worked to reduce population significantly in response to COVID transmission concerns for both staff and clients. Facility leadership received court approval for early release of clients who met established criteria and expanded the use of home monitoring. Some of the changes initiated in response to the COVID crisis will continue in 2021, both to protect the health of clients and staff and to work toward permanently reducing the population of the facility.

In 2021, the RCCF and Adult field services will work together to reduce the number of clients admitted to the facility due to probation violations. Efforts will include amending the criteria for filing probation violations and recommending consequence time while utilizing the data provided by Robina Institute to inform their decisions. Additionally, we will expand alternatives to confinement including the use of the Community Monitoring and Sentence to Service Programs and Electronic Home Monitoring. In order to broaden the eligibility for EHM, Corrections will need to partner with the Bench to reassess who the Electronic Home Program should serve so it is equitable and accessible regardless of race, gender, or socioeconomic status.

Juvenile Detention Center

In March of 2020, to limit the potential spread of the coronavirus, the JDC worked with criminal justice stakeholders to limit admissions and release youth who could safely return to the community. JDC established family video visitation and updated connectivity within the building to ensure that youth could stay connected virtually. The facility staff stepped in to support distance learning for youth when the SPSS left the building due to COVID restrictions. In addition, the facility secured funding to provide youth with a learning specialist to improve their distance learning experience. A staff position was also allocated to help youth participate in video court proceedings.

The JDC has expanded programming in the facility including young men's and substance use groups. Cognitive Behavioral programming offerings have also been expanded. Probation Officers are getting additional training in 1:1 Cognitive Behavioral Interventions and Assistant Probation Officers will all receive training in Core Correctional Practices for direct supervision living units.

The LDS leadership is currently looking at working with community partners and youth advocates to enhance services that focused on better outcomes for our youth, their families and the community.

IV. Annual Progress Report on Strategic Planning

County Vision: A vibrant community where all are valued and thrive.

County Mission: A county of excellence working with you to enhance our quality of life.

County Goals:

Well Being Strengthen individual, family and community health, safety and well-being through effective safety-net services, innovative programming, prevention and early intervention, and environmental stewardship.

Prosperity Cultivate economic prosperity and invest in neighborhoods with concentrated financial poverty through proactive leadership and inclusive initiatives that engage all communities in decisions about our future.

Opportunity Enhance access to opportunity and mobility for all residents and businesses through connections to education, employment and economic development throughout our region.

Accountability Model fiscal accountability, transparency and strategic investments through professional operations and financial management

DEPARTMENT OVERVIEW

Ramsey County Community Corrections fosters safe communities by helping justice involved clients change by offering opportunities, providing accountability and ensuring equity. In short, we work toward offering HOPE for all those we serve. Our staff works with clients to help them remain crime free by reducing risk factors, addressing needs, and developing skills that support long term change and successful completion of their probation supervision requirements. We work with clients to develop supervision plans that address the behaviors that put themselves and others at risk. We help clients access needed mental and chemical health services, educational supports and cognitive behavioral programming to reduce problematic and violent behavior. We also work with our community partners to enhance capacity for client services and offering restorative justice services such as “circles” so clients can address the harm they caused to victims and the community.

Community Corrections partners with community to build trust and to collaborate on system reform. We work with our judges and other justice system stakeholders to address decision points that contribute to system inequities and disparities. We are guided by a Strategic Plan that focuses on four major goal areas including: 1) One Client, One Plan, 2) We Reflect the Clients and Communities We Serve, 3) We Communicate and Engage and 4) More Community, Less Confinement.

Community Corrections provides:

- Probation supervision services for youth ages 10-18 as well as to young adults on extended juvenile jurisdiction through age 21.
- Secure detention for youth ages 10-17 who are charged with committing offenses, arrested on warrants or in violation of their probation for a previous offense.
- Bail evaluation and pre-trial services for adults 18 years or older.
- Pre-sentence investigations for adults 18 years or older.
- Community supervision for adults on probation or for those who have been released from Minnesota prisons.
- Short term custody and programming for adults who have received a sentence from the Court for up to one year as well as Dakota County women, both pre-sentenced and sentenced.
- Community based programming for higher risk clients through individual and group cognitive-behavioral interventions.

What is the Department's impact?

Community Corrections paves the way for safe and healthy communities by following the HOPE principles:

- **H**elping people change
- **O**ffering opportunity
- **P**roviding accountability
- **E**nsuring equity

Along with our partners in the Health and Wellness Service Team, the Safety and Justice Service Team, the Second Judicial District and multiple community service providers, Community Corrections impacts and strengthens safety and **well-being** through interventions that promote personal change and accountability. We continue to reform and improve our correctional practices to provide services *in* the community to help people become successful, law abiding, productive members of the community. Examples include; expanding our use of electronic home monitoring as an alternative to incarceration, delivering cognitive behavioral programming in the community, and increasing the range of community-based services to include culturally specific and restorative justice-based approaches.

In addition to well-being, Community Corrections impacts **prosperity** by focusing on *More Community, Less Confinement*, one of the department's key strategic goals. We know that our-of-home placements can impede positive youth development and may have negative outcomes on youth and their families. WE also know that incarceration can negatively impact adults and their families by disrupting housing, employment and other prosocial connections. For youth, we continue to support and build a continuum of community-based, high-quality, evidence-based services to help keep youth in the community with their families and support structures. For adults, we are partnering with the Robina Institute at the University of

Minnesota Law School to work on an initiative to transform community supervision and reduce failures of supervision that contribute to incarceration.

Community Corrections also impacts prosperity by engaging in reform work to reduce and eliminate the fines and fees that are used to fund criminal justice system operations. Fine and fees have a disparate negative impact on poor people and people of color – compounded by Ramsey County’s substantial racial wage gap -African American residents earn \$0.42 for every \$1.00 earned by White residents. To date, the department has eliminated nearly one million dollars in annual fees assessed to clients on probation or in our correctional facility.

Community Corrections impacts **opportunity** by continuing to diversity and grow our workforce to better reflect the community we serve. We have purposefully modified our hiring process and practices by forming diverse hiring panels, changing the minimum qualifications for certain job classes and reviewing parts of the testing process to ensure equity. We have also attended outreach and job fair events to try to attract a more diverse workforce.

We continue to engage in **Advancing Racial and Health Equity** as well as provide opportunities for **Inclusive, Effective, and Meaningful Community Engagement**. Our ongoing Juvenile Detention Alternatives Initiative (JDAI) and Deep End Reform work keep us focused on using a racial lens in our decision-making processes. We are also developing more opportunities to hear and learn from the people and communities we serve. This includes gathering client feedback about the probation services we provide as well as including community members on our Corrections Advisory Board and our Reducing Revocations Challenge Advisory Committee.

How are we doing?

	Performance Measures	County Goals	2017 Actual	2018 Actual	2019 Actual	2020 Estimate	2021 Estimate
1.	a) Number of youth admitted to out-of-home (dis)placement	Well-being	106	88	62	55	50
	b) Percent of youth admitted to out-of-home (dis)placement who identify as persons of color and/or American Indian	Prosperity	88%	91%	88%	85%	85%
2.	a) Number of adults who violate their supervision and are sent to prison	Well-being	615	465	398	350	325
	b) Percent of adults who violate their supervision and are sent to prison who	Prosperity	72%	72%	73%	70%	70%

identify as persons of color and/or American Indian							
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What is the story behind the baselines?

One of the primary goals of our strategic plan is *More Community, Less Confinement*. This entails using the least restrictive means to hold people accountable while at the same time promoting success. As a result of significant juvenile justice reform efforts, we drastically reduced the number of youth sent to out-of-home (dis)placement. In addition, on August 1, 2019, we closed our Boys Totem Town residential treatment facility after more than 100 years of operations. These reductions provide both an opportunity in the form of savings in out-of-home placement costs as well as a challenge of needing to bolster community supports to keep youth safely in the community.

On the adult side, we are focusing our work on people who violate their supervision and are then sent to prison (also referred to as revoked). Ramsey County has historically had one of the highest revocation rates in the state and a rate twice that of our neighbor, Hennepin County. In partnership with the Robina Institute at the University of Minnesota Law School, we applied for and were awarded funding in October 2019 for an initiative called the “Reducing Revocations Challenge” to better understand why revocations occur and to increase success on probation through the identification, piloting and testing of promising strategies.

While we have made significant progress in reducing the number of youth and adults in confinement, our disparities in who we confine remain stark. In Ramsey County, Black youth represent 19% of our youth population (age 10-17) but accounted for 63% of the out-of-home placement admissions. Black men represent 5% of Ramsey County’s adult population (age 18 or older) but accounted for 52% of those who violated their supervision and were returned to prison. We continue to work closely with the community and our justice partners to address these disparities.

What will it take to do better?

To do better, we need to improve our staff to client ratios, develop strong, positive working relationships with our clients and strengthen resources in the community. WE are reallocating resources previously intended for BTT into probation transformation and enhanced facility programming. This includes adding positions to enhance community-based services for adults, youth and their families, increasing mental health services, increasing community based cognitive behavioral programming and co-locating staff at the Saint Paul Opportunity Center. Finally, positions will be strategically realigned to provide more community-based programming to high risk clients, and we will strengthen resources for proven programs such as cognitive behavioral interventions and treatment courts. Cost saving are also being utilized to off-set revenue reductions through the elimination of long-standing supervision fees.

Our participation in the Reducing Revocations Challenge initiative gives us important information about the pathways to revocation that will guide our work to reform policies and

practices to achieve better outcomes. Race equity is an important piece of this work because African Americans and American Indians are disproportionately sent to prison. In addition, as part of this initiative, we have created an advisory committee that has representation from various system partners as well as community and formerly justice-involved individuals. This committee will be critical in interpreting data findings and informing strategies for future policy and practice changes.

COVID-19 has both forced and allowed us to change the way we do business and think creatively about how we deliver services. We are providing supervision remotely in ways that do not require clients to drive, find transportation or childcare. We have safely released many men and women from RCCF and increased our use of electronic home monitoring. At the onset of COVID-19, our department temporarily waived several fees, including supervision fees. Since then, we have permanently eliminated these fees.

How are we planning for the future?

Tough-on-crime laws, coupled with the War on Drugs, resulted in the disproportionate mass incarceration of women and men of color. Black men are six times as likely and Hispanics three times as likely to be incarcerated as white men. Our vision for 2040 and beyond is to eliminate disproportionate minority confinement and end mass incarceration. We also hope to work with communities to build stronger safety nets as well as resilient communities to keep our people safe. Some of the strategies we are undertaking include: changing our hiring practices and workplace culture to attract and retain staff of color, partnering with community member and culturally-specific agencies to create programs that incorporate client voice and client choice, and identifying and eliminating punitive probation practices that are ineffective and do not contribute to better outcomes for clients or the community. We will also continue to track important data trends each year in order to make service delivery adjustments and improvements that lead to better outcomes for our communities and all residents of Ramsey County.

Additional notes

In addition to reducing the number of youth admitted to (dis)placement, we also reduced the percentage of youth on probation who are in (dis)placement. In 2019, 10% of youth on probation were in an out-of-home (dis)placement, compared with 13% of the youth on probation in 2017.

In addition to reducing the number of adults on felony level supervision (probation and supervised releases) who are sent to prison for violating their supervision, we have also reduced the percentage of adults who are sent. In 2019, 7% of adults on felony supervision were sent to prison, compared to 10% in 2017.

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Consolidated Budget

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				52,677,349
Service & Contractual				16,384,791
Travel				0
Training				192,697
Supplies & Materials				1,748,306
Capital Outlays				147,000
*Other Services (specify below)				0
Direct Budgeted Expenses	9,634,868	57,603,773	3,911,502	71,150,143
Use of State Institutions	0	0	0	0
Total Budgeted Expenses	9,634,868	57,603,773	3,911,502	71,150,143

Staff Training Budget (minimum requirement = 2% of Subsidy)

192,697

Minimum County/Group Level of Spending Current Year:
Percent of County budget

0%

For Internal Use Only:

Date Received _____

Fiscal Services Grant Administrator Approval & Date _____

Date Notified Grants Administrator _____

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Administration

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				4,348,508
Service & Contractual				3,679,312
Travel				
Training				
Supplies & Materials				28,200
Capital Outlays				2,000
*Other Services (specify below)				
Direct Budgeted Expenses	476,682	7,581,338	0	8,058,020
Use of State Institutions				0
Total Budgeted Expenses	476,682	7,581,338	-	8,058,020

Budget for Subsidy Program: Training

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				192,697
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses	192,697	0		192,697
Use of State Institutions				0
Total Budgeted Expenses	192,697	-	-	192,697

Budget for Subsidy Program: Adult Facilities

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				14,343,799
Service & Contractual				2,186,450
Travel				
Training				
Supplies & Materials				1,417,806
Capital Outlays				50,000
*Other Services (specify below)				
Direct Budgeted Expenses	1,904,117	13,885,288	2,208,650	17,998,055
Use of State Institutions				0
Total Budgeted Expenses	1,904,117	13,885,288	2,208,650	17,998,055

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Adult Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				20,080,174
Service & Contractual				4,787,257
Travel				
Training				
Supplies & Materials				83,500
Capital Outlays				40,000
*Other Services (specify below)				
Direct Budgeted Expenses	4,779,111	19,989,120	222,700	24,990,931
Use of State Institutions				0
Total Budgeted Expenses	4,779,111	19,989,120	222,700	24,990,931

Budget for Subsidy Program: Court & Field Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Evaluation Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Jail Programs

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Juvenile Facilities

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				6,301,659
Service & Contractual				1,382,077
Travel				
Training				
Supplies & Materials				177,900
Capital Outlays				45,000
*Other Services (specify below)				
Direct Budgeted Expenses	696,398	7,202,238	8,000	7,906,636
Use of State Institutions				0
Total Budgeted Expenses	696,398	7,202,238	8,000	7,906,636

Budget for Subsidy Program: Juvenile Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				6,387,057
Service & Contractual				4,093,695
Travel				
Training				
Supplies & Materials				40,900
Capital Outlays				10,000
*Other Services (specify below)				
Direct Budgeted Expenses	1,585,863	8,945,789	0	10,531,652
Use of State Institutions				0
Total Budgeted Expenses	1,585,863	8,945,789	-	10,531,652

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Residential Programming

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Non-Residential Programming

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Parole Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				0
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Probation Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Service & Contractual

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				
Use of State Institutions				0
Total Budgeted Expenses	-	-	-	0

Budget for Subsidy Program: Specialty Court (Drug, DWI, ETC)

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				99,024
Service & Contractual				60,000
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses				
Use of State Institutions				0
Total Budgeted Expenses	-	-	159,024	159,024

MINNESOTA DEPARTMENT OF CORRECTIONS
COMMUNITY CORRECTIONS ACT
COMPREHENSIVE PLAN BUDGET
(nearest dollar)

County/Group: Ramsey County

Budget Year: Calendar 2021

Budget for Subsidy Program: Supervised Release Services

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				981,900
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses			981,900	981,900
Use of State Institutions				0
Total Budgeted Expenses	-	-	981,900	981,900

Budget for Subsidy Program: Other- Combined Various Projects and Grants

FUNDING SOURCE	DOC SUBSIDY	COUNTY	OTHER	TOTAL
Personnel				135,228
Service & Contractual				
Travel				
Training				
Supplies & Materials				
Capital Outlays				
*Other Services (specify below)				
Direct Budgeted Expenses			331,228	331,228
Use of State Institutions				0
Total Budgeted Expenses	-	-	331,228	331,228

***OTHER SERVICES (FUNDING SOURCE SPECIFIED)**

Program Name	Description	Amount
Total		<u><u>0</u></u>

NOTES:

COMMUNITY CORRECTIONS DURING COVID-19

Introduction

Ramsey County Community Corrections is highly committed to supporting its strategic goal *More Community, Less Confinement* as well as the County's *Residents First* and *Racial Equity* priorities. In response to COVID-19, Community Corrections adjusted its current practices so it could continue providing effective services to clients. The changes that were implemented align with the system reform initiatives already in place.

On March 16, 2020, the Adult Services Division and the Juvenile Services Division of Community Corrections established a COVID-19 Supervision Plan to guide staff and probation officers. Additionally, the department adjusted to the Court's temporary policy changes around incarceration and client supervision.

Purpose of analysis

This document describes major COVID-19 related changes in Community Corrections' policies and practices between March and June 2020. We are attempting to do this analysis using a racial equity lens. Five major changes were identified based on data availability. This allows a pre-post COVID-19 data comparison.

Data Collection

Data were retrieved from the Court Services Tracking Systems (CSTS), Offender Management System (OMS), and the Ramsey County District Courts. Additionally, the analysis includes input from the department's leadership team and staff.

We will continue to track, document, and report changes implemented by the department due to COVID-19. Future analysis might also incorporate data on client outcomes.

In response to COVID-19, Community Corrections implemented five major changes:



**Reducing RCCF
Population**



**Drug
Testing**



**Virtual
Contacts**



**Virtual Coaching
and Programming**



**Probation
Violations**

Reducing RCCF Population



To reduce COVID-19 exposure in the Ramsey County Correctional Facility (RCCF), some clients were released from the facility early. Other clients were released to Electronic Home Monitoring/GPS so they could continue to serve their sentence while being supervised in the community.



CHANGES IN POLICIES AND PRACTICES

Early Release from RCCF

On March 17, RCCF started submitting requests to the Court for early release of clients who 1) had 10 or fewer days left on their sentence and 2) had a stable address. Most requests were approved. Depending on the terms set by the Court at sentencing, some clients who were released continued to be supervised on probation.

Delegated Authority

On March 22, the Second Judicial Court delegated authority to RCCF to release clients to EHM (Electronic Home Monitoring) or GPS. This allowed clients to serve their sentence while being supervised in the community.

To be eligible for EHM/GPS release, clients had to 1) meet specific offense criteria and 2) have a stable address. Clients released to EHM/GPS are considered to be in-custody and are supervised by a field probation officer and facility probation officer.

RCCF was also given authority to release clients who had a stable address and who were medically high-risk (as determined by the CDC guidelines) on to GPS regardless of their offense type. EHM was not an option for this population.

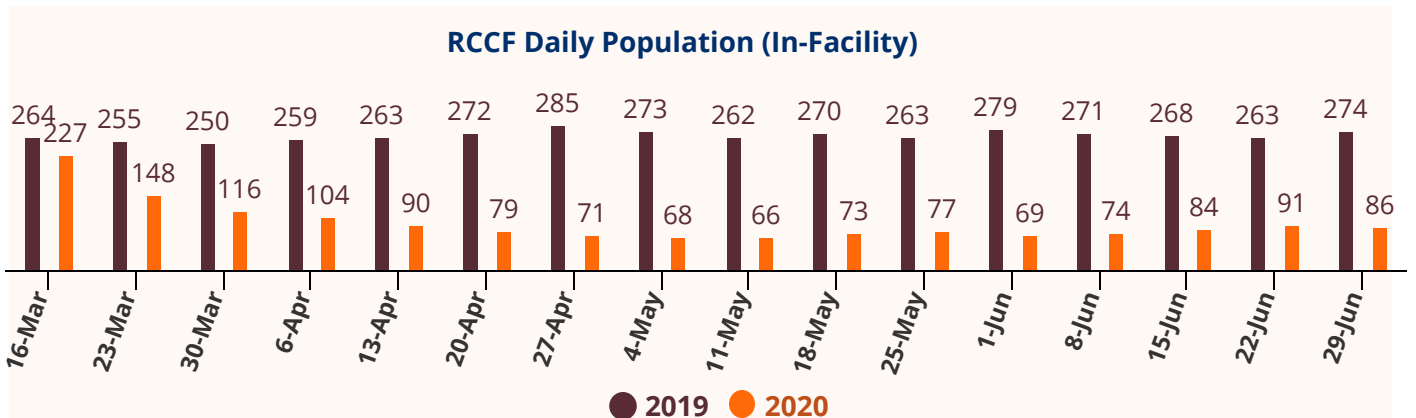


Changes related to client releases from RCCF were implemented in partnership with other Justice System stakeholders.



HOW WAS THE RCCF POPULATION IMPACTED?

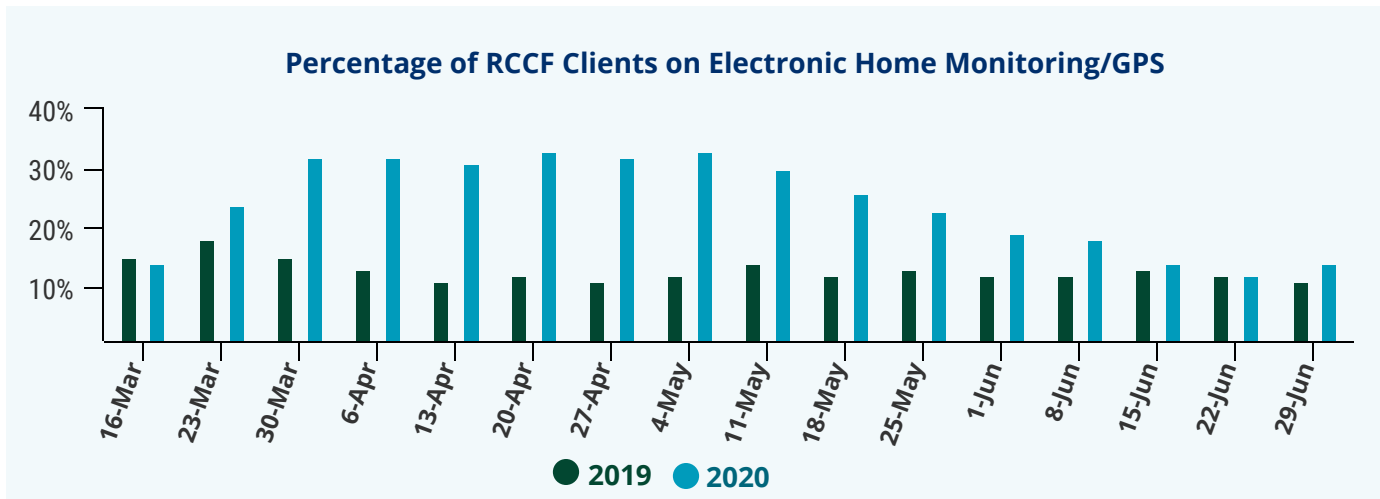
1. The daily population at RCCF decreased dramatically during COVID-19.



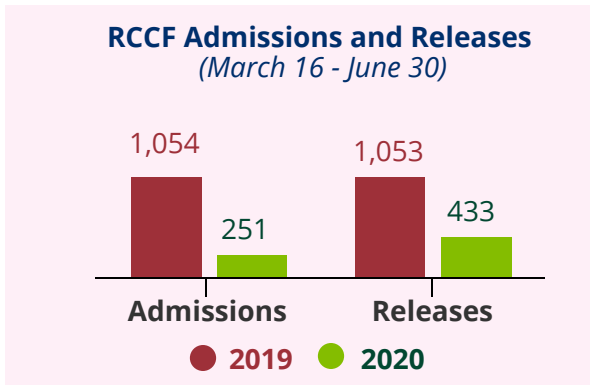
Reducing RCCF Population (continued) —

HOW WAS THE RCCF POPULATION IMPACTED?

2. The percentage of clients on EHM/GPS status was highest during the first few weeks of the pandemic.



3. During COVID-19, there were more releases than admissions to RCCF.



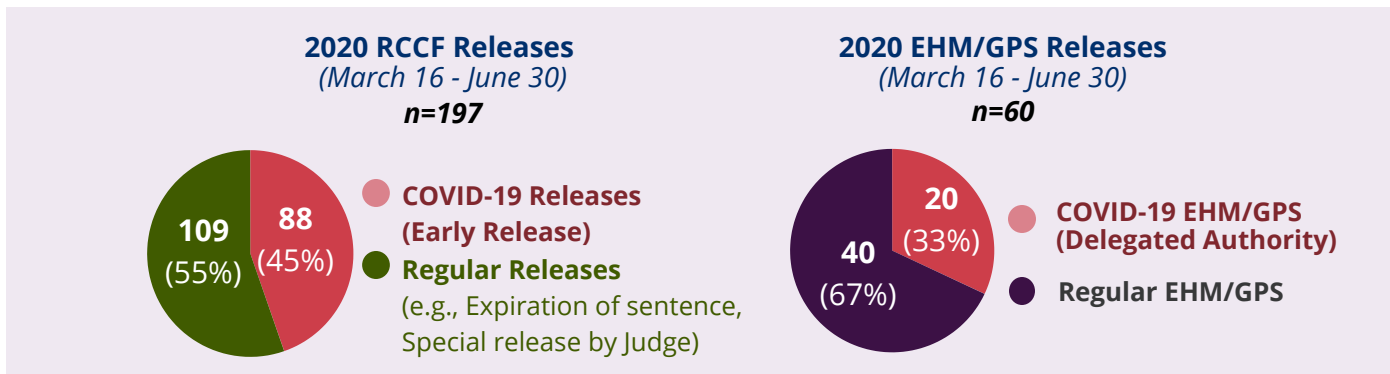
RACE EQUITY

Native American and Asian clients were released early from RCCF at a lower rate (14% and 33%, respectively) than other clients (44% and higher).

** Please note that Native American and Asian clients represent a small proportion of RCCF clients.*

We will continue to monitor the COVID-19 early release going forward.

4. During COVID-19, RCCF released 88 clients early and used its delegated authority to release 20 clients to EHM/GPS supervision, allowing clients to serve their sentence in the community in lieu of a correctional facility.



Drug Testing



To reduce social interactions and the spread of COVID-19, the department decreased and/or fully suspended drug testing for some clients.

During COVID-19, Community Corrections transitioned from one drug testing provider to another. This transition happened on April 1, 2020.

To keep clients safe and healthy during COVID-19, the drug testing vendor implemented numerous preventative measures per the Center for Disease Control and Prevention (CDC) recommendations. Examples include ensuring proper use of personal protective equipment (e.g., gloves, masks), requiring increased and proper handwashing of all staff, instituting temperature and symptom checks for both staff and clients, increasing Patient Care Center (PCC) cleaning and sanitation, and promoting social distancing (e.g., encouraging clients to visit during slow times, limiting the number of clients in a facility to 10 or less).



CHANGES IN POLICIES AND PRACTICES

The **Adult Division** established the following supervision guidelines on **drug testing**:

- Drug testing and Blood Alcohol Concentration testing was suspended for low- and medium-risk clients (except those who were a significant risk to public safety).
- High-risk clients resumed drug testing 1-3 times a month beginning July 27.

The **Juvenile Division** suspended drug testing for all clients, except those who were a significant risk to public safety.

RACE EQUITY

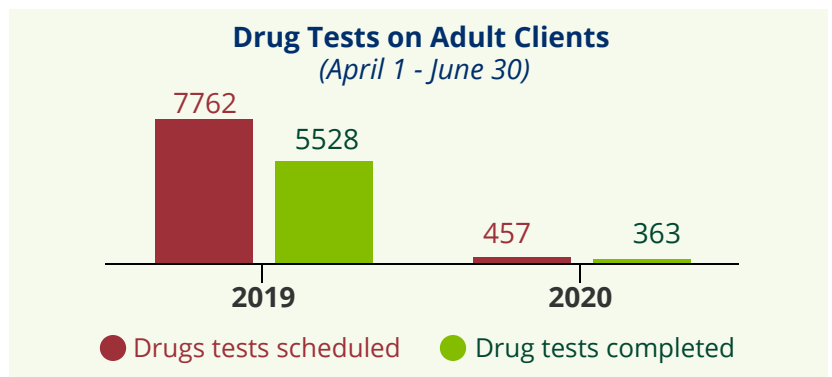


At the time of analysis, race data were not available for both years.

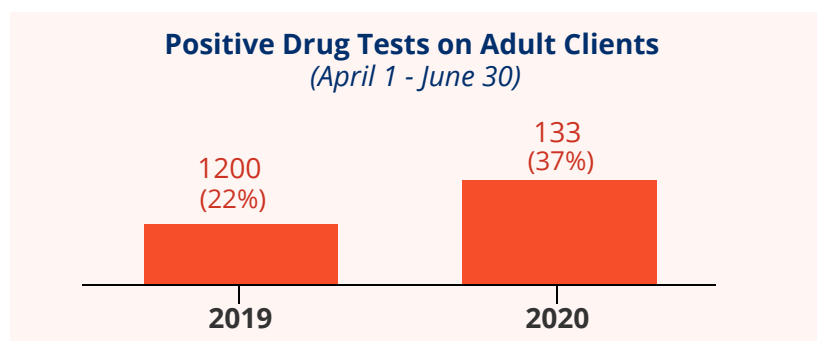


WHAT WAS THE IMPACT ON DRUG TESTING?

1. Both the number of drug tests scheduled and completed were significantly lower during COVID-19.



2. The percentage of **positive drug tests** was higher (37%) during COVID-19. This is likely because only high-risk clients were tested.



Virtual Contacts



To prevent the spread of COVID-19, the department suspended office visits, limited in-person visits, and implemented virtual/remote contacts with clients.

Using virtual contacts provided increased opportunities for clients to maintain contact and fulfill the conditions of their probation during COVID-19, reducing some contact barriers such as transportation or childcare. While most probation officers successfully adjusted to new forms of virtual communication, some encountered challenges such as supervising clients with limited or no access to technology. To reduce barriers for clients, the department worked with community partners to provide access to technology, internet connectivity, and other resources so clients could be supervised in the community.



During COVID-19, there was an increase in the amount of funds allocated to technology supplies (e.g., cellphones, computers) to support youth and their families in the community.



Since COVID-19 started, agents have attempted to connect more adult clients with community-based supports to help them get access to different types of resources including technology supplies, mental health services, employment, and housing/food opportunities.



CHANGES IN POLICIES AND PRACTICES

Adult Probation and Juvenile Probation established the following supervision guidelines on **client contact**:

- Probation officers should use several forms of virtual communication when working with clients. Agents may decide the form of communication (e.g., phone call, Facetime call, Microsoft Teams, Skype, Zoom, Duo).

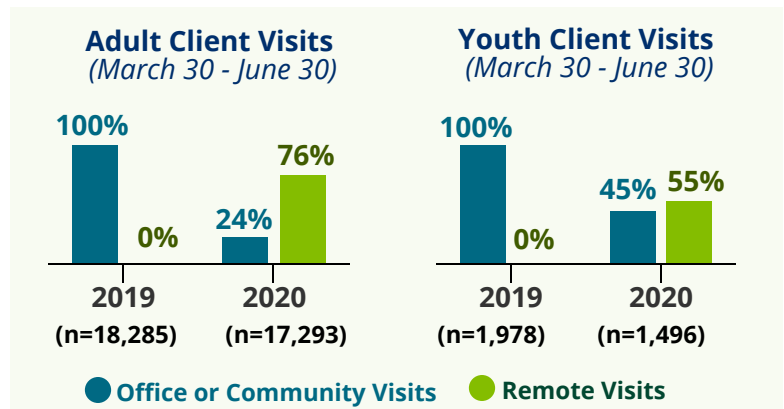
Adult Probation officers whose clients have mandated community visits (Intensive Supervision or Supervised Released clients) should move from a two-agent per contact model to a one-agent per contact visits. They must also follow social distancing protocols.

Juvenile Probation officers should continue community visits and also use the newly implemented remote contacts.

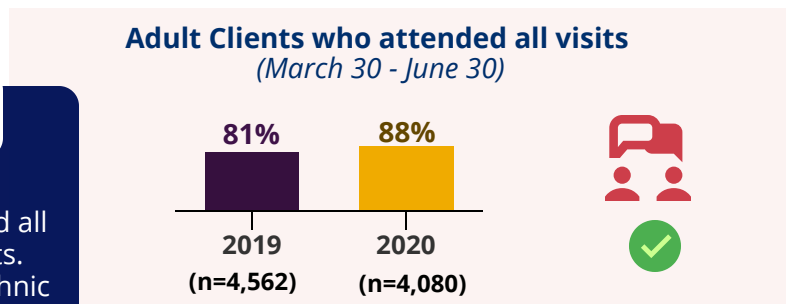


WHAT WAS THE IMPACT ON PROBATION OFFICER-CLIENT VISITS?

1. During COVID-19, the majority of visits between probation officers and their clients were remote.



2. The percentage of adult clients who attended **all their visits** was 7% higher during COVID-19.



RACE EQUITY



- Multi-Racial adults -who had a successful contact rate of 81%- were less likely to attend all their visits during COVID-19 than other clients.
- It appears there were no significant racial/ethnic differences among youth who completed a remote visit during COVID-19.

Virtual Coaching and Programming —



To provide programming for clients in the community while complying with social distancing requirements, the department implemented virtual cognitive behavioral programming and coaching (COG). Coaching was made available in both group and individual-based formats.

Since COVID-19 started, the department has taken an innovative approach to deliver services and keep supporting clients in the community. One of the biggest initiatives currently being implemented is **virtual coaching and programming** for clients on probation. Since the initiative was put in place, staff have been practicing and supporting one another to improve their skills in delivering virtual COG programming and conducting virtual coaching sessions with clients.



On May 11, Community Corrections piloted Decision Points (COG programming) virtually. Decision Points is a national program that focuses on anger management, emotional support, problem solving, and communication skills. The virtual pilot was launched in collaboration with one of the curriculum's authors, who observed several sessions. Decision Points typically occurs in person. **This is the first time (ever) that the curriculum is being delivered virtually.**



CHANGES IN POLICIES AND PRACTICES

The **Adult and the Juvenile Divisions** established the following supervision guidelines on **programming**:

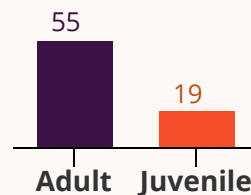
- Traditional in-person cognitive programming was temporarily suspended. The Cog Unit used remote platforms (Zoom, Facetime, phone) to provide group and 1:1 COG programming.



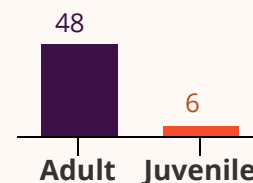
HOW HAS COG PROGRAMMING BEEN DELIVERED TO CLIENTS SINCE COVID-19 STARTED?

1. **94 clients** participated in one or more virtual COG sessions between March 16 and June 30, 2020. COG sessions were delivered both in individual and group-based formats. Most clients participated in multiple sessions, and some clients received both types of interventions.

Individual COG Session Participants



Group-based COG Session Participants



* **Adult virtual COG sessions may be underreported due to latencies in data entry.**

RACE EQUITY



At the time of analysis, the numbers were too small to conduct race analysis. We will continue to monitor participation rates going forward.

2. From March 16-June 30, 2020, 28 Decision Points (DP) group sessions were held with adult clients and 6 Decision Points group sessions were held with youth participants.



Probation Violations



To reduce the number of clients incarcerated due to a Probation Violation (PV), the department stopped filing PVs of all **technical violations/misconduct**.

Since 2018, Community Corrections has been working with the Robina Institute to implement the **Reducing Revocations Challenge initiative**. This new initiative focuses on reducing revocation rates of adult clients on probation.

The changes that were implemented regarding probation violations in response to COVID-19 continue the work that the department has been doing as part of the Reducing Revocations Challenge initiative.

A **technical violation** is a violation of a probation condition excluding a new crime or arrest (e.g., failing to maintain contact with the probation officer, failing to complete programming, having multiple positive drug tests, etc.).



CHANGES IN POLICIES AND PRACTICES

The **Adult Division** established the following supervision guidelines on probation violations:

- Use of Probation Review Bench Warrants (blue warrants) was temporarily suspended.
- Probation violation warrants for technical allegations were temporarily suspended unless the client absconded from supervision.
- Staff may request probation violation warrants for new crimes against a person, weapons charges, or in compliance with the Blueprint for Safety criteria on significant other domestic cases.

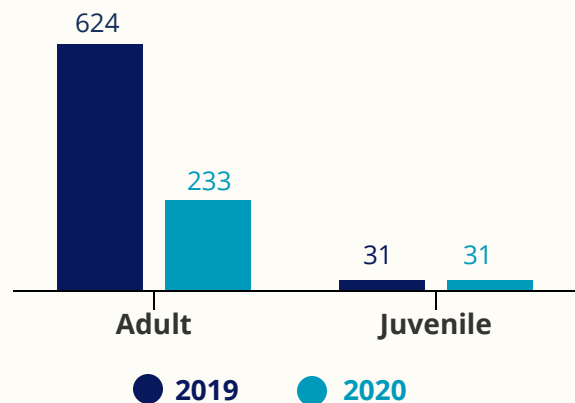
The **Juvenile Division** allowed probation officers to request a PV/warrant if necessary or if there was a public safety or liberty concern.



WHAT WAS THE IMPACT ON THE NUMBER OF PROBATION VIOLATIONS?

1. The number of adult clients who had a PV filed was significantly lower during COVID-19. Youth PVs remained the same in 2020.

Clients who had a Probation Violation
(March 30 - June 30, 2020)



RACE EQUITY

- While the overall number of Black/African American clients with a PV decreased from 2019 to 2020, the proportion of Black/African American clients with a PV submitted was greater during COVID-19.



Plans for 2020 and Beyond



Continue to pay attention to what we can learn from the changes implemented in response to COVID-19 (*such as reducing the number of incarcerated clients at RCCF*) while keeping in mind the department's continuing system reform initiatives and strategic goals, more specifically, the goal of *More Community, Less Confinement*.



Continue using alternative communication methods (such as remote visits) to maintain contact with clients in the community, while ensuring public safety and supporting the County's *Residents First* initiative.



Continue to track and evaluate virtual programming currently being delivered to clients in the community. Develop strategies to collaborate and work more closely with community partners. In addition, as we learn, continue to build programming capacity and resources to successfully keep supporting clients in the community.



Continue to support the County's *Racial Equity* initiative by using a race equity lens to report out client data and outcomes. Additionally, collect client feedback about their experiences with service delivery changes during COVID-19 with a focus on racial equity and its implications for communities who have been historically underrepresented and are most negatively impacted by disparities.



Continue working on the *Reducing Revocations Challenge Initiative* to better understand the drivers and pathways of revocation in Ramsey County. Develop solutions that help people on probation in the community succeed (*such as filing fewer probation violations with the Court which could potentially reduce the number of people going back to jail*).