

Elayn Hunt Correctional Center

Programs with Promise (Behavior Management)

In April 2017, based off of new American Correctional Association expected practices and a partnership with the Vera Institute of Justice on segregation reforms, Elayn Hunt Correctional Center created a new, comprehensive Behavior Management Program that severed to eliminate restrictive housing at this facility.

- As part of the program, we moved approximately 87 offenders out of a working cell block and placed them in a Behavior Management Dormitory with fewer security restrictions. There they received programming and mentoring to help them change their behavior.*
- In segregation areas, mentors began regular visits to promote goodwill, serve meals, and ready the offenders there for eventual placement in a less restrictive environment.*
- In protective custody housing, offenders began coming out of their cells up to three at a time to play board games with each other on the tier.*

Elayn Hunt Correctional Center

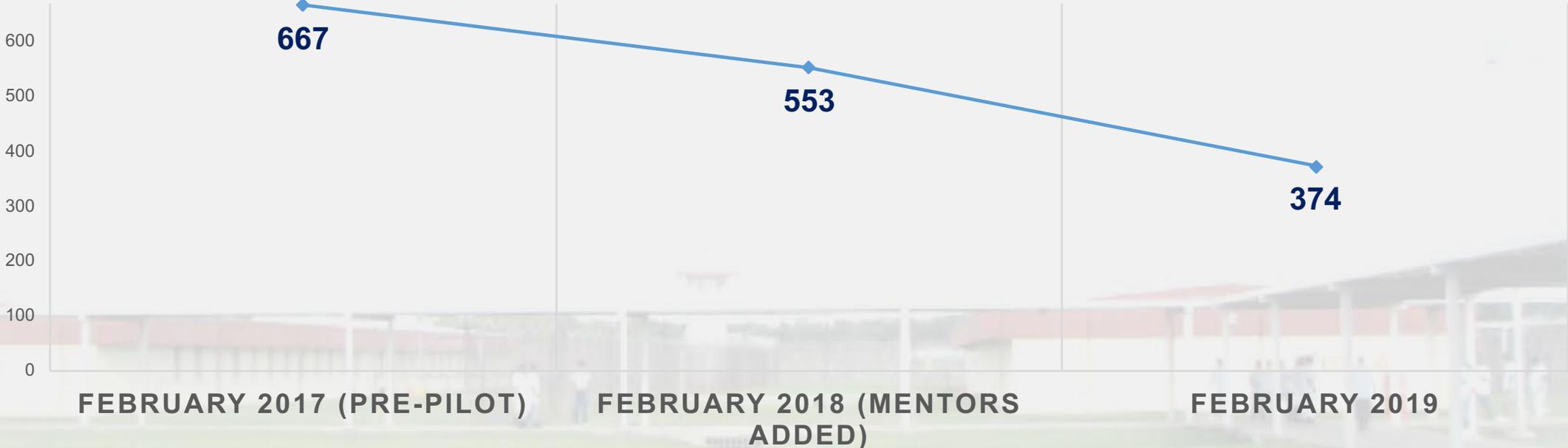
Behavior Management Program



Elayn Hunt Correctional Center

Programs with Promise – Results of Behavior Management Program

DISCIPLINARY ACTIVITY INSTITUTION WIDE



Elayn Hunt Correctional Center

Misconduct Issues (Maintaining an Ethical Workforce)

The goal of Elayn Hunt Correctional Center is to maintain an ethical workforce of employees with a high degree of integrity and respect for the value and dignity of human life. This is accomplished through the provision of an employee training and professional development program that follows the ethical guidelines and expected practices of the American Correctional Association as well as Institutional Policies and Department Regulations designed to meet statutory, regulatory, American Correctional Association, and Prison Rape Elimination Act requirements.

- *Cadets receive 80 hours of training at the Louisiana State Penitentiary Training Academy immediately followed by an additional 40 hours of Orientation training at Elayn Hunt Correctional Center.*
- *Once assigned to an independent job, cadets receive on-the-job training under the guidance of a more experienced employee.*
- *Training thereafter is conducted at roll calls and on an as needed basis (one-on-one, flash training, etc)., and annually for 40 hours during in-service training.*

Elayn Hunt Correctional Center

Misconduct Issues (Maintaining an Ethical Workforce)

Unfortunately, not everyone is suited for a career in Corrections and we have always experienced some turnover with cadets within a few months or sometimes before they complete the 120 hours of required training. In addition to learning their job duties, cadets must be confident, firm and fair, and also ethical to be successful long-term.

However, over the last several years, we have struggled greatly with attracting applicants that are qualified and well suited for the work. As a result, we have experienced high security vacancies and turnover.

According to State Civil Service, as of December 2017:

- *43% of our employees had 5 years or less of service;*
- *52% had between 6 and 25 years of service; and*
- *5% had 26 or more years.*
- *What's more is that 20% were already eligible to retire or would be within the next five years.*

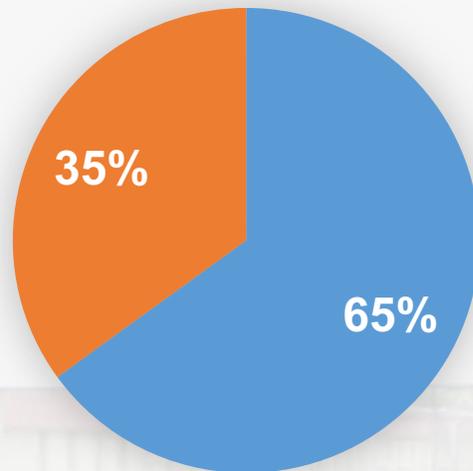


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Misconduct Issues (Maintaining an Ethical Workforce)

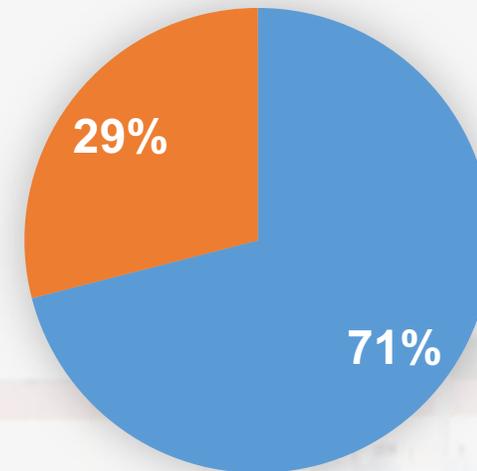
Contributing to the success of offenders being able to manipulate employees is the fact that we have only 1 Correctional Officer per 143 general population offenders and only 2 per 128 maximum security offenders. Additionally, of our line staff, 71% are females who are more likely to be targeted by offenders for manipulation.

**EHCC Security Staffing
Males vs. Females**



■ FEMALES ■ MALES

**Line Staff Only: Cadets, Sergeants, and
Master Sergeants**

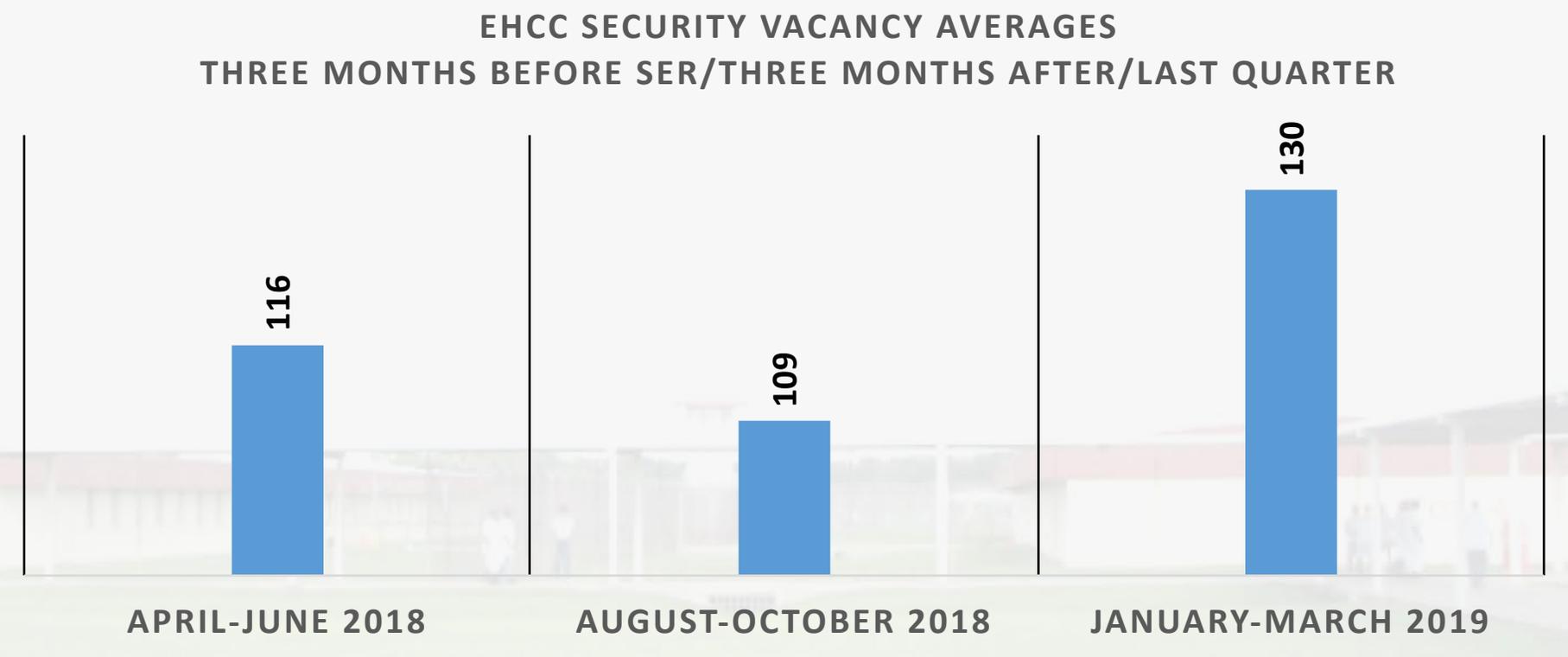


■ FEMALES ■ MALES

Elayn Hunt Correctional Center

Misconduct Issues (Maintaining an Ethical Workforce)

The Special Entrance Rate and Compression Pay Adjustment for the Corrections Series that became effective July 11, 2018 and the Market Adjustment that became effective July 15, 2018 initially decreased vacancies in the three months that followed. However, in the last three months, our security vacancy rate has increased to an all time high of 26.6%.



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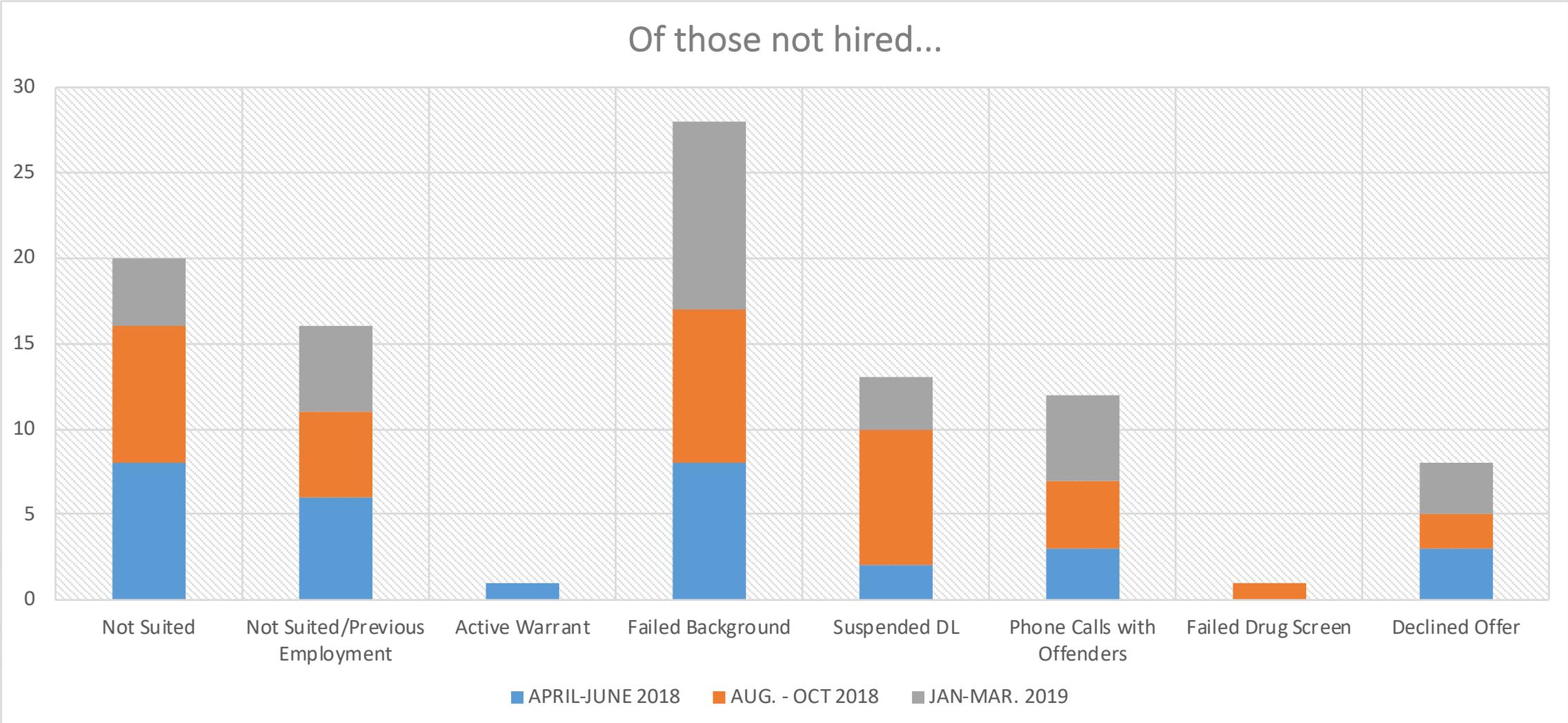
Misconduct Issues (Maintaining an Ethical Workforce)

We also continued to struggle greatly in attracting suitable applicants. Over the last quarter, we've interviewed 54 applicants and hired only 23 of them (31 were not suited for employment).



Elayn Hunt Correctional Center

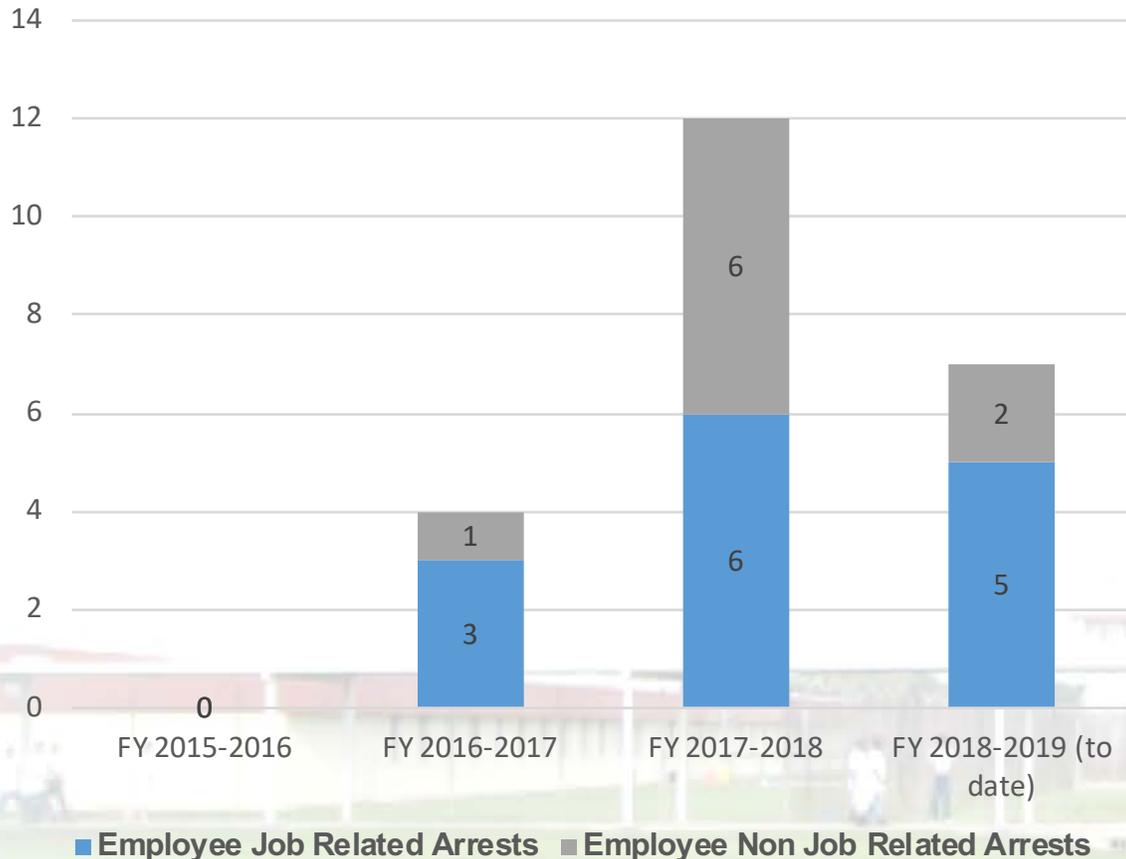
Misconduct Issues (Maintaining an Ethical Workforce)



Elayn Hunt Correctional Center - Misconduct Issues (Maintaining an Ethical Workforce)

We are also seeing more employee arrests than ever before.

EMPLOYEE ARRESTS



Since July 2017, the job-related arrests were for the following:

- Introduction of Contraband (3 counts)
- Sexual Battery (4) – 1 against another employee
- Second Degree Battery (1)
- Malfeasance in Office (11)
- Malfeasance, Sexual Conduct Prohibited (1)
- Attempt and Conspiracy (1);
- Taking Contraband To/From Penal Institutions Prohibited (1)
- Simple Battery (1)

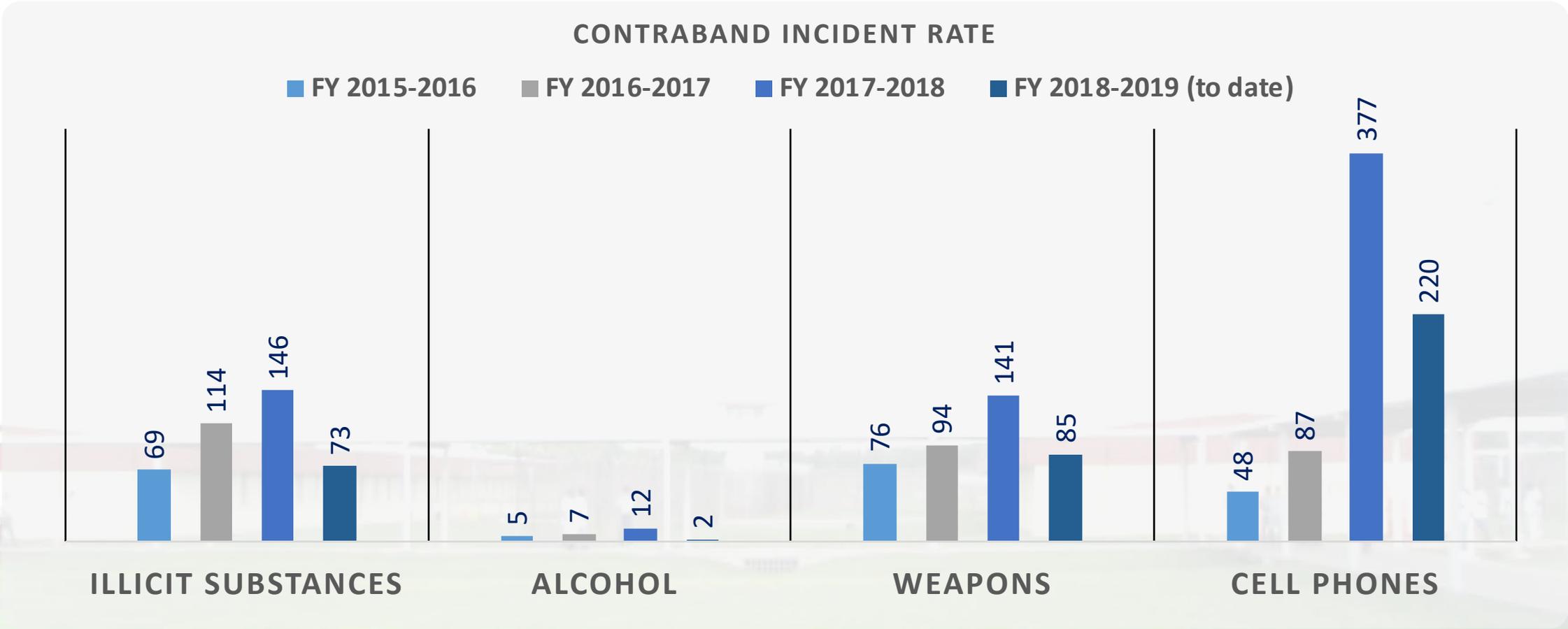
The non-job related arrests were for:

- Attempted Second Degree Murder;
- Fraudulently receiving funds from the Supplemental Nutrition Assistance Program;
- Illegal Use of Weapons/Dangerous Instrumentalities;
- Leased Movable Obtaining by False Representation, Failure to Return;
- Conspiracy, False Statements, Aggravated Identity Theft;
- Reckless Operation of a Vehicle (and Maximum Speed Limit, Speeding 100-70)
- Domestic Abuse Battery (burning); Criminal Mischief; Disturbing the Peace (engaging in any act in a violent and tumultuous manner by any three or more persons).

Elayn Hunt Correctional Center

Combating Contraband

As a result of staff vacancies, high turnover, and a decrease in suitable applicants, we began getting an influx of dangerous contraband into the facility.

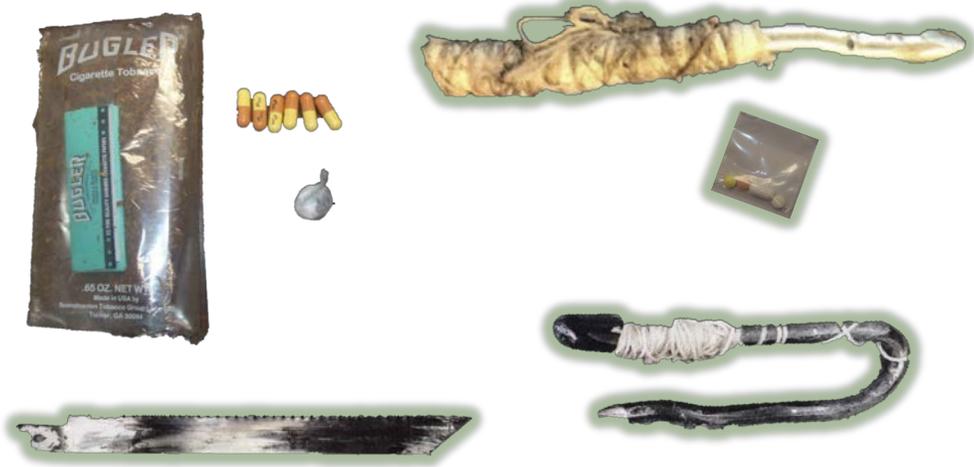


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Combating Contraband

The type of contraband being found within the facility had changed drastically over the last several years.

Past Contraband:



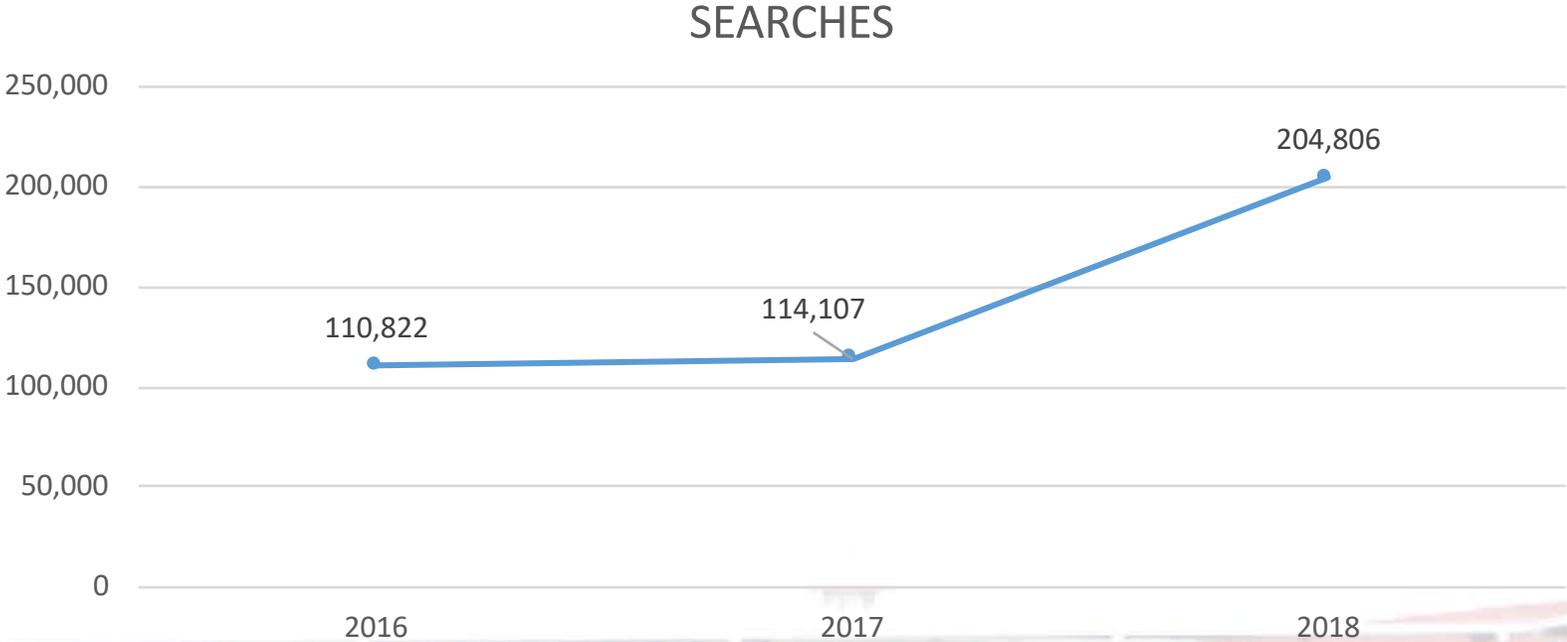
Contraband We Fight Today:



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Combating Contraband

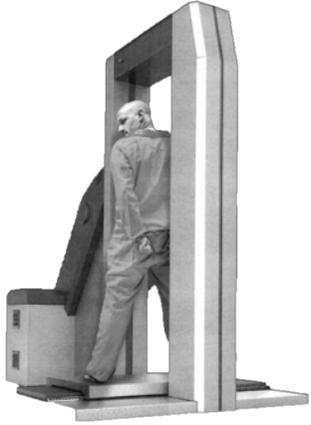
To combat the contraband problem, we took extraordinary measures such as adding fences and cameras and drastically increasing searches.



When we still struggled to control it, I looked at the success other facilities around the country had achieved with the installation of body scanners much like the ones used at airports.

Elayn Hunt Correctional Center

Combating Contraband



Two body scanners were installed in July 2018 to search everyone going onto the secure compounds. They have made the introduction of contraband more challenging; however, we've learned a great deal regarding their weaknesses and have adjusted security procedures accordingly.



Just a couple of months ago, we learned of an officer and an offender beating the scanners by concealing illicit substances in the soles of their shoes. As such, we began requiring everyone going through them to remove their shoes for inspection first. Since then, we've had 0 intoxications and have not found any illicit substances within the facility.



Because of the great success we've had with the body scanners, we're installing another one at the Front Gate this week.