**Erie County Community Corrections Advisory Board**

**Agenda**

**May 7, 2013**

**1. Call to Order -** Rev. Pierce 1:06pm

**2. Pledge of Allegiance**

**3. Roll Call**

Present

Ansari

Cercone

Colon

Covert

Culhane

Dickman

Haynes

Marciniak

Pierce

Ranney

Absent

Amin

Balys

Diina

Sacco

Schultz

**4. Mission Statement - Inmate Programs**

Due to the absence of Superintendent Diina, this item will be tabled until the next meeting.

**5. Reentry Programs**

**Jeff Conrad, Western New York Regional Director, Center for Employment Opportunities**

**Ceoworks.org**

**Recruitment Process:** All referrals will come from Latino Coalition sub-grantees and Erie County Probation.  Eligible Probationers or Parolees must be ages 18-24, under community supervision, unemployed and able to engage in the physical aspects of CEO’s transitional work crews. CEO will recruit and enroll eligible probationers through the term of this agreement, May1, 2013- December 31, 2013.

**CEO’s Life Skills Education Services (LSE)/Job Coaching:**

Probation participants are required to complete a four day life skills education (LSE) class. Participants are introduced to and rehearse the skills and behaviors needed to successfully function in the workplace and overcome the stigma of a criminal past.  Components of the LSE include:

·         Resume writing

·         Job-searching skills

·         Personal presentation

·         Basics of communication

·         How to discuss conviction and criminal history on an interview

·         Appropriate workplace behavior.

Upon graduation of this course, probation participants will be given a certificate of completion, a CEO photo ID card,  a pair of steel toe work boots, and a Passport to Success (PTS) booklet.  Participants will then begin transitional work three days per week. When not working on a transitional work site participants return to CEO to pursue their permanent job search. Probation participants will receive one-on-one job coaching with CEO’s Job Coach to address any gaps in job readiness, including commitment to work, interviewing skills, resolving outside commitments that would prevent full-time work, developing a resume and getting appropriate interview attire. Staff model what is expected of the participants and work closely with them to achieve job readiness status.

**CEO’s Transitional Work Crew:**

CEO will operate one probation work crew.  CEO participants will work the transitional work crew, three days per week, supervised by a CEO Site Supervisor. CEO will be the employer of record. CEO’s work crews serve as an employment lab, teaching participants/employees how to work while they perform valuable tasks and earn a pay check. Further, people learn the workplace behavior employers say they most value in the entry-level workforce such as, showing up on time, taking direction from a supervisor, being a good co-worker, working hard, and using good communication skills.

At the end of the shift, participants will receive a pay check.  Participants’ performance will also be evaluated at the end of each day using the Passport to Success (PTS).  CEO Site Supervisors evaluate participants on a scale from 1–5 using the [CEO CPS (Company Principles of Success)](http://ceoworks.org/ceo-cps/) in the Passport to Success:

* **Cooperation with Supervisor**
* **Effort at Work**
* **On Time**
* **Cooperation with Co-workers**
* **Personal Presentation**

**Job Development:**

Once participants are job ready they will meet weekly with CEO’s Job Developers. Developers form relationships with employers willing to interview and hire CEO participants CEO’s Job Developers match the skills, interests and abilities of program participants with specific needs of employers.

**Retention Services:**

CEO Retention Specialists provide support to participants after they are placed in permanent employment. The Retention Specialist ensures individuals stay connected to the labor market through providing work-related counseling, crisis management, as well as help with long-term career planning. CEO also offers an incentive-based job retention program, Rapid Rewards, which provides monthly bonuses to individuals who meet progressive employment retention milestones. Participants can be eligible to earn up $500 in rewards by simply presenting their pay stubs every month they remain employed.

Outlines three key facts in re-entry services and benefits of his program.

1. Counseling

2. Housing

3. Employment

There are only two agencies in the areas that focus on re-entry work: Buffalo Urban League and CEO. Last year CEO placed 219 people in jobs through his re-entry program.

Every person in the program is given 75 days to find employment. If that participant has gained and lost employment within that time, he/she can come back to the program for the remaining days and CEO will once again assist them with gaining employment.

His agency deals with 35 out of 1300 Buffalo/metro area parolees at a given time.

A total of 227 per year; and 15 out of 5,000 Erie County probationers per year.

Summarizes his involvement in passing 'Ban the Box' in the city of Buffalo - which is a movement that encourages communities to adopt fair employment screen practices for those who have been convicted of a crime. States Removing the conviction question from an employment application is essential to ensuring that those who possess a conviction are given a fair opportunity to obtain employment.

Believes the institution of conditional release is a great proposal, and his center is willing to work with the county to establish a “work release” program. What is comes down to reaching an agreement between Probation and the Sheriff’s office, and figuring out and how they will conduct the pre-release program. The infrastructure is already in place at the county level.

Suggest that the board should focus on GED programming in the county facilities.

**6. Voter Registration Drive**

Due to the time, we will table this item until next month’s meeting.

**7. Tour of the Monroe County Jail and Correctional Facility**

Details of the upcoming tour were made available to the Board.

Date: Tuesday, May 14th, 10:00 a.m.

Please arrive at the Monroe County Correctional Facility, located at 750 East Henrietta Rd., Rochester, NY 14623, at 9:45 a.m.

The tour at the Correctional Facility is expected last 90 minutes

After a lunch break, the tour will resume at the Monroe County Jail, located at

130 Plymouth Ave. South, Rochester, NY 14614

5 Members confirmed attendance:

Dickman

Colon

Culhane

Pierce

Schultz

**8. Other business**

**Rev. Pierce:**

Expresses concern regarding lack of programming at ECCF/ECHC. Questions if the funds allocated to the Sheriff’s office have been spent properly - based on the mission statement of the Jail Management Division – in providing educational/rehabilitation programs for those in confinement.

**Joe Cercone:**

The statements in the budget book are a general description of what they do. The Budget dept. only edits typographical errors. It is up to the Sheriff to follow through on what is outlined in the mission statement in the budget books. It doesn’t necessarily mean what is listed in the mission statement is funded within the budget.

The budget is not designed as a program budget, yet designed to reflect what is purchased for each department.

**James Siefert:**

Attended the meeting to express concerns regarding the process of searching visitors entering the correctional facilities. When he was in the waiting area - to visit his son who has been confined for 18 months - he states that drug sniffing dogs came up to him and sniffed in between his legs, causing him great discomfort.

Feels that people who go visit their loved ones are not criminals, and should not be treated as such. Believes that he was treated like a wrongdoer, and wants the board to assist him in taking action against these policies and procedures regarding searches.

Feels this search practice creates ill-will in the community for members of the Sheriffs Department

**Deputy Supt. John Rodriguez:**

While your loved ones are remanded to our custody, we have to maintain safety and security for all of them. Just this past Saturday there was a visitor who brought drugs into the facility. I understand you aren’t a criminal, yet we have 5% of visitors who attempt to introduce contraband into the facilities, so therefore we need to implement these random searches to uncover possibly hidden contraband that only the canine can identify.

Unfortunately that is a product of visitation process.

**David Marciniak:**

From a medical standpoint, there are times where we have to treat visitors who have ingested contraband intended to be given to an inmate. A few people have created a situation where everyone has to be searched, yet this is intended as a safeguard for those who work within the facilities as well as for those confined.

**Michelle Parker, 1st Asst. County Attorney**

Concerns such as these should be directed to the 1st Assistant County Attorney in writing and we will issue a response.

**Lavonne Ansari**

Discussed having a complaint process for the Advisory Board to follow. Suggests that we have a Compliant Committee as a part of the board that will review complaints and make recommendations to the entire board for ways to handle them.

Offers a motion to create a subcommittee to review and assist in the resolution of grievances related to the ECCF/ECHC.

Motion made by Dr. Ansari

2nd Culhane

All in favor.

None Opposed.

**Deputy Supt. John Rodriguez:**

Introduces Sergeant Alfonso Harris as the new Chief of Operations at the Erie County Holding Center.

**8. Adjournment – Motion made by Rev. Pierce 2:13pm.**

**All in favor.**