

Medford Correctional Facility
St. Albans Campus

Final Mediation Report

January 2011

Including Documents from:
Civilian Staff Representative
Guard Representative
Inmate Representative
Warden
State-Appointed Mediator

Initial Mediation Documents

January 2011

Including Documents from:

Civilian Staff Representative

Guard Representative

Inmate Representative

Warden

State-Appointed Mediator

Medford Correctional Facility: St. Albans

Civilian Staff Member Requests ([REDACTED])

As we know, last week our facility was the setting for a work and hunger strike. Originally protesting against their living conditions and rules, the prisoners went unheard and staged a strike that certainly shook us, civilian staff, up. Our job here at the facility is to help the inmates with their problems. For those men who finish their sentence, we help prepare them for society.

We are sympathetic to many of our prisoners' complaints and we ourselves are aware that our job has inadequate materials within our limited facilities. Although we have been aware that our *own* protection, our equipment, and general supplies were inadequate long before the strike, the civilian staff are fearful that if left unheard or unnoticed, the prisoners protest may escalate into violence-putting our own safety at great risk.

I stand before you as part of the 135 civilian staff here at the St. Albans facility. We would like to argue, and in a way support the prisoners' request, for better conditions here at the correctional facility. We believe that as a result of better conditions for the inmates, the threat of violence will be lowered. Below is a request of change to be had in our facility:

-Windows in cells. Instead of a vent, cells should have 1 small (12"x12") window. A window would allow for natural light; possibly reducing electricity costs. Plus studies have shown that sunshine can boost moods.

-Offer recreational objects such as bunching bags, treadmills, yoga classes, etc. By offering recreational activities, the inmates are able to release anger and gain good endorphins. They are also able to enjoy the outside, stay fit-which will help reduce possible health issues.

-Have meals be a full half an hour long, with lunch being the biggest meal of the day. Breakfast and lunch are 30 minutes. The inmate's dinner should be a full 30 minutes as well, instead of the 20 min. There should be a huge emphasis on lunch. Its menu should be changed around every few days so that it offers new foods for lunch.

-Inmates should be allowed at least 3 showers a week. 1 shower a week is very unhygienic, especially when they have an hour for recreation and work all afternoon. No wonder the inmates are unhappy with their conditions-they currently have 1 shower a week. It should be a regulation to have to shower at least 3 times a week. With this change the inmates should be given 2 bars of soap per month, instead of the regular 1 bar a month.

-Change the doctor's office hours from 8am till 12pm. With the facility offering 2 doctors, they should be available all morning.

The staff and I have found these demands above to be very essential to the inmates well being. They target the inmate's health, both physically and mentally. These are key elements to better conditions in a correctional facility.

Medford Correctional Facility: St. Albans

Guards Assessment of Current Facility Conditions

We, the guards of the St. Albans Medford Correctional Facility, come before you today with our assessment of the current facility conditions and appropriate recommendations. In light of the recent strike, it is clear that our facility has become unsafe and outdated as a proper detainment site. The danger lies not only with the staff, including guards and civilian workers, but also for the inmates. We know that with a few key changes and improvements we can make the overall environment much safer for everyone.

Below are the recommendations to improve of the St. Albans Medford Correctional Facility:

1. Hiring of 25 additional guards – The guards feel as though the steep increase in population of inmates has not been adequately matched with the hiring of additional guards. The current ratio of inmates to correctional staff is over 5 to 1. With the hiring of 25 additional guards, an increase of only 7%, the ratio would be brought to an even 5 to 1 and greatly increase the level of safety.
2. Annual guard training sessions – In addition to the hiring of more guards the correctional staff deems it necessary that there be mandatory annual training sessions. These training sessions are designed to accomplish multiple objectives. Primarily these sessions will better equip each guard with the skills necessary to effectively perform their duties. It will not only physically and mentally prepare us, but will also improve relations between guards and inmates in an increasingly hostile situation. Beyond providing an overall increase in completion of responsibilities, this training will allow guards to increase in rank based on completion and competency of training received. This increase in rank will then allow guards to assume greater responsibility and require lower ranking guards to report to superiors when serious problems arise.
3. Risk Assessment of All Inmates – With the added numbers of inmates, and a previous incarceration rate of 70%, it has become increasingly important for there to be a wide scale assessment of the entire facility. Each inmate must be assessed based on multiple factors including but not limited to, likelihood of escape attempt, gang affiliation(s), likelihood to use violence, and previous behavior record while incarcerated.
4. Installation of Security Cameras – It is no secret that our facility is old-fashioned in its security equipment. We feel as though the increased standard of human security as stated above can make up significant ground in this shortcoming. Yet, we also know that an upgrade in technology will also be monumental in increasing the safety of all individuals. This is why we are requesting the installation of a camera system, which will enable staff to be aware of all happenings inside every building. This will include all buildings on site as well as open areas, with the exception of views inside

each individual cell. We recognize that although these men are being detained for crimes they have committed there is still a level of privacy that should be held by all individuals. This surveillance will still be up to the responsibilities of the guards in each cellblock.

Our primary goal is to make Medford Correctional Facility the safest possible for everyone who steps inside our walls. We feel as though all our recommendations are vital to increasing the standards of a deteriorating facility headed towards disaster. With these changes implemented we will see a more comfortable living and working environment, as well as an increased rate of successful rehabilitation of inmates.

([REDACTED])



Medford Correctional Facility Inmate Proposal

Section 1: Mission Statement

We, the inmates of Medford Correctional Facility (MCF), establish our negotiation goals as, the peaceful resolution of grievances, maximizing outcomes in the favor of all parties involved, the establishment of a healthy framework for future communication, and a return to normal operations at MCF.

Section 2: Negotiation objectives

- Objective 1
 - Establish a plan to dramatically improve the living and working conditions for inmates.
- Objective 2
 - Establish a plan to improve relations between inmates and guards.
- Objective 3
 - Establish a plan to increase the rehabilitative capabilities of MCF, providing more opportunities for inmates and relieving the burden on staff.

Section 3: Analysis of Status Quo and Reasons For Negotiation Objectives

Objective 1

The Inmates of MCF feel as if the living conditions at MCF are not satisfactory for several reasons. First, we are not afforded enough space inside of our cells, space that can be used for both recreational and educational purposes. We believe that we ought to be afforded enough space for a desk and chair. Second, we believe that 1 shower per week is not only unhygienic but also inhumane. This practice leads to poor health and morale because inmates are given time to exercise but not given time each day to shower after doing so. Third, we lack the bare essentials with which it is possible to maintain personal hygiene and health. Inmates are not issued a toothbrush, razor, or shampoo, which makes keeping up with dental care as well as the MCF grooming standards difficult if not impossible. Fourth, the amount of doctors available to inmate is not satisfactory; currently there is 1 doctor for every 1,000 inmates. Moreover, we are forced to interact with doctors through a barrier that makes actual examination unlikely for two reasons. First, it may be difficult for the doctor to examine the area an inmate complains about. Second, since a physical examination can only be conducted at the request of the physician, they may overlook certain things to move on to the next inmate due to the sheer volume of patients they have on a given day and/or time constraints. The fifth reason we feel conditions are unsatisfactory is the amount of money spent of inmates' medical care (8% of the MCF budget or \$640,000) and clothing (2% of the MCF budget or \$160,000) which is nothing competed to the amount of money spent on corrections officer salaries (82% of the MCF budget or \$6,560,000). With such a large gap in expenditures we feel as if it is difficult for MCF to meet our needs. Sixth, while there

Inmate proposal



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is a store for inmates to purchase every day goods, the prices of goods sold at the store are not affordable on the salary given to an inmate. For example, if a can of soup costs \$3, an inmate on an educational salary, \$.25 a day would need to attend class 12 days in order to purchase soup.; using the same can of soup, an inmate paid at the maximum daily salary for inmate work, \$1, would have to work 3 days to be able to afford the soup. When the federal minimum wage is \$7.25/h it is not acceptable to pay inmates such low wages especially when prices are not commensurate to that wage. Moreover, even if an inmate can afford to shop at the MCF store, they are only allowed one visit per week, which means that they may not be able to get the supplies they need when they need them.

Objective 2

The inmates of MCF live in constant fear of the guards which strains the ability of the two groups to work together and creates an environment that is always on the brink of combustion. We feel as if the main reason for our feelings of fear is the policy of MCF to give it's guards final say regarding the enforcement of MCF rules and standards as well as the ability to determine the length and severity of punishments for violating the MCF rules and standards. The dilemma caused by this policy is simple; since MCF guards vary in terms of attitude and personality, it makes the enforcement of rules inconsistent and unpredictable leaving inmates on edge.

Objective 3

We feel as if MCF does not give inmates the necessary time, education, funding, and support that is required in order to meet the goal of our incarceration: rehabilitation and release back into society. There are several areas in which MCF is lacking in terms of rehabilitative capability. First, funding, MCF spends disproportionately on guard salaries (82% of the MCF budget or \$6,560,000) compared to educational endeavors (3% of the MCF budget or \$1,040,000). Such a gap in funding is inexcusable when the goal of MCF is rehabilitation, vocational training, and education; the lack of funding seems to be indicative of the misguided focus of MCF. Second, inmates are not afforded enough time to work on their studies, five hours a day is not enough time per day to study when compared with the amount of time MCF allocates towards meals and in-cell time. Third, there are only 5 instructors available meaning each instructor is responsible for working with 400 students, this ratio is unacceptable. Moreover, such a large gap in the student to teacher ratio means decreased specialization of instructors which leads to less applicable skills being learned by inmates.

Section 4:Reccomendations for Resolution

Inmate proposal



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Objective 1

1. Combine or reconfigure cells to make room for more living space and or furniture
2. Increase the weekly shower allowance to at least 3 per week
3. Issue inmates toothbrush/toothpaste, safety razor, and shampoo
4. Increase the medical expenses budget to allow for more doctors and dentists
5. Remove the barrier during medical examinations
6. Decrease the price of goods at the MCF store or increase inmate wages to meet the federal minimum wage standard
7. Increase the number of visits an inmate can make the MCF store to 2 times per week

Objective 2

1. Create a standardized policy of rules and enforcement that is peer reviewed
2. Create an inmate judicial system for inter-inmate conflicts
3. Create an appeals process for infractions
4. Organize activities to foster positive relationships between guards and inmates
5. Conduct reviews of all pending rules violations incidents

Objective 3

1. Increase the amount of money spent of inmate education and work training by at least 200%
2. Hire more teachers to make the inmate to instructor ratio 1/100
3. Add mandatory study hall to inmate daily schedule
4. Increase school time and work time by one and one half hours

Section 5: Conclusion

The inmates of MCF feel that our recommendations are reasonable and should be take as such. Moreover, we hope to see a 100% acceptance and application of our recommendations so that we can meet the aforementioned mission statement (see section 1). If negations do fail, the inmates of MCF will have no choice but to resort to less human and civil methods in order to meet our objectives.

FROM: Warden [REDACTED], Medford Correctional Facility

TO: [REDACTED], mediator

RE: Proposal for mediation of recent unrest

DATE: January 20, 2011

As the managing warden of the Medford Correctional Facility I am aware of the concerns put forth by both my security personnel and civilian contractors throughout the facility. The safety and well being of my employees is my primary concern and I have no intention of avoiding the issues being brought to me. However, this facility is currently fully utilizing our budget and therefore we cannot simply throw money at our problems. My security and civilian staff has indicated that they need better equipment or more personnel to maintain order. Simply put there are not currently sufficient funds which I can allocate to outfitting the 374 member security staff with new equipment, as needed as they are.

The prisoners have demonstrated general discontent with the living conditions and outlets for rehabilitation available at M.C.F. I must make clear that the primary function of this facility is the containment of persons found guilty by jury of criminal actions, many of whom have shown willingness for violence. I have no intentions of taking any actions which may impede the ability of this facility and its staff to fulfill this function. Yet I personally agree that rehabilitation is a key component to the reform of the individuals incarcerated within the Medford Correctional Facility. With creating opportunities for rehabilitation as my primary goal, I am recommending a restructuring of the prisoners' daily schedule and the policies regarding recreation time, educational opportunities, and work.

During the current recreation period I propose the establishment of a peer educational system in which inmates may apply to teach a course of their choice to their peers. Following are my guidelines for how such a program will be structured.

-Classes will take place during the morning recreation period.

-Inmates may apply to teach a course of their choosing. All applications will be approved at the warden's discretion. Prisoner history, subject proposed, and merit for teaching will

be the primary criteria for applicants. Instructors will be paid \$.50/ class (5 student minimum), to be paid by enrollment fees.

-Inmates must apply to enroll in a class. Applications will be accepted at the warden's discretion. Fees to take classes will be \$.20/ day/ class. (5 student/ class minimum)

-Instructors are responsible for organizing and leading classes, organizing a budget for supplies, and are responsible for their students. Instructors may give input on applicants or current students to be reviewed by warden or security staff.

-All materials used in classes are to be requisitioned through the facility's management using funds from enrollment fees.

-Possible classes include painting, musical instruction, and world culture.

-Students in these peer organized classes will have opportunities to present their work to their peers.

-Artwork may be sold at 50% commission through the prison store. Prisoners may purchase their peers artwork. Works may be displayed in cells, provided thorough inspection and the approval of a lieutenant. Security personnel have final say on what is acceptable.

-Success and leadership within this program will display a prisoner's desire and ability for reform and will likely be looked on favorably by the prison's parole board.

In addition to the creation of the peer education system I am proposing a restructuring of the staff organized education and work system. Classes may now be taken either 3 or 5 days a week, with the other days being designated for work. Classes will no longer pay prisoners to attend. Outside of prison walls people pay for their education and it will be no different inside. Future classes will charge \$.10/ per day and require that academic standards be maintained. Wages from work may be spent on morning peer led classes, afternoon staff led classes, or at the prison store. The pay scales for prison work will change under this policy as follows.

-Pay scales will be controlled by enrollment in rehabilitation programs.

-Those not enrolled in rehabilitation programs will have a pay cap of \$.50/ day

-Those enrolled in one educational program will have a pay cap of \$.75/ day.

-Those enrolled in two or more programs will have a pay cap of \$1.00/ day.

-Pay within a prisoner's pay scale will be determined by experience.

These modifications to the education and work programs will produce an anticipated surplus in the Education and Guidance Dept., inmate wages, prison store revenue. The surplus from these programs will be used to directly fund the purchase of new equipment for security personnel and to update current prison security systems. With the increased spending on security and the more widespread availability of rehabilitative activities for inmates it is my expectation that daily living conditions for prisoners will improve while increasing the security of the facility and personal safety of all staff and employees.

[REDACTED]

Warden

Medford Correctional Facility

Medford Correctional Facility: St. Albans

Mediator's Initial Response ([REDACTED])

As the mediator, I have heard all the requests from each representative regarding the recent unrest at the Medford Correctional Facility. It's apparent that many of these requests must be met to satisfy the needs of each representative as well as heighten the level of security and improve living conditions in the M.C.F. In doing that, I must take into account the state budget to see what exactly can be implemented.

My first response will be toward the warden. The warden has suggested that there be a peer educational system in which inmates may apply to teach a course of their choice. However, within this system, inmates must apply to teach a course, which could cause competition among inmates and also enroll in a class. Inmate instructors will be paid \$.50 a class while inmates who want to take the class must pay a fee of \$.20 a day and per class. Though this idea could work, I think inmates will have no incentive to enroll for classes primarily because they would have to pay for them rather than make money. I understand the warden is looking for ways to boost the budget, however, I think this could cause more unrest between the inmates rather than tranquility.

My second response will be toward the civilian staff members. The civilian staff members want to work with the inmates because they sympathize with them and identify with the inadequate materials within the M.C.F. However, the civilian staff members also fear for their protection because of these faulty materials. Many of the requests were very important for the happiness of the inmates. The civilian staff member suggested offering recreational objects such as bunching bags, treadmills, and yoga classes. Even though these objects do cost money, they would benefit the inmates especially by helping them deal with their anger in healthy ways. I think the funds for this request would benefit in the long run. Another important request was changing the number of showers from 1 to 3 a week. One shower a week is extremely unhygienic and could be a reason for inmate unrest and unhappiness. If the number of showers changes per week, the amount of waterpower will increase, which may lead to more funds going toward electricity, but I think it will benefit overall. The M.C.F could even look into solar panels, or some sort of green material to lower the amount of money used for electricity. In addition there were issues regarding meals. Both breakfast and lunch are 30 minutes while dinner is only 20 minutes. I don't think it is a difficult request to add an extra ten minutes to dinner; the inmates need enough time to consume their food. Lastly, the only issue I had with the civilian staff member's request was changing the vents to windows in the cells. It would take a lot of money to renovate each cell and I personally don't think the governor is eager to spend that much.

My third response will be toward the inmate. The inmate has proposed quite a few requests due to his unhappiness in the facility. His three main objectives were to

establish a plan to improve living and working conditions, improve relations between inmates and guards, and increase the rehabilitative capabilities of M.C.F. Within these three objectives the inmate outlined a number of requests from the size of the cell to the number of showers and adequate health care. I agree that the number of showers per week should be increased, as I previously stated, but the size of the cells cannot be changed. This would take a considerable amount of money and a large renovation. In addition, this inmate requested some essentials such as a toothbrush, razor and shampoo. I think a toothbrush and a razor are understandable requests for proper hygiene because the facility requires inmates to have no moustaches and sideburns no longer than one and half inches. However, I think shampoo should be a privilege that inmates must buy from the store because a bar of soap can suffice. Another important request is getting rid of the barriers between inmate and doctor. I don't think any doctor can give a proper physical if they are examining the patient through a barrier.

A request I don't agree with is paying inmates minimum wage. These inmates are incarcerated for a reason; they are not living in the civilian world so they should not be paid the same amount of money as civilians. In addition to these request, the inmate wants to incorporate a standardized policy of rules that is peer reviewed. Along with that, the inmate wants an inmate judicial system for conflicts within the facility and an appeals process for infractions. I think all these ideas could work, however, I think an inmate judicial system needs to be overlooked by a higher authority within the facility to make sure everything is handled properly. Lastly, the inmate wants more money spent towards education along with more teachers and mandatory study halls. It may be hard to increase the amount of teachers the facility has and increase spending for education because of state funding. I think this request could be implemented at some point, but an in-depth plan as to where exactly the money would be coming from would need to be created.

My fourth and last response will be toward the guards. I personally think all the points the guard made were very concrete. They offered four points, which I think should all be implemented. They first expressed the idea of hiring 25 additional guards. I think this idea is good, but in addition to that, I think the facility should lay off some of the higher paid guards and hire new, less experienced guards and pay them less. I think this could help the budget greatly and leave extra money for other parts of the facility. This idea leads into the next point of an annual guard training session. If these sessions were to take place it would be important that all staff be present especially if new, less experienced staff were hired. These sessions being the same for each group would result in each guard on the same page regarding their duties and responsibilities. The next request is extremely important for the safety of the facility, a risk assessment of all inmates. Each inmate would be assessed based on their escape attempt, gang affiliation(s), likelihood of violence, etc and then grouped together depending on their assessment. Granted this would take extra time to put these sorts of files together, however, I think it would benefit the facility greatly. If higher risk inmates are placed together, then the security level can be higher in those areas unlike in a lower risk area. Lastly, the guard requested the

installation of security cameras. This request would cost the most amount of money, but I think it would be extremely efficient. Security cameras are vital for correctional facilities because there can't be eyes everywhere. The installation of cameras would take a certain amount of weight off of the guards and would greatly increase the security of the facility.

After reviewing all the requests from each representative, I feel as though I have made the correct decisions regarding each request. I think all of the requests that I favored were important for the facility. In addition, I think the requests were the most cost efficient and will have the ability to increase safety.

Final Mediation Documents

January 2011

Including Documents from:

Civilian Staff Representative

Guard Representative

Inmate Representative

Warden

State-Appointed Mediator

Medford Correctional Facility: St. Albans

Civilian Staff Member Reformed Requests ([REDACTED])

This past Monday, many members here at Medford Correctional Facility presented our worries and requests to the Mediator, in response to last weeks strike. With Monday's mediation session behind us, my staff and I anxiously awaited the Mediator's response, to which we were quite pleased with. We had proposed 5 requests of change within the facility that we felt would better the conditions for the inmates, who would, in return lower their need to act out in violence due to their unpleasant living conditions.

After reading the Mediators Initial Response, we were happy that 4 out of the 5 requests were approved. The mediator seemed to acknowledge our requests to work with inmates to improve their general happiness and *our* safety. The request for offering recreational equipment such as bunting bags, treadmills and yoga classes was approved, however the issue of how to obtain such equipment did arise. My staff and I are aware that this could be a possible extra expense for the facility, in which **we would like to suggest that we form a business relationship with a nearby fitness center. We could obtain, at a cheap cost, their older equipment.**

Our next request, which was approved without any trouble, was all meals are now a full half an hour. Dinner will be 30 minuets instead of its original 20 minuets. We believe that allowing the inmates a full half an hour will make them feel less rushed during their super.

Our demand/proposal to have inmates shower at least 3 days a week was well received. The mediator, as well as the inmates and our staff, found that 1 shower a week was extremely unhygienic and maybe a large source for the inmates unhappiness. The Warden seemed to understand our point of view with the cleanliness, however he thought that allowing every inmate 2 more showers a week would raise the amount of waterpower, which raises the electricity bill. As I had suggested briefly on Monday, as well as being noted in the Mediator's response, **the facility should consider funds going towards alternative energy.** This maybe expensive at first, however, we feel that it would be a huge benefit in the end. Not only would it help with electricity, but heat as well.

The one request that wasn't approved: cells to have windows instead of vents. Knowing that this would be a costly reinvasion, the Mediators decision to shoot down our request was certainly fair. Instead of pushing for cell windows, my staff and I would like to join the Guards in their **demand that the facility is installed with security cameras.** A correctional facility, such as ours, should not be without security cameras. We support their request that the cameras be installed on all buildings on site as well as open areas. We are supportive with their decision to

with hold installation of cameras inside individual cells. Having these cameras would provide a great deal of security, making my staff and I feel less at risk.

The Doctor's office is now open all morning, from 8am till 12pm. With this change in office hours, we would like to thank the Mediator in approving the request to get rid of the barriers that are present when an inmate see's a doctor. How can a doctor successfully diagnose or assist a patient of he or she isn't allowed to properly examine them. We hope that with the addition of recreational equipment, the inmates will be healthier; eliminating many visits to see the doctor.

The Civilian Staff and I would like to thank you for your time and thoughtful consideration towards our requests. Our approved demands from Monday are a great start towards making and maintaining a better facility for both the inmates and us. Our new, or enhanced, requests are further steps towards an even better facility.

Medford Correctional Facility: St. Albans
Guard Mediation Response

After reading the response to the first session of mediation, the guards recognize that a shift in budget will be necessary in order to accommodate some of the recommendations made. We are proposing a removal of some of the mid-level guards, who from our assessment have not been performing adequately anyway, and hiring entry-level guards who would be making a lower wage. We then would be training all guards as mentioned in our previous proposal, and having a temporary fixed level of income. This would then free up funds for the installation of the security camera system, after which an assessment would be made to determine the proper level of increased income or additional hiring. This will most likely lead to a need to for less staff because of the updated security system, and higher level of guard training. This will in turn create a surplus in budget that could then be redistributed among some of the other pressing matters.

([REDACTED])

1NC

2AC

2NC

reconfigure cells
increase showers to three

1

wont do it because its too costly
okay

1. there is no reasy why you can spend money on solar panel;s but not on cell modicfications. If anything changing or combining cells may make them more energy efficant.

good so its three then?

1. part of the reason we smell is because our hair isnt clean so you don't solve the problem all the way 2. why no shampoo? There is no unique reasn why you cant grant all three 3. you try living without shampoo

toothburshes shampoo and razors

toothbrush and razor but not shampoo

increase medical budget

remove barrier during medical

okay

okay

1. this is akin to slavery which seems like its immoral 2. if you want to rehabilitate us then tie our work with rewards, you have to make that signifiant 3. there is no reason provided other than the fact that we are criminalds that you cant increase the wages so do it. 4. once released we will be paid the same wages so not doing so now does not prepare us for life outside. 5.then at least lower prices for goods which was the other option we gave, this argument has nothing to do with morals. Its silly to make us purchase our own shmampoo but make it almost impossible to do so..

decrease goods prices or increase wages

we are inmates for a reason so don't increase our wages

standard rules policy

good

good

1. so does that meand it will happen 2. if so that's fine, its about reducing the workloads of prison staff

inmate judicial system

nbeeds to be overlooked

appeals process

no answer

appeals process

guard relations increase

no answer

guard relations increase

increase education funding by
200 percent
hire more teachers 1/100
ratio

need a plan

no answer

mandatory satudy hall
increase school time by 1 1/2
hours

no answer

no answer

1. what does that mean?
Make one? 2. this is probs the
most important argument
after living standards because
it's the goal of the prision
hire more teachers 1/100
ratio

mandatory satudy hall
increase school time by 1 1/2
hours

1AC

inmate instrcutors not okay
making inmates pay for
classes not a good idea
because they wont go

1NC

okay, could save money
maybe it's a good idea the
prisoners would support it.
Maybe give them a credit
instead of pa...counts as
good behavior
we agree we cant afford to
do that...that's a really silly
idea

1

1NC

giving treadmills is a good idea

up number of showers

solar panels

extra meal time is good

cell windows

2AC

we agree

1

we agree

good idea but shouldn't do it if its too costly to maintain and sacks funding from other places

we agree

this should be re visited, it probably trades off with other things such as boxing equipment. We need to establish priorities

FROM: Warden [REDACTED], Medford Correctional Facility

TO: [REDACTED], mediator

RE: Round 2 proposal for mediation of recent unrest

DATE: January 25, 2011

In response to the proposals submitted to me during the first round of mediated talks between all parties I must again make it absolutely clear that the budget of this facility is fixed at \$8,000,000. Under no circumstances can the budget be increased or funding be attained for major construction projects. Any proposed spending must include an equal reduction from another part of the budget while maintaining the both the security of the facility and the protection of my personnel.

I would like to resubmit my proposal for the creation of a peer educational system. It is my professional opinion that this system will provide opportunities for inmates to have more outlets for recreation and learning while also providing situations for prisoners to display leadership and organizational skills. The mediator has raised the concern that this program could incite competition among inmates. I feel that this is this is the greatest possible outcome of this program. I would be excited to see my office inundated with requests by prisoners to be allowed to teach and share with their peers the skills that they have. I would judge this program as a success if hundreds of prisoners apply to be allowed to learn a new skill, embrace an art, practice yoga and meditation, all in a structured environment managed by their peers. I feel that this facility is obligated to provide as many outlets for rehabilitation as possible and this program will directly address this.

-Classes will take place during the morning recreation period.

-Inmates may apply to teach a course of their choosing. All applications will be approved at the warden's discretion. Prisoner history, subject proposed, and merit for teaching will be the primary criteria for applicants. Instructors will be paid \$.50/ class (5 student minimum), to be paid by enrollment fees.

-Inmates must apply to enroll in a class. Applications will be accepted at the warden's discretion. Fees to take classes will be \$.20/ day/ class. (5 student/ class minimum)

-Instructors are responsible for organizing and leading classes, organizing a budget for supplies, and are responsible for their students. Instructors may give input on applicants or current students to be reviewed by warden or security staff.

-All materials used in classes are to be requisitioned through the facility's management using funds from enrollment fees.

-Possible classes include painting, musical instruction, and world culture.

-Students in these peer organized classes will have opportunities to present their work to their peers.

-Artwork may be sold at 50% commission through the prison store. Prisoners may purchase their peers artwork. Works may be displayed in cells, provided thorough inspection and the approval of a lieutenant. Security personnel have final say on what is acceptable.

-Success and leadership within this program will display a prisoner's desire and ability for reform and will likely be looked on favorably by the prison's parole board.

-Prisoners may take classes in the afternoon 3-5 days a week, with the other days spent performing paying work.

-Pay scales will be controlled by enrollment in rehabilitation programs in order to provide incentive to take classes.

-Those not enrolled in rehabilitation programs will have a pay cap of \$.50/ day

-Those enrolled in one educational program will have a pay cap of \$.75/ day.

-Those enrolled in two or more programs will have a pay cap of \$1.00/ day.

-Pay within a prisoner's pay scale will be determined by experience.

Some protest was raised at my plans to require students to choose to pay for classes. The argument was put forward that there will be no motivation for taking classes as prisoners will have to choose between paying work and school. As I have outlined this will not be the case. All prisoners will be required to work at least 2 days a week and the change in pay scales.

Again I would like to make it clear that we are not here to force education and rehabilitation upon our prisoners, but instead provide opportunities for learning, recreation, and success.

To address the lack of modern security and surveillance systems I propose the installation of a live video feed system. To fund this I recommend the temporary downsizing of the security team by five low level guards over a three year period. This will raise roughly \$180,000 to fund the installation of the video system. I feel that the increased efficiency of the security team through using the video system will more than account for the temporary loss of personnel. After 3 years the five positions will be reviewed and if my senior personnel recommend the rehiring of those positions, I will authorize it. Additionally I support the organization of prisoners based on risk assessment in which higher risk patients are segregated to their own block so that security can be more effectively managed.

In response to the statement submitted by the inmates I must first say that threats against me or my personnel will result in offending parties being placed on 23 hour lockdown. I am not opposed to the creation of programs for the benefit of prisoners but at the same time security and budget issues take priority. The issue was raised about medical visits including a security barrier in which there seems to be a misunderstanding of the current policy. Inmates speak to a doctor through the barrier, once deemed necessary physicals take place in person. This is for the safety of my personnel. A physical by definition cannot take place without physical contact and this is clearly stated in the facilities regulations.

Budget constraints do not allow for the additional hiring of educational staff. The peer education program addresses this instead.

However I am not eliminating all concessions to inmates. I will approve spending for toothbrushes and razors for all inmates, with the expense being funded by the change in pay scales. Additionally I authorize the amount of wash up water provided to be increased to 3 quarts every evening. Inmates will be allowed to visit the prison store once every 10 days. Showers will stay at 1 per week as the cost for hot water and the burden on security staff is too great.

Warden [REDACTED]

Medford Correctional Facility: St. Albans

Mediator's Final Response ([REDACTED])

During our final deliberation, many of the original requests were reassessed and modified to reach the final goal: make everyone pleased while having the budget in mind. While I listened to each request I realized there were many important factors that NEEDED to be implemented at the Medford Correctional Facility.

The most important request, which I feel should be highest on the list priorities, is the installation of security cameras. There is no hiding that the Medford Correctional Facility is dated, it was opened in 1935, and has received little renovation. I understand that this installation would be the most expensive addition to the facility, but both the warden and guard have figured out a plan for the budget. I know that in the long run this installation will save money and lessen the weight on guards and increase safety.

I originally rejected the warden's plan about a peer educational system; however, I've decided to reconsider. The warden explained that there would be inmate taught classes as well as ones the inmates could enroll in. Within this program, instructors would be paid \$.50 per class, while inmates who enroll would pay \$.20 per day/class. Inmates may take these classes 3-5 days a week, while the other two days are spent performing paying work. In addition to this program, the warden included a pay scale to provide incentive to take classes. These incentives include those not enrolled in a program will receive \$.50 per day, those enrolled in one program will receive \$.75 per day, and lastly those enrolled in two or more programs will receive \$1.00 per day. The pay cap is \$1.00, which does not differ from the original M.C.F budget for the inmates. This plan has the ability to generate extra money for the budget, which can be spent on the facility.

In addition to the peer educational system, both the warden and guard have suggested a temporary downsizing of security personnel. The warden figured that if five lower level guards were dismissed over a three-year period, it would raise roughly \$180,000 to fund the installation of the security cameras. In addition, once the security cameras are installed, it will take a great deal of weight off the guards. For example, the surveillance room will only need one guard observe rather than the potential five guards to one area ratio before the installment. I feel that over time the security cameras will pay for themselves.

Despite the downsizing of security personnel, the guard suggested an annual guard training session and risk assessment of all inmates. I think both of these requests are very important and very doable. If all guards are trained, then they will be able to handle any and all problems with the inmates properly and equally. An inmate will never have to worry about a different inmate treated differently because everyone will know the same protocol. In regard to the risk assessment of all inmates, I think this will benefit the facility greatly. If higher risk inmates are all

designated to one section of the facility, then a larger number of staff can be positioned there.

The next task at hand is improving the living conditions of the facility. Both the civilian staff member and the inmate feel there needs to be a change. The most important request was the changing of the schedule to add an hour and a half to work/school. Breakfast is now shortened to 20 minutes and the time in the cell changed. Now work/school is from 11:30-5:30. In addition to the schedule, it was agreed upon that inmates will have showers once every 5 days. With that, the inmates will now get 4qts. of hot water, a toothbrush, and a razor. Along the lines of health, I think it is important that there is no longer a doctor patient barrier. I don't agree with this method and don't think a doctor can perform a proper physical with a barrier.

The last requests were all inmate related. The inmate wants an inmate judicial system. I think this can work with the proper amount of personnel and in the long run could improve guard/inmate relations. My only issue is if the inmates get out of hand and it turns into violence, then that leaves a heavy burden on the staff because they need to deal with the issue. In addition to the judicial system, the inmate also wants an appeal process where they can file complaints or make requests. This process could also help inmate/guard relationships and it can also weave out the people who are being mistreated. Anyone who is mistreated will be able to form an appeal and claim a case against that person/guard. Most of the requests from the inmate were mostly directed toward giving them a voice in the facility, or an active role. Lastly the inmate suggested the decrease of prices in the store or being paid minimum wage. I don't think either of these ideas would work because the facility does not have enough money to pay inmates that and the store produces revenue. Either way the inmate is going to have to deal with what is given to them because to improve the facility, the budget must stay the where it is.

I think all the requests put forth have a value, but not all of them can pass, however, I have outlined which requests are vital to the facility. I think I have made proper decisions and I mediated to the best of my ability. I think everyone will be happy and the facility will not go into debt trying to improve it. Both the governor and warden especially will be pleased with the saving of money. Each plan is laid out properly and is backed up so that everyone benefits and there is a foundation for the future.