



STATE OF NEW HAMPSHIRE
DEPARTMENT OF CORRECTIONS
DIVISION OF ADMINISTRATION
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HELEN E. HANKS
COMMISSIONER

LISA M. STONE
DIRECTOR

3A

March 4, 2025

Her Excellency, Governor Kelly A. Ayotte
and the Honorable Executive Council
State House
Concord, NH 03301

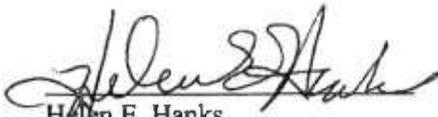
REQUESTED ACTION

Authorize to accept and place on file the NH Department of Corrections' annual comprehensive plan for the State fiscal year ending June 30, 2023, prepared in accordance with the provisions of RSA 21-H:8 X.

EXPLANATION

This annual report outlines the comprehensive planning that occurred during the fiscal year to establish and achieve goals, objectives, advocate for resources, examine the current condition of the State's Corrections system and facilities and identify continued needs. In addition, this report highlights the accomplishments of the department in state fiscal year 2023.

Respectfully Submitted,


Helen E. Hanks
Commissioner



New Hampshire
**Department of
Corrections**
Annual Report
2023

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NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

FISCAL YEAR 2023 ANNUAL REPORT

Governor

Christopher T. Sununu

Commissioner

Helen E. Hanks

Assistant Commissioner

Paul D. Raymond, Jr.

Executive Councilors as of June 30, 2023

Joseph D. Kenney	District 1
Cinde Warmington	District 2
Janet Stevens	District 3
Theodore L. Gatsas	District 4
David K. Wheeler	District 5

This Annual Report was produced by the Commissioner's Office at the New Hampshire Department of Corrections, pursuant to RSA 21-H:8, for the State Fiscal Year beginning July 1, 2022. This report is also available at www.corrections.nh.gov.

For further information please call 603-271-5600



2023 DEDICATION



December 17, 1979 - January 25, 2023



OFFICER DOWN MEMORIAL PAGE

REMEMBERING ALL OF LAW ENFORCEMENT'S HEROES



<https://www.odmp.org/officer/26705-corrections-officer-lawrence-christopher-prather>

On January 25th, 2023, while on duty for the NH Department of Corrections in Concord, Corrections Officer (CO) Prather suffered a medical emergency. Fellow corrections officers and nursing staff immediately started life saving efforts including providing CPR, getting an AED, and calling for an ambulance. Emergency medical personnel from the Concord Fire Department transported CO Prather to Concord Hospital where he died.

Officer Prather began his career with the NH Department of Corrections in 2017 and graduated with the 104th class of the New Hampshire Corrections Academy. Over the last six years, Officer Prather left a mark on his colleagues as a caring and dedicated team member. In April 2018, Officer Prather received a Team Commendation Award for his actions as part of the team's response to a disturbance at the NH State Prison for Men. In December 2019, Office Prather transferred from the NH State Prison for Men to the Division of Rehabilitative Services where he closely worked with inmates as they re-entered community life.

Officer Prather's passion, kindness, and dedication to his career with the NH Department of Corrections was admirable. He was a friendly, positive, and loyal officer who is already greatly missed. Our thoughts will forever be with Officer Prather's family and those closest to him.

CORRECTIONAL OFFICER'S PRAYER

Lord I ask for courage.
The courage to face and
to conquer my own fears.
The courage to take me
where others will not go.
Lord, I ask for strength the
strength of body to protect
others the strength of
spirit to lead others. Lord,
I ask for dedication the
dedication to my job, to do
it well. The dedication to
my community, to keep it
safe. Give me, Lord,
Concern for all those who
trust me, and compassion
for those who need me.
And please, Lord, through
it all be at my side.





VISION

A fully staffed workforce where everyone is professionally developed; where every individual is engaged in progressive rehabilitation, in state-of-the-art facilities.

MISSION

Reduce recidivism by providing safe, humane supervision and evidence-based rehabilitation to enhance public safety in New Hampshire.

VALUES

Our values represent the core principles that help guide our daily behaviors and actions to achieve our vision and mission. The NH Department of Corrections is committed to fulfilling its mission by upholding the following values in order to achieve our common vision.

DEDICATION

We commit every day to doing difficult work, in a challenging environment, while maintaining professionalism and respect.

ONE TEAM

We achieve our best results while working together, and as part of cross-division efforts, in pursuit of our mission.

COURAGE

In the face of daily adversity, we demonstrate the physical and moral fortitude to use our authority appropriately and honestly.

KEY STRATEGIES FOR SAFETY, REHABILITATION AND STABILIZATION



CLEAR VISION & MISSION



- A fully staffed workforce where everyone is professionally developed, where every individual is engaged in progressive rehabilitation, in state-of-the-art facilities.
- Reduce recidivism by providing safe, humane supervision and evidence-based rehabilitation to enhance public safety in New Hampshire.

STRATEGIC PLAN



STAFFING

- Stabilizing and increasing our correctional law enforcement officer ranks and all other professional staffing within the department to fulfill our mission and reduce the cost of overtime to improve overall employee work life balance.



INFRASTRUCTURE & TECHNOLOGY

- Advocate through our Legislature to replace the NH State Prison for Men and add technology resources to increase efficiency in our correctional system.
- Technology is key to efficiency.



TREATMENT & REHABILITATION

- Increasing successful community reintegration for those exiting our custody to reduce returns to incarceration and foster wellness post release.
- Ensure stable treatment & rehabilitation access during incarceration.

MEASURE EFFECTIVENESS



- Use business information resources to measure effectiveness of interventions.
- Create stable and diverse monthly reporting tools to inform all areas of the organization.
- Create and stabilize all existing successful partnerships that foster goal attainment.

EXECUTIVE TEAM



Helen Hanks
COMMISSIONER



Paul Raymond, Jr.
ASSISTANT
COMMISSIONER



Jonathan Hanson
DIRECTOR OF
ADMINISTRATION



Jeffrey White
DIRECTOR OF FIELD
SERVICES



Paula Mattis
DIRECTOR OF
MEDICAL AND
FORENSIC
SERVICES



Fallon Reed
DIRECTOR OF
PERSONNEL &
INFORMATION



Nicholas Duffy
DIRECTOR OF
REHABILITATIVE
SERVICES



Nicole Plante
WARDEN
NH CORRECTIONAL
FACILITY FOR
WOMEN



Michelle Edmark
WARDEN
NH STATE PRISON
FOR MEN



Corey Riendeau
WARDEN
NORTHERN NH
CORRECTIONAL
FACILITY



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NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
COMMISSIONER
HELEN E. HANKS

As the Commissioner in FY2023, my leadership has been mission focused on:

1

Stabilizing and increasing our correctional law enforcement officer ranks and all other professional staffing within the department to fulfill our mission and reduce the cost of overtime to improve overall employee work life balance.

- Efforts included realigning our recruitment process and onboarding procedures to streamline and establish departmental liaisons at time of application.
- Creating a Talent Acquisition Group to streamline hiring and increase retention initiatives.
- Increasing our social media presence about who we are as an organization and why our mission is important.
- Implementing a Peer-to-Peer Support program.
- Adjusting our employee wellness program to a Correctional Outreach and Resource Program to be more diverse in its goal to support staff and their families.



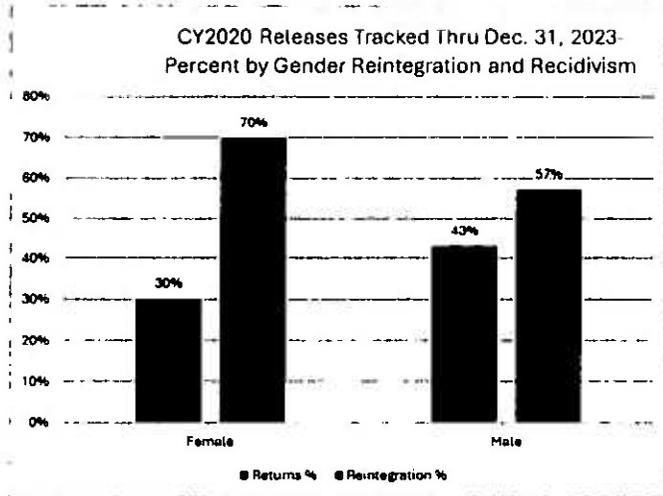
- Successfully attaining legislative support in HB2 to do a full correctional officer rank reallocation of wages under personnel rule to establish competitive base salaries for certified NH law enforcement to increase recruitment.

2

Increasing successful community reintegration for those exiting our custody to reduce returns to incarceration and foster wellness post release.

- With the dedication of all departmental employees, the NH Department of Corrections is proud to publish in its FY2023 Annual Report, that US News has ranked NH #1 in Corrections outcomes due to our reduced incarceration rate, reduction in juvenile incarceration and in racial equity.
- The department's role in reducing reincarceration has been critical in affirming our commitment to build stronger bridges to community transition for those exiting incarcerated settings and those transitioning off supervision, while fostering continued individual wellness.
- The department has strengthened its collaboration with the specialty courts, such as drug court, mental health courts, and other diversionary judicial initiatives through the participation of our probation and parole officers. There is a clear nexus between this collaboration and a reduction in the use of sentencing to incarceration when people with mental health conditions, specifically substance use disorders, have a criminal action causing involvement with the NH Criminal Justice System.
- Advancement of programming and treatment services to provide multiple pathways for rehabilitation and wellness, fostering a strong restorative justice process in line with the department's mission.

COMMISSIONER CONT.
HELEN E. HANKS



Recidivism Trending

	Calendar Year	2018	2019	2020
Males		48.7%	44.28%	42.93%
Females		41.9%	43.95%	30.07%
ALL		47.8%	44.24%	41.29%

**The Department follows the Association of State Correctional Administrators Performance-based Measure System Counting Rules in how to measure recidivism. Recidivism rates are interpreted by the New Hampshire Department of Corrections (NHDOC) as being when an individual, after being released from a NHDOC facility or oversight, returns to a NHDOC facility within thirty-six months of their initial release date. Cohorts are grouped by calendar year.*

3

Advocate through our legislature to replace the NH State Prison for Men and add technology resources to increase efficiency in our correctional systems.

- Received \$10 Million through HB2 to begin the geographical location assessment and programming to replace the NH State Prison for Men whose infrastructure dates back to the 1800's.
- Received ARPA funding to upgrade the offender management system, which is beyond its functional software support life. The department is implementing a new system that creates system entry efficiency for staff and provides pathways and tools to analyze our information.
- Attained funding to implement Body Worn Cameras to all certified law enforcement within our department to increase transparency and reduce false allegations against staff.
- Attained funding to implement digital tools and software to move from paper-based security functions to electronic systems. This maximizes staffing efficiency and provides our law enforcement officers with better working tools.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
EXECUTIVE LEVEL CHANGES
PAUL D. RAYMOND, JR.
ASSISTANT COMMISSIONER

On Wednesday, September 7, 2022, the New Hampshire Executive Council unanimously confirmed the appointment of Paul D. Raymond, Jr., as Assistant Commissioner of the New Hampshire Department of Corrections. Governor Sununu nominated Raymond on August 17, 2022.

Mr. Raymond's extensive and diverse background positioned him as an exemplary candidate for the role of Assistant Commissioner. Graduating with a Bachelor of Arts in Management from Southern New Hampshire University, he is currently pursuing a Master's in Public Administration from the same institution, expected to be completed by early 2023. Prior to his tenure at the New Hampshire Department of Corrections as the Director of Personnel and Information, Mr. Raymond held various progressively responsible roles within the New Hampshire Department of Safety.

At the Department of Corrections, Mr. Raymond oversaw crucial areas such as human resources, employee training and development, communications, and business information technology. His adept leadership during the department's restructuring has garnered admiration from his colleagues and team members. Recognized as a mentor and leader, Mr. Raymond consistently provides invaluable support and guidance, with a primary focus on enhancing recruitment and retention efforts. His strategic approach has yielded operational efficiencies, and he continues to inspire and guide others with this objective.

Mr. Raymond's competence as a leader is evidenced by his training, educational background, and past achievements, affirming his suitability for the role of Assistant Commissioner. Testimonials from former associates consistently highlight his exceptional skills, integrity, and dedication. With his adept communication skills, Mr. Raymond significantly contributes to promoting the professionalism and vital mission of the Department of Corrections as the agency strives to make a positive impact on all it engages with.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

EXECUTIVE LEVEL CHANGES

DIRECTOR OF FIELD SERVICES

JEFFERY WHITE



On December 7, 2022, the New Hampshire Executive Council unanimously confirmed the appointment of Jeffrey White as the Director of Field Services for the Department of Corrections. Governor Sununu nominated White on November 22, 2022.

Mr. White possesses a diverse range of law enforcement experience that makes him a strong candidate for this role. He has spent his career in law enforcement with 25+ years within the US Marshal's Service. His education was focused on Criminal Justice, receiving his Bachelor of Arts in this area in 1993. He has built a well-rounded portfolio of experience in the justice system: fugitive investigations, law enforcement interviewing, threat investigations, witness security, Judicial protection prisoner processing, conducting briefings, and service of criminal/civil process, to list a few areas of expertise. In addition, Mr. White has led many focused trainings associated with his work with the US Marshals including training NH Department of Corrections Probation Parole Officers in the methodologies and techniques used by the Marshal Service.

As the fulltime Director of Field Services, Mr. White will be responsible for directing and overseeing the supervision of adults placed on probation and/or on parole. His experience bringing multiple law enforcement agencies together with the NH Joint Fugitive Task Force will be put into effect in this position, as Field Services also collaborates with local, state and federal law enforcement agencies. He is acutely skilled in managing personnel. Mr. White has demonstrated experience in critical incident management, the application of state and federal laws, and judicial procedures. These skills will assist him in advancing and leading the Field Services team. Mr. White understands that within field services it is critical to ensure consistent adherence to the laws and administrative rules of the state. Additionally, he is dedicated to ensuring the collection of restitution, fees, and fines for the department, to the courts, and to victims/survivors of crime. Mr. White will advocate for and work to establish a system of community-based services that enhances successful reintegration for individuals under supervision while maintaining public safety.





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
EXECUTIVE LEVEL CHANGES
DIRECTOR OF PERSONNEL & INFORMATION
FALLON REED

Mrs. Fallon Reed was unanimously confirmed as Director of Personnel and Information for the New Hampshire Department of Corrections during the October 19, 2022, Governor & Council meeting. Governor Sununu nominated Reed on October 4, 2022.

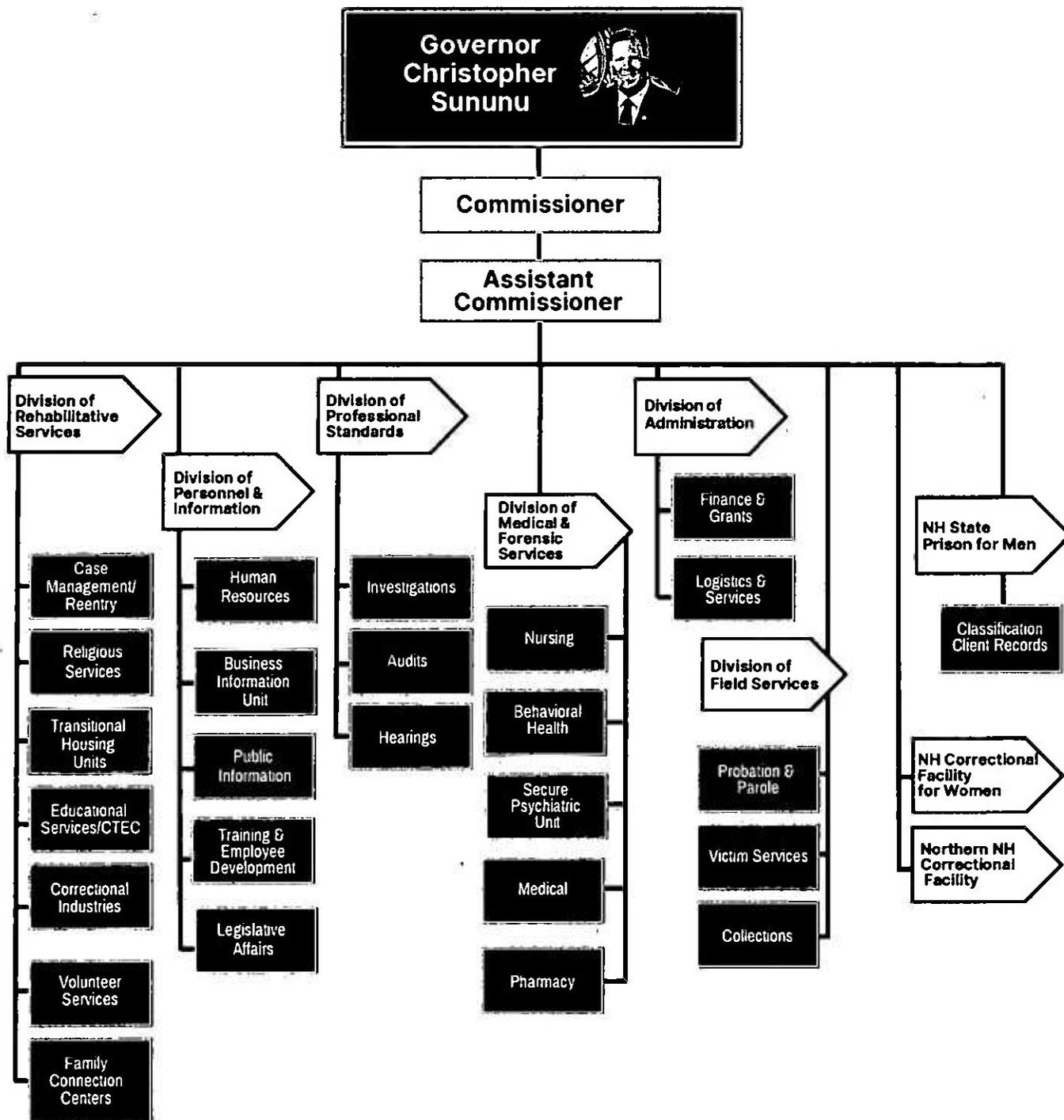
Mrs. Reed has a demonstrated depth and breadth of experience, positioning her as the preferred candidate for this position. She earned her Bachelor's degree from St. Lawrence University in Canton, New York, and currently holds certifications from the Department of Homeland Security Exercise and Evaluation Program (HSEEP) as well as a Lean Green Belt. Mrs. Reed has served as a lead manager for the state's operational response to COVID-19, showcasing her expertise in communications, personnel management, and the implementation and deployment of resources. Additionally, she has held a variety of positions of increasing responsibility with the New Hampshire Department of Safety, Division of Homeland Security and Emergency Management.

Mrs. Reed takes her responsibilities and commitment to the state with the dedication you would expect of a leader. She worked tirelessly through many state emergency responses to ensure effective, safe, and comprehensive outcomes in each instance for the inmates of New Hampshire. In the capacity of the Director of Personnel & Information, she will continue our growth in key lines of effort including the bureaus of human resources, employee training and development, communications, and business information and technology. She will work to transform our operations to advance our responsiveness and efficiency. Her experience brings an added resource that will sure up our agency emergency preparedness actions and practical preparedness sessions deployed through our bureau of training. Mrs. Reed is well-known for her communication and collaboration skills. She is looked to as a leader and trusted for always giving proper support and mindful guidance. Her focus will be to continue our key agency goals to increase our recruitment and retention, overcome our staffing challenges, advance technology in our operations to increase efficiency and staffing resources as well as create employee development focused on career path progression. Mrs. Reed will advance our work to create a more informed awareness and better-established agency public image and better educate the public about the field of corrections, especially through the publication of data and information.





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS ORGANIZATIONAL CHART



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



RECRUITMENT & RETENTION

Division of Personnel & Information

The Department continues to advance internal systems with a focus on retention, while maintaining momentum in recruitment. We continue to focus on improving our onboarding process, offboarding process, employee recognition, staff training, employee enhancement and internal communication efforts.



RECRUITMENT AND OUTREACH

-SOCIAL MEDIA

Our social media presence has had a notable change over the past year and has greatly impacted our success in recruitment. Our goal is to not only provide current employment opportunities as well as inform the public about NHDOC. We can be found on Facebook, Instagram, Twitter, YouTube and LinkedIn.

-JOB FAIRS, TOURS AND RECRUITING TEAMS

- NHDOC attended 51 career fairs.
- Tours are offered on a case-by case basis working closely with many high schools and colleges that focus on Criminal Justice.
- A team of corrections officers from NNHCF and NHSP-M have adopted a recruitment/mentorship program. These teams attend job fairs and other community activities to promote vacant positions. They guide them through the application and onboarding process.
- In addition, the department has reassigned a Sergeant level corrections officer to work in a temporary assignment as a dedicated recruiter/community engagement officer.

-INTERNSHIP PROGRAM

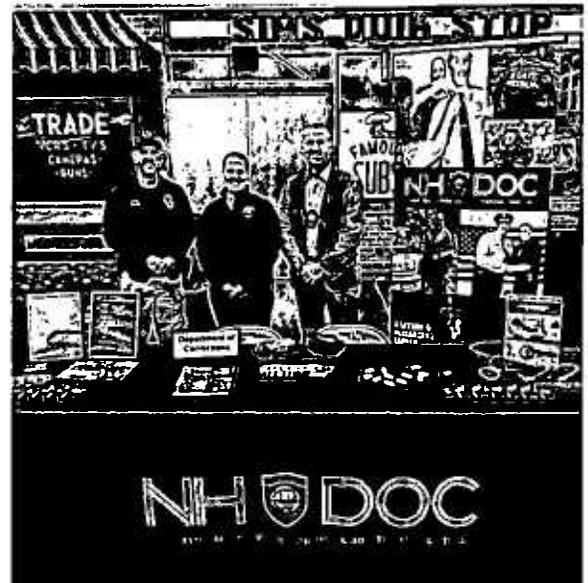
The department is regaining the momentum we had established before COVID-19. We have agreements in place with all NH Colleges, except for SNHU, with who we are working on a mutually agreed upon affiliation agreement.

-BERLIN CORRECTIONS PROGRAM

NHDOC, in partnership with Berlin High School began offering a credit-approved course focusing on Correctional Law Enforcement in Fall 2021. This is a 90-minute class, once a week for 9 weeks. We have received positive feedback from students and parents in the community and we are please to report that we are expanding this program to Groveton High School. We continue to pursue expansions of this model to Southern NH as well.

-REBRANDING

NHDOC is 40 this year and our branding celebrates this! We updated our logo and rebranded all marketing materials to support this milestone. DOC fleet vehicles have been rebranded with "Drive the Recruitment Message."





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

RECRUITMENT & RETENTION CONT.

RETENTION

- Pursuant to State Personnel Rules (Per 102.49 Reallocation; Per 301.03 Supplemental Job Description; and 303 Reallocation and Reclassification of full-time positions) appropriate updates have been made to multiple NHDOC positions to align with current duties and certifications.
- Completion of the Probation and Parole Officer position series. This occurred as a result of their last collective bargaining agreement.
- Human Resources has been expanded and redefined as the NH Department of Corrections Employee Services. Within the area of Employee Services, we now have the following divisions:
 - Core Human Resources
 - Payroll
 - Recruitment and Onboarding
 - CORP Wellness Program - formerly known as Thrive. In 2022, Employee Services hired a licensed mental health clinician.
- Thrive has been rebranded as NHDOC-CORP - Corrections Organization Resiliency Program. Staff within Employee Services will provide the following programming and services to our employees, 24 hours a day, 7 days a week.
 - CORP staff will provide active employees, retirees, and their families with confidential assistance, voluntarily sought, to address any issues that may affect their overall well-being.
 - CORP has an established and vetted referral network which maximizes our existing health benefits network.
 - Peer-to-Peer - A group of selected personnel who have been formally trained can provide peer support in the form of defusing, providing psychological first aid and Critical Incident Stress Management and Debriefing (CISM) under the advisement or supervision of a mental health professional.



- Comfort Dog Program used in conjunction with the peer-to-peer program, the dogs are used to support during CISM and other interventions during critical incidents. The dog will also be used for community engagement and recruitment activities.



Comfort K9 Zoey at
work



Comfort K9 Zoey



Comfort K9 Zoey and
handler Tina Thurber

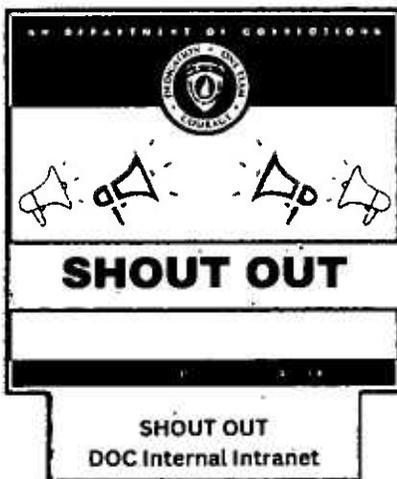
NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



RECRUITMENT & RETENTION CONT.

RETENTION CONT.

- Employee Recognition - NHDOC has been working hard to increase staff recognition both internally and externally. Staff have the opportunity to recognize their fellow peers on the Department Intranet through 'Shout Outs.' Longevity, service awards, promotions and retirements are also posted internally and externally, if approved by the employee.



Promotion Post
Sgt. Carter promotion to Lieutenant



Service Award
PPO Wyatt Lifesaving Award

- Employee Wellness Areas - Employee wellness areas have been established and/or renovated at each facility to include a gym and break area. These areas provide a serene 'non-prison-like' environment for staff to enjoy and decompress while working many long shifts.
- At the conclusion of this fiscal year, we introduced an exciting new social media segment that was featured across all our platforms. This segment, titled "20 Questions," will spotlight NHDOC staff, including sworn personnel, correctional line staff, administrative members, and even some executives. Participants will answer a series of 20 rapid-fire questions, ranging from which correctional facility they work in, length of service with NHDOC, and insights they wish the public knew about the DOC, to personal inquiries about their favorite travel destinations, preferred seasons, and much more!

EMPLOYEE DEVELOPMENT

- Regardless of whether you're a newcomer or a seasoned member of the team, we believe engaging in training is a valuable move toward enhancing ones skills and knowledge, boosting your career, and supporting the department's mission and vision. The Bureau of Training is dedicated to fulfilling the Department's mission by providing exceptional training that adheres to established laws, regulations, standards, and best practices. Throughout the fiscal year, we have:
 - Conducted 168 New Hire Orientations
 - Provided 24 hours of annual in-service training and 6 hours of online training for all certified officers
 - Offered 16 hours of annual in-service training for all non-uniform staff
 - Certified 284 employees in CPR
 - Trained and deployed new body-worn cameras for correctional staff and all probation and parole officers
 - Conducted 4 Correctional Academies, graduating 38 certified officers, with 37 of them also certifying in firearms.

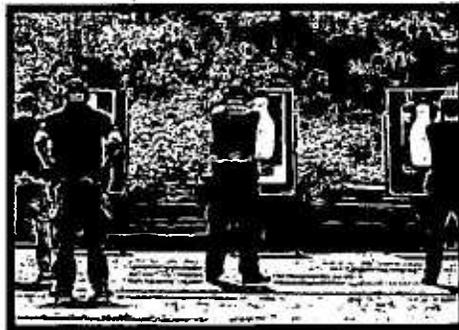


NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

DIVISION OF FIELD SERVICES

Several proposed innovations were identified during FY2022. The Division of Field Services (DFS) has made significant progress in implementing these solutions throughout FY2023 and will continue advancing them in FY2024.

- **Employee Development**
 - DFS conducts quarterly training sessions, above the NHDOC's Training Plan, on a range of topics such as mental health, parole violations, electronic monitoring, drug court, veteran's court, and young offenders court.
- **Equipment/Staff Safety**
 - Continually investigating and evaluating potential equipment for use by the DFS to ensure that the proper equipment is procured, and any safety needs are met.
 - For FY24, the goal is to acquire individual trauma kits for PPOs containing essential items like tourniquets, chest seals, hemostatic dressings, and compression bandages. Extensive training will be provided on how to use all the items.
 - In FY24, all DFS vehicle first aid kits will be upgraded with tourniquets, chest seals, hemostatic dressings, CPR masks, and mylar blankets.
- **Research Database**
 - NHDOC implemented a public investigative database for PPOs, Collections, Secretaries, and DOC Investigators, significantly enhancing research abilities for fugitive and collections cases.
 - The database enabled the identification of multiple deceased individuals with outstanding collections, leading to case closure.
 - Discovered numerous new addresses for collections cases, enabling improved follow-up on overdue collections cases.
- **CORIS Exception Reports**
 - Ensure the ongoing cleanup of exception reports and CORIS entries to ensure accurate caseload counts and management.
- **Fugitive Backlog**
 - Developed and put into action a "Fugitive of the Week" (FOW, see flyer on page 51) initiative through social media and the NH Intelligence & Analysis Center.
 - Area for Improvement - Continue on-going community law enforcement agency collaboration so PPOs involved in fugitive apprehension are working in sync for safe operations in a fugitive apprehension setting.
- **Weapon Mounted Lights**
 - In FY23, the division was provided weapon mounted lights on all PPO handguns, aligning with national law enforcement standards to enhance officer safety.



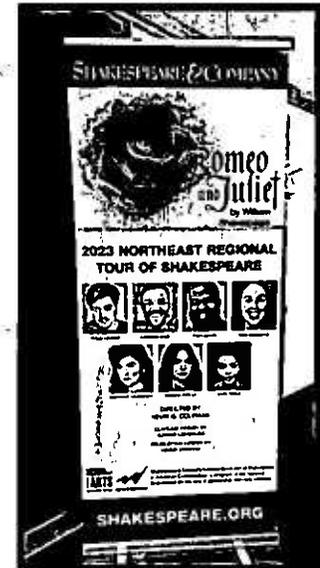
NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



DIVISION OF REHABILITATIVE SERVICES

• Shakespeare Camp

- Kim Piper, an English teacher at Granite State High School, participated in a professional development workshop titled "Teaching and Directing Shakespeare: A Midsummer Night's Dream" at Shakespeare & Company in Lenox, Massachusetts. This workshop followed Shakespeare & Company's performance of Romeo & Juliet in April 2023 at both NHSP-M and NHCW-W. Throughout the week, educators from across the country explored ways to bring Shakespeare's timeless works to life for students. The strategies learned help eliminate barriers, fostering full engagement among all learners. The workshop not only focused on Shakespeare's rhetorical techniques and the richness of his language but also delved into the transition from shame to violence, emphasizing how to present such themes responsibly in both classroom and performance settings.



• Second Chance Pell Grant

- Initiated a partnership with White Mountains Community College. In FY23, 19 inmates have embarked on their journey toward earning associate degrees through this initiative.

• Transitional Work Center

- Inmates at the Transitional Work Center contributed over 22,000 hours of labor to non-DOC state agencies and non-profit organizations across the state, including partnerships with Habitat for Humanity.

• Correctional Industries

- The Agriculture program successfully cultivated and sold over 5,000 plants, while the Forestry Program processed more than 32,000 bundles of firewood, which were cut, split, kiln-dried, wrapped, and delivered to state parks. Furthermore, the Plate Shop manufactured over 500,000 New Hampshire state license plates and 400,000 temporary plates. Lastly, the Print Shop produced an impressive 2 million decals, along with numerous other achievements!





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

PROGRESSIVE PATHWAYS

This program empowers participants to reflect on and take responsibility for their past, present, and future choices. They share their stories with juveniles involved in community diversion programs, aiming to steer our state's youth away from potential futures that could lead to adult incarceration. Participants learn to identify and understand their individual challenges in a constructive manner while establishing a solid foundation for reintegration.

The Progressive Pathways voluntary program was created in partnership with the If Project, a non-profit organization co-founded by Kim Bogucki in Seattle, Washington. The program centers around writing workshops that explore a thought-provoking question: "If someone could have said or done something to change the path that led you to prison, what would it have been?"



MISSION:

TO PROVIDE PATHWAYS
IN PREPARATION FOR
COMMUNITY REENTRY
THROUGH SELF-
REFLECTION & GROWTH

VISION:

TO ACCEPT
ACCOUNTABILITY FOR
MY ACTIONS, BUILD A
BALANCED FOUNDATION
TO OVERCOME LIFE'S
OBSTACLES AND GROW
WITHIN.



PROGRAM GOALS

- To give participants an outlet to reflect on their past, present and future selves.
- To prepare the individual for successful reintegration into the community.
- To assist the individual with mental, physical and financial well-being and independence.
- To encourage participants to assess within, be accountable for the past, and move forward in a positive direction.
- To help participants understand their individual challenges, and how to overcome these challenges in a healthy way to break the cycle.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

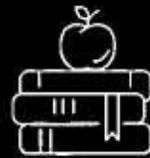


PROGRESSIVE PATHWAYS CONT.

PROGRAM COMPONENTS

Education & Vocational Training

- Mandatory Education Courses
- Cosmetology
- CDL
- Building Trade Opportunities (Future)



Employment

- Security Sensitive Position
- Full Time Student



IF Project Writing Workshop

- Engage in self-reflection writing workshop



Social Programming

- Personal Finance
- Financial Empowerment
- Budgeting



Personal Reentry Educational Plan (PREP)

- Housing
- Employment
- Healthy Relationships



Community Service Examples

- CHAD
- Blankets for SPCA



Outside Presentations

- Provided by: NHDOC Staff, Volunteers or outside agencies



Monthly Reflections/Progress Evaluations

- Meetings with mentors to discuss individual program participation





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

PROGRESSIVE PATHWAYS CONT.

EXPECTATIONS

Confidentiality

Meaningful Participation

Completing Reflections and Course Work

Remaining of good conduct

Employment or Education



<https://www.theifproject.org>



In 2008, Seattle Police Department (SPD) Detective Kim Bogucki visited the Washington Corrections Center for Women (WCCW) after partnering with Girl Scouts Beyond Bars as part of the SPD Youth Outreach Unit. Kim aimed to explain to the incarcerated mothers of the Scouts why a police officer was meeting their children and reassure them that the police would not speak negatively about them to their daughters. She hoped her visit would foster trust among the parents, children, and the Girl Scouts Beyond Bars organization.

During her first visit to WCCW, Kim posed the following question:

"If there was something someone could have said or done to change the path that led you here, what would it have been?"

One mother, Renata Abramson, encouraged others at WCCW to write down their answers to the "IF question." When Kim returned for a follow-up meeting a few weeks later, Renata presented her with 25 essays. At that moment, neither Kim nor the writers realized that this question would inspire a unique national partnership between law enforcement and incarcerated individuals, aimed at guiding people in prison and at-risk youth toward a more positive future.

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



ADVOCATING FOR NEW MEN'S PRISON

The NH State Prison for Men in Concord (1878) has continued to degrade and the quality of needs is overwhelming regarding the physical plant problems including but not limited to underground utility culpabilities, structural and mechanical fatigue to buildings and components. This ranges from overuse of doors and locks, both mechanical and electrical, to sewer and water lines that are now over 145 years old. There are design features that are antiquated and create an environment that does not bode well for both staff and inmates. This became even more evident during the COVID-19 pandemic where air quality was questionable and the close contact between inmates and staff was hard to avoid. There are many areas of concern, including the current Reception and Diagnostics area built in 1940 as a kit style building that is barely operational. This serves as the main entry for new and returning inmates along with being part of the secure perimeter wall with 100 feet of North State Street.

NHDOC continues to advocate that replacing the old NH State Prison for Men is more cost effective than continuing to invest in long term repairs to the infrastructure. The existing facility has numerous deficiencies that affect staff retention and efficiency, limit inmates' access to programs, and are incompatible with new technology needed for repairs. The cost to replace is in the millions of dollars, and the cost to repair is equally high. If we go in the direction of rebuilding the old structures, there will still be many parts of an aged facility that will not allow the agency to advance programs that could reduce recidivism. It is not practical to invest millions of dollars into an old facility where the benefits of a new modern facility outweigh any savings from renovating versus building a completely new facility. The long-term cost difference between upgrading the current facility and constructing a new one will be significant, requiring a review of budgeting to ensure this project does not disrupt other state agencies or the capital budget process.

NH State Prison for Men, Concord - Continued Inventory of Structural/Capital Investment Challenges

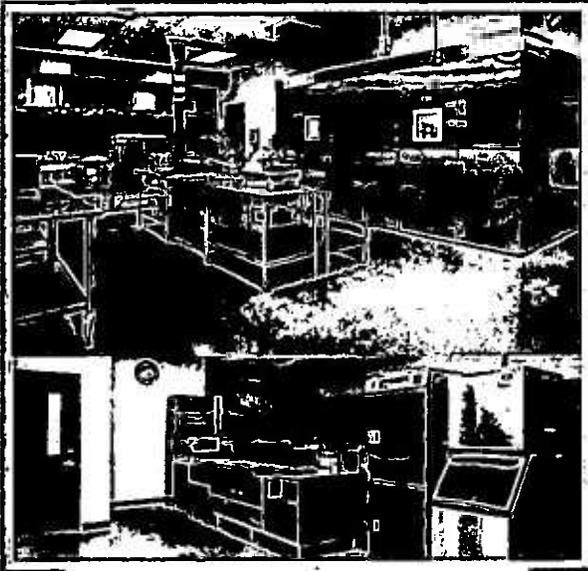
- Substantial concrete and steel structural issues in elevated areas over food services and mechanical areas
- Remnants of the old coal fired boiler area and coal pocket are creating issues with ground stability
- Building fatigue-facility wide, issues with ceilings, floors, steam lines, electrical wiring, plumbing of all types, ductwork, fire suppression systems, doors, locks, windows, etc.
- Electrical issues with unique direct buried electrical lines under buildings and courtyard areas
- 8 electrical transformers, and 8 generators supply partial emergency power to the facility, needs replacement
- High pressure steam lines running through approximately 11 acres of buildings with problematic access points
- Perimeter security concerns with the main building and north yard within 30 feet of Route 3, N State Street
- Over 2,000 feet of chain link perimeter fence, 12 and 14 feet high with razor wire needs to be replaced
- North and South vehicle sally ports, need redesign and expansion to manage larger trucks and equipment
- Reception and Diagnostic Unit built in 1941 is a "Van Dorn" modular building melded into the original building, this building is one of the last of its kind and was built to last at most 50 years
- Food services area has leaks from the above ramps and walkways that will potentially cost over \$12 million to rebuild
- Aged arched brick storm water and sewer lines need replacement



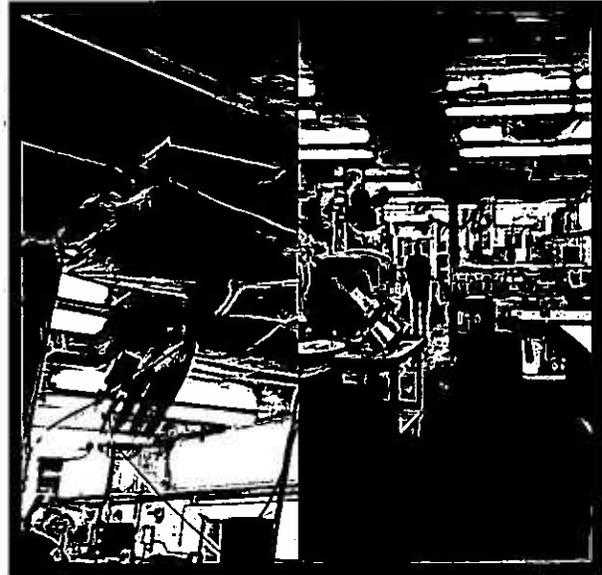
NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

ADVOCATING FOR NEW MEN'S PRISON CONT.

Comparative Photos - NHSP-M v. New/NHCF-W



NH Correctional Facility for Women - Kitchen



NH State Prison for Men - Kitchen



NH Correctional Facility for Women - General Population Housing Unit



NH State Prison for Men - General Population Housing Unit

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



ADVOCATING FOR NEW MEN'S PRISON CONT.

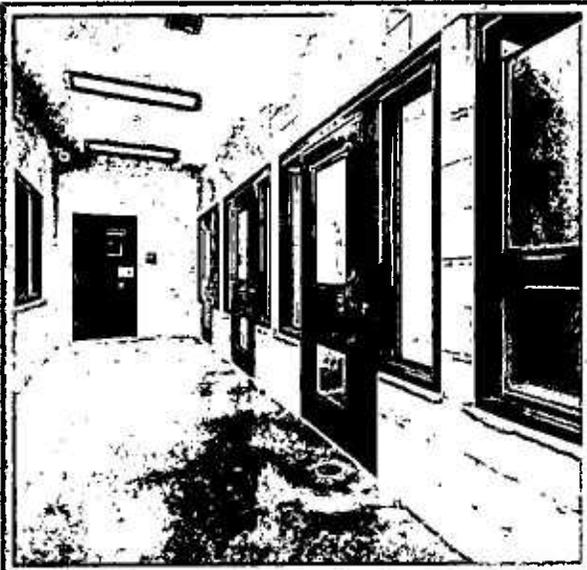
Comparative Photos NHSP-M v. New NHCF-W



NH Correctional Facility for Women - Reception & Diagnostic



NH State Prison for Men Reception & Diagnostic



NH Correctional Facility for Women - Reception & Diagnostic



NH State Prison for Men Reception & Diagnostic



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES

ADVOCATING FOR NEW MEN'S PRISON CONT.

Comparative Photos - NHSPM v. New NHCFW, CONT.



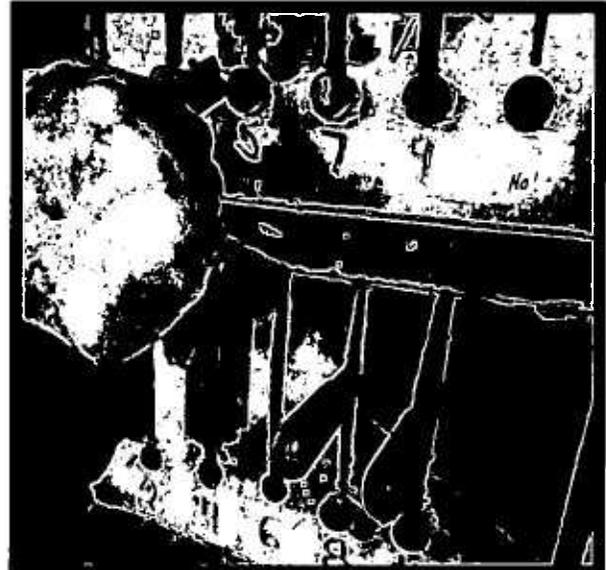
NH Correctional Facility for
Women



NH State Prison for Men



NH Correctional Facility for
Women



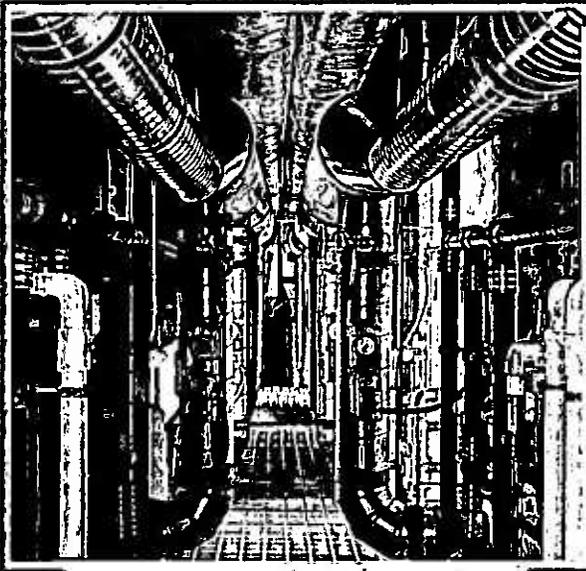
NH State Prison for Men

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS AGENCY-WIDE ACHIEVEMENTS AND INITIATIVES



ADVOCATING FOR NEW MEN'S PRISON CONT.

Comparative Photos - NHSP-M v. New NHCF-W



NH Correctional Facility for
Women



NH State Prison for Men



NH Correctional Facility for
Women



NH State Prison for Men



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DATA ELEMENTS OF INTEREST
 INMATE POPULATION DATA

TOTAL POPULATION as of JUNE 30, 2023	TOTAL	PERCENTAGE
TOTAL NH <u>IN</u> FACILITY*	1,851	91%
ESCAPE STATUS	9	1%
TOTAL NH <u>OUT</u> OF FACILITY**	168	8%
TOTAL	2,028	100%

*Total NH in Facility represents the total number of NH sentenced inmates, as well as inmates housed for other jurisdictions and patients of SPU who are on involuntary commitment.

** Total NH out of Facility represents the total number of NH sentenced inmates serving time in other jurisdictions.

POPULATION BY MINIMUM SENTENCE as of JUNE 30, 2023	NUMBER	PERCENTAGE
LESS THAN 1 YEAR	46	2%
BETWEEN 1 AND 3 YEARS	783	39%
BETWEEN 3 AND 5 YEARS	219	11%
BETWEEN 5 AND 10 YEARS	599	29%
BETWEEN 10 AND 20 YEARS	97	5%
20 YEARS OR MORE	220	11%
UNKNOWN*	64	3%
TOTAL	2,028	100%

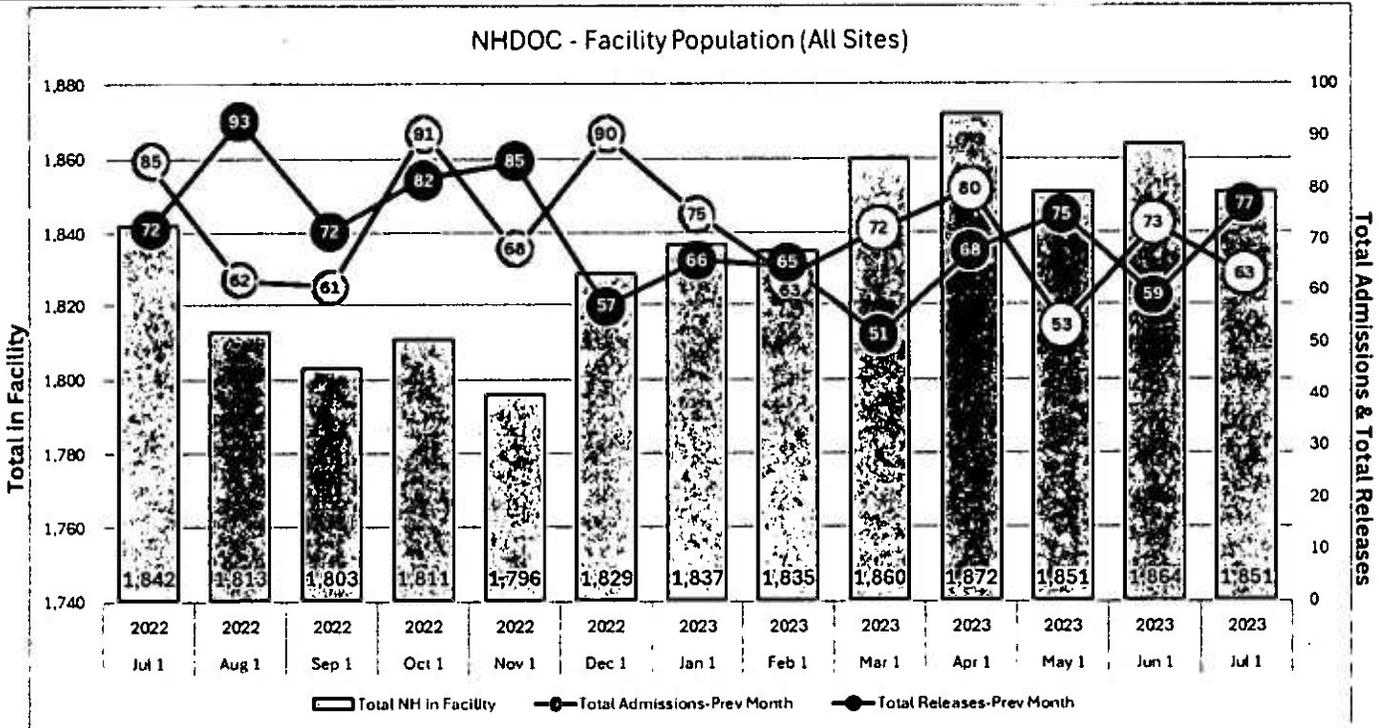
POPULATION BY MAXIMUM SENTENCE as of JUNE 30, 2023	NUMBER	PERCENTAGE
LESS THAN 1 YEAR	32	2%
BETWEEN 1 AND 3 YEARS	89	4%
BETWEEN 3 AND 5 YEARS	266	13%
BETWEEN 5 AND 10 YEARS	548	27%
BETWEEN 10 AND 20 YEARS	603	30%
20 YEARS OR MORE	426	21%
UNKNOWN*	64	3%
TOTAL	2,028	100%

26 * Unknowns are inmates housed for other jurisdictions or patients of SPU who are on involuntary committal.
 Note: These totals do not calculate consecutive sentences because the start of those sentences cannot be predicted.

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DATA ELEMENTS OF INTEREST

INMATE POPULATION DATA



NHDOC - All Sites

NHDOC-All Sites	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	
Total in facility	1,842	1,813	1,803	1,811	1,786	1,838	1,837	1,835	1,860	1,872	1,851	1,864	1,851	Average: 1,836
Total Admissions-Prev Month	85	62	61	91	68	90	75	63	72	80	53	73	63	Sum: 936
Total Releases-Prev Month	72	93	72	82	85	57	66	65	51	68	75	59	77	Sum: 922

NHDOC - Breakdown Males/Females

NHDOC - Males Only	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	
Total in facility	1,723	1,697	1,690	1,696	1,672	1,709	1,704	1,698	1,718	1,729	1,717	1,728	1,710	Average: 1,708
Total Admissions-Prev Month	76	53	58	79	59	76	59	58	63	72	53	66	54	Sum: 826
Total Releases-Prev Month	63	81	66	72	75	49	64	64	47	61	66	54	74	Sum: 836

NHDOC - Females Only	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23	Jul-23	
Total in facility	119	116	113	115	114	129	133	137	142	143	134	136	141	Average: 128
Total Admissions-Prev Month	9	9	3	12	9	14	16	5	9	8	0	7	9	Sum: 110
Total Releases-Prev Month	9	12	6	10	10	8	2	1	4	7	9	5	3	Sum: 86



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DATA ELEMENTS OF INTEREST
 INMATE POPULATION DATA

POPULATION BY AGE JUNE 30, 2023	NUMBER	PERCENTAGE
UNDER 20	3	0%
20-29	312	15%
30-39	635	31%
40-49	460	23%
50-59	340	17%
60 AND OVER	278	14%
TOTAL	2,028	100%

POPULATION BY RACE as of JUNE 30, 2023	NUMBER	PERCENTAGE
WHITE	1,675	83%
BLACK OR AFRICAN AMERICAN	151	8%
NATIVE AMERICAN	7	0%
ASIAN	5	0%
HISPANIC	121	6%
OTHER/UNREPORTED	69	3%
TOTAL	2,028	100%

POPULATION BY CRIME TYPE as of JUNE 30, 2023	NUMBER	PERCENTAGE
CRIMES AGAINST PERSONS	1,299	64%
CRIMES AGAINST PROPERTY	259	13%
DRUGS/ALCOHOL	292	14%
OTHER*	114	6%
UNREPORTED**	64	3%
TOTAL	2,028	100%

28 * This category refers to crimes that fall outside of the first three categories, including Public Order Crimes and Motor Vehicle offenses.
 ** This category includes inmates housed for other jurisdictions or patients of SPU who are on involuntary committal.

DATA ELEMENTS OF INTEREST

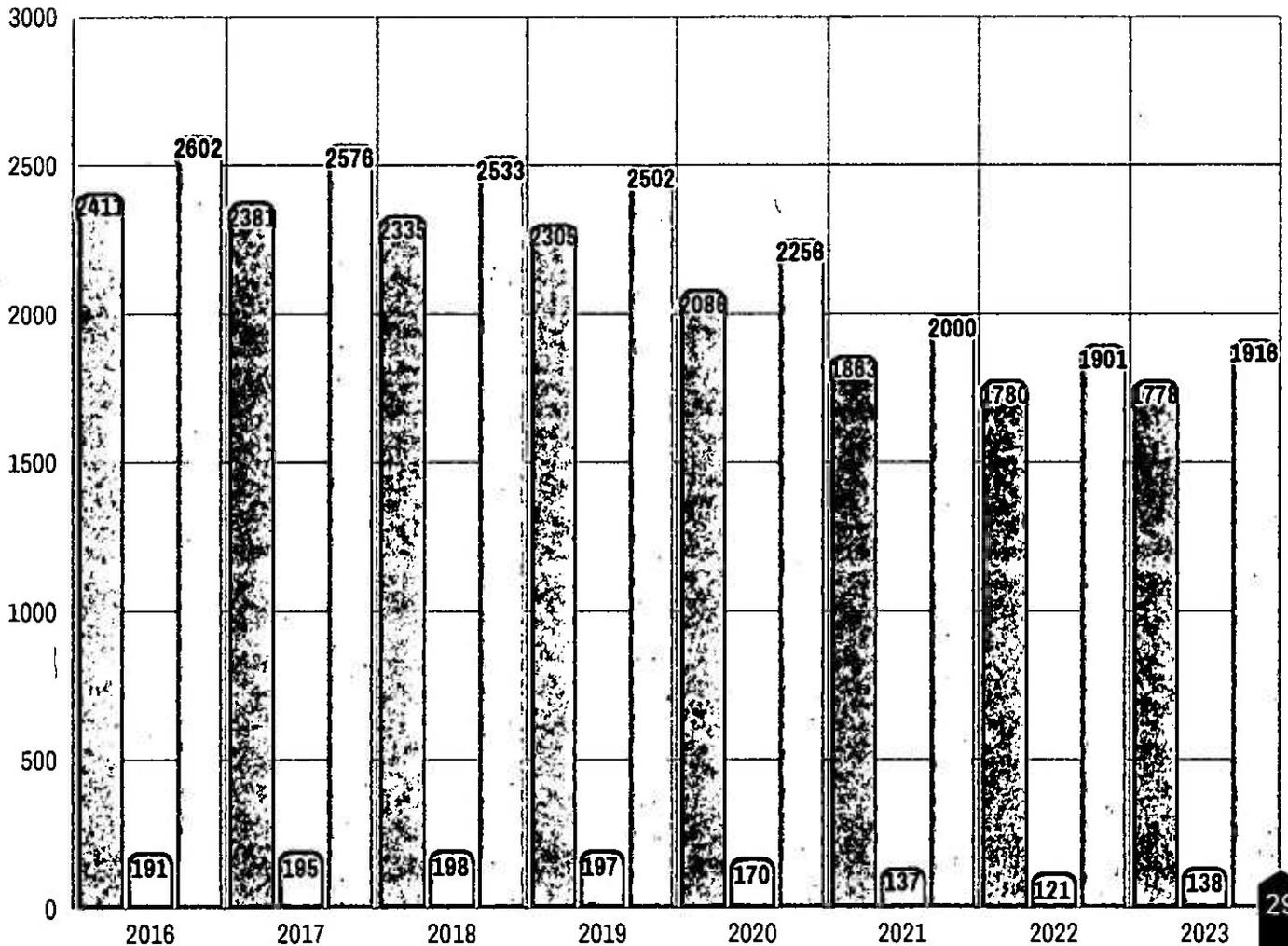
INMATE POPULATION DATA



TOTAL PHYSICAL POPULATION AS OF JUNE 30, 2023

YEAR	2016	2017	2018	2019	2020	2021	2022	2023	TOTAL
MALES	2411	2381	2335	2305	2086	1863	1780	1,778	-26%
	-106	-30	-46	-30	-219	-223	-83	-2	-739
FEMALES	191	195	198	197	170	137	121	138	-28%
	-2	+4	+3	-1	-27	-33	-16	+17	-55
TOTAL	2602	2576	2533	2502	2256	2000	1901	1,916	-26%
	-108	-26	-46	-31	-246	-256	-99	+15	-797

MALES
 WOMEN
 TOTAL





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DATA ELEMENTS OF INTEREST

FIELD SERVICES CASELOAD SUMMARY

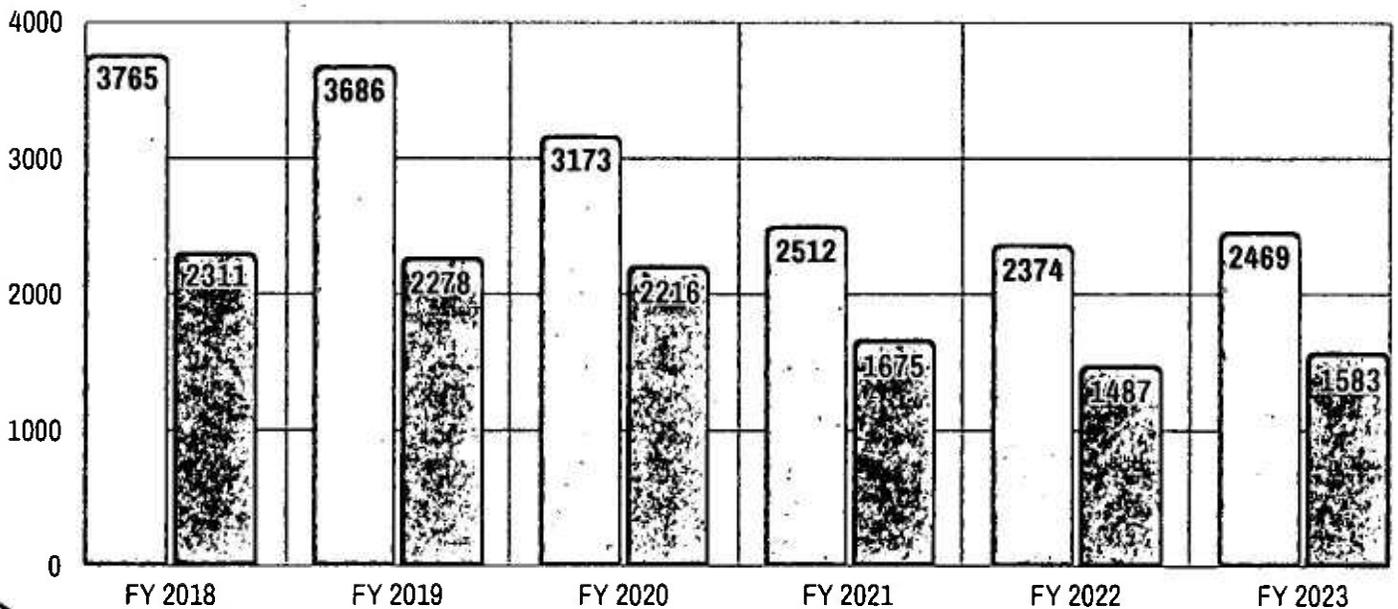
Field Services Caseload Summary as of June 30, 2023

District Offices	Total Officers Chief PPO/PPOS	Types of Supervision	Conditional Release - Bail	Conditional Release - Lifetime Supervision	Conditional Release - NCI	County Facility (HOC)*	Interstate Compact - IN	Administrative Home Confinement (AHC)	Parole	Probation	Fugitive	TOTAL
Berlin	8		0	0	1	8	20	0	33	74	5	139
Concord	11		0	0	5	7	21	0	245	263	31	572
Dover	9		0	2	1	23	49	0	109	219	19	422
Exeter	11		0	0	0	24	102	3	112	291	28	560
Haverhill	6		0	0	2	21	34	0	54	167	17	265
Keene	5		0	0	1	13	49	3	51	204	12	333
Laconia	4		0	0	2	5	22	0	67	178	17	291
Manchester	14		2	1	1	24	88	0	481	441	115	1,151
Nashua	7		0	0	1	0	70	3	99	228	34	435
Newport	4		0	0	0	23	26	3	51	185	31	319
Wolfeboro	3		0	0	0	6	18	0	27	78	29	158
TOTAL	76		2	3	14	152	497	12	1,329	2,328	338	4,675

*HOC - means a person being held pending a violation or a person who will be released from a HOC to probation.

FIELD SERVICES CASELOAD TOTALS BY FISCAL YEAR

Average Probation Caseload Average Parole Caseload



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DATA ELEMENTS OF INTEREST

RECIDIVISM DATA COMPARISONS

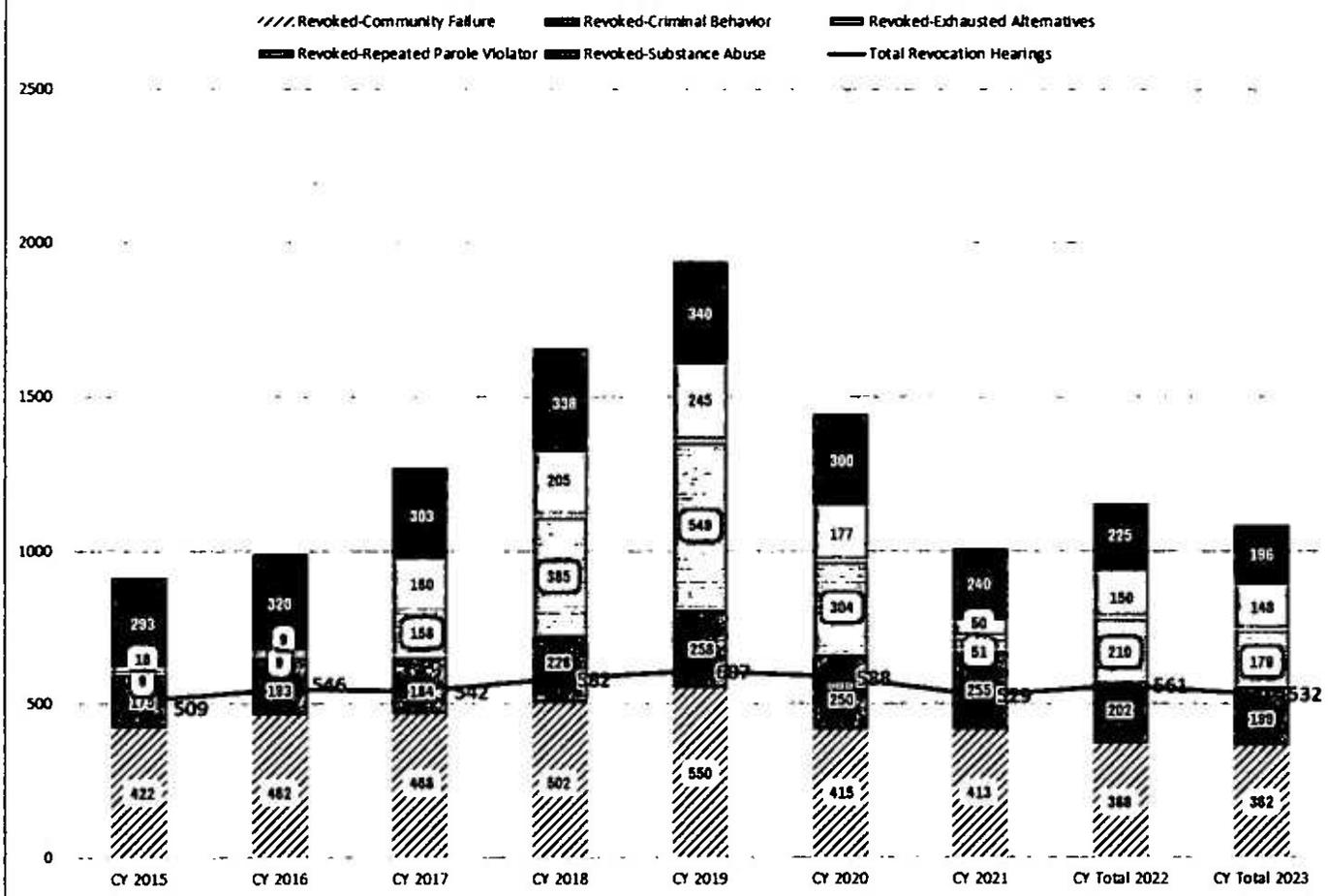


Recidivism Trending

Calendar Year	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
MALES	47.3%	44.9%	47.7%	45.7%	41.4%	42.8%	45.6%	48.7%	44.2%	42.9%
FEMALES	41.4%	37.3%	43.3%	40.0%	42.3%	43.3%	44.4%	41.9%	43.9%	30.1%
ALL	46.7%	44.1%	47.1%	45.0%	41.5%	42.9%	45.5%	47.8%	44.2%	41.3%

***The Department follows the Association of State Correctional Administrators Performance-Based Measure System Counting Rules in how to measure recidivism. Recidivism rates are interpreted by the New Hampshire Department of Corrections (NHDOC) as being when an individual, after being released from a NHDOC facility or oversight, returns to a NHDOC facility within thirty-six months of their initial release date. Cohorts are grouped by calendar year.

Data Trended by the NH Department of Corrections from -
Adult Parole Board - Parole Revocation Reason Outcomes CY2015 through CY2023





**ROAD TO REDUCING RECIDIVISM
PROGRAMS INTRODUCED**

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Re-entry Care Coordination for Women and OUD exiting prisons
- Certified Peer Recovery and Program

2018

MALES
48.7%

FEMALES
41.9%

ALL
47.8%

2019

FEMALES
44.0%

MALES
44.3%

ALL
44.2%

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- Work Ready NH started at Transitional Work Center

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Cosmetology Program started at NHCF-W
- Moral Reconciliation Therapy Program at Transitional Housing Units
- Journaling Program Responsible Thinking (All Locations)
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- Opened Focus Unit at NHSP-M
- Family Ties Inside Out Program started (FCC)
- Journaling Program Core Skills (All Locations)

2020

MALES
42.9%

FEMALES
30.1%

ALL
41.3%

NHDOC INITIATED PROGRAMS

- Voluntary Harm Reduction - Naloxone
- Focus Unit - NNHCF
- Increased Medication Assisted Tx
- Transferred NHSP-M Focus to NCF to increase to 2 units
 - Choose Love (NHCF-W)
 - Moral Reconciliation Therapy Program (NCF)
- Re-entry Care Coordination for Women and Men with OUD exiting prisons
- Certified Peer Recovery and Program
- NHDOC Clinical Joined the Justice Community Opioid Innovation Network
- Joined the TARA ECHO Project
- Restrictive Housing Programs started (Secured Housing Unit)
 - Social Values, Criminal Lifestyle, Responsible Thinking, Violence Prevention

2021

FEMALES
COMING 2025!

MALES
COMING 2025!

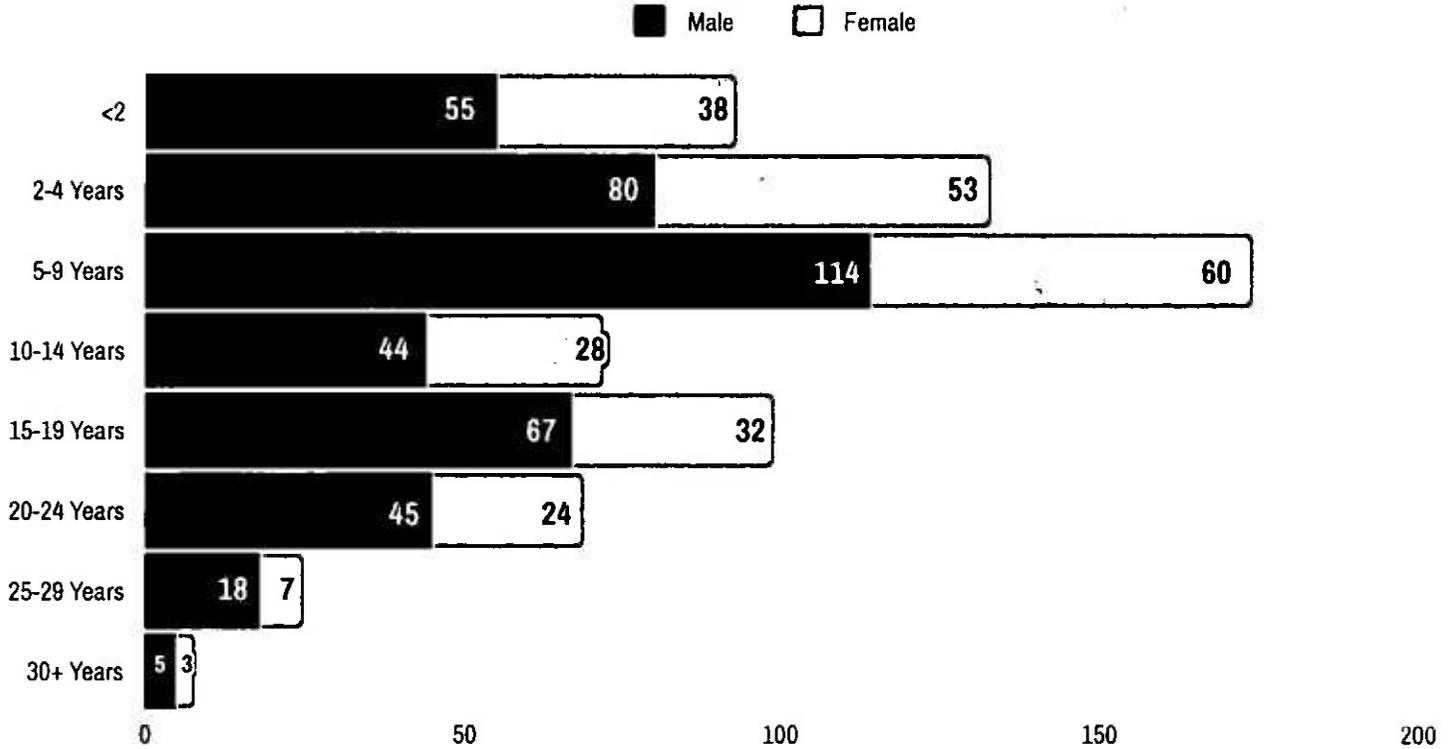
ALL
COMING 2025!

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DATA ELEMENTS OF INTEREST
 DEPARTMENTAL STAFFING SUMMARY



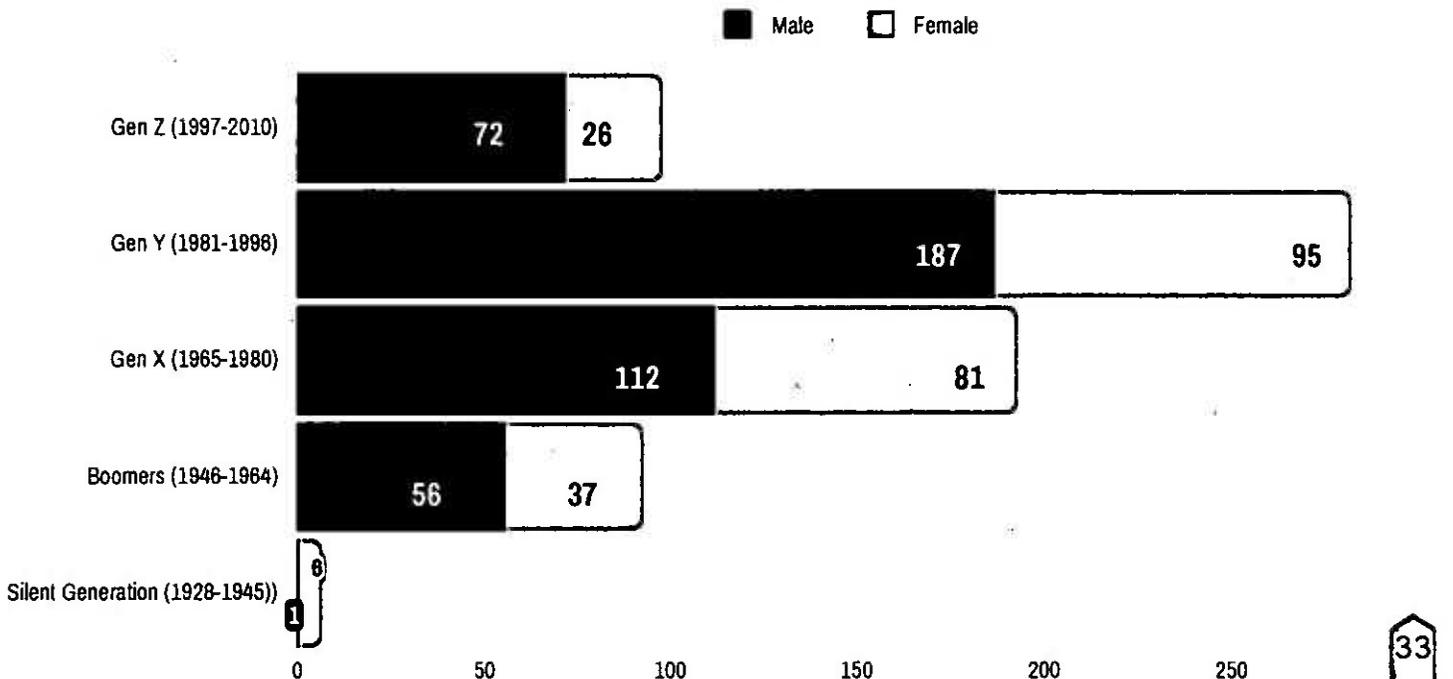
EMPLOYEE BY YEARS OF SERVICE

Total Number of Employees* = 673



EMPLOYEE BY GENERATION

Total Number of Employees* = 673





NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DATA ELEMENTS OF INTEREST
DEPARTMENTAL STAFFING SUMMARY

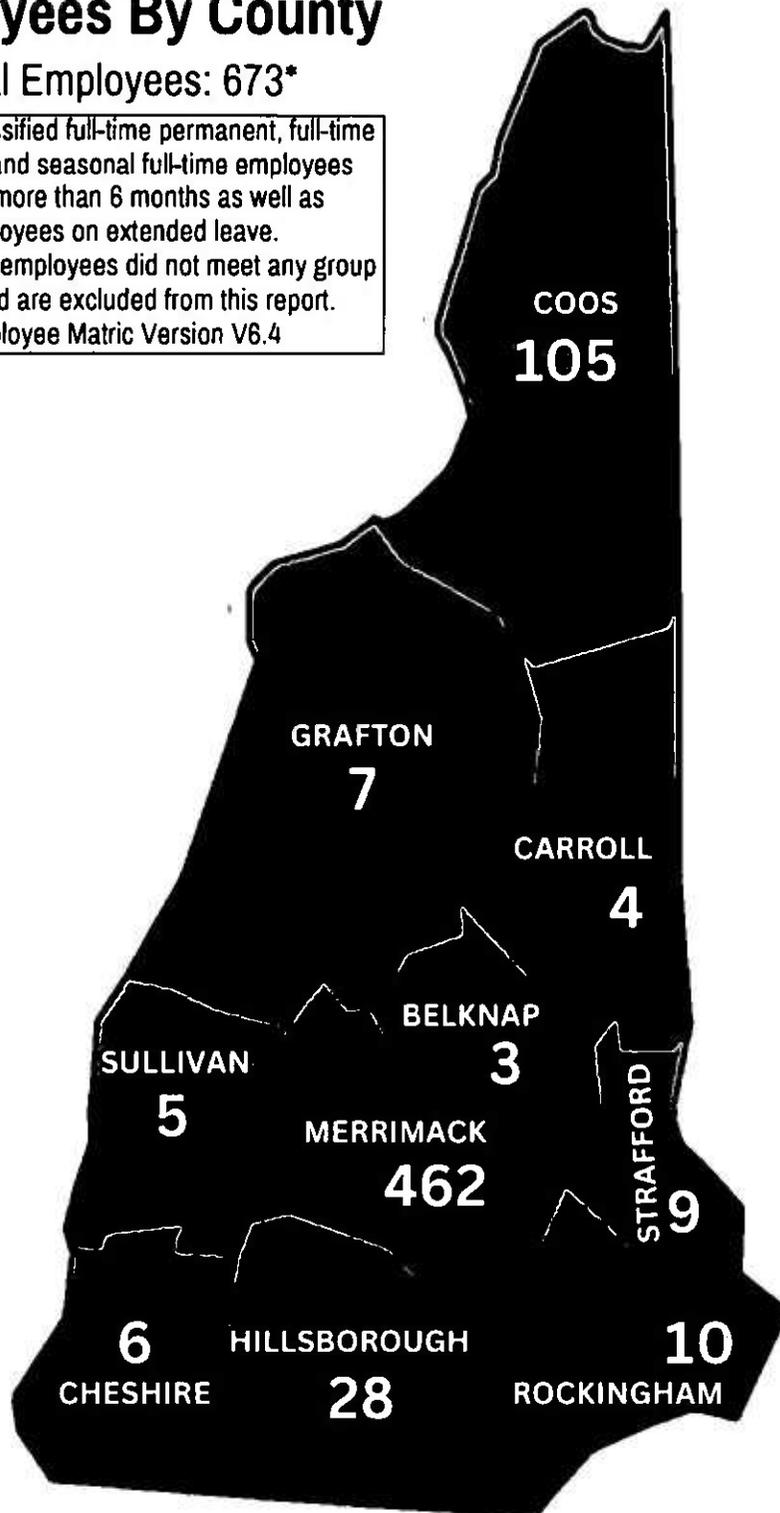
Employees By County

Total Employees: 673*

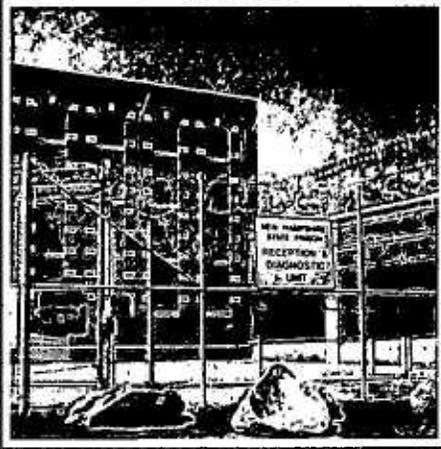
*Includes classified full-time permanent, full-time temporary and seasonal full-time employees working more than 6 months as well as employees on extended leave.

*34 classified employees did not meet any group criteria and are excluded from this report.

-Employee Matric Version V6.4



NEW HAMPSHIRE STATE PRISON FOR MEN



NH State Prison for Men (NHSP-M)

281 North State Street
Concord, NH 03301

Medium (C3) to Maximum (C5) security level

Original structure built in 1878

Large scale renovations in the 1980's

Operational Capacity: 1,408

Warden: Michelle Edmark

The New Hampshire State Prison for Men (NHSP-M) is the state's oldest prison facility. The original state prison was built in 1812. A new facility was constructed in 1878. Following extensive renovations and new construction in the 1980s, this facility remains in use today. The NHSP-M is a multi-security level, male-only facility with an operational capacity of 1,408.

The majority of individuals housed at the NHSP-M are in one of the three general population housing units. The NHSP-M also includes two separate housing units for higher custody level individuals in our care and custody and the Reception and Diagnostic (R & D) area which houses those newly sentenced, probation or parole violators, and those in short-term protective custody review status.

Within the past fiscal years, a series of Capital Budget Improvement projects have been underway to make necessary repairs and updates to different parts of this aged facility. These include the repair and replacement of two elevators, bathroom updates to two of the general population units, the replacement of a facility-wide "man down // body alarm" system, upgrades to the internal video surveillance system, and repair and replacement of several security doors.



Promotion Ceremony
CO Carlson



Longevity Celebration
CO Streeter - 15 Years



Promotion Ceremony
CO Virgo



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS NORTHERN NEW HAMPSHIRE CORRECTIONAL FACILITY

Northern NH Correctional Facility (NNHCF)

138 East Milan Rd

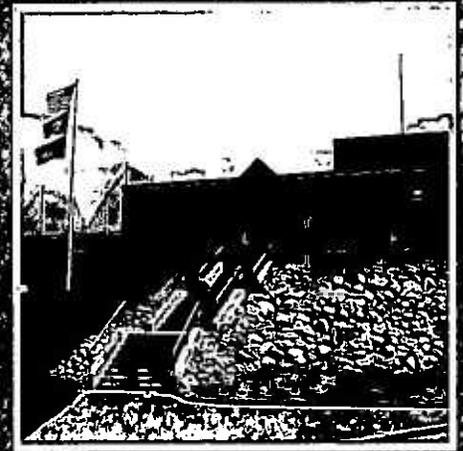
Berlin, NH 03570

Medium (C2) to Close Custody (C4) security level

Year Opened: 2000

Operational Capacity: 635

Warden: Corey Riendeau



The Northern New Hampshire Correctional Facility, which opened in 2000, is a state-of-the-art facility that provides a variety of programs, educational opportunities, and industries for its inmate population. It features two Focus Program housing units that utilize evidence-based practices to enhance access to treatment, reduce the use of alcohol, tobacco, and drugs, and foster positive family relationships. The Division of Rehabilitative Services at this facility offers education, training, skill development, and personal growth opportunities aimed at encouraging positive work habits, promoting pro-social behaviors, and preparing offenders for reintegration into the community. The service areas include Re-entry Programming, Family Connections Center, Granite State High School, Career & Technical Education Center, Library, Law Library, Volunteer Services, Spiritual Care, and Case Management.

Situated in Berlin, New Hampshire—a town with a rich history in paper milling—the facility is nestled in the scenic White Mountains. The staff come from diverse backgrounds, including paper machine operators, millwrights, woodsmen, and support personnel from local mills, while others have relocated from various parts of the United States to enjoy the serene environment of the White Mountains. The atmosphere at the Northern New Hampshire Correctional Facility resembles that of a small community where everyone knows one another, most are family and friends. The staff uphold professionalism and are dedicated to fulfilling the Mission Statement of the New Hampshire Department of Corrections.



Longevity Celebration
CPL Chapman - 15 Years



Longevity Celebration
RN Allen - 10 Years



Longevity Celebration
Lt. Laughton - 15 Years

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
**NEW HAMPSHIRE CORRECTIONAL
FACILITY FOR WOMEN**



NH Correctional Facility for Women (NHCF-W)

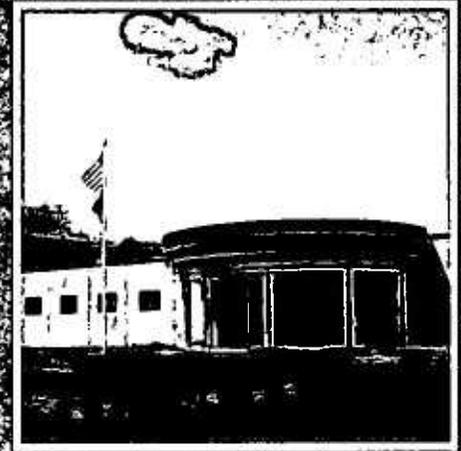
**42 Perimeter Road
Concord, NH 03301**

Medium (C2) to Maximum (C5) security level

Opened: April 17, 2018

Operational Capacity: 224

Warden: Nicole Plante



The NH Correctional Facility for Women (NHCF-W) is located in Concord and is the newest state prison, opening in 2018. It is designed to accommodate up to 224 individuals while providing a range of programs and treatment opportunities to support inmates in their transition to the community. It includes a full-service health services unit, a large educational area, expanded Correctional Industries space, and a Family Connections Center. There are three diverse program units:

- The Wellness Unit is a mental health driven program located in the main facility. This unit is managed by licensed behavioral health clinicians, concentrating on the inmates mental stability and overall wellbeing while managing to reside in a community setting.
- The Focus Program is a substance use residential treatment program that is facilitated by Licensed Alcohol and Drug Counselors. The six-month program aims at addressing and reducing substance use addiction.
- The Progressive Pathways Program is situated on the north wing of the C-2 unit. This program allows participants to examine and take accountability for their past, present and future actions. Participants share their stories to juveniles in the community diversion programs to try and assist our state's youth by diverting them from futures that might result in adult incarceration. Inmates in this program identify and understand their individual challenges in a healthy way by building a balanced foundation prior to re-integration.



**Promotion -
Captain Athena Panas**



**Jennifer Burzycki - Teacher
15 Years of Service**



**Corrections Week Awards -
Zachary Colpas**



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS TRANSITIONAL HOUSING UNITS

Calumet House

126 Lowell St Manchester, NH 03104

Minimum Custody (C1)

Year Opened: 1979

Operational Capacity: 64 Males

North End House

281 North State St Concord, NH 03301

Minimum Custody (C1)

Year Opened: 1996

Operational Capacity: 48 Males

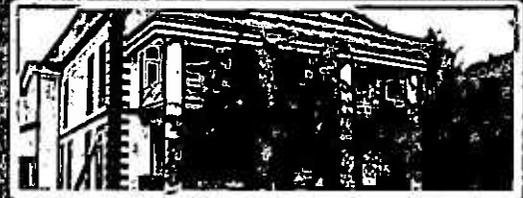
Shea Farm

60 Iron Works Rd Concord, NH 03302

Medium (C2) to Minimum (C1) security level

Year Opened: 1973

Operational Capacity: 40 Females



The Division of Rehabilitative Services manages the Transitional Housing Units, which consist of two male housing facilities: Calumet House and North End House, along with one female facility, Shea Farm. The Transitional Housing Units offer a structured, four-phase program designed to prepare individuals for their eventual reintegration into the community, as outlined in RSA 651:25. During this program, inmates earn increasing privileges and responsibilities by adhering to guidelines, rules, and actively participating in employment, education, treatment, and other programming. However, disciplinary issues, safety concerns, legal violations, or failure to engage in required programs may lead to a reduction in phase level or even removal from the program. With the assistance and guidance of staff, inmates are motivated to secure employment, take part in programs recommended by the NHDOC and the Parole Board, join in-house reentry initiatives, manage their finances wisely, develop a detailed parole plan, and continuously enhance the skills necessary for successful reintegration into society.

Facility Population

	July-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	June-23	
Calumet House	57	52	52	52	49	56	51	55	55	55	52	54	Average: 53
North End House	36	41	40	43	40	41	39	33	33	33	40	47	Average: 38
Shea Farm	17	20	23	18	16	19	21	19	20	19	16	18	Average: 18

TRANSITIONAL WORK CENTER & WORK CREWS



Transitional Work Center & Work Crews

275 North State St Concord, NH 03301

Medium Custody (C2)

Year Opened: 1988

Operational Capacity: 160 Males



The Transitional Work Center (TWC) offers a vocational training program that is crucial in assisting inmates as they navigate the transition from unemployment to sustainable employment. TWC creates valuable skill development opportunities for individuals facing challenges in entering transitional job markets. Additionally, TWC provides work crews and support not only for NHDOC operations but also for state agencies and non-profit organizations. Through a structured, hands-on training approach, participants acquire essential job skills, enhancing their confidence and employability. This training not only provides them with practical knowledge but also fosters a sense of purpose and responsibility, ultimately aiding their successful reintegration into the workforce and encouraging positive societal involvement. In summary, vocational training at transitional work centers serves as a transformative pathway for empowering individuals to lead productive and fulfilling lives.

Facility Population

	July-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	June-23	
Transitional Work Center	95	98	87	82	75	79	79	77	82	90	95	88	Average: 85

Work Crew - Year End Hours Worked

From July 1, 2022 to June 30th 2023 the Transitional Work Center provided over 25,103 community service hours to state agencies and non-profit organizations.

YEAR END HOURS WORKED	
Crew B - DOT District 3	3989.5
Crew C - DOT District 5	788
Crew E - BFAM	8185.5
Crew DOT Striping	1578
State Surplus	1392
TWC Johnson	6249
Crew - Shea Farm	2244.5
Crew - Epsom	677
TOTAL HOURS	25103.5



Pemi Valley Habitat for Humanities



Hudson VFW



Laconia's Weirs Beach Fire Station



Seafood Festival 2023



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS TRANSITIONAL WORK CENTER & WORK CREWS CONT.

Letters of Appreciation



The apparatus bay of Laconia's Weirs Beach fire station had not been touched since it was built nearly 40 years ago. There are always priorities in strained municipal budgets that often overshadow a project like this. I thank Matt Culverhouse from ICP Group of California paints for donating all the paint and supplies. Matt was great to work with, coming in to estimate and very accommodating for getting what we needed for the job. We also thank Sgt. Dana Johnson and the crew from the Dept of Corrections. These guys were professional, kept a clean work space, and even showed up on weekends and holidays to get the job done. We already have another project in the works! With the help of these two organizations the community saved approximately \$30,000.

We can't thank you enough,



Working with the Department of Corrections!

In a society that quickly writes off individuals for making a mistake or a singular bad choice, there are people like Sgt. Johnson. Over the past two years Porto Valley Habitat for Humanity has partnered with the Transitional Work Center (TWC) and Sgt. Dana Johnson who runs the program. Anyone fortunate enough to chat with Sgt. Johnson will quickly feel the passion that he has for his program.

Porto Valley Habitat for Humanity



September 8, 2023 - September 10, 2023
Celebrating 34 Years of New England Shopping and Fun!

October 1st, 2023

Dear Sgt. Dana Johnson,

The Hampton Beach Seafood Festival is an event that takes place every year that traditionally caps off the summer season, with a celebration of music, events, and food from our seacoast communities. This event takes place every year that traditionally caps off the summer beach season and sees an estimated crowd of well over 100,000 people over the course of 3 days.

From a labor perspective, it is a massive undertaking in the setup, execution and break down. It is often the behind the scenes work that takes place that ensures these events go off without a hitch. This is the fourth year the Hampton Beach Seafood Festival has partnered with the NH Department of Corrections to help this event take shape. The members of the Corrections Road Crew worked alongside festival staff to help create a standout event that brought so many smiles to Festival Participants faces.

We are very proud to partner with the NH Department of Corrections. With their help, we can construct the festival safer, faster, and more efficiently. They are truly instrumental in the construction and break down of our mini city.

I hope that in the coming years the Hampton Area Chamber of Commerce and the Hampton Beach Seafood Festival can continue to cultivate a relationship with the Department of Corrections, to continue helping these gentlemen in their rehabilitation journey. Please pass my regards and compliments on to the members of the road crew. Additionally, please forward this correspondence to those as you see fit to do so.

Hi Sgt. Johnson,

I just wanted to take the time to say "Thank you" again for all you and your team did for the Supply Chain here at New Hampshire Hospital. This project was delayed a couple of times due to circumstances beyond our control, after we had been told our furniture was ready. It left a 10 person department that was already stretched thin to unbox and put together all the furniture. Through word of mouth I heard about your program, and was so happy to hear that you had an opening when I needed it the most. Having you come in and put together everything you did freed up the Supply Chain to run normal business operations without falling behind.

I was very happy with the overall work ethic of the team that came in, and was so pleased to see that everything got put together. Your team worked very well together, and didn't seem as overwhelmed as I did that morning! I was very surprised at how fast things went up, and with very little trouble. I would be happy to call on you and your team again should the need arise.

Thank you

Alisia Manter
Supply Chain Buyer
New Hampshire Hospital
56 Clinton St
Concord NH 03301



HUDSON MEMORIAL POST NO. 5791
P.O. Box 430
Hudson, New Hampshire 03051-0430

29 Jan 23

NHSP for Most Division of Community Corrections

Attn: Sgt. Dana Johnson, Road Crew Supervisor

281 N. State St. FOREIGN WARS
Concord NH 03301

Dear Sgt. Johnson,

On behalf of Post Commander Don Cluey, Past Commander Mike Donaher, Auxiliary Presidents Krissy Ballargeon, myself and Bingo Hall Manager Russ Gors we would like to offer our sincere thanks and appreciation to you and your road crew for all the work that you have put into rehabilitating out Bingo Hall over the past several months. With an aging membership, and uncertain economic times your crew has allowed us to continue to maintain the services we provide to not just veterans and their families but the communities of Hudson, Londonderry and Litchfield in Southern NH.

Besides ourselves other groups and nonprofits that use our facilities currently or in the past are K of C, Salem, Hudson Lion's Club, Miss Derry NW, Brain Injury Association of NH, Hudson-Litchfield Bears among others.

The professionalism and dedication of your crew is impressive, their willingness to help is appreciated and we look forward to continuing this relationship as we continue to upgrade our facilities not only on Aleardy Rd but Backes Rd as well. Attached are photos of the recent rehabilitation of our podiums and construction of the ticket boxes. If anyone has any questions or needs a reference please have them reach out to us.

Sincerely,

Robert L. Everett

Past President, Secretary Auxiliary 5791

Project Manager

(603) 229-7319

SECURE PSYCHIATRIC UNIT & RESIDENTIAL TREATMENT UNIT



Secure Psychiatric Unit (SPU) Residential Treatment Unit (RTU)

Located within NHSP-M
281 North State Street
Concord, NH 03301

Operational Capacity of SPU: 66

Operational Capacity of RTU: 54

Admissions to SPU/RTU during FY23: 28

Discharges from SPU/RTU during FY23: 30



Secure Psychiatric Unit (SPU)

The Secure Psychiatric Unit (SPU) serves a variety of populations within the state's most intensive and secure inpatient treatment facility in the behavioral health service delivery system. It is specifically designed for individuals with acute psychiatric needs requiring care in a secure inpatient environment. According to state statutes, the SPU serves inmates from state and county correctional facilities, patients committed through the New Hampshire judicial system due to mental illness and dangerousness, those found not guilty by reason of insanity, and a select few committed under the state's sexually violent predator law. Additionally, it accommodates individuals with developmental disabilities who need intervention due to extreme dangerousness.

Residential Treatment Unit (RTU)

The Residential Treatment Unit (RTU) provides a specialized intervention for male inmates facing behavioral health challenges and finding it difficult to cope in a standard prison environment. Inmates can either request admission to the RTU or be referred by behavioral health staff. Frequently, individuals who no longer require the intensive services of the Secure Psychiatric Unit (SPU) may transition to the RTU as a step towards reintegration into a general prison housing unit.

At the RTU, inmates benefit from approximately 30 hours a week of organized therapeutic, recreational, and diversional activities. Following a comprehensive interdisciplinary evaluation, the treatment team collaborates with each inmate to create a tailored treatment plan that employs evidence-based practices and the best methods in behavioral health.



Carissa Berry
Courage Award



Promotion Celebration
Cpl. Sehgal to Sergeant



Micaela Beaune
Leadership Award



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DIVISION OF ADMINISTRATION

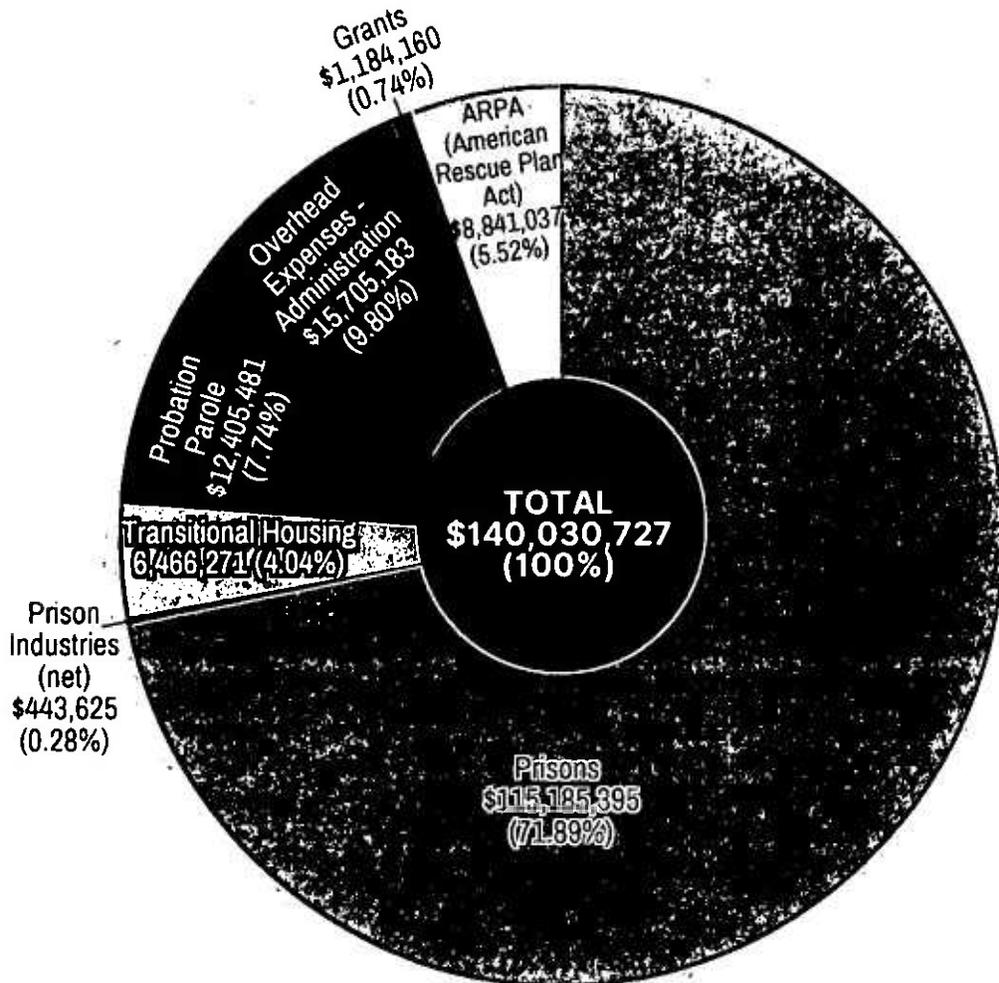
The Division of Administration is comprised of Financial Services and Logistical Services. RSA 21:H:4 further defines the Division's role as "responsible to provide for: (1) Accounting, purchasing, and budget control. (2) Property, contracts, and grant management (3) Assistance to the commissioner with short and long range department-wide planning activities."

Financial Services staff are responsible for accounts receivable, accounts payable, purchasing, budgeting, and financial analysis for the Department as well as maintaining the inmate banking system. Also included is responsibility for the request for proposal (RFP) process and management of contracts and grants administered by the Department.

Logistical Services staff are embedded in the three correctional facilities and are responsible for all maintenance, food service, laundry, and warehouse functions of the correctional facilities, the transitional work center and three transitional housing units.



EXPENSES BY AREA

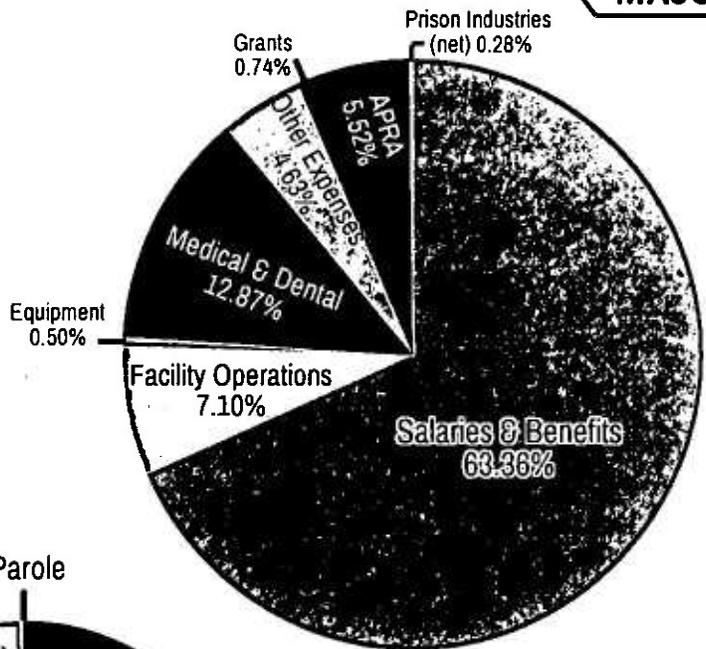


ACCOUNTING: Financial Services staff processed over 18,000 invoices for payment, over 1,800 credit card transactions, and over 500 purchase requisitions. Inmate accounts staff processed over 9,000 checks and money orders into individual inmate accounts and issued over 11,000 checks.

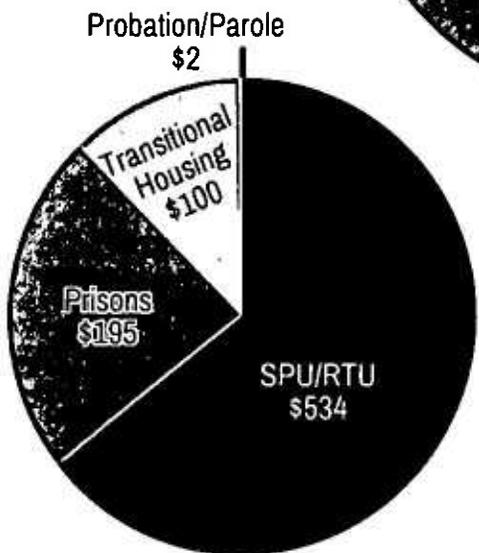
CONTRACTS & GRANTS: To adhere to the State of New Hampshire's RSA's, Administrative Rules and departmental policies and procedures for competitive bidding of services, the NH Department of Corrections' Contract Unit provides administrative and technical direction to the various Divisions of the Department for the procurement of contracted services. Such assistance provides contract management support for the pre-contract phase through a Request for Proposal (RFP) solicitation process, contract execution phase and post-award phase or contract compliance. Contracted services are procured to assist the Divisions with their day-to-day operations to provide uniformed services to support residential care, facility and operational management and residential programs.

Staff coordinated and communicated with departmental staff, other state agencies, as well as outside vendors. Two requests for proposals (RFPs) were issued, eight leases for Probation and Parole office space for the Division of Field Services were procured, and 22 service contracts were secured. In addition, eight grants were administered during the fiscal year.

MAJOR EXPENSES



COSTS PER DAY





LOGISTICAL SERVICES: Logistical Services experienced another challenging but successful year. As the COVID-19 pandemic began to wind down, maintenance, laundry, food services, and warehousing began to return to their pre-pandemic operations due to the dedication and hard work of 60 logistical services correctional line staff. The cooperative spirit of logistics staff is evident as they continue to help and support each other and the facilities by volunteering to cover staff vacancies and responding quickly when called upon. Logistics staff truly are an integral part of the NHDOC.

MAINTENANCE: The NHDOC's maintenance team consists of 22 skilled tradespeople proficient in plumbing, electrical work, HVAC, boilers, carpentry, locksmithing, electronics, and general maintenance. They manage the upkeep of three prison facilities, three transitional housing units, a transitional work center, and farm buildings. These dedicated professionals work both indoors and outdoors, in various weather conditions and challenging settings. They supervise contracted services, inmate maintenance workers, and contribute to capital projects oversight. Available around the clock for emergencies, they handled over 3800 work orders in SFY 2022-2023, showcasing their unwavering commitment and hard work.

WAREHOUSE: Nine staff members oversee two correctional warehouses – one in Concord and another in Berlin. Their duties include receiving, inventorying, managing, and distributing various items such as food, clothing, equipment, and more. Additionally, they supervise up to 16 inmate warehouse workers, handle hazardous materials, and enforce restrictions on prohibited items in the facilities. Working in a high-speed setting, they guarantee that both inmates and employees receive necessary supplies daily.

FOOD SERVICES: The 19 chefs and supervisors of food services are responsible for overseeing up to 200 inmate kitchen workers involved in the preparation, delivery, and serving of over 5,700 meals daily, including nearly a dozen special diets. In addition, the food services supervisors handle all food ordering, ensuring that nutritional needs are met with the guidance of the Department's Registered Dietician.

LAUNDRY: Three dedicated laundry managers ensure that clothing, towels, and bedding for over 1,700 inmates are received, washed, sanitized, dried, and delivered back to the housing units, Health Services Center, and other areas by inmate laundry workers.

FLEET: By the conclusion of FY 2022, logistical services took over managing the NHDOC fleet and began transitioning 74 vehicles to a managed maintenance program. This program was designed to ensure efficient maintenance and repair of fleet vehicles while reducing overall fleet expenses. In FY 2023, the department acquired equipment packages for various fleet vehicles, including those used for Field Services, prisoner transport, and all other fleet operations. Additionally, 360° light packages, sirens, radios, equipment/evidence organization, security features, secure prisoner compartments and EZ pass transponders were obtained.



Longevity Celebration
Priscilla Wiltshire - 10 Years
Logistical Services



Longevity Celebration
Loretta Razin - 25 Years
Financial Services



Governor Sununu visiting
Headquarters -
Director Lisa Stone

CAPITAL BUDGET PROJECTS

SFY 2016-2017 Approved Capital Budget Requests:

- Door Replacements at NHSP-M - \$101,000 - COMPLETED ✓
- Body alarms ("man-down" system) at NHSP-M - \$2,000,000 - COMPLETED ✓
- Electronic Controls & Security Cameras at NHSP-M - \$625,000 - COMPLETED ✓

SFY 2018-2019 Approved Capital Budget Requests:

- Door Replacement at NHSP-M - \$198,000 - COMPLETED ✓
- Generator Replacement (2) at NHSP-M - \$300,000 - COMPLETED ✓

(NEW) SFY 2020-2021 Approved Capital Budget Requests:

- ARPA Air Handler/Ductwork Replacement - \$1,950,000

(NEW) SFY 2022-2023:

- ARPA Air Handler/Ductwork Replacement (Additional Funding) - \$1,296,415
 - Total Project funding - \$3,246,415

(NEW) SFY 2024-2025:

- Radio System Upgrade - \$910,000
- Rebuild Sewer Line and Grinder at NHSP-M (additional funding) - \$400,000

HB-2 SFY 2024-2025 Approved Requests:

- New State Prison for Men (site evaluation and preliminary design) - \$10,000,000



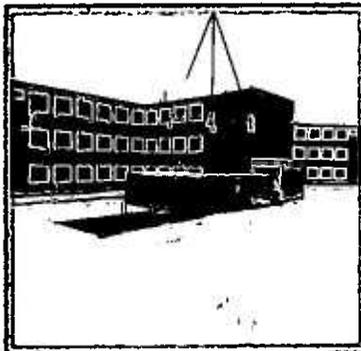
Electronic Controls & Security Cameras
NHSP-M



NHSP-M
Kitchen



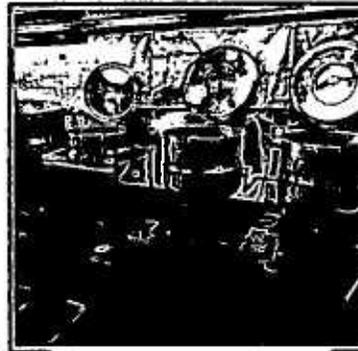
Transitional Work Center
Bathroom Project



ARPA Air Handler
Replacement
NHSP-M



ARPA Ductwork
Replacement
NHSP-M



NHSP-M
Kitchen



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF ADMINISTRATION



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DIVISION OF FIELD SERVICES

The Division of Field Services provides supervision to individuals placed on probation, parole, and administrative home confinement. Field Services also conducts pre-sentencing investigations, annulment investigations, and is responsible for the collection of fines, fees and restitution. There are 11 district offices located throughout the state which are aligned with the NH Judicial Branch Superior Courts. These offices are run by probation and parole officers and support staff. Each office is supervised by a chief probation and parole officer.



Supervised probation is when an individual has been convicted of a misdemeanor or felony and is released by the courts into the community instead of incarceration in a correctional facility. Field Services is responsible for supervising and assisting with rehabilitating these individuals.

Supervised parole works in conjunction with the Adult Parole Board who may permit the early release of an inmate from the New Hampshire state corrections system when they agree to abide by certain conditions. These individuals are also supervised by Field Services and continued efforts are made to rehabilitate these individuals and assist with the transition from incarceration to the community.

Administrative home confinement (AHC) is another form of release from the NH state corrections system. When inmates are approved for AHC, they are released to be confined to their homes with certain parameters. They are supervised by Field Services and their location is checked through electronic monitoring and home visits.

Pre-sentencing investigations and annulments are also conducted by Field Services. These investigations are requested by a court for pre-sentencing investigation and by an individual for annulments. They include a thorough evaluation of an individual's criminal charge, a thorough review of the circumstances including interviews with affected parties, and a recommendation to the sentencing judge.

When a court orders fines, fees, or restitution to a victim, the Collections Unit within the Division of Field Services is responsible for facilitating this process. Financial agents work alongside probation parole officers to ensure these monies are collected and distributed.



Longevity Celebration
PPO Harrington - 15 Years



Longevity Celebration
Chief Boiselle - 15 Years



Longevity Celebration
Jeannie Stewart - 40 Years

Probation & Parole Highlights



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF FIELD SERVICES

The Division of Field Services has grown both in staffing and responsibilities by incorporating court- and facility-driven programs. This expansion includes progress in several specialized court programs, such as Drug Court for individuals with substance use issues, the Veterans Court Program, Mental Health Court programs for offenders with mental health challenges, and the newly launched Young Offenders Court Program in Hillsborough County-North, led by Judge William Delker. These programs, in collaboration with the NHDOC, offer additional resources and support to help offenders successfully reintegrate into the community. Services include mental health and substance use disorder counseling, as well as assistance with housing, employment, and medical benefits to improve outcomes for offenders.

In response to staffing shortages, Chief Probation/Parole Officers and Probation/Parole Officers have been stepping in to support NHDOC by volunteering to fill available shifts at correctional facilities. This team support has helped mitigate staffing gaps by temporarily taking on Corrections Officer duties when it doesn't impede their primary duties as PPOs.

Additionally, the Division of Field Services has partnered with the Department of Health and Human Services in the State of New Hampshire's Homeless Initiative. This collaboration provides enhanced resources and support for homeless individuals in the community, many of whom are also on probation or parole.

In FY23, the Department continued to review and upgrade its fleet by adding all-wheel-drive law enforcement vehicles to enhance field operations and transportation capabilities. Four additional vehicles were acquired for the Division of Field Services, with plans to request one more in FY24 to support the Manchester District Office, the largest caseload in the state.

DISTRICT OFFICE	TOTAL CASELOAD	PPO:SUPERVISEE	TOTAL CASELOAD	PPO:SUPERVISEE	TOTAL CASELOAD	PPO:SUPERVISEE
	FY 2023	FY 2023	FY 2022	FY 2022	FY 2017	FY 2017
BERLIN	121	1:40	121	1:40	184	1:61
CONCORD	535	1:49	577	1:53	851	1:95
DOVER	286	1:36	398	1:57	676	1:97
EXETER	417	1:38	525	1:44	1169	1:117
N. HAVERHILL	277	1:46	281	1:47	338	1:67
KEENE	314	1:63	321	1:64	427	1:106
LACONIA	283	1:71	242	1:60	300	1:75
MANCHESTER	1121	1:80	1042	1:74	1430	1:110
NEWPORT	301	1:75	281	1:70	342	1:86
NASHUA	336	1:48	382	1:63	513	1:86
WOLFEBORO	151	1:50	132	1:44	167	1:56
TOTAL	4142	1:55	4302	1:57	6397	1:94

PROBATION & PAROLE



What is the difference between Probation and Parole?

PROBATION - An individual has been convicted of a misdemeanor or felony and is released by the Courts into the community instead of incarceration in a correctional facility.

PAROLE - Works in conjunction with the Adult Parole Board. An inmate may be permitted to community release from a correctional facility should they agree to and abide by certain conditions, be at or over their minimum sentence, and is granted by the Adult Parole Board.



● PROBATION ● PAROLE July 2022, June 2023

DID YOU KNOW?

THERE ARE 11 DISTRICT OFFICES

Berlin, Central District, Concord, Dover, Exeter, Haverhill, Keene, Laconia, Manchester, Nashua, Newport and Wolfeboro

77 PROBATION & PAROLE OFFICERS

*Oversee both probation and parole caseloads.

5 LEVELS OF SUPERVISION

Intensive Supervision - Min 4 face to face contacts per month, at least 2 in the field

Maximum - Min 2 face to face contacts per month, at least 1 in the field

Medium - Min 1 face to face contact per month

Minimum - Min 1 face to face contact every 6 months

Administrative - Reports annually

Collections Unit Highlights

The Collections Unit is currently fully staffed with four (4) full-time case technicians and two (2) part-time case technicians who are retired PPOs.

In fiscal year 2023, the Collections Unit gained access to an information aggregation database. This database serves as a valuable resource for local debtors who have avoided paying their court-ordered fines, restitution, and supervision fees. This access has resulted in the discovery of numerous previously unknown debtor addresses and the identification of deceased debtors.

During FY 2023, the Collections Unit successfully collected the following amounts in restitution owed to victims or survivors of crimes, fines, and court-ordered supervision fees.

	Active Cases	Total Money Owed
Money Collected - Clients on Active Supervision		\$659,646.50
Money Collected - Collections Only		\$1,148,797.51
TOTAL		\$1,808,444.01

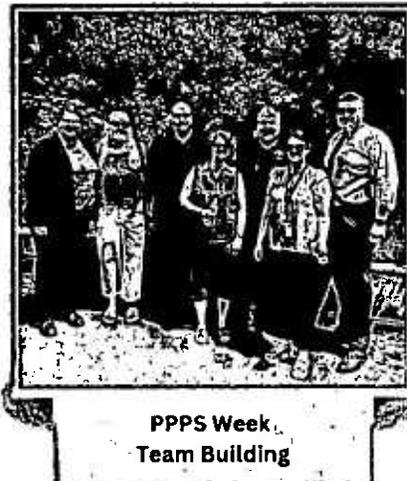
Current Collections Caseload as of June 30, 2023:

	Active Cases	Total Money Owed
Collections - Clients on Active Supervision	4,531	\$23,466,000.88
Collections Only	12,523	\$85,836,140.09
	17,054	\$109,302,140.97

In FY23 and extending into FY24, the Division of Field Services is reassessing and updating the NHDOC Collections policy to align with operational changes and revised fee structures for supervision.



Division of Field Services Support Staff Meeting



PPPS Week Team Building





Victim Services Unit

The Field Services Division has expanded to encompass the Victim Services Unit. At the start of FY23, the unit consisted of four (4) full-time employees: one (1) Administrator who also serves as a Victim-Witness Specialist, one (1) Victim Specialist, one (1) PREA Advocate, and one (1) Program Assistant. Additionally, the part-time role is held by the Victim-Offender dialogue coordinator.

During FY23, the Victim-Offender Dialogue (VOD) position became vacant, resulting in the NH DOC lacking a dedicated VOD specialist. To address this, both the Administrator and the Victim-Witness Specialist underwent VOD training towards the end of FY23.

The Victim Services Administrator and the Director of Field Services are currently evaluating the unit's structure. They are contemplating adding a full-time Victim-Witness Specialist.

Throughout the FY23, the NHDOC Victim Services Unit has been actively implementing systematic and operational changes to enhance the quality, delivery, and effectiveness of their services.

- From January 2023, the office focused on streamlining the notifications process to ensure accuracy, resulting in a reduction in the number of notifications.
- Previously, there were over 180 notification templates, but through collaboration with the Victim Services Team, they have condensed them to around 20 templates, receiving positive feedback on the changes.
- The office is dedicated to notifying the primary victim and considering the circumstances and relation of secondary victims.
- The NHDOC introduced the VINE (Victim Information and Notification Everyday) automated notification system on January 17, 2023, to enhance notifications. Approximately 604 new enrollments were entered and 276 notifications sent between 01/17/2023-06/30/2023.
- While VINE has benefits, it presents challenges such as managing two offender/victim management systems and troubleshooting interface issues.
- The Victim Services Unit team is diligently analyzing reports and statistics for accuracy.
- Despite challenges like funding limitations and staff shortages, the team remains collaborative, energetic, and dedicated to serving victims, witnesses, and survivors of crime by thinking innovatively and working together towards common goals.

	New Victim/Witness	Received VSU Services	Notifications Sent
Q1 - 07/01/2022-09/30/2022	58	746	1156
Q2 - 10/01/2022-12/31/2022	82	751	1103
Q3 - 01/01/2023-03/31/2023	129	563	464
Q4 - 04/01/2023-06/30/2023	116	507	500
TOTALS	385	2567	3223



WANTED

BY NH DEPARTMENT OF CORRECTIONS

Ashley Seleen HODGDON

PAROLE VIOLATIONS - 2nd Degree Assault

CAUTION: VIOLENT TENDENCIES

ALIAS	Ashley Huckins
SEX	Female
RACE	White/Caucasian
DATE OF BIRTH	04/20/1991 (Age 32)
HEIGHT	5'0"
WEIGHT	150 Lbs
EYES	Brown
HAIR	Brown
SCARS/MARKS/ TATTOOS	Tattoos: <ul style="list-style-type: none">• LEFT SIDE NECK (HATCHET MAN)• CHEST (WRITING)• RIGHT FOREARM (NAUTICAL STAR)• LEFT FOREARM (RUNNING MAN, DIAMOND)
FBI #	303875JD1
DOC #	88341
NIC #	W904665890
WARRANT(S) ISSUED	NH State Parole Board



The New Hampshire Department of Corrections (NHDOC) is attempting to locate and arrest fugitive Ashley Seleen HODGDON. HODGDON is a prior FOW from 03/29/2023. HODGDON was captured in South Carolina on 06/02/23 and brought back to NH. Subsequently HODGDON was re-released on parole in September 2023 and has since stopped reporting to her parole officer and has left a sober living house. In 2018, HODGDON was sentenced to 1-5 years in State Prison for 2nd Degree Assault - Serious Bodily Injury to Child. She has a prior Parole Violation for absconding from supervision. HODGDON has a lengthy criminal record that includes Theft, Possession of Drugs, Reckless Conduct, Simple Assault, Resisting Arrest, and Attempt to Take Gun from Law Enforcement Officer. HODGDON was last know to be living in the Manchester, NH area. Please contact NHDOC or your local police department if you have any information that can assist us.

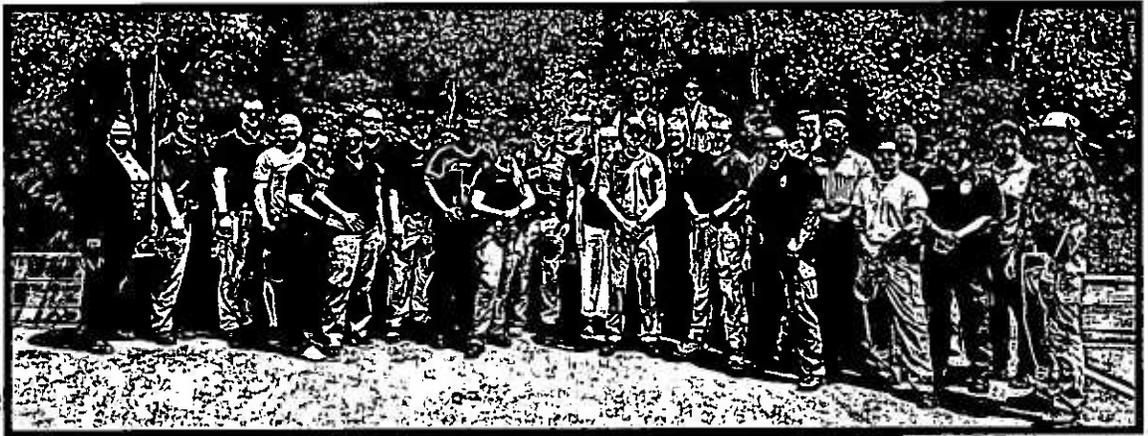
DO NOT ATTEMPT TO APPREHEND THIS PERSON YOURSELF. REPORT ANY INFORMATION TO THE NEAREST NH DEPARTMENT OF CORRECTIONS at (603) 271-1804.

Case Probation Parole Officer: PPO REGAN at (603) 656-6692



Division of Field Services Events and Staff

NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF FIELD SERVICES



Firearms Training & Team Building during Pretrial, Probation, and Parole Supervision Week



Firearms Training



A Letter of Appreciation - PPO Perry



Firearms Training



CPPO Selfu Ragassa Leadership Award



Judith Holt Dedication Award



Zachary Gosselin Leadership Award



The Division of Medical and Forensic Services is the entity charged with providing constitutionally appropriate healthcare (medical, dental, and psychiatric) to those in the care and custody of the New Hampshire Department of Corrections. In collaboration with community partners, our approach to health care is to improve the overall health of the population we serve, to promote a positive patient experience, and to reduce the per capita cost of care. Our health care delivery system is designed to meet the needs of the inmates who are in our system, for both chronic and acute conditions.

This is achieved by the availability of outpatient services, residential services, and infirmary level inpatient care for both medical and psychiatric services. Hospital level of care for medical needs is accomplished through partnerships with various community hospitals. The Secure Psychiatric Unit provides a hospital level of care for acute psychiatric issues.

Medical services offered include individual appointments for chronic and acute conditions, sick call, and infirmary level of care for intensive observation that does not require hospitalization. Dental services include preventive interventions, remediation of acute conditions, and provision of dental appliances. Psychiatric services offered are outpatient services for mental health conditions, substance use disorder, and sexual offenses. In addition, there are specialized housing units for those conditions and the Department has the Secure Psychiatric Unit to manage an inpatient level of acute psychiatric distress.

Patient education is integral to helping keep inmates healthy. To that end, Division employees offer individual education, and we utilize electronic mailings to provide education on a wide variety of healthcare topics. Our division refers to these communications as Healthy Bits and Bytes.

The Division of Medical & Forensic Services is divided into several bureaus: Mental Health; Allied Health; Nursing and Medical; Dental; Pharmacy; and the Secure Psychiatric Unit, which includes a specially trained set of correctional law enforcement officers.



NHSP-M Nursing Team



NNHCF Nursing & Healthcare Leadership



Longevity Celebration
Wendy Giroux - 15 Years



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF MEDICAL & FORENSICS



Mental Health Services

The Bureau of Mental Health Services is committed to serving those in our care with a wide range of services designed to enhance wellness, learn new skills, and encourage treatment engagement that will lead to long-term wellness for those diagnosed with mental illness. These services include psychiatric treatment, sexual offender treatment, and treatment for other mental health disorders including a specific focus on substance use disorders. Emergency behavioral health services are available and delivered via a crisis intervention model resulting in a short-term crisis management plan.

The Bureau has implemented a community mental health model adapted to a correctional setting to assist inmates in management of behavioral health issues. The range of services offered are designed to address both acute and chronic needs. Acute needs are managed on both an inpatient and outpatient basis. Exacerbation of a chronic behavioral health issue or onset of suicidal feelings can be managed by emergency assessment visits from our clinicians or with an inpatient admission to the Secure Psychiatric Unit (SPU). Ongoing needs are addressed through medication management, individual therapy, group therapy, and skills building activities.

Another level of care in the DOC system allows for admission to one of our modified therapeutic community residential units: The Residential Treatment Unit for men located in Concord, the Wellness Block for men located in Berlin, and the Wellness Block for women located in Concord. Specialized treatment services include sexual offender treatment services and substance use disorder services. Both services are offered to inmates based on an individual assessment of their clinical needs. Residential treatment and outpatient services are offered for those needing sexual offender treatment. Substance use disorder services are offered through our residential Focus units, individual sessions, aftercare, relapse prevention and medication assisted treatment. No matter where an inmate is housed, the appropriate level of service will be offered during their incarceration.

Every individual admitted to a DOC facility is seen by a behavioral health clinician. If services are needed, they are offered appropriate services. If services are not needed, or declined by the inmate, they are educated on how to access services if needed in the future.

This year we are proud to report that we increased our modified therapeutic communities by adding a Wellness Unit to the NH State Prison for Men, embedded in the general population unit of Medium Custody South.

Using Modified Therapeutic Communities in Corrections Settings

Residential Treatment Unit (RTU)— The RTU offers a level of intervention designed for male inmates who have a behavioral health condition and are struggling in a prison setting. Inmates may request to be admitted to this unit and are referred to the RTU by behavioral health staff. Often, those who no longer need the intensive services of the SPU may be admitted to the RTU as a transitional step down with the goal of returning to a prison housing unit. The RTU offers inmates approximately 30 hours per week of structured therapeutic, recreational, and diversional interventions. After an interdisciplinary evaluation, the treatment team, in conjunction with the inmate, develops a specific, individualized treatment plan using evidence-based treatments and behavioral health best practices.



Using Modified Therapeutic Communities in Corrections Settings Cont.

Wellness Units, NNHCF, NHCF-W and NHS-PM

The Wellness Units continue to show that a combination of clinical services based on a commitment to change will show positive results. These units are designed to support inmates towards achievement of personal goals while emphasizing the power that is derived from a positive group milieu experience. Promoting a sense of community is the philosophy driving these units in order to prepare participants to be part of a positive community culture while in prison as well as for preparation for life after prison. Participants in these units identify the value of good communication skills as problem-solving techniques versus use of violence.

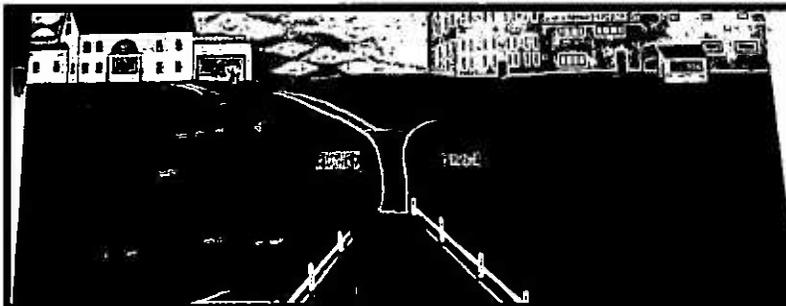
Outpatient Style Mental Health Services

At the point of entrance into our system, mental health clinicians conduct a screening to identify those with ongoing behavioral health issues and those who have a need for referral for mental health services. Mental health clinicians collaborate with security and other healthcare staff to identify and intervene quickly if risky or concerning behaviors are observed. Mental Health Services meet the needs of individuals with a wide range of diagnoses as well as distinct populations including those with substance use disorders, sexual offender histories and trauma-related issues. This skilled team of clinicians and psychiatric providers completed 16,227 appointments with inmates in FY 23. This represents 721 people with mental health diagnoses a month having a treatment contact in our correctional facilities - approximately 40% of those incarcerated have mental health diagnoses on record.

Sexual Offender Treatment (SOT) Services

Utilizing a risk-need-responsivity model that is developed using evidence-based practices, SOT services emphasize skill development designed to promote safety and self-management. All individuals are assessed to determine level of care needs. Individuals referred and/or identified through the classification process are provided a full psychosexual assessment. The primary modality is an intensive model, located in Concord, which incorporates SOT protocols into a therapeutic milieu. If a less intensive level of care is needed based on the assessment, or if individuals are unable to reside in the residential unit, a plan of treatment will be devised to meet their needs.

The capacity for the intensive program is 80 with an additional 24 beds for program graduates to stay and serve as mentors. During SFY 23, 60 men completed the intensive SOT program based in Concord. The number of women who completed the intensive SOT program was one.





Substance Use Disorder (SUD) Services

The NHDOC is committed to providing quality intervention services to assist inmates in managing addiction issues. Different levels of care are offered starting with, if needed, detoxification on a medical unit. Intensive interventions are offered at each facility as well as a less intensive curriculum dependent on the persons clinically assessed needs. Relapse prevention and aftercare services are also offered via support groups for those who have completed treatment.

The Focus program is delivered similar to a residential intensive treatment intervention program treating substance use disorders using a whole person approach but in a designated housing unit. The curriculum used is the Co-occurring Disorders Program (CDP) from Dartmouth Medical School and is offset with other modalities that are evidence-based, including but not limited to: Motivational Interviewing, Motivational Enhancement Therapy, Cognitive Behavioral Therapy, Stages of Change, (Gender Specific resources such as Woman in Recovery or Helping Men Recover) and Modified Dialectical Behavior Therapy.

Inmates are required to participate in peer driven community committees supervised by staff (i.e. motivation, activities, community), clinical groups led by LADCs, provider appointments and as appropriate, Medication Assisted Treatment (MAT).

During this fiscal year, 219 inmates graduated from Focus: 175 men and 44 women. We are proud to report that we opened a second Focus unit at NCF and hired two new Licensed Alcohol and Drug Counselors (LADCS). This allowed us to expand our beds from 68 to 134 for male inmates, while having 32 beds for women inmates.

Medication Assisted Treatment (MAT) services remain a vital component of our SUD treatment services. This service is for those with opioid addiction. The NHDOC now offers a wide range of pharmaceutical agents to help those with an opioid use disorder (OUD). This service is available to inmates at all facilities who complete the screening process and demonstrate a readiness for change. There were 561 inmates served in the MAT program as of June 2023 which represents 29.3% of the total population with OUD on MAT.

Summary of Treatment Interventions

- Medication Assisted Treatment (MAT) began in 2011 updated regularly through updates in validated research into practice standards.
- NHDOC Policy & Procedure #6.08—MAT
- NHDOC Focus Unit—Modified Residential Treatment Units facilitated within our Correctional Facility (ASAM Level of Care 3.5) Individual Therapy with Licensed Clinicians and Licensed Providers as appropriate to treatment plan
- On-Line Tablet Self-Driven Program Breaking Free From Substance Use Disorder
- [Breaking Free \(breakingfreegroup.com\)](http://breakingfreegroup.com)
- Medically Assisted Withdrawal
- Relapse Prevention & Outpatient Groups

Inmates prescribed MOUD as of June 2023	
LOCATION	# of MAT
NHSP Men	214
Transitional Housing	51
NHCF Women	51
NNHCF	227
TOTAL ACROSS LOCATIONS	543

Healthcare Services



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF MEDICAL & FORENSICS

Healthcare providers (physicians and advance practice registered nurses) and nurses offer a continuum of services to meet the health care needs of inmates at our correctional facilities. Those new to our system are offered a comprehensive assessment to identify and treat acute and/or chronic needs. When medically necessary, referrals are made to community hospitals, services, and specialists to meet the unique needs of the individuals we serve.

Inpatient care is available in our infirmaries and is a place for those who do not need hospital level of care but require more immediate medical oversight for conditions than is available on an outpatient basis. Hospice and palliative care is also available and is supported by inmate workers who are specially trained to work with those needing that specialty care.

Outpatient care is offered in our health services centers. Inmates are treated, provided follow up appointments, receive medications and triaged for emergencies by nurses and providers. Providers and nurses also provide sick call daily at our correctional facilities to ensure that medical needs are being met.

For SFY23 our healthcare staff completed 30,863 appointments for services such as routine physical exams, sick call, physical therapy, and specialty visits. This equates to an average of 1,061 individual patients a month - 54% of the population having a healthcare appointment a month.

Allied Health Professionals

The Division's Allied Health professionals are a critical part of our healthcare system. Consisting of a nutritionist, physical therapist, and recreational therapists, this group provides services that ensure the diverse needs of those in our care are met.

The Division's nutritionist works in collaboration with food services in conducting reviews of menus and ensuring nutritional guidelines are met as part of an on-going quality improvement process at all sites. An annual nutrition analysis is conducted to ensure that basic nutritional needs are being met. Our nutritionist collaborates with nursing and medical staff to prioritize areas for patient education and individual consulting. During this fiscal year, the nutritionist provided services to over 700 inmates.

Physical therapy services are provided at all sites by a licensed physical therapist. Focusing on treatment and improving the physical functioning of those served, our physical therapist provides direct care and coordinates services provided by external orthopedic specialists. Our PT provided services to over 400 people incarcerated this year in just planned individual appointments.

Recreational therapy is specific to the Secure Psychiatric Unit, Residential Treatment Unit, and the NHCW. By providing structured activities and individual skills-building, recreational therapists encourage improved self-management through better use of leisure time, development of coping skills and learning effective communication techniques.

Supporting all services throughout the Division is our Health Records unit. This group ensures that patient health information is secure, organized, and available to support treatment, respond to requests for patient information, and provide data on various aspects of service utilization.



Pharmacy Services

Under the leadership of a Chief Pharmacist, our team of pharmacists and pharmacy technicians ensure that medication is packaged and available to be administered to those in our care and custody. The Chief Pharmacist chairs a monthly Pharmaceuticals and Therapeutics Committee comprised of the heads of our healthcare disciplines which serves as a cost-containment body as well as monitoring prescribing practices and trends, reviewing our formulary, as well as overseeing the safety and security of medications. While pharmaceutical costs continue to rise, the NHDOC expended \$ 4,269,699 for pharmaceutical costs in SFY 23. The National Health Expenditure Projections published by the Center for Medicaid and Medicare Services have trended an increase in prescription drug costs by 6.2% per year starting in 2022. With our continued goal to ensure appropriate constitutional care while balancing costs, the Pharmacist in Charge at the Department utilized State Opioid Response grant dollars to purchase drugs specifically to be used for Medication Assisted Treatment (MAT) and ensures our continued compliance with the federal 340B drug pricing program. This is a program that allows qualifying providers to purchase outpatient drugs from manufacturers at discounted prices. Section 340B of the Public Health Service Act requires pharmaceutical manufacturers participating in Medicaid to sell outpatient drugs at discounted prices to health care organizations that care for many uninsured and low-income patients. These organizations include federal grantee organizations and several types of hospitals, including critical access hospitals (CAHs), sole community hospitals (SCHs), rural referral centers (RRCs), and public and nonprofit disproportionate share hospitals (DSH) that serve low-income and indigent populations. The department is eligible for 340B through a collaboration with the NH Department of Health and Human Services.

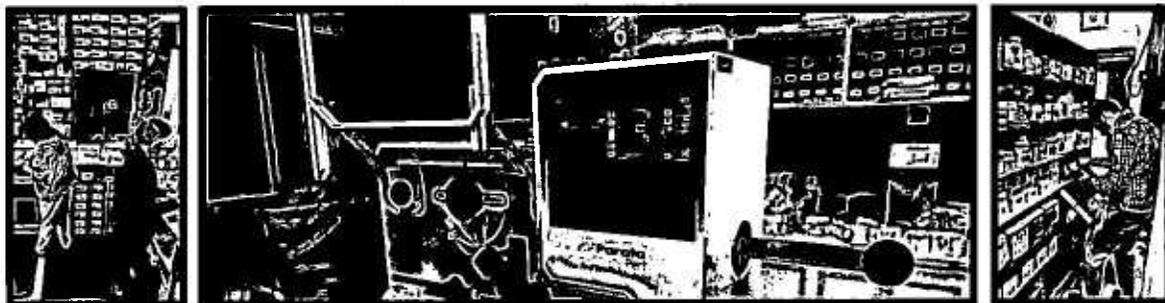
Table 7
National Health Expenditure Amounts and Annual Percent Change by Type of Expenditure: Calendar Years 2011-2027

Type of Expenditure (billions \$)	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027
Projected										
Annual Percent Change by Type of Expenditure (%)										
National Health Expenditures	4.4%	4.8%	5.4%	5.6%	5.8%	5.9%	5.9%	5.9%	5.7%	5.5%
Health Consumption Expenditures	4.4	4.8	5.5	5.6	5.8	5.9	5.9	5.9	5.7	5.5
Personal Health Care	4.2	5.1	5.2	5.5	5.8	5.9	6.0	5.9	5.8	5.5
Hospital Care	4.4	5.1	5.1	5.4	5.8	6.0	6.0	6.0	6.1	5.6
Professional Services	4.7	5.3	5.3	5.5	5.4	5.6	5.7	5.5	5.1	5.0
Physician and Clinical Services	4.9	5.4	5.4	5.6	5.4	5.6	5.7	5.7	5.1	5.0
Other Professional Services	4.3	5.3	5.5	5.9	5.9	6.0	6.1	5.5	5.2	5.4
Dental Services	3.8	4.4	4.6	4.7	5.3	5.3	5.1	4.8	4.5	4.3
Other Health, Residential, and Personal Care	2.9	4.5	5.5	6.1	6.4	6.4	6.4	6.3	6.3	6.3
Home Health Care	4.9	6.8	6.7	7.0	7.1	7.1	7.1	7.1	6.9	6.9
Nursing Care Facilities and Continuing Care										
Retirement Communities	2.7	4.2	4.7	4.9	5.4	5.7	5.7	5.7	5.5	5.4
Retail Outlet Sales of Medical Products	3.6	4.8	5.3	5.7	6.1	6.3	6.2	6.1	6.1	6.0
Prescription Drugs	3.3	4.6	5.2	5.7	6.2	6.4	6.4	6.2	6.2	6.2
Other Medical Products	4.3	5.3	5.7	5.7	5.9	5.9	5.7	5.7	5.6	5.4
Durable Medical Equipment	5.5	6.1	6.1	6.2	6.1	6.4	6.2	6.0	6.0	5.8
Other Non-Durable Medical Products	3.3	4.7	5.3	5.2	5.6	5.5	5.3	5.3	5.2	5.1
Government Administration	3.9	5.7	5.2	5.7	6.6	6.7	6.7	6.4	7.0	6.7
Net Cost of Private Health Insurance	7.7	2.0	9.2	6.8	6.2	6.2	6.2	6.1	5.6	5.7
Government Public Health Activities	2.4	2.8	2.8	3.0	3.7	3.7	3.6	3.9	3.9	3.4
Investment	5.3	5.1	5.2	5.4	5.5	5.4	5.5	5.5	5.5	5.6
Research ¹	5.4	5.1	5.0	5.1	5.0	5.0	4.9	4.9	5.0	5.3
Structures & Equipment	5.3	5.1	5.3	5.5	5.7	5.6	5.7	5.7	5.7	5.7

¹ Research and development expenditures of drug companies and other manufacturers and providers of medical equipment and supplies are excluded from research expenditures. These research expenditures are implicitly included in the expenditure class in which the product falls, in that they are covered by the payment received for that product.

NOTE: Numbers may not add to totals because of rounding.

SOURCE: Centers for Medicare & Medicaid Services, Office of the Actuary.





The Department of Corrections currently supports 973 positions across 10 Divisions. Employee services is comprised of five major areas that are predominantly employee centric and focus on everything from the acquisition of new employees, maintaining, training, and developing, and retaining our current team members. The five major areas are The Talent Acquisition Group, Human Resources, Payroll, Training and Development, and Outreach and Resources.

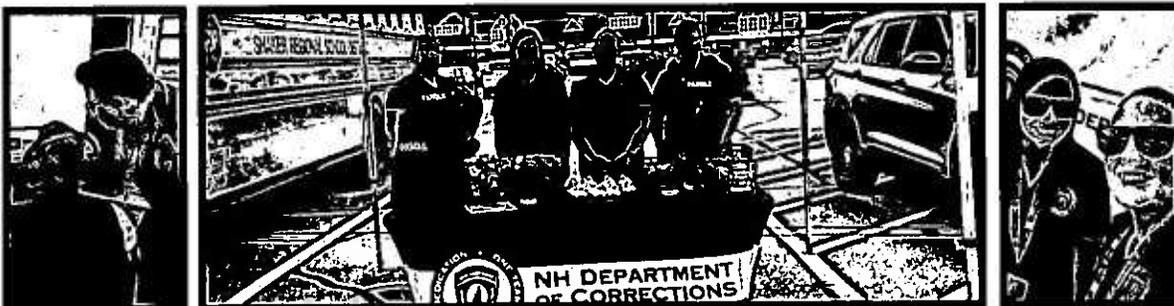
Talent Acquisition Group (TAG):

TAG oversees recruiting and onboarding for all new employees, and the promotion and lateral position process for established positions within the Department. The Talent Acquisition Group also oversees all organizational development for the department, along with sworn uniform management to align with administrative personnel rules and collective bargaining agreements. The mission of this unit is to reduce our vacancy rate within the Department of Corrections by actively attending recruiting events and establishing different resources in quick recruiting while supporting our established employees.

The Talent Acquisition Group is broken down to 4 employees, and 1 supervisor. The 4 employees each provide support for significant day-to-day functions to the Department of Corrections: 1 employee supporting all sworn staff (recruiting, promotion, lateral, job postings, lateral postings, initial background investigation process, etc.), 1 employee supporting all civilian staff (recruiting, promotion, lateral, job postings, lateral postings, initial background investigation process, etc.), 1 employee supporting the entire department in its organizational structure (reclassifications, supplemental job description updates, organizational charts, maintenance of data, etc.), and 1 part-time employee supporting our law enforcement officers with their uniform management. This unit is overseen by our Talent Acquisition Administrator who supports the unit in vacancies, auditing, and supervision of the day-to-day functions.

The lateral process is unique to the Department of Corrections as we are the only state agency with this bargained into our sub-unit collective bargaining agreements. This process allows our staff within the prison facilities to apply to postings to change their shifts, without changing their job title. This allows our employees to have a better work life balance as they can apply to work for a shift they want, also allowing them the option to set up their home life to cater to their new schedule.

At the development of the Talent Acquisition Group in January of 2023, the Department of Corrections had a vacancy rate for our sworn staff of over 50% post an outlier year of retirements associated with COVID-19 fatigue. This group of employees provides support across the whole of agencies 19 different facility/business locations.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PERSONNEL & INFORMATION



Outreach and Resources

The Department has one position, an Employee Outreach and Resources Administrator, dedicated to the overall health, wellness and retention of all NHDOC Team Members. This position oversees the following areas:

Correctional Outreach & Resource Program (CORP): The Department of Corrections recognizes the unique challenges faced by our staff regardless of their role within the Department. With that, CORP was created and focuses on building resiliency and helping employees bounce back from stress and supporting staff and their families in all areas. It offers information, support, and referral services and focuses on promoting teamwork, enhancing both physical and mental health, and improving employee retention and resiliency. By investing in the work culture, CORP seeks to show employees they are valued, helping them engage in their wellbeing and thrive in their careers, not just survive day-to-day. CORP services are free and confidential and available to both employees and their family members. Aside from the above, the program/position oversees 3 major wellness related areas.



The Peer Support Program: Acts as the Peer Support Team Leader and Liaison between the team and the Division Director. The position is responsible for coordinating and tracking team responses as well as evaluating current team members annually. The NHDOC Peer Support Team provides both support during critical incidents and everyday life for employees. It is made up of staff specially trained in Critical Incident Stress Management and offers intervention and assistance to help employees cope with and manage the emotional and psychological effects of critical incidents in the workplace.

The Family Support Organization (FSO): Is an initiative aimed at keeping the significant others and family members of employees informed and supported. It provides a network of resources and support to help families navigate the unique challenges of having a loved one working in corrections.

NHDOC Comfort Dog Program: Research has shown that interaction with comfort dogs can help reduce stress and promote emotional wellbeing. The NHDOC currently has three comfort dogs: Loki and Reilly, who are personally owned, and Zoey, who is owned by the NHDOC. These dogs provide support to staff, helping to alleviate stress and improve emotional health in the workplace.

Human Resources: The Department currently has 4 Full-Time Human Resources Coordinators and 1 part time assistant who are divided up by Division and facility. They are responsible for all human resources activities to include life events, staff Injury and Workers Comp, FMLA and the discipline process for each employee in their prospective area. The part time position is currently vacant.

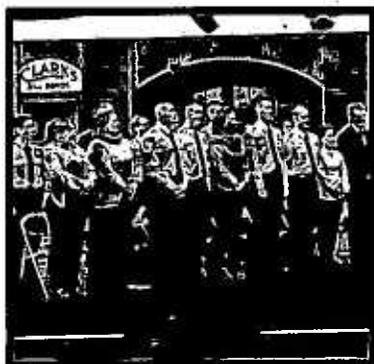
Payroll: Payroll processes all transactions for the department's employees, and also process any overpayments and underpayments. They were a critical resource in collaboration with the Department of Administrative Services and NHDOC in deploying Work Force Management, a new time management system to better track employee timecards and better automate scheduling, collectively bargained pay benefits and payroll.

Training and Development

A team of dedicated individuals that are responsible for the training and development of all new and current employees. This included new hire orientation, in-service training for both certified and non-certified employees, Academy training for employees, and ensuring that all our Certified Law Enforcement staff receive and maintain all training requirements set forth by NH Police Standards and Training as well as required by NH and federal laws.

Trainings Completed in Fiscal Year 2023:

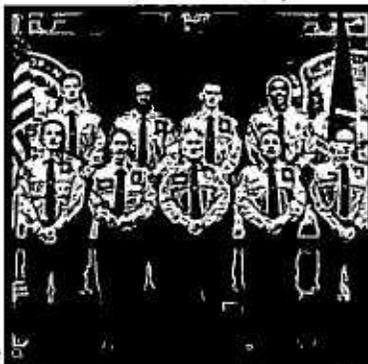
- 139 staff members successfully completed new hire orientation at Headquarters, while 29 staff members did so at the Northern NH Correctional Facility.
- All active certified officers participated in weapons safety and range training, with 229 at NHSP-M and NHCF-W, along with 79 at NNHCF (this excludes those on military leave or FMLA).
- All certified officers received 24 hours each of annual in-service training, plus 6 hours of online training.
- Non-uniform staff completed 16 hours each of annual in-service training.
- A total of 284 staff members became certified in CPR.
- Conducted a five-day specialized training for the National Guard to assist within facilities during significant staff shortages and created a training program for a new class of Per-Diem workers.
- Implemented training for new body-worn cameras for NHDOC law enforcement officers and all Probation and Parole Officers, with participation from administration.
- Offered multiple online courses for all staff.
- Assisted with PREA training and auditing.
- Held three academies over 33 weeks of the calendar year, graduating 38 Certified Officers, of which 37 received firearms certification.



119th Academy



120th Academy



121st Academy



New Hire Orientation



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PERSONNEL & INFORMATION



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PERSONNEL & INFORMATION

Training and Development Cont.



SERT Training



Firearms Training



CPR Training



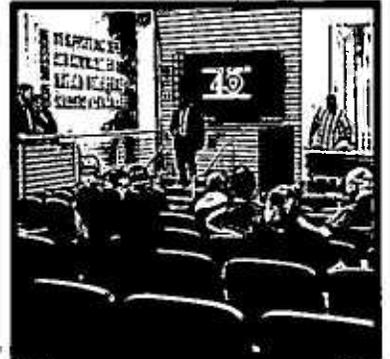
Firearms Training



Per-Diem Civillan Training



Medical & Forensics
RN Training - Ending
Hepatitis C in Corrections



Field Services - Probation &
Parole Quarterly Training



The Division of Professional Standards conducts internal affairs, criminal, and administrative investigations, as well as policy compliance audits, relating to all aspects of operations and programs in the Department, including complaints and grievances. The Division also coordinates, drafts, and recommends policies and procedures designed to promote efficiencies, economies, and effective administration in the Department. In addition, the Division administers the inmate disciplinary process to assist in maintaining order and safety

within the Department's facilities, and it oversees compliance with the federal Prison Rape Elimination Act (PREA).

Hearings Bureau

The Division's Hearings Bureau is responsible for the resolution of administrative disciplinary matters involving inmates. When an inmate receives a disciplinary ticket for an alleged rule violation, they have an option to resolve the ticket through a guilty plea at their unit level or to request a hearing with our Hearings Bureau. Disciplinary infractions are categorized as A, B, or C offenses, depending on the severity of the infraction. An "A ticket" is considered a major offense; B and C tickets are categorized as minor offenses. During SFY 2023, a total of 1422 disciplinary tickets were issued across the department's institutions. Of these tickets, 65% were resolved at the unit level; the other 35% were forwarded to the Hearings Bureau to proceed with an administrative hearing.

Of the 562 tickets written at the New Hampshire State Prison for Men (NHSP-M), 280 (50%) were resolved by the Hearings Bureau, which held 128 hearings resulting in guilty findings. Approximately 60% of the hearings held were for major offenses. The remaining tickets were dismissed, reduced to incident reports or bad spot reports, or filed without a finding. Of the 541 tickets issued at Northern New Hampshire Correctional Facility (NNHCF), 114 (21%) were resolved by the Hearings Bureau. A total of 49 hearings were held; 20 guilty findings were entered for major offenses and 29 guilty findings were entered for minor offenses. Two findings of not guilty were entered following hearings, and the remaining tickets were dismissed, had charges reduced, or were filed without prejudice. At the New Hampshire Correctional Facility for Women (NHCF-W), 67 of the 178 tickets went to the Hearings Bureau, where a total of 36 hearings were held. These hearings resulted in guilty findings for 21 major offenses and 15 minor offenses. The remaining tickets were dismissed, or the charges were reduced to either a bad spot report or an incident report. Across the Division of Rehabilitative Services, 122 tickets were issued for rule infractions. Approximately 23% of the tickets were forwarded to the Hearings Bureau, where 16 guilty findings were entered following hearings, 11 for major offenses and 5 for minor offenses. The remaining tickets were dismissed, reduced to incident reports or bad spot reports, or filed without prejudice. A total of 19 tickets were written in the SPU/RTU. All but 5 were resolved at the unit level. The Hearings Bureau entered 2 guilty pleas at the time of hearing, 2 guilty findings were entered for C offenses following a hearing, and 1 ticket was reduced to a bad spot report.

The hearings bureau is also responsible for hearing inmate claims for lost or damaged property when the claim is less than \$500. Claims for damages of \$500 or more are resolved by the Secretary of State.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PROFESSIONAL STANDARDS



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PROFESSIONAL STANDARDS

Investigations Bureau

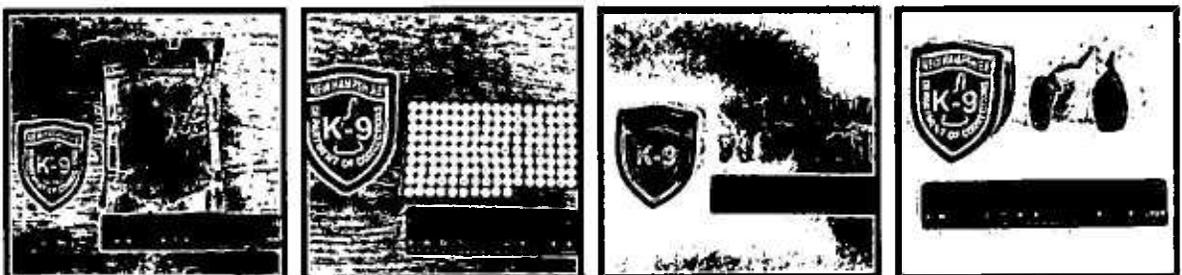
The Division of Professional Standards is responsible for the Investigations Bureau which consists of a Southern Office housed at the New Hampshire State Prison for Men (NHSP-M) in Concord and a Northern Office housed at the Northern New Hampshire Correctional Facility in Berlin. The southern Investigations Bureau welcomed a new chief, Jason Darrah, following the retirement of Chief Azzara in December 2022. The Department's K-9 Unit is also housed at the NHSP-M. K9 Dutch retired alongside Chief Azzara in December. Investigator Michael Keane has joined the K9 team as a handler and will be training a new K9 in the late summer/fall of 2023. The Investigations Bureau also welcomed Investigator Elioenai Navarro Rodriguez to the unit in the summer of 2023. The Investigations Bureau has a total of 14 investigators. The bureau provides investigative services to all facilities where criminal conduct has occurred or is suspected. Investigations included but were not limited to assaults, introduction of contraband, escapes, and internal affairs.

During FY23, the Bureau conducted the following criminal cases:

RSA 159:3	Convicted Felons	4 Cases
RSA 318-B:2	Acts Prohibited	13 Cases
RSA 622:24	Delivery of Articles	27 Cases
RSA 629:3	Conspiracy	4 Cases
RSA 631:4	Criminal Threatening	2 Cases
RSA 642:6	Escape	3 Cases
RSA 642:9	Assaults by Prisoners	32 Cases

The Investigations Bureau investigated 57 Prison Rape Elimination Act allegations reported to have occurred both at our facilities and in other facilities. Additionally, 29 citizen complaints were investigated. The Bureau's K-9 operations included 679 searches with four dogs and their handlers. The Bureau also conducted 26 administrative investigations and 27 agency assists providing time and/or information to other agencies.

Investigators Preston Schaub, Yair Balderrama and Michael Keane serve on the Honor Guard, and Investigator Balderrama is also a member of the Special Emergency Response Team (SERT). Our investigators continue to engage in community outreach initiatives, attending career fairs and parades among other opportunities. Investigator Balderrama was recognized as the American Correction Association Office of the Correctional Health and Bureau of Justice Officer of the Year for 2023.



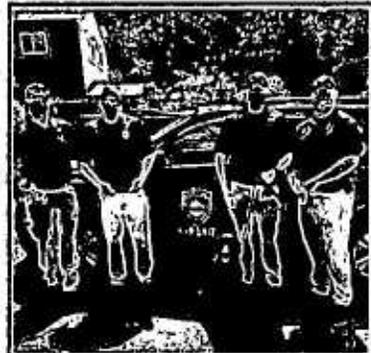
Investigations Opened - 2023

Accident	0
Administrative	20
Administrative/PREA	4
Agency Assist	148
Attempted Suicide	0
Citizen Complaint	19
Civil Litigation	2
Criminal - 159:3 Convicted Felons	3
Criminal-318-B:2 Acts Prohibited	4
Criminal-622:24 Delivery of Articles	16
Criminal-629:3 Conspiracy	2
Criminal-630 Homicide	0
Criminal-631:1 First Degree Assault	0
Criminal-631:4 Criminal Threatening	1
Criminal-642:6 Escape	3
Criminal-642:9 Assaults by Prisoners	17
Criminal-644:3-C Unlawful Interference with Fire Alarm Apparatus.	0
Criminal-Other	5
Escape	1
Escape Assist	1
Intelligence	52
K9 investigations	0
K9 Search	387
K9 training	5
Other	61
PREA	35
Unit Assist	628
TOTAL	1,414

Investigations Cont.



Chief William Hammer & Investigator Balderrama
Officer of the Year



K9 Unit with newest K9 Summit



K9 Bonny at work



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PROFESSIONAL STANDARDS



Audit Bureau

The Division's Audit Bureau conducted a number of policy compliance audits throughout SFY 2023 including audits of inmate property claims, the State Police Online Telecommunications System/ National Crime Information Center, the Focus program, ServSafe certifications, death in custody reviews, sentence modification processes, and use of force report writing. Shaun Searah joined the Audit Bureau in December 2022. Shaun earned the DOC Rookie of the Year Award through his attention to detail, exceptional work ethic, and eagerness to learn.



Shaun Searah
 DOC Rookie of the Year



Jay Morris

PREA (Prison Rape Elimination Act)

NHDOC is audited each year by a certified auditor to ensure compliance with federal standards that went into effect in 2012. Each facility is audited on a 3-year cycle, and the NHDOC has passed each audit since auditing began in 2014. During SFY23, audits occurred at NNHCF, Calumet House, and the Transitional Work Center (TWC). Following initial site visits from the PREA auditor, the NHDOC was able to implement recommended changes, and it passed the audits for each facility. Of significance, the NHDOC exceeded the PREA standards in two important areas at all three facilities during SFY23: 1) investigators receiving specialized training in investigating sexual abuse and 2) conducting criminal and administrative agency investigations.

At NNHCF, the Department made substantial progress in providing comprehensive PREA education to inmates. An example of this was the mounting of a television in the reception area in order to play the NHDOC's educational PREA videos (see below for details) for all inmates upon arrival at the facility. Furthermore, the NHDOC entered into a Memorandum of Understanding (MOU) with Response Domestic & Sexual Violence Support Center, which is a program of Coos County Family Health Services (CCFHS), and which has a local office in Berlin, NH. This collaboration aimed to provide NNHCF inmates with services that are comparable to the services received by sexual assault victims in the community.

PREA (Prison Rape Elimination Act) cont.

At all three facilities—NNHCF, Calumet House, and the TWC—the Department implemented policy and process changes to ensure that inmates are being screened for risk of victimization and abusiveness upon arrival and again within 30 days. Additional measures were undertaken to ensure that inmates who identified as higher risk in their initial screening would receive an assessment by behavioral health staff within 14 days. Moreover, the Department began making the referrals for those assessments electronically. With respect to Calumet House and the TWC, the PREA auditor noted that the Department’s practice of having mental health staff conduct not only the 14-day assessments, but also the 30-day screenings, had far exceeded the PREA standard for that process.

Finally, the Division of Professional Standards’ PREA Coordinator continued to collaborate with the other divisions to ensure that all staff, volunteers, contractors, and inmates were educated about PREA and the Department’s zero-tolerance policy toward all forms of sexual abuse and harassment. In addition, PREA Compliance Officer, Michael Edmark, worked with facility leadership to facilitate compliance with PREA standards, and he continued to teach PREA education during new hire orientation, at in-service training, and to per diem staff. As mentioned above, the NHDOC concluded the production of a series of grant-funded PREA educational videos made for inmates, staff, contractors, volunteers, and the public. These professionally produced videos allowed the Department to provide a comprehensive and consistent message about PREA. Beginning in SFY23, the NHDOC implemented a practice of showing a version of the video geared specifically to inmates each time they enter a new facility.

National PREA Resource Center - <https://www.prearesourcecenter.org/about/prison-rape-elimination-act>



To report sexual abuse or sexual harassment,
 Call 1-888-646-6842
 Visit nh.gov/nhdoc/divisions/victim
 Email preareporting@doc.nh.gov

PREA
 It is the policy of the NHDOC
 to protect individuals under our
 supervision from all forms of
 sexual abuse and sexual harassment.

"This process was not easy, but I took a chance and trusted the staff throughout the investigation. I wasn't alone with my secret. Once the investigation was over, I met with the PREA Advocate, who explained everything to me.

Even though I'll never be able to forget what happened to me, I do not regret telling someone."

"While incarcerated I was sexually assaulted. I didn't know what to do or who to turn to. I haven't always told the truth, so when something really happened, I wasn't sure that anyone would believe me. I was afraid to go to sleep at night and afraid that if I told staff what happened, I would further be isolated."



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF PROFESSIONAL STANDARDS



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS

DIVISION OF REHABILITATIVE SERVICES

The Division of Rehabilitative Services, formerly the Division of Community Corrections, provides education, training, skills, spirituality, and personal development opportunities, which encourage positive work habits, promote pro-social behaviors and prepare inmates for re-entry to the community. The Division of Rehabilitative Services encompasses the oversight of three transitional housing units (THUs): Shea Farm, Calumet, and North End, transitional work center, case management in all departmental facilities, and two probation parole district offices, and Correctional Industries. The Division of Rehabilitative Services also oversees the management of the State Targeted Response (STR) Grant, the Granite State High School, Career and Technology Center, Correctional Industries, religious services, the Family Connections Center (FCC), and volunteer services.



EDUCATIONAL SERVICES/CAREER AND TECHNICAL EDUCATION

The Corrections Special School District (CSSD) is a unique entity, which exists within the New Hampshire State Prison System. As a result of RSA 194:60, the Corrections Special School District was formed through an Interagency Agreement between the New Hampshire Department of Education and the New Hampshire Department of Corrections. The Corrections Special School District offers both male and female offenders the ability to enhance their knowledge through educational and vocational programs, creating an avenue of success towards acceptable social and economic behavior. The Corrections Special School District is comprised of Granite State High School (GSHS) and the Career and Technical Education Center (CTEC), which exists at the New Hampshire State Prison for Men in Concord, the New Hampshire Correctional Facility for Women in Concord, and the Northern New Hampshire Correctional Facility in Berlin.

The Corrections Special School District's guidance department has continued to help men and women select education and career goals from the school district's offerings, as well as help them to achieve those goals.

	DEFINITION	NHSP-M	NHCF-W	NNHCF	TOTAL
INTAKES TO EDUCATION	Meeting with CC/CM to determine level/interest of education and interest in CTEC/Industry Programs.	244	46	64	354
HISET COMPLETIONS	High school equivalency certificate	0	2	2	4
HSD	High school diploma	5	0	5	10

EDUCATIONAL SERVICES/CAREER AND TECHNICAL EDUCATION

The Career and Technical Education Center continued to offer eight career and technical education training programs. These programs provided opportunities to develop foundational skills and core competencies in relevant occupational areas in preparation for successful reentry into society. All interested students meet with the Guidance staff who guides them through identifying their occupational interests, assesses their readiness and facilitates their program enrollment.

CSSD CTEC CLASS ENROLLMENT	NHSP/M	NHCFW	NCF
Automotive Mechanics Program	72	N/A	N/A
Building Trades Program	0	N/A	N/A
Business/Computer Education Program	265	146	241
Culinary Arts Program	58	11	N/A
Intro. to the Workforce Program	68	42	32
Cosmetology Program	N/A	68	N/A
TOTAL CLASS ENROLLMENT PER FACILITY	463	267	273
TOTAL CSSD CTEC CLASS ENROLLMENT	1003		

Granite State High School held their yearly graduation during the month of June covering graduating classes from 2019-2022 due to COVID-19. Granite State High School graduated 25 students from the New Hampshire State Prison for Men, 13 students from the Northern New Hampshire Correctional Facility and 7 students from the New Hampshire Correctional Facility for Women, totaling 45 graduates.

TOTALS	HSD Completed	HISET Completed	Unique Students	TOTAL CLASSES	Special Housing Classes*	Course Completion - General Education	Course Completion CTE	Total Course Completion	Corr. Courses**
JULY 2022 - SEPT 2022	2	1	246	107	10	141	233	374	22
OCT 2022 - DEC 2022	2	2	252	105	10	139	252	391	23
JAN 2023 - MARCH 2023	2	6	273	108	10	160	256	416	24
APRIL 2023 - JUNE 2023	5	8	306	115	10	172	293	465	24
TOTALS	11	17	1077	435	40	612	1034	1646	93
AVERAGE	2.75	4.25	269.25	108.75	10	153	258.5	411.5	23.25

*Classes in Special Housing Units include RTU, SMU, Close and SHU
 **Correspondence Courses



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF REHABILITATIVE SERVICES



EDUCATION - Federal/State Grants

The Granite State High School has been awarded and manages several Federal and State grants, such as:

Title I, Part D, Subpart 1, State Agency Neglected and Delinquent (N and D) program provides formula grants to SEAs for supplementary education services to help provide education continuity for children and youths in state-run institutions for juveniles and in adult correctional institutions so that these youths can make successful transitions to school or employment once they are released. This grant is geared toward the under 22 population without a high school diploma.

Workforce Innovation and Opportunity Act (WIOA) is landmark legislation designed to strengthen and improve our nation's public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers and help employers hire and retain skilled workers. The Commercial Driver's License (CDL) program and the Auto Inspection Theory class was established through this grant which issued \$43,072.97 of funding from the State/Federal Department of Adult Education.

The Carl D. Perkins Career and Technical Education Act of 2006 (Perkins IV) is a principal source of federal funding to states and discretionary grantees for the improvement of secondary and postsecondary career and technical education programs across the nation. The purpose of the Act is to develop more fully the academic, career, and technical skills of secondary and postsecondary students who elect to enroll in career and technical education programs.

EDUCATION - Universal Design for Learning (UDL)

Throughout the year staff have been working on bringing new teaching techniques into the classroom and have partnered with Universal Design for Learning (UDL). UDL is an instructional approach that adapts to the diverse needs and abilities of all learners while removing unnecessary barriers in the learning process. It promotes a flexible learning environment by presenting information in multiple formats, encouraging varied forms of student engagement, and offering diverse options for demonstrating understanding.



NHCF - Women



NHSP - Men



NHCF - Women

EDUCATION - START Certificates

The courses are the first step toward a successful career in the ever-growing and increasingly challenging hospitality industry. The START program will introduce students to the lodging industry and help prepare them for rewarding careers. It's curriculum provides an overview of the lodging industry, followed by an in-depth exploration of the most common line-level positions in hotels. Upon completion of the program, students will be equipped with the skills necessary to perform these roles on the job. This course also includes an internationally recognized line-level certification of the student's choice, awarded after meeting the work requirement and passing the exam administered by the American Hotel & Lodging Association. Recently, 44 students earned certification through the program.

EDUCATION - NHCF-W - Cosmetology Program

Student Apprentices enrolled in the Cosmetology Program at the NHCF-W who have successfully completed all required theory and practical hours (1,500 hours) are now eligible to apply for the State Board of Cosmetology Licensing Exam. Upon completion, students will be registered with the New Hampshire State Board of Cosmetology and the testing agency DL Roope, under their designated license number, as graduates of the Granite State School of Cosmetology, a licensed cosmetology school within the New Hampshire Department of Corrections at NHCF-W.



Styling Inmate's Hair



DOC Teacher
Sarah Joe



Inmate Cutting a Fellow
Inmate's Hair

EDUCATION - Second Chance Pell Grant

The Second Chance Pell Experiment provides need-based Federal Pell Grants to individuals incarcerated in federal and state prisons, allowing them to receive federal funding to enroll in postsecondary programs offered by local colleges, universities, or distance learning providers. The Northern New Hampshire Correctional Facility has had the privilege of partnering with White Mountains Community College to offer inmates the opportunity to pursue an Associate Degree in Business Administration or Liberal Arts. Currently, 19 students are actively participating in this successful program.

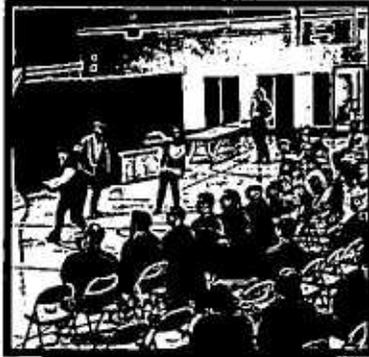


NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF REHABILITATIVE SERVICES



EDUCATION - Shakespeare Play

The play, Shakespeare's Romeo and Juliet, was performed by the touring group Shakespeare & Company at NHSP-M and NHCF-W. Shakespeare & Company travels to offer performances of Shakespeare plays in conjunction with informational forums ("talkback" with the actors following the show) and educational workshops on analysis and performance of the written plays. A cast of 8 individuals from Shakespeare & Company presented this flawless play and conducted a talkback with 70+ inmates at both Concord facilities.



Shakespeare Play at NHSP-Men



Kim Piper
 DOC English Teacher



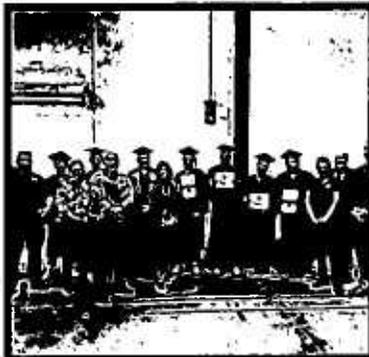
Shakespeare Play at NHCF-Women

EDUCATION - Restaurant Readiness

The National Restaurant Association Educational Foundation's (NRAEF) Restaurant Ready program is a national program dedicated to helping people acquire the basic work and life skills necessary to pursue jobs in the hospitality industry and jumpstart a pathway to independence. Launched in 2016 to support young adults who are not in school and/or employed, the Restaurant Ready program has now been effectively used with entry-level jobseekers and employees of all ages. Restaurant Ready's competency-based framework and interactive adaptable materials engage, inform, and prepare individuals for restaurant and hospitality careers.

EDUCATION - Project Aim

Project Aim provides incarcerated learners with an educational pathway that equips them with essential skills for reintegration and productivity in society. Through high school classes offered at the Corrections Special School District, participants can also earn college credits toward an undergraduate degree from Southern New Hampshire University.



Highschool Graduation
 NNHCF



Cosmetology Graduation
 NHCF-W



Highschool Graduation
 NHSP-M

Family Connections Center (FCC)

For over twenty years, the Family Connections Center (FCC) has worked to strengthen connections between incarcerated parents and their families, offering education and support. Located in all three NH correctional facilities and minimum-security units, the FCC has provided family support services since 1998. It has expanded to partner with community agencies to assist families affected by incarceration. Through the Second Chance Act Grant's Family Ties Inside Out Project, the FCC improved data collection on inmates with minor children and provides relevant services. Inmates with minor children are referred to the FCC upon intake and can attend monthly orientations to learn about available programs and case management assistance.

FCC - Numbers Served

As of June 30, 2023, of the 1,912 inmates in the NHDOC, 573 reported having children under 18 years of age.

- 80 women report 162 children under 18; 293 men reported 837 children under 18.

FCC offered or provided services to 539 incarcerated parents who reported having a total of 922 children over the fiscal year 2022-2023.

- 159 incarcerated parents attended the FCC Orientation
- 91 inmates successfully completed the FCC Parenting Class
- 90 inmates successfully completed the Healthy Relationships Class, required for FCC participants and optional for all other inmates.
- 200 inmates attended a total of 2,919 support groups. Those inmates represented 381 children.
- 78 incarcerated parents had 1,976 videos with their 157 children.
- 14 inmates completed 22 audiobook projects for their children. These projects involve recording books and then sending the recording along with three new books home.



FCC - New Services and/or Programs

- Over the course of the year, the FCC staff has worked diligently to provide more programs and supports to those at TWC and in the THUs. We now have consistent groups being held to support the inmates in these locations and continue to explore ways in which we can aid in their reentry.
- In January of 2023, a pilot Grandparents Support Group was initiated by the FCC at the Women's facility. With consistent attendance and an expressed interest from fathers as well, NCF is set to launch their FCC Grandparent Support Group in the fall of 2023.
- Starting in June 2023, with support from the Division of Field Services, FCC began offering Parents on Parole Support Groups. A separate group for mothers and fathers is being offered virtually, twice a month, allowing for those who were involved in the FCC to continue with FCC staff and other parents on parole as they navigate the challenges of transitioning back into their child's life.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF REHABILITATIVE SERVICES



FCC - Ongoing Services/Programs

The FCC continues to offer its core programming:

- 18-hour parenting class
- 10-hour healthy relationships class
- Weekly Support Groups
- Opportunities for inmates to create projects to send home to their children
- Video Visits
- Various Seminars

As well as components made possible by external partnerships, which includes:

- FTIO Project (Second Chance Act award for October 2020, implemented January 2021):
 - Family Tie Counseling
 - Family Reentry Planning
 - FTIO Support Groups led by NH Family Resource Centers (FRC)
 - Refresher for Reentry Course
- Children's Literacy Foundation (CLIF) continues to provide quarterly literacy seminars at all facilities to all inmates and send home books to their children, grandchildren, nieces or nephews.
- FCC staff provide to all inmates NH Family Court required First Appearance Session and Child Impact Program to parents divorcing or pursuing court supported parenting time.

FCC - Grant & Donation Funded Programs and Services

- UNH funded the NHDOC with over \$30,000 from the Preschool Development Grant to purchase new items for the children's play areas. New toys have been distributed and put into place at each of the facilities with additional items going to TWC and the THUs.
- SCA Grant October 2020 – September 2023 (\$200,000/year); extension granted through September 30, 2024
 - Stipends provided to family resource centers to accept referrals for inmate's families.
 - Stipends provided to family resource centers for facilitating support groups for caregivers and the children of incarcerated parents.
 - Stipends provided to the University of New Hampshire's Marriage and Family Therapy Program and Antioch New England's Counseling Program to accept referrals for Family Ties Therapy participants from NHDOC and all county jails.
 - Two doctorate level consultants - one for research reporting and another to provide clinical supervision and input of Family Ties Counseling and other related programming.
 - Hired four part-time positions
 - 1 part-time Program Coordinator
 - Family Support Specialist at each facility (3 total)
 - Funds for staff training
 - Funds for various supplies to support maintaining the connection between incarcerated parent and child.
- Awarded Linden Foundation (\$25,000/year)
 - 1 part-time staff at NHSP-M
 - Funds for various supplies to support maintaining the connection between incarcerated parent and child
- DHHS Community Collaboration Funds July 2021 - June 2023 (\$100,000/year)
 - Pays for 1 full-time Family Support Specialist position at NNHCF.
 - Staff training
 - Educational supplies and resources
- DCYF Community, Family & Program Support (\$9,000/year)
 - 1 Part-Time staff at Shea Farm; 1 part-time staff at NNHCF
 - Misc. supplies to support family engagement



NH Correctional Industries (NHCI)

NH Correctional Industries (NHCI) plays a crucial role in the corrections system, with similar models found in numerous states and countries worldwide. NHCI is part of a broader strategy aimed at ensuring public safety and securing the facilities while equipping inmates with confidence, job skills, training, and essential life skills to help them achieve gainful employment upon re-entering the community. Research indicates that inmates involved in correctional industries programs experience a lower likelihood of recidivism and a greater chance of success.

Currently, NHCI operates ten service and manufacturing shops, a retail store, and a farm where inmates gain hands-on training in horticulture/greenhouse and forestry programs. At the NH State Prison for Men in Concord, the shops include a plate shop, sign shop, engraving shop, print shop, and an upholstering/refinishing shop. The Northern NH Correctional Facility in Berlin features a woodshop for furniture crafting and an upholstering/refinishing shop as well. Meanwhile, at the NH Correctional Facility for Women in Concord, there is a canteen fulfillment center where inmates learn warehousing, distribution, and materials handling. They also have a sublimation print shop. Overall, these shops employ 22 full-time staff, 3 part-time staff, and approximately 240 inmate workers across all facilities.

Retail Store

The NHCI Retail Store is situated at 312 N. State Street in Concord, NH. Every item and product available for purchase is skillfully crafted by inmates of the NH Department of Corrections in the woodshops located in Concord and Berlin, as well as through the Hobby Craft Program. The retail showroom features a stunning array of handcrafted furniture, including desks, sofas, dining tables, bookcases, chairs, coffee tables, end tables, pie cabinets, stools, and various other furniture pieces.

In 2023, the NHDOC collaborated with the NH Liquor Commission to introduce a new line of Whiskey Barrel Planters and Home Décor available at the Retail Showroom. During the spring plant sale, inmates produced and sold over 130 whiskey barrel planters. Additionally, they crafted several pieces of whiskey barrel décor furniture, including a bar, barstools, coffee and end tables, as well as refinished full whiskey barrels. All these creations are made by recycling and refurbishing authentic whiskey barrels.



Refinished Whiskey Barrels Planters for Sale



NH Correctional Industries Retail Store



Retail Store Showroom

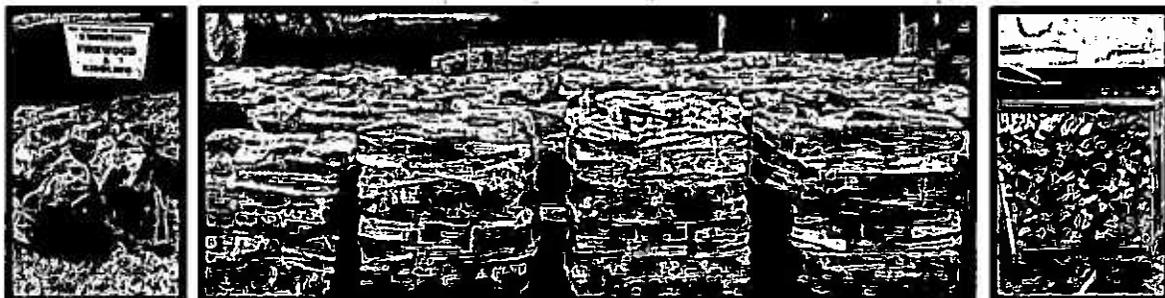


NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF REHABILITATIVE SERVICES



Forestry Program

The Correctional Industries Forestry Program successfully processed 336 cords of wood, which involved cutting, splitting, kiln drying, wrapping, and delivering around 32,292 bundles of campfire wood to several New Hampshire State Parks, including Pawtuckaway, Greenfield, Bear Brook, Monadnock, Pillsbury, and Sunapee. Participants in this program gain hands-on experience in cutting, splitting, kiln drying, and wrapping firewood, while also learning to operate firewood production tools and equipment safely and effectively.



Horticulture Program

In the Horticulture Program, inmates gain knowledge about greenhouse operations, irrigation systems, growth cycles, and fertilization techniques. Every spring, they cultivate vegetables, annuals, perennials, and herbs from seed to harvest. Unfortunately, in early 2023, we faced challenges in our greenhouse when we lost heat overnight, resulting in the loss of over 300 plants. After making essential repairs to our heating and watering systems, we resumed our growing cycle! Our annual spring plant sale, held in May and June, was a success, with approximately 5,000 plants sold. In June of this year, we expanded our onsite garden, where inmates planted tomatoes, corn, squash, lettuce, carrots, string beans, cantaloupes, and cucumbers, which will be distributed to local housing units for everyone to enjoy.

Both staff and inmates have collaborated with the University of New Hampshire Cooperative Extension and Jonathan Ebba to provide training and direct technical assistance in the greenhouse. UNH Extension is actively developing a greenhouse production curriculum tailored for correctional institutions, using our Correctional Industries Farm as a model and foundation for these educational materials.

We firmly believe that the greenhouse industry in New Hampshire generates more market value than any other agricultural commodity, and the skills and techniques taught and practiced at the Correctional Industries Farm in Concord are directly applicable to the greenhouse sector.

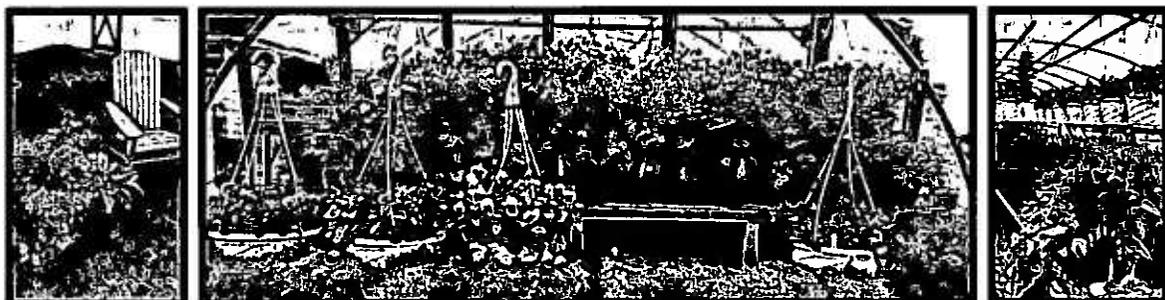


Plate Shop

In FY23, the Plate Shop had a workforce of nine inmates along with one civilian staff member. The shop accomplished the impressive feat of producing 521,082 plates for the NH Department of Safety, which encompassed passenger, motorcycle, trailer, and specialty plates.



Print Shop

In FY23, the print shop employed 29 inmates and 3 civilian staff members. It successfully completed more than 1,000 customer print jobs, generating gross sales exceeding \$525,750. Additionally, the shop produced over 400,000 temporary plates and more than 2 million decals for the New Hampshire Department of Safety.



NEW HAMPSHIRE DEPARTMENT OF CORRECTIONS
DIVISION OF REHABILITATIVE SERVICES



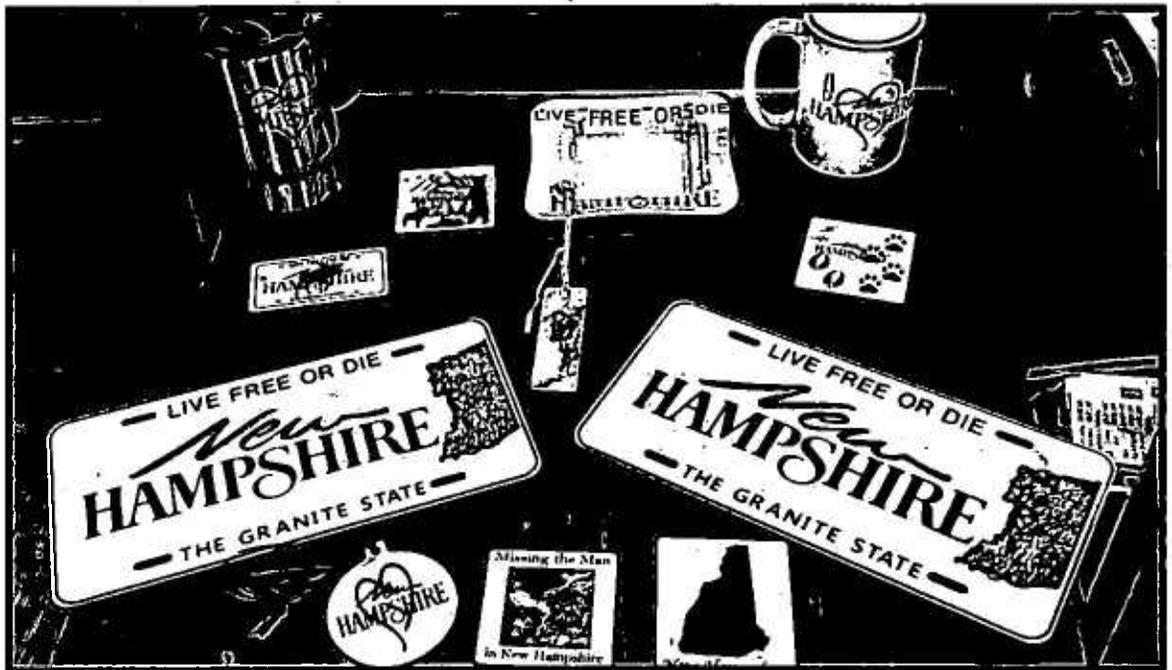
Sign and Engraving Shop

In FY23, the sign and engraving shop employed 25 inmates along with 2 civilian staff members. The sign shop achieved gross sales exceeding \$360,257, while the engraving shop reached gross sales of over \$60,113. Throughout the year, the sign shop successfully completed 33,497 orders, and the engraving shop fulfilled 4,096 orders.



Sublimation Print Shop

In FY23, the sublimation print shop at the Women's Facility in Concord reopened after being closed since February 2020 due to COVID-19. This shop employs three inmate workers and one civilian staff member. Utilizing a digital process that combines heat and pressure, the sublimation shop transfers images and text dyes onto various materials, including metal, ceramics, wood, polyester and more. Currently, it offers a wide array of sublimation products, such as mugs, mouse pads, t-shirts, bags, koozies, bottle openers, aprons, magnets, keychains, ornaments, and water bottles. All products can be customized with your logo or brand, and additional products are available upon request.



NNHCF Wood Shop

In 2023, the Berlin Woodshop catered to 33 customers, crafting a total of 1,408 pieces. The shop generated around \$51,346 in sales and employed 21 inmates along with 1 civilian staff member. Noteworthy projects completed during the year include displays for the Berlin Historical Society, bookcases for the Superior Court, butcher block countertops for the Merrimack County Nursing Home, a meeting table for the Town of Unity, various items from our Wentworth collection, and several projects utilizing recycled liquor barrels from the Liquor Commission. Unfortunately, due to staffing challenges, the NCF Wood Shop was closed for 56 days, resulting in 22 "no saw days." This means the shop experienced closures or limited productivity for 35.2% of the days between July 1, 2022, and June 30, 2023.



NHSP-M - Furniture Shop

During FY 2023, the Concord Furniture and Upholstery shop successfully completed 194 customer projects, generating a total of \$82,319.60 in sales. After deducting expenses, the shop's revenue reached \$52,130. The team consisted of 25 inmates and one civilian staff member. Services offered at this shop included reupholstering, refinishing, woodworking, painting, staining, restoration of furniture, and caning projects.



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(603) 271-5600

THANK YOU!