

**Deuel Vocational Institution
Staff Safety Evaluation
Corrective Action Plan
November 2006**

Finding Issue	Corrective Action Plan	Responsible Party	Completion Date
Staffing			
Shift replacement of custody positions may be a contributing factor to staff assaults.		Headquarters	
Administrative staff responsible for the Prison Industry Authority facilities reported a need for additional relief staff to provide supervision of inmate workers.	PIA funding not available for staffing	PIA Administrator	Nov-06
Staff Assault Incident Reports			
After a collective review and discussion of the above listed documents, there were no obvious trends identified relative to the issue of staff battery. Other than inmate classification (see discussion below), no issues were identified as being significantly consistent among the various incidents.	No action necessary.	N/A	N/A
With the exception of age, the victim demographics are generally consistent with those of the overall institution. Younger officers were involved in a higher incidence of staff assaults.	Continued training and supervision of inexperienced staff. All staff assaults are referred to the D. A.'s office for prosecution.	AW-CS AND AW-RC	On-going
Race, age and county of commitment of the involved inmates do not appear to be significant assault factors.	No action necessary.	N/A	N/A
The vast majority of the staff assaults did not result in serious injury to the victim staff member or to other personnel involved in the emergency response.	No action necessary.	N/A	N/A
Accidental Injuries are not a frequent occurrence.	No action necessary.	N/A	N/A

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Timely documentation of reviews for incidents of accident/injury of custody staff needs to occur.	Supervisor of injured employee completes SCIF form 3067, Employer's Report, within 24 hours of the accident and the form is received and signed by the Manager. The SCIF form 3301, Employee's Report, is issued to the injured employee for completion within 24 hours of the accident. The SCIF 3067 and 3301 forms are reviewed by the Return to Work Coordinator for contents and completeness then forwarded to Workers' Compensation.	AW-BS	On-going
Inmates with high security classifications or serious mental health issues are more likely to commit assaults on staff. Length of stay for these inmates may also be an influencing factor.	Departmental policy requires this action, however; institutions are limited to the beds available within the Department.	AW-RC	On-going
Inmate manufactured weapons were not factors in assaults on staff.	No action necessary.	N/A	N/A
Insufficient data were available to determine if gang affiliation was a contributing factor related to staff assaults.	No action necessary.	N/A	N/A
Hours of the day and months of the year may be factors in assaults on staff.	No action necessary. Differences between # of assaults on third watch vs. second watch are statistically insignificant.	N/A	N/A
Training			
Documentation received by the evaluation team confirmed that custody staff, non custody staff, and all new employees at DVI are receiving mandated training in addition to all other required departmental and site specific training.	No action necessary.	N/A	N/A
No special training is provided to staff members who act as training officers for purposes of orientation training	All employee orientation instructors are certified through the T for T process.	IST LT.	On-going

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No formal training program is in place to provide "field training" to newly appointed peace officers. The team suggests the CDCR Adult Division consider developing a formalized institutional training program for new recruits and an abbreviated program for newly transferred officers.		Headquarters	
The review team was unable to find documentation of institutional orientation training being provided to contract employees who provide short-term services at the institution.	Orientation is provided on site by staff assigned to that Division Head	IST LT.	On-going
Safety Equipment			
The CDCR requires that the institution provide identified custody staff with specific personal safety equipment. The institution is required to provide personally fitted stab-resistant vests to specific employees. DVI is compliant in issuing equipment as specified in policy.	No action necessary.	N/A	N/A
The Medical Technical Assistants (MTA) and Correctional Counselors (CC) who are custody staff, are not fitted and issued stab-resistant vests.		Headquarters	
Officers transferring to other institutions are not permitted to keep their vests.	Policy Changed	Headquarters	Jan-06
The institutional armory and sub-armory used for the storage and ready dispersal of lethal weapons, less lethal weapons, munitions and related emergency equipment are maintained in proper and secure order.	No action necessary.	N/A	N/A
Physical Plant			
Within the receiving/intake area, an inadequate amount of space is available for processing up to 500 intakes received each week.	Capital Outlay Budget Change Proposal (COBCP) submitted - approved 10-31-05 and funded, scheduled for construction to start July 2006 by Inmate Day Labor (IDL)	AW-BS	Jun-07

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<p>The facility is crowded. As a result, 960 emergency-beds are utilized throughout the institution. This was accomplished by placing double bunks in the hallways of the housing units (known as Broadway beds), converting inmate program spaces into dormitories and converting the entire gymnasium into inmate housing areas.</p>		<p>Headquarters</p>	
<p>The evaluation team encourages the Division of Adult Institutions to consider utilizing a facility with a modern podular design as the regional reception center.</p>		<p>Headquarters</p>	
<p>The constant non-stop program movement of inmates in a "telephone pole" design institution creates opportunities for inmates to attack each other or staff.</p>		<p>Headquarters</p>	
<p>Security cameras are currently located in several locations, including employee entrances to the institution and in the Z and Y dorms, PIA shop areas and on the J and K Wing exercise yards. Adding cameras in other locations may enhance safety and security.</p>	<p>Additional areas have been addressed including Visiting and the Medical B-Ward Unit for the safety and security of the institution.</p>	<p>AW-RC AND AW-CS</p>	<p>Continuous evaluations are on-going</p>
<p>The placement of convex mirrors within the law library would allow staff to provide better inmate supervision. Library indicated that they were unable to view around corners into blind spots.</p>	<p>A work order was submitted and convex mirrors have been installed within the Law Library. The Law Library no longer has any blind spots or obstructed views.</p>	<p>AW-CS</p>	<p>Oct-06</p>
<p>Clergy staff were unaware of emergency procedures or their responsibilities during an emergency. Additionally, office equipment located within the chapel areas has not been regularly inventoried.</p>	<p>Training has been conducted with the Clergy staff. The date of the last training was November 1, 2006. Training will continue to be provided to ensure Clergy staff are current with the emergency procedures as they change or are updated.</p>	<p>AW-CS</p>	<p>On-going</p>

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<p>The asphalt surface areas of the outside exercise areas located between East and West Halls and the K Wings are in need of repair. Large chunks of loose asphalt and rocks accessible to the inmates were observed within these exercise yards. The loose material can be used as weapons and the subsequent potholes create a trip hazard for staff responding to incidents. Institution administrators have secured funding to resurface these areas. Ensuring that the necessary repairs to these exercise yards are completed is encouraged.</p>	<p>The Special Repair Project (SRP) for the area between East/West Hall was approved with funding. A contract request was submitted in October 2006, therefore, pending contract processing and awarding to vendor. The K-Wing small management yard project began September 18, 2006.</p>	<p>AW-BS</p>	<p>The East/West Hall project estimated completion date is August 2007. The K-Wing project estimated completion date is April 2007.</p>
<p>The railing along the stairway leading up to the X Wing is low. The low railing height presents a risk to officers and inmates. The department should consider raising the height of the stair rail along this stairway.</p>	<p>Installed appropriate to code at time of construction. <u>Plant Operations has submitted a request to Architectural & Engineering (A&E) for evaluation of railing and there has been no response. THIS RESPONSE IS NOT APPROPRIATE.</u></p>	<p>AW-BS</p>	<p>Request submitted February 1, 2006</p>
<p>One of the window frames in the stairwell leading to L3 protrudes into the stairwell when opened. These windows are opened during the summer months as a means of providing ventilation to the stairwell. Because of the low height of this window, staff is at risk of striking the window frame. Considerations should be given to restricting the distance the window can be opened into this stairway, or preventing the window from opening at all.</p>	<p>Plant Operations will install restrictive device on all windows in stairway corridor.</p>	<p>AW-BS</p>	<p>1-Jan-07</p>

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<p>Some of the individual standup holding tanks located in the release and receiving area and in the K Wing are not equipped with Plexiglas shields to prevent inmates from spitting at passing inmates or staff. The department is encouraged to place Plexiglas shields on all individual standup holding tanks.</p>	<p>Plant Operations placed protective shields on all holding cages as directed by Custody.</p>	<p>AW-BS</p>	<p>Completed March 2006</p>
<p>Staff and inmates reported the drinking water at the facility had a bad taste, odor and color. Plant operation staff reported the facility water is safe for drinking, but fails to meet a "secondary" water quality standard (unforceable) due to the taste and smell. Elevated levels of manganese in the drinking water are responsible for the poor water quality. Plant Operations staff said repairs to the water supply system are in the works. The institution is encouraged to expedite these repairs.</p>	<p>Reverse Osmosis plant will be constructed. Funding has been approved and construction will begin in March 2007.</p>	<p>AW-BS</p>	<p>Estimated completion date is November 2008</p>
<p>The DVI Fire Department fire truck holding tank has a significant water leak. Staff reports the truck must be refilled several times per day. Records indicate the DVI Fire Department responded to 160 fires last year and 130 this calendar year. The department is encouraged to make the necessary repairs to the fire truck.</p>	<p>Water leak repaired.</p>	<p>AW-BS</p>	<p>5-Dec-05</p>

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<p>The kitchen is in desperate need of repair and refurbishment. Much of the cast iron has deteriorated, large portions of the floor tiles are broken or missing, paint is peeling and electrical conduits are rusted exposing electrical wires. Evaluation team members observed a rodent and roaches in food preparation areas during the tour of this area. An environmental health evaluation is needed to assess the extent of repairs.</p>	<p>An environmental health audit was conducted on May 31, 2006, and DVI is currently completing a Corrective Action Plan. The preventative maintenance of Pest Control is on-going. Painting of the facility is also on-going in the five (5) year plan.</p>	<p>AW-BS</p>	<p>On-going</p>
<p>Fire Department Staff reported the fire suppression sprinkler system in the PIA portion of the facility has obstructions in the pipe (resulting in low water flow) and is in need of repair. Due to the age and function of this portion of this facility, it is essential that the fire suppression system is fully functional. The department is encouraged to ensure the fire suppression system is in proper working order.</p>	<p>The Special Repair Project for the fire suppression sprinkler system is being submitted. Meanwhile, the Fire Captains are walking through the PIA areas once a day after PIA staff leave in the evening and walk through three times on weekends and holidays. <u>NEED REVIEW BY DEPT. HEALTH & SAFETY. FIRE WATCH IS HOURLY WHEN UNOCCUPIED.</u></p>	<p>AW-BS</p>	<p>SRP request will be completed by November 30, 2006. The walk throughs are on-going</p>
<p>The roof at the staff living quarters at the DVI Fire Department appears to leak. Water damage is evident in the ceiling and walls. The department is encouraged to obtain an environmental health evaluation and make necessary repairs to the roof of this area.</p>	<p>A Special Repair Project has been approved and is pending funding.</p>	<p>AW-BS</p>	<p>Pending funding</p>
<p>The fire exit in the Muslim Chapel, as identified on the posted emergency fire exit map, is blocked by several items of furniture.</p>	<p>The furniture by the fire exit has been removed. Training has been provided to both staff and inmates. The fire exit was inspected on October 30, 2006, to ensure compliance.</p>	<p>AW-CS</p>	<p>The fire exit is checked on a quarterly basis during quarterly fire drills. On-going</p>

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Evaluation staff noted a large amount of combustible material in the staff areas and in inmate sleeping areas.	Periodic sweeps are done by Custody staff	AW-BS, AW-RC, AND AW-CS	On-going
Interview Process			
Deuel Vocational Institution was not designed as a reception center. Therefore, adequate resources (physical plant, staffing, and ancillary resources to support RC) are lacking.		Headquarters	
Managers said there is a need to provide additional staff training beyond the mandated IST topics.	Staff Meeting and OJT is provided several times a week during the assigned work shift. The training/OJT that is provided is on current departmental changes, updates on policy and procedure, etc.	AW-BS, AW-RC, AND AW-CS	On-going
Inmates held at the RC are transient, pending their transfer to a suitable institution (e.g.; right inmate, right mission, and right prison) and, consequently, exhibit destructive behavior.	Inmates caught destroying or damaging State property will receive disciplinary action.	ALL STAFF	On-going
Post and bid prevents managers from filling posts with the best-qualified staff.		Headquarters	
Managers indicated that staffing shortages are contributing to an increase in sick leave use for line staff.		Headquarters	
Managers expressed frustration about the inequity in pay resulting from compensation contracts negotiated by the R06 and S06 groups. In addition, the pay inequity has resulted in little incentive for qualified staff to assume managerial responsibilities.		Headquarters	
Custody/Treatment Staff-Interviews with Supervisors			

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Reception Center (RC) inmates are averaging more than 90 days at DVI before they are transferred to another institution.	This is an on-going process. However, RC inmates are currently averaging 73 days before being transferred. This is based on the Third Quarter 2006 COMPSTAT data.	AW-RC	On-going
Crowding at DVI increases the pressure on staff to provide the basic services to the inmates. As a result, supervisory staff indicate that custody staff take shortcuts to complete these basic activities.	Training is provided to all Custody staff on all inmate services	AW-RC AND AW-CS	On-going
Supervisors said that custody and non-custody staff would benefit from additional mental health training.	Weekly Quality Management Committee meetings are held with Custody Staff and Medical Staff.	IST LT., AW-CS, AW-RC, AW-BS	On-going
Custody Staff-Interviews with Line Staff			
Staff reported that they felt comfortable and satisfied with the safety equipment that is issued to them at the institution.	No action necessary. **NOTE: On page 3, there is finding regarding safety vests not being issued to MTA's and CC-I's. They are "line staff" as well.	N/A	N/A
MTA and CCI staff reported they have not been fitted or issued a stab-resistant vest at DVI	Same as above.	Headquarters	
Crowding is a major safety concern with line staff.		Headquarters	
Line staff expressed a desire to be better informed of relevant safety issues (e.g., riot at another institution)	Safety alerts are shared with staff when the prison receives the documentation. Other prison Watch Commanders are contacted for information when reports come out on possible safety issues etc. To get the most updated information to share with staff.		On-going
Interviews with Non-Custody Staff			
Some short-term contract employees have not received the mandated CDCR employee orientation.	A Orientation and Clinician Evaluation Tracking Log is faxed every Monday to the Compliance Unit	HCM	On-going

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<p>During a one-hour period each morning (3:00 a.m. to 4:00 a.m.) there is no uniformed officer assigned to supervise 25-30 inmates as they are preparing breakfast in the kitchen area.</p>	<p>Covered by the North Corridor Officer. Culinary staff and safety staff are authorized to supervise inmates. Culinary staff have received training and are compensated for supervising inmates.</p>	<p>AW-CS</p>	<p>On-going</p>
<p>The psychiatric staff assigned to the Reception Center stated that they would like a better line of communication between their office and custody staff.</p>	<p>Weekly Quality Management Committee meetings are held with Custody Staff and Medical Staff.</p>	<p>HCM, AW-RC, AW-CS</p>	<p>On-going</p>