Max Williams | Director

It is my honor to lead the Oregon Department of Corrections as we work to develop innovative, evidence-based methods to enhance public safety. We do this in an atmosphere of growing inmate populations, increasing inmate mental health treatment needs, and tight budget constraints. The key to our success is the ongoing implementation of the Oregon Accountability Model, which is the overall business strategy of the agency in meeting our mission and goals. Through the concerted efforts of the agency and its partners, we are implementing real changes that better identify criminal risk factors and then address those factors to reduce victimization and recidivism. This report details some of those efforts – please feel free to contact my office if you are interested in more information about the Oregon Department of Corrections.

Mitch Morrow | Deputy Director

For more than 140 years, the Oregon Department of Corrections has held offenders accountable for their actions. Today’s DOC, just a dot on that spectrum of time, reflects a rich and colorful history that we honor and respect. Our profession today is built on the work, experience, and vision of those who preceded us. Our tomorrows, and those of the people in our custody, will continue to reflect Oregonians’ expectations that corrections be progressive, results-oriented, and balanced. Our success is propelled by our staff, a highly trained, motivated and dedicated group of women and men. From initial academy training for our correctional officers through leadership training for administrators, the investments we make in our people are investments in Oregon communities. It is these professionals who know that their influence on an offender today, tomorrow or next week will prevent a new crime, a new victim, in the community months or years ahead on the spectrum of time. I am proud of our workforce, and invite you to read more about their accomplishments in the pages of this report.

Nathan E. Allen | Administrator for Planning & Budget

The Oregon Constitution (Section 15) sets forth the principles by which we as a state will apply “punishment for crime.” The principles of “protection for society, personal responsibility, accountability for one’s actions, and reformation” are embodied in the Department’s mission and business operations. Incarceration of offenders for sentences imposed in safe and secure facilities is at the core of agency operations. The Oregon Accountability Model provides the framework for holding offenders accountable for their actions while incarcerated and a variety of educational and rehabilitative programs are provided to help offenders become successful in their communities upon release. The effective delivery of all these services requires the cooperative efforts of the entire Department and we continually demonstrate our commitment to that end, despite the current and on-going economic challenges.
Kim Brockamp | Assistant Director for Human Resources

In the 18 years that I’ve been with the Oregon Department of Corrections, I have seen many changes in not only the expectations of the department, but also in how we work toward the agency’s mission. The department has grown into a statewide organization that builds on evidence-based practices to make positive changes for the inmates which helps support the mission of the agency to lower the recidivism rate of offenders. I am proud of the organization for giving staff the vision of the Oregon Accountability Model. It provides staff a tool to manage the inmate population and their interactions with each other. It shapes and molds the employees who work for our agency into teachers, administrators, mediators, cheerleaders, and counselors; all in support of our mission to promote the successful reentry of inmates back into our communities.

Stan W. Czerniak | Inspector General

As we encourage and embrace the concept of “Diversity in the Workforce,” the Oregon Department of Corrections provides people of many different backgrounds, races, ethnic groups, life experiences, levels of education, gender, age, viewpoints and philosophies, etc., with opportunities that ultimately contribute to the fulfillment of this Agency’s goals, values and varied missions. These collective contributions far exceed, in scope, quantity and quality, the ultimate outcomes that could be expected from within organizations, which do not encourage cultural diversity. Unfortunately, these type of “closed” organizations tend to promote a “lockstep,” closed-minded type of thinking, that cannot adapt very well to the requirements of an ever-changing, challenging world and work environment.

Tami Dohrman | Assistant Director for General Services

The General Services Division is a vital component of the Oregon Department of Corrections and the Oregon Accountability Model. Our primary customers are the department’s employees, inmates and inmate families. We work behind the scenes to ensure the smooth flow of business at the 14 institutions and multiple worksites. I am honored to lead the division and work for such a wonderful department.

Chane Griggs | Assistant Director for Public Services

I am proud to work for such a great organization; an agency whose employees have integrity in their work and for many, love for their families and commitment to their communities in which they live. DOC is an agency where its employees do incredibly difficult work; promote safe and secure institutions and ultimately help inmates to transition back to their communities. The governor, the legislature and our neighbors expect a high standard of conduct to maintain the public’s trust and I am confident that we will continue to meet that challenge.

Ginger Martin | Assistant Director for Transitional Services

Inmates face many challenges upon release from prison. Ensuring to the greatest degree possible that offenders have the tools they need to be successful after their release from custody serves a fundamental public safety interest for Oregon’s communities. We are challenged to identify ways to break down the barriers that are faced by those who are released from our custody so they have the opportunity to be productive members of society who do not return to criminal activity.

Michael Gower | Assistant Director for Operations Division

The Oregon Accountability Model continues to be our organization’s business strategy from the moment our inmates enter our system. We strive as correctional professionals to do our part to guide and direct DOC’s inmates from the intake process until the end of their sentences with the hopes of reducing the recidivism rate. We know without a dedicated, loyal, energetic, and a healthy work force our success in meeting our goals wouldn’t be possible. Please make sure you have balance in your life, physically, spiritually, and mentally by taking care of yourself, family and friends.
The mission of the Department of Corrections (DOC) is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

To accomplish this mission the department operates 14 prison facilities housing approximately 14,000 offenders for the period of their incarceration. Over the last eight years, the inmate population has grown from 11,732 to 14,000, a 19% increase. Along with housing sentenced offenders, the department identifies and implements strategies that change antisocial thinking and behaviors in an effort to give offenders the skills necessary to reduce the risk of future criminal behavior when they are released from DOC custody. Ninety-three percent of DOC offenders will ultimately release to the community.

In addition to managing the inmate population, the DOC also directly supervises approximately 3,000 offenders in two counties (Linn and Douglas) that in 2004 opted out of the Community Corrections Act. The department also administers the Community Corrections grant program, which provides financial assistance, technical assistance and policy development in the other 34 counties that supervise 31,000 offenders currently on felony probation and post-prison supervision. Other than Linn and Douglas, the counties remain in control of the community corrections programs and have substantial latitude in implementing their approach.

Facts about Measure 11: Ballot Measure 11, approved by voters in November 1994, set mandatory minimum prison sentences for 21 serious violent crimes committed on or after April 1, 1995. The sentences range from 70 to 300 months. Offenders convicted for Measure 11 crimes are not eligible for any reduction in sentence (such as “earned time credit,” which is awarded for appropriate conduct and participation in programs). Of the approximately 14,000 offenders in our custody, 43% are in for Measure 11 crimes.

We Value...
Our responsibilities
Integrity
Teamwork
Respecting others
Constructive change
Participation of all

Vision
We take a proactive role in the development of criminal justice policy.
We create partnerships with Oregon communities to hold offenders accountable, engage victims, and enhance the quality of life for the citizens of Oregon.
We are a committed, creative, and productive organization that recognizes safety and security as an essential business practice.
We require sound fiscal management of public resources using outcome-oriented strategies.
We provide offender programs and resources that support the Department’s mission.
We are a diverse, skilled work force that shares the responsibility for outcomes across organizational boundaries.

Officer Kenneth Shike holds a conversation with inmates in the dayroom at Coffee Creek’s intake center. Staff regularly interact with inmates.

Photo by Rod Davis

Counselor Jeannie Watkins meets with an inmate to discuss her Oregon Corrections Plan. Counselors meet with each inmate to assess their status and progress toward goals.

Photo by Rod Davis

Facts about Measure 11:

Strategic Plan: The Oregon Department of Corrections creates a strategic plan every biennium that articulates our business strategy for today and the future. The plan addresses those ongoing and high-level performance measures that are established and reported to the Legislature, the focus areas that measure progress and continue the implementation of the Oregon Accountability Model, and the specific goals, projects and initiatives to be accomplished. The Strategic Plan is available at http://www.oregon.gov/doc.
Governor's Reentry Council

Inmates face many challenges upon release from prison. Ensuring to the greatest degree possible that offenders have the tools they need to be successful after their release from custody serves a fundamental public safety interest for Oregon's communities. Many of our local and state agencies share a common mission in protecting the public’s safety. We are challenged to identify ways to break down the barriers that are faced by those who are released from our custody so that they have the opportunity to be productive members of society who do not return to criminal activity.

Governor Kulongoski has made reentry a priority and he understands that this transition back to our communities is not solely a corrections issue. In May 2007, the Governor created the Oregon Reentry Council. The Council consists of 21 members: directors from many state agencies, state legislators, representatives from the Oregon Association of Community Corrections Directors, the Oregon State Sheriffs Association, the Oregon District Attorneys Association, the Oregon Criminal Defense Lawyers Association, the Oregon Judicial Department, the Oregon Association of Chiefs of Police, and social service providers that concentrate on offenders’ transition.

The Council works collaboratively to identify and minimize the barriers that confront offenders when transitioning out of incarceration. It is clear, both in Oregon and nationally, that unnecessary barriers to successful reentry are many and some extend far beyond the boundaries of the criminal justice system. Breaking down the barriers to successful reentry is no small task and requires dedicated work from every Council member and the agencies and organizations that they represent. Aiding offenders in their transition is critical to Oregon’s efforts to enhance community safety and reduce the risk of future victimization.

Reentry Wiki

The Governor’s Reentry Council commissioned the creation of an Oregon Reentry Wiki as a “one-stop-shop” approach to providing information on state and county level services and resources available to offenders who have been released from Oregon Department of Corrections custody. The site allows state agencies and local community partners to easily post relevant information on the web, and gives offenders a single place to identify resources available to them upon return to their home communities. The wiki can also be used as a resource for members of the general public, who desire to gain a better understanding of the reentry process, and the ways in which they can help offenders successfully reintegrate into society.

The Oregon Reentry Wiki web address is: http://oregonreentry.wikidot.com/start

Transition/Reentry Network

The Transition/Reentry Network was established in June 2008 and is chartered to improve the release from prison planning process. Comprised of representatives from the Department of Corrections, Community Corrections, and the Board of Parole and Post-Prison Supervision, the Network uses the principles of evidence-based reentry practices to improve information-sharing among partners and stakeholders, and establish consistent release practices to facilitate transition that is most effective for communities, offenders and their families.

The Network has successfully tackled a number of issues, including:

- Conditional Waiver of Supervision – established a one-year pilot to facilitate the receiving counties' willingness to accept waivers of supervision and to serve as an incentive to the offender to fully comply with his/her conditions of supervision
- Special Needs Populations – focusing on effective and proactive release planning for inmates with moderate to severe mental and/or physical health issues;
- Long-term Incarceration – proactive release planning for inmates incarcerated for 10 or more years to assist them with acclimating to an unstructured, fast-paced and automated world post-release.

Community and Faith-Based Reentry

The Community and Faith-based reentry program called “Home for Good in Oregon” (HGO), has set up a statewide program that is working with hundreds of volunteers and faith and community-based organizations to assist communities to more safely reintegrate offenders into their communities. The reentry program helps community members to provide offenders with a pro-social support system that helps them to develop their spirituality and learn new pro-social attitudes and ways of behaving without crime. Developing such pro-social networks, associates and skills are a key component of evidence-based practices for reducing recidivism. The Oregon Reentry Wiki web address is: http://oregonreentry.wikidot.com/start

Correctional Case Management

This Department strategic initiative is in its third phase of implementation during the 2009-11 biennium. Correctional Case Management (CCM) is the next logical step in implementation of the Oregon Accountability Model – the adopted business strategy for accomplishing the Department’s public safety mission. A major component of this undertaking is to reduce the risk of future criminal behavior.

To do so, the Department targets resources to those inmates who are most likely to recidivate. The deliverables for this initiative go well beyond counselors who programmatically manage the offender population and include all employees as key players in a multi-disciplinary case management approach. In 2009-11, the Department will take the following actions:

- Create a systematic approach for development of all divisions’ future business practices that impact CCM.
- Refine institution profiles/mission statements to better manage inmate placement and transition.
- Develop and implement case management strategies that can be used by all DOC staff.
- Evaluate and approve inmate transfers from one institution to another, based on a holistic correctional programming approach that facilitates each individual’s rehabilitation.

Security Threat Management

In 2007, the Department developed a new way of managing inmates who pose a threat to the safety and security of our institutions. The Security Threat Management (STM) model manages inmates based on individual behavior and activities (including gang activity) inside prison. Those who present a “high-alert” risk to prison safety and security will be identified as STM inmates. Once an inmate is identified as part of the STM program, he or she will be given an individualized Inmate Management Plan. These plans are designed to promote pro-social behavior and discourage negative behavior. As with all inmates, the Department will then hold them accountable for those behaviors and activities.

The basic philosophy of STM is that managing inmates is the combined role of every employee, contractor and volunteer of the Oregon Department of Corrections. With this model, the Department is building a system that provides all staff the necessary information and training that will allow a seamless transition and monitoring of the STM inmate activity and behavior across the agency.
STM has three primary functions: high-alert inmate management, department-wide intelligence gathering and investigative support to superintendents during major incidents.

Under this model, all staff are considered intelligence gatherers and work together to identify high-alert inmates. There are two ways an inmate can become high-alert. First, there is a misconduct process that takes place when an inmate receives a Disciplinary Report (DR) and is found guilty of at least one of the 11 specific violations. This means inmates can become high-alert based on their conduct as institution staff members hold them accountable.

The second way an inmate can become high alert is through administrative action. Any DOC staff member can complete a predicate statement if they feel an inmate needs elevated, proactive management. Institution staff and STM Lieutenants work collaboratively to gain intelligence and validate the inmate’s security threat activity.

The three dials of prison costs:

The Department’s budget is primarily anchored by three costs: the number of people incarcerated, length of prison sentences and employee compensation. In order to change the Department’s budget, the three dials need to be manipulated in some combination.

1. The number of people sent to prison
2. Length of prison sentences
3. Employee compensation

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Counselor Craig Mitchell listens as an intake inmate tells about the events that led to his incarceration. This information is used to develop an individual corrections plan.

Intake Assessment Coordinator Jesse Garcia facilitates a group orientation and assessment testing for inmates in intake at CCF.
The corrections plan is based on mitigating seven criminal risk factors that research indicates predict future criminal behavior. The Department encourages staff to influence inmates’ behavior, acknowledge positive change and provide incentives to inmates to change their behavior.

Pro-social Staff-Inmate Interactions: Correctional security practices such as classification, gang management, and housing assignments hold inmates accountable for their actions every day. They ensure that the prisons are safe, civil and productive. A key part of this component recognizes that staff interactions with inmates help shape positive behavior. The department encourages staff to influence inmates’ behavior, acknowledge positive change and provide incentives to inmates to change their behavior.

Work and Programs: To prepare an inmate for living in the community upon release, the Department of Corrections uses the assessments performed at Intake to create a corrections plan for each inmate. The plan specifies the correctional programs the inmate should complete before release to best mitigate his identified risks. Meaningful work is known to contribute to the success of offenders upon release. Many correctional programs contribute to inmates’ preparedness for work (education, treatment) and others teach inmates the skills they need to gain employment and succeed in the workplace after release.

Children and Families: The Department encourages productive relationships between families and inmates to strengthen ties and increase the likelihood of success upon release. The period of a parent’s incarceration provides an excellent opportunity for positive intervention with families at risk.

Reentry and Transition to Community: The Department is involved in a statewide project that focuses on transition — a seamless movement of offenders from the community to incarceration to community supervision. The project will limit duplication of services and increase effective and efficient use of partnerships. Seven of the Department’s prisons have been identified as reentry facilities. These prisons are strategically located to encourage reach-in by the community. Connections with the community before release are important factors in offenders’ successes on the outside, and may include work, treatment religion, and housing. Reentry prisons will be geared to preparing inmates for release during their last six months of incarceration.

Community Supervision and Programs: There are more than 31,000 offenders on probation or post-prison supervision in Oregon communities. The Department continually works in partnership with each county to develop, deliver and administer best practices regarding supervision, sanctions and programs for offenders and their families in the communities. The goal is to reduce the odds that these offenders will commit new crimes.

The department is committed to implementing the OAM strategy with a focus on evidence-based practices. The impact of becoming a data-driven organization and using evidence based practices in the management of offenders has been an over-arching principle of DOC’s management philosophy. The principle of evidence-based practices is generally at the heart of every significant system wide change, policy development and budget determination and is reflected throughout this report.

DOC uses the Oregon Accountability Model (OAM) as its primary business strategy. The OAM has six components that promote the department's ability to hold inmates and offenders accountable for their actions and DOC staff accountable for achieving the mission and vision of the department. These six components are:

Criminal Risk Factor Assessment and Case Planning: With the opening of the new Intake Center at Coffee Creek Correctional Facility in Wilsonville, the Department implemented an enhanced assessment process. The outcome is a corrections plan for every inmate that is tracked throughout his or her incarceration and supervision in the community.

The corrections plan is based on mitigating seven criminal risk factors that research indicates predict future criminal behavior.

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Inmate Classification: DOC has a five level numeric classification system for all inmates. Each offender’s classification score is determined using a validated model based on data. We review, among others, the following data points when determining classification: detainers, escape history, institutional behavior and the length of time left in their sentence.

ACRS Overview: DOC uses the Automated Criminal Risk Score (ACRS) to identify offenders most likely to recidivate. In Oregon, recidivism is considered the reconviction of a felony within three years of release. Currently, Oregon’s recidivism rate is approximately 28 percent. ACRS is a mathematical equation that uses seven static variables. Offender scores range from zero to one. Scores approximating zero identify inmates who are very unlikely to recidivate. Conversely, offenders with high scores are much more likely to re-offend. Those with higher ACRS will be placed in programs that reduce their risk of reoffending. Offenders with low scores will not be placed in those programs. ACRS is coupled with the criminogenic assessment to determine the proper programming for each offender.
<table>
<thead>
<tr>
<th>Facility</th>
<th>Date Opened</th>
<th>Location</th>
<th>Capacity</th>
<th>Description</th>
<th>Primary Use:</th>
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</thead>
<tbody>
<tr>
<td>South Fork Forest Camp (SFFC)</td>
<td>1951</td>
<td>Tillamook</td>
<td>204</td>
<td></td>
<td>Male Minimum</td>
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<tr>
<td>Columbia River Correctional Institution (CRCI)</td>
<td>1990</td>
<td>Portland</td>
<td>593</td>
<td></td>
<td>Male Minimum</td>
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<tr>
<td>Coffee Creek Correctional Facility (CCCF)</td>
<td>2001</td>
<td>Wilsonville</td>
<td>1,740</td>
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<td>Male Minimum</td>
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<td>Oregon State Penitentiary (OSP)</td>
<td>1866</td>
<td>Salem</td>
<td>2,447</td>
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<td>Co-located Male Minimum/Maximum</td>
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<td>Oregon State Correctional Institution (OSCI)</td>
<td>1959</td>
<td>Salem</td>
<td>894</td>
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<td>Santiam Correctional Institution (SCI)</td>
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<td>Salem</td>
<td>440</td>
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<tr>
<td>Mill Creek Correctional Facility (MCCF)</td>
<td>1929</td>
<td>Salem</td>
<td>290</td>
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<td>Linn County Community Corrections</td>
<td>2001</td>
<td>Albany</td>
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<td>Shutter Creek Correctional Institution (SCCI)</td>
<td>1990</td>
<td>North Bend</td>
<td>302</td>
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<td>Douglas County Community Corrections</td>
<td>1959</td>
<td>Roseburg</td>
<td>431</td>
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<td>Male Minimum</td>
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<tr>
<td>Warner Creek Correctional Facility (WCCF)</td>
<td>2005</td>
<td>Lakeview</td>
<td>406</td>
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<td>Male Minimum</td>
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<td>Deer Ridge Correctional Institution (DRCI)</td>
<td>2007</td>
<td>Madras</td>
<td>773</td>
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<td>Co-located Male Minimum/Medium</td>
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<td>Two Rivers Correctional Institution (TRCI)</td>
<td>2000</td>
<td>Umatilla</td>
<td>1,802</td>
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<td>Co-located Male Minimum/Medium</td>
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<td>Eastern Oregon Correctional Institution (EOCI)</td>
<td>1985</td>
<td>Pendleton</td>
<td>1,710</td>
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<td>Male Medium</td>
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<td>Powder River Correctional Facility (PRCF)</td>
<td>1989</td>
<td>Baker City</td>
<td>286</td>
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<td>Male Minimum</td>
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<td>Snake River Correctional Institution (SRCI)</td>
<td>1991/1999</td>
<td>Ontario</td>
<td>3,120</td>
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<td>Co-located Male Minimum/Medium</td>
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**Bed Types & Locations:**

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<th>Eastside</th>
<th>Westside</th>
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<tbody>
<tr>
<td>Total Medium (male) Beds</td>
<td>6,117</td>
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<tr>
<td>Total Minimum (male) Beds</td>
<td>3,153</td>
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**Bed Types & Locations:**

<table>
<thead>
<tr>
<th>Eastside</th>
<th>Westside</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Medium (female) Beds</td>
<td>711</td>
</tr>
<tr>
<td>Total Minimum (female) Beds</td>
<td>597</td>
</tr>
</tbody>
</table>

- Siberia - 711
- PRCF - 286
- SRMTCM - 364
- TRCM - 128
- WCCF - 406
- SCI - 440
- OSPM - 176
- MCCF - 280
- SCCF - 260
- SFFC - 200
- RCI - 440
- OSPM - 176
- MCCF - 280
- SCCF - 260
- SFFC - 200
- RCI - 440
Major public policy decisions by the voters and the Legislature that have had an effect on the prison population:

**Local Control:** ORS 137.124 (Senate Bill 1145) took effect in January 1997, and pertains to felony offenders:
- Convicted of a felony and sentenced to 12 or fewer months incarceration.
- Revoked from felony community supervision and sentenced to 12 or fewer months incarceration.

These offenders were part of the state prison population until 1997. Now they are under county jurisdiction, or “local control”.

**Measure 11** (ORS 137.700 and 707) was passed by Oregon voters and took effect in April 1995. It mandates minimum sentences for any of 21 violent crimes, ranging from 70 to 300 months. Measure 11 sentences can’t be shortened by earned-time credit. Juveniles aged 15 and older, who are charged with a Measure 11 crime, are automatically waived into the adult justice system.

**Sentencing Guidelines** (ORS 173-010) went into effect in November 1989, establishing a range of incarceration and post-prison supervision sentences based on the crime of conviction and the offender’s criminal history.

Oregon’s structured sanctions were enacted into law in 1993 to give probation/parole officers (PO) the authority to apply immediate consequences to offenders on probation when they violated conditions of supervision. This system allows a PO to hold an offender accountable for behavior in a consistent manner through imposition of a swift sanction commensurate with that behavior, reducing the number of violations that require revocation by making sure all appropriate intermediate community alternatives are used before revocation.
Mental Health Housing Changes: The department continues to look at how to best manage and house special inmate populations. The number of mentally ill offenders has steadily increased. In 2001, the Department housed 1,362 mentally ill offenders, in 2005 that number rose to 4,686 and in 2009 DOC had 5,922 offenders with mental health needs. In response to this need, the Department anticipated the Junction City prison would be designed to house not only geriatric and infirmed populations, but also increase the capacity to meet the needs of the growing population of high need mentally ill inmates.

Mental Health Housing Changes: In this current fiscal environment, the department has developed an alternative to housing a segment of the mental health population. Although Junction City will be a future need; immediately the Department has rededicated the current IMU building at OSP to meet the needs of a portion of the high-need mentally ill population.