

Hennepin County

Department of Community Corrections and Rehabilitation

Community Corrections Act

2023 Interim Plan

January 2023



Contents

- Introduction from Catherine Johnson, Department Director1
- Community Corrections Act3
- Program and Budget Updates4
 - Organizational Chart.....4
 - Budget and Full-Time Equivalents5
 - 2023 Salary Roster5
- Updates or Changes in Services and/or Programming.....6
 - Development of a client mentorship program in collaboration with the Community Corrections Coalition ...6
 - Improving family visitation and parent/caregiver support at the ACF.....7
 - Implemented new medium risk supervision model.....7
 - New investments in community-based services for youth, families, and kinship networks7
 - Reimagining youth residential treatment8
 - Developed and launched the Equity Strategy Team8
 - Expanding housing options for Level 3 clients with disabilities8
 - Continued elimination of client fees8
 - Evaluated the Productive Day Construction Pathway program.....9
- Annual Progress Report on Strategic Planning.....9
 - Progress on outcome measures9
 - Three-year recidivism rates 10
 - Percent of monthly parole population with a parole violation..... 10
 - Changes made to the strategic plan..... 11
 - Issues or concerns DOCCR is experiencing 14
 - Staff turnover 14
 - Increase in gun violence 14
- Signature Page..... 15

Introduction from Catherine Johnson, Department Director



We respectfully submit this report as our interim 2023 Community Corrections Act plan. As a department, we remain committed to our mission of enhancing community safety, promoting community restoration, and reducing client risk of re-offense. The work to achieve this, as outlined in the 2022-2023 comprehensive plan, remains. However, we also continue to be committed to reviewing our current practices with open minds and to be creative and innovative in order to better serve our clients, the community, our public safety partners, and our employees while remaining fiscally responsible to constituents and focusing on strategies to reduce system disparities. As such, you will see in this interim plan that we have recently finalized our department's 2022-2026 strategic plan, which articulates the strategic priorities and strategies that we plan to pursue over the next four years in support of our department's mission. In addition, you will see a description of recently completed and ongoing changes to our departmental structure and programming, as well as continued progress on important initiatives to

improve our approach and the impact of our work. Finally, we discuss two challenges facing our department: the increase of violence, particularly gun violence, in our community, and staffing shortages and concerns.

I appreciate our partnership with the Minnesota Department of Corrections and invite you to reach out with any questions you may have.

Community Corrections Act

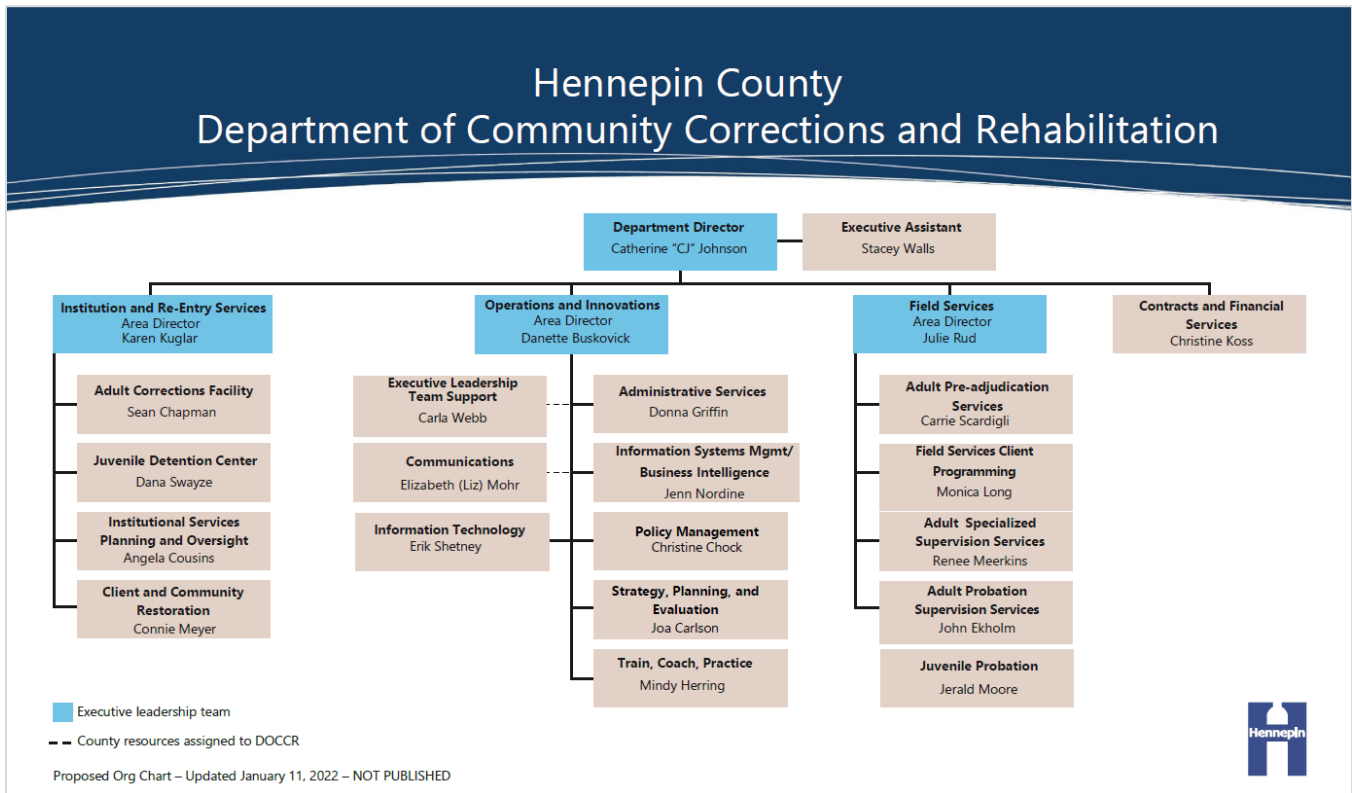
Hennepin County has participated in the Minnesota Community Corrections Act (CCA) since 1978. In return for providing all correctional services in the county, except for long-term prison incarceration, the state provides the county with a subsidy to assist with the provision of the services outlined in the act.

As a part of the Department of Community Corrections and Rehabilitation's (DOCCR) responsibilities to the Minnesota Community Corrections Act, DOCCR publishes a comprehensive plan, alternating long and short form every other year.¹ This plan details how DOCCR is providing the eligible services as outlined in the act. There is a multi-stage approval process for the plan. This plan is approved by two corrections advisory boards: the Criminal Justice Coordinating Committee and DOCCR's Community Corrections Coalition, which was newly added to the process this year. Once the advisory boards have approved the plan, the draft is then presented to and approved by the Hennepin County Board of Commissioners. Every other year, the County Board also takes action to accept the CCA subsidy in the form of a two-year grant with the Department of Corrections (DOC). Finally, once we have authorization from the County Board, the report is submitted to the DOC for review. This year a short-form interim plan is required, and no action is needed regarding the two-year grant.

¹ <https://www.hennepin.us/-/media/hennepinus/residents/public-safety/documents/cca-2022-2023-comprehensive-plan.pdf>

Program and Budget Updates

Organizational Chart



DOCCR has experienced a handful of leadership changes since the last Comprehensive Plan was submitted, as outlined below.

A new Division Manager for the Juvenile Detention Center was hired in September 2022. Dana Swayze has an extensive history of direct practice and research related to the juvenile justice system. She has worked both as a juvenile corrections officer and a juvenile probation officer. She served as the state’s Juvenile Justice Analyst for the Department of Public Safety, provided data and research support for Minnesota’s Juvenile Justice Advisory Committee (JJAC) and, prior to coming to Hennepin County, was the Research and Business Practices Senior Manager for the Fourth Judicial District in Minnesota.

Hennepin County Communications hired Elizabeth Mohr as the Principal Information Officer assigned to DOCCR in December 2022. Ms. Mohr comes to us with strong communications experience from the Anoka County Attorney’s Office.

The department’s expanded Policy Management Unit was made permanent in the 2023 budget. The team of five, led by Christine Chock, is responsible for developing and reviewing departmental policy and associated procedures. The team also supports the development and review of policies for the lines of business.

Carrie Scardigli was hired as the new Adult Pre-Adjudication Services (APAS) Division Manager in January 2023. Ms. Scardigli has extensive experience working in the justice system, including her most recent position as the Executive Coordinator of the Criminal Justice Coordinating Committee (CJCC) for Hennepin County.

The Field Services Client Programming (FSCP) division was created in 2022 and is led by Monica Long, who was formerly the Division Manager of the Youth Residential Treatment Center (County Home School). The purpose

of the FSCP division’s work is to bring continuity of services for clients and their families across Field Services and to build collaborations and partnerships with other departments within Hennepin County to continue to build wellness in our clients, families, support systems, and the community. The FSCP division supports and serves as a central point for connection with Hennepin County Human Services and Public Health.

Christine Koss was hired as the Finance Manager in the Contracts and Financial Unit in April 2022. She brings a wealth of knowledge from her previous role in Hennepin County’s Office of Budget and Finance as the Financial Analyst and Planning Analytics Administrator.

Budget and Full-Time Equivalents

	Budget		FTEs	
	2022 Adjusted	2023 Adopted	2022 Adjusted	2023 Adopted
Administration & Support				
Corrections Administration	1,233,105	1,286,361	7.0	7.0
Information Technology Systems	1,629,072	1,818,980	-	-
Operations & Innovation Services	8,486,019	9,559,324	62.0	68.0
Administration & Support Sub-Total	\$ 11,348,196	\$ 12,664,665	69.0	75.0
Field Services	56,634,653	58,515,596	437.3	442.0
Institutional Services	53,259,077	54,301,697	445.9	377.4
DOCCR Total	\$ 121,241,926	\$ 125,481,958	952.2	894.4

2023 Salary Roster

Job Class	2023 Budgeted FTEs	Annual Average Salary
Accountant	1.0	62,846
Administrative Assistant	13.0	69,580
Administrative Assistant, Intermediate	11.0	76,291
Administrative Assistant, Principal	16.0	113,879
Administrative Assistant, Senior	28.0	92,583
Administrative Manager	2.0	118,938
Administrative Manager, Senior	1.0	131,158
Adult Education Instructor	2.9	66,606
APEX Transaction Specialist	3.0	63,006
Case Management Assistant	32.0	52,883
Contract Services Analyst, Senior	1.0	100,325
Correctional Officer	100.5	70,904
Correctional Officer, Juvenile	72.3	71,512
Correctional Officer, Senior	19.0	73,646
Corrections Area Director	3.0	165,553
Corrections Division Manager	9.0	147,911
Corrections Institutional Supervisor	9.0	110,819
Corrections Program Manager	17.0	121,679
Corrections Supervisor	28.0	84,685
Corrections Unit Supervisor	44.0	102,467
Department Administrator, Senior	1.0	141,304

Job Class	2023 Budgeted FTEs	Annual Average Salary
Department Director	1.0	192,957
Driver	2.2	47,652
Facilities Maintenance Ops Mech	2.0	54,000
Food and Laundry Programs Manager	1.0	67,863
Food Service Supervisor	1.0	58,050
Food Service Worker	2.6	41,725
Food Service Worker, Senior	2.0	44,328
IT Engineer, Senior	1.0	135,290
Lab Assistant	7.0	47,566
Laundry Services Operator	3.0	46,969
Legal Services Specialist	4.0	87,313
Medical Lab Technician	2.0	55,755
Office Specialist, III	40.4	50,701
Office Specialist, Principal	11.5	56,117
Planning Analyst	4.0	67,439
Planning Analyst, Principal	13.0	95,696
Planning Analyst, Senior	4.0	85,015
Probation/Parole Officer	64.0	63,684
Probation/Parole Officer, Career	221.0	96,475
Probation/Parole Officer, Senior	43.0	71,815
Public Safety Records Clerk	12.0	53,566
Sentencing to Service Carpenter	4.0	94,256
Sentencing to Service Crew Leader	29.0	54,980
Social Worker, Senior	3.0	75,044
Social Worker, Senior Psych	1.0	92,801
Stock Clerk, Principal	1.0	56,236
Support Services Supervisor, Principal	1.0	69,771

Updates or Changes in Services and/or Programming

Since the comprehensive plan was submitted, DOCCR has updated or changed services and/or programming in a number of ways. Noteworthy changes are highlighted below.

Development of a client mentorship program in collaboration with the Community Corrections Coalition DOCCR's Community Corrections Coalition (CCC) was established in 2020 to advise and influence DOCCR policies and practices, particularly as they relate to racial disparities and service gaps, as well as to support the building of relationships between community members and the department. One of the recent collaborative efforts undertaken by the CCC and DOCCR is the development of a new mentoring program for clients. In late 2022, a project team was formed to design a model for a mentoring program that will provide voluntary opportunities for justice-involved adults to enter positive relationships that will reduce risk factors and enhance protective factors. The CCC is acting as the project sponsor for this effort.

The project team is reviewing research about effective practices in adult mentoring programs and incorporating their own expertise to provide guidance and recommendations for a program model, including mentor recruitment, screening, training, matching, and support as well as program planning, management, leadership, oversight, and evaluation. The team expects to finalize the model and pilot the program in 2023.

Improving family visitation and parent/caregiver support at the ACF

More than 70 percent of residents at the Adult Corrections Facility (ACF) identify as parents of minors, but a lack of resources has limited the availability of parental services at the facility. Male residents have never been allowed in-person child visitations due to a lack of space and resources.

To help improve parent-child relationships and help parents stay connected with their children while incarcerated, DOCCR applied for and was awarded a Family Visitation Grant from The U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Assistance. The ACF is one of just one of five organizations to be awarded this grant. The grant provides \$350,000 through 2024 for the ACF to do the following:

- Hire a consultant to help develop a parenting curriculum for to support resident parenting skills
- Develop a parent education and case management program for residents.
- Implement an environmental survey of the ACF to help inform improvements to family visitation and to make them more conducive for child visitations.
- Hire a Family Engagement Coordinator to help facilitate in-person visits between residents and their children.
- Train ACF staff on how to support a family-friendly environment for child visitors.

DOCCR is receiving technical assistance from the funding agency; and a steering committee comprised of DOCCR management, community partners, and Hennepin County Human Services staff has been created to help guide the work under this grant.

DOCCR is in currently in the process of hiring a Family Engagement Coordinator for the ACF, who will help develop and coordinate much of the programming and activities connected to this grant funding.

Implemented new medium risk supervision model

In 2022 DOCCR implemented a new supervision model for clients assessed as medium risk at the start of supervision. The previous supervision model for these clients incorporated group reporting and had a caseload ratio of 1:150. The new medium risk model has a reduced 1:80 caseload ratio, incorporates updated contact standards, and integrates dosage probation principles. This updated model enables probation officers to better devote their time and energy on assessing client need at the start of supervision in order to develop an intervention plan tailored to the client behaviors that are most in need of change. Research has shown that receiving too little intervention does a disservice to the client, and too much intervention is ineffective or potentially even harmful. As a part of this new medium risk model, clients are given the opportunity to earn early discharge from supervision after meeting key success markers, including meeting the 100-hour intervention dosage target, completing all of their conditions, and demonstrating desistance from crime.² Clients who do not fit these criteria remain on supervision until the expiration date.

New investments in community-based services for youth, families, and kinship networks

DOCCR has established a strategic plan to invest \$3 million in new funding for expanded community-based services for youth and their families. The focus of these services will be on mitigating violence and expanding and utilizing intensive community-based alternatives to out-of-home placement. Services will be culturally responsive, trauma-informed, and aim to reach underserved populations. Services will be available pre-trial, post-sentence, and, in some cases, will continue to be offered after the supervision period ends. Many

² Desistance from crime is the process by which those who previously participated in criminal behavior move toward stopping the behavior.

contracts have been written to ensure services are available not only to youth but also to youth's kinship networks and families.

Reimagining youth residential treatment

DOCCR is committed to utilizing preventative services, diversion programs, and a continuum of community-based services to support youth well-being and keep youth in their homes, with their families, and in their community. These critical investments limit the need for residential treatment but have not yet eliminated it.

While DOCCR has decreased the use of residential treatment by 70% between 2014 and 2020, the average population from 2019-2021 was 53 youth in a residential treatment. Currently, there are no residential treatment options in Hennepin County, and there has never been an option in the neighborhoods where most justice-involved youth reside. That means, on any given day, we have approximately 53 youth receiving 24-hour care away from their family, support system, and community, and they stay away for an average of 193 days.

In the spring of 2022, a coalition made up of Hennepin County staff, youth, and community members was convened to reimagine what youth residential treatment could look like over the next five years. The group developed the following vision: All youth have access to opportunities promoting their well-being and safety and that of their families and communities.

We are in the final stages of creating a proposal that translates the group's vision and service framework into recommendations for how to go about building a county-funded community-operated treatment model that most effectively serves Hennepin youth and families. If approved, the next phases of this project will be focused on design and development.

Developed and launched the Equity Strategy Team

In 2021 the department engaged with a consultant, Culture Brokers, to help strategize how to build our institutional capacity to promote equity through our language, values, policies, and practices, and, ultimately, to help to embed a racial equity lens within our day-to-day work. Through our collaboration with Culture Brokers, we analyzed the department's equity behavior through results from a staff resource survey, which found that equity tools and resources are not always well-communicated or accessible to staff. Our partnership with Culture Brokers culminated in the summer of 2022 with the creation of an equity strategy plan and the formation of a staff-led Equity Strategy Team. This team will help identify a few meaningful, high-impact organizational and individual behaviors that demonstrate the county's overall diversity and inclusion values and will focus on the department's ability to provide the tools, resources, direction, support, and guidance needed for making decisions that increase racial equity.

Expanding housing options for Level 3 clients with disabilities

DOCCR has continued to work with Hennepin County Human Services and Housing and Economic Development to expand housing options for underserved populations. In December 2022, Housing and Economic Development began drafting a request for proposals (RFP) in collaboration with DOCCR to expand housing options for Level 3 clients with disabilities. This population includes clients who are being supervised while on probation and parole who have encountered housing as the barrier to their success. This housing option could accommodate up to 50 clients at any given time. The RFP will be public in January 2023. The timeline for when this housing option will be available to clients is still to be determined.

Continued elimination of client fees

DOCCR is continuing to make progress on its commitment to reduce and eliminate client fees. In 2023 the Sex Offender Personal Monitoring Fee will be newly added to the list of fees that have been eliminated, which, since 2018, totals \$2.27 million in budgeted revenue. Removing fee collection from a probation officer's duties allows

them to focus on changing client behavior to support community safety and stability. Removing fees from a client's debt allows them to redirect what is often limited income to the things that promote stability like rent, transportation, and food.

Evaluated the Productive Day Construction Pathway program

The Community Productive Day program is offered through DOCCR's Client and Community Restoration division and is designed to provide clients under supervision the skills and training needed to secure meaningful employment and a livable wage that supports them, their families, and their communities. The program helps motivate participants to develop basic life and work skills through training and education, eliminating barriers that could negatively impact job retention, and therefore creating opportunities and more successful integration into the community. Program staff have partnered with members of the business and labor community to create additional productive enterprises. One of those pathways that has been in place since 2017 is the Construction Pathway.

In late 2021 and early 2022, DOCCR implemented an evaluation of the program. A research analyst in DOCCR analyzed program data as well as responses to interviews, listening sessions, and surveys. The full report, published in July 2022³, describes in more detail the evaluation methods and findings, but some of the key benefits and outcomes from the program, as described in the executive summary⁴ of the report, are listed below:

- The program trained participants in construction skills, which enabled graduates of the program to be competitive in the job market and obtain employment in the construction industry. Of the 31 participants who completed the program, all obtained a job after program completion. Of all jobs obtained by participants who completed the program, 81% (25 of 31) were in construction.
- The program's effectiveness at preventing re-offenses results in savings for taxpayers by keeping people out of prison and increasing public safety. Participants who completed the program had a one-year recidivism rate of 13 percent.
- Recruitment is focused on women and BIPOC individuals to add diversity to the construction industry and the union. Based on the high proportion of Black program graduates and post-program employment, the program appears to be meeting this goal.

Annual Progress Report on Strategic Planning

Progress on outcome measures

DOCCR continues to be a county leader in the use of data analytics. Our innovative team of analysts and IT professionals created and maintain a data warehouse that uses data visualization software to convert case management data into accessible, usable, up-to-date, and dynamic information. Internally, we use these tools to monitor a variety of operational measures, such as caseload capacity, trends in violations, and out-of-home placement. We also continue to maintain a public data portal⁵ to provide relevant information to the community.

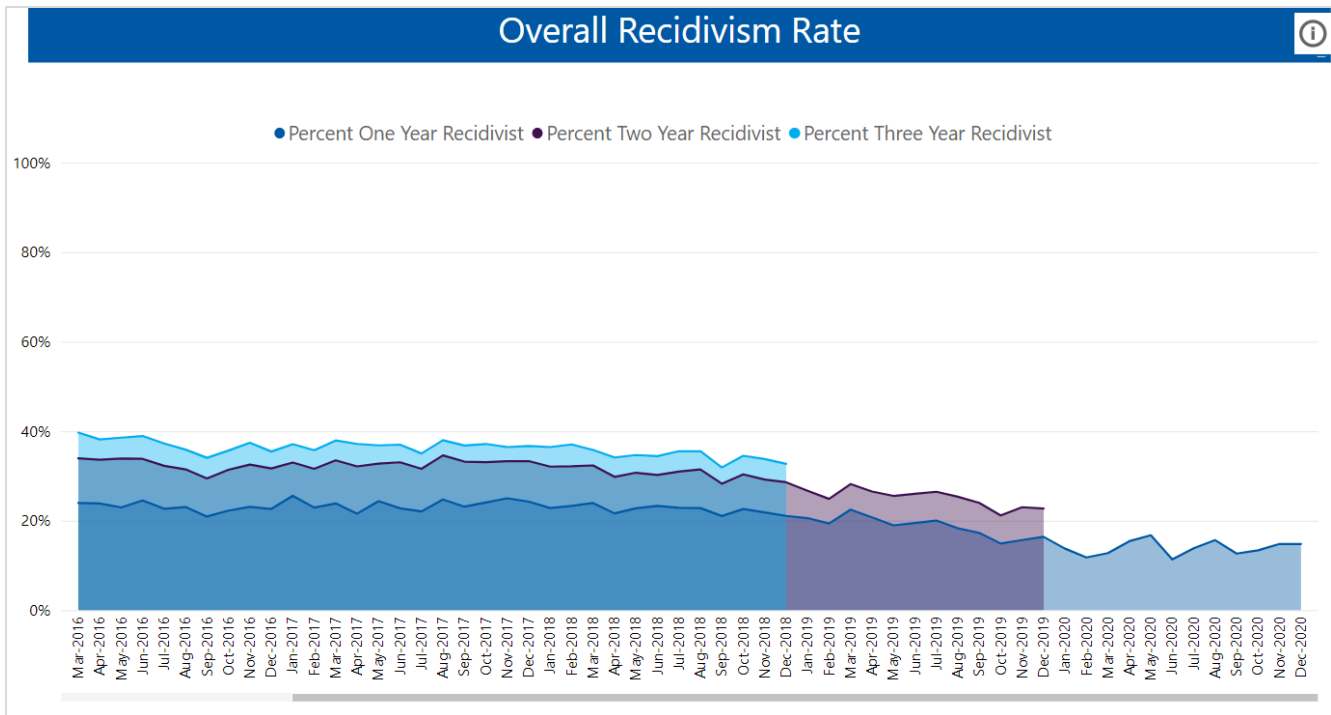
³ <https://www.hennepin.us/-/media/hennepinus/your-government/research-data/doccr-reports/full-report-community-productive-day-construction-pathway-program-evaluation.pdf>

⁴ <https://www.hennepin.us/-/media/hennepinus/your-government/research-data/doccr-reports/executive-summary-community-productive-day-construction-pathway-program-evaluation.pdf>

⁵ <https://www.hennepin.us/residents/public-safety/dashboard>

Three-year recidivism rates

As a data-driven organization, the department consistently monitors key outcome measures. As a correctional agency, recidivism is the most often-cited outcome indicator. DOCCR defines recidivism as a conviction of a misdemeanor or higher offense within three years of the start of supervision. A look at the department's recidivism rates shows a steady decline over time. The three-year recidivism rate peaked at around 40 percent in 2015 and 2016 but has decreased to 33 percent since then. A closer examination of when that recidivism event typically occurs for DOCCR adult clients shows that the median length of time to the event is between 8.5 and 9 months.



While overall recidivism has gone down in the department, it is worth noting that the Fourth Judicial District saw a sharp decline in misdemeanor/gross misdemeanor filings during the pandemic, while the number of felony case filings remained about the same throughout. This change has resulted in a higher proportion of felony cases in comparison to pre-pandemic levels.⁶

In addition to looking at recidivism, the department is currently discussing ways to understand and report on desistance as an outcome measure.

Percent of monthly parole population with a parole violation

DOCCR works to balance the requirements of the court and public safety with meeting the treatment needs of individual clients. DOCCR reports substantial parole violations to the court and the Department of Corrections, such as when confinement is needed due to the presence of danger, injury, or violence to self or others. In 2022, on average, about 2 percent of DOCCR adult supervised release (parole) clients had a violation in any given month, which is consistent with 2021 rates.

⁶ <https://www.hennepinattorney.org/about/dashboard/data-dashboard>, December 16, 2022.

Percent of parole clients with a parole violation that required a hearing



Average number of clients with a parole violation per month

41

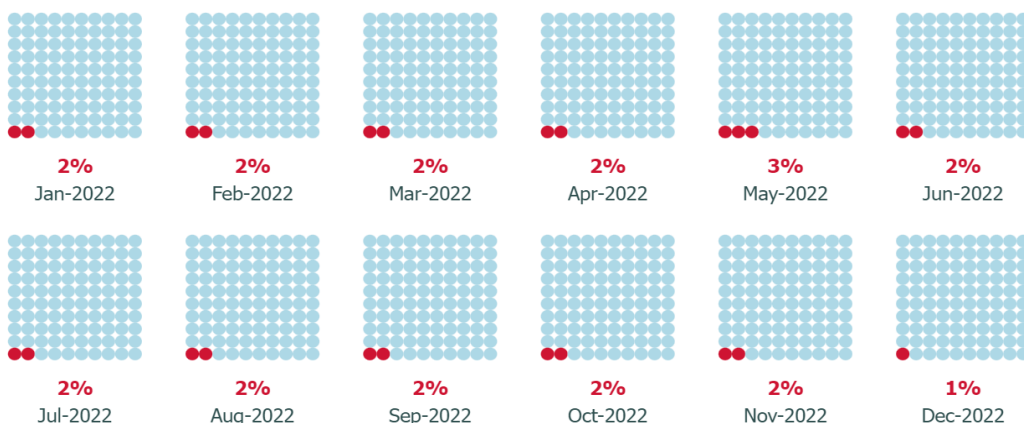
Average number of clients on parole per month

2,031

Percent of parole population with a violation

2.04%

Percent of Monthly Parole Population with a Parole Violation



Changes made to the strategic plan

The strategic plan cited in the 2022-2023 Comprehensive Plan had been in place since 2019. Many of the strategies have since been embedded into everyday operations in the department. In addition, the landscape in which our department operates has shifted significantly within the last couple of years. In light of these factors, DOCCR engaged in a new strategic planning process in 2022, resulting in the creation of a new strategic plan to guide our work through 2026.

Although the strategic priorities have been revisited and updated, our mission and vision remain the same, and the department's priorities continue to be centered on racial equity and disparity reduction. This focus serves as the foundation for our work and helps us to ensure we are prioritizing work that will have the greatest impact for our community and clients.

Our strategic plan defines the department's priorities and direction for the next four years and outlines what we plan to achieve, how it will be achieved, and how it will be measured. The following three strategic priorities were identified through this process:

- Reduce racial disparities in client outcomes by increasing successful completion of supervision and re-entry to community.
- Reduce the impact of violence in our communities through culturally competent, trauma-informed service delivery and the use of fair and effective accountability practices.
- Reduce disparities in our workforce by insisting on equitable opportunities for staff to grow and develop in a healthy work environment free from bias and discrimination.

Once the strategic priorities were identified, meetings were held with representatives from every division in DOCCR to identify current and planned strategies, which are actions that will have a reasonable chance of achieving our strategic priorities.

Based on the wealth of information collected, an implementation plan is being created to monitor and share progress. The implementation plan defines the specific activities, measures, responsibilities, and timeframes for work contributing to the advancement of strategic priorities.

DOCCR senior leadership approved the final strategies and implementation plan in late 2022, and implementation has begun in early 2023. The department has also identified strategic outcome indicators that we hope to measure, which will be disaggregated by race, gender, program, and offense type. However, we are still in the process of ensuring that we have the infrastructure needed to effectively and efficiently track these strategic indicators, which are listed below:

- Increased desistance from crime
- Decreased recidivism
- Increased completion of supervision
- Increased completion of interventions
- Increased staff retention rate
- Increased representation among staff of the community served

The following page features the one-page summary of our 2022-2026 strategic plan.

MISSION

To enhance community safety, promote community restoration and reduce the risk of re-offense.

VISION

We are an equity-focused, client-centered, employee-driven department.

COMMITMENT

We are committed to reducing racial disparities and leading the improvement of client and community outcomes while attending to the wellbeing of ourselves and others through collaboration and innovation.

STRATEGIC PRIORITIES

Reduce racial disparities in client outcomes by increasing successful completion of supervision and re-entry to community.

Reduce the impact of violence in our communities through culturally competent, trauma informed service delivery and the use of fair and effective accountability practices.

Reduce disparities in our workforce by insisting on equitable opportunities for staff to grow and develop in a healthy work environment free from bias and discrimination.

STRATEGIES

- › Expand client programming and utilization to support successful behavior change.
- › Implement evidence-based practices that improve client and community outcomes.
- › Promote healthy, supportive relationships.
- › Expand and promote client education and employment opportunities.
- › Improve individualized case management practices.

- › Strengthen community partnerships to interrupt cycles of violence.
- › Strengthen system collaboration to address violence through effective accountability practices.
- › Maximize Cognitive Behavioral Intervention capacity.
- › Reimagine youth detention and residential treatment programming and service delivery.

- › Provide tools, resources, support, and guidance to remove biased thoughts and behaviors in everyday work.
- › Develop and implement standardized recruitment, hiring, promotion, and retention processes that promote equity and eliminate bias.
- › Ensure equitable access to training and professional development opportunities that promote long-term success and professional career development.

OUTCOME INDICATORS

Increased Desistance | Decreased Recidivism | Increased Completion of Supervision | Increased Completion of Interventions | Increased Staff Retention Rate | Increased Representation Among Staff of the Community Served

**Indicators will be disaggregated by race, gender, program, offense type.*

Issues or concerns DOCCR is experiencing

Two key issues that DOCCR is currently facing are staff turnover and an increase in gun violence in our communities.

Staff turnover

Like many other departments across the county, in the last two years, DOCCR has incurred its highest staff turnover rate in the last decade. As a result, Field supervisors shifted their focus from innovation to recruitment, hiring, and onboarding and away from core functions of implementation of evidence-based practices. To mitigate this impact, we will be restructuring the Adult Probation and Adult Specialized Supervision Services divisions to decrease the span of control for managers and supervisors. The new positions make span of control in these divisions similar to the five other operating divisions. In addition, inadequate coverage for vacation and unscheduled absences has led to increased utilization of overtime, staff burnout, and low morale. In order to reduce high turnover within specific job classes, DOCCR partnered with Human Resources to implement an equitable true-up for existing staff, which makes their compensation equivalent to new hires. Finally, we have partnered with our Communications Department to deploy a recruitment plan for high turnover positions.

Increase in gun violence

Society's response to the pandemic resulted in social isolation and the dysregulation of the social safety net, which is directly correlated with the increase in violence in communities across the nation. The impacts of these societal changes in DOCCR have been particularly noticeable in the form of gun violence and the resulting trauma in our communities. The number of Hennepin County criminal cases in which a gun was possessed or used increased by more than 60 percent from 2019 to 2022⁷. In 2020 and 2021, the number of homicides due directly to firearms totaled 147 in Hennepin County.⁸ In addition to resulting in injuries and deaths, gun violence in neighborhoods inhibits economic growth and prosperity, creates housing insecurity, and limits the use of public spaces. In 2022 Hennepin County tapped federal pandemic relief dollars to fund \$10 million in gun violence prevention initiatives. DOCCR is collaborating on these initiatives. The department also continues to invest resources in Group Violence Intervention, a collaboration with the City of Minneapolis, justice system partners, and community partners to provide services to clients to help them remain safe, alive and free. We are currently working with the City of Minneapolis to create a youth version that provides developmentally-appropriate deterrence and support to youth who have directly or vicariously experienced violence related to group dynamics and/or who face risk factors that may increase their likelihood of being involved with group violence. DOCCR has also focused on addressing gun violence with the creation of a new department-wide Community Intelligence Agent who carries a small caseload of clients objectively identified as most likely to shoot or be shot in Minneapolis. The agent serves as hub to a network of law enforcement intel groups and DOCCR intel liaisons to improve the flow of information on violent crimes in an effort to mitigate the violence. The agent's role requires that they be embedded in communities, engaged with neighbors, and working with any DOCCR-involved person they come across during street outreach work. We recently replicated that role with a second Community Intelligence Agent in Adult Probation, who can focus on that division and serve as a back-up to the department-wide agent. Each of the other supervision divisions in DOCCR is working to build out a network of staff with intel responsibilities as well.

⁷ <https://www.hennepinattorney.org/about/dashboard/data-dashboard>, December 16, 2022.

⁸ <https://www.startribune.com/hennepin-county-commits-10-million-to-growing-violence-prevention-plan/600149525/>

Signature Page

This document constitutes the Hennepin County Department of Community Corrections and Rehabilitation's CCA interim plan for 2023. This plan was presented to the Criminal Justice Coordinating Committee (CJCC) on January 26, 2023 and to the DOCCR Community Corrections Coalition (CCC) on January 31, 2023. The CJCC made a recommendation to present the plan to the Hennepin County Board of Commissioners, and the plan was then communicated to the Board in February 2023.

A handwritten signature in black ink, appearing to read "Catherine Johnson". The signature is fluid and cursive, with a large initial "C" and "J".

Catherine Johnson, Director
Hennepin County Department of Community Corrections and Rehabilitation