



Department of Health and Human Services Division of Child & Family Services
Juvenile Justice Services

Caliente Youth Center
Staffing Plan Annual Review

October 2023

PREA standard§ 115.313 requires facilities to have a plan in place that provides for adequate levels of staffing and video monitoring in order to protect youth against sexual abuse and sexual harassment. The staffing plan must be reassessed every year. This document details the annual review of the Caliente Youth Center's staffing plan in accordance with the PREA standard.

This annual review will assess, determine and document whether adjustments are needed to the current staffing plan, including:

1. The staffing plan established pursuant to paragraph (a) of this section
2. Prevailing staffing patterns
3. The facility's deployment of video monitoring systems and other monitoring technologies
4. The resources the facility has available to commit to ensure adherence to the staffing plan

The Staffing Plan

The Caliente Youth Centers is currently budgeted for 64 youth beds.

At the time of this staffing plan, the current population of the Caliente Youth Center is 43 youth, including 29 male youth and 14 female youth. To best meet the necessary ratios of the Prison Rape Elimination Act, as well as allow C.O. Bastian High School to educate youth in appropriately sized groups that result in the best educational progress and learning, the facility is operating 3 cottages, including 2 male cottages (Beowawe and Jarbidge) and 1 female cottage (Aurora).

Prevailing Staffing Patterns

The Caliente Youth Center continues to maintain a staff-to-youth ratio of 1:8 during waking hours and 1:16 during sleeping hours, whenever possible. The male units currently house a maximum of 32 youth, 16 per a cottage. The female unit has a maximum capacity of 16 youth. Prison Rape Elimination Act ratios are met by having 2 staff members present on each unit during waking hours and 1 staff member present on each unit during sleeping hours. A rover and a shift supervisor are present on grounds during sleeping hours and visit the cottages every hour.

Current staffing in the Group Supervisory classification at the Caliente Youth Center is as follows: 26 male staff members (21 Group Supervisors, 4 Assistant Head Group Supervisor, and 1 Head Group Supervisor) and 11 female staff members (11 Group Supervisors). To achieve the stated ratios, Beowawe Cottage and Jarbidge Cottage are each staffed with 8-person teams while Aurora is staffed with a 9-person team. The relief pool of staff is filled with 2 staff of group supervisors covering the graveyard operations of shift supervision and roving. 5 staff members are currently on extended leave: military service, family medical leave act, or other. If necessary, open shifts are covered utilizing overtime or shift supervisors for direct care positions.

Deviations from the staffing plan are documented within the electronic case management system.

Video Monitoring System Update

The Caliente Youth Center contains an extensive video monitoring system of stationary and moveable cameras that cover all housing units, buildings, and most outside areas. The facility has over 191 installed cameras. In June of 2023, a contractor was hired and worked on the video monitoring system. At the time of the writing of this staffing plan, only 54.45% of the video monitoring system is operational. 87 of the 191 installed cameras are currently ineffectual despite the recent payment for extensive work to completed on the system. This results in many areas of the facility being inadequately covered by video monitoring to keep youth protected from sexual abuse and sexual harassment (according to PREA Standards 115.113 (A)(5) and 115.313 (D)(3)).

The Caliente Youth Center does have approximately 20 operational Halo body worn cameras from Wolf Comm to be utilized by all Group Supervisory staff members during their shift. These cameras are used to record use of force events, including physical and mechanical. Body worn camera footage has been used in the past for PREA investigations.

Facility_ Resources

Staff members received annual refresher training in 2023 on the Prison Rape Elimination Act, the facility's coordinated response to a PREA incident/allegation, and LGBTQ training. These curriculums are refreshed annually and have been implemented into the facility training academy for new staff members.

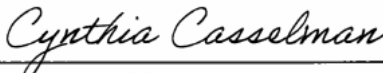
This staffing plan was reviewed annually by facility administrators, including the Superintendent, Head Group Supervisor and PREA Coordinator.



Justin Barrow, PREA Compliance Manager 10/17/23
Date



Bruce Burgess, Superintendent 10-17-23
Date



Cynthia Casselman, PREA Coordinator 10/17/23
Date