

Nebraska Board of Parole
Business Meeting Minutes
Nebraska Department of Correctional Services Central Office
Folsom & West Prospector Place, Bldg. 1
Lincoln, NE 68509

August 13, 2019
2:30pm

The business meeting convened at 2:30 p.m. on August 13, 2019. The following persons were present: Rosalyn Cotton, Chair; Layne Gissler, Vice Chair; Teresa Bittinger, Member; Robert Twiss, Member; Julie Micek, Director of Supervision and Services; and Sue Olson, Administrative Assistant II – Recorder.

I. The business meeting was called to order at 2:30 p.m. by Chair Rosalyn Cotton.

II. Roll Call:

Chair Rosalyn Cotton	Present
Vice Chair Layne Gissler	Present
Member Teresa Bittinger	Present
Member Virgil Patlan	Present
Member Bob Twiss	Present

a. Chair Cotton announced the notice of this public meeting was placed on the Board of Parole website on August 6, 2019; and notice of publication was placed in the Lincoln Journal Star on August 5, 2019.

b. Chair Cotton announced the Open Meeting Act information is available in the room.

III. Approval of the Agenda and Approval of the Minutes

A motion was made by Chair Rosalyn Cotton and seconded by Board Member Teresa Bittinger to approve the agenda and the business meeting minutes from July 16, 2019. Motion Carried - Vote: 5 - 0 Voting -

Chair Rosalyn Cotton	Yes
Vice Chair Layne Gissler	Yes
Member Teresa Bittinger	Yes
Member Virgil Patlan	Yes
Member Robert Twiss	Yes

IV. Public Comment Period

The floor was opened for public comments on items listed on the agenda. No public comments were posed.

V. Division of Parole Supervision Updates – Julie Micek

- a. Proposed contract with Dr. Brent Khan: Dr. Khan will be working with the agency where his focus is on staff regarding self care and resiliency. He will come in and provide some pretesting for those who would like to participate and then post testing later on. An attachment was provided. This will fall under a \$50,000.00 contract amount that covers a one year period. It does fall under within the scope of what can be approved and signed by Ms. Micek. Information regarding this process will continue to be shared with the Board as this project moves forward.
- b. Personnel Update: There are currently interviews scheduled and some new hires. The direction to hire from within has been followed and staff have been promoted. There will be a supervisor position following a resignation on 8/31/19 and there will be consideration for that position from within also.

VI. Proposed Amended Rule 11-117 regarding Board Member Leave

A motion was made by Chair Rosalyn Cotton and seconded by Board Member Teresa Bittinger to approve the Proposed Amended Rule 11-117. A question was voiced in regards to having discussion by Member Robert Twiss. Following a short summary of thoughts by Member Robert Twiss the vote resumed and Motion Carried –Vote: 3 – 1 - 1 Voting -

Chair Rosalyn Cotton	Yes
Vice Chair Layne Gissler	Yes
Member Teresa Bittinger	Yes
Member Virgil Patlan	Abstain
Member Robert Twiss	No

VII. Board Member Round Table

Member Virgil Patlan had additional questions regarding Dr. Khan. It was clarified that leadership team is aware of this and it is voluntary.

Additional questions were raised regarding Valley Hope. The Board does want clients to have residential treatment and prefer that it happens while in the institution.

Clients need to be looked at by a case by case basis to see if additional is needed.

Board Member Twiss provided information regarding LR223 and the committee members involved. Handout copy included.

VIII. Announce Next Board Business Meeting:

The next Parole Board Business meeting will be announced.

XI. Adjourn:

Vice Chair Layne Gissler made a motion to adjourn the meeting at 2:54pm and it was seconded by Member Teresa Bittinger. Motion carried 5 - 0 Voting -

Chair Rosalyn Cotton	Yes
Vice Chair Layne Gissler	Yes
Member Teresa Bittinger	Yes
Member Virgil Patlan	Yes
Member Robert Twiss	Yes

Minutes prepared by Reporter / Assistant on 8 - 19 - 2019.

State of Nebraska Board of Parole Proposal
6-30-16
Resiliency Enhancement Project
By

Brent Khan, Ed.D.

Introduction:

The goal of this proposal is to describe a project that focuses on building and enhancing the personal resiliency of the Parole Officers who work for the State of Nebraska Board of Parole. Resiliency is built by teaching employees targeted, best practice stress reduction techniques that they can implement on their own by having each person develop a tailored wellness plan. Dr. Khan will meet with each worker twice per month over twelve months on a scheduled basis about their plan to increase adherence and commitment to the plan.

Note that the proposed approach is different from traditional wellness programs in that this approach has a targeted focus with tools and techniques that have been proven to work best and a longitudinal approach to develop sustainability of the program.

The effectiveness of the intervention will be measured by aggregate changes in both the physiological and psychological domains. Measures will be administered before the intervention, after six months, and at 12 months.

Background:

The role of Parole has evolved over time. This is evident in the training that Parole Officers are now required to have, Cognitive Behavioral Interventions, and Motivational Interviewing. This shift points to the fact officers become more involved in the lives and traumas of the people they are managing:

What we have to do is to intervene, is to get into the lives of individuals under community supervision to find out what makes them tick, what makes them angry, what their issues are, what their hopes and dreams are and try to provide wrap-around programs to support that individual. The mission of being a parole and probation agent has changed dramatically just within the last ten years
<http://media.csosa.gov/podcast/transcripts/2016/06/parole-probation-officer-stress/>

One effect of this is that these officers are experiencing higher stress levels than ever before. Working with complex cases on a daily basis can be exhausting and depleting work. Adding to this is the reality of increased caseload size and high staff turnover rate which makes performing job duties ever harder and more stressful. Typically, little is done to fortify workers for the stresses they will face on a daily basis. EAP services are available, but these providers often have a hard time relating to what Parole Officers face on a regular basis.

Most leaders recognize that stress can have a range of negative impacts on their individual employees. But some fail to realize that if left unchecked, stress can have a trickle-down effect that can taint the entire workplace. On the personal front, job stress is more strongly associated with health complaints than either financial or family problems. A stressful, conflict-rich work environment is also one of the biggest barriers to staff retention and long-term growth. Not only does it lead to lack of job satisfaction, it's proven to hinder productivity, create interpersonal discord and cultivate poor job performance.

HeartMath®Institute (HMI) was founded by Doc Childre in 1991 to help individuals, and organizations incorporate the heart's intelligence into their day-to-day experience of life. HMI researches heart-brain

communication and its relationship to managing stress, increasing coherence and deepening our connection to self and others. HeartMath® programs have demonstrated significant improvements in performance, health care claim costs, employee/staff satisfaction and staff retention <https://www.heartmath.org/research/>.

Project Summary:

The first part of the project is to provide the State of Nebraska Board of Parole leadership with a two hour presentation on resiliency and stress reduction in August/September 2016. This is being done so upper management are aware of the details and can provide support to the project and answer questions from staff. This will be followed by the intensive work with a group of ~70 Parole Officers over a twelve month period.

The goal of this project is to build resiliency among the Parole Officers of the State of Nebraska Board of Parole by providing them with resiliency building techniques and working with them in a brief, but intensive manner.

Project Goals and Timeline:

The project will start in August/September 2016 and will run for 12 months.

The outcome of this program is for each person to have an array of resiliency building strategies that they can utilize as well as developing an individualized resiliency plan that has details about what they commit to do. Dr. Khan will meet with each person every two weeks over the course of the next twelve months. Each person will be asked to complete measures at the beginning, at the end of the six months, and then at the end of twelve months.

After completion of the pilot program, Dr. Khan will present the findings which have been tabulated in aggregate de-identified form to the Parole Administrator to evaluate the efficacy of the program and the next steps.

Measurable Outcomes:

Increased worker resiliency will be operationalized and measured by the Personal and Organizational Quality Assessment-Revised (POQA-R). This measure will be given at the first meeting after 6 months and at the end of the 12 month project.

Budget:

The following is the expected budget for this project.

- | | |
|--|-------------|
| 1. Dr. Khan's time and travel expenses - | \$32,000.00 |
| HeartMath technology and equipment - | \$14,000.00 |
| Measurement tool: Personal and Organizational Quality Assessment-Revised | \$ 2,000.00 |

Total - \$48,000.00

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LR223

Janice Satra <jsatra@leg.ne.gov>

Wed 7/10/2019 2:23 PM

To: bobtwiss433@hotmail.com <bobtwiss433@hotmail.com>

LR223 – An interim study to appoint special committee to carry out a comprehensive study of incarceration and mental health services in Nebraska.

Members from each of the following committees:

Judiciary

Senator Lathrop
Senator Pansing Brooks

Appropriations

Senator Bolz
Senator Wishart

Health and Human Services

Senator Howard
Senator Cavanaugh