

Deputy Director Beasley Message
October 9, 2020

Hello everyone! I want to thank the Director for affording me the opportunity to share information regarding how we are moving forward in our COVID mitigation efforts as well as some of our most recent Executive Staff decisions and accomplishments. First, we have been actively planning for the potential of a second wave of COVID this fall that could be complicated by seasonal influenza. As an Agency we are better prepared for disease mitigation now, than ever before. The extensive testing, quarantine, and isolation procedures that were developed for the first wave of COVID, will continue to be modified for consistency with new evidence and CDC updates. In June, we established proactive steps to lower population levels at our minimum and low security level facilities. These facilities typically have dormitory or open bay housing and thus are the highest risk of COVID transmission and pose more challenges with social distancing. Based on their medical classification, Care Level 1 and 2 facilities were lowered to 75% of their total bed allocation and Care Level 3 and 4 facilities were lowered to 50% of their total bed allocation. The decreasing inmate population provided sufficient capacity to afford us the ability to better implement social distancing and protect the health of inmates and staff. We have a current inventory of nearly 37 million pieces of PPE. We are developing additional distribution hubs, in addition to logistical sites that have already been established throughout the country, for PPE and medical/pharmaceutical supplies. We have initiated COVID Compliance Review Teams (CCRT) to conduct unannounced site visits of all Bureau facilities to check and ensure compliance with the Bureau's COVID guidance, monitor the response following implementation of that guidance, and develop further mitigation strategies for the pandemic. The recommendations and proven procedures for preventing the transmission of COVID-19 that are gathered during these reviews are shared with all facilities on an ongoing basis. We are working closely with the United States Marshals Service to assist local jails with COVID testing, and we have allocated Abbott testing machines to test inmates prior to arrival at a Bureau facility. We are also testing every inmate entering our institutions. Additionally, we are working with the CDC to develop the necessary infrastructure and procedures required to deploy and implement COVID-19 vaccination protocols. The seasonal flu has the potential to complicate the management of the COVID-19 pandemic nationwide, as both viruses present with the same symptoms. All of our facilities have received at least half of their allotted supply of the flu vaccine, and early vaccination is strongly encouraged for staff and inmates. The Abbott machines we are using are approved for COVID-19 and influenza testing. Influenza test kits have been purchased to assist staff in making the correct determination should dual outbreaks occur. Strategies for testing, isolation, and quarantine of inmates who present with influenza-like illness are being developed. We will incorporate new CDC guidance on the treatment of the flu during

the COVID pandemic as it becomes available. Moving forward, we are working to return inmate programming to full capacity. Currently, many facilities are providing programming at 50%. Staff have engaged in innovative measures to allow programming to continue with social distancing. In the event of a COVID resurgence at an institution, the overall goal is to deliver as much programming as possible while prioritizing life and safety. In order to meet statutory obligations, the Bureau and the Marshals Service have collaborated aggressively regarding moving inmates into our facilities. Based upon these discussions, and the testing, quarantine, and isolation protocols implemented, we are now moving an average of 350 inmates per day, about 70% of the pre-pandemic level, with no accompanying increase in COVID cases. Additionally, as you are aware, we are resuming in-person social visits for inmates. Each Warden has the discretion to make the decision regarding whether to allow visiting, or not, and to design a plan that will keep staff, inmates and the public safe. Social Visiting will be fluid; plans may be adjusted as positive cases at the institution – and in the community – rise and fall. But, when there is visiting, all visits will be non-contact and social distancing between inmates and visitors will be enforced. To mitigate further transmission of COVID-19, visitors will be screened prior to the visit, inmates and visitors must wear appropriate face coverings at all times, and hand hygiene will be performed before and after the visit. Now, I want to mention some recent initiatives and Executive Staff decisions that have been made. Earlier this week, our first agency-wide marketing and branding campaign went live! Throughout FY'20 the HRM Division has been spearheading this project to provide consistent messaging that differentiates the Bureau from other employers and improves our recruitment and staffing levels. Video and photo ads are running across social media – Facebook, LinkedIn and Indeed – reaching thousands of potential candidates and providing links to USAJobs so they can “Apply now”. As a result of COVID, the Federal Law Enforcement Training Center in Glynco has been significantly impacted; therefore, the Bureau’s Introduction to Correctional Techniques Phase II course has not been offered. ICT is the cornerstone of all training correctional workers receive during their career with the Bureau. Initially, to address the backlog of staff, the Staff Training Academy has hosted virtual and on-site training at various institutions (JES, WIL, EDG, MNA, ALX) and will continue to do so through the end of the year. In January, training will resume at FLETC and plans are being finalized to also utilize a “secondary” academy. Hosting ICT Phase II at two locations simultaneously will aggressively address the 4300 staff currently waiting to attend this critical training. September was Suicide Prevention Awareness Month and another initiative underway is related to our continued efforts to promote staff well-being and combat the feelings of hopelessness and helplessness. More information will be forthcoming. More importantly, as we move into the Holiday Season, during these unconditional times, please remain aware of others and promote positivity and support of one another. Other recent Executive Staff decisions that have been made include: * establishing a pilot program at FCI Tucson that

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select posts or positions at all Low Security institutions and above. The decision to standardize and enhance SORT and DCT nationwide was also made. As a result, funding permitted, over the course of the next year new equipment will be purchased for all team members. Additional training standards will be established as we strengthen the Bureau's ability to respond to emergencies both within, and outside our institutions. As an agency, we are getting "Back to Basics." We are emphasizing the importance of professionalism within the field of corrections, and in doing so, we must always look and act as a member of the Department of Justice and a federal law enforcement officer. We must also never forget those who have served and sacrificed before us. In May, we postponed our annual Memorial Service for our Fallen Heroes during Correctional Workers Week. Early next month we will be honoring those brave staff who gave their lives in the line of duty with a video tribute featuring institutions from each region. We will also observe a nationwide Moment of Silence. I will close with this last thought. There is no room in Corrections, or in the Bureau, for complacency. Complacency is the opposite of our Core Values. Staff must have the courage to respect differences, lead with integrity, and set the highest standards of correctional excellence. In our environment, complacency can lead to assaults, or worse. I am referring to complacency in doing the most basic aspects of our work – making rounds, reporting safety and policy violations, conducting searches – as well as complacency in mitigating the spread of COVID. We must challenge the status quo, demonstrate uncompromising ethical conduct, and be committed to the highest level of performance. We simply must remain diligent in ALL we do. Together we will continue to make the difference. Thank you.