



Dan Clark - IPI Director

## *PIMS: Coming Soon to a Prison Near You*

IPI has been steadily moving to implement the philosophy and tools of Lean Manufacturing. It's quite a change in the way we have done things – a change in our culture, you might say.

As part of our implementation process, the Plant Managers and other IPI team members have been reading up on the topic and attending internal and external training programs. We have started “islands of lean” at several of our institutions to help offenders and staff learn and experience lean practices in a hands-on environment. We've also had folks from companies such as Rockwell Collins and Pella Corporation assist us.

In our next step, we'll introduce ***PIMS: The Prison Industries Manufacturing System***, which explains IPI's Lean philosophy and our practices in more detail.

***PIMS*** is somewhat analogous to the Toyota Production System, a handbook followed by Toyota employees worldwide. IPI's ***Prison Industries Manufacturing System*** explains things such as organizing the workplace (5S, which you've seen mentioned in previous newsletters), and creating standardized approaches to all aspects of our

work. ***PIMS*** stresses the importance of employee engagement, and the value of visual management tools.

Incidentally, while we refer to ***PIMS*** as a “Manufacturing System”, the tools and philosophy of Lean apply to all of our daily operations, including Customer Service, Finance, and Information Technology.

There's nothing particularly exotic or mystical about Lean Manufacturing, or the ***Prison Industries Manufacturing System***. Mostly it's a recognition that IPI needs to continuously improve, and that this can be done only by employing the complete talents of our staff and offenders. It's common sense, but with an element of discipline that is often missing in manufacturing operations.

This coming January, Steve Forbes, IPI's Training Specialist, and I will meet with each workgroup within IPI. We'll talk more about ***PIMS***, and why IPI has decided to implement Lean Manufacturing principles throughout our organization.

Until then, I wish you and your family a very happy holiday season!

- Dan

Happy holidays!

## Move & Install: Reaching New Heights

Des Moines Move & Install recently started and completed a project of a different scale — painting a 35,000 gallon fuel tank for the Department of Administration Services (DAS). The project was organized and completed by Industries Technicians Jerry Manning and Neil Grundmeyer; the hard work of IPI staff and offenders resulted in a satisfied customer:



“I wanted to let you know how appreciative I am with the recent work the offender program had done on painting the fuel

storage container. As you know, we have been wanting to get this tank painted for a long time; using your

resources to get this project done was the key we need to completing this project! I was impressed with the skill and dedication that your group demonstrated and ensuring the project was done on time and within our assigned budget goals. The tank looks great!

I look forward to working with you and your program in the future.”

- Tim Ryburn, Administrator DAS Facilities Management

While not our typical furniture installation work, it hopefully will lead to other opportunities in helping DAS on projects that need completed.



## ISU Central Stores Visits Mitchellville Facility

On November 10, 2015, Mitchellville IPI had a visit from ISU Central Stores staff Norm Hill, Director of Material/Stores, Tami Wicks, Administrative Specialist, Bill Sprat, Counter Manager, and Jared Hohanshelt, Assistant Manager. Norm brought his team here for a tour of our facility, as some of them had not been to Mitchellville IPI before. Iowa State has been a huge proponent of IPI and believes in our mission.

Norm spoke to all of the offenders and staff at IPI about how they do great work and provide great products to ISU. They also brought with them ISU’s famous Buttermilk Chocolate Brownies to show their appreciation. This was greatly appreciated by IPI offenders and staff. It is not common that a customer will go out of their way to tell you that they appreciate what you do and that you do it well. We value the relationship that IPI and ISU has and hope it will continue for many years to come.



From left to right: Kevin Peterson, Tami Wicks, Jared Hohanshelt, Bill Sprat, Norm Hill and Justin Opfer.

# NEW PRODUCTS

## CHECK OUT THESE NEW PRODUCTS!

The **Jaguar Stool**, priced at \$485, offers high-performance ergonomics and contemporary style in two stool heights:

- 20"-26" seat height for 36" tall tables
- 25"-34" seat height for 42" tall tables



The **Hawthorn Line** of dormitory beds has been expanded to offer a single bed with panel ends instead of rung ends. The new style was designed for the Iowa Law Enforcement Academy and sells for \$440.



Three desktop platforms expand our sit-to-stand solutions, giving customers several options to provide this popular trend to employees at a lower cost than new desks.

The **Quickstand™** is available in two platform sizes and clamps to the back of a work surface (\$599-\$699)



The **Hover Helium** simply sits on the work surface without any clamp or grommet needed (\$599)



The economical **Lift** clamps to the front or back of the work surface (\$229 - monitor arm sold separately)



New **sock** styles will meet institution and county jail needs for a better quality sock at a reasonable price. **Crew**, **ankle** and **no-show** socks are now available.



# EMPLOYEE HIGHLIGHTS

## NEW EMPLOYEES



Anamosa Metal Furniture welcomes IPI Technician **Jacob Bonert**. Jacob started with us on October 9, 2015.



**Todd Pearson** joined IPI as a Supervisor in Anamosa on October 16, 2015. Todd's family includes a daughter Emily and sons, Joseph and Cooper. Todd is a lifelong resident of Marion, Iowa, and also is a Critical Care Paramedic with Anamosa Area Ambulance. Todd's hobbies include golfing, fishing and camping.

### Greg Hart Retired

On October 30, 2015, after 35 years of employment. Greg held several positions with IPI, most recently as supervisor of Braille, Print and Sign shops. His work and leadership has touched every shop at Anamosa, and he will be missed. We wish Greg well in his retirement.



## WORK ANNIVERSARIES

### November

- 8 – Pam Kray (AN), 26 years
- 21 – Gary Schilling (AN), 12 years
- 26 – Sandy Bunce (AN), 39 years
- 27 – Bob Fairfax (DM), 17 years

### December

- 1 – Neil Grundmeyer (DM), 9 years
- 2 – James Van Langen (FD), 1 year
- 29 – Jed Kinion (Farms), 15 years

### January

- 2 – Deb Mahoney (AN), 2 years
- 3 – Kim Zimmerman (AN), 20 years
- 4 – Rod Schlee (AN), 25 years
- 5 – Chris Guy (AN), 5 years
- 8 – Doyle Austin (RWC), 17 years
- 15 – Kevin Peterson (DM), 17 years
- 19 – Tommy Seibert (FM), 15 years
- 22 – Shane Blanchard (FM), 3 years
- 28 – Keith Kirchner (NW), 3 years

### February

- 4 – Jim Conmey (AN), 8 years
- 9 – Becky Jones (FM), 29 years
- 11 – Brad Kite (FM), 3 years
- 16 – Mike Lynch (Farms), 20 years
- 16 – Ann Pollock (AN), 1 year
- 18 – Justin Opfer (MV), 3 years
- 19 – Craig Hilpiper (RWC), 6 years
- 21 – Teresa Engelbart (AN), 19 years