

## ADC Employees Honored



Acting Director Charles L. Ryan, Regional Operations Directors Meg Savage and Bennie Rollins and Correctional Officers representing each complex celebrate Correctional Officers week in Arizona.

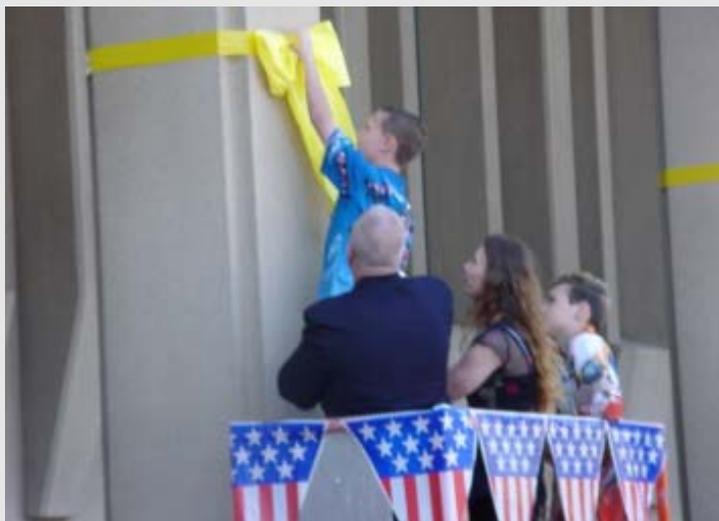
## Tent-ative Solution



Acting Director Charles L. Ryan visiting re-erected tents at ASPC-Perryville. Tucson, Yuma and Douglas complexes also will erect tents.

(Story On Page 9)

## ADC Ties Yellow Ribbons



Acting Director Charles L. Ryan lifts the son of ASPC-Eyman Correctional Officer Greg Korsen during the Central Office Yellow Ribbon Dedication Ceremony. Officer Korsen is on active duty in the Middle East.

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# DIRECTOR'S PERSPECTIVE

by Acting Director Charles L. Ryan



States across the country have been struggling with how to operate their prison systems efficiently and effectively as possible to overcome shrinking state budgets and severe prison overcrowding.

With more than 30,000 inmates in custody, the Arizona Department of Corrections is no exception.

Since January 2003, the Department has been experiencing a record-setting influx of inmates into the prison system. The increased growth is attributable, in large part, to the implementation of tougher prosecutorial policies in the Maricopa County Attorney's Office. Another reason for the growth surge stems from reduced funding in the court system. Budget constraints have forced Maricopa County officials to reduce probation caseloads by sending more probation violators to ADC.

The historical growth rate of the inmate population pushed the ADC bed deficit to 3,358 by January 2003. The current bed deficit stands at more than 4,000.

Compounding the rise in prison population, we are struggling to hire staff, resulting in dangerous work conditions. In 2001, a published report by the Auditor General, underscored the need for more Correctional Officers and reinforced our assertion that better starting pay is needed.

The need for more Correctional Officers has not abated. As our nation vigorously carries out its military mission at home and abroad, the employees who have been deployed to active military duty further affect staffing shortages. At great sacrifice, these individuals are serving their nation by leaving their families and jobs to fulfill their military mission. It is our responsibility to support our employees' military commitment as they put their lives on the line for our freedom.

To increase staffing, we continue to actively recruit Correctional Officers employing different strategies and incentives to appeal to potential recruits. Internally, ADC employees are offered a cash incentive to recruit new cadets contingent upon whether or not the recruits graduate from the Correctional Officer Training Academy and stay employed for a year following graduation.

In April, a hiring bonus and retention program was re-

implemented at the Arizona State Prison Complexes Florence, Eyman and Lewis. The program includes a hiring bonus of \$5,160, which obligates newly hired CO II's assigned to the affected complexes to remain there for two years. It also provides an equitable increase to incumbent CO II's, Sergeants and Lieutenants at these facilities of \$100 per pay period. Additionally, CO II's, Sergeants or Lieutenants transferring to Florence, Eyman or Lewis will receive the \$100 per pay period increase. Those individuals at ASPC-Lewis who are already receiving \$100 per pay period will continue to receive this benefit under this new incentive program.

There is empirical data that supports the belief that the hiring and retention program is providing relief to the three prisons experiencing critical staff shortages while at the same time increasing staff safety and security. Confidence in the bonus pay is high. In fact, recently we sent 18 newly-hired Correctional Officers to ASPC-Lewis. Also, we have 104 Officers enrolled in the Correctional Officer Training Academy scheduled for assignment to ASPCs Eyman, Florence and Lewis. There are about 147 employees with applications in the personnel process who have expressed an interest in working at the three affected prisons.

With early indications that the hiring and retention program is working we have opened the 350-bed Rast Unit at ASPC-Lewis. By activating these beds, we have added to our design capacity and decreased our bed deficit. However, even with the opening of the Rast Unit we still have a tough road ahead to keep pace with the burgeoning inmate population.

The hiring and retention program has been activated based on funding through the end of this fiscal year with vacancy savings. We will continue to actively pursue funding for the program through the Legislature in fiscal year 2004.

During these tough times, the Arizona Department of Corrections is meeting the challenge of staffing our prisons, maintaining and providing work, education and training opportunities to a growing prison population, preserving the safety and security of our prison system and protecting our staff.

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# Directions News Stringers

Do you have a story idea for Directions? Contact the following people at your complex or office:



ASPC-Douglas  
**Gloria Zuniga**

ASPC-Eyman  
**Kathleen  
Manning-Chavez**

ASPC-Florence  
**Dan Danser**

ASPC-Lewis  
**Tobey Hodgin**

ASPC-Perryville  
**Cindy Neese**

ASPC-Phoenix  
**Glenda Calhoun**

ASPC-Safford  
**Kathryn Sticklin**

ASPC-Tucson  
**Alexandra Benlein**

ASPC-Winslow  
**Michele Reeves**

ASPC-Yuma  
**Julia Martinez/Jackie Ruble/  
Melanie Matthews**

Health Services  
**Alison Banks-Conyers**

Community Corrections  
**Cheryl Tavoletti**

Northern Region Operations  
**Julie Lowry**

## Dear Department of Corrections Employees:

In January 2003, the Arizona Department of Corrections (ADC) received an article published in the July/August 2002 edition of the American Jails Association magazine that described how a prisoner in Boone County, Missouri, was able to manipulate Peerless-brand wrist and leg restraints to successfully escape from secure custody.

As a result of this article, I directed that an inventory audit be conducted. The audit determined that ADC has seven separate models of Peerless-brand restraints issued and in use throughout the Department, totaling approximately 6,550 sets of restraints, with an estimated value of \$250,000 to \$500,000. Additionally, I directed testing be conducted on the Peerless-brand restraints we use and the finding is the Peerless-brand restraints can be disassembled easily within seconds due to a design flaw in the flush rivet restraints.

We contacted Peerless Handcuff Company and actually met with the owners in an attempt to remedy this safety and security problem. We were unsuccessful. Although Peerless' owners acknowledged our concern, they maintained their flush rivet-design restraints were a quality product, were not defective in any way, and refused to replace the restraints. Peerless' owners did agree to honor their warranty should we weld the restraints in accordance with the welding method ADC provided their company. The Department is considering its options, including pursuing possible litigation in this matter.

In the meantime, ADC is in the process of rectifying the problem. We have additional restraints in-service, manufactured by another restraint company, that will provide some relief until all the flawed restraints can be replaced. We have asked each Complex to identify the minimum number of restraints necessary to maintain security and safely restrain and/or transport inmates. After it's determined the amount necessary at each Complex, we will collect and distribute the restraints, accordingly.

Also, we identified another brand of handcuff for use by the Department: Smith & Wesson's Model 100, chain link, 10 oz., carbon steel, with Satin Nickel or Blue Penetrate (black oxide) finish. Staff are authorized to purchase the handcuffs and as long as the specified brand and model is purchased, eligible staff may use funds from their uniform allowances to purchase them. Staff will be required to have the handcuffs marked/engraved for identification and accountability purposes. The exact method has yet to be determined, but the process will be standardized throughout the Department. Handcuff keys included in the purchase of the handcuffs are prohibited from the work site at all times. Staff are required to immediately report any loss or theft of their handcuffs to their supervisor.

The Department will replace all of the Peerless-brand restraints. Due to current budgetary constraints, ADC will purchase a sizeable amount of replacement restraints as soon as possible and then purchase the remainder of the replacement restraints next fiscal year.

From a staff-safety standpoint, this issue is critical and warrants your immediate attention.

Thank you.

**Charles L. Ryan**  
Acting Director

# Yellow Ribbon Ceremonies Held Statewide

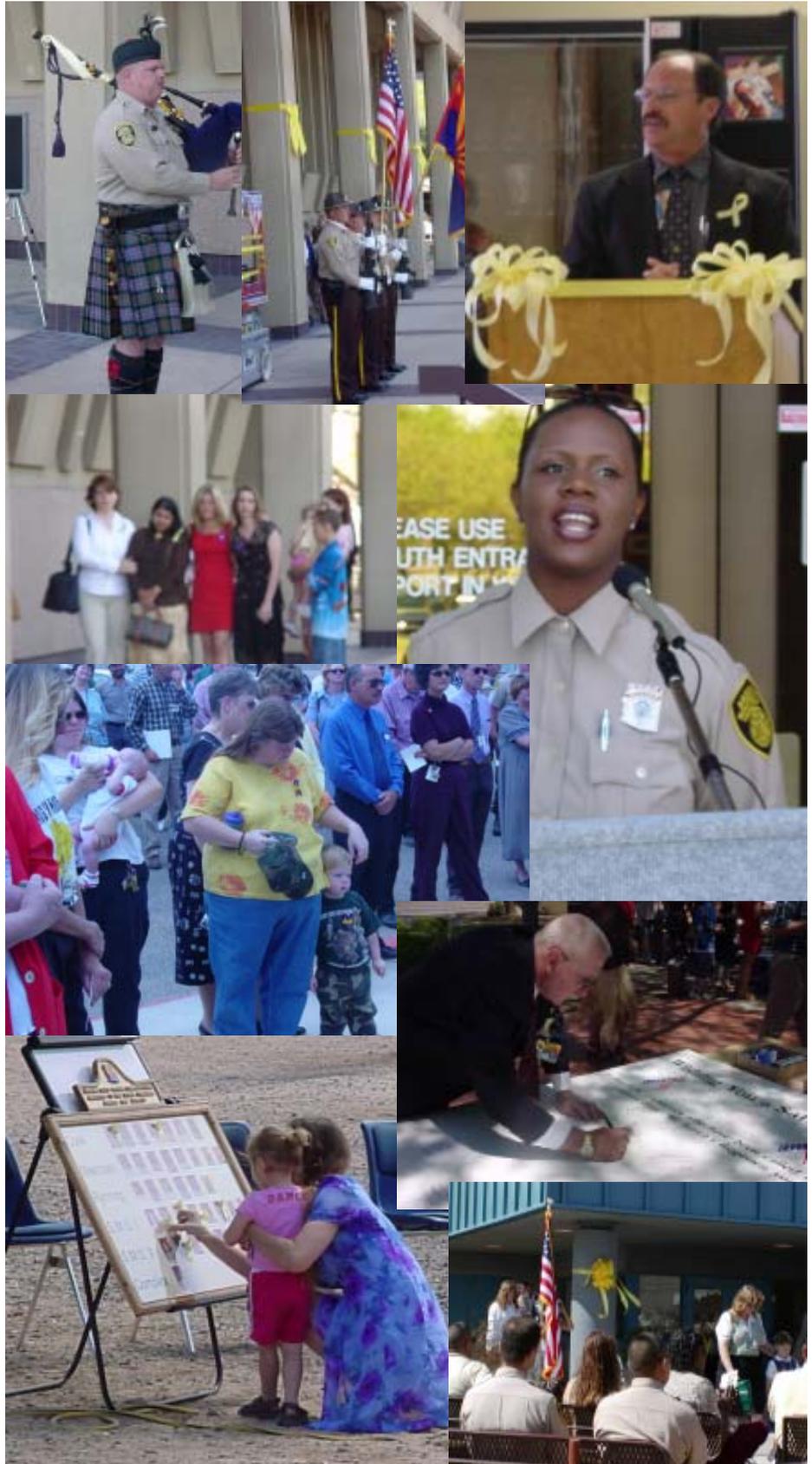
To show support for the Arizona Department of Corrections employees fighting in Iraq and their loved ones awaiting their safe return home, Yellow Ribbon Dedication Ceremonies were held at complexes and buildings throughout the agency.

Currently, there are more than 132 Arizona Department of Corrections employees who have been called to active duty with approximately 141 on standby. ADC employees representing all ten prison complexes and several divisions have been deployed to the Middle East or have been called to assist in homeland security and operations.

The first ceremony was at Central Office's building 1601. The event featured several guest speakers, including Adjutant General David Rataczak of the Arizona Army National Guard, Arizona Senator Jim Waring and Arizona Representative Phil Hanson.

"The Central Office ceremony was very nice, it was more than I expected. I told my husband I was coming to the ceremony and he was very happy to hear the Department was doing something for them," said Kathy Korsen, wife of ASPC-Eyman Correctional Officer Greg Korsen. Korsen was called to active duty and is serving in the U.S. military in the Middle East.

"The absence of these employees has been difficult from an operational perspective since our prisons are severely understaffed but during a time of crisis the Arizona Department of Corrections employees are the first to lend support. I respect and admire the sacrifices they are making. I can't imagine what their families are going through and I pray that each and everyone of you will return home safely," said ADC Acting Director Charles L. Ryan.



# Yellow Ribbon Ceremonies Held Statewide



# Administrator's Meetings Held in Tucson and Phoenix

As a cost saving measure, the Arizona Department of Corrections held two award ceremonies: a Northern Region meeting at the Arizona Department of Transportation's Human Resource and Development Center in Phoenix and a Southern Region gathering at the Correctional Academy in Tucson.

By switching venues and regionalizing the events, the Department saved \$3,150 on the event sites, reduced travel costs and eliminated overnight expenses for employees.

Both meetings featured award recipients in the following categories: Meritorious Service, Community Service, the Director's Unit Citation, Special Recognition and Employee of the Year. See Employee of the Year award recipients on page 7.

## Community Service Award

Mario Buyo, COII, Eyman, Kimberly Grove, COII, Yuma, Linda Kelley, COII, Yuma, Steve Leib, COII, Tucson, Scott Olding, Sergeant, Lewis, Jeremy Overman, COII, Eyman, Patrick Williams, COII, Eyman, Raymond Popp, COII, Winslow and Robert Winner, COII, Winslow

## Meritorious Service Award

Robert Carreon, COII, Tucson, Fritz Ebenal, Parole Officer, Pima South Parole, Phillip Elliott, Captain, Safford, Jeryline Hyland, Personnel Technician, Winslow, Dennis Kendall, Assistant Director, Health Services, Tyson Koch, COII, Winslow, Carol Strub, Systems Analyst, Financial Services Bureau, Tamara Swerline, Librarian, Safford, Brad Vance, Senior Parole Officer, Pinetop Parole, Sandra Walker, Deputy Warden, Eyman, Shawn Radford, COII, Tucson, Robert Carillo, COII, Safford, Florence Chase Team - Bryan Myers, Sergeant, Dennis Pickard, Sergeant, Michael Robinson, COII, George Smith Sergeant, Paul Turley, Lieutenant, Kenneth Vance, COII, Michael Whitson, COII, Dennis Lynn Zane, Florence Chase Team Commander and Gordon (Buck) Marquart, Lieutenant

## Director's Unit Citation Award

CISD Teams, Statewide, Nursing Personnel Florence, Inspections Bureau, Physical Plant Staff, Lewis, Classification Staff, Alhambra/Flamenco, Cimarron Unit, Tucson, Apache Unit, Winslow, Coronado Unit Swingshift, Winslow and COTA Staff.

## Special Recognition Award

Carlos Mariquez, Captain, Florence

Also, a group of Correctional Officers representing all complexes attended the Southern Region administrator's meeting in celebration of Correctional Officers week in Arizona. Correctional Officers week was from May 4-11.



*The 2002 Arizona Department of Corrections Employees of the Year pose with Community Outreach Officer Ely Anderson of the Governor's Southern Office during the Administrator's meeting at the Correctional Officer Training Academy in Tucson.*



## Parole Officer of the Year

Hedda Westlake, Parole Officer,  
Northeast Parole Office

# 2002 Employees of the Year



## **Administrator of the Year**

Ivan Bartos, Warden, Yuma



## **Administrator of the Year**

Ernest Trujillo, Warden, Safford



## **Supervisor of the Year**

Terry Winn, Parole Officer,  
Northeast Parole Office



## **CO Programs of the Year**

Karen Turner, COIII, Florence



## **CO Security of the Year**

Robert Glass, COII, Eyman



## **Support Staff of the Year**

Kathy Sticklin, AAIII, Florence

# First Tour as Acting Director



Arizona State Prison Complex-Eyman was the site of Charles L. Ryan's first tour as Acting Director. During the tour, Mr. Ryan met with employees, answered their questions and updated them on the latest departmental news. In a briefing with ASPC-Eyman Deputy Wardens and Associate Deputy Wardens at the conclusion of the tour, Acting Director Ryan applauded the work and professionalism of ASPC-Eyman staff.

## 100 Club Recognizes ADC for its Generosity

As part of the law enforcement community, Arizona Department of Corrections Correctional Officers risk their lives daily to ensure the safety and security of the public. When tragedy strikes there is an agency ADC officers can depend on for financial support. The 100 Club immediately responds to the financial aid of families of public safety personnel who are seriously injured or killed in the line of duty.

Last year, through the State Employees Charitable Campaign, the 100 Club received nearly \$119,000 in contributions, of which Corrections employees gave about \$112,000.

The 100 Club did not overlook this generosity of ADC employees. At a recent annual banquet, they were awarded a plaque for being a top contributor to this non-profit organization.



*From L to R: Acting Director Charles Ryan, ESA Cindy Neese of ASPC-Perryville, Internal Communications Coordinator Virginia Strankman receive an award from 100 Club Executive Director Sharon Knutson-Felix*

# Several Complexes Add Tents

Faced with the worst inmate overcrowding in agency history and budget constraints, the Arizona Department of Corrections has pulled tents out of storage and ordered more from a vendor to house low custody inmates.

ADC has erected and activated five tents at ASPC-Yuma, seven at Perryville, and approved the construction for five at Douglas, five at Tucson and five more at Perryville.

In all, the Department will erect 32 tents that will house 320 inmates.

“The tents are only a stopgap to the Department’s overcrowding,” said Acting Director Charles L. Ryan. “The Arizona Department of Corrections is experiencing and, is expected to continue experiencing, record levels of inmate population growth.”

This is not the first time the Arizona Department of Corrections has used tents. The Department has implemented tents whenever temporary bed spaces for inmates were needed.

While tents provide quick means to housing, they are not popular with staff, administration and inmates. Inmates don’t like living in tents because they are hot, cramped, dusty and lack running water, according to Mr. Baldwin.

Staff and administration are not in favor of tents because they are difficult



*Inmate living conditions inside an ADC tent.*

to manage and pose safety risks to staff and inmates. Monitoring inmate activity in a tent is tough because tents are closed structures. Correctional Officers must enter into a tent to know what inmates are doing. Entering into tents leaves staff more vulnerable to assaults. Consequently, if an officer is in a tent, it is nearly impossible for him or her to monitor the activity in another tent. Also, inmates can’t be locked down in this environment because they need access to

restrooms. Not locking inmates down is potentially dangerous because inmates, if undetected, could wander from tent to tent

“Tents are not ideal for housing inmates but what other choice do we have. We can’t arbitrarily shut our doors. We must continue to accept inmates,” said George Baldwin, prison operations administrator.

Nevertheless, due to the fact prison beds are in extremely short supply the tents are a necessity.



*The exterior of a prison tent.*



*Inmates erecting tents at ASPC-Tucson*

## ***Employees on the Move Retirements***

Karen Ansley, CO III, ASPC-Douglas  
Fernando Duran, Sgt., ASPC-Eyman  
Joe Bednarczyk, COII, ASPC-Perryville  
Walter Smith, COII, ASPC-Tucson  
Larry Bowers, Parole Officer, Comm.  
Corrections  
Richard Carrillo, COII, ASPC-Winslow  
John Chinn, CO II, ASPC-Tucson  
Willie Henry, COIII, ASPC-Phx/Globe  
Herb Culpepper, the Network Specialist  
in Community Corrections

## ***Active Duty***

Larry Worden, Librarian, Florence  
Darryl Covert, Parole Officer  
Edfred Ebanel, Parole Officer  
Armando Gonzalez, Parole Officer

# **Preparing for Retirement**

Although retiring from work can seem like something that will occur a long way off for many employees, a certain amount of financial planning now can contribute the means toward an active and comfortable retirement.

Although Deferred Compensation has been available to ADC employees for many years, only 28 percent of employees participate in the plan. Acting Director Ryan is encouraging all employees, regardless of the amount of time left until their retirements to become more proactive in preparing for the day they retire. He has asked Mr. Dan Vera, a Retirement Specialist with Nationwide Retirement Solutions, to present a series of financial planning workshops at each prison and Central Office. The purpose of the workshops is to raise employee awareness of prudent investing and retirement planning, as well as the benefits of programs like Deferred Compensation. Mr. Vera is very knowledgeable in all

aspects of financial planning, including retirement, tax planning, investments, and similar topics.

As a long-time member of Deferred Compensation, Acting Director Ryan encourages every employee to consider a regular payroll deduction. Deferred Compensation allows you to take control of your financial future by building resources now.

### **Upcoming Retirement Seminars**

Thursday, July 17, 2003 400 West  
Congress, Room 444 9:00 a.m. - 4:00  
p.m. Tucson

Thursday, August 14, 2003 1645 West  
Jefferson, Training Room 9:00 a.m. - 4:00  
p.m. Phoenix

If you are interested in attending a seminar, please contact Stacy Lopez, Personnel Assistant, ADC Benefits office, at 602-771-2100, ext. 218 to reserve a seat.

# **Patriotic Creativity**



*Inmates at Tucson's Santa Rita Unit design an American flag on the prison yard.*



*Inmates at Perryville create an American flag from rocks found within the prison.*

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# Watchdog Barks up the Wrong Tree

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## **A letter written by Acting Director Charles L. Ryan to Bob Sullivan, Channel 15 news director, in response to a story aired on Channel 15.**

Dear Mr. Sullivan:

When the media refers to itself as “the Fourth Estate,” or the fourth branch of our government, I recognize and fully accept that it is because of the media’s watchdog role. What I have difficulty in accepting is when the watchdog bites us after it is fed a substantial amount of information through public records access, interviews and a comprehensive tour of a prison with substantial video opportunity.

The Channel 15 Investigator’s story entitled “Cons vs. Kids”, originally broadcast on your April 29, 2003, 10 p.m. newscast and subsequently repeated numerous times, portrayed prisons as sucking the state budget dry at the expense of children in our schools. It had no sound basis whatsoever.

Pitting money spent on prisons against money spent on education has never been the goal of the Department of Corrections (ADC), but the taxpayers of Arizona deserve a clearer picture of how money is being spent on prisons than what was provided them by so-called television (TV) news “investigators.”

According to your news broadcast, a very unfair comparison was made by citing the average of \$5,956 per student spent on Arizona’s school kids. Your report stated, “the state spends three times the amount to educate prisoners and keep them.” While \$19,505 is the average spent per inmate in the state prison system, your report fails to mention that this cost encompasses security, salaries, food, health care, clothing, utilities and equipment to keep prisoners behind bars 24 hours a day, 7 days a week, 365 days a year. Furthermore, a child’s school year is for 180 days, seven hours a day, five days a week. Comparatively, education programs for an inmate are scheduled for 232 days per year. The average inmate’s stay with the ADC is 34 months during which the Department, by law, must provide education pursuant to Arizona statute to inmates in order to achieve an 8th grade literacy level.

Your report emphasized that “murderers and rapists make out better than kids.” While education is provided to lower custody inmates, it is not provided to those under sentence of death. It is provided to inmates in lower custody environments who will be returning to society, hopefully as productive citizens. Your report fails to recognize the public’s need for reassurance that criminals are provided work, education and programming opportunities in accordance with statutory mandates, and that some attempt is being made toward rehabilitation so that inmates leave prison with a work ethic, an education, and they are no longer dependent on drugs.

Taxpayers should also know that computers and textbooks are only available to inmates enrolled in an educational curriculum. The computers and books shown in the investigative report and described as “new” are at the Arizona State Prison Complex-Lewis, our newest prison, which is five years old. The funds that pay for them come from general funds for original site development, correctional education monies pursuant to statutory requirements and grant funds pursued by the ADC educational staff in the same manner that public school officials could seek and obtain technology funding via federal grants. By the way, your reporter’s reference made to “Mary Higgins Clark murder mysteries and Danielle Steel romance novels,” was entirely erroneous. It was clearly explained to him that these types of books are donated to the prisons.

The report mentions that inmates are provided quality medical care and guaranteed treatment while schools lack in this regard – another flawed comparison. Prisoners, not just in Arizona but nationwide, are guaranteed to be provided medical care under the Eighth Amendment of the Constitution. Thus, the state has no choice but to spend money on medicine, medical and mental health care, dental treatment, emergency treatment and even major surgeries when necessary.

Also, a myth perpetrated by shoddy news reporting such as that of Channel 15’s story, is that inmates watch cable television shows at taxpayer expense. This is not true. Hard wired TV systems, not cable, are utilized for security reasons, and they are paid for through an activity and recreation fund (A&R). This fund is a special services account which contains monies held in trust by the Department for the benefit, education and welfare of inmates. The money comes from purchases made by inmates in the inmate stores, and it is a self-generating fund. This was fully explained to your reporter on numerous occasions, but for some reason, it was not mentioned in the report. Taxpayers further need to know that inmates purchase televisions at their own expense, not the state’s.

We entrust the media to enlighten and inform the public so that they have the knowledge to make informed decisions. But when the media fails to accurately report important issues such as how taxpayer dollars are spent by the prison system, they are a “watchdog barking up the wrong tree,” and provide a disservice to the public.

The ADC prides itself in its efficiency, accountability to the public and its operation of clean, safe, secure and austere prisons. Arizonaans can be certain there are no creature comforts provided to inmates at the expense of our most valuable resource, our children.

Sincerely,

Charles L. Ryan

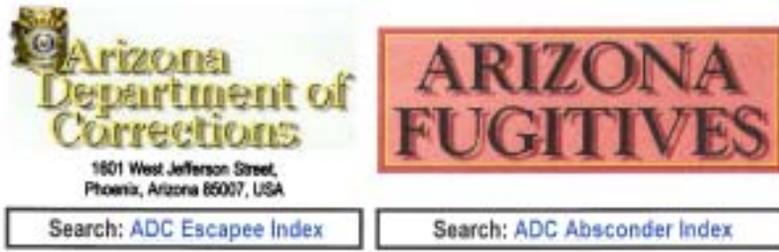
Acting Director

# ADC Web's New Features

Two new features have been added to [adcprisoninfo.az.gov](http://adcprisoninfo.az.gov), the ADC website.

The first feature is designed to assist in the inquiry and dispute resolution work of ADC's new Inmate Family and Friends Liaison. Through the new feature's main page, <http://adcprisoninfo.az.gov/IFFL/Cover.htm>, an Information Guidebook for Family and Friends of ADC inmates is available for viewing or for printing purposes. The Guidebook contains details of Inmate Management, Inmate Programs and Services, Release/Community Supervision information and full ADC Divisional contact telephone numbers, including locations of all ADC prison complexes.

The second web feature, **Arizona Fugitives**, is a further development



Arizona Department of Corrections  
1601 West Jefferson Street,  
Phoenix, Arizona 85007, USA

Search: ADC Escapee Index      Search: ADC Absconder Index

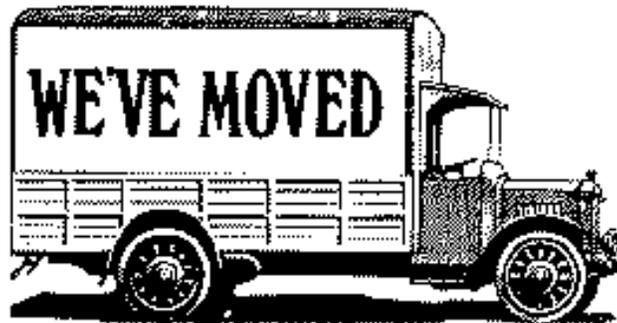
24-Hour Phone # (602) 542-1212

Information presented in these indexes is extracted from ADC's Inmate Datasearch web feature. Selecting an inmate name from the indexes will show current ADC Datasearch information. Where available, Photographs can be found by selecting "Additional info" within the Datasearch.

SITE DIRECTORY      INMATE DATASEARCH      ARIZONA'S MOST WANTED

of the Inmate Datasearch.      an alphabetical listing of all ADC inmates on fugitive or parole violator status.

The page, <http://adcprisoninfo.az.gov/IFugitive.htm>, allows a user to call up



**Fleet Management**  
**1645 W. Jefferson**  
**Phoenix, AZ 85007**  
**(602) 364-3374**

**Administrative Services**  
**1645 W. Jefferson**  
**Phoenix, AZ 85007**  
**(602) 542-1160**