

ADC Employees Assist War Effort

As military operations are underway in Iraq, approximately 132 employees of the Arizona Department of Corrections have left their posts at the Department to serve our nation as members of the U.S. National Guard or Reserves.

“From an administrative standpoint the loss of our staff due to military commitment makes a difficult staffing situation worse. As a retired military member, I understand the necessity of military intervention and I am extremely proud of staff who

volunteer their time to serve in our Armed Forces for our great country. I salute them for their courage and dedication,” ADW Tom Forwith, ASPC-Lewis, Morey Unit.

ADC employees representing all complexes have been deployed to the Middle East or have been called to duty to assist in homeland security and operations.

U.S. Calls on ADC - continued on page 4



Scott Bellamy of ASPC-Safford receives an officer pin from his supervisor. Bellamy, a member of the National Guard, has been deployed to the Middle East.

New Hiring Bonus In Effect

A hiring bonus and retention program has been implemented at the Arizona State Prison Complex-Florence, ASPC-Eyman and ASPC-Lewis. The program will affect Correctional Officers II, Sergeants and Lieutenants as follows:

- A hiring bonus \$5,160, which obligates newly hired CO IIs assigned to the affected complexes to remain there for two years.

- An equitable increase to incumbent CO IIs, Sergeants and Lieutenants at these facilities of \$100 per pay period. Additionally, CO IIs, 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.

“It is our belief that this program will assist in resolving our issues with vacancies at these three prison complexes, thereby, enhancing and increasing staff safety and security. It is important to realize that this program is funded through the end of this fiscal year with vacancy savings. We are avidly pursuing funding for the program through the Legislature to continue the program in fiscal year 2004,” said Acting Director Charles L. Ryan.

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DI RECTOR'S PERSPECTIVE

by Acting Director Charles L. Ryan



A letter I recently received from a CO III who works at the Eyman Complex makes it very clear to me how employees, other than those in the security series, feel about the \$5,160 hiring bonus and \$100 per pay period retention program that has just been re-established for the Eyman, Florence and Lewis complexes.

The letter points out that due to shortages of officers, sergeants and lieutenants, program officers are the first to fill in. It states that when there is an IMS, program officers respond and are fully involved, that they are required to work 20% of their week in security positions when staffing levels fall, participate in shakedowns, be on the mandatory overtime list, and do everything officers, sergeants and lieutenants do. The bottom line of the letter - programs staff at Eyman, Florence, and Lewis are equally deserving of the extra money.

I agree. Every single point in this CO III's letter is valid. The fact is, I would like very much to make this a more equitable situation for everyone, but right now I can't, nor can the Arizona Legislature, the Governor and all the powers that be in the State of Arizona. You know the reason - not enough money.

I can only urge the CO III who wrote the letter and every program officer, Captain, or any other employee at Eyman, Florence or Lewis who justifiably feels the same, that you bear with us in the struggle to deal with an inmate overpopulation crisis of record proportions, a lack of prison bed space to house them, and the critical need for security staff at those three prisons to watch over them. This year we have crossed the 30,000 inmate threshold and the population has been growing over the past three months at an average of 235 - double the legislatively appropriated growth rate of 118 for the same period.

Simultaneously, we are experiencing extreme CO II vacancy rates that have been compounded by the war in Iraq and the Homeland Security deployment of the National Guard. The vacancy rate is more than 31% at Lewis and more than 26% for Eyman and Florence. The hiring bonus and retention stipends are based on evidence that the same program proved very successful at ASPC-Lewis during FY 2001. An operational vacancy rate at Lewis of nearly 50% in December, 2000 dropped to zero by July, 2001.

Speaking of Lewis prison and these overcrowding and CO II vacancy issues, there are 350 beds at the Rast Unit that have remained unoccupied due to the Department's inability to attract and retain security staff. The prompt implementation of the hiring bonus and stipend program will aid in our ability to get the desperately needed Rast beds opened.

Looking beyond the need to open Rast, there is another vitally important reason for the hiring bonus and retention pay. It is the interest of the public safety and the safety and welfare of our employees. While I cannot minimize the need for equitable pay for program officers who rightfully deserve it, I also cannot minimize my concern for everyone's safety in the midst of unprecedented inmate overcrowding.

To the Eyman CO III who wrote the letter as well as all program series officers and employees who are not eligible for the bonus and retention money, you have my support and encouragement. I sincerely hope the information I have provided you will help you understand the difficult times we are in. I can assure you, other positions have not been forgotten. The Department will continue to strive for salary increases for other classifications, even in light of the tough state budget situation.

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Hostage Survivor Speaks to CISD Team Members

October 26, 2000, is a date that forever changed the life of an ADC employee. Correctional Officer Anita Baca was supervising inmates at the Arizona Correctional Industries Sign Shop in Tucson, when she was attacked from behind by an inmate and threatened with a 12-inch shank held to her throat. The inmate and two others were planning to escape.

Eventually, two other inmates in the Sign Shop overpowered Inmate Bailey after the weapon was taken from him by fellow ADC employee Patricia Yanez. Inmates not involved in the escape attempt freed Officer Baca. Still handcuffed, she managed to dial Tucson Control for help. Staff arrived and secured the three inmates.

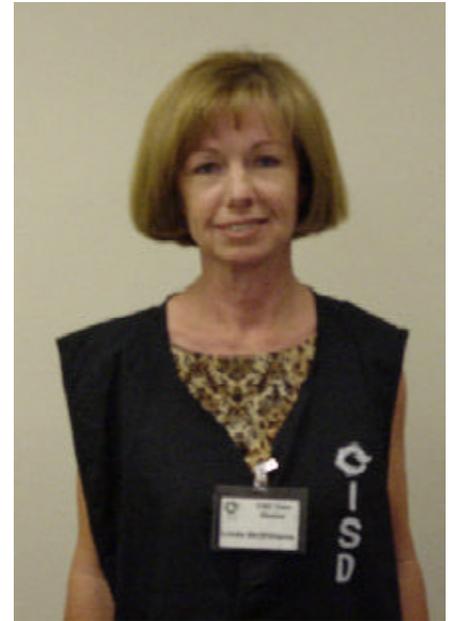
After the incident, staff members were immediately contacted by members of the Tucson Critical Incident Stress Debriefing (CISD) Team. Regina Martinez, Dr. Chuck O'Hara, and former CISD member Maggie Goward were instrumental in defusing and debriefing both staff members. Affected staff were provided with information on the signs

and symptoms of stress that may appear within several days of a traumatic incident, as well as effective ways in dealing with the stress reaction. CISD Members also provided information on referral services, and then continued follow-up care.

Ms. Baca told CISD Team Members at the November 2002 Quarterly Meeting that she knows now that CISD intervention made a difference in her life. She didn't think she needed any services at the time and thought she would be fine. However, she quickly realized that the information supplied by Regina was helpful when the shock wore off a few days later, and the realization of what had occurred set in. She knew then that CISD intervention was important and she was appreciative that Regina continued to follow up with her to provide emotional support.

For her bravery, professionalism, and decisive action, Ms. Baca was awarded the Medal of Valor, the Department's highest honor, in December 2000. She is currently employed as a CO III at the Lewis Prison Complex.

CISD Team Unveils New Gear



Personnel Analyst Linda McWilliams, who oversees the CISD program, is wearing a CISD vest and badge. The CISD vest and badge distinguish CISD members from other staff during an IMS.

A letter of Appreciation Written to CISD Members

Last January, my husband, Captain Phillip Elliott and I received a phone call from Fort Grant's Swing Shift Commander because of his concern that Sgt. Susan Wright had not reported to work. Shortly thereafter, Major Walt Woolsey phoned expressing the same concern.

Needless to say, we made plans to look for her with teams of employees helping us. My husband and I got the space blanket, some coffee and flashlights, not knowing what condition we would find Susan in.

While driving on highway 266, my husband and I were drawn to an area where a lot of accidents have occurred. We found Susan but her condition was not good.

I knew her husband, Lt Robert Wright, and the other team were just up the road, so I went to call for help. This had to be one of the worst days that I can remember. Susan was not responding. I stayed with Robert throughout the entire ordeal, while ambulances, police, and other ADC staff arrived.

I never knew exactly what CISD was about, until that day. I found so much comfort in their kind words, and especially their presence. During a difficult time, I found the CISD team to have so much strength, even knowing that one of their co-workers had just lost her life. I realize that words will never be able to express just how grateful I am to CISD. I hope that this program will always be around, as I feel that these people were able to help me throughout one of the most difficult times in my life.

Thanks to the Department of Corrections for supporting this program, and especially to the CISD members for their dedication. I would also like to send a special thanks to ASPC-Tucson for allowing Dr. O'Hara and COII Rigby to facilitate a first responders debriefing.

From COIV Yolanda Elliott, ASPC-Safford

United States Military Calls on Arizona D

ASPC-Safford

Officer **Pete Aguilar** of ASPC-Safford Fort Grant Unit, a Navy Reservist for 12 years, is in his second year of activation. He has been activated since November 2001 as a Hull Tech. Aguilar is called upon to fight fires and do hull repairs on ships.

Officer **Scott Bellamy** of ASPC-Safford Graham Unit, a 2222 Transport Company of Tucson National Guard Reservist for 13 years, was activated in early February and sent to Ft. Bliss, Texas. Bellamy has been deployed, and is now in Kuwait serving as a certified 88MOS Truck Driver who delivers fuel to jets.

ASPC-Lewis

The following have been called to active duty:

COIIs **David Alleyne, Raymond Jenkins, Pamela Bennett, Damien Gibbs, Michael Coffey, James Witten, John Henry, Charles Owens, Ryan Phillips, Jason Doan, John Herrera, Roc Sweeney, Pedro Garcia, Alan Griggs, Chauncy Lockett, Harold Brazil, Terry Ball, Rodolfo Espinoza** and **Tycho Hailey**.

ASPC-Florence

CO III **Eloy Saldana**, COIIS **Guy Carino, Michelle Hanley, Joseph Coronado, Conaciano Vallejo, David Bishop, Ivan Gonzalez, Bart Blake, Francisco Hernandez-Baron, Jacen Key, Michael Salak, John Hill, Gary Garside, Anthony Larsen, Michael Sanger, Don Vallejo, Francisco Corona, Jorge Berny, Dale Mobley, Keith Ress, Edward Shuman, Ramon**

Espinoza, James Nelson, Johnny Carrasco, Raphael Lopez Jr., Edward Procela, Joel Reza, Craig Stewart, Suzanne Thomason, Ramon Espinoza, Lee Tsoie and **Sgt. Johnathan Bartram**.

ASPC-Yuma

Arizona State Prison Complex-Yuma has 32 staff members serving our country, 15 of the 32 have been deployed.

Several Yuma employees are members of the Arizona National Guard's 855th Military Police, they include: **Sgt. Tony Jackson**; COIIs **Doyle Clark, Josue Salas, Jose Isla, Raul Mottera, Raul Luzinall** and **Pete Barwick**. These gentlemen were activated February 7 and were sent to Fort Bliss Texas for training and preparation. These men are currently overseas and their return date is unknown at this time.

Additionally, the 855th has guarded the international border following September 11, the Palo Verde Nuclear Power Plant, and, their toughest assignment, the winter Olympics in Salt Lake City.

Correctional Officer **Jeffery Wells** of ASPC-Yuma has been activated on a long-term basis. He was reactivated to the Marine Corps in November 2001 as a Lance Corporal. He is proudly serving his Country at Camp Pendelton, California. He is in the Mobilization Support Battalion. Wells does the processing and mobilization of all new and reactivated Marines.

Correctional Officer **John Cowan**, a three-year veteran with the Department, is with the Air Force at Robins Air Force Base, Georgia. He is assigned to the 944th Fighter Wing

Recon. He belongs to a platoon which is highly specialized in biological and chemical warfare.

The other fighting men proudly serving their country and representing the Department and ASPC Yuma are: Lieutenant **Tim Cox** and Correctional Officer **James Loghry** at the California Army Reserves. COs **Arnold Lavoto** USMC, Marine Air Group Conad 4th Marine Air Wing, **Francisco Alvarado** Army National Guard attached to the 540th Company Transportation in California and **Jorge Perez** with the Arizona National Guard Battery A 1st 180 Forward Artillery Battalion Fort Bliss, Texas.

The City of Yuma has two military bases. Many of Yuma's staff have come to ADC from the military.

ASPC-Tucson

COIIs **Henry Holland, Joseph Ragin, James Goodman, Joe Mendoza, Richard Turk, Robert Ortega, Rosendo Gutierrez, David Martinez, Scott Beardshear, Cosme Guerrero, Mikell Miller, and Michael Scott** of Maintenance and **Dr. Gregory Shipman** of Medical.

ASPC-Eyman

Currently, there are 29 correctional officers and one sergeant from Eyman that have been called out to serve:

Manuel Perez, John Holbrook, Mark Hoyt, Justin Smith, Barry Fernandez, Gladyz Gomez, Ian Thompson, and Sergeant Daniel Haight, Joseph Moses, Frederick Hawthorne, Richard Ramirez, Donald Weiss, Guillermo Rodriquez, and Pedro Hernandez, Michael Dennison, Ted Duhaime, Haywood Crews, and

Department of Corrections Employees

Robert Verdugo, Gregory Korsen, Mike Ryan, Andrew Pridemore, Ruben Beltran, Bradley Hire, and Gerald Morgan, Frederick Peckinpaugh, Matthew Sims, Dominic Payne, Johnnie Mendoza, and Roger Jacques.

ASPC-Winslow

Sergeant **Daniel Archibald**, CO IIs **Noel Cox, William Hamilton, Wells Marshall** and **Christian Moranz**

ASPC-Perryville

COIIs **William Frame, Thomas Carroll, Gerald Massey, Jr., Duane Miller, Douglas Fierabend, Lourdes Torres, Victor Martinez, Gricel Crespo, Jose Fusner, Christopher Smith** and Sgt. **Mark Balzano.**

ASPC-Douglas

Deployed to Kuwait: COIV **John Haas**, CO IV and COIIs **Luis Hernandez, Roland Guy, Heriberto Gracia-Chavez, Alan Cruz, James Fought, Jr., Michael Moreno**

Currently at Fort Bliss, Texas: COIIIs **Trevor Bach** and **Robert Sigona** and COIIs **Randy West** and **William Gower**

ASPC-Phoenix

Major **Anthony R. Coleman**, COII **Brent A. Begay** Occupational Safety CO **Ren'e Valdez** and COII **Alan R. Blume.**

If you would like to recognize an ADC employee serving our nation, contact **Virginia Strankman** at (602) 542-3133.

A Wife's Perspective

By Kathleen Manning-Chavez, ASPC-Eyman Training Officer

Tears well up in her eyes as she rubs them away with her fingertips.

"It's been OK. I've been able to talk with him every day but when he's gone (overseas), I don't know," Shannon Masters said of her husband COII **Michael Masters** of the Arizona Army National Guard. Michael, an ASPC-Eyman officer, was called out to active duty in February.

Two days after she was interviewed, her husband left Fort Bliss, Texas for Iraq. She has since stopped watching CNN reports.

"With what is happening to some POWs, I don't want to watch it," said Mrs. Masters.

Michael is in the military police unit as a staff sergeant for the National Guard. He has been in the military for 13 years and received his Title 10 papers from the office of the President last month. His papers stated he will be on full, active duty for a year.

"Michael has been interested in the military his whole life; since he was a little kid," said Shannon. "That's one of the reasons I fell in love with him." The couple have been married almost 11 years and have two daughters.

Since Sept. 11, 2001, Michael has been deployed several times. On Sept. 12, his unit was called out to secure military bases around the state, including the Papago Base in Phoenix. He also conducted airport security training at Sky Harbor International Airport.

He was part of the security unit at the 2002 Olympics in Salt Lake City, Utah, and patrolled around the Show Low area during the Rodeo/Chediski fires last summer.

"With all of the law enforcement background in his unit, the 855th Military Police Company is one of the



COII Masters with his two daughters, Katelyn on the left and Jesika on the right, before his activation

most highly deployed units in the country," said Shannon.

Michael has been with ADC for approximately seven years and currently is a firearms instructor.

He is a sniper for the National Guard and has competed in the national sniper competition at Winston P. Wilson in Little Rock, Ark. The team of two, COII Lee Tsosie of ASPC-Florence, and Masters, took first in the state and fourth in the country in 2001. Michael took first in 2002 for individual sniping. Law enforcement agencies of all types participate in the competition, including military, police and corrections.

People ask Shannon what she is going to do now that he's in full time.

"What do you mean, what am I gonna do? I'm gonna deal with it," she firmly states.

Shannon draws strength from her husband's unit's Family Readiness Group. She said each military unit has one and encourages family members and friends of those in the military to seek out their respective group.

Speeding up Reception: Getting In

A faster- paced environment; enhanced attention to detail; longer work days; increased overtime and an understaffed unit.

The inmate population explosion in Arizona is creating new challenges for Arizona Department of Correction employees at Arizona State Prison Complex-Phoenix's Alhambra Unit, the Department's reception intake center responsible for processing newly arrived inmates and parole violators.

In 20 days in February, ADC received 1,168 inmates from county jails throughout Arizona, an average of 58.4 inmates a day. Since January 1, ADC has received an average of 1,150 inmates a month.

"With the increase in the inmate population, we don't have any margin of error. Staff needs to make sure the right inmate is at the right place at the right time. Our security and medical professionals need to work at a fast pace and pay close attention to detail. Staff can't risk the safety of inmates and other staff members," said Karolyn McConnell, deputy warden of Alhambra. "Any small snag or complex shut down can throw off a whole day and result in staff working overtime."

According to Rick Ward, a deputy warden of operations, the heavy flow



A view of Alhambra's reception intake. This is where nearly all ADC inmates are processed.

of inmates into our prison system and limited bed space, has prompted the Department to reduce the number of days general population inmates spend at Alhambra from an average of 10 work days to five work days.

"The unit has the capacity of holding a total 336 designated and temporary inmates. So if we receive 70 inmates on a given day, we must make sure we ship out 70 inmates to our state prisons," said Ward.

The exceptions to the rule are high profile, death row, STG and other protective segregation inmates.

"If we know we have a gang member or a protective segregation inmate, we process him separately and ship him to SMUII within a day, death row inmates are sent directly to SMU II," said Special Investigator Brandon Keomaka. "Once inmates arrive, I look for any inmate who may be affiliated with any prison or street gangs. If I detect a gang tattoo or suspect an inmate belongs to a gang, I will interview him," said Keomaka.

At 6:30 a.m., inmates begin arriving from county jail throughout Arizona. As the inmates are unloaded

"With the increase in the inmate population, we don't have any margin of error. Staff needs to make sure the right inmate is at the right place at the right time," said Karolyn McConnell, deputy warden of Alhambra.

in the Alhambra sallyport, Keomaka and other ADC staff are there to greet them. In the sallyport the verification and classification of inmates begin. All inmates who arrive to Alhambra must have accompanying court papers and files. It's up to staff to ensure the paperwork matches the individual. Inmates are then given a number, not an ADC inmate number, and put into a holding cell. In small groups they are called out of the holding cell to be processed.

During processing, inmates are strip searched, shaven, fingerprinted,



An inmate barber shaves the head of a newly arrived inmate

Inmates In and Out in Five Work Days

photographed, interviewed, administered psychological evaluations, given identification badges and clothed in ADC orange jump suits.

After those procedures, inmate papers are verified.

“I check all documents, make sure all names are spelled right and certified,” said Angie Posadas of Complex Records. “It’s critical the initial verification and information on inmates is accurate.”

Also, Maricopa County inmates, the only inmates who bring property to Alhambra, must check in any property. County prison wear and restraints are returned to the respective county.

Following the initial processing stage, inmates are put into a holding cell and wait to be called to go to medical. At medical, mental health and nursing assessments are performed; vital signs such as vision, urine tests and routine labs are conducted and, if mandated by law,

a DNA test is required. In January 2004, all inmates coming into Alhambra will be required to take a DNA test.

Also, inmates will meet with a

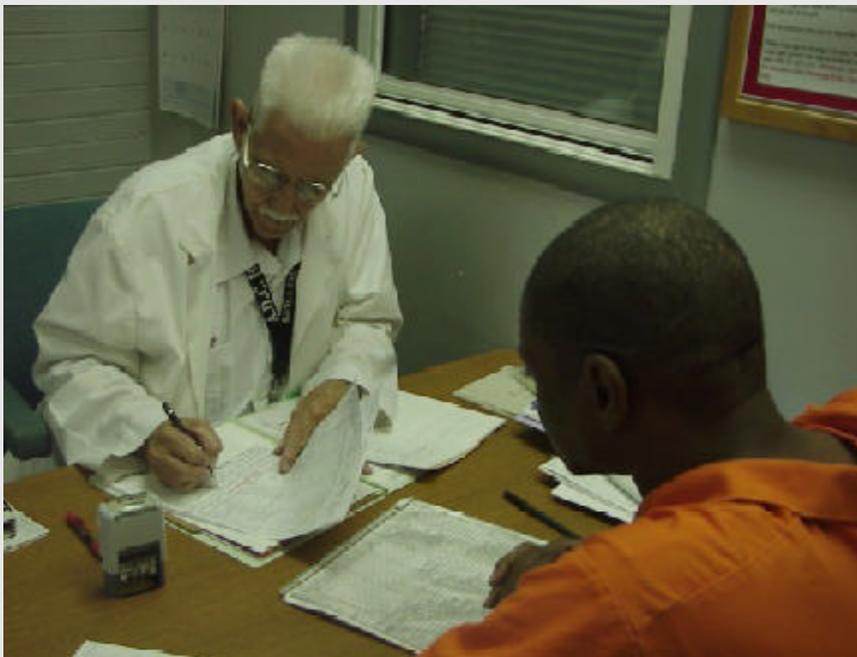


Inmates being administered medical examinations

“The unit has the capacity of holding 336 inmates. So if we receive 70 inmates on a given day, we must make sure we ship out 70 inmates to our state prisons,” said Ward.

medical provider who will give them a complete physical and, if needed, set up a treatment plan for the inmate.

“After all these tests are done, each inmate will be given two scores a mental health score and medical score. These scores along with the inmate’s public and institutional risk scores make up the inmate’s classification and determine how the inmate will be housed,” said ASPC-Phoenix Facility Health Administrator Larry Clauson.



During the reception process, Licensed Practical Nurse Sam Owens asks an inmate a variety of medical questions

Training is the Key

Bachelors of Science Degree in Correctional Administration is Now On-line

Eva Reynolds-Martony, Training Officer, Staff Development and Training Bureau

Are you tired of being passed over for a promotion because you don't have a degree or performed poorly on the written exam?

Now there are viable options to change all that. For the first time ever, you can get your bachelors degree in Correctional Administration on-line at an affordable price at Wayland University.

Wayland Baptist University, known for educating military

personnel, has moved into central Phoenix to cater to a growing number of law enforcement students. The four-year college, based in Plainview, Texas is fully accredited and has campuses at: Luke Air Force Base, Ft Huachuca, and Central Phoenix. Plans are also being made for a Yuma campus.

The Wayland Advantage

Unlike some other well known Adult Universities, Wayland is a "nonprofit" university with in-class tuition fees lower than those of University of Arizona and Arizona State University. Wayland on-line tuition rate is \$150.00 per semester hour.

Wayland gives ADC employees credit for COTA, PDP, Sgt. Leadership, ADC

work experience, and prior military training.

Semesters are condensed, with new

classes starting every six weeks.

ADC tuition assistance is not available but money is available through federal loans, grants, and scholarships.

Wayland offers a number of traditional day and evening classes at their various campus sites. On-site tuition is \$130.00 per semester hour.

Common Q and A about Wayland

Q- Is there a web site or catalog where I can find out more information?

A- No, since this is a pilot program, the information is not in print. However, you may contact : Dave Wilson at 623-935-6274 or 602-279-1011

You may also print a Wayland registration/application on-line at www.wbu.edu/px

Q- Will my other college credits transfer in?

A- All credits from an accredited college that fit within this degree program are transferable.



NEW TRAINING RECORDS DATABASE

by Gail Rittenhouse, Administrator, Staff Development and Training Bureau

In the coming months, ADC employees will have the opportunity to look up personal training records on the internet through Arizona Government University . Only the individual and his or her supervisor will have access to the training records.

The STARS system, the Statewide Training and Registration System, is linked electronically to Human Resource Management System, the current personnel database, and to the Human Resource Information System, the new database now under development. All state employees' training records can be

found in STARS. STARS may be accessed from any computer with internet capability.

Also, AzGU will be offering courses at ADC locations around the state. These courses include: Employment Law I and II, which covers the Americans with Disabilities Act, Family Medical Leave Act, Equal Employment Opportunity and other employment law.

"I am a strong proponent of Department employees furthering their education. An education provides employees with a solid foundation and opens many doors," said Acting Director Charles Ryan. Ryan serves as a board member for Arizona Government University

Arizona Government University is a partnership consisting of all Arizona state agencies, community colleges, three major universities and training providers who are on state contract. One of its goals is to make training more accessible to staff and to use its considerable combined buying power to obtain training and education services at a reduced price. Many AzGU classes carry community college credit when taught by a certified workforce development instructor.

For more information visit the AzGU's web site at www.azgu.gov.

ADC in the Community

Safford Doughnut Delivery Raises Money

by Kathy Sticklin, Administrative Assistant III, ASPC-Safford



CO Roberta Turley and Secretary Kathy Peterson of ASPC-Safford

ASPC-Safford raised money to help the family of a teenage boy who died at a local middle school while training for a track meet.

To show support for the boy's family, Officer Roberta Turley and Administrative Secretary Kathy Peterson worked together, to encourage ASPC-Safford staff to order 70 dozen

doughnuts. This order was added to the community effort for a total of 1,433 dozen doughnuts sold in three days, which provided the family with approximately \$6,000.

Officer Roberta Turley coordinated the pickup in Tucson, and the delivery to sites in Safford.



An unexpected food basket sent to the Media and Public Relations Office by a television production company could not be accepted by the staff but made a Phoenix family very happy. Public Information Officer Jim Robideau of Central Office delivered the food basket to children at the Thomas J. Pappas School, an elementary school for homeless children.

CORP Local Board Update

by Lu McLendon, Human Resource Division



Acting NROD Bennie Rollins

With the appointment and the election of Acting Northern Regional Director, Bennie Rollins recently, the Local CORP Board is operating at full strength.

Patrick Scherden is a retired police officer from the Douglas Arizona Police Department who is now serving as Secretary of the Arizona Chapter of the Fraternal Order of Police.

NROD Rollins has been employed by the Department of Corrections in various administrative positions, and brings with him a vast knowledge and experience in the field of corrections.

The following is a complete list of current board members and telephone numbers:

Nolan Thompson,
Chairman, 602 542-3723
Michael Smarik
602 542-1160
Patrick Scherden
520 364-9031
Jeff Hood
602 542-5857
Bennie Rollins
520 868-8243

First Substance Abuse Class Graduates

by Ed Hernandez, Program Project Specialist, Prison Operations

Recently, the first class of 14 female inmates graduated from the Women in Recovery program at ASPC-Perryville's San Pedro Unit.

Women in Recovery, funded and operated by federal grant dollars, is the first formal substance abuse program conducted solely by the Arizona Department of Corrections. Typically substance abuse programs for Arizona Department of Corrections inmates are contracted through outside vendors.

According to ASPC-Perryville Warden Mary Hennessy, the program is a step in the right direction in reducing recidivism among female inmates with substance abuse problems.

"The revolving door is expensive for offenders and the community," said Hennessy. "Conquering a substance abuse problem is a process. Women in

Recovery is a great beginning for inmates but they need to continue down the right path."

Women in Recovery is a new approach to treating addiction within ADC because it places special emphasis on reentry and family reunification during and after treatment. It is based on a Stages of Change model recognizing the participant's awareness, motivation, and readiness to take positive action. The program consists of four phases, each addressing specific treatment



Inmates from the first Women in Recovery class receive their diplomas.

concerns while preparing participants for a successful transition to the community.

Employee Suggestions Lead to New DIs

The creation of Director Instructions 200 and 206 are an example of how determined Acting Director Ryan is at establishing two-way communication and building strong relationships with Arizona Department of Corrections employees.

The two new DIs, created based on employee input, present a more even-handed approach to managing **Sick Leave Use** as well as enhancing partnerships with **Employee Organizations**.

"With these two new DIs, ADC is taking a more proactive approach rather than a reactive approach. We need to listen to employees, hear their concerns and address small issues before they become big problems. Being responsive and keeping continual dialogue with employees open is a big part of this responsibility," said Charles L. Ryan. "Yes, this is extra work. But the employees are well worth the effort and everybody wins."

Director's Instruction 200 on Sick Leave Use focuses on a more consistent

method for counseling employees on the use of their sick leave. The Instruction establishes reasonable criteria that may warrant placing the employee in a Chronic Absence Classification. The Instruction outlines what is considered unacceptable patterns that would necessitate coaching that employee on improving their attendance. Supervisors are asked to identify and monitor inappropriate use of sick leave and then to help the employee improve their record of absence.

"Fostering improved communication between supervisors and their employees focuses on prevention. This attention to prevention will improve communication between the employee and the supervisor, and hopefully prevent problems down the road," said Tenney.

DI 206 on Employee Organizations, a re-establishment of DI 176, is intended to cultivate professional relationships with employee organizations that

maintain such goals as promoting correctional safety, enhancing the professional image of corrections and fostering intra and interagency relations.

The DI details the structure and extent of conducting employee meetings and the ability to use on-duty time as part of a recognized employee meeting. There is also information included in DI 206 that provides guidance on allowing formally recognized employee organizations to recruit new members at the Correctional Officer Training Academy and department-wide institutions.

"All too often communication is top down. Fostering a better relationship with employee representatives elected by employees gives them a seat at the table, and allows their voices to be heard," said Tenney. "Only time will tell if the message is received, but we are off to excellent start."

The new DIs are available on the Department's Internet and Intranet Website, or contact your local personnel representative for more information.

Agency Efficiency Report Submitted

ADC has completed the first phase of participation in the Governor's Efficiency Review Initiative by submitting its preliminary report. ADC's submission, along with reports from the other pilot agencies and the statewide "steering committee," was presented to Co-Chief of Staff Dennis Burke on April 1 by Efficiency Initiative Executive Director Peter Francis.

First phase requirement of the process was to select ideas to be implemented before June 30. From the many suggestions received, a total of 21 ideas were identified that were

determined to be viable and that would result in operational efficiencies and cost savings.

Jeff Hood, ADC's Efficiency Review Coordinator said, "A great deal of work remains to be done. The ideas selected for inclusion in the preliminary report were simply those that could be put into place the quickest. There are many, many other great ideas submitted by our employees that bear strong consideration. We will continue to examine and research those ideas, eventually adding to the list of suggestions to implement."

Progress toward implementation and updates regarding the overall Efficiency Initiative will continue to be reported in future editions of *Directions*.

Girl Scouts Pay Visits

by Linda Higginbotham, Correctional Officer IV, ASPC-Perryville

The Arizona State Prison Complex-Perryville Santa Maria Unit is bringing incarcerated female inmates closer to their young daughters.

The Arizona Department of Corrections has joined forces with the Cactus Pine Girl Scouts Troop to offer a program entitled Girl Scouts Beyond Bars. This is a bi-weekly program offered to inmate mothers and daughters between the ages of five and 13 years old. In the program, the children and their mothers participate in crafts, and other planned troop projects. The program consists of positive parenting skills, helping daughters earn Girl Scout badges and reconnecting incarcerated mothers with their daughters.

The eligibility requirements for inmate participation in the program include: completed mandatory education, no major disciplinary violations within the last 6 months, no convictions or crimes against children and concurrent enrollment in the Rio Salado Community College Parenting class.

Girl Scouts Beyond Bars Program meets on alternating Saturdays at the Santa Maria Unit, beginning in April.

The Cactus Pine Girl Scouts Troop provides free transportation within Maricopa County for the children, picking them up and returning them home. On the other alternating Saturdays, the daughters participate with a regular Girl Scouts Troop in the community.

Both mother and daughter can continue to participate with Girl Scouts once the inmate is released.

In 1992, the Girl Scouts Beyond Bars pilot program began at the Maryland Correctional Institution for Women.

Today, 28 Girl Scout councils in 22 states work with prisons, correctional facilities, detention centers and group homes.

Before the Girl Scout program started, many of these girls rarely visited their incarcerated mothers.



Employees on the Move Retirements

Frankie Barreras - CO II -Florence
Mark Barrows - CO II -Eyman
Donald DeWitt - Lieutenant -Tucson
Frank Esparza - CO IV -SACRC
John Larkin - Dep. Warden-Yuma
John Moore - Captain - Phoenix
Russ Savage - Dep. Warden- Eyman

Promotions

Heather Roncal, Sgt., ASPC-Lewis
Brian Crosby, Sgt., ASPC-Lewis
Harold Green, Sgt., ASPC-Lewis
Deanna Morris, Sgt., ASPC-Lewis
Roxanne Kramer, Sgt., ASPC-Lewis
Susanna Findlay, Sgt., ASPC-Lewis
Denny Jackson, Sgt., ASPC-Lewis
John Hall, Sgt., ASPC-Lewis
Erik Koenig, Sgt., ASPC-Lewis
Brian Dudley, Sgt., ASPC-Lewis
Jon Jones, Sgt., ASPC-Lewis
Susan Halfhill, Sgt., ASPC-Lewis
Luis Matos, Sgt., ASPC-Lewis
Anthony Delgado, Sgt., ASPC-Lewis
Karl Groeschel, Sgt., ASPC-Lewis
Jeffery Brooks, Sgt., ASPC-Lewis
Dillyn Keith, COIII, ASPC-Lewis
John Esquivel, COIII, ASPC-Lewis
David Brodesser, COIII, ASPC-Lewis
Annie Lopez COIII, ASPC-Lewis

In Memoriam



Lt. Bena James
Retired
Layton Mowerey
CSC

Citizens Meet with ADC Officials

Where to house homeless sex offenders who have been released from prison is not an easy job for the Community Corrections Division, especially when no one wants them in their backyard.

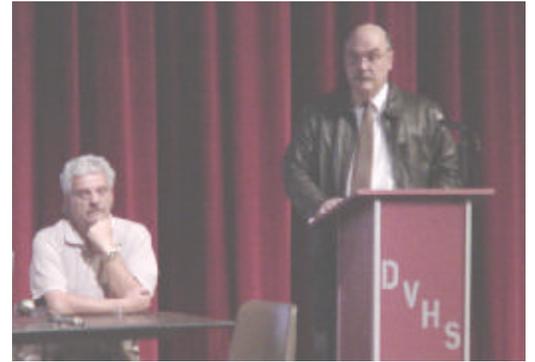
Recently, at a meeting at Desert View High School in Tucson, Larry Spurgeon, Community Corrections Bureau Administrator, Jess Medrano, Parole Manager, Fred Gust, Tucson Parole Supervisor, George Weisz, Criminal Justice Advisor and Jan Leshner representing Governor Janet Napolitano's office were confronted by a group of citizens concerned about the community supervision practices of the Arizona Department of Corrections and other Arizona Law enforcement agencies.

According to Spurgeon, most of the public's concern involved the placement of the number of sex offenders at a Benson Highway motel in Tucson. The people living near the motel felt law enforcement agencies

should notify residents of released sex offenders in a more effective manner and restrict "clustering" of sex offenders in a single location or zip code.

During a heated discussion session, Department and other government officials were able to clear up the misconceptions that "nothing is being done and no one cares."

In fact, ADC and the Governor's office representatives outlined a number of steps in place that ensure information regarding issues related to sex offenders is distributed to the appropriate people. One of the latest developments in community supervision is the implementation of the Sex Crime Analysis Network (SCAN) in which the Governor fostered a more effective method utilizing a partnership between Department of Public Safety, Federal Bureau of Investigation, Attorney



Larry Spurgeon addresses audience, along with other law enforcement representatives

General's Office and county and local law enforcement agencies to investigate and track down perpetrators of sex crimes.

ADC, the Governor's Office and other law enforcement agencies are meeting the public, listening to their concerns and continuing efforts to protect the citizens and children of Arizona.

From the Mailbag

Dear Jan, George, Larry and Val,

Marla and I wanted to express our deep and sincere thanks for the help and attention you have given us regarding the placement of sex offenders. Thank you for taking time away from your families to meet with us and our neighborhood on Monday, March 17th. The topic of sex offender placement is a highly charged issue, but even though emotions ran high, and often against your agencies, you and your representatives were nothing but fair, professional and caring.

It is clear from your presentations that this is an issue that you have been wrestling with and making positive changes about for quite some time. I am amazed to see how many changes have come about just because you were made aware of the problems with the group facility on Benson Highway. These changes have come about in just about two months.

We don't agree with the tone that others are taking with the issue or the direction in which they are going. We will no longer be working with them. We would however like to continue working with all of you towards a positive solution for all in this matter. Please feel free to call on us at any time.

From:

Kevin & Marla Wallace

