

## Methodology of Assessment:

ADC Kingman Assessment Team was on the ground at ASP-Kingman from July 6, to July 15, 2015. In total, the team interviewed approximately 300 MTC employees. They met with and interviewed officers, Case Managers, Sergeants, Lieutenant's, Captains, CPS's, Teachers, Program Staff, Human Resources, Training, Administrators, and more. The team also spoke to and/or interviewed approximately 500 inmates. MTC staff was candid and displayed a willingness to talk to them. Officers called team members to request interviews. Four MTC officers waited in the parking lot for an hour (after working a 12 hour shift) to speak to team members. MTC employees and the inmate population were eager to have their voices heard.

Assessment team members, Schroeder, Fizer and the SSU team (Chavez, Reyna) met at the ASP-Kingman Hualapai unit on Monday July 6, 2015. The team toured the Hualapai unit with Contract Beds Operations Director Tara Diaz following a briefing on the incidents.

Assessment team leader Ernest Trujillo, Glenn Pacheco, and Mark Versluis joined the team on Tuesday, July 7, 2015. They were briefed on all incidents at ASP-Kingman and toured the facility.

Additional SSU members, Lt. Matos and Lt. Quintero were brought in to assist with the gathering of information from the inmate population. SSU members were also tasked to interview and assess inmates who had been moved out of Kingman to various locations in Arizona.

DW John Weiss joined the group on Thursday, July 9, 2015. He toured the Hualapai unit following his briefing and then toured the Cerbat unit with DW Therese Schroeder.

The assessment team was tasked to investigate and review the following objectives:

1. Conduct a detailed incident assessment, covering activities leading to the Cerbat disturbance on the evening of July 1<sup>st</sup>, continuing through rioting behavior at the Hualapai Unit on July 2<sup>nd</sup> and 4<sup>th</sup>.
2. Assessment of the MTC operational response and decision making through these events.
3. Assessment of staff and leadership of ASP-Kingman, to include strengths and weaknesses, communications, decision making, and overall effectiveness in the months leading to these events through the present.
4. Detailed assessment of inmate issues and concerns regarding the operations and conditions at APC-Kingman.
5. Conduct a review of training, promotional process/time in rank, programming, TSU and DART.

Initial objective assignments were made with the understanding that the team members role's would overlap and require team members to follow up on any areas of concern that they discovered as they conducted their reviews and based on their observations and impressions. .

NROD Trujillo was assigned to interview/assess the MTC management team  
Warden Fizer was assigned to interview/assess the inmate programming and personnel issues  
DWs Schroeder and Weiss were assigned to assess the staff, leadership and culture  
DWOP Pacheco was assigned to review the tactical response/decision making and staffing  
TOII Versluis was assigned to review the tactical response/decision making and training  
SSU team was assigned to interview the inmate population

Team members worked both individually and jointly to conduct their reviews. A briefing was held at the end of each day and members compared notes and findings. Assignments were expanded and refined based on daily discoveries and the team worked together to insure that all areas were reviewed.

Team members conducted interviews, reviewed documents, and followed all leads as they developed. During these individual assessments the following documents were reviewed by one or more of the assessment team members:

MTC/ADC Kingman contract  
DO 703 monthly reports (ADC and MTC)  
Shift rosters  
Meeting minutes/notes  
Use of Force reports  
Disciplinary reports (inmate and staff)  
Briefing notes  
Payroll Data  
Training reports and records (NEO. Pre-service, In-service, Tactical, Curriculum, scheduling, ICS/DART Drills)  
Armory Inventories  
Prison AAR (after action reports) and IR/SIR (incident and significant incident reports)  
Program reports and data (racial parity, priority ranking, WIPP, IGA, ACI, visitation)  
UA results  
GAR  
2015 audit  
SIR data on groupings and inmate management  
Personnel information/time in grade  
Employee racial and gender breakdowns  
Staff assault data (CAG)  
Emergency Response Plans/Tactical plans  
Exit interview data  
Security Device Inspection (SDI) reports  
Post orders  
Applicable Emails  
Cure Notice for 2010 Escape  
Correspondence from Monitor team to MTC  
Case Manager Contact sheets

In addition to the work being conducted in Kingman, ADC SSU staff members were also interviewing inmates who had been transferred to various county jails and to the Red Rock facility in Eloy, Arizona.

Investigators from the Criminal Investigations units were also on site conducting investigations.