

# The Arizona Department Of Corrections



Volume 15, Issue 03

Director Charles L. Ryan



**ADC SALUTES OUR  
WILDLAND FIREFIGHTERS**



# THE DIRECTOR'S PERSPECTIVE

*From the desk of ADC Director Charles L. Ryan*

There was an item of good news to come out of the current legislative session that I wanted to share. SB 1186, a bill that authorizes the Fallen Correctional Employees Memorial, was passed unanimously by the Arizona Legislature and signed into law by Governor Doug Ducey.

It's a proud moment for the Department of Corrections and for me personally, because of the importance that we place on honoring and memorializing our fallen employees.

There have been 11 ADC employees who have lost their lives in service to the state and its citizens. Not all have worn a uniform either, therefore not qualifying to be honored on existing memorials.

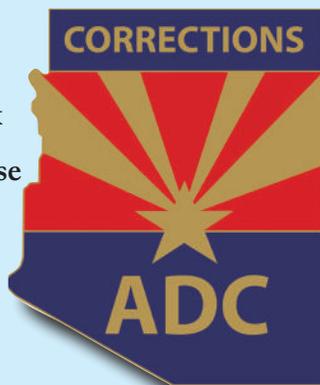
If you haven't already, please take a moment to visit ADC's employee remembrance web page: <https://corrections.az.gov/about/adc-history/adc-staff-killed-line-duty>.

Now, their honorable service and ultimate sacrifice will be forever commemorated with this special memorial. With the legislation signed, the memorial's planning committee will move forward to finalize the design, finish the fundraising and, finally, begin the construction of the memorial, which will be located at ADC's Central Office across from the State Capitol.

I greatly appreciate the tremendous support from Governor Ducey and the Arizona Legislature for this much-deserved memorial, and I look forward to bringing you reports on its progress in the coming months. Thank you.

**Charles L. Ryan**  
Director

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The Directions is an official publication of the Arizona Department of Corrections.

This publication is to promote the work of ADC and the achievements of its staff.

Questions and comments are welcomed and encouraged at [Directions@azcorrections.gov](mailto:Directions@azcorrections.gov)

# ADC Project Chosen for Lean Transformation

*Article and photos provided by Planning and Special Projects Administrator Denise Stravia*



*From left to right: RUSH/CPR Administrator John Bogert; IG Operations Administrator Sean Malone; Contract Beds Operations Director Tara Diaz; Director Charles L. Ryan; Emergency Preparedness Administrator Julie Augeri; Support Services Division Director Gail Rittenhouse; Planning & Special Projects Administrator Denise Stravia; Budget Manager Richard Evitch; Budget Administrator Shaka Okougbo.*

Shortly after taking office, Governor Ducey asked each agency for a list of five projects that would lend themselves to study using Six Sigma or Lean methodology. One of ADC's projects was chosen for the first round – one of only nineteen currently being undertaken in all of state government!

Specifically, ADC is studying and applying Lean methodology to the CO hiring process - from the initial contact of a potential candidate to the day a candidate accepts a job offer. Our goal is to simplify the steps and reduce the length of time this takes, while still yielding well-qualified cadets.

The Lean Team and its Executive Sponsor, Director Charles L. Ryan, is pictured above, with the CO Hiring current state map in the background. Julie Augeri is the Project Coach, having managed similar projects using Six Sigma and Lean technology in the military. RUSH

and Backgrounds Investigation Unit staff are serving as subject matter experts, answering countless questions about their portions of the hiring process and offering their suggestions for process improvement. The Lean Team has collected volumes of data, including Voice of the Customer Surveys; staffing rosters; relevant POST rules; FitPro test information; current hiring statistics; costs of medical, psychological, and drug testing; and many others.

The Governor has challenged all nineteen Lean Transformation project teams to reduce their processes by at least 50%! With some important groundwork laid, a

pilot program began in early April to test a new and improved process. Throughout the pilot, data will be collected and we expect to meet or beat the 50% reduction challenge. Stay tuned for more information as we reach the end of the pilot period, August 6, 2015, and can report more results.

***ADC is studying and applying Lean methodology to the Correctional Officer hiring process....Our goal is to simplify the steps and reduce the length of time the hiring process takes.***

# Southwest Wildfire Awareness Week

*Article and photos reprinted with permission from ADC staff*

The annual Southwest Wildfire Awareness Week took place between March 29th and April 4th. This year's theme is "Where We Live, How We Live, Living with Wildfire." The focus of the week is to increase awareness and to promote actions that reduce the risk from wildfire to homes and communities. The Arizona Department of Corrections has Wildland Fire Crews at each of our 10 prisons across the state and they are ready to deploy, 24/7, to respond to fires both in and around the complex, plus anywhere in the state.

## ASPC-Florence Wildland Fire Crew

The Wildland Fire Crew from the Florence complex is led by Sgt. Collins and CO IIs Cardenas and Soto.

In 2014, they deployed in support of the Reddington Pass, Slide, John Adams, Saulsbury, OK Ranch, McDonald, and River Fires.

Thus far in 2015, the crew has deployed to the San Juan and River Fires. They have supported mitigation projects at Mt. Lemmon and Bear Canyon.

We appreciate the Florence Wildland Fire Team as they work to keep Arizona citizens safe from fire!



*CO II Soto*



*Sgt. Collins, CO II Cardenas and CO II Soto*

## ASPC-Tucson Wildland Fire Crew

The ASPC-Tucson Fire Crew has been busy! Sgt. Lawrence, CO IIs Linson and Carver have worked five days a week, 12 hours a day with the US Forest Service on a bark beetle removal project on Mt. Lemmon. The project required the removal of over 600 trees that were infested with the bark beetle. The project needed to be completed before the Mexican spotted owl was expected to migrate back into the area in early March.

The fire crew also responded to the San Juan wild fire at Kit Peak this month. The crew was deployed for three days on that fire. The Tucson crew also spent two days assisting in a controlled burn of approximately 3,000 acres at Fort Huachuca.



*CO II Linson*



*Sgt. Lawrence*



*CO II Carver*

# ASPC-Safford Wildland Fire Crew

The Wildland Fire Crew at ASPC-Safford includes members from the Fort Grant facility. The crew is led by Sgt. Kiele, CO II Larson and CO II Bailey. Former CO II Renovato, now assigned with State Forestry as the Douglas Wildland Fire Crew Boss, continues working with ADC fire crews.



*Working on the Swiss Fire*

In 2014, the Safford crew worked several wildfires, including the Hollywood, Swiss, Thunderbird, Mae West, Hilton Ranch, Ghost Town, Oak, and Snow Fires, just to name a few.

Thus far in 2015 they have deployed to the Outlaw, San Juan and Patton fires. Great job Safford Wildland Fire Crew!



*Oak Fire brush abatement restoration project*



*CO II Larson, Sgt. Kiele, ASLD Renovato and CO II Bailey*

# ASPC-Perryville Wildland Fire Crew

The Wildland Fire Crew at ASPC-Perryville is the only female inmate fire crew within the ADC.

The crew is led by Sgt. Westerholm and supported by CO IIs Fletcher and Floyd.

Since last year, Perryville's team has deployed in support of the Mule Chute,



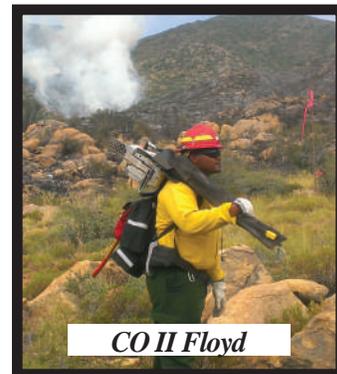
*Sgt. Westerholm*

Sisson, Iron, Bridge, and Jalisco Fires. The team served on mitigation projects for the State, Prescott and Yavapai County. The crew assists the Desert Botanical Gardens with their Spring and Fall fundraiser sale, unloading and arranging thousands of plants in preparation for their event.

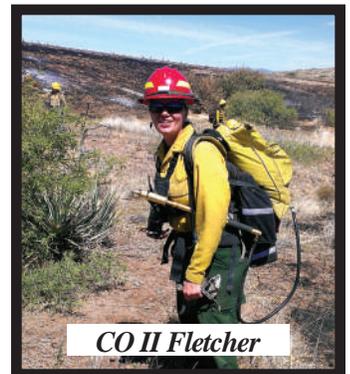
During the 2013-2014 season, the crew contributed approximately 2,569 man, or in this case "woman" hours back to the community. Job well done, Perryville Wildland Fire Team.



*The Perryville Fire Crew get ready to board a helicopter*



*CO II Floyd*



*CO II Fletcher*

# ASPC-Yuma Wildland Fire Crew

ASPC-Yuma's Wildland Fire crew consists of Sgt. Blackwell, CO II Roman, and CO II Topete. In 2014, the Yuma Wildland Fire crew was dispatched to

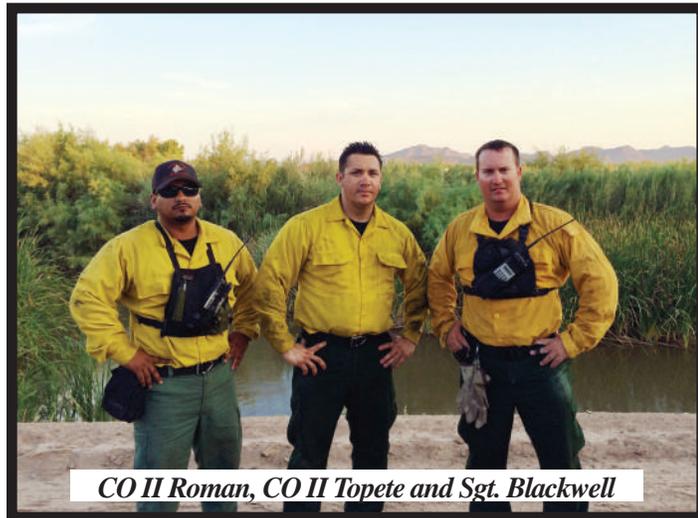


*CO II Roman*

11 wildfires throughout the state to include the Fortuna, Cocopah Trail, Confluence, Hay, Slide, River Bottom, Alamo, Robbins Butte, Paradise, Hunter's Hole and Walker Fire.

They have also participated in the burned area rehabilitation project around Island Lake and assisted in several community betterment projects in Yuma County, consisting of brush

removal and fuel abatement at Mittry Lake and Paradise Cove. A tremendous job by the Yuma Fire Crew!



*CO II Roman, CO II Topete and Sgt. Blackwell*



*Working the Cocopah Trail Fire in 2014*

# ASPC-Douglas Wildland Fire Crew

The ASPC-Douglas Wildland Fire Crew, led by Sergeant Pizano and with help from CO IIs Valdez and Badilla,

averages 15 to 20 fires per season. During their off season they complete many projects around Cochise County,

including Fire Wise Protection, the Douglas Jungle Project and the National Conservation, as well as removing dead and dangerous trees along a 26 mile road entering the Chiricahua National Monument.

In 2011, the Douglas Wildland Fire Crew participated in one of the biggest fires of Cochise County, the Monument Fire which burned more than 27,200 acres and destroyed 58 homes.



*Monument Fire aftermath*



*Sgt. Pizano CO II Valdez and CO II Badilla*



*The ASPC-Douglas inmate Wildland Fire Crew*

# ASPC-Lewis Wildland Fire Crew

The Wildland Crew from ASPC-Lewis is led by Sgt. Barreras, CO IIs Sullivan and May.

This crew participated in multiple 2014 fuel abatement projects, the Yarber Fire, the Slide Fire, the Stanford Fire, the Watermelon Fire, the Paradise North Fire, and the Walker Fire. The crew has already participated in mitigation projects in Prescott and Mity Lake thus far in 2015.

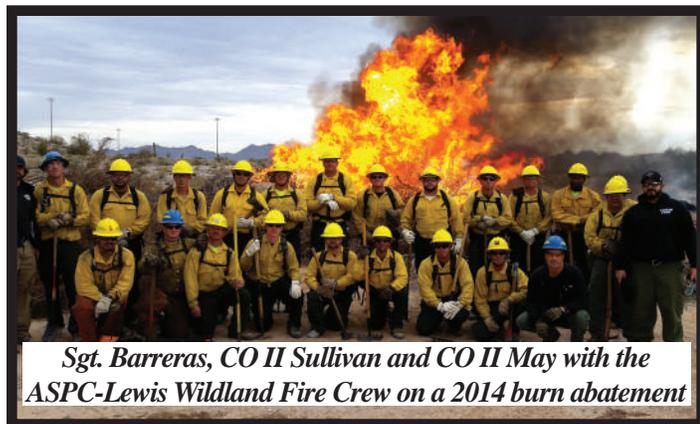
Kudos go out to Lewis Wildland Fire Team.



*Burn abatement*



*Lewis Wildland Fire Crew participating in mitigation project*



*Sgt. Barreras, CO II Sullivan and CO II May with the ASPC-Lewis Wildland Fire Crew on a 2014 burn abatement*

# ASP-Globe Wildland Fire Crew

Sergeant Paulsen, along with CO IIs Caulfield and Rush lead the Globe Unit Wildland Fire Crew. This crew, while assigned to the northern region of the state, has responded to fires all over Arizona.

In between fires this crew takes the inmates to complete abatement work, sometimes involving overnight stays for a week and others four to six weeks in length.

This crew demonstrated exceptional dedication to public service and an outstanding work ethic when they responded to a fire in Yuma during Christmas of 2014.



*Sgt. Paulsen*



*CO II Rush and Caulfield*

# ASPC-Winslow Wildland Fire Crews

Winslow Complex fields a total of four fire crews. Two of the crews are based out of the main complex and are designated Winslow Fire Crews One and Two. The other two crews are based out of Apache Unit, but are referred to as Escudilla One and Two to avoid any confusion with the White Mountain Apache Fire Crews.

Sgt. Joseph Courteau is the supervisor in charge of both crews, but is assigned to Winslow Crew One. He's been with the Department since 2007, and was assigned to the Fire Crew as a Sergeant in 2014.

CO II Shirley and CO II LeSueur are assigned to the Winslow Fire Crew. CO II Ray

and CO II McGrath are on the Escudilla Two crew.

Normally these two teams work independently from one another, but occasionally are given project work together.

This was the case on April 9th when the Winslow Fire Crew One and Escudilla Fire Crew Two working a project on the Hualapai Indian Reservation west of the Grand Canyon and south of the Colorado River. The teams braved overnight temperatures of 19 degrees, but were

up bright and early clearing and thinning the forest in their prescribed areas.



*Sgt. Joseph Courteau*



*CO II Shirley*



*CO II Ray*



*CO II LeSueur*



*CO II McGrath*

# ADC Sergeant Recognized by Winslow Elks Lodge

*Article and photo provided by Programs Secretary Amanda Reeves*

On February 14, 2015, Sergeant Kenneth Williams received a Peace Officer of the Year Award from the Winslow Elk's Lodge. Along with staff from ASPC-Winslow, attending were representatives from the Winslow Police Department and other State Agencies.

Sgt. Williams commented on the range of ages of the members at the Elks Club that he found interesting, including a 105 year old gentleman who had been with the Elks for over 80 years!

Sgt. Williams was recognized for many of the same achievements we at the Department admire him for. He is a uniformed supervisor who is always impeccably dressed and can be relied on to volunteer his services. His high standard of behavior demonstrates his true professionalism.

Sgt. Williams began his career with the Department in July 1991. From the very beginning, he was an exceptional officer and never veered after promoting to Sergeant in June 1997.

As part of his flexibility, he adjusts his schedule to teach classes and to take time out from his busy day to mentor and coach employees. A staff member made the comment they "would follow him into a fire if that's what he needed." Sgt. Williams ensures all staff members are trained in every aspect of their job and learn to do it correctly. His continuity displays leadership with the inmate population. An inmate once commented to him, "Sergeant Williams, you're back? Do you remember me, when I was three years old I would be visiting with my dad and you told me to stay away from the fence!"

Last August, Sgt. Williams stayed over to assist graveyard shift due to staff shortages. During that shift he was working with newer staff demonstrating how to conduct common area searches and recovered a weapon and cell phone. Staff look up to Sgt. Williams for his ability to keep his composure during any crisis while still willing to help others.



Sgt. Williams has been an SSU Supervisor, a Discipline Sergeant, COTA Advisor, Senior Firearms Instructor, FTO, Staff Instructor and Taser Instructor. On several occasions Sgt. Williams has adjusted his days off at the last minute to give remedial classes to those staff that needed further assistance.

Last December at the ADC Employee Recognition Awards, Sgt. Williams was named Supervisor of the Year for ASPC-Winslow.

Sgt. Williams was asked what more he would like to achieve. He expressed his interest to pursue certifications through the ACA and to continue to mentor new Sergeants that come on board.

When asked who was his mentor or person he looked up to, he replied, "George Herman, because he was pragmatic and has a huge wealth of knowledge that he was willing to share."

After his 23 "short" years with the Department Sgt. Williams stated we will continue to see him and that he will be here with his walker and miracle ear turned up!

# It's About Passion

Article and photos provided by ACI Marketing Director Clark DesSoye

Arizona Correctional Industries (ACI) has been very fortunate for the last five years to have Sales Manager Rick Kahn. After a long distinguished career in sales, Rick brought his talents to ACI in 2010 at the moment it was poised for growth but still reeling from the 2008 economic downturn.

Depending primarily on orders from the Arizona Department of Corrections and a handful of other state agencies, ACI had enjoyed organic growth since it was established more than 40 years ago. But management recognized that if it was to meet its ambitious goals to double revenue and inmate hours in the coming decade, it needed to, as Rick would say, “transform the sales team from a bunch of ‘order takers’ into a team of new business generators.” It was time to bring in a sales manager with experience from the private sector who could jumpstart their sales efforts.

Sales in Rick’s first year as manager were \$7.9 million and in the three full years since have averaged more than \$10.1 million — a 128% increase. One market segment that he and his sales team have focused



*Rick Kahn holds the award he won from the National Correctional Industries for being the Western Region Employee of the Year.*

is county governments where sales have grown by 281% during his tenure.

The numbers clearly illustrate the dramatic difference Rick has helped make. But numbers don’t tell the whole story; or even the most important part of the story. The key ingredient that Rick brings to ACI is his passion. You can witness it every time he talks with a customer or a Chamber of Commerce group, or one of the inmate clerks who help

process sales orders. He understands the vital role that ACI plays in the lives of the inmates working here on staff and in our shops. He appreciates their willingness to learn and grow and the pride they take in building a custom conference room furniture suite or a solar-powered bus shelter for the transit authority.

Rick understands that his job is about more than increasing revenues, it’s also about creating

more work opportunities for the over 39,000 inmates in state facilities. He understands that if ACI is successful, but the inmates working with us are not, we are not really fulfilling our mission.

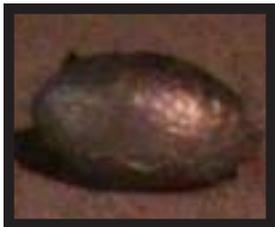
## **Mentor and Advocate**

The private business experience that Rick brings to ACI goes even further as he continuously provides guidance and *Cont. on Page 15*

# Drug and Cell Phone Recovery at East Unit

Article and photos reprinted with permission from ASPC-Florence News

On January 14, 2015, at approximately 2:30 a.m., CO II Carrion had completed his perimeter security check in Easy cluster and returned to the Easy yard office. He heard a loud whistle coming from the perimeter fence line and went to investigate. When he arrived to the area the whistle came from, he found a Nerf football wrapped in duct tape laying behind Easy Hut 3.



The football contained two Samsung flip style phones, one phone charger, one Verizon pre-paid phone card (\$45.00), three zip lock sandwich bags with a green leafy substance and one small white container labeled

“Vapen Concentrates”, containing a light brown substance with a strong odor of Cannabis. CO II Carrion stated he had just completed his perimeter check and the perimeter truck had just passed by the area, when he heard the whistle. Great Job Officer Carrion!



# ADC Staff on the Move

The following Grade 23 and above staff members have either been hired or promoted, transferred or retired. Congratulations on their new assignments!



## TRANSFERS & RETIREMENTS

### Correctional Administrator III

**Edward L. White:**

Lateral Transfer as Corrl. Admr. III for Private Prisons from Marana to Red Rock.

### Correctional Administrator III

**Adam J. Bradley:**

Lateral Transfer as Corrl. Admr. III from Tucson to Private Prison Marana.

### Communications Director

**Andrew Wilder:**

Interagency transfer from Department of Administration.

### Correctional Administrator III

**Lacy Scott:**

Retired 4/23/2015

## NEW HIRES & PROMOTIONS

### Brad Keogh:

New hire as General Counsel

### Courtney Glynn:

New hire as Deputy General Counsel

### Dwight Cloud:

New hire as Chief Information Officer



# Maricopa County Electronic Monitoring Unit

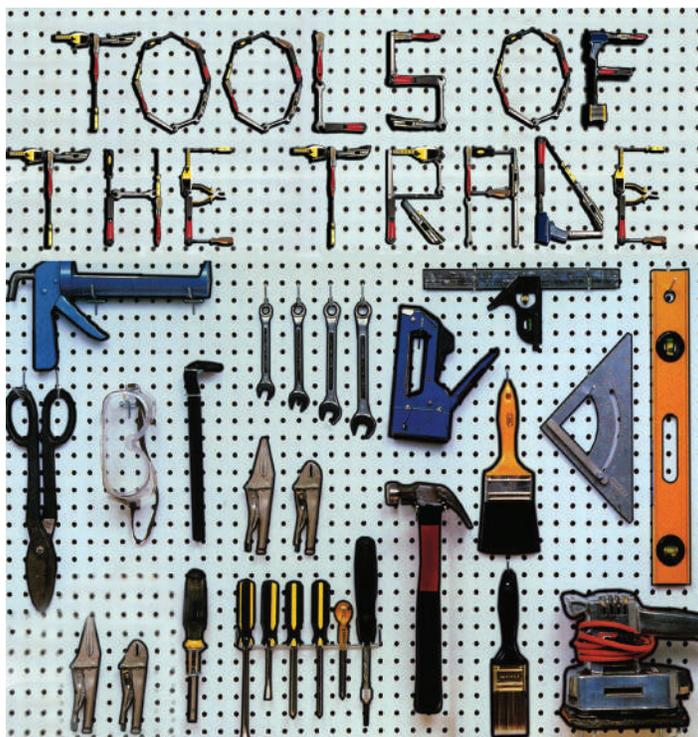
Article provided by Community Corrections Northern Region Manager Kathryn D. Brown

ADC began the use of GPS monitoring of sex offenders released to supervision in November 2006.

The staff of the Electronic Monitoring Unit (EMU) are tasked with the supervision and monitoring of high-risk released offenders. These offenders are typically registrable and notifiable sex offenders and, violent offenders and/or a combination of either. These offenders often have either physical and/or mental disabilities that make them unemployable and unable to secure a means of income.

Additionally, another obstacle is that a majority of these offenders are released from the prison setting with little or no money and no support system or released to the community as homeless/transient status.

The Maricopa County EMU is comprised of one supervisor, one senior officer and six



Community Corrections Officers (CCOs). EMU staff are out in the field monitoring their caseloads 90% of the time. In the Phoenix metropolitan area, where 86% of the sex offenders require electronic monitoring, designated staff respond 24/7-365 days of the year to all major (level 1) alerts. Offenders are supervised at either Maximum or

Intense levels which requires bi-monthly or weekly face to face contacts in the field. While the number of offenders on GPS monitoring fluctuates daily, there are currently 173 offenders monitored by GPS devices statewide.

The following photos show the standard GPS unit and how it is attached

to an offender's ankle.

During orientation, the Conditions of Supervision are read and explained to the offender, who is then instructed on how to maintain a charge on the GPS unit battery. Units that are placed on the offenders require that two staff verify they are working properly and pulling GPS points before the offender is allowed to depart the installation location.

Each officer monitors their assigned caseload via the monitoring system website and each officer receives alerts on their assigned cell phones. Alerts are addressed immediately and swiftly by EMU staff.

The staff who are assigned to the EMU do an excellent job and are to be commended for their outstanding contribution to the community and public safety.



Tools of the Trade Continued on Page 14

**The staff assigned to the EMU supervise several categories of offenders who require GPS monitoring:**

- Registrable and Notifiable sex offenders, required by statute 13-604.01 or 13-705 to be electronically monitored.
- Child abuse cases, required by statute 13-604.01 or 13-705
- Home Arrest grants by the Board of Executive Clemency
- Homeless registrable and notifiable sex offenders who do not have a stable placement, and
- Interstate Compact (ISC) cases that are mandated by the sending state to have GPS monitoring.

# ADC Donation for Douglas

*Article and photo reprinted with permission from the Douglas Dispatch*

In February, CO III Evelia L. Ritchie and CO III Tony De la Torre, both from ASPC-Douglas, were at the Douglas Fire Station donating a check for \$4,731.52 that will be used to help fund the Douglas Holiday program that will be coming up at the end of the year.

De la Torre said the Mohave Unit at the ASPC-Douglas held a fundraiser Super Bowl Sunday and as a result they were able to donate to the event they help out



*CO III Evelia L. Ritchie, of ASPC-Douglas, presents a check for \$4,731.52 to DFD Fire Chief Mario Novoa. Also pictured are Norma Galindo and CO III Tony De la Torre. Bruce Whetten/Douglas Dispatch*

with every year.

De la Torre said all the money raised was from the nearly 950 inmates in the Mohave Unit.

“I’m speechless,” Douglas Fire Chief Mario Novoa said after receiving the donation. “The D.O.C. Douglas Units have always supported us well. They’ve always come through for us but this is the first time they’ve left me speechless. We are so thankful. This gives us a good jump on next year’s holiday event.”

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## ADC’s own named as an “Outstanding Woman in Business”

*Article by PIO Bill Lamoreaux*

An ADC employee has been named among the top ‘Outstanding Women in Business.’ Jan Upchurch, Victim’s Advocate with the Arizona Department of Corrections and President of Concerns of Police Survivors (COPS), was recognized as one of the 30 outstanding women in business by the Phoenix Business Journal on March 30, 2015.

“I’m overwhelmed and I’m just so humbled and honored to be even acknowledged in such a way... most people are uncomfortable with death and dying and injuries...Nobody wants to be a crime victim, but they’re thrown into this criminal justice system they don’t know anything about,” said Upchurch.

She has been actively advocating for victims of crime for more than 20 years. She continues to provide support and services to thousands of victims as well as families of fallen officers lost in the line of duty.

“As the Administrator with the Office of



Victim Services,” Upchurch said, “and working with COPS, sometimes I work with the families in both arenas - as a family of a fallen Officer, and then when that individual who killed their loved one is sent to state prison...helping those families, and helping those victims to answer those same questions: where’s my restitution; when’s the inmate getting out; what happens once the inmate gets out; what happens next? And being able to answer those questions...works well with what I do, because I do have a lot of resources around the state...if I don’t always know the answer I can always find that out.”

The Outstanding Women in Business Award program has been recognizing influential women for being mentors, visionaries and leaders in the valley and state business communities.

“The Arizona Department of Corrections is proud – and grateful – to have Jan on staff. She is a good-hearted person and an exceptional advocate for crime victims and their families,” said ADC Director Charles Ryan.

*Tools of the Trade Continued from Page 12*



**Strap and clip install**

Trim the ankle Strap with a flat bladed cutter. Next take an ankle strap clip and place it over the ankle strap, with the prong ends pressed into the strap. Then insert the completed ankle strap / end into the ankle monitor and press it in until it clicks into place. You are now ready to test the monitor.



**Test fit the Strap**

After trimming the strap and fitting the strap clip, insert the strap into the ankle monitor. For a proper fit, you should be able to snugly place your finger between the strap and the subject's ankle at both points where the strap is attached to the monitor. If the strap is too loose or too tight, you will need to start over and make another strap.

In order to test fit the ankle monitor strap, first install one end of the strap using the strap clips. Wrap the other end around the ankle and line up the strap with the clip receptacle. Note the length of the strap, remove and trim as necessary.



When the ankle monitor is properly fitted, activate the monitor by pressing the red button.

Each monitor comes with a charger. The charger connects to the bottom of the monitor with small magnets on either side of the charging connection. Ensure the charger is working properly before having the wearer sign for the equipment.



*Passion CONTINUED FROM PAGE 10*

support to his sales team, other departments and the shops. He understands that the most important role for the sales team is managing customer expectations. Especially in organizations like correctional industries.

Rick constantly works to help improve processes and procedures so that the delivery time frames on sales orders are realistic and manageable. And he insists that, if problems arise, his team is alerted as quickly as possible, so that they can go back to their customers with updates on their projects. “If delivery schedules need to be adjusted,” Rick contends, “customers will usually understand and work with us. But they need to be informed. We all need to know – as soon as issues arise – so that we can effectively manage customers’ expectations.”

“I’m proud of the products we produce,” he continues. “I’ve seen some phenomenal things come out of the shops over the years, so I know that if we all work together to keep each other informed about issues and problems as they arise, we can keep making incredible, custom-designed furnishings and bringing old and worn out furnishings back to showroom quality. And, most importantly, we can keep our customers across the state coming back to ACI.”

**Moving Ahead Strongly**

It has been a challenging year for Rick and for ACI. But Rick has the same passion and commitment that he brought to the job five years ago. ACI is on track to exceed budget for revenue, income and inmate hours.

In April, Rick was honored at the National Correctional Industries convention in Indianapolis as the Western Region Employee of the Year. As usual, Rick wants to stress that, “No Sales Manager was ever recognized for efforts that didn’t involve many people, in this case including everybody from the Sales Team, H.R., Purchasing, Accounting to the Shops, Transportation and everybody involved in all aspects of the business process.”

By honoring Rick in this way, we are recognizing the intangibles that bring true accomplishment. For Rick, success is measured in the passion he brings to his job and his life. The rest of ACI can help teach job skills, but witnessing Rick’s enthusiasm and uncompromising commitment to the ACI mission teaches the inmates and the entire staff something much more important: How passion makes work worth doing and life worth living.

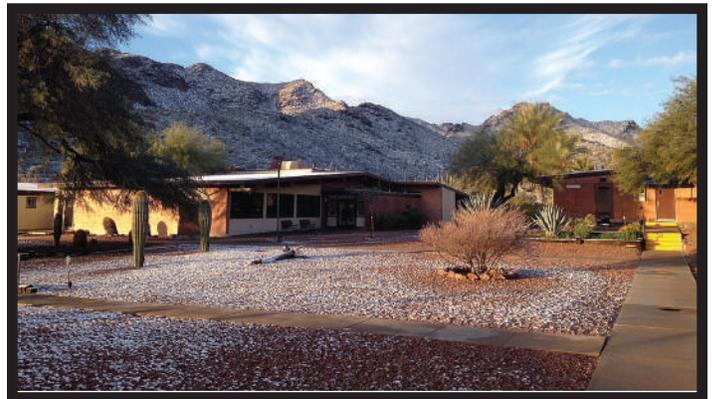
# Snow Covered COTA on New Year’s Day

*Article and photos provided by AA III Becky Nawrocki*

Snow on the ground in Tucson is not normal, but it happens and COTA was welcomed with a blanket of the white stuff on New Year’s Day (yes, most of the staff worked and got to enjoy the beauty and the crispness of that day). The following photos capture some of the scenes.



*Snow on the COTA Seal by Lt. Leroy Potteiger*



*Snow on property by Physical Plant Director, Peter Mueller-Martin*



*Snow covered cactus by Sgt. Holly Simon*

# ADC Takes the Plunge for LETR

Article and photos provided by Programs Secretary Amanda Reeves / ASPC-Winslow and AA III Dave Schlotterer / COTA

The Arizona Department of Corrections recently participated in two separate events to help raise money for the Law Enforcement Torch Run to support Special Olympics Arizona.

On March 7, 2015 staff from ASPC-Tucson and COTA took part in the 7th Annual Tucson Polar Plunge at the Catalina Terrace Pool. Together they raised over \$1,100 by taking an icy plunge dressed as their favorite

super costumed heroes and villains.

A couple of weeks later, on March 21, 2015 ASPC-Winslow hosted the first annual Spring Fling event at the City of Winslow's outdoor pool. Staff representing ASPC-Winslow and Apache Unit, Winslow Police Department and PT's Bar were heroic, with numerous spectators that were rooting on their favorite heroes and villains. This event was a great success, raising over \$4,000.

