



Director Charles L. Ryan

Volume 11, Issue 05

2011 ADC Strategic Planning Session



ADC Director Charles L. Ryan greets a full house of Corrections staff at the beginning of the three day Strategic Planning Session at the Correctional Officer Training Academy

Story by Bill Lamoreaux, Public Information Officer

On August 1-3, the Correctional Officers Training Academy hosted the 2011 ADC Strategic Planning Session. Over 200 members of the department's leader-

ship including wardens, deputy wardens, administrators, managers, and subject matter experts from across the agency came together to explore ways to build "A professional ADC management Team" and continue to

improve operational efficiency in meeting the needs of Arizona citizens. ADC leadership explored current topics of managing the employee performance policy, technology changes, correctional programming, and challenges in population management.

ADC leadership invited two guest speakers to this year's event. Phoenix Police Commander Jeffrey G. Hynes spoke on Monday about the expectations and working relationships between man-

agement and labor. The next day Larry Johnson, co-author of Absolute Honesty, spoke to the audience about building a stronger team and work environment through a culture of honesty and straight talk.

The three day event included topics ranging from technology changes to challenges in population management.

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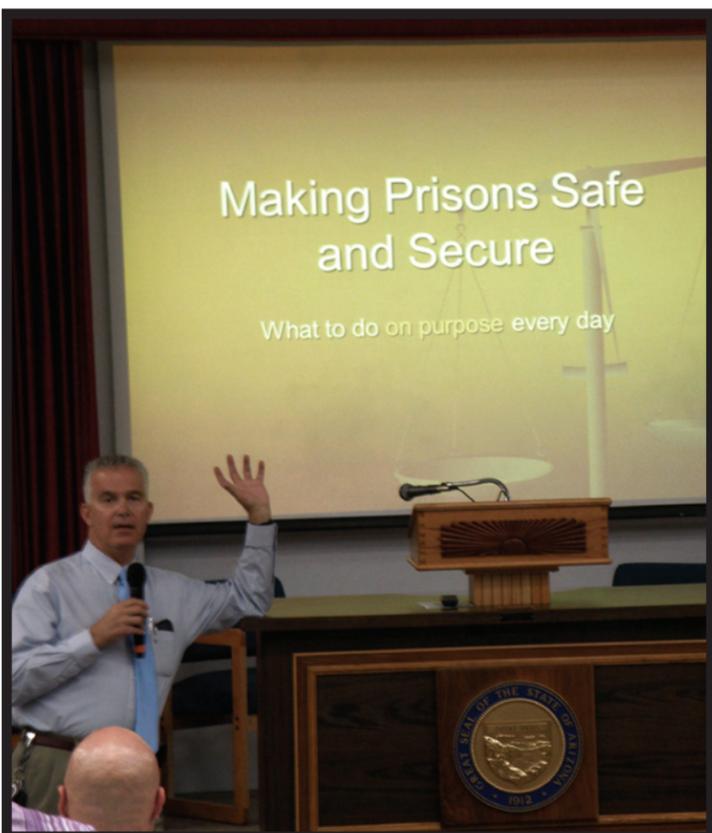
The three day event included a number of presentations by ADC staff. Support Services Division Director Laura Krause provided information on Managing Employee Performance/Current Policy and Process and the new DO 601. Dona Marie Markey, of Planning and Special Projects, gave a Strategic Planning Overview presentation. Chief Information Officer Stephen Welsh and Network Support Manager John Ryan provided

their information on Managing Technology for Tomorrow.

Education Administrator Dr. Barbara Ganz and Counseling and Treatment Program Manager Karen Hellman spoke about Correctional Programming and Northern Regional Operations Director Ivan

Bartos and Dr. Ben Shaw offered their presentation on Making Prisons Safe and Secure.

As in years past, this session is a large task for COTA staff to keep organized and Commander Angelo Daniels and his team deserve recognition for their efforts.



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

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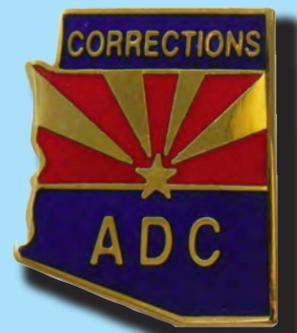
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This publication is to promote the work of ADC and the achievements of its staff. Articles, questions or comments are welcome.

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# ACI garners national recognition



**ACI staff, from left to right: Glen Davis, Jennifer Davis, Jose Ruiz, Rob King, Brian Radecki, Mike Estrada, Ray Sibbitt, Kyle Pettibone, Anil Shukla, Bonita Blalark, Vicki Fitzpatrick, Corinne Hines-Samuelson, Thomas Brown, Shirley Kaufman, Alexandra Benlein, Dongyan Jones, Rick Brodeur, Janet Riley, Dotti Tyma, Arrin McCoy, Kim Keever, Nick Angel, Nataline Iniguez, Gregg Hillebrand, Malinda Strom, Eric Cole, Nancy Letarte and Bill Branson.**

*Story by  
Quality and Training Manager  
Alexandra Benlein*

Arizona Correctional Industries (ACI) has been named a runner up in the annual Better Government Competition (BGC), sponsored by the Pioneer Institute. The BGC seeks out and rewards the most innovative public policy ideas from government, the private sector and individuals.

ACI was recognized for partnering with 19 private sector companies and providing inmate labor under the parameters set by the Arizona Department of Corrections (ADC). Private Sector Partnerships include semi-truck and trailer refurbishing, agricultural, business to business call centers, trailer manufacturing, modular building construction, auto detailing, and food processing; work sites are both on site (within the institution perimeters), and off site.

ACI is a financially self-sufficient division of the ADC; operating entirely without taxpayer funding. In FY 2010, inmates provided 2,079,731 hours of inmate labor to these contracts in support of ACI's mission of providing programs that contribute to the successful reentry of offender by providing a structured environ-

ment for participants to learn the skills needed to obtain and retain post-release employment, as well as making an impact in reducing inmate recidivism. Additionally, a percentage of the inmate wages earned through the Private Sector Labor programs are deducted to cover Room & Board cost. In FY 2010, the deductions were \$2.3 million; since the inception of the Private Sector Program these deductions have exceeded \$16.5m. The ACI businesses: Private Sector Partnerships and Owned & Operated, earned annual sales of over \$33 million in FY 2010.

The Pioneer Institute developed the BGC in 1991 to provide a public forum for the very best in citizen "know-how." The competition identifies promising new ideas as well as tested reforms that improve state and local government. In 2011, the 20th annual competition focused on state and local "budget busters". The panel of judges evaluated more than 200 applicants to choose one winner and four runners-up to this year's Competition.

The author and winner of 2011 Pioneer Institute's Better Government Competition, Massachusetts State Representative Will Brownsberger, proposed to enroll all new hires in all levels

of government into a single pension system, ultimately consolidating boards and alleviating tax payer burden. Also

named runner ups were the Healthy Indiana Plan, the Massachusetts Tele-ICU Initiative and the Florida Plan Review.

## ***THE 2011 EMPLOYEE RECOGNITION AWARDS ARE AROUND THE CORNER***

***NOMINATIONS FOR THE ANNUAL  
EMPLOYEE RECOGNITION AWARDS  
NEED TO BE SUBMITTED NO  
LATER THAN  
OCTOBER 27, 2011.***

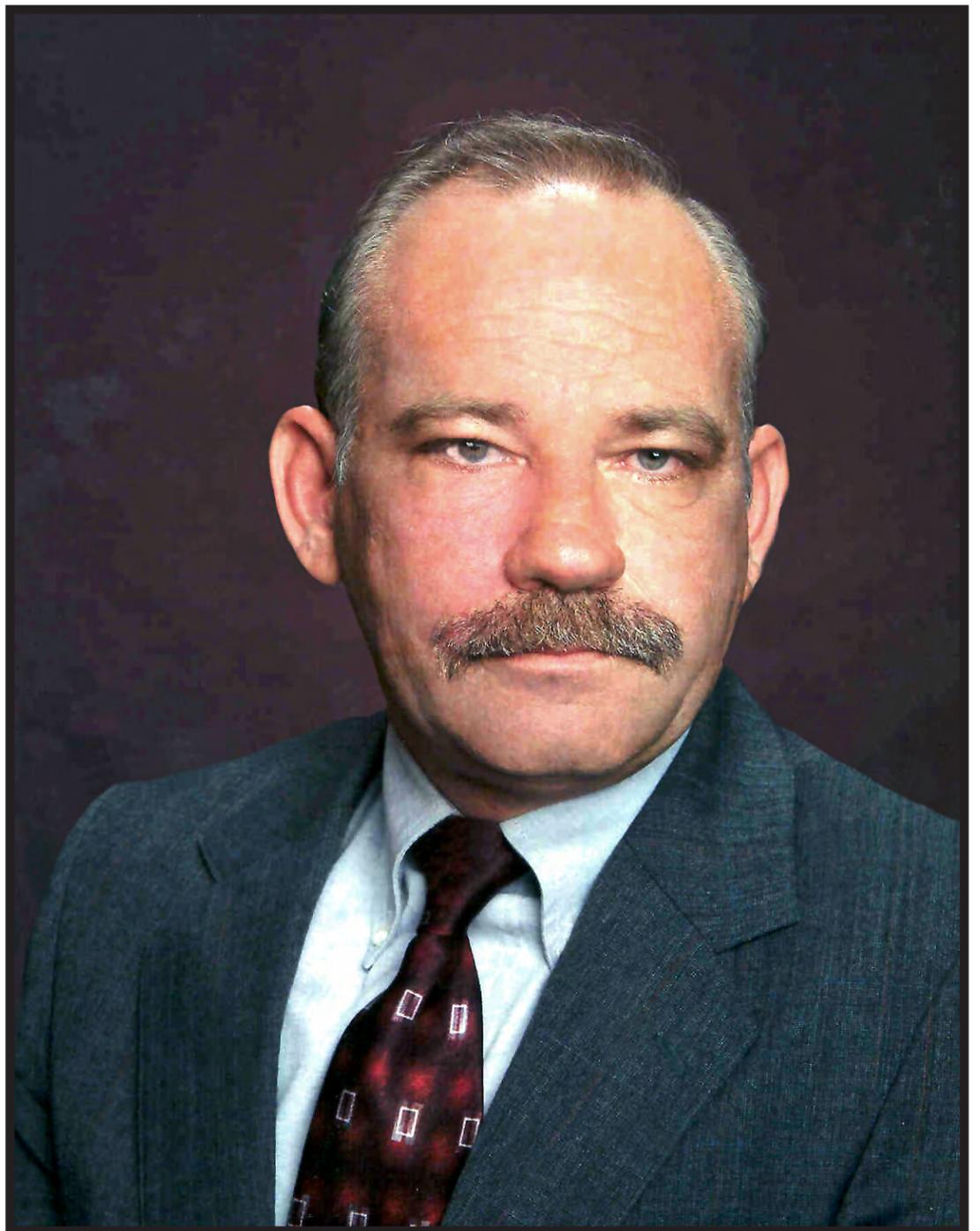
***FOR MORE INFORMATION  
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blamoreau@azcorrections.gov***

## ASPC-Florence gets it's 35th warden in 103 years

The first official state prison in Arizona has a new Warden. Lance R. Hetmer, who has been appointed Warden of ASPC-Florence, brings 23 years of knowledge and experience with the Department of Corrections to the job. He began his career with ADC in June 1988 as a Correctional Officer I at ASPC-Douglas. He promoted to Correctional Office II in March of 1990, at the state Prison Fort Grant. In April 1992 Hetmer promoted to Sergeant at Fort Grant and then to Lieutenant at Fort Grant in January 1996. He went on to promote to Captain at ASPC-Perryville in October 1998.

Hetmer was promoted to Associate Deputy Warden in July 2002 at ASPC-Safford, and then promoted to Deputy Warden in 2004. In January 2006 Hetmer transferred to ASPC-Tucson. In July 2007 he was appointed as the Deputy Warden of Operations, where he remained until his appointment as Warden at ASPC-Florence in June 2011.

Warden Hetmer welcomes the new and unique challenges as the Warden at ASPC-Florence.



## New Warden appointed to head ASPC-Phoenix

Alfred (Al) D. Ramos, who in August 2011 was promoted to Warden of ASPC-Phoenix, brings over 38-years of experience to the job. Ramos began his Corrections career in June 1973 when he was hired as a Correctional Officer in Walla Walla Washington. He worked his way up the ranks in the Washington State Department of Correction organization and retired with 30 years of service in June of 2003 as the Superintendent of Pine Lodge Pre-Release, in Medical Lake, Washington.

In March of 2004, he was hired as the Associate Deputy Warden of ASPC-Lewis/Stiner, followed by a stretch at ASPC-Lewis/Buckley. In May 2005, he was promoted to Deputy Warden (DW) of ASPC-Lewis/Stiner. Ramos was transferred to DW of ASPC-Lewis/Buckley in June 2007, followed by a promotion to DW of ASPC-Eyman/Browning in Dec. 2009, where he worked until his promotion to the position of Warden of Phoenix.

Warden Ramos takes pride in the job that all correctional staff do every day, which is to keep the Citizens of the State safe. He is grateful for the opportunities Corrections has provided him and has said many times, "this career chose him".



# ADC Service Dog Program honored



**Front row kneeling: CO II Olga Payan and service dog SD Canny, ASPC-Perryville; CO II Robin Teed and Trailing Hound Bell, ASPC-Lewis. Back row: Acting U.S. Attorney of Arizona Ann Scheel, Lt. Steve Lowe, Service Dog Program Central Office; Sgt. Johnny Carasco, ASPC-Florence; Sgt. Brent Burtsfield, ASPC-Eyman; Service Dog Program Administrator Ralph Pendergast; Offender Ops Director Robert Patton; Interim Deputy Director Carson McWilliams; CO II Shane Cormier ASPC-Phoenix and Major Mario Diaz ASPC-Florence.**

The Arizona Department of Corrections (ADC) Service Dog Program has been honored with an award from the Law Enforcement Coordinating Committee (LECC). The LECC was established to foster a comprehensive cooperative atmosphere among all law enforcement agencies within the State of Arizona and to aid those agencies in the delivery of the most effective law enforcement services to all persons in Arizona. On Sept. 22, the Service Dog Program received their "Outstanding Contributions to Community Partnerships for Public Safety" award from Acting U.S. Attorney of Arizona Ann Scheel.

Accepting the award were Interim Deputy Director Carson McWilliams, Offender Ops Director Robert Patton and Service Dog Program Administrator Ralph Pendergast along with Lt. Steve Lowe, Service Dog Program Central Office; Sgt. Brent Burtsfield, ASPC-Eyman; CO II Shane Cormier, ASPC-Phoenix, Sgt. Johnny Carasco, ASPC-Florence; Major Mario Diaz, ASPC-Florence; CO II Olga Payan and service dog Canny,

*The ADC Service Dog program stands at the ready 24 hours a day, 365 days a year to assist other agencies in the overall goal of public safety.*

ASPC-Perryville and CO II Robin Teed and trailing hound Bell, ASPC-Lewis. The ADC Service Dog program is comprised of 57 dual purpose canines, 31 blood hounds, eight cell phone canines, and one explosive detection canine. The Department has one of the largest canine programs in Arizona. This group of professionals is not only dedicated to public safety within the confines of the Arizona Prisons, but also

stands ready anytime, day or night, to assist other agencies in the overall goal of public safety. There are 10 prison complexes throughout the State of Arizona and each complex has canines, putting the ADC in a position to deploy and assist anywhere in the State.

The Department's Service Dogs have been called upon by numerous Federal, State, County, and Cities for assistance, including the US Marshall Services, FBI, Arizona Department of Public Safety, Maricopa County Sheriff's Office, Police

*Service Dog Award continued page 6*

*Service Dog Award continued from page 5*

Departments in Phoenix, Tucson, Gilbert, Chandler, Mesa, San Luis, Winslow and many other agencies around the State.

ADC Service Dog Teams logged 123 agency narcotics assist searches and over 250 hours when called upon by other law enforcement agencies for assistance. Bloodhound agency assist for manhunts/escapee was 34 calls with over 580 hours logged and 12 persons located during these call outs, and making the community safer with these individuals apprehended. Bloodhound agency assists for search and rescue were 35 call with 392 hours logged and 22 persons rescued.

Canine teams have been used for public education and demonstration for the deterrent of narcotics. They not only answer the call to assist other agencies but have also have had the pleasure in assisting public schools with narcotic searches of school lockers in an attempt to keep our schools drug free.

The Department takes pride in assisting all those who call upon our canine teams; who work very hard to ensure that the reliability of our canines is going to serve the Department and any other agency who call upon us. In order for this to happen the Service Dog Program has to ensure maintenance training occurs, and this year they logged over 4,600 hours of training.



## Three ADC staff complete CCHP training

Three Arizona Department of Corrections staff members have completed their Certified Correctional Health Professional (CCHP) examinations and have received their CCHP certificates. Dr. Richard

M. Rowe, ADC Medical Program Manager, James Taylor, Northern Regional Health Administrator and Kathleen Campbell, Nursing Program Manager join over 2,000 correctional health care profession-

als nationwide who have earned this distinction.

In order to become certified, Rowe, Taylor and Campbell first provided an extensive application and then passed a comprehensive exam covering administrative and legal aspects of health care in prisons, jails and juvenile detention and confinement centers.

CCHP is highly regarded as a symbol of accomplishment and self-

improvement and provides immeasurable benefits.

It promotes correctional health care professionals' knowledge, understanding and application of standards and guidelines essential to the delivery of appropriate health care in the correctional environment; their role in delivering that care; the basic legal principles underlying their practice and their ethical obligations.

## ASCA scholarship awards

Two children of Arizona Department of Corrections staff have been named recipients of Susan M. Hunter Scholarships from the Association of State Correctional Administrators (ASCA). The scholarships are named for Susan Hunter, the former Chief of Prisons Division of the National Institute of Corrections, who passed away in 2003.

Amanda Broadhead, whose parent is Warden Lyle Broadhead, ASPC-Safford, received a new award of a \$1000 scholarship. Robin Supernant, whose parent is Sergeant Vincent Guidice, ASPC-Douglas/Maricopa

Unit, received a renewal of a \$500 scholarship. In a letter accompanying the scholarship, it was noted the two young women were chosen for their "superior academic work" and their "desire to pursue higher education."

Susan M. Hunter scholarships are available to the children of current, retired or deceased employees who are or were full-time employees of a corrections agency that is a member of ASCA. For additional information on applying for a scholarship, please visit their web site at <http://www.asca.net/>.

# ENGAGE

Your Heart. With Others. In Caring.



### 10 REASONS TO GIVE THROUGH THE SECC!

1. It is a fast, easy and convenient way to give. You can even do it online.
2. It is tax deductible – you'll thank us on April 15<sup>th</sup>.
3. It'll make your parents proud.
4. You never know – YOU may need the services some day.
5. It's the right thing to do. Kids will look up to you.
6. You'll be in very good company. Thousands and thousands of state employees give each year.
7. Because someone once helped you out and helping others is the best way to give back.
8. You can give a little each pay period through payroll deductions. You won't even miss it.
9. Because the need is enormous and you can be part of the solution.
10. Because your gift will change lives for the better.

# *In Memoriam*

*It is with great sympathy and respect the  
Arizona Department of Corrections  
acknowledge the loss of our staff*

*RIP 07/21/2011*

*CO II Michael Madrid, ASPC-Tucson/Whetstone Unit*

*RIP 08/14/2011*

*CO III Melanie Greene, ASPC-Eyman/Browning Unit*

*RIP 09/14/2011*

*Sgt. Clory Duran, ASPC-Winslow/Coronado Unit*

*RIP 09/22/2011*

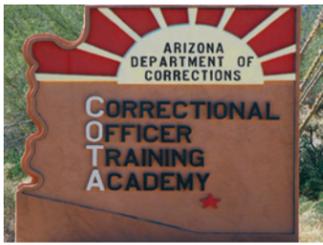
*Cadet Yvonne Quie, COTA*

*RIP 09/30/2011*

*Sergeant Jesus H. Garcia, ASPC-Yuma/Cheyenne Unit*

*RIP 09/30/2011*

*CO II Roy Paulsen, ASPC-Eyman/Rynning Unit*



# COTA CORNER

The Arizona Department of Corrections congratulates the recent graduates of the Correctional Officer Training Academy. COTA is located on 40 acres in the foothills west of Tucson, with additional classes held at other locations at prisons around the state as necessary and twice a year COTA also hosts a K-9 Academy. COTA provides training for ADC cadets and tenured staff and for county jails and other detention centers around the state. The curriculum encompasses 360 contact hours and the graduating cadets receive 21 Community College credits, which they can then use towards higher-level education degrees. Cadets are trained and assessed in six different areas including academics, physical fitness, firearm qualification, self defense, professional behavior and ethical standards. Following nine weeks of training, graduates are sworn in as Correctional Officers.

## COTA Class 881



Class Lt.: Fernando Dicochea  
Class Sgt.: Norma Rubio

Advisor: CO II Darin J. Northern  
Advisor: CO II Steven L. Kent

### CLASS ROSTER

Hector Aguilar Jr., Rodney R. Allmon, Eric D. Alvarez, Jorge P. Beltran, Charles E. Boore Jr., Adam Boyd, Francisco J. De La Ree, Jessica I. Evans, Brian Frisby, Joseph D. Galante, William D. Hale, Alex Hernandez Jr., Enrique Anthony B. Hernandez, Stella S. Herrera, Dante R. Herron, John E. Holmes, Christopher Korfeld, Glen E. Leonard II, Nadia G. Lizarraga Mayorquin, Domingo Martinez III, Debra J. Mauro, Jesse I. Monongye, Michael E. Morris, Ryan J. Ostberg, Diego E. Roman, Angel A. Ruiz, Jason P. Stitt, Heather M. Topa, Hector J. Uriarte, Jim R. Watson, Navin D. Wood.

### CLASS AWARDS

#### Professionalism:

Rodney R. Allmon, Jesse I. Monongye

#### Academic Achievers:

Heather M. Topa - 94.65%, Rodney R. Allmon - 93.79%, Michael E. Morris - 93.79%  
Adam Boyd - 91.65%

#### Firearms:

Francisco J. De La Ree - 249, Jason P. Stitt - 248, Ryan J. Ostberg - 244, Domingo Martinez III - 243, Jim R. Watson - 242, Enrique Anthony B. Hernandez - 241, Adam Boyd - 240.

## COTA Class 882



Class Lt.: Lisa Oberle  
Class Sgt.: Alfred Martinez

Advisor: CO II Jon Beasley  
Advisor: CO II Michael Posko

### CLASS ROSTER

Leandro R. Abeyta, Ulysses S. Anaya, Francisco J. Ayala, Wayne A. Butcher, Richard P. Daniels, Jose L. Diaz, Maria G. Estrada, Walter A. Fragozo, Cesar E. Garcia, Robert W. Glidewell, Nicholas R. Gonzalez, Stephen J. Guthrie, Jacquelyne D. Gutierrez, Brad A. Holtzen, Vincent C. Jenkins Jr., Katrina L. Kitchner, Richard S. Klinger, Gamon S. Lowe, Arnulfo Martinez Perezarce, William C. Matthews, Francisco X. Orozco, Joshua Riley, Pancho M Rivera, Angela M. Salazar, Carlos A. Sandoval, Preston L. Schulz, Joshua C. Vargas, Carlos Vasquez, Ernest D. Verdugo, Scott R. Wallace.

### CLASS AWARDS

#### Professionalism:

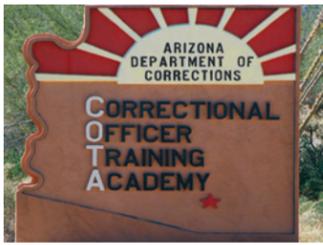
Preston L. Schulz, Carlos Vasquez.

#### Academic Achievers:

William C. Matthews - 97.22%, Jacquelyne D. Gutierrez - 96.36%, Robert W. Glidewell - 96.15%.

#### Firearms:

Wayne A. Butcher - 249, Stephen J. Guthrie - 249, Francisco X. Orozco - 249  
Richard S. Klinger - 245, Jacquelyne D. Gutierrez - 244, Joshua Riley - 243, Ulysses S. Anaya - 242, Leandro R. Abeyta - 241.



# COTA CORNER

## COTA Class 883

NO PHOTO AVAILABLE

### CLASS ROSTER

Francisco A. Barajas Tapia, James H. Barnes, Jabin E. Broderick, Ashley S. Buckhanon, Jeff W. Christensen, Brandie L. Christman, Ryan D. Delatte, Mario I. Duenas, Amanda S. Egbert, Brandon A. Garibaldi, Evan M. Goldberg, Kelli M. Grayson, Rhett J. Haggard, Johnny J. Haynes, Varick R. Johnson, Mary E. Johnston, Johnathon F. Kendall, Casey J. Lanford, Joshua A. Le Brecque, Eddie A. Martinez, Keegan J. Mcmanus, Jesus Ramirez, Jason P. Rash, Jesse L. Rudd, Jeffrey S. Smith, Dylan J. Studiner, Darren C. Victoria, Otto N. Villafane Usme, Brandon C. Voinea, CJ B. Waldron, Ryan T. Willbanks.

### CLASS AWARDS

**Professionalism:**

Ryan D. Delatte, Amanda S. Egbert, Evan M. Goldberg, Mary E. Johnston

**Academic Achievers:**

Mario I. Duenas - 97.00%, Mary E. Johnston - 96.75%, Brandie L. Christman - 96.15%.

**Firearms:**

Darren C. Victoria - 247, Rhett J. Haggard - 245, Mary E. Johnston - 245, Francisco A. Barajas Tapia - 243, CJ B. Waldron - 243, Jason P. Rash - 242, Jeff W. Christensen - 240.

Class Lt.: Fernando Dicochea  
Class Sgt.: Danielle Ortiz

Advisor: CO II Alexandria Bailey  
Advisor: CO II Lorenzo Harden

## COTA Class 884

NO PHOTO AVAILABLE

### CLASS ROSTER

Benjamin Alcaraz, Jessica M. Bennett, Derek T. Boothe, Bruce L. Card Jr., Amanda M. Casterline, Javier Chavez, Alex B. Cole, Javier Coronado Jr., Josiel E. Escalante, Jose D. Figueroa Pacas, Jalaal R. Frasier, Eric M. Graham, Alex J. Guerra, David O. Guerra Guillen, Roxanne T. Kauth, Thomas E. Kidd, Misael Leon, Angela M. Lewis, Oscar Luevanos Felix, Crishtian J. Lugo, Hollie M. Mathes, Eric M. Medrano, Raul C. Meza, James M. Minnix, Ashley M. Moody, Fernando V. Nunez, David Ordaz, Jennifer M. Orozco, Jorge L. Padilla, Jesus A. Santamaria, Thomas W. Scheurn, Hector A. Serrano, Edward E. Serventi, Owen Silva, Rene A. Talamantes, Ivan F. Valenzuela, Jeffrey L. York, David E. Zanercik.

### CLASS AWARDS

**Professionalism:**

Bruce L. Card, Jr., Jorge L. Padilla

**Academic Achievers:**

David E. Zanercik - 93.15%,  
Jeffrey L. York - 92.29%,  
Rene A. Talamantes - 91.22%.

Class Lt.: Lisa Oberle  
Class Sgt.: Jesus Martinez

Advisor: CO II Kyle Pasch  
Advisor: CO II Patricia Trejo