

# The Arizona Department Of Corrections



Volume 14, Issue 03

Director Charles L. Ryan



ADC Remembers 9/11

Pages 14-15



# THE DIRECTOR'S PERSPECTIVE

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

The Arizona Department of Corrections recently hosted the National Conference of the Association of State Correctional Administrators (ASCA) and the annual training program for all Correctional Directors.

I would like to take this opportunity to thank all the employees in the Department who helped make these three day-training activities a great success.



In the Browning Unit, SMU-1 and the Central Unit, we were able to showcase the Department's approach to Maximum Custody population

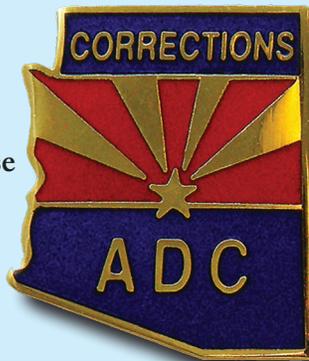
management. We have been working on this new policy for a number of months and there were dozens of people who were involved in its implementation. We were able to demonstrate the new policy to dozens of Correctional Directors who toured the units. Frankly, it was an absolutely successful day and I'm very proud of the phenomenal job our employees did.

I would like to convey a "shout-out" to all the staff in Florence, Eyman and elsewhere in the Department who had a role to play in hosting ASCA. It was an incredible day for the Department and I could not be prouder of all of our employees who were involved, putting on the tour and making the presentations.

Thank you all for your professionalism and commitment to the Arizona Department of Corrections.

*Sincerely,  
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)

# Susan M. Hunter Scholarship Awards

Article provided by Communications Director Doug Nick, Photos provided by Media Relations



*Ethan Powell receives his scholarship award from Director Ryan*

*Jordan Farinsky receives her scholarship award from Director Ryan*

The path to a higher education cannot be taken without financial help. But that way has been made a little smoother for the children of two ADC employees with the awarding of \$1,000 scholarships through the Susan M. Hunter Correctional Scholarship.

Jordan Farinsky and Ethan Powell have received the scholarship, which is provided through the Association of State Correctional Administrators.

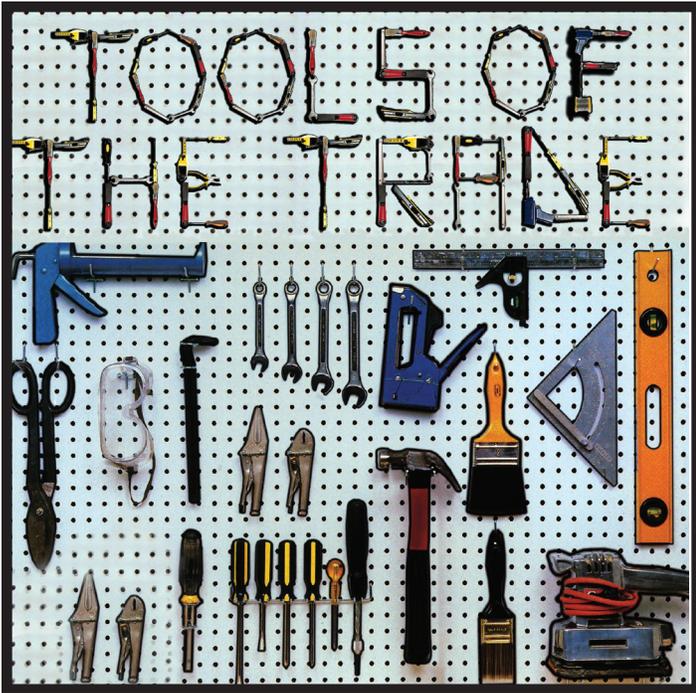
Farinsky is the daughter of CO III Heather Dison, who works at the department's Eyman Complex in Florence. She will pursue a degree in criminal justice and business at Northern Arizona University.

Powell, son of ADC Criminal Investigator Tom Powell, will attend Arizona State University and will major in biochemistry.

The Susan M. Hunter Correctional Scholarship is named in honor of the former Chief of the Prisons Division at the National Institute of Corrections, as a lasting tribute to her commitment to the field of corrections. She passed away in 2004.

"Susan Hunter was dedicated to education, and this scholarship reflects her lifelong commitment to those ideals," ADC Director Charles Ryan said. "The Department of Corrections is similarly committed to helping employees and their family members who want to obtain a college education.

"Jordan Farinsky, Ethan Powell, and their families represent the best of the ADC. These students have chosen important and challenging fields of study and, on behalf of the entire Department of Corrections, I wish them the greatest success."



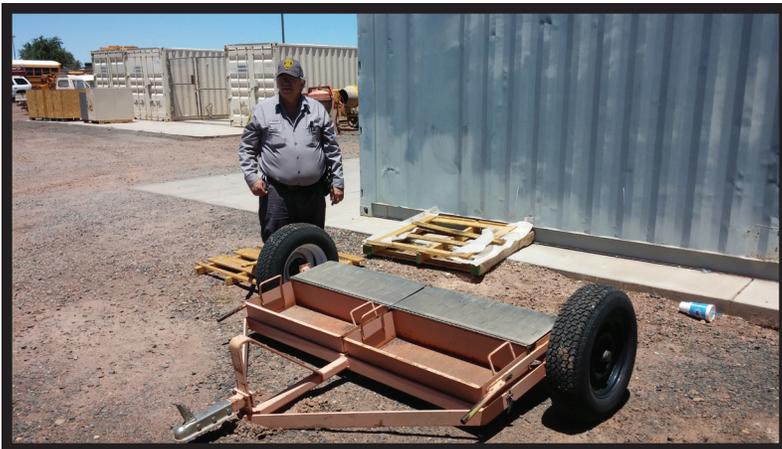
*In what Directions staff hope will be an ongoing feature, we introduce “Tools of the Trade.” Each issue we would like to provide an article on the many tools the Arizona Department of Corrections has at its disposal to ensure the safety and protection of both ADC staff and inmates. We ask anyone in the Department who feels they can supply similar articles to please contact us at:*

***Directions@azcorrections.gov.***

*This issue’s installment is provided by Major Ron Lawrence from ASPC-Winslow. He provided an article and photos on “The Proper Use of the Drag Behind Magnet Trailer.” We think you will find it informative and look forward to your submissions.*

***Article and photos provided by Major Ron Lawrence / ASPC-Winslow***

The “drag behind magnet” is a very effective tool for covering large areas on our yards. As the name implies, it is a trailer that is pulled behind a gator or small pickup truck systematically around recreation fields or the yard in general. It can easily pick up metallic objects on the surface, or just below the surface as long as the objects are not buried too deeply.



**This is the way the trailer looks in travel configuration. It is ready to be hitched up to the tow vehicle and taken where you need it. Please note it is very low to the ground. It should never be towed with a full sized pickup and care needs to be exercised if you use a mini pickup to ensure you are not dragging the rear when you tilt the front end up to mount the carrier over the ball.**

**This is how the trailer looks when the magnets have been deployed and are ready to drag. You use the swing arms to rotate the magnets to the rear.**

**Please note the magnet cover plates are under the drag. These plates make it easy to remove the collected debris from the magnets and dump into the collection bins at the front of the drag.**

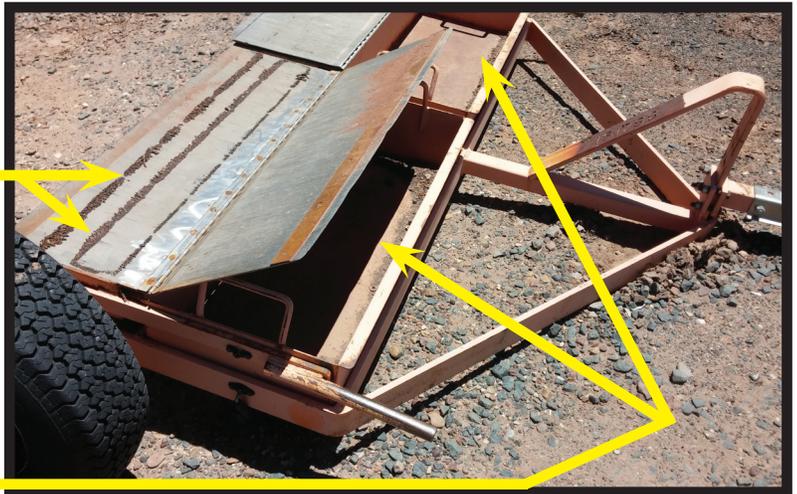




This view shows the trailer with the magnet cover plates in the **WRONG CONFIGURATION!**

With the cover plates open, metallic objects will stick directly to the magnets and be very difficult to remove.

As you can see in this picture, someone has operated the trailer with the cover plates in the open position, allowing iron filings and other metallic objects to stick directly to the magnets.



These will be very difficult to remove. If they had properly operated the trailer with the cover plates closed, like you see near the top of the picture, then all they would have to do when they finished is open the plate and allow the collected debris to fall into the two removable bins.

So make it easy on yourself if you use the trailer magnet on your yard. If you operate the trailer properly, you'll not only get the contraband and debris off the yard, but you'll be able to dispose of it quickly and easily as well.



**FUNDRAISING PROGRAM**



**ARIZONA CARDINALS FUNDRAISING ORDER FORM**

NO REFUNDS OR EXCHANGES AFTER ORDER IS FILLED. PLEASE MAIL OR FAX SEPARATE FORM FOR EACH GAME.

**\$10 PER TICKET PURCHASED TO EITHER GAME BELOW WILL BE GIVEN TO SOA / LETR**

TERRACE SIDELINE TICKETS ARE **\$51.25** EACH.

TERRACE SIDELINE UPPER TICKETS ARE **\$46.25** EACH.

SAVE OVER **\$20** OFF FACE VALUE OF EACH TICKET.

PURCHASING TICKETS HAS NEVER BEEN EASIER.

CALL MATT SCHAPER AT: (602) 379 - 1611

# LETR game days at the Arizona Cardinals



ST. LOUIS  
**RAMS**  
NOV. 9 / 2:25 PM

ALL TIMES ARE MST (ARIZONA).  
GAME TIMES ARE SUBJECT TO CHANGE  
DUE TO FLEXIBLE SCHEDULING DECISIONS.

KANSAS CITY  
**CHIEFS**  
DEC. 7 / 2:05 PM



# Nurses of the Year Award

Article and photos provided by ESA Rhonda Schermer / ASPC-Safford



*Pictured from Left to Right: Deputy Warden Richard Haggard, Crystal Pelto/RN, Annmarie Gonzales/RN and Suzanne Curley/RN.*

On July 25, 2014, the Arizona Regional Director of Nursing, Brenda Mastopietro came to the ASPC-Safford/Tonto Unit, Medical, and presented the Nurses of the Year awards.

The specific traits which demonstrate excellence used to score each nurse nominated were Initiative, Quality of Work, Communication and Cooperation, Judgment and Decision Making and Leadership.

Each Corizon site in Arizona is given the opportunity to nominate three of their nurses for the awards and the top three nurses across the state are selected as recipients. This year, the 1st, 2nd and 3rd place recipients were all selected from the Safford Complex and were awarded a plaque and a check.



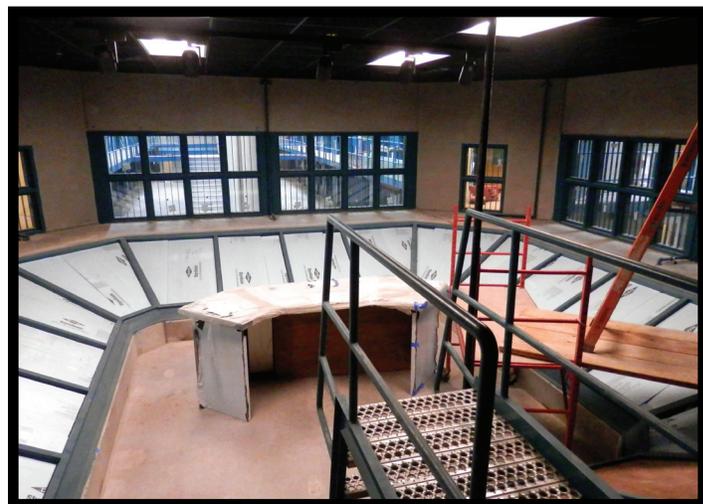
*Picture from Left to Right: Brenda Mastopietro/AZ Regional Director of Nursing, Ann Rochelle Mullen/RN Health Services Administrator, and Charmarie Frantz, BSN/RN, Director of Nursing.*

First place went to Crystal Pelto, RN; second place went to Suzanne Curley, RN and third place went to Annmarie Gonzales, RN. Congratulations to the ASPC-Safford Corizon nurses. Great Job!

# New housing at ASPC-Lewis

Article and photos provided by ESA Leola Baker / ASPC-Lewis

Construction is just about completed on a new inmate wing at ASPC-Lewis/Rast Unit. The new max-custody cluster is part of a 500-bed expansion at Lewis.



*Inside of one of the two control rooms in Building 3.*



*Stainless steel shower doors. (The DWOP is really excited about these).*



*Upper and lower views of one of the runs.*

# Boots on the Ground

Photo and article provided by Lt. Debra Burris / ASPC Eyman

*The story you are about to read took place approximately two years ago. I was the SMUI shift commander assigned to swing shift. Capt. Hayes (then Lt. Hayes) was the shift commander at Browning Unit assigned to swing shift. I had four new Sergeants on original probation and a shift full of new officers with less than one year under their belts. That night my staff shined. They never, not once complained or buckled under the stressful situation before us. Lt. Hayes was our light in the darkness. This is our story:*



*From right to left: Sgt. Eric Hansen, Sgt. Anitra Dance, Lt. Deborah Burris and Capt. Dorinda Hayes.*

*On July 25, 2014 Capt. Hayes (holding the plaque), received a special recognition award for her excellence and commitment. She has the original, there is no other like it....."Boots on the Ground". This award was given in recognition of her perseverance and continued support to staff at another unit that night. Her actions exemplify the staff within the department that are willing to take charge, take control and overcome. For those of you who think your efforts go unnoticed...they are noticed.*

I know that we're all trained to do what is required in the event there is a significant incident. But what about those that go the extra mile? I would like to take this opportunity to speak about someone that goes that extra mile. Capt. Hayes is professional in all that she says and does. She works tirelessly behind the scenes to ensure that Browning Unit runs like a well oiled machine. I sincerely feel that it is of the utmost importance that the people that we look to as our leaders are people of high personal standards, who value trust, value safety and above all value the lives of the people that work with them. These are all traits of a leader. Capt. Hayes is a woman of confidence and is a true professional; she leads by example. Capt. Hayes always projects a positive attitude and makes the time to speak with you if you have questions or concerns. Capt. Hayes makes the staff comfortable in a place that is not.

On the evening of July 14, 2012 at approximately 1535 hours there was a monsoon storm approaching Florence that hit with such a vengeance that our complex lost power in all of the units due to a downed power pole. I was the Shift Commander at SMUI that night when we lost our power. "No big deal, I thought, the back-up generators will kick on and we'll be good." The back-up generators did kick on, for about a minute and then we lost all power again at SMUI; for four very long hours. We lost our phones, our water, our computers and initially our radios. Once we regained the use of our radios a call went out from Sgt. Langan to anyone at Eyman Complex that could help us; Lt. Hayes answered that radio traffic.

My staff had been in the process of pulling our recs

in due to the rain so there were staff locked in the pods, in the pitch dark waiting for help. I'd only been a Lieutenant since November of 2011 and had never been faced with an incident of this nature. All I could think of was the safety of my staff and I began working on that immediately. Sgt. Hansen established a second perimeter and Sgt. Dance, Sgt. Carpenter and I dispersed to the various clusters to begin assisting our staff conduct their 1600 hours formal face to ID count; we were armed with flashlights and foggers stepping into pods full of extremely irate and hot inmates. Meanwhile, Lt. Hayes was attempting to make contact with Complex to advise them of our situation all the while maintaining radio contact with Sgt. Langan to assure us that help was coming.

When all was said and done and while I was getting an assessment of the many duties that would be necessary to accomplish a storm clean-up in our unit, five officers walked into my office. I looked up and asked if I could help them. They replied, "Lt. we were sent over by Lt. Hayes to help with your clean up."

Within the Department of Corrections we are all a team, we will all work together in the face of any adversity to keep each other safe. Capt. Hayes exemplifies that code and the supervisors from that night and I would like to say "Thank you for your diligence that night in the bleakest of dark." That night my four sergeants (all on original probation) saw first hand how to put on a strong front, face your fears and lead your staff from the front. From a supervisors standpoint she definitely adds to the stability of Eyman Complex and is not only an asset to her unit and our complex, but to the Department of Corrections.

# Inter-Agency Training

*Photo and article provided by CO II Lindsay Spears / ASPC-Winslow*



*Pictured Above: (From left to right—Back Row) Training Officer Jim Owens, CO II L. Spears, ACI G. Goldsmith, SGT. R. Hangen, CO II L. Nez, CO II J. Henderson, SGT J. Williams, CO II M. Allred, CO II T. Fernandez, Officer R. Palmer, CO II D. Carl, Front Row: CO III J. Williams, ADW K. Salas-Hangen, CO II T. Nelson, SGT K. Rogers, CO II B. Hibbard, CO II J. Clark, Officer L. Gardner, CO II E. Courteau and Officer R. Housel.*

In July, ACI staff and Detention Officers from Navajo County Sheriff's Department came together with ADC staff at the Winslow Complex to attend a three-day Staff Instructor Certification Course. There are many positive aspects of partnering with other agencies and Bureaus to share resources, and this class proved just how valuable these partnerships are.

## DAY 1

The course began much like many others I have taken. The participants were nervous, apprehensive, and somewhat withdrawn. That did not last long. Almost immediately we were drawn into activities that stress the importance of this training and served to bring us, as individuals, together as a team. We began learning more about each other, while simultaneously becoming engaged in the material without even realizing we were doing so. By lunchtime, we had already begun to feel at ease with one another, working together toward a common goal. Those who had come from other agencies had already become valued team members.

One of the first things Training Officer Jim Owens had us do was to write our own expectations for the course on 3x5 cards. Later that afternoon, our expectations had already

begun to be met and exceeded, even though Mr. Owens didn't know what our expectations were. We were visited by DW Sandra Lawrence and DW Heather Pruet, who explained the importance of the training, and gave an outline of why each of us had been chosen to assume this role. It was inspiring to have such engaged administrators supporting our efforts.

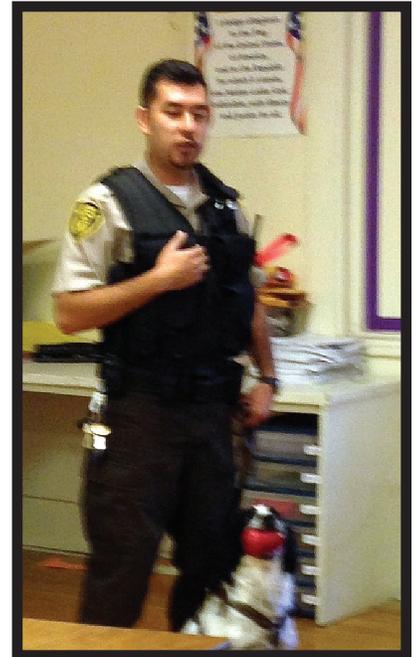
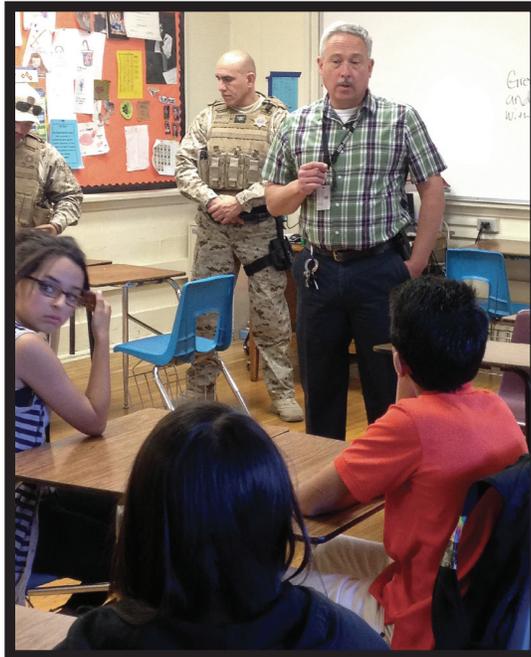
We were also impressed by the involvement of Warden Berry Larson when she stopped in to speak with us. Her presence left a powerful impact on the team, engaging us in conversation about the importance of the task we were undertaking, and soothing our nervousness regarding the public speaking aspect of instructing. Officer Palmer from the Navajo County Sheriff's Department was openly impressed that our Warden would take the time to come and speak with us. Her involvement was not only appreciated by all team members, but served to illuminate the significance of our given task.

Admittedly, we stumbled through most of our Day 1 activities, looking for clear, concise direction on every point. Mr. Owens led us through it gently, encouraging each one of us to tap into our own creativity and individual skills. Our flip charts were mundane, structured, and numbered in a boring fashion, only a shadow of what they would become over the days to follow. Regardless, the team completed Day 1 with a feeling of accomplishment, looking forward to tomorrow's task.



# School Visit

Article and photos provided by CO II Alejandro Carrill / ASPC-Douglas



*Those who participated in this event were, Deputy Warden of Operations Wayne Wilson, Captain Karla Huerena, CO II Marquez-Cruz with K-9 Zip, CO II Herrera with K-9 Elvis, TSU Member COII Ronald Veliz and myself, Alejandro Carrillo with K-9 Argo.*

As I stared at the students' blank looks, I knew they were trying to figure out why this correctional officer was here and what was he going to say. I too wondered what I was going to say. In the past, I've been in many use of force situations, riots, and combat. However, these kids really scared me to the core. I didn't know what to tell them. I was undoubtedly afraid of them. They are only kids but when you have a group of them together, they seem more violent than the biggest prison gang. "Wow, why did I agree to talk to these kids?"

I took a deep breath and panic set in. I really didn't know where to start. I tried to explain the importance of their attitude towards their upcoming future. I described how important it was to get a good education and to value their career choices. Attitude, whether positive or negative, shows in our daily lives. I believe your attitude is more important than experience or education. A positive attitude is a vital asset at any time. We must portray a positive attitude as we present ourselves. It will provide strength and control in many situations. There is no logic in the approach I was about to take as I stressed the value of loving your work versus working for a living.

I didn't sugar coat my opinion on college and career choice. College in itself is a place to explore and find ourselves. By learning the knowledge from different fields, students

are able to find out what field they are interested in.

After having a clearer picture of the world and ourselves, we can formulate and achieve goals of our life. Some reasons are purely for knowledge or better job opportunities. Other reasons maybe, for the satisfaction of completing a college degree, or to be a role model for your children.

As I continued to talk and got no response, I figured maybe at least one will be paying attention to me as I ended my little talk. Work is not work if you love what you are doing. To quote Abraham Lincoln, "Find something you love doing and you'll never have to work a day in your life." Whatever you decide to do when you grow up, just do your best.

I learned a lot from participating in the job fair at Ray Borane Middle School. It has changed my entire outlook and my attitude toward teachers, yet my apprehension prevailed as I realize how hard it must be to a teacher.

The way a student perceives life depends on the teacher's personal particularities that are transmitted to children through interaction and the knowledge that the teacher offers them. A good teacher is a person who finds an individual approach to every pupil, taking care about the child's adaptation in class, increasing one's social status in class and making sure the children learn to take into account and respect the thoughts of others. Wow, our teachers have it tough, so when we thank a Veteran remember to thank your kid's teacher too.

# ADC staff on the move

Between August 2nd and August 30th, the following staff members have either been promoted, appointed or transferred. Congratulations on their new assignments!



**Douglas B. Schuster:** *Appointed to the Bureau Support Administrator, Security Operations*

**Andrew J. Jackson:** *Lateral transfer from Perryville to Lewis*

**Stephen D. Morris:** *Lateral transfer from Eyman to Florence*

**Adam J. Bradley:** *Lateral transfer within Tucson from Santa Rita to Rincon*

**Carson A. McWilliams:**  
*Promotion from Regional Operations Administrator to Offender Operations Division Director*

**Richard L. Pratt:**  
*Promotion from Program Evaluation Administrator to Assistant Director of Health Services Division*

**Gregory A. Fizer:**  
*Promotion from Correctional Administrator 4 to Correctional Administrator 5*

**Staci L. Fay:**  
*Promotion from Correctional Administrator 3 to Correctional Administrator 4*

**John A. McAdorey:**  
*Promotion from Correctional Administrator 1 to Correctional Administrator 3*

**Vanessa S. Headstream:**  
*Promotion from Health Services Coordinator to Program Evaluation Administrator*



Support our staff who are going "Over the Edge" for Special Olympics Arizona.

Team-Ryan

Team-Eyman

Team-Florence

Team-Lewis

Team-Perryville

Team-Phoenix

Team-Safford

Team-Tucson

Team-Winslow

**Over the EDGE**

Special Olympics Arizona

**December 13, 2014**  
**Cityscape, Phoenix**

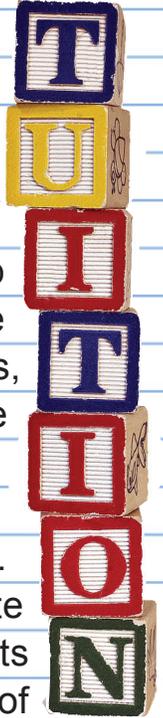


# The Tuition Reimbursement Program

Article provided by Linda Tani and BA Diane Rockett

Returning to school is a huge commitment, and developing your degree plan is the first step. Completing your post-secondary education leads to new opportunities, opens doors for a better career path, qualifies you for other job prospects, and shows goal setting.

The Arizona Department of Corrections is one of the few state agencies that provides funds to help employees continue and complete an education at any of the three state universities as well as community colleges.



## BENEFITS

The program provides up to \$2,000.00 per fiscal year to eligible employees to obtain their Associate's, Bachelor's or Master's Degree. The funds also provide opportunities to obtain special certifications, including Peace Officer Certification, Emergency Medical Technician Certification and Certified Public Manager Programs.

Typically, those who take advantage of the program complete at least three to five classes a year. Including the 21 credits obtained through COTA, security staff could achieve an Associate of Applied Science Corrections degree within three years. Moreover, if a state community college student chooses to enroll in up to 21 credits per fiscal year, the \$2,000.00 provided by the Department will cover the tuition and registration costs of the Associate's Degree.

All state community colleges have entered into partnerships with Northern Arizona University (NAU), which created a Bachelor of Interdisciplinary Studies degree. Students may enroll in a 90/30 degree program plan with the community college they are attending and with NAU. The students pay for 90 credits at the current community college rate and the remaining 30 credits at the normal university rate.

A recent participant in the Tuition Reimbursement Program, CO III Dianne Werth / ASPC-Safford, responded to a questionnaire about how the program helped her in attaining her degree.



## The Tuition Reimbursement Program....continued from page 12

*What made you decide to participate in the tuition reimbursement program?*

**The tuition reimbursement program gave me the opportunity to earn my degree faster.**

*What degree(s) have you completed, using the tuition reimbursement program?*

**I have received my AAS in Administration of Justice.**

*How has your career changed since graduation? Are the career changes what you hoped for?*

**I am looking forward toward advancing to the next grade. I feel motivated and I feel a great sense of accomplishment because I did not get the opportunity to attend college when I was younger. I am looking forward to the next degree.**

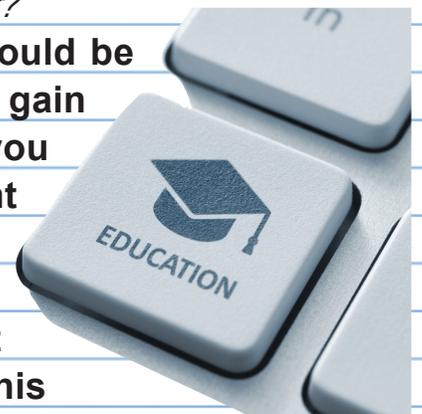
*For those lifelong learners, have you continued to learn using the Tuition Reimbursement Program since graduation? If so, how?*

**I will continue using the tuition reimbursement as long as it is offered. An opportunity like this is amazing.**

*What advice would you give to other employees about the Tuition Reimbursement Program and the impact on their career?*

**Don't be afraid to take the first step. You would be surprised how much more confidence you gain with each class. Different degrees give you various promotion points. The Department of Corrections has made earning my degree affordable and achievable. Don't let an opportunity like this pass you by.**

**For additional information about degree programs and the Tuition Reimbursement Program's application and approval process, please contact Linda Tani at the Staff Development and Training Bureau, 1601 West Jefferson, Mail Code 803, Phoenix, Arizona 85007 or you can contact her by phone at (602) 542-3535.**



# ADC Remembers 9/11

On September 11, 2014, the Arizona Department of Corrections offered a tribute to commemorate the victims of the terrorist attacks on our Nation on 9/11/2001. Each Prison Complex and the Correctional Officer Training Academy (COTA) participated in this event.



COTA / Photo provided by Commander Ivan Bartos



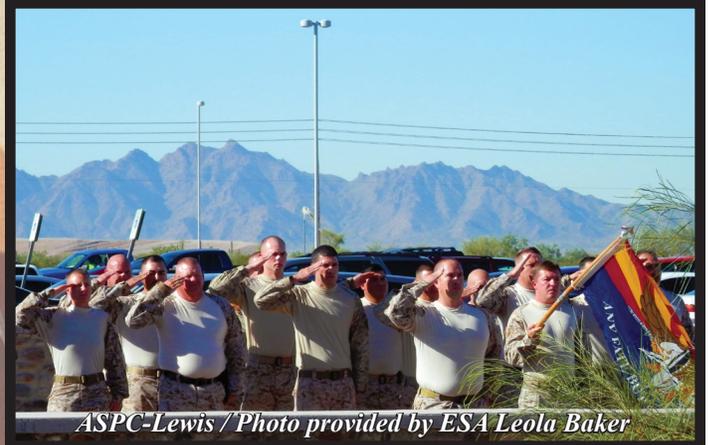
ASPC-DOUGLAS / Photo provided ESA Veronica Abrigo



ASPC-Eyman / Photo provided by Lt. Daniel Walker



ASPC-Florence / Photo provided by Lt. Mike Louther



ASPC-Lewis / Photo provided by ESA Leola Baker



ASPC-Perryville / Photo provided by Warden Judy Frigo



ASPC-Phoenix / Photo provided by Warden James O'Neil

*ADC Remembers 9 / 11 continued from page 14*



*ASPC-Safford / Photo provided by Secretary Nicole Spradlin*



*ASPC-Tucson / Photo provided by AA III Vince Neil*



*ASPC-Yuma / Photo provided by AS II Joy Lemay*



*ASPC-Winslow / Photo provided by Warden Berry Larson*

*At 0846 hours, (the time the first plane hit the first tower) each Complex Main Control broadcast the emergency alert notification via radio. The radio operator then cleared all radio traffic and instructed all staff to observe a ten second moment of silence and then returned radio traffic back to normal operations.*

*At 0911 hours, each complex and COTA, utilizing their Honor Guard personnel or assigned staff in Honor Guard Uniform or Class A Uniforms, ceremoniously lowered the American Flag at the main complex area to half-staff and then rendered honors to the flag and the fallen.*

**September 11, 2001**

The field of corrections is a stressful one. We work long hours and varying shifts. We need to respond to crises and still achieve our day to day duties. We have an abundance of needs to be met with limited resources.

# STRESS

Far too often the methods employees choose to cope with these stressors are unhealthy, unproductive and, in some cases, illegal. If you find yourself feeling overwhelmed and out of sorts, please make the smart choice and reach out for assistance. There are several avenues of help that can assist you with handling job and life stressors in a healthy manner.



The enhanced Employee Assistance Program offers counseling; legal support and guidance; financial information and resources. You can find information on the home page of the ADC Intranet.

The Critical Incident Response Team is comprised of fellow ADC employees and offers assistance for both you and your family in crisis situations.

12 Step meetings exclusively for those in law enforcement. Call 602-904\*1088

“Arizona 2-1-1” can be called to obtain referrals for human service needs and assistance in your local area. You can also utilize the website [www.cir.org/211arizona](http://www.cir.org/211arizona)

Corrections Fatigue to Fulfillment classes are available at ASPC-Perryville, ASPC-Lewis, and ASPC-Eyman. (Pilot programs underway at those locations) Contact your complex Training Officer.

“Safe Call Now” is a non-profit organization which offers peer support/anonymous assistance/referrals for public safety personnel experiencing a personal crisis. Call 206-459-3020 or visit <http://safecallnow.org/>

***Remember, it is better to be proactive and seek out assistance than find yourself so far down a path of bad decisions that it is almost impossible to find your way back!***