



The Arizona Graffiti



The Newsletter of the Arizona Detention Association

Chairman: Commander Don Davis, La Paz County / Vice Chair: Commander Tim Graver, Graham County / Treasurer: Commander Matt Searles, Navajo County

Volume 1 Issue 2

September 15th, 2008

2nd Annual ADA Conference to be held at Prescott Resort

This years 2nd annual; conference is going to beheld at the Prescott Resort in Prescott, AZ. Moving the conference site to the Prescott Resort was due to the outstanding turnout and support of last years conference in Globe, AZ/. The Prescott Resort offers more space for vendors as well as classroom space..

In addition, Prescott offers historic downtown Prescott and famous Whiskey Row. Many nearby restaurants and Busky's Casino will make this an ideal location for all who attend.

We are excited about this years conference and even have some interest form agencies outside Arizona. We hope if any of you have friends and contacts with other agencies and departments you will extend an invitation to them on our behalf. We all benefit when we associate with one another to better acquaint ourselves with different approaches and techniques to solve our problems.

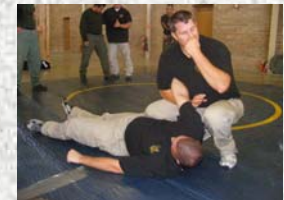


NAVAJO COUNTY INMATE GARDEN by Cmdr. Matt Searles

In America's jails, it seems we are constantly bombarded with new and improved philosophies on how to better manage today's inmates through better programming. I've heard of programs that range from inmates raising puppies in their cells to inmates playing video games on the new Wii system.

One philosophy that really stood out in my mind from my days as a Classification Officer was the philosophy of "carrots and sticks". I've heard several different versions of what this philosophy means and how it is actually applied, but in my understanding it worked something like this... you give rewards (carrots) to inmates when they behave and you use a disciplinary process (sticks) when they don't. A key factor being the ability to "dangle" the metaphorical carrot as an encouragement to good behavior.

(More on Garden on page 4)



Upcoming Training:

- TRANSPORT SCHOOL
- CONTROLLED FORCE INSTRUCTOR CERT.

Check the Web Page more training!



Awards Announcement

This year in the spirit of appreciation we are announcing special recognition awards for outstanding Line Officer, Supervisor, Jail Commander or Administrator, Rookie and Civilian Support Staff. The outstanding Jail Commander or administrator will be chosen by our Sheriffs the rest by the ADA board.

Staff should submit nominations to Chairman Don Davis, La Paz County by December 15th, 2008. Nomina-

tions should include the name of nominee along with why they are being nominated and subsequently are deserving of recognition.

These individual will be recognized at our annual Leadership & Technology Conference being held in Prescott February 1st through 4th , 2009.



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Information as Critical Investigative Material

By Lt. Frederick Zumbo, Arizona DPS GIITEM Intelligence Commander



Often I'm asked what we do with the information collected from various sources. This is an excellent question and I will attempt to give an overview of where the information goes when we get it from our Detention Liaison Officers (DLO's) and how it is retrieved and used by law enforcement to further criminal investigations.

One of the critical findings in the aftermath of the World Trade Center tragedy was intelligence and information did not get to the people who needed it most, the first line officers and detectives. Only after the attack did we learn of the infamous memo from the Phoenix F.B.I. agent who warned of Al Qaeda operatives attending flight training schools. Law enforcement needs a system where information is collected, analyzed and returned to the people who depend on this information to make critical public safety decisions. It has been seven years since 9/11 and we have made improvements, but we are still not where we need to be in the information sharing business

In 2007, GIITEM was looking for a method to collect information which doesn't meet the criteria of

operational in May of 2008. This server is robust enough to handle large amounts of information to include photographs, tips, leads and crime information cards, as well as police reports. The key to having an information sever is the ability to retrieve and mine information in a user friendly format. The program which is used on this server is web based and retrieves information in a format similar to search engines the near future. All DLO's have access to this server and it is available to be searched by anyone in law enforcement

like Google. Anyone familiar with the internet can operate this search engine program. When the user gets a return, all that has to be done is to click on the link and the original document is able to be referenced. The hope is to be connected to other law enforcement tools like COPLINK in the near future. All DLO's have access to this server and it is available to be searched by anyone in law enforcement. This server and search engine are just the beginning of the move toward information collection and sharing in the law enforcement community. The detention facilities are a perfect place to collect information relating to gang and immigration related criminal activity. The information then will be able to be utilized for investigations and strategic planning to become more efficient in our operations. This in turn will make our communities safer and will improve the quality of life for all.



Joe Kohnen / AP



Trusting our Trustee by Sgt. Joni Kennedy, Graham County



Too often we get too busy in our everyday activities, where we become lax in our jobs. We forget the trustee's (inmates) are there and we talk about things we shouldn't be talking about in front of them.

We talk about being mad at our Supervisors, or other co-workers. They will play officer against officer. We discuss taking vacations or other officers on

vacation. Without noticing we talk about personal issues. Maybe our spouses are out of town and we are going to be alone. Inmates may use this information against us. Any of these conversations can be dangerous ones!!!!

Most of us have trustee's working for us. Whether it be doing construction work, ground work, hanging out the flags, or just taking out the trash.

All it takes is one time, one officer,

or one crew to become comfortable with our trustees. influence of drugs brought into the facility by a trustee. How dangerous is this? What if they have a gun or knife brought in from the outside? What normally would be considered a small incident in a housing unit can turn out to be a much more intensified one.

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Standards Project by Committee Chairman Chief

Terry Altman

As reported in part I, the review committee completed the initial review of the Utah Jail Standards. Following this review we received a final draft of the proposed Arizona Jail Standards, which was presented, by ADA President Don Davis, to the Arizona Sheriff's Association at its annual POW-WOW in Flagstaff on July 15, 2008.

It was requested that the Sheriff's review the Draft Standards with their respective Detention Staff and annotate any issues of concern or changes desired.

On August 4, 2008, a conference call was scheduled for the review committee and a final review of the Draft Standards was completed. This review resulted in two changes, which

had been previously submitted but had not been incorporated, and minor changes which had been previously overlooked.

On August 6, 2008 the final revision documents were e-mailed to Bill Hardy, Executive Director Arizona Counties Insurance Pool for delivery to Gary DeLand, President, DeLand and Associates, Inc., for finalization

It is the intent of the Arizona Detention Association to present the final version of the Arizona Jail Standards to the Arizona Sheriff's Association, for adoption, at their September meeting in Laughlin, NV.

Grievances by J. Llewellyn, Pinal County Detention Center

COMPLAINTS are prevalent in every Jail, but how we deal with them will determine the amount of grievances received. These complaints are on the rise due to Inmate recidivism rate and veteran Inmates who "educate" those just new to the system. Jailhouse lawyers think there is a lawsuit around every corner and it happens when Inmates have been in prison and they return to Jail. They are accustomed to Prison life and what they are entitled to in Prison, this differs slightly in Jail. An important thing to remember is that just because the Inmate has a complaint about your facility does not mean that the **complaint** is a valid Grievance. Change the word Grievance to complaint. Investigate the complaint and determine its validity before calling it a Grievance. The Grievance Process has to begin at the Officer level, which is where the resolution should be taking place. Officers must be aware of policy and procedure and the ability to carry out those duties associated with Policy and Procedure. Inmates are held accountable for their actions or lack thereof. Therefore, Officer Misconduct should be dealt with as well. For example: withholding meals or hygiene, turning the blind eye to an Inmate needing Medical attention and abusive behavior against Inmates. Policy should be reviewed on an annual basis to revise issues that are continually being addressed; they should be investigated and dealt with. After all, the

Grievance Procedure is to offer a means for continuous review of policy and decision making. The courts hold us all (as Officers, Supervisors, and Administrators) accountable for these wrong doings, when they happen. Being proactive and stopping it before it gets to that level seems like a more logical means of resolution to the issue.

With the growing number of lawsuits, it should be a priority for proper documentation of frivolous Grievances as well. The Grievance Process is available for Inmates with a founded complaint regarding the health and welfare of the Inmate. However, the number of complaints written, with an obvious intent that a lawsuit will be forthcoming, should be reviewed with scrutiny. The threat of a lawsuit does not make the "complaint" a valid Grievance. Therefore, documenting the pattern of abuse of the system and keeping record of the amount of frivolous complaints will help to beat those lawsuits. Why should we pay out money to an Inmate, through a lawsuit, to support them while they are in prison? We (as Counties) are paying into their crime ring. There is a bigger picture that Staff needs to be aware of. Training Staff to be proactive is one solution.

Continued on page 4

Officer survives Gun Grab By Cmdr Tim Graver

Officers Gilbert Montez and Paul Phelps, transport Officers for the Graham County Sheriffs Office thought they had another routine transport when they took Inmate Mathew Sherman to Phoenix for a rule 11 recently. After the long drive inmate Sherman asked to use the bathroom and was allowed to do so. Upon returning back to a stairway to proceed up to the doctors office inmate Sherman turned into Officer Montez and bit him on the inside of his bicep, actually biting and tearing back and forth. Causing Officer Montez to be bruised in about a 6" x 8" area. At the same time the inmate grabbed Officer Montez's weapon and tried to remove it from the holster. Officer Montez called for his partner that the inmate had his weapon at which time Officer Phelps grabbed the leg chain and pulled the inmate to the floor. Officer Montez and the inmate rolled down the stairs. The office staff had witnessed the whole episode and called the Phoenix Police Department. With no serious injuries to anyone this was a lucky episode as it could have turned out much worse.

When we transport we leave our controlled environment and we need to heighten our level of awareness. Several weeks later at our courthouse we had another incident where we had a female who had just received a 7.2 B hold and decided that she did not want to go to Prison so she decided to jump over the banister of the second floor while wearing leg irons and, belly chain and handcuffs.

Transport is a serious responsibility and we need to focus on the task at hand. **Number one**, your safety should be the first thing on your mind and the constant thought. We owe to ourselves and our loved ones to go home at the end of the shift.

Secondly, we signed on to protect those inmates in our charges, even from themselves. We need to be cognizant of where we put ourselves and not allow ourselves to be put in harms way and not put our inmates in situations where they can put themselves in harms way. Remember folks when you transport you leave where you have control, or should have control over the surroundings. You enter a world of variables and threats and you must maintain vigilant and aware of your surroundings.

Trustees continued...

They (the inmates) know who you are and will take advantage of you. They can bring in tobacco, lighters, and more dangerously drugs or weapons.

How often do we deal with inmates coming in under the influence of drugs or alcohol? We know what to expect and how to handle the situation as a new booking. But now we have 15 or more inmates in a housing unit now feeling comfortable in their surroundings and under the influence of drugs brought into the facility by a trustee. How dangerous is this? What if they have a gun or knife brought in from the outside? What normally would be considered a small incident in a housing unit can turn out to be a much more intensified one. Trustees no matter how nice can become victims to pressure from other inmates. Other inmates have a lot of influence. Remember back in High School, well jail is no different. Pressure is pressure. They are just trying to survive! Bottom line trustee does not mean to be trusted. Don't talk about yours or anyone else's personal business. Do that pat down, and that strip search **every time!!!** Don't jeopardize your life or your fellow co-workers life. It's the only one we have!! Remember Safety and Security First!

* Vigilance * Professionalism * Integrity*

The Arizona Graffiti , the Newsletter of the Arizona Detention Association

From our Sheriffs' , This month Sheriff Frank Hughes



When I was asked to write something for the newsletter I immediately thought about the history of Law enforcement and my time as a Sheriff. Back in the day when jails were run by dispatch staff in many counties. Back in the day of Jailers and no training for them other than "here are the keys and there are the inmates". Then we, as Sheriffs, formed the Arizona Detention Association and began to professionalize our jail operations. What a long we have come over the years since those days. Our jails have progressed with Detention Academies, In-Service Training, Programs and School for the inmates, movies and popcorn on weekends, Numerous Jail

Grievances Cont. from page 3

Training is always the best option. Inmates are entitled by law to basic living necessities. When Officers are inadequately trained or take on the attitude that, "they are just inmates-they have nothing coming to them," this poses a threat to the entire establishment, as well as the safety of Officers. No more are the days when an Inmate gets a reminder of who is in charge. This is no longer accepted by society and is going to cause serious harm in more than one way, where it occurs. We are always under the watchful eye of the public. We are all under a Code of Ethics and should always do our best to do what is right- that is why we are on this side of the Law- because we **choose** to do what is right and know that if we do not- we will be held accountable. This is not just a job. It is a career and it is time we all start seeing it that way. I suggest accountability for all.

Associations on a National Level , such as the Department of Justice, National Institute of Corrections and we even have Detention Staff assigned to DPSGIITEM. And we have our own state-wide Detention Association which has brought about new jail guidelines, an annual conference and even this newsletter. I, and the other Sheriffs are proud of our Detention Facilities, our Officers and the Arizona Detention Association. We have made much progress and I am sure the future holds many challenges and advancements in this field. It is a comfort for us to know that we have trained and dedicated professionals seeing to the operation of our jails.

I know many of us have recently built new jails or additions or are in the planning stages of doing so. They certainly look and operate different than they did in the "good old days" Maybe, just this once, the good old days are better off behind us. I think so! Stay safe!

Remember, were at.....

WWW.AZJAILS.ORG

Carrots & Sticks , Continued from page 1

In our facility, we have a contract with the Arizona Department of Corrections that allows us to house up to 48 ADOC inmates that are kept separate from our county inmates. These inmates are basically cared for and supervised as ADOC inmates. I have two kitchen crews made up of ADOC inmates; a morning crew and an evening crew. Being the only jail in Arizona currently housing ADOC inmates under this type of contract, we experience problems that are unique and specific to this classification of inmate that is the result of a condition known as deprivation impact. We've been experiencing ongoing problems with the ADOC inmates working in the kitchen stealing large quantities of food, cooking unauthorized foods for themselves, disrespecting staff, entire crew walk-outs, etc. This re-occurring problem had been going on for nearly 4 years. Since the ADOC inmates were being paid to work and we don't allow this type of behavior from any inmate, county or state, as a new Commander and an old soldier at the behavior management problem, I implemented a zero tolerance metaphorical "stick". We made progress for awhile but it grew tiresome because we were spending extensive manpower hours in keeping potential problems under control and it left little room for dangling the metaphorical "carrot".

One of the biggest complaints we received from our ADOC inmates was the "quantity" of food we give our inmates. The solution needed to be simple yet cost prohibitive. Tired of constantly using the 'stick", one morning, a "light bulb" thought appeared in my mind. Instead of dangling the metaphorical carrot, what if I dangled a real carrot?

I met with the morning kitchen crew and asked them if they would be open to growing their own garden without being paid for it. They could plant anything they wanted as long as it was legal. The inmates would be responsible for weeding and watering the garden daily themselves. Once the first crops were harvested, it would be shared with the entire jail population and what ever was harvested after that, the ADOC inmates could have all to themselves and eat to their heart's desire. The inmates loved the idea. Less than a week later, the ground was tilled, seeds planted, and the garden was under way; boasting a list of soon-to-be goodies like watermelon, cantaloupes, squash, tomatoes, corn, and hot peppers. Oh yeah, and all the fresh strawberries you can stuff in your mouth in the time it takes to water the rest of the garden. It has been less than two months since this project has been up and running.

The size of the garden crew varies from day to day but one thing I've noticed has sold me on the "carrots" end of the philosophy. The kitchen crew that is working the garden each morning treats the detention staff with respect, has quit stealing, follows the rules, and actually smiles now while at work in the kitchen. The kitchen crew that doesn't work the garden is still the same management problem they were before. The ironic thing is, the one vegetable that didn't grow, were the carrots.

