



Staff Safety

2012 Annual Report to the Legislature

As required by RCW 72.09.680

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This report is the second annual report to the Legislature as directed by Engrossed Senate Bill 5907 and contains information on staff safety concerns and mitigation strategies completed by the Department of Corrections.

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Foreword

“It is the intent of the legislature to promote safe state correctional facilities. Following the tragic murder of officer Jayme Biendl, the governor and department of corrections requested the national institute of corrections to review safety procedures at the Monroe reformatory. While the report found that the Monroe reformatory is a safe institution, it recommends changes that would enhance safety.

The legislature recognized that operating safe institutions requires ongoing efforts to address areas where improvements can be made to enhance the safety of state correctional facilities. This act addresses ways to increase safety at state correctional facilities and implements changes recommended in the report of the national institute of corrections.”

– Legislative Declaration, RCW 72.09.680 [2011 c 252 §1]

Staff Safety

2012 Annual Report to the Legislature

Executive Summary

Background

Following the murder of Officer Jayme Biendl in 2011, the National Institute of Corrections (NIC) was asked to review pertinent systems, policies, and procedures and submit recommendations to mitigate safety and security vulnerabilities at the Washington State Reformatory.

The NIC findings and recommendations led to the introduction of Engrossed Senate Bill 5907 (ESB 5907), at the request of Governor Gregoire, with the intent to promote safe prisons.

ESB 5907 was signed into law by the Governor on May 5, 2011. This legislation directed the Department of Corrections (DOC) to:

- Establish Local and Statewide Security Advisory Committees.
- Establish teams composed of staff from many disciplines at each prison to evaluate offender placement in job assignments and custody promotions.
- Develop training curriculum on staff safety issues in prisons.
- Develop a comprehensive plan for the use of oleoresin capsicum aerosol products (pepper spray).
- Submit annual reports to the Governor and Legislature that include:
 - Security recommendations raised by the Security Advisory Committees;
 - Recommendations for additional resources or legislation to address security concerns in prisons;
 - Recommendations for improving the ability of nonsupervisory classified employees to provide input on safety concerns and the inclusion of safety issues in collective bargaining.

Report Overview

In this second annual report to the Governor and Legislature, the Department of Corrections relates the status of the implementation of legislative mandates, the work to incorporate the recommendations of the NIC, and the dedication to the safety of all Department employees and offender populations.

Prisons Division

- **Prison safety** - This section outlines the Department's progress from 2011 and the identified next steps for improving staff and offender safety. The Department promotes a culture that encourages: personal responsibility for safety; initiative in addressing security deficiencies; and continual monitoring for security improvements in work areas, practices, procedures, policies and physical layouts.
- **Staff Training** - The Department is focused on incorporating safety elements into staff training. Much of the training being offered to staff is focused on staff safety. Security training was delivered to more than 800 first-level supervisors within the prison settings during 2011 – 2012 via Security Forums. Place Safety Musters complement the Security Forums and strengthen the security foundation for all correctional workers. The Team Tactics Training program augments skills in gaining control of offenders. The Department is planning to provide specialized training to manage mentally ill offenders.
- **Evidence Based Corrections programs** - The Department continues to look for and implement programs that reduce recidivism and provide opportunities for offender change which leads to safer facilities. The Department has identified three programs which address specific offender behaviors: "Motivating Offender Change" being delivered to offenders housed in maximum custody beds at the Washington State Penitentiary; "Operation Place Safety" in development as a pilot program for gang-affiliated offenders at the Washington State Penitentiary and "Evidence Based Corrections Pilot" underway at both Airway Heights Corrections Center and Coyote Ridge Corrections Center.
- **Funding Needs** - The funding requests outlined in this report reflect the recommendations of the Statewide Security Advisory Committee and are a priority for the Department and achieving the legislative mandate of ESB 5907.

Community Corrections Division

- **Community Corrections Safety** – Provides an overview of strategies being implemented to mitigate risk while increasing staff safety. Included is an overview of the Community Corrections Safety Committee, policy revisions and new equipment which demonstrates the Department's commitment to supporting agency staff.
- **Staff Training** - The training components for community corrections staff further promotes staffs' abilities to successfully engage offenders and intervene in high risk offender behavior and incorporated staff safety curriculum.
- **Funding Requests** - This report includes a request for funds to pilot the use of Electronic Immobilization Devices in the community as well as for camera systems for two Work Release facilities.

Commitment to Safety

The Department of Corrections employs staff to work with offenders in total and partial confinement facilities, as well as within the community. Staff responsibilities include working with offenders in unpredictable and often dangerous settings. Despite great personal risk, staff perform these duties with professionalism and pride. They do this because they believe in improving public safety and working together for safe communities.

Listed below are a few examples of serious incidents that occurred in 2012:

- In February of 2012, the West Complex of the Washington State Penitentiary experienced a shift in offender behavior. In two serious incidents, offenders armed themselves with makeshift weapons and turned their aggression on responding staff. These incidents prompted immediate lockdowns of the facility. Staff methodically searched the living units, cells, and property of all offenders. During this search, staff discovered and confiscated additional offender-made weapons.
- In August of 2012, a corrections officer was brutally assaulted by a mentally ill offender at the Special Offender Unit of the Monroe Correctional Complex. The officer received serious injuries from this attack.
- In September of 2012, the Community Justice Center received several consecutive bomb threats that resulted in threats to staff and the evacuation of the facility. The calls escalated in nature and threat level. The caller has not been identified.

These incidents show clearly that our employees work at great risk. Staff safety is a discipline that must be practiced by everyone at all times. The Department of Corrections promotes a culture of safety and remains deeply committed to, and actively engaged in, improving employee and offender safety.

Prison Safety

The Prisons Division continuously explores ways to enhance staff and offender safety. Much of this work can be attributed to the input from Local and Statewide Security Advisory Committees. These committees have empowered facility staff to take the initiative in identifying security gaps and have furnished an avenue to address them. Employees continue to provide innovative solutions to everyday challenges and actively engage in this process to ensure their own safety as well as the safety of others. The success of this approach can be attributed to the support received from all levels of the agency. By incorporating multi-disciplinary staff from all classifications, the submittals are broad and diverse; the work is progressive and impactful; and the resolutions, while often simple, are effective.

Statewide Security Advisory Committee

The Statewide Security Advisory Committee was established in June of 2011 and continues to meet regularly to evaluate security concerns or suggestions that may impact department policy or require legislative funding.

In an October of 2011 letter to Secretary Bernard Warner, the Statewide Security Advisory Committee identified two major security concerns and recommended that the Department request funding for additional staff. Although these requests were included in Governor Gregoire’s budget request they were not funded in the agency appropriation. The Statewide Security Advisory Committee continues to support and request funding for these top two identified safety concerns:

- **Communication/Safety Concern** – This concern addressed the need for additional staffing at the stand-alone minimum prisons. The safety issue is that on graveyard shift, there are no dedicated positions to monitor radio communications and emergency calls from staff.
- **Staff the Operations Booths** – This request originally came from Coyote Ridge Corrections Center, and is applicable to all medium custody level units in the prisons division. On day shift the raised booths in the center of the living units are not staffed. Adding an additional officer on day shift to each unit allows staff to monitor both sides of the living unit more effectively. This also gives the unit immediate control of the doors in the living units and would prevent offenders crossing between opposite sides of the living unit.

Chart 1 - Prison Funding Request

Prison Concern/Suggestion	Corrections Center	FTEs	Total (biennial)
Communication/Safety Concern	Cedar Creek, Larch, Mission Creek, and Olympic Corrections Centers	6.8	\$ 780,080
Staff the Operations Booths	Airway Heights, Coyote Ridge, Stafford Creek Corrections Centers, Washington Corrections Center for Women, Washington Corrections Center and Washington State Penitentiary	22.1	\$ 2,641,234

Local Security Advisory Committees

Local Security Advisory Committees have been established by all 12 prisons. These committees are chaired by facility Captains or Lieutenants and include employees from a variety of disciplines. The local committees meet monthly to consider and discuss security concerns or suggestions that have been submitted by staff. Between June of 2011 and October 2012, the committees have received 1,052 suggestions. The vast majority of suggestions have been implemented in whole or part and completed at the facility level.

Chart 2 - Security Concerns/Suggestions Status Statewide

Year	Total Received	Completed at Local Level	Referred Statewide	Completed Statewide
2011	551	448	44	31
2012	501	286	28	6
Total	1,052	734	72	37

The following submissions are examples of local security concerns at individual prisons and subsequent changes in practice or routine.

- **Garbled Radio Transmissions** – This concern was submitted to the Local Security Advisory Committee at Clallam Bay Corrections Center as a request for a procedure to address radio transmissions which are not understood. Visual confirmation by two staff from non-affected work areas is now mandated to ensure the staff in question are safe.
- **Correctional Industries Delivery Process** – The Stafford Creek Corrections Center Security Advisory Committee identified a concern involving the utilization of offenders to assist when the offender store is being delivered to the units. The practice isolated single staff members with multiple offender porters. The new procedure for store delivery no longer uses offender workers. The new process is efficient and increases security for the vehicles, units, staff and offenders.
- **Urinalysis Window** – The Washington Corrections Center (Reception Center) completes urinalysis (UA) on all offenders prior to transfer. Staff requested a viewing window or sliding panel be inserted on the UA restroom collection area door for the purpose of security and safety. The work was completed in a matter of weeks from the date the suggestion was received.
- **Eliminate Metal Box Cutters and Replace with Ceramic Cutting Tools** – The Airway Heights Corrections Center Security Advisory Committee identified the use of metal box cutters and blades in various work areas inside the facility as a security concern. As a result of this concern, they are in the process of replacing metal box cutters with the ceramic cutting tools.

- **Transport Offenders Near/In Control Area**– The Larch Corrections Center Security Advisory Committee identified the procedure of staging numerous offenders within accessible range of the main control room while being processed in and out of the facility as a poor security practice. This practice has been evaluated and adjusted to eliminate the congregation of offenders near the main control room.

Several suggestions under consideration at the local level have also been forwarded to the statewide level as a possible best practice. Listed below are a few of these possible best practices:

- **Install Mirrors-Upper Tier Blind Spots** – The Airway Heights Corrections Center Security Advisory Committee identified blind spots in living units and installed mirrors to minimize security risks in those areas. Feedback from both staff and offenders indicates an increased sense of personal safety in the restrooms and on the tiers in the units.
- **Mounted Duress Alarms** – Multiple submissions cite concern about the lack of alarms and radios for non-custody employees. Staff at the Washington Corrections Center devised a wall mounted box to protect personal duress devices. The box allows the staff member in duress to activate the device by pulling on a cord. The device emits a loud alarm that can be heard from a great distance. Staff have identified specific locations such as the medical treatment rooms and counselor offices where additional duress alarms provide an additional level of security for the non-uniform staff working in those areas.
- **Removed Offender Sewing Kits** – The Airway Heights Corrections Center Security Advisory Committee recognized that since personal clothing is no longer allowed in prison, sewing kits should no longer be sold to offenders. Sewing kits present a security risk to staff who may be stuck or poked by sewing needles during cell searches and property pack outs. As a result of this concern the policy for Personal Property for Offenders (440.000), was amended to remove sewing kits.
- **Create DOC Policy Specific for Restraint Bed** - The Stafford Creek Corrections Center Security Advisory Committee requested clarification regarding the policy for the use of restraint beds. There were several different policies for different types of restraints which caused confusion. As a result, the Use of Restraints Policy (420.250, dissemination restricted) was revised to incorporate all uses of restraints.

Staff Training

Security Forums

The Department successfully completed the 20-hour security training program for first-level supervisors working in the prison facilities. Security Forums were designed to give first level supervisors an opportunity to communicate with each other about their work place, security practices, security concerns and vulnerabilities. Gathering in small multi-disciplinary groups and working with a facilitator, the supervisors reflected on their own security practices; shared those practices with others; and received feedback on their security concerns and strategies to mitigate vulnerabilities. Each security forum ended with a commitment from the participants to improve at least one of their identified security concerns within their work area. The Security Forums were held at each prison and reached more than 800 first level supervisors.

While the full effect of the Security Forums has not been measured, the majority of supervisors have already followed through with their commitments to make changes for improvement in their security practices or work areas. They have shared what they learned with their employees.

This statement of personal responsibility is reflective of the success of the Security Forums:

“The message was very clear. In this business, we are our brother and sister’s keeper. Their safety is my priority, but it starts small with the little things that I can do to fix something today. Changing a routine, altering a route of travel so I can walk through a building. We all may not be able to implement change immediately, but we all can effect change. It’s our job.”

- Sergeant Robert Lind, Airway Heights Corrections Center

The overwhelming success of the Security Forums is further demonstrated by the universal request of the supervisors: offer Security Forums to all employees. This appeal inspired the design of Place Safety Musters being offered in Fiscal Year 2013 Annual Agency Plan for Prisons Security.

Place Safety Musters

Place Safety Musters will be facilitated by area supervisors and occur monthly. These musters, inspired by the success of the Security Forums, are intended to increase communication within work units about safety issues. The Department developed DOC Policy 420.010 Place Safety Musters to formalize and support this practice. This policy will be in place by November 2012. (See *New Policies* on page 11).

Security Specialists received training in facilitation and participated in a workshop to review the job aids and tools being provided to supervisors. The Specialists will assist supervisors and audit Place Safety Musters for quality assurance.

Mental Health Training

The Statewide Security Advisory Committee recognized that advanced training would benefit those who work directly with mentally ill offenders. The Department has Residential Treatment Units at the Monroe Correctional Complex, Washington State Penitentiary, and Washington Corrections Center for Women. DOC started Mental Health Train-the-Trainer courses for staff working in those units. This training will be available to all staff working in those living units and will enhance safety for staff and offenders.

Team Tactics Training

Team tactics training was presented to custody staff at the Washington State Penitentiary during the lockdown that occurred in February of this year. This training provides tactics for gaining control of offenders who may have weapons or display out of control behavior. This training is being considered for statewide inclusion in the 2014 Control Impedance Tactics curriculum.

New Policies

Place Safety Muster

The Department created DOC Policy 420.010 Place Safety Muster (dissemination restricted) to formalize the expectation that Supervisors meet with all employees who interact and work in their areas. This policy supports the creation of a monthly schedule in which offenders are either out of those work areas or confined to their cells so staff can meet without distraction and discuss their security concerns. Place Safety Musters will provide supervisors the structure and time to:

- Develop staff awareness of personal safety and the safety of others in the work area.
- Discuss current practices and assess vulnerabilities.
- Increase staff knowledge of facility procedures by discussing operation updates and changes (e.g., policy/Operational Memorandum changes, Superintendent/designee directives).
- Conduct drills and training exercises (e.g., avoiding complacency, zones of control, new safety procedures).
- Encourage teamwork and open communication.

Staff Accountability

The Department created Policy 420.160 Staff Accountability (dissemination restricted) to ensure that each prison has a system in place for documenting the arrival, departure, and location of all employees

and visitors in the event of an emergency. In addition to accounting for staff, this policy formalizes these practices implemented last year at each of the facilities:

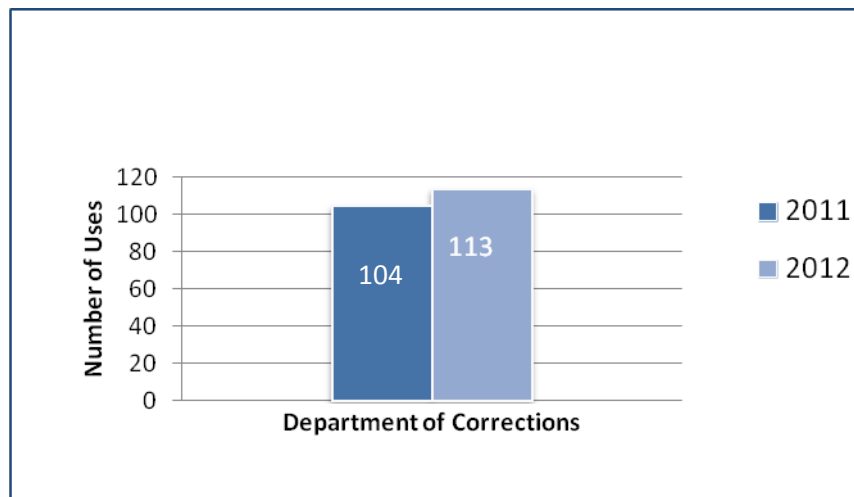
- Staff open or close program and work areas in pairs.
- Facilities identify all isolated program and work areas for each shift.
- Facilities monitor the offender to staff ratio for program and work areas.
- Facilities provide a variety of duress alarm systems and equipment to staff which may include, but are not limited to:
 - Radio duress alarms
 - Whistles
 - Portable duress alarms
 - Telephone alert systems

Pepper Spray

Oleoresin Capsicum (Pepper) Spray

ESB 5907 directed the Department to develop a comprehensive plan for the use of oleoresin capsicum (O.C.) spray as a security measure available to staff in prisons. DOC began piloting the use of personal carry O.C. in 2011. The initial authorized users for personal carry O.C. included a small group of Correctional Sergeants, Response and Movement Officers, and Specialty Team members. The use of personal carry O.C. has been appropriate and well disciplined. Staff continue to demonstrate excellent judgment and professionalism in the use of the product.

Chart 4 – O.C. Spray Use by Year



Total use of O.C. spray is up only slightly from last year prior to the issuance of personal carry O.C. spray. The O.C. pilot project continues to expand and include more staff authorized to carry O.C. in their regular work assignment.

As of October 1, 2012, the staff authorized for personal carry O.C. include:

- Correctional Sergeants.
- Response and Movement Officers.
- Special Emergency Response Team (SERT), Emergency Response Team (ERT), and Inmate Recovery Team (IRT) members on duty, regardless of post and/or assignment.
- Custody Staff assigned to Close Custody Living Units and all program areas at Clallam Bay Corrections Center, Washington State Penitentiary, Washington Corrections Center, and the Special Offender Unit at the Monroe Correctional Complex.
- Correctional Officers assigned to Reception and Diagnostic Center (RDC) and Treatment Evaluation Center (TEC) Living Units at the Washington Corrections Center and Washington Corrections Center for Women.
- Correctional Officers assigned to Intensive Management Units (IMU) and Segregation Units.
- Correctional Officers assigned to recreation, yard, or gym posts at Medium Custody facilities.

Security Technology

Electronic Security System Evaluation

Several prisons in the Department use touch screen systems to control doors and gates and operate cameras. The Prisons Division tracks failures of these systems through the Incident Management Reporting System (IMRS). The IMRS system is a web based tracking system used to collect and report data on the management of significant incidents statewide.

An evaluation of these electronic system failures indicated that much of the equipment was out of warranty, outdated technology, or no longer supported by the original manufacturer. The Department prioritized the equipment requirements and replaced several systems at the following facilities: Washington Corrections Center for Women, Special Offender Unit at the Monroe Correctional Complex, and the Washington Corrections Center. As a result of this project, the Department achieved some standardization of these systems and developed uniform plans for monitoring and maintenance.

Proximity Card System

The purpose of the Proximity Card System is to provide an accurate, on demand accounting report identifying all non-offenders within a facility's perimeter. To achieve this, card readers and turnstiles are installed at control points where personnel enter and exit the secured perimeter. Card readers are also installed at vehicle sally ports. Each facility would require a unique installation due to differences in physical plant layout. For identification purposes, the proximity card credential would be the individual's photo ID badge.

A prototype proximity card system has been installed at the Washington State Penitentiary and is being piloted. In June of 2012, the Statewide Security Advisory Committee met at the penitentiary to see and experience the system first hand. The Statewide Security Advisory Committee supports the need for proximity card systems and the expansion of electronic accountability system technology to additional facilities.

Body Alarm Pilot

A body alarm system is scheduled to be piloted at the Monroe Correctional Complex – Washington State Reformatory Unit. The vendor will provide user training to staff on all three shifts.

System construction began in October of 2012 and is expected to be completed in February of 2013.

Video Monitoring Cameras

A consultant, KMB Design Groups, Inc., has issued the final draft of the analysis of DOC's video systems and Security Video Standards for Correctional Facilities (Standards). The Standards address:

- camera locations based on intended purpose;
- differences of custody level and gender of the offender population;
- video acuity requirements;
- locations where live video is viewable and when it is expected to be viewed; and
- video recording and access to archived video standards.

The consultant's comprehensive report addresses the recommended information technology and infrastructure requirements and the estimated costs for upgrading existing facilities to meet the Standards. The total project cost is estimated at \$49,940,000 for updating the video systems at all prison facilities.

The Department is developing a strategy to prioritize the upgrade of this equipment in manageable funding requests.

Evidence Based Corrections

Motivating Offender Change

This evidence based program is being delivered to select offenders at the maximum custody level at the Washington State Penitentiary and utilizes Cognitive Behavioral Therapy (CBT) to address violent behavior. These maximum custody offenders are housed in the Intensive Management Units at the highest security level of the Department. This is precedence setting as the shift from an isolative practice to a classroom type setting occurs. This high security classroom utilizes specially constructed chairs providing the offender students mobility without compromising security. The CBT components include pre-treatment, an engagement program (“Intro to CBT”), and an aggression intervention program. Additional program opportunities will include socialization through volunteer activities. Fidelity of the program is ensured through a quality assurance process.

Currently the program is operating with initial capacity. A budget request has been made to fund additional custody staffing to facilitate escorts of offenders to and from the program, and to provide security and supervision of the offenders while programming.

Operation Place Safety

The Department is in the process of modifying violence reduction strategies, specifically as they relate to violent misconduct committed by offenders who are affiliated with gangs. Gang-affiliated offenders comprise less than one-quarter of the prison population and yet account for almost half of the violent misconduct in prison. This group of offenders is disproportionately housed at the Washington State Penitentiary due to its unique physical plant which allows for the ability to keep rival gangs separated.

Chart 3 - Gang Affiliation Percentages

	All Other Male Facilities*	WSP-West Complex[†]
Gang-affiliated	23%	56%
Non Gang-affiliated	77%	44%

*Average Percent of AHCC, CBCC, CRCC, MCC, SCCC, WCC

†Percent of WSP-Main Units D, E, F, G ONLY

Current violence reduction strategies include either segregating or integrating rival gang members. These strategies rely upon the disciplinary hearings process to deter the violent misconduct committed by gang-affiliated offenders. Numerous facility closures have made segregation and integration strategies hard to sustain. External research suggests that traditional violence deterrence strategies are less effective when applied to gang-affiliated offenders who commit violent misconduct.

Ceasefire, a community violence reduction strategy, has a strong track record and is being implemented as an evidence based practice for application in prison. The Ceasefire program is based on years of research and practical experience showing that violence is caused predominantly by a small and active number of people locked in group dynamics such as gangs. Ceasefire is a deterrence model with the ability to provide swift and certain sanctions when violent misconduct is committed by an offender on behalf of a gang.

Ceasefire has been successful in reducing violent crime in communities across the country but has not yet been implemented in a prison system. This program, as delivered in a prison setting, is known as Operation Place Safety (OPS), and represents an enhanced deterrence regime intended as a new approach to address and reduce violent gang misconduct. The Prisons Division is currently developing this pilot program for implementation at the Washington State Penitentiary in the West Complex Close Custody Units.

Evidence Based Corrections Program Pilot

The Prisons Division is piloting a program designed to reduce recidivism, idleness, and aggression. Evidence based practices are used to address the behavior of offenders who pose a higher risk to re-offend and are assessed as higher need in the areas that include aggression, coping skills, criminal attitudes, values, and beliefs.

These programs are being piloted at the Airway Heights Corrections Center and the Coyote Ridge Corrections Center. These programs are utilizing Motivational Interviewing, CBT, strategic behavior management, and other evidenced based practices to help offenders move away from criminogenic thinking and toward pro-social behavior. The capacity of these programs ranges from 128 to 132 offenders. All staff assigned to these programs have received additional training to help them facilitate positive change in the offenders.

Quality assurance is a critical part of evidence based intervention delivery. Quality assessment tools provide feedback on workspace, materials, preparation, delivery, and effectiveness. The feedback includes what works well or what needs improvement to help guide the facilitators. The Evidence Based Corrections teams at Airway Heights Corrections Center, Coyote Ridge Corrections Center, and Department Headquarters will continue to work closely with researchers to establish both intermediate and long-term outcomes and processes for measuring change.

NIC Recommendations – Next Steps

The Prisons Division has addressed all of the recommendations and is piloting the suggested body alarm and proximity card technology. The Prisons Division also continues to expand on those original recommendations.

Management by Walking Around

The NIC review team recommended the Department visibly elevate management presence within the facilities. They used the phrase ‘Management by Walking Around’ or MBWA. Prisons Division had already incorporated this recommendation in DOC Policy 110.100 Prison Management Expectations. This policy directs Superintendents and their Executive Teams to walk through the facility living units and program areas on each shift. Building on the spirit of that recommendation, the Assistant Secretary for Prisons Division and the Director of Security visited all 12 prisons during swing shift this summer. The majority of these visits occurred on weekends or holidays. The experience provided an opportunity to hear directly from staff working closest to offenders and receive first-hand accounts of their issues and concerns. Based on observation during these site visits and feedback from the employees, some practices were changed quickly and some concerns were referred for further review. In addition, the Department has or will conduct the following:

- Additional training/clarification about the use of personal carry O.C. spray.
- Expansion of the personal carry O.C. pilot to include more custody staff.
- Survey of recreational staff coverage during holidays and weekends.
- Survey of offender programs/activities during holidays.

Each site visit was productive, well received, and informative. The Prisons Division Management Team is planning to complete site visits for all prisons on graveyard shift in the next several months.

Security Audit - Monroe Correctional Complex

The NIC review team also recommended that the Prisons Division conduct a security audit at the Monroe Correctional Complex (MCC). MCC hosted an NIC “Conducting Security Audits” class, September 18-22, 2011. This class taught corrections professionals from prisons outside of Washington how to conduct a security audit. The Department recently received the closeout audit report from this class and is developing an action plan to address items from that audit. NIC has also offered to return to Washington and teach this same class for 30 Department employees. This training will be offered in 2013.

Prisons Management – Labor Collaboration

This year, the Prisons Management Team met on two separate occasions with statewide representatives and members of Teamsters Local 117 to discuss security and/or safety concerns. These meetings were productive and allowed both sides to offer clarification and address concerns.

Safety Article

An Article on the Local and Statewide Security Advisory Committees was added to the 2013-2015 Collective Bargaining Agreement between Teamsters Local Union 117 and the State of Washington.

Article X states in part:

“The Employer and the Union agree that addressing employee security concerns is an important factor in operating safe prisons. Therefore, the Union and the Employer will cooperate in the endeavor to address employee security concerns through regular local and statewide security advisory committees as established by agency policy and RCW 72.09.680.”

The Article also outlines the roles and expectations for the local and statewide security advisory committees.

Community Corrections Safety

As the Community Corrections Division is implementing new laws, policies, and procedures aligned with evidenced based corrections and a new supervision model, changes and implementation of the law has been accomplished with the underlying principle of focusing on staff safety.

As a result of previous legislation, the population on the community corrections caseload continues to drop, with a reduction of 1,043 of the average daily population since this time last year. However, the majority of the offenders on community custody remain classified as higher risk offenders (67%).

Legislation passed in the 2012 Legislative Session, Second Engrossed Second Substitute Senate Bill 6204 (2E2SSB 6204), targeted the use of confinement to respond to low level violations with swiftness and certainty. This model is expected to be very effective for increasing offender compliance with conditions of supervision, and will result in more arrests by Community Corrections Officers. Arrests of offenders is one of the more dangerous activities associated with supervising a high risk population. While the length of sanction is minimal, one to three days, the knowledge of the certainty of the arrest increases the potential danger of the interaction with the community corrections staff. This report will detail the steps taken this year to mitigate the risk and to give staff tools to increase personal safety.

Community Corrections Safety Committee

In 2011, the Community Corrections Division formed a Safety Committee to evaluate statewide safety issues. The Committee continues to be an active committee, meeting quarterly and was charged with evaluating and proposing solutions to improve the operational safety of staff performing the work of community corrections. The scope of the committee includes focusing on and improving applicable policies, training, and equipment. A SharePoint site has been established to allow staff from across the state to engage the committee with concerns and suggestions, as well as to serve as a mechanism to maintain quality personnel and interest between the committee members.

Within the Community Corrections Division, a Community Corrections Specialist position was established to assist in developing statewide standards to account for staff who work in the field. This position will include the duty to develop a Field and Office Protocol program that will contain the following practices:

- Accounting for staff during emergencies,
- Increasing staff safety while making offender contacts in the community, and
- Alerting staff to dangerous situations and develop notification standards.

Staff Training

With re-investment of some of the savings achieved through the reengineering efforts, the Community Corrections Division has invested in additional cognitive behavioral interventions and a quality assurance program. The training for community corrections staff continues to be in skill sets that will improve staff's ability to engage offenders and to intervene in high risk offender behavior. In addition to training specific to how staff engages with offenders under community supervision, there have been gains made for safety training efforts as well.

- **Arrest Training:** Enhanced training in the areas of Arrest, Search and Seizure was developed and provided to staff in the setting in which this work is accomplished, at the unit level. This training was given to all the community corrections staff at the unit level.
- **Implementation of Swift and Certain Sanctions:** Training was developed and implemented statewide, again at the unit level, to provide training that enhanced staff safety as the swift and certain sanctioning model of community corrections was implemented and the number of arrests has increased. The next phase of training will focus on staff response to offenders that violate the condition of Failure to Obey All Laws.
- **Control Impedance Training:** The Community Corrections Division is piloting a new methodology of training on control and impedance tactics that is expected to decrease staff injuries and improve retention of skills. The training will be delivered in a revised schedule of additional, shorter days to reduce fatigue that can cause injuries during the training. The pilot will be initiated in the Eastern side of the state in January of 2013 and will be assessed in August of 2013 for statewide application.
- **Support Staff Safety Training Pilot:** Training has been deployed on defense tactic training for administrative and support staff in community corrections, as these staff have interaction and contact with the offender population on a daily basis.
- **Mental Health Services:** Several community corrections staff was selected to attend the 2012 Behavioral Healthcare Conference sponsored and organized by the Washington Community Mental Health Council. The conference included a presentation by David Stephens, an expert on corrections, about the evidence-based components of successful prisoner re-entry; and had over 35 workshops available on a variety of topics.

Policy and Equipment Enhancements

- **Use of Force Policies:** The Community Corrections Division has made improvements to several of the policies governing Use of Force. A significant change is that a mandate was established that requires a ballistic vest be worn when carrying a firearm in the community. Another improvement includes removing the requirement that the community corrections staff that carry firearms, conceal their weapons. Because staff have the option to now carry their firearm unconcealed, a new retention holster is available to staff. The new holster has increased security by offering a higher retention system designed to make it harder for someone to try and remove or take the weapon. In order to facilitate these changes adjustments were made to these DOC Policies:
 - 410.220 Firearms for Community Corrections (dissemination restricted)
 - 410.920 Use of Force – Community Corrections (dissemination restricted)
 - 410.930 Community Corrections Use of Force Training (dissemination restricted)
- **Ballistic Vests:** The Community Corrections Division is implementing a new design of ballistic vest that is lighter weight and more comfortable to wear. The vests are currently deployed based on the normal cycle. Future deployments will include staff in the field that do not carry firearms.

Funding Requests

While there are several initiatives in place with existing funds for increasing staff safety, in order to achieve enhanced safety for Community Corrections staff, DOC requested additional funding in the 2013-2015 Biennial Budget for additional equipment, staff training, and/or policy items, described in more detail below.

- **Electronic Immobilization Devices (EIDs) - \$74,000:** Funds are requested to pilot the use of EIDs as an option for the use of intermediate force as an additional mode of security for staff arresting or transporting offenders under supervision. This request includes 50 EIDs, which will be deployed according to the Community Corrections plan for pilot implementation. Based on diversity, i.e. geography, density, population, and assigned EIDs, devices will be distributed to several offices with a scheduled evaluation period that would then inform the process for any additional rollout. The equipment will be distributed to staff through training and with specified criteria for follow-up.
- **Leased camera systems - \$228,000:** Funds are requested for cameras at Olympia Work Release, which currently has no cameras on site and for Eleanor Chase House which currently has 12 working cameras on site with four exterior building channels experiencing intermittent failure. Cameras afford DOC key evidence and historical detail of events that occur and may serve as a deterrent to assaults on offenders and staff.

Appendix

Facility Highlights



Airway Heights Corrections Center

Local Safety Advisory Committee Highlights

Committee Members

Leonard Mayfield, Captain
 Barb Arnett, CS3
 Stephen Bolinger, CO2
 Nicholas DeBusk, CO2
 Anne Guzman, AA3
 Tina Hansen, Sec Senior
 Tommy Hicks, Safety Officer 1
 Vicki Hoffman, CIS2
 Matt Keeler, CO2
 James Key, Assoc Sup
 Robert Lind, Sgt.
 Jennifer Ridgeway, CO2
 Nell Rutzer, Warehouse Operator 4
 Dwayne Sauter, CO2
 Geof Smith, Sgt.
 Gary Troutt, RN2
 David Window, Lieutenant
 Linda Aff, Sec Senior
 Rena Albertson, CC2
 John Anderson, Electrician Supervisor
 Catarina Erickson, CO2
 Paula Henderson, CPM
 Murray Cox, K-9 Officer
 Anthony Harbolt, CO2
 Matt Himlie, Sgt.
 Richard Moore, Plant Manager
 Lou Sowers, Psychologist
 Michael Albrecht, AC Cook
 Crystal Contreras, Psyc. Associate
 Adin Easter, CO2
 Barbara Jackson, Sgt.
 Kraig Witt, CUS Recreation

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	69	54	7	3
2012	49	28	4	1
Total	118	82	11	4

Committee Action:

- AHCC has implemented a procedure within their staff accountability notification process (Emergency Employee Accountability Plan), attaching an electronic flier with a photo and pertinent information for the missing staff member in an email to "all users" facility wide.
- To address large scale incidents in the offender yard, AHCC prepared three "go bags", each with 100 flex cuffs available and strategically stored.
- Identified improvements to the Offender Evacuation Staging/Assembly Areas.
- Installed tamper proof governors on forklifts, gators and mowers to reduce the risk of injuries and avoid a breach of the perimeter.
- Implemented a procedure to verify non-custody employees are safe and secure when they fail to sign out via facility accountability logs. (calls to home/cell)
- Officers deployed to staff the portable tower are now authorized to check out a cell phone and additional radio battery with a battery charger.
- Dayroom doors were modified to accommodate egress to and from the officer cubicles and to provide officer safety.



Clallam Bay Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Edwin Reetz, Captain
 Denise Larson, CS3
 Lawrence Adamire, CO2
 Jim Hulse, Doctor
 Kathryn Banner, Sgt.
 Gerald Banner, Sgt.
 Glen Nicholas, Sgt.
 Jamie Calley, FM4
 Amber Bates, AA3
 Claude Weadon, RN3
 Pete Granum, ET4
 Dave Simm, RN3
 John Stubbs, CIS4
 Steven Dailey, CO2
 Jason Earls, CO2
 Faye Nicholas, Sgt.
 Craig Wilcox, CO2
 Lloyd Bookter, Sgt.
 Jerry McHaffie, Sgt.
 Helen Donatacci, CC3
 Michelle Klepps, CC2
 Ron Gaydeski, Safety Officer

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	42	38	1	0
2012	37	10	2	1
Total	79	48	3	1

Committee Action:

- The Courtyard Egress Door from the Medium Security Unit to the main courtyard is being replaced with an egress door system with full height tandem turnstiles.
- Installed lock boxes at control points for immediate access to O.C. spray for emergency situations.
- Program areas now provide writing tools eliminating the need for offenders to carry them during movement periods.
- Completed a radio reception project designed to improve the portable radio coverage in the facility by installing 3 amplifiers to boost the signal, eliminating "dead spots".
- Observation units were added to the Shift Lieutenant's office to provide additional viewing areas for the Medium Security Units.
- Installed convex mirrors in Recreation, Dental and Close Custody units to improve staff visibility.
- Installed a Lexan window in the reception area of the Health Care Unit to secure the staff working in the area.



Cedar Creek Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Gerald Isham, Lieutenant
 Sylvia Dewitt, CS3
 Jack Brumbaugh, Warehouse Operator 4
 Jessica Anderson AA3
 Terry Hartman, CO2
 Patricia Riley, Cook
 Demar Holtz, Plant Mngr.
 Julie Shinn, Psychology Assoc.
 Chad Hostetler, Rec./Athletic Specialist
 Paris Albertsen, CO2
 Terry Powell, CO2
 Gary Kirschenmann, Sgt.
 William Schrock, Sgt.
 Kenneth Towne, CO2
 Stacey Doucette, Medical Asst.
 Debra Byers, CC2
 Laura Thorson, CC2
 Winston Brown, CC2
 John Barnes, Chaplain 2

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	31	21	6	5
2012	21	16	1	1
Total	52	37	7	6

Committee Action:

- Stenciled the tier and bunk number(s) above corresponding windows on the exterior of the building to enhance security for the living units. Additionally the emergency exits have been clearly and boldly identified. The posting of compass points in prominent locations has also been completed.
- The offender callout process has been clarified and refined to ensure the appropriate number of offenders called to activities is based on maximum occupancy and/or available seats (example: only 4 haircuts per hour). This alleviates opportunities for offenders to conduct unauthorized business.
- Relocated the security mirror in the Visit Room. The mirror is now orientated in the direction of the visitors entry and check in.
- Implemented a process for providing additional staff for, or to authorize canceling the 1930 hours recreation movement during inclement weather if staff on shift is limited.
- To facilitate urgent access to the SHU, a key has been secured in a lock box in Cascade unit.
- DNR and Maintenance Supervisors unlock the T-line entrance gate at 0500 hours, instead of utilizing custody staff who are otherwise engaged in observing short line, (offender kitchen workers).



Coyote Ridge Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Sean Murphy, Captain
 Abe Clark, CS3
 Jeff Perkins, CS3
 Amy Carmody, Secretary Senior
 Kevin Thorson, Sgt.
 Joshua Hall, CO2
 Tracy Kessler, OA3
 Andrew Ramsey, CC2
 Amy Williams, AA2
 Williams Culey, Correctional Records Technician
 John Sharples, Sgt.
 Kellon Cunningham, CO2
 Richard, Duncan, Lieutenant
 Raymond Case, CO2
 William Culey, Records Tech.
 Mathew Culverhouse, Sgt.
 Joshua Hines, CC2
 Tony Hoffman, Secretary Sup.
 Daniel Hollibaugh, Sgt.
 Charles Hudgins, CI Manager
 Tara Lund, Psych Associate
 Genesis Mendez, AA
 Brian Prudhomme, Safety Officer
 Patrick Strand, CO2
 Robbie Wiley, Sgt.

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	87	69	5	2
2012	88	22	1	0
Total	175	91	6	2

Committee Action:

- Removed squeegees from the facility as the components were identified as potential weapons.
- The Records office doors are now locked and can only be accessed with a proxy card.
- Placed portable battery chargers in perimeter vehicles. This alleviates the process of having the perimeter vehicles wait in front of the facility while the Public Access Officer swapped the batteries out with the Minor Control Officer, essentially taking the vehicle out of service.
- Remodeled the security gates to eliminate the possibility of offenders using their own locks to defeat facility response to those areas.
- Relocated staff lockers and changed the locks to better secure staff personal belongings.
- Moved Class B tools from the religious programs closet for storage outside of the building.
- Reprogrammed the off-hook alarm phone located in Master Control to indicate caller's location and name.
- Placed cuff keys on all custody staff key rings.



Larch Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Bobby Greene, Lieutenant
 Brian Barge, CS3
 James Brown, Sgt.
 Chris De la Rocha, CO2
 Mark Francis, Sgt.
 Terry Hettinger, PM
 Jennifer Luppino, Sgt.
 Roberto Olivera, CO2
 Mark Oster, CO2
 Dan Rock, DNR
 Maria Roe, RN
 Susan Yadon, OAS

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	35	31	1	1
2012	18	14	2	0
Total	53	45	3	1

Committee Action:

- Staff working primarily inside the perimeter has the ability to check out a radio equipped with a duress button on the receiver and microphone.
- Personal protection alarms or “screechers” are available to staff who work outside of the perimeter and are required to enter the perimeter from time to time.
- Correctional Worker Crew supervisors perform work in areas receiving limited cell phone service. As an increased safety measure these crews check into the facility once per hour with status update and offender counts. Their locations are also communicated to the Clark Regional Emergency Services Agency in order for local law enforcement to know where the crews are working.
- Changed the ring tone for the emergency phone in control to allow the control room officer to quickly differentiate between regular phone and emergency phone calls.
- Addressed major security concerns as a result of the Physical Plant Safety module during 2011-2012 Annual In-Service training. Some concerns included protecting essential IT wiring in an offender janitor closet, protecting the main sally port with metal plates, and shielding the control building entrance keypad from view of an offender dayroom.
- Increased yard checks on 2nd and 3rd shifts as offenders were congregating in small groups and loitering.
- Increased staff presence in the dining hall during mainline.



Monroe Correctional Complex

Local Security Advisory Committee Highlights

Committee Members

Paula Chandler, Captain
 Kenneth Bratten, Captain
 Stephan Rose, CS3
 Mathew Burns, CS3
 Tammy O'Reilly Kennedy, CS3
 Bridget Grosso, HC3
 Frances Hall, CC2
 Troy Hansen, Plant Mgr.
 Kirby Logan, CO2
 Christopher Lopez, Sgt.
 Peter Maxson, CS3
 Craig McIntrye, Sgt.
 Kathleen Bechler, AA3
 Kristyn Whisman, Education
 Fred Zak, Safety Officer
 Beth Anderson, Sgt.
 Donald Holevinski, Lt.
 Arben Kullojka, Sgt.
 Lisa Milstead, CO2
 Jeffery Swan, CO2
 Douglas Taylor, CO2
 Lolinda White, Sgt.
 Augustin Escobar, Psychiatric
 Social Worker 3

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	64	51	8	6
2012	47	47	3	0
Total	111	98	11	6

Committee Action:

- MCC has hired a K9 officer to use for drug detection.
- Garden stakes are blunted to diminish ability to use as a weapon.
- Standardized cell search kits will be used in all units.
- Needle count procedures are to be completed by nursing staff and a custody officer.
- Windows have been tinted as a security precaution on transportation vehicles.
- Lieutenant's radio replies will be specific when approving or disapproving anything via radio. (Restricted keys, maintenance in a tower, etc...)
- Punching bags have been removed from the MCC Gymnasiums due to security reasons.
- Magnets have been removed and replaced with hooks on the cell doors in the IMU to eliminate offender opportunity to retrieve clipboards.
- Lack of protective gear was noted during a drill. MCC has purchased new QRST, (Quick Response Strike Team) for both first and second phase responders.
- Clarified process for accountability of inmate transports and community work crews.



Mission Creek Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Dan Davis, Lieutenant
 Kevin Milovac, CS3
 Christie Apker, CC2
 Ernest Gately, Sgt.
 Linda King, WO2
 Brenda Gatling, OA3
 Katherine Newsom, Sgt.
 George Gasson, CS3
 Mike Farris, Maintenance
 Mechanic 1
 Imo Smith, Chaplain
 Linley Allen, Program Mgr.
 Heather Carlson, Psychology
 Associate
 Milo Ames, CO2
 Frank Borja, Sgt.
 Teresa Boyer, OAS3
 Heather Carlson, Psych Assoc.
 Jeffrey Fields, CUS
 Patrick Lewis, CO2
 Alena McGowan-Folsom,
 AC Cook

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	24	21	1	1
2012	21	18	1	0
Total	45	39	2	1

Committee Action:

- Modified the doors on the armory and key room by installing peep holes for viewing requests for access.
- Installed security windows in office doors in the lower and upper administration work areas.
- The Shift Office split door entry has been identified as a potential security risk. It has been deemed emergency access only and the alternate entry door has been designated as the main entry.
- Installed new cuff ports on two of the cell doors in the Secured Housing Unit.
- A chemical deicer was purchased and made available to staff when locks froze during inclement weather.
- Issued paper cups in lieu of plastic in the Secured Housing Unit.
- Replaced two cordless phones and phone jack in a unit to have on hand during emergencies.
- Phone and data jacks have been installed in exam room to address communication needs for the clinic.



Olympic Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Scott Speer, Lieutenant
 Marc Thomas, CS3
 Elbert Jennings, Technician
 Garry Wakeman, Chaplain
 Greg Banner, Maintenance
 Harold Curtis, Psych Assoc.
 Jeffrey Claussen, Food Mngr.
 Lori Lawson, Training
 Lynn Archibald, CO2
 Miranda Puksta, OAS
 Missy Burr, Camp Manager
 Nick Riggan, Business Office
 Phillip Kitchel, CO2
 Rick Gooding, CO2
 Sue E. Gibbs, AA4
 Tambra Zander, TC Program Manager
 Robert Williams, Recreation
 Tim Wade, Sgt.
 Tracy Hixson, CPM
 Vickie Buchman, Education

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	25	19	2	2
2012	21	14	0	0
Total	46	33	2	2

Committee Action:

- Installed audio/video surveillance on two DNR crew buses to provide better observation, a deterrent for misconduct and to reduce the opportunity for introduction and transportation of contraband among DNR offenders into the facilities.
- The Shift Commander accounts for all staff as they arrive to work. This ensures the accountability of all on-coming staff as well as all off-going staff.
- Narrowed the parameters of access to the administrative building by having the offender porter report to the Shift Office to be escorted.
- All door stops were removed in the R&M and Shift offices, mandating those doors remain closed & locked.
- Convex mirror has been installed above the entrance way in the kitchen to allow officers better viewing in their work area.
- Low watt lighting has been installed in all phone booths in the living units to allow officers better visibility and additional security.
- Additional keys have been issued to Warehouse and Correctional Industries staff to access the emergency door separating both departments to use as an alternate exit.



Stafford Creek Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Clint May, Captain
 Doug Matthews, CS3
 Michelle Johnson, AA3
 Gary Bohon, CPM
 Bill Swain, CUS
 Ronnie Matsen, Sgt.
 Ben Porter, Lieutenant
 Eric Mainio, Lieutenant
 Bill Nelson, CO2
 Sue McCann, AA3
 Joiann DeHaven, CC3
 Paula Boemer, Education
 Sally Theissen, CI
 Gerry Bolden, Construction
 Maintenance Supervisor
 Ken Halverson, AC
 Shelly MacKinder,
 Secretary Senior
 Cory Whaley, I&I
 Ronnie Sauer, Training
 Greg Judd, Sgt.
 Amanda Thomas, CC2
 Lisa Ross, Secretary Senior
 Tom L'Heureux, CS3
 Roe Simmons, Safety Officer
 Patrick Rininger, Sgt.
 Eric Nowobilski, CO2

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	44	39	4	3
2012	51	31	8	1
Total	95	70	12	4

Committee Action:

- SCCC acknowledged a disparity within the staffing model in regards to two sergeant positions on dayshift resulting in uneven supervisory coverage. The positions' days off were switched to address the coverage inadequacy. Both Sergeants agreed and retained post rights.
- A secure, direct route has been established for escorting offenders to the IMU. A new walkway was poured and fence installed which by-passes multiple gates and maintains the inner security perimeter.
- Currently working on relocating the fence line in front of Master Control to establish an unobstructed view of the breezeway for security purposes.
- Constructed sand pits at the base of Towers 1 and 2 as designated areas to fire warning shots when/if necessary.
- Placed 3 cement/metal barricades behind the U2 building to prevent attempts of escape utilizing the forklift.
- Repositioned Camera #192, located behind medical, to provide better coverage of the HUB recycle/garden areas.
- Changed a light switch in the Lower Medical holding cell from standard to a keyed style switch.
- Modified restraints to create double length leg restraints to use during hospital watches. This was done to alleviate the practice of officers connecting two sets of leg restraints.



Washington Corrections Center

Local Security Advisory Committee Highlights

Committee Members

Mike Green, Captain
 Scott Anderson, CS3
 Greg Metzcus, Safety Officer
 Larry Johnson, Rec/Athletics Specialist
 Corey Clark, HR
 Milanda Carson, Sgt.
 Dan Wistie, Sgt.
 Jamison Roberts, Sgt.
 Deborah Colby, OA2
 Brian Clark, CIS4
 Douglas French, CO2
 Jeff McCall, Psychologist 3
 Jeff Ellison, Investigator 2
 Tammy Stark, Secretary Senior
 Josh Adams, SGT.
 Michelle Alejo, LPN2
 Kim Ames, Sgt.
 John Byrd, Maintenance
 Brian Clark, Correctional Industries
 Debra Dobson, AA4
 Tony Dunnington, CS4
 Phillip Jennings, CO2
 John Le, CO2
 Jason Martin, CO2
 Gregory Metzcus, Safety Officer
 John Olson, Electronics Tech.
 Debbie Ricker, CO2
 Heather Stucke, CO2
 Tony Tellez, Cook AC
 Conrada Villa-McGrath, Classification Counselor

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed at SSAC Level
2011	46	32	3	2
2012	74	45	3	1
Total	120	77	6	3

Committee Action:

- Reconfigured and organized the facility movement schedule to reduce unnecessary movement and allow staff to track where offenders are going and why.
- Restructured the process of monitoring offenders while providing meals in the units which strengthened the security processes.
- Officers used to stand yards by themselves with up to 200 offenders. Now, each yard officer has a partner at all times.
- The wheelchair gate at the main security checkpoint used to be free swinging on a hinge. It had to be closed by offenders who were using the gate. Now the gate is operated remotely by staff.
- Strengthened tower and weapons box security. The towers now require a key to enter and the security of weapons boxes have been reinforced.
- Established a "reverse phone lookup list" to determine the caller's location during emergencies.
- Installed tether retention devices on the doors of the IMU, (Intensive Management Unit).



Washington Corrections Center for Women

Local Security Advisory Committee Highlights

Committee Members

Charlotte Headley, Captain
 Dennis Simons, CS3
 Alyssa Eyre, CIS2
 George Gilbert, Investigator
 Susan Jordan, CO2
 Jon Reynoldson, Maintenance Mechanic 4
 Dairyene Wooten, CC2
 Dan Zoolkoski, Rec/Athletics Specialist
 Alexis Stromberg, CC3
 Robin Olson, OA3
 Dana Carroll, Cook
 Fallen Luciano, CO2
 Gerald Bailey, CUS
 Mary Jones, Nurse
 Nancy Crittenden, OA3
 Stephen Blankenship, Safety Officer
 Donald Hunter, CO2
 Joel Conger, Psychologist
 Michael Zuber, Sgt.
 Kelli Brown, CO2
 Flora Brown, CO2
 Phyllis Cherry, CO2
 Charles Halcomb, Locksmith
 Sitailoto Malae, Secretary Senior

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	54	48	2	2
2012	48	42	0	0
Total	102	90	2	2

Committee Action:

- Obtained two rechargeable halogen spotlights for staff use during perimeter inspections.
- Accountability training for the volunteers was developed to convey the importance of only visiting authorized destinations and then returning directly to Public Access.
- Lighting deficiencies were identified and the lights repositioned to address security risks.
- Modified the property process for offenders to pick up property. Changes include placing offenders on the call-out by unit, and identified R&M specific responsibility and oversight of the property movement.
- Relocated pallets and milk carton crates to a more secure location which also provides unobstructed visual monitoring.
- Received a new touch screen system for the Segregation booth.
- Reviewed and updated the mainline seating process to allow for higher efficiency and control.
- A review of procedures identified Gate 21, located on the inner perimeter, as being left open based on past practice. The expectation that this gate be secured at all times has now been communicated.



Washington State Penitentiary

Local Security Advisory Committee Highlights

Committee Members

Robert Piver, Captain
 Thomas Garcia, CS3
 Mark Knighton, CS3
 Roland Swopes, CO2
 Larry Hensley, Sgt.
 Leland Weber, CO
 Kathleen Jackson, RN
 Jeffery Preas, CO2
 Johnny Watts, Safety Officer
 Eric Burt, CC2
 Corey Schmidt, CO2
 Burl Hansen, CO2
 Angela Ogle, AA3
 Tyler Hall, CO2
 Darlene Bly, OA3
 Barbara Preas, OA3
 Tawny Humbert, AA3
 Rebecca HaneyNixon, CC2
 Monica Arlington, Sec Sr.

Suggestions/Concerns Submitted:

	Total Received	Completed at Local Level	Referred to SSAC	Completed Statewide
2011	30	25	4	4
2012	26	17	3	1
Total	56	42	7	5

Committee Action:

- Gained 1 FTE position in the Health Services Building. Initially this position was to help with breaks and maintain safety and security on K tier in the Hospital. This position now assists the In-patient Unit with call outs, custody lock escorts, picking up and delivering meals, supervising janitors and hearing escorts.
- Engineers welded handles onto existing door knobs as staff had difficulty gripping them and were hindered in exiting the rooms.
- WSP has installed search devices at all official entry points. When the "search" button is pressed the device will either show a green light, allowing the staff member to pass or show a red light, requiring the staff member to be searched. These devices are random and the frequency of searches can be increased or decreased.
- Relocated the tool board/tools from the IPU Medication Room in to the booth. This eliminated non-medical related foot traffic from the Medication Room while at the same time made the tools more easily accessible to custody staff, who are the primary users.
- During the construction and transition of the medium security complex to what is now the West Complex the concrete parking barriers were overlooked. These have now been removed.