



# Corrections News

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## **Directors' Message**

You recently received an e-mail memo from us regarding the "Code of Silence." We ask each employee, contractor and volunteer of the Department of Corrections to read and understand it.

In short, the memo says that we recognize that it's natural for bonds of friendship and camaraderie to develop among people working together in complex environments such as we have in the department. However, some people take those bonds too far, and see loyalty to their co-workers as a valid basis for the Code of Silence. This is not acceptable. The Code of Silence is a form of corruption that begins with one person and spreads both in its severity and the number of people involved.

The Code of Silence can't exist where higher principles are held as the top priority; we trust that you will place loyalty to honor and integrity above all else. The responsibility to report is greater than the responsibility to follow the chain of command. You always have permission to report illegal or unethical activity directly to a superintendent, program administrator, the Inspections administrator, other managers, or any member of the DOC Executive Team.

We truly believe the overwhelming majority of the department's staff is hardworking, honest, ethical, professional and committed to the DOC mission. To you, this directive is nothing new or any change in the manner in which you have always conducted yourselves. We have faith that each of you will work diligently with us and with your colleagues to see that we continue to operate the department in a manner that is safe, secure and in compliance with the department's policies and with the law.

Warm regards,

Max Williams  
Director

Mitch Morrow  
Deputy Director

## DOC Releases High-Risk Inmate Behavior Report

Last October, the DOC commissioned a study about inmates' behaviors that put them at risk for transmission of diseases, including hepatitis and HIV. Inmates were surveyed about tattooing, body piercing, IV drug use, and consensual and non-consensual sex.

The encouraging news is the results show that high-risk behaviors happen much less frequently in Oregon's prisons than national estimates. However, it is of concern that these behaviors happen at all, and even one rape in prison is too many.

The DOC released the survey's findings on May 20. In the media release about the report, it made clear that the safety of the public, staff, and inmates are of primary importance. The department already has two teams working to help combat the spread of disease and eliminate prison rape:

- **A Prison Rape Elimination Policy Group** composed of DOC central administrators, Health Services, Counseling and Treatment Services, and institution security experts is well on its way toward developing a comprehensive, unified policy regarding sexual assaults in Oregon's prisons to reinforce a culture of zero tolerance of sexual assaults. This policy will encourage reporting of every assault that occurs by safeguarding the confidentiality and safety of inmates who report sexual assaults. It will also define procedures to protect potential victims from assault. It will make inmate access to medical and mental health care more confidential and as simple as possible, and will include acute and long-term care and sexually transmitted disease (STD)/HIV testing and treatment.
- **A High-Risk Inmate Behavior Policy Group** composed of Department of Corrections experts will include Public Health representatives from the Department of Human Services. They will analyze the survey report and make recommendations for changes in DOC policy and practice that both preserve prison security and help reduce the risk of transmitting disease through voluntary acts such as tattooing, body piercing, IV drug use and consensual sex.

The DOC's goal is to eliminate these behaviors in order to maintain a safe environment, reduce the pain and suffering of incarcerated persons and protect the public health of our communities as these offenders are released from prison.

You can read the full report at:

[www.doc.state.or.us/publicaffairs/news\\_release.shtml?2004news/survey\\_highrisk\\_inmates](http://www.doc.state.or.us/publicaffairs/news_release.shtml?2004news/survey_highrisk_inmates)

For more information, contact DOC Special Projects Manager Nancy Sellers at (503) 945-9225 or by e-mail: [nancy.sellers@state.or.us](mailto:nancy.sellers@state.or.us)

## Oregon Corrections Plan Goes Statewide June 1

DOC's "stock population" (those inmates already in our facilities) are all moving to the Oregon Corrections Plan (OCP) system beginning this month. The former Inmate Incarceration and Transition Plan and TAP (Transition Automation Project) are now combined. All counselors and supervisors of inmates in programs will use the new OCP for the general inmate population. Intake counselors began using the OCP for new inmates in March.

"We're excited about the new Oregon Corrections Plan," says DOC Director Max Williams. "After much preparation, planning, and input from stakeholders, we are ready to move forward."

The OCP will help ensure DOC inmates are matched to the correct facilities and programs. It also provides important information to measure the effectiveness of our efforts. The data we gather will help measure our performance and meet Senate Bill 267's requirements for evidence-based programs.

The OCP includes the criminogenic risk factors identified at intake, and allows inmates to be put on waiting lists for specific interventions they need to help overcome those risks. An added feature is that

the OCP allows universal wait lists across the department, instead of having separate lists at each institution. We can now ensure that those inmates with the highest need are prioritized to receive specific programs, regardless of their current prison location.

Corrections Plans also have specific outcome measures. Program supervisors will rate each inmate in clearly defined areas including motivation, performance and how far along they are in their programs. This information can then be tied to non-cash incentives, earned time, and other motivations to complete their programs and behave properly.

For more information about the OCP, contact project coordinator Don Grossnickle at (503) 378-3798 ext. 22422 or by e-mail at: [don.n.grossnickle@doc.state.or.us](mailto:don.n.grossnickle@doc.state.or.us).

## Warner Creek On-Track for September 2005 Opening

This summer will see a flurry of activity at the Warner Creek Correctional Facility construction site in Lakeview. The construction trailers are now in place, and four DOC staff are working on the property.

According to New Prison Construction Administrator Doug Young, contractor Hoffman Construction has begun excavation for the prison's mechanical piping and plumbing, and is pouring footings for B Building, a 32,000-square-foot building that will house operations, master control, kitchen, dining, laundry and the warehouse.

"We're on-track for the July 1, 2005 completion date, and will be ready for inmates as scheduled on September 1, 2005."

**Sustainability feature:** A unique component of Warner Creek will be the use of geothermal energy for heating. The Town of Lakeview will provide the geothermal heat as a utility, much as it provides water and sewer services.

The geothermal heat is collected from water heated by natural underground sources. The heated water will be brought up from a well through pipes to a heat exchanger. The heat will then be transferred to the DOC's heating water loop system, and the original water returned to the ground.

The geothermal heating system provides both energy and sustainability benefits. It avoids burning fossil fuels or using electricity to generate heat in a conventional boiler. The only cost of providing the heated water is the cost of electricity to pump the water to the heat exchanger, which will significantly reduce the overall heating costs of the prison.

For more information on Warner Creek, contact Doug Young at (503) 373-1572 X7121 or by e-mail at: [doug.e.young@doc.state.or.us](mailto:doug.e.young@doc.state.or.us).

## Security Connections: Lessons Learned in Buckeye, Arizona

It was early morning on Sunday, January 18, 2004, near Buckeye, Arizona. Inmates Ricky K. Wassenaar (serving 26 years) and Steven J. Coy (serving a life sentence) attempted to escape from the Morey Unit of the Arizona DOC's Lewis Prison Complex. The two inmates left their housing unit to work in the prison kitchen. Instead, they subdued several correctional staff and seized the unit's tower. Thus began a 15-day standoff, the longest prison hostage situation in U.S. history.

Clearly, this was a tragic event that resulted in serious physical and emotional injuries to correctional officers and facility employees. The inmates exploited a series of security gaps, which were complicated by institutional complacency and a collective lack of environmental awareness.

These events demonstrate the dangers and challenges faced each day by corrections staff. When something like this happens, it's common for staff at other institutions to be thankful that it didn't

happen at their workplace or in their organization. However, the question we need to ask is: “Could it happen here?” Unfortunately, the answer could be “yes,” especially if the conditions are right.

An administrative review panel composed of law enforcement and corrections professionals investigated the incident. Their preliminary report includes 68 recommendations including ways to improve security practices, defensive tactics procedures, communications, individual and unit responses, and administrative budget issues.

The lessons learned from the Morey Unit incident revalidate the importance of sound correctional practices. While many of the recommendations of the panel were specific to the Arizona Department of Corrections, a number of them are lessons that we all should ponder as we carry out our daily duties, including:

- Are area and pat down searches effectively conducted?
- Have our work habits become too routine and predictable?
- Are sound practices being followed to account for critical tools?
- Does the institution monitor inmate work assignments and evaluate the potential risk of each assigned inmate?

“We can never guarantee that such an incident won’t someday occur. However, lessons learned show that institution staff can reduce the chances by focusing on basic, proven security principles,” says DOC Security Chief Paula Allen. “One of the most basic lessons is that good staff and inmate communication is vital in maintaining solid prison security and effective operations... Always remember that it takes a team approach to manage the inmate population.”

Allen suggests that we slow down and take the time to really look at how we conduct business inside our prisons at multiple levels. She says that in nearly all cases, that’s already happening. For example, security managers conduct monthly systems checks. Regular emergency preparedness drills – in the form of tabletop exercises and functional drills – test system effectiveness.

You’ll read more about emergency preparedness in future newsletters. If you have questions, please contact your local special operations captain (formerly known as the EP captain), or e-mail Security Chief Paula Allen at: [paula.allen@doc.state.or.us](mailto:paula.allen@doc.state.or.us).

**Note:** A complete account of the hostage taking and the events that led to the inmates’ surrender and the release of both hostages is available on the Internet. The report, including a summary of findings and recommendations aimed at preventing future crises and addressing significant operational, administrative and fiscal issues related to the Arizona Department of Corrections, can be found at: <http://www.governor.state.az.us/press/0403/finalreport.pdf>.

## Sixth Annual Deschutes Conservation Camp Opens

DOC staff and inmates are again camped out in the woods for the summer, but certainly not for a vacation. One hundred and fifteen minimum-custody inmates will spend the summer doing hard physical labor to help restore forest health and reduce fire hazards in central Oregon’s national forest areas. The Deschutes Conservation Camp is in its sixth year working with the U.S. Forest Service.

Forest Service employees provide technical direction for the inmate crews, which are deployed six days a week.

This summer’s program will focus on protecting homes adjacent to forested land in Sisters, Camp Sherman, Crescent and La Pine from wildland fires. The inmates will also complete projects that reduce fire threats to the Bend watershed, and critical threatened and endangered species habitat.

“Over the past five years, we've increased the quality and quantity of our work,” says Camp Commander Captain Jeff Forbes. “We've proven that setting clear goals for productivity and achieving or surpassing those goals creates high morale and a safer, more-productive inmate workforce.”

During the past five years, inmates hand-piled more than 20,000 acres of hazardous fuels on the Deschutes and Ochoco National Forests. The work included reducing fuels around 12 local communities, including Sisters, Black Butte Ranch, Pringle Falls, Crescent, Crescent Lake, Sunriver and La Pine.

“Last year, we invited the program back for a fall session because of the inmates' success in hand piling over 5,000 acres of brush and woody debris in the forest,” said Deschutes National Forest Supervisor Leslie Weldon. “This resulted in another 2,000 acres of fuels treatment with a focus on protecting homes, recreation sites throughout the forest, and cabins near Crescent Lake.”

In addition, she said the inmates learned critical outdoor skills that will help them obtain employment upon release in landscaping, nursery and forestry fields.

For more information about the camp, contact Inmate Work Programs Administrator Debra Slater at (503) 945-9232 or by e-mail: [debra.slater@doc.state.or.us](mailto:debra.slater@doc.state.or.us)

**Next month:** Staff and inmates talk about working in the Deschutes Conservation Camp.

## **Staff Win National Technology Award**

The DOC Research & Evaluation Unit's Laura Buring and Don Pack were honored last month with a “Solutions Award” from Public Technology, Inc., a national program recognizing local governments that use technology to improve service, save tax dollars or improve management. The award was for the department's data warehouse and Corrections Management Information System, which integrate information from several databases and business areas to provide data for better strategic decision making. The award winners also are featured in the 2003 “Top 25 Technology Solutions” soon to be distributed to local government leaders nationally.

## **Critical Report Retrieval Project Fills in the Blanks**

The inmates in our prisons each have files. In some cases, however, those files are incomplete. Gathering that missing information can be important to improving the quality, accuracy and timeliness of the department's case management, release planning and assessment functions.

CRCI Release Counselor Mario Messina, CRCI Program Services' Becky Shaw and Averil Simpson, and two student volunteers (Travis Edner and Peter Wolny) recently developed the Critical Report Retrieval Project. Their goal was to obtain any pre-sentence investigation reports (PSIs), police reports and other necessary information missing from stock population files.

As of May 25, nearly 700 missing police reports, PSIs and other official reports have been received. More are on request and are coming in daily. The group also created and sent a desk reference guide and training on the report-ordering process to all release counselors.

“These staff and volunteers worked diligently in this effort to obtain important reports for our files,” says Institutions Division Administrator Joan Palmateer. “Their efforts brought significant results, and we are most appreciative of the work this group has accomplished.”

## **Avoid Employee Purchase Promotions from State Contractors**

The Department of Administrative Services reminds State of Oregon employees that it is illegal and unethical to take advantage of special "deals" and "government rates" for anything not directly related to their work. For example, DAS recently learned that a state contractor for cell phones and a state contractor for computers were promoting special state employee discount purchase programs. Special employee purchase programs are specifically excluded in our supplier contracts.

It is against state law and ethics regulations for state employees to receive benefits not available to the general public. This includes taking advantage of "government rates" at hotels when on non-work-related travel. Further, the exclusion of special employee purchase programs avoids even the appearance that a state employee is receiving added benefits or that a public employee may be influenced by the potential of such a benefit.

If you become aware of other illegal promotions or special benefits to state employees, please contact Dianne Lancaster in the Department of Administrative Services State Procurement Office at (503) 378-3529 or e-mail: [dianne.lancaster@state.or.us](mailto:dianne.lancaster@state.or.us).

## More News...

- **Social Security Numbers no longer used for visitors:** A reminder that because of identity theft and privacy concerns, do not request or require Social Security Numbers from any prison visitors.
- **The U.S. Bureau of Justice Statistics just released: *Prison and Jail Inmates at Midyear 2003*.** This annual report includes the number of inmates for each state and in the federal system, and the overall incarceration rate per 100,000 residents. It offers trends since 1995 and percentage changes in prison populations. You can read the report at: [www.ojp.usdoj.gov/bjs/abstract/pjim03.htm](http://www.ojp.usdoj.gov/bjs/abstract/pjim03.htm)
- **Third Annual Tyler Fritz Charity Golf Tournament:** Saturday, June 26, 2004, 8:00 a.m., at Santiam Golf Course. Four-person teams, \$65 per person. Lots of raffles and prizes, with a car for a hole-in-one. Entry fee includes raffle ticket, golf ball, 18 holes of golf, and a post-tournament luau (meal provided by Sgt. Eric Kama.) All proceeds go to the Tyler Fritz Euromed Fund. For more information call OSCI Counselor Scott Fritz at (503) 373-0116 or Transport CO Dwayne Skinner at (503) 373-1110.

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## DOC Corrections News

Oregon Department of Corrections  
Max Williams, Director  
Mitch Morrow, Deputy Director

The mission of the Oregon Department of Corrections is to promote public safety by holding offenders accountable for their actions and reducing the risk of future criminal behavior.

*For more information or to submit story ideas, please call Nancy Sellers in DOC Public Affairs at (503) 945-9225 or e-mail: [nancy.sellers@state.or.us](mailto:nancy.sellers@state.or.us).*

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