



Ladies and Gentlemen, Members and Non Members, We are not here to debate nor are we looking for an excuse. The Arizona Correctional Peace Officers Association "AZCPOA" was presented with a challenge and we accepted it. Prison is a dangerous place and none of us deserve to be assaulted by an inmate with the possibility of being injured for life. So with that being said.....

AZCPOA took on the issue of staff Safety, your safety, doors that don't secure, and the fact that staff was being seriously injured. In one of the videos (December 2018) that was posted, you see two staff getting attacked by inmates and off to the hospital they go. So what we have is staff assault after staff assault with no end in sight.

After AZCPOA reviewed the videos of ASPC Lewis Morey and Buckley staff assaults, the following question was raised: how do we fix it? There seemed to be no real answer at Lewis. Director Ryan saw issues at Lewis but this was not one of them, and he made some administration changes. I personally welcomed Warden Thompson back to Lewis; shortly after his arrival, we had the Rast Max hostage situation. After seeing and hearing the many issues created by inmates, Warden Thompson said inmates will not run Lewis Complex and activated the Lewis TSU QRF 5-member team to go to the units and help control where ever needed. Fantastic response! Shortly after the QRF 5-member team, the SO&T 16-member team was formed.

Now back to the doors/locks. On January 3, 2019 during the Meet and Confer with Director Ryan and his staff, AZCPOA presented a question as to when will the doors be fixed. Director Ryan and Carlson McWilliams both spoke, finale answer: WE DON'T HAVE THE MONEY, WE CAN'T START WORKING ON THEM UNTIL JULY. So, what happened? More staff assaults. Now the question is who has the money! In July, Department of Corrections Director Ryan, gets his budget, but will there be enough money to fix it all? Who else has money? Answer: the legislation and Governor Ducey. So how do we get there the fastest with the best results? AZCPOA was able to get some evidence, videos and documents, so now we have proof that there are issues with the doors/locks. Then Thursday, April 25, 2019 ABC15 did the first broadcast, which started the ball rolling and again on Friday, April 26, 2019. On Friday, Director Ryan, Deputy Director Joe Profiri and Division Director of Prison Operations, Carlson McWilliams, came to Lewis Morey Unit to see what the issue was. Approximately 1230 hrs, the onsite labor groups were called to the Warden Conference Room. AZCPOA President Darren Sikes, Lewis Chapter President Robert Purdy and FOP Lt Lowe met with Director Ryan, his staff and Lewis Warden Thompson. The money for the doors/lock repair was discussed. Director Ryan stated the problem he saw was inmates tampering with the doors (capping the doors) and staff not checking the doors for capping items. And padlocks (900) are being put on the cell doors on the Westside. Lt Lowe asked about the time frame it

would take to get all the locks off in the event of an emergency. Answer: we don't know. You will need to practice/do a drill. AZCPOA President Darren Sikes asked about accountability of all the locks. How do you account for the lock when taken off and if one came up missing. Answer: once the locks are removed they go in the control room and when the inmate (s) is placed back in the cell, you retrieve the locks from the control room and place the lock on the door. We were also told that they had a company come and look at the doors several months back to see how to fix them and the cost. (to fix something that they say, is not broken)

At 0630 hrs. Monday morning, I received a call advising me that I needed to be in Director Ryan's office. At 0900 hrs. AZCPOA President Darren Sikes, VP Matt Ball and VP Tommy Carberry met in the Directors Office with Director Ryan, Deputy Director Joe Profiri and Division Director of Prison Operations Carlson McWilliams. We met from 0900-1115, very good meeting. We spoke about the doors/locks/computer system. Director Ryan still believed the doors are being capped and staff is not looking for the capping items when closing the door. We did not disagree with this, but we asked about the computer in the control room. They truly didn't know what I was talking about. So I explained..... 1. If the door is secure, the computer reads secure. 2. If the door is open and unsecure the computer shows unsecure. 3. If the door is "CAPPED" and truly unsecure, the computer should show unsure but it doesn't, it shows secure. And this is why the system is "BROKEN". The Director said I now understand.

The Director asked us, the AZCPOA Leadership if we wanted him FIRED. The answer to that question was NO, that What we want is for all the staff and inmates to be safe and all the doors/locks/computers to work. We don't care who fixes the problem.... Pointing at Ryan, McWilliams and Profiri or if someone from the outside has too, we don't care who fixes it.

Tuesday, April 28, 2019, AZCPOA Legal Counsel Martin Bihn spoke with the governor's office then at 1100 we met with the news media and Yes, we invited Donna Hamm from Middle Ground, inmate advocate. As history has it, all positive changes happen around inmates. So, if the inmate's families fear for the inmate's life because doors don't secure, then change needs to happen. If the inmates are truly secured in their cell, then staff safety has improved. Remember our goal is staff safety. Later that afternoon, AZCPOA Legal Counsel Martin Bihn received a call from the Governor's office asking if we would be willing to talk with a selected group of individuals that have been picked to gather information for the Lewis Prison investigation and the action or no action of Director Ryan. Fast forward to Wednesday.

Wednesday, May 1, 2019 at 1400 hours, AZCPOA President Darren Sikes, AZCPOA Lewis Rep and Morey Unit staff Henry McClure and AZCPOA Legal Counsel Martin Bihn met with a selected few.

State of Arizona Homeland Security Director Gilbert Orrantia

State of Arizona Homeland Security Deputy Director Bill Long

Governor's General Counsel Anni Foster

Policy Advisor, Public Safety and Military Affair Jennifer Thomsen

Public Information Coordinator Nick Loper

Deputy Chief of Staff, Budget and Policy Gretchen Conger

Our agenda was simple

1. Doors/Locks/Computer System
2. Staff Safety
3. Staffing Level
4. 12 hour Shift – Stress Level
5. Training at COTA and Complex
6. Grievance Policy
7. Supervisors at will (Sgt & Lt)
8. Retaliation
9. Video Access – reviewing staff assault and inmate behavior

We believe that the meeting was well received, and the concerns are valid.

So here we are....

1. Staff Safety is AZCPOA #1 priority

2. The cats out of the bag, the doors/locks/computers are broken
 - a. The Director and his staff have admitted that there is a problem more than just inmates tampering and staff not checking, when they admitted to having a company come in and check the doors to see how much it will cost to FIX. If it's not broke why has someone come to check the doors to see how much it will cost to FIX.
 - b. Not all doors open and close correctly (we agree)
 - c. Doors are being tampered with (we agree)
 - d. The computer system give a faulted secure when the doors are not secure (we agree)

3. The Public is now aware and is outraged
 - a. Thanks goes out to ALL of those that have helped us get it out

b. Thanks to ABC15 Dave Biscobing for breaking the news. I won't attempt to name them all because there so many news agencies that have reported on this Lewis Crisis I wouldn't want leave one out. BUT THANK YOU ALL!

4. Knee jerk reaction

- a. Padlocks on the doors, if planned would have help but surely not fix the problem.
- b. Padlocks not being accounted for
- c. Padlocks won't open and have to be cut off for whatever the reason (key, tampered with etc.,)

5. Staffing Level

- a. Lewis Complex went under OPAL to help manage the situation. (for a problem that doesn't exist)
- b. Staffing level has increased for the West side units i.e., Morey, Buckley and Rast
- c. Overtime for Lewis, Florence, Eyman and Winslow
 - i. Is now 32 hours a week
- d. Complexes near to Lewis have been asked for their support.
 - i. Anyone can volunteer to come work at Lewis
 - ii. A thank you for all the staff that are coming to Lewis because more boots on the ground makes for a safer environment.

6. SLOW IT DOWN..WATCH YOUR BACKS..WHEN IN DOUBT ASK FOR HELP..ALL REPORTS NEED TO BE VERY DETAILED..

"We got your back"

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Arizona Correctional Peace Officers Association "AZCPOA"

Need an Application call Samantha or Brent 602-253-8929

