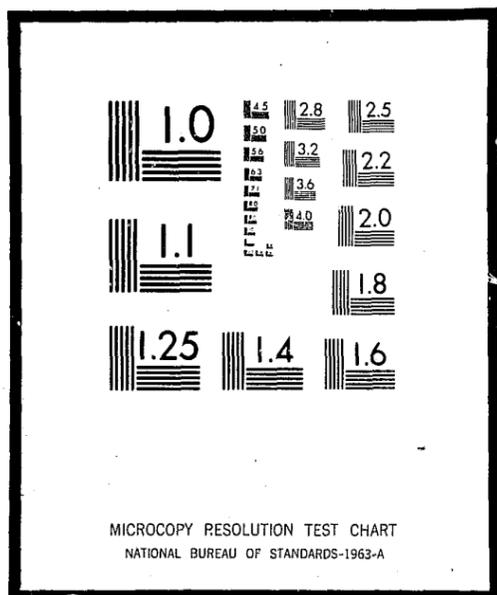


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Report
of the
Arizona -
DETENTION OFFICERS TRAINING PROGRAM -
A Series of Pilot Courses - *Report*

April 9, 1973 - June 8, 1973

Conducted by
the
ARIZONA STATE JUSTICE PLANNING AGENCY

17450

Prepared by:
Jerry D. Jacka

DETENTION OFFICERS TRAINING PROGRAM

DEVELOPMENT OF CONCEPT:

It has long been recognized that there is a need to provide specialized training for detention and correctional officers working within the state's city and county jails. Although minimum training standards exist for peace officers, none exist for civilian personnel working within our local jails. Sworn personnel working within our local jails and detention facilities receive the required 280 hours of basic law enforcement training; however, this training has little, if any, relationship to the custody, control and rehabilitation of offenders. Present trends seem to see civilian personnel replacing sworn in local detention facilities and with few exceptions, non-sworn personnel receive no formalized training.

Recognizing this fact, the Arizona State Justice Planning Agency formed a small committee to review the detention officers training needs within the state and to develop a pilot training program. The committee consisted of:

Mr. G. A. Ayars, Yavapai County Sheriff
Mr. Joe Richards, Coconino County Sheriff
Mr. Travis Yancey, Yuma County Sheriff
*Mr. Paul Blubaum, Maricopa County Sheriff
**Mr. William C. Cox, Pima County Sheriff
Mr. Arthur D. Espinoza, U. S. Bureau of Prisons
Mr. Barry Winters, Arizona Department of Corrections

*Represented by Captain Dave Carter and Lt. N. E. Happersett

**Represented by Mr. Earl Rowe and Mr. John O'Connell

Although the aforementioned people were selected as official members by ASJPA staff, all meetings were open and discussion and ensuing decisions were made collectively by all in attendance. Minutes of these meetings are contained in Attachment A of this report.

As a result of these meetings, it was decided that a series of eight forty-hour courses would be held; four five-day basic courses, each followed by a five-day administrative and supervisory course.

TRAINING SITES:

Phoenix and Tucson were selected for the training sites and representatives from all police and sheriffs departments having detention facilities were invited to attend. In Tucson, the Police Academy, located at 3100 North Silverbell Road, was chosen for the

training site. In Phoenix, the first series of courses was held at the National Guard Armory, located at 1614 West Roosevelt, and the final sessions were held at the Arizona State University's Mariposa Hall, 601 East Apache Boulevard, Tempe.

COURSE OUTLINE:

The subject matter presented at these courses was a direct result of recommendations made by those attending the committee meetings. It was determined early in the planning stages that heavy emphasis should be placed upon new trends in detention and the development of correctional programs. Course outlines from the Pima and Maricopa County Sheriffs' Departments, the U. S. Bureau of Prisons and other law enforcement agencies throughout the country were obtained, duplicated and distributed to members. These were all reviewed and considered in developing the course content.

During the presentation of the first two weeks (basic and Supervisory) of training in Tucson, it was recognized that certain revisions in the course content would have to be made. After completing the second series of courses in Phoenix, a meeting was held in which committee members, some instructors and the training coordinators met to discuss slight revisions to the course content. Based on the previous four weeks experience, the course was amended prior to the final sessions in Tucson and Phoenix. Attachment B contains the revised course outlines.

RESOURCES:

At the outset of the committee meetings, the U. S. Bureau of Prisons representatives offered a considerable amount of assistance in obtaining resources for the training program. A large number of instructors were obtained through the U. S. Bureau of Prisons; however, as the course progressed, these resources began to dwindle. As a result, some course content had to be changed and new instructors located. One highlight of the course was the presentation by Dr. Sherman Day at the first supervisory class in Tucson. Dr. Day's appearance was made available through the courtesy of the U. S. Bureau of Prisons and although he was available for only one class, his presentation was video-taped and shown to all subsequent classes. Cooperation on the state and local level with regard to furnishing instructors was excellent and as the program progressed, it was discovered that many excellent training resources exist within the state. Attachment C contains the names of all instructors and participants in this program. The ASJPA extends its sincere gratitude to all of these people who worked so diligently in making this program a success.

In addition to the instructors, it was decided that two coordinators would be needed, one for the Tucson classes and one for the Phoenix classes. Officer Skip Carnes of the Maricopa County Sheriff's Department was coordinator for the Phoenix classes, and Officer John O'Connell of the Pima County Sheriff's Department was coordinator for

the Tucson classes. It should be noted here that these two officers devoted an extreme amount of time to this effort. They were successful in keeping all classes going at all times in spite of last minute changes and failure of some instructors to arrive. Without the untiring effort of these two officers, the success of this course would have been impossible.

FUNDING:

All instructors and training aids were furnished at no cost by the various participating agencies (see Attachment C). The only funds necessary were to provide travel and subsistence costs for students and instructors. The Arizona State Justice Planning Agency utilized 1971 Block Grant Funds which were reverted from various local projects for this purpose. Approximately \$6,200 were expended for this purpose.

ATTENDANCE:

Invitations were extended to every sheriffs' office and all police departments having a detention facility of any significant size. The response to these invitations was wide-spread, and without a doubt, demonstrates the thirst for this type of training within the law enforcement community in Arizona. A total of 118 persons representing 25 agencies attended the course; ten sheriffs offices, nine police departments, five Indian tribes and the Department of Public Safety were represented. Attachment D contains a breakdown of attendees by agency and rank.

TESTING AND CERTIFICATES:

Final examinations were given to all attending the basic classes. For the most part, the examination consisted of questions appearing in the Bureau of Prisons Jail Operations and Management Home Study Course. As the test was used, it became apparent that many questions were subject to various interpretations and the test in general should be re-drafted. All students taking the test made a score of 70 or more out of a possible 100 and everyone was considered to have passed. No tests were given during the supervisory and administrative classes. A certificate of attendance was awarded to each person attending these classes (see Attachment F).

All students had the opportunity to check out Bureau of Prisons Home Study Course Books and the Bureau of Prisons Test was given at the conclusion of each class. Approximately 70% of all attending took advantage of this opportunity. All B.O.P. Tests were mailed directly to B.O.P. headquarters in Washington. Resulting test scores and certificates are to be mailed directly to the students.

EVALUATION:

At the beginning of each session a critique form was distributed to each student and these forms were collected on the final day. In

addition, a discussion was held on the final day of each session regarding the effectiveness of this course. In general, response was very favorable, indicating that the course was very worthwhile and should be continued on a permanent basis. Several issues in the form of constructive criticism were raised and appeared to be further supported in the critique forms that were filled out by attendees. Attachment E is a copy of the critique form containing totals of course ratings.

In addition to rating the course in the blocks provided in the upper portion of the critique form, students were also asked to include general comments. Many attendees took advantage of this opportunity to express their recommendations. Several of these suggestions are worthy of additional consideration. The majority of the recommendations suggested that more time be devoted to various blocks of instruction, and the subjects of self-defense and legal aspects rated the highest among these comments. Many felt that there should also be more time devoted to the subjects of booking and discharge procedures, searches of cell blocks and prisoners, security and prisoner control, identification and fingerprinting, corrections and rehabilitation, and supervisory and administrative techniques. Many also indicated the desire for more training in all areas and several suggestions called for the expansion of the course to a minimum of 80 hours or more for basic alone. Some criticisms directed at a course in general were as follows: (a) several attendees felt that the Bureau of Prisons presentations were oriented too much toward large institutions and did not equate to problems and needs in city and county facilities; (b) several indicated that there was too much repetition within each week and also too much repetition between the two weeks (basic and supervisory); (c) numerous individuals criticized the films and indicated that they were outdated or not specifically related to local needs.

It was suggested that a first aid component be included in the basic training. Another suggestion called for the development in supervisory sessions of several brief problem solving tasks that each person could participate in and subsequently discuss. Numerous suggested more use of training aids throughout the classes.

In recapping the critique forms and course evaluation discussions held on the final day of each class, it appears as though:

1. Participants agreed to the need of this type of training.
2. There was a general concensus that the time allotted for such training should be expanded.
3. The training should be directed more toward city and county jails, as opposed to prisons.
4. More and better training aids should be developed.

On July 6th a Jail Training Committee meeting was called for the purpose of evaluating the course and making recommendations with regard to the development of future courses. The minutes of this meeting are contained in Attachment A.

RECOMMENDATIONS:

1. IT IS RECOMMENDED THAT A PERMANENT ON-GOING DETENTION-CORRECTIONAL OFFICERS TRAINING PROGRAM BE DEVELOPED WITHIN THE STATE.

The Arizona State Department of Corrections would appear to be the most appropriate department to perform such a function. It is recognized, however, that at this point in time the Department of Corrections is under new directorship and no doubt has a number of high priority tasks to be accomplished which may prevent its immediate undertaking of this responsibility. In view of this fact, one alternative is the development of such a training program within one or two of the state's large county sheriff's departments. Training courses would be held periodically and agencies from throughout the state would be invited to participate. This possibly would present a problem with regard to financial support, since funds budgeted for one sheriff's department would be utilized in part to train members from other departments. It seems reasonable, however, that this problem could be solved if this alternative were chosen. Another alternative would be to place this training under the directorship of the Center of Criminal Justice at Arizona State University. Several law enforcement officials, however, have expressed concern regarding the placement of this type of "line training" program with a university. Due to the fact that the Center of Criminal Justice is still in formulative stages and in view of objections raised, this appears to be the least desirable alternative.

2. IT IS RECOMMENDED THAT THE BASIC TRAINING COMPONENT OF THIS PROGRAM BE EXPANDED TO A MINIMUM OF 80 HOURS AND REVISED ACCORDINGLY SO AS TO BETTER ADDRESS THE NEEDS OF LOCAL DETENTION AND CORRECTIONAL PERSONNEL.
3. RECONSIDERATION SHOULD BE GIVEN AS TO THE NEED OF SPECIAL DETENTION OFFICERS SUPERVISORY AND ADMINISTRATIVE COURSES.

Middle management courses are now being developed within the state and will soon be available to all law enforcement personnel. It is possible that these courses will fill the need with regard to supervisory and administrative persons charged with the operation of detention facilities, providing they have attended the basic course.

4. DURING THE FIRST FULL YEAR OF OPERATION OF THIS DETENTION OFFICERS TRAINING PROGRAM, SUFFICIENT CLASSES SHOULD BE SCHEDULED SO AS TO PROVIDE TRAINING FOR ALL PERSONNEL WORKING IN CITY AND COUNTY JAILS THROUGHOUT THE STATE.

ATTACHMENT A

Meeting Minutes

JAIL TRAINING MEETING

On January 29, 1973, at 1:30 P.M., a meeting was held at the Arizona State Justice Planning Agency to explore the possibility of conducting a statewide school for jailers. Those in Attendance were: Earl Rowe and Neal Scoffield of the Pima County Sheriff's Office, Captain Dave Carter and Lt. N. E. Happersett of the MCSO, Art Espinoza Bureau of Prisons, and ASJPA staff members Frank Galas, John Alese, Bob Hitchcock, and Jerry Jacka.

This group was in unanimous agreement that there is a need to establish a statewide jailer training program. It was pointed out that the title of jailers should be changed to "correctional officers".

Art Espinoza furnished a Nebraska training program entitled "The Role of the Jailer". The content of this one week course was discussed briefly. Maricopa County and Pima County representatives indicated that they had jail training programs which would be available for discussion and review. Art Espinoza stated that the Bureau of Prisons also has a training program which is available for review. It was decided that the content of all available training programs should be reviewed as a basis for the development of one in Arizona. Copies of the aforementioned programs are to be mailed to Jerry Jacka of ASJPA within the week. He will then distribute these to a small committee for review. This committee will then develop an outline for the correctional officers training program in Arizona. Lt. Happersett and Earl Rowe indicated that they would serve on the committee. Jerry Jacka will contact Sheriffs Joe Richards, Al Ayars, and Bud Yancey and Capt. Ed Workman of the Chandler Police Department to seek their participation in this effort.

A target date for the first training session was set for March 15, 1973, and it was suggested that it be held in Phoenix. In order to make this training available to all interested agencies, it was pointed out that 3 or 4 such sessions may be necessary. It was recommended that this be a two week course, however, development of the curriculum and the availability of instructors will have some bearing on this factor. It was pointed out that this training can probably be provided at no cost since LEAA Region IX and U.S. Bureau of Prisons has offered technical assistance for this purpose. If the first series of training programs are successful, the state can then explore the possibility of continuing the program.

It was decided that the committee previously mentioned will attempt to meet on Tuesday, February 6, 1973. In the meantime, Jerry Jacka will mail all available training programs to the committee members for their review. Jacka will also contact the sheriffs and police captain previously mentioned to see if they would serve on the committee.

The meeting adjourned at 2:30 P.M.

Minutes of the

JAIL TRAINING MEETING

February 6, 1973 - 10:30 A.M.
Arizona State Justice Planning Agency

PRESENT: Felton G. Combs, Lewis H. Mannheimer, Coconino County Sheriff's Office; Neal G. Scoffield, Earl Rowe, Pima County Sheriff's Office; Lt. N.E. Happersett, Maricopa County Sheriff's Office; Bud Yancey, Yuma County Sheriff's Office; Al Ayars, Yavapai County Sheriff's Office; Victor Sakiestewa, Hopi Tribe

ASJPA STAFF MEMBERS PRESENT: Jerry Jacka, Bob Hitchcock, Frank Galas, John Alese

At a previous meeting of this group on January 29, 1973, it was agreed there is a need to establish a statewide training program for jail correctional officers. It was also agreed that available training program contents would be reviewed to enable the development of one in Arizona.

The purpose of the meeting today was to develop an outline of the training program for jail correctional officers. Existing training programs from Nebraska, Pima County, Maricopa County and the Bureau of Prisons were reviewed by the group to enable them to get some idea of what should be the contents of the training program for Arizona. Lt. Happersett of the Maricopa County Sheriff's Office stated that he had reviewed the available training programs and had put together an outline which included all information extracted from them. He passed out copies of this outline to the group. Jerry Jacka suggested that the group review the curriculum outline submitted by Lt. Happersett and compare it with other training programs in order to see that every area has been covered. Lt. Happersett commented that all areas covered in the other training programs had been included in this outline and that other items had been added such as the tour of the new City Complex and an hour of study hall before review and examination.

Discussions followed on the training program curriculum outline. Questions and comments were stated in regard to specifically what will be covered in certain area of training such as, the amount of first aid training and teaching methods of booking. Al Ayars made a suggestion that legal type situations should be grouped together and taught rather than spreading them out. At this time Frank Galas, ASJPA Manpower Development Specialist stated that there needs to be a definite description of the course material contained in the outline and that everyone should have the same thoughts regarding these titles. He then added that if the group agreed, he would draw up a model training program based on the outline and present it at the next meeting for review. He added that in drawing up the model he may have to regroup some of the items so that it will fit everyone's needs.

Jerry Jacka stated that it will be necessary for this group to contribute input as to what their department will need in the way of training resources. He raised the question as to whether or not a two week course is realistic. There were many responses from the group regarding those in their department who most need the training. Bud Yancey, Yuma County Sheriff stated that he would like to see the training become more of a supervisory program. Others felt that there is need for a total training program for their departments. Neal Scofield of the Pima County Sheriff's Office gave a brief talk on how his department trains correctional officers.

Jacka stated that it is obvious that there are different priority policies for training in all departments. He suggested that there be two separate training programs developed that will provide for both correctional officers and supervisory personnel. This concept was discussed and accepted. It was agreed that they would hold two one-week sessions and that correctional officers and supervisory personnel would attend the first week session, and that the second one-week session would be for additional training of supervisory personnel. At this time Frank Galas stated that he would need some concurrence from this group as to what items in the outline were supervisory and what was basic training. This will enable him to develop the model course outlines as previously mentioned. Upon this request the group reviewed each item of the curriculum outline individually and placed them under either the administrative or basic training category.

Jerry Jacka stated that is hoped that the first correctional training program will be held in March, 1973, but no time schedule has been set at this time. Frank Galas reported that the Arizona State University will have classroom space available during the summer months which may be used to held a correctional training program. Jacka added that about three or four programs should be held, and then an evaluation should be done on them to see how they will progress in Arizona. It can then be determined whether to continue the program or reconstruct it.

A meeting of the Jail Training Group was set for February 20, 1973, 10:30 A.M. at the Arizona State Justice Planning Agency, 5119 N. 19th Avenue, Suite M, Phoenix, AZ. The purpose of this meeting will be to review the model course outlines for the correctional officers training program.

Minutes of the
JAIL TRAINING MEETING

February 20, 1973 - 10:30 A.M.
Arizona State Justice Planning Agency

PRESENT: Neal G. Scofield, Earl Rowe, Pima County Sheriff's Office; Newlin E. Happersett, Maricopa County Sheriff's Office; Joe Richards, Coconino County Sheriff's Office; J.W. Salsig, Felton G. Combs, Coconino County Sheriff's Office; Art Espinoza, U.S. Bureau of Prisons

ASJPA STAFF MEMBERS PRESENT: Jerry Jacka, Bob Hitchcock, John Alese, Frank Galas

At a February 6, 1973 meeting of this group an outline of the training program for jail correctional officers was submitted. Discussion revealed a need for two types of training programs - basic and administrative. This group accepted this concept and it was agreed that two one-week training sessions would be held. The first one-week session would be for both correctional officers and administrative personnel, while the second one-week session would be for additional administrative personnel training. The course content of the outline for the training program was discussed. The group placed each course in the training program under either the administrative or the basic training category. It was agreed that Frank Galas, ASJPA Training Coordinator, would set up model training programs for basic and administrative training based on the submitted outline and present it to this group for review.

At this time Frank Galas presented the models of the proposed training program. He pointed out that some of the items in the program were broken down into blocks, and in the area of correctional rehabilitation a block of basic training was added to the program. Jerry Jacka asked the group for comments or suggestions regarding the models for the training program. It was general agreement of the group that the model training programs were satisfactory. Sheriff Joe Richards raised the question as to whether or not a training program would be held in northern Arizona. Jacka stated that as the training program progresses, eventually they would be able to hold training programs in northern Arizona. At present it is planned that four pilot training programs will be held. They will be held in Phoenix and Tucson and departments throughout Arizona may send people to attend these programs and to evaluate them. It is felt that these programs would get more exposure in Phoenix and Tucson, and assuming they were successful the programs could be held on a periodic basis wherever there is a need.

Jerry Jacka pointed out that it appears there are two items of business to be discussed by the group today. One would be to set a target date for the first training program, and the other item would be to determine what local resources are available in Arizona so that Art Espinoza of the U.S. Bureau of Prisons and Mike Linsey, LEAA - Region IX Correctional Advisor could be contacted regarding outside help.

The first item regarding a target date for the first training program was discussed. It was stated that time was needed to arrange for instructors to cover the areas of the training program. It was then agreed that April 9, 1973 will be the date of the first training program which will be held in Phoenix.

The last item of business was the discussion to determine what local resources are available in Arizona. Jacka suggested that the members of the group poll their departments for people who might be available for the training program, and also for those who may have expertise in a certain area but will not be available to instruct, and submit this list to him no later than February 27, 1973. This will enable him to determine what expertise is available to handle the subject matter in the training program. At this time the group listed the local resources available in some areas of the training program. A question was raised regarding the instruction being mainly local rather than non-local. Lt. Happersett indicated that his department was of the opinion that they would not have to furnish resources for this training effort. Jerry Jacka stated that Arizona's available resources should be utilized in every area possible, and outside instruction will be sought in areas where no resources are available. This is being done in the ALEOAC program and seems to be working well. Earl Rowe of the Pima County Sheriff's Office offered his department's complete cooperation and assistance. Sheriff Richards volunteered his department's assistance and further offered the services of Sgt. Combs and Deputy Salsig for the basic block covering contra-band, searches of prisoners and cell blocks.

Another point was brought up by Frank Galas regarding the need for a coordinator for the training program. He stated that this coordinator should be with the training program full-time so he can become familiar with the flow of the entire training program. Jacka stated that although this is a valid suggestion, it is not possible at this time to name a coordinator for the program. He added that it may take some time to determine who will be most capable of coordinating the training program. At present this group will act as the coordinator, and the ASJPA staff with the assistance of other departments will conduct necessary staff duties.

Jacka stated that at a meeting on February 21, 1973 with the Arizona Law Enforcement Officers' Advisory Council this concept of the proposed training program for jail correctional officers will be presented.

A tentative meeting was scheduled for mid-March for the purpose of meeting with the available instructors from all departments to discuss the course contents of the training program.

JAIL TRAINING MEETING

March 23, 1973 - 9:30 A.M.
Arizona State Justice Planning Agency

PRESENT: Earl Rowe, Pima County Sheriff's Office; John R. Phipps, Yuma County Sheriff's Department; Felton G. Combs, Coconino County Sheriff's Department; Travis Yancey, Yuma County Sheriff's Office; Jack Schwarz, Department of Public Safety; John Thompson, John Tomko, Maricopa County Sheriff's Office; R.R. Kelly, U.S. Bureau of Prisons; Art Espinoza, U.S. Bureau of Prisons; John O'Connor, Pima County Sheriff's Office; David L. Preston, Pima County Sheriff's Office; Byron G. Stockwell, Federal Detention Center, Florence; Bary A. Winters, Bill Cooper, Department of Corrections

ASJPA STAFF MEMBERS PRESENT: Jerry Jacka, Bob Hitchcock, John Alese

The meeting was called to order at 9:30 A.M.

At a previous meeting of the group discussion was held to determine what resources are available for the training programs in Arizona. At that time the group listed some resources available in areas of the training program, and it was determined that at this meeting of the group they would meet with the available instructors from all departments to establish resources under each of the basic and administrative programs.

Today the business of the group was the review of each block contained in the basic and administrative training program outlines to determine what sources would be utilized. Jerry Jacka stated that he sees the outlines as being flexible and he welcomed any suggestions for changing these outlines. He stated that the changes made on these outlines today will be re-written and will become the final training program outlines. Each member of the group will receive a revised copy of these outlines.

Jerry Jacka stated that at this time a permanent coordinator for the jail training program has not been appointed. Therefore, the Maricopa County Sheriff and the Pima County Sheriff were asked to appoint a person from each of their departments to act as temporary coordinators. The men chosen as temporary coordinators are Earl Rowe, Pima County Sheriff's Office and Lt. Newlin Happersett, Maricopa County Sheriff's Office. Jacka added that as yet there is not enough manpower in any department to fill the position of coordinator, and, depending upon the successfulness of this program there will be an attempt to get funding through LEAA to employ a coordinator.

Jacka reported that this program was presented to the Arizona Law Enforcement Officers' Advisory Council (ALEOAC). They are interested in monitoring this program, and if it is successful, they may consider certifying such a course in the future.

At this time Jacka proceeded with going over the outlines starting with the first day and continuing to the end of the programs. The group discussed each block individually and decided on a final definition of what will be done under each.

Discussion was held regarding films that are scheduled to be shown during the program. There was question as to the availability of these films. Byron Stockwell of the Federal Detention Center, Florence stated that there should be films available from the libraries of various law enforcement agencies so that they will not have to be ordered from out of state. Bary Winters of the Department of Corrections stated that he had video tapes available that could be utilized for this program. These video tapes included areas such as report writing and personal searches. Winters also stated that his department could accommodate the program with video tape equipment in order to tape a presentation given by guest speaker Mr. Day.

Discussion was held regarding whether or not a final examination should be given at the end of the program. It was decided that since it is hoped that this program will be established as a certified course, and since it will be one of the first programs they should proceed as planned and give a final examination for the basic course only. Certificates will be sent to those who pass the course. Further discussion was held on what questions the examination would consist of. It was agreed that each instructor would compose four questions and submit them and an examination would be made up from them. In addition to the final examination a written critique of the program will be requested.

It was agreed that a letter will be sent to John J. Moran, Director of the Department of Corrections inviting him to be the guest speaker at the end of the first supervisory training program in Tucson. It was also noted that Sheriff Blubaum will be contacted in an effort to get a commitment for instructors for the supervisory training program.

Bill Cooper, Department of Corrections, questioned as to what level of people will be involved as students in these supervisory training programs. It was stated that officers such as lieutenants and sergeants will be involved. There was question as to who will be invited to the training programs. Invitations will be sent out to all 14 county sheriffs and police departments having jail staff.

Bud Yancey questioned as to whether or not there would be enough supervisory personnel available for training for the second week course, since just about everyone will participate in the first two classes. This was discussed and it was decided to proceed as planned and hold two supervisory classes.

The date of the first training program will be on April 9, 1973 in Tucson.

JAIL TRAINING COMMITTEE MEETING

July 6, 1973 - 10:00 A.M.
Arizona State Justice Planning Agency

THOSE PRESENT: Travis Yancey, Yuma County Sheriff's Office; Barry Winters, Department of Corrections; William Cox, John O'Connell, and Stan Cheske, Pima County Sheriff's Office; C. L. Carnes, N. E. Happersett, John Seaman, Dave Carter, Maricopa County Sheriff's Office; Felton Combs, Coconino County Sheriff's Office; Art Espinoza, U. S. Bureau of Prisons; G. A. Ayars, Yavapai County Sheriff; and Bob Hitchcock, John Alese, and Jerry Jacka, ASJPA.

Jerry Jacka called for discussion regarding the recent pilot detention officers training program and distributed to those present a recap of the student critiques. John O'Connell stated that one of the primary objections to the type of training was that the training was tailored towards prisons and large institutions rather than smaller city/county jails. In general, he felt the training was of too high a level. It was noted that many of the student critiques supported this statement. Sheriff Ayars stated that although two members of his department who attended the class were generally satisfied with the training offered, they did indicate that there was a considerable amount of duplication between the basic and supervisory courses. Skip Carnes suggested that any future courses should not be attempted without first preparing definite course outlines and lesson plans. He pointed out that substitute instructors found it most difficult to lecture without the benefit of lesson plans. The duplication and lack of conformity between the various classes was also a result of the lack of well defined outlines and plans. Jerry Jacka supported this statement and indicated that in his opinion course outlines and lesson plans must be developed before any future attempts are made at this type of training.

John O'Connell suggested that in order to alleviate problems of smaller agencies having to send personnel to centralized academy locations, consideration be given to the development of a mobile training program, one which could be offered four hours daily at various sites throughout the state.

Captain Carter introduced the new county jail commander, Mr. John Seaman and offered his assistance in the further development of detention and corrections training programs. Captain Carter then discussed a problem which occurred during the supervisory courses. Many officers attending the supervisory course were not supervisors and had little detention or corrections background. As a result, instructors were forced to somewhat alter the direction of their training so as to reach the less experienced personnel. Considerable discussion was had regarding this matter and it was suggested that future supervisory courses be limited strictly to supervisory personnel only.

Skip Carnes indicated that more time was needed for many of the blocks of instruction and suggested that 40 hours was inadequate for a basic course. Jerry Jacka indicated that many of the critiques also suggested that more time be allotted in several areas. John O'Connell also indicated that he felt that 40 hours was not enough for a basic training program. He also suggested that the course

content be reviewed, some subjects be deleted and others added. This was particularly true with regard to the supervisory and administrative course. Lt. Happersett suggested that future classes be conducted with a small compact group of instructors rather than a large group as was used during the pilot courses. He indicated that the recent MAG basic training program ran into similar difficulties as were encountered during the basic and supervisory jail training courses. The MAG training effort relied heavily on many instructors, and when instructors failed to show, others were not well prepared as substitutes. He suggested that there is more control over a small, well prepared group of instructors with some substitutes being ready on a standby basis. John O'Connell agreed with this statement and also recommended that we consider using a small core of instructors.

Art Espinoza stated that he disagreed with previous statements made that the Bureau of Prisons and other large correctional departments or institutions differ severely with smaller local units. Espinoza indicated that although the smaller units may have some unique problems and do not experience the magnitude of problems experienced in larger institutions, many of the concepts, practices, and operations remain the same. Considerable discussion was had in this area and it was agreed that some of the problem lied within the way the lectures were presented.

The discussion then centered around the possibility of various resources to be utilized in providing future detention officers training. Jacka pointed out that approximately \$500,000 in Part E discretionary funds is being sought to assist Arizona in implementing correctional training programs. He pointed out the Department of Corrections presently has a proposal developed to implement a portion of this effort. He called upon Barry Winters to explain the Department of Corrections plan in this area. Winters described the various plans presently being developed by the Department of Corrections and then discussed the possibility with regard to the training of local detention officers. He suggested the development of a training program tailored after that of the Department of Public Safety-ALEOAC. He indicated that the first step would be to seek legislation regarding the establishment of training standards for corrections personnel. A council would then be appointed such as the ALEOAC. The council would then develop the minimum training standards and the required course outline. Winters pointed out that the primary thrust of the Department of Corrections at this time is to train Department of Corrections personnel. At a later date, the Department could possibly consider expanding its training efforts to various cities, counties, and Indian tribes. This would be done only at the request of the local units of government. It would not be intended to replace present plans or programs. He emphasized that there is no intention on the part of the Department of Corrections to dictate to locals how to operate their facilities or train their personnel. He did point out that the training center will be located at the Arizona Girls School, where classrooms and a ten-man resident unit will be available. He stated that since training needs are similar regardless of the size or type of institution, he felt that the Department of Corrections could at some time offer this type of training to local units. Sheriff Cox

asked if his department could send somebody to the new DOC training program as an observer. Winters indicated that this would be permissible, however, he preferred that it be done after one or two classes have been conducted. Art Espinoza stated that local police and sheriffs' departments are welcome to attend one of the U. S. Bureau of Prisons training centers. He stated that he has checked this out with the Bureau of Prisons and the BOP training center is available to local units, providing that they pay their own travel and subsistence costs. Sheriff Yancey asked Barry Winters about his previous statement regarding mandatory training. Winters stated that he is the chairman of a Corrections Training Committee and that it has been the opinion of the training committee that standards should be mandated. Sheriff Yancey stated that he does not want mandatory training standards to apply to local county sheriffs jail personnel. He stated that as far as he is concerned, the Department of Corrections can do what they want to providing that they leave out the counties. Sheriff Cox agreed with Sheriff Yancey's position.

Jerry Jacka then called for discussion to center around methodology to be used for developing an on-going training program. Barry Winters suggested consideration be given to the utilization of video tape equipment. He stated that his department is relying heavily on this concept and discussed it briefly with the group. Skip Carnes suggested that the Arizona State University Center of Criminal Justice also be considered as a possibility for conducting this training on a permanent basis. Several members of the group expressed concern regarding utilization of a University to provide line level jail training. Jacka stated that in his opinion the University would only act as the coordinating body and that the local law enforcement units would have a voice in the type of training and instructors. The majority of the instructors would still come from local police and sheriffs departments. Lt. Happersett suggested that possibly a local agency could conduct the training program on a statewide basis. This was also discussed as one of the possible alternatives. John O'Connell suggested that if the cost of training became a factor, costs could be pro-rated to the departments who were recipients of this training. Sheriff Yancey expressed concern with this concept and stated that he did not feel this would be workable. Sheriff Yancey indicated that he would like to see an on-going training program--one in which he could send men for basic training as needed. He pointed out that personnel working in his jail are commissioned law enforcement officers and are required to undergo the minimum 280 hour training. Any detention officers or corrections training would be above and beyond this 280 hours. Yancey suggested that we might watch the efforts presently underway by the Department of Corrections before any firm decision is reached. Sheriff Ayars pointed out that the Arizona Law Enforcement Officers' Advisory Council has the statutory responsibility to set minimum standards in this area and that they have discussed this possibility at past meetings. Sheriff Cox suggested that the ALEOAC could extend their program to include corrections training which would be above and beyond the 280 hours of basic law enforcement training. Sheriff Cox indicated that in his opinion the Department of Corrections would be the most appropriate department to provide local city and county corrections officers training. Sheriff Yancey suggested that Maricopa and Pima Counties might combine to apply for training funds

and conduct this as a joint effort. Art Espinoza stated that in his opinion the Department of Corrections would be the most appropriate to provide this training. Sheriff Cox stated that he would like to see ALEOAC set some standards with regard to corrections officers. He expressed some fear of the Arizona State University or any state agency getting into this area. His concern here was based on the fact that state agencies may begin to dictate policies and procedures of local agencies. Cox also pointed out that utilization of both counties (Maricopa and Pima) to develop and implement this statewide training program would have a problem in obtaining funds after federal funds expire. Jerry Jacka asked Sheriffs Ayars, Cox and Yancey if they would have any objections to the Department of Corrections acting as a catalyst to develop a permanent on-going statewide detention officers correctional training program. Sheriff Ayars stated that he would have no problem in his mind as far as the Department of Corrections providing detention officers training. Sheriff Cox stated that he did not object to this as long as they were acting as a catalyst only and not dictating policy. Sheriff Yancey also stated that he had no objections but that he would want the program on a strictly volunteer basis. After more discussion, it was generally agreed that the ASU Center of Criminal Justice or the Department of Corrections would be the best vehicle with which to implement a permanent training program. Barry Winters stated that he would hesitate to make any firm commitment regarding the Department of Corrections role in this area until further discussion with his superiors within his department. He went on to state that he doubted that any commitment could be made prior to the first of the year. Sheriff Cox suggested that the ASU Center of Criminal Justice might be the best alternative for the development of this program which could then be switched to the Department of Corrections at such time that they are able to accept the responsibility. After considerable more discussion, Jerry Jacka suggested that more thought be given to this problem. He stated that he would discuss the concepts covered at this meeting with representatives from the ASU Center of Criminal Justice, the Department of Corrections, and other agencies represented at the meeting in an attempt to resolve this question. He will then either call another meeting or discuss this individually with all interested parties so as to arrive at a recommendation.

The meeting was adjourned at 12:15 P.M.

ATTACHMENT B
Course Outline

MONDAY, MAY 21, 1973--

DETENTION OFFICERS TRAINING PROGRAM
BASIC COURSE OUTLINE

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Introduction	Coordinator and Guests Mr. Jacka Sheriff Chief Lt. Georges ETC.	Orientation to Corrections The New Jail Concept Class Regulations Handouts Critique Forms B.O.P. Forms
0900-0950	FILM "Prison Community" Discussion	Coordinator 16 MM	New Inmate Inmate Societies Conning (Prison Orientated)
1000-1050	Booking Procedures	Sgt. Tomko MCS D	County-City-Federal U.S.I.S. Manual Legis
1100-1200	Fingerprinting and Photographing Prisoners	Sgt. Hart MCS D Overhead Projector	Need for good Fingerprinting and Photographs
1300-1350	Discharge of Prisoners	Sgt. Tomko MCS D	Types of Releases Completion Transfer Dismissal Temporary
1400-1450	Introduction to Identification and Records	Sgt. Hart MCS D	The use of Identification and Records in Detention New Theory
1500-1550	Introduction to Automated Information Systems	Lt. Kimble D.P.S.	Type of Automated Systems and Usage
1600-1700	Film "Types of Inmates" Discussion	Coordinator B-1 16 MM	Friendly and Cooperative may turn Hostile

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Contraband	Sgt. Combs Coconino County, S.O. Display Board	Definition of Contraband and methods of Control Shakedown
0900-0950	Searches of Prisoners VIDEO Tape and Slides	Sgt. Combs C.C.S.O. Slide Projector & Video	Strip Search Frisk Slides "Female Strip Search" Video "Personal Search"
1000-1050	Searches of Cell Blocks	Sgt. Combs C.C.S.O.	Cell Search Reasons Procedures= Security Inspections
1100-1200	FILM "Officer Source of Change" DISCUSSION Video Tapes	Coordinator Video	
1300-1350	Floor Security	Cpl. Steckler M.C.S.D.	Control of Weapons Control of Drugs and Medication Security Equipment Emergency Procedures
1400-1450	Jail Count Key Count Supervision of Prisoners	Lt. McBreen M.C.S.D.	Counting -Cell, Dormitory, Work Party--Key Control--Number, Inventory, Separation Exterior-Interior Keys, issue control Supervisory-regarding, Activities Vistation, Trustees, Outside Recreation
1500-1550	Special Prisoners Detection/Segregation	Lt. McBreen M.C.S.D.	Juveniles Females Drug Other
1600-1700	FILM "Booking for Safekeeping" DISCUSSION	Coordinator B-2 16 M.M.	

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Self-Defense Methods	Sgt. R. Kurtzman. Patrolman-- -R. Ayers-- - D.P.S. MATS	Types of Holds, Take-downs, used to Restrain Problem Prisoners.
0900-0950	Self-defense	"Cont." Mats	"Cont."
1000-1050	Self-defense "Cont." Use of Chemical Deterrents "Use of Arosul Slides?"	"Cont." Mats Coordinator Slide Projector	"Cont."
1100-1200	Handcuffing Prisoners Transporting Prisoners Taking Prisoners before a Judge or Magistrate VIDEO - "Restraining Devices"	Sgt. Tomko M.C.S.D. Video	Types & Techniques Security of Suspects
1300-1350	FILM - "CRY FOR HELP" Special Prisoners 1. Medical 2. Psychological 3. Alcoholic/Drug	DR. H. Russell-- A.S.H.D. 16 M.M.	Film-Sucides Psychological
1400-1450	"Cont."	Dr. H. Russell	"Cont."
1500-1550	"Cont."	Dr. H. Russell	"Cont."
1600-1700	FILM-"The Psycho" DISCUSSION B-3 16 M.M.	r. H. Russell	"Cont."

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Arizona Revised Statutes	Steve Neely Pima Co., Attorney's Office	A.R.S. 31 Series
0900-0950	Civil Liability, Rights of Prisoners	Mr. Neely "Cont."	"Cont."
1000-1050	Legal & Lawful Rights of Detention Officers	Mr. Neely	"Cont."
1100-1200	The Officer and Court Demeanor Film-Testimony and Courtroom Demeanor	Mr. Neely 20 Min. 16 M.M.	"Cont." Officer on the Stand
1300-1350	Report Writing	Sgt. Coppock M.C.S.D.	Fundamentals
1400-1450	FILM - "Tiger by the Tail" "Inmate Behavior" Video Tape	Coordinator 16 M. M. Video	
1500-1550	JAIL: A. Sanitation B. Food Handling C. Clothing	Sgt. Sylvis M.C.S.D.	
1600-1700	Public Information and Communications B-4	Barry Winters D.O.C. 16 M.M.	Fundamentals

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	FILM "ATTICA"	COORDINATOR	"NEW YORK STATE PRISION RIOT " McKay Commission Report 16 MM
0900-0950	"Cont." "ATTICA" Discussion	Coordinator	"Cont." 16 MM
1000-1050	Correctional Rehabilitation	Mr. Alease A.S.J.P.A.	Programs
1100-1200	"Cont."	Mr. Alease	"Cont."
1200-1350	Review of Training and Examination	Coordinator	Basic Test A.S.J.P.A. B.O.P. Test
1400-1450	FILM "THE MASK" DISCUSSION	Coordinator	Drunks Epileptics 16 MM
1500-1550	Review of Examination results Critique of Overall Training Program and Award Certificates	Coordinator Mr. J. Alease A.S.J.P.A.	Critique
1600-1700			

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Introduction	Coordinator : & Guest Sheriff Chief Lt. Georges	The Supervisory and Administra- tive Role in Detention
0900-0950	Administering Booking and Discharge Procedure	Captain Carter M.C.S.D.	
1000-1050	(To include the review, design, development, opera- tions and assessment of said procedures.)	Captain Carter M.C.S.D.	
1100-1200	Jail Management	Captain Carter M.C.S.D. OR John O'Connell P.C.S.D.	
1200-1350	Identifications and Records Operations	Sgt. Hart M.C.S.D.	
1400-1450	New Techinology in Information Systems	Lt. Kimble D.P.S.	
1500-1550	The Judicial Role in Detention	Judge	
1600-1700	"Cont."	Judge	

Tuesday, June 5, 1973 SUPERVISION - ADMINISTRATIVE COURSE OUTLINE

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
800-0850	Human Relations A Helping Hand in Detention	Dr. Sherman Day, Coordinator	Psychological
900-0950	"Cont."	"Cont." Overhead Projector Video	"Cont."
1000-1050	"Cont."	"Cont." Video	"Cont."
1100-1200	"Cont."	"Cont."	Cont."
1300-1350	Drug Familiarization and Detection	Phx. P.D. Slide Project- Drug Display	
1400-1450	Legal Problems in the Administration of Detention Facilities	Pima Co., Atty. Steve Neely or Dave Dingledine	A.R.S.
1500-1550	Arizona Revised Statutes Civil Liability, Rights of Prisoners and Detention Officers-	"Cont."	"Cont."
1600-1700	Legal Aspects of Prisoner Discipline	"Cont."	"Cont."

Wednesday, June 6, 1973 SUPERVISION - ADMINISTRATIVE COURSE OUTLINE

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	Administration of Detention Facilities INTRODUCTION	Mr. Cortez, La Tuna, Tex. B.O.P.	
0900-0950	1. Operations a. Facilities b. Property c. Food Services	Mr. Cortez "Cont."	
1000-1050	11. HEALTH SERVICES a. Medical b. Injured Prisoners c. Dispensing Medication d. Handling the Alcoholic or Drug User	Dr. Siegfried	
1100-1200	"Cont."	Dr. Siegfried "Cont."	"Cont."
1300-1350	111. Administer-Special Programs a. Visitation b. Commissory c. Emergency Evacuation d. Inmate Privileges	Mr. Cortez La Tuna, Tex. B.O.P.	
1400-1450	"Cont."	Mr. Cortez "Cont."	"Cont."
1500-1550	1V. Fiscal and Budget Operations	Lt. Georges M.C.S.D.	Types of Budgets, Program Planning and Analysis
1600-1700	Group Review and Information Exchange	Coordinator	

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
0800-0850	V. Administration of Security Contraband Searches-Prisoners Cell Blocks Floor Security	Dick Robbins-Safford Camp Camp-B.O.P.	
0900-0950	Jail Count Key Control Property Security Transporting Prisoners	Mr. Robbins "Cont."	"Cont."
1000-1050	VI. Correctional Programming a. Short-term treatment b. Community Release c. Program planning & Design	Kenneth Dick, D.O.C. OR John Alease A.S.J.P.A.	
1100-1200	"Cont."	"Cont."	"Cont."
1300-1350	VII. Public Relations	Barry Winters D.O.C.	
1400-1450	VIII. Personnel Management a. Selection b. Training c. Supervision d. Performance Evaluation e. Morale	Lt. Quigley Mesa P. D.	Evaluation of needs Recruitment/Assignment Job Satisfactions Staff Training
1500-1550	"Cont."	"Cont."	
1600-1700	FILM "Cry for Help?" DISCUSSION	Coordinator	Types of Suicides

B-9

TIME	SUBJECT MATTER	INSTRUCTOR	DESCRIPTION
800-0850	Film "Attica"	Coordinator 16 MM	"New York State Prison Riot." McKay Commission Report
0900-0950	"Attica" DISCUSSION	Coordinator	"Cont."
1000-1050	Clinical Methods in Supervision	Dr. H. Russell- A.S.H.D.	Psychological
1100-1200	"Cont."	Dr. H. Russell-- "Cont."	"Cont."
1300-1350	Critique of Overall Training Program	Coordinator Mr. Jacka	Critique and Award Completion Certificates
1400-1450			
1500-1550			
1600-1700			

B-10

INSTRUCTORS

Dr. Harold E. Russell
Ariz. State Health Dept.

Major Larry Beddome
Ariz. Dept. of Public Safety

Honorable Carl A. Muecke
U.S. District Court, Phx.

Lieutenant Stan Kimball
Ariz. Dept. of Public Safety

Honorable George A. Boyd
Justice of the Peace, Tempe

Earl Rowe
Pima County Sheriff's Office

W. J. Collier
Director, Crime Laboratory
Phoenix Police Dept.

John O'Connell
Pima County Sheriff's Office

Earl Campbell
Legal Advisor, Phoenix P.D.

Andrew J. Best, Chief Deputy
Maricopa County Sheriff's Dept.

Sgt. Felton G. Combs
Coconino County S.O.

Captain Dave Carter
Maricopa County Sheriff's Dept.

Kenneth Dick
Atiz. State Dept. of Corrections

Lieutenant Gene Georges
Maricopa County Sheriff's Dept.

Harry Winters
Ariz. State Dept. of Corrections

Sergeant John Tomko
Maricopa County Sheriff's Dept.

Steve Neeley
Pima County Attorney's Office

Sergeant Roger Hart
Maricopa County Sheriff's Dept.

Dave Dingeldine
Pima County Attorney's Office

Detective Skip Carnes
Maricopa County Sheriff's Dept.

Dr. Ernest Siegfired, Director
Pima County Health & Hospital Ser.

Deputy John Thompson
Maricopa County Sheriff's Dept.

Dr. Eric Gormally
Pima County Health & Hospital Ser.

Lt. T.P. McBreen
Maricopa County Sheriff's Dept.

Ron Kurtzman
Ariz. Dept. of Public Safety

Sgt. John Sylvis
Maricopa County Sheriff's Dept.

Robert Ayars
Ariz. Department of Public Safety

Jerry Ferguson
U.S. Bureau of Narc. & Dang. Drugs

ATTACHMENT C

Resources

INSTRUCTORS

John Alese
Ariz. Justice Planning Agency

Dr. Sherman Day
U.S. Bureau of Prisons

Sgt. William Coppock
Maricopa County Sheriff's Dept.

Arthur D. Espinoza
U.S. Bureau of Prisons

Dick Robbins
U.S. Bureau of Prisons

Byron Stockwell
U.S. Bureau of Prisons

R.R. Kelly
U.S. Bureau of Prisons

Luis Cortez
U.S. Bureau of Prisons

Captain Joe Quigley
Mesa Police Dept.

Lieutenant William MacGill
Maricopa County Sheriff's Dept.

Richard Chasdy
Pima County Sheriff's Dept.

Gary Force
Pima County Sheriff's Dept.

Nagui Maghradi
Pima County Sheriff's Dept.

Kenneth Ray
Pima County Sheriff's Dept.

ATTACHMENT D

Attendance

COORDINATORS

John O'Connell
Pima County Sheriff's Department

Jerry Jacka
Ariz. Justice Planning Agency

Earl Rowe
Pima County Sheriff's Department

Bob Hitchcock
Ariz. Justice Planning Agency

Skip Carnes
Maricopa County Sheriff's Department

Arthur D. Espinoza
U. S. Bureau of Prisons

ATTENDANCE

AGENCY	BASIC	ADMIN & SUP.	TOTAL
Bisbee P.D.	1	1	1
Casa Grande P.D.		1	1
Cochise Co. S.O.	1	1	1
Coconino Co. S.O.	1	1	1
Colorado River Tribes	3	3	4
D.P.S.	1	1	2
Douglas P.D.		3	3
Gila County S.O.		3	3
Gila River Indian Res.	8	4	11
Glendale P.D.		2	2
Globe P.D.	2	2	2
Graham Co. S.O.	1	1	1
Hopi Tribe	1	1	1
Hualapai Tribe	3		3
Maricopa Co. S.D.	15	18	33
Mesa P.D.	1	1	1
Mohave Co. S.O.	7	2	6
Navajo Tribe		4	4
Navaco Co. S.O.	4		4
Pima Co. S.O.	25	25	25
South Tucson P.D.		1	1
Tempe P.D.	2	2	2
Winslow P.D.	1	1	1
Yavapai Co. S.O.	2	2	2
Yuma Co. S.O.		2	2

ATTACHMENT E

Critique

TOTAL 25 agencies participating 80 attended basic 82 attended admin. & sup. 118 total attendance

ATTENDANCE BY RANK

Sheriff	1
Chief Deputy	1
Undersheriff	1
Lieutenant	4
Sergeant	19
Sworn, non ranking	26
Civilian	66

DETENTION OFFICERS TRAINING
CRITIQUE

BASIC COURSE
SUPERVISORY & ADMINISTRATIVE

DATE: from _____ to _____ 1973

COURSE CONTENT

COURSE EFFICIENCY

LOW FAIR HIGH

INSTRUCTION RECEIVED WILL ASSIST YOU TO BE MORE EFFECTIVE IN APPLICATION OF YOUR DUTIES	5	65	46
MATERIAL WAS ORIENTED TOWARDS YOUR NEEDS	16	70	41
COURSE COVERED POINTS YOU WERE INTERESTED IN	5	71	51

(RECAP OF ALL
(RETURNED CRITIQUE)
(FORMS)

INSTRUCTOR EFFICIENCY

RATE THE FOLLOWING SUBJECT MATTER AS IT WAS PRESENTED DURING THE COURSE

COURSE EFFICIENCY
(continued)

LOW FAIR HIGH

BOOKING AND DISCHARGE	9	45	31	11	53	52
IDENTIFICATION, RECORDS, FINGER-PRINTING & PHOTOGRAPHING PRISONERS	6	51	29	9	50	60
SEARCHES, CONTRABAND, SECURITY & GENERAL PRISONER CONTROL	6	46	39	3	51	65
SELF DEFENSE, HANDCUFFING, TRANSPORTING & USE OF RESTRAINING DEVICES	10	34	29	11	35	57
LEGAL ASPECTS OF DETENTION	5	31	57	5	40	77
SPECIAL PRISONERS	16	45	25	12	59	44
CORRECTIONS & REHABILITATION	7	41	37	9	58	50
SUPERVISORY & ADMINISTRATIVE IN GENERAL	5	48	21	4	60	37
FILMS	12	32	34	10	41	42

ATTACHMENT F
Certificates

IN WHAT AREA(S) WOULD YOU LIKE TO RECEIVE MORE OR LESS INSTRUCTION?

GENERAL COMMENTS:

(NOTE: THESE FORMS WERE NOT FILLED OUT
(IN A UNIFORM MANNER. NOT ALL)
(ATTENDEES RETURNED THE CRITIQUE)
(FORM AND SOME OF THOSE RESPOND-)
(ING DID NOT FILL IN ALL OF THE)
(SPACES PROVIDED ABOVE.)

THIS IS A PILOT PROGRAM AND YOUR CRITIQUE AND COMMENTS WILL BE MOST HELPFUL IN DEVELOPING FUTURE CLASSES.

Certificate of Training

SPONSORED BY

THE ARIZONA STATE JUSTICE PLANNING AGENCY

IN COOPERATION WITH

THE UNITED STATES BUREAU OF PRISONS

DETENTION OFFICERS TRAINING PROGRAM

Presented to

For completion of Forty Hour Basic Course in the Security, Care and
Correctional Treatment of City and County Jail Inmates.

From

To

Executive Director

Attorney General
Chairman of the Governing Board

Certificate of Training

SPONSORED BY

THE ARIZONA STATE JUSTICE PLANNING AGENCY

IN COOPERATION WITH

THE UNITED STATES BUREAU OF PRISONS

DETENTION OFFICERS TRAINING PROGRAM

Presented to

For completion of Forty Hour Supervisory and Administrative Course
in the Security, Care and Correctional Treatment of City and County
Jail Inmates.

From

To

Executive Director

Attorney General
Chairman of the Governing Board

END