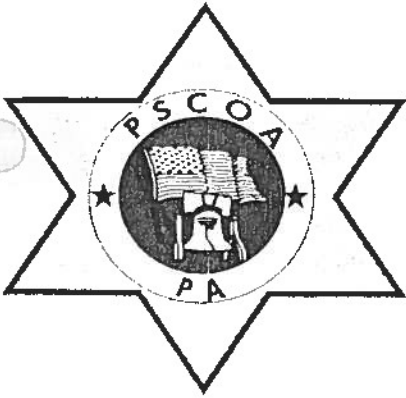


**PA State Corrections Officer's Association  
Legislative Action Team**

**P.O. Box 191  
Gilbertsville, PA 19525  
(717) 283-3126**

*We Patrol the Toughest Beat in America. Welcome To Our Blocks.*



**Testimony by Pennsylvania  
State Corrections Officers  
before the House Judiciary  
Committee.**

**October 14, 1999  
SCI Huntington**

**State Corrections Officers  
Ed McConnell  
Gregory Griffin  
Bill Reighard**

Good Morning Members of the House Judiciary Committee.

I am Gregory Griffin, a State Corrections Officer and Vice President of the Pennsylvania State Corrections Officers Association.

With me are State Corrections Officer Ed McConnell from SCI Rockview and Bill Reighard from SCI Huntington.

Thank you for allowing Corrections Officers an opportunity to speak and contribute towards the solutions which will insure increased public safety at our State Correctional Institutions.

I want to take this opportunity to thank Representative Perzel, the House Majority Leader, Representative DeWeese, the House Minority Leader, Representative Veon and Representative Argall for their assistance in furthering Corrections Legislation that will make our State Institutions safer.

Two very important pieces of Legislation are House Bill 6, the Corrections Peace Officer Bill, which has cleared the House Judiciary Committee unanimously and the 50-1 Inmate to Correction Officer Ratio Bill.

House Bill 6 would provide Correction Officers with 40 additional hours of updated Law Enforcement training, as <sup>7</sup> other states have already enacted into law. *Seven*

The 50-1<sup>dy</sup> Bill would provide additional Officers inside our desperately overcrowded State Institutions.

At the two SCIs where the escapes have occurred, SCI Huntington is at 137% capacity and SCI Dallas is at 155% capacity.

Under manning of crucial Correction Officer posts is at a dangerous level at many of our State Institutions with odds as high as 180-1.

Inadequate training is another serious issue that must be addressed. Our Corrections Officers are 27<sup>th</sup> in the Nation in training hours which new officers receive at the Training Academy. For Example:

1. California Officers receive 8 weeks
2. Michigan Officers receive 16 weeks
3. New Jersey Officers receive 10 weeks
4. New York Officers receive 11 weeks
5. Utah Officers receive 12 weeks
6. Pennsylvania Officers receive 5 weeks

The Public has the right to expect the safest Institutions possible.

The Legislature and Taxpayers has provided the Pennsylvania Department of Corrections with the highest budget in history, which is 1.1 Billion Dollars.

Pennsylvania is fourth in the nation in assaults, many Institutions are close to 200% capacity, State Correction Officers are 27<sup>th</sup> in the Nation in training hours, recent escapes Camp Hill, Pittsburgh, Dallas, and Huntington. These are all troubling facts and figures, which if not addressed will guarantee many more escape hearings.

State Correction Officers look to you, the Members of the House Judiciary Committee, to join with us to ensure through Legislation that the 25 State Correctional Institutions and the communities where they are located will be made safer starting here, starting today.

Thank you for the consideration in the matters at hand and I would now like to introduce to you Corrections Officer Ed McConnell.

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- Page 10 Accreditation/ American Correctional Association (ACA)

# Prison break snags familiar, say area police

Local law enforcement officials say some of the same problems occurred after a recent escape and an escape last year.

By JOLYN REEBECK  
Times Leader Staff Writer

JACKSON TWP. — Some local law enforcement officials complained Monday that prison officials experienced some of the same glitches after a recent escape as they did after last year's breakout.

Law enforcement and prison officials met Monday at the State Correctional Institution at Dallas to discuss slow communication, poor quality photographs and other problems after the Aug. 20 escape of two inmates.

"At times, it seemed as if the right hand didn't know what the left hand was doing," said Dallas Township Police Chief Carl Miers.

But prison spokesman Kenneth Burnett disagreed with Miers' criticism.

"Superintendent David Larkins knew exactly what he had to and he communicated directly with the state police," Burnett said.

Miers also said the prison took about 90 minutes to distribute unclear, out-of-date photos to he and other officers manning checkpoints after the escape of killer Michael McCloskey and arsonist Anthony Yang.

The chief said officers were provided a description of the prisoners in the meantime.

"I can go to Public Square at noon and find five people fitting the description," Miers said.

"There was a mixup on who was distributing (the pictures) and where," said Burnett. "We thought state troopers were distributing them to local police."

Shickshinny Police Chief Fred Nichols Jr. agreed with Miers. "If I saw (one escapee) walking down the street, I wouldn't know him. They didn't tell us what to look for."

Nichols also said his department was not provided information about the inmates until about 90 minutes after prison officials realized they had escaped. Nichols said prison officials should notify police faster in case inmates use a vehicle, as escapee Terry Lee Brown did in January 1998.

Burnett said he tried to contact Shickshinny police several times, but he could not leave a message because the police department lacks an answering machine.

Concerning the photos, Burnett also said he didn't know when they were taken but insisted they are updated yearly.

Burnett admitted the faxes of photos sent to local police were unclear because two prison copiers had broken. He said the best copies were provided to the media.

He said the prison plans to buy a digital camera to ensure better quality and someone will be designated to distribute escapees' photos.

But Miers said the problems this time extended beyond poor photos.

See PRISON, Page 2A

notified of an emergency but had "no idea of what was going on."

Miers said the use of various frequencies among various entities slowed communications.

Burnett said "communications glitches" slowed down the flow of information between the prison and local police.

Miers said in the future, local police will join state police and prison officials in the command center to better relay information to all parties.

Miers said communications were a problem a year ago when Brown escaped. And, while he admits the problems cannot be solved immediately, he said it would be easier if the state would provide funding to aid in updating prison equipment.

Burnett agreed.

He said the prison has an annual budget of about \$40 million — most of which comes from the state.

Miers also was concerned that Dallas Township was left without police protection when he was notified of the escape until about 4 p.m. While he or the other officer would have left their checkpoint had an emergency occurred in his

township, Miers said he should not have been put in that position.

The chief said police were required to man the checkpoints because corrections officials lack the authority to make traffic stops. Burnett said prison officials once had that authority, but that changed after Brown's escape because of questions of jurisdiction.

"There have to be changes, right down the line, starting at the state level," Miers said.

Once state police complete a review of the procedures used in the latest escape and submit a proposal to Gov. Ridge, Burnett said he is sure funding will be found to take corrective measures.

"I can't see anything wrong from our end," said state police spokesman Trooper Joe Lakris. "We followed up on leads. It was a large coordinated effort."

But, Miers said, "If there is a next time, I hope a lot of things go faster than they did."

Burnett said the prison and local police plan to meet again in mid-September and will meet more often than the usual twice a year to firm up future emergency procedures.

THE GENERAL ASSEMBLY OF PENNSYLVANIA

HOUSE BILL

No. 6 Session of 1999

INTRODUCED BY PERZEL, MARCH 23, 1999

REFERRED TO COMMITTEE ON JUDICIARY, MARCH 23, 1999

AN ACT

1 Authorizing certain officers in the Department of Corrections to  
2 perform certain peace officer duties.

3 The General Assembly of the Commonwealth of Pennsylvania  
4 hereby enacts as follows:

5 Section 1. Short title.

6 This act shall be known and may be cited as the Peace Officer  
7 Law.

8 Section 2. Definitions.

9 The following words and phrases when used in this act shall  
10 have the meanings given to them in this section unless the  
11 context clearly indicates otherwise:

12 "Correctional officer." A person who is employed by the  
13 Commonwealth of Pennsylvania, Department of Corrections and who  
14 works at a State correctional institution or a State boot camp  
15 to guard and protect inmates or the properties of the  
16 Commonwealth.

17 Section 3. Peace officer duties.

1 All superintendents, deputy superintendents of operation and  
2 correctional officers of all ranks, while acting within the  
3 scope of their employment and during their normal working hours  
4 within the Department of Corrections, shall have the authority  
5 and may exercise the powers of peace officers. Such duties shall  
6 include the following:

- 7 (1) Guarding, protecting and delivering prisoners.
- 8 (2) Enforcing the laws of this Commonwealth on any  
9 property owned or operated under the jurisdiction of the  
10 Department of Corrections.

11 Section 4. Educational program.

12 (a) General rule.--The Department of Corrections and the  
13 Pennsylvania State Police shall establish a committee consisting  
14 of three persons from each agency to formulate a mandatory basic  
15 course of peace officer study, which shall include a minimum of  
16 200 hours of classroom study, for the officers identified in  
17 section 3. Courses shall begin one year from the date of final  
18 enactment of this section.

19 (b) Applicability.--The officers identified in section 3 who  
20 are employed prior to the passage of this act shall not be  
21 required to take the basic course of study in subsection (a).  
22 Those officers employed prior to the passage of this act shall  
23 complete 40 hours of appropriate peace officer training as  
24 prescribed and administered by the Pennsylvania State Police.

25 Section 5. Effective date.

26 This act shall take effect as follows:

- 27 (1) Section 3 shall take effect in 60 days.
- 28 (2) The remainder of this act shall take effect  
29 immediately.



THE GENERAL ASSEMBLY OF PENNSYLVANIA

SENATE BILL

No. 749

Session of 1897

INTRODUCED BY WAGNER, MARCH 19, 1897

(399)

REFERRED TO JUDICIARY, MARCH 19, 1897

AN ACT

1 Amending the act of April 9, 1829 (P.L.177, No.175), entitled  
2 "An act providing for and reorganizing the conduct of the  
3 executive and administrative work of the Commonwealth by the  
4 Executive Department thereof and the administrative  
5 departments, boards, commissions, and officers thereof,  
6 including the boards of trustees of State Normal Schools, or  
7 Teachers Colleges; abolishing, creating, reorganizing or  
8 authorizing the reorganization of certain administrative  
9 departments, boards, and commissions; defining the powers and  
10 duties of the Governor and other executive and administrative  
11 officers, and of the several administrative departments,  
12 boards, commissions, and officers; fixing the salaries of the  
13 Governor, Lieutenant Governor, and certain other executive  
14 and administrative officers; providing for the appointment of  
15 certain administrative officers, and of all deputies and  
16 other assistants and employes in certain departments, boards,  
17 and commissions; and prescribing the manner in which the  
18 number and compensation of the deputies and all other  
19 assistants and employes of certain departments, boards and  
20 commissions shall be determined," requiring all exterior  
21 perimeter stations and towers at State correctional  
22 institutions to be fully operational at all times; and  
23 requiring exterior walls and fences of correctional  
24 institutions to be free of debris and properly maintained.

25 The General Assembly of the Commonwealth of Pennsylvania  
26 hereby enacts as follows:

27 Section 1. Section 901-B of the act of April 9, 1829  
28 (P.L.177, No.175), known as The Administrative Code of 1829,

2 Section 901-B. General Powers and Duties of

3 Department.--(a) The Department of Corrections, which is hereby  
4 established as an administrative department, shall have the  
5 powers and duties granted to and imposed upon it by this article  
6 and by any other statutory provisions. In addition, the  
7 Department and Secretary of Corrections shall have all the  
8 powers and duties granted to and imposed upon the former Bureau  
9 and Commissioner of Correction prior to the effective date of  
10 this article and shall also have all the powers and duties  
11 formerly vested in and exercised by the General Counsel and the  
12 Office of General Counsel insofar as such powers and duties  
13 related to the administration, management and supervision of  
14 penal and correctional facilities, programs and services.

15 (b) The Department of Corrections shall require that (each  
16 correctional institution exterior perimeter station and tower be  
17 fully operational at all times to provide adequate security for  
18 the institution and the surrounding community.) The department  
19 shall also require that each correctional institution exterior  
20 wall or fence be properly maintained and be free from any debris  
21 to prevent concealed areas that could be used as cover for a  
22 breach of security or an escape.

23 Section 2. This act shall take effect in 60 days

OVERCROWDING  
 PA  
 SCIS

GENDER	S.L.	INSTITUTION	REGION	INSTITUTION			SEC
				POP	CAP	CAP %	
Male	S. L. 4	Camp Hill	Specialized	3,474	2,099	168.7	4
		Frankville	East	1,001	696	143.8	4
		Graterford	East	3,698	2,482	149.0	4
		Greens	West	1,482	1,876	137.7	4
		Huntingdon	East	1,639	1,287	137.4	4
		Pittsburgh	West	1,802	1,528	117.9	4
		Smithfield	East	1,227	652	188.2	4
	S. L. 3	Albion	West	1,779	964	184.5	3
		Coal Township	East	1,767	964	183.3	3
		Cresson	East	1,314	936	140.4	3
		Dallas	East	1,685	1,087	155.0	3
		Greensburg	West	967	566	170.8	3
		Houtdale	West	1,579	964	163.8	3
		Mahoney	East	1,784	964	185.1	3
		Retreat	East	868	458	189.5	3
	S. L. 2	Rockview	West	2,131	1,037	205.5	3
		Somersot	West	1,783	964	185.0	3
		Laurel Highlands	Specialized	298	312	95.5	2
		Mercer	West	1,079	579	186.4	2
		Waymart	Specialized	1,181	1,052	102.2	2
Female	S. L. 4	Waynesburg	West	489	483	101.2	2
	S. L. 2	Muncy	Specialized	864	596	145.0	4
Male & Female	S. L. 2	Cambridge Springs	Specialized	511	587	87.1	2
	S. L. 2	Quehanna Boot Camp	Specialized	177	158	112.0	2
Total	Institution Total		**	34,599	22,371	154.2	**
	CCC Total*		**	365	584	72.4	**
	Contract Facilities Total*		**	292	**	**	**
	Federal Prisons Total		**	19	**	**	**
	DOC Total		**	35,275	22,875	153.8	**

Definitions	
Gender:	Gender of all inmates housed in the institution.
Institution:	Name of state correctional institution.
Region:	Region in which the institution is located.
Population:	Department population as of stated date.
Capacity:	Institutional single cell capacity.
% of Capacity:	Institutional percent of capacity realized by dividing the population by the capacity and multiplying the remainder by 100.
Security Level:	Institutional security level rating ranging from community (1) to maximum (5).

\* Does not include parolees of CCC's & Contract Facilities or the halfwayback population.  
 \*\* Not Applicable

Office of Management Information Services - DIVISION OF FINANCE, RECRUITING, AND STATISTICS

Phone: (717) 731-7149

ROCKVIEW @205.5%; RETREAT @ 189.5%; COAL TWP. @ 183  
 CAMP HILL @168.7%

## A Review of Recent Riots (continued)



### Atlanta (Georgia)

#### Oakdale (Louisiana)

- U.S. Penitentiary, Atlanta, GA
- Federal Detention Center, Oakdale, LA

#### Date

- November 21-30, 1987 (Oakdale)
- November 21-December 1, 1987 (Atlanta)

*The two longest simultaneous sieges in U.S. history*

#### Causes/Conditions

- Inmate Population
  - The U.S. State Department entered into an agreement with Cuba to deport Cuban detainees. There were over 2,500 Cuban detainees in the two facilities who did not want to return to Cuba.

#### Results

- A total of 130 staff were held hostage (the largest number in U.S. history), over \$100 million in damage

#### How Terminated

- Negotiated settlement

### Talladega (Alabama)

- Federal Correctional Institution

#### Date

- August 21-31, 1991

#### Causes/Conditions

- Inmate Population
  - Return of Cuban detainees

#### Results

- 13 staff taken hostage

#### How Terminated

- Assault

### Camp Hill (Pennsylvania)

- State Correctional Institution

#### Date

- October 25-27, 1989

#### Causes/Conditions

- Prison Conditions
  - Crowding, poor staff training
  - Indecisive action on inmate grievances

#### Results

- 17 staff taken hostage, \$3 million in facility damage

#### How Terminated

- Resolved by negotiation

### Lucasville (Ohio)

- Southern Ohio Correctional Institution

#### Date

- April 11-22, 1993

#### Causes/Conditions

- Prison Conditions
  - Crowding, lack of inmate programs
  - Planned lockdown for tuberculosis tests was ignored by inmates and ignited riot
  - Tighter security procedures resented by inmates

#### Results

- 13 staff taken hostage, 1 killed by inmates, 9 inmates injured

#### How Terminated

- Resolved by negotiation

A REVIEW OF RECENT RIOTS

American Correctional Association

<u>DATE</u>	<u>LOCATION</u>	<u>STAFF KILLED</u>	<u>STAFF HOSTAGES</u>	<u>INMATES KILLED</u>
9/10-13/71	Attica (NY)	11		
4/22/75	Joliet (Ill.)	-	-	1
2/2/80	Santa Fe (N. Mex.)	-	12	
5/22-26/81	Michigan - 3 Prisons over 4 days			
1/8-11/83	Sing Sing (NY)	-	18 COs	-
1/1/86	Moundsville (W. Va.)	-	16	3
11/21-12/1/87	Atlanta - 10 days riots \$100,000,000 damage	-	130	
8/21-31/91	Talladega (Ala.)	-	13	-
10/25-27/89	*Camp Hill (Pa.) Millions damage	-	17	-
4/11-22/93	Lucasville (Oh.)	1	13	9
11/1-7/95	Federal Prisons - Alabama, Tenn., Pa., Ill. - lock-down at all these sites.			
		<u>12</u>	<u>239</u>	<u>78</u>

\*Also 123 personnel injured during the riot.

Prepared April 1998 by SCI-Retreat's  
Corrections Legislative Committee  
for House Hearing, 16 April 1998,  
re HB-2278.

# Criminal Justice Institute, Inc.

## South Salem, New York



### STAFF PROBATIONARY PERIODS AND TRAINING HOURS AS OF 1/1/97

	Probationary Period (Mo.)	Required Training Hrs.			Probationary Period (Mo.)	Required Training Hrs.	
		Introductory	In-Service			Introductory	In-Service
Alabama	12	400	32	Nebraska	6	160	40
Alaska	12	240	40	Nevada	12	160	24
Arizona	12	320	24	New Hampshire	12	320	40
Arkansas <sup>1</sup>	12	240	40	New Jersey <sup>2</sup>	12	400	80
California	9	327	40	New Mexico	12	280	40
Colorado <sup>2</sup>	12	152	40	New York	12	440	40
Connecticut	9	210	40	North Carolina <sup>3</sup>	7.5	160	18
Delaware	12	278	40	North Dakota	12	80	40
Dist. of Col.	12	249	80	Ohio	6	280	40
Florida	12	411	40	Oklahoma	6	320	40
Georgia	12	160	24	Oregon	12	320	40
Hawaii	9	340	40	Pennsylvania	12	160	40
Idaho <sup>2</sup>	6	200	40	Rhode Island	0	320	40
Illinois	6	240	40	South Carolina	12	160	40
Indiana	6	120	40	South Dakota <sup>4</sup>	6	120	28
Iowa	6	144	40	Tennessee	6	120	40
Kansas	6	200	80	Texas		120	40
Kentucky	6	120	40	Utah	18	482	40
Louisiana	6	80	40	Vermont	6	40	40
Maine	6	200	18	Virginia <sup>5</sup>	12	280	24
Maryland <sup>6</sup>	12	160	18	Washington	12	160	30
Massachusetts	9	280	40	West Virginia	6	120	40
Michigan	12	640	40	Wisconsin		260	8
Minnesota <sup>1</sup>	6	240	40	Wyoming	12	0	80
Mississippi	12	200	40	Federal	12	160	40
Missouri	6	200	40				
Montana	6	120	40	<b>Average</b>	<b>9.4</b>	<b>229</b>	<b>39</b>

1999

PA CORR OFF'S  
NOW RECEIVE  
200 HRS  
27TH  
IN  
NATION

<sup>1</sup>Intro and in-svc. hrs excl. Dept. of Comm. Punishment of 200 intro and 40 in-svc. <sup>2</sup>Incl. Youth Offender System. <sup>3</sup>Hours pre-service incl. 80 pre-svc. 120 OJT. <sup>4</sup>Figures as of 1/1/96. <sup>5</sup>Pre-svc. is avg. of 5-7 weeks. <sup>6</sup>Intro. is 10 weeks, in-svc. is 2 weeks. Figures based on 40 hr. weeks. <sup>7</sup>Probation avg. of 3-12 mo. <sup>8</sup>In-service avg. of 18-40 hrs. <sup>9</sup>In-svc. is 24+. Firearms range biennial, annual firearms recertification.

**NATIONAL**  
**GUIDELINES FOR DEVELOPING**  
**LOCAL APPRENTICESHIP STANDARDS**

developed by

THE CORRECTIONS AND CRIMINAL JUSTICE COALITION

(CCJC)

for the occupation of

**CORRECTIONAL OFFICER**

**Bureau of Apprenticeship and Training, U.S.  
Department of Labor:**

**520** hours of academy training  
120 hours of related instruction  
3600 hours of inservice training

*PA CO'S GET  
200 HRS*

**DEVELOPED IN COOPERATION WITH THE  
BUREAU OF APPRENTICESHIP AND TRAINING  
U.S. DEPARTMENT OF LABOR**

**APPROVED AND CERTIFIED BY THE  
UNITED STATES DEPARTMENT OF LABOR  
BUREAU OF APPRENTICESHIP AND TRAINING**

BY: *Anthony Swoope*  
**ANTHONY SWOOPE, NATIONAL DIRECTOR  
BUREAU OF APPRENTICESHIP AND TRAINING**

**CERTIFICATION DATE:** January 29, 1998

**NUMBER:**

**EXHIBIT B**

**SAMPLE**

**5. GUIDELINE SCHEDULE OF RELATED INSTRUCTION**

The following is a sample guideline of the related instruction in theory and technical subjects for apprentices in the occupation of Correctional Officer. Such related instruction can be either offered at a correctional officer academy, as in-service training, or a combination thereof. A minimum of 144 hours per year is recommended. Local standards must include a year-by-year breakout of the related instruction.

**CURRICULUM SOURCE AND TEXT REFERENCE**

THIS WOULD INCLUDE WHO IS PROVIDING THE CURRICULUM AND WHAT TEXTS WILL BE USED.

	<u>Total Hours</u>
<u>Academy Training may Cover the Following (Example):</u>	520
Basic Training Overview	
Orientation and Registration	
Overview of the Criminal Justice System	
Corrections: History, Issues and Perspectives	
✶ Legal Aspects of Corrections	
Overview of Criminal Law	
Constitutional Rights of Inmates	
Laws of Arrest	
Laws Governing Use of Force	
Laws of Evidence	
Inmate Disciplinary Procedures and Appeals Process	
Situational Report Writing	
Classification of Inmates	
Principles of Controlling Inmates	
Mental Control of Aggressive Inmate Behavior	
Rules and Policies Governing Handling of Inmate Property	
Inmate/ Staff Relations — Basic Communications Skills	
Dealing with Minority Offenders	
Techniques for Supervision of Inmates	
Unusual Inmate Behavior	
Sensing and Awareness	
✶ Weaponry	



**ADDITIONAL CURRICULUM - CCJC/BUREAU APP. & TRNG.**

- Baton Training: Lecture and Practicum
- Chemical Agents: Lecture and Practicum
- ✍ Firearms Training: Lecture, Familiarization and Range Training
- Defensive Tactics
- Key and Tool Control
- Radio Communications
- First Aid
- Fire Safety: Prevention, Suppression, Evacuation
- Security
  - Count Procedures
  - Body and Cell Searches
  - Application of Restraint Gear
  - Transportation of Inmates
- Contraband and Drug Identification
- Code of Ethics
  - Ethics in the Correctional Setting
  - Sex and Sexual Harassment Training
- Stress Management: Awareness and Reduction
- Institutional Emergency Situations/Disturbance Control
- Hostage Situations
  - ✍ Officer-Hostage Survival
- Specialized Needs of Particular Offenders
  - The Sexual Offender
  - Mentally Disturbed Inmates
  - Special Inmate Behavior Problems
  - Crisis Intervention
  - Acquired Immune Deficiency Syndrome (AIDS): Perspectives
- Cardiopulmonary Resuscitation (CPR)
- First Aid
- Orientation to Prison Gangs and Prison Subcultures
- Officer Physical Training
- ✍ Defensive Driving
- Institution Orientation Training
- Orientation to Crime Victims Programs
- Curriculum Review
- Course Evaluation
- Final Examination

Orientation Training

40

Job orientation and Department orientation of work site on-site training to familiarize each individual with the functions of all areas of responsibility. This training will give each employee a thorough knowledge of the institution.

Additional In-Service Training at Job Site:

80

(For Example, an Apprenticeship Program may require 40 hours of in-service training or specialized, directed on-the-job training per year.)

8c.

- ~~A.~~ **Implementation of Emergency Plans**
- ~~B.~~ **Firearms/Escape Plan/Use of Force**
- ~~C.~~ **Suicide Prevention and Intervention**
- ~~D.~~ **Right to Know**
- ~~E.~~ **Fire Prevention, Suppression, and Evacuation**
- ~~F.~~ **Breathing Apparatus - Use and Location**
- ~~G.~~ **CPR (Review)**
- ~~H.~~ **AIDs**
- ~~I.~~ **Range Training**
- ~~J.~~ **Supplemental Baton Training**
- ~~K.~~ **Sex and Sexual Harassment Training**
- ~~L.~~ **Any Potential Topics Listed under Academy Training that are not Actually Taught There**
- ~~M.~~ **Other**

**TOTAL RELATED INSTRUCTION HOURS: 640**

PENNSYLVANIA PRISONS NATION'S THIRD MOST CROWDED

Citizens' Voice Newspaper - February 16, 1998

...."but that the cramped conditions increase the risk of assaults and disease, and could lead to riots like the one at the Camp Hill prison in 1989 that left a 123 injured."

"Pennsylvania ranks sixth in overall prison spending.

(However, we're 31st in officers' training.)

Now 27TH \* \* \* \* \*

Excerpts from 'Times Leader Newspaper' - January 21, 1998.

Law Suits - have jumped from 251 to 751 in two years,  
With the passage of HB-2278, perhaps many of the future  
law suits could be averted as we strive to train our officers  
to Peace Officer standards.

## **Accreditation:**

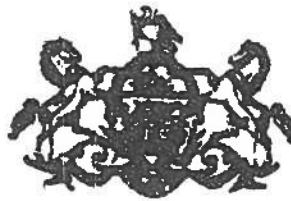
Facility accreditation refers to any correctional facility that has been accredited by the American Correctional Association. ACA accreditation is touted by the privatization industry as a barometer of their superiority. However, research indicates that it is the public sector with a higher percentage of accredited facilities;

1. According to the Corrections Yearbook 1998 as of January 1, 1998 48.3% of all adult public facilities are accredited compared to only 43.4% of private prisons.<sup>1</sup>
2. ACA accreditation is based on "procedural" not "performance" guidelines. It's one thing to have a policy in place, (for example the facility must have a system of notification in the event of an escape), and another to evaluate how effective that policy is, (for example in private prisons often the first notification is to corporate headquarters and not to local law enforcement).
3. The ACA has never failed any institution seeking accreditation. They merely make recommendations and then return at a later date to re-evaluate the facility again. Records show that ACA rarely, if ever, monitors a facility once accreditation is achieved. Some of the most dangerous and deadly prisons in the country have been ACA accredited; the Tallulah Juvenile Facility in Louisiana is a prime example.
4. ACA is not a governmental agency nor is it regulated by any outside agency. If an institution seeks accreditation it has to pay ACA for it. That in and of itself makes the process suspect. Only a performance audit conducted by an independent agency having no monetary connection to the institution it is evaluating can have any real validity. Currently no such review board or agency exists.

ACA accreditation is akin to looking at a Correctional Officer who has his boots polished is clean shaven, and wearing a uniform neatly pressed and then assuming from the Officer's appearance that this individual is a good Officer. ACA doesn't evaluate performance. Looking at the cover of a book tells you nothing about its content.

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MIKE VEON  
DEMOCRATIC WHIP



324 SEVENTH AVENUE  
BEAVER FALLS, PENNSYLVANIA 15010  
PHONE: (724) 847-1352

MAIN CAPITOL BUILDING  
HOUSE BOX 202020  
HARRISBURG, PENNSYLVANIA 17120-2020  
PHONE: (717) 767-1288

House of Representatives  
COMMONWEALTH OF PENNSYLVANIA  
HARRISBURG

PSCOA

Date: September 20, 1999  
To: All House Members  
From: Mike Veon, Democratic Whip  
RE: Co-sponsorship of Legislation  
Mandatory Staffing of Correction Facilities

I intend to introduce legislation when we return to session that will mandate a staffing ratio in state correctional facilities. It will mandate a ratio of one corrections officer for every fifty prisoners in the cellblocks or any area where large numbers of inmates congregate.

Currently there are no staffing requirements. With the nearly universal overcrowding that exists at our state prisons, we have situations where one officer is responsible for monitoring as many 180 to 200 prisoners.

In some cases, the justification from the Department is that electronic monitoring systems are replacing officers. The problem is that technology is not foolproof. It is not the answer to every security problem. The recent escapes clearly demonstrate this.

Right now, in some prisons one correction officer must patrol the cell blocks alone. Outfitted with an electronic alarm device, the officer is expected to notify the control center when a problem develops. The problem is, the officer is locked in, toxic, and it may be some time until help arrives.

It is no wonder that Pennsylvania ranks 4<sup>th</sup> in the nation in the number of assaults on corrections officers. We also rank 4<sup>th</sup> in prison overcrowding. We rank 39<sup>th</sup> in ratio of total corrections staff to number of inmates.

The overcrowding in our state prisons without a corresponding increase in corrections officers combines for a deadly situation. At stake here is the safety of the officers, the inmates and the safety of the public. We already have mandatory sentencing, and it is filling our prisons to overflowing. We now need mandatory staffing to deal with the results of these tougher sentences.

If you would like to co-sponsor this legislation, please contact Holly in my office at 7-1290.

Thank you.

50 TO 1 INMATE TO CO RATIO  
BILL



2000 Spring Garden Street • Philadelphia, Pennsylvania 19130-3805  
www.prisonersociety.org

PHONE (215) 564-6005  
FAX (215) 564-7926  
e-mail:  
wd@lx.netcom.com

**William M. DiMascio, Executive Director, Pennsylvania Prison Society**

**Testimony Before the House Judiciary Committee**

**October 14, 1999, SCI Huntingdon**

Chairman Birmelin, distinguished committee members, my name is Bill DiMascio. I am executive director of the Pennsylvania Prison Society. On behalf of our board of directors, members and volunteers, I thank you for the opportunity to testify here today on the important issues that have surfaced in connection with the recent prison escapes.

The Pennsylvania Prison Society is the oldest prison reform organization in the nation – perhaps, in the world. It was established in 1787 by what was then the cream of colonial America, many of the same people who signed the Declaration of Independence and helped to lay the foundation for the new American democracy.

These were people who believed deeply in the values of human dignity and personal liberty. And those beliefs spurred them to launch a revolution in the field of penology at the same time that the United States was being formed.

The Pennsylvania Prison Society led the civilized world away from corporal punishment. It helped establish the use of confinement as a form of punishment in itself. As a result of its efforts, prisons ceased to be holding facilities where people were kept until they could be beaten or subjected to some other physical punishment. It is impossible to open a serious history of penology and not find mention of these colonial reformers' profound impact on the development of modern corrections.

I mention this bit of history of the Prison Society to provide a context for our testimony. We have a sound appreciation for the role of prisons in our society.

Let me say at the outset that while our advocacy frequently puts us at odds with the Department of Corrections, we take no joy in these recent breaches. Escapes always signal a breakdown in the smooth working order of correctional systems. And when the system breaks down, danger arises for everyone: for the general public to be sure, but for the inmates and the corrections staff, as well.

The fact that the escapees are back in custody and that no physical harm was done to anyone during their days on the run is a relief insofar as the public is concerned. But we have continuing concerns about what is being done to correct the problems that



allowed these escapes to occur. And we are deeply troubled by the repercussions inflicted on the 36,500 men, women and, in some cases, children who make up the inmate population which had nothing to do with these breaches. *Escapes*

We know from Secretary Horn's testimony before the Senate Judiciary Committee that the escapes involved significant failings on the part of both correctional and maintenance staffs with respect to taking thorough counts, performing visual surveillance while on mobile patrol, using the electronic detection equipment and performing periodic tests of the integrity of the bars. That's a lot of individuals not doing their jobs, and it raises serious questions about staff training, leadership, discipline and motivation.

Three senior officials have lost their jobs. Maybe that was appropriate, maybe that had to be. But laxity and complacency are like viruses that infect the organizational culture of these institutions. Merely replacing those individuals and hiring more staff are unlikely to solve the underlying problems. In fact, these measures may deflect attention from where it is needed.

The Prison Society has more than 300 volunteers who, in their roles as Official Visitors, call on state and county institutions throughout the Commonwealth everyday. We see conditions in the prisons first hand. We also hear directly from prisoners during these visits and by mail.

Here are a few of the troubling things we have been hearing since the escapes:

- First, during the initial lockdown here at Huntingdon, a CERT team was sent in to search the cells. My understanding is this is standard operating procedure. But we have letters from a number of inmates - who had nothing to do with the Johnston escape - about the way their meager personal belongings were trashed by the CERT teams. From incidental toiletries that they have to purchase with their own very limited funds to valued photographs of family members, the searchers showed little respect for the personal property of others. How can the system teach inmates respect for private property when its own representatives treat property with so little respect? How can staff be expected to perform with discipline when such reckless conduct is permitted? And what does destroying these sorts of belongings have to do with preventing escapes?

One inmate said the searchers wore stocking masks to hide their identities. Another complained in graphic detail about his embarrassment at being strip searched in front of a female videographer. These displays of ruthlessness should not be confused with discipline. They are degrading and counterproductive and they send the wrong message to the very people the system is trying to correct.

- Next, the 6 a.m. standing count of inmates was certain to be unpopular, especially with prisoners who work shifts into the early morning hours. Standing immediately upon waking is never pleasant, and it is impossible for some prisoners who are on psychotropic medications. We have heard of one inmate with this problem who has been consigned to the Restricted Housing Unit because he could not comply.

This count, which harasses inmates, seems to have been imposed solely because guards were lax in performing the two overnight counts at both Huntingdon and Dallas. An additional count makes no sense when the previous counts were not insufficient, just poorly done.

Furthermore, this additional count is perceived by almost all the prisoners as not only annoying but unfair. In the scholarly literature of prison disturbances, incidents that create widespread feelings of unfair treatment are significant and we would do well to keep this in mind.

- Finally, women incarcerated at SCI Muncy have complained about the removal of the shades from the outside windows. This misguided step leaves these women exposed to view by anyone passing outside the housing units, including male staff and guards.

We were told on inquiry that it was necessary for the guards to be able to see the bars; we were also told, absurdly, that the guards restrict their scrutiny to the bars alone and do not look through the windows the bars cover. In any case, the security value of this sort of visual inspection is unclear given that Secretary Horn has said that the only way to assure the integrity of the bars is to test them physically by banging on them.

It also noteworthy that this step was never thought necessary during the years that Muncy had a female superintendent. We think this measure was callous and insensitive and deprives these women of a most fundamental shred of human decency. Allowing this indignity to continue is demeaning to all Pennsylvanians.

In each of these instances, prisoners have been collectively punished for the purely administrative failings which occasioned the escapes. It may be easy for some to justify these types of actions in light of the embarrassment to the Department of Corrections has suffered. But agencies of the Commonwealth should be more restrained.

There is a distinction between discipline and ruthlessness, between toughness and hysteria. And these differences are significant in the development of an effective organizational culture.



The culture at work here confuses institutional security with taking away small human comforts. It misdirects frustration over lax attitudes of correctional officers towards curtailment of inmate programs. It compensates for maintenance failings by stripping away prisoners' dignity. And it wreaks retribution for administrative shortcomings on thousands of inmates who had no involvement whatsoever in either escape.

Secretary Horn is fond of saying that the correctional staff performs a difficult job well under trying circumstances. We agree for the most part, but we know that the work is *not* always performed well. We also know that curing staff discipline and morale problems will be difficult and time consuming. So, let's not think we can simply throw money at this problem and fix it quickly.

Furthermore, we believe this disconnect is symptomatic of deeper problems -- problems that stem from the unintended consequences of legislative actions as well as executive decisions.

Over the past five years the state legislature has made significant investments in the Department of Corrections. Its annual budget is now more than one billion dollars. At the same time mandatory minimum sentencing schemes and other policies have helped to cause the prison population to increase by some 35 percent.

Other policies have made commutations virtually impossible for life sentenced inmates. Obtaining parole is twice as difficult as it used to be. Maintaining family bonds is one of the most significant aides to inmate rehabilitation, yet inmates are imprisoned far from home and prison telephone calls are outrageously expensive. Education is also important to rehabilitation, yet we have severe restrictions on educational programming and now strictly limit the number of books inmates may keep in their cells.

These steps and others engender despair, hopelessness and *nothing-to-lose* attitudes among prisoners.

Illustrating this point, Michael McCloskey was quoted in the Wilkes-Barre Times Leader saying that restrictions contributed to his decision to escape. McCloskey said, "They started tightening the jails up, taking away privileges...making everything more difficult...A lot of little stuff that means a lot...to prisoners, especially if you got a lot of time...[The escape] probably would have never happened if they didn't start doing what they was doing."

We ought to be concerned about this situation, if for no other reason than the state is spending more than a billion dollars a year on this system which few people see as "correcting" anything.

I want to end by noting that there is a federal prison in McKean County, Pennsylvania. It has praised by conservative criminologist John DiIulio as "probably the best managed prison in the country."

Since it opened in 1989, McKean has had no escapes, no homicides, no sexual assaults and no suicides.

Last year, McKean operated at a cost of about \$17,000 per inmate, well under the federal average of \$22,000<sup>1</sup> and a remarkable 40 percent below Pennsylvania's average of \$29,000 for the same period.

In a 1995 article in *The Atlantic Monthly*, McKean's former warden, Dennis Luther, said his success stemmed from two important principles. First, he worked hard to apply sound business management concepts to all prison operations. Second, he always insisted on maintaining respect for the inmates as human beings.

The Pennsylvania Department of Corrections is capable of achieving that same standard. The administration includes corrections professionals who have excellent management skills, an awareness of the importance of humane treatment, and the ample resources of this state behind them. We have almost every reason to expect that the Pennsylvania correctional system can become the best in the country. Even now Pennsylvania's escape is among the lowest among states with comparable prison populations.

This summer's escapes occurred largely because of the complacency of a handful of administrators and more staff. The other inmates -- those who didn't escape -- are not to blame.

Let us be wary of the zeal that leads us to respond to these escapes in a way that scapegoats inmates for the failings of others. Let us remember that those least responsible for the escapes should not be held most accountable. Let us remember the lesson of this summer's escapes, and of *virtually every other prison escape and disturbance ever studied*: these problems occur because of administrative breakdown and staff complacency, *not* because prisoners are treated humanely.

Thank you.

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<sup>1</sup> The exact numbers are \$17,414, and \$22,141, respectively.

Good morning. My name is Edward McConnell. I have been a Correction Officer for more than twenty years.

I want to say to you that we as corrections officers are an untapped resource for the department, especially in the area of feedback on issues affecting security.

For instance, when female corrections officers first began working in male institutions, inmate complaints about privacy resulted in curtains and privacy panels being made available for purchase through the commissary. A cell with privacy panels and curtains has an obvious impact on security, unrelated to the complaint they were intended to address.

A more insidious problem is the issue of personal property, on which there are supposed to be limits. If a misconduct report is written for excess commissary or excess mail, it is often not taken seriously by the hearing examiner, who reduces it to a lesser charge and imposes minimal sanctions. Inmates are not deterred by these, and as a result, corrections officers tend not to write misconducts on these issues. Cells then become so full of commissary and personal items that it is nearly impossible to find small, easily concealed things, such as hack saw blades.

It's often a long way from the men in the trenches to upper management. We in the Pennsylvania State Corrections Officers Association believe that a dialog needs to be opened and maintained between those two levels so that security of the institutions and the professionalism of corrections officers can be enhanced by working with, not against, each other.

That concludes my presentation. I am available for questions.

Submitted by: Edward McConnell  
Member, Executive Board  
Pennsylvania State Corrections Officer Association