

#1

2

Assembly Hearing Slip

(Please print plainly)

Date: 2/23/00

Bill No. AB 743

Or Subject: _____

(Name) Rep. Walker

(Street Address or Route Number) _____

(City & Zip Code) 14th A.D.

(Representing) _____

Speaking *in favor*:

Speaking *against*:

Registering *in favor*:

Registering *against*:

Speaking for *information only*:
Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
Room 411 West
State Capitol
Madison, WI 53702

Assembly Hearing Slip

(Please print plainly)

Date: 02-23-00

Bill No. AB 743

Or Subject: _____

(Name) Paul R. Reif

(Street Address or Route Number) 7609 Drake Ln

(City & Zip Code) Franklin, WI 53132

(Representing) SELF

Speaking *in favor*:

Speaking *against*:

Registering *in favor*:

Registering *against*:

Speaking for *information only*:
Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
Room 411 West
State Capitol
Madison, WI 53702

Assembly Hearing Slip

(Please print plainly)

Date: 2-23-2000

Bill No. AB 743

Or Subject: _____

(Name) JENNIFER YORKER

(Street Address or Route Number) W192 N5037 One HICKROAD

(City & Zip Code) MENDOTA WIS 53051

(Representing) SELF

Speaking *in favor*:

Speaking *against*:

Registering *in favor*:

Registering *against*:

Speaking for *information only*:
Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
Room 411 West
State Capitol
Madison, WI 53702

3

Assembly Hearing Slip

(Please print plainly)

Date: 2-23-00
 Bill No. AB 743
 Or, _____
 Subject _____

(Name) Ken Toyle
 (Street Address or Route Number) 18517 Durand Ave.
 (City & Zip Code) W. in GEOR WI 58182
 (Representing) Self

- Speaking In favor:
- Speaking against:
- Registering In favor:
- Registering against:
- Speaking for Information only:
- Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
 Room 411 West
 State Capitol
 Madison, VT 53702

4

Assembly Hearing Slip

(Please print plainly)

Date: 02-23-00
 Bill No. AB 743
 Or, _____
 Subject _____

(Name) Kyle Chapman
 (Street Address or Route Number) 2502 W. Parnell Ave
 (City & Zip Code) Whitaker VT 53201
 (Representing) Self

- Speaking In favor:
- Speaking against:
- Registering In favor:
- Registering against:
- Speaking for Information only:
- Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
 Room 411 West
 State Capitol
 Madison, VT 53702

5

Assembly Hearing Slip

(Please print plainly)

Date: 2/23/00
 Bill No. AB 743
 Or, _____
 Subject _____

(Name) Scott Pederson
 (Street Address or Route Number) 1516 Thomas Dr.
 (City & Zip Code) East Troy WI 53120
 (Representing) Myself

- Speaking In favor:
- Speaking against:
- Registering In favor:
- Registering against:
- Speaking for Information only:
- Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
 Room 411 West
 State Capitol
 Madison, VT 53702

X

Assembly Hearing Slip

(Please print plainly)

Date: February 23, 2005

Bill No. 743

Of _____

Subject _____

GROSSMAN'S, William
(Name)

149 E. Wilson Street
(Street Address or Route Number)

Windsor, VT
(City & Zip Code)

DEPT. OF CORRECTIONS
(Representing)

Speaking in favor:

Speaking against:

Registering in favor:

Registering against:

Speaking for information only:

Neither for nor against:

Please return this slip to a messenger promptly.

Assembly Sergeant at Arms
Room 411 West
State Capitol
Madison, VT 53702

TO ARM OR NOT TO ARM, THAT IS THE QUESTION!!

Marion Sobinski

How would you answer this? A joint Labor management committee is being formed to discuss this issue. Milwaukee agents Amy Keller, Paul Reif and myself Green Lake agent Marion Sobinski have been asked by Local 2748 president Tom Corcoran to serve on this committee. I encourage any and all agents to let us know your feelings and concerns in support of or opposition to this idea.

I would also like to remind agents that Amy Keller and myself are on the DCC statewide safety committee. If you have concerns about health or safety please advise your supervisor of your concerns as well as letting us know what the issue is.

A request for copies of all incident reports involving the safety of or injury to agents was made at the March 17, 1999 labor management meeting by president Tom Corcoran.

I would like to remind all P/P agents of the importance of completing incident reports. If you have an incident that takes place involving an injur, property damage, threats (verbal or physical) or other incidents you must complete the report within 2 working days and forward it to your supervisor. Agents should review DOC-FORM 375.

Please forward copies of any incident reports to me at P.O. Box 146, Green Lake, WI 54941 or provide them to Ms. Keller.

Remember as I always say, "If it's not on paper, it didn't happen."

Think Safety!



"No problem...we'll just give you comp time, and you can finish the job at home!"

DOC STAFF ATTEND GANG CRIMES SEMINAR

Members of Local 2748 as well as other DOC staff recently attended a Gang Crimes Seminar sponsored by the Midwest Gang Investigators Association. The seminar was held in Green Bay on September 9 and 10. Also in attendance was Council 24 Staff Representative Gary Lonzo.

The latest intelligence on numerous types of gangs or security threat groups was presented

by a variety of speakers. The topic included: Conspiracy Drug Cases (Sgt. Roger Lange, Barron County Sheriff's Dept., MI), Black Separatist Groups (Captain Keith Meraski, WI DOC), White Supremacists (Inspector Tom Doty, Michigan DOC), Cult & Gothic (Sgt. David Williams Dayton Police Dept., Ohio), Y2K Issues (David Maack, Racine County), School Policing (Detective Randy Abbott, Hartford Police Dept., Hartford, WI) and Gangs on the Internet (Sgt. Greg Garner of the Michigan DOC). Sgt. Garner is the brother of AFSCME lobbyist Jennifer Grondin who was a guest at the conference. A statewide information exchange was held so that police probation and parole officers, corrections officers and other law enforcement personnel could share information and request assistance from their colleagues.

The midwest gang Investigator's Association has a Wisconsin Chapter which meets on a regular basis and publishes a newsletter for members. For information contact John Barajas, Wisconsin Dept. of Corrections, Probation and Parole in Milwaukee County at 414-382-7828.

**If you are connected to the internet
check out Sgt. Garner's gang site at:**

<http://members.aol.com/ggarner539/index.html>

AFSCME Family Scholarship

We are please to announce the AFSCME Family Scholarship Program for the year 2000 for children of AFSCME members. Under the program, ten (10) scholarships of \$2,000 each will be awarded to the winners selected from the applications which meet the eligibility requirements. The scholarships will be renewed for \$2,000 each year for a maximum of four years, provided the student remains enrolled in a full-time degree program at an accredited institution.

Eligibility requirements are as follows:

- Applicant must be a high school senior graduating in the Spring of 2000 who will enroll in a full-time, four year degree program at any accredited college or university.
- Applicant must be a daughter or son of an AFSCME member (or whose legal guardian or financially responsible grandparent is an AFSCME member.)

For copies of the application, please mail your requests to:

AFSCME FAMILY SCHOLARSHIP PROGRAM
c/o EDUCATION DEPARTMENT
1625 L STREET, NW, WASHINGTON, DC 20036

or

e-mail: education@afscme.org

Applications can also be downloaded from the AFSCME website www.afscme.org. Completed applications for the year 2000 scholarship must be postmarked no later than December 31, 1999. The scholarship winners will be announced by March 31, 2000.

WI State Senate

State Capitol, P.O. Box 7882
Madison, WI 53707-7882

S = State Capitol • E = One East Main St.
SF = 17 S. Fairchild St. • FSBB= Firstar Bank Bldg.
H = 100 N. Hamilton St.

Senator (Party, Dist.)	Office	Tel. (608)
Baumgart, James (D-9)	306S	266-2056
Breske, Roger (D-12)	18S	266-2509
Burke, Brian (D-3)	316S	266-8535
Chvala, Charles (D-16)	211S	266-9170
Clausing, Alice (D-10)	319S	266-7745
Cowles, Robert (R-2)	7S	266-0484
Darling, Alberta (R-8)	22S	266-5830
Decker, Russell (D-29)	323S	266-2502
Drzewiecki, Gary (R-30)	19S	266-5670
Ellis, Michael (R-19)	202S	266-0718
Erpenbach, Jon (D-27)	20S	266-6670
Farrow, Margaret (R-33)	106S	266-9174
Fitzgerald, Scott (R-13)	308 (H)	266-5660
George, Gary (D-6)	118S	266-2500
Grobschmidt, Richard (D-7)	104S	266-7505
Huelsman, Joanne (R-11)	5S	266-2635
Jauch, Robert (D-25)	313 S	266-3510
Lasee, Alan (R-1)	109S	266-3512
Lazich, Mary (R-28)	304(H)	266-5400
Moen, Rodney (D-31)	8S	266-8546
Moore, Gwendolyn (D-4)	409S	266-5810
Panzer, Mary (R-20)	305(H)	266-7513
Plache, Kimberly (D-21)	415S	266-1832
Risser, Fred (D-26)	220S	266-1627
Robson, Judy (D-15)	15S	266-1627
Roessler, Carol (R-18)	403(H)	266-5300
Rosenzweig, Peggy (R-5)	407(H)	266-2512
Rude, Brian (R-32)	108S	266-5490
Schultz, Dale (R-17)	303(H)	266-0703
Shibilski, Kevin (D-24)	10S	266-3123
Welch, Robert (R-14)	404(H)	266-0751
Wirch, Robert (D-22)	310S	267-8979
Zien, David (R-23)	3S	266-7511

WI State Assembly

State Capitol, Madison, WI 53708

Reps. A-L P.O. Box 8952
Reps. M-Z P.O. Box 8953
N,E,W = State Capitol • SF = 17 South Fairchild Street

Rep. (Party, Dist.)	Office	Tel. (608)	Rep. (Party, Dist.)	Office	Tel. (608)
Ainsworth, John (R-6)	302N	266-3097	Leibham, Joseph (R-26)	123W	266-0656
Albers, Sheryl (R-50)	127W	266-8531	Meyer, Mark (D-95)	320W	266-5780
Balow, Larry (D-68)	409N	266-9172	Meyerhoefer, Lee (D-5)	17SF	266-2418
Berceau, Terese (D-76)	322W	266-3784	Miller, Mark (D-48)	3N	266-5342
Black, Spencer (D-77)	219N	266-7521	Montgomery, Phil (R-4)	115W	266-5840
Bock, Peter (D-7)	212N	266-8580	Morris-Tatum, Johnnie (D-11)	118N	266-3756
Boyle, Frank (D-73)	221N	266-0640	Musser, Terry (R-92)	11W	266-7461
Brandemuehl, David (R-49)	317N	266-1170	Nass, Stephen (R-31)	12W	266-5715
Carpenter, Tim (D-9)	210N	266-1707	Olsen, Luther (R-41)	9W	266-8077
Coggs, G. Spencer (D-17)	214N	266-5580	Ott, Alvin (R-3)	318N	266-5831
Colon, Pedro (D-8)	17E	267-7669	Owens, Carol (R-53)	105W	267-7990
Cullen, David (D-13)	216N	267-9836	Petrowski, Jerry (R-86)	4W	266-1182
Duff, Marc (R-98)	310N	266-1190	Pettis, Mark (R-28)	5N	267-2365
Foti, Steven (R-38)	215W	266-2401	Plale, Jeffrey (D-21)	107N	266-0610
Freese, Stephen (R-51)	115W	266-7502	Plouff, Joe (D-29)	306W	266-7056
Gard, John (R-89)	315N	266-2343	Pocan, Mark (D-78)	418N	266-8570
Goetsch, Robert (R-39)	314N	266-2540	Porter, Cloyd (R-66)	309N	266-2530
Gronemus, Barbara (D-91)	112N	266-7015	Powers, Michael (R-80)	125W	266-1192
Grothman, Glenn (R-59)	15N	264-8486	Reynolds, Martin (D-87)	126N	266-7506
Gunderson, Scott (R-83)	7W	266-3363	Rhoades, Kitty (R-30)	312N	266-1526
Gundrum, Mark (R-84)	19N	267-5158	Richards, Jon (D-19)	11E	266-0650
Hahn, Eugene (R-47)	15W	266-3404	Riley, Antonio (R-18)	209N	266-0645
Handrick, Joseph (R-34)	21N	266-7141	Ryba, John (D-90)	321W	266-0616
Hasenohrl, Donald (D-70)	114N	266-8366	Schneider, Marlin (D-72)	204N	266-0215
Hebl, Tom (D-46)	304W	266-7678	Schooff, Dan (D-45)	420N	266-9967
Hoven, Timothy (R-60)	17N	267-2369	Seratti, Lorraine (R-36)	18N	266-3780
Huber, Gregory (D-85)	218N	266-0654	Sherman, Gary (D-74)	323W	266-7690
Hubler, Mary (D-75)	119N	266-2519	Sinicki, Christine (D-20)	412N	266-8588
Huebsch, Michael (R-94)	20N	266-0631	Skindrud, Richard (R-79)	18W	266-3520
Hundertmark, Jean (R-40)	8W	266-3794	Spillner, Joan (R-42)	10W	266-7746
Hutchison, David (R-1)	316N	266-5350	Staskunas, Tony (D-15)	124 N	266-0620
Jensen, Scott (R-32)	211W	266-3387	Steinbrink, John (D-65)	307W	266-0455
Jeskewitz, Suzanne (R-24)	109W	266-3796	Stone, Jeff (R-82)	306N	266-8590
Johnsrud, DuWayne (R-96)	323N	266-3534	Suder, Scott (R-69)	21N	267-0280
Kaufert, Dean (R-55)	22W	266-5719	Sykora, Tom (R-67)	8N	266-1194
Kedzie, Neal (R-43)	307N	266-9650	Townsend, John (R-52)	6N	266-3156
Kelso, Carol (R-88)	16W	266-0485	Travis, David (D-81)	223N	266-5340
Kestell, Steve (R-27)	17W	266-8530	Turner, Robert (D-61)	109N	266-0731
Klusman, Judith (R-56)	129W	266-7500	Underheim, Gregg (R-54)	11N	266-2254
Kreibich, Robin (R-33)	107W	266-0660	Urban, Frank (R-99)	13W	266-9175
Kreuser, James (D-64)	208N	266-5504	Vrakas, Daniel (R-33)	119W	266-3007
Krug, Shirley (D-12)	201W	266-5813	Walker, Scott (R-14)	308N	266-9180
Krusick, Margaret (D-97)	128N	266-1733	Ward, David (R-37)	304N	266-3790
Ladwig, Bonnie (R-63)	113W	266-9171	Wasserman, Sheldon (D-22)	111N	266-7671
LaFave, John (D-23)	220N	266-0486	Wieckert, Steve (R-57)	9N	266-3070
Lasee, Frank (R-2)	7N	266-9870	Williams, Annette (D-10)	113N	266-0960
Lassa, Julie (D-71)	122N	267-9649	Wood, Wayne (D-144)	104N	266-7503
Lehman, Michael (R-58)	103W	267-2367	Young, Leon (D-16)	120N	266-3786
			Ziegelbauer, Robert (D-25)	207N	266-0315



"I'm worried about our safety program...That's the new assistant foreman."



Fraternization?

Mike Sansone

A relationship between a grievant and an offender existed and the employer gave the grievant a five-day suspension for insubordination, disobedience, or failure to carry out assignments or instructions. The employer also contended that the grievant failed to follow its policy or procedure, including but not limited to the DOC Fraternization Policy and Arrest and Conviction Policy. Both violations were a category B violation.

The grievant had verified with the offenders P/P agent that the offender was scheduled to be an early release. The grievant informed the supervisor of this situation. The grievant moved in with the offender. Two months later the offender was arrested for failing to report to the P&P agent. It was at this point that the grievant and the offender were informed that the offender had not received finalization of the early release. This grievant was informed at this point not to have any further contact with the offender. The offender was emotionally experiencing a hard time and there was further contact between the parties.

This was not a "typical" fraternization case. This case is an example of how the process failed the offender and the grievant resulting in their becoming a victim of the bureaucratic system. Here, the employer dropped the ball with respect to the offender's early release. If the offender's release had been finalized as everyone thought it was, including the offender's agent, this case would never have materialized. therefore, the employer must assume most of the responsibility in this case.

The grievant, however, must also assume some of the responsibility for the position that resulted in this action. The grievant is regarded as a very good employee with a good record. The arbitrator believed that the grievant believed in the fraternization policy of DOC and intended to comply with it, The grievant tried to do the right thing. The fact remains that the grievant stayed in contact with the offender after becoming aware of the fact that the offender had not received early release. Even though the offender was in a bad state of affairs at the time and naturally required assistance of the grievant. When all is said and done, however, the result was the grievant was, albeit not knowing, in a situation that was prohibited. The grievant must assume some responsibility.

Based on all of the above the employer bears most of the responsibility of how the situation in this case developed and thus the grievant's suspension is reduced from five (5) days to one (1) grievant's personnel record after a period of one year.

The union obtained a partial win on the employer's fraternization policy.

Okay, now that the grievance is going to file, what do I do with it?

Mike Sansone

Recently it has come to the Local's attention that stewards may not be following procedures that assure the union position in contractual rights in the grievance process. When a member is having a grievance filed under the contract a steward has to remember that a grievance is a contractual right and responsibility.

When a grievance is filed at the first step the steward or employee should hand deliver the grievance to the employer's representative. It could be Employee Services/Personnel in their bureau or division. All pages of the grievance form

should be date stamped. The employee copy being retained by the steward. Make a copy for the employee for their records.

The steward after receiving the employer's written response at the first step, should mail a copy of the response to the chief steward WITHIN 10-14 days of receiving the Step 1 response, along with the second step that is going to be filed.

The steward should by Certified mail send the second step grievance to the appropriate Employment Relations personnel of the Department of the grievant.

Probation & Parole Agent Job Description

The best and the brightest since 1909, are everyday putting their lives on the line. They gotta be sharp and they gotta be quick, cause they haven't a pistol nor vest nor a stick.

They walk over ice and up creaky stairs, and sometimes quite frankly, they're entering lairs. They transport inmates in handcuffs and chains, navigating both country and city terrain.

They keep lots of notes in minutest detail, they take lots of statements from clients in jail. They dress up for court in suits and ties, and wince hearing public defenders tell lies.

They must be good writers for write on they must, documenting each violation and bust. They prepare to revoke when it's called for and then, to receive the same guy on probation again.

They must be polite when the public comes calling, and firm when their client is so clearly stalling. They demand payment of fees for supervision. (Newest authority of their beloved division)

Each agent's an officer of the court, subpoenaed to testify and give their report. They collect urine samples and do breathalyzers, and mail out small bottles to lab analyzers.

With permission and cause they search clients' homes, and sometimes hook up monitors to phones. They council, cajole and often confront, and sometimes very frankly, just punt.

They listen to mothers and fathers and such, who really don't like them at all very much. For putting a hold on their daughter or son, who aren't offenders at all, just kids having fun.

And sometimes the offenders are just plain mad, they complain to the sup. that their agent is bad. And the public will blame them when some reoffend, not seeing the many they've managed to mend.

But the Department continues, the Division just fine, For they have the best and the brightest since 1909.

by
Jeanne West

For example in DHFS/Bureau of Personnel and Employment Relations; in DWD/Bureau of Human Resource Services; in DOC/Bureau of Personnel and Human Resources.

If the employer fails to respond in a timely fashion at the first step of the process make sure to forward the grievance to the second step of the process and follow the process mentioned.

Remember the Local and membership is counting on its stewards to have the contractual rights upheld.

Labor Management Notebook

DOC

Georgette Gehring

RECREATION LEADERS

The union has expressed strong concern about DOC management recurrently spreading false information about the union not supporting a reallocation for the Recreation Leader classification. Many wardens have relayed to Recreation Leaders throughout the state that they support a reallocation for their classification, but have not requested reclassification or upgrade for Recreation Leaders to DOC Central Office. This misinformation creates all kinds of turmoil for the union and management. The union has proposals on the bargaining table to upgrade this classification.

DJC DRESS CODE NEGOTIATIONS

DJC dress code meeting occurred. Participants included Kristina Barnes, Patricia Wolter, Mike Sansone, Tom Vandenboom, Amy Keller, and Jim Kramlinger. During this meeting, an agreement was made that juvenile agents will wear apparel that is "neat and professional."

RECLASS STANDARDS FOR SOCIAL WORKERS

Social workers have continued to have serious difficulties moving through the reclassification series, primarily due to misinformation and arbitrary decisions provided to them by management. The union has expressed serious concern about the unnecessary delays and confusion by supervisors about whether to use draft standards of the current standards. Jo Winston provided information that DOC has taken out the course requirement in the reclassification series. Once a social worker has worked at the Social Worker-Senior level per reclassification will occur. The DOC Secretary has signed this policy and is presently awaiting signature from the Division Administrators.

GRID SHORTENING

Secretary Litscher has voiced support for the grid shortening of Correctional Officers with the intention of equating them with local law enforcement. The Union requested the same level of support for PSS staff, who work in DOC. The union is interested in uniformity and that all be considered.

NEW ID CARDS

The Union has expressed concern regarding the information that will be contained in the new DOC Identification Cards. Management responded that the information that will be provided in the bar code has not been determined, yet. The union requested consultation with it's members on what information is contained for personal security purposes and employee confidentiality.

PROFESSIONAL

CERTIFICATION ISSUES

The Union has expressed concern about the number of P/P Agents and other PSS Classification of people, who possess Social Worker Certifications. The union believes that it is in the public's best interest for these individuals to maintain their SW certifications. Jo Winston provided that the Social worker



Certification is a title licensure, not a duties licensure and that licensing applies to training groups. DOC has applied for this licensure. DOC classes will not be limited to social workers.

P/P AGENT BEEPER ON-CALL DUTY

Wayne Mixdorf conveyed that there will be no more beeper duty without approval from Bill Grosshans', DCC Administrator.

ARBITRARY GRANTING OF EARLY RECLASS TO P/P AGENTS

Some P/P agents were arbitrarily granted early reclassification. The Union is not opposed to this, but consistently is vital. The Union objected to the inconsistency of the current practice, because of the dissension created. Jo Winston conveyed that it is management's goal to be consistent in how employees are evaluated. With the training requirement being dropped, advancement is solely performance-based, according to the classification specifications. The union requested uniform application after finding that there is no documentation by supervisors to support their random decisions of who receives early reclassification and who doesn't.

YLTC RECREATION SPECIALISTS

The Union expressed concern about the practice of only paying PSS employees for 16 hours pay overnight camping trips being in violation of the contract because PSS doesn't have contract language for on-call pay. Jo Winston stated that DOC does not have an issue with this, so they will not restart the contract talks to address this issue. Management suggested that the union address this through grievance or contract talks. The Union intends on re-starting contract talks to get resolution.

DCC OVERTIME ASSIGNMENT IN UNIT 303

Selected P/P Agents were picking up inmate property from Racine Correctional Institute and delivering it for overtime. The Union expressed concern that the selection of agents was not done by seniority. The overtime for LTE's has been stopped.

BMCW

Erin Mancoske-Anderson

EDUCATIONAL OPPORTUNITIES

Good News: The BMCW has taken a positive approach to employment development. With the help of Karl Hacker, Assistant Director of Council 24, the BMCW has agreed to honor 11/13/8 and 11/13/7. Prior to August 16, 1999 BMCW management has not honored 11/13/8 in the contract. The BMCW staff is grateful for this additional educational opportunity.

- The BMCW director is working with UWDM Deam Blackburn to address the possibility of incorporating the BMCW with the Title IV-E Program, which is an educational program that is currently available to Milwaukee County Employees.

- Certification classes are a new topic. it is now required that certified social workers obtain 30 C.E.U. hours to retain their licenses. A work group has been established to discuss how the BMCE will assist all certified workers in retaining their social

work licenses and therefore their jobs with the BMCW.

AFTER HOURS

There continues to be a concern in regards to the lack of placement for children taken into custody on after-hours. The major concern appears to be the small amount of shelter beds available for teenagers. An over flow of beds has been made available, however this is only for females.

- The after-hours committee has received the charts of the collected data and will be meeting with management in regards to an after-hours proposal of a second and third shift.

MEETING

We meet with the BMCW on the fourth Tuesday of the month; any item that members would like to see discussed should be forwarded to John Petrusak at Site 3.

DWD

Mike Sansone



DVR

Re-organization of DVR has not reached any final approval from the Secretary's office as of this writing. The Department and division are coming to some consenses that may reach a conclusion by the end of the year.

DES

Re-organization is completed and the structure is being put into place. The employer is agreeable to place a union person on their ombudsman plan for members to contact. The union will be providing the employer with a name of a person shortly.

DWE

Re-organization is a new one and the union is not sure at this point what if any impact it will have on members. It currently will be reducing the number of bureaus and providing some assemblies of logical order in providing services to customers.

UI

UI conferences is scheduled for October 19 and 21, 1999, in Oconomowoc and the union is being given an opportunity to have a presence at this conference. We welcome this opportunity to meet members and potential members on the employer's time.

DWD

Orientation is still not happening in a method that gives the union access to all potential members in a timely fashion. We keep the employer aware of our concern on this issue and our willingness to help design an orientation program with them.

VAC, ALT WORK PATTERNS TRANSFERS

Finally, we will be dealing with the vacation, alternative work patterns and transfers with the employer after the new contract has been ratified. We would like members to start thinking on these issues and sending their ideas and comments to Mike Sansone at sansoni@dwd.state.wi.us, msansone@execpc.com; or mansansone@aol.com. or fax him at 414-427-3891; or phone him at his office 414-227-4397.

Who To Call?

DOC Jim Rehrauer • 920-885-2944

DWD Mike Sansone • 414-227-4397

BMCW John Petrusak • 414-616-6185

DHFS Freddie Clark • 608-266-1348

Absconder Unit Monthly Report For 01/29/2000

We have 1965 Active Cases

We have 3528 Closed Cases

Total of 5493 cases have been referred

Of the 3528 closed Cases

517 Reported (offender reported after being located by the Absconder Unit)

846 Custody (offender taken into custody by the Absconder Unit with or w/o police)

229 ABS/LE (offender taken into custody by police due to info by the Absc agents)

113 Out/State (offender located in another state, in prison or not extraditable)

37 In Jail (offender was located in jail)

31 Deceased (offender found to be deceased)

1773 or 50% of the 3528 closed cases were located by the Absconder Unit

The Absconder Unit has closed 32% of the total (5493) cases referred to the Unit.

Breakdown of the 1773

762 were located through a collateral contact

1049 were located through a face to face contact

554 were located in the morning (7:00am to 12:00pm)

517 were located in the afternoon (12:00 to 3:00pm)

740 were located in the evening (3:00pm to 10:00pm)

1013 had an assaultive history

388 were considered High Risk/Violent offenders at the time they were located

724 were located at the last known address to the agent of record

56 were on IS

315 were on Parole

1415 were on Probation

5 were a Center Escapee

24 were on both Prob & Parole

1005 were Felons

735 were Misd

53 were both Felony and Misd

1266 were Males

507 were Females

22 days **The average number of days from the date a case is received to the date a case can be worked on. This delay is primarily due to the delay in getting pictures.**

48 days Of the 3528 closed cases, the average number of days from the date a case is first worked on to the date a case is closed.

Information on Additional cases

1535 LE Custody (Absc agents were not involved in locating or custody)

182 ROO (offender reported on own w/o contact from Absc agents)

35 Misc (cases discharged etc)

1752 of the 3528 were located without the Absconder Unit's assistance

STATISTIC ON LAW ENFORCEMENT BACKUP USED BY THE ABSCONDER UNIT

Of the 846 offenders the Absconder Unit took into custody

543 were apprehended with the assistance of the MPD

285 were apprehended without any police assistance

14 were apprehended with the help of other law enforcement agencies

557 or 66% of the Absconder Unit's 846 custodies were done with law enforcement assistance

285 or 34% of the Absconder Unit's 846 custodies were done without law enforcement assistance

543 or 97% of the 557 Absconder Unit custodies, done with law enforcement assistance,
were done with assistance from the Milwaukee Police Department

Missy,

Here are our most recent absconder unit stats. This data is compiled by our management, so at times it appears inaccurate or misleading, however, it's about the best we have to follow. I think our numbers are good, but could be far better if we had less hurdles to overcome since our inception. The most recent hurdle has been regarding our search policy. The current policy of calling our Sup. or Regional Chief for every firm we want to look for an offender in a house even when the ~~own~~ person in control of the residence at the firm gives us permission (consent to search), will

2

seriously hamper our ability to locate absconders. We are currently attempting to negotiate this w/ management, however, at this point we have not even been allowed to discuss it amongst ourselves and offer proposals for change in the policy to our supervisors. Luckily, we are greatly concerned w/ the transfer of Regional Chief Terri Danner to Ravine and that her rumored replacement is John Barton. Mr. Barton is clearly against the absconder unit, as most managers in our Region are. We believe we have also been the subject of numerous forms of harassment and intimidation since we brought up the issue of a need for firearms and the safety net program may provide us.

3

I know of one agent who has returned an attorney just so he can come to work everyday and not be harassed. Many of us in the two units, first and second shift, have entertained this idea so that we can simply come to work, do the best job we can, and go home safely to our families w/out having to worry about harassment and intimidation. We all said thank you all enough for listening to our concerns. Your efforts and time are greatly appreciated. All any of us ever wanted to do was make the absconder unit a truly valuable resource for the DOC and in the process we as agents make a couple bucks to support our families and pay our bills. Thanks again,
Paul S. [Signature]

ASSEMBLY COMMITTEE ON CORRECTIONS AND THE COURTS

AGENDA

Wednesday, Feb. 23, 2000

8:30 a.m.

Room 225 NW

- I. Call to Order
- II. Roll Call
- III. Executive Session
 - A. **AB 722 (Walker/George)**
Relating to: probation, parole and extended supervision agent positions, purchase of services for persons on probation and parole and making an appropriation.
- IV. Public Hearing
 - A. **AB 743 (Walker/Darling)**
Relating to: probation, parole and extended supervision agents responsible for locating absconders.
 - B. **LRB 4168/P1 (Coggs) - AB 795**
Relating to: jail prisoner medical records.
 - C. **AB 691 (Krug/Panzer)**
Relating to: fiscal estimates for bills containing criminal penalty provisions, establishing a corrections special reserve fund and making appropriations.
- V. Announcements
 - A. Joint meeting w/ Criminal Justice - March 1
 - B. Committee hearing w/ DOC - March 8
- VI. Adjournment

ASSEMBLY COMMITTEE ON CORRECTIONS AND THE COURTS

AGENDA

Wednesday, March 1, 2000

1:30 p.m.

G.A.R.

- I. Call to Order
- II. Roll Call
- III. Executive Session
 - A. **AB 743 (Walker/Darling)**
Relating to: probation, parole and extended supervision agents responsible for locating absconders.
- IV. Joint Informational Hearing w/ Criminal Justice
 - A. National Innocence Project/Wisconsin Innocence Project
- V. Public Hearing
 - A. **CR 97-013 (DOC)**
 - B. **AB 783 (Goetsch/Huelsman)**
Relating to: denial of a prisoner's request to bring an action.
 - C. **AB 784 (Goetsch/Drzewiecki)**
Relating to: limits on discovery requests in cases involving prisoner litigation.
- VI. Announcements
 - A. Committee hearing w/ DOC – 8:15 a.m. on March 8 in the North Hearing Room
 - B. Committee exec/public hearing – following session on March 8?
- VII. Adjournment

1999 Session		LRB Number -3398/1																														
FISCAL ESTIMATE DOA-2048 N(R06/99)	<input checked="" type="checkbox"/> ORIGINAL <input type="checkbox"/> UPDATED <input type="checkbox"/> CORRECTED <input type="checkbox"/> SUPPLEMENTAL	Bill Number AB 743																														
Subject		Amendment No. if Applicable																														
Relating to allowing probation/parole agents responsible for locating absconders to carry firearms.		Administrative Rule Number																														
Fiscal Effect																																
State: <input type="checkbox"/> No State Fiscal Effect Check columns below only if bill makes a direct appropriation or affects a sum sufficient appropriation.																																
<input type="checkbox"/> Increase Existing Appropriation <input type="checkbox"/> Increase Existing Revenues <input type="checkbox"/> Decrease Existing Appropriation <input type="checkbox"/> Decrease Existing Revenues <input type="checkbox"/> Create New Appropriation		<input checked="" type="checkbox"/> Increase Costs - May be possible to Absorb Within Agency's Budget <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Decrease Costs																														
Local: <input type="checkbox"/> No local government costs																																
1. <input type="checkbox"/> Increase Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 2. <input type="checkbox"/> Decrease Costs <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	3. <input type="checkbox"/> Increase Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory 4. <input type="checkbox"/> Decrease Revenues <input type="checkbox"/> Permissive <input type="checkbox"/> Mandatory	5. Types of Local Governmental Units Affected: <input type="checkbox"/> Towns <input type="checkbox"/> Villages <input type="checkbox"/> Cities <input type="checkbox"/> Counties <input type="checkbox"/> Others _____ <input type="checkbox"/> School Districts <input type="checkbox"/> WTCS Districts																														
Fund Sources Affected		Affected Chapter 20 Appropriations																														
<input checked="" type="checkbox"/> GPR <input type="checkbox"/> FED <input type="checkbox"/> PRO <input type="checkbox"/> PRS <input type="checkbox"/> SEG <input type="checkbox"/> SEG-S		\$20.410(1)(b)																														
Assumptions Used in Arriving at Fiscal Estimate																																
<p>AB 743 allows probation/parole agents whose primary duty is to locate absconders to carry firearms. The bill requires the Department of Corrections (DOC) to select the type of firearm that absconder agents may use and requires DOC to provide ammunition for the firearm to them. The absconder agent, however, would be responsible for purchasing the firearm and the holster. In addition, DOC must provide training regarding firearm safety, credentials, and a badge to each absconder agent.</p> <p>Currently, DOC probation and parole agents do not carry firearms. The estimated cost of allowing absconder agents to carry firearms is summarized in the table below.</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td colspan="3"><u>One-time costs</u></td> </tr> <tr> <td style="width: 60%;">Training (\$242*25 agents)</td> <td style="width: 20%;"></td> <td style="width: 20%; text-align: right;">\$6,100</td> </tr> <tr> <td>Badge/Wallet (\$45*25 agents)</td> <td></td> <td style="text-align: right;">\$1,100</td> </tr> <tr> <td>Psychological Testing</td> <td></td> <td style="text-align: right;">\$1,000</td> </tr> <tr> <td>Total</td> <td></td> <td style="text-align: right;">\$8,200</td> </tr> <tr> <td colspan="3"><u>Annualized costs</u></td> </tr> <tr> <td>Training (Agent Turnover, 14.5%)</td> <td></td> <td style="text-align: right;">\$700</td> </tr> <tr> <td>Ammunition (\$34*25 agents)</td> <td></td> <td style="text-align: right;">\$900</td> </tr> <tr> <td>Biannual Training (9.85*25 agents*2 classes)</td> <td></td> <td style="text-align: right;">\$500</td> </tr> <tr> <td>Total</td> <td></td> <td style="text-align: right;">\$2,100</td> </tr> </table>			<u>One-time costs</u>			Training (\$242*25 agents)		\$6,100	Badge/Wallet (\$45*25 agents)		\$1,100	Psychological Testing		\$1,000	Total		\$8,200	<u>Annualized costs</u>			Training (Agent Turnover, 14.5%)		\$700	Ammunition (\$34*25 agents)		\$900	Biannual Training (9.85*25 agents*2 classes)		\$500	Total		\$2,100
<u>One-time costs</u>																																
Training (\$242*25 agents)		\$6,100																														
Badge/Wallet (\$45*25 agents)		\$1,100																														
Psychological Testing		\$1,000																														
Total		\$8,200																														
<u>Annualized costs</u>																																
Training (Agent Turnover, 14.5%)		\$700																														
Ammunition (\$34*25 agents)		\$900																														
Biannual Training (9.85*25 agents*2 classes)		\$500																														
Total		\$2,100																														
Long-Range Fiscal Implications See annualized costs.																																
Prepared by: Doug Percy	Telephone No. 266-6658	Agency Corrections																														
Authorized Signature: <i>Robert Margolies</i> Robert Margolies	Telephone No. 266-2931	Date 2/21/00																														

FISCAL ESTIMATE WORKSHEET

1999 Session

Detailed Estimate of Annual Fiscal Effect
DOA-2047 (R06/99)

LRB Number -3398/1	Amendment No. if Applicable
Bill Number AB 743	Administrative Rule Number

ORIGINAL UPDATED
 CORRECTED SUPPLEMENTAL

Subject
Relating to allowing probation/parole agents responsible for locating absconders to carry firearms.

I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):
\$8,200

II. Annualized Costs:		Annualized Fiscal impact on State funds from:	
		Increased Costs	Decreased Costs
A. State Costs by Category			
State Operations - Salaries and Fringes		\$ -	\$ -
(FTE Position Changes)		(- FTE)	(- FTE)
State Operations - Other Costs		2,100	-
Local Assistance		-	-
Aids to Individuals or Organizations		-	-
TOTAL State Costs by Category		\$ 2,100	\$ -
B. State Costs by Source of Funds			
GPR		\$ 2,100	\$ -
FED			-
PRO/PRS			-
SEG/SEG-S			-
State Revenues	Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, etc.)	Increased Rev.	Decreased Rev.
GPR Taxes		\$	\$ -
GPR Earned			-
FED			-
PRO/PRS			-
SEG/SEG-S			-
TOTAL State Revenues		\$	\$ -

NET ANNUALIZED FISCAL IMPACT

STATE

LOCAL

NET CHANGE IN COSTS **\$2,100** \$ _____
NET CHANGE IN REVENUES \$ _____ \$ _____

Prepared by: Doug Percy	Telephone No. 266-6658	Agency Corrections
Authorized Signature: <i>Robert Margolies</i> Robert Margolies	Telephone No. 266-2931	Date 2/21/00

Vote Record

Assembly Committee on Corrections and the Courts

Date: 3/1/00
 Moved by: Goetsch
 AB: 743 SB: _____
 AJR: _____ SJR: _____
 A: _____ SR: _____

Seconded by: Owens
 Clearinghouse Rule: _____
 Appointment: _____
 Other: _____

A/S Amdt: _____
 A/S Amdt: _____ to A/S Amdt: _____
 A/S Sub Amdt: _____
 A/S Amdt: _____ to A/S Sub Amdt: _____
 A/S Amdt: _____ to A/S Amdt: _____ to A/S Sub Amdt: _____

- Be recommended for:
- Passage
 - Introduction
 - Adoption
 - Rejection
 - Indefinite Postponement
 - Tabling
 - Concurrence
 - Nonconcurrence
 - Confirmation

Committee Member	Aye	No	Absent	Not Voting
Rep. Scott Walker, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Robert Goetsch	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Scott Suder	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Carol Owens	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Tim Hoven	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Eugene Hahn	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Mark Gundrum	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Larry Balow	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. G. Spencer Coggs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Mark Pocan	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. Tony Staskunas	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rep. David Travis	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Totals:	10	2	0	0

SB 0367	Probation and Parole Officers
----------------	--------------------------------------

Sponsor:	<i>Caskey</i>		
LR Number:	L1179.06T	Fiscal Note:	
Committee:	Civil and Criminal Jurisprudence		
Last Action:	07/07/97 - Signed by Governor	Journal page:	
Title:	HS/SS/SB 367		
Effective Date:	August 28, 1997		

[Full Bill Text](#) | [All Actions](#) | [Available Summaries](#) | [Senate Home Page](#) | [List of 1997 Senate Bills](#)

Current Bill Summary

HS/SS/SB 367 - This act provides the following for probation and parole officers, including supervisors: 1) authority to carry firearms; 2) official badge and credentials; and 3) greater protection in the criminal law. Members of the Board of Probation and Parole are granted authority to carry firearms and receive enhanced protection in the criminal law.

FIREARMS: Currently, probation and parole officers are authorized to carry mace but not firearms. Under this act, officers, supervisors and Board members would be authorized, but not required, to carry firearms while performing official duties, as authorized by Department of Corrections policy. Each eligible person who wants to carry a firearm must first complete a course in handgun safety training, of at least 16 hours, established by the Department. The Department would choose the type of firearm allowable and furnish the ammunition, but purchase of the firearm and holster would be the responsibility of the individual.

CREDENTIALS: Each officer shall carry a badge and credentials while on duty.

CRIMINAL LAW: It is a Class C felony to harass, intimidate or influence a judicial officer in the performance of such officer's official duties. This law protects probation and parole officers, supervisors and board members during all activities, not just during court proceedings.

RULEMAKING: All rulemaking authorized by this act is subject to Chapter 536, RSMo, and any rule promulgated shall expire on August 28 of the year after such rule becomes effective.

JAMES KLAHR

SB 0367	Probation and Parole Officers
----------------	--------------------------------------

02/10/97	S First Read	S178
02/17/97	Referred S Civil & Criminal Jurisprudence Committee	S223
02/19/97	Hearing Conducted S Civil & Criminal Jurisp. Committee	
02/26/97	Voted Do Pass S Civil & Criminal Jurisp. Committee	
02/27/97	Reported From S Civil & Crim. Jurisprudence Com. to Floor	S317
03/17/97	SS S offered & adopted (Caskey)	S398
03/17/97	Perfected	S398
03/18/97	Reported Truly Perfected S Rules Committee	S434
03/18/97	Referred S Budget Control Committee	S434
03/20/97	Hearing Conducted S Budget Control Committee	
03/20/97	Committee Vote Taken-Failed S Budget Control Committee	
03/27/97	Voted Do Pass S Budget Control Committee	
03/27/97	Reported From S Budget Control Committee to Floor	S531
03/27/97	S Third Read and Passed	S531
03/27/97	H First Read	H815
04/01/97	H Second Read	H823
04/09/97	Referred H Correctional & State Institutions Committee	H999
04/15/97	Hearing Conducted H Correctional & State Inst. Committee	
04/17/97	Voted Do Pass H Correctional & State Inst. Committee	
04/22/97	Reported Do Pass H Correctional & State Inst. Committee	H1285
04/24/97	Referred H Budget-Fiscal Committee	H1340
04/30/97	Hearing Conducted H Budget-Fiscal Committee	
05/01/97	Voted Do Pass H Budget-Fiscal Committee	
05/01/97	Reported Do Pass H Budget-Fiscal Committee	H1480
05/01/97	HS H offered (Crump)	H1499
05/01/97	HA 1 to HS H offered & adopted (Crump)	H1499
05/01/97	HA 2 to HS H offered & adopted (Lograsso)	H1499
05/01/97	HS, as amended, H adopted	H1500
05/01/97	H Third Read and Passed	H1500
05/07/97	S Concurred in HS, as amended	S1082
05/07/97	S Third Read and Passed	S1082
05/07/97	Truly Agreed To and Finally Passed	H1668
05/20/97	Reported Duly Enrolled S Rules Committee	S1633
05/20/97	Signed by Senate President	S1634
05/22/97	Signed by House Speaker	H2445
05/22/97	Delivered to Governor	S1636
07/07/97	Signed by Governor	

TABLE II: POs AND FIREARMS

SYSTEM AGENCY		ARE PAROLE/PROBATION OFFICERS AUTHORIZED TO CARRY FIREARMS ON THEIR PERSON?			INCIDENTS OF POs USING FIREARMS AGAINST PAROLEES/PROBATIONERS IN 1993 (DEC.-JAN.)	
		AUTHORIZED BY STATE LAW	AUTHORIZED BY DEPT.	MANDATORY OR VOLUNTARY	NO. & NATURE OF INCIDENTS	CLIENT FATALITIES
U.S. SYSTEMS						
ALABAMA	PAROLE & PROBATION	Yes	Yes	Mandatory	-0-	-0-
ALASKA	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
ARIZONA	ADULT PROBATION	Yes	<i>No answer</i>	Voluntary	Unknown - Each handled at county level.	N/A
	JUVENILE PROBATION	No	N/A	N/A	N/A	N/A
ARKANSAS	PROBATION	Yes - Policy currently being developed, as this is a brand-new agency.	Yes	Voluntary	-0-	-0-
CALIFORNIA	PAROLE	Yes	Yes	Mandatory after Jan. 1, 1988.	-0-	-0-
	PROBATION	At discretion of Chief Probation Officer. Individual depts. have individual policies.	Some depts. (14 counties) allow POs to be armed; 4 more arm special duty officers only.	Mandatory, when authorized.	None known	None known
COLORADO	<i>No response</i>					
CONNECTICUT	PROBATION	No - But yes as Peace Officers.	No	<i>No answer</i>	-0-	-0-
DELAWARE	<i>No response</i>					
DISTRICT OF COLUMBIA	PAROLE	No	N/A	N/A	N/A	N/A
FLORIDA	PAROLE & PROBATION	Yes	Yes	Voluntary	0 - Florida's firearms rule was promulgated in July 1992 and there has not yet been a single shooting incident.	-0-
GEORGIA	PROBATION	Yes	Yes	Voluntary	1 - In Oct. 1993 a Probation Officer drew & pointed his weapon at a probationer who was being arrested for firearms & explosives possession. The probationer immediately complied & was arrested.	-0-
HAWAII	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
IDAHO	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
ILLINOIS	PAROLE	Yes	Yes, with restrictions	Voluntary	-0-	-0-
	PROBATION	Yes - by authorization of the chief judge for each circuit court.	Some depts. have authorized IPS officers to be armed.	Voluntary	This data currently not collected, but Illinois is in the process of developing a uniform statewide incident reporting process & form.	
INDIANA	PAROLE	Yes	<i>No answer</i>	<i>No answer</i>	1 - In June 1993 a Parole Agent was shot in the hand while attempting to serve a parole violation warrant. The parolee was shot and killed by a Correctional Officer stationed at the office. An armed co-defendant of the parolee escaped and was later arrested in California for unrelated charges.	1
	PROBATION	No - authorization differs from county to county.	N/A	N/A		N/A

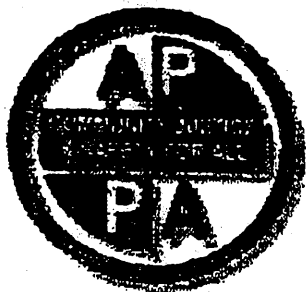
TABLE II: POS AND FIREARMS

SYSTEM AGENCY		ARE PAROLE/PROBATION OFFICERS AUTHORIZED TO CARRY FIREARMS ON THEIR PERSON?			INCIDENTS OF POS USING FIREARMS AGAINST PAROLEES/PROBATIONERS IN 1993 (DEC.-JAN.)	
		AUTHORIZED BY STATE LAW	AUTHORIZED BY DEPT.	MANDATORY OR VOLUNTARY	NO. & NATURE OF INCIDENTS	CLIENT FATALITIES
IOWA	PAROLE & PROBATION	Yes - Parole/Probation officers carry weapons in specific units & only if District & Dept. Boards ultimately approve.	Yes	Voluntary	-0-	-0-
KANSAS	PAROLE	Yes (limited)	Yes, but only the 7 special enforcement officers are authorized to carry firearms while on duty.	Mandatory	-0-	-0-
	PROBATION	No	N/A	N/A	N/A	N/A
KENTUCKY		<i>No response</i>				
LOUISIANA	PAROLE & PROBATION	Yes	Yes	Mandatory in arrest/transportation situation. Voluntary otherwise.	-0-	-0-
MAINE	PAROLE & PROBATION	Yes	Not on a regular basis.	Voluntary	-0-	-0-
MARYLAND	PAROLE & PROBATION	No (*Though agents may apply for a handgun permit using a threat as the justification. The agency director has discretion to approve carrying on the job as well as confirm that a threat has occurred.)		N/A	N/A	N/A
MASSACHUSETTS	PAROLE	Yes	Yes	Voluntary, except in certain situations (e.g., arrests) when mandatory.	-0-	-0-
	PROBATION	No	N/A	N/A	N/A	N/A
MICHIGAN	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
MINNESOTA	PAROLE & PROBATION	No	N/A	N/A	N/A	N/A
		<i>Note: Applies only to Minn. Dept. of Corrections; officers are also employed at the local level.</i>				
MISSISSIPPI		<i>No response</i>				
MISSOURI		<i>No response</i>				
MONTANA	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
NEBRASKA	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
NEVADA	PAROLE & PROBATION	Yes	Yes	Mandatory	<i>No answer</i>	
NEW HAMPSHIRE	PAROLE & PROBATION	Yes	Yes	Mandatory	No shots fired.	-0-
NEW JERSEY	PAROLE	Yes	Yes	Mandatory	0 - Officers will carry subsequent to current training being completed. This is a new statutory authorization not in effect in 1993.	
NEW MEXICO	PAROLE & PROBATION	Yes	Yes, but only in specifically authorized assignments. Currently only one officer authorized.	<i>No answer</i>	-0-	-0-
NEW YORK	PAROLE	Yes	Yes	Mandatory	-0-	-0-
	PROBATION	Yes	Yes	Voluntary	-0-	-0-
NORTH CAROLINA		<i>No response</i>				
NORTH DAKOTA	PAROLE & PROBATION	Yes	Yes	Mandatory under certain circumstances.	-0-	-0-

TABLE II: POs AND FIREARMS

SYSTEM AGENCY		ARE PAROLE/PROBATION OFFICERS AUTHORIZED TO CARRY FIREARMS ON THEIR PERSON?			INCIDENTS OF POs USING FIREARMS AGAINST PAROLEES/PROBATIONERS IN 1993 (DEC.-JAN.)	
		AUTHORIZED BY STATE LAW	AUTHORIZED BY DEPT.	MANDATORY OR VOLUNTARY	NO. & NATURE OF INCIDENTS	CLIENT FATALITIES
OHIO	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
OKLAHOMA	PAROLE & PROBATION	Yes	Yes	Voluntary	1 - Officer went to client's house after receiving a report that the client was torturing & killing animals. Client exited his house & pointed a loaded & cocked handgun at the officer. The officer fired, hitting the client in the face, wounding him. Client was restrained & taken to hospital. This client was a parolee.	-0-
OREGON	PAROLE & PROBATION	Yes	Yes	Voluntary	0 - authorization only granted last month.	-0-
PENNSYLVANIA	PAROLE <i>carry some probation cases.</i>	Yes	Yes	Voluntary	No discharges at parolees. On several occasions agents drew weapons when they felt that their life or the lives of others were in danger of great physical harm.	-0-
RHODE ISLAND	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
SOUTH CAROLINA	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
SOUTH DAKOTA	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
TENNESSEE	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
TEXAS	PROBATION	No	N/A	N/A	N/A	N/A
UTAH	PAROLE & PROBATION	Yes - Peace Officers authorized.	Yes	Mandatory on home visits.	-0-	-0-
VERMONT	PAROLE & PROBATION	Yes	Yes	Voluntary	-0-	-0-
VIRGINIA	PAROLE & PROBATION	Yes - as of July 1, 1994.	Not yet.	Voluntary	N/A - Law into effect as of July 1, 1994. Standards are not yet set, so no officers are carrying yet.	-0-
WASHINGTON	PAROLE & PROBATION	Yes	Yes	<i>No answer</i>	-0-	-0-
WEST VIRGINIA	PAROLE	No	N/A	N/A	N/A	N/A
	PROBATION	No	N/A	N/A	N/A	N/A
WISCONSIN	PAROLE & PROBATION	No	N/A	N/A	N/A	N/A
WYOMING	PAROLE & PROBATION	No	N/A	N/A	N/A	N/A
FEDERAL PROBATION & PRETRIAL SVC. SYSTEM	PAROLE & PROBATION	Yes - The United States Judicial Conference policy is the authority for officers to carry firearms. That policy requires clearance be obtained from the state in which the officer is employed. Each of the 94 federal judicial districts decides independently if probation & pretrial services officers may carry firearms. At present, about 86% of the districts permit officers to carry firearms.		Voluntary	-0-	N/A

CANADIAN SYSTEMS: No Canadian Parole or Probation Officers carry firearms.



APPA Position Statement

Weapons

(Approved 1994)

Position:

The American Probation and Parole Association (APPA) neither supports nor opposes the carrying of weapons by probation and parole officers; however, should the decision be made by an agency to authorize officers to carry weapons, that decision must be made within the framework of actual need, officer safety demands, and must be consistent with the laws and policies which guide that agency.

Discussion:

Staff safety has been a growing concern of APPA over the years. Increased societal violence, coupled with a changing profile of offenders served by community corrections agencies, influenced significantly by drug involvement and the associated violence, have forced the profession to reconsider and change traditional practices. This reality is mirrored in the increased demand by the general public to hold probation and parole officers accountable for enhancing the level and effectiveness of supervision being provided offenders in the community. This is consistent with the growing trend to get officers out of their offices and into the communities they serve.

It is within these realities of societal violence and demands for effective services that community corrections agencies must confront and address issues relating to office, field, and staff safety. As reflected in the APPA Position Statement on Staff Safety, "...community corrections personnel work in a volatile and potentially dangerous environment which requires that individuals and their agencies take every precaution to protect staff in the office and in the field." Necessary components of staff safety initiatives include the following: 1) a clear understanding of the agency's mission and the laws and policies which govern it; 2) mechanisms in place to assure staff safety which may include, but are certainly not limited to, the design and organization of the workplace and the establishment of policies and procedures regarding hiring practices, duty assignments, caseload management practices, and interagency cooperation; 3) regular and meaningful training on staff safety issues; 4) a clearly defined response to hazardous incidents; and 5) equipment necessary to reduce the potential for risk and harm.

There exists a debate over the role the community corrections profession should play in the criminal justice system: should the emphasis be on rehabilitation or should there be a greater focus on law enforcement functions? This debate, to some extent, has clouded the issue of staff safety. Probation and parole officers are unique in that they are neither police officers nor social workers, yet they are regularly called upon to fill each of these roles. APPA recognizes that community corrections professionals have multi-faceted responsibilities and encourages a balanced approach in the delivery of probation and parole services, where officers strive to provide community protection and, concurrently, contribute to the socialization of offenders and promote their integration into their communities.

Within the focus on staff safety, community corrections agencies must develop a continuum of responses appropriate to the realities of service delivered, the specific tasks performed by all staff, and the existing

statutory authority. This continuum should be supported by clear policies and procedures which address a broad spectrum of concerns: physical and verbal threats to staff; field work; bomb threats; fires; confrontations, both in the office and in the field, by offenders and non-clients; transportation duties; serving warrants; and arrests. This partial listing will vary from jurisdiction to jurisdiction as will the appropriateness of the responses to each identified concern. Possible responses include specific training (verbal judo, field safety techniques, department policies and procedures on fires, team supervision/field techniques, and weapons qualification), body armor, viable working relationships with area law enforcement agencies, unmarked vehicles, cellular telephones or two-way radios, incident review committees, post-trauma counseling services, chemical agents, weapons, and firearms).

In the event an agency determines that officers should carry a weapon or that specific job functions require that an officer be armed, it is mandatory that exceptional care be given to the implementation of such a decision. This decision to arm staff must be decisively made by the agency's leadership based on a clearly delineated and comprehensive plan responding to issues of staff safety. Once this decision is made, the agency must dictate all choices as to equipment, training, and procedures related to carrying a weapon. Nothing should be left to the discretion of individual officers except perhaps whether or not they want to accept an assignment which requires the carrying of a weapon. Standards must be established and monitored closely for compliance. This implementation must include the following elements:

- ① Clear, concise policies and procedures which have been carefully reviewed by the agency's legal counsel and which contain the following: specifics on the types of weapons, ammunition and other equipment; general safety rules in the handling of firearms; off-duty carrying of firearms; training and qualifications; selection to carry; procedures for carrying a firearm; procedures for use; procedures following discharge of a firearm; procedures for disposition of firearms; consequences of misuse of firearms; and use of body armor. These policies and procedures should complement other agency policies on safety concerns and incidence review.
- ② Formal selection process which minimally includes a physical examination and a psychological assessment;
- ③ Comprehensive training which includes sessions on liability, weapons familiarity and maintenance, weapons qualification, weapon retention, field safety techniques, verbal judo, and relevant agency policy and procedures. Additional training regarding weapons must be provided for specialized functions such as serving warrants, transporting offenders, arresting alleged probation and parole violators, and supervising offenders in areas traditionally underserved or not served by law enforcement agencies. Resources must be available for weapons requalification.
- ④ All equipment should be specified by the agency and be of standard issue. This equipment should include the firearm and/or chemical agent, ammunition, body armor, holster, ear protectors for range firing, gun safes at the work site, cellular telephones or two-way radios, and unmarked vehicles.
- ⑤ Field and home visit strategies/techniques should allow, if not encourage, officers to work in pairs. In addition, officers engaged in this type of work must be able to communicate with the agency at all times, either through the use of reliable handheld cellular telephones or two-way radios provided by the agency. Also, specific procedures must be in place to monitor officers' whereabouts while in the field.
- ⑥ An Incidence Response Team should exist in every agency for immediate response to all weapons-related situations.

© A Standing Incidence Review Committee should review all situations involving staff safety to determine what, if any, remedial and/or preventative measures should occur within the agency.

Finally, while APPA does not take a position on the enactment of laws requiring an agency to arm staff, it encourages the enactment of legislation which allows agencies to respond appropriately to staff safety issues based on job function and risk potential. APPA encourages probation, parole, and community corrections agencies to recognize the importance of staff safety and to appropriately address this very critical issue.

APPA recognizes that many strategies may be adopted short of arming officers to enhance staff safety. These strategies should be explored and, when appropriate, implemented prior to arming officers. However, when the decision is made to arm officers, care must be taken to ensure that all the issues identified here are addressed.

For more information about APPA position statements, please contact APPA staff at:

E Mail: appa@csa.org
Phone: 606-244-8203
Fax: 606-244-8001
Mail: American Probation and Parole Association
c/o Council of State Governments
P.O. Box 11910
Lexington, KY 40578-1910

[Return to Positions Home Page](#)



[Return to APPA's Home Page](#)



APPA Position Statement

Staff Safety Standards

(Approved 1997)

Introduction

Staff safety is a matter of significant concern to community corrections workers. The rise in the number of felons under supervision, the impact of drugs, the availability and use of weapons, the increase of violent behavior, and the fact that service systems are overloaded all contribute to the danger facing community corrections personnel.¹ Community corrections personnel work in a volatile and potentially dangerous environment which requires that individuals and their agencies take every precaution to provide and protect staff in the office and in the field.

Position

The American Probation and Parole Association considers staff safety a critical issue and recommends that all probation and parole agencies have mechanisms in place to assess staff safety; to offer adequate training for staff; to maintain clear and decisive policies and procedures related to safety; and to investigate and respond to hazardous incidents. APPA supports the provision of equipment necessary to reduce risk and the incorporation of safety considerations into caseload management practices.

Recommended Action

APPA recommends that each probation/parole agency empower a Safety Committee which includes all levels of staff in the agency safety needs of agency staff in all areas of operations. The comprehensive plan shall include, but not necessarily be limited to, the following areas.

A. Pre-employment

Before being hired, all staff candidates shall be informed of the duties and responsibilities of the positions for which they are being hired. They must know what is expected of them and what potential situations they will be expected to face. Conversely, managers must ensure that candidates have the qualifications and are trained to do the job properly and successfully.

B. Caseload Supervision

Principles of staff safety shall be considered and incorporated into techniques of caseload supervision. Methods of case management should focus some attention on minimizing danger to staff performing the supervision activities.

C. Office Safety

Since probation and parole agencies deal with the same offenders who appear in the courts and are housed in jails and prisons, probation and parole facilities should be operated under similar safety precautions and with comparable security equipment as used in court houses, jails and prisons. Special attention shall be paid to controlling the movement of offenders within the physical location. Other precautions must be taken to ensure a safe working environment where the staff are prepared to handle emergencies as they arise.

D. Safety Plans

The safety plans shall place particular emphasis on issues concerning field operations specific to the various local communities served by the probation/parole agencies. Careful consideration should be given to organizing field staff in pairs for doing field work and taking other precautions in neighborhoods which pose more than a minimal amount of risk. Special effort shall be put forth to ensure cooperation of local law enforcement agencies.

E. Incident Reporting

All arrests and every incident which involves verbal abuse and verbal threat (including bribery and extortion), or actual harm to probation/parole staff shall be written up by the employees involved and reported to management as prescribed by policy and procedure. All reports made on a standard form promulgated by the Safety Committee, will result in an investigation into the circumstances leading up to and surrounding the event. Management shall recommend any changes in policy and/or practice which could reasonably be expected to prevent a similar occurrence in the future or lessen its impact. The chief executive of the agency is responsible for maintaining an Incident File which is accessible to the Safety Committee for periodic review.

F. Training

Training in staff safety skills and issues appropriate to their level of responsibility and function shall be given to all employees as part of orientation and on a regular, on-going basis. In the area of skill training, all instructors should be certified in their subject matter. Likewise, probation staff participating in skill training shall be evaluated and certified proficient in the particular skill.

G. Policies and Procedures Manual

Each local probation/parole agency shall promulgate policies and procedures regarding all applicable staff safety issues suggested in this position statement and any others relevant to the particular agency. These policies and procedures must be kept current through periodic review.

H. Organizational Strategy


The agency must ensure that the organizational environment is conducive to receiving and responding effectively to issues, concerns and incidents related to staff safety. A valid assessment must be done of each job function in regard to safety issues and a wide range of appropriate responses developed to address these issues.

Reference

¹Studies of this phenomenon include the work of Parsonage and Miller in 1990 for the *Middle Atlantic State Correctional Association (A Study of Probation and Parole Worker Safety in the Middle Atlantic Region)*; Ely's *Report on the Safety Concerns of Probation and Alternatives to Incarceration Staff in New York State* (1989); and the Parsonage and Bushey study of hazardous incident in Pennsylvania (1988).

For more information about APPA position statements, please contact APPA staff at:

E Mail: appa@csg.org
Phone: 606-244-8203
Fax: 606-244-8001
Mail: American Probation and Parole Association
c/o Council of State Governments
P.O. Box 11910
Lexington, KY 40578-1910

 [Return to Positions Home Page](#)
[Return to APPA's Home Page](#)

November 10, 1998

To Whom it May Concern:

On April 1st, 1998, the Absconder Unit, a special unit implemented by the Thompson Administration, began operation in Milwaukee. Since the inception of the Absconder Unit, three primary goals have been sought: increasing public safety, increasing the accountability of offenders for the rules and conditions of supervision imposed by the Courts and the Department of Corrections, and enhancing collaboration between the department and local law enforcement agencies in the apprehension of non-compliant offenders. To date, these primary goals are continually being achieved. However, in the course of achieving these goals, serious concerns for unit members' physical safety have arisen.

The duties and goals of the absconder unit are confrontational and law enforcement oriented by nature. At any given moment, the environment the unit works in daily could, directly or indirectly, cause physical injury or even death to unit members. A routine day for the Absconder Unit usually entails constant presence in high crime areas while seeking, locating, and apprehending assaultive felons. On occasion, the unit has encountered absconders in possession of narcotics, firearms and other edged weapons. The unit has also encountered scenes of physical violence, offenders fleeing, and threats of more severe physical violence and even death. On these occasions and others, the unit has also encountered collateral sources, such as family members and other citizens, posing safety risks to agents by further threats of violence. It is the belief and experience of the field agents in the unit that current DOC policies and procedures are inadequate in addressing the concerns of this unit. At this time, the DOC policies and procedures along with the state's Administrative Code regarding the use of force, are in conflict with the goals as well as safety of the Absconder Unit. In fact, many contradictions exist. A general example would be the department's emphatic policy of disengaging in all cases of verbal and physical confrontation, yet the Absconder Unit's goals are to actively locate, apprehend and gain compliance of assaultive offenders. An overview of the DOC Operations Manual, WI Administrative Code 328, and the Absconder Unit policies and procedures, would further support the agents' issues and concerns of personal safety. At this time, the field agents of the Absconder Unit believe a necessary change in DOC policies and WI Administrative Code is needed to ensure mechanisms for safety and recourse for Absconder agents when confronted with physical or imminent danger.

Currently the Absconder Unit has been trained by the Milwaukee Police Department in the use of detention arrest techniques as well as pepper spray. The Department of Corrections' policies

stipulate use of these techniques only as a mechanism of self defense and is not to be a method used to gain compliance. Common sense would dictate that the absconders sought by the unit come in many different physical sizes with varying degrees of strength. The physical techniques for control of a volatile absconder, mandated by the MPD and DOC training, may not always be applicable or even viable.

In certain circumstances, pepper spray does not always affect people as a non-lethal weapon. Therefore, it is the request of the Absconder Unit that the policies and procedures of the DOC as well as the WI Administrative Code, be amended to grant the option of carrying firearms to the Absconder Unit. The unit strongly believes that proper training and techniques in the use of firearms can be easily attained and implemented in the field by this professional unit. The unit also believes that the mere presence of a firearm will provide more instances of compliance among offenders as well as create an environment of safety within the community. It has been well documented that simply carrying a sidearm does not necessitate the discharge of the weapon. It is not the intention of the unit to seek out situations that would require the discharge of a firearm. Rather, the unit would like to create an environment with the highest degree of safety mechanisms in the presence of an ever increasing dangerous community. Currently in the United States, Absconder Units working in a similar capacity are armed or are in the process of becoming armed. Although it is a drastic change for the Wisconsin Department of Corrections, it is a necessary one. The Absconder Unit is now seeking the support of DOC administration and the state legislative body, in allowing the unit the option to be armed.

In conclusion, the Absconder Unit would rather see this mechanism for safety implemented now as opposed to after an agent has been seriously injured or killed in the line of duty. Thank you for your consideration in this matter.

Respectfully Submitted,

The Absconder Unit

INCIDENT REPORT

- INSTRUCTIONS:**
1. Employee and/or immediate supervisor complete and forward within two working days.
 2. If incident involved physical injury to employee, complete section A only and attach DOA-6058 (Occupational Injury and Illness Report).
 3. Work-related automobile accidents are to be reported on the DOA-6496 (Vehicle Accident Report). A DOC Incident Report is not required.
 4. The supervisor should address checklist items on the reverse side of this form before submitting to the Regional Chief.

SECTION A

EMPLOYEE NAME Reif, Paul		AREA OR UNIT NUMBER 331	HEADQUARTERS Milw. Holton
NATURE OF INCIDENT <input type="checkbox"/> Physical Injury Only <input type="checkbox"/> Property Damage Only <input type="checkbox"/> Threats (verbal or physical) <input type="checkbox"/> Injury and Property Damage <input checked="" type="checkbox"/> Other-Specify Below			
DATE OF INCIDENT 03-31-00	TIME OF INCIDENT 1000am	EXACT LOCATION OF INCIDENT Milwaukee, WI	
EMPLOYEE ON DUTY <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	REPORTED TO LAW ENFORCEMENT <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
INCIDENT OCCURRED WHILE <input type="checkbox"/> Making Home Visit <input type="checkbox"/> In Office <input type="checkbox"/> Transporting Offender <input checked="" type="checkbox"/> Other - Specify Below		INCIDENT INVOLVED <input type="checkbox"/> Employee Only <input type="checkbox"/> Employee and Family Members - Specify Below <input checked="" type="checkbox"/> Other - Specify Below	

SECTION B

Please describe incident in detail. If "other" is checked above in any category, specify your answer below. If threat is checked above, report the exact wording of the threat and refer to #9 on the Supervisor's checklist. List property loss or damage. State name of person responsible for injury or loss (if known), and DOC number if applicable. State names of witnesses. Continue on separate sheet(s) if necessary.

On 03-31-00 at approx. 1000am agents of the Probation and Parole Absconder Unit along with Milwaukee Police went to 1530 N. 29 Milwaukee, WI to locate a wanted (m) VOP [REDACTED]. The offenders agent of record Jackie Robinson also accompanied us to I.D. [REDACTED]. Agent Robinson knocked on the door and [REDACTED] answered the door. He was placed in custody and searched. A pill bottle containing what appeared to be crack cocaine was recovered from his pocket. AOR Jackie Robinson then requested a search of [REDACTED] residence. Approval was granted.

We then made contact with the offender's mother, [REDACTED], and offender's brother, [REDACTED]. The AOR for [REDACTED] also informed us [REDACTED] was also on probation. I then observed [REDACTED] pacing nervously around the residence. He had his hands in his front jacket pockets. On several occasions [REDACTED] took his hands out of his pockets. This agent then observed what appeared to be the barrel of a gun in offender's right front jacket pocket. I attempted to inform MPD officers that I believed [REDACTED] might have a gun. I then asked [REDACTED] to submit to a pat search and then have a seat on the couch in the living room. [REDACTED] then sat on the couch but refused to submit to a pat search. I then informed him that it was in his best interest to cooperate with us. He then became very loud stating, "On my G" we would not put our hands on him. I informed him that we had approval to search the residence and we merely wanted to conduct a pat search for our own safety. As the aforementioned events were occurring Agent Kevin Huspek attempted to contact [REDACTED] agent of record. [REDACTED] became increasingly belligerent moving about on the couch in a threatening manner stating "fuck you, fuck you, fuck you, fuck you, fuck you, and fuck you" to each and everyone of us. I then repeatedly asked him to calm down. His voice continued to escalate.

Agent Huspek then came back up the stairs to the residence and stated [REDACTED] was going into custody. [REDACTED] then suddenly jumped up from the couch toward agent Scott Pederson who was standing off to [REDACTED] right. It was at this point we decided to place hands on [REDACTED] to maintain control of the situation. He then resisted our attempts to place him in custody and would not comply with our verbal commands to place his hands behind his back. I then shouted repeatedly for him to stop resisting as I attempted to control his left arm. Myself, Officer Fred Jones, and Agent Kyle Chapman then decentralized [REDACTED] in the living room area. He continued to struggle with us, however, I was able to place handcuffs on him at this point. I then reached around to his right waistbelt area and felt the handle of a gun. I then informed Officer Jones of the gun which was in offender's right jacket pocket. He secured the weapon, a .38 caliber Bersa hand gun. [REDACTED] continued to kick his legs at us. Agent Huspek then secured his legs and an MPD officer placed leg restraints on [REDACTED]. He was then secured in an MPD vehicle.

I then returned to the residence to assist in the search of the residence. Prior to this agents also received permission to search [REDACTED] bedroom and other common areas in the residence. As I walked into [REDACTED] bedroom at the northeast corner of the residence I observed in plain view a box of plastic baggies and a box of .32 caliber Smith and Wesson ammunition on the window sill. I also observed a coverless box which contained in plain view numerous .45 caliber bullets and several shotgun shells. These were the only items of contraband I recovered. I then obtained a camera and took pictures of the items I saw and all of the other contraband recovered by the agents. I coordinated the picture taking with agent Becky Senske who recorded the items we recovered. End of Report.

OUR OPINION, WHAT COULD BE DONE TO PREVENT OTHER INCIDENTS OF THIS NATURE?

TIME LOST TO DATE

EMPLOYEE SIGNATURE

Paul S. Reif

DATE SIGNED

03-31-00

SUPERVISOR COMMENT(S) (Continue on back if needed)

SUPERVISOR SIGNATURE

DATE SIGNED

DISTRIBUTION: Original + One Copy - Regional Chief; Copy - Supervisor; Copy - Employee

INCIDENT REPORT

- INSTRUCTIONS:**
1. Employee and/or immediate supervisor complete and forward within two working days.
 2. If incident involved physical injury to employee, complete section A only and attach DOA-6058 (Occupational Injury and Illness Report).
 3. Work-related automobile accidents are to be reported on the DOA-6496 (Vehicle Accident Report). A DOC Incident Report is not required.
 4. The supervisor should address checklist items on the reverse side of this form before submitting to the Regional Chief.

SECTION A

EMPLOYEE NAME Kyle Chapman		AREA OR UNIT NUMBER 33103	HEADQUARTERS Holton
NATURE OF INCIDENT <input type="checkbox"/> Physical Injury Only <input type="checkbox"/> Property Damage Only <input checked="" type="checkbox"/> Threats (verbal or physical) <input type="checkbox"/> Injury and Property Damage <input checked="" type="checkbox"/> Other-Specify Below			
DATE OF INCIDENT 03-31-00	TIME OF INCIDENT 10:00 A.M.	EXACT LOCATION OF INCIDENT [REDACTED]	
EMPLOYEE ON DUTY <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	REPORTED TO LAW ENFORCEMENT <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Milwaukee, WI [REDACTED]	
INCIDENT OCCURRED WHILE <input checked="" type="checkbox"/> Making Home Visit <input type="checkbox"/> In Office <input type="checkbox"/> Transporting Offender <input checked="" type="checkbox"/> Other - Specify Below		INCIDENT INVOLVED <input type="checkbox"/> Employee Only <input type="checkbox"/> Employee and Family Members - Specify Below <input checked="" type="checkbox"/> Other - Specify Below	

SECTION B

Please describe incident in detail. If "other" is checked above in any category, specify your answer below. If threat is checked above, report the exact wording of the threat and refer to #9 on the Supervisor's checklist. List property loss or damage. State name of person responsible for injury or loss (if known), and DOC number if applicable. State names of witnesses. Continue on separate sheet(s) if necessary.

On 03-31-00, at approximately 8:30 A.M., I received a "High Priority" referral on offender [REDACTED] (DOC # [REDACTED]). His agent of record, Jacqueline Robinson (# 32510), had a home visit scheduled for this morning and requested that we meet her there to place the offender into custody, because she had received a report that he had struck his girlfriend and pulled a gun on his girlfriend's mother. [REDACTED] is currently on supervision for Carrying a Concealed Weapon.

Myself along with Agents Robinson, Paul Reif, Kevin Huspek, and Scott Pederson met with Milwaukee Police Officers John Weismueller, Fred Jones, and Mike Perez, and proceeded to the offender's residence at [REDACTED]. Agent Robinson knocked on the door and [REDACTED] answered it with his brother, [REDACTED] right behind him on the stairs leading to the upper flat where they live. I asked [REDACTED] to step out onto the porch, notified him that he was going into custody for a violation of his probation, and placed him into handcuffs. During a pat search of [REDACTED] incident to apprehension, a prescription pill bottle was recovered inside of his right front pants pocket. Inside of the pill bottle was 10 separately packaged "rocks" of crack cocaine. After [REDACTED] was in custody, Agent Robinson informed me that his brother [REDACTED] (DOC # [REDACTED]) was also on probation, and that while I was handcuffing [REDACTED] he was trying to signal something to [REDACTED].

At this time, Agent Robinson went to her vehicle to call her supervisor and request a search of the residence for contraband. At this point we all went up into the offenders' residence and had [REDACTED] sit on a couch in the living room. I then went back outside by Agent Robinson's car to find out if she got approval to do a home search. While outside, [REDACTED] came out on the 2nd floor porch and was looking around and looking at Agent Robinson and myself. After Agent Robinson received approval from Assistant Regional Chief, John Barian, to conduct a search of the residence I went back upstairs and informed the agents and officers of such. At this time Agent Reif was asking [REDACTED] to submit to a pat search and then to have a seat on the couch next to [REDACTED]. [REDACTED] sat down on the couch but refused to submit to a pat search. Agent Reif and myself asked [REDACTED] to cooperate with us several times, but he refused to do so. I told [REDACTED] that we were Probation Agents, and informed him that by not cooperating with us, he was violating his probation. [REDACTED] became belligerent and began loudly saying, "on my G you aren't going to put your hands on me." During this time, [REDACTED] kept putting his hands into his jacket pockets and we kept telling him to take his hands out of his pockets. At this point, Agent Huspek was attempting to contact [REDACTED] agent of record to inform her of what was going on, and to find out if she wanted him taken into custody. Meanwhile, [REDACTED] was becoming increasingly agitated, pounding his fist on the arm of the couch and then pointing at each agent and police officer in the room, yelling, "fuck you". Agent Reif and I continually asked [REDACTED] to calm down and cooperate with us. He again put his hands into his jacket pockets, and this time refused to take them out when we told him to.

As Agent Huspek came back upstairs from calling [REDACTED] agent, [REDACTED] jumped up from the couch and went towards Agent Pederson who was between him and the door. At that time we decided to place hands on [REDACTED] to attempt to maintain control of the situation. He then actively resisted our attempts to place him into custody. As I attempted to control his left arm I repeatedly told him to stop resisting and to put his hands behind his back. He continued to resist and I, Agent Reif, and Officer Jones decentralized [REDACTED] to the living room floor. After that, I attempted to control [REDACTED] legs as he was kicking them around and struggling with us. Agent Reif was able to place handcuffs on him at that point. Once he was handcuffed, Officer Jones secured a fully loaded .380 caliber Bersa semi-automatic handgun, which was in [REDACTED] right front jacket pocket. In [REDACTED] right rear pants pocket was his wallet containing \$ 546.00 in cash including a \$100 bill which appeared to be

interfere. He also had a black pager in his right front pants pocket. Even after he was handcuffed, [REDACTED] continued to kick [REDACTED]'s legs at us, and he attempted to bite my leg as I was standing near his head. He then stated, "come closer so I can bite you." Additional MPD Officers arrived at this time and placed leg restraints on [REDACTED] and took him out to an MPD van. During this whole time [REDACTED] was continually saying "remember me" in a threatening manner. It should be noted that while [REDACTED] was being placed into custody his mother and brother had to be restrained by police officers.

Once the residence was secure, Agent Huspek informed us that he had also received permission through Supervisor Jeff Radcliffe to conduct a search of [REDACTED] bedroom for contraband. Agents Reif, Huspek, Pederson, and I conducted a search of the residence. Agent Becky Senske recorded in writing, the items that we recovered, and Agent Reif photographed the items where they were found.

Numerous items of contraband were found inside of [REDACTED] bedroom. Agent Reif located in plain view on the windowsill, a box of plastic baggies on top of a box of .32 caliber S & W ammunition. He also located a shoebox on the floor, which contained numerous .45 caliber bullets and 2 shotgun shells. Agent Pederson located a blue velvet Embassy Suites bag on top of the TV, which contained .45 caliber bullets. Agent Huspek located a fully loaded Intratech 9mm handgun between the mattress and box spring of [REDACTED] bed. There were 31 bullets in the magazine and 1 in the chamber. Agent Huspek also located a leather holster for a long barrel revolver. I located a large scale inside of a black bag on the floor under the window in [REDACTED] bedroom. I also located a baggie of numerous separately packaged "rocks" of crack cocaine inside of a shoe in [REDACTED] bedroom. I further located an Intratech gun case on a shelf in his closet, and a cellular phone on the floor of his closet.

In the front living room of the residence, I located a box of American Eagle 9mm ammunition in a crate on the floor. I also located a folding knife under a tan couch in that room. In [REDACTED] bedroom I located a metal pipe containing a small amount of partially burned marijuana, inside of a cigarette box. The firearms, ammunition, scale, and cocaine were turned over to MPD Officers Jones and Weismueller.

IN YOUR OPINION, WHAT COULD BE DONE TO PREVENT OTHER INCIDENTS OF THIS NATURE?

Unpredictable situations will occur while conducting our job duties, and we will continue to come across offenders who are armed. Absconder Unit Agents need to be armed for our own safety and protection.

TIME LOST TO DATE

EMPLOYEE SIGNATURE

DATE SIGNED

SUPERVISOR COMMENT(S) (Continue on back if needed)

4-1-00

SUPERVISOR SIGNATURE

DATE SIGNED

DISTRIBUTION: Original + One Copy - Regional Chief; Copy - Supervisor; Copy - Employee

STATEMENT

VICTIM

PROBATIONER / PAROLEE / OFFENDER I have been advised that I must account in a truthful and accurate manner for my whereabouts and activities, and that failure to do so is a violation for which I could be revoked. I have also been advised that none of this information can be used against me in criminal proceedings. **This warning statement does not apply to victim or witness.**

WITNESS

INTENSIVE SANCTIONS OFFENDER I have been further advised that I have the right to **not** make a statement until after 24 hours of receipt of a notice of any alleged violation(s). I waive that right and choose to make a statement immediately.

Offender Initials _____

Paul Reif, made the following statement on 05-05-00 at the 4200 N. Holton St, 125 Milwaukee, WI to Stacey Snider, a State Department of Corrections staff person.

I am an employee of the state of WI DOC - DCC absconder unit headquartered at the aforementioned address. On 04-20-00 myself, fellow agents and Milwaukee Police officers were assigned to locate one [REDACTED]. At approx 1110 pm we observed an individual standing in front of [REDACTED] Milwaukee, WI who fit the description of the offender we were looking for. It was determined that in fact he was [REDACTED]. He was placed in custody on an alleged UOP. As [REDACTED] was placed in custody he stated that "we were lucky he didn't have his pistol with him." Myself and fellow co-workers perceived this as a threat. Also during transport of offender to Milw. Co. Jail he stated that "if he had his pistol he might be dead, but he would have taken some of us with him" Myself and a Milwaukee Police Officer who assisted in the transport of ^{the} offender to Milw. Co. Jail also perceived this statement as a threat.

I have read/had read to me this statement consisting of _____ page(s). This statement is a true and accurate account of my whereabouts and activities.

VICTIM/WITNESS/OFFENDER SIGNATURE		DATE SIGNED
WITNESS SIGNATURE		DATE SIGNED
<u>Paul S. Reif</u>		<u>05-05-00</u>

MAR 06 2000



PHONE: 608-879-9069

LARRY (RICK) HARDING P.O. BOX 466 HANOVER, WI. 53542

Date 03-03-00

S/2 - sent letter
copy of bill

Scott Walker
State Assembly
308N State Capitol
P.O. Box 8953
Madison, WI. 53708

Dear Mr. Walker,

I understand by the newspaper article in the Milwaukee Journal Sentinel of Sunday February 27, 2000 that you are considering or already have introduced a ~~bill to arm Probation/Parole Agents in some units~~. I'm not sure this is absolutely correct so I'm hoping you will respond to me with more clarification and specifics as to your bill and it's intent.

My interest is that I have spent 20 years in the criminal justice system, first as a Deputy Sheriff in Green Co, then a Correctional Officer in Rock Co, to Probation/Parole Agent. I started as an Agent in Milwaukee from January 4th 1994 to June 6th 1996 when I transferred to the Beloit Office. I've trained many agents in Milwaukee and Beloit. I was awarded the Milwaukee Community Service Award by Honorable Mayor John Norquist in 1995 for community safety and protection. This was a special neighborhood project in conjunction with Parole Watch of Milwaukee. On February 25th, 2000, by written invitation from the Chair and Milwaukee DA, E. Michael McCann of the Governors Taskforce to Enhance Probation/Parole was summoned to the State Capitol to address the task force on changes I felt were necessary and explain my project that was very successful in Milwaukee in the Merrill Park area. I also testified at the hearings to get protective service work status for agents. Also for 16 years, I've been a part time police officer in the small Village of Albany WI. I have been acting chief there as well, and many times filled into train and hire officers.

With all this background in community service I feel I have concerns and suggestions to share with you and or discuss at any time you would allow the honor of me meeting with you. Senator Jon Erpenbach and I met the day I spoke to the taskforce and brought up this very issue of agents carrying firearms. I have spent time with agents in other states as most recent as last February in Las Vegas who do carry firearms and there are some serious requirements that must first be set in place.

I believe any agent that has not, reached Senior level, been through State Certification training, background psychological, criminal history, and training for extensive firearms should be even considered to carry firearms. I also believe that it then should be open to all senior agents state wide as these agents have proven themselves and also do the same dangerous duties as those in Milwaukee only the other offices so not

have special units. Because of my training/experience and I've been told as I am a male, I get most of the cases in Beloit that are highly assaultive including the sex offenders that are reduced from Intense supervision to Maximum supervision. The Beloit area is about the 5th or so highest crime rate city per capita in the United States so why is Milwaukee or only special units targeted. Other senior agents are going to do the same dangerous work I guarantee you rather they are armed or not, so I believe these senior agents all across the state should be armed as well. Agents are also very transient as you have heard so these agents are going to move all over the state during their career not just stay in one unit in Milwaukee.

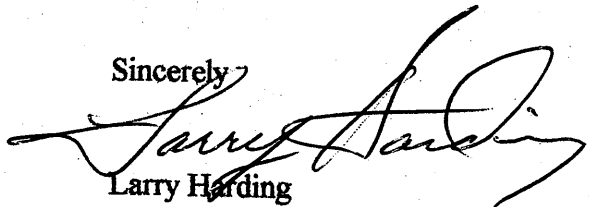
This will do many positive things to our Department including make the agents more comfortable in carrying out their duties and complete the protective status level that the tax payers are already supporting agents with. In those other states where I visited and spent time on the job with agents they simply could not believe we senior agents are not armed in dealing with criminals already known and convicted of violent crimes. One other significant duty that those agents perform is they have arrest powers also, so it greatly reduces the work of law enforcement officers over offenders already on supervision. It increases the amount of law enforcement in any given area where agents are assigned in the major cities. In the event of need for back up or any other dangerous situation that arises police officers know if an agent arrives on the scene they are armed and can assist.

These are enhancements that agents can bring to the communities at a minimal cost to the taxpayers. Agents are enjoying all the benefits of protective status but do not have that extra benefit or responsibility that is crucial to public safety often times.

DOC management speaks against arming agents but ask when they are ready to go back to the field and work, as the crimes and attitudes in the violent areas have changed over the years. I venture to guess you'll get very few if any takers. My Regional Chief was with me on home visits and he told me he felt threatened and unsafe a couple of times during home visits. We take offenders into custody and transport to jails. They train and certify us, as I am in the use and carrying of OC (Oleoresin Capsicum) spray which requires a deadly force policy on it's use. We have the ability to get and wear bullet proof vests. So, what does that indicate to anyone in management or the community.

These are but of a few things to consider and again, I can't stress enough, **ALL SENIOR AGENTS** should be included in the screening, arming transition process to ensure there are qualified agents in area all over the state which adds flexibility when they transfer to other units. Thank you for your time and consideration in this matter as I believe it could be a very positive community issue. I would be more than delighted to meet and speak with you or testify at hearing at any time if it would benefit your cause and the agents safety. My Office is at: 1146 Grant St. Beloit, WI. 53511 (608) 364-3075. I will await your response.

Sincerely



Larry Harding

Community Corrections Agent #10804