



STATE OF WASHINGTON
DEPARTMENT OF LABOR AND INDUSTRIES
Division of Occupational Safety and Health
PO Box 44600 • Olympia, Washington 98504-4600

September 23, 2024

GEO SECURE SERVICES LLC
4955 Technology Way
Boca Raton, FL 33431

Inspection: 317981102
UBI: 603274879
Region: 03 – Health
Inspector ID: A1300
Reference: 203415242

Dear Employer:

We have enclosed the results of our inspection of your worksite completed on September 13, 2024.

We found no Health violations at this site during our visit, and have not issued any citation or penalties.

Maintaining a safe workplace is an ongoing job. We hope you will take time to review some of the helpful information we provide at <https://www.lni.wa.gov/safety-health/> about Washington's workplace safety rules, safety plans, workshops, training videos, consultation services, and much more.

- **You must post this document:** for seven working days* where employees at this work location can easily find and read it, or where they normally look for work-related notices.
- **View it online:** Because this inspection is public information, the result will be posted online by the Department of Labor & Industries. You may view it at <https://secure.lni.wa.gov/verify>.

Please visit <https://www.lni.wa.gov/agency/public-disclosure/> if you would like to request a copy of the inspection file. Your choices are:

- Safety & Health Brief Inspector Summary Report (short description the inspector writes to summarize the reason for the inspection only – not complete file)
- Complete Inspection File (The complete legal file.)

If you have questions or concerns, please contact Cindy Sims, at (253) 596-3912.

Respectfully,

L&I Assistant Director
Division of Occupational Safety & Health
Enclosure(s)

Copy: UGSOA, Local 883

*RCW 49.17.120. "Working day" means a calendar day, except Saturdays, Sundays and all legal state holidays.



Results of Inspection

Inspection: 317981102

UBI: 603274879

Issued: September 23, 2024

Legal Name: GEO SECURE SERVICES LLC

Opening Conference: July 08, 2024

DBA Name: GEO SECURE SERVICES LLC

Closing Conference: September 13, 2024

Inspection Site: 1623 East J Street, Nw Detention Ctr #214,
Tacoma, WA 98421

Inspector ID: A1300

No violations were cited.

No penalties were assessed.

We appreciate your interest in and concern for workplace safety and health.

GEO SECURE SERVICES LLC
4955 Technology Way
Boca Raton, FL 33431

Enforcement Case File Information

[Referral Information](#) • [Inspection Information](#) • [Attachments](#) • [Case File Checkout Card](#) • [View ARC](#) • [Citation](#) • [Summary Report](#) • [Letters](#)

Enforcement Referral Information

Referral #	Inspection Number / Program	UBI / Bus Loc	Account ID / Site Region			
203415242	317981102 / Health	603274879 / 1376281	11084303 / 03			
CSHO ID / CSHO Name		CSHO Region	OSHA Referral Number			
A1300 / ERIC SMITH		03	2186978			
Primary NAICS	Primary NAICS Description					
561210	FACILITIES SUPPORT SERVICES					
Site Address			Mailing Address			
GEO SECURE SERVICES LLC 1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421			GEO SECURE SERVICES LLC 4955 Technology Way Boca Raton, FL 33431			
List of Sources						
Source Name		Source Type	Last Letter/Email Sent	Date Sent	Phone	Email
Anonymous, Anonymous		Anonymous				
Employer Referral Letters						
No Employer Letters Found						
Type of Business		Type of Activity	Hospitalization			
FACILITIES SUPPORT SERVIC		Referral	No			
Description and Location of Hazard						
This is a comprehensive assignment under RCW 49.17. Safety Inspection #317977629 and Health "No Inspection" Inspection #317977630 are related.						
Received By	Assigned To	Assigned Supervisor	Date-Time Received			
s3700	A1300 ERIC SMITH	S3700 CINDY SIMS	7/5/2024 - 11:00 AM			
Case Received Date	Inspection Planned	Number of Days	Send Letter			
9/18/2024	Yes	15	No			
Receipt Type	Valid?	Justification	Reason For Inspection			
In Person	Yes		Referral Received			
Inspect By	Reason No Inspection					
7/26/2024						
Evaluated By	Severity	Migrant Farm Camp	Emphasis Information			
S3700 CINDY SIMS	General	No				
Transfer To Name	Date of Transfer	Transfer To	Reporting ID/Code			
Transfer Comment						

Enforcement Inspection Information

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Inspection Number / Program	Triggering Activity	UBI / Bus Loc	Account Number	Special Tracking
317981102 / Health	203415242	603274879 / 1376281	11084303	Joint Inspection
Establishment DBA / Legal Name	Legal Entity	Assignment Type	Site Region	Inspection Scope
GEO SECURE SERVICES LLC / GEO SECURE SERVICES LLC	Limited Liability Corp	Referral	03	Comprehensive
CSHO ID / CSHO Name	CSHO Region	Target List / Rank	On List	OSHA Inspection Number
A1300 / ERIC SMITH	03	None	N	1761811
Primary NAICS	Primary NAICS Description			
561210	FACILITIES SUPPORT SERVICES			
Site NAICS	Site NAICS Description			
561210	FACILITIES SUPPORT SERVICES			
Site Address		Mailing Address		
GEO SECURE SERVICES LLC 1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421 Phone: (561) 999-7459 Email: gwenk@geogroup.com		GEO SECURE SERVICES LLC 4955 Technology Way Boca Raton, FL 33431 Phone: (561) 999-7544 Email: gwenk@geogroup.com		
Union Information				
Union Name		Local	Address	
UGSOA		883	Nicholas Oliver 2602 S. 38th St. Unit #36 Tacoma WA 98409	
Representatives				
Name	Title	Participation	Type	Email
Bruce Scott	Facility Administrator	Closing Conference	Employer Rep.	bscott@geogroup.com
Michael Knight	Assistant Facility Admini	Opening Conference, Walk-Around	Employer Rep.	mknight@geogroup.com
Steven Miskimens	Compliance Administrator	Walk-Around	Employee Rep.	
Steven Harris	Food Service Compliance A	Walk-Around	Employee Rep.	
Randy McNair	Fire & Safety Manager	Walk-Around	Employee Rep.	
Spencer Winepol	Corporate Counsel	Closing Conference	Employer Rep.	swinepol@geogroup.com
Nicholas Oliver	Union Rep.	No Participation	Union Rep.	
Other Languages Spoken				
No Other Language records to display.				
Union Information Mailing Addresses				
Union Name	Local	Address	Bus Phone	Email

UGSOA	883	Nicholas Oliver 2602 S. 38th St. Unit #36 Tacoma WA 98409	(253) 227-2230	
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Additional Citation Mailings

Attention	Address	Bus Phone	Fax	Email
Bruce Scott	1623 East J. St., NW Detention Ctr #214 Tacoma WA 98421			
Spencer Winepol	4955 Technology Way Boca Raton FL 33431			

Related Activities

OSHA Number	Type
203415242	Referral

Advance Notice	Opening Conference Date/Time	Site SIC/NAICS	Type of Operation
No	7/8/2024 - 11:07 AM	/ 561210	FACILITIES SUPPORT SERVIC
Inspection Type	Days Site Visited	Inspection Scope	Reason No Inspection
Referral	3	Comprehensive	

Asbestos Certifications

No Certifications Found

Source for Programmed	National Emphasis Program	Special Tracking Information	Severe Violator	Cranes
		Joint Inspection	No	

Multi-Employer: Inspection that initiated the stop	Focused Inspection: Controlling Employer	Focused Inspection: Sub-Contractors	Employers On Site
	No	No	

Immediate Restraint	Red Tag Number	Union	Hospitalization
No		Yes	No

Employees On Site	Employees Covered By Inspection	Employees Controlled Nationwide
283	283	14000

Employee Participation	Closing Conference Date/Time	Citation Issued/Date	Case Received Date
Walkthrough, Interviewed	9/13/2024 - 10:10 AM	Yes 9/23/2024	9/18/2024

Citation Sent Date	Citation Delivery Status	Citation Delivery Status Date
9/23/2024		

Citation and Notice Messages

Route to P&TS	Reason	Other Reason
No		

Anticipatory Warrant/ Subpoena Served	Non-Anticipatory Warrant/ Subpoena Served	Date Denied	Date Re-entered
None	None		

CSHO Approved Date / CSHO Approved	CSHO Supervisor	Supervisor Approved Date / Supervisor Approved	Send C & N?	Case Closed Date
9/16/2024 / A1300 ERIC SMITH	S3700 CINDY SIMS	9/16/2024 / S3700 CINDY SIMS	Yes	9/13/2024

Inspection Summary

The Opening Conference was held on 7/08/2024 at 11:07am with Mr. Michael Knight, Assistant Facility Administrator, and Mr. Matthew Williams, Region 3 Safety CSHO.

The Closing Conference was held on 9/13/2024 at 10:10am with Mr. Bruce Scott, Facility Administrator, Mr. Spencer Winepol, Legal Counsel, and Mr. Matthew Williams, Region 3 Safety CSHO.

GEO Secure Services LLC (GEO) is a security company that invests in private prisons and mental health facilities in North America, Australia, South Africa, and the United Kingdom. GEO has a contract with the Department of Homeland Security to staff and operate the Northwest Detention Center, in Tacoma, Washington.

This inspection was initiated as a full comprehensive safety and health inspection authorized under DOSH's mandate in RCW 49.17. This is a joint inspection with Safety CSHO Matt Williams.

During the Opening Conference, Michael Knight said GEO does not employ detainees to perform work around the detention facility. All work at the facility is performed either by GEO employees or federal employees. All medical work is performed by federal employees with GEO employees performing most of the other job duties including laundry work, kitchen work, electrical and maintenance work, administrative work, and security work.

During the walk around, Michael Knight, Steven Miskimens, Steven Harris, and Randy McNair escorted CSHOs around the entire detention facility including the kitchen, the laundry, the administrative offices, the armory, all maintenance closets, all electrical rooms, all storage rooms, and every detainee cell block. Photos were taken. Emergency washing stations are clean and up-to-date on their regular inspections, safety data sheet (SDS) books can easily be found in every department, and all PPE is well-kept and easily accessible to employees.

During this inspection, nine GEO employees were interviewed, three employees who work in the laundry department, two employees who work in the kitchen, one employee who works in maintenance, and three employees who are security guards. All employees interviewed said they received comprehensive safety and health training upon their initial hire and annually thereafter. Employees described being given and using appropriate PPE for the individual work tasks they perform, they all know where emergency washing stations are, where chemical SDS are located, how to report a workplace hazard, and how to respond in an emergency event such as earthquake, fire, or active shooter.

DOSH requested and reviewed written documents from the employer including their accident prevention program (APP), hazard communication (HazCom) program, blood borne pathogens (BBP) program, respiratory protection program (RPP), personal protective equipment (PPE) hazard assessment, workplace violence prevention (WPV) program, employee training records, safety committee meeting records, and OSHA 300 logs.

Before this inspection was closed, DOSH received a referral from Washington State Department of Health over concerns employees are not following COVID-19 masking requirements. During the Closing Conference, CSHOs provided GEO representatives with L&I's guidance for preventing COVID-19.

No Violations Proposed

OSHA 300 Information

Year	OSHA 300 Data	OSHA Log Information	Hours Worked By All Employees	Annual Average Number of Employees	DART Rate	
2023	Yes	8	634928	321	2.5	View
2022	Yes	7	705220	300	2.0	View
2021	Yes	7	685865	380	2.0	View
2020	Yes	4	667866	382	1.2	View
2019	Data Checked Not Recorded					View

Letters - Case

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Description	Create Date	View
Employer Copy of Referral	9/16/2024	View
Closing Conference Review	9/13/2024	View
Citation	9/19/2024	View

Letters - Employer

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Name of Letter	Description	Create Date	View
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There are no employer letters.

Letters - Source

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Name of Letter	Description	Create Date	View
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There are no source letters.

Attachments - Inspection Report

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Description	Notes	Create Date	View
Other	referral	7/15/2024	View
Initial Inspection	CD Contents: Documents and Emails	9/17/2024	View
Initial Inspection	Inspection Summary Report	9/17/2024	View

Attachments - Confidential

Description	Notes	Create Date	View
Initial Confidential Documents	Confidential CD Contents: Documents	9/17/2024	View
Initial Confidential Documents	Confidential CD Contents: Warrant Paperwork	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 1 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 2 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 3 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 4 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 5 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 6 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 7 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 8 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 9 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 10 of 11	9/17/2024	View
Confidential Photos	Confidential CD Contents: Photos 11 of 11	9/17/2024	View

RECEIVED

SEP 17 2024

DOSH REGION 3

Inspection Summary Report

Inspection Information

Inspection Number / Program	Triggering Activity	UBI / Bus Loc	Account Number	Special Tracking
317981102 / Health	203415242	603274879 / 1376281	11084303	Joint Inspection
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Site NAICS	Site NAICS Description			
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Site Address		Mailing Address		
GEO SECURE SERVICES LLC 1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421 Phone: (561) 999-7459 Email: gwenk@geogroup.com		GEO SECURE SERVICES LLC 4955 Technology Way Boca Raton, FL 33431 Phone: (561) 999-7544 Email: gwenk@geogroup.com		

Violation List

Inspection Number / Program	Triggering Activity	UBI / Bus Loc	Account Number
317981102 / Health	203415242	603274879 / 1376281	11084303
Establishment DBA / Legal Name	Assignment Type / Site Region		CSHO / CSHO Region
GEO SECURE SERVICES LLC / GEO SECURE SERVICES LLC	Referral / 03		A1300 ERIC SMITH / 03
No Violations Found Total Penalty			

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No Violations Proposed

Eric Smith 9/16/2024
CSHO Signature Date

Cindy Sims 9/16/2024
Supervisor Signature Date

Reviewer Signature Date



Inspection # 317981102	CSHO ID(s) A1300, H2200	Credentials presented? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Date of Entry 7/08/24	Time of Entry 10:34 am
Business name GEO Secure Services		Consent Statement "My name is Eric . I am an inspector for the Washington State Department of Labor and Industries. I am here to conduct a workplace safety and health inspection. Do I have your consent to enter the premises?" (The CSHO will show credentials while getting consent.)		
Site Address 1623 East J St.		Employer Rep: (first and last name) Michael Knight		
NW Detention ctr. #214		Denied by: (first and last name)		
Tacoma, WA 98421		If, and only if, the owner or his/her authorized representative does not affirmatively respond to the above requests for consent to enter, the inspector will then state: "Thank you, the state may seek a warrant for entry into the premises from a court of competent jurisdiction and such a warrant may be issued to permit me to enter the premises."		
Mailing Address 4955 Technology Way		Date/Time denied	Re-entry Date/Time	
Boca Raton, FL 33431		Consent/Denial Response Michael Knight said "Yes, as well as ICE, they have consented"		
Phone # 661-308-6641	Alternate Phone # 253-306-4874	Date/Time denied		
E-mail bscott@geogroup.com	Temp EEs? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Re-entry Date/Time		
UBI 603274879	EEs on site 283	Consent/Denial Response		
	EEs Covered 283	Date/Time denied		
	EEs in USA 14,000	Re-entry Date/Time		
ER Reps Name Michael Knight	Title Assistant Fac. Adim.	OC <input checked="" type="checkbox"/>	WA <input checked="" type="checkbox"/>	CC
Bruce Scott	Facility Admin.			<input checked="" type="checkbox"/>
Spencer Winepol	Legal Counsel			<input checked="" type="checkbox"/>
EEs on site 283	EEs Covered 283	EEs in USA 14,000	EE Reqs Requested <input checked="" type="checkbox"/> Yes	EE Reqs Participated: Name
				Steven Miskimens
				Steven Harris
				Randy McNair
Employees Interviewed <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	Union U 680A / Nicholas Oliver	Local # 883		
How many? 9	Address 2602 S. 38th St., Unit #36, Tacoma, WA 98409	Phone 253-227-2230		
Opening Conference - Date: 7/08/24 Time: 11:07am	Closing Conference - Date: 9/13/24 Time: 10:10 am			
<input checked="" type="checkbox"/> Explain WISH Act and DOSH	<input checked="" type="checkbox"/> Discuss hazards observed			
<input checked="" type="checkbox"/> Department can provide standards, posters, logs	<input checked="" type="checkbox"/> Proposed violations and their severity			
<input checked="" type="checkbox"/> Confidentiality of trade secrets - No Detainees/Photos	<input checked="" type="checkbox"/> Penalties may be assessed (explain calculation)			
<input checked="" type="checkbox"/> Request written programs	<input checked="" type="checkbox"/> Subject to further review			
<input checked="" type="checkbox"/> Request copy of OSHA 300/300A	<input checked="" type="checkbox"/> Set reasonable abatement periods			
<input checked="" type="checkbox"/> Explain walk around procedure	<input checked="" type="checkbox"/> Explain extension of abatement			
<input checked="" type="checkbox"/> Interview employees in private	<input checked="" type="checkbox"/> Advise results will be issued			
<input checked="" type="checkbox"/> Discrimination against EEs	<input checked="" type="checkbox"/> Post citation/results (for 7 working days)			
<input checked="" type="checkbox"/> Walk around pay	<input checked="" type="checkbox"/> Explain proof of correction requirements			
<input checked="" type="checkbox"/> Closing conference will be held	<input checked="" type="checkbox"/> Results of failure to correct			
<input checked="" type="checkbox"/> Do you have minors (17 or under) working for you? [yes] (no)	<input checked="" type="checkbox"/> Availability of consultation and risk management services after abatement period			
<input checked="" type="checkbox"/> Explain violations/penalties may result	<input checked="" type="checkbox"/> Variance (if applicable)			
<input checked="" type="checkbox"/> Inquire of other PPE/safety requirements for inspector (list below) No	<input checked="" type="checkbox"/> Appeal rights (15 working days after receipt)			
	<input checked="" type="checkbox"/> Stay of abatement			
Shape sheet included <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Stute worksheet included <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	Closing Conference Review provided <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Complaint/referral provided <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

mknight@geogroup.com

Detainees no longer perform work

Medical care is provided by federal ee's. GEO has office ee's who work in med. area but they are not care providers and do not handle sharps, blood, or OPIIM

In Armory, 3 full-face respirators sitting on shelf, not in a container. These are old resp. no longer in use, used for spare parts.

Some ee's are required to wear resp. as part of job duties. EE's receive annual testing and training

Container of Xcelente in C-11 did not have a label.

In kitchen - emergency eye wash station up-to-date

Storage Warehouse - lots of chem. stored. SDS are located next to stored chem.

Chem. stored in kitchen all properly labeled with SDS right next to it. PPE used by ee's are safety goggles, gloves, aprons.

3 maintenance ee's

In Laundry there are extremely corrosive chem. used.

There is an emergency eye wash but not a shower

Additional Mailing Address: 4955 Technology Way,
Boca Raton, FL 33431

& 1623 East J. St., NW Detention Ctr. #214,
Tacoma, WA 98421



Washington State Department of
Labor & Industries
Division of Occupational Safety and Health

**Division of Occupational Safety and Health
Referral**

Referral Number:	203415242	OSHA #: 2186978
Region:	03	
UBI/Account Number:	603274879 / 11084303	
Employer Legal Name:	GEO SECURE SERVICES LLC	
Employer DBA Name:	GEO SECURE SERVICES LLC	
Site Address:	1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421	
Mailing Address:	4955 Technology Way Boca Raton, FL 33431,	
Type of Business:	FACILITIES SUPPORT SERVIC	

Alleged Safety or Health Hazards

Hazard Severity	CSHO Assigned	Due Date	Number of Days
General	A1300	7/26/2024	15

Hazard and Location Description

This is a comprehensive assignment under RCW 49.17.

Safety Inspection #317977629 and Health "No Inspection" Inspection #317977630 are related.

Has elected for Mr. Spencer Winepol & ^{Nicholas} Oliver to sit in during interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: Geo secure services Date: 8/21/24 Time: 10:35am Inspection #: 317981102

To do items

- Present credentials & give business card to employee
- Inform employee of purpose of visit
- Explain WISH Act
- Explain discrimination & walk-around pay
- Explain confidentiality.

Employee name: Kevin Symith Phone number: [REDACTED]
Address: [REDACTED]

Job title: In-take staff officer Work hours shifts: 7-3:00/sat. - wed.

Job description: Booking in & booking out detainees, rehousing detainees, Daily cleaning out intake, wipe down cells (general wipe down).

Time with employer: 11 years Time in trade: 13 years

Union name: UGSOA Local #: 883 City:

Training? - Annual training includes First Aid, BBP, Corrections officer training, HazCom training, PPE training, WPV, emergency preparedness training, resp. training.

Resp. Fit test - annually

Med. eval.? - yes

Hep. B.? - Can not recall

PPE? - safety goggles, gloves, gowns, N-95, resp.

All bottles of chem. are properly labeled. Every time a bottle comes from storage it is properly labeled. Only reason it would not be is an officer grabbed a new unlabeled bottle himself.

Laundry? - No direct pouring of Haz. chem. in laundry. Large containers of haz. chem. are swapped out when containers become empty (once every 2 months at most, 2-3 weeks at least). Worked in laundry off & on for 6-7 years. In that time never had chem. splash on him. Checking the function of emergency eye wash is a daily task for laundry.

Has elected for Mr. Spencer Winepol & Nicolas Oliver to sit in during interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: GEO secure services Date: 8/21/24 Time: 11:17am Inspection #: 317981102

- To do items
- Present credentials & give business card to employee
 - Inform employee of purpose of visit
 - Explain WISH Act
 - Explain discrimination & walk-around pay
 - Explain confidentiality.

Employee name: ~~Robert~~ Robert Graham Phone number: [REDACTED]

Job title: Detention officer Work hours shifts: 7:00-3:00/Tues.-Sat.

Job description: Laundry for 5 years, delivering detainees to hospital, Pod officer, Oversees detainees, daily cleaning of unit

Time with employer: 6 years Time in trade: 6 years

Union name: UGSOA Local #: 883 City:

Training? - BBP, safety training, HazCom training, PPE training, WPV training, emergency preparedness (most training is done ART-annual refresher training)

PPE? - safety goggles, gloves, long sleeves, there are times he might need to use a resp. but has never personally used a resp.

In units use excelente spray. Always properly labeled, has never seen a bottle not labeled.

Laundry? - on avg. Chem. is replaced as it is used, sometimes as frequently as once per 2 weeks, ~~or~~ or as long as 4-5 weeks.

In 6 years, has never spilled or splashed chem. on himself.

A fire started in a lint trap in laundry back in March. Was put out immediately using extinguisher.

Hep. B vaccine? - yes, initial hire 6 years ago

Most Haz. part of job? - transporting detainees to hospital.

Has elected for Mr. Spencer Winepol & Nicolas Oliver to sit in during interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name GEO secure services Date 8/21/24 Time 11:45am Inspection # 317981102
To do items

Present credentials & give business card to employee

Explain WISH Act

Inform employee of purpose of visit

Explain discrimination & walk-around pay

Explain confidentiality.

Employee name Morris Lagrand Address [REDACTED]

Job title Court security officer Work hours shifts 7:00-3:00/M-F

Job description Make sure areas are safe, fix safety hazards, physically restrain detainees, cleaning, maintenance

Time with employer 17 1/2 years Time in trade 17 1/2 years

Union name UGSOA Local # 883 City

Training? - Every week, de-escalation training, HazCom training, First Aid/CPR, general safety, BBP, emergency preparedness,

PPE? - Gloves, goggles, masks, aprons, hair caps, N-95

Resp. Fit test? - yes, annually

Med. Eval.? - Does not remember.

~~Believes~~ Hep. B? - Believes so.

Uses Xcelente when cleaning/disinfecting. Has never seen an unlabeled chem. bottle.

Knows where to find chem. SDS.

Most haz. part of job? - slipping on wet floors

Has elected for Mr. Spencer winepol & Ms. to sit in during interview

Tina Perez

EMPLOYEE INTERVIEW

Division of Occupational Safety & Health
MS 44600



Employer's name: GEO Secure Services Date: 8/21/24 Time: 12:18pm Inspection #: 317981102

- To do items
- Present credentials & give business card to employee
 - Inform employee of purpose of visit
 - Explain WISH Act
 - Explain discrimination & walk-around pay
 - Explain confidentiality.

Employee name: Sarjit Singh Phone number: [REDACTED]

Address: [REDACTED]

Job title: COOK Work hours shifts: 3am - 1pm / M. - Thr.
Job description: COOK food, baking, cleaning

Time with employer: 17 years Time in trade: 24 years
Union name: UGSOA Local #: 883 City: _____

Training? - General kitchen/cooking safety, situational awareness, BBP training, HazCom training, PPE training.

PPE? - Aprons, face mask (N-95), gloves, non-slip shoes, Chem. used in kitchen? - Sanitizing detergent

in 17 years has not seen any employees receive skin or eye chemical burns.

Container labeling? - No, everything is properly labeled.

Most Haz. part? - slips, trips, falls. Kitchen floor is constantly wet and slippery.

Chem. SDS? - Yes, located in kitchen supervisor's office.

Has elected for Mr. Spencer Winepol & Ms. Tina Perez to sit in during interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: GEO secure services Date: 8/21/24 Time: 12:44pm Inspection #: 317981102

To do items

- Present credentials & give business card to employee
- Explain WISH Act
- Explain discrimination & walk-around pay
- Inform employee of purpose of visit
- Explain confidentiality.

Employee name: Bryan Sanchez Phone number: [REDACTED]

Address

Job title: Detention officer Work hours shifts: 3pm - 11pm / sat. - wed.

Job description: Make sure detainee movement is safe, take care of detainees, assist detainees, sanitize pods

Time with employer

1 year

Time in trade

1 year

Union name

UGSOA

Local #

883

City

Training? - BBP, slips/trips/falls, fire evacuation, emergency preparedness, HazCom training, chem. SDS, WPV

PPE? - gloves, eye protection, N-95

Hep. B vaccine - yes

Has never seen an unlabeled chem. bottle.

Employees who work in Kitchen/laundry first have to be trained on those areas and the hazards present in those areas. He has not received that training so does not go into those areas.

Most haz. part? - sanitizing. Chem. might harm you, make sure proper PPE is used.

Has elected for Mr. Spencer Winepol and Ms. Tina Perez to sit in during interview.

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: GEO Secure services Date: 8/21/24 Time: 1:01 pm Inspection #: 317981102
To do items

- Present credentials & give business card to employee
- Explain WISH Act
- Inform employee of purpose of visit
- Explain discrimination & walk-around pay
- Explain confidentiality.

Employee name: Andre Hiden
Address: [Redacted]

Job title: Custody officer Work hours/shifts: 3pm - 11pm / Sat. - Wed.
 Job description: Observe and report anything, ensure safety of detainees, enforce the regulations of ICE, cleaning of wash/dryer traps
 Time with employer: 9 years Time in trade: 13 years
 Union name: UGSOA Local #: 883 City: [Redacted]

Training - ? - Annual interpersonal skills, communication, transportation, de-escalation, BBP, HazCom, resp., slips/trips/falls, emergency preparedness.

Laundry ? - Switching out chem. containers varies greatly depending on use. Doesn't believe he has ever spilled or splashed chem. on himself.

PPE ? - Plastic mouthpiece for CPR, gloves, goggles, chem. gloves, apron, face shield.

Hep. B. ? - Yes

Unlabeled chem. containers ? - No, nothing.

Has elected for Mr. Spencer Winepol to sit in on interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: GEO Secure services Date: 8/21/24 Time: 1:29pm Inspection #: 317981102

- Present credentials & give business card to employee
- Inform employee of purpose of visit
- Explain WISH Act
- Explain discrimination & walk-around pay
- Explain confidentiality.

Employee name: Jesse Phillips Phone number: [REDACTED]

Job title: Jesse Phillips maintenance officer Work hours/shifts: 7am - 3:30pm/M-F

Job description: Perform maintenance work (plumbing, change lights, repairs)

Time with employer: 20 years Time in trade: 20 years
Union name: UGSA Local #: 883

Training? - OSHA 30, forklift, scissorlift, ladders, arch flash, HazCom training, BBP training, resp. training
resp. fit test - yes, med. Eval. - yes
PPE? - eye protec., gloves, fall protection, resp. occasionally.
only need a resp. when going into areas under quarantine.

Has never been splashed with chem. in laundry room.
Doesn't know of any employee being splashed by chem. in laundry.

Unlabeled chem. containers? - Does see them sometimes, if he comes across one he dumps it out.

Most haz. part? - Driving to work.

Has elected for Mr. Spencer Winepol and Mr. Nicolas Oliver to sit in during interview

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name: GEO Secure Services Date: 8/21/24 Time: 1:58pm Inspection #: 317981102

- To do items
- Present credentials & give business card to employee
 - Inform employee of purpose of visit
 - Explain WISH Act
 - Explain discrimination & walk-around pay
 - Explain confidentiality

Employee name: Sabrina Cartar Phone number: [REDACTED]

Address: [REDACTED]

Job title: Food service officer Work hours shifts: 11am-9pm / Tues.-Fri.

Job description: Make sure equipment is stocked, food is stocked, labeling, help cook, prep. food, take out trash, clean workstation

Time with employer: 7 years Time in trade: 37 years

Union name: UGSA Local #: 883 City: [REDACTED]

Training? - general safety training, equipment training, PPE training, food hygiene, HazCom training, BBP

PPE? - Goggles, gloves, aprons, oven mitts, non-slip shoes

Knows where chem. SDS are located.

Hep. B? - Was offered, declined b/c she already had it

Most haz. part? - slips/falls, heavy lifting.



EMPLOYEE INTERVIEW

Employer's name GEO Secure Services	Date 8/29/24	Time 10:05 am	Inspection # 317981102
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- To do items
- Present credentials & give business card to employee
 - Inform employee of purpose of visit
 - Explain WISH Act
 - Explain discrimination & walk-around pay
 - Explain confidentiality.

Employee name Corey Desordi	Phone number [REDACTED]
Address - Email : [REDACTED]	

Job title Detention officer	Work hours/shifts 3:00pm - 11:00 pm
Job description Watch Unit, transport detainees to and from hospital, work in med. clinic, work the floor, perimeter watch	
Time with employer 6 years	Time in trade 11 years
Union name U GSOA	Local # 883
	City

Process to report issues is long and difficult. A year or two ago officers went inside trash compactor without LOTO. EE's have recently received LOTO training, but it's general and not specific.

Working hours - last two years ee's have worked 5, 12-hour shifts with no breaks every week. officers don't have time for restroom breaks. EE's get written up for taking PTO.

Company hires mentally ill ee's. Firearms have been accidentally discharged in the workplace. A mentally ill ee was convinced to bring drugs and other contraband into the facility.

Recently a hand-full of officers were required to paint the facility without PPE. Some volunteered, others were told to paint. Small individual cells with no air flow. EE's had red eyes. Mold growing in cells, ee's required to clean mold. Air flow is not good.

Pg. #2

Division of Occupational Safety & Health
MS 44600



EMPLOYEE INTERVIEW

Employer's name GEO secure services	Date 8/29/24	Time	Inspection # 317981102
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- To do items
- Present credentials & give business card to employee
 - Inform employee of purpose of visit
 - Explain WISH Act
 - Explain discrimination & walk-around pay
 - Explain confidentiality.

Employee name Corey Desordi	Phone number
---------------------------------------	--------------

Address

Job title Detention officer	Work hours/shifts
---------------------------------------	-------------------

Job description

Time with employer	Time in trade
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Union name	Local #	City
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Some ee's working in kitchen have food handler's cards, some ee's don't have a food handler's card. They're mostly new ee's

Training? - Fire Extinguishers, CPR/First Aid, HazCom training, WPV deescalation, Fire drills, has not received active shooter training



company does not have active shooter Policy perimeter fence doesn't work to keep ~~out~~ individuals out. Bullet-proof doors don't work. Has had only one active shooter training drill.

Inspection #: 31798/102

Employer Name: GEO Secure Services LLC

Employer UBI #: 603274879

Opening Conference: 7/08/24

CSHO I.D.: A1300

Content:

- APP
- BBP
- HazCom
- Employee Training Records
- Chemical SDS
- Chemical Inventory
- Safety Evacuation Procedures
- Workplace Violence Program
- PPE Hazard Assessment
- RPP
- Respirator Fit Test Records
- Safety Committee Meeting Records
- Letter of Legal Representation
- Emails

Inspection #: 317981102

Employer Name: GEO secure services LLC

Employer UBI #: 603274879

Opening conference: 7/08/24

CSHO I.D.: A1300

CONFIDENTIAL

Content:

- OSHA 300 Logs
- Employee Respirator Medical Records
- Photos
- Warrant Paperwork



CLOSING CONFERENCE REVIEW NO PROPOSED VIOLATIONS

Important: This document is for your information only and may differ from the Citation and Notice that will be sent to you at a later date.

Employer GEO SECURE SERVICES LLC, Inspection 317981102

This closing conference is held to discuss the inspection findings and any hazards(s) discovered during the inspection. During this conference a discussion will occur on the actions necessary to abate any hazard(s) discovered and the date by which they must be corrected or abated. The department routinely allows employee representatives to be present during the closing conference. However, either the employer or the employee representatives may request separate closing conferences. In accordance with WAC 296-900-13010, employees or their representatives may request copies of Citation and Notices issued to the employer.

Citation & Notice (C&N):

You will receive a Citation and Notice containing the alleged cited violations(s) and the date by which the alleged violation(s) must be abated or corrected. Any alleged violations cited as serious will have a monetary penalty as required by RCW 49.17.180. The findings of this inspection and the recommendations of the inspector are subject to change prior to C&N issuance.

No violations proposed.

Posting Requirements (WAC 296-900-13015)

You must post the Citation and Notice for seven (7) working days, or until the last violation has been corrected, whichever is longer. **You must comply with these posting requirements even if you appeal the citation, or if no violations were noted.**

Employee Discrimination (RCW 49.17.160 and 296-360 WAC)

By law, your employees must be allowed to participate in the DOSH inspection. They must be paid for the time they spend assisting the Compliance Inspector or doing related activities. They may not be fired, demoted, or otherwise discriminated against if they talk to the Inspector, file a complaint about unsafe or unhealthy working conditions, or exercise any other right protected under the Act.

If you have any questions concerning the inspection, please contact the Compliance Inspector, or the supervisor.

For additional information about DOSH and the various programs available, you may visit our web site at <https://www.lni.wa.gov/safety-health/> .

For information about filing a public records request, you may visit our web site at <https://www.lni.wa.gov/agency/public-disclosure/> .



Washington State Department of
Labor & Industries
Division of Occupational Safety and Health

**Division of Occupational Safety and Health
Referral**

Referral Number:	203415242
Region:	03
UBI/Account Number:	603274879 / 11084303
Employer Legal Name:	GEO SECURE SERVICES LLC
Employer DBA Name:	GEO SECURE SERVICES LLC
Site Address:	1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421
Mailing Address:	4955 Technology Way Boca Raton, FL 33431,
Type of Business:	FACILITIES SUPPORT SERVIC

Alleged Safety or Health Hazards

Hazard Severity	CSHO Assigned	Due Date	Number of Days
General	A1300	7/26/2024	15

Hazard and Location Description

This referral is based on the new bill/RCW 70.395.050 sub part 4 that states "Labor and Industries shall conduct routine, unannounced inspections of workplace conditions at private detention facilities, including work undertaken by detained persons".

Safety Inspection #317977629 and Health "No Inspection" Inspection #317977630 are related.

Geo Secure Services LLC-Referral was assigned based on guidance from the AAG via stand-in compliance manager Perry Tamarra.

Eric Smith A1300 had already completed a “no inspection” inspection #317977630 when additional guidance was received. A new inspection # 317981102 was opened for the health side.

Cindy Sims
Industrial Hygiene Supervisor
DOSH R3 Compliance
Washington State Department of Labor & Industries
scin235@LNI.WA.GOV





Washington State Department of
Labor & Industries
Division of Occupational Safety and Health

Division of Occupational Safety and Health Referral

Referral Number:	203415242	OSHA #: 2186978
Region:	03	
UBI/Account Number:	603274879 / 11084303	
Employer Legal Name:	GEO SECURE SERVICES LLC	
Employer DBA Name:	GEO SECURE SERVICES LLC	
Site Address:	1623 East J Street Nw Detention Ctr #214 Tacoma, WA 98421	
Mailing Address:	4955 Technology Way Boca Raton, FL 33431,	
Type of Business:	FACILITIES SUPPORT SERVIC	

Alleged Safety or Health Hazards

Hazard Severity	CSHO Assigned	Due Date	Number of Days
General	A1300	7/26/2024	15

Hazard and Location Description

This is a comprehensive assignment under RCW 49.17.

Safety Inspection #317977629 and Health "No Inspection" Inspection #317977630 are related.