



# Correctional Signpost

2010  
No. 3



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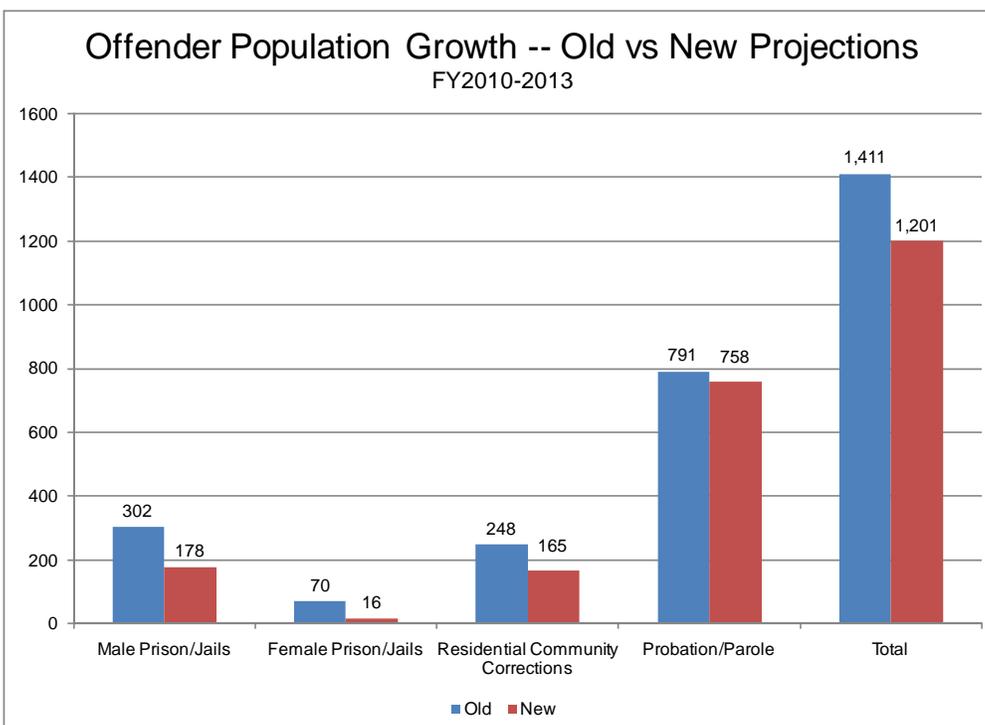
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## Job skills graduation



Inmates graduating from a job skills education program at Montana Women's Prison listen to Gov. Brian Schweitzer tell them: "It's not always about getting the blue ribbon the first time or the second time. It's about getting it right in life." More photos on page 26.

## New forecast: Slower population growth



The Department of Corrections has trimmed its offender population growth projections to reflect updated trends seen throughout the corrections system.

While increases in the number of offenders are still expected to occur during the next three fiscal years, the rates of growth for the various programs are expected to be less than previously anticipated.

The projection for total offenders supervised by the department by the end of 2013 was reduced 4.9 percent, from 14,871 to 14,179. That's still an increase of about 3 percent annually. The department currently has about 12,980 offenders.

Department officials said they

# Reorg of two bureaus OK'd

Reorganization of the Department of Corrections' legal and investigations bureaus, following a seven-month assessment of their operations, is nearly complete.

The final step will involve selection of a chief for each bureau. The revised structure of the bureaus will take effect at that time. Under the plan, unanimously endorsed by the management team, the two bureaus will move from the director's office to the Staff Services Division, now called the Human Resources Division.

"The various options were thoroughly discussed over the past few months and I believe this long, thoughtful and measured process takes into consideration the long-term best interests of the department," said Director Mike Ferriter. "The reorganization will result in programs with the continuing ability to provide crucial services to the department for years to come, regardless of future personnel changes."

The review of bureau operations began in early September, prompted by several staff changes in the two bureaus the month before. Steve Barry, administrator of the Human Resources Division, agreed to become acting chief of the bureaus and conduct the assessment.

In choosing the preferred option, the management team considered concerns by legal staff about the bureau no longer directly reporting to the director. Those concerns are addressed through adoption of a communication plan to ensure the avenue of communication between the bureau and



Barry

the director's office is not lost. It includes regular meetings among the director, bureau chief and division administrator, as well as other requirements. A similar plan was developed for the Investigations Bureau.

The management team believes the preferred alternative has the advantage of reducing the number of direct reports to the director, while not sacrificing the Legal Services Bureau's ability to have access to the director.

The team also sees some clear benefit in combining the functions of human resources, policy, professional development, and the American Indian liaison with the Investigations and Legal Services bureaus.

The Legal Services Bureau has four positions and the Investigations Bureau has five staffers.

Until the bureau chiefs are selected, Barry will continue as acting chief of both bureaus. Ken McElroy will continue as interim administrator of the Human Resources Division. Once the chiefs are in place, Barry will return to administrator of the renamed Staff Services Division and McElroy will return to chief of the Human Resources Bureau.

## Montana Department of Corrections Mission

*The Montana Department of Corrections enhances public safety, promotes positive change in offender behavior, reintegrates offenders into the community and supports victims of crime.*

# Court: Dual revocations not prohibited

When an offender violates condition of his community placement, both his parole and any suspended sentence can be revoked without violating the constitutional ban on punishing someone more than once for the same offense, the Montana Supreme Court has ruled.

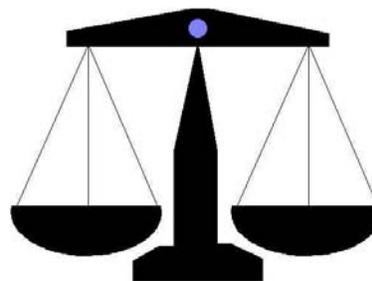
The unanimous decision said that the two actions are distinct administrative acts and are not "punishment" as referenced in the prohibition on subjecting a person to double jeopardy.

"This is not punishment; rather it is a forfeiture of a conditional privilege previously granted by the state as a matter of grace," Justice James Nelson

wrote for the court.

"Thus, the same act or acts may form the basis for revoking both an offender's parole and his ensuing suspended sentence, without contravening the double jeopardy clauses" in the Constitution.

The early-May decision came in the case of Jaydee Haagenson, who was sentenced to 10 years in prison, with seven years suspended, for selling ille-



gal drugs. He was paroled the following year and one of the conditions imposed on his parole was to neither possess nor use alcohol.

However, before his parole term expired and his suspended sentence began, Haagenson was arrested in the murder of another man in Great Falls. Haagenson was intoxicated at the time he allegedly choked to death Jerod Williams.

**National Crime Victims Rights Week**

**Victim advocates honored for work**

Any crime victim would be lucky to have Jefferson County Undersheriff Steve Marquis respond to an emergency call for help.

His exemplary concern for victims of domestic violence, sexual assault, elder abuse and fraud earned Marquis the Montana Department of Justice 2010 Outstanding Victim Advocate of the Year award. Attorney General Steve Bull-ock presented the award during a windy April 20 ceremony at Veterans Memorial Park in Boulder.

TV cameras from Helena rolled as Marquis graciously received the plaque, noting that he was accepting the award for the many people in his community dedicated to helping crime victims. There to support him were his wife, Peggy, a contingent of townspeople and several state and local criminal justice officials, including Sheriff Craig Doolittle and Jefferson County Attorney Matt Johnson.

“I’ve been in public service for 40 years, and doing what I can to assist victims and

their families has been the most positive function of my career,” Marquis said. “It is important to recognize that people are victimized in many different ways, but their needs are similar.”

Marquis believes staff training is essential for a sheriff’s department that covers 1,600 square miles with 11 deputies. Training occurs in-house, the Montana Law Enforcement Academy in Helena, and elsewhere.

“Training is always ongoing because there are always new ways to deal with victims and their families,” Marquis said.

Ed Krasinski, Jefferson County victim advocate, nominated Marquis, describing him as “a champion for victims in our county” who has a keen empathy for victims, adult and juvenile alike.

Other 2010 award recipients are Jenifer Blumberg with Confederated Salish & Kootenai Tribes Victim Assistance in Pablo, and Charlee Johnson, a victim advocate in the Billings City Attorney’s Office.



Jefferson County Undersheriff Steve Marquis accepts the outstanding victim advocate of the year plaque from Attorney General Steve Bull-ock.

***Employee’s son among country’s ‘Top Cops’***

Peter Glowacki, son of Corrections Department staffer Dee Glowacki, was among eight Montana law enforcement officers honored by President Barack Obama at the White House in May.

The officers were involved in hunting for a sniper who opened fire on people in the parking lot of the Glasgow hospital last year. Roger Sellers fatally shot Melissa Greenha-

gen, an emergency medical technician and wounded two others in the shooting.

Glowacki, a Glasgow police officer, was among officers from several agencies in hunting down Sellers for six hours. Sellers died after being shot by officers when he charged them with a knife.

Dee Glowacki, who works in the Adult Community Corrections Divi-

sion, said her son has been pretty low-key about the whole matter.

“He said from day one he was just doing his job,” she said. “Going to the White House made him realize what he does is important.”

The eight Montanans were among 26 “Top Cops” selected by the National Association of Police Organizations from across the country for the White House appearance.

# College, prison develop welding course

## *MCE, Glendive partners use federal grant to help inmates*



An inmate at Dawson County Regional Detention Center uses the welding simulator as part of a training program at the Glendive prison. (Photo by Carrie Zachmann)

Dawson Community College and the Dawson County Regional Detention Center have teamed up to provide an innovative job-training program for inmates.

The Glendive prison applied for and received a \$20,000 federal grant to help younger offenders receive job training while incarcerated. In 2008, the college purchased three virtual welding units with funds from a grant program designed to encourage regional collaboration among public and private entities to develop a more highly skilled workforce.

The project provides college instruction in welding technology and theory to students who meet the requirements of the prison and college. The course is taught at the prison by faculty from the community college.

Classes include technical math, blueprint reading, first aid, welding theory, estimating job materials, and basic drafting. The computerized virtual welding simulators provide inmates with the opportunity to learn basic welding skills without the security concerns of using actual welding equipment and having access to metal materials.

Jackie Schultz, dean of instructional services at the Glendive college, feels the success of the program has been a team effort between staff at the prison and the college.

“Our teachers have been the key to realizing this goal,” she said. “They are exposing the students at (the prison) to their potential for positive lives. One can’t stress that impact enough. I am very proud of their work.”

The course, which lasts nine months, began in October 2009 with seven students.

Carrie Zachmann, programs coordinator at the prison, said, “The courses have given the inmates some direction in life by teaching them skills they otherwise would not develop. A few of them went from not knowing what they were going to do upon release to planning and looking forward to a future.

“It’s a very marketable field,” she added. “From oilfields to pipelines and construction, welding is a very employable job and offers a living wage.”

Those who complete the curriculum receive a certificate of completion in welding readiness from the college. Corrections officials are working to transfer some inmates to Montana State Prison to complete their lab hours or to a prerelease center with similar opportunities in the community.

The U.S. Department of Education, under the Office of Vocational and Adult Education, provided the grant to the prison, which will offer a second class before funding expires in September 2011.

***‘It’s a very marketable field. From oilfields to pipelines and construction, welding is a very employable job and offers a living wage.’***

Warden Steve Ray said, “For a prison program, this is a good fit. It gives inmates an employable skill and, because it’s virtual, it’s safe.”

The prison, which opened in November 1998, is operated by Dawson County sheriff’s department under contract with the state Corrections Department and houses 142 state inmates. Montana Correctional Enterprises, a division of the corrections agency, oversees the grant and coordinates the welding course with the welding program at Montana State Prison.

The community college, founded in 1940 and part of the Montana university system, has an enrollment of 450.

## Communication Plan

# Montana Correctional Enterprises

*EDITOR'S NOTE: This is the sixth in a series of division communication plans to be published in the DOC newsletter, as part of an effort emphasizing the importance of improved communications among DOC employees.*

1. Administrator holds bi-weekly meetings with directors and administrative staff. Directors hold weekly meetings.
2. Administrator holds quarterly mid-management meetings with directors and mid-management staff.
3. Administrator will schedule one day every two weeks to do a walk-through of each work location ensuring that all locations have been visited once every two months.
4. Administrator is in contact with the DOC director through a bi-weekly conference call.
5. An MCE director or designee provides information at new employee orientations.
6. Administrator will make a site visit to Montana Women's Prison one day every other month to visit programs in that facility.
7. Administrator has staff contribute to the MSP and the DOC quarterly newsletters.
8. Distribute all applicable new and revised MCE, MSP and DOC policies.
9. Minutes of all pertinent meetings, memos, weekly calendars, etc. are distributed by e-mail or placed in individual mailboxes.
10. MCE Food Factory publishes information collected from food surveys.
11. MCE has established intranet and Internet sites that include MCE Advisory Council minutes, product catalogs and program information.
12. Administration attends the following meetings:
  - quarterly DOC Management Team
  - quarterly Prison Issues Board
  - quarterly DOC Advisory Council
  - biannual Board of Pardons
  - weekly administrative review
  - monthly Investment in Excellence leadership meetings
13. MCE staff members attend the following meetings:
  - Inmate Welfare Fund
  - Warden's general staff
  - Safety committee
  - Communications committee
  - Warden's management team meeting, reporting back as needed
  - Investment in Excellence leadership meetings
  - Steps and New Directions facilitator meetings

## Quilt Project

Seventeen inmates at Montana Women's Prison spent several months creating this quilt that they donated for a raffle to benefit early education programs for Billings children. The quilt features pictures drawn by students in the local Head Start program. The project was spearheaded by inmates Julie LaDuke and Julie Downing. LaDuke used her quilting skills to organize fellow inmates to assemble the quilt and Downing used computer skills she learned in a graphic design class offered at the prison through MSU-Billings to adapt the students' artwork.



## Business decline prompts MCE staff cut

Montana Correctional Enterprise (MCE), which manages the inmate work and job-training programs at Montana State Prison and Montana Women's Prison, gave layoff notices to five employees in mid-April.

The layoffs, which take effect June 27, are a result of declining revenues in MCE programs due to decreased product sales related to the economic slowdown.

MCE industry programs, which are self-supporting and do not rely on a general fund appropriation, have seen a steep decline in orders for the furniture and upholstery shops and in service requests for the vehicle maintenance operation. In addition, the cannery lost its source of funding to continue operations.

The layoffs, all at MCE operations in Deer Lodge, involve a production supervisor and marketing specialist in the furniture plant, a purchasing and parts manager and a mechanic supervisor in the vehicle maintenance shop, and the cannery supervisor.

MCE Administrator Gayle Lambert said the layoffs were needed to reduce expenses in order to maintain continued operation of the programs. The layoffs will have no immediate effect on the number of inmates involved in the industry programs, but hours of work will be reduced to reflect lower production demand. About 400 Montana State Prison inmates are involved in MCE job-training programs.

"We recognize that this very difficult decision not only affects five valued employees, but also their families, their careers and their livelihoods," Lambert said. "We are hoping that the affected employees will apply for vacant positions within the agency, and we will do everything we can to assist them during these challenging times."

MCE, which has 82 employees, operates industry, vocational and agricultural programs that provide employment and training for inmates that are designed to improve their chances for employment and success when returning to communities.

# Crime down in Montana, reports show

The total number of offenders under supervision of the Corrections Department remains largely unchanged from last year, and fewer crimes may be part of the reason.

The Montana Board of Crime Control's annual report shows a 4.5 percent drop in crime during 2009, continuing a trend covering several years. That's a decrease of about 3,500 criminal incidents.

Property crime accounts for the bulk for the decline, falling 6.4 percent from one year to the next. Violent crime was down 2.4 percent, while drug offenses increased slightly by 0.2 percent.

Marijuana continues to be the most prevalent drug seized by law enforcement, accounting for two-thirds of all offenses. Narcotics or prescription drugs were involved in 13.5 percent of drug crimes.

At a time when a legislative committee is studying ways to address the problem of drunken driving in Montana, reports from the Board of Crime Control and the Montana Highway Patrol indicate such offenses are declining.

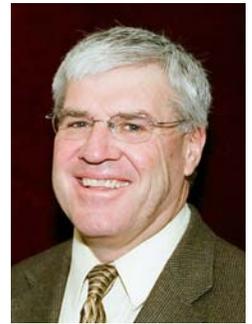
The board's annual report shows that the drunken driving rate decreased by 3.8 percent last year, to 698 DUIs for every 100,000 state residents. However, that figure does not include DUIs reported by the Highway Patrol.

The patrol's annual report shows the number of DUIs it handled in 2009 dropped nearly 30 percent from 2005 and decreased 8 percent from 2008.

But the patrol says the DUI trend is not an isolated one. All categories of citations fell in 2009. The patrol wrote 23 percent fewer arrest tickets than in 2008.

## From the Director

*Mike Perita*



I am confident that many who work in state government or other publicly funded jobs have heard the phrase, "You are a public servant." Elected officials hear it, police officers and highway department workers do, too. Corrections employees are all levels aren't exempt from being so labeled.

Most often when someone tells me this they are angry about an outcome of a decision. The person using the phrase usually follows it with demand, based on the belief that I am indeed a "servant."

Generally I respond to such comments by reminding them to lighten up on the use of the word servant and then I remind them that I work on behalf of the public at large. This will usually lead to some discussion about what is best for the public versus what they feel is best for their friend or loved one under corrections supervision.

My point in sharing this is that, when you really sit down and think about it, what we do in corrections on behalf of the public is somewhat overwhelming.

Like many administrators, I do not get out in the field or to facilities as much as I'd like. But I do get out often enough to confirm my belief that the services corrections provides are extraordinarily valuable to the average citizen.

My visits to facilities and offices always provide me with experiences to support my argument about the significance of our services and how professionally they are delivered.

But in my more than three decades in corrections and remembering all the visits I've made to correctional facilities and all the meetings with correctional employees, I never have seen anyone acting as a servant.

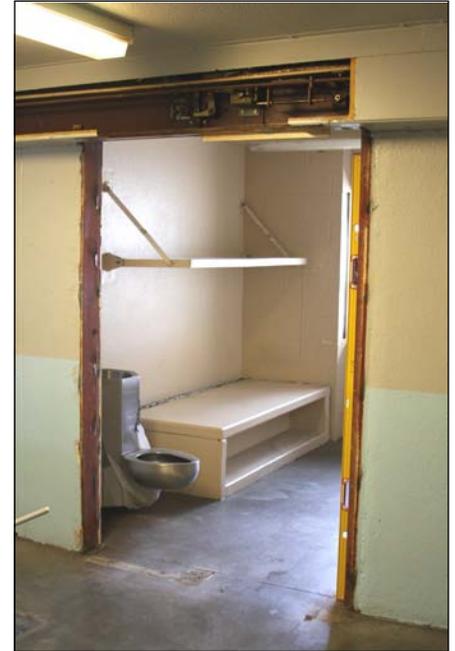
What I see are dedicated professionals providing public service. Those services our employees deliver are unique, dangerous at times and truly make a difference to offenders, victims and the public at large.

We are not servants by any means. But we are people who have accepted responsibilities that not many outside corrections can understand or claim the commitment and courage to perform.

# MSP construction under wa



The interior of E unit, once filled with cells, has been gutted in preparation for transforming the building into a visiting facility for low-side inmates at Montana State Prison.



ABOVE RIGHT: One of the cell doors in Close Unit 1 being widened to accommodate inmates with disabilities.



ABOVE: New, more energy efficient boilers have been installed in the basement of the maximum-security building.



RIGHT: A monitor shows 16 angles from cameras newly installed in Close Unit III with funding from the federal Prison Rape Elimination Act.

A concrete foundation forms the footprint for the annex being built at the rear of the maximum-security building.



## Couple committed to marriage despite prison

# A bond beyond bars

*EDITOR'S NOTE: The following article is a composite of a two-part story that aired on KULR-TV in Billings on April 29-30.*

By Kathy Weber  
KULR-TV

Studies show prisoners who can hold onto their marriages while behind bars are less likely to return to jail. But as we discovered, only a small percentage of inmates at the Montana Women's Prison are able to keep those bonds beyond bars.

Only about 15 percent of the inmates at the prison are listed as married.

Three times a year for the last four years, Randy Summers has made the trek across the state from his home in Corvallis to his wife, Donna's home in Billings at the Montana Women's Prison.

"How was your trip?" she asks.

"I love you," he says.

The hour-long visits sustain them as they fight everyday to beat the odds. The odds are they will fail as a couple. Statistics show 80 to 90 percent of marriages break up when one spouse is incarcerated.

Dawn DeVor, Montana Women's Prison mental health counselor, explains, "A relationship that was struggling prior to incarceration, this only intensifies that struggle."

Why keep fighting? Randy says, "I married her with God as my witness so we will be married for eternity."

It is a bond corrections officials generally support.

DeVor says, "We try to be as helpful as we can in that process because ultimately our goal is to return these women to the community as responsible members and to help them change their antisocial behaviors to social behaviors so they can reassume their roles as wives and mothers."

DeVor says she works with women trying to keep their marriages together and has seen a lot of heartache over the process over the years. "One should never underestimate the challenges. And the challenges are huge. But, I do believe there is hope. But it takes a lot of work."

DeVor sees these couples struggling with the same issues that permeate many relationships.

"A physical separation is obvious," she says. "But, some couples are just as emotionally disconnected as some of the

people we see who are incarcerated. Before we say that we are so different than these couples, we should look at our own relationships and why we are sometimes separate from or disconnected to the people we care about."

The Summerses argue they're not too different than other couples. Randy says when they got married, they wanted to pursue the American dream of having a home, children and a place for grandchildren to thrive.

Donna's incarceration has changed their dreams, but Randy says they still have plans. "Our hope for the future is to strengthen our relationship with the Lord and with each other."



Randy and Donna Summers

During their visit, the Summerses are allowed a hug, a kiss and a chance to hold hands under the watchful eyes of a prison guard.

Conjugal visits are not allowed. Donna says, "Without that, your relationship grows in other ways." But, her husband is quick to add, "I think a conjugal visit would be nice – I mean, don't get me wrong, okay?" The answer draws chuckles from even the prison guard.

When they said "I do" nine years ago, they never imagined their vows would be stretched

across prison bars.

"I really was living that double life you see on TV," Donna says. "One was using drugs behind my husband's back. The other was the housewife who worked part time and took the kids to football, band practice and wrestling."

Her double life came crashing down when she was arrested and convicted for using drugs. She will be eligible for parole this fall after serving a mandatory five years of her 20-year sentence.

Despite the challenges, the Summerses say the experience has strengthened their marriage.

Randy says, "We know now a lot more about communication. As long as you communicate about it so one knows what the other is thinking whether it is right or wrong it doesn't matter. You need to know what's going on with each other."

Donna adds, "No matter the situation, you have to talk about it. You have to. There's no secrets in marriage."

Though their marriage is non-traditional, the Summerses

# Project will make inmate banking easier

Inmate banking is big business and the Department of Corrections is undertaking a project to make it an easier business.

During 2009, friends and families of inmates deposited \$2.8 million in the accounts maintained for inmates in Montana prisons. But it's an outdated and cumbersome system that relies on paper transactions – cashier's checks and money orders. The project will update the process to allow for electronic deposits using the Internet.

The effort is a collaboration between the department and Montana Interactive, the company that maintains state government's Web sites that allow citizens to make payments online. The department already uses the firm to operate the online payment of victim restitution, supervision fees and cost-of-care contributions.

Montana Interactive is in the process of data gathering and is expected to develop a prototype inmate banking program by late June. Development and testing of the final product will occur in July and August, with a tentative date of Sept. 9 for launching the new service.

The new system, while more convenient for those wishing to deposit money in accounts, will allow the department



to improve its tracking of changes in use, the amounts being deposited by individuals and amounts being expended from inmate accounts. The program will integrate with other existing accounting systems as well and possibly include a limit on how much can be deposited.

Montana Interactive will charge a \$1.50 transaction fee for each deposit to cover the processing cost.

The project is being driven by the needs of the department.

"This service is your service," Cory Mabry, project manager for Montana Interactive, told corrections officials at a recent meeting. "We build it to your specifications."

Deposits to inmate accounts totaled \$1.1 million during the first 5½ months of this year, with about 70 cents of every dollar involving inmates at the state prison in Deer Lodge.

The plan calls for a pilot program at Montana State Prison, which is the largest in the state with more than 1,400 inmates.

Eventually, the service will be offered for inmates at Montana Women's Prison, the regional prisons in Great Falls and Glendive, and Crossroads Correctional Center in Shelby. However, all the facilities will be involved in the planning process.

Those working on the project agreed that proper marketing of the new service will be essential to its success, to ensure that those using the new service have the information they need. A brochure, news release, posters and the inmate TV system will be used to make as many people as possible aware of the service.

## Court

FROM Page 2

The Department of Corrections filed documents to revoke his parole and his suspended sentence, arguing that Haagenenson had violated conditions of both his parole and suspended sentence by consuming alcohol.

Haagenenson challenged the moves, saying such a dual action amounted to multiple punishments for the same offense. The District Court rejected his

claim and Haagenenson appealed to the high court.

The justices noted that numerous federal courts have ruled that revoking parole or probation is not a new punishment, but is a penalty related to the original conviction and sentence.

"Parole is a privilege and not a right; and since it is granted as a matter of grace, the state may offer such grace under and subject to such conditions as it considers most conducive to accomplish the desired purpose" of rehabilitation, Nelson said.

Revocation of parole or probation is not a criminal adjudication, does not require proof of a criminal offense and does not impose punishment for a new offense, he added. It is a "supervisory act involving the enforcement of conditions imposed on a term of parole or probation."

When Haagenenson violated one of those conditions, he gave up the privilege of both the parole granted by the Board of Pardons and Parole and the suspended sentence given by the judge, Nelson concluded.

# MSP announces employees of quarter



Montana State Prison’s maintenance team, left to right: Shane Morse, John McNeal, Ray Derenberger, Joe Pennington and Dave Gazzara. Not pictured: Daniel Johnston and Daniel Calcaterra.



Carla Strutzel



Darcy Hunt

Montana State Prison and Montana Correctional Enterprises have announced employees of the quarter for the three months beginning in April.

Correctional Officer Darcy Hunt received the award for security. Hunt spends the majority of his work day directly supervising inmates in the units, yard and their cells. He shakes down consistently and is always aware of the property each inmate has and is able to quickly determine if something is out of place or does not belong.

Hunt goes above and beyond, and he has pushed himself outside his comfort zone to enhance his professional development. He takes pride in the fact that he is able to teach new officers, and his enthusiasm for the work he does shows in his physical appearance and how his actions come across to others.

The maintenance team at Montana State Prison collectively is employee of the quarter for support.

The seven members are Daniel Calcaterra, Ray Derenberger, Dave Gazzara, Dan Johnston, John McNeal, Shane Morse and Joe Pennington. The team was selected for the honor for its recent work on an assignment to remove the old dishwashing machine in the high-side food service and install a new model.

This assignment was to be completed in two weeks with the minimum amount of down time. The task was completed on schedule with no overtime. It took dedication, attention to detail and the willingness to work as a team in order to complete this assignment as directed.

Carla Strutzel is MSP’s management employee of the quarter.

As a case manager, she is a fine example of the kind of employees working at the prison. She is professional, knowledgeable and proficient in her job. Strutzel always goes the extra mile to lend a helping hand when in need.

She is considered the go-to person for many staff members when they need help with parole reports, classification assessments, warrants and other difficult case work. She trains the unit sergeants on completing classification reports and reviews their reports before they are turned in to ensure they are done correctly.

Strutzel was a sergeant before becoming a case manager so she has a good knowledge of security practices and incorporates this in her daily work. She deals well with the inmate population, especially difficult-to-manage inmates. She reviews all facts and makes good decisions on inmate’s work assignments and living placement outside the fenced compound.

To receive the quarterly honor, an employee must meet specific criteria and be reviewed by a selection committee. Those chosen for the awards receive a plaque, a certificate of appreciation, a special parking space during the quarter, have their photograph posted in the lobby area of the administration building and are eligible for the employee of the year award.

# New alert notification system in place

Beginning May 1, the Department of Corrections began using a new automated system for notifying key staff about major incidents involving offenders and correctional facilities.

*CityWatch* replaces the CHAIN electronic alert notification system, which had been used for about the past three years at an annual cost of \$4,995. CHAIN was intended as an interim program until an integrated system could be developed with local sheriff's offices.

The department provided funding to the Powell County sheriff's office to assist in the purchase of the system. The sheriff's office, whose jurisdiction is the county where Montana State Prison is located, selected *CityWatch* and began implementation in January 2010.

The office has the entire system, including servers and routers, located in its building in Deer Lodge. As the host organization, the sheriff's office has all administrator and system maintenance responsibilities.

The department agreed to this system in conjunction with sheriff's office because it provides added capabilities

and allows for the integration of the Powell County sheriff with other counties and public organizations, private industry, and department facilities into one alert notification system. The system also allows for future additions if the department desires.

*CityWatch* provides the ability to create, target and send an alert or non-alert message to literally thousands of destinations within minutes. *CityWatch* is a full-featured, outbound and inbound notification service able to quickly, accurately and automatically send emergency and informational messages using telephones, text messaging, faxes,

paggers and e-mails.

The system also provides features not available with the old system, including a mapping capability, reverse-911 calling and a large list of recipients. In the past, the department's cost for CHAIN was based on the number of people on the call list; *CityWatch* allows for hundreds of numbers at no additional cost.

The department tested the new system since January 2010 and trained selected personnel at MSP on its use.

The service is provided at no cost to the department.



## Bond

FROM Page 9

believe their commitment to survive may inspire other couples who live with less obvious walls between them.

"One thing these walls have created is we have much better communication," Donna says. "I tell him everything. I ask him about everything that happens."

The Summerses also hope their story help people heading for a break up to hang on and tear down the walls they may have built up over the years. Randy says with a sigh, "This is just a bump in the road, a big, long bump in the road. But, we'll make it."

"She is my best friend," Randy says. "I want to spend the rest of my life with her."

With tears welling up in his eyes, he adds, "Even though she's in prison, I still love her very much."



Five employees of the Great Falls Prerelease Center were honored with the company's first Commitment to Excellence Awards based on their job performance in the past year. Left to right: Mark Howell, David Booth, Kim Serfes, Lisa Anderson and Jerry Kelley. (Photo by Harvey Niemi)

# Biker gangs have deep roots

*EDITOR'S NOTE: This is the third in a series of articles about street gangs and motorcycle clubs, issues for both correctional officers and probation and parole officers.*

**By Don Kelley  
POII, Butte**

As we move into the second decade of new millennium, the role that the "big four" bike clubs plays has changed dramatically. What started out as a drunken party sponsored by the American Motorcycle Association in Hollister California in 1947 has grown into a multi-national cartel of associated clubs.

Whether it's the Hells Angels, Bandidos, Outlaws or Pagans, all of the clubs answer to a "world president."



The face of the recreational biker has changed dramatically. We have gone from a bunch of drunken, World War II veterans to doctors and lawyers on Harley Davidson's.

The media coverage of biker incidents also has changed. The media no longer looks at all bikers as the "young hoodlums" described in the San Francisco Chronicle after an event in Hollister, Calif., that marked the birth of what we now refer to as outlaw motorcycle clubs.

A July 1947 hill climb at Hollister, sanctioned by the American Motorcycle Association, turned into a riot. The association later said 99 percent of the bikers at the event were law-abiding citizens and not connected to the 1 percent faction that caused the problems.

Media now gives us the picture that bikers "take out their own trash," preferring to give the perspective that bikers are less dangerous now and have reached some di-

mension of respectability in the community. In an effort to attain a respectable image, motorcycle clubs actively recruit professional people.

Let's start at the roots of what is now the "biker culture."

Motorcycle gangs got started after World War II, when they were thought to be nothing more than youthful rebellion. Thanks to high-profile Hollywood movies and other public events, they gathered an exaggerated reputation.

*The Wild Ones* in 1954 and *Easy Rider* in 1969 glamorized biker activity and the biker lifestyle. The Hell's Angels gained broader exposure when they were hired to handle security for a Rolling Stones concert at the Altamont Speedway in California in 1969. Sometime during the show, the Angels reportedly turned on the audience and killed a fan.

During the 1970s, nearly 900 outlaw biker clubs existed, some of them with a large number of chapters that operated inside the United States. By the '80s, the FBI recognized motorcycle clubs as a national threat, ranked just behind La Cosa Nostra (Sicilian mafia).

While concentrated law enforcement actions are disruptive, the gangs have responded by recruiting attorneys who specialize in organized crime cases. Some bikers even found that going to jail has its benefits. They learned new and possibly more profitable techniques from other prisoners.





# DOC dentist takes skills to Haitians

By Daniel W Hash  
DOC Dental Services Director

*EDITOR'S NOTE: Dr. Daniel Hash, a lieutenant colonel in the U.S. Army Reserve, spent 15 days in Haiti during late April and early May providing dental care to Haitians.*

The sun beat down intensely as we removed the remaining 10 teeth from a 55-year old woman's mouth. Just yesterday, we had removed nine of her teeth. Many had abscesses or were so badly broken down they would not have been restorable even in the United States.

We are in the poorest country in the Western Hemisphere – Haiti. Only 681 miles from Miami, Haiti is a world away,

The Haitian woman likely will have to spend the rest of her life without teeth, as the nearest dentist is more than an hour away and luxuries such as dentures or partial dentures for most of the country's poor is financially out of the question.

My next patient was a 45-year-old woman. Sweat dripped off my glasses as we removed six of her teeth. It was 106 degrees, still very hot and humid, but an improvement from 116 degrees the previous Wednesday.

The next day was our last. We removed nine teeth from an attractive 16-year-old girl. She really needed all of her teeth removed but we were limited by the amount of anesthetic we could administer due to the extreme heat and dehydration of the patients. The teenager will have to somehow find a way to get the rest of her teeth pulled in a country of very few dentists and a lack of money to afford their services.

She likely will never have a normal smile again.

We were part of a U.S Army Reserve medical training and humanitarian mission to this impoverished and earthquake-ravaged Caribbean country. The mission was planned before the Jan. 12 quake.

The 48 soldiers involved in this 15-day mission – the second in a long line such humanitarian efforts planned by the Army Reserve and National Guard – provided basic medical support, pharmacy, dentistry and veterinary medicine and mission security.

In addition to providing humanitarian aid, we trained to become better prepared for our Army war-time mission. Just as important as the health care we offered, we were goodwill ambassadors from the United States to the people of Haiti, providing hope and a sense that the outside world really cares.



Dr. Daniel Hash works on a patient in Haiti.

# Dentist

FROM Page 14

The dental section of the operation consisted of two dentists, two dental technicians and a Haitian interpreter. Of the many humanitarian missions I have been on to date, this was by far the busiest. We had to limit dental services to extractions and surgical procedures because of the large demand.

Haiti and the United States have had an interconnected history. The French- and Creole-speaking Republic of Haiti shares the beautiful tropical island of Hispaniola with the Spanish-speaking Dominican Republic. Christopher Columbus landed on this island on his maiden voyage to the Americas in 1492.

Similar to Montana, Haiti is the native word for "land of mountains."

In 1804, Haiti joined the United States as the second country in the Western Hemisphere to win independence, receiving aid in its fight with the French from President Thomas Jefferson. The victorious former Haitian slaves could not maintain the economic stability of the colony that once boasted of being France's most prosperous possession in the Americas.

The country has an extremely dense population: Over 8 million people live in an area about the same as Beaverhead and Phillips counties combined.

Health care is almost nonexistent in most areas and nearly two-thirds of the population is unemployed.

The need for dental care in Haiti is completely overwhelming, even for emergency dental services. The dental condition of many of the people we saw was very poor, possibly due to the large amount of sugar cane grown throughout the island.



The beautiful Haitian scenery belies the country's impoverished people.

The amount of intense pain and suffering, with few options for relief these people must be suffering is unimaginable.

We set up three mission locations in schools around the seaside town of Port Salut. None of the buildings had electricity or lighting, let alone any computers. Some had blackboards, but I did not see any text books. In one school the classrooms were so dark we chose to set up in a covered breezeway. Lighting was much improved but the sun shown directly on us until about 11 AM when the roof would start to provide relief. This was the first time I have ever had to use sun screen to do dentistry.

It is hard to come to terms with how this country could ever turn things around without a sound education system. Yet the children, for the most part, behaved like those in the states. They seemed happy, playful and maybe still full of hope.

All were dressed in school uniforms with distinct colors for each of the areas schools.

More than once we ran out of essential supplies. One day we ran out of anesthetic and I and two other soldiers had to track down, with great difficulty, enough anesthetic and gauze pads (our only way to suction out the patients mouth) in a city more than an hour away.



Hundreds of people line up for dental and medical care.

Our fans often gave out as the rented generator could not handle both them and the instrument sterilizer. We found the most important task of the fans was not cooling us down but keeping the flies and gnats out of patients' mouths and away from the surgery site.

None of the American soldiers complained about the humidity, heat, very long days and dining on Army MREs (meals ready to eat). After awhile they actually tasted pretty good, especially the meat-

balls marinara.

Comic relief always could be had by visiting the veterinarian team that vaccinated and treated 300-400 animals a

## March of Dimes state ambassadors

# Employee, family highlighted

By ERIN MADISON  
Great Falls Tribune

On July 1, 2005, Cory and Jen Purves got a call from their adoption agency saying a baby born in Billings was theirs if the couple wanted her.

There was one catch – the baby was born eight weeks prematurely, could spend weeks in the neonatal intensive care unit and could face health complications for the rest of her life.

The Purveses got the call a little before 1 p.m.

“We had until 5 o'clock that day to decide,” Cory Purves said.

But it was an easy decision for the couple.

“Who knows, the same thing could have happened to Jen,” he said.

Hannah Purves, now 4, is a happy and energetic child. She spent two and half weeks in the NICU and has been healthy ever since.

“We were very fortunate with Hannah,” Cory said.

“She was tiny, but she was healthy,” Jen said.

Hannah weighed 4 pounds, 1 ounce when she was born and was 16 inches long.

Before adopting Hannah, Jen and Cory tried for 14 years to conceive and were told Jen would never be able to have a baby. But in December 2008, Jen found out she was pregnant.

“That was a shock,” she said.

On July 8, 2009, she gave birth to Colton. He was three weeks premature, but weighed 7 pounds 5 ounces.

Since adopting Hannah, the family has become active in the March of Dimes, a nonprofit organization that promotes baby health and pregnancy health.

The Purveses were selected as the 2010 March of Dimes state ambassador family.

Jen and Cory are grateful for the March of Dimes. With-



Cory and Jen Purves with their children Hannah, 4, and Colton, 9 months, in their Great Falls home. (Photo by Larry Beckner, Great Falls Tribune)

out the organization's research and advocacy, the story for both of their children could be considerably different.

The March of Dimes works to improve the health of babies by preventing birth defects, premature birth and infant mortality through research, community services, education and advocacy to save babies' lives.

The annual March for Babies, a March of Dimes fundraiser, occurred May 8 at the Montana ExpoPark.

The event featured a four-mile walk followed by a barbecue, cotton candy, face painting for the kids, music, inflatable jumper and awards for the top three walkers and top three teams.

“In addition to the fun activities, the walk is an opportunity to teach children the value of volunteering – how their gifts of time, energy and money, no matter the size, can have a big impact when they're part of supporting a worthy cause,” said Sara Creeden, 2010 March for Babies Community Campaign organizer. “And for families of all sizes and ages, supporting the cause of healthy babies is a perfect match.”

Funds raised by March for Babies in Great Falls support community grants, education in schools and programs that help moms have full-term pregnancies.

The most urgent infant health problem in the United States is premature birth, according to the March of Dimes. It affects more than half a million babies each year, with the number growing every day. Babies born too soon are more likely to die or have disabilities.

*EDITOR'S NOTE: This article appeared in the April 27 edition of the Great Falls Tribune. Reprinted with permission. <http://www.greatfallstribune.com>*

# Communication Fair 2010



*The annual Montana State Prison communications fair on May 4 is a continuing effort by prison officials to maintain and encourage open communication among department staff. The event featured booths sponsored by various offices and outside vendors, lunch, games, contests and free drawings. The fair is a highlight of the year for staff at the prison and central office. (Photos by Ken McElroy and Bob Anez)*



## Myrna tops 30 years with state

Director Mike Ferriter presents Myrna Omholt-Mason with a certificate marking her 30th year in state government. Now executive assistant to the director, she joined the department in 2005 after working in the governor's office for 20 years and in the legislative branch, Office of Public Instruction, auditor's office and Department of Administration. (Photo by Ken McElroy)

# Scholarship applications due July 30

The Montana Correctional Association once again is offering a \$500 Anita Shaw-Tymark Scholarship to students attending or planning to attend college this fall.

Applicants do not have to submit lengthy essays, but only show proof of registration. The recipient is chosen through a random drawing. The selection will be announced at the MCA annual meeting in August.

Applications can be mailed to Montana Correctional Association, P.O. Box 699, Deer Lodge, MT 59722. The deadline is July 30.

For more information, contact Steve Ette, chairman of the scholarship committee, at [steve.ette@gallatin.mt.gov](mailto:steve.ette@gallatin.mt.gov) or 582-3700.

## Biker

FROM Page 13

The most common question I receive when I am asked about bikers is what the 1% patch means on the vests outlaw bikers wear. Simply put, it is the signature of an outlaw biker. The outlaw biker feels that society has never given him the respect or breaks he deserves or allowed him to be a member, so now he does not want to be a part of it and rejects all of its rules, instead living by the "biker code."

It has its roots in that 1947 hill climb incident where 1 percent was cited as the troublemakers. Here's how outlaw bikers explain the "1 percenters."

*A 1%er is the one of a hundred of us who have given up on society  
And the politicians one way law.  
This is why we look repulsive.  
We are saying we don't want to be like you or look like you.  
So stay out of our face.*

*Look at your brother standing next to you and ask yourself if you would give him half of what you have in your pocket.*

*Or half of what you have to eat.*

*If a citizen hits your brother will you be on him without asking him why?*

*There is no why.*

*Your brother isn't always right but he is always your brother!*

*It's one in all in.*

*If you don't think this way then walk away.*

*Because you are a citizen and don't belong with us.*

*We are outlaws and members will follow the Outlaws way or get out.*

*All members are your brothers and your family.*

*Will you steal your brother's possessions, money, woman, class or his humor.*

*If you do your brother will do you.*

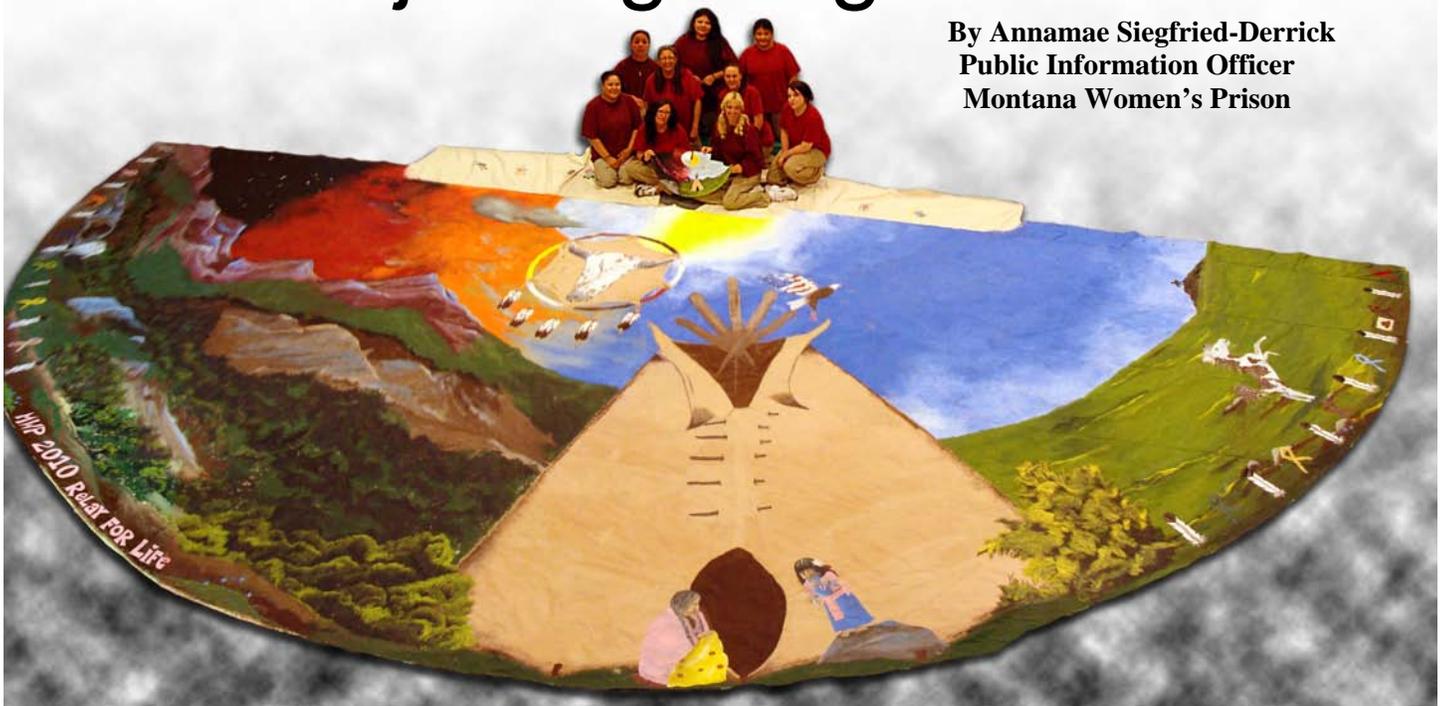
All outlaw motorcycle clubs have bylaws or a constitution that sets an acceptable standard of conduct and administrative procedures for the club. The bylaws cover matters such as membership requirement, penalties for

misconduct, and acceptable behavior during runs or meetings. While bylaws differ from club to club, the following are examples of common ones.

- All members must be male and at least 18 years of age.
- All prospective new members must be sponsored by a current member.
- All prospective new members must complete a probation period.
- All members pay monthly dues and all new members will pay initiation fees to the national headquarters.
- No member shall transfer from one chapter to another without the permission of both presidents and will pay a transfer fee to the national treasurer.
- When a member is in another jurisdiction, he will abide by their by-laws and president.
- Any member caught using the needle will lose his colors and everything that goes with them.
- Members may only ride Harley Davidson or Indian motorcycles.

# Inmates join fight against cancer

By Annamae Siegfried-Derrick  
Public Information Officer  
Montana Women's Prison



At Montana Women's Prison, the annual Relay for Life is more than a fund-raising event to fight cancer.

It is a way for the women to give back to the community while they celebrate and remember those who have battled cancer successfully and the losses that sometimes occur during the battle.

The women walk or run for the cause behind the secure walls. The event follows the intent and spirit of the community activity, with staff and volunteers working with the women to make this successful.

Cancer is not a disease that affects just a select group; it is a force that touches those it wishes, just as participants in the Relay for Life get involved for various reasons.

This will be the third year the women have requested to participate in a prison relay. The event does not occur on the same date as the community relay, which is July 9, so that staff members wishing to participate in the community event have the opportunity to do so.

This year, in an effort to help raise funds for the American Cancer Society, inmates donated their skills and time on two projects.

Pottery work donated by Jim Morrison was painted by the women in his pottery classes and will be auctioned off during the community's silent auction.

A tepee donated by Reliable Tent and Awning was painted by the women and will be auctioned off during the community event. Ace Hardware generously provided the local chapter of the American Cancer Society a discount on the tepee paint.

Montana Correctional Enterprises, a division of the Corrections Department that operates prison industry programs, is also taking an active part by allowing the women and staff to purchase T-shirts and pinwheels that will line the track at the community event. Proceeds will go towards the fight against cancer.



ABOVE: Photo montage shows inmates and the tepee they painted.

LEFT: A handprint by Julie Downing, one of the inmates who helped paint the tepee.

RIGHT: An inmate paints some of the pottery to be auctioned.



# Forecast

FROM Page 1

were pleased with the slower growth projections – given how tight the next state budget is expected to be – but they remain concerned about the forecasted growth in the male prison population.

The new projections call for a 2.8 percent prison growth in each of the coming three years, compared with 3.2 percent annually in the earlier projections. The revised estimate anticipates the addition of about 178 male inmates through 2013.

“That presents a real challenge for us because we do not have the prison beds for those offenders,” said Mike Ferriter, department director. “We’re hoping other programs, such as treatment, prerelease and sanctions, will help mitigate the expected increase.”

The new population projections are based on what the department has seen happen through the first three quarters

*‘We think this is good news. These population trends are an indication that the programs put in place by the Schweitzer administration and this department have had a positive effect.’*

**-Mike Ferriter**

of the current fiscal year. With the exception of prerelease centers, growth across the board has been less than expected.

The most significant differences were the number of offenders in the women’s prison and those being held in county jails or assessment centers. The Montana Women’s Prison was down 8.1 percent from the year before, the number of male offenders in county jails and assessment programs dropped 9.1 percent and women of offenders in jail and assessment has decreased 8.6 percent.

The largest single population – offenders on parole or probation – de-

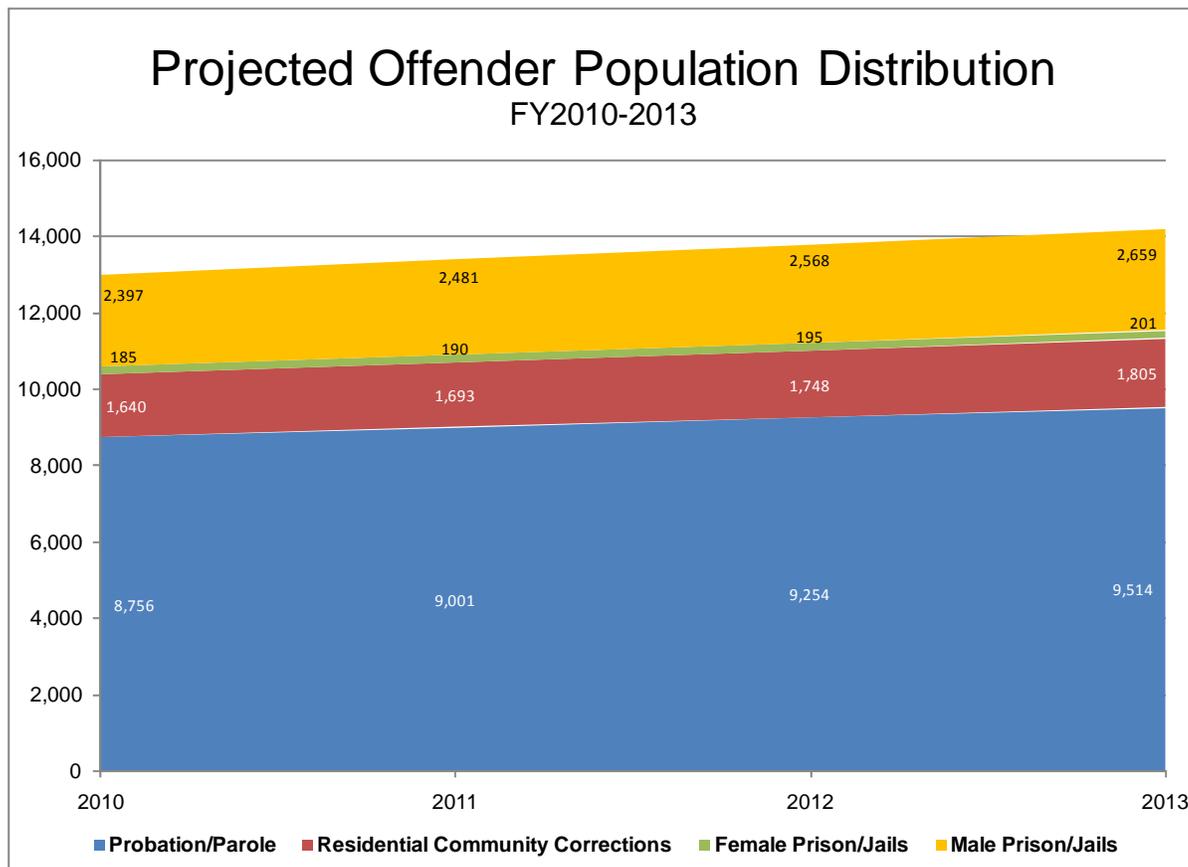
clined 1.6 percent from 2009. Overall, the total number of offenders in all programs dipped 0.4 percent by the end of March.

“We think this is good news,” Ferriter said. “These population trends are an indication that the programs put in place by the Schweitzer administration and this department have had a positive effect. We have created programs and services that address the needs of offenders in ways that help them stay out of the corrections system.”

The new projections anticipate the department having a shortage of capacity for the coming offender population. In 2013, the agency will lack 160

beds for male prison inmates and 108 beds in community corrections programs.

“Developing a strategy to deal with those shortfalls is the next step,” Ferriter said. “This will be difficult task because we know the state faces a severe shortage of revenue as we head toward the 2011 Legislature.”



# Dentist

FROM Page 15

day. Goats routinely complained loudly about the shots; one head butted me to show his displeasure. It was a "real zoo."

Our busiest day involved removal of 190 teeth in 48 patients. Some patients walked as much as six miles to get to our clinic, wait all day in the heat with little or no water, have multiple teeth removed only to have to walk hours to get back home.

The medical mission had so many patients that we started providing colored arm bracelets so patients who were not seen after waiting all day would be first priority the next day.

On the final day, while other soldiers prepared to leave, we continued seeing patients until we ran out of anesthetic. I will never forget the roar of discontent as the security force informed the large crowd that no more patients could be seen by the medical and dental teams.



Dr. Hash's "dental office" was a breezeway offering some protection from the hot Haitian sun.

The Haitian people were very patient and extremely grateful for the medical and dental services we provided. The entire dental team felt it was an honor to be able to, in a small way, help people out who had so very little and

DENTIST, Page 23

# Cookie stop

Paige Highley, daughter of Drill Instructor Dan Highley at Treasure State Correctional Training Center, knew a good market for her Girl Scout cookies when she saw one. She visited her dad's co-workers at the boot camp and wrote about her sales stop (right). Below: Paige with Drill Instructors Scott Hagen and Rosemary Murphy. (Photo by Gloria Highley)



My Trip to T.S.C.T.C.

Well, It all started when I was coming to the T.S.C.T.C. My dad works there. Other people had work there got some girl scout cookies. So that's why we went there. I thought that all the yelling was loud. My dad got a green cover to help carry in some cookies. He was all so taller than my dad. He was very quiet. We went in a room. The room was very big. The people had got some cookies when in the room and got there cookies. I felt very small. They were all happy to see me. Some of them none me sense I was a baby. I thought it was very fun. I thought that they loved seeing me. It was one of the greatest days of my life. After that we got in my dad's truck and went home.

The End

# Regional Roundup



*EDITOR'S NOTE: Items in the roundup are contributed by regional probation and parole staffs.*

## Region 4

The region is continuing to work with the U.S. Marshals Service Task Force. Since the formal collaboration effort began in December, the region has issued 53 warrants or pick up and hold orders. The task force has been involved in executing 40 of those detainers. Some offenders also have been arrested in other states. Pooling the resources of the Marshals Service, Billings probation and parole office, Billings Police Department, and the Yellowstone County sheriff's office often has led to arresting these offenders before they are able to commit new crimes. This collaborative effort offers more options to all agencies involved in getting offenders back into compliance with community supervision before formal measures need to be taken. The task force assists probation and parole in tracking down offenders who have absconded or escaped.

In April, our office completed the Investment in Excellence training. We found common ground on issues in our personal lives as well as situations and circumstances that we deal with as individuals in an organization. The interaction and support of the group participation was commendable and provided a foundation for us to build upon in the future.

Kudos to Mary Aggers and Tammi Reimer for securing a grant from the Yellowstone County DUI Task Force. The grant provides money specifically to pay overtime for officers to conduct bar sweeps and additional home checks on DUI offenders and others convicted of crimes as a result of drinking and driving. They applied for the grant in October 2009 and were notified of their award in November. After ironing out the process for receiving and distributing the grant, they conducted checks in March and April. Dubbed Operation Detox, the checks were completed on four occasions at various times on different days. The 212 checks involved 127 home visits, 82 bar checks, and three incidents – one of which happened to be an absconder. Seven

people were in violation, six of which were alcohol violations and one a driving violation. The areas covered included Custer, Pompey's Pillar, Huntley, Worden, Shepherd, Acton, Broadview, Laurel and Billings. Twenty-three Region regional officers benefited from the overtime opportunity provided by this grant. Aggers and Reimer are very grateful for all of the support and participation and have secured the grant for a second time beginning in June. The small percentage of offenders in violation speaks volumes of the quality supervision and structured programming provided by our DUI specialists.



Mary Aggers, flanked by supervising officers Dan Taylor and Marj Nash. (Photo by Barry Invanoff)

Speaking of Mary Aggers, she is the region's employee of the quarter for the second quarter of 2010. Mary has not only made a significant impact on the region's operations, she also has worked tirelessly at the state level. She recently discussed the DUI issue with a legislative committee studying the problem, urging more accountability and timely treatment interventions before an offender has accumulated multiple DUIs. Mary has consistently demonstrated a high level of professionalism, not only with the offenders she supervises, but with her fellow officers as well. She has a "can-do" attitude, and makes herself available whether it be to review a report, go out in the field, or give advice regarding offenders. Mary provides a wealth of information regarding offender resources, and goes out of her way to ensure her supervisor and fellow officers are aware of and familiar with DUI offender programs, to include coordinating site visits to the felony DUI treatment facilities. Also, she was selected to represent probation and parole in a new felony drug court under development in Yellowstone County.

Congratulations to Karri Eik and Candice Reinschmidt. They will be attending POST certification instructor training in August and will be our two new firearms instructors.

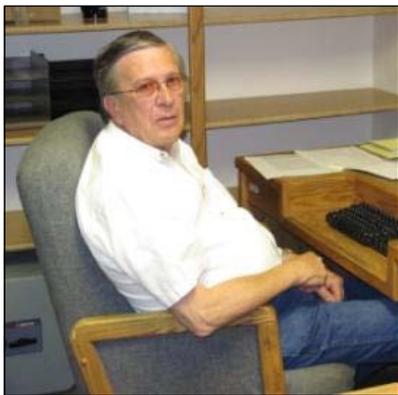
# Roundup

FROM Page 22

The region has added Russ Ostwalt to the team. His official start date will be June 21.

## Region 6

John Uden, a probation and parole officer in Miles City, is ending a 42-year career in criminal justice. He joined the Miles City Police Department in 1968 and was a uniformed officer for seven years before becoming a detective for 11 years. After retiring in December 1988 as assistant chief, Uden went to work for the state as a juvenile parole officer in Miles City. Four years later, an adult probation and parole officer position became available in Miles City and Uden transferred.



Uden

In ending his career in May, Uden talked about the highlights of his work: "There are many, but my greatest pleasures include graduating from one of the first police academies

in Montana, which lasted for two weeks in 1969; graduating from the first probation and parole officer basic academy; graduating from the National Fire Academy in 1981 and the FBI National Academy in 1982.

"Some of my fondest memories relate to the individuals I was fortunate to supervise on the Northern Cheyenne Reservation and the professional and personal friendships and relationship that I have experienced with law enforcement and the courts in Rosebud, Custer, Treasure and Prairie counties," he says. "I can truly look back on my career with probation and parole and know that I have helped numerous offenders change their lives to become productive members of our society. I have often said that Rosebud County is my second home, however, my second family are all of my friends and co-workers that I have worked with in the Department of Corrections for over 21 years.

"All of these memories last a lifetime and, believe me, when I leave my office to begin my retirement it will not be with a dry eye, and everyone in the department will be in my heart and in my thoughts for the rest of my life."

John has always been willing to voice his opinion, give encouragement and guidance to any in need; his wisdom will be missed. With John's retirement, the search is on for a new officer in Miles City. During the interim, the multi-talented Darrell Vanderhoef will be covering the Forsyth-Colstrip area along with his regular duties.

# Dentist

FROM Page 21

needed our care so badly.

The quake's scars were still visible everywhere. Driving through the capital, Port-au-Prince, felt like a journey into an eerie post-apocalyptic city from a science fiction movie. In a city of about 3 million people, the only lights in the downtown area were a few campfires. No electricity, no functioning sewer system. Only devastation.

I have served with the U.S Army Reserve on missions in the jungles of Panama, mudslide-ravaged communities in El Salvador and Haiti during the past 12 months. I also spent time in Iraq in 2008.

But thanks to the wide –although sometimes sporadic – reach of the Internet, I was able to handle most of my administrative duties with the Department of Corrections while on these missions.

Most of the time – armed with insect repellent – I would have to go outside of our room to receive the better signal.

I would receive and answer requests for dental services from regional detention centers and community correction centers nearly on a daily basis. I was able to electronically approve contract dentist invoices as well as approve staff payroll.

When in Iraq, I worked on developing multiple dental department documents, electronically received and reviewed dental radiographs and took care of some staff issues from 11 time zones away.

This has been a great relief for me to know I am able to serve the Army Reserve and still take care of essential duties back home.

I feel the Army Reserve has made me a better Department of Corrections employee through my training and military leadership development. In turn, I feel very fortunate to have an employer who supports my service with the Army Reserve so that I can utilize my training and expertise as a dentist to serve in areas so much in need.

## ADMINISTRATOR'S CORNER

### **Rhonda Schaffer Administrator Administrative and Financial Services Division**



When most people think about our division, they think of budgeting preparation, monitoring and reporting. Or maybe they are reminded of payroll, paying bills and developing contracts.

But it's a good bet that victims don't come to mind.

It was October 2003 when the Department of Corrections assumed responsibility for collecting from offenders and disbursing to victims court-ordered restitution payments. The task was assigned to this division and it has done a remarkable job since that time.

It is hard to believe that nearly seven years have passed since state law moved the function from the clerks of District Courts and some county attorneys to this agency. Looking back at the amount of work that went in to this project in such a short period of time, I am truly amazed.

Before the department took over, 52 of 56 counties collected and distributed court-ordered restitution from convicted felons. As you can imagine, that mean 52 different ways of doing business and not one set of consistent criteria to get the job done. Today, things are very different.

The Collections Unit is self-supported by fees assessed by the courts when ordering offenders to pay restitution to their victims. This money is used to operate the unit and maintain the computer software necessary to manage the restitution records for thousands of offenders.

The unit has eight employees who not only perform the duties of collecting and distributing victim restitution payments, but also the collecting of the fees for the supervision of offenders on probation and parole.

Lisa Grady is the unit supervisor and the collections technicians are Lissy Kougl, Edie Shreves, Michele Cook, Steve Brady, Kelly Martinez, Stephanie Bourdreau and Denise Cummins.

These employees are dedicated to offender accountability and service to victims.

The staff is linked directly with the dozens of probation and parole officers located around the state, and unit members can provide up-to-date reports for the officers to review. We believe this relationship has really paid off.

In its first five years of handling restitution, the division has seen collections and payments more than double. In 2004, the Collections Unit recorded \$1,355,673 in restitution collections and disbursed \$1,244,268. In the budget year ending June 30, 2009, the amount collected was \$2,795,240 and the amount disbursed was \$2,842,935.

That significant improvement in this service to crime victims is a tribute to the professional and committed staff we have.

When our division was given this project, we had neither a financial tracking system nor the money from the

# CORNER

FROM Page 24

Legislature to purchase one. Fortunately, we were able to use the system from the Cascade County District Court office, which already was 15 years old.

That left all the heavy lifting to our department's Information Technology Bureau. The staff worked magic to write reports and track business processes for internal controls. Not a perfect system, but better than nothing!

The newest most exciting news is that, due to the increase in the amount collected for restitution and supervision fees, we are able to use the corresponding administrative fees to purchase new software to manage all of the financial information for the Collections Unit. The new software will allow for better reporting, improved tracking of collection letters and an all-around more effi-

cient business method for the Collection Unit, information technology support and probation and parole.

Of all the duties for which our division is responsible, being able to provide a service to the department that has this kind of impact on offender accountability and service for victims is truly rewarding.

## Restorative Justice

Ensure Dept Compliance

Service for Victims

Trust

Interagency Communication

Teamwork

Uphold DOC Vision

Training

Implement State Laws

Offender Accountability

Notification

## Policy Update

Director Ferriter has reviewed and signed the following DOC policy revisions since January:

1.3.15, Americans with Disabilities Act (ADA) – clarifies the grievance process for ADA-related issues.

1.3.20, Nondiscrimination and Sexual Harassment – includes the clarification referenced in 1.3.15 above.

1.2.17, Department Grants and Assistance Management – Substantially revised to outline pre- and post-award agency-wide activities and responsibilities for federal, state, and private assistance to DOC.

3.5.1, Locked Housing Unit Operations – A substantial ACA standards-based revision of the 1999 policy.

4.6.6, Furlough Program – A substantial revision of the 2002 policy; the majority of directives link to P&P SOP 150-8.

1.1.6, Priority Incident Reporting and Acting Director System – Revised to include the new automated emergency notification system effective midnight 4/30/10.

Subject: Policy Liaison Meeting

Location: Helena, Annex Conference Room

Date: Tuesday, June 8, 10 a.m.-4 p.m.

This will be the first face to face group meeting of the staff that handles the mechanics of policy and procedure management for their respective divisions or facilities.

It will be followed by periodic meetings either in person or via MetNet. The agenda will include: review of a preliminary flow chart which illustrates a coordinated sys-

tem between DOC policy and division/facility operational procedure reviews and revisions; discussion of procedure development issues; opportunity to input on the annual review of DOC Policy 1.1.2, Policy Management System; the development of a centralized intranet policy/procedure index; public access issues, and a coordinated policy/procedure numbering system.

Participation and input is extremely valuable as our policy system becomes formalized and fully electronic.

Participants included:

Director's Office – Sally Hilander

HR- McKenzie Hannan

Training – Curt Swenson

Legal – Brenda Elias

AFSD – Gary Willems

HPIS – John Daugherty, Armando Oropeza

MSP – Steve Redfern, Candyce Neubauer

MWP – Bob Paul

CPB – Pat Smith

ACCD – Dee Glowacki, Katie Noctor

TSCTC – Karen Vaughn, Joe Fink

MCE – Gail Boese

Pine Hills – Teza Holland

Riverside – Dan Kissner

YCCB – Serenity Osborn

Facilitator – Mary Greene



# Inmates graduate job skills program

Gov. Brian Schweitzer poses with the latest Pathways to Self-sufficiency graduates. The program is a collaboration among MSU-Billings, Montana Women's Prison and the Billings business community.



Graduates laugh at comments made by the governor during his keynote address at the graduation ceremony.



Inmate Jackie Hager accepts her graduation certificate from Gov. Brian Schweitzer.



Montana Women's Prison Warden Jo Acton talks with Gov. Schweitzer after the ceremony.



Montana Women's Prison staffers receive plaques from Gov. Schweitzer, recognizing their support for the job skills training program. Left to right: Correctional Officer Darlene McCracken; Annamae Siegfried-Derrick, operations manager, and Bob Paul, deputy warden for security.

# Shop sells prison-themed clothes

Story and Photos By Pat Hansen  
The Montana Standard |

Montana Correctional Apparel – a new line of T-shirts, sweatshirts, scrubs, caps, tote bags and baby wear - is featured for sale at the Old Prison gift shop in Deer Lodge.

The line of prison-like products has been in the planning for two years, said Julia Brewer, director and business manager.

It's a collective effort and a combination of ideas from Brewer and individuals at both of the Montana Correctional Enterprise programs at the women's prison in Billings and the prison in Deer Lodge. Training and vocational programs provide inmates with the opportunity to stay busy, learn a trade and develop good work habits that benefit them and the community when they are released.

Montana Correctional Enterprise products are sold only to nonprofit organizations such as the Old Prison Museums, government agencies and schools.

"This is our first year working with the Old Prison," said Kevin Mickelson, production manager at Billings. "We are confident that it will be a successful venture."

As with other businesses struggling during the present economy, Brewer looks for different ways to attract customers and improve sales. Her favorite new apparel is the "Con Boss" baby one-piece outfits and rompers.

"We are excited because all of the items fit into our overall retail plan of 'made in prison,'" she said. "We created our own designs so you cannot go to Wal-Mart or other stores and buy these items; they are only available through the Old Montana Prison gift shop and our Web site."

One of the most popular T-shirts reads: "Old Montana Prison established 1871, Montana's first gated community." Another popular souvenir is an overnight hygiene kit exactly like those issued to maximum security inmates.

"The Montana Corrections Apparel program is a win-win for the Old Prison, and the men and women's training programs that develop skills inmates can sell to a future employer when released from prison," Brewer said.

Women at the Billings facility do the embroidery work, screen printing and direct-to-garment printing on garments and tote bags and assemble the overnight hygiene kits. Men at Montana Correctional Enterprises at Deer Lodge make the popular striped scrubs.

BELOW: Old Prison collections manager and curator KC Sackman, with her children Carousel and Liam, poses with an assortment of Montana Corrections Apparel garments.



# Second MCE staffer trained for issuing IDs, driver licenses

Anne Cole, a Montana Correctional Enterprises employee, has completed training that allows her to produce identification cards for inmates leaving Montana's prisons and administer the automated driver's test necessary to get a license.

She is the second MCE staffer to receive the training.

The vocational education department at MCE has been providing driver license services to inmates at Montana State Prison since 1988. The program was reorganized in 2007 and Leslie Black was hired as program coordinator. The service was expanded to inmates at the Montana Women's Prison and, in 2008, MCE was directed to extend the identification card service to all inmates leaving the state's prisons and most treatment centers to return to their communities.

Cole was hired to help handle the increased workload.

That same year, MCE and the Motor Vehicle Division in the state Department of Justice reached agreement that allowed MCE to purchase Montana state ID card processing equipment and the automated driver's exam testing station. This is the exact same equipment used at all driver license testing stations throughout Montana.

An estimated 2,200 offenders are released from secure facilities each year. Having state-issued ID card or a driver's license is a critical asset as they search for housing and jobs.

## Clothes

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Also new are "Prison Paws for Humanity" caps from the Women's Prison in Billings. Mickelson said they adopt shelter and abandoned dogs for a therapeutic and education program at the prison. For 30 days, the women care for and obedience train the dogs that are then offered for adoption by the public. Some dogs are adopted by service organizations or trainers who continue the dogs' education to become service dogs for handicapped individuals.

Brewer said that because items are produced in Montana, costs are down and she is able to keep prices modest.

"We are excited and are looking into the future to grow and improve by developing other products that will promote our brand – Montana Correctional Apparel," she said.

*EDITOR'S NOTE: This article appeared in the May 23 edition of The Montana Standard. Reprinted with permission.*

## Debbie Collins Blaz

After a long and courageous battle with multiple sclerosis, and a broken heart, Debbie Blaz died on May 1, 2010, at the family home in Anaconda with her husband, Tom, and mother, ZeZe by her side. Tom is longtime emergency preparedness lieutenant at Montana State Prison.

Debbie was born in Anaconda on Dec. 21, 1954, the only child to Frank and Zelia Collins. She attended St. Paul's Grade School and graduated from Anaconda Central High in 1973. She married Tom on April 7, 1973, at St. Joseph's Church in Anaconda. After her graduation from high school, Debbie joined her husband in San Diego, Calif., where Tom was stationed in the Navy. They made their first home in San Diego, and Debbie began working for the U.S. Naval Security Bureau.

Tom and Debbie became parents of their only child, Thomas Francis, who was born in Balboa Naval Hospital in San Diego on Oct. 26, 1975. Upon Tom's discharge from the Navy in 1977, they returned to Anaconda where Debbie started Vo-Tech Nursing School in Butte and graduated with an LPN degree. She later worked for a local insurance agency and most recently was employed at Wells Fargo Bank up to the time her illness forced her to retire. Debbie was a past president of the American Legion Auxiliary and a Chartered Member of the Lion's Club.

Debbie was a devoted daughter, wife, mother, mother-in-law and grandmother who found enjoyment spending time with her two grandchildren, Tommy John and Nicole Terese. She encouraged her husband Tom with all his career choices, and she also enjoyed their many visits back to San Diego, where they continued to renew their many friendships and revisit the special places they enjoyed while Tom had been stationed there.

Debbie is survived by her husband, Tom Blaz; daughter-in-law, Ann Lynn (Giacomino) Blaz; grandchildren, Tommy John and Nicole Terese of Butte; mother, ZeZe Collins; mother-in-law, Doris Blaz of Anaconda; aunts and uncles, Chuck Allen, Don and Carol Allen, Bob and Liz Allen, Mary Briggs, Tom Collins, Mike and Theresa Collins, and Peggy Case; numerous cousins; sisters; and brothers-in-law; special friends, Theresa Orrino, Rose Mary Bisch, Dixie Mehrens, Cheryl Palm and Rosella Bouck.

She was preceded in death by her son, Thomas Francis Blaz; father, Frank Collins; grandmother, Louise Allen; father-in-law, Thomas V. Blaz; aunts, Nan Collins, Hazel Perkins, Katie Collins, Phyllis Allen; and uncle, Heber Briggs.

## Moves from training staff

# Oropeza heads compliance monitoring

Armando Oropeza, who has been providing training to corrections staff for four years, is the new supervisor of the Compliance Monitoring Unit.

The unit is responsible for ensuring correctional facilities in Montana adhere to state law, administrative rules and department policies.

The supervisor's position, part of the Health, Planning and Information Services Division, has been vacant since May 2009 when Cory Purves left to become a probation and parole officer in Great Falls. The job attracted more than 30 applicants.

"This is a critical function for the department," said Gary Hamel, division administrator. "Making sure that Montana's correctional programs are operating within both the letter and spirit of laws, regulations and policies is essential to providing efficient and consistent services."

Oropeza, 40, began his corrections career in 1995 working for the Cascade County Juvenile Detention Center handling home arrests and drug court cases. He joined the Corrections Department in 2006 and has been involved in training correctional officers ever since.

"I have a desire to make a difference in people," Oropeza said in explaining what drew him to corrections.

He applied for the supervisor's job in order to expand knowledge and abilities while applying to a new job the skills he has developed.

"I'm looking forward to learning about the value and importance of the position and meeting needs of stakeholders," he said. "I want to create a bridge of communication with contractors and department facilities."

Oropeza believes he may have a head start in that regard due to his training background.

"I have worked with these facilities, created solid, tremendous relationships with many local agencies throughout the state," he said. "They know me and they trust me."



Oropeza

## FMLA helps Pine Hills employee care for father

*EDITOR'S NOTE: The following is a real-life example of the benefit available through the federal Family Medical Leave Act.*

**By Nathan Jacobson  
Maintenance Technician  
Pine Hills**

My father, Wayne, made the decision to seek a total knee replacement over the Christmas holiday 2009. He visited with his family doctor and was given the choice of a local referral in his southwestern Minnesota community or an alternate referral to the Mayo Clinic in Rochester.

He preferred to use the Mayo and its well-practiced surgical teams. The only time frame that this initial visit could accommodate was a date in early 2010.

I contacted human resources and made an inquiry about the qualifying medical conditions for using the Fam-

ily Medical Leave Act (FMLA). I was told that this could be a qualifying event. The initial FMLA paperwork was started with this initial contact; it would have been more prudent to wait until there were more definite dates but we can't know everything.

The FMLA meant I was available to transport by father to and from the Mayo and to be with him as he completed the rehabilitation time and physical therapy aspects of recovery at home.

I am grateful for the opportunity to take three weeks from work to assist my father.

On the first day of leave, I traveled to Minnesota. The next day, we prepared for the appointment in Rochester. The actual surgery lasted about four hours. Then Dad was in recovery.

The nurses made him sit on the edge of the bed and bend the new joint that afternoon, walk with walker the next day and complete a basic mobility test

the third. The test was similar to accessing the front door of one's house.

He could then be discharged to home because he had someone to transport him, provide initial bed care and start his physical therapy regime that was taught by the nurses at the Mayo clinic.

After two weeks of therapy, Dad was able to take reasonable care of himself and continue the exercise program on his own while walking with a cane for a time.

The FMLA requires covered employers to grant eligible employees up to 12 work weeks of unpaid leave during any 12-month period for such events as the birth and care of the employee's newborn child, placement with the employee of a son or daughter for adoption or foster care, care for an immediate family member with a serious health condition and when an employee is unable to work because of a serious health condition.

# Health and Wellness



by April Grady

Summer is here-finally! After a long Montana winter, summer is the perfect time to literally slow down and smell the roses, go camping – real camping in the woods in a tent and a fire pit – find liberation from the everyday grind.



Follow in the tradition of Yogis, Buddhists and all others who enjoy the simple things in life and develop an unbinding consciousness of your surroundings. We have formed and are continuing to form the world we experience. This summer enjoy and respect the bountiful surroundings only 974,988 other permanent resi-

dents have the privilege of part ownership in and become one with nature!

**Quarterly Quote:** The creatures that inhabit this earth – be they human beings or animals – are here to contribute, each in its own particular way, to the beauty and prosperity of the world.

*H.H. The 14th Dalai Lama*

**Eco Tip:** Since 1994, the TAWSE (Try Another Way State Employees) mission is to inspire state employees to be more efficient in their work day travel by promoting and facilitating walking, biking, carpooling, vanpooling, and using public transportation. With Montana's perfect summer temps, there is no time like the present to incorporate alternative modes of transportation into your daily routine. To read about TAWSE benefits to health and the environment go to <http://www.tawse.mt.gov>. The department's TAWSE representative is Donci Bardash. Feel free to contact her with questions at 439-0557.

**Exercise:** Meditation for Relaxation. ([www.mind-and-body-yoga.com](http://www.mind-and-body-yoga.com)) This is one of the main reasons we look at practicing meditation in our lives. It is a great way to help lower your stress and get you through the day.

This meditation is great for relaxation. The good parts about it are that it is simple and also does not take very much time. The secret for this meditation is that it is all in the eyes.

1. As with most meditations sit comfortably with your back straight.
2. Next let your eyes close and open a couple times slowly. You will find there is a place between where they are open and where they are closed that feels soft and relaxed, on the third time stop there.
3. Let your gaze drop downward. Look softly, do not focus on any specific thing. Keep your eyelids in the comfortable position as in step two.
4. With your eyelids between open and closed and you gaze down softly, you will notice your breathing becoming more rhythmic.
5. If your eyes get too heavy close them. Do not worry about focusing your mind, just let it drift. However make sure if you let it drift you DO NOT let it focus on anything else like stressful things.
6. If you start to tense up, just focus on your eyelids in their soft place with your eyes downward and not looking at any one thing.



This meditation is very simple and can be done in 2-3 minutes when you need a quick break.

By taking care of your mind this way and seeing to its needs, it will become more alert, focused and be more able to look after your needs.

Namaste

## Recipes:

**Potato Curry** ([asiarecipe.com](http://asiarecipe.com))

(Serves 6)

## Wellness

FROM Page 30

### Ingredients

- 6 cups small potatoes (avoid baking [russet] potatoes as they don't hold up well)
- ½ teaspoon fenugreek seed
- 2 tablespoons oil
- 1 large onion, coarsely chopped
- 3 tablespoons ginger, minced
- 4 cloves peeled garlic, minced
- 1 teaspoon coriander
- 1½ teaspoons cumin
- 2 teaspoons curry powder
- 1 scant teaspoon turmeric
- 2 tomatoes, coarsely chopped
- 1-2 dried hot peppers, left whole
- Water as needed

### Directions

Precook the potatoes in water (or in the microwave) until almost, but not quite, done. Drain thoroughly.

While the potatoes are cooking, sauté the fenugreek seed in the oil on medium heat until light brown, being careful not to burn them. Add the onion and continue cooking for five minutes. Add the ginger and garlic and cook another five minutes. Add the spices and sauté briefly to release their flavors. Add the tomato, the dried whole peppers, and a little water. Simmer until the flavors meld together. Cook on medium heat for about 30 minutes. Gently add the potatoes, stir, and reduce heat. Cook until potatoes are tender, adding water if the sauce gets too dry. If the sauce is too runny, simply crush one of the potatoes to thicken it.

Total calories per serving: 274

Fat: 5 grams

### \* Tibetan Pot Roast \*



Posted by simplytibetan on March 6, 2008

### Sha Dhok Tsoe (Rang Kho Rang Sim)

This style of cooking meat is called "Rang Kho Rang Sim" meaning it's cooked

in its own juices thus retaining all its flavors. Tibetans love eating boiled meat and the word "Rang Kho Rang Sim" is

almost uttered as something precious and unfathomable. It's a recipe treasured by few only because most people fear the meat will burn if not enough water is added to it. The trick is to manage a medium low heat that'll cook the meat very slowly. Once you get the hang of it, it's really easy.

### Ingredients

2½-3 lbs beef (top round or roast cut)  
 2 stalks celery (cut into 3 inch pieces)  
 3 stalks scallion (cut into 2 inch pieces)  
 2" ginger (crushed to let out juices ... I usually smack it with the side of my cleaver!!)  
 One medium onion – (peeled and cut 4 large chunks)  
**Spices:**  
 2 tablespoons soy sauce  
 ¼ teaspoon whole black pepper  
 ¼ teaspoon whole sichuan pepper (*Emma*) or red pepper flakes

**Procedure:** Cut your meat into big 4" or 5" chunks and place them in a large pot. Add ¼ cup water and the spices. Throw in the onion, celery, scallion and ginger. Cover the pot with the lid and place on the stove at medium heat for 15 minutes. At this point, turn over the meat in the pot and lower the heat just a bit to ensure that all the water doesn't evaporate too quickly. Now let it cook on medium heat for 40 minutes or until the meat is tender. (You can turn the meat occasionally so that it browns evenly and you can add a little water if you feel the liquid has completely evaporated). Once your meat is ready, discard the celery and ginger and serve with boiled whole potatoes.

### Relaxation/Meditation Resources:

**The Beginner's Guide to Zen Habits – A Guided Tour**

<http://zenhabits.net/the-beginners-guide-to-zen-habits-a-guided-tour/>

**Practice pages offer a user-friendly overview of the most widely-practiced aspects of yoga.**

<http://www.yogabasics.com/practice/>

**The source for inspired handmade meditation cushions and yoga products creatively designed with comfort, function, tradition and convenience in mind.**

<https://www.bluelotusyoga.com/store/>

# Community circles promote healing

By Sally K. Hilander  
Victim programs manager

A recent “circle keepers” training designed to teach participants how to help their communities heal from the ripple effects of crime found me in the uncomfortable role of a drunk driver.

For a tense half hour, I became a 17-year-old high school boy who drank several beers and then backed his car into a pedestrian outside a fast-food restaurant. The victim for this scenario was a nice older man recovering from painful leg injuries caused by my carelessness. He agreed to participate in a community circle, hoping he might receive restitution and I might avoid the formal Youth Court process.

The victim and his family members were open-minded and compassionate, but intent on holding me accountable.

I could have taken the easy route with an apology and an offer to pay the man’s medical bills by mowing lawns after school. Instead, I reasoned that the more difficult the role-play, the more we could all learn. I decided to become belligerent, deny responsibility and see if I could bamboozle the adults into buying my victim stance.

I accused the pedestrian of making a stupid choice by walking through a parking lot after dark. My dad was ashamed of my behavior, but I did not care. None of this was my fault. I blamed my 18-year-old drinking buddy for my DUI because he bought the beer. My friend in this role-play was Gloria Soja from Youth Services Division, who tried to coax me into alcohol treatment.

Youth Court Conferencing (YCC) sponsored the training for volunteers who will facilitate community circles in Helena. YCC contracts with the First Judicial District Office of Juvenile Probation in an effort to divert young offenders from the formal court process.

Gloria and I accepted an invitation to fill two extra slots due to our interest in restorative justice, a criminal justice model for juveniles and adults that focuses on healing for all parties harmed by the crime – victims, offenders, families, neighborhoods and communities.

Our primary trainer was Norm Lavery, founder and president of Community Circles, a nonprofit restorative justice

program that collaborates with justice, municipal, youth and district courts in Missoula County. Circle participants strive to (1) agree about who is responsible for a crime; (2) hold the offender accountable, perhaps with an apology and restitution agreement; and (3) provide victims a safe place to discuss the harm.

Since 2007, Community Circles also has collaborated with adult probation and parole to help offenders reintegrate into the community after prison by meeting with potential neighbors to address their concerns.

Role-plays and discussion continued for two days, the intensity eased by laughter. I became one of two teenage girls facing serious charges for fighting over the attentions of a boy at school. The other girl and I mended our friendship during the circle process, but created chaos among our parents.

Later in the training, we role-played an extended family trying to decide whether to honor grandma’s wish to baptize her comatose and dying husband who had never embraced religion. In another case, a family used the circle process to help their pregnant teenage girl decide the best future for her child and restore family harmony.

The circle process is grounded in Celtic and North American native cultures and has potential to resolve almost any dispute if the parties agree to participate. Everyone is on equal footing in a community circle, and participants take turns speaking as the circle keeper passes a “talking piece” – a stone or a beaded wand perhaps – around the circle, clockwise.

The circle keepers instruct participants to listen attentively and avoid judgment.

“Instead of imposing a procedural structure on participants, the community circles process supports them by providing a safe, calm and confidential space in which they can talk about, figure out, and gain strength by eventually resolving their issues,” Lavery explained.

For more information about Community Circles in Missoula, e-mail Lavery at [commquest@aol.com](mailto:commquest@aol.com). To learn about DOC’s restorative justice programs for adult offenders, e-mail Sally Hilander at [shilander@mt.gov](mailto:shilander@mt.gov).



*The circle process is grounded in Celtic and North American native cultures and has potential to resolve almost any dispute if the parties agree to participate.*

# The Training Times



## Program aims at new leaders

By Curt Swenson  
Professional Development Bureau Chief

What happens when veteran managers in the Department of Corrections retire? Who's ready, able and willing to step into those shoes and lead the department into the future? Who are tomorrow's leaders?

Those questions, and the need for answers, are the force behind a new initiative started this spring.

The Professional Development Bureau, in conjunction with the National Institute of Corrections, launched a comprehensive management training program entitled *Management Development for the Future* (MDF).

The education is part of a comprehensive partnership program focusing on leadership and succession planning that DOC is receiving through a technical assistance grant from the U.S. Department of Justice. The program is the second phase of an August 2009 executive leadership training program, *Correctional Leadership Development* (CLD). While that project was aimed at existing department leaders, MDF focuses on mid-level managers identified as future leaders in corrections.

Together, the training programs will assist DOC in developing current managers and leaders, devise department-wide strategies to address current organizational needs, and assist in our succession planning processes.

The National Institute of Corrections designed MDF as a three-phase, 24-hour classroom experience accompanied by e-learning course work prior to and after each phase of the training program, conducted on-site, generally over a 12-month time frame.

It specifically focuses on correctional managers who have had some previous training, but require more current skill-based information in the area of management and leadership development. This program is designed to enhance and develop leadership and management skills for a set of future leaders and managers in the agency. Using a rigorous selection process, participants were chosen by the department to participate in the program.

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# DOC distance learning option to expand

The Professional Development Bureau recently announced two major accomplishments in expanding its distance-education program.

The first development is the procurement of a learning management system (LMS), known as the Online Training Center. The center will provide employees with a one-stop shop for distance training needs, including courses, training certificates, training calendars and transcripts.

The second milestone is the new employee orientation, an online interactive introduction to the department. It will provide new employees with a great foundation of information about working for the agency, from the department's history to comparing and signing up for benefits.

The LMS was purchased, in part, with money from the Comprehensive

Approaches to Sex Offender Management Discretionary Grant Program to provide distance education focusing on supervising sex offenders in the community.



On April 15, the department finalized an agreement with West-Net Learning to provide the service. All of DOC's current online training will be transferred to the new system this summer, and

new courses will be created based on the results of the recent annual training survey.

What does it do? The Online Training Center will let employees access training 365 days a year, 24 hours a day. It will track which courses a person has signed up to take, the classes

an employee is taking and the ones a person has completed. The system even lets staffers continue a course where they left off.

As a result, employees will no longer need to fill out an independent study form to get credit for online training. When finished with a course, a certificate of completion will immediately be available for you to download and print.

The new employee orientation (NEO Online) is a collaborative effort between Ted Ward, information technology professional development specialist; Charles Geary, human resources specialist; and many other contributors.

The purpose of NEO Online is to answer many of the questions that new

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## Leaders

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The participants are Kim Winkle, Kay Anderson, Don Kelley, Lori Thibodeau, Dave Castro, Kristina Besseney, Lisa Hunter, Wanda Hislop, Troy McQueary, Todd Boese, Billie Reich, Daniel Hash, Jill Buck, Rebecca McNeil, Michelle Steyh, Chris Connell, Jim Salmons, Chris Lamb, Dave Pentland, Tricia Robles, Misty Ruttenbur, Steve Kremer, Janet Holland, Gloria Soja, Teri Young, Jason Higgins, Mark Schwarzkopf, Janet Holland, Dan Kissner, Jeff Holland, and Karen Duncan.

The curriculum utilizes a variety of instructional techniques and strategies, including traditional classroom training with national experts, self-study of current literature, computer-based training and phone coaching with experts in the field. Attendees will gain an understanding of their managerial and leadership styles, and develop action plans for enhancing their effectiveness individually, in teams and organizationally.

Participants also will complete an on-line tool several times throughout the course to measure improvements in management skills and leadership abilities.

As part of an innovative and collaborative strategy to address current leadership issues for the department, partic-

ipants are matched with executive-level leaders, who are graduates of the CLD program and act as "sponsors" for the participants.

Prior to the course, the sponsors identified key organizational issues, and participants will work in teams to create strategies to address these issues throughout the program.



Sponsors will assist the participants in creating these strategies. The sponsors also will act as mentors and coaches to the participants, providing them with knowledge and understanding from the executive level of the organization.

Sponsors for the program are Director Mike Ferriter; Cindy McKenzie, superintendent at Riverside Youth Correctional Facility; Pam Bunke, administrator of the Adult Community Corrections Division; Cathy Gordon, deputy Interstate Compact administrator; Rhonda Schaffer, Administrative and Financial Services Division administrator; Kara Sperle, chief of the Budget and Program Planning Bureau; Mike Mahoney, Montana State Prison warden; Steve Barry, administrator of the Human Resources Division; and Ken McElroy, Human Resources Bureau chief.

# Longtime corrections mentor dies

*Cynthia Matthews, 1949-2010*

Cynthia L. "Cindy" (Dobbs) Matthews, an assistant professor at the University of Great Falls and longtime supporter of the corrections profession in Montana, died of breast cancer May 27 at her home in Great Falls. She was 61.



Born March 2, 1949, she was active in her church and the community. She served as an inspiration for many students to choose corrections as a career and was considered by many of her students long after they finished their education.

In 2009, she received the John Paradis Lifetime Achievement Award from the Montana Correctional Association during the organization's annual conference.

Survivors include her husband, William B. Matthews of Great Falls; children Aaron Matthews of Shelby; Jenny W. Matthews of Fairbanks, Alaska; and Eric Matthews of Great Falls; a brother, William Dobbs of Butte; a sister, Kathleen Stevens of Butte; and six grandchildren.

Her funeral was June 2 at the Church of Jesus Christ of Latter-day Saints in Great Falls. Burial was at the Sunset Memorial Cemetery near Butte.



Cindy Matthews receives the John Paradis Lifetime Achievement Award in 2009.

## Distance

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employees typically have when they come to work for the department. It will cover a wide range of topics, including what a new employee needs to know in their first days on the job, human resource topics and resources, department communications, and policies and procedures.

The information is provided in an entertaining and easy to navigate format.

Although NEO Online is in its infancy, it will be a great guide for all DOC staff throughout the state, no matter where an employee works. Another great benefit to NEO Online is the ease with which it can be updated, so as new changes are made or new information becomes available, it can be added quickly.

Bureau Chief Curt Swenson is very excited about this development and believes NEO Online is going to provide new employees and veterans alike with a resource for many of their questions in a single, easy-to-use application.

NEO Online is tentatively scheduled to be operating July 1. The learning management system is slated to launch Jan. 1.

## Training Schedule

(For more information, contact Geri Miller: gerimiller@mt.gov)

### June

8-10 8 a.m.-5 p.m.

Investment in Excellence - Phase I

DOC Training Center

29-30 8 a.m.-5 p.m.

Investment in Excellence - Phase II

DOC Training Center

### July

13-15 8 a.m.-5 p.m.

Investment in Excellence Facilitator Course

DOC Training Center

### August

18 - 19

MCA annual conference

Fairmont Hot Springs

## Comings

These lists of new and departing employees are for the period from March 27 through May 21. If you notice errors or omissions, please call the *Signpost* editor at [banez@mt.gov](mailto:banez@mt.gov).

### Central Office

Kathy Coey

### Montana State Prison

Paul Bean  
Benjamin Cannon  
John Carmen

Samantha Good  
Toffany Hernandez  
Randy Jones  
Samuel Sharp  
Shane Smyth  
Joseph Solan  
Shane Strehle  
Kristy Vandenberg  
Keith Williams

### Montana Women's Prison

Sabrina Currie

### Pine Hills

Nicholas Eisele  
Wes Hardy

### Probation & Parole

Ashley McAlmond, Missoula

### Youth Transition Center

Shigeo Banks  
Andrew Raether-Prevost  
Darcie Rupp

## Goings

John Aspholm  
Dawn Axtell  
Wayne Bequette  
Ryan Blunt  
Dan Burden  
Kanyon Chamberlin  
Skye Chamberlin  
George Clough-R  
Kathleen Czech

Cathy Curran  
Scott Fleming  
Jamie Goldberg  
Nicholas Hansen  
Bobbie Hastie  
Keena Hinman  
Kelly Jacobson-Wheat  
Edna Jensen  
Kelly Johnson

James Kelly  
Eric Lapier  
Heather Ledger  
William Martin  
Rick Nees  
Kenny Nicodemus  
Aaron O'Donnell  
April Padilla  
Thomas Rachie

Mary Ramirez  
Melissa Reavis  
Arthur Redford  
Dale Reynolds  
Timothy Schultz  
Richard Stafford  
Shane Strehle  
John Sullivan

R=retired

# MCA awards nominee deadline July 15

July 15 is the deadline for nominations for the annual Montana Correctional Association awards, to be presented at the organization's training conference in August at Fairmont Hot Springs.

The award categories are adult probation and parole, adult facilities, juvenile probation officers, juvenile parole officers, juvenile facilities, administration, support services, significant contribution, correctional employee of the year, and MCA member of the year.

Nominations should describe the contributions the nominee has made toward the corrections profession, how the nominee has performed a service above and beyond their normal work duties, performed a special service or contributed to the community.

Nominations are limited to 500 typed words, double-spaced.

Nominations for the John Paradis Lifetime Achievement Award should include affirmations from two other individuals; a brief resume of the nominee's work, volunteer service and philosophy; and reasons for the nomination. Nominees must have a minimum of 10 years of service in the criminal justice field and have demonstrated innovation and involvement in model programs.

All nominees are eligible for the correctional employee of the year award. MCA members and non-members can submit multiple entries in each award category.

Nominations should be mailed to MCA Awards Committee, P.O. Box 699, Deer Lodge, MT 59722.

The annual MCA conference is Aug. 18-19.

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