



Montana Department of Corrections

Correctional Signpost

2010
No. 5



Hello ... Goodbye



ABOVE: The outdated dormitory used by Central Office for 34 years

LEFT: The new home for the Department of Corrections' administrative offices (More photos on pages 10-11)

After more than 30 years in a former college dormitory rapidly approaching its 100th birthday, the Montana Department of Corrections Central Office has a new home.

The more than 100 employees working in the office moved in late August to what was once the site of Montana State Fund, the state workers compensation insurance provider.

Left behind was the old Intermountain Union College dormitory believed to have been built in the early decades of the 1900s. The new office building was completed in

1983 and housed the State Fund until it moved to new quarters in June.

At the old location, the corrections staff was split between two buildings for five years. In September 2005, the basement of the old Intermountain Union College dorm had to be abandoned. The information technology, human resources and health services staffs moved across a parking lot to the upper floor of a strip mall.

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Population projections set

The Department of Corrections expects Montana's overall offender population to increase about 2 percent per year through 2015, according to projections adopted by the population management team in late September.

The projections also anticipate a 3 percent annual growth in the total prison population in the next five years, a rate that would add 76-85 inmates a year to the system. This represents a concern for corrections officials because of the need to provide additional prison capacity to accommodate the expected increase.

"While this is less than half the growth rate we saw as recently as 2006, we see it

as a challenge to be able to handle this potential demand," said Director Mike Ferriter. "But we intend to do all we can with diversion programs to mitigate the projected growth."

The projections show the male and female prison population increasing from 2,513 in fiscal year 2010 to 2,915 in fiscal 2015. The population report estimates the result will be a bed shortage of more than 300 for male inmates by 2015.

At the same time, the total number of offenders would increase from 12,986 to 14,281. The prerelease centers' popula-

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Hello

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But the state-owned old dorm's age was showing. Without a cooling system, summer temperatures in the building climbed into the high 80s and low 90s. The heating system was sporadic and the plumbing was plagued by frequent leaks. Security was insufficient.

"The Schweitzer administration had long considered us the top priority for newer offices if something became available," Director Mike Ferriter said. "It realized that conditions in the building were worsening and that having staff in separate buildings was not helpful for communication."



Jack Hinkle, marketing manager for Montana Correctional Enterprises, adds a keyboard tray to a work station at the new Central Office building.

The department occupies the first, third and fourth floors of the building. The state Board of Crime Control and a small group of Revenue Department employees will share the second floor.

The Information Technology Division has the first floor and the director's office, legal staff, and the Youth Services and Staff Services divisions are home on the third floor. The Adult Community Corrections and the Administrative and Financial Services Division fill the top floor.

The change is a significant one for corrections staff, which had been in the old building since 1976.

That building featured individual offices, while the new one is designed as an "open-office" environment in which employees have work spaces without doors. The old offices had just two conference rooms; the new one has 11, including a large training classroom on the first floor.

The old building had an archaic heating system that relied on steam-filled radiators; the new building has a modern heating and cooling system.

Before, employees bringing their lunches had no choice but to eat at their desks. Now, they have a break room in which to relax during their lunch hour.

Gone are the dedicated parking lots adjacent to the former offices. Now, employees have a parking garage and on-street parking near the new building.

Employees filled hundreds of cardboard boxes with files, binders and other office items that needed to be moved. Each one was labeled with an "address" indicating its destination in the new building.

Capital Transfer and Storage had the lowest bid for the move. The information technology staff ensured that, once in the new building, employees had working phones and computers without major delays.

General Services Division supplied staff to address various issues that arose with the new building, from securing entry doors and hanging whiteboards to painting and air conditioning.

Montana Correctional Enterprises provided plenty of help, particularly Jack Hinkle, marketing manager. He used his knowledge and expertise about office furniture to help rearrange work stations at the new building before the move, and was on hand during and after the move to make adjustments to the work stations as needed.

"I know this is a big change for our employees, but I'm proud of the patience our staff has shown and how well everyone has adjusted to their new surroundings," Ferriter said. "We hit the ground running when we finished the move without any real disruption of services."

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.*

Population

FROM Page 1

tion is expected to grow by 3.1 percent annually, from 900 last year to 1,050. The programs offering alternatives to prison will see a population increase of almost 5 percent annually to 1,057. Probation and parole caseloads will grow by 1.2 percent annually to 8,888.

The department will review and decide whether the projections need to be adjusted after the current fiscal year's first quarter numbers can be analyzed in advance of the coming legislative session that starts in January.



Annual Conference



Clockwise from center:
 Jenny Stephens, institutional probation and parole officer at Montana State Prison, accepts the Adult Probation and Parole Officer of the year Award.

Kristi Forsch, assistant director of the Passages programs in Billings, receives the Adult Facilities Employee of the Year Award.

Christa Ziegler, community corrections officer for Gallatin County, accepts the Significant Contribution Award.

Jim Blodgett, former Montana State Prison warden, gives the keynote address.

Winnie Ore receives the John Paradis Lifetime Achievement Award.

Ted Ward accepts the Outstanding MCA member award.

Not pictured: Ward, along with Recruiter Charles Geary, received the Correctional Employee of the Year Award. Carrie Beach, Pine Hills, received the award for juvenile facility employees; and Bob Anez, communication director, received the award for administration.



Members of the MCA executive board (from left): Ted Ward, training representative; Lori Thibodeau, secretary; Mike Aldrich, treasurer; Greg Bishop, vice president; Bob Paul, president-elect; and Cindy McKenzie, juvenile corrections administrative representative

Communication Plan

Montana State Prison

EDITOR'S NOTE: This is the eighth 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. MSP/MCE Communication Committee

This is a group made up of representatives from departments at Montana State Prison and Montana Correctional Enterprises. Gayle Lambert, MCE administrator, and Warden Mike Mahoney endorse the work done by the committee.

2. Warden's division staff meeting

Every Wednesday morning at 8 a.m., staff members reporting to the warden and deputy warden meet to discuss operational issues. A representative from MCE, DOC legal unit and the DOC accounting unit also attend this meeting.

3. General staff meeting

These meetings are held twice a month (every other Tuesday) and minutes of the meetings are kept and published for staff. Every staff meeting has an open question-and-answer period on any subject matter. Any MSP/MCE staff can attend these meetings.

4. Morning briefings

These briefings are held Monday through Friday with the warden, deputy warden, security major and both associate wardens. These meetings take place every morning at 7:30 a.m. in the warden's office. Write-ups and incident reports are reviewed and potential hot spots or problem issues that require follow-up are discussed. Either the warden or deputy warden chair the meeting. Everyone has an opportunity to present issues before the meeting is adjourned. Other staff attends as needed to discuss issues requiring immediate attention.

5. Pre-service training curricula

Each member of the warden's management team is responsible for a module of instruction in the pre-service training program. This training is required of all staff.

6. MSP human resources newsletter – Personnel Personal

The human resource staff assigned to Montana State Prison publishes a monthly newsletter for staff introducing new staff and provides short articles on important personnel issues that have been brought to their attention throughout the month.

7. Monthly labor/management meeting

Gayle Lambert, the warden and/or deputy warden, along with Cynthia Davenport and the security major, meet with members of the E-Board from the Local 4700 to discuss issues and concerns the union has regarding operations at Montana Correctional Enterprises and Montana State Prison. Minutes of the meetings are kept and posted on the union bulletin board as well as distributed via e-mail.

8. Monthly safety meetings

Designated staff from Montana State Prison work areas, Montana Correctional Enterprises, human resources and union representatives meet to discuss safety issues, accident reports and follow-up on safety inspections that were performed at the facility during the month. Minutes of the meetings are recorded and distributed to staff. The warden is the new chairman of this committee.

9. Unit managers' meetings

On a monthly basis unit managers and associate wardens meet to discuss issues on housing units, security, and overall facility issues. As needed, other staff from laundry, food service, infirmary, etc., attend to discuss issues or provide information. Meeting minutes are completed and available for discussion with unit staff, command post, etc.

10. Shift commanders meetings

On a monthly basis, representatives from the three command post shifts meet with the security major to discuss security and facility-wide issues. Meeting minutes are completed and distributed to staff for review.

11. Weekly human resource meeting

On a weekly basis the warden, deputy warden, security major, associate wardens, DOC investigative staff and human resource staff meet to discuss personnel issues, potential problems areas, etc. The meeting discusses confidential human resource and investigative issues for information sharing purposes and disciplinary actions.

Communication

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As needed, other supervisors or staff are updated on the discussion, or are delegated tasks to complete.

12. Individual work area communication

Unit managers, command post, department heads, etc. are continually encouraged to have short staff meetings on a monthly (or as needed) basis to pass down or discuss information. Information is also shared through emails, memos and various meetings that occur on a weekly basis.

13. Information tracking spreadsheet

For the various areas that report to the deputy warden, MSP is in the process of finalizing an information tracking spreadsheet that provides data on results of operations. These spreadsheets will be reviewed for output results, potential problems, etc. Once finalized, the information will be made available to facility staff.

14. Monthly warden/deputy warden memo

The warden and deputy warden will review the possibility of an updated monthly memo to staff that will be posted throughout the facility. It would provide basic information of current events or items happening at MSP/MCE. Utilization of the MSP newsletter for this purpose will also be reviewed.

15. Communication by walking around

The warden, deputy warden, security major and associate wardens, as schedules allow, visit various areas of the prison on a weekly basis. The purpose is to talk with staff, ask questions, and pass information down. Staff and inmates also have an opportunity for questions and answers. A lot of communication on an informal basis occurs, as well as observation of activities within the facility. On a designated day of each week, the union president conducts a walk around talking to staff, addressing issues and bringing issues for follow-up to MSP/MCE management.

16. Unit management team/unit housing inmate representative meeting

Monthly meetings are held by each unit management team with an inmate representative to discuss issues, answer questions and provide direction. Information is also distributed to inmates by postings in the housing unit cell blocks.

17. Budget status meetings

On a monthly basis, DOC budget bureau staff assigned to Montana State Prison meet with appropriate MSP staff to review budget projections, expenditures to date and overall budget status.

18. Other sources

The facility utilizes reader boards, bulletin boards, housing unit postings and the Video Bulletin Board to provide information and updates of importance to both staff and inmates.

Drill instructor receives presidential award

By Karen Vaughn
TSCTC Administrative Assistant

Daniel Highley, a drill instructor at Treasure State Correctional Training Center, has received the President's Volunteer Service Award for his participation in the Nevada City Living History Group, an outdoor museum program at Nevada City.

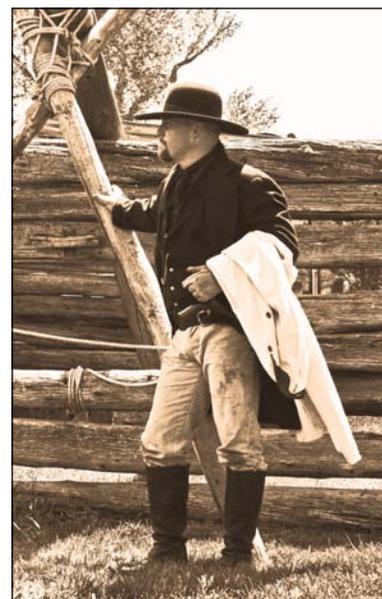
Living history weekends are held from Memorial Day through Labor Day in the southwestern Montana community, and follow a chronological timeline starting with the Alder Gulch gold discovery.

The interpreters, speaking in first and third person, try to portray life in an 1860s Montana gold camp.

"Most people come expecting to see gunfights and hangings, but that is not what it is about," Highley said. "The events are historically researched and accurately portrayed."

Events include interpretation of what it was really like to live in a frontier town in Montana. They give visitors an opportunity to visit with correctly costumed interpreters who act as guides and teach about Montana's early days.

While Highley said the award was great, his real motivation is the ability to combine



Highley in costume (Photo by Wayen Hoyt)

Hells Angels not big force in Montana

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

**By Don Kelley
POII, Butte**

They consider themselves the original bad boys.

They are the Hell's Angels, perhaps the most recognizable of all the outlaw biker gangs.

While not one of the predominant biker groups in Montana, the Angels have had two national runs to Montana and have puppet clubs in a couple of areas of the state. They have a significant presence in Spokane and are attempting to become more active in Montana. Every year they come through this state on their way to Sturgis, S.D., for the massive annual gathering of motorcyclists there.

The Bandidos and Mongols, two biker gangs active in Montana, have an agreement with each other and smaller clubs to keep the Angels out of Montana.

The Hell's Angels have been around since the 1950s. Ralph Hubert "Sonny" Barger Jr. formed the third chapter of the gang in 1957 and by the following year he was chapter president.

The American Motorcycle Association had characterized 99 percent of the country's motorcyclists as clean-living folks enjoying motor sports. But it condemned the other 1 percent as antisocial barbarians. The Angels, rather than being insulted, decided to exploit the characterization as a glowing tribute. The Angels produced the "one-percenter" patch as a supplement to its regular colors.

Based on Barger's military background, the club developed a military structure. The club grew and gained media attention. In 1967, a movie starring Jack Nicholson and titled "Hell's Angels on Wheels," was released about the same time as a book by Hunter Thompson called, "Hell's Angels: A Strange and Terrible Saga" hit the shelves.

The Hell's Angels Motorcycle Club is the prototype for every outlaw motorcycle gang in the world. The Angels are what they claim: the meanest, baddest and greatest gang of white trash on wheels. And they love it. An Angel does what he wants, regardless of the consequences.

Have no doubt – the Hell's Angels are a business. They produce methamphetamine, PCP and LSD. They grow marijuana by the truck loads. They have prostitution and white slavery worldwide. Cocaine is smuggled in using diplomats from other countries. Cars and motorcycles are stolen. The vehicle identification numbers are changed or they are stripped for parts that are sold or traded at swap meets.

In 1966, the Hell's Angels Motorcycle Club incorporated



Sonny Barger, right, is founding member and president Oakland, Calif., chapter of the Hell's Angels. He is credited with pulling the disparate Angels' clubs together in the 1960s.

in California to curb imitators. The articles of incorporation describe the Angels as a club dedicated to the promotion and advancement of motorcycle driving, motorcycle clubs, and all aspects of motorcycling and motorcycle driving.

In at least one respect, the Hell's Angels are like other outlaw biker gangs: They can pose a danger to the average citizen.

Law enforcement dealings with members of outlaw biker groups are challenging.

Officers must not allow them to become too familiar. All too often gang members with knowledge of an officer's family and where he or she lives will use that information to their advantage to either solicit leniency or as a means to intimidate. By simply mentioning a family member's name or the color of an officer's house, they believe they can get him to back away.

So here's some advice for those who may encounter gang members: Treat all with respect and speak to them, not at them. Put personal feelings and frustrations aside, and don't let your attitude or demeanor allow them to control a situation.

When involved in a traffic stop of a biker, officers should not let him off of his bike; his ride is worth more to him than his girlfriend. He will not let a \$30,000 Harley hit the ground unless there is imminent risk of arrest.

Law officers should approach a motorcycle from the passenger side. Approaching from the street side puts the officer at risk for being struck by other bikers and exposes him to an ambush. Some biker gang members have modified the

Angels

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handlebars on their bike to fire a 12-gauge shotgun shell using a small trigger attached to the clutch lever on the left side of the bike. A biker just aims the end of the handlebar at an unsuspecting officer and fires.

Bikes also offer plenty of places to hide drugs and other contraband. On older Harleys, the point cover encased the points and ignition, but now forms a hollow shell that can hide an ounce or so of methamphetamine or cocaine.

“Stash tubes” available on the Internet and through bike catalogs are designed to hide cash and drugs. Saddlebags sometimes contain false bottoms, and biker jackets have lots of concealed pockets capable of holding a weapon.

Members of several bike clubs carry braided lanyards about three feet long with a weight in the end and a loop that goes over the wrist. The lanyard can be used very effectively to break out the windshield of a vehicle on the road or as a weapon in an altercation.

The tendency for a growing number of middle-class citizens to become associated with law-abiding motorcycle clubs has created a public perception that biker groups are no threat to public safety. But the fact is that outlaw biker gangs continue to pose a major problem for law enforcement on the street and for corrections officials in Montana and other states.



From the Director

Mike Perita



Lou Tice, who heads The Pacific Institute, recently recalled an instance in which he was visiting a company that was creating a new line of products. He was told that the firm was tackling the project from a new perspective – “with a clean sheet of paper.”

What an interesting idea this blank sheet of paper, missing all the preconceived ideas and old approaches, the unworkable assumptions and pessimistic attitudes.

That clean sheet offers someone all sorts of possibilities, a fresh start where anything is possible and options are available for exploring. The paper invites anything to be written, fresh ideas to be considered.

Tice correctly suggests that blank sheet should prompt the question, “Are we doing something the same way because we have always done it this way?”

As we go about our work days and our personal lives, it’s easy to choose the familiar, convenient and comfortable approach to dealing with a problem. It’s takes less energy, especially when in a rush, to fall into old patterns rather than to break away from the routine of the past and think outside our usual boundaries.

The problem with this approach is that the way something’s always been done may not be the best, most-productive way. It also can prompt us to close our mind to alternative answers.

For those in the department’s Central Office, the recent move to new quarters can be seen as a clean sheet of paper that offers us a chance to look at our jobs a little differently, with fresh eyes. This new environment may be able to encourage new perspectives.

It’s not unlike the “fresh start” that some people find in moving to a new house or a new community.

I certainly understand that some employees may find the new office environment more satisfying than others. That’s to be expected. We are all compelled to adapt to the new office space, to do things a little differently as a result of the change.

That ability to think differently and accommodate change in our lives teaches us that we are not bound by the routine of the past, the status quo, the usual.

I encourage employees to consider new ways of doing things and to be open to colleagues who are willing to do that. That’s where innovation is born and where imagination thrives.

Longtime ranch, agriculture director

Dabney named outstanding employee



Bill Dabney walks among cattle on the ranch at Montana State Prison during a feeding.

Bill Dabney, who has worked the ranch at Montana State Prison for 29 years, is the employee of the year for the prison and Montana Correctional Enterprises, which operates the ranch.

He was honored at a staff appreciation event in August.

As agriculture director, Dabney oversees the 38,000-acre ranch with about 1,750 head of range cattle, a 600-cow dairy, feedlot, a lumber processing plant, land management program, inmate fire crew and emergency mechanical services. His operations have 12 employees in addition to inmate workers.



job skills and work ethics that can help them to stay out of prison. This commitment has been instrumental in the success of the Department of Corrections divisions: Montana Correctional Enterprises and Montana State Prison.

The employee of the year is selected from the employee-of-the-quarter recipients from the previous year. The honoree receives a certificate of appreciation/accomplishment signed by the director of the Department of Corrections and has the use of a designated parking space for one year. He receives a plaque and has a photo posted in the lobby of the administration building at MSP.

He is one of five directors who make up the division's management team under Administrator Gayle Lambert.

Dabney has an unmatched work ethic, often logging seven days per week and 10-12 hours per day. His overall team attitude has contributed to the success of the MCE agricultural programs.

Dabney remains committed to inmate training programs and has worked selflessly to train more than 2,500 inmates during his tenure, helping to instill

Highley

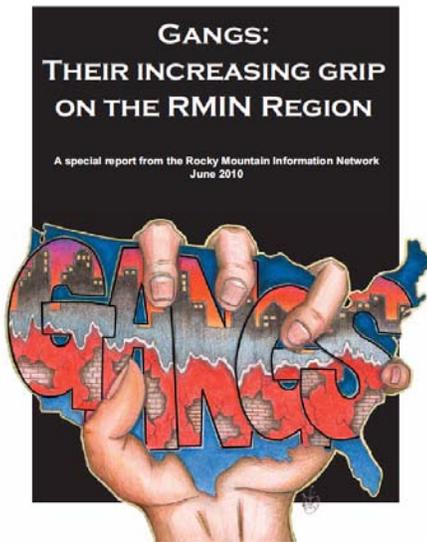
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his love of history and sharing his knowledge of the past with the opportunity to "step back in time" – a simpler age and a different reality. He steps into another person's shoes and leaves the headaches of 2010 behind for a little while.

Highley's interest in the program was sparked after visiting with Dan Thyer, the living history coordinator. He and his family have been involved with the program for about three years.

The President's Council on Service and Civic Participation was established in 2003 to recognize contributions that volunteers make in communities and encourage more people to serve.





National publication spotlights DOC staffer article on gangs in MT

By Tracy Napier
Professional Development Specialist



Napier

EDITOR'S NOTE: The following article appeared in a 76-page June report on gangs, published by the Rocky Mountain Information Network. The network is part of a national law enforcement information-sharing system in the U.S. Justice Department. The national publication includes articles from states in the region: Montana, Arizona, Colorado, Idaho, Nevada, New Mexico, Utah and Wyoming. The author is a staff training and development specialist for the Department of Corrections and has been coordinator for the agency's STG task force for more than four years.

"Montana does not have gangs."

This is a common belief in our state. I can recall discussing gangs and violence in a criminal justice course I was taking in college four or five years ago. The professor was talking about these issues from other state's perspectives. I distinctly remember her saying, "Thank goodness I can only teach about these issues from other state's experiences. Montana is so blessed because we don't have gangs in our cities and towns."

Being an employee of the Montana Department of Corrections and an active member of the Montana Department of Corrections Strategic Threat Group (STG) Task Force, my eyebrows raised quickly and I almost spit my coffee out in disbelief.

"Montana does not have gangs?" I questioned.

"No we don't," she responded.

I went on to dispute this statement and fill the rest of the class in on the gang problem the Department of Corrections was dealing with at that time. I had a hard time believing a professor for one of the best criminal justice programs in our state was not aware of the rising gang problem in Montana.

"I have never seen graffiti or drive-bys. I don't hear about it on the news. So, where are these gangs you are talking about?" she asked me.

Four or five years ago, when I was discussing this with my professor, gang activity was in full bloom within the prison walls of Montana State Prison. Corrections officials were dealing with national gangs including Sureños, Nortenos, Bloods, Crips and White Supremacists groups (Peckerwoods and Skinheads).

The prison was also dealing with hybrid gangs including the Modern Outlaws and the Suicide Mafia.

It was obvious why my professor was not aware of the gang problem in Montana: Most of the gang members were locked up safely behind prison walls. As most of us know though, the majority of offenders will eventually be released into the community.

Just as in California and Arizona, when gang members in Montana are released from prison, they take their gang affiliation with them.

Just as in California and Arizona, when gang members in Montana are released from prison, they take their gang affiliation with them.

Many of the active gang members within the prison walls were serving short sentences and are now being released.

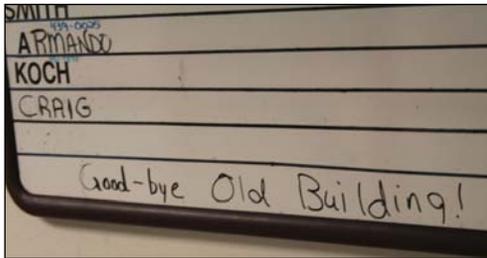
I would be willing to bet if I called that professor today, she would be able to tell me she sees graffiti on local businesses and houses in her city. I would also be willing to bet she is teaching about Montana's own gang problems in her criminal justice classes.

The secret gang problem that was once hidden behind

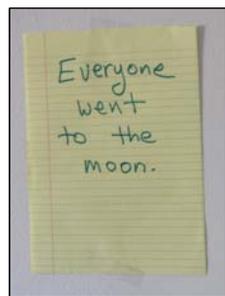


One of the most-used rooms in the old DOC building, the director's conference room, stands empty of all but the table and some sunlight.

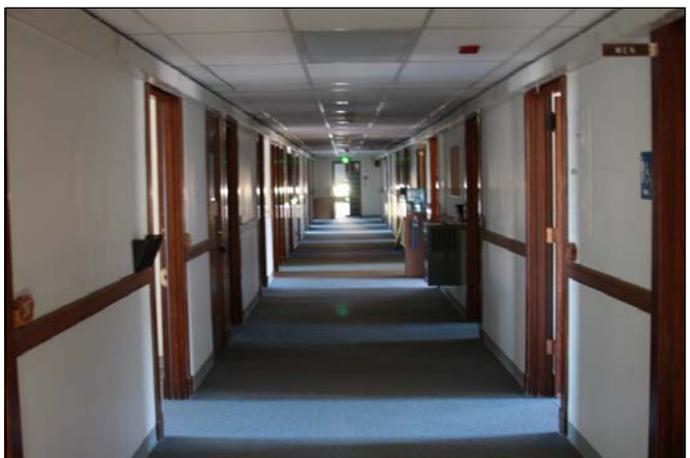
BELOW: Employees of Capital Transfer and Storage move furniture into a trailer bound for the new office building.



Some staffers left signs behind.



A member of the inmate fire crew helps move a desk from the old building.



Empty hallways were all that was left of the old building.



Cathy Gordon, who heads the Interstate Compact Unit, vacuums the floor in her work space before moving furniture into place.

Kara Sperle and Lena Havron from the Budget and program Planning Bureau adjust surfaces of a work station in the new building.



Children in an after-school program operated by Director Mike Ferriter's wife, Betty, prepared colorful posters welcoming employees to the new offices.



Staff of the Administrative and Financial Services Division discuss placement of file cabinets and other furnishings as items arrive from the old building.



John Daugherty, administrator of the Information Technology Division, helps Kim Dallas get her relocated computer up and running.

Stephanie Boudreau, a technician in the Collections Unit, is busy at her new work station shortly after the move.



Article

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prison walls is now spilling over onto the streets of almost every community within Montana.

According to Lt. Dan Hess, Montana Department of Corrections STG coordinator, there are gangs active on all seven Indian reservations in Montana. Every major city in Montana has gangs that are active and recruiting, too. Smaller, more rural communities are starting to see graffiti and other signs of a gang presence.

During 2009 in Great Falls, Montana, the Northland Mafia was involved in several robberies and an attempt to burglarize a local convenience store. Gang members were responsible for several auto thefts and the distribution of narcotics, according to Jeff Beecroft, a detective with the Great Falls Police Department.

The Modern Outlaws have been involved in selling cocaine, marijuana and methamphetamine. One member of this gang is wanted for his involvement in a home invasion and a burglary of a local pawn shop.

Also of note is the LVL or Little Valley Locos, who have been discharged from prison at high rates and are making a strong presence in the Great Falls community. One member of the LVL was being investigated for firing random

gun shots from a 9mm while walking down the street. It is likely that this group will continue to recruit and cause problems for the Great Falls community.

Members of these gangs have been leaving graffiti on businesses and houses on the main streets of Great Falls. The city makes it mandatory for home or business owners to remove the graffiti within 72 hours in order to prevent turf wars from starting.

Billings has seen an increase in drive-by shootings and graffiti as well. During 2009, several patrol cars and police officers' homes were tagged with gang graffiti throughout the course of a few nights. This bold and rebellious move by gang members prompted the Department of Corrections to get probation and parole officers more involved in gang recognition and tracking.

Lt. Hess met with several probation and parole officials to coordinate an effort to have one main STG officer in

each probation and parole region for the purpose of identifying and tracking active gang members in that region.

So far, this has proven successful, but the department is working toward having one officer for each community, rather than one for each of the six regions around the state.

Montana is not unique in the fact that gang members are not following national trends. Although they may claim and mimic Surenos, they most likely do not have any ties to the California-based Surenos.

Some Surenos and Nortenos in Montana have relocated from larger states and prisons and have brought their affiliation with them, but the majority of Montana's gangs do not have national ties.

With the exception of white supremacist groups, Montana gangs do not support racial discrimination. Native American gang members tend to take on traditional Hispanic gang affiliation, but any race can be affiliated with any gang in Montana. White Supremacist groups are the one exception to this trend.

Montana gangs do not typically follow national alliances. Over the past five years, Surenos have been the dominant gang within the prison system and have had the highest number of validated members, but this trend is changing.

Currently, Nortenos are recruiting at a high rate and are attempting to become the dominant force within the Montana Department of Corrections. The Nortenos are aligning with the Crips, while the Surenos are aligning with the White Supremacists.

On Sept. 29, 2008, Montana State Prison experienced a disturbance in the high security gym as a result of the White Supremacists attacking Crips and Nortenos. Correctional officers and recreation staff quickly contained the disturbance and only minor injuries were received by inmates and staff.

A few of Montana's larger cities have been proactive in their attempts to deal with the rising gang problems by coordinating Gang Task Force Units. The problem, so far, has been successfully contained in these cities because of these proactive measures, but as other states have seen, gangs are here to stay.

The Montana Department of Corrections has been proactive since the introduction of gangs into this state, and it will continue to reach out to local law enforcement officials and agencies in an attempt to control recruitment and expansion of the current gangs in Montana. This unified front and sharing of information has been key to keeping gang activity in Montana to a minimum.

With the exception of white supremacist groups, Montana gangs do not support racial discrimination.

Every major city in Montana has gangs that are active and recruiting, too. Smaller, more rural communities are starting to see graffiti and other signs of a gang presence.



Booter reunion 2010

By Randy Williams
TSCTC Field Training Officer

On a sweltering August day at Black Eagle Park near Great Falls, more than 80 people gathered for an extraordinary and rewarding event. Few people in corrections or the local community knew about it, but that didn't make it any less special.

It was the 15th Treasure State Correctional Training Center (TSCTC) and Great Falls AfterCare Program's "booter" reunion. Every two years, graduates of TSCTC, the state boot camp, come together with staff, family and friends. They reinforce the strength and continued support that gave these men the "courage to change" – the motto of the training center.

The reunion was established in 1996 as a way to recognize graduates of the boot camp and aftercare programs who continued on the new paths on which they had set out. The aftercare program is designed to help offenders completing the boot camp as they transition to the community.

The first reunion drew about 20 booters. The 2010 version attracted 27 booters from Great Falls AfterCare Center, 24 booter alumni and more than 30 staff, family and guests.

The reunion has moved several times over the years, but the spirit and camaraderie has only intensified. This year's reunion included booters who had graduated as long ago as 1998. One drove from Idaho Falls to attend.

This was my first opportunity to attend the reunion after six years at the boot camp. Seeing the successes of these men and the motivation still in their hearts instilled a renewed sense of pride and hope in me that is hard to explain. I know the reunion will be on my schedule in the future.

Several booters at the gathering had faced struggles in their drive to this new vision in their life, but you could see that the fire was still there and perhaps this simple gathering in a nondescript park would push them over the top.

The day began with the booters, boot camp staff, families and guests in the covered picnic area of the park. Guests included Rep. Jesse O'Hara, R-Great Falls; Pam Bunke, administrator of the Adult Community Corrections Division; and Kelly Speer, Facilities Program Bureau chief in that division.

Michael Buckley, who heads the aftercare program, and Paul Cory, administrator of the Great Falls Prerelease Center, were among the speakers. Others on hand were Sheena Jarvey, community outreach coordinator for the prerelease center, Greg Budd, boot camp superintendent, and Joe Fink, correctional manager at the camp.

A large human circle of booters formed in a grassy area of the park, with boot camp staffers in the middle. The booters



Paul Cory, administrator of Great Falls Prerelease Center, is interviewed about the boot reunion by a TV reporter. (Photos by Pam Bunke)

Booters

FROM Page 13

each gave their name, squad and graduation year and then commented on how their life had changed since graduating the program.

It took nearly an hour to go completely around the circle as each booter relayed their story to the rest of the boot camp family there. While at the boot camp for 90-120 days, the men were unable to tell their success stories. But now it was their turn and they took full advantage of it. After each booter spoke, the traditional supporting shout of “ooh-rah” came from other booters and staff.

As the circle ended, a familiar voice came from a short distance away.

Charging in wearing the familiar grey Smokey hat was Lt. Saajid Muhammad. In an instant, you could see these men – some more than 10 years removed from their time at the boot camp – reverted to the barracks. Every command brought a loud and thunderous response from the booters and you could tell they loved every minute of it. The time they had spent at Treasure State was always just below the surface of their thoughts.

It was impressive to see these booters responding as though had only left the program moments earlier – marching, doing physical training and sounding off like thunder.

A few moments later, it was time for the traditional platoon run, which is designed to bring members together as a unit and inspire motivation in the offenders. Some of the

booters were not quite dressed for a run, but not one dared to fall away from the formation. Not today.

As the platoon run ended, the booters, staff and families returned to share a barbeque prepared by the Great Falls Prerelease Center and for an opportunity to share more memories of their experiences during and after boot camp.

Staffers were introduced to many of the family and friends of these booters and were showered with many sincere thanks.

The greatest thanks I received was not from the booters or their family and friends. It was watching an angry and self-loathing trainee we worked with five years ago stand before us a proud and confident young man. The man always had family pictures. He now laughed and played in the park with this family as he had envisioned in his affirmations at the camp.

We sometimes forget why we do what we do.

I remember now, knowing that all of us have in some way touched these men’s lives.



Booters get some exercise during their reunion with a game a tug-of-war.

Pine Hills perfect in accreditation

Pine Hills Youth Correctional Facility got a perfect score in its recent accreditation by the American Correctional Association.

The Miles City facility for male juveniles, accredited since 1997, complied with all 31 mandatory and 398 optional standards established by the national organization in order to score 100 percent.

“This was a major accomplishment that few correctional programs ever achieve,” said Steve Gibson, administrator of the Youth Services Division. “Of some 1,500 programs accredited nationally by ACA, only one out of every 10 score 100 percent compliance.

“I would like to acknowledge all of those at Pine Hills and their hard work in realizing this achievement,” he added. “Special recognition must go to Jim Hunter, whose years as superintendent laid the groundwork for this significant recognition and level of perfection.”

The ACA’s three-person audit team visited Pine Hills for three days in May and issued its findings in late summer. It described the facility as “very clean and organized” and said the kitchen area indicated that staff takes pride in its department.

The team found “ample space for indoor and outdoor recreational activities, and appropriate access to religious programming and medical care. Members noted Pine Hills residents have paid more than \$170,000 in victim restitution since 2001 and logged nearly 7,900 hours of community service.



Parole Board's Thomas ending 31-year career

**By Bob Anez
Communication Director**

When Craig Thomas began his corrections career, a peanut farmer from Georgia was president, the Internet didn't exist, disco was supreme, and mailing a letter cost 15 cents.

Thirty-two years later, Thomas is retiring.

Thomas announced in September his plans to step down in April as executive director for the state Board of Pardons and Parole, a post he has held since 1991. He said he provided such advance notice to allow for a smooth transition at the board.

Thomas, 56, will serve through the 2011 Montana legislative session.

"It is time for me to move on," Thomas said. "I have had a great run."

Thomas started in corrections in April 1979 as a correctional officer at Montana State Prison. Five months later, he became a case manager at the prison and then a probation and parole officer about two years after that.

He joined the Board of Pardons and Parole as an administrative officer and held that job until becoming executive director in January 1991.

Thomas' tenure in state government has spanned six governors, five Department of Corrections directors – Carroll South, Curt Chisholm, Rick Day, Bill Slaughter and Mike Ferriter – five MSP wardens and two women's prison wardens.

When he started, Montana had a single men's prerelease center, a women's prerelease center, less than 50 probation and parole officers, one men's prison, no women's prison and no sentencing options other than probation or prison.

Today, the state has six prerelease centers for men and four for women. It has 140 officers supervising probationers and parolees, four men's prisons, a women's prison and more than a dozen correctional programs offering alternatives to prison.

It's that evolution that Thomas sees as most significant.

"The biggest change is the diversity of the system itself – the way it has diversified and expanded – all of the prisons, expansion in community corrections," he said.

The pendulum has swung from "lock 'em up and throw away the key" to treatment being seen as the key to rehabilitation, Thomas added.

Thomas

FROM Page 15

He said the board had a hand in that shifting view by insisting that offenders receive treatment before it would consider them for return to communities.

Thomas said he is most proud of the “fine board staff that I have had the pleasure of hiring and working with over all these years” and the fact that the board has a history of “making consistent decisions despite the numerous changes in governors, directors, chairs and board members.”

He cited as major accomplishments the board’s strong, positive relationship with Ferriter while maintaining its autonomy and the pending conclusion of a 10-year project to rewrite the board’s administrative rules. He noted the board has been accredited by the American Correctional Association since 2000 and moved into new offices two years ago after a quarter of a century in the aging former warden’s house.

Thomas said his departure will not hamper the board and its work.

“The board will continue to have many very qualified and dedicated board members and staff that will ensure that the board continues to function at the highest level,” he said.

Hank Burgess, a board member for 20 years until 1992 and responsible for Thomas being promoted to executive director, called Thomas “as fine a public servant as there has ever been.”

He said Thomas brought valuable experience as a parole officer to his job with the board and was always prepared.

“He always had insights (about cases) that were important to us, he was always diplomatic, calm and reassuring,” Burgess recalled. “He had to deal with people in the prison; he had to deal with parole officers, prosecuting attorneys, sheriffs and police chiefs. He always handled them well.”



Thomas with board members and staff at a recent board meeting. Front row, from left: Members Teresa O’Connor, John Ward and Mike McKee. Back row: staffers Christine Slaughter, Thomas and Julie Thomas. (Photo by Linda Moody)

“He has always been outstanding in his ability,” said Jack Lynch, who preceded Thomas as executive director for 15 years. “He worked hard and put a lot of effort into preparing cases and working with the board. He brought continuity, commitment and insight.”

Binky Bowman, a Polson board member since 2004, said Thomas’ lengthy experience will be missed.

His greatest strength is “his steady knowledge of the rules and regulations, what the Legislature wants out of us and what safety for the state of Montana is,” she said.

While Thomas always was ready to assist the board, he never tried to substitute his judgment for that of the members, Bowman added. He made her feel welcome and comfortable when she joined the board and encouraged her to seek a new term when the time came, she said.

A Butte native, Thomas graduated from Butte High School in 1972 and earned a bachelor’s degree in psychology from the University of Montana in 1997. He has three children and his wife’s name is Julie.



Welder Certification

Jer Trueax, vocational education welding and fabrication teacher for Montana Correctional Enterprises, has completed course work to receive the American Welding Society certification of welding educators. During the past two summers, Trueax attended Flathead County Community College to prepare him to pass the two tests to meet certification requirements. MCE believes this is another step toward the program being able to certify inmate student welders.

Parish nurses mentor young offenders

EDITOR'S NOTE: The following article appeared in the Parish Nurse/Health Minister Letter, a publication of the Northwest Parish Nurse Ministries in Portland, Ore. Reprinted with permission.

In 2003 the Montana Department of Corrections, Youth Services Division, received a federal grant for developing an innovative and effective method of juvenile offender reentry. A key component of Montana's re-entry program is the use of local community based multidisciplinary teams providing youth with support, encouragement, and accurate information to improve the chance of success in adulthood.

A unique feature of the program is the option for youth offenders to include a faith-based parish nurse mentor as part of their individual re-entry team.



Zumpf

Pastor Steve Rice at First Lutheran Church in Miles City is the liaison for parish nurses and the Department of Corrections. He serves on the Evangelical Lutheran Church in America Task Force on Criminal Justice and as religious coordinator at Pine Hills Youth Correctional Facility, where he leads

'One objective is to provide answers to some very hard questions kids sometimes ask for the first time when they enter a correctional facility.'

-Pastor Steve Rice

weekly religious roundtable discussions.

Rice observes, "One objective is to provide answers to some very hard questions kids sometimes ask for the first time when they enter a correctional facility. Questions such as: 'Who am I?', 'How did I end up here?', 'Is there really a God and does that God care about me?' are profoundly spiritual questions. Encouraging healthy faith connections for near-adults is important as youth move out into communities across our state."

Pastor Rice works to recruit and prepare ecumenically minded parish nurses across Montana willing to provide youth, families, and parole officials with professional insight and faith-based information. Currently mentoring parish nurses are located in Miles City, Missoula and Billings.

Ethana Zumpf, registered nurse and coordinating parish nurse at First Lutheran, also serves as a resource in the re-entry program. She visits with of-

fenders and a family soon after a youth arrives at the correctional facility in Miles City to explain the availability of nurse mentors when a teen leaves on parole and serves on community teams in a region including nine counties.

The program at First Lutheran started in 1999 and has maintained six nurses with two consultant physicians, a dietician and physical therapist consultants.

Based on his experience with parish nursing in his congregation and the success of the mentoring program with youth offenders, Pastor Rice suggests: "As parish nurse programs mature and look toward new areas of emphasis in order to remain vital ministries, col-



laboration with non-traditional partners might provide mutual benefit to individual nurses, congregations and wider communities across the country."

Rice has seen firsthand how parish nurses are making a difference in the lives of Montana's youthful offenders.

For specific information about ways your parish nurse ministry can impact teenage offenders with health and wellness information and faith community connections contact pastor@flcf.net or call (406) 951-6463.

Mary Greene 1940-2010



Mary (Neil) Greene, 70, who served as the Department of Corrections policy specialist until July, passed away Sept. 16 at her daughter's home in Tamworth, N.H., after a brief illness.

Mary was born in Seattle Jan. 6, 1940. She grew up in Medford, Ore., and Sacramento, Calif.

She joined the department in October 1999 as contract monitor at the Great Falls Regional Prison, and came to Helena office as the policy specialist in July 2004. During her career, Mary also worked at Montana State Prison and the Maine Correctional Center.

Mary was an avid horseback rider and hiker. She was happiest riding her beloved Traveler into Montana's wilderness, particularly the Rocky Mountain Front west of Augusta and Choteau. She loved the Helena Valley ranch house she rented, and she cared deeply for the people and the animals who surrounded her life there.

Mary fostered an ever-rotating family of feral cats at the ranch, raising donations for the Helena Area Friends of Pets, a nonprofit that spayed and neutered them after Mary coaxed them into traps with salmon. Hiking in the Scratch-gravel Hills out her front door was an important daily, year-round ritual that kept her busy life in balance. Mary had many good friends and the respect of her co-workers.

Mary is survived by her daughter Annie (Greene) Burke and son-in-law Geoff Burke of Tamworth, N.H., and their daughters, Leah and Eliza; her son Nathan

Greene and daughter-in-law Megan Hiller of South Portland, Maine, and their daughters, Caitlin and Hailey; her sister Sally (Neil) Essex of Helena; her brother Joe Neil of Berkeley, Calif.; nephews Peter Ewing and Todd Ewing and nieces Amy and Julie Neil; and former husband Nathanael Greene of Cape Elizabeth, Maine.

She was pre-deceased by her daughter Eliza Greene and her niece Joslyn Ewing.

A celebration of Mary's life will be held in Helena next spring or summer.

The family suggests memorials in Mary's honor to the Helena Area Friends of Pets, 2509 N. Montana Ave., PMB #179, Helena MT 59601, or the Coalition to Save the Rocky Mountain Front, c/o the Montana Wilderness Association, 30 South Ewing St., Helena, MT 59601.

Montana Women's Prison takes in rescued dogs

By Niciole Grigg
KULR-TV, Billings

Several dogs seized from a property in eastern Montana are now behind bars in Billings, but, it's for a good reason.

On Sept. 1, nearly 100 dogs were taken from a property in Wibaux. Several of the dogs now call the Montana Women's Prison home.

At least for a short time, as some of the inmates help train the four-legged friends before they're adopted out to families.

"It's very rewarding," said Tiffanie Fitzpatrick, who is serving a 17-year sentence for negligent homicide.

She and fellow inmate Jazmine are part of the "Prison Paws for Humanity" program.

"A lot of us come in as 'Oh, were convicts;' everybody looks at us as convicts, but to have a dog to come home to

really makes us feel like were worth something," said Fitzpatrick.

They've name their dog Lobo.

Officials said Lobo, along with the other dogs, were found living in filthy and crowded conditions.

"Just looking at them, they way they were brought in is just saddening," said Fitzpatrick.

Fourteen inmates work around the clock to teach the dogs basic commands and to get them used to human interaction.

Program director Deb Bouwkamp said the program not only helps the dogs, but also the inmates.

"They kind of lose feelings; working with the dogs it helps get them back to reality," said Bouwkamp.

EDITOR'S NOTE: This story aired on KULR-TV in Billings on Sept. 13. Reprinted with permission.

For mental health training of staff

Youth services wins federal grant

By Steve Gibson
 Youth Services Division Administrator
 And
 Cindy McKenzie
 Riverside Superintendent

The Youth Services Division has received a \$9,383 federal grant to develop a mental health training curriculum for division staff and address a growing problem in the juvenile justice system.

Studies have found that 70 percent of youths in the juvenile system have at least one mental disorder and Montana's situation is no different. Meeting the needs of these youths presents challenges for juvenile probation, juvenile detention centers, youth correctional facilities and juvenile parole.

Like the rest of the nation, the juvenile justice system in Montana – juvenile probation, juvenile detention centers and the Youth Services Division of the Department of Corrections – has seen an increase in youths needing mental

health services. One of the many challenges has been how to effectively work with these youths.

While there have been conferences and workshops that have provided good trainings over the years, there is not a system-wide, unified, self-sustaining training program for staff, particularly correctional officers and other front-line staff, in the juvenile justice fields.



McKenzie

Last fall, Steve Gibson, division administrator, requested a dedicated effort be made to find funding for either hiring a consultant to help the division develop a training curriculum for staff or to purchase curriculum.

Cindy McKenzie, Riverside Youth Correctional Facility superintendent, volunteered to research options. Over the past year, she looked at what other states were doing to address this issue, who were considered experts in the field, what curricula existed and what funding sources are available.

The effort led to work being done by the Mental Health/Juvenile Justice Action Network, established in 2007 and funded by the John D. and Catherine T. MacArthur Foundation, the Council of State Governments, the Substance Abuse Mental Health Services Administration and the Office of Juvenile Justice and Delinquency Prevention, and coordinated by the National Center for Mental Health and Juvenile Justice.

The network represents a collaborative effort of eight states – Colorado, Connecticut, Illinois, Louisiana, Ohio, Pennsylvania, Texas and Washington – to respond to the growing concern across the county regarding the increasing number of youths in the juvenile justice system with mental health disorders and the often inadequate and/or inappropriate response

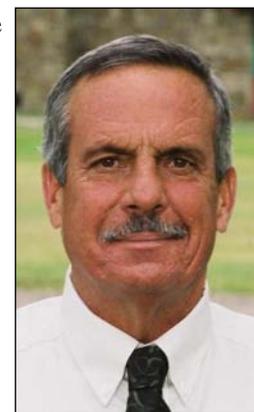
to these youths once in the system.

The network is developing strategies for change in three areas: front-end diversion, workforce development, and family and youths. (More information is available at <http://www.ncmhjj.com/action/default.asp>)

Five of the states focused on developing and testing a mental health training curriculum designed specifically for juvenile justice staff across the system. The curriculum was piloted in the participant states during May and June 2009, feedback and data was gathered, and the final revision was completed this summer.

Donci Bardash, federal grants coordinator for the Department of Corrections, took the lead in writing a grant application for one year's funding to implement this curriculum from the federal Juvenile Accountability Block Grant, managed by Montana Board of Crime Control.

Data to support need for this project was gathered from both youth correctional facilities and juvenile probation, thanks to staff at those sites quickly responding to requests. Chiefs of probation in three regions, the judicial branch



Gibson

Treasure State nurse ends career after 15 years

By Greg Budd
TSCTC Superintendent

Susan Porrovecchio's favorite quote is, "Do not attempt to fill another's shoes ... leave your own footprint." She did just that for 15 years at Treasure State Correctional Training Center, including a dozen years as the boot camp's only medical staff.

Porrovecchio, a certified addictions registered nurse, retired in mid-August.

She began her career with the state of Montana in July 1995 when the boot camp was located in the Swan Valley. She was so dedicated to the program she continued commuting from Bigfork when the center was moved to Deer Lodge in 1997.

Until three years ago when Montana State Prison began providing some health care assistance at the center, Porrovecchio was Treasure State's one-person medical team.

She has been in practice since 1971. In addition to holding a nursing degree, she is a certified teacher of natural family planning. Porrovecchio is a member of the Montana Nurses Association and is past district president of the organization. In 1999, she received the governor's award for



Porrovecchio

employee excellence as part of the management team at the boot camp.

In addition to her duties at the center, Porrovecchio has been involved in the National Council of Catholic Women for more than 20 years. In 2009, she was elected to serve on the council's board and six years before she chaired the group's International Concerns Commission.

Porrovecchio claims she is a gypsy and medical missionary at heart and the council provides her an opportunity for volunteer work and world travel.

She not only attended to medical issues at Treasure State, but also conducted basic chemical dependency education with trainees. She supported program enhancements to minimize trainee injuries during physical activities and was a true supporter of the goal of the program to foster change in trainees. She was well liked by staff and the footprints she leaves behind will never be forgotten.

Grant

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court administrator and the director of the Ted Lechner Youth Services Center wrote letters of support for the request. The Youth Justice Advisory Council recommended approval of the grant Sept. 2.

A Mental Health/Juvenile Justice Action Network training consultant will train an initial core of eight trainers in the Montana juvenile justice system: five in the Youth Service Division, two from juvenile probation and one from juvenile detention. These trainers will provide trainings across the state at Pine Hills Youth Correctional Facility in Miles City, Riverside in Boulder and the Ted Lechner Center in Billings.

The network is conducting such training-for-trainers in the five pilot states. Montana is at the top of the list for training once that pilot project is complete.

The goal is to provide this training on an ongoing basis across the state to improve the understanding and skills of those working with the very challenging population of justice system youths struggling with mental health issues. This training will become a mandatory training for all DOC Youth Service Division staffers that have direct youth supervision responsibilities.

"Having a curriculum developed by a well-recognized, national foundation and supported by credible research, and having trainers trained by the curriculum developers and implementing that curriculum across the juvenile justice system will put the state of Montana at the forefront of the nation with regards to enhancing services provided to the youths in the Montana's juvenile justice system," Gibson said.

Perfect

FROM Page 14

The team also reviewed and found no fault with education programs, social services, visitation, fire safety, food service, library services and laundry.

Youths interviewed by the team indicated they felt safe, were well-fed, knowledgeable about program rules and expectations, happy with available education and recreation, and able to talk to staff about problems.

The team also talked to staff and heard no complaints, with employees talking about feeling "empowered" and well-trained.

"The staff members at the facility worked as a team," the report concluded. "Each was focused on helping residents while they were housed there."



20 Questions*

* you provide the answers

A group of employees enrolled in the NIC's Management Development for the Future decided to tackle a leadership project aimed at "breaking down the barriers." The group – Dave Castro, Janet Holland, Dan Kissner, Billie Reich and Jim Salmonsen – found that communication is perceived as the No. 1 barrier in the Department of Corrections. It also found that most employees do not know where to look for information or lack the resources to search out answers. The team planned a survey to determine what employees expect in communication and developed a plan to spark interest in a key source of information – the department's Internet home page. This edition of Q&A is a trivia game. The answers, which can be found using the DOC website, will be published in the next Signpost. The first three employees with the most correct answers will receive a prize donated by Montana Correctional Enterprises or Montana Correctional Association, have their photo appear in the next Signpost and enjoy the new knowledge that they acquired through the discovery process. Submit answers to banez@mt.gov by Oct. 15.

1. What is the rate at which graduates of Montana's meth programs had been convicted of a new drug-related offense, according to the June 2010 report by Dr. Tim Conley?
2. How many items does the Department of Corrections Code of Ethics contain and what does No. 8 say?
3. Under what drop-down heading can you find a complete listing of all corrections facilities/programs in Montana? How many are there?
4. Where can communication plans for each division be found? What is the first purpose listed for the director's office communication plan?
5. What's the average pay for an inmate?
6. Why was the name of the work dorm at Montana State Prison changed to the Work and Re-entry Center?
7. What percent of offenders under jurisdiction of the Department of Corrections are supervised outside of prisons? Where is that information found?
8. What does the Adult Interstate Compact Unit do?
9. What's first on the list of 10 things every victim of a felony in Montana needs to know?
10. What's the earliest edition of the Correctional Signpost available online?
11. What is the date on the *Department of Corrections Master Plan – Final Report* that was prepared by the consulting firm of Carter Goble Lee?
12. Where can a person find both the department's current offender population projections and a daily report on the number of offenders in Montana's correctional facilities/programs?
13. What are the visiting days at Montana Women's Prison?
14. How much restitution did the department disburse to victims in fiscal year 2009?
15. Where can information on inmate phone calls be found? What is the time limit for an inmate call from Montana State Prison and Montana Women's Prison?
16. How many prison escapees does Montana have who are still on the run? What's the first name listed among community corrections absconders?
17. In the UM School of Social Work report on Montana's DUI treatment programs, what is most prevalent age period in which offenders got their first DUI conviction?
18. All of the department's contracts can be found online. Where can they be found? How many contracts are under the "S" listing?
19. What is the department's "vision?"
20. How many total offenders did the department supervise on an average day in fiscal year 2010, ending June 30? How much general fund money did the department spend in that fiscal year?

Regional Roundup



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

Region 1

Missoula Probation and Parole Officer Mike Schlattman and Juvenile Parole Officer Tom Pinsonneault were among law enforcement professionals in the Missoula area who gave up a week of their summer in July to work as a counselor at the 47th annual Law Enforcement Youth Camp held in the Seeley-Swan area. Participants in this camp for boys are referred by schools, Youth Court, county and city police officers, school resource officers, judges and the Watsons Children's Shelter. The camp is staffed by individuals from the sheriff and police departments, law enforcement cadets, Youth Court, adult and juvenile detention officers, Department of Corrections, and volunteers from local high schools. Events included land and water olympics, peanut carnival, tug of war, awards ceremony, daily calisthenics, a fire department presentation, a great arts and crafts program, and a Friday hike to Morrell Falls. Amongst all the activities, the youth are also held responsible for cleaning up after meals, and keeping the entire camp clean.

Participation for the kids is free, with numerous community members and businesses sponsoring the camp. Pinsonneault said, "On Thursday, there is an awards ceremony and staff come out in dress uniform and many of the youth then realize they have been hanging out with law enforcement officers all week, which is a surprise to many of them."

Pinsonneault just completed 21 years with the Department of Corrections. Mike Schlattman started working in

the Missoula probation and parole office in April 2007, after seven years in probation and parole in San Antonio and Austin, Tex. His primary area of supervision is the Seeley Lake area. Pinsonneault has been a mainstay at the youth camp for many years, and after recruiting Schlattman a few years ago, it appears they are now both committed to this annual and very worthwhile event. Schlattman also has been busy planning his wedding. He and Stephanie plan to marry in Las Vegas and honeymoon in Jamaica.

Missoula Officer Chris Helms is a motorcycle and tennis enthusiast. He spent his summer accomplishing a major goal for himself by becoming the top-ranked men's single tennis player in the state U.S. Tennis Association 3.5 men's singles. Chris is a Georgia native who started playing tennis with his father at the age of eight. He lettered in the sport in high school. His ranking is a culmination of points received playing in tournaments this year in Montana, which included winning the Mission Valley Open in Polson, second place in the Bitterroot Open in Hamilton, and making it to the semifinals of the Western Montana Open in Missoula. Chris can often be seen traveling to a tournament on his motorcycle with tennis racquet strapped on the back. Chris pointed to his "hammer serve which often tops 100 mph" as one of the key to his success on the tennis court. Chris started working at the Missoula P&P office in January 2008. Prior to that he was one of our favorite detention officers at the Missoula County Detention Facility, where he worked for 8½ years.

Region 4

Although the nuts and bolts of the Billings office have changed gears a bit, the wheels keep on rollin'. John Frost has moved onto the ISP team, Mark Kotrc has taken on part of the Laurel caseload and covers Carbon County, Steve Hurd covers the other half of the Laurel caseload and Stillwater County, and Paul Hawkins has taken on the mental health caseload.

Karri Eik completed the week-long firearms instructor training at the law enforcement academy and basic instructor development is next. Congratulations Karri! The region also hosted their annual night shoot in August, which offered a section on flashlight techniques and another on weapons familiarization. The event was safe and fun for all in attendance.

Probation Officers Lisa Hjelmstad and Mary Aggers attended the State Conference for Drug Court in Helena in late September. Aggers states that the national representation was outstanding with some high-profile speakers, including Gary Boggs, executive assistant of the Drug Enforcement Administration, and Kevin Sabet-Sharghi from Office of National Drug Control Policy. Aggers will be the region's liaison to District Judge Ingrid Gustafson's felony drug court which will be funded by a recently acquired grant. They anticipate the new drug court to be up and operational by January 2011. Hjelmstad already fills the liaison position in District Judge Susan Watters family drug court. The training was action-packed from Wednesday

Roundup

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day afternoon through noon on Friday, with various topics including drug court cost benefits and medical marijuana, prescription drug abuse, constitutional issues in drug court, juvenile drug courts, medically assisted treatment, and cultural sensitivity for Native Americans.

The region has secured another grant as well, for the Billings Area Re-Entry Task Force. The purpose of this task force is to alleviate obstacles that hinder the success of female offenders re-entering the community. The task force's focus revolves around significant obstacles female offenders encounter upon re-entry, such as housing, employment and relationships, education, mental health and child care. The task force has three clearly defined goals:

1. Reduce recidivism among a targeted population of female offenders by 50% over the next five years
2. Empower female offenders to develop individual pathways for successful re-entry by using a variety of "best practices," such as specialized assessments, training, treatment, and mentoring
3. Develop and implement an integrated transition pathway for female offenders that is built upon collaborative public and private partnerships in the greater Billings region. Funding from the grant became available Oct. 1. More information to follow as the guidelines and eligibility requirements are identified and implemented.

Congratulations to Candice Reinschmidt who was named employee of the quarter for the fourth quarter. Her peers nominated her in recognition of her willingness to assist fellow officers at any time, her level-headed approach in any situation, and her dedication to

safety and accountability. We greatly appreciate Candice's knowledge and abilities. As employee of the quarter, Reinschmidt received the reserved parking spot, a framed certificate of achievement, and a gift certificate to an outdoor gear store, courtesy of the management team.

Region 5

"Learn more about the disease itself, and that it takes time for the spiritual, mental and physical aspects of an addict to heal," says Patty Morrison, Kalispell probation and parole's in-house chemical dependency counselor, when asked what advice she would give officers when dealing with addicts. Morrison, a counselor for 16 years, has contracted with DOC for four years. During that time, Ms. Morrison has become an indispensable member of the office, trusted by her clients, and depended upon by the officers. Her duties include meeting with offenders one on one and leading a weekly men's and women's recovery group. She believes a group setting is one of the most beneficial ways for offenders to move forward in their recovery.

"The value of the group lies in the offenders recognizing parts of themselves they were unaware of by others sharing their experiences," she says. The offenders referred to Morrison are often those who do not have the means to pay for traditional out-patient treatment, or are unable to fit in with other counselors. Morrison believes legal accountability is a very important part of the recovery process. "The longer period of accountability with an offender (meaning the longer they are meeting with counselors and attending regular self-help meetings) seems to increase the sustainability of an offender's sobriety and recovery," she says. "Hopefully the legal accountability keeps them enrolled in treatment until they themselves see the benefits."

Officer Cindy Ault believes one of the many benefits Morrison provides is "a balance to our perspective and on how

we sometimes view our offenders. She helps us see that they are not all just felons, but suffer from a serious and debilitating substance abuse disease." Morrison is an important asset for the officers and more importantly, the offenders of Kalispell. Morrison's accessibility with the officers and her location within the office allows an interaction and dissemination of collateral information that is unfeasible in a traditional outpatient service. Officer Paul Parrish says, "Being able to work hand in hand with Patty is tremendously important and vital in aiding our offenders." As POII Dave Castro says, "Patty is a treasured resource that we rely on heavily."

Region 6

Region VI welcomes Tom Fulton as the new probation and parole officer in Miles City. Tom will be supervising the caseload in the Colstrip and Forsyth area. Tom was born in Powell, Wyo., and grew up on a farm where his parents raised not only Tom, but barley, pinto beans and alfalfa.

Tom attended college in Casper and received an associate degree in criminal justice. From there, he proceeded to Laramie to complete his bachelor's degree, also in criminal justice. Tom has some experience working in corrections, first with juveniles and then in the Casper Re-entry Center Bureau of Indian Affairs wing. Tom enjoys hunting in the North Fork region east of Yellowstone and ice fishing in Buffalo Bill reservoir near Cody. He also admits to being an avid poker player and told us that he won a tournament in Las Vegas. Tom is the proud owner of two miniature weenie dogs – Raisin and Maggie.

The region is currently screening applicants for the full-time temporary position left vacant with Darrell Vanderhoef's deployment.

The region is experiencing a big influx

Staff survey: satisfaction level down

Department of Corrections employees are less satisfied with aspects of their working conditions than nearly 8,500 other employees around the country who took a similar survey of workplace attitudes.

That's the findings of the 2010 DOC staff survey, which showed that, on average, department employees' satisfaction level is 14.8 percent lower than that of other employees taking the survey.

The greatest disparity is in communication where DOC staff's satisfaction index was almost 18 percent lower than that of employees in other organizations. But large differences also existed in regard to employee satisfaction with teamwork and overall view of individual divisions or programs where an employee works.

The smallest difference (7.3 percent) was found when it came to satisfaction with personal development.

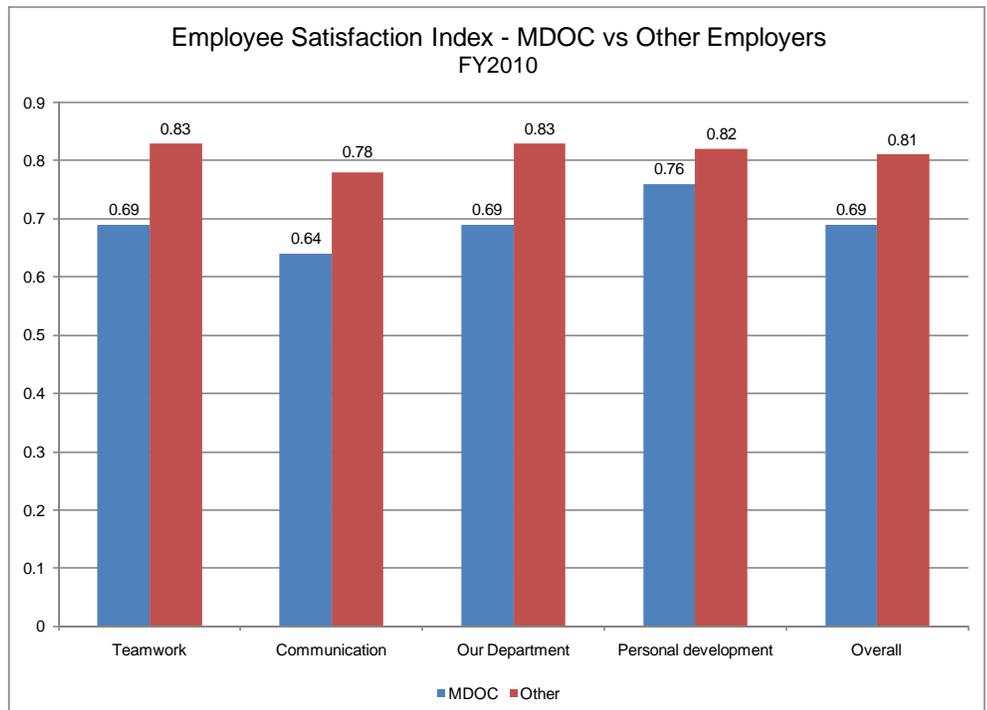
Fewer than a third (407) of the department's more than 1,300 employees responded to the survey. That is a small decrease from last year when 425 employees participated.

The survey measured satisfaction based on a scale where "1" indicates complete satisfaction and fractions of 1 reflect lower satisfaction.

The highest level of satisfaction was in the area of personal development which showed 0.76 on the satisfaction index, compared with 0.82 for other employees. Last year, the index for personal development was 0.78.

The level of satisfaction is lower than it was last year and lower than that of employees elsewhere who took the survey.

The level of satisfaction for teamwork and an individual's own division or program was 0.69, down slightly from 2009 scores of 0.71 and 0.72, respectively. Other employees indicated greater satisfaction in both categories with an index of 0.83.



The lowest level of satisfaction was in the area of communication at 0.64 on the index, compared to 0.66 last year and 0.78 for other employees surveyed.

Overall, DOC employees had a satisfaction index of 0.69, compared with 0.81 among other employees.

"We had a small backslide in terms of overall employee satisfaction this year over last," said Human Resources Bureau Chief Ken McElroy. "It was small enough that I would largely attribute it to general dissatisfaction over the economy and the effects the recession has had on our pay practices – discontent with the pay freeze was cited in a number of the direct comments.

"Regardless, we need to be moving forward, and HR and training staff are working on some ideas to present to the management team to more finely hone our communication plans to address some still unmet needs as well as trying to utilize the detailed information on specific facilities and programs to address issues that may be unique those entities with more focused initiatives," he said.

"One issue that continues to be reflected is a concern for the ability to identify career growth opportunities and paths," McElroy explained.

"The division has already begun to brainstorm and initiate a program to address those issues and has committed to having some succession planning and workforce development programs in operation before the end of the coming biennium," he said. "We have an NIC (National Institute of Corrections) program currently under way that will provide some guidance and direction toward that end."

Complete results of the staff survey will be included in the department's Human Resources Annual Report being compiled now.

Memorial honors victim advocate

It was a sunny, warm autumn afternoon when the family of Anita Richards watched as a permanent memorial to Montana's victim advocate icon was unveiled at the Treasure State Correctional Training Center.

The center was the site where Richards launched the victim impact panel program designed to ensure that offenders at the boot camp recognize the effect their crimes have on victims.

"A generation of boot camp trainees will remember Anita as the compassionate Mrs. R., who stood before them, one on one, sternly but compassionately compelling them to accept responsibility for their crimes and the harm they caused victims, families, friends, communities and



Friends and family of Anita Richards gather for dedication of her memorial. From left: Sherron Bowman, family friend; widower Ron Richards; Katie Reese, granddaughter; Pam Cyr, daughter; son Mike Richards and his wife, Lynn.



themselves," said Greg Budd, superintendent of the boot camp.

In addition to several family members, Department of Corrections Director Mike Ferriter attended the event.

He called the memorial "a tangible reminder to this department that we need to pay attention to the daily lessons taught to us by Anita."

Ferriter said Richards ensured that the need to take into consideration the needs of victims will always be a top priority for the agency. "Our mission statement changed because of Anita. The word 'victims' is in there largely because of Anita."

The memorial plaque located along the front walk leading to the center notes that Richards, who died two years ago, left behind "a legacy reflected in the DOC mission to promote positive change in offender behavior and support victims of crime."

"With Anita looking over our shoulder, we continue our efforts to improve our response to crime victims, and to expand restorative justice programs that we believe help victims and offenders on the long journey toward healing," the plaque states.

MSP officer helps rescue Butte fire victims

Lynn "Chuck" Foster was headed to his job as a correctional officer at Montana State Prison early on the morning of Monday, Aug. 23, when he noticed a fire at the National Hotel in uptown Butte.

As a volunteer with Butte Search and Rescue, Foster's instinct kicked in as he turned on his scanner in time to hear a dispatcher sending firefighters to the scene.

He saw a mother and daughter hanging out a third floor window and screaming for help, and assured them help was on the way, he told *The Montana Standard*. When firefighters arrived with an aerial truck, Foster helped them rescue the two women.

"I knew there was not much we could do until we had the proper equipment to bring them out," Foster told the newspaper.

All residents escaped the burning building with no major injuries and the Red Cross provided temporary lodging. Foster said he returned to the scene after work and that the fire was in his thoughts all day.

"It kind of bothered me for a little bit, especially until I found out everyone was OK," the 15-year officer told the *Standard*.

DOC closer to online victim signups

By Sally Hilander
Victim Programs Manager

Crime victims soon will be able to register online for notification about adult offender custody status changes. The effort is the product of collaboration between the Department of Corrections and Montana Interactive, the state's e-government service provider that developed the Correctional Offender Network (CON) and DOC's "virtual cashier" for offender restitution payments.

An electronic registration form, now in the initial development phase, will improve DOC's outdated process that requires victims to complete a paper form, add postage and mail it to Montana State Prison or Montana Women's Prison, where records staff enter the data into the OMIS offender database. The new service will be available in 2011.

"Montana Interactive is excited to partner with the Department of Corrections on yet another successful service and especially one that will provide such a benefit to the citizens from a public safety perspective," said Becki Kolenberg, the company's marketing director.

Montana Interactive will develop the secure electronic registration process as a service to the Montana public at no cost to DOC, Kolenberg noted. DOC will control the data and victim information will be confidential. Montana Interactive will work with DOC victim services, records and information technology staff members in the coming weeks to address issues and concerns.

"I am thrilled to be working with Montana Interactive to provide a secure and easy-to-use online registration system for crime victims, said John Daugherty, administrator of DOC's Information Technology Division. He stressed the importance of data security to protect crime victims and honor their need for confidentiality.



Hilander

OMIS shows that only about 500 victims are currently registered for notification, a small number for an adult offender population of 12,000. In comparison, thousands register each year with VINE (Victim Information & Notification Everyday), an automated prison inmate-tracking system accessed with one phone call or a few mouse clicks. The current VINE system is intended to enhance the DOC notification process, but cannot track the custody status of the 80 percent of offenders in alternative placements.

DOC and Montana Interactive believe electronic registration will be simple even for those who are not computer savvy.

Users will be able to access the registration process via the CON, VINE and DOC websites and perhaps via links from the websites of other public and private agencies that serve victims. Victims may still choose to submit paper forms.

Prison Issues Board meets at Glendive regional

By Charlie Denison
Glendive Ranger-Review

A number of statewide representatives for the Montana Department of Corrections met on Tuesday morning at the Dawson County Correctional Facility for a quarterly meeting.

The meeting is the only one of its kind hosted in Glendive this year.

Major issues discussed at the meeting included legislative and management team updates, division updates, legal issues, compliance monitoring, inmate and facility issues, budget approvals and more.

MDOC Director Mike Ferriter, who had not been in Glendive for two years, was in attendance at the meeting. He said he was pleased with the facility and the people involved.

He said Sheriff Craig Anderson had done a good job with the facility and had recruited a good warden.

"I appreciate what you've done here," Ferriter said.

Both Anderson and Dawson County Correctional Facility Warden Steve Ray were humbled by the praise, they said following the meeting.

"It's nice the work that we've done and the progress we've made has been recognized," Anderson said. "It's gratifying."

"We are blessed to have the administrative staff and correctional officers we have," Ray said. "Accolades to them. A lot of my job is to ensure they have the tools they need."

Since he started as Dawson County Sheriff, Anderson said it has been a

goal to have the best-run facility in the state.

Anderson said he is grateful for the state's support of late.

"Wages have risen significantly in the last seven years," Anderson said. "The state is now an excellent partner."

Anderson said the state has reimbursed the Dawson County Correctional Facility in excess of \$1 million since he has been in office.

This year alone the public safety fund has seen an increase of about \$257,000, he said.

EDITOR'S NOTE: This article was published in the Sept. 26 edition of the Glendive Ranger-Review. Reprinted with permission.



Daugherty

IT becomes division

The Department of Corrections management team in early September endorsed a proposal for changes in the agency's organization that replaced the Health, Planning and Information Services Division with the Information Technology Division.

The decision "elevates this critical portion of the department's operation," said Director Mike Ferriter. "So much of what we do every day relies on the work that our IT staff does. It's appropriate that IT is now a division-level part of this agency."

John Daugherty, who headed the Information Technology Bureau for seven years and has worked for corrections since 1998, is administrator of the new division after the position was advertised internally.

"Just as in our personal lives, our workplace and job responsibilities have become increasingly dependent on computers to function efficiently and effectively," Daugherty said. "Those of us working in this field recognize how much others rely on us and the creation of this division dedicated to IT reinforces that fact."

Daugherty heads a staff of 25 in Helena, Deer Lodge and Billings that manages the entire information technology infrastructure of the department by maintaining computers (more than 800), printers, servers and networks. Members also ensure that the agency's IT operations comply with state laws and policies.

The division has a role in all aspects of corrections, from the canteen and staff scheduling system used by secure facilities to legal document scanning and offender management systems. One of the most important responsibilities of the division is its involvement in helping develop offender population projections.

In organizing the division, Daugherty named three bureau chiefs from existing staff: Anita Pisarsky heads the Application Development Bureau, Jon Straughn is Network Operations Bureau chief, and Dewey Hall is chief of the Statistics and Data Quality Bureau. Other key staff positions are Mike Raczkowski, IT communications infrastructure manager, and Kenny Kyler, database administrator.

Beyond his DOC duties, Daugherty serves on several state IT committees, including the State of Montana Data Center steering committee and State Information Technology Managers Council. He is chairman of the National Consortium of Offender Management Systems and treasurer of the Corrections Technology Association.

Maximum Effort

Workers use a large crane to lift into place prefabricated sections of concrete wall for construction of an annex at the rear of the maximum-security building at Montana State Prison. The \$300,000 addition, which will be used for units that reheat meals and as an employee break room, will reduce congestion and improve safety in a rear hallway of the housing unit. The work, expected to be complete by December, was approved by the 2007 Legislature.





MWP Family Day

Montana Women's Prison inmates work with some of the animals from the prison's dog-training program during the annual family day at the Billings facility. Forty-one inmates and 107 family members participated in the August event, which included the prison drum group, bean bag toss, face painting and lunch with cake and ice cream.

Moodry talks personal to WATCH grads

By Sally Hilander
Victim Programs Manager

"We care about you and we want you to succeed," Linda Moodry began.

The Montana State Prison public and victim information officer had been invited to speak at the Sept. 15 WATCH graduation for felony DUI offenders completing six months of treatment. She told the graduates and a large audience of family members, staff, and WATCH residents that she was nervous but honored.

"The WATCH program hits home for me because in many ways alcohol has affected my life," Moodry said. "Some memories are good, yet some are very painful and sad, but I really am grateful that we have this program because addiction can be so powerful and it can take away what is so important in our life."

Moodry shared her memories of times spent with her father, hunting, fishing and skiing, until he injured himself in a fall from a roof and took up drinking, which ultimately led to his death.

"Alcohol became his choice," Moodry said. "I couldn't take care of my dad."

Lessons learned from that experience have taught her to let go, as her two daughters grow up and make their own choices.

"This program works," Moodry told the graduates. "WATCH has given you tools and a foundation to be successful. You have been given an opportunity to rebuild and repair your life. Will you take the opportunities that have been given to you?"

Moodry challenged the graduates to help repair the harm they caused others as they each racked up at least four

drunken-driving conviction. She suggested they volunteer in their communities and participate in restorative justice programs through the Department of Corrections.

"If your victim requests to meet with you through the victim-offender dialogue program, say yes," Moodry said. The program "gives both parties the possibility to move on in their lives."

"On your graduation day, I would ask you to remember the simple things – help your neighbors, volunteer, remember to give back. Remember your families because they are victims too. And to yourself be true,"

Moodry concluded. "Take pride in your accomplishments and remember all that was taught to you. Move forward!"



Moodry

'WATCH has given you tools and a foundation to be successful. You have been given an opportunity to rebuild and repair your life.'

-Linda Moodry

ADMINISTRATOR'S CORNER

Steve Barry Administrator Staff Services Division



The reorganization and re-naming of the Human Resource Division to Staff Services Division (SSD) becomes effective Oct. 12 when Dale Tunnell starts his position as chief of the Investigation Bureau.

This process began more than a year ago when Director Mike Ferriter asked me to temporarily head the Investigation and Legal Services bureaus and determine what changes to recommend. At the same time, Ken McElroy became acting administrator of the Human Resource Division while I was working on my assignment.

The newly reorganized division still includes the Human Resources Bureau, Professional Development Bureau, American Indian liaison, and Policy Unit. But now legal services and investigations – previously under the director's office – are added, as is the Emergency Preparedness and Planning Unit that had been part of the former Health, Planning and Information Services Division.

During the current biennium, the department has faced and continues to overcome the challenges of a slow economy and shrinking state budget. Attrition of valuable staff members to retirement, other career opportunities and untimely death also has resulted in a drain on department knowledge and competency.

Department staff has stepped up and many are now taking on additional workload and responsibilities to ensure critical agency functions are sustained.

Gov. Schweitzer, in his comments at the recent ceremony honoring recipients of the Governor's Award for Excellence in Performance, recognized the work state employees do.

He noted that during the past 10 years Montana's gross state product grew by 65 percent, while the number of state employees increased just 2.5 percent.

The governor asked the question: "What other business could sustain a 65 percent increase in output with only a 2.5 percent staff increase?"

His point was that state employees are very productive and efficient. Corrections staff are certainly doing their part, "doing more with less," exemplified by the four staff members who received awards.

The Staff Services Division, aptly named to reflect its broad array of programs, is poised to provide enhanced support services to staff through the reorganized structure.

Combining investigative, legal and human resource services under the division structure allows improved communication and responsiveness to sensitive personnel issues. The bureau chiefs for these functions are physically

CORNER

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located close to each other within Central Office and have frequent and immediate access to assure collaboration and support for each other.

Colleen Ambrose, who worked for the department since 2004, is the chief of the Legal Services Bureau.

The Emergency Preparedness and Planning (EPP) function, which is vacant with the departure of Garrett Fawaz, is being reviewed and the job profile updated. Recruitment will soon follow.

This is a critical area of responsibility for the department, considering our strong public safety responsibility, the variety of secure programs and facilities both owned and contracted by the agency, and the natural and man-caused potentials for disasters.



Tunnell

The radio communication responsibilities attached to the EPP position affect hundreds of line staff, particularly probation and parole officers in the community and correctional officers in secure facilities. They drive department vehicles, carry portable radios and rely on them for routine and emergency communications while performing their jobs. Staying abreast of the technical changes and updates routinely occurring with the statewide interoperable radio system is challenging.

Division staff has been patient and supportive through this transition process and I'm grateful and appreciative to them for their service.

Ken McElroy did a great job as acting administrator in keeping the division moving forward. Division staff looks forward to continuing to work with administrators and department line staff in support of the department mission, goals and the citizens of Montana.



Ambrose

Great Falls event funded with federal grant

Sex offender conference has big crowd

**By Rick Alan Deady
Treatment Program
Contract Manager**

Sex offenders and the myriad issues surrounding management of this challenging population were the subjects of a three-day conference that drew nearly 200 people from throughout the state in early September.

The Great Falls event was a collaborative effort among the Department of Corrections, state Justice Department, the Sexual and Violent Offender Registry, the Office of Public Defender, the Montana Sex Offender Treatment Association (MSOTA) and the Montana Coalition against Domestic and Sexual Abuse.

The 2010 Montana Sex Offender Management Symposium: The Full Spectrum was funded through a grant awarded to the Corrections Department by the U.S. Department of Justice, Office of Sex Offender

Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART). Funding from the grant was used to assist with lodging and transportation costs for more than 70 participants.

Conference attendees represented a wide range of professionals working on sex offender management. Those attending represented local and tribal law enforcement, adult and juvenile probation and parole, Montana State Prison, Riverside Youth Correctional Facility, Pine Hills Youth Correctional Facility, Crossroads Correctional Center, MSOTA therapists, public defenders, county attorneys, prerelease centers, community corrections treatment and assessment/sanction centers, federal probation, state Board of Pardons and Parole, the state Division of Criminal Investigation, community victim groups and the Montana university system.

The conference brought in three national speakers and more than 20 Montana speakers. The list included Attorney General Steve Bullock and Kurt Bumby, senior manager for the Center for Effective Public Policy and the Center for Sex Offender Management (CSOM).

Bumby talked about national trends in sex offender management, what to expect from a quality psychosexual evaluation and the personal and professional toll on individuals working in the trenches with sex offenders.

Anna Salter, a psychologist who has authored numerous books on sex offenders, talked about denial, deception and manipulation among sex offenders, female sex offenders and adolescent offenders. Dr. Sharon Cooper, chief executive officer for a developmental and forensic pediatric consulting firm, discussed child sexual exploitation and child pornography collectors.

Health & Wellness



by April Grady

Quarterly Quote:

Winter is an etching, spring a watercolor, summer an oil painting and autumn a mosaic of them all. ~Stanley Horowitz

Eco Tip:

With Halloween just around the corner, we will soon be wondering what to do with all of our wrinkled and deflated jack-o-lanterns. Composting is an eco-friendly solution, but if you don't have access to a composter try filling the pumpkins with birdseed and let the birds have a feast! (aboutmyplanet.com)

Exercise:

Quick Holiday Workout (exercise.about.com)

Just because the holiday season is creeping up doesn't mean the numbers on the scale have to creep up as well. The following workout is a great way to maintain fitness between servings of Halloween candy, mashed potatoes and pumpkin pie.

- Warm up with a few minutes of walking in place
- Do each exercise for about 1 minute (add more sets if you have time)

1. Pushups



2. Plie (ballet) Squats w/ Biceps Curls
Stand with feet wider than shoulders, toes turned out and a weight in each hand. Lower into a plie, keeping knees in line (and behind) toes and curl arms up. Lower the arms and push into the heels to stand up.
3. One-legged Squat with Shoulder Press

Stand on right foot with left foot lifted a few inches off the ground. Hold a weight in the right hand just over the shoulder and hold onto a chair. Bend knee and lower into a one-legged squat. As you press back up, push the right arm up in an overhead press.

4. Deadlift with Row

With a weight in each hand and keeping back flat, tip from the hips and bring hands down the legs to mid shin. At the bottom of the movement, bend elbows and pull them up to your ribcage, contracting the back. Lower the arms and stand back up.

5. Triceps Dips

Find a chair or solid object and sit on it with hands next to hips. Move hips in front of chair and, keeping butt close to the chair, bend the elbows and lower a few inches. Don't lower past 90 degrees.

6. Side Plank Ab Twist

Lie on your side and push up so that your body is supported by right hand (or bent forearm), feet stacked. Straighten left arm and sweep it down, twisting your body and turning shoulders towards the floor (hips don't move). Switch the other side after 30 seconds.



Turn Holiday Treats into Steps

Use this link to find calculators to see how much you will need to walk to walk them off. Then you can decide how often to indulge. <http://walking.about.com/od/holiday/a/fatholidays.htm>

Eating Out:

Discovering a local gem, providing homemade flavor prepared with local ingredients is good for the local economy as well as your health. Here are a few of Montana's gems (some are my favorites, others have haven't tried but look really yummy).

Helena

Benny's Bistro: <http://bennybistro.com.html>

Featuring locally grown produce and Montana raised meats. Fall lunch items include Winter Mac & Cheese...

Wellness

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creamy pasta with sage pesto and winter squash and Gnocchi Bolognese...House made potato gnocci with local beef in classic bolognese sauce. A couple of fantastic dinners are the Bistro Steak...grilled Big Sky Naturals grass fed beef with balsamic mushrooms and polenta cakes and the Pesto Stuffed Scallops....pan seared and served on a bed of fresh spinach with basmati rice and lentil pilaf.

Murry's

<http://murrystakeout.com/default.aspx>

Everything is made right there on the premises using the ingredients from the open shelving. No shortcuts, nothing processed, no gravy from a jar. (Helena IR 10/1/10)

Menu items include Mediterranean Orzo Salad, Chicken Tortilla Soup, and weekly homemade lunch specials.

Missoula

Red Bird

<http://www.redbirdrestaurant.com>

Seasonal, innovative cuisine using fresh local ingredients. Truffle Roasted Chicken Breast...Madeira pan sauce, Potato puree, Cauliflower & Mushrooms. Grilled, Chili-Rubbed Bison Tenderloin... Butternut Squash Sformato (custard), roasted Garlic-Pecan Butter, Red Onion

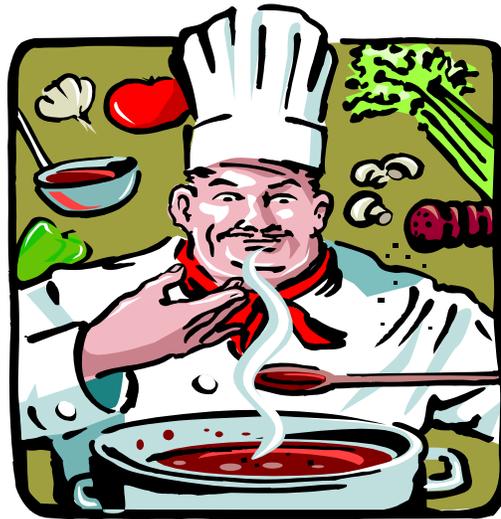
Bozeman

Emerson Grill <http://www.emersongrill.com>

Italian fare, focusing on the use of organic and local ingredients provided by local farmers and purveyors. Signature flatbread pizza with chicken, gorgonzola sauce, pineapple, hot red pepper. Local boneless pork chop with balsamic grilled onions & whole grain Dijon mashed potatoes.

Billings

Good Earth Market <http://www.goodearthmontana.com>
Deli Café, featuring amazing organic soups, salads, sandwiches and entrees along with delicious fresh-squeezed juices, smoothies and coffee drinks. Hot lunch specials 6 days a week include Gold Nugget Squash stuffed w/ Sausage, Ginger Lime Chicken, and Spicy Tofu Stir Fry.



Butte

The Hummingbird Café

<http://thehummingbirdcafe.wordpress.com>

The café features a monthly rotating art show and hosts live music events and provides homemade soups, sandwiches, and baked goods as well as fresh and delicious smoothies, juices, and coffee. The café strives to use the highest quality and organic products available. Menu items offered: Portabella Sandwich marinated portabella mushroom, red onion, roasted red pepper, sprouts, walnut pesto & mayo on sourdough and the Avocado & Tofu No-Quesa-Dilla

avocado, tomato & tofu in a grilled tortilla served with almond cream sauce & salsa.

EatWellGuide.org lists numerous businesses providing fresh, locally grown food. Listed companies include: bakers, bed & breakfasts, caterers, farmer's markets, and restaurants. To peruse Montana's list of locally grown supporters use the following link:

http://www.eatwellguide.org/localguides/mt_2_guide.pdf

*Four receive
governor's
awards*

Four Montana Department of Corrections employees are among nearly 300 state employees honored with a 2010 Governor's Award for Excellence in Performance.

Jim Bailey, correctional officer at Montana State Prison; Jason Nelson, lead application developer in the Information Technology Division; John Smith, maintenance supervisor at Pine Hills Youth Correctional Facility; and Kara Sperle, chief of the Budget and Program Planning Bureau, received the award from Gov. Brian Schweitzer during a ceremony Sept. 20. Smith was unable to attend the event.

The statewide award is given each year to recognize outstanding state employees. Agency directors nominate individuals or teams who, through exceptional achievements and innovative ideas, improve the quality and productivity of state government programs, save the state money or demonstrate significant leadership.

Bailey has worked at the prison for a little more than 15 years and during that time developed a reputation as an exemplary employee.

"Officer Bailey's performance evaluations repeatedly reference his willingness to take on special assignments, his positive attitude even in the most dire of circumstances and his outstanding interpersonal communication skills," according to the nomination form. "He is respected by both staff and inmates alike for his professionalism and work ethic."

The nomination also called Bailey "an inspiration to his fellow officers and a tremendous asset to operations at Montana State Prison."

Nelson, who has worked for the agency seven years, ensures that all enhancements to the adult and youth offender management systems are designed to improve data quality and make processes as efficient as possible.



Jim Bailey and Gov. Schweitzer



ABOVE: Kara Sperle and Gov. Schweitzer
RIGHT: Jason Nelson and Gov. Schweitzer



John Smith

AWARDS, Page 35

Employee Appreciation

Treasure State Correctional Training Center had its employee appreciation picnic in August. Games included a trivia contest, dexterity contest and water balloon toss. Ed Stefalo, senior drill instructor, received his 10-year pin. Karen Vaughn, administrative assistant, received her five-year pin. Superintendent Greg Budd (lower right) provided huge steaks and Kelly Speer (lower left) contributed enough chicken to feed the population of a small country. At left, Lt. Saajid Muhammad, senior drill instructor, and his daughter, Macy, enjoy the day. Below, left to right, Drill Instructor Rosemary Murphy, Drill Instructor and Facilitator Bill Schwab and Maintenance Manager Harlan Sipe sample the food. (Photos by Karen Vaughn and Lucy Stokes)



Awards

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“Jason goes way beyond merely providing adequate solutions to problems,” the nomination says. “He always steps up and ensures that he understands the business processes he is trying to replicate electronically. Jason leads by example and many people find his enthusiasm and dedication both inspiring and motivating.”

Smith has worked for Pine Hills in Miles City for more than 36 years, and during that time has become known as someone willing to respond to emergencies involving the secure facility at any time on weekends, evening and holidays.

“John has always done this professionally and oversaw the physical plant that was built in the 1920s, as well as making the transition to a new facility in 2000,” the nomination said. “John has overseen all aspects of public

safety as it related to the secure physical plant that houses juvenile offenders from all counties in Montana.”

Sperle, a nine-year corrections employee, was cited for her “exceptional leadership and communication achievement” during the 2009 Legislature when she developed a tracking form for the subcommittee developing the department’s budget. After the session, she worked with her staff to develop a system for tracking legislatively approved funding packages and for determining effectiveness of initiatives.

When the department was asked to improve how it presents its goals, objectives and how each budget request would be measured for its effectiveness, Sperle devised a means of doing just that.

When the form was presented to the subcommittee chairman, “he praised the department for setting precedence for other agency presentations.” The department received numerous requests from other agencies wanting to use the same method in their budget presentations.

For higher-risk young offenders

Expert: Treatment too often inadequate

By Sally Hilander
Victim Programs Manager

High-risk youth offenders need double the treatment they typically receive from today's criminal justice system, while too much treatment for low-risk offenders may cause more harm than good, according to a prominent Ohio criminologist and author who visited Montana recently to talk about preventing recidivism.



Latessa

Anything less than 200 hours of treatment for high-risk offenders is essentially useless and yet today's standard is only 100 hours, said Dr. Edward Latessa, director of the Center for Criminal Justice Research at

the University of Cincinnati and a consultant for the National Institute of Corrections (NIC). One hundred hours of treatment is probably about right for lower-risk offenders, he said.

The Montana Board of Crime Control sponsored Latessa's Aug. 25 three-hour training in Helena titled "What Works in Reducing Recidivism." Several hundred juvenile and adult correctional, treatment and law enforcement staff participated in person and via VisionNet.

Most of Latessa's research conclusions apply to adult offenders as well as juveniles.

"Adults and juveniles are the same species," he said. "Not surprisingly, the adults start their antisocial behavior as youths."

Latessa defines recidivism as repeat criminal behavior at any time during

the offender's life. He defines treatment as direct behavioral intervention. School, social activities and programs that seek to educate offenders about drugs, gangs, and so forth do not count as treatment, he said.

"We've known for 50 years that (such programs) don't work. It is really a dumb idea if you think about it, but inmates are running these programs so at least they're cheap."

Latessa had nothing positive to say about punishment in general, drug prevention classes focused on fear and other emotional appeals, Freudian approaches, talk therapy, self-help programs, acupuncture, boot camps, programs that focus entirely on building self-esteem and "scared-straight" programs.

The last reference is to a 1978 film that documented an effort to persuade youthful offenders in New Jersey to end their criminal ways by subjecting them to a tough bunch of prison inmates who berated and screamed at them. Latessa contends youths who participate earn the admiration of their fellow criminals because they went to a real prison.

Effective treatment, Latessa explained, starts with accurate identification of such risk factors as antisocial attitudes, beliefs, and associations, isolation from pro-social peers and activities, rage, anger, defiance, poor parental supervision, neglect, abuse, lack of social, athletic and educational achievements, and substance abuse.

Latessa has written about 75 criminal justice, corrections and juvenile justice publications, and co-authored seven books, including *Corrections in the Community* and *Corrections in*

America. He has directed at least 60 research projects involving day reporting centers, juvenile justice programs, drug courts, intensive supervision programs, halfway houses, and drug programs. He and his staff also have assessed more than 350 correctional programs throughout the United States.

The criminologist (and his research team) bases his beliefs and conclusions about recidivism on evidence-based practice or EBP, which includes both "feel good" anecdotal successes, opinions, stories, testimonials, and case studies, combined with the "higher" form – empirical evidence resulting from a body of research, data and controlled studies.

The latter form is sometimes less heart-warming, Latessa cautioned. Research indicates that punishment (custody, manda-

tory arrests and increased surveillance) does not reduce recidivism.

"Without some form of human intervention or services, there is unlikely to be much effect on recidivism from punishment alone," he said.

Accurate risk assessment is essential to effective correctional programs, Latessa said. Then staff must place high-, moderate-, and low-risk offenders into separate treatment tracks.

"You cannot have a one-size-fits-all program," he said.

High-risk offenders will interrupt the lower-risk youths' positive social networking opportunities, giving them more time to learn new antisocial be-

'Without some form of human intervention or services, there is unlikely to be much effect on recidivism from punishment alone.'

The Training Times



Leadership training enters second phase

By Curt Swenson
Professional Development
Bureau Chief

Thirty corrections supervisors gathered for three days in Helena to begin the second phase of a management development course designed to develop employees identified as potential future leaders in Montana corrections.

The course, *Management Development for the Future (MDF)*, is a 12-month leadership development program delivered by the U.S. Department of Justice's National Institute of Corrections. During the year-long commitment, participants work with peers and leaders in the department to address current management and leadership issues facing the organization. They also are given instruction on current best practices in correctional leadership and are provided with numerous 360-degree evaluations as a means to track their improvement. Students also receive personal leadership coaching from the instructors of the course.

In August, the participants met for three days to receive instruction and to work with their management team sponsors on their leadership projects. Many groups reported major progress on their projects, which will be completed when they meet next spring for the final phase of the program.

The challenging projects were selected by DOC administrators last spring and the participant groups have made impressive strides in developing plans to address these issues facing the department.

John Eggers, an instructor for the course, stated he was impressed with the level of teamwork within the department and how much support the participants have received from administration.

The leadership projects address the following topics:

1. Develop a program that can be implemented department-wide which focuses on critical leadership competencies and uses the latest broad-based selection tools and methodology.
2. Devise methods to improve the understanding of functions and roles among the department's eight divisions.
3. Develop a proposal for a department policy that supports the recognition of the differing needs or challenges between adult and youth services, with particular attention paid to the style of ap-

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Leadership

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Participants gathered in in separate groups to work on their projects before meeting together (below) during a day of training in August at the Montana Law Enforcement Academy. ABOVE: Director Mike Ferriter talks with on group consisting of Jill Buck, Dave Pentland, Teri Young, Kim Winkle and Lisa Hunter.

- proach to supervision, training needs, different statutes and continuum of care for youths.
- 4. Craft a plan to address the implications of introducing juvenile offenders to the adult prison system.
- 5. Develop a proposal for the sustainability of the STEPS, New Directions and Investment in Excellence programs for the future of the department as they relate to recidivism and staff development.
- 6. Address the population implications surrounding the department's inability to establish successful re-entry strategies for sex offenders.



One team meets to discuss their project dealing with creation of a sex offender management board. Left to right: Misty Ruttenbur, Don Kelley, Pam Bunke, Troy McQueary, Shelly Steyh and Mark Schwarzkoph



This team's project is to create a system for identifying and developing future department leaders. Left to right: Chris Connell, Steve Kremer, Jeff Holland, Todd Boese and Ken McElroy. Not pictured: Lori Thibodeau.

Prerelease center chief praises staff training

The administrator of the Great Falls Prerelease Center has praised the Department of Corrections for providing training to his staff.

In a letter to Curt Swenson, chief of the Professional Development Bureau, Paul Cory said his staff raved about the "Investment in Excellence" training provided by Swenson.

"We have always talked a lot about infusing positive affirmations within this program and it would appear your presentation will go far in producing such an influence," he wrote.

The program was developed by The Pacific Institute and provides information on how personal beliefs and attitudes affect an organization's culture, individuals, family, community, the nation and world. It promotes self examination and reflection, and provides tools for altering attitudes and beliefs in ways that improve performance.

Cory said staff members participating in the training have recommended to him that additional employees be trained in the program. They all indicated that they intend to use what they learned in their personal and professional lives, he added.

"After working so many years in the field (of corrections) it seems like many of us become a little skeptical of new programs as they come along," Cory said. "The IIE program has re-ignited the positive energy levels of quite a few of my staff who had fallen into the trap of thinking nothing can make a difference.

"They need to believe in the fact that they can make a positive difference in the lives of the people they are here to help."

Training Schedule

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

OCTOBER	TIME	COURSE TITLE	SITE LOCATION	COST	HOURS
12	6am-2pm	Ground Avoidance/Ground Escape	DOC Training Center-Deer Lodge		7
13	6am-2pm	Verbal Judo	MSP-Large Classroom	Free	7
14	2pm-6pm	Multi-Generational Workforce	DOC Training Center-Deer Lodge	Free	4
15	6am-10am	True Colors	DOC Training Center-Deer Lodge	Free	4
18-19	8am-5pm	Mental Illness Intervention	DOC Training Center-Deer Lodge	Free	16
25-28	8am-5pm	Motivational Interviewing	DOC Training Center-Deer Lodge	\$27	32
NOVEMBER					
1	2pm-10pm	Verbal Judo	MSP - Large Classroom	Free	7
3	9:30-2:30	Defensive Driving	Montana Women's Prison-Billings	Free	4
4	2pm-6pm	Learning Types	DOC Training Center-Deer Lodge	Free	4
5	6am-2pm	Spontaneous Knife Defense	DOC Training Center-Deer Lodge	Free	7
8-10	8am-5pm	CP&R Facilitator	Helena Prerelease Center	\$18.00	24
9-10	8am-5pm	Investment in Excellence-Phase II	DOC Training Center-Deer Lodge		16
10	8:30am-4pm	Retirement: Benefits Overview	MSP-Large Classroom	Free	7.5
15-17	8am-5pm	Building an FTO Program	DOC Training Center-Deer Lodge		24
22	8am-5pm	Basic Facilitator	Classroom-Helena		8
30-Dec. 2	8am-5pm	Investment in Excellence-Phase I	DOC Training Center-Deer Lodge	\$241+ S&H	24
DECEMBER					
6-10	8am-5pm	Basic Instructor Development	DOC Training Center-Deer Lodge	\$20.00	40
13-15	8am-5pm	CP&R Facilitator	Montana Women's Prison-Billings	\$18.00	24
14-15	8am-5pm	Investment in Excellence-Phase II	DOC Training Center-Deer Lodge	\$241+S&H	16
16	8am-12pm	True Colors	Montana Women's Prison-Billings	Free	4
16	1pm-5pm	Career Survival Tactics	Montana Women's Prison-Billings	Free	4
17	8am-12pm	True Colors	DOC Training Center-Deer Lodge	Free	4

Comings

These lists of new and departing employees are for the period from Aug. 10 through Sept. 24. If you notice errors or omissions, please call the *Signpost* editor at banez@mt.gov.

Montana State Prison

Jonathon Allen

Justin Andrews
Carolyn Arbour
George Cain
Sheila Daniel
Michael Jackson
Johnny Little
Jamie Lowery
Jeremy Neff
Jennifer Nicholson
Lauren Nissen

Jacqueline Richter
Kalleigh Stafford
Carrie Walsted
Timothy Wickert
John Wilson

Montana Women's Prison

Charlotte Briggs
Martin Stuart

Riverside

Sarah Rieder

Treasure State

Sheila Podobnik
Steven Waggener
Edward Willis

Goings

Everett Adams
Walter Berger
Paul Burnett
Adam Cook
Chad Cranfill
John Grigsby
Christopher Hale

Gary Hamel
Leo LaSalle
Katie Noctor
Michael O'Keefe
Michael Paniagua
Susan Porrovecchio-R
Sara Rickard

Linda Riddle Milos-R
Brendon Rohan
Richard Schmalzried
Adam Silverness
Amador Solis
Julie Story
Christina Strong

Earl Vielle
Albert Wheat
Henry Wright-R

R=retired

Treatment

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haviors, he explained.

High-risk offenders lack empathy and sensitivity, have anti-social attitudes and friends, and identify with criminal values such as negative views of law enforcement, rules, laws, and authority, impulsive behavior, and reliance on drugs and alcohol to feel good, according to Latessa. In general, lower-risk youths are best served in the community while high-risk youths do better in more intensive programs.

Statistically, 60 percent of high-risk youths will recommit crimes, but if they receive enough evidence-based behavioral intervention, the failure rate will

drop to 40 percent, according to Latessa.

About 10 percent of low-risk youth will commit more crimes, but the recidivism rate doubles to 20 percent when treatment staff mixes them in the same program with higher-risk offenders.

Treatment must be offered within an appropriate period, according to Latessa, who believes treatment for youth offenders generally needs to occur within a year because effectiveness drops after 12 months. One hour of treatment per week for 52 weeks, for example, will be less effective than treatment several days a week for a shorter period.

To read more about Latessa, go to http://www.uc.edu/ccjr/Reports/ProjectReports/OYAS_final_report.pdf.

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