Montana Department of Corrections

Correctional Signpost

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Community
Facilities
Public Safety
Public Trust

Passages' Culinary Arts reception at Capitol draws a crowd

by Judy Beck, Communications Director

The appetizers and desserts prepared by the women in the Passages Culinary Arts Program (CAP) are getting a reputation as too good to miss. This year's legislative reception held in the Capitol Rotunda was crowded with legislators and staff trying the sushi rolls, pork with peppercorn and Dr. Pepper glaze, and buttered popcorn pot de crème prepared by the nine CAP students who traveled to Helena to cater the reception.

CAP offers food service training and employment support for up to 15 offenders referred from the Montana Women's Prison who are within 24 months of being eligible for release. The program is intense, with participants receiving 2,000 hours of classroom instruction, the Serve-Safe curriculum, in-house food service experience, work release experience in the community and job placement assistance.

In 2012, CAP received the U.S. Department of Labor's *Trailblazer and Innovator Apprenticeship Award.* The program was nominated by the Montana Department of Labor & Industry as an outstanding nationwide model.

From left: Rep. Jenny Eck, Helena, P&P Administrator Kevin Olson and Labor Commissioner Pam Bucy were among the many legislators and other public servants who attended the CAP reception.

Michelle Jessop offers a guest a Polynesian slider with grilled pineapple and banana ketchup.

Helena PO II Annette Carter and SPPO Marc Kittleson provided security for the event.

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From the Director

Effective Corrections Reform underway in Montana

When I became corrections director two years ago, I found that the state's entire corrections system was operating at or near capacity. That's true for our secure facilities like the Montana State Prison in Deer Lodge and the Montana Women's Prison in Billings, the community-based prerelease and treatment facilities, and many county-run jails. Likewise, the department's probation and parole officers are maxed out managing caseloads that average 75 offenders. I also found that many offenders are cycling within the system, going through program after program without a comprehensive assessment of whether this actually improves their success when they are released.

In fiscal year 2014, 1,255 offenders walked through the gates into Montana State Prison, and 1,209 walked out. On average, offenders serve a little over two years in prison before they return to one of our communities. Of all the offenders who were released from prison in 2011, 37 percent had returned to prison by 2014, most within the first year.

Crime trends indicate that Montana's corrections system will see continued steady growth. Nationwide, states facing the prospect of building expensive new prisons have instead invested in bipartisan justice reforms developed with the technical assistance of the Pew Charitable Trusts. In Montana, we have the opportunity to redesign our corrections system based on proven, evidence-based practices that will help us avoid the costs of new prisons. Like South Dakota, Georgia and Texas, we cannot afford to do otherwise.

With the support of the Governor's office, in 2014 we requested that a research team from Pew and the National Governors Association (NGA) Center for Best Practices come to Montana. For five months, that team analyzed the department's population and program data, identified the factors that are driving the state's prison population, and used that information to formulate specific policy options. Pew and NGA provided their staff to Montana at no cost. The team from NGA was led by Thomas MacLellan, director of NGA's Center for Best Practices, Homeland Security & Public Safety Division.

Particularly intriguing is that the researchers found that many offenders coming into Montana's prison system are at low risk for reoffending and are coming from other placements within the criminal justice system – that is, through the system we use to revoke offenders who violate the conditions of their placement, parole or probation. This gives the department tremendous scope to restructure our system in ways that will make it more effective.

That restructuring process is already well underway.

In October 2014, we created the Office of Offender Reentry to oversee the development of a statewide reentry framework and roll out the initiative in communities throughout the state. A team of corrections staff is involved in shaping that framework, known as the *Montana Adult Offender Reentry Initiative.* Its ultimate goal is to increase public safety and reduce crime through the seamless delivery of services, programming and supervision from the moment offenders walk through the prison gates, through their reintegration back into the community. Another team is developing a new case management system to guide the treatment and other services offenders receive, based on their individual risk and needs.

We have also developed an incentive and intervention grid to guide the department's probation and parole officers in delivering swift, certain responses to offender behavior. Other states have

found that consistent, graduated responses reduce the number of offenders sent back to prison for noncompliance with the terms of their release.

It's tough to change people, but there is a movement underway nationwide to reform corrections based on evidence-based practices shown to reduce crime, hold offenders more accountable and control costs. Whether I look at it as a former cop, as a corrections administrator or as a Montana taxpayer, getting on board with that reform makes sense.

Pew study guides state Corrections agency initiatives

The Pew/NGA report, *Policy Options for Improving Public Safety, Holding Offenders Accountable, and Containing Corrections Costs in Montana*, summarizes the trends driving Montana's offender population:

The current prison population is growing: Since 1998, both the number of those admitted to prison and the total number of prisoners have grown: intakes increased by 15 percent, and the prison population grew 32 percent.

Offenders are spending more time behind bars: On average, prison inmates are staying in prison longer across all intake types, including revocations and new court commitments. In 2013, the average length of stay increased to 24 months, up from 20 months in 1998, with new court commitments serving the longest time at 54 months.

The prison population is largely comprised of individuals who are low-risk for reoffending: The number of low-risk offenders in prison has increased by 133 percent, from 602 in 1998 to 1,403 in 2013, while the number of high-risk offenders dropped by 37 percent, from 554 in 1998 to 350 in 2013.

Revocations to prison from community supervision and other alternative placements are strongly contributing to growth in the prison population: Since 1998, the majority of all prison intakes have been for revocations—85 percent in 2013—rather than new court commitments. In recent years, the largest proportion of revocations has been for failure under an alternative placement to prison. Since 1998, there has been a 174 percent increase in the number of intakes to prison resulting from a violation under alternative placement.

Intakes to prison alternatives, as well as the total population in prison alternatives, has increased dramatically: Between 1998 and 2013, intakes to prison alternatives almost tripled (from 836 to 2,426), and the total size of the alternative-to-prison population increased 276 percent (from 547 to 2,054).

A growing number of parole revocations are for technical violations: Since 1998, revocations from parole for technical violations are up significantly. Further, the average length of supervision has declined 43 percent since 2003, with most revocations occurring within the first 12 months an offender is on parole.

A larger percentage of terminations from probation supervision are revocations: An increasing proportion of terminations from probation supervision are revocations, reaching 40 percent of all probation exits in 2013, compared to 23 percent in 1998. A large proportion of revocations occur within the first year of supervision, but a sizeable proportion occurs after more than 37 months on supervision regardless of offense type.

The vast majority of those who returned to prison within three years returned for a technical violation: The vast majority of those who returned to prison within three years (89 percent of those in the 2010 cohort) returned for a technical revocation, rather than a new crime.

Office of Offender Reentry up and running

by Landee Holloway,
Missoula Probation & Parole Officer

In October 2014, Director Mike Batista created the Office of Offender Reentry (OOR) to develop a statewide reentry framework for Montana and roll out the initiative in communities throughout the state. Three months later, there is already a tremendous amount of effort and work underway to improve offender reentry and communication within and among department divisions and staff. The OOR team believes that improving resources to staff is paramount to successful offender reentry. We are also focusing on streamlining information for case management and reducing duplication of staff workloads.

To date, OOR has submitted draft copies of the Montana Reentry Initiative state and local organizational structures to the statewide Reentry Task Force. We have also developed a web-based system on SharePoint to manage and track the progress on the state framework, which identifies the targets for policy change that guide the Montana Reentry Initiative.

The OOR works through a core management team (CMT), a mix of about 50 management and line staff, all of whom have been identified as change agents within the department. The CMT meets monthly to identify barriers and gaps within our system and follow up on implementing changes to improve offender reentry.

"The OOR team believes that improving resources to staff is paramount to successful offender reentry."

The CMT's work dovetails with a number of the department's leadership initiatives. Progress on these initiatives had already yielded some accomplishments important to reentry:

- identified and defined the core components of a case plan
- published sentence calculation sheets on the DOC intranet to provide access to all staff
- made offender trust balances available to case managers, IPPOs and discharge planners

At Montana State Prison, CMT members have developed a process to target high-risk offenders and initiated treatment team meetings that facilitate activities with all treatment staff and offenders.

The CMT team is also:

- developing training for staff and community partners on evidence-based practices and risk assessment
- developing a strategy to better prepare offenders for treatment meetings while incarcerated
- creating a report that identifies the incarcerated offender population by risk level
- identifying barriers to a successful reentry framework, including "information silos"

For additional information or questions please contact Landee Holloway at lholloway@mt.gov.

The OOR is led by Missoula Probation and Parole Officer **Landee Holloway**.

Other team members are:

Greg Budd, Case Manager, Montana State Prison
Megan Coy, Program Manager, Probation and Parole Division
Marcia Levitan, Government Research Analyst, Director's Office
Jason Nelson, Application Development Bureau Chief, Information Technology Division
Adrianne Slaughter, Government Relations Director, Director's Office
Tom Wilson, Associate Warden of Programs, Montana State Prison

Jay Childress receives Missoula Exchange Club Officer of the Year Award

Missoula Probation Officer Jay Childress was honored as the Officer of the Year for Region I P&P by the Missoula Exchange Club.

Childress was chosen for his exceptional commitment to officer safety and training, and for writing several training plans that were adopted as a part of the Probation and Parole Officer basic training course taught at the Montana Law Enforcement Academy.

Each year, the Missoula Exchange Club and Neptune Aviation sponsor the awards to recognize outstanding officers who serve with the Missoula Police Department, Sheriff's Office, Highway Patrol, Detention Center, University Police and the Department of Fish, Wildlife & Parks.

Office of Offender Reentry Responsibilities

- Utilize evidence-based, community-centered services to support successful offender reentry, reduce recidivism and enhance public safety.
- Ensure collaboration among stakeholders.
- Ensure the appropriate and responsible use of cost savings realized by justice reforms.
- Collaborate with local service provider alliances, the State Service Provider Alliance, and the Statewide Reentry Task Force to develop and execute a robust and systematic offender reentry plan for Montana to assure the effective supervision and delivery of appropriate services to returning citizens.

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DOC presents budget priorities to 64th Legislature

An excerpt from Deputy Director Loraine Wodnik's budget testimony, presented to the Appropriations Joint Subcommittee for the Judicial Branch, Law Enforcement and Justice on January 20, follows:

Current pressure points for Montana's correctional system involve a few main areas:

- Pay issues, with correctional officers who work in our secure facilities being the most critical need at this time;
- Health care issues related to medical costs and mental health care needs of offenders; and
- Probation and Parole resources, which desperately need support at this time.

Pay Issues – The Montana Department of Corrections took seriously the pay freezes of years past. As a result, we are behind other state agencies and certainly other public and private employers in our wages. Turnover at the Department of Corrections was 17.3 percent in 2013. For correctional officers, this rate was 48 percent in 2013.

The impact of higher turnover includes challenges related to less experienced employees, inability to train new employees properly given staff shortages, and lower employee morale. All of this leads to continued higher turnover.

As it relates specifically to correctional officers, lack of the necessary number of officers impacts the department's ability to fully utilize its facilities. When we had the most vacancies, we had to lower the offender population at the Montana State Prison to maintain safety within the facility. We increased capacity at our contracted prison in Shelby to manage the offenders who could not be placed at Montana State Prison due to staffing issues and classification challenges.

We did make some progress with pay for officers in FY2014. We brought the officers up to the 2010 Department of Administration market rates, but we are still not competitive with the local detention facilities throughout the state.

We ask for consideration for our correctional officers this upcoming biennium. This will decrease turnover, decrease training costs, and increase morale for the people who work in very stressful conditions, doing a job that is critical to public safety. This will also go a long way in increasing the professionalism of this deserving group of public servants.

Health Care – Medical costs continue to rise, for you and me and for the department. The department is constitutionally required to provide medical care for inmates. We constantly seek areas for efficiencies to our health care delivery system and will continue to do so. We are asking for your support to cover these increasing costs. Also, the mental health needs of our offender population continue to grow. We need a second psychiatrist at the Montana State Prison to adequately address the needs of the offender population. We are asking for your support in this area also.

Probation and Parole – The department is asking for your support in this area for a few reasons: supervising most offenders in the community is best for public safety, it is best for offenders, and it is best for Montana taxpayers. The department is seeking your support of 10 new probation and parole staff to lower the workload for existing officers and increase their capacity to work with offenders. We are also asking you to reverse a funding switch that was made during Montana's economic hard times. This entails funding for probation and parole office rent out of the general fund and restoring supervision fees to be used for the purchase of safety equipment and technology, staff training, and increased offender mental health and drug treatment services in the community.

These efforts will be wise investments in the safety of all Montanans.

Department bills heard in first weeks of session

The 2015 Legislature has acted on the following bills requested by the Department of Corrections:

HB 134 – Prohibit a youth from being transferred to adult supervision without a felony
Sponsor: Rep. Jenny Eck, Helena
Transmitted to the Governor for signature Feb. 18

HB 134 would prevent the possibility of youthful offenders bring placed in a state prison when they have been convicted only of misdemeanor offenses.

Under existing law, if a youthful offender has been adjudicated by a youth court on misdemeanor offenses, the youth court has the authority to transfer supervision of that offender to the department's adult probation and parole services. Once a youthful offender has been transferred to the district court for adult supervision, the offender is subject to revocation of the suspended sentence, which can mean placement in adult correctional facilities, including prison.

HB 136 – Allow victim notification via email or telephone
Sponsor: Rep. Jenny Eck, Helena
Transmitted to the Governor for signature Feb. 17

The department proposed HB 136 to add electronic communication as a method by which we can accept victim notification requests and provide notification to victims. The bill updates the victim notification statute to keep pace with today's technology and benefit victims of crime.

HB 141 – Remove discretion of probation officer to authorize operation of vehicle
Sponsor: Rep. Mary Ann Dunwell, Helena
Tabled in House Judiciary committee Jan. 16

HB 141 would provide that a court reinstate driving privileges for offenders convicted on a fourth or subsequent DUI, rather than a probation and parole officer making this determination.

HB 142 – Revise laws related to peace officer status for investigators
Sponsor: Rep. Mary Ann Dunwell, Helena
Tabled in Senate Judiciary committee Feb. 5

HB 142 would authorize the department to appoint criminal investigators with the authority to investigate alleged criminal violations by offenders, employees or contractors. The legislation would confer limited peace officer status on DOC criminal investigators.

Legislators are also considering bills proposed by the Statewide Reentry Task Force created by 2013 Session:

HB 25 – Revise laws relating to housing for offenders
Sponsor: Rep. Margie MacDonald, Billings
Tabled in Senate Judiciary committee Feb. 11

This legislation would allow the department to provide rental vouchers to offenders for a period of 3 months, if the assistance would aid in the approval of their parole plans. The service would be available contingent on the department's ability to obtain federal grant funding.

SB 101 – Allow the Dept. of Corrections to set a minimum amount of earnings inmates are required to save
Sponsor: Sen. Robyn Driscoll, Billings
Transmitted to the House Jan. 22

SB 101 would allow the department to adopt rules to set a minimum amount of earnings inmate workers are required to save in a savings subaccount. The rules must include that, upon release of an inmate worker from a state prison, the department may dispense money directly from the subaccount to the former inmate, or to his or her landlord or community service providers.

This bill is designed to assist inmates in saving the money they need for housing deposits and other services, including mental health care, and to thereby increase their likelihood of success upon release.

Bills at the request of the Law & Justice Interim Committee include:

HB 28 – Require parole hearings to be video recorded
Sponsor: Rep. Jenny Eck, Helena
Transmitted to the Senate Feb. 9

HB 28 would require the Board of Pardons and Parole to video and audio-record its meetings and all hearings. The recordings may not personally identify victims without their written consent. The video recordings are to be made publicly available, except where individual privacy or safety interests clearly exceed the merits of public disclosure.

Pine Hills Communications Fair

by Karen Austin, Human Resources Specialist
Pine Hills Youth Correctional Facility

Pine Hills fourth annual Communication Fair last fall was the kickoff for the new Pine Hills Park. The fair provided an opportunity for staff to showcase the work they do with youth.

The day began with vendors from the area and various Department of Corrections divisions setting up booths. Director **Mike Batista**, Youth Services Administrator **Cindy McKenzie** and Pine Hills Superintendent **Steve Ray** spoke at an all-staff meeting, commending staff members for the difficult work they do on a daily basis and assuring them that they make a difference. Each speaker expressed gratitude for the efforts of the many people who work at Pine Hills and noted how proud they were to be part of such a dedicated group.

Staff then had a chance to view the booths and have some fun, golfing for office goodies at the AFSD booth and enjoying cookies and candy at the Costco table. Unit Bravo handed out popcorn while explaining its youth incentive programs and token economy system.

Correctional Counselor Bill Burke (left) presented Director Batista with a decorative guitar made by a youth in a therapeutic art group.

A slide show on the Pine Hills Park detailed the progress made on the property, with an impressive number of youth contributing their skills and labor.

Project manager **Jeff Lee** answered questions. Many of the area business owners and representatives of the organizations who donated money, labor or materials to the project were able to come to the fair to learn more about the programs run for the youths at Pine Hills.

Pine Hills teaching staff and Mike Grenz dressed in keeping with the creations of the Culinary Arts class – watermelon Viking ships, pirate cupcakes and carved jack-o-lanterns.

Culinary arts students wowed everyone with their watermelon Viking ships, pirate cupcakes and carved jack-o-lanterns. Students in the mechanics class showed off their creation – a bicycle built for two made from PVC pipe. Correctional Counselor **Bill Burke** presented Director Batista with a decorative guitar made by a youth in a therapeutic art group, showcasing the artistic talents of the youth housed at Pine Hills.

We hope to see all of you at the fifth annual communication fair in 2015!

Everyone enjoyed a lunch hosted by the Pine Hills Food Service, especially the baked beans made by Pine Hills Morale Committee President **Casey Strub.**

Youth Services Administrator Cindy McKenzie receives national honor

***Cindy McKenzie** holds the 2014 President's award presented to her by the CJCA's executive committee: (L-R) Ned Loughran, CJCA; Lisa Bjergaard, ND; Cindy McKenzie, MT; Sharon Harrigfield, ID and Fariborz Pakseresht, OR.*

While at the Council of Juvenile Correctional Administrators (CJCA) conference in Chicago, Youth Services administrator **Cindy McKenzie** was recognized by her peers for her significant contributions to CJCA and to the juvenile justice field. In addition to receiving the award, McKenzie was a panelist on "Integrating Trauma -Informed Care and Mental Health Services."

The CJCA President's Award was created in 2013 to honor rising stars in the CJCA community.

Helena's Fall Art Walk features offenders' work

The department's E-learning designer, **Ted Ward**, organized a DOC gallery in the central officer foyer on Helena's Last Chance Gulch to showcase the artistic talent of offenders.

The display included a painting by MSP inmate Daniel Paulsrud (at left), as well as horsehair braiding and beadwork, old guitars turned into art pieces by youths from Pine Hills, and art created by Women's Prison inmates in classes taught by volunteers from the Yellowstone Art Museum.

New Faces at Central Office

Budget analyst Christina Briscoe

Christina Briscoe has joined the Business Management Services division as the budget analyst for the Youth Services and Clinical Services divisions. She spent five years with the Oklahoma DOC as business manager for a minimum and medium security correctional facility. Briscoe has a bachelor's degree in accounting from Midwestern State University in Wichita Falls, TX.

ADA coordinator Russ Danaher

Russ Danaher is now the Clinical Services division's Americans with Disabilities Act (ADA) coordinator. He comes to the team with more than six years' experience at Montana State Prison, where he worked as a religious activities specialist. A Seattle native, Danaher graduated from Northwest University with a B.A. in Biblical Literature. His education includes four years of training in American Sign Language.

Managed care nurse George Gulden-Reimer, BSN, RN

Georgiana (George) Gulden-Reimer, BSN, RN, has joined the Clinical Services division as a managed care nurse. She has 23 years' experience as a public health nurse at both the county and state levels, working with patients who experienced significant life issues including poverty, homelessness, substance abuse, and lack of access to health care. She has four years' experience as a project manager and two as an occupational health and safety specialist for the Department of Labor & Industry. Gulden-Reimer graduated from Duquesne University in Pittsburgh, PA, with a bachelor's degree in Nursing.

Research analyst Marcia Levitan

Marcia Levitan is working as a research analyst in the Director's Office for the next year to assist with the legislative session and other research projects. Levitan graduated from Stanford University in 2013 with a B.A. in Public Policy and is completing a biostatistics certificate program through the University of Washington. Her experience in Washington D.C. includes interning with U.S. Sen. John Tester's office and working as a program assistant in an international law firm. As a policy consultant for a California legal clinic, she assisted individuals with criminal records and became familiar with correctional systems.

Compliance manager Dagan Lynch

Dagan Lynch joins the department as the compliance manager with the Quality Assurance Office. Lynch has an undergraduate accounting degree

and an MBA from the University of Montana. Most recently, Lynch worked at the Public Service Commission and previously as a trooper for the Montana Highway Patrol. He also has extensive experience working as vice president of a Frenchtown area bank.

Probation and Parole division administrator Kevin Olson

Kevin Olson has joined the Department of Corrections as administrator of the newly renamed Probation and Parole division. Olson, who has 34 years in law enforcement, served as Chief of Police for the City of Havre and most recently as the administrator of the Montana Law Enforcement Academy.

Computer systems engineer Mike Richetti

Mike Richetti has joined the Information Technology division as a computer systems engineer. Richetti comes to the team with more than six years' experience at the Department of Justice, where he worked as a criminal records supervisor. He is a California native, who graduated from the University of Montana-Helena with an A.A.S in Computer Technology.

Jamie Rogers is the new contract manager for the prerelease centers. Rogers has 20 years' experience as a social worker, employment specialist and victim advocate. She has worked extensively with offenders, families, community groups, attorneys, judges and many others in the human service field. Rogers has a bachelor's degree from Carroll College in Helena.

Business Management Services administrator Pat Schlauch

Pat Schlauch joined the department as administrator of the Business Management Services division (formerly Administrative & Financial Services). Schlauch most recently worked at the Student Assistance Foundation (SAF) in community and government relations. He has been involved with education boards and agencies across the state and worked as SAF's lobbyist in the last three legislative sessions, promoting readiness, access and success in post-secondary education. Schlauch graduated from the University of Montana with a degree in accounting. He has worked for CPA firms, controller positions for a couple of newspapers and as publisher of the *Helena Independent Record.*

Clinical Services administrative assistant Winnie Strainer

Winnie Strainer is the new administrative officer for the Clinical Services division. She comes to DOC with 15 years of human resources experience with the Department of Military Affairs. Strainer proudly served 16 years in the Montana Army National Guard. She most recently worked for the Montana University System as a program manager for a federal educational grant and was the executive administrative assistant to the Dean/CEO of Helena College for five years.

Missoula City Council Supports Reintegration

by Jana Staton & Landee Holloway , co-chairs
Missoula Partners for Reintegration steering committee

Congratulations were in order when the Missoula City Council Committee voted to support a reintegration resolution making the council a partner with the local *Partners for Reintegration* reentry task force.

The unanimous vote reflected the success of the Missoula Partners for Reintegration (PFR) steering committee in putting community reintegration on the public agenda. The group built broad support, engaging community members by holding meetings throughout the year, organizing volunteers to be part of different task groups, creating an e-mail list, encouraging people to write letters of support, and rallying 50-plus local agency staff, returning citizens, P&P staff (who occupied two full rows at the council meeting), faith congregation members, and volunteers to attend the city council meeting.

"Those of us who spoke in support of reintegration at the council meeting knew we had all these people standing right behind us, reinforcing our message," Jana Staton said. "One council member said that most committee meetings are completely forgettable, but she would remember this day and our testimony for the rest of her life."

Excerpts from the Resolution Approving the City of Missoula as a Collaborator and "Partner for Reintegration"

WHEREAS, the City of Missoula is committed to the goal of creating a safe, healthy and thriving community in which all willing and able citizens can find safe housing, employment, health care and social supportive connections; and

WHEREAS, the City of Missoula partners with numerous private and public entities to achieve this goal by involving and educating community organizations, faith congregations, agencies, businesses, volunteers and citizens; and

WHEREAS, 40% of offenders nationwide return to state prisons within three years of being released (PEW Report, 2011); and

WHEREAS, if states could reduce their recidivism rates by just 10 percent, they could save more than $635 million combined in one year alone in averted prison costs (PEW Report, 2011); and...

...WHEREAS, as Montana's second largest city, Missoula's receives a large percentage of citizens returning from incarceration, and

WHEREAS, the community can directly encourage successful community reintegration of previously incarcerated individuals, thereby preventing recidivism by ensuring that these returning citizens have opportunities to access safe housing, gainful and sustainable employment, substance abuse and mental health treatment, supportive social relationships and support for family reintegration; and

WHEREAS, Missoula in particular among Montana municipalities lacks secure, affordable housing for many re-entering individuals, especially those convicted of violent or sexual offenses, thus increasing the likelihood of recidivism, homelessness and unsafe community conditions; and...

...WHEREAS, the Montana Department of Corrections will be working with selected Montana communities beginning in spring 2015 to initiate community partnerships and develop a community-based response to the DOC Re-Entry Initiative.

NOW, THEREFORE, BE IT RESOLVED that the City of Missoula hereby recognizes the civic benefits of preventing recidivism, reducing future victims of crime and increasing public safety by developing increased access to housing, jobs, treatment, social and family relationships for previously incarcerated individuals; and

BE IT FURTHER RESOLVED, the City of Missoula joins in the local efforts and promotes the collaborations and coalitions occurring on the local level within Missoula Partners for Reintegration; and

BE IT FURTHER RESOLVED, that the Missoula City Council will designate a representative to the Missoula Partners for Reintegration leadership steering committee.

Passages Culinary Arts Program 2015 Legislative Reception

Desirae Parker offers a guest a chocolate-covered Tuxedo Strawberry, professionally decorated by CAP students.

From left: Billings Sen. Mary McNally, Missoula Sen. Sue Malek, and Billings Reps. Kathy Kelker and Margie MacDonald.

From left: Great Falls Rep. Casey Schreiner, Business Management Services administrator Pat Schlauch and Government Relations director Adrianne Slaughter.

Left: Toni DesJardin talks with Director Mike Batista, Sen. Cliff Larson from Missoula and DOLI Workforce Services administrator Mike Cooney.

Photos by Judy Beck

Clinical services staff showcase Montana's correctional health care initiatives

by Sarah Phipps, BSN, RN, CCHP
Medical Managed Care RN
Clinical Services Division

The Clinical Services Division had the opportunity to send six health care professionals to the National Commission on Correctional Health Care (NCCHC) conference in Las Vegas, NV, last fall. Several correctional health care professionals from various facilities in Montana, including Crossroads Correctional Center, Dawson County Regional Prison and the Lewistown Infirmary, also attended the conference.

Sarah Phipps' presentation provided information on Montana's elderly offender population, the development of the Lewistown Infirmary and the further partnership developed between the Department of Corrections and the Department of Public Health and Human Services.

Throughout the weeklong conference – *Connect, Collaborate and Commit to Excellence* – the Montana representatives conversed and networked with some of their 2,000 correctional health care colleagues in attendance. In addition to more than 100 concurrent sessions, the conference had an energetic atmosphere, especially as participants discussed the updated NCCHC standards.

For the first time in history, the department had health care professionals selected to present at the national conference:

- **Anita Thorpe**, MSP Assistant Director of Nursing, presented a poster on "Prototype Photographic Wound Documentation Policies and Procedures to Monitor Wound Healing."
- **Sarah Phipps**, Medical Managed Care RN, was selected to present "Montana: Meeting the Needs of Elderly Offenders."

Thorpe and Phipps also hosted roundtable discussions to further network with professionals across the nation.

Attending such an exciting and respected conference allowed Montana's health care professionals to continue to cultivate an atmosphere of professionalism, respect and awareness in the specialty of correctional health care.

Anita Thorpe's presentation focused on the advantages of using photographic documentation of wounds in the correctional setting.

Victims' role in offender reentry

by Sally Hilander
Victim Program Manager

Public safety is the first consideration in most reentry initiatives, including Montana's, and the public includes victims of crime. Direct victims have a stake in the reentry process due to their personal experiences with crime and their accompanying concerns about what may happen when offenders are released.

It's true that offenders are most likely to find the support they need from family and friends in their home towns, but often these communities also are still home to the victims. This conundrum requires that corrections professionals – those who work with offenders on reentry and those who work in victim services – work together to balance the needs of offenders and the needs of the victims on a case-by-case basis. When offenders return to the communities in which they committed their crimes, their victims sometimes relocate, requiring victims to leave behind the familiar and find new social circles, housing, transportation and jobs.

> **"Crime victims can contribute to policy development, serve as advisors to create new approaches that hold offenders accountable, and help strengthen community action necessary for success."**
>
> *The Victim's Role in Offender Reentry*
> U.S. Department of Justice
> Office for Victims of Crime

"Many victims are eager partners in reentry initiatives, according to "The Victim's Role in Offender Reentry," a manual published by the U.S. Department of Justice Office for Victims of Crime (OVC). "Crime victims can contribute to policy development, serve as advisors to create new approaches that hold offenders accountable, and help strengthen community action necessary for success."

Derek VanLuchene of Helena, whose 8-year-old brother Ryan was murdered in 1987, serves on the DOC Reentry Task Force and is the president and founder of Ryan United, a nonprofit organization dedicated to helping crime victims. "It is crucial that we involve victims throughout the entire process," VanLuchene said. "Involving victim advocates in the reentry process will help victims better understand what the process is and why decisions are made."

Victims who speak on Victim Impact Panels (VIPs) organized by the department tell us they want to hold offenders accountable and they understand that offenders who accept responsibility for their crimes are less likely to reoffend.

Offenders who attend VIPs often write apology letters to the volunteers, praising them for their courage and promising to change.

National best practices for victim involvement in offender reentry include:

- use of restorative justice programs such as victim-offender dialogue
- Victim Impact Panels
- offender apology letters

The Montana Department of Corrections offers all three of these programs. Information, notification, restitution and restorative justice programs are important ways of supporting DOC's mission to enhance public safety and support victims of crime just as the department promotes positive change in offender behavior and reintegrates offenders into the community.

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DOC Director: Mike Batista
Signpost Editor: Judy Beck, with the assistance of Sally Hilander
(406) 444-0409, jbeck@mt.gov

Alternative accessible formats of this document will be provided upon request. For further information, call (406) 444-0409 or TTY (406) 444-1421.

Spotlight

Bozeman Probation Officer II Katie Donath excited by growing support for reentry in her community

by Judy Beck, Director of Communications and Sally Hilander, Victim Program Manager

One of the ways Katie Donath measures success in her work as POII at Bozeman Probation and Parole is through positive interaction in the community with the public, other criminal justice agencies and POs, and offenders she works with now or has supervised in the past.

"If I can help one person, and sometimes even get a thank-you, then it makes the job worth it," Donath said.

"As a probation officer and a POII, I can refer and point them in the right direction but, at the end of the day, it's up to the offenders to change their lives," Donath said. "If they choose not to, it's not a reflection of me; it's just where they are in life."

Donath supervises five POs with caseloads of at least 80 probationers and parolees.

Donath's corrections career started 12 years ago while she was working toward her master's degree in public administration at Montana State University. She had the opportunity for an internship with the Gallatin County Community Corrections Board. That internship introduced Donath the range of the programs available to misdemeanor offenders in the local county jail – victim impact panels, community service and classes in money management.

Impressed by her enthusiasm for helping offenders get back on track, county commissioners appointed Donath to the board. And it was while serving in that capacity that Donath heard about a job opening with the Bozeman Probation & Parole office. It was a grant-funded, temporary position but Donath took the chance that the position would become permanent, and has been with Bozeman P&P ever since.

While she attended MSU, a college friend warned her she would hate working for corrections but, a couple of years later, he admitted his mistake and apologized. Clearly, for someone who always wanted to make a difference in the lives of others and her community, Donath had found her niche. Although she had not considered a career in corrections prior to her internship, that experience opened a door that would allow her to put her interest in public service and her education to good use.

Through that process, Donath learned what worked and what didn't work. She saw that participants working through their programs, at some point would "get it." Not everyone continued to get it, and some of them relapsed or came back into the system, but it was that moment that was important – the moment they realized they were capable of a clean, sober and crime-free life, if they really wanted it.

Donath believes that corrections is all about change. Over the past decade, she has seen changes in offenders. P&P officers have more frequent contact with offenders high on drugs or alcohol and sometimes armed or with access to weapons), making the job riskier, she explained.

She also believes the offender population is needier. "This might be because we are more aware of co-occurring mental health and chemical dependency issues," she explained. "I see the direction of the Department taking this into account as we continue with the reentry efforts across the state."

Donath is excited about DOCs reentry efforts. "Society has changed, but there are still NIMBY (not-in-my-back-yard) groups out there who don't realize that these offenders are working, buying groceries at the same stores and sending their kids to the same schools," Donath said. "However, I see more and more people coming forward wanting to help in some way – people who know that this is an issue. I see the direction we are going as very positive with great potential to make us a more efficient and effective department."

Donath appreciates the team of officers she works with in the Bozeman office. "They are the ones in the field implementing the changes we need to see," Donath said. "They are all hard workers and when something needs to get done, they get it done."

Donath has had many great mentors during her career within corrections and the criminal justice system, as well as professors and former employers who coached her and offered professional insights. Among her mentors is Region II Administrator Monty Letexier, who has seen Donath's leadership skills grow. "Katie thinks about the big picture, is an advocate for her staff and challenges the status quo," he said. "I appreciate knowing that when she makes a decision it is well-thought-out and has the best interests of all at heart. Katie is aggressive in Bozeman's reentry efforts, is vested in the department's direction, and supports staff and offenders alike."

PO II Katie Donath values the great team of officers she works with in the Bozeman office.

"While I presided over the Gallatin County Treatment Court, Katie volunteered to be the case manager (probation officer) for the felony participants. Before Katie joined the Treatment Court Team, I knew Katie to have a reputation for being a "tough" and "no-nonsense" probation officer.

While Katie was on the Treatment Court Team, I had the opportunity to witness her supervisory style, which was necessary for her to be an effective member of the Team. But, I also saw a characteristic of Katie that was unfamiliar to me. Her genuine concern, compassion and encouragement for the participants to succeed with their sobriety and maintain law-abiding and productive lives were integral motivators for the participants. She truly cared about the participants and supported their life-changing attitudes and efforts.

I heard many participants state that if it were not for Katie Donath, they could not have made it through the program. I truly appreciated Katie's profound contributions to the Treatment Court program and to help persons struggling with addictions to have better lives."

Judge Mike Salvagni
18th Judicial District Court

Her approach today is a result of her experience. As the Gallatin County Treatment Court Probation Officer from 2005 to 2010, she saw participants every week for 18 months. She learned their stories and witnessed their struggles with addiction, saw the good as well as their attempts at manipulation, and heard the lies they told her and themselves. She has developed an approach that encompasses balance between the social worker aspect and the law enforcement aspect.

As a member of various boards in the community and within the department, Donath brings the ideas and suggestions made by her co-workers at the Bozeman P&P office to the boards. And since she sits on the Gallatin County Re-Entry Task Force, she can also bring information about new developments and community reentry resources back to the office.

Continued on page 18

New activity program developed at Lewistown Infirmary

by Tonya Dempster, RN, Infirmary Manager

Inmates at the Lewistown Infirmary were busy this holiday season, thanks to a new activity program designed to improve inmate mobility and activity levels.

The first activity was making table centerpieces for the holidays. The decorating supplies were donated by members of the Denton community. Corrections supervisor Rod Johnson and officer Mike Miller cut up a tree to create the bases for the centerpieces. Inmates were encouraged to be creative in decorating the wood pieces. The 18 centerpieces they created were sold on the inmates' behalf at the Denton Christmas Stroll.

The new logo for the Lewistown Infirmary was chosen from four designs submitted by inmates.

The project was a good learning experience for the inmates, demonstrating that if the inmates do something good for the community, the community will give back to them. The proceeds of the sale will go towards purchasing more craft supplies, exercise equipment and activity games. Many community members have asked if they can donate more holiday supplies for future projects.

The infirmary also held a logo contest, with four inmates submitting entries.

The inmates expressed their appreciation staff for the opportunities they have been given at the infirmary.

Spotlight on Katie Donath, continued

"It's exciting that the task force was recently able to hire reentry coordinator Tiffany Pimley for Gallatin County," Donath said. "Since we're the only city in the state with someone in this position, we have the potential to show the rest of the state how well we can all work together."

While offenders are under supervision, Donath makes sure POs have the information to get the offenders tools and resources that will help keep them out of the system. She is encouraged by the growing number of reentry resources available and people wanting to help, but also sees the need for multiple agendas to merge into one clear direction.

Donath also hopes to bring new tools to probation officers to make their jobs easier when referring people to services.

When Donath stands back to look at the big picture, she sees the positive impact these successful reentry services could have on everyone – probation officers, offenders and taxpayers alike – and that makes all the effort her job requires worthwhile.

Treasure State delivers 200 cords of firewood

Boot camp trainees load split logs into a side-dump truck to be transported to Deer Lodge for the annual firewood give-away. *Photos by Heather King*

by Heather King, Administrative Assistant
Treasure State Correctional Training Center (TSCTC)

Large side-dump trucks provided by Sun Mountain Lumber and M&P Excavating brought five loads of wood from the boot camp to Deer Lodge, while regular dump trucks from Sun Mountain Lumber, the Powell County Road Commission, Montana State Prison and the City of Deer Lodge brought another 45 loads. The massive pile of wood that resulted provided 105 homes with two or more loads of wood. This included16 loads that were delivered to eight shut-ins.

Volunteers for the 2014 firewood giveaway included 22 high school students from the Honor Society, Deer Lodge Mayor Zane Cosby and 10 boot camp trainees, drill staff and other boot camp staff.

Correctional officers recognized for response to lightning storm

by Linda Moodry, Public/Victims Information Officer

Correctional officers **Albert Wheat, Ronnie Williams, Travis Stone, Zachary Zimmerman-Reid** and **David Sheridan** were selected as MSP's Employees of the Quarter for security.

On the night of Aug. 12, 2014, Montana State Prison was struck by an extraordinary thunderstorm that wreaked havoc within the institution. There were multiple lightning strikes within and outside the facility. Housing units and the security fence were struck directly, causing major damage and crippling the institution. Lt. Kester, the shift commander at the time of the storm, relied heavily on these officers to spread out within the institution to assess problems, brief the command post and fill in where needed to keep the facility functioning. These five outstanding MSP officers ran main control flawlessly and worked together to do whatever was asked of them, always keeping the safety of their fellow officers and the public at the forefront.

DOC *Packs the Place in Pink* to support of cancer awareness

Left: Montana Correctional Enterprises (MCE) administrator Gayle Lambert and Governor Steve Bullock

Great Falls P&P

Youth Transition Center, Great Falls

Central Office, Helena

MCE, Deer Lodge

Livingston P&P

Montana Women's Prison

Hamilton P&P

POWER of pink

Pine Hills Youth Correctional Facility

Montana Women's Prison, Billings

The mission of Pack the Place in Pink is to help breast cancer patients by providing money for expenses such as treatment, supplies or medical travel. What started as a small fundraiser to assist a volleyball coach in Billings who was fighting breast cancer, has grown into an organization that assists patients throughout Montana.

Corrections staff from across the state support Pack the Place in Pink

Kalispell P&P

Missoula P&P

"Thanks to all the DOC staff who purchased t-shirts in support of Pack the Place in Pink, raising $4,500 statewide."

Gayle M. Lambert, Administrator
Montana Correctional Enterprise Division

Training Center, Deer Lodge

Montana State Prison

Billings P&P

Bozeman P&P

Former member of Billings P&P Team, Marjorie Nybo Nash, dies

Marj Nash *worked for Probation & Parole in Billings for 22years. She was an avid quilter and a member of Quilt by Association and the Yo-Yos. Photos by Pam Bunke*

Marj Nash of Laurel passed away in December after a long battle with cancer. She had retired from a 33-year career in corrections in November 2013.

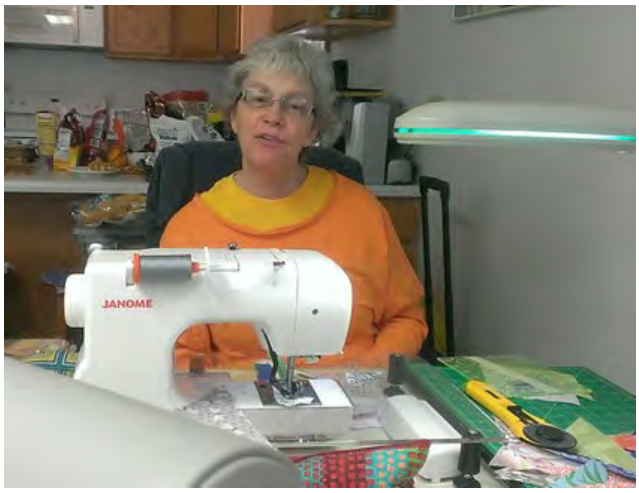
She wore many hats during her career, which started in 1980 with an internship at Alternatives, Inc., the parent company of Passages and Alpha House prerelease centers in Billings. After 12 years there, she accepted a position with Billings Probation and Parole. She was a presentence investigation (PSI) writer, a POII, reentry collaboration specialist, and screening committee member. Nash was passionate about gender-specific issues and was particularly effective at working with female offenders.

Nash also served on the family drug court.

She will be deeply missed by her co-workers, family and friends.

"Marj was always looking out for the best interests of her staff. She invested a lot of time screening offenders for programming and was willing to give them another chance, but she did have her limits."

Former ACCD administrator Pam Bunke, Marj's co-worker, friend and fellow quilter



MCE Laundry expansion complete

by Gayle Lambert,
Montana Correctional Enterprises Administrator

After several years of planning and nine months of renovations and new construction, the more energy-efficient, commercial washing, drying and folding equipment in the MCE Laundry at Montana State Prison is fully installed and in use. The additional equipment is handling all laundering of all inmate clothing, which was previous done in each of the respective housing units. A new supervisor and additional inmates were hired to oversee the expanded laundry.

By eliminating the washers and dryers in each housing unit, the expanded facility and new equipment have improved health standards associated with institutional laundry, security and accountability for clothing.

Photos of MCE's new laundry equipment by Gail Boese.

Keele, head of MCE laundry, selected as Employee of the Quarter for Management

by Linda Moodry, Public/Victims Information Officer

Laundry manager **Dennis Keele** was recognized for his positive attitude and commitment. He communicates regularly with his staff and management, and makes an extra effort to maintain an effective work atmosphere. The laundry program is located in the middle of the high security compound, which presents a number of challenges. Keele uses good security practices in his supervision of inmate workers. Even with equipment break downs and emergencies that stop production, Keele and his team ensure that all the laundry still gets done.

Keele is a 25-year state employee who began his employment with MCE in 1995 when laundry services and staff were moved from Warm Springs State Hospital to the newly constructed commercial laundry facility at MSP.

Winter Wellness

by April Grady

Eco Tip: DIY Wood Scrap Wall Art (upcycletreasures.com)

The time of the year, when the days are still chilly and daylight ends before we would like, is the perfect time for DIY upcycling projects. This project uses up an old picture frame and little scraps of wood lying around from other projects.

Materials:

Picture Frame
Enough scraps of wood or wood shims to cover area of picture frame.
Miter Box and Saw Set (less than $10 at Home Depot)
Leftover paint in an assortment of colors
Paint brushes
Glue gun/glue sticks

Instructions:

Step 1: Lay out the wood pieces on top of the frame to ensure you have enough. Decide on a color scheme and start painting each wood piece on one side, ends and edges. Leave some pieces unpainted if you like. Also paint picture frame if necessary.

Step 2: Let wood pieces and frame dry overnight.

Step 3: Take the frame apart to glue sticks on inside of frame backing.

Step 4: Cut pieces to desired lengths with miter/saw set. Arrange the colors in the order you would like over the frame. Then starting at the top of the frame, glue each piece down with the glue gun.

Quick Fitness:

Seven Best Indoor At-Home Exercises & Workouts Without Equipment (moneycrashers.com)

Some days, it's just really difficult to go outside, especially in the winter months. It can be icy or cold and the sun may already set by the time you get off work. Here are seven ideas for ways you can exercise indoors at home for free or cheaply.

1. Jump Rope

Jumping rope will literally make you out of breath in only a few minutes. If you want a good cardio workout in a matter of minutes, try a jump rope.

2. Stair Stepping

Stair stepping is a great exercise to do in your home, even if you don't have a set of stairs available. Find the biggest book you own (or a sturdy chair or step stool), put it in front of the TV, and step up and down while watching your favorite show. You may not work up a sweat like you would with a jump rope, but you will be keeping your body active and healthy.

Quick Fitness, continued:

3. The Plank

If you don't have a lot of time but you want to build up your core muscles, this is the exercise for you. Get into a push-up position, but instead of bending your arms and moving down towards the floor, hold the position with your arms extended. Start off holding the position for 30 seconds, and add an additional 10 seconds every day. See how long you can go for – it's definitely not easy! This is one of the most challenging exercises, but it's also one of the best for your core. For an extra challenge try putting your feet on an exercise ball.

4. Dancing

Once a week, pick out music and just dance to your hearts' content. Dancing is an excellent way to burn calories, and get your heart rate going while having fun. If you are in the privacy of your own home, there is no need to look like a pro or impress anyone.

5. Lunges

Lunge whenever you go down the hall, or from room to room. If that gets too easy for you, hold weights in your hands to make the lunges more challenging.

6. Cleaning

Cleaning can be very physical, especially vacuuming and mopping. If you are unable to go out one day to ride your bike or go for a run, set up a house cleaning schedule and clean your house instead. You might as well kill two birds with one stone!

7. Water Bottle Weights

If you are looking to do some arm, shoulder and back strength training, you can make your own weights by filling up water bottles. If using water bottles becomes too easy, use milk jugs. You can tailor the exercise to your level by filling the jugs to the exact weight you need. For a greater challenge, increase the water amount just a little each time you work out.

Eat Smart:

Butternut Squash Meatballs with Marinara Sauce

Who says meatballs have to have meat?

Serves 4

Ingredients:

1 small butternut squash
1 large egg, lightly beaten
½ c. canned garbanzo beans smashed with a fork
1 large clove garlic, finely chopped
½ tbs. Italian seasoning
½ c. shredded sharp cheddar cheese
Salt and ground pepper to taste
1 c. Italian seasoned breadcrumbs
Olive oil
2 c. marinara sauce
Pasta

Directions:

1. Preheat oven to 375 degrees. Cut squash in half length-wise, remove seeds and place, cut-side up, on a baking sheet lined with tin foil. Drizzle with olive oil, sprinkle with salt and pepper, and bake for 1 hour.
2. While squash is cooling, in a large bowl mix together beans, garlic, Italian seasoning, cheese and bread crumbs. Add cooled squash and mash with a pastry knife or potato masher. Season with salt and pepper to taste. Add egg and shape mixture into golf-ball-sized "meatballs."
3. Place "meatballs" onto baking sheet, relined with new foil and greased with olive oil. Bake at 375°F for 20 minutes.
4. While "meatballs" are baking, cook pasta according to package directions. Drain noodles, return to pot and add marinara until warmed. Add "meatballs" and serve.

Computing made easy: Secure passwords and challenge questions

by Cherrie Beyer, Network Systems Analyst

What is your Mother's maiden name?
What town where you born in?
What was the name of your first pet?

These questions are familiar as the "challenge" questions many of us use to access secure web sites, bank accounts and shopping sites. They are supposed to increase the security protection on the accounts associated with them.

In this day and age, almost anything can be found out about anyone on the Internet. Just for fun, Google your name – you will be surprised about how much information is out there! Our lives are not private anymore, due to Twitter, Facebook and other social web sites. In fact, the more personal information you post on Facebook, the easier target you become.

Sometimes the answers to challenge questions and passwords are intuitive guesses based on simple online searches. Hackers are resourceful at pulling tidbits of information about their victims from online sources.

So, how do we protect ourselves?

Passwords and challenge answers should be complicated, but easy to remember. The key is to develop a methodology. Here are some ideas to make your passwords at work and at home more secure:

- Security Officer **Kimberly McIntyre** offers this advice: "One of the best ideas I've ever heard about passwords – and use myself – is basing them on an abbreviation of a phrase. Because they contain no words, they are memorable to the user but complete gibberish to anyone else and would take a serious amount of time to brute force. The problem with just using normal words with symbols and numbers swapped in is that attackers expect these small changes and have included them in their first level password attacks."

For example:

I left my heart in San Francisco = 1lm<3iSF.
My first son, Ebenezer Scrooge, was born on 3/12 at Park Hill Hospital = M1s,E5,wb0312@PhH.

- Don't use the same password for different accounts. McIntyre suggests adapting phrase passwords using an easily remembered algorithm. For example, when using a password for Yahoo, always change the third letter to a 'Y' and end the password with an 'o'. When using the same phrase for Google, change the third letter to a 'G' and the last letter to an 'e'.

  For Google, the San Francisco password:
  1lm<3iSF = 1lG<3iSFe.
  For an Ebay account:
  1lm<3iSF = 1lE<3iSFy.

- Try to provide answers to challenge questions that really don't correspond to them. This will make it more difficult for someone else to guess. If the challenge question asks where you were born, put in the date of the birth of your first child or the date of your 25th wedding anniversary.

> **"Passwords and challenge answers should be complicated, but easy to remember. The key is to develop a methodology."**

- If different websites have the same challenge questions, use different answers. Have some kind of methodology. For example, if accounts with ABC Bank and a 401(k) have the same challenge question – What is your mother's maiden name? – you could code them as SmithABC and Smith401(k).

- Don't share your passwords or answers to your challenge questions with anyone!

Continued on page 29

MCE inmates give Santa a helping hand

by Gail Boese,
MCE Administrative Officer

In the months before Christmas, inmates at MCE were busy building toys for *Toys for Tots*. A dozen men created about 200 toys for children who might not otherwise have received any gifts for Christmas.

Most of the toys were based on the inmates' imaginations. In addition to meeting an important need in lives of the children who received the toys, the project also gave inmates a sense of purpose, accomplishment and pride in giving something back to the community.

The toys were delivered to the Deer Lodge *Toys for Tots* coordinator for distribution in Deer Lodge and the surrounding communities.

Ray recognized as MSP Employee of the Quarter for Support

by Linda Moodry, Public/Victims Information Officer
Montana State Prison

Cari Ray has been the prison's transportation coordinator since March 2010. In that capacity, she has developed, implemented and coordinated inmate transports locally and regionally, and assumed responsibility for Montana's membership in the Northwest Shuttle. Ray attends all annual NW Shuttle Coordinator Conferences, ensuring consistency in inmate transports and promoting networking.

Ray took the lead in organizing the successful NW Shuttle Conference held at Fairmont Hot Springs in Sept. 2014. More than 140 people from 18 states attended. Hosting an event of this magnitude took a tremendous amount of dedication and organization.

Computing made easy, continued

- Never put passwords into plain text documents on your computers or in email, as they can be easily hacked. If you must write down your passwords/pass phrases, be sure to store them in some kind of a password safe. I have a "password keeper" on my i-pad that is encrypted to keep my passwords safe even if I lost the i-pad or it was hacked. Smart phones have free apps you can download to keep your passwords in.

It just takes some creativity to get your online security set up to protect yourself. These steps will go a long way in making sure your assets at work and home are secure.

Bunke & Alsbury retire with 70+ years combined service to corrections

Director Mike Batista congratulates Pam Bunke and Ron Alsbury at a central office luncheon to celebrate their retirements.

by Kelly Speer, Probation and Parole (P&P) Contracted Facilities section manager

Rolling out the red carpet for others, coming up with innovations that were ahead of her time, and making chocolate handcuffs for her staff are highlights of the legacy **Pam Bunke** left us with when she retired in November after 32 years in corrections.

She is enjoying her retirement in Helena by spending time with family and friends, working on her house and fulfilling her love for quilting.

Bunke was Adult Community Corrections Division Administrator from 2006 until her retirement. During her eight years at central office, she focused on getting offenders the programming and services they needed to be successful. Her accomplishments include:

- strengthening many community programs, such as the KNIGHTS program for offenders who have killed someone while drinking and driving
- creation of the START mental health beds so offenders would not be sent to prison to address a mental health crisis
- further development of the Interstate Compact unit
- increasing staff to manage facility contracts

Bunke's career began as a counselor at the Women's Life Skills Program in Billings in 1979. At that time, there were six female offenders in one of Montana's first prerelease programs for women. Bunke moved to Livingston P&P in 1989 as lone PO. In 1991, she transferred to the Billings office, where she gained experience with a traditional caseload, as an ISP officer, and as the IPPO at the Montana Women's Prison.

In 1998, Bunke was promoted to Regional Administrator for Billings and the surrounding area. In that capacity, she was instrumental in developing local contracts with chemical dependency providers, creating a specialized DUI officer position, and pulling together three offices into a new building that housed all of the Billings area officers. In Region 4, Bunke is remembered for being creative and ahead of her time in working with offenders.

Bunke & Alsbury retire, continued...

"The reason Pam was different was her relationship with the staff in her region," Regional Administrator John Williams said. "She rolled out the red carpet for staff during the annual Probation and Parole week and she went above and beyond to make sure P&P staff knew how appreciated they were." Many staff still have Pam's famous chocolate handcuffs.

Pam Bunke visits with Great Falls PO II Eric Tadlock, who was among the staff to wish her and Ron well in their retirements.

Bunke said she wouldn't have been able to complete anything without the many professional staff she worked with over the years. Throughout her career, she enjoyed working with the many people who had creative ideas for helping offenders. Bunke recognizes that corrections staff have an extremely difficult job and often don't receive the recognition they should, but she was honored to be a part of a division that worked so hard to help people and maintain public safety.

Ron Alsbury

Since P&P Bureau Chief Ron Alsbury retired from corrections last October after 40 years, he has realized his dream of working with children in special education. His reputation for lending an ear to anyone, day or night, undoubtedly serves him well as he continues to give back to Helena and his church community.

"Ron could start talking to a telephone pole and, within minutes, the pole would want to talk back."
Emery Brelje
Region 6 Administrator

"Ron could start talking to a telephone pole and, within minutes, the pole would want to talk back," Region 6 Administrator Emery Brelje commented.

Alsbury became the bureau chief in central office in Helena in 2003. He believed that the regional administrators and their many creative ideas were critical to managing the changing offender population. In recent years, Alsbury supported efforts to place a stronger emphasis on officer safety, use of force issues and scenario-based training.

Alsbury's career began when he interned with the Butte P&P office in 1974. He was hired in 1976 as a PO in Forsyth and nine years later transferred to the Polson. In 1990, he was promoted to regional supervisor (an earlier iteration of regional administrator) for Helena, Butte, Bozeman and the surrounding offices. At that time, the department didn't have POII positions, so Alsbury supervised all 13 officers in his region and conducted all the hearings. As a P&P supervisor in the field, Alsbury saw the need for community resources and assisted in developing programs that addressed the offenders' changing needs – programs such as methamphetamine and felony DUI treatment, and revocation centers.

Throughout his career, Alsbury enjoyed working with offenders and greatly appreciated the professional staff he worked with. Alsbury was especially appreciative of the "tremendous support" he received from administrative assistant Cheryl Waits. And while he acknowledges that P&P work is often difficult, he expressed his gratitude for "such a wonderful career with Department of Corrections."

Montana State Prison retirements

by Kristy Cobban, MSP Grievance Coordinator

When **Ken Cozby** joined the department in 1977, gas was 65 cents a gallon and the first Star Wars movie was released in cinemas. In the 37 years since then, Cozby built a career at Montana State Prison based on his strong communication skills and desire to help inmates change. Initially, he worked as a correctional officer, a sergeant and a case manager. In 2000, he became the grievance coordinator and, in 2007, a disciplinary hearings officer.

Warden Leroy Kirkegard (right) presents Ken Cozby with a plaque in recognition of Cozby's significant contributions to the Montana State Prison.

Cozby understood the process that brought many offenders to MSP, and gave inmates guidance when needed to try to help them get back on the correct path. His thoughtful, analytical approach served him well as a hearings officer. In weighing an inmate's guilt or innocence, he took the time to listen to the inmates' arguments and allowed them to explain the circumstances of the alleged policy violations.

Cozby was slow to anger unless he felt a co-worker or inmate was being bullied or targeted. He always took the time to mentor new staff members. His kind heart and good nature made him not only a great co-worker, but a wonderful friend.

From left: Nicole Chandler, Wanda Hislop, Cynthia Davenport and Holly Callarman at Hislop's retirement get-together.

by Cynthia Davenport, Secured Care OHR Manager

Wanda Hislop joined the Montana State Prison's Human Resources team more than a decade ago. During her tenure, she volunteered to serve on multiple committees, including the MSP communication committee, the DOC and MSP safety committees, and the MSP employee recognition committee.

As one of the feistier members of the safety committee, Hislop made sure the group's focus was on ensuring employees were safe, with the aim of reducing accidents and saving tax dollars. In 2011, she was recognized by former DOC Director Ferriter for her part in earning the department a second-place ranking in state agencies in retention funds and third in administrative fee savings. Hislop became a certified *Worksafe Champion* and also was recognized by State Fund for her efforts.

Hislop was always there for employees. As a member of the employee recognition committee, she gave her time and talents to guarantee the recognition ceremonies were more than a token gesture. She ensured that service awards were appropriately bestowed, and dished up food for officers who couldn't be relieved from duty to attend the appreciation picnic. After the MSP bus accident in 2007, Hislop made sure that each injured employee knew she sincerely cared about their injuries and their progress to return to work.

Coming

These lists of new and departing employees cover the period from Sept. 5, 2014 through Jan. 23, 2015. If you notice errors or omissions, please contact the *Signpost* editor, jbeck@mt.gov.

Central Office
Christine Briscoe
Georgiana Gulden
Misty Johnson
Marcia Levitan
Dagan Lynch
Alexandria Nyland
Kevin Olson
Michael Richetti
Jamie Rogers
Winnie Strainer

Montana Correctional Enterprises
Gordon Callant
Chad Gochanour
Lora Huston
Brian Winter

Montana State Prison
Jason Batson
Marty Bewley
Taylor Bewley
Shane Biltoft
Levi Clairmont
Nick Cook
Jodi Cozby
Brian Cunningham
Antuan Davis
Kelly Deeks
Josh Dohr
Nicole Dyer
Jamie Eads
Bryan Fitzpatrick
Michael Franks
Glen Goodman
Joe Gwin
Stacy Hennessy
Mary Jess
John Killian
Danyelle Kling
Richard Leaver
Charles Ledgerwood
Jacob Lehde
Brandon Lemen
Den Lemmon
Keith Lovell, Jr.
Richard Lynn
Stephan Mahoney
Hilton McClendon
Lashaia Meeks
Mary Melton
Thomas Minor
Larry Myers
Nickalis Nelson
Jacob Olson
Mike Phillpott
John Prescott
Adam Price
Darrion Reap
Dakotah Reistad
Kim Robles
Doug Ross
Susan Schmidt
Ian Schubargo
Amy Sheets
Abby Sierigk
Jake Starr
Jason Stump
Jon Sweeney
David Teruel
Thad White, CCC

Montana Women's Prison
Dawn Gregory
Derek Hart
James Painter
Jairo Solorio
Tara Sorenson

Pine Hills
Cherrie Beyer
Angela Mendoza
Steven Rowley
Mary Skinner
John Stoneman

Riverside
Anthony Botts
Olivia Everett
Linda Gardner
Libby Groves
Jill Jackson
Brendon Quebedeaux
Erik Rodriguez

Probation & Parole
Kelli Christofferson, Helena
Cheryl Faupel, Butte
Joe Gaxiola, Polson
Joshua Green, Great Falls
Shaun Pisk, Billings
Michael Stimac, Great Falls

TSCTC
Louis Landolph
Kristopher Payne
Anthony Roselles

Youth Transition Center
Kathryn Hankes

Going

Ron Alsbury
William Anderson
Elizabeth Barbour
James Beard
David Belew
Todd Boese
Jeremy Brancamp
James Brannon
Rick Buck
Pamela Bunke
Darryl Burditt
Brandy Bussey
Terry Carlson
Douglas Carroll
Daniel Chladek
Levi Clairmont
Duston Clements
Gloria Cowee
Ken Cozby
Robert Cremer
Ray Derenburger
Patrick DeWitt
Kathryn Dolatta
Derek Donovan
Amy DuBois
Dr. Peter Edwards
AnnaLiesa Fauth
Regan Flath
Anthony Forsman
Linda Gardner
Casey Gates
Tanya Getten
Kimberly Glovan
Candice Gonder
Christopher Graham
Elna Graham
Jamie Greene
Faith Hartranft
Wanda Hislop
Michael Horne
Jeff Jensen
William Johnson
Christine Killgore
Mark Kotrc
Chelsey Landers
Ryan Layne
Richard Leaver
Charles Ledgerwood
Betty Lester
Jenneth Lord
Sharyl Marcher
Ron Marshall
Chris McKee
Kenneth Meidinger
Joseph Mello
Justin Merrill
Thomas D Minor
Lori Moore
Candi Mullenbach
Catherine Murphy
Ricky Newby
Jennifer Nicholson
Courtney Okragly
Jacob Olson
James Painter
William Parks
Walter Peter
Louis Peterson
Mike Pitman
Andrew Prevost
Craig Robertson
Douglas Ross
Steven Rowley
Marwan Saba
Royce Sanchez
Sandra Seveyka
Katrina Shore
Harlan Sipe
George Smith, Jr.
Cynthia Sparing
Jerome Stewart
Jason Trudeau
Dale Tunnell
Janee Ward
Claude Williams
Ricky Williams
Keelan Wilson
Duane Wunder
Zachary Zimmerman-Reid