



# Correctional Signpost

2010  
No. 4



## New START facility opens



LEFT: This pod at the START facility can house 48 offenders.

BELOW: Corrections Director Mike Ferriter (center, in jacket) joins other officials in cutting the ceremonial ribbon to open the START building.

One of Montana’s most successful correctional programs got a new home in early August.

The START (Sanction, Treatment, Assessment, Revocation and Transition) program moved from a outdated building at Warm Springs to a new facility near Anaconda, following a grand opening event July 27 that was attended by Gov. Brian Schweitzer and more than 300 local residents.

Corrections Director Mike Ferriter called START “one of the most innovative efforts we have undertaken in the history of Montana corrections.”

START began as a pilot project in December 2005 at an aging building near Montana State Hospital. The department always contemplated the program, if successful, eventually would move more efficient and newer quarters.

Community, Counseling and Correctional Services Inc., a Butte-based nonprofit corporation, offered the only qualifying bid for permanent operation of the program in 2008. CCCS operated START since its inception.

Managed under the department’s Adult Community Corrections Division, START is designed to divert from prison those male offenders who violate conditions of their community placements.



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# Boot camp story in 1993 stressed military atmosphere

By Bob Anez  
Communication Director

Seventeen years ago, I spent two days at the Swan River Correctional Training Center as a reporter. My memories of the sights and sounds I absorbed in 1993 are as vivid today as they were then.

I recently reread the series of stories I wrote then – about the center’s first five graduates, the intake process for new trainees, a march through the trees by 19 trainees in a pre-dawn drizzle – to determine whether I would have written the boot camp story any differently today after five years working in corrections.

The answer is no and yes.

The picture an “outsider” was given of the program in its infancy is the same understanding I have of it from the “inside” of the department nearly two decades later. Those who ran the program did an excellent job of ensuring the operation was accurately explained at a time when public perception was critical to its survival.

I attended a recent intake at the boot camp, now called Treasure State Correctional Training Center and relocated from the Swan Valley to near Montana State Prison. The process has changed little.

Here’s the way I described intake for four trainees in 1993:

*“Misery, trimmed with fear and bewilderment, filled the eyes of four men as they stood in an old shower room and faced hell. A furious and unrelenting two-hour bombardment of screaming and shouting introduced the state prison inmates to their new home for at least the next 90 days.”*

The article went on to explain the purpose of the onslaught from drill instructors. It’s intended to snap the offenders out of their complacency and make them understand that change is expected quickly. It’s meant to teach them how to think under stress and for that stress to nudge them toward changing their lives.

I wrote about the effort to get the trainees to confront their crimes, admit the offenses and take responsibility for them. I related the military-style buzz cuts given each man and referred to it as a transformation, but didn’t explain well that the ritual is intended to signify leaving one life behind and the beginning of another.

I also failed to explain the myriad reasons for the intense confrontations with the new trainees – to establish control, break down their defense systems, set the tone for the facility, elicit respect for authority, emphasize the need to follow orders and eliminate individuality that hampers teamwork.

The only real change from the intake process in 1993 to today is that train-

ees are no longer required to do push-ups.

The 1990s description of the daily regimen stressed the rigid military-tinted environment, but barely mentioned such things as the education programs, parenting classes, job skills training, and counseling for drug abuse, anger management and criminal thinking.

What I’ve learned since then is that those elements of the boot camp are as important as all the marching, running, shouting, exercise and “yes sirs” and no sirs” that echo through the barracks. I also know now that victims and the need for trainees to understand how they have victimized innocent people is a major portion of the center’s programming.

The news story years ago included this cadence written by the first graduates:

*“Misery, O misery,  
That’s what boot camp was to me.  
Used to steal, we used to use,  
Found ourselves in prison shoes.  
Misery, O misery,  
That’s what boot camp was to me.  
When we got here, we were a mess,  
Boot camp put us to the test.”*

Certainly, misery was evident on the faces of the new trainees in 2010. But given the boot camp’s 17-year track record of making a difference in hundreds of offenders’ lives, one could not help but also notice a trace of hope in those scared faces.

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.*



A new arrival at the boot camp gets a haircut, symbol of the transformation coming in his life.



## Academy dedicates new building

Eric Ohs, probation and parole officer from Bozeman, stands next to the plaque dedicating the new education building at the Montana Law Enforcement Academy to his father, former Lt. Gov. Karl Ohs. A large crowd turned out in late June for the dedication ceremony.



## START

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The goal of the program is to provide a sense of incarceration, coupled with assessment and treatment of offenders' needs, to help them get back on track and return successfully to their communities.

The program monitors and assesses offenders, and offers chemical dependency evaluations and treatment by licensed addiction counselors. After assessments are completed, the staff screens offenders for placement at appropriate community corrections programs. If an assessment determines prison is the most appropriate option, the offender is transferred there.

Since it opened, START has diverted from prison more than 1,500 offenders admitted to the program and returned them to community place-

ments. That 75 percent diversion rate is part of the reason that prison admissions in Montana dropped 12.5 percent in the first two fiscal years that START operated. The prison population has grown just 1.7 percent in the 3½ years since START began.

"Our goal when we started this pilot program was, if we could divert half of the people that walked in the door, we were going to call that success," Ferriter said. "That was the goal I established for the department. Today, we are seeing 75 to 80 percent, so we're definitely meeting that target."

Gov. Brian Schweitzer, who has been a strong advocate for the program since it began, said he recognized it was a risk.

"Governors are very nervous about trying new things in corrections because if something goes wrong, you own it," he said. "But we couldn't afford to allow the prison population to

continuing to increase. We couldn't afford to the cost to the state and to Montana families."

Schweitzer said he sees START as part of a corrections system that tries to help offenders live with their families and in their communities, rather than in prison.

"I'm willing to take the risk," he added. "Are we going to work to rehabilitate lives or are we simply going to warehouse people? I believe we ought to rehabilitate lives and it's not going to be perfect, but neither is locking them up and keeping them there for the rest of their lives."

CCCS built the 40,000 square-foot building on reclaimed land owned by Atlantic Richfield. It houses 118 offenders, 30 more than START could accommodate at its original location. Ten of the additional beds are reserved for offenders with mental illness. START will have a staff of 55.

## Jim Hunter passes away



Jim Hunter, who had been superintendent of Pine Hills Youth Correctional Facility since 2001 and demonstrated a decades-long commitment to helping juvenile offenders, died Aug. 6 in the Miles City hospital after a brief illness. He was 63.

A native of Wittier, Calif., he graduated from Bakersfield (Calif.) High School in 1965 and joined the U.S. Air Force in 1967. During his 3½ years in the service, he was an aircraft control and warning officer.

Hunter attended Bakersfield Junior College and obtained an associate's degree in correctional administration in 1972. That same year, he began working at what was then called Pine Hills School for Boys as a cottage life attendant. He returned to California in 1973 and earned a bachelor's degree in sociology from California State College in 1976.

While in college, Hunter worked as a group supervisor at Kern County Juvenile Hall in Bakersfield. He became a deputy probation officer there until returning to Montana in late 1978.

He resumed what would become a 31-year career with the state when took a job as an evening crisis counselor at Pine Hills. He left the program in 1987 to become an aftercare counselor/parole officer in the Department of Family Services and a year later he was promoted to regional social worker supervisor and aftercare/parole officer in Miles City.

In October 1991, Hunter became director of care and custody at Pine Hills and in September 2001 he was appointed superintendent of the secure facility for juvenile offenders.

As superintendent of the 120-bed facility, Hunter supervised a staff of 130. Pine Hills recently earned a perfect score on the latest American Correctional Association accreditation review.

A graveside service at the Miles City Veterans Cemetery was Aug. 10, followed by a celebration of Jim's life at Stevensons and Sons Funeral Home in Miles City from 3-6 p.m.

The family said donations can be made in Jim's name to the American Cancer Society's Relay for Life.

Teri Young, director of care and custody at Pine Hills, is acting superintendent.

## Study shows meth program success

Montana's methamphetamine treatment programs are a resounding success during their first three years of operation, according to a study conducted by University of Montana Associate Professor Tim Conley.

Of the nearly 300 offenders who completed the nine-month programs, none have been convicted of another drug-related offense, the newly released report found.

In addition, researchers found the rate at which offenders complete the treatment programs has increased significantly "despite substantially more referrals of high-risk offenders directly from prison."

Since a report by Conley two years ago, the completion rate improved from 71 percent to 82 percent. The report attributed this change to an "increasing level of competence at

providing treatment services to very challenging treatment population."

"It is likely that this trend will continue as adjustments and population management strategies adapt to changes in participant profile," the study concluded.

The two treatment centers opened during the first six months of 2007. Nexus, the 80-bed facility for males, is in Lewistown and Elkhorn, the 36-bed facility for women, is in Boulder. Each is operated by a nonprofit company under contract with the state. The stand-alone centers are thought to be among the first developed in the country to address the meth problem. Offenders spend nine months in treatment followed by six months of aftercare in prerelease centers.

The study is the second one conducted to comply with a department

requirement that the programs' performance and effectiveness be evaluated. The initial study was released in September 2008, but the programs had been operating only about 15 months by that time and the first offenders participating in the program were just completing the mandatory stay in prerelease centers.

"This second study is a more comprehensive measure of how well the treatment programs are functioning in keeping offenders from returning to destructive cycles of drug use and abuse," said Mike Ferriter, director for the Montana Department of Corrections. "We are very pleased with the results so far and believe they demonstrate that these programs are valuable additions to Montana's correctional

## Communication Plan

# Youth Services Division

*EDITOR'S NOTE: This is the seventh 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.*

### Division

1. Bureau chief meetings: daily; weekly; monthly; by phone or in person as needed.
2. Youth Services Division meetings at least twice per year.
3. Central office staff meetings quarterly.
4. Bi-annual meetings between parole and facility staff, including superintendents and bureau chief.
5. Semi-annual facility all-staff meeting attended by administrator.
6. Random drawing of two division employee names per week in order to schedule one-on-one calls with the administrator to discuss anything relevant to the employee. This will allow for communication with over 100 staff per year.

### Pine Hills Youth Correctional Facility

#### Weekly

- Monday A.M. status meeting
- Management team meeting (Wednesday)
- Team treatment team meeting (Thursday)
- Case progress reviews (Thursday)
- Unit manager meeting (Friday)
- Clinical meeting
- Problem-solving meeting
- Education meeting

#### Monthly

- Housing unity/safety meeting
- Section meetings

- Facility safety meeting
- Supervisor's meeting
- Student council
- Labor/management meeting

#### Quarterly

- Policy review
- Training planning meeting

#### Bi-Annual

- Facility all-staff meeting
- Post order review

#### Youth Community Corrections

- Parole two times per year
  - One-time RAO and Helena staff also
- Policy at least two times per year
  - Extra video conferences
- Re-entry two times per year
- RAO monthly conference call
- RAO in person two times per year

#### Riverside Youth Correctional Facility

- Management/supervisor meeting – monthly
- Teachers/principal meeting – monthly
- All correctional officers and supervisors – every other month
- All staff – bi-annually
- Labor/management committee – quarterly

# Three bike gangs dominate Montana

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

By Don Kelley  
POII, Butte

This installment deals with the motorcycle clubs with the largest presence in Montana. Recent law enforcement interdiction has caused considerable difficulties among the bikers, but did not eliminate their presence or eradicate the majority of the members.

The Bandidos recently were involved in an "internal cleansing" in which the presidency returned from Seattle to Texas and the groups expanded its territory.

The Mongol nation has a strong presence in Helena as well as Philipsburg. A recent incident in Philipsburg resulted in Mongol member stabbing a man six times in a brawl over a former girlfriend.



Bandidos' colors

He created the outlaw motorcycle club to control drug trafficking and prostitution in Texas. He saw a TV commercial with the Frito Bandido hawking the popular corn chips. The cartoon character robbed people of their Fritos and complained about being pursued by the "Frito Bureau of Investigation."

Chambers called his gang the Bandidos and adopted a fat, machete- and pistol-wielding version of the animated bandit as the club's colors.

The Bandidos, also called the Bandido Nation, are the fastest-growing outlaw motorcycle gang in the country. The club has about 30 chapters and 500 members. It even has Australian and European chapters, acquired with much bloodletting.

The Bandidos are involved in drug trafficking, prostitution, contract murder, fencing, extortion, stealing and running weapons, welfare and bank fraud, and arson. The bikers make most of their money manufacturing and selling

methamphetamine. Club members and associates who are pilots smuggle drugs and guns across the border and state lines.

The Nomad chapter handles Bandido security and internal discipline. The chapter is made up of charter members who have been with the club for more than five years. The chapter compiles files on police forces and outlaw motorcycle gangs they consider to be enemies.

The Bandidos' alliance with the Outlaws began in 1978 in an effort to expand their drug network. The Outlaws provide the Bandidos with cocaine they obtained from Colombian and Cuban suppliers. Both clubs socialize in Bandido-controlled towns.

The Outlaws Motorcycle Club, also called the American Outlaw Association, was founded by John Davis in 1959 in Chicago. The club has about 34 chapters in the United States and Canada, with about 900 members. Detroit has been the "mother chapter" since 1984. It changed from Chicago when a new national president was elected.

The club rallies under the Outlaws' colors, affectionately known as Charlie. Charlie is a white skull with crossed pistons on a black background. The skull has beady red eyes, which are supposed to watch for trouble behind the wearer's back. The pistons are outlined in red. The skull is borrowed from the back of Marlon Brando's black leather Jacket in the 1953 bike-gang movie, "The Wild One."



The Outlaws' colors are patterned Marlon Brando's jacket in "The Wild One."

laws don't."

While Outlaw chapters operate independently, regional and national officers control drug trafficking, relations with other motorcycle gangs and the distribution of the club's



Outlaws' colors

# Gangs

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profits. The Outlaws are involved in extortion, contract murders, motor vehicle thefts, gun and explosives running, armed robbery, rape and mail fraud in addition to drug trafficking and prostitution.

Outlaw members must sell drugs and own at least one handgun. Members work in pairs to avoid screw-ups and to avoid situations where the club can lose face. A lone biker is considered a tempting target for punks trying to impress each other.

Drug selling is the Outlaws' main source of income. "Canadian Blue," which refers to diazepam (Valium), is manufactured in clandestine Ontario laboratories and smuggled across the border, usually to Chicago. It is distributed from Chicago to different chapters. Some pay cash for the drugs, others trade weapons, women or methamphetamine.

The Florida chapters buy the club's cocaine from Colombian and Cuban suppliers. The Outlaws also manufacture and distribute cocaine and methamphetamine in the Fort Lauderdale area. They own property in South Florida where smugglers dock and unload their boats. The Milwaukee chapter controls the methamphetamine market in Wisconsin. The Outlaws also control methamphetamine laboratories in Georgia.

The Mongols Motorcycle Club, or Mongol Nation, formed in Montebello, Calif., in 1969 and was named after the nomadic tribes of northeast Asia. Original members reportedly were disgruntled Vietnam-era veterans. During the 1960s, The Hells Angels would not allow Hispanics into the club simply due to their race and the Mongols supposedly formed in response to that restriction.

Approximately 650 Mongols, or "full patches," operate in the United States. The Mongols are friendly with the Outlaws due to a mutual hatred for

## From the Director

*Mike Perita*



**A** term that seems to get tossed around a great deal is "work ethic." I suppose it gets over-used by people like me who have gotten somewhat away from the hands-on work of corrections or do less manual labor than in the past.

But how would we define the term? Here's one example I found. Work ethic is a set of values based on hard work and diligence. It is also a belief in the moral benefit of work and its ability to enhance character. A work ethic may include being reliable, having initiative or maintaining social skills.

Recent occurrences within the department have provided me with an opportunity to think about the work ethic in our agency. There's the looming relocation of central office, offender management challenges at Montana State Prison, a recent audit of how we manage our contracts, the opening of a new revocation and sanction center, and infrastructure concerns at Riverside Youth Correctional Facility.

The team effort and energy that has been displayed in organizing for the office move, coping with an increasingly troublesome inmate population, responding aggressively to address concerns over handling of contracts, developing a new START facility in a very short time, and handling plumbing and roof woes at Riverside are evidence of a work ethic for which we all can be proud.

Those examples – and plenty more like them – came to my mind when someone recently said to me, "It sure would be great to have a state job. You know, you get all of those benefits and stuff." I am not sure what that "stuff" is, but the person better not apply here because the "stuff" in the Department of Corrections is hard work.

It is work that is performed with a passion to preserve and improve the safety of our citizens and to improve the quality of life for offenders. Our "stuff" comes with a desire to be creative and innovative in looking for new solutions to old problems, to work in difficult environments, pull shifts at all hours of the day and night, live with the unpredictable nature of this profession, and – at times – work with very limited resources.

I say to the Guy on the Street, who thinks working in corrections is about getting a regular paycheck and decent health insurance, "Think again. You better knock on some other door."

I tell him that his view just doesn't apply in corrections. It's like bringing a wiffle ball bat to play a game against the New York Yankees. It simply isn't going to work. You need more than that to face the challenges in corrections.

I will also tell him that, if you are going to face the demands of corrections, you better bring the real thing – your willingness to work hard and thrive on challenge.

No room here for the hollow, plastic shell of a work ethic.

## Getting out and staying out

# County helps offenders stay free, clear

*EDITOR'S NOTE: The following article was published in the June 27 edition of The Bozeman Daily Chronicle. Reprinted with permission.*

By **JODI HAUSEN**  
The Bozeman Chronicle

Dennis Houska started drinking and smoking pot when he was 12 years old, and he didn't stop until decades later.

His addictions prompted a litany of crimes, from selling and possessing drugs to automobile theft, yet it was years before the criminal justice system caught up with him.

When it finally did in 2006, Houska was arrested for selling a half-gram of methamphetamine and sentenced to three years of probation.

But Houska's propensity for smoking dope landed him in and out of jail several more times during his first 15 months on probation. He'd get out of jail, go back to smoking pot, get caught by his probation officer and land back in detention. It was a cycle Houska couldn't seem to break.

But then the sound of cell doors opening every morning and locking again every night finally resonated with him.

He decided things had to change.

"It was really hard listening to that noise," Houska said. "So that's when I had my moment of clarity. It's like you're going to live like this for the rest of your life if you don't do something different."

Houska's story is far too common.

According to the Justice Center of The Council of State Governments, in 2008 one out of every 198 U.S. residents was being held in federal or state prison – more than 1.6 million people. In that same year, 34.2 percent of people returning to prison were recommitted due to parole violations.

In Montana, the statistics are even drearier. *[See editor's note at the end of the story.]*

About 41 percent of all offenders released from the Montana State Prison or women's prison end up back behind bars within three years, said Bob Anez, spokesperson for the state Department of Corrections.

Women offenders in Montana seem to respond better to rehabilitation programs than men with a return rate of about 28 percent, while men head back to prison about 42 percent. The overall recidivism rate is so close to the male rate because "males so dominate the system and vastly outnumber the women," Anez said.

And the cost of incarceration weighs heavy on taxpayers' wallets.

Montana's Department of Corrections' budget grew from about \$130.8 million in 2006 to \$157.5 million in 2008, according to information posted on the DOC's website.

*'It's like you're going to live like this for the rest of your life if you don't do something different.'*

*-Dennis Houska*



Mike Dunham, left, Matt Cyr, center, and Dennis Houska attended a weekly survivors group that works to keep attendees from landing back in jail. (Photos by Sean Sperry, Bozeman Chronicle)

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Houska and many others in Gallatin County are working to turn that trend around by supporting community corrections programs that help offenders change their behaviors and learn new skills to help them succeed outside of prison.

## The costs of incarceration

It costs about \$92 a day to house a man in prison and \$122 for a bed in the women's prison. The cost of incarcerating women is pricier because the smaller female inmate population still uses programs and facilities similar to those used by men, Anez said.

Compared with treatment programs like prerelease centers (daily costs: \$55 for men and \$95 for women) or a mere \$4.63 daily per offender for probation and parole, it is evident why keeping people out of prison is more cost effective for taxpayers.

But keeping nonviolent offenders on the outside has societal benefits too, particularly for offenders who find their way to becoming responsible, contributing taxpayers themselves.



A survivors' group, led by the Rev. Roxanne Klingensmith, features a group discussion and provides a family environment to prevent recidivism.

government agencies and nonprofit organizations for employment assistance, substance-abuse treatment, housing, family programming, mentoring, victims' support and other services that may help reduce recidivism.

But Montana lawmakers started looking into community corrections long before the federal law was passed.

It was nearly 20 years ago that the Montana Legislature passed the Montana Community Corrections Act.

The purpose of the 1991 state law was to encourage the development of programs throughout the state to reduce prison and jail populations, while providing structured environments for offenders to learn how to change their behaviors.

The state law, combined with a Gallatin County jail designed to house only 39 inmates in a rapidly growing county, was impetus for the formation of the county's Criminal Justice Coordinating Council about 10 years ago, said District Judge Mike Salvagni, who has served on the council.

That group designed and implemented a variety of community corrections programs, including a county re-entry program, treatment court for drug offenders, electronic monitoring and pre-trial services that allow people charged with non-violent offenses to remain out on lower bail while they await court hearings.

## The importance of treatment

According to statistics posted on the Justice Center's website, more than half of all state prisoners nationwide and about 45 percent in federal prison meet the clinical criteria for drug abuse or dependence. And about one-third of state offenders and a quarter of federal prisoners committed their offense under the influence of drugs.

*“The whole idea is to help these people transition back into this community with programs that help them modify their behavior by changing the way they think.”*

*-District Judge Mike Salvagni*

And as the Rev. Roxanne Klingensmith, who chairs a recidivism committee in Gallatin County said, when felons commit new crimes, “not only do you have a re-offender, you have a new victim.”

## Community corrections

In 2008, President George W. Bush signed into law the Second Chance Act, which was designed to improve outcomes for people returning to communities from prisons and jails. The legislation provides federal grants to

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So treatment for chemical dependency and abuse is critical.

Salvagni has resided over treatment court since its inception in 1999. As a judge, his traditional role is to adjudicate criminal cases, he said. Yet in treatment court, though he still wears his robes, he plays a different part – that of parent and social worker.

“The whole idea is to help these people transition back into this community with programs that help them modify their behavior by changing the way they think,” Salvagni said. “Instead of thinking criminally, they stop and think about the consequences. They need to know there are people who really care about what happens to them, and we're recognizing that we need to be part of the solution. So I step out of my traditional role.”

Treatment court, like many community corrections programs, provides discipline and teaches some of the most rudimentary competencies -- hygiene, how to write a resume, money management and job retention.

It's a tough program that requires participants to attend support-group meetings and adhere to strict rules. But it's worth it. For many, graduating from treatment court means their criminal records are wiped clean and they can start over.

The Gallatin County Treatment Court has seen 82 people graduate. Only nine of those graduates have committed another crime -- an 11 percent recidivism rate.

## Doing “the next right thing”

For Mike Dunham, treatment court was the solution.

Dunham, 39, started drinking when he was 6 years old, he said. And despite his alcohol abuse, he graduated with honors from his suburban Seattle high school.

“Addiction has been a problem my whole life,” he said. By the time he moved to Montana, he was also addicted to cocaine.

About three years ago, Dunham was arrested for possession of cocaine. A year and half ago, Dunham graduated from Gallatin County Treatment Court.

Now Houska and Dunham attend a weekly survivors group with Klingensmith and a bevy of mentors who help the men stay on track.

“Now I have a group of friends who really care about me,” Dunham said. “And I've rebuilt relationships that I ruined most of my life.”

Houska, 41, is proud to say he's been drug and alcohol free for 27 months. But it isn't easy.

“I'm still an addict,” Dunham said. “It's an everyday deal when you get up in the morning to do the next right thing so that you don't end up back in the system. It's some hard work. It's a lot harder work to stay clean and do recovery than it is to go back to your old ways. It takes conscious effort every day.”

But it is worth it, the two men say.

It's about learning a new way of life, and it gets easier every day, Houska said.

“It's all about choices,” he said. “It's what we do today that determines tomorrow.”

## Giving back – a way of receiving

Former Bozeman High School basketball player Matthew Cyr, 28, managed to dodge criminal prosecution for theft and embezzlement, crimes that were fueled by his rampant drinking and marijuana use until 2005.

Now Cyr is serving a five-year sentence on probation and is also volunteering with Houska and Dunham on Klingensmith's recidivism subcommittee.

The recently formed committee has identified key determinants that predict recidivism, said subcommittee member David Young. They are the offender's companions, leisure and recreational choices, housing and chemical dependency.

So the committee is working on ways to support non-violent offenders as they transition from incarceration back into the community with educational and vocational programs, discharge plans, housing support and referrals to mental health, substance abuse and other medical treatment.

The men agreed that serving their community by mentoring each other and other offenders is beneficial to them.

“The recidivism deal shows me that there's a whole lot of people who care about convicted felons and who want to help them and want to see that they get housing and jobs,” Dunham said. “Helping other people, getting out of myself, it really makes you feel good.”

Cyr agreed.

He takes the advice of “a very wise man” who once told

*‘It's an everyday deal when you get up in the morning to do the next right thing so that you don't end up back in the system. It's some hard work. It takes conscious effort every day.’*

*-Mike Dunham*

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him to perform a random act of kindness every day and don't tell anyone about it.

"There's a saying we have, which is you can only keep what you have by giving it away," he said.

## Looking to the future

Though they struggle to stay clean daily, the three men all look to a bright future.

Dunham, a mechanic who works for a Bozeman repair shop, is raising a 3-year-old boy and hopes to open his own shop someday.

"I know right now I have to reach out and talk to people every day and have constant contact with my friends," he said.

Cyr and his girlfriend are both "in active recovery," he said. He currently works as a car detailer and wants to get a degree in mechanics.

# Gangs

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the Hells Angels. A confrontation between the Hells Angels and the Mongols at Harrah's Casino in Laughlin, Nev., on April 27, 2002, left two Hells Angel and one Mongol dead.

William Queen, an ATF agent who infiltrated the Mongols in 1998, wrote a very good book about the club called *Under and Alone*. He describes his two-year life with the Mongols. Resulting federal indictments of 54 Mongol members led to all but one of them being convicted.

In 2008, the Mongols again were infiltrated by the ATF. The investigation culminated in over 100 arrest warrants and over 150 search warrants. Another result was the barring of club members from wearing or displaying club colors, and the conviction of many in leadership.

A federal magistrate found the club to be a criminal organization that used the "colors" to identify other mem-

bers. The judge's ruling was overturned on appeal and the right of club members to wear their colors was restored.

The mayor of Lancaster, Calif., perhaps stated it most accurately in describing the club this way: "They are engaged in domestic terrorism ... and plan to kill our children."



Mongols' colors

Houska said it is a long, unending road to recovery from drug addiction that takes intense commitment.

"Until you're tired of being sick and tired, you continue to live like that," he said.

Now Houska is working as a house painter with his brother in Manhattan. He has a place to live, two cars and money in the bank. He is engaged to be married, is hoping to buy a house and is thinking about college.

He wants to remain "teachable."

"I am a drug addict and I always will be," Houska said. "I know that today, no matter what happens, I won't have to get high, I won't have to drink."

**EDITOR'S NOTE:** Montana's recidivism statistics actually are better than the national average. A 2002 report by the Bureau of Justice Statistics (the most recent available) estimated the national recidivism rate at 51.8 percent. Montana's recidivism rate is about 41 percent. In addition, a BJS report issued in June shows Montana's incarceration rate of 373 per 100,000 residents remains well below the national average of 450 per 100,000, even while many states are releasing large numbers of inmates to deal with budget shortages.

# Meth

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system capable of doing what we told lawmakers and citizens they would do.

"This report demonstrates the strength and value of the partnership the department has forged with both the private, nonprofit corporations operating the programs and the university system," Ferriter said. "That partnership and the programs themselves are the products of hard work by corrections officials and a strong commitment by Gov. Brian Schweitzer to support pioneering correctional programs."

Although none of the 299 offenders completing the treatment programs have committed new drug crimes, three offenders returned to prison for violating conditions of their community placements. The report said that number was too small to determine what factors put them at risk to recidivate.

However, the study determined three factors that make an offender less likely than others to complete the meth treatment programs. Offenders who are younger, have fewer felonies or are mentally ill are higher risk to fail the programs, the authors said.

The report noted that the rate at which offenders complete both the nine-month treatment program and six months in a prerelease center is 82 percent.

The full report is online:

<http://www.cor.mt.gov/content/Resources/Reports/MethTreatmentProgramEval2010.pdf>



The state recently purchased a small tract of land just east of the Montana Women's Prison. Separated from the prison by a narrow alley (left), the property contained several vacant and deteriorating houses that had been used by transients for years. As a security measure, the houses were demolished in late July. The land could someday be used for expansion of the prison.

# DEMOLITION DUTY



Photos by Lt. Alex Schroeckenstein, Deputy Warden Bob Paul and Bob Anez

*IT world has changed a lot since 1998*

# Checking the rear-view mirror

**By John Daugherty**  
DOC Chief Information Officer

“Are we there yet?”

Those are the words we often hear as we journey to new destinations. The question is prompted by looking back at how far one has come and wondering how much further we have to go. So it's important on any journey to look in both directions. The views provide lessons that help us anticipate and maybe even dodge the next roadblock coming our way.

As we prepare to move to new office space, and I look to the road ahead, I can't help but glance into the rear-view mirror to see where we have been from an information-technology perspective.

When I started with the Department of Corrections in 1998 as a network technician, we had only four file servers: central office, Montana State Prison, Women's Correctional Center (now Montana Women's Prison) and Pine Hills Youth Correctional Facility. Each of these servers was nearly waist high and weighed enough that two people should move it.

We now have a combination of 42 virtual and physical servers.

In the late 1990s, our computers all operated on Windows 3.1, and our tools consisted of Word Perfect 6.1, Lotus 1 2 3, and Zip Mail.

Since then, we have moved through Windows 95, Windows 98, Windows 2000, Windows XP, with Windows 7 in testing and on the horizon. Our office packages evolved as well, through Microsoft Office 95, 97, 2000, 2003 and 2007. We are now in the testing phases of Office 2010.

But that's not the only change. My tiny smart phone has more than eight times the data storage of all four file servers we were using in 1998. When I send an e-mail on my phone, it arrives almost as fast as I hit the send button, a far cry from the Zip Mail of 1998 that took minutes and sometimes hours to pass through several gateways to reach someone.

A dozen years ago, only a few of our regional probation and parole offices were lucky enough to be connected to the state network so they could have a local Zip Mail server and connect to ACIS (the old offender management system) using what we thought then was a blazingly fast 4MB or 16MB network. Today, some of our computers connect at a speed that is 64 times faster.



Everyone else had a 14.4K modem they used to dial into a small modem bank in central office to access their Zip Mail and connect to ACIS. Today, their connection is 71 times faster than dial-up. We were limited to 12 connections at a time and most P&P offices used a shared modem so only one officer at a time could be dialed in checking their electronic mail or an offender status. Today, there is no limit on the number of people able to access

e-mail or OMIS, the offender information management system that replaced ACIS.

Back then, MSP had only a handful of computers that could connect to ACIS through a dedicated connection called the “Valley Line.” Those without those machines used modems to connect their computers to those few terminals located in the administration building to access their e-mail and ACIS.

In 2010, almost every machine in the department has e-mail and OMIS access, and modems have gone the way of the model T.

As the last millennium ended, access to the Internet was impossible. Our network operated on incompatible protocol for communication.

Just 11 years ago, we connected the first department computer, outside of IT, to the Internet. The computer belonged to Jan Bouchee, who was not nearly as excited about being connected

to the Internet as I was.

If fact that was a common theme as Mike Raczkowski and I traveled to our connected offices and installed the tools necessary to get online. I remember Bernie Driscoll

***Today, a smart phone has eight times the storage capacity of all four file servers used by the department in 1998.***

# Total population stable during FY2010

Montana’s offender population remained largely unchanged in the budget year that ended June 30, but the male prison population grew at a rate of 2 percent.

Final figures for fiscal year 2010 show that the average daily population of all offenders under Department of Corrections supervision was 12,980, a decline of 48 from the daily average the year before. But that number was largely driven by the decrease in the probation and parole caseload, which dropped by 159 to 8,389.

Many other parts of the corrections system saw growth.

The average number of male inmates last year was 2,291, and increase of 46 from the previous year. While that number may be relatively small, prison beds have the corrections system’s highest cost per average stay.

The number of offenders in prerelease centers grew by 7.1 percent to 894 while programs offering alternatives to prison saw their populations increase almost 3 percent to 595 offenders. The intensive supervision and day-reporting program had an increase of 3.8 percent to 353 offenders.

The largest decrease in population came at Montana Women’s Prison, which had an average daily count of 167, or about 10 percent fewer inmates than in 2009.

The number of male offenders the department had housed in county jails declined by just three to 120 and the number of women inmates held in county jails remained unchanged.

Department officials expressed continued concern about the expected growth in the number of male inmates, since that part of the system is operating at capacity.

Gary Hamel, administrator of the Planning and Information Services Division, noted that population has expanded by 7 percent in just the past two years, while the commu-

nity corrections population has dropped 0.5 percent in that time.

The total offender population in 2010 was 485 (4.4 percent) less than the department had projected when the year began. Nearly 80 percent of that difference occurred in probation and parole where the population was 383 offenders fewer than had been projected.

Population projections for fiscal years 2012 through 2015 will be developed in the fall after department officials have an opportunity to review the figures for the first quarter (July through September 2010) of the new fiscal year. Those numbers will be used to finalize the department budget in advance of the 2011 Legislature.

Program	2009-2010 Change
Male Prison	2%
Female Prison	-10%
Jail/Assessment	-1.3%
Alternatives	3%
Prerelease	7.1%
Intensive Supervision	4%
Probation/Parole	-2%

## Mirror

FROM Page 13

from probation and parole in Missoula looking on as Netscape Navigator opened to a Web page and stating that he saw no use for it – until Mike showed him how to check local fishing conditions.

By March 2000, we had increased the number of staff directly connected to the Internet to 324. Today that number is more than 1,150.

In the late 1990s, we could not update or connect to our computers re-

motely, so we spent a lot more time on the road updating computers across the state than we did in our home office.

Today, our computers are patched and monitored, remote support is the norm, and our technicians get text messages of potential problems before they become problems.

Just this morning I received a text message that the OMIS application server was having problems. In less than a minute, I had a text from a technician letting me know he was working on it, and in another five minutes I had a message that it was fixed and OMIS was fully operational.

What a journey it has been these last 12 years.

So, are we there yet?

Happily I can report our journey is not over. In fact, we barely have started! As I move my eyes from the rear-view mirror back to the road ahead, I can hardly wait to get to our next destination.

The direction we take is ours to choose and, like the road behind us, the road ahead contains a few potholes, roadblocks, twists, turns and detours. They may slow us down a bit, but they certainly will not stop this amazing journey we are taking together.



Geary at work in his office

# *Recruiter uses news article to pitch correctional officer jobs*

**By Breeana Laughlin  
For Employment Marketplace  
The Missoulian**

*EDITOR'S NOTE: The following article, based on an interview with DOC Recruiter Charles Geary, was published in the Employment Marketplace section of the July 25 Missoulian. Reprinted with permission.*

Correctional officers are responsible for the oversight of individuals who have been arrested or sentenced to serve time. Beyond that, they play a part in the rehabilitation of offenders to succeed as productive, law-abiding citizens and remain out of prison.

"A lot of people see correctional officers as the keepers of the key and not having responsibilities. That is very untrue," said Charles Geary, recruiter and human resources for the Montana State Department of Corrections.

"It doesn't do us any good to have someone go back into society after just simply being locked up. There is a lot of rehabilitation that goes in to it," he said. "Correctional officers are responsible for making sure that our offenders are treated respectfully and properly."

The Montana Department of Corrections recruits for correctional officers and other positions within the department an average of four times per year, and hires about five to eight positions during each recruitment, Geary said.

Officers typically work at one of Montana's five different correctional facilities. Montana has a men's prison in Deer Lodge, a women's prison in Billings, two youth facilities in Miles City and Boulder, and a youth transition facility in Great Falls.

"Especially with this economy, a lot of people are looking for job security and a career they can build on. There are a lot of opportunities to do that as a correctional officer," Geary said.

The minimum qualifications required to become a correctional officer are a high school diploma or GED. Applicants can't have any felony charges and need to be at least 18 years old. Geary said some form of secondary education, experience working in a correctional facility, or life experience to help them deal with stressful situations can make someone stand out as a candidate.

# Federal disabilities act marks 20th year

By McKenzie Hannan  
DOC ADA Coordinator

What protected class can a person become eligible to join at a moment's notice?

What protected class was still being denied access to public transportation 30 years ago and still sometimes finds access to public places limited?

What group of people can still face discrimination that is not due to the color of their skin, their ethnicity, religious beliefs, income level or social standing.

The answer: individuals with disabilities.

July 26 marked the anniversary of the enactment of a law intended to address the long-simmering issues affecting those people. The Americans with Disabilities Act (ADA) is 20 years old.

The disability rights movement began in the 1970s, inspired by the well-known civil rights and women's rights movements. Efforts to aid the disabled had two major objectives – ensuring civil rights for those with disabilities and promoting an individual's ability to live independently.

Rights for the disabled include guaranteeing accessibility in transportation and architecture, and ensuring equal opportunities in employment, education and housing. Independent living focuses on an individual's right to lead independent life as an adult and an active participant in society, not in an institution.

The ADA did not happen overnight. Events leading to its enactment began a century and a half earlier.

- 1848 – The first residential institution for people with mental retardation is founded in Boston. What followed were hundreds of thousands of developmentally disabled children and adults being institutionalized, many for their entire lives.
- 1883 – The eugenics movement leads to the passage of laws to prevent people with various disabilities from moving to this country, marrying, or having children. In many instances it results in the forced sterilization of disabled people, including children.

***Rights for the disabled include guaranteeing accessibility in transportation and architecture, and ensuring equal opportunities in employment, education and housing.***

- 1912 – A best-selling book, *The Kallikak Family*, is published purporting to link disability with immorality and alleging that both are tied to genetics. It further advances the eugenics movement and creates a climate of hysteria allowing for massive human rights abuses of people with disabilities, including institutionalization and forced sterilization.
- 1927 – The U.S. Supreme Court rules that the forced sterilization of people with disabilities is not a violation of their constitutional rights. By the 1970s, approximately 60,000 disabled people had been sterilized without their consent.
- 1933 – When he becomes president, Franklin Delano Roosevelt is the first seriously physically disabled person ever to be elected as a head of government. However, he continues the “splendid deception” of hiding his disability and only three photographs are known to show FDR in a wheelchair.
- 1945 – President Harry Truman signs Public Law 176, a joint congressional resolution calling for the creation of an annual National Employ the Handicapped Week.
- 1968 – The Architectural Barriers Act is passed,

mandating that federally constructed buildings and facilities be accessible to people with physical disabilities.

- 1970 – Congress passes the Urban Mass Transportation Assistance Act, which makes mass transport facilities and services accessible to the handicapped and the elderly. However, passage of the act has little impact because the law contained no provision for enforcement.
- 1972 – The Center for Independent Living is founded in Berkeley, Calif., and sparks the Independent Living Movement.
- 1972 – Disability activists in Washington, D.C., protest President Nixon's veto of what is now known as the Rehabilitation Act of 1973.
- 1973 – The Rehabilitation Act passes and marks the greatest achievement of the disability rights movements up to that point. The act, for the first time, addresses the issue of discrimination against people with disabilities and prohibited federally

# Recruiter

FROM Page 15

"It can be stressful job and there is some risk associated with it," he said.

"The more mature somebody is and the more experiences they have had will help them deal with the stresses," Geary said.

Communication skills are a must to become a successful correctional officer.

"Communication is key. It is the most important tool correctional officers can have," said Geary.

"You should be able to relate to other people and to put yourself in someone else's shoes to a certain extent," he said. "We are looking for people who can come in and be

excited and energetic about the job, but they have to be good communicators."

The recruiter said there are tests designed to gauge an applicants' communication skills during the recruitment process. The candidate's application, interview and references will also be considered during the hiring process.

Geary said pay is competitive with other positions in Montana, and correctional officers have a good benefits package.

"It's a great position, and there is always the opportunity to take it to the next level, as well as advancing your career within the Department of Corrections," he said.

Those interested in learning more about a career at the Department of Corrections can contact Geary at [cgeary@mt.gov](mailto:cgeary@mt.gov) or by phone at (406) 444-1541

# Act

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funded programs from discriminating against disabled individuals.

- 1975 – The U.S. Supreme Court rules that people cannot be institutionalized against their will in a psychiatric hospital unless they are determined to be a threat to themselves or others.
- 1977 – Disability rights activists demonstrates at the offices of Health, Education and Welfare to force the Carter administration to issue regulations implementing Section 504 of the Rehabilitation Act. The demonstration galvanizes the disability community nationwide and is one of the most widely recognized and publicized protests. The regulations were signed after nearly a month of sit-in protests.
- 1978 – Disability rights activists protests the Denver Regional Transit Authority because the transit system is inaccessible.
- 1982 – The Telecommunications for the Disabled Act

mandates that public phones be accessible to the hearing impaired by Jan. 1, 1985.

- 1984 – The Voting Accessibility for the Elderly and Handicapped Act requires that polling places be accessible and accommodating to the disabled and elderly.
- 1988 – The Fair Housing Amendments Act adds people with disabilities to those groups protected from housing discrimination in the areas of rentals, sales and financing.
- July 26, 1990 – The Americans with Disabilities Act is signed by President George Bush in a ceremony on the White House lawn witnessed by thousands of disability rights activists. The law is the most sweeping disability rights legislation in history, for the first time bringing full legal citizenship to Americans with disabilities. It mandates that local, state and federal governments and programs be accessible, that businesses with more than 15 employees make "reasonable accommodations" for disabled workers, that public accommodations such as restaurants and stores make

"reasonable modifications" to ensure access for disabled members of the public. The act also mandates access in public transportation, communication and other areas of public life.

The ADA continues to evolve and on Sept. 25, 2008, the ADA Amendments Act was passed. The amendments took effect Jan. 1, 2009. The purpose of the amendments was to clarify and reiterate who is covered by the law's civil rights protections.

The Department of Corrections's efforts to keep up with its responsibilities under the act include renovation of facilities to bring them into compliance and designation of a staff member to serve as the ADA coordinator to resolve accommodation requests and complaints of disability discrimination.

Questions can be directed to McKenzie Hannan, ADA coordinator, at 444-2828.

*EDITOR'S NOTE: Information used in the timeline came from the Bancroft Library at the University of California at Berkeley at <http://bancroft.berkeley.edu/collections/drilm/resources/timeline.html#1970>*

# Safety - it's part of your job

**By Armando Oropeza  
Compliance Monitoring Unit  
Supervisor**

SAFETY – we hear and see this word throughout our lives, beginning with being told to look both ways before crossing the street and warnings not to touch the hot burner on the stove.

We also hear a lot about it in the workplace, but what does it mean within the Department of Corrections?

The dictionary defines safety as “the condition of being safe from undergoing or causing hurt, injury, or loss.”

So let's take a journey on what safety means to the employees of DOC. I used the DOC employee list and picked random names to initiate this journey.

What does safety mean to you?

“Safety is being proactive and changing the unwanted behavior before it starts,” says Lisa Malloy, correctional officer in Alpha Unit at Pine

*‘So how does this fit into my professional life? Well, this is who I am and whether it is at home or work, I do the same thing, and safety is one of those things that fits all the time.’*

*-Lisa Hunter*

Hills Youth Correctional Facility in Miles City.

What tools help a correctional officer be safe by being proactive and changing unwanted behavior? Each

officer has a “safety tool box” that contains skills to create a proactive interaction with offenders. Body language, tone of voice and non-threatening positioning are among the tools that aid in de-escalation and a safe interaction.

Safety in a secure facility is paramount, and Dave Garcia, training and staff development specialist at Montana State Prison, offered this advice: “Error on the side of security and safety all the time.”

As summer comes to an end, how many of us already have headed to the mountains or the lake? Did you pack bear spray and count your life jackets? We do so many things to ensure our family's safety before we have fun, but what about work? The effort should continue at the office or the facility where you work.

Lisa Hunter, organizational development manager in the Professional Development Bureau, explained how safety does not end for her at the door of the DOC Training Center.

“So how does this fit into my professional life?” she says. “Well, this is who I am and whether it is at home or work, I do the same thing, and safety is one of those things that fits all the time.”

How many of us have purchased a new car or paid one off recently? Before you back out of your garage, do you take a quick glance to ensure there's path is free of any obstacles?

That attitude also should apply when driving a state vehicle. If you are traveling with more than one person, have them stand in a safe place and guide you out of a parking space. If you're alone, look around behind the vehicle to make sure the path is

clear. A quick check is faster than filling out an accident report that results in higher insurance rates for the department.

When I was 16, I was in a hurry and

I did not look behind my Delta 88 Oldsmobile and ran over my younger sister's bike. If only I had taken a minute to check. We have all been there, so why not start the safe behaviors now?

Tim Hides, a probation and parole officer

from Great Falls, described safety as: “When you always think of the others around you, co-workers and the community.”

Gregg Budd, superintendent at the Treasure State Correctional Training Center, asked his own question about safety: “Why think about safety?”

And here's his answer: “Life can hurt! We cannot prevent every accident from occurring in our life. Catching unsafe conditions and having them fixed lower our risk of getting hurt. Employers benefit by reducing their cost of lost time and recordable injuries. The challenge is to get people everywhere to start making safe choices. No one ever wants to get hurt, yet the hospital emergency rooms seem to be always full of patients waiting for treatment. Our goal is to help everyone remember to be safe at work, home and at play.”

Budd offers this advice on what employees can do:

“Ask yourself over and over. Is this task safe for me to do? If your answer is no, stop! Do not perform the task until you make sure it is safe. If you are not sure about an unsafe condition or task, ask someone who knows how to make the condition





## Employees honored

Community corrections staff recently gathered to honor two longtime state employees working in the Helena probation and parole office. Lori Moore (back row, center), a probation and parole officer, has worked for the state for 30 years. She joined the Department of Corrections in March 2004. Raelene Tuszynski (holding the plaque) is assistant to the regional administrator and has 22 years of service with the state, including 15 in corrections. (Photo by Sally Hilander)

## ASCA awards scholarship to Andi Lambert

Andi Lambert, daughter Montana Correctional Enterprises Administrator Gayle Lambert, is one of only 22 high school graduates nationwide to receive a \$1,000 Susan M. Hunter scholarship from the Association of State Correctional Administrators.

Lambert, who was valedictorian of her Powell County High School class this year, plans to attend Carroll College this fall and major in pre-medicine with a goal of becoming a dentist.

The 18-year-old also received the governor's Serve Montana scholarship for performing more than 400 hours of community service, along with several other community and state scholarships.

Lambert maintained a 4.0 grade-point average through high school, was student body president and lettered in basketball, volleyball and softball for three years.

## Safety

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safe. Get the safety training necessary for the job and equipment you are responsible for running. It may be too late when you are in the hospital to

say I should have learned how to work safely.”

Safety is about preventing injury and illness within the workplace. So, it's also about the department's most valuable asset: the employees.

The safety programs at DOC are designed to remind employees that, by being safe, we all can reduce the amount of money paid out in health

insurance benefits and workers' compensation benefits.

If you are aware of an unsafe workplace practice or condition, or would like to become a safety activist, contact Armando Oropeza or your local safety team member.

In the end, thinking about safety all the time is a full-time job and it's one that I am not about to quit.

# Regional Roundup



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

## Region 1

The winds of change continue to blow through Region 1. An enduring character has left the ranks of Missoula P&P after 26 years with the Department of Corrections. Dave Sonju, an icon in the intensive supervision program (ISP), has left the agency for the greener grass of Utah. His wife took a job with the U.S. Forest Service in Ogden, while Sonju is looking for his next big adventure. He started as an intern in the Bozeman probation and parole office in 1983 and became a correctional treatment specialist at Montana State Prison in 1984. He transferred to the field (Libby) in 1990 and then on to Missoula in 1991, where he enjoyed ISP fame and stature for much of his career here. Staff is encouraged to join us for his retirement party barbecue is Aug. 28 in Missoula. There will surely be plenty of stories.

Marisa Gibbins has decided to move on after 13 years with corrections, and has returned to her home state of Colorado. A great going-away gathering was held in July, with much of the Missoula office in attendance. Both she and Dave will be missed.

Heather Smith was recently promoted to a POII position. Congratulations, Heather! And Missoula has a new intern, Beth Fisher, who started in July.

ISP in Missoula has a new look (with three new officers: Andrea Bethel, Michelle Puerner and Sandra Fairbank) and will be starting a treatment sanction component in the near future.

There have been rumors of several officers potentially leaving posts to follow their dreams of stage glory after taking part in a recent rendition of "Chicago" at a retirement party for longtime Missoula County Deputy Attorney Betty Wing. Landee Holloway, Cathy Dorle, Abby Gruber, Lisa Boyington and Katie Burton played parts in the performance.

## Region 3

Region 3 has settled into a good groove during the past few months, but recently suffered an upset when our teammates

in the Havre office were displaced from their offide due to mold infestations. The Havre crew has done extremely well handling the disruption and all have done the best that it can to continue to assist offenders in maintaining in the community. We are currently working on finding the staff a temporary home until such time as the mold can be remediated or we find a new permanent home should remediation not occur. Please keep the Havre probation and parole officers in your thoughts as they are required to work in very difficult circumstances.

Regional staffers recently celebrated national Probation, Parole and Community Supervision Week with some fun activities and training. The event was marked by Hawaiian days and a contest with fabulous prizes awarded. The Lewistown office took away the prizes for team spirit. The week also featured an all-staff meeting followed by a barbecue and fun shoot at the range. All involved seemed to have a good time.



Lewistown staffers Heather Moore, Bonnie Boettger and Rodney Johnson

## Region 4

Probation, Parole and Community Supervision Week offered all of us an opportunity to honor the commitment and dedication that all officers have in keeping our Montana communities a safer place to live, raise families and enjoy life in the Big Sky Country. The Probation and Parole Bureau manages the lion's share of the overall correctional population in the state, and effective case management techniques and training of its officers have allowed the

# Roundup

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bureau to continue operating one of the most cost-effective strategies and successful ways to rehabilitate and integrate offenders back into society. We in the bureau know that we can't do it alone; it's relationships with community resources and agencies that make a winning combination. One such business has always been a good partner, Alternatives Inc. They have always worked well, not only with the Billings office but also with the community at large.

In commemorating the national week, Dave Armstrong, Jan Beggar and their staff donated resources, time and talent to help celebrate and recognize our officers. Alternatives Inc. provided a barbeque with hamburgers, hotdogs, chicken and everything else a barbeque in the park should have, even dessert. We here in Billings feel pretty blessed to work with such an outstanding organization that has always been good partners with the department and the community it serves.



Billings probation and parole staff take time out from staff picnic and team-building day activities.

This P&P week was filled with recognition for our staff in a variety of ways. P&P clocks, courtesy of Montana Correctional Enterprises, were a big hit. Thanks to Gayle Lambert and her staff at MCE for the nice work they did on the clocks. Other donations came from the Base Camp, HuHot Restaurant, Red Lobster, Dos Machos Restaurant, Tiny's Tavern, Coca-Cola Distributing and Meadow Gold Dairy.

The staff picnic and team-building day at South Park was a big hit. The afternoon was filled with many fun games and team-building activities. The day featured horseshoe tour-

naments; bocce ball, ladder ball and volleyball. The day ended with a team softball game. Home runs were hit by everyone, well, more in the abstract way, only a few people hit real "over the fence" kind of home runs. Later in the week, we had a baby picture contest, drawings for prizes donated by local businesses, support staff and the local management team. The day was topped off by root beer floats for everyone.

The region has a new officer, courtesy of the Havre office. Russ Oswald is a three-year veteran of probation and parole, and is fitting in nicely. Russ is a qualified firearms instructor and his skills in this area will be put to good use.

There have been a few work re-assignments in the Billings office. Officer Michelle Feeback has taken over the specialized sex offender caseload. Michelle has been busy spending time with the previous specialist, meeting with providers as well as participating in on-line training to prepare for her transition, and will continue with more specialized training in the near future. Megan Schaack is the newest addition to the ISP team and brings with her a strong and thorough work ethic along with a positive spirit and attitude. The employee of the quarter is Valerie McNeil, support staff. Valerie has been doing an outstanding job while one of her co-workers has been out due to medical reasons. She is always willing to do what is asked, is able to communicate and prioritize her responsibilities. She has a great attitude and all of us benefit from her optimism and joy.

## Region 5

As part of community field work, probation and parole officers are tasked with performing compliance checks at the residences of offenders. These are done to see how an offender lives, and whether or not they are following the conditions of probation. When Kalispell Officers David Dowell and Lee Olson went to felony DUI offender's house in Columbia Falls recently, they never expected to find themselves in the middle of a medical emergency.



Olson

Dowell's offender had recently been arrested for alcohol use. The offender was released from jail, and Dowell was in Columbia Falls to check on the offender's compliance. He simply planned on giving the offender a portable breath test and to determine whether the man had been driving. Dowell knocked on the door of the

## ADMINISTRATOR'S CORNER



### **Gayle Lambert Administrator Montana Correctional Enterprises**

Montana Correctional Enterprises creates many products – from custom oak office desks and beef cattle to milk and meals by the thousands. But we believe our most important products are the inmates we release back to their communities.

Yes, the “merchandise” we generate is critical to our self-supporting programs. But working with offenders who come to prison for a variety of reasons, teaching them skills, watching their eyes light up with pride in a job well done, and seeing them leave prison with their heads held high and able to become productive members of society is the truly rewarding part of what we do for a living.

We are like farmers working with seeds to ensure that, once planted, they get the right amount of nutrients (education and skills training), fertilizer (treatment and other types of programming), sunshine (interaction with positive role models) and care so that when they are “harvested” at the appropriate time that they are ready to leave.

I believe we understand cultivating a product because of the deep roots we have in the agricultural industry. We understand the role the industry has played in prison work programs.

The MCE Ranch, which is often known as the Montana State Prison Ranch, dates to the early 1950s when W.J. and Eileen Foxley deeded their ranch to the State of Montana to be used as an inmate-training program.

Like most ranches in western Montana, the ranch raised beef cattle, but initially was unable to produce adequate quantities of hay to feed the herd.

The ranch was receiving an annual appropriation from the state’s general fund to supplement money raised from the sale of beef cattle, hogs, milk, turkeys and chickens. The Legislature was concerned with the amount of the appropriation spent to support the ranch and the lack of sufficient, offsetting contributions from product sales. In 1980, Gov. Thomas Judge appointed an advisory committee made up of legislators, ranchers and dairymen to look at ways to turn the operation around.

From a cash-flow standpoint, poor crop production pulled the ranch down. The operation had limited irrigation, no cropping plans, and fertilizer was unknown. The result was that the fields never had high or quality yields of hay, barley and oats.

*One man stood strong in the decision to keep the ranch going ... He supported the valuable training program it represented for inmates and the valuable asset it was to the state.*

CORNER

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Income was limited and cash flow was negative. Talk of selling the ranch began in Helena during the 1983 legislative session. But the advisory committee could see that the ranch had great potential.

One man stood strong in the decision to keep the ranch going. He believed that it could make a profit. He supported the training program it represented for inmates and the valuable asset it was to the state. The man was the late Rep. Francis Bardanouve, a



Branding time at the MCE Ranch

farmer from Harlem and one of Montana's longest-serving and most-respected lawmakers.

The advisory committee and new management believed that the only way to reverse the red ink was to better utilize the ranch's soil, water and

manpower. More efficient irrigation was needed.

Through the commitment of the advisory committee under Bardanouve and his leadership in the Legislature, the ranch received a \$93,000 loan from the general fund in 1983 to finance the first of a series of irrigation systems.

Many believed that the loan would never be repaid and the property would have to be sold. But the loan was paid back early to the state treasury, and additional irrigation systems followed. These improvements in water use provided the crops necessary to start the ranch down the road to self-sufficiency.

Through the years, irrigation has become more efficient, moving from flood irrigation to hand lines. Installation of two pivot systems came later to preserve water and allow higher output.

The ranch implemented extensive land and forest management plans to address noxious weeds, fertilizer, fencing, crop rotation and maintaining a healthy forest. The beef cattle operation developed into a reputable Angus herd. The dairy acquired the MSU-Bozeman dairy herd in 1984 with the closure of the dairy experiment station there, improving genetics and increasing production to become one of the top producing herds in the Northwest.

Programs that could not support themselves were scaled back or closed, and other programs were added that management believed could enhance training opportunities.

Twenty-seven years after that important 1983 legislative session, the MCE Ranch not only supports itself, but also helps support other inmate training programs that fall under the MCE umbrella. Inmates can learn many skills commonly seen in such a large agricultural program, but they also have the opportunity to

*Being good stewards of the land, maintaining a valuable asset to the state of Montana, and working with offenders who desire to learn, work hard and become productive members of society – that is the core of the MCE agriculture program.*

learn such non-traditional skills as high-hazard reservoir management, certified dairy lab technician duties and forest management.

Improvements in the agricultural program were achieved using the skills and manpower of the inmate work force. Because of the hard work and commitment of 18 employees and more than 100 inmates on any given day, the MCE agricultural program supports operations in beef and dairy cattle, lumber processing, small-scale sawmill, milk processing, wildland fire crew, crop production, equipment maintenance services, community workers and office clerks. In addition to these operations, the agriculture program also helps to support the motor vehicle maintenance program and various other MCE operations that train inmates for successful transition.

Being good stewards of the land, maintaining a valuable asset to the state of Montana and working with offenders who desire to learn, work hard and become productive members of society – that is the core of the MCE agriculture program.

Because the Foxleys had a vision in 1953 and the Legislature believed in a wise Harlem farmer 30 years later, the Department of Corrections and MCE continues to cultivate a valuable final product for the benefit of all Montanans.

# Health and Wellness



by April Grady

The “dog days of summer” are here. The term refers to the period between early July and early September when the hot sultry weather of summer usually occurs in the northern hemisphere. The name comes from the ancient belief that Sirius, also called the Dog Star, was somehow responsible for the hot weather.



**Quarterly Quote:** “The air is perfectly quiescent and all is stillness, as if Nature, after her exertions during the summer, were now at rest.” – Writer John Bradbury, 1817

**Eco-Tip:** Fall, complete with falling leaves, is not that far away, and it’s never too soon to think

about what to do when those leaves drop. Don’t go out and buy a lot of trash bags for carting leaves to the curb. Recycle them the way nature does, by turning them into an invaluable soil builder. Leaf mold greatly improves the structure and water-holding capacity of soil. It also creates the perfect conditions for the community of beneficial organisms that dwell in your soil, and it’s great in potting mix. For more information on how to make your own leaf mold go to

<http://www.organicgardening.com/feature/0,7518,s1-3-79-1273,00.html>.

**Exercise:** Kick It Through the Wicket (familyfun.go.com) Enjoy the final warm days of summer with your family by playing this silly, supersize version of croquet. What You Need:

- Pliers
- 9 wire clothes hangers
- Colored tape
- Scissors
- Card stock
- Marker
- 1 playground or soccer ball per player

Instructions:

1. Setting up: Use pliers to untwist the hangers, then bend each into a square wicket big enough for the

balls to fit through. Cover the wire with colored tape. Cut circles from card stock, use a marker to number them 1 through 9, then tape them to the wickets. Set up the wickets in the formation of your choice, spacing them at least 6 feet apart.

2. Playing the game: Each player gets 1 kick per turn, trying to send his ball through the wickets in order. When he gets it through a wicket or if he hits another ball, he gets a bonus kick. The first player to get his ball through all 9 wickets wins.

## Recipes:

### Dog Days of Summer stew ([diabetesselfmanagement.com](http://diabetesselfmanagement.com))

Preparation time: 15 minutes

Cooking time: 50 minutes

- 6 new red potatoes (about 3/4 pound)
- 2 tablespoons olive oil
- 2 cloves garlic, minced
- 2 medium onions, chopped
- 1/2 teaspoon chili powder
- 1 teaspoon cumin
- 1 teaspoon thyme
- 1 teaspoon basil
- 1 teaspoon oregano
- 1 small eggplant, chopped into bite-size chunks
- 3 medium tomatoes, chopped
- 2 green bell peppers, sliced into strips
- 1/2 pound green beans, trimmed and cut into bite-size pieces
- 2 yellow squash, sliced
- 4 tablespoons tomato paste
- 2 cups corn
- 2 teaspoons caraway seeds
- 1/2 teaspoon black pepper

In a medium saucepan, boil unpeeled potatoes in water until tender, about 15 minutes. Drain and set aside. In a large soup pot or kettle, heat oil over medium-high heat. Add garlic and sauté 1 minute. Add onions, chili powder, cumin, thyme, basil, and oregano. Stir. Add eggplant and tomatoes; simmer 10 minutes. Add pepper strips and green beans; simmer 10 minutes. Cut potatoes into bite-size

# Wellness

FROM Page 24

pieces and add to pot. Add squash, tomato paste, corn, caraway seeds, and pepper. Stir well and cook over low heat 10 to 15 minutes longer until vegetables are tender but not mushy. Serve hot.

Yield: about 12 cups

Serving size: 1 cup

## Nutrition Facts

Per Serving:

Calories: 105

Carbohydrate: 20 g

Protein: 3 g

Fat: 3 g

Saturated fat: <1 g

Sodium: 25 mg

Fiber: 4 g

## Summer Turkey Burger With Sweet Corn Mayo:

([huggingthecoast.com](http://huggingthecoast.com))

### Ingredients for the Burgers:

1 cup shelled walnuts pieces  
2 lbs ground turkey  
1 tsp salt  
1 tsp ground black pepper  
1 cup dried cherries or dried cranberries  
2 Tbsp minced fresh sage leaves  
4 oz yellow or white cheddar, cut into small cubes  
6 - burger-sized Potato Rolls

### Ingredients for the Sweet Corn Mayo:

1/2 cup mayonnaise  
1/4 cup sweet corn kernels (drained)  
1 tsp - sweet red pepper relish

### PREPARATION:

Lightly toast the walnuts in a dry skillet over medium heat, stirring, until fragrant (about 3 - 5 minutes.) Let cool briefly.

Pour the walnuts into a large mixing bowl and add the ground turkey, salt & pepper, cherries, sage, and cheddar. Mix gently, but thoroughly, and form into 6 patties. Refrigerate the patties for at least 10 minutes.

In a small bowl, combine the mayo and the corn. Mash the kernels with a fork (don't be too thorough; you want there to be some randomness to the texture.) Cover and refrigerate until ready to serve.

Grill or fry the burgers over medium-high heat, turning once, until cooked through. Serve on lightly toasted potato rolls with a dollop of Sweet Corn Mayo.

Serves 6.

# Roundup

FROM Page 21

house and no one answered. On previous occasions, the man had promptly opened the door for Dowell, so the officer's training and experience led him to believe something was amiss. Dowell opened the door and called out the man's name. He did not hear a response, but could hear what sounded like a person in distress. Dowell entered the residence and continued to call out the man's name. Dowell found the him lying on his back, with foam coming from his mouth. Dowell knew the man was a diabetic and suspected a diabetic seizure. Immediately, Dow-



Dowell

ell called 911 and then placed the Offender in the recovery position and held him there until medical help arrived. As the man was placed in the ambulance, one of the crew told Dowell that if he had not found the man when he did, the man more than likely would have died. This was all in a day's work for these officers. You never know what you are going to run into on a visit to offenders' homes.

## Region 6

Office staff were privileged and honored to witness the marriage of Probation and Parole Officer Darrell Vanderhoef and Jessica Doolin in June. Also attending were their children and the new Bulldog, Daisy. After the civil ceremony, a 'reception' was held at the office with lunch and wedding cake. We wish them many years of happiness together. Darrell will be deploying with his National Guard Unit this fall. He will serve up 400 days in Iraq/Afghanistan. He will certainly be missed in the region and we are anxious to have him return safely. Remember to support our troops. They are our family, friends and co-workers.

# MSP, MCE name employees of quarter

Montana State Prison and Montana Correctional Enterprises have announced their employees of the quarter for the three-month period starting in July.

Correctional Officer Jeannie Hall is employee of the quarter for security.

In May, Hall successfully stopped the introduction of drugs in to the prison while monitoring visitors and inmates in the high-side visiting area. Hall noticed a visitor acting strangely. She allowed the woman to use the restroom and confronted her upon exiting. A search found the woman had concealed in her mouth a powerful narcotic that was to be passed to an inmate.

Hall is not only very professional and security-minded, but also is extremely consistent in her duties day to day as the high-side visiting officer. She continually strives to maintain the safety of inmates, visitors and all staff while on duty.

The maintenance team is employee of the quarter for support. Team members are David Gazzara, David Cozby, Marvin Monger, Dan Johnston, Joe Weber, Michael McCaughey, John McNeal, Joe Pennington, Larry Zachary, Don Ackerman, Shane Morse, Don Roberts, Mark Knuchel, Tom Goddard, Steve Packer, Kenny Smith, Steve Funston, Dan Calcaterra, Dan Hunter, Ray Derenburger, David Byers and Dusty Skocilich.

This award recognizes the team's work on the Rothe Hall/E-Unit demolition project. It met the deadline for completing the dismantling of the interior of the building in preparation for renovation into a visiting facility.

## DOC gets reduction in work comp premium

Efforts by the Montana Department of Corrections to reduce workers compensation insurance claims for on-the-job injuries have paid off.

The Montana State Fund recently notified corrections officials that the department's premium for the new fiscal year beginning July 1 will decrease \$473,000, from last year's level of \$2.4 million.

The department will receive a portion of that savings (\$120,000) for use in funding safety or safety training projects within the agency. The DOC Safety Committee is working on a plan for spending the money in ways that will lead to further reductions in the agency's workers compensation costs.

The DOC management team will receive quarterly reports on how the money is being spent.

The effort took the cooperation of the entire maintenance staff as it re-arranged work priorities that include daily preventative maintenance and other routine tasks.

Staff Sgt. Sam Jovanovich is employee of the quarter for management. He was in the command post during an inmate disturbance inside the high-side compound in January. The incident resulted in a lockdown of the prison and implementation of emergency operations.

During this stressful and dangerous time, Jovanovich's tactical and technical proficiency, as well as his level-headed and professional response, was an inspiration. His willingness to do whatever was needed and his knowledge of operations was critical.

To receive this honor, an employee must meet specific criteria and be reviewed by a selection committee. Each honoree receives a plaque, a certificate of appreciation, a special parking space during the quarter, a photograph posted in the lobby area of the administration building. They also are eligible for the employee of the year award.

## *Mail handling subject of training at MSP*

Montana State Prison staff received specialized training from U.S. Postal Inspector Marcel Korvela in July on handling of suspicious mail.

Because of a suspicious envelope found on the third floor reception area of the state Department of Labor and Industry office building in Helena on March 9, Security Maj. Tom Wood and Mailroom Supervisor Denise De-Yott conducted a review of MSP's mailroom security procedures.

Questionable mail is divided into two categories: suspicious mail or packages and dangerous mail or packages. The training addressed the process of identifying suspicious or dangerous mail items, screening and classification of unknown powders and liquids, identification of parcels with biological or chemical contents, and the equipment used for testing.

Prison staff heard recommendations for mailrooms, including taking extra precautions when handling mail, developing an emergency response plan to secure an area and screen suspicious mail, conducting a threat assessment, and developing an emergency response plan.

With this information, the prison will develop new - or revise - existing mailroom procedures, and create a confidential emergency response plan and checklists for dealing with a suspicious mail incident.

# The Training Times



Teach  
LEARN

## Bureau gets a name change

By Curt Swenson  
Professional Development Bureau Chief

In January, our bureau held its biannual planning meeting. During the meeting, I had to leave unexpectedly one afternoon and asked the staff to continue to plan without me. We were in the middle of a great conversation about how to improve our services, so I told my staff members they had the authority to make any necessary changes they saw fit.



Swenson

Much to my surprise, when I returned the following day, my staff had completely reorganized how we do business. What was even better is that the work they did made perfect sense. It was the solution to many of our issues that I hadn't considered in the past.

The bureau's new organization chart on page 28 reflects the changes made by the staff. Instead of focusing on who trains what type of courses, our bureau is now customer-oriented, focusing on the divisions we serve, with each division having its own

training specialist assigned to it.

Our staff also renamed the bureau. Although we have long been called the Training Bureau, the staff aptly pointed out that with the team building, mapping, planning, mentoring and conflict resolution we do on a continual basis, we're much more than just about training. We are really more of a development group for the entire department. Therefore, we are now the Professional Development Bureau.

In April, we received approval from the management team to move forward with the reorganization and we've now begun to change the way we do business. So far, the changes have yielded some great results and better customer service for our staff.

So the next time you think about leaving a meeting, be careful. You might be surprised. You just might learn something!

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# NIC offers free online course for supervisors

The National Institute of Corrections is offering a free, online leadership training course for correctional employees in supervisory positions.

The training will occur over three days – Aug. 26, Sept. 7 and Sept. 28 – and require a commitment of 12½ hours that include six hours of independent study.

The course, called “Unleash Your Leadership Competency Potential for Supervisors,” was developed with the help of Curt Swenson, chief of the Montana Department of Corrections’ Professional Development Bureau. Lisa Hunter, the bureau’s organization development manager, will help facilitate the training.

Applicants eligible for the training usually have job titles such as probation and parole supervisor, community corrections manager, lieutenant or sergeant in secure facilities, or any other supervisory position in a correctional setting.

Participants will be exposed to a full range of leadership and supervisory skills that will enable them to effectively lead staff in achieving the agency’s mandated mission, while moving toward a desired future.

The training will provide the employee with a blueprint of their leadership competency potential, including a self-assessment/self-awareness profile, learning interventions and action-planning steps for their development in at least one leadership competency or skill area.

Participants must commit to participation in all three online sessions and completion of required work before and between the sessions.

Interested staff can apply online at the NIC Website: <http://NIC.learn.com>. Find the “virtual instructor-led training program” link by clicking on the “Training Catalog” link. The application deadline is Aug. 15.

## Training Schedule

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

AUGUST	TIME	COURSE TITLE	SITE LOCATION	HOURS
17	6am-10am	First Aid Re-Certification	MSP - Large Classroom	4
17	10am-2pm	First Aid Re-Certification	MSP - Large Classroom	4
17	10am-3pm	Defensive Driving	DOCTC - Large Classroom	4
19	8am-12pm	First Aid Re-Certification	MSP - Large Classroom	4
19	12pm-pm	First Aid Re-Certification	MSP - Large Classroom	4
<b>SEPTEMBER</b>				
1	8am-4pm	Defensive Tactics	DOC Training Center - Deer Lodge	7
7	8am-10am	Disciplinary Training	MSP - Small Classroom	2
7	2pm-4pm	Disciplinary Training	MSP - Small Classroom	2
8	8am-10am	Disciplinary Training	MSP - Small Classroom	2
8	2pm-4pm	Disciplinary Training	MSP - Small Classroom	2
9	8am-10am	Disciplinary Training	MSP - Small Classroom	2
9	2pm-4pm	Disciplinary Training	MSP - Small Classroom	2
10	8am-10am	Disciplinary Training	MSP - Small Classroom	2
10	2pm-4pm	Disciplinary Training	MSP - Small Classroom	2
28	8am-4pm	Defensive Tactics	DOC Training Center - Deer Lodge	7
<b>OCTOBER</b>				
12	6am-2pm	Ground Avoidance/Ground Escape (GAGE)	DOC Training Center - Deer Lodge	6
<b>NOVEMBER</b>				
5	6am-2pm	Spontaneous Knife Defense	DOC Training Center - Deer Lodge	6

## Comings

These lists of new and departing employees are for the period from May 22 through Aug. 9. If you notice errors or omissions, please call the *Signpost* editor at [banez@mt.gov](mailto:banez@mt.gov).

### Central Office

Ryan Johns

### Montana State Prison

Andrew Badgero  
Beau Baltezar  
Evelyn Johnson  
Gary Noll  
Amador Solis  
Spencer Stump  
Anthony Woods

### Montana Women's Prison

Walter Berger

Michael O'Keefe

### Pine Hills

Megan Cain  
Sean Flotkoetter  
Christopher Hale  
Jennifer Kocher  
Rick Nees  
Meghan Okelund  
Eric Rentschler  
Robert Sandeferr

Jacob Sparks  
Kathy Strub  
Edward Tharp

### Probation & Parole

Gerald Finley, Livingston  
Cheryl Pewitt

### Riverside

Tracy Caudill

## Goings

Denise Anderson-R  
Richard Atteberry  
Candace Baker  
Randy Beaudry  
Golda Beaupre  
Yvonne Becker  
William Bradley-R  
George Bryce-R  
Charles Clawson  
Jevan Cole  
Walter Cuchine-R

Rose Doiron  
James Duddy  
Katrina Emerson  
Elisabeth Fandrich  
Garrett Fawaz  
Earl Fode  
Kathryn Forden  
Rebecca Gallagher  
Marisa Gibbins  
Cynthia Heaton  
Jeffrey Hiltz

William Hitchins-R  
Curtis Holum  
Tanya Jones  
Deloras Kallas  
Shirley Kapitzke-R  
Monty Lambert  
Alma McDermott  
Amanda Millan  
Amanda Morley  
Judy Nelsen-R  
Noreen Parish

Toby Rathbun  
Chad Salle  
Alex Shriock  
Dave Sonju-R  
Raymond Taylor-R  
John Uden  
Joseph Waller  
Kenneth Ward  
William Wind-R

R=retired

## MCA training conference Aug. 18-19 at Fairmont

The Montana Correctional Association annual conference is scheduled for Aug. 18-19, with ethics, gambling addictions and e-learning among the subjects of training sessions at the Fairmont event.

The conference kicks off at 9:30 a.m. on Wednesday, Aug. 18, and wraps up the following day with an MCA general session member meeting at 3:30 p.m.

Neal Trautman, executive director of the National Institute of Ethics, will address ethics, and Tom Oberweiser, eastern district supervisor for the Montana Department of Justice Gambling Control Division, will deal with the issue of gambling addiction.

Richard Dague, who has more than 18 years of law enforcement, security and training experience, will provide instruction on Simunition, which is ammunition specifically designed for use on law enforcement weapons training. Kimberly Worthy, an e-Learning designer who is leading the way for web-based training, and Ted Ward, a professional development specialist for distance education and information technology in the Department of Corrections, will team up for the e-learning session.

Lisa Hunter, the department's organization development manager in the Professional Development Bureau, and Rae Forseth, a DOC professional development specialist, will

provide instruction on the True Colors personality identification model. True Colors distills the elaborate concepts of personality theory into a user-friendly, practical tool used to foster healthy productive relationships.

Dr. Jeffery Fife, a Helena chiropractor in Helena, will assist people who are seeking relief from back pain and other ailments. He believes that he can uncover the underlying cause of certain health problems, suggest a care plan to produce the fastest results possible and offer ways patients can participate in their recovery.

<http://mca-us.com/>

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