Montana Department of Corrections

Correctional Signpost

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Community
Institutions
Public Safety
Public Trust

MCE and FWP team up for special elk hunt on Prison Ranch

by Ray Vinkey, Wildlife Biologist, Montana Fish, Wildlife & Parks
and Judy Beck, Director of Communications, Department of Corrections

Every Sunday and Wednesday morning throughout big game season, Montana Correctional Enterprises staff members escorted two hunters to hunt antlerless elk on the prison ranch. Each morning hunt included a hunter under the age of 16 and an adult with an elk B license. The lucky hunters drew the opportunity to hunt on the prison ranch by lottery drawing at the Deer Lodge Community Center in October. In total, 11 youth hunters and 11 adults were selected to participate in this unique opportunity.

Montana Fish, Wildlife & Parks and Montana Correctional Enterprises teamed up to manage the elk herd that typically stays in the archery-only area of the prison ranch throughout big game season. The herd of several hundred elk has created problems for neighboring ranchers and has been difficult to manage given the necessity of controlling firearms use on the ranch. FWP wildlife managers aimed to thin the herd and hoped that allowing a few individuals to hunt with rifles in the archery-only area would push the elk from this area onto adjacent lands where other hunters could fill their licenses.

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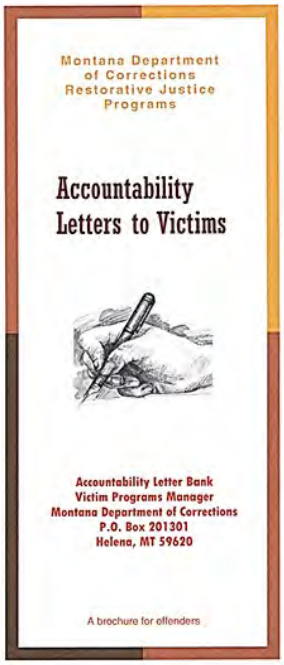
Ashton Blubaugh was one of the youth hunters who drew an antlerless elk tag on the prison ranch.

New brochure for offenders invites apologies to victims

by Sally Hilander, Victim Programs Manager

A new brochure in the victim program manager's office encourages offenders to write "accountability letters" to those whom they harmed – a voluntary gesture that may lessen victims' fear and help them move forward with the healing process.

The brochure is one of several that describe DOC victim programs, but it is the first designed for distribution to inmates, parolees and probationers.



A letter in which an offender apologizes, accepts responsibility and shows sincere remorse can reassure the victim that the offender will not seek revenge upon release. A victim may live in terror forever because the perpetrator made a menacing remark during the crime or in court. The offender may have completely changed through treatment and programming, but the victim has no way of knowing this.

An offender who wants to apologize to a victim may use guidelines in the new brochure to decide what to write. Offenders are encouraged to submit their letters to a chaplain, supervising officer or victim services staff for review. The program goal is for offenders to write genuine letters from the heart but for staff to check for victim blaming or threats. The brochure guidelines discourage forgiveness requests because they can obligate victims to meet the offenders' needs.

The brochure stresses that offenders must never mail letters directly to their victims because such an action can cause tremendous distress and violate no-contact orders. Instead, the victim programs manager receives the letters from staff or directly from offenders, and then attempts to notify the victims.

Victims decide whether or not to receive the letters from the victim programs manager. Most want to see what the offenders wrote. Unwanted letters remain in a confidential letter bank in case a victim changes his or her mind months, even years, later.

Even if a victim refuses a letter, the offender can benefit from writing it. Most treatment professionals agree the exercise of writing accountability letters to victims helps offenders develop empathy and identify thinking errors such as denial and blame.

The *Accountability Letters to Victims* brochure is available in quantity from victim programs manager Sally Hilander at (406) 444-7461; shilander@mt.gov or in a printable format at www.cor.mt.gov/Victims/offenderletter.mcpx.

Other program brochures available on this website or from Hilander include:

- *Victim Information & Notification Everyday (VINE)*
- *Victim-Offender Dialogue*
- *Victim Impact Panels*
- *Offender Accountability Letters*, a brochure for victims.

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MSP Security Employee of the Quarter

Warden Kirkegard presents the award for Employee of the Quarter in Security to Correctional Officer Bruno Kraus. *See related article on page 3.*

New American Indian liaison brings extensive experience in corrections

by Harlan Trombley, American Indian Liaison

Since beginning my new position on Nov. 4, I've begun to establish positive working relationships with all tribal councils, the State-Tribal Relations Interim Legislative Committee, the Indian Caucus and all of the Urban Indian Centers throughout Montana. Over the past few weeks, I have also toured several corrections facilities and programs including Montana State Prison and Montana Women's Prison, MASC, START, WATCh West, Treasure State Correctional Training Center, and the prerelease centers in Billings, Butte and Helena.

I am excited about my new role with corrections and am setting up regular meetings with offenders and staff throughout Montana. Several facilities are setting up sign-up sheets so offenders have an opportunity to bring their issues to the table.

I am also:

- working with MSP to identify potential mentors representing each reservation to speak to the American Indian offenders who participate in the prison's sweat lodge.
- completing a lesson plan for the American Indian cultural awareness training to be presented to DOC staff and others.
- communicating with offender family members who have questions or concerns about their incarcerated family member and facility staff in an effort to resolve problems. Many questions stem from a lack of understanding of the criminal justice system, something I hope to remedy.

I look forward to learning more about our corrections facilities and meeting with DOC staff throughout the state.

Biography

Trombley is a member of the Blackfeet Nation who has worked in the criminal justice field for 17 years. He began his career as a police officer with Blackfeet Law Enforcement Services in Browning.

Since Dec. 2002, Trombley has worked for the Cascade County Adult Detention Center, first as a detention officer and then, through a series of promotions, as a case manager, unit manager and supervisor.

Trombley graduated from Browning High School and has an associate degree from the Blackfeet Community College and a bachelor's degree in criminal justice from the University of Great Falls.

MSP Employees of the Quarter, *continued from page 2*

Security: Correctional Officer **Bruno Kraus**, who has been assigned to High Side Unit I for two days a week for multiple years. Kraus was acknowledged for his work ethic, professionalism, and making HSUI a safer place to work for all staff.

Support: Ken Cozby, who is fair, firm and consistent in his position as hearings officer.

Management: Associate warden **Tom Wood** whose efforts to make a staff fitness area more accessible have encouraged staff to be healthier.

From the Director

As someone who has worked in the criminal justice field for 30 years, I've sat through my share of IT briefings and I have to admit that, based on past experience and my limited understanding of technology, I don't typically walk into those meetings expecting them to be exciting. But the Department of Corrections IT team has just changed that.

Last month, Deputy Director Loraine Wodnik and I spent an hour with the four system architects who are leading the effort to develop a new version of the department's offender management information system – OMIS 3.0. It was the best briefing I've ever had on an IT project. I have never seen an IT team as tuned in to what an agency needs as the staff here at corrections.

In the existing OMIS system, we enter data after an event has occurred. The current system does not have the flexibility to collect data any other way and has limited the ability to implement functionality staff have requested. Team lead Jason Nelson and software architects Kelly Churchill, Ryan Johns and Stephen Abson are redesigning OMIS from the ground up to create a task-oriented system that uses what the IT staff refer to as "scheduled events, workflow and configurable caseloads."

But it wasn't just their enthusiasm for keeping pace with the latest technology that was contagious. What struck me most was the energy and creativity they brought to the project. IT division administrator John Daugherty recognizes the tremendous talent of all the staff in the application development bureau and has given that team the design authority and flexibility to create an outstanding new information system. *(See page 5 for related article on OMIS 3.0.)*

Few people recognize just how unique the work done in the basement at 5 South Last Chance Gulch is. In 2002, when the Montana Department of Corrections was unable to obtain funding to procure a new offender management system, John Daugherty teamed up with his counterparts in Idaho and Utah to see if they could find a way to share the applications each was developing.

That conversation led to creation of the National Consortium for Offender Management Systems, which John now chairs, and to the only shared source code of this type in the nation. The consortium now includes six states that have some form of the system in production – Montana, Idaho, Utah, Alaska, Missouri and New Mexico. While the other states use contracted development expertise, the Montana Department of Corrections is fortunate to have an in-house team capable of both designing and implementing its system. Alaska and Idaho are very enthusiastic about the work we are doing and have expressed interest in adopting the new version we are creating in Montana.

Ultimately, John and his IT staff would like to see the OMIS 3.0 system made available for use by county jails. In addition to meeting the counties' need for a new offender management system, this would potentially allow the state and county systems to be connected, so that information entered into either system could be shared easily and efficiently.

Dynamic work groups have a tremendously positive impact on the department and the excellence of the services we provide.

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From the Director...continued

I see the same enthusiasm at work in other areas throughout the department as well – in the attitudes of freshly graduated probation and parole officers, in the efforts of the diverse team working to strengthen our reentry efforts, and in the outstanding response of the mental health staff at the Montana State Prison and Women's Prison to the extensive requests for information from a legislative interim committee.

I'm looking forward to future IT briefings and to seeing what a great team of talented Department of Corrections employees can do.

OMIS 3.0

by John Daugherty, Administrator
Information Technology Division

The new version of OMIS will be designed to eliminate the need to retype information multiple times, increasing staff efficiency. The department uses nearly 400 forms that staff fill out, after which they frequently have to enter exactly the same information into OMIS. In the new model, forms will be created in OMIS. If the data exists in the system, it will automatically be included on the form and any new information added to the form will update the data in OMIS and potentially launch other events.

Staff currently maintain their schedules, offender schedules, appointments, and task lists using Outlook or Excel, or by moving stacks of paperwork from desk to desk. The ability to create and maintain configurable caseloads and task lists will allow staff to maintain an up-to-date list of tasks that can be viewed by and shared with their coworkers, and assigned to others, allowing for better and more accurate measurement of workload.

The initial release will contain configurable caseloads, scheduling of health care requests, and the functionality required to begin automating the forms. The presentence investigation (PSI) is the first form targeted for implementation.

See related article on page 24

facebook is *not* your friend

by Kimberly McIntyre
Information Security Officer, ITD

Every time you open up a news site, you likely see at least one article about a company being hacked or a celebrity's account being exploited. By now, you've heard of sites like PleaseRobMe.com. (If you haven't, please look it up. It is very educational.) You are already using strong, unique passwords and even changing them on a semi-regular basis, right?

One of our developers recently had a Facebook experience that didn't rely on the user (his wife, Amanda) making any mistakes – it relied on other people trusting that an account with her name, pictures and general data was actually hers. It wasn't.

Enterprising individuals took advantage of Amanda's lax security settings and were able to copy her profile picture and general account information and send out friend requests to people who were listed as her friends. As people accepted the requests, Fake Amanda engaged them in confidence-gaining small talk and then told them about an incredible deal she had stumbled upon.

"Have you heard about this drawing? I totally won an iPad mini OH MY GOSH ITS SO SHINY AND AWESOME!" A link directed her friends to a page to register with their names, addresses and credit or debit card numbers. A few trusting individuals signed up for the 'awesome' deal and ended up needing to cancel their credit cards before the biggest shopping season of the year.

Chances are high that this exploit is an almost fully automated tool that someone has written and used millions of times with minimal effort. Continue to be careful with your passwords and accounts, but please remember to also be careful with what you trust and where you give out your personal information.

Treasure State cuts, splits and delivers 200 cords of firewood

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

For four months over the summer and fall, Treasure State Correctional Training Center trainees used two-man crosscut saws, wedges and mauls to cut and split a mountain of logs. As a result of their efforts, on November 1 TSCTC distributed approximately 200 face cords of free firewood to seniors, individuals with disabilities and shut-ins in Powell County.

On delivery day, dump trucks from Montana State Prison, the City of Deer Lodge, Powell County and Sun Mountain Lumber were at TSCTC at 8:00 a.m. to start hauling the split wood to the Blue Ribbon Pavilion parking lot at the Powell County fairgrounds. The last load was dropped off by 11:30 a.m.

An hour later, the distribution phase began. Five pairs of trainees each loaded two rows of trucks at a time. By 4:00 that evening, approximately 98 households had received wood, some getting two or three truckloads to help them through the winter.

Volunteers with three pickup trucks also loaded and delivered wood to seven homes for those who couldn't come to the fairgrounds themselves. Since the number of shut-ins was down a little from last year, they were able to get two loads each.

TSCTC trainees and staff are very proud of the hard work and community service this project involves. It would not be such a success without the support of volunteers and the following:

- Sherm Anderson and Sun Mountain Logging of Deer Lodge, who donated the wood
- TSCTC, Montana State Prison, Montana Correctional Enterprises and other corrections staff
- Mayor MaryAnn Fraley and the City of Deer Lodge
- Powell County
- the Boomerang Bakery
- the Silver State Post and other media who provided coverage of the event

....The TSCTC firewood crew looks forward to seeing everyone again next year.

MCE and FWP special elk hunt on Prison Ranch

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The opportunity for an escorted elk hunt on the prison ranch was initiated by Wagner, working in cooperation with FWP Region 2 Access Management Coordinator Bart Morris. The project is a great example of how agencies can cooperate to manage resources that Montana's citizens value.

Agriculture director Ross Wagner and other MCE staff assisted with the hunts, which resulted in 19 of the 22 licenses being filled (18 cows and one calf elk harvested). "It was a success," said Wagner. "It's a good feeling to get youth involved in hunting and we will look at doing it again next year."

Randy Graham and his son Aaron after their successful hunt on the prison ranch.

Ray Vinkey, FWP wildlife biologist, noted that 86 percent was an excellent success rate and that at least six of the hunters took their first elk. "In 2012, 18 percent of the hunters with an elk B license in HD 212 took an antlerless elk – if 19 of 22 hunters on the prison hunt got their elk, those guys must really know what they are doing."

Pine Hills Non-violent Crisis Intervention Team
Front row, L-R: Erv Bohlman, Casey Strub
Back row: Gov. Bullock, Lisa Malloy, Mark Lingg and Lt. Gov. John Walsh. Team members not able to attend: Simon Niece, Fred Willard

Boot camp program again co-ed

by Heather King, Administrative Assistant
Treasure State Correctional Training Center

Beginning in November, Treasure State Correctional Training Center (TSCTC) began accepting women after a decade-long hiatus. For approximately two years, TSCTC accepted women into the program, but because interest and numbers dwindled, the program for women was moved to Montana Women's Prison in Billings.

All TSCTC trainees – whether male or female – are expected to perform to the same standards. This includes the physical aspects of the program as well as the primary goal of teaching discipline and accountability. With their male counterparts, female trainees attend groups that teach anger management, parenting, cognitive principles and restructuring, accountability and relapse prevention. They also attend substance abuse groups and take the classes they need to work toward their GEDs.

The boot camp is screening applicants and expects to accept its first female trainees in January.

MCE Inmates Build Log Cabin Playhouse for Tina's House

by Gail Boese, Administrative Officer
Montana Correctional Enterprises (MCE)

Tina's House – or more formally, Cottonwood Commons Transition Home – opened in Deer Lodge in April 2013 to assist victims, survivors and children who have suffered from domestic violence.

The nonprofit program fosters independence to help them escape their abusers.

This fall, Ross Wagner, Montana Correctional Enterprises (MCE) agriculture director, came up with the idea of building a log cabin playhouse to be auctioned off as a charity item to support Tina's House. Wagner and MCE administrator Gayle Lambert asked MCE lumber processing supervisor Clara Morrison and her work crew to take on the project, a challenge that was greeted with enthusiasm.

Inmate Tony Leyba immediately designed a plan for the playhouse and, with logs in the yard harvested by inmate labor, the project got underway. The base was built from lumber cut at the prison sawmill. Once that was completed, the crew took smaller logs, cut them to the lengths needed for the walls and peeled them for an authentic log-cabin look. Leyba was assisted by several other inmates, including Jason Shaw, Matt Bertagnolli, Chuck Hill, Daniel Street and David Lambert. The rest of the lumber processing crew assisted by keeping the regular timber production going while the playhouse project was completed.

Within about two weeks, the main part of the playhouse was finished. Leyba then put the final touches on the cabin. He added two chalk boards that, when folded down, turned into desks. He also built a matching toy box to go inside.

When all was said and done, the cabin was impressive, a small version of what one might see tucked into the mountains somewhere – a nice little cabin, complete with a front deck to sit on and watch the sun rise or set. MCE business specialist Sharon Sager donated flowers for the front deck.

The playhouse project was a great experience for everyone, with staff and inmates working together to help others in the community. More than 900 tickets were sold at $5 a ticket.

For more information on Tina's House and how you can help, go to http://cottonwoodcommons.org or call (406) 846-9703. Volunteers are welcome and financial support or donations of household items like toilet paper and bath towels are always needed.

MSP joins region-wide "DROP, COVER and HOLD ON"

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

Montana is one of the most seismically active states within the continental United States. Since 1925, Montana has experienced five shocks that reached intensity VIII or greater on the Modified Mercalli Scale.

From left – Nicole Chandler, Wanda Hislop and Holly Callarman take cover and hang on.

To prepare for the possibility of a major earthquake in Powell County, Montana State Prison participated in the *2013 Rocky Mountain Shakeout* on October 23. All locations at the prison were encouraged to participate in the drill by activating and conducting a fire drill. In addition, staff practiced the "Drop, cover and hold on" enhancement to address an earthquake response, followed by staff verification.

Montana State Prison has a number of emergency response plans and checklists in place that would be activated during an earthquake to address staff safety, facility security, inmate accountability and safety, staffing shortage, structural damage and loss of utilities, to name a few.

Tom Blaz, emergency preparedness coordinator, talked with staff after the drill, reiterating the importance of following instructions and procedures from the incident command center during an emergency, and reminding employees to keep their emergency notification information updated so their families can be contacted if necessary.

Lt. Matt Saville brings a little humor to the shakeout.

Spotlight

Maloughney reflects on a long and rewarding career

Adult Community Corrections Division Administrator Pam Bunke presents Dan Maloughney with his 40-year service pin and plaque at a ceremony in Helena in November.

by Judy Beck, Director of Communications

Wherever Dan Maloughney travels in Montana, no matter how small or large the community he visits, there isn't anywhere he hasn't run into a graduate of one of the corrections programs he helped create. And, as a testament to the effectiveness of those programs, the former offenders snap to attention and greet him with a respectful "Sir." Maloughney responds by asking what year and squad the person graduated with – a question that, years later, still elicits a sense of pride.

After 40 years with the Department of Corrections, Maloughney has worked with hundreds of offenders and a team of corrections staff he describes as truly exceptional.

Maloughney's career began in 1973 when he was hired as a vocational education instructor by what was then the Department of Institutions, to teach auto mechanics, machine shop and welding at the old state prison in Deer Lodge. The program had only three old vehicles to work on until he initiated a maintenance program for probation and parole vehicles so inmates could really "see what they were capable of."

In late 1979, Maloughney's career took him to the Swan River Youth Forest Camp, a work program that allowed youths and young adults who had been sent to Pine Hills to work in the Swan Valley, thinning trees. When laws prohibiting juveniles from being housed with adults were enacted, the program became the Swan River Forest Camp for male offenders aged 18 to 25. Maloughney created the camp's vocational education program, which taught auto body as well as building and grounds maintenance. In 1989, then-director Dan Russell chose Maloughney as Swan River's superintendent.

One of Maloughney's greatest challenges came four years later when the 1993 Legislature decided to close the forest camp and reopen the facility as a boot camp, giving staff only four months to dismantle the facility, and implement a new program. Maloughney divided his staff into three working groups that, over the course of a few days, designed the structure and programming of Montana's first boot camp. Rick Krantz (now an Institutional Probation and Parole Officer with the WATCh West program) took eight staff to Michigan to be trained as drill instructors and, on July 7, the Swan River Correctional Training Center (SRCTC) accepted its first "booters."

Unlike other boot camps, Montana's program successfully incorporated both treatment and discipline. Corrections staff from Arizona, California and New Mexico came to Montana to see the program in action, taking the model Maloughney and his staff had designed back to their own states.

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The boot camp operated in the Swan Valley for four years before moving to its current location on the prison ranch in Deer Lodge in 1997. As superintendent, Maloughney and many of the staff members moved with the program, which began accepting female trainees for the first time. Renamed the Treasure State Correctional Training Center, the relocated boot camp initiated a firewood project to assist the Deer Lodge community with heating homes. *(See article on page 6.)*

Maloughney & Region I Administrator Kim Lahiff, who was born the same year that Maloughney began his career with the Department of Corrections.

Maloughney has always enjoyed working with younger offenders because they are still open to change and recognize that they are close to rock bottom. "'Courage to change' wasn't just the motto for booters; staff had to believe it as well," Maloughney said. "We weren't there for the paycheck. We came to work and we stayed with the department because we believed in changing people's lives."

Not surprisingly, when director Mike Ferriter envisioned a new offender assessment center, he asked Maloughney and his team to go back to the drawing board. The result was the 144-bed Missoula Assessment and Sanction Center (MASC) in Missoula, which identifies comprehensive risk-and-needs information for male offenders. The center provides short-term treatment for sex offenders and chemical dependency, mental health counseling, and classes to counter criminal thinking. And once again, the program is a model available in few other states.

The challenge to tackle something new and change focus is an important part of what has kept Maloughney motivated throughout his career. He is justifiably proud of the unique programs he and his team have designed and implemented in Montana. And he still believes that corrections has the most potential to change offenders' lives by instilling a work ethic and sense of accountability in younger inmates.

Work ethic is something that Maloughney is well qualified to discuss.

Maloughney still lives in Condon, making the 180-mile round trip to Missoula four times a week. Somewhere around the dozen mark, he lost track of the number of deer he has hit on his way to or from work. But in 40 years, he has missed work because of bad weather only once. On that occasion, the wind and snow were so bad that the snowplows couldn't keep the roads clear for more than 10 minutes, so he had to turn around at Clearwater Junction.

Maloughney riding near Upper Holland Lake

When he is not working 10-hour days or driving Highway 83, he fills his "down-time" running his horse ranch in the Swan Valley, which he operates with one of his four adult children. For the past 32 years, Maloughney has also worked as an EMT for the Condon/Swan Valley Emergency Services and has been the chief medical officer for the past five years. His remarkable work ethic is perhaps not surprising for the youngest of five children born in Butte in the 1950s. Maloughney was just four years old when his father died, so his mother raised the family alone.

Looking to the future, he views the reentry initiative as holding the most promise. While reentry programs are not new to Maloughney, he sees the greater buy-in from other departments and communities as reason for hope. "Now that we have all the players at the table, maybe the reentry initiative can open up some doors. Maybe we can start breaking the chain," Maloughney said. "There are some very talented, smart people locked up. Some just need redirecting."

Correctional Peace Officers Foundation

"Taking Care Of Our Own"

The Correctional Peace Officers (CPO) Foundation is a national, non-profit charitable organization created in 1984. Its primary function is to preserve and support the surviving families of correctional officers who lose their lives in pursuit of their profession – protecting the public from those remanded to correctional custody and supervision in the nation's prisons and jails.

The CPO Foundation operates a fund to perpetuate the memory of correctional peace officers who are killed in the line of duty; to provide for their spouses, children or other beneficiaries; and to promote and project a positive image of the corrections profession, both within the profession and to the general public. As membership has increased, the Foundation has broadened its scope to include hospice, bereavement and catastrophic situations or illness.

"For a minimum donation of $5.00 per month, which can be paid as a pre-tax payroll deduction, correctional officers can join the CPO Foundation.

While the great majority of the CPO Foundation's supporting membership is composed of correctional peace officers, membership is open to all. The primary death benefit applies to peace officers working within the "Correctional Series" – supervising in-custody adult or youth felons anywhere in the world. This includes the men and women who work within prisons, institutions and jails, or in parole/probation systems.

The foremost goal of the CPO Foundation is to protect and assist survivors (spouses and children) of on-duty correctional peace officers who are murdered by incarcerated felons. Despite extensive training and great care in the performance of duties, acts of violence against officers can and do occur. The CPO Foundation believes that the bereaved family of a slain officer should not have the added burden of obtaining funds for their immediate needs.

For a minimum donation of $5.00 per month, correctional officers can join the CPO Foundation. The contribution is **tax deductible** to the extent allowable by law. For Montana Department of Corrections (DOC) employees, it can be paid as a pre-tax payroll deduction. Supporting membership is open to all correctional professionals working within the Correctional Series, *supervising* in-custody felons anywhere in the United States. This includes the men and women who work within the prisons, institutions or jails supervising either adults or juveniles, or in the parole/probation systems, whether in city, county, state or federal systems.

All supporting members receive:

- full coverage under the CPO Foundation's death benefit program
- a membership card and decal
- an automatic subscription to the CPO Foundation's publication, the *CPO Family*.

Montana has 254 supporting members, 251 of whom are DOC employees. CPO has assisted 77 families in Montana, providing a total of $30,050. If you would like to become a supporting member or have any questions, contact the department's volunteer CPO representatives, Rae Forseth and Lisa Hunter.

Longtime Employees Retire

Marj Nash, (front row, 7th from left) and staff of the Billings Probation & Parole office don pink t-shirts for *Pack the Place in Pink.*

Marj Nash

Marj Nash retired from the Billings Probation and Parole office in November and will be dearly missed by her work family. Nash started her 33-year career in corrections in 1980 as an intern at Alternatives, a prerelease center in Billings. It had a small staff and fewer than 10 residents. She stayed on at Alternatives for 12 years before accepting a position with DOC in the Billings Probation and Parole office. Nash has worn many hats over the last 21 years with the department, including as a presentence investigation (PSI) writer, probation officer II, re-entry collaboration specialist, pre-release center and institutional screening member, and a liaison at Passages, the women's prerelease center in Billings, and the Montana Women's Prison. She has also been a mentor to all.

Nash's knowledge and patience have benefited her work family, as well as the offenders she supervised.

Nash's knowledge and patience have benefited her work family, as well as the offenders she supervised. "We cannot fully express our appreciation for Marj's compassion, commitment and dedication during her time with Billings Probation and Parole," Region IV division administrator John Williams said. "She has our best wishes for some relaxation in her retirement years."

In her retirement, Nash plans to continue with her passion for quilting, attend craft shows with her husband Kim, spend time with family and friends, and travel when the opportunity arises.

Janet Cox

Janet Cox, one of the longest serving employees at the Montana State Prison, retired from her position as records manager in December after 35 years and 10 months of exemplary service.

"Janet's dedication and obvious care for this institution, the staff, the victims of crime, and the offenders are unprecedented," Warden Kirkegard said. "She will be missed, both as MSP's unofficial historian and as a leader who leaves behind a section willing to continue her commitment to this organization."

Cox started her career with corrections on March 6, 1978, as a secretary at the old prison in Deer Lodge, and became a medical secretary two years later. In December 1980, she became one of two general office clerks in records, at a wage of $4.69 an hour. By 1989, Cox was supervisor of the records section, a role she has filled since that time.

"Janet's dedication and obvious care for this institution, the staff, the victims of crime, and the offenders are Unprecedented."
Warden Kirkegard

The rapport and communication Cox developed with county clerks, judges, other corrections staff, criminal justice agencies, and community partners across the state have had, and will continue to have, a positive impact on the mission of MSP and the department for years to come.

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Help available to staff and offenders to resolve tax problems with IRS

by Judy Beck, Director of Communications

Montana's Taxpayer Advocate Service (TAS) staffers have offered their services to assist Department of Corrections staff and offenders with resolving any tax problems they may have with the Internal Revenue Service.

They can help with a wide range of problems, from personal or business taxes and liens on property, to identity theft.

For example, someone told a prison inmate who inherited a large sum of money that he had to include the inheritance as income on his taxes, which was not true. As a result, the inmate paid taxes on an inheritance that was not taxable. TAS staffers went to work to get all the taxes refunded and the interest returned to the inmate. When he is released from prison, he will be able to focus on successful reentry without having to worry about a tax problem.

Another problem occurs when someone uses an inmate's name, Social Security number or W-2 to file a false tax return and steal the inmate's refund. This is identity theft and TAS staffers can help offenders get the situation straightened out.

TAS advocacy is free and available to corrections staff as well as offenders. Each TAS case is assigned a case manager who stays with the taxpayer until all the issues are resolved. The taxpayer is given toll-free phone and fax numbers that go directly to his or her case advocate. The agency asks the taxpayers they assist for their honesty, cooperation and patience.

TAS plans to mail pamphlets to Department of Corrections offices statewide.

Further information is also available from TAS staff or online at www.irs.gov/Advocate.

Contact Montana's TAS staff at:

Taxpayer Advocate Service
10 West 15th Street, Suite 2319
Helena, MT 59626-9701
(406) 444-8607

Longtime employees retire...

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Jack Hinkle

Montana Correctional Enterprises marketing manager Jack Hinkle retired December 12. Raised in Eureka, Jack has lived his whole life in Montana. He met the love of his life, his wife Carol, in September 1972, and moved to Deer Lodge in December of that year.

Jack did a short stint at Montana State Prison from Dec. 1972 until April 1973 as food service supervisor, before becoming owner of the Exxon Bulk Plant and Service Station in Deer Lodge. From 1986 to 1992, Jack owned and operated the Sears store in Deer Lodge, before hitting the road as a truck driver. In April 2001, he came to work for MCE.

Jack's plans for retirement include wintering in Yuma, Arizona, and selling his home in Deer Lodge and moving to Idaho to be near his children.

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Victim-offender dialogue focuses on healing, reducing victims' fears

by Sally K. Hilander
Victim programs manager

A dozen people stared in stunned silence at the DVD screen as a man crumpled to the ground while another pummeled him with a baseball bat. Later in the video, the survivor – finally out of a coma but brain damaged, scarred and missing an eye – sat across a table from his attacker in the hopes of learning why someone he didn't even know would try to kill him.

This grisly 1991 video documented one of the country's first cases of victim-offender dialogue (VOD), a voluntary program that helps victims of the most horrific crimes meet face-to-face in a safe environment to tell their offenders how their lives were turned upside down.

By sharing their emotions with the perpetrators, victims hope to obtain the answers they need to heal, answers only the offenders have.

The Montana Department of Corrections (MDOC) facilitated its first VOD, a deliberate homicide case, in 2006 and the program has since grown enough to require a few more trained volunteer facilitators. The Wyoming Board of Parole, meanwhile, needed initial training to launch a VOD program in Cheyenne. With a federal Bureau of Justice Assistance (BJA) grant and 12 willing volunteers, the two states brought national VOD trainer Jon Wilson from Maine to Helena for five days in September.

Among the VOD training participants was Lorie Brisbin from the BJA in Washington, D.C. She was seeking insight into the programs funded by her agency. DOC Director Mike Batista and Deputy Director Loraine Wodnik watched a VOD videotape with the group and participated in an afternoon talking circle.

Only by learning the art of deep listening, Wilson explained to the group, can VOD facilitators comprehend the depth of shock, horror, disbelief, anger, denial and grief a victim carries after a shooting, a rape, incest, or the murder of a family member. By sharing these emotions with the perpetrators, victims hope to obtain the answers they need to heal, answers only the offenders have. "We need to help victims feel heard if we do nothing else…and make them feel safe to be heard," Wilson said.

The survivor in the 1991 VOD case, an inner city teacher, knew in advance of the dialogue that the teenage perpetrator had continued to blame others for the brutal assault.

Nevertheless, the survivor needed to tell how his life was shattered by a traumatic brain injury and impaired vision. The offender dismissed the assault as the response to anger he felt toward strangers in a vacant lot who didn't stop their baseball game to help him carry a heavy box. So he crippled the teacher, ending his cherished career. The videotape, Wilson explained, was an example of lack of offender accountability.

Everyone who associates with crime victims understands their need to be heard. Almost all victims crave an explanation, according to Wilson. How could you kill a young mother? How could a father rape his own daughters? Why were you driving drunk? Why us? Why me? VODs often generate the answers victims want from their offenders. All victims who have participated in Montana VOD cases have considered the process a success, moving them forward on a continuum of healing.

Continued on page 21

National trainer Jon Wilson from Maine led a five-day course in victim-offender dialogue in at DOC.

Winter Wellness

by April Grady

A lack of ventilation can lead to more frequent colds, respiratory problems, and other ailments and diseases. Here are tips to keep your home and your family healthy:

Eco Tips

Feeling stuck inside this winter? So is the air inside your home.
(earthshare.org)

- **Keep the house clean.** House dust mites, pollens, animal dander and other pollutants can be reduced through regular cleaning. Install and use fans vented to the outdoors in kitchens, bathrooms and laundry rooms.
- **Ventilate the attic and crawl spaces to prevent moisture buildup.** Keeping humidity levels in these areas below 50% can prevent water condensation on building materials, which can breed bacteria and mold. High levels of mold can be incredibly dangerous to your family's long-term health.
- **Clean humidifiers regularly and refill with fresh water daily.** Humidifiers can become breeding grounds for biological contaminants that can cause illnesses. Evaporation trays in air conditioners, dehumidifiers and refrigerators should be cleaned frequently to prevent contaminants from building up.
- **Thoroughly clean and dry water-damaged carpets or consider removing or replacing them**. Wet carpets can harbor mold and bacteria. It is very difficult to completely rid them of contaminants once they've grown.
- **Minimize pollutants in basements.** Clean and disinfect the basement floor drain regularly. Operate a dehumidifier in the basement if needed to keep relative humidity levels between 30%-50%.
- **Be careful when you clean.** When you spray cleaners, pollutants are released into the air. Make sure to spray cleaners into a towel if not in a properly ventilated area. Also, never mix chemical products, especially chlorine bleach, with ammonia cleaner. Follow instructions for use of all home chemicals - including hobby materials such as solder, spray paint, and paint stripper.

Winter Health Tips

Doctor-approved home remedies
(prevention.com)

Do it yourself solutions for blisters, headaches, bad breath, and much more…

- **Bad Breath-**drink up to ¼ cup pure aloe vera gel dissolved in ½ cup water or apple juice. Aloe contains an anti-inflammatory compound that soothes acid indigestion, a common cause of bad breath.
- **Whiter Teeth-**combine ½ tsp. baking soda with 1 or 2 drops of peroxide. Brush on and let sit for a few minutes, then rinse (don't swallow the mixture). You can also polish your teeth with a wet toothbrush dipped in ¼ tsp baking soda and 1/8 tsp salt.
- **Sore Throat-**combine a whole clove, ¼ tsp. ground ginger, 1/8 tsp. cinnamon, and 2 tsp. honey in a mug of hot water. Sip throughout the day.
- **Dandruff-**steep two bags of green tea in hot water for at least 20 minutes. Wait for tea to cool, then massage into scalp.

- **Headaches-**massage a few drops of peppermint essential oil into pressure points like the temples, neck, and shoulders.
- **Irritated Skin-**dissolve 1 cup of baking soda into a running bath. Soak in the water for 30 minutes to relieve eczema, poison ivy, insect bites and sunburn.
- **Gum Disease**-eat 2 oz. of yogurt each day. Yogurt contains lactic acid that helps protect gums from harmful bacteria.
- **Blisters-**moisten a cotton ball with Listerine and dab it on your blister three times a day until the blister dries out.
- **Achy Feet-**roll feet over a tennis ball, golf ball, soup can, or frozen bottle of water for a few minutes to relieve throbbing feet.
- **Hiccups-**a teaspoon of sugar not only helps the medicine go down but, if swallowed dry, can stop hiccups in minutes.
- **Motion Sickness-**compounds in olives called tannins dry out your mouth and can help soothe the queasies. Sucking on a lemon can also do the trick.
- **Cuts-**sprinkle ground cloves on a cut to stave off infection. Clove oil is rich in eugenol, a chemical that is both antiseptic and pain-killing.

Brussels Sprouts with Pancetta...

...a simple savory side dish with only 189 calories per serving.

Brussels sprouts have a high fiber content, contain numerous antioxidants including Vitamins, C, E and A, and the mineral manganese, and fight inflammation within the cardiovascular system!

Ingredients

1 pound fresh Brussels sprouts, trimmed
2 tablespoons olive oil
3 ounces paper-thin slices pancetta, coarsely chopped
2 garlic cloves, minced
Salt and freshly ground black pepper
3/4 cup low-salt chicken broth

Directions

Partially cook the Brussels sprouts in a large pot of boiling salted water, about 4 minutes. Drain. Meanwhile, heat the oil in a heavy large skillet over medium heat. Add the pancetta and sauté until beginning to crisp, about 3 minutes. Add the garlic and sauté until pale golden, about 2 minutes. Add the Brussels sprouts to the same skillet and sauté until heated through and beginning to brown, about 5 minutes. Season with salt and pepper, to taste. Add the broth and simmer until the broth reduces just enough to coat the Brussels sprouts, about 3 minutes. Serve.

SERVES: 4 side; Calories: 189; Total Fat: 14 grams; Saturated Fat: 3 grams; Protein: 8 grams; Total carbohydrates: 10 grams; Sugar: 2 grams; Fiber: 4 grams; Cholesterol: 19 milligrams; Sodium: 580 milligrams

Quick Fitness: 15 minutes with Shawn T

This workout may be only 15 minutes but, for those 15 minutes, you will be performing non-stop, high-intensity cardio. Fifteen minutes will feel like 30. Do each move for 30 seconds.

Warm up

Jog in place at an easy pace
Jumping jacks
Jog in place
Scissor Jacks (alternate crossing legs on the in-jump and alternate arms overhead)
Jog at a quicker pace
Jumping jacks at a quicker pace
Jog in place
Scissor Jacks

...Go to Stretch

Stretch — Hold each for 10 seconds

Inhale and bring arms over head
Bend forward hands to floor
Walk hands toward right foot
Walk hands toward left foot
Roll up slowly
Inhale with arms over head
Drink water

Higher Intensity

Star jumps (jump up, tap hands together above head and feet together with bent knees)
Power alternating toe touches (jump feet out, reach right hand toward left foot, jump feet in alternate sides)
Heisman (jog with high knees, feet wide)
Ski jumps (feet together jump side to side as if skiing)
20 second rest
Star jumps
Power toe touches
Heisman
Ski jumps
Jog in place

Regional Roundup

Contributed by the regional probation and parole offices.

Region 1
by Brian Callarman, POII, Missoula P&P

Region I is excited to welcome some new additions to the team.

- **Tracie Powell** has joined the Missoula P&P office as our administrative support staff. She brings a wealth of experience from the private sector, as well 13 years at the clerk of court's office in Lake County, Illinois.
- **Krystal Stevenson** has become a P&P officer in the Hamilton office. Stevenson was an intern in the Missoula office June 2012 to June 2013, and recently completed her basic training.
- **Elizabeth Fisher** has transferred to the position of Institutional P&P officer (IPPO) at MASC from Bozeman P&P. Fisher also has experience as a former P&P intern and a case manager at the Missoula Pre-Release Center.

Region I is also proud to honor several staff who received awards at the recent P&P Academy graduation.

- **Jay Childress**, a P&P officer in Missoula, is also a firearms instructor whose dedication to the safety of his fellow officers has been a constant throughout his career. At the graduation ceremony of P&P Basic Academy Class 22, Childress received an award for "excellence in formulating and delivering the skills, knowledge, and enhancement of officer safety and well-being."
- **Krystal Stevenson** received "The Jay Childress Officer Safety Achievement Award" for her pursuit of excellence "in acquiring and utilizing the skills" to enhance officer safety.
- **Shawn Heidrick** of the Missoula P&P office received the "Spirit of Service Award." He was selected by his fellow officers for his "exemplary service, dedication, loyalty, and sincerity."

*Havre P&P's **Special Olympics "Polar Plunge "Top Team"** winners, from left: Katie Kuhr, Holly Matkin, Hannah Haas and Janet Haas.*

Some strides have been made on the reentry front. DOC is partnering with the Missoula Interfaith Collaborative to establish a local reentry task force. The effort is focused on employment, housing and mentoring, and DOC is reaching out to the faith community and other community members for help in these areas. Community awareness and education is the first step toward increasing the network of support available to offenders.

Sen. Sue Malek (D, Missoula) recently contacted Reentry PO **Landee Holloway** to learn more about the department's reentry efforts. Senator Malek spent part of an afternoon with Holloway in the Missoula office, attending the reentry group and seeing firsthand how the support group helps hold offenders accountable in the community and provides support in their daily lives.

Region 3
by Regional Administrator Dawn Handa, Great Falls

As the holidays approach, thinking about my past year as administrator for Region III, I am proud and humbled to be working with such an amazing group. I have had the pleasure and opportunity to witness a group of individuals (officers, administrative support, PO technicians, POIIs and a PO assistant) become a true team in all respects. In my 23 years of public service, and as I enter my 17th year as a member of the Region III team, I have never had such an experience.

I would like to mention just a few examples of the teamwork over the past few months.

- IPPOs **Darryl Burditt** and **Sherill Powell-Balsley** have done an outstanding job working with various entities and others within DOC to find transportation for offenders who are leaving the Crossroads Correctional Center in Shelby as there is no bus service available.

Continued on page 19

Region 3 continued...

- Havre POs **Holly Matkin, Katie Kuhr** and **Janet Haas** won the top team award in the Special Olympics Polar Plunge on November 26 for raising $1,210.
- Numerous officers in Region III volunteered to assist with the presentence investigation backlog in Region VI. Additionally, Senior PO **Judy Reimann** volunteered to cover the Sidney office for several days while the new officer attended the Law Enforcement Academy.
- P&P Basic Academy 22 named the *Spirit of Service* award in honor of POII **Eric Tadlock**. The award was presented to PO Shawn Heidrick of Missoula. The inscription on Tadlock's plaque reads: *"As one who is an example of respect for all, collaboration with all entities, serves everyone with a high Level of Integrity, uses innovative approaches to problem solving, and whose passion for work is reflected in action and deeds; with Deepest Gratitude the Spirit of Service Award given during P&P Basic 22 will be given in your name."*
- Most recently, several officers and supervisors volunteered to change work schedules and guard a DOC offender who was placed in the Great Falls hospital over Thanksgiving – a clear demonstration of teamwork on behalf of the entire department.
- RAA **Judy Wagner** and **POA Sheila Knudson** have been covering front desk duties in the Great Falls office for the past few months while we have been hiring a new administrative support position.

Region 4

by Brooke Risa, Administrative Assistant, Billings

Congratulations to **Darren Zent** on being selected as Region IV Employee of the Quarter. Working out of the Hardin office, Zent has had to cover a caseload of over 120 for a number of months during the transition of another officer and while taking on the role of a field training officer. Zent has covered an area of 4,995 square miles (plus a few in outlying areas) including Hardin, Lame Deer, Busby and Crow Agency. Zent has exceeded all expectations by keeping up with the caseloads requirements while considering the needs of the community. He is also a lead trainer in the new MORRA assessment training being held around the state. In addition to his probation and parole role, Zent also serves on the Hardin City Council. Congratulations Darren!

In September, we had a Hawaiian theme potluck lunch in support of **Marj Nash's** fight against cancer. In October, Jennifer Welling and Rita Frost hosted our ***Pack the Place in Pink Day*** with homemade chili and cinnamon rolls to support Billings Skyview High School's endeavor to raise money to fight breast cancer. In November, we had a Tailgate potluck (at Nash's request) to show off our favorite teams and colors, followed in December by our Christmas potluck and gift exchange. We don't plan to stop our monthly gatherings anytime soon…

Marj Nash has retired and will be dearly missed by her work family. *See related article on page 13.*

Staffing changes include:

- **Candice Reinschmidt** took over coverage of the Family Drug Court in addition to her banked caseload.
- **Megan Schaack** took over coverage of the Roundup caseload and Musselshell County court coverage, as well as felony drug court in Billings.
- In late November, **Amanda Reede** transferred from Hardin to Billings P&P, taking over the SMART grant position caseload.
- Congratulations to P&P Basic Course graduate **Courtney Wilske** from Class 22! Wilske is now back in Billings and up and running with her caseload.
- POII **Barry Ivanoff** moved to a new career path that is offering him new peace of mind and challenge.
- **Russell Ostwalt** was selected for the open POII position and began those duties in late September.

Region IV had a successful firearms training night "Shoot and BBQ" which was a joint effort with the U.S. Marshals Service. They set up basic and intermediate drills at three stations. After tallying points from the shoot, there was a three-way tie among **Rita Frost, John Boyd**, and **Steve Stanford.** This was resolved with a lively game of rock/paper/scissors… Congratulations John Boyd – sharp shooting AND mad RPS skills!

Region 5

by Lori Thibodeau, PO II, Polson

The Libby office has relocated to Montana Avenue in the picturesque Kootenai River Valley. The new office offers natural lighting and improved officer safety, both vast improvements from the prior basement location.

In the Kalispell office, **Jody McLeod** has taken over the reins of the sex offender caseload from **Kyle Hinzman**. Thanks to Hinzman for working this caseload for the past three years. In the past quarter, the Kalispell office held its first in-office simunition scenario training, conducted by **POs Edwards** and **McLeod**.

Continued on page 23

Thoughts on Veterans Day

by a DOC Employee

Honoring Veteran's Day has always been a part of my family's traditions. Having lost family members from previous generations who fought and died in our nation's wars, I had made it a priority to raise my children to be proud, patriotic Americans who respected veterans and would be willing to serve if they were called upon.

I was proud when my oldest son joined the Army and became a member of the 82nd Airborne. When his younger brother joined the Navy to become a member of the elite SEAL team, I was equally proud. My daughter, a grade school teacher, signed on with the Department of Defense Educational Agency a few years ago and teaches in a school on a base in Georgia. It seems we have a growing military tradition in my family.

She married a soldier from 2nd Infantry Division: one of those guys who served multiple deployments going into harm's way the old fashioned way – on foot. By the time they tied the knot, he had served a tour in Iraq, where he was the sole survivor in a Humvee that hit an improvised explosive device (IED), another tour in Afghanistan and was scheduled to be deployed on a third tour, again in Afghanistan, soon after the wedding.

That summer (2012) while on foot patrol in the mountainous eastern region, he lost his right leg and very nearly his life to an IED. The blast tore his surviving leg to shreds, broke several teeth, took part of the sight from one eye, and caused Traumatic Brain Injury and dozens of lacerations and shrapnel wounds. In any previous war his injuries would have been fatal, but Kris' unit knew the drill and had practiced it in combat before: he was not the first or the last in his unit to be hit. They applied tourniquets and gauze, administered pain killers and called in the Medevac unit.

"In any previous war his injuries would have been fatal, but Kris' unit knew the drill and had practiced it in combat before: he was not the first or the last in his unit to be hit."

A little over a week later, my wife and I visited him in Walter Reed Hospital, a few miles from our nation's capital. We expected to find him battered and bruised and with the fight knocked out of him. We found him quite different: he was beaten up badly for sure, but his fighting spirit was as strong as ever – you could see it in his eyes. He told me that he needed to heal up, get fixed up with a peg-leg and get back out with his men because they still had 14 months left in their tour and he needed to be with them to keep them safe.

My wife and daughter cried and hugged, Kris and I grunted like men are supposed to and grinned at each other through the tears. We all knew in that moment that our kids' young lives had changed, permanently, in the blink of an eye, in ways that none of us could yet anticipate and understand. But we also knew that his fighting spirit had not been quenched and he would not quit.

That's just the way that patriots are – they never quit no matter the odds. Thank God for our military, vigilantly defending our nation generation after generation.

At the Department of Corrections, we are blessed to work with literally hundreds of veterans and active duty personnel. These people deserve our respect and honor for their service to our nation.

Thank a veteran for their service today.

Victim-offender dialogue focuses on healing, reducing victims' fears

...continued from page 15

Sharing the details of their victimization almost always helps survivors but, before they bare their souls to the perpetrators, they must trust the VOD facilitator – trust earned through careful preparation involving several separate meetings with victim and offender. "They aren't necessarily ready at first to disgorge 20 years of emotional stuff," Wilson said. The September training focused on building trust with victims through deep listening. Preparation can take months and there are no deadlines with VOD. "It doesn't matter if you say that you can trust me. The victim has to feel that he or she can trust you," Wilson said.

The victim is the center of the VOD but the process is sensitive to offenders, many of whom carry deep remorse for their crimes and want to make amends, Wilson said. Agreeing to meet with one's victim is always voluntary and takes courage. A few offenders continue to blame others, at least a little, after a VOD but the majority who have participated in Montana cases seem to have emerged with more accountability and less stress. The goal with an offender, Wilson said, is to "try to get him to think deeply about and talk about what he did and the closer he gets to the affective realm, the better."

Volunteers and corrections staff from Montana and Wyoming take part in victim-offender dialogue training

Wilson stressed that VOD facilitators guide the meetings between victims and offenders but are not therapists, who focus on fixing problems. The trauma of victimization can't be fixed.

"If we focus on meeting the victim's needs, we pretty much can't go wrong," Wilson said. "But first we need to learn from them what they need."

Longtime employees retire...

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Rick Krantz

"I never had plans of making Corrections a career. Funny how it worked out."
Rick Krantz

Institutional Probation and Parole Officer (IPPO) Rick Krantz retired in November after 36 plus years with the department. Krantz was on board and in the trenches with Superintendent Dan Maloughney when the Swan River Correctional Training Center (boot camp) first started in 1993. Krantz first worked at the Youth Forestry Work Camp in the Swan Valley in 1973, after his term in the Army, left in 1974 and returned in 1977. He has worked as maintenance staff, assistant counselor, recreation director, correctional officer, drill sergeant, IPPO, and more. Krantz transferred to the WATCh program as an IPPO on June 25, 2007 – his 30th anniversary with DOC.

Krantz never thought his enlistment in the U.S. Army in 1971 as a legal clerk and court recorder would lead to a career in corrections. As much as he has enjoyed his time with the people he has worked with, Krantz is looking forward to finding a new income opportunity, possibly self-employment with his excavating equipment, and to keeping busy with his wife and their land and animals, and spending time with his sons, granddaughter, family and friends, as well as broadening his horizons with more overseas traveling.

Congratulations Rick and best wishes in whatever you do!

Continued on page 25

Ferriter receives Lifetime Achievement Award

The Board of Crime Control presented its Lifetime Achievement Award for 2013 to former Department of Corrections director Mike Ferriter. The award honors an individual's proven leadership, vision and innovation in a criminal justice field.

Ferriter was nominated by Kelly Speer, Facilities Program Bureau Chief. An excerpt of Speer's nomination follows:

"Mike Ferriter served the Montana corrections system for over 35 years and retired from the Department of Corrections in 2012….His career was devoted to innovative ideas, new programs, treatment opportunities for offenders, and sanctions that diverted offenders away from prison.

"The Montana corrections system was forever changed by Ferriter and many states in the nation are in a crisis with their offender population due to the lack of alternative programs and funding. Montana is often seen as far above the national trend for alternative community corrections programs for offenders transitioning back to the community."

Former Gov. Brian Schweitzer appointed Ferriter as DOC director in July 2006.

From left: Rhonda Schaffer, Ron Alsbury, Bob Anez, Steve Barry, Myrna Omholt-Mason, Mike Ferriter and his wife Betty, Pam Bunke, Rick Deady, Kelly Speer and Cathy Gordon at the awards ceremony.

NIC offers new online training courses

The National Institute of Corrections (NIC) Learning Center is offering a range of new e-courses:

- Motivational Interviewing provides an overview of MI as it may be applied in a correctional setting. By using specific techniques and applying MI, corrections professionals can help increase offenders' motivation to make changes in their lives that will reduce their likelihood of re-offending. This course is a self-study orientation course and resource for corrections professionals as well as a classroom aid for supervisors and trainers.
- Evidence-Based Practices is specifically for line staff and front line supervisors. The six-course program addresses specific skills and practices which, when implemented effectively, can increase positive outcomes with defendants, offenders and inmates in the areas of pretrial, probation, jail, prison, parole, and reentry into the community.
- Implementing the Prison Rape Elimination Act (PREA) includes five new courses:
  - Behavioral Health Care for Sexual Assault Victims in a Confinement Setting
  - PREA Coordinators' Roles and Responsibilities
  - PREA Audit Process and Instrument Overview
  - Investigating Sexual Abuse in a Confinement Setting
  - Medical Health Care for Sexual Assault Victims in a Confinement Setting

NIC also has toolkits to assist in implementing the Prison Rape Elimination Act, one specifically designed for jails and another for juvenile agencies and facilities. General information about PREA can be found online at www.nicic.gov/PREA.

NIC Library Resources - *Thinking for a Change* has evolved into a training event with resources available both online and in hard copy.

Regional Roundup...

Region 5 continued from page 19

The Thompson Falls staff relocated to a new office in July. This space provides greater officer security and a better environment for both officers and offenders.

The Polson office welcomes two new officers:

- **Kris Studeny** joins us after his recent graduation from the MT Tech of the University of Montana with a bachelor's degree in liberal studies. Kris previously worked for the Department of Corrections as a grievance coordinator at MSP, and as a drill instructor at Treasure State Correctional Training Center. Kris is the day reporting officer, and will be implementing the treatment and accountability programs (TAP) in the Polson office.
- **Katie Campbell** comes to us from Missoula Correctional Services, where she was the enhanced supervision officer. She helped develop and implement the Sobriety and Accountability Program. Katie graduated from the University of Montana with a degree in sociology. She will be a part time PSI writer and will supervise a banked caseload.

Director Mike Batista, deputy director Loraine Wodnik, and Adult Community Corrections administrator Pam Bunke visited with both the Kalispell and Polson offices, which was well received and appreciated by staff.

Region V is actively implementing the MORRA assessment on all new offenders and has weekly goals of reassessing the current caseload.

"Region 6 would also like to thank all of the officers across the state who have been helping our region with its high volume of presentence investigations (PSIs). There are so many good people who work for our bureau and deserve to be recognized – thanks for all your help."
Tom Fulton

Region 6

by Tom Fulton, PO, Miles City

The officers and staff of Region VI continue to stay busy, thanks to the Bakken oil boom that is continuing its fast pace with no sign of letting up.

Fortunately, the region has hired some new faces in the past few months to help with the increasing workload in the region.

Casey Johnston and **Darrin Moser** successfully completed the P&P Basic Academy 22 and we are proud of their success.

- **Casey Johnston** was hired to fill the vacant Native American specialist PO position in Glasgow. At 23, Johnston is the youngest member of the Region VI team. She recently graduated from Montana State University-Billings with degrees in Sociology and Criminal Justice. Prior to being hired in Glasgow, Johnston interned with Billings P&P and worked with IPPO Jennie Hansen at Montana Women's Prison. Johnston is a native of Glasgow and is eager to start her new career with us.
- **Darrin Moser** was hired as a PO in the Sidney office. Prior to coming to P&P, Moser worked for over three years as the treatment court coordinator for the 7th Judicial Treatment Court in Glendive and Sidney, and as a correctional officer at the Dawson County Correctional Facility in Glendive for a little over 10 years. Moser comes to us with a lot of experience to draw on, which is important as he will be working out of one of the more challenging offices in the region.

In October, IPPO **Jennie Hansen** traveled to Glendive from Billings to train us on the Women's Risk and Needs Assessment. Everyone was pleased at how useful the training was and how well Hansen taught the course.

Please continue to look after one another and be safe.

Information Technology Launches New Project Request Process

by Rob Kersch, IT Business Analyst

Over the past several years, the Application Development Bureau has found itself overwhelmed with requests to improve the adult and youth offender management systems (OMIS and YMS), Employee Service Center (ESC), and application-related service desk work orders. To better document and process these requests, in Fall 2013, the bureau formed the Application Change Management Review Committee (ACMRC).

Over the past five years, we have received more requests for changes and new functionality than we had the resources to provide. While this will continue to be an issue, department leadership will assist in prioritizing these requests to ensure that our resources are working on those items deemed most important to the department.

OMIS 2.0 and YMS 2.0 are nearing their end of life and, in the near future, will be replaced with OMIS 3.0, which may be renamed to reflect the totally new look and functionality. Since OMIS/YMS 2.0 are being replaced, the bureau needs to maintain its focus on OMIS 3.0 and eliminate or strictly limit changes to the old versions. Any changes to the old versions will have to be re-written when OMIS 3.0 is constructed, which would mean doing the same work twice.

All software architects and one application developer are now dedicated to OMIS 3.0 development. The maintenance developer handles bug fixes and very limited upgrades to the old versions. The IT business analyst handles all requirements gathering for OMIS 3.0, OMIS 2.0 upgrades, YMS 2.0 upgrades, and ESC.

ACMRC members:

- Application Development Bureau Chief (chair)
- Lead Application Developer/ Software Architect
- Software Architect
- IT Business Analyst
- Statistics and Data Quality Bureau Chief

The new project request process

1. The business submits an application project request (for OMIS, YMS or ESC) or an application-related service desk call to the Service Desk through its respective change committee.
2. The ACMRC processes the request or Service Desk call.
3. If it is deemed to affect other business units, the request is passed to the various application change committees (facility, Adult Community Corrections, Youth Services) for review and recommendations.
4. The ACMRC then approves or denies the request. If a request is denied, the business can appeal the ACMRC's decision to the department management team.
5. Once a project is approved, it moves into a project-pending queue.
6. Once a project is prioritized for development time, it moves into the development queue. At this point, the IT business analyst determines how much of the project request already exists in OMIS and how much needs to be added, and conducts requirements gathering to determine the specific details of what needs to be done. These processes require a lot of business participation to complete.
7. The Training Bureau may be asked to provide assistance in creating and delivering training for the project.
8. Once development begins, a constant process of development and testing is initiated, where the business is called upon to test and evaluate the progress.
9. When development is complete, the project moves to acceptance testing. The business thoroughly tests the product and determines if it meets the requirements they specified.
10. Once accepted, development is complete. Normally, project deployment occurs after training is delivered and employees understands how to use the product.
11. The last step is to actively use the product in the work environment. During the initial period, the product is actively monitored by the business and the development team to determine if it is performing as expected.

Longtime employees retire...

continued from page 21

Mike Aldrich

Mike Aldrich, the programs manager for the P&P Bureau, retired in December. Aldrich began his career with corrections as a client advisor at Alternatives prerelease in Billings in June 1995. Soon after, he became a correctional officer at Montana Women's Prison, working his way through the ranks to become deputy warden in Dec. 2001. In 2008, he joined the Probation & Parole Bureau and was promoted to programs manager the next year.

"Mike is someone who constantly inspires those around him to look for ways to implement meaningful changes. He will long be remembered in the bureau as one who led by an example of inclusion, respect and integrity," P&P bureau chief Ron Alsbury said.

P&P Bureau Chief Ron Alsbury presents Mike Aldrich with a plaque recognizing his service to corrections. Aldrich was joined by his wife Teri.

To Probation and Parole, Aldrich brought strong organizational skills and a desire to build meaningful operational procedures for equipment purchases and inventory, training development, new employee orientation, specialized programs, electronic monitoring, use of force and firearms, defensive tactics, MORRA, reentry efforts, and labor management relations.

In fiscal years 2013 and 2014, Aldrich saved the agency an estimated $100,000 by organizing approaches in equipment purchases, cost of electronic monitoring, and expenses related to training, earning him a nomination for the Governor's award for excellence in performance this past fall.

IT Application Development Team

Application Development Acting Bureau Chief/Project Manager
Jason Nelson

IT Business Analyst
Rob Kersch

Statistics & Data Quality Bureau Chief
Mark Johnson

Software Architects

Kelly Churchill

Ryan Johns

Stephen Abson

Software Developers

John Monson III

Joel Norris

Statisticians

Sherri Row

Kurt Lewis

Coming On Board

by Holly Callarman and Cynthia Davenport
Human Resources, Montana State Prison

When you board a cruise ship for a voyage to new and exciting destinations, the staff of the ship is there to greet you, show you around, offer direction and assistance, and make you feel welcome. The staff on board takes charge as the anchor is lifted, making sure your needs and questions are attended to so the adventure ahead is an exciting one.

Much like boarding a ship, the first day of any new job is an adventure into uncharted waters and, hopefully, stimulating and engaging endeavors. Unfortunately, it doesn't always work that way. Cynthia Davenport relates her experience as a new corrections employee in 1996.

"Instead of an amazing on-boarding experience with delighted staff eager to show me the way, my first day in corrections felt more like I was being sent to walk the plank, blind-folded, over shark-infested waters," Davenport said. "My co-worker was assigned to walk me through the new-employee paperwork and insurance packet, but she was clearly annoyed at the task, rolling her eyes when I asked questions and slamming down papers in front of me.

"My boss was not there until day three. He was busy and his schedule was too full to have time for me, so he merely passed my office door and noted, 'Oh yeah, you are here, glad to have you.' He put several manuals on my desk as he rushed off to another meeting. I learned my job by reading and reviewing files to see what people before me had done. I literally read every file saved on the computer assigned to me. I also learned by making lots and lots of mistakes that could have been prevented had someone like the staff on a cruise ship been there to show me the way."

Whether new, promoted or transferred employees view their first few days as a positive or negative experience is influenced by a process known in Human Resources as "on-boarding." Providing a positive on-boarding experience is central to welcoming and encouraging employees and positioning them to succeed. Done well, it will keep new-found talent from wondering, "W*hy did I take this job?"*

Each of us, whether a supervisor or co-worker, is integral in making sure a new employee's first days are positive. Here are some ideas that can assist in ensuring that new employees feel welcome:

- Meet new employees at the door.
- Make sure their work area is clean and ready to go.
- Order computer access, and get them their keys or IDs ahead of time so they don't have to wait on IT or someone else to start their work day.
- Provide a tour of the facility or work area.
- Introduce new employees to key personnel they will be working with on a regular basis. (It doesn't hurt to praise new employees' skills and experience publicly, either.)
- Take time to discuss your expectations as a supervisor and find out what expectations new employees have of you.
- Let new employees know the little things such as where the coffee and water are located, the details of lunch and other breaks, the schedule and expectations for regular meetings, where to find the department's phonebook and office supplies, and when mail is picked up.
- Set up a "buddy" for new employees – someone to walk them through the hazards of a new job and orient them further to the ins and outs of a new area.
- Give new employees time and space to orient themselves to their new environment, read policies, or ask questions before and after loading them down with day-to-day operations.
- Encourage new employees to ask questions – and don't act like it is bothersome when they do. Remember, we were all new employees once.

The first days of a new job can be exciting and stressful. New social and professional dynamics mix with sometimes overwhelming new responsibilities. Any new adventure involves anxiety and anticipation, but we can all help make this experience positive for employees coming to work at corrections, making sure the voyage is one to remember.

Central Office Chili Cook Off

Tawnia Everhard, contract grants coordinator, took first place in the Central Office chili cook off. Funds raised from the $5-a-bowl event went to support the *Off Broadway Employee Fund,* which assists Central Office employees who are facing medical needs or the death of a family member, as well as funding special requests for items that benefit the entire office.

Coming

These lists of new and departing employees cover the period from Oct. 4 through Dec. 27. If you notice errors or omissions, please contact the *Signpost* editor, jbeck@mt.gov.

Central Office
Harlan Trombley

Montana Assessment & Sanction Center
Marc A. Johnson

Montana State Prison
Benjamin Back
David Belew
Alan Buttrum
Latricia Cales
Joseph Callahan
Anthony Forsman
James Forsman
James Garcia
Jeri Gideon
James Gill
Lance Griffin
Eric Hart
Casey Jones
Gregory A Jones
Chelsey Landers
Christian Larkin
Guthrie Lewis
Patrick Martin
Ambrel McKetchnie
Timothy J. Meagher
Tami Molendyke
Jeanette Nelson
Jammie Sanders
Danelle Sawicki
Michael Schmidt
Patrick Sheehan
William Skahen
Tamara Walden
David Weidner

Montana Women's Prison
Matthew Eisele
Allan Kitterman
Sharyl Lynn Marcher

Pine Hills
William Burke
Josh Freeman
Jason Miller
Brandon Rall
Dominique Rattey
Jeremy Thomas

Probation and Parole
Justin Bradley, Bozeman
Shana Butterworth, Bozeman
Katie Campbell, Polson
Sean Daly, Bozeman
Joshua Green, Missoula
Devin McGee, Helena
Jason Sexton, Helena
Courtney Wilske, Billings

Riverside
Tanya Butler

TSCTC
David Chaney
Zachary Cook
Jeniffer Marti

Going

Central Office
Amy Holodnick
Dawn Lane

MSP
Jonathan Allen
Carl Beckwith
Kimberly Bell
Leslie Black
Kristie Blackford
Jeremy Brancamp
Taylor Brown
Eunice Cole
Steve Eckels
Wade Farrow
Patricia Good
Den Lemmon
Mark Maness
Kristie Mannix
Tracy Napier
Brandon Newell
Kim Robles
Douglas Ross
Hans Rouse (Lewistown)
Craig Russell
Michael Semenic (Lewistown)
Bryan Simpson
Ann Thurber
Keith Williams

MWP
Robyn Cotton
Patrick Dickinson
Stephanie Moore

Pine Hills
Tanner Anderson
Jennifer Leitch

Probation and Parole
Bradley Engebretson
Brandy Hahn
Colleen Jones
Richard Krantz
Melanee Melia
Adam Morrissey
Donna Weeks

TSCTC
Jessy Brown
Roy King
Rosemary Murphy

YTC
Michelle Helgeson

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