The Montana Department of Corrections
Correctional Signpost
Summer 2008

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Budget team tackles $370 million chore

By Bob Anez
Communications Director

They are the budget builders, those responsible for laying the foundation every two years for a Department of Corrections spending plan that will finance the management of more than 13,000 offenders.

They are among the staff of the Administrative and Financial Services Division and their work begins a full year before the Legislature gets its first look at the budget. The group pulls the numbers together, prepares the documents and works with administrators to develop proposals for the next biennium.

"The pressure is constant," says Rhonda Schaffer, administrator of the division. "But it's a team approach; it spreads the load more so the pressure is not all on one person.

"There is no manual on how you do this – the decision-making and the protocol at the department level," she adds. "You learn as you go."

BUDGET, Page 33

The budget preparation team includes, left to right, Cindy Trimp, April Grady, Marti Swarens, Kara Sperle and Lena Havron. Not pictured: Rhonda Schaffer and Andrew Olcott.

Recidivism definition adopted

The Department of Corrections Advisory Council has endorsed the agency's proposal to adopt a definition of recidivism that mirrors one used by a national correctional organization.

The result does not change the department's basic description of who is a recidivist. Such a person is still an offender who returns to prison for any reason within three years of being released.

However, the department's proposal approved by the council makes Montana one of growing number of states to accept the Association of State Correctional Administrators (ASCA) method of calculating recidivism.

"We think it's appropriate to be part of the movement toward a single national definition of recidivism," said Corrections Director Mike Ferriter.

RECIDIVISM, Page 2

Recidivism

FROM Page 1

"Such a universal approach to this issue makes comparison of recidivism rates among the states more accurate and meaningful," he said.

In addition to endorsing the ASCA definition, the council approved the adoption of a new definition to measure the rate at which offenders return to any correctional facility, not just prison.

"This second definition captures all offenders who leave and return," said Gary Hamel, administrator of the Health, Planning and Information Services Division. "It's the big picture."

"The recidivism rate will continue to focus on the worst of offenders as it should – those whose initial crime was serious enough to get a prison term and whose subsequent offense warranted a return to prison," he added.

Hamel said ASCA's definition of recidivism includes detailed counting methods to ensure that all states using the definition are collecting data in the same way. The result is that recidivism rates among states using the same process can be legitimately compared and that's critical when recidivism is considered one of the best means of determining the success of correctional programs around the country, he said.

Here is the ASCA definition of recidivism:

> *"Number of inmates released from the DOC during the calendar year for which recidivism is calculated who returned to a DOC prison system for a new conviction or technical violation within 36 months after release, divided by the number of individuals released during the calendar year and computed as a rate per 1,000."*

Montana's previous definition read:

> *"An adult offender who returns to prison in Montana for any reason within three years of release from prison. Each release can have only one corresponding return."*

Hamel noted that both versions contain the same basic elements by counting those who return to prison for any reason within three years.

The council and department also agreed to change the way recidivism is reported for juvenile offenders to include both new crimes and technical violations.

Warden leaves Crossroads prison

By Bob Anez
Communications Director

MacDonald

Jim MacDonald left his job as warden of Crossroads Correctional Center in May to take a similar job at a larger Arizona prison.

"This is an opportunity for me that I couldn't turn down," he says of the move to the Florence Correctional Center, also owned by Correctional Corporation of America. "The Florence facility is much larger, with approximately 1,800 beds and four government contracts to include California, Washington state, the U.S. Marshals Service and Immigration and Customs Enforcement beds."

Assistant Warden Sam Law, at Crossroads since 2004, replaced MacDonald in early July.

MacDonald became Crossroads warden in December 1999, four months after the Shelby prison opened. The facility houses about 500 state inmates under a contract with Department of Corrections and about 90 federal inmates through a contract with the U.S. Marshals Service.

"I feel it is time for a change for me and also the right time for a change for Crossroads Correctional Center." MacDonald says. "It has been a tremendous pleasure to have worked amongst some of the finest corrections professionals I have ever been associated with.

"The Department of Corrections – what a wonderful group of people to work with. They encouraged imagination rather than tried to hold us back."

Pat Smith, who heads the Corrections Department bureau that oversees Crossroads and other contracted prisons, is sorry to see MacDonald move on.

"Warden MacDonald has been a great partner and asset to the Montana Department of Corrections and will be greatly missed," he says. "He has been the exemplary model of what a correctional professional should be."

MacDonald, 50, recalls his first years as warden of Montana's first and only private prison as being filled with pressure, since state policymakers remained anxious about their decision to break new correctional ground in Montana by relying on a corporation to operate a prison.

"We had something to prove as a private facility," Mac-

WARDEN, Page 17

AMBER alerts can be hoaxes

By Sally K. Hilander
Victim Information Specialist

If you receive an AMBER Alert email asking for your help finding a child who reportedly has been abducted, please check the authenticity of the alert before forwarding it to others.

Some AMBER Alerts are internet hoaxes that anyone can start, including parents involved in custody battles, vindictive "friends," and youngsters who believe they are playing innocent pranks.

AMBER Alert is a national system that has found more than 200 missing children by spreading information via radio, TV, traffic signs, web portals, and email. Most AMBER Alerts include pictures of the child, a plea for his or her return, and a local law enforcement agency to contact with tips about the child's whereabouts.

I recently received an email AMBER Alert with a school photo of a 13-year-old girl supposedly abducted in Missouri. I had received other alerts in the past, quickly followed by "message recall" attempts, so I decided to check whether this child actually was missing. I logged onto the national AMBER Alert website http://www.amberalert.com and found no mention of her.

I made a quick phone call to the local police department in Missouri listed on the AMBER Alert, and the dispatcher confirmed the hoax.

Because of this prank, photos of the pretty, curly-haired adolescent girl had been distributed at lightning speed to thousands of strangers, including possible child predators.

If you don't have time to verify an AMBER Alert in your email inbox, forward it to me at shilander@mt.gov and I'll check it out.

AMBER is an acronym for America's Missing: Broadcast Emergency Response. The program began in response to the 1996 kidnapping of 9-year-old Amber Hagerman in Arlington, Texas. The community mobilized to find her, but not quickly enough. A man walking his dog found Amber's body in a creek bed four days later.

Speer heads new bureau in ACC

Kelly Speer, who has worked in corrections for almost eight years, is chief of the newly formed Facilities Program Bureau in the Adult Community Corrections Division.

The promotion occurred in mid-April.

In her new role, Speer will continue to handle personnel issues and also will oversee contract managers for the prerelease centers and treatment programs with which the Department of Corrections contracts.

Speer

"It's important to bring it all together in community corrections," Speer says. "This gives us a good opportunity to get all of the pieces working together more efficiently."

That makes sense for a division that is growing rapidly and where offenders move frequently among prerelease centers, treatment programs, and probation and parole, she adds. "We've grown a lot in the past five years and we're going to continue to grow" with the planned addition of a prerelease center in the Kalispell area and creation of a sex offender treatment program.

Community corrections programs are responsible for managing about 81 percent of all offenders under jurisdiction of the department. During 2007, the probation and parole caseload increased by almost 500, or 5 percent.

Pam Bunke, division administrator, says Speer is the right person for the job. "Kelly has worked in a variety of corrections fields from the secure side to treatment, prerelease to probation and parole. This varied background will provide a foundation of understanding that is needed within the division to coordinate with the different entities."

Speer, 30, says one of her most critical functions will be handling personnel matters, including hiring, investigations, transfers and disciplinary actions. The growth in the division's work force has created a similar increase in personnel demands, yet the division has never had a human resource specialist as do many other programs, she notes.

Speer believes her new position will mean improved working relationships between community corrections

SPEER, Page 7

Gov. Brian Schweitzer, in blue jacket, listens to Hardin City Attorney Rebecca Convery during a visit to the Hardin detention center. At far left is Corrections Director Mike Ferriter, and Crow Tribal Chairman Carl Venne is at far right. (More photos on page 5)

Takes on critics

Governor tours Hardin detention center

"We're going to try to make the best of a bad situation," Gov. Brian Schweitzer told Hardin residents during a tour of a detention center built by the city last year and still empty.

Schweitzer, invited to visit the jail by local citizens who traveled to Helena earlier this year, said he will "do everything in my power" to help developers find offenders to put in the facility and avoid defaulting on $27 million in bonds sold to pay for the project.

But the governor also made it clear during his visit that critics blaming him for the unused jail were wrong.

"How is it me or my administration is responsible for not housing customers here?" he asked of a group of local officials accompanying him on the tour. "How has that shifted to me from those who decided to build this?"

He reminded his audience that he was not governor when plans for the detention center were developed.

Schweitzer also noted the jail was constructed with no guarantees it would have prisoners to fill the cells. "A facility was built without contracts; a facility was built without assurances," he said.

Hardin City Attorney Rebecca Convery said corrections officials in the past indicated they had need for a facility such as the one in Hardin and that none of those officials warned developers against going ahead with the project. She acknowledged that no state officials committed to place inmates in the facility.

Schweitzer said it is not the role of state government to tell a local government it should not build a jail.

The 464-bed detention center was completed last summer and local officials have waged a campaign since then to find offenders from the federal and state governments. An attorney general's opinion, requested by the city, concluded that existing laws prevent the jail from housing out-of-state inmates. A District Court judge in June disagreed with that opinion, clearing the way for Two Rivers to seek out-of-state inmates.

Schweitzer invited corrections officials from neighboring states to visit the facility to determine if they could use it for inmates. After touring the center, Wyoming officials said they would not use it. Gallatin County Sheriff Jim Cashell also announced he would not put offenders in Two Rivers. Colorado corrections officials toured the facility in late June, but had no immediate comment on whether they would consider using it for inmates.

Montana Department of Corrections Director Mike Ferriter has repeatedly said his agency has no need for traditional prison beds. However, he noted the department plans to seek proposals this summer for development of a sex offender treatment program and the Hardin jail may be able to compete for that contract.

Schweitzer said he and Carl Venne, Crow tribal chair-

GOVERNOR, Page 5

Gov. Brian Schweitzer talks with dozens of Hardin-area residents at the start of his visit to the Two Rivers Detention Center in Hardin.

Governor

FROM Page 4

man, have been talking to federal Bureau of Indian Affairs officials about their possible interest in using the facility. But he emphasized the talks are in the early stages.

The governor also suggested Hardin developers may consider asking the next Legislature to change laws in some way that would help the detention center be able to house offenders. "It probably will take legislation to fill this facility," he said.

About 80 percent of the detention center's capacity is dorm-style housing. The facility has 12 24-man pods and 10 eight-man pods.

CCC Blood drive

Mark Bartosh, recreational supervisor at Crossroads Correctional Center in Shelby, was one of 27 donors participating in a spring blood drive for the American Red Cross. Christine Timmerman, public information officer at the prison, coordinated the event and recruited donors. Barbara Fey, Mary Devera, Nicki Christiaens and Stephanie Salois assisted her. Red Cross workers said turnout was very high for an organization's first blood drive. Timmerman said she was pleased with the employees' participation and their donation of refreshments. "The blood drive was truly a whole facility event, and because of the tremendous success of this blood drive, the facility will plan on doing another one sometime in the future" she said. (Photo by Christine Timmerman)

Crime Victims Week highlighted

Lt. Gov. John Bohlinger, Attorney General Mike McGrath and Corrections Department Director Mike Ferriter headlined an event at the Capitol to kick off National Crime Victims Week in mid-April.

But for Derek Van Luchene, the event was very personal.

His strong advocacy for victims' right stems from the abduction and murder of his younger brother, Ryan, almost 21 years ago in Libby. He said he has concluded that the way victims are treated by the criminal justice has a direct effect on their ability to heal.

Van Luchene, who works for the state as a criminal investigator, said he has committed himself to the victims' rights issues because he didn't want his brother to have died in vain.

He said the memory, pain and loss for victims never ends. "When you're a crime victim, you don't wake up some morning and it all goes away," he said.

Bohlinger said the public has to recognize the needs and rights of crime victims. "Victims want physical and emotional wounds healed. They want their property restored. They want the offender to be held accountable. And they want to strive to rebuild their lives," he said.

The public also must acknowledge that crime touches more than those directly victimized, Bohlinger added. "It leaves entire communities less secure."

Recognizing and supporting rights for crime victims makes them more willing to participate in the criminal justice system and to look favorably upon those in that system, he said. "Seeking justice for victims serves our nation and its highest ideals."

VICTIMS, Page 7

Sally Hilander, right, victim information specialist for the Corrections Department, staffs an informational display at the National Crime Victims Week event in the Capitol.

Mike Ferriter corrections director, addresses a gathering in the Capitol to mark National Crime Victims Week.

Victims

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McGrath said the state has taken many steps to improve services to victims, including the creation of a victims' services office in 2001. Other programs work to prevent instances where domestic violence results in deaths, help children of drug-addicted parents find services that can help and assist victims of identity theft restore their credit, he said.

Ferriter said the Corrections Department is a key player in government's efforts to keep victims informed of where offenders are in the corrections system. He said the agency also is launching a new program that offers victims an opportunity to talk with offenders as a means of helping them understand the impact their crimes have had on victims.

Ferriter emphasized his department's understanding of the need to listen to victims in order to better recognize services that can help them.

"It's important to let victims know the state of Montana has not forgotten them," he said.

Speer

FROM Page 3

and the Human Resources Division and the department's legal unit.

A native of Lewistown, Speer grew up in Butte and got her first taste of corrections in 1998. While working for Connections Corrections, a chemical-dependency treatment program in Butte, for two years, she also was an intern for Sandy Heaton, then-director of treatment at Montana State Prison, and an intern at the Butte Prerelease Center.

Speer joined the department as a probation and parole officer at Butte in 2000. As a intern with Heaton, she had developed an interest in the unique issues that surrounded sex offenders and did her master's thesis on public notification regarding such offenders.

After four years as a probation and parole officer, she became corrections manager for the division.

Speer holds a bachelor's degree in public administration and a master's degree in technical communication, both from Montana Tech.

"I've always been interested in corrections," she says. "You learn something new every day. It's always challenging. There's new ways of doing things."

She and husband, Jason, had a daughter, Madelin, and are expecting another child in September.

From The Director

Mike Ferriter

The other day a man asked me where I work. When I said corrections, he wondered how I could stand working in such a "negative" world.

That got me thinking just how little about this job is negative. I explained to him that, as with many professions, we seem to only hear about problems. I was proud to inform him that nearly 13,000 offenders are being managed every day without incident and most will leave our system with improved behavior and skills and not return.

Every night my cell phone doesn't ring is a good night. Every day a call to my office doesn't begin, "We've got trouble at …." is a good day.

And I have plenty of good nights – and good days as well.

The population we manage is spread throughout the state – in prisons, treatment programs, prerelease centers, youth programs and on probation or parole. Taken together, they would be Montana's eighth largest city.

What is sometimes lost in the occasional report of a prerelease center resident walking away or a parolee committing a crime is the remarkable fact that on most days the thousands of offenders under our supervision comply with laws and restrictions. They follow the rules, they go to work, they talk to their probation and parole officer when they should, and they pass tests for alcohol and drug use.

In corrections, the population we manage have a history of making the wrong decisions at the wrong times and for the wrong reasons. Offenders – like all people – are, by nature and experience, unpredictable.

So on those days when problems arise I am disappointed but not entirely surprised. After more than three decades in this business, I know those problems will occur.

But what I – and all of us in corrections – need to keep in mind are all those days when everything goes right, when the phone doesn't ring late into the night and when the word "trouble" isn't heard. We should remember the weeks that go by without an emergency of some kind arising.

Montana's corrections system, like those everywhere, isn't perfect. But when it comes to measuring the operation of this system, the glass is more than half full.

So the next time some bad corrections news comes along – and it will – remember the astounding success and achievement in the many days where "trouble" isn't uttered and the many peaceful nights when my cell phone doesn't ring.

I thank all of those who work in corrections and law enforcement, and offenders themselves, for those times.

What's in a word?

Guard or correctional officer

EDITOR'S NOTE: The following appeared in the April edition of the "Correctional Oasis," a Colorado publication of Desert Waters Correctional Outreach, a non-profit organization that focuses on the well-being of correctional staff and their families. It was written by Capt. William Ashby of the Louisville (KY) Metropolitan Department of Corrections. Reprinted with permission.

Some years ago when I graduated the Corrections Academy, like most rookies, I wore my uniform proudly. I graduated in a time of transition, a time when we where trying to improve from the status of guards to corrections officers. Like most recruits I looked up to and respected my instructors. Our lead instructor told us that we were corrections officers and we should stand up to anyone that called us guards. I remember it like it was yesterday; my first week working in the jail a salty veteran walked up to me and called me the bad word, "guard". I was young and fresh out of the Marine Corp. I quickly stepped up to him and challenged his words. He stated, "How many people have you corrected today?" which I replied "None." Then he stated "How many people have you let escape today?" and again I replied "None." He then stated, "That makes you a guard." and walked away.

Over the years I've questioned myself rather I was a guard or a corrections officer. I guess that pride is something that must first come from within. I've came to terms with the fact that no matter which one I am, I will always maintain pride in knowing that I'm part of something that is a necessity in our society.

Last night I ran into an old high school friend of mine. We started talking and he asked me if I remembered a conversation we had some years ago while he was in jail. To be completely honest, even after he reminded me of our conversation, I still did not remember. But oh did he. He went on to tell me that on that night he was on his fourth trip to jail and moving down the wrong path. I pulled him from his dorm and we sat and talked for a while, although he made it sound like a lecture from an old friend. I inquired about his fist born child and went on to ask him what role he planned on playing in his child's life.

After he told me I asked him how he planned on accomplishing that role from a jail cell. To me the conversation meant very little. It was something that I did quite often to pass time during the boring nights after all was quiet, for him it was everything. He said that he wrestled with my words all-night and vowed to himself and first-born that he would never be incarcerated again. Today he owns his own business and his son is very proud of him. So proud that he even got to speak at his son's career day at school. With a smile, he went on to even brag about that fact that he now makes more money then me. Without saying it, I know that he was giving me heartfelt thanks.

Today I realize that I have corrected at least one person and who knows how many countless others during the passing hours of a slow night. As corrections professionals we have a unique opportunity. When our parents and teachers fail us when we are young and as we fail ourselves as adults, the system is sometimes our last stop. As corrections professionals we are truly given an opportunity to reach people when they are clearly at their worst. I'm just now realizing what a great responsibility that entails and only hope that I'm up to the challenge. I know this to be true to my heart: rather a corrections officer or guard I know that without me our society would not be much to be desired.

Mike Aldrich holds a shadow box filled with memorabilia from his 12 years at Montana Women's Prison in Billings. Staff presented the gift to him at his retirement party in late March. Aldrich, who had been deputy warden, moved to Helena to be a probation and parole officer. (Photo by Deb Willis)

DOC signs food MOU

The Department of Corrections is one of four agencies to sign a memorandum of understanding supporting the Montana Food for Montanans Initiative.

Directors for the departments of Agriculture, Commerce, Labor and Industry, and Public Health and Human Services also signed the document.

The MOU states that the agency heads support "appropriate federal and state mechanisms to accomplish the basic objectives and of the developing Montana Food Systems Council." Those goals include encouraging creation of food production, processing, marketing and distribution; promoting education, research and curriculum related to food system issues; working toward food security for all Montanans; and promoting farm viability and land use.

Corrections Director Mike Ferriter's signature was related to the role that the cannery at Montana State Prison plays in processing food products to the Montana Food Bank Network.

Study: 44% of inmates have medical problems

The pressure on state prison health care services across the country has remained largely unchanged, according to a new survey of inmates in state and federal correctional facilities recently released by the U.S. Bureau of Justice Statistics.

The 2004 study found that 44 percent of state inmates and 39 percent of federal inmates reported a medical problem that went beyond a cold or virus. That compares with 45.6 percent of state inmates and 47.2 percent of federal inmates reporting medical problems seven years earlier.

The difference in the rate in which state inmates reported medical problems was not statistically significant.

The report, which did not provide state-by-state data, was based on inmate populations found in a sampling of 287 state and 148 federal prisons nationwide. A total of 14,499 state inmates and 3,686 federal inmates were interviewed for the study.

The survey said 70 percent of state inmates with medical problems saw some medical professional to deal with their problem. Arthritis was the most prevalent ailment among state inmates, with 15 percent reporting the disease. High blood pressure was a close second at 14 percent, followed by tuberculosis and asthma at about 9 percent each, and heart problems (6.1 percent) and hepatitis (5.3 percent).

Among state inmates, 95 percent reported being tested for tuberculosis. More than one out of every three state inmates (36 percent) reported having at least one of six "impairments:" learning, speech, hearing, vision, mobility or mental. That figure was 31 percent in the 1997 study.

Learning was the most common impairment among state inmates, with 23 percent reporting they had such a problem. Sixteen percent of state inmates said they have multiple impairments.

The study concluded that women inmates, on both the state and federal prison systems, were 1½ times more likely than male inmates to report more than one existing medical problem. Female state inmates were almost twice as likely to report a mental impairment than were their male counterparts.

Another report released by the federal agency focused on the issue of the HIV virus or AIDS among inmates.

The study found the number of HIV/AIDS cases in state and federal prisons had declined slightly between 2004 and 2006, from 22,936 to 21,980. Nationally, such cases were found in 1.7 percent of the prison population. Montana, with six cases in 2006, had a rate of 0.3 percent. The greatest prevalence of the virus or disease was in Florida prisons where 4.1 percent of inmates had HIV or AIDS. Only North Dakota, at 0.2 percent, had a lower rate than Montana.

Nationally in 2006, the report said, state prisons had 3,364 inmate deaths and 155 were related to AIDS. In Montana, none of the six inmate deaths was related to the disease.

Conley Lake Lodge bats offered new housing

By Bob Anez
Communications Director

ABOVE: A close-up of a new condominium built to attract bats that have infested Conley Lake Lodge.

BELOW: New housing for bats was installed on the side of a garage near Conley Lake Lodge. (Photos by Gail Boese and Linda Moodry)

The problem was driving Montana corrections officials, well, a little batty.

For more than a quarter of a century, Conley Lake Lodge has been infested with bats. Lots of little brown bats.

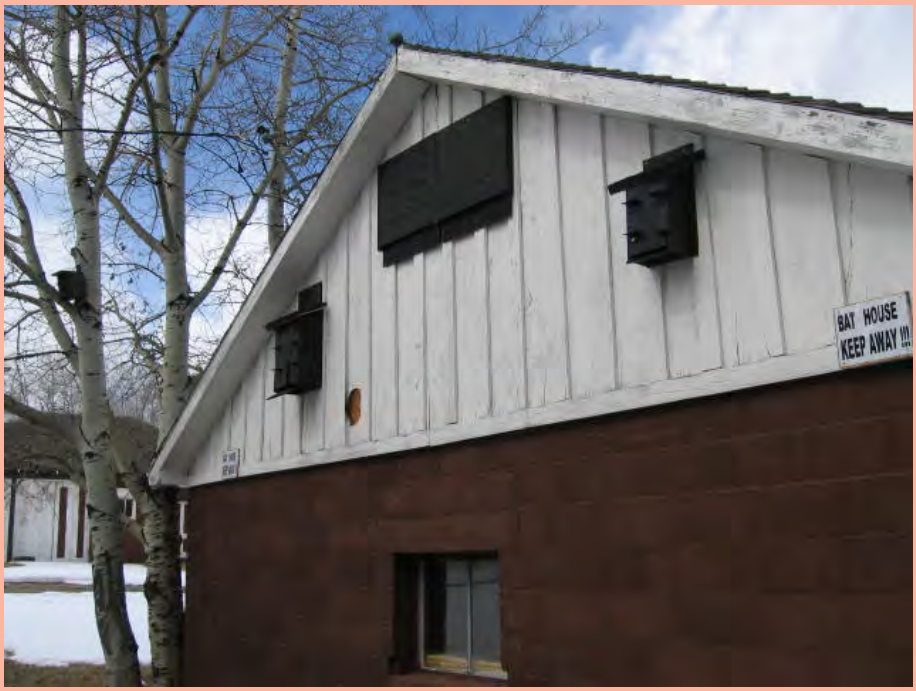
Over the years, the flying mammals made a home of the 1,865-square-foot log building that is located west of Montana State Prison. Built by Frank Conley, warden from 1890 until 1921, the building was originally called the "recreation hall" and is located just a few dozen feet from the once-lavish house Conley occupied when he was one of the most powerful political figures in the state. The lodge is dominated by a large meeting room and has been used over the years for corrections meetings and gatherings of local civic groups.

But all those bats left plenty of calling cards. The floor and other surfaces in the building were constantly covered with a carpet of bat guano. That's bat droppings. Lots of bat droppings.

Gayle Lambert, administrator of Montana Correctional Enterprises, said the problem had been tolerated for years. The lodge would be cleaned before each use, only to have the bats layer it again with their guano. "It was never dealt with in the past," she said.

Lambert's division was charged with taking action. Officials consulted the Department of Natural Resources and Conservation and the Department of Fish, Wildlife and Parks.

Kristi DuBois, native species coordinator for the fish and game agency, visited the site and concluded the lodge had become home to a "maternity colony" of perhaps as many as 1,000 bats. Essentially, it was a nursery where the bats migrated each spring to give birth to more little bats.



And the problem, DuBois warned, wasn't going away. "Little brown bats can live up to 30 years old in the wild and the females usually try to come back to the same places each year to raise their young," she said.

She said evicting the bats from the building could take two years or more because of their strong migratory nature. Sealing off the building only will prompt the colony to look for an alternative site, perhaps in other buildings nearby, she said.

DuBois recommended against trying to kill the bats because they

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Bats

FROM Page 10

are difficult to exterminate and sick bats could infect people and pets through bites. Besides, she said, bats perform an important service in controlling insects such as mosquitoes and agricultural pests.

Lambert said she feared that keeping bats out of the lodge merely would export the problem to the 3,700-square-foot Conley Lake house or other nearby structures.

"The only way to move bats out is to create alternative residences," she said.

The answer, they found, was bat houses – apartments and condominiums designed to attract bats and draw them away from undesirable locations. Officials found designs and criteria for bat houses published by an organization called Bat Conservation International (BCI). Size, type and texture of wood, and location are critical to successfully establishing a new residential neighborhood for bats, officials learned.

Members of the inmate fire crew went to work cleaning the lodge, closing off bat-sized entries and preparing the new roosting homes for the bats' expected migratory return from their winter hibernation. The crew created and installed five houses, flats and condos.

BCI says bat houses work about 60 percent of the time in rural areas and 90 percent of such structures are occupied within two years of being placed. Initially, the lodge bats didn't take to the new residences.

"Time will tell whether the returning bats approve of their new digs," Lambert said. "We'll give them two years to get accustomed to the new houses and then move them farther away."

The alternative of doing nothing was not acceptable, she said. "That rec hall was built in the early 1900s and has historic value to the city of Deer Lodge and the state of Montana. I don't want to see it destroyed because it has a bat problem."

The little brown bat is a small mammal with a body length of 3-3½ inches and weighing approximately one-eighth to half of an ounce. The wingspan ranges from six to eight inches.

A large stone fireplace sits at the north end of Conley Lake Lodge.

Cox marks 30 years at MSP

Janet Cox, records supervisor at Montana State Prison, crossed a milestone in March when she completed her 30th year at the Deer Lodge facility.

Staff of the records department surprised her with balloons and other goodies.

Cox came to work at the prison in 1978 as a video data terminal operator. She has worked as a medical secretary, general office clerk and administrative clerk before being promoted to her supervisor's job in September 1989.

Janet's experience and knowledge is invaluable to staff and other department functions.

New law provides re-entry funds

President Bush in April signed into law that provides $362 million to states, local governments and nonprofit organizations to help inmates adjust to communities after prison.

Called the Reducing Recidivism and Second Chance Act, the legislation is intended to provide former inmates with job training, literacy training, substance abuse treatment, counseling, housing and mentoring services. It makes available $168 million a year to state and local communities for establishing re-entry projects with enhanced focus on job training, housing, substance abuse and mental health treatment, as well as programs to work with the children and families of ex-offenders.

The new law will help states and local governments, in partnership with nonprofit organizations, to establish prisoner re-entry demonstration projects. Those projects can include education, vocational training, and job placement services; coordinated supervision for offenders upon release, including housing and mental and physical health care; and programs that encourage offenders to develop safe, healthy, and responsible family and parent-child relationships

Supporters say the measure will help transform lives and build safer communities by helping prisoners who are returning to society break cycles of crime and start new lives.

The legislation formally authorizes key elements of the successful Prisoner Reentry Initiative, announced by Bush in 2004, to help prisoners effectively reintegrate into the community. In the first two years of that initiative, more than 12,800 offenders enrolled in the prisoner reentry program and more than 7,900 offenders were placed in jobs. Only 18 percent of those enrolled in the program were arrested again within one year – less than half the estimated national average.

Funding is available as grants from two federal agencies. Department of Justice grants are awarded to state agencies for prerelease services to partner anti-recidivism efforts with those of faith-based and community organizations. Department of Labor funds are awarded to faith-based and community organizations that provide a variety of assistance to returning prisoners, including workforce development services, job training, counseling, and other re-entry services.

New pipe, pipe carrier at Dawson regional prison

Peter Bigstone from the Fort Belknap Indian Reservation presented a new ceremonial pipe and installed a new pipe carrier during a visit to Dawson County regional prison in April. Bigstone, a spiritual adviser and cultural coordinator for the Fort Belknap tribes, and his wife, Renita Long Knife, spent a day at the Glendive prison educating inmates on the history of American Indian culture and pipe ceremonies. Smudging and a pipe ceremony, which occur weekly at the prison, followed Bigstone's presentation. Several inmates presented gifts to Bigstone in appreciation for this time and efforts in bringing American Indian spiritual customs to the prison. The new pipe carrier is Adam Walker. (Photo by Don LaPlante)

Central office gets acquainted with new staffers

Two new staffers, Kurt Lewis (third from left) and Tom Antonick (far right) join other department employees for a get-acquainted gathering. Others, left to right, are Dean Smail, Director Mike Ferriter, Gary Hamel and Steve Barry.

Central office staff paused for a few minutes in mid-April to gather and welcome about a dozen new employees who had joined the Department of Corrections during the past few months.

Administrators from several divisions introduced their latest additions and the group sampled root beer floats provided by the Eleventh Avenue Employee Committee.

Carrie Villa, left, shares a root beer float with Sarah Martinez. Both are employed in the Administrative and Financial Services Division.

Brenda Elias, an attorney in the legal bureau, and Dean Smail, Webmaster, enjoy their root beer floats.

Sex offender programs reviewed

Two officials from the national Center for Sex Offender Management spent three days in Montana this spring to gather information on the Corrections Department's sex offender treatment programs.

The visits by Madeline "Mimi" Carter and Kurt Bumby were part of their effort to advise the department on its preparation of a request for proposals to develop a sex offender treatment center. Carter is project director for the center, known as CSOM. Bumby is senior manager with the Center for Effective Public Policy, which administers the CSOM through a cooperative agreement with the Office of Justice Programs in the U.S. Justice Department.

Corrections officials requested CSOM's help to ensure that the request for proposals, expected to be issued this summer, will contain all the ingredients needed to create the most effective treatment plan possible. The department also has solicited advice from the Montana Sex Offenders Treatment Association.

Madeline "Mimi" Carter and Kurt Bumby, from the national Center for Sex Offender Management

Carter and Bumby spent time at Montana State Prison, attending treatment sessions and meeting with treatment staff. They also met with probation and parole officers who specialize in supervising sex offenders, Missoula Assessment and Sanction Center officials, Adult Community Corrections Division managers and the state Board of Pardons and Parole; attended a meeting of the sex offender treatment association; and toured a prerelease center.

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Independent Record editorial

Mentally ill youth left in a bind

EDITOR'S NOTE: The following appeared in the April 13 edition of the Helena Independent Record. Reprinted with permission.

The catch 22 for juveniles in need of psychiatric treatment is downright insane.

Disability Rights Montana lawyer Anita Roessmann told a legislative interim committee last week that unlike adults, there are no public resources to help mentally ill children until they already are in some kind of legal or psychotic crisis. "Our system is panicked; it's spastic; it's driven by crisis," she said.

The Law and Justice Committee also heard from Eve Franklin, the state's mental health ombudsman, who said most families can't afford costly psychiatric help for their children, so Medicaid is an important option. But Medicaid rules require a child to already have been in a mental hospital for 30 days. Catch 22.

To top it all off, many Montana kids needing mental health care have no place to go in the state because Montana hasn't had a state-run juvenile psychiatric hospital since the early 1990s when Rivendale in Billings, a company that contracted with the state, was closed. Right now, some 180 Montana children and teenagers are scattered in psychiatric hospitals across the United States.

The committee met last Thursday to discuss the possibility of building a juvenile state psychiatric hospital to bring those children home.

"It might be better for kids and taxpayers," said Sen. Jim Shockley, R-Victor. Steve Gibson, director of the Youth Services Division of the state Department of Corrections, said his agency now spends about $2.4 million a year to send 25 children in trouble with the law to private, out-of-state hospitals for the mentally ill. He estimated the state could run its own hospital for around $2 million a year, not including the cost of building the facility.

The committee took no action last week on the question of creating new juvenile psychiatric hospital, and surely more study will be necessary before such a plan could go forward.

Still, it seems obvious that many kids with mental problems would do better being treated in their own state, with family and friends closer to them. It also seems possible that with its own juvenile mental health facility, the state might ensure that, like ill adults, mentally ill children can be treated before their lives fall apart.

Reviewed

FROM Page 14

"We're privileged that Mimi and Kurt agreed to come here and get a first-hand look at the treatment system we have in place," said Corrections Department Director Mike Ferriter. "Their ability to see what we do and ask questions face to face with treatment providers will make the advice they give us that much more valuable and useful."

During a meeting with Ferriter and community corrections managers, Carter and Bumby learned that a third of the inmates at Montana State Prison are sex offenders and that the large number creates long waiting lists for treatment.

Ferriter said the delay is a cause of concern that should be addressed by opening of a facility dedicated solely to sex offender treatment. The proposed center will treat offenders who pose a lesser risk to commit another sex crime, while the higher risk sex offenders will continue to receive treatment at the state prison, he said.

Moving about 116 sex offenders from the prison will relieve some pressure on the treatment staff there and reduce, if not eliminate, waiting lists, he added.

Carter said some studies indicate that subjecting low-risk sex offenders to too intensive a treatment regimen can increase the likelihood for recidivism. Ferriter said that is the kind of information the department needs as it decides what kind of treatment program to establish in the new center.

Carter said mixing sex offenders of different risk levels can be a problem in treatment and wondered if the department was willing to consider more than a single facility. Ferriter said that could be an option, although it would double the difficulty of finding a site acceptable to local citizens.

He said one of the chronic problems is the public misperception that all sex offenders are the same, all pose the same potential for offending again and recidivism among them is higher than for other offenders.

Rick Deady, treatment contract program manager for the department, said Carter and Bumby characterized the plan for a community-based residential treatment program for sex offenders as "very forward-thinking."

"They were impressed that sex offenders in Montana receive a psychosexual evaluation and a PSI (pre-sentence investigation) prior to their court hearing, and that these documents are used by the judges and that the PSI's are written by the sex offender PO (probation and parole officer) specialists or supervising PO's," Deady said.

He also reported that Carter and Bumby suggested the department begin an extensive public education campaign as it seeks proposals for the treatment project.

CSOM was established in 1997 and is sponsored by the Office of Justice programs in collaboration with the National Institute of Corrections, State Justice Institute and the American Probation and Parole Association. Its goal is to enhance public safety by preventing further victimization through improving the management of adult and juvenile sex offenders who are living in communities. The center supports state and local jurisdictions in developing effective management strategies.

Carter, who has been with the center for 16 years, manages several of the center's projects dealing with sex offender management, offender re-entry and collaboration with criminal and juvenile justice systems. She holds a bachelor's and master's degree in criminal justice administration from the American University.

Bumby is involved in the center's technical assistance and training efforts, court-based initiatives and offender re-entry and transition projects. He has a doctorate from the law/psychology and clinical psychology training program specialty track at the University of Nebraska. He is an assistant clinical professor of psychiatry/medical psychology at the University of Missouri-Columbia School of Medicine.

Crossroads employees help Special Olympics

By Christine Timmerman
Public Information Officer
Crossroads Correctional Center

Six members of the Special Operations Response Team at Shelby's Crossroads Correctional Center ran or rode bicycles in the Special Olympics Montana Torch run in May.

Chief of Security Raymond Busby, Unit Manager Ron Sturchio, Lt. Kevin Riehl, Correctional Counselor Sidney Bowman, Key Control Officer Mike Hotchkiss and Correctional Officer Joshua Reynolds were part of the fund-raising effort on U.S. 2 and Interstate 15.

Hotchkiss was the person responsible for volunteering the team and he also coordinated the collection of $476.11 for Special Olympics, which included a $100 donation from the prison. Hotchkiss says Crossroads staff plans to make this a yearly project.

Veteran MSP officer a trailblazer for women

By Bob Anez
Communications Director

Pam Allen remembers well where her interest in corrections had its roots. It was the movie theater. There, she saw the 1967 movie "In Cold Blood" and the 1979 film "Escape from Alcatraz."

Both were based on true stories – the former telling the tale of two drifters who murdered a Kansas family before being caught, imprisoned and executed, and the latter about a the only apparent successful escape from the island prison in San Francisco Bay.

"I thought, 'Wow, that really looks interesting," remembers Allen, a correctional officer for 24 years at Montana State Prison.

And after nearly a quarter century of supervising inmates, Allen has no regrets about her career choice. "This is what I enjoyed. I never even thought about something else."

But Allen, 55, acknowledges her entry into a predominantly male profession wasn't easy. When she began work at the Deer Lodge prison in 1984, only about a half dozen women were among the ranks of correctional officers. Today, the number is about 100.

She says she was attracted to the unconventional job at the prison for very practical reasons. She wanted to work where she could get a pension, the workers wouldn't go on strike frequently and the employer wasn't likely to go bankrupt and close the business.

Her choice raised eyebrows even before she reported for work. Nice girls, she was told, do not work in prisons. Allen was undeterred by her gender and diminutive size, concluding, "Maybe they want brains instead of brawn."

Allen at first was surprised that the inmates were not locked in their cells more and that she routinely would be in the prison yard with hundreds of offenders at a time.

The first day she walked into the yard, she remembers thinking, "Oh God, what did I do?"

Inmates, seeing her and two other new female officers, welcomed them with shouted crude comments. About two months later, she stepped into a unit to do an evening head count and found all the inmates lined up wearing no clothes. She recognized it as a test she had to pass.

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Pam Allen has logged 24 years as a correctional officer at Montana State Prison.

Veteran

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"I decided I couldn't fail now or I might as well walk right out the door right now," Allen says.

She threatened the inmates with a lockdown if they repeated their behavior, making it clear she would not tolerate such disrespect. The following day, the inmates were fully clothed for the count and politely apologized to her for what they had done.

Allen also met resistance from some of her male co-workers at the time. A number of them believed a woman did not belong in such a job and that she was taking an employment opportunity from a man.

Pam Allen: "I wasn't going to be the first to quit."

When some officers locked her in a Close I cellblock to scare her, Allen didn't panic. She herded most of the inmates into their cells and locked them down before proceeding to calmly play cribbage with one inmate until the block was opened.

Allen believes she has proven herself a capable officer and shares a mutual respect with her colleagues. But she has learned that one needs a tough skin to survive.

She recalls making up her mind early that she was not going to give up. "I decided, 'You're not going to run me out of here no matter what you do,'" she says. "I wasn't going to be the first to quit."

Allen has learned to adapt. Just five feet two inches tall, she had trouble looking into windows to do inmate counts. So she used an empty coffee can, covered in carpet, as a perch that gave her the necessary height. The device was quickly dubbed her "count can."

Allen, who met her husband Bob on the job in 1988, says she has never had a desire to move up the ranks or take another job beyond correctional officer. "I never wanted to be a counselor; I never wanted to get that involved in inmates' personal lives."

Other female employees, mindful of the sometimes bumpy road Allen had at the start of her career, often come to her for advice and she readily gives it. "You can't be emotional; you can't take it personally," she says of the pressure. "I tell women they set the standard for all other women in corrections."

One of the most significant changes she has seen at the prison is communication. Today, every officer carries a radio, but that wasn't the case in the mid-1980s. Allen remembers only a few staff carried walkie-talkies back then and when trouble erupted, "you just relied on screaming and running."

Allen, a mother of two and grandmother of four, bubbles with energy as she talks about her career. She clearly has a tough time not fidgeting and chuckles when recalling comments she still hears from people seeing her in uniform on the street.

"A lot of people say, 'Oh my God, you work at the prison. Aren't you scared?'"

Allen says she's been scared a few times – once when a problem was reported in the chapel where her husband happened to be working that day – but most mostly the job provides a periodic adrenaline rush that she handles in stride.

"I like the people, even the inmates," she says. "They don't bother me anymore. They don't mess with an old granny guard."

Warden

FROM Page 2

Donald says. "My goal was that everything we did, we did it right. We wanted to be an example. Initially, it was very uncomfortable because we felt like we were under a microscope.

"But we changed that from a negative to a positive; we put ourselves in the spotlight instead of under a microscope."

He says he has admired the department's "aggressive programming" for inmates, and tried to match that at Crossroads through such steps as offering an incentive program for inmates to change their behavior, education opportunities for college degrees and a dog-training program.

MacDonald says his nine years at Crossroads is longer than typical for wardens in the industry, but that his lifestyle was a big reason he stayed.

Law

"Shelby is a tremendous community; I loved the rural atmosphere," he says. "We were well accepted. We had a great church and schools. The work ethic I have seen up here is second to none."

MacDonald has logged 26 years in corrections, starting as a correctional officer. He joined CCA in 1995.

Questions & Answers

Interstate Compact

What is the Interstate Compact?
The Interstate Compact is an agreement entered into by two or more states to provide supervision to offenders who cross state lines to reside and work. States that enter into an interstate compact become part of the Interstate Commission for Adult Offender Supervision (national compact).

What is the primary purpose of the compact?
To enhance public safety and to provide a mechanism that allows a continuum of supervision of offenders who cross state boundaries

Who administers the compact?
A state administrator and deputies are appointed by the governor of each state to develop policies, practices and procedures on how adult offenders will be supervised. Each state operates its own Interstate Compact Unit.

How many states are members?
All 50 states, as well as the District of Columbia, Virgin Islands and Puerto Rico

How long has Montana been a member?
About 30 years

How did Montana become part of the compact?
Through legislative authorization

What are the functions of a state's Compact Unit?
The Compact Unit of each state arranges transfer of offenders placed on supervision who meet criteria for transfer under the compact and request to return to their resident state, family or employment. The unit monitors the supervision of adult offenders in other states through correspondence and telephone, ensures the receiving state's officials have information to complete home and employment investigations and provides supervision for offenders from other states that meet the criteria for acceptance.

How does the Montana unit function?
The deputy compact administrator and three support staff act as a clearinghouse for all incoming correspondence and telephone communications and work closely with 23 adult probation and parole offices, seven misdemeanor probation and parole offices, five treatment centers, six prisons, six prerelease centers, and other member states.

Can a state refuse to accept an offender from another state?
Yes, if an offender does not have family, financial support, employment or residency in the state to which they want to be transferred. Victims' concerns also can prevent a transfer.

What are the benefits of the compact?
Communities and victims benefit because policies, procedures and conditions of supervision are enforced across state lines. This means victims are more likely to receive restitution if the offender is working in the community. Offenders benefit because they are allowed to return or relocate where they have families, emotional or financial support, or employment.

Is the compact a positive alternative to incarceration?
Yes. Many offenders ask to relocate to other states because they are not residents of the state where convicted and their families, resources and jobs are in other states. Supervision of all offenders crossing state lines is critical and can only be successful when offenders are properly supervised, attending treatment and programming as directed and are employed. Offenders are encouraged to pay off restitution and complete treatment requirements.

What offenders are eligible for transfer?
Offenders on community supervision, including those on parole, probation, conditional release and those convicted of misdemeanors

How many Montana offenders are supervised in other states under the compact?
1,080

How many offenders from other states are supervised in Montana under the compact?
427

How much does the compact cost Montana?
$19,600 per year in dues

Is there a cost to offenders wishing transfer?
A $50 application fee, which is used to pay the annual dues to the Interstate Commission

Where can more information be found?
The Corrections Department Web site, http://www.cor.mt.gov/, under the "Community Corrections" tab

SONS & DAUGHTERS AT WORK

Sons, daughters, nieces, nephews and grandchildren of Corrections Department employees got a chance to see what their mom, dad, uncle, aunt or grandparent does on the job in late April.

Twenty children with family members working in the agency's central office participated in the Bring Our Sons and Daughters to Work Day this year.

The group began with a breakfast of rolls, muffins and juice donated by the Dive Bakery and the Eleventh Avenue Employees Committee.

The children had primers on department operations, including victims assistance, the Web site, legal unit, budgeting and accounting, information technology, community corrections, youth services, training, boot camp and human resources. The kids also had an opportunity to shadow their relatives at work or take a tour of the Capitol.

Dominos Pizza and the employees committee bought lunch, while Pam Bunke, Karen Duncan, Montana Women's Prison, Adult Community Corrections Division and Rae Forseth donated items for grab bags.

Those participating were Mary Martinez and Rickey Farmer, children of Kelly Martinez; Makenzi and Brodie Long, children of Vicki Schiller-Long; Jordan Hinman, daughter of Keena Hinman; Ian Stewert, son of Edie Shreves; Rebecca Bouchee, niece of Lisa Grady; Faith Scow, daughter of Lissy Scow; Calvin and Emily Trimp, children of Cindy Trimp; Devin Pennington, son of Tryna Pennington; McKinley Winkle, daughter of Kim Winkle; Austin and Cheyanne Straughn, children of Jon Straughn; Brianna Guthrie and Brett Breitenback, grandchildren of Terri Guthrie; Georg Sperle, son of Kara Sperle; Tyler and Sami Matteucci, children of Deb Matteucci; and Bryan Winkley, son of Cindy Winkley.

ABOVE: Kim Winkle, far right, a payroll technician, helps children participating in the Bring Our Sons and Daughters to Work Day as they line up for breakfast.

LEFT: Corrections Director Mike Ferriter welcomes the children, while employees and parents, left to right, Lissy Scow, Kelly Martinez, Kara Sperle and Cindy Trimp look on.

BELOW: Dave Fogerty, a drill instructor from Treasure State Correctional Training Center, gives some of the children a sample of the exercise regimen used at the boot camp. (Photos by Keena Hinman)

The Torch Run team from Treasure State Correctional Training Center (Photo by Wayne Cameron)

Boot camp staff joins fund-raising Torch Run

By Wayne Cameron
TSCTC Drill Sergeant

Thirteen employees from Treasure State Correctional Training Center took part in the Montana Law Enforcement Special Olympics Torch Run in May.

The boot camp staff has participated in the fund-raising event since the facility moved from the Swan Valley to Deer Lodge in 1997. This was the eighth consecutive year that Treasure State runners were selected to carry the torch the 2½ miles through the city of Deer Lodge.

In addition to the run through town, Treasure State employees covered 19 miles on Interstate 90. Some impressive individual efforts were Dave Fogerty's 10 miles, James Cameron's 9½ miles, Ron Truex's 9 miles, Ed Stefalo's 6½ miles and John Cavanaugh's 6 miles. Other boot camp employees participating in the run were Adam Cole, Joe Fink, Shannon Fouche, Peter Gilbert, Tony Heaton, Saajid Muhammad, Rosemary Murphy and Wayne Cameron.

The Torch Run began in Montana in 1985. Since then, thousands of dollars have been raised each year for Special Olympics Montana athletes. In addition to the run, money is raised through special event fundraisers, sponsorship pledges and Torch Run T-shirt sales. Those efforts raised $270,000 last year.

The run had 10 starting points around the state and carried the "Flame of Hope" 2,000 miles to the Special Olympics Montana opening ceremony, which was in Great Falls.

Memorial Tree

Offenders from Treasure State Correctional Training Center plant a flowering crab tree at the facility near Deer Lodge. Corrections Department employees purchased the tree as a memorial to Virginia Hilander, whose daughter Sally K. Hilander is the department's victim information specialist. Mrs. Hilander was 92 when she passed away March 23 in Colorado. (Photo by Lucy Stokes)

Work dorm work under way

Spring marked the beginning of work on a two-story expansion of the work dorm at Montana State Prison. Authorized by the 2007 Legislature, the $1.8 million project will increase capacity of the building from 84 to 182 inmates. The 14,000-square-foot addition will reduce the number of inmates moving in and out of the prison daily for work assignments.

First grad from CCC dog program finds home

ABOVE: Kenny with his new family, Tracy and her daughter Emma

RIGHT: Kenny, with inmate trainer Higinio Gonzalez, during graduation ceremonies last year at Crossroads Correctional Center (Great Falls Tribune photo by Stuart S. White)

By Christine Timmerman
Public Information Officer
Crossroads Correctional Center

Kenny, the first graduate from the dog-training program at Crossroads Correctional Center, has a home.

The golden lab/retriever cross was recently placed as a "skilled companion dog" for a 7-year-old girl named Emma.

"Kenny was one of our first four puppies at CCC and everyone involved in the program, inmates and staff alike, was very excited to learn that he will be living with and helping a child," says Kelley VanTine, who oversees the program at the prison Shelby prison. "We hope that Kenny will enhance and broaden this child's life."

Kenny is not only the first dog to complete basic and advanced training, but also is the first to be assigned by Canine Companions for Independence (CCI), which provides dogs for the Crossroads program.

Kenny arrived at Crossroads in April 2006 and learned all his basic commands while living with his inmate trainers Higinio Gonzalez and Lance Deines for about 18 months. Kenny returned to CCI in California about nine months ago to begin more extensive training for six months, VanTine said. Then began the process of getting Kenny assigned to the right person where his unique abilities and personality would be best utilized.

Emma's mother, Tracy, describes her daughter as an adorable, sweet little girl who loves animals, going out to eat and going to the mall. Emma also likes reading books, watching movies, jumping on the trampoline, swimming and music.

The CCI dog program, which started at Crossroads in March 2006, has 10 dogs enrolled and involves about 24 inmates.

At women's prison

Puppies get second chance

By Diane Cochran
The Billings Gazette

Thanks to a pair of inmates at the Montana Women's Prison, Chica and her cachorros are getting a second chance.

Found abandoned alongside a road last week, the young mama dog and her brood of 10-day-old puppies are being fostered at the prison until they are old enough to be adopted.

A passer-by who found them Friday on Blue Creek Road took the canine family to the Billings Animal Shelter, where staff contacted the prison for help.

"This is not a good environment for a nursing mother," said shelter manager Fred McCracken. "There's too much noise and other dogs around. What we find is that mothers eventually stop producing milk."

Prison inmates operate a dog training program and occasionally foster puppies that are too young to be weaned, said Warden Jo Acton.

Montana Women's Prison inmate Pam Elliott cuddles one of the 10-day-old puppies inmates in the dog program that the prison are caring for. (Photos by Casey Riffe, The Billings Gazette)

Montana Women's Prison inmate Sharr Schroeder plays with six puppies.

"This is not a glamour job," Acton said of the program, which accepts up to 28 inmates with clean conduct records. "But it is wonderful when you see a dog matched up with the right person."

Inmates Pam Elliott and Sharr Schroeder were selected to care for the puppies and their mother, who McCracken said looks like a blue heeler mix. The women named the dog Chica.

"It means 'little girl' in Spanish, and she's just a little thing," Schroeder said.

Chica's tiny babies - one can fit into the palm of an adult's hand - haven't opened their eyes or ears. Three of the pups are female and three are male.

Despite their tenuous start in life, the puppies are chubby and appear to be healthy. Chica also is in good health.

"She's an excellent mother," Elliott said. "She's been the sweetest girl since the moment she walked in the front door."

Chica and her offspring won't be ready for adoption through the animal shelter until the puppies are at least 8 weeks old, Acton said.

It's possible some of them might stay at the prison a bit longer to be trained as service dogs. Inmates have trained about 60 dogs over the past five years.

"By the time they leave here, they'll get their second chance, just like we do," Elliott said.

Reprinted with permission of The Billings Gazette

A big crowd filled the large classroom of the Montana State Prison administration building to eat lunch and visit the booths prepared by prison and department offices.

Communications Fair 2008

The fourth annual communications fair at Montana State Prison was held May 6. The event is intended to bring the more than 600 prison employees together with an opportunity to educate them about various prison and Department of Corrections programs. The fair is held in conjunction with national Correctional Officer Week.

Joe Mihelic, food factory director for Montana Correctional Enterprises, talks with Rae Ann Forseth from the training bureau.

ABOVE: Lisa Hunter staffs the department's training bureau display.

RIGHT: Correctional Officer Christi Short, Lt. Tom Blaz and Gail Boese from Montana Correctional Enterprises visit over lunch.

Bootmaker teams with inmates

By Kim Briggeman
The Missoulian

EDITOR'S NOTE: The following article appeared in the May 18 edition of The Missoulian. Reprinted with permission.

Inmate Tim McDermott, a"welter" in the boot shop, hand-trims excess leather on a pair of boots being made for owner Wayne Bowman's wife. Jobs working in the boot shop are highly prized by the inmates. (Photos by Michael Gallacher, The Missoulian)

Straight lines are the toughest to sew.

Don't think the irony is lost on seven convicted felons who make cowboy boots at the Montana State Prison.

Nor are others: The men walk daily, gladly, from behind steel bars to fashion leather into Wayne Bowman's Wilson Boots, hard-toed symbols of the independent cowboy life.

They don't go back without an armed escort.

They're paid minimum wage, and reap roughly 20 percent of it after taxes, victim compensation, family and child support, and room and board. Half of that 20 percent goes into a mandatory savings account for their post-incarceration lives. Yet theirs are among the more coveted jobs behind prison fences. The stack of applications is an inch thick.

About the only thing James Visser knew about boots was how to pull them on.

Then he was sent to prison in 2003, convicted in Ravalli County of sexual intercourse without consent and assault with a weapon.

"I was a mechanic, and I landscaped and painted," he says as he fashions a sole for an unknown customer whose boot was causing a blister on the ball of his or her foot.

"This was something different, something I'd never done. I've been doing it for about 4 1/2 years now, and I haven't lost interest in it. There's always something new."

Bootmaker Jim Visser

Three days a week, Bowman drives over from Livingston, 145 miles away, where he has a home and his retail store. One of the reasons Bowman does business at the prison, he says, is that it's close to home. For many years he and his father, the late Sterling Bowman, made boots in El Paso, Texas - far from their roots in Miles City.

Wayne is a big man, wears a worn denim jacket, and drives a tiny new Volkswagen diesel that gets 50 miles to the gallon. He can fit 17 boxes of boots in the back "if I do it right," he says.

Bowman can be gruff. If a boot comes out wrong, "We get talked to," says Visser, Bowman's most experienced bootmaker and the overseer when he's not there.

But the boss man takes in stride the ribbing he gets from his men. And he'll go to the mat for them - if only the prison system lets him.

Bowman's manufacturing plant shares a small space within the industries building at the state prison.

It's one of a number public-private partnerships in Montana's correctional institutes, says Gayle Lambert, the Deer Lodge-based administrator of Montana Correctional Enterprises. The list at the state penitentiary also includes a food service that produces 10,000 meals a

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Bootmaker

FROM Page 24

day, a cannery, a vehicle maintenance shop, and an upholstery shop, among others.

"It's pretty common in a prison setting," Lambert says. "We're just a big business inside state government."

For the first year or so, Bowman's boots could not be sold outside of Montana. With Lambert's help, the operation became certified as a Prison Industry Enhancement program, which opened the gates to wider circulation.

Bowman said 90 percent of his sales come through advertising in Western Horsemen magazine, something he and his father have done off and on for 30 years. He's also on the Internet, at **www.wilsonboots.com**.

The boots made at the Montana State Prison don't come cheap. They average $475 a pair, and often cost $200 and $300 more than that.

Bowman is confident they're worth it. He's been involved in boot making since he was 8 years old. He learned from his father, who joined Carl Wilson's company in the 1960s in Miles City.

The Wilson Boot Co., founded in 1945, is known for a couple of outstanding traits. Its products are made of leather, as opposed to less expensive and less durable fiber (Bowman calls it paper) or less comfortable plastics. And the boots are handmade.

There are a few shelf boots at his Livingston store, but the vast majority of Bowman's Wilson boots are custom ordered and built.

What distinguishes them, Bowman is asked?

"Their misperfections," he replies.

No two sets of boots are exactly alike. Try stitching one straight line in leather from a chalk pattern, then half a dozen others freehand, and you get a notion why.

Sterling Bowman bought Wilson Boots in the 1960s, after Carl Wilson died of cancer. A fire burned the shop out in Miles City, and the Bowmans moved the operation to El Paso for 25 years. There, they had a labor force of eight Mexican boot makers. When their lease came up 10 years ago, they decided to follow their hearts back to Montana, settling in Livingston.

Trouble was, they couldn't find anybody who wanted to make boots.

"I remembered Dad used to buy a prison-made boot years ago," Bowman says. "I told him: I wonder if they still do that."

Five years ago they contacted Glen Davis, then the industries manager at the state prison, and ran the idea by him.

"It kind of snowballed from there," says Bowman, who set up his unique plant in the prison in 2004.

"The biggest advantage is I don't have to worry about them not showing up for work, most of the time," says Bowman. "There's a captive audience here. We're never shy of people who want to come in and work."

"We get on each others' nerves every now and then," says Visser. "You know - personalities. But we work it out. Communication's a big factor. That's one issue I had when I first started. I wasn't a communicator. But over the years, with certain help from employees and stuff, we've worked out our issues."

"The biggest advantage is I don't have to worry about them not showing up for work, most of the time. There's a captive audience here. We're never shy of people who want to come in and work."

-Wayne Bowman

As far as Bowman knows, his is the only boot-making business inside prison walls in America. That means he has to break ground, if not rocks.

"It's no different than being out there in the real world," he says. "There are a few hurdles that I had to cross over, and most of those were on me. I had to learn, No. 1, to keep my mouth shut and listen."

It wasn't easy, for instance, to swallow the prison's prohibition on his men trying on the boots they make. Work boots are available for purchase in the canteen, but Bowman's cowboy boots contain metal shanks and are viewed as potential weapons.

"For any bootmaker, in order for them to understand how to make a pair of boots, they have to understand how they

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MCE rehabs prison ranch dams

By Gail Boese
MCE Administrative Officer

Gabion baskets filled with rocks form the foundation for a new spillway at Upper Taylor Reservoir on the Montana State Prison Ranch. (Photos by Gail Boese)

Floods pose one of the most destructive natural threats in Montana. Flash floods can strike with little or no warning, leaving residents knee-deep in water or worse. Flooding due to dam failures has killed 34 people in Montana since 1927 and caused almost $30 million in property damage in the past 30 years.

Montana Correctional Enterprises, a division in the Department of Corrections, has five dams on the Montana State Prison ranch that are classified as high-hazard structures under federal law. The term high hazard refers to the potential for loss of life downstream from a reservoir that is at least 25 feet high with a storage volume of at 50 acre-feet or more. (An acre-foot of water is enough to cover an acre with one foot of water.) In order to maintain ownership of the reservoirs and to protect public safety, MCE must ensure the dams comply with federal dam safety laws.

The most extensive work is under way on the dam fronting the largest reservoir on the ranch. Upper Taylor Reservoir is located about 4½ miles west of Deer Lodge and a half-mile north of the prison. Using a grant from the state Department of Natural Resources and Conservation, MCE hired an engineering firm and rehabilitation on the dam began in the fall of 2003. The “gabion basket” project is just one facet of the overall work being performed at the site.

Gabions are galvanized steel mesh baskets or “cages” of various sizes and dimensions that can be filled with rock or stones measuring 4-8 inches. Each gabion is assembled by tying or fastening all connecting seams. The baskets are then positioned to create a retaining wall to prevent erosion and failure of the dam. The gabions have advantages over more rigid structures because they can conform to ground movement, dissipate energy from flowing water, and drain freely.

Bill Dabney, MCE’s agriculture director with 27 years working at the prison ranch, is using the services of the Anaconda Job Corps for the project. The Job Corps students are operating heavy equipment such as bulldozers, graders and excavators to move dirt and position the gabions where needed in the spillway.

The Job Corps uses its own equipment and MCE supplies the fuel and oil to run the equipment and any other materials needed. The engineering firm conducts frequent inspections and provides construction oversight for both ranch employees and the Job Corps students. DNRC officials have noted the accuracy of the work, which is expected to be completed later this year.

Three of the other dams – Powell, Kerns and Mud Lake – have had some rehabilitation work done and more is planned during the next 2½ years.

Bill Dabney, agriculture director for Montana Correctional Enterprises, inspects spillway work at Upper Taylor Reservoir.

Bootmaker

FROM Page 25

wear, how they fit, how they feel, the texture of them," Bowman says. "You can't do that in here. That's one big hurdle I had to overcome."

Almost all the workers come to him with no experience with leather.

It takes six months to learn the rudiments and two years to master, Bowman says. By then, the inmates have a skill that will serve them well on the outside. One of his original craftsmen was released from prison in February. He now works at Bowman's store in Livingston.

They don't learn how factories make boots. The small prison shop has machines for most steps of the process, but they're rarely used.

"We do 20 pairs a week," says Bowman. "We have the capability of doing more. The most I've ever made in a week is 96 pair. For a big company, 96 pair is a half a day's work."

Tim McDermott, 32, calls himself the new kid on the boot-making block.

"I've been doing this about four months now," McDermott says as he pokes a stout needle through a tiny hole on the sole of a fancy boot. He pulls the stitch through, ties it off and moves a fraction of an inch to the next hole. He's securing three layers of welt with these dozens of assembly stitches, a slow, tedious and - to his and Bowman's way of thinking - necessary process.

This one, says Bowman, "happens to be for the big boss. My wife."

The upper is a sparkling red with a flower pattern on the toe and Spring Bowman's brand in the intricate top stitch.

"That's Texas chicken skin, believe it or not," says Tim Hieronymus from the assembly station, a sparkle in his eye.

Texas chicken skin?

"Ostrich," Bowman translates.

Most of his boots are made of good old-fashioned cow leather. But if a customer wants an exotic, Bowman finds it. His prison crew has made boots of frog and eel, stingray and alligator, python and rattlesnake.

The glow of craftsmanship is evident in the inmates.

"We've come quite far," says Visser. "There's really a lot of pride in what we do, to be able to do what we do now."

That's the fun part for Bowman, in an environment not known for fun.

"And you know, knock on wood, I haven't had one complaint about the inmates being the workers," he says. "It's been good, a good positive flow in that direction."

DOC gang unit honored with regional trophy

The Department of Corrections Security Threat Group Task Force, formed in 2005 to provide a more proactive response to gang activity, has been honored for its work.

The Northwest Gang Investigators Association award the group the distinguished “Correctional Gang Unit of the Year” award for 2007. The presentation was made at the organization’s spring conference in Spokane.

The 3-year-old task force is composed of 41 representatives from throughout the department, including prison facilities and community corrections programs.

“Thank you for all the work and time everyone puts in to make the Montana Department of Corrections, its affiliated agencies and our communities a safer place for everyone,” Lt. Dan Hess, the department’s STG coordinator, said in announcing the award.

Staff trained for victim-impact panels

By Sally K. Hilander
Victim Information Specialist

Joe Fink, a staff member from Treasure State Correctional Training Center, plays the role of a drug dealer confronted about his lack of accountability by a victim, portrayed by WATCh staffer Deborah Kunnari.

Anyone who works with felony offenders knows that many of them have difficulty taking responsibility for their crimes. However, a program designed to help victims heal from the trauma of crime also has a well-earned reputation for prompting offenders to change when other treatment options have failed.

Victim impact panels (VIPs) bring offenders face-to-face with victims, often for the first time. The panelists tell the offenders about the direct and ripple effects of burglary, robbery, drunken driving, assault, rape, murder, and vehicular homicide. This process may break through denial, which can improve the offender's accountability.

VIPs have been a key element of the victim impact curriculum at Treasure State Correctional Training Center at Deer Lodge since 1995. Starting this summer, the boot camp victim impact program will serve as a model for other DOC facilities interested in adding VIPs to their offender programming.

The department hosted a VIP training June 25-26 for 20 staff members from contracted drug and alcohol treatment programs, prerelease centers, probation and parole, boot camp, and the two main prisons. Depending on demand and funding, the department may offer additional training.

The trainer was retired Treasure State Superintendent Dan Burden, who pioneered the VIP with victims advocate Anita Richards of Seeley Lake. Richards began advocating for the rights of victims after her son was murdered in 1992 by his ex-wife, Becky Richards, who is serving a life sentence at Montana Women's Prison. Anita Richards and other victims take turns conducting VIPs at the boot camp every six weeks.

When a victim speaks on a VIP, his or her actual offender is not in the audience. Such face-to-face contact can cause further harm to the victim and might pose a security risk. The department offers victim-offender dialogue, which brings victims together for a facilitated meeting with their offenders after many months of preparation.

VIPs are victim-centered because the process gives victims a safe forum in which to describe the crimes committed against them. This validates their suffering, helps to restore their personal power and promotes healing. Some victims find purpose in their lives by influencing an offender's decision to change his criminal lifestyle.

VIPs are offender-oriented. Offenders attend a VIP as the "audience" only after they have received victim sensitivity training, usually part of a cognitive principles and restructuring course or an equivalent treatment program. Once offenders have met real victims, many find it difficult to continue denying how their behavior affects others. They often stop viewing themselves as victims. VIPs also provide healing to those offenders who are genuinely remorseful, because they can publicly accept responsibility and apologize.

Typically, the panel speakers field questions from the offenders after the VIP. The interaction promotes understanding and additional healing for all parties.

The department's victim information specialist is writing a brief VIP department policy, which may be available for general review as early as September. The policy will address safety issues and ensure that VIPs within the department have common goals. Each facility or program is encouraged to tailor their VIP to their particular setting, offender length of stay and treatment strategy. Facility and program participation is voluntary.

For more information, please call Sally K. Hilander, victim information specialist, at (406) 444-7461, or email shilander@mt.gov.

See offender letters to panel speakers on Page 29

"You have helped me to realize that the crimes I have committed, which I thought were so harmless, actually have a huge effect on the victim. I now know how important it is to be accountable for every crime I have ever committed in order to change my lifestyle. Your story has given me whole new look on how important it is for me to be accountable and I would like to apologize for me not being a good civilian. I plan on changing for the better and you helped me a lot."

"My crime is sexual assault on a 15-year-old girl, and at the time I didn't think about how I could be affecting her life and her family and friends' lives. During the presentation, I began thinking about what I had done and the shock hit me that I was a very selfish, inconsiderate person. This is the first time I felt actual empathy for my action. Now I know that my victim and her family are never going to forget my actions and I have permanently affected their lives. I thank you for the presentation and the effect it had on me."

Legal Brief

EDITOR'S NOTE: The following article is an excerpt from a training segment that Rick Deady, treatment contract program manager, and Diana Koch, chief legal counsel, presented to public defenders in June.

The WATCh (Warm Springs Addictions Treatment and Change) alcohol treatment program for felony DUI offenders has seen some marvelous results, but is reserved for persons who have not previously attended WATCh. The Department of Corrections reserves only a few beds at WATCh for those convicted of vehicular homicide while under the influence or second timers. The bulk of the beds are reserved for first-time WATCh attendees, and that keeps WATCh full.

The sentence for an offender who has been to WATCh previously is different than the sentence for an offender who has never been to WATCh. Instead of the mandatory 13-month incarceration sentence, the sentence is a 13-month to five-year commitment to the department. The statute puts no restriction on suspension of any of the sentence and there is no parole restriction. The statute does not allow for automatic suspension of the sentence upon completion of WATCh, as is the case with first-time WATCh participants.

However, the department has seen judgments that do not conform to these sentencing requirements and some of them may be attacked in appeals because they exceed the five-year maximum sentence by imposing a 13-month prison term followed by five years suspended.

Montana State Prison and Montana Women's Prison have intensive chemical dependency treatment programs, but neither of these programs qualifies as a "residential alcohol treatment program" that would allow the remainder of a 13-month DUI sentence to be suspended. The programs are neither "residential" nor specific to alcohol abuse, and they are only 60-day programs whereas WATCh is a six-month program.

The department utilizes two other chemical dependency programs: Connections Corrections for men and Passages for women. Both are 60-day treatment programs for DOC commits or for prison inmates. The department does not use these programs for probationers; either the department places offenders in these programs because they are DOC commits or the Parole Board allows prison inmates to attend the treatment program before parole. Offenders who attend Connections or Passages also must already have been accepted by a prerelease center or the intensive supervision program.

Defense attorneys may work with probation officers to have offenders prescreened for these programs and for WATCh, but a probation officer is integral to this process if the department is going to place the offender appropriately. If the offender is not pre-screened for a treatment program, the department will assess the offender at one of its assessment centers and make the proper placement based on the results. At this time, Passages alcohol and drug treatment program (ADT) for women in Billings is less than half full. It would help if judges recommended the program for women who are sentenced to the DOC if the offender has an issue with chemical dependency.

NEXT EDITION: Meth treatment and the DOC

New offender management system

OMIS set to launch Sept. 15

By Anita Pisarsky
Project Manager

While there are a few potential showstoppers, we have scheduled Sept. 15 as the "go-live" date for the new offender management information system (OMIS). Go live means on that day that the Department of Corrections will start using the OMIS application in its daily work. The outdated ACIS and Pro-Files systems will no longer be available for entering data or getting information. A number of tasks still are required to achieve this goal, but we are confident that all will be completed.

On August 18, acceptance testing and training for the OMIS application will begin. Ted Ward, information technology trainer, will have several options for department staff that he will outline as the date gets closer. Les Snovelle, quality assurance and testing, will have formalized acceptance tests for his identified testers that already have been hard at work testing the system.

It is very important when we move into training and testing that all users in the department access the OMIS test system to verify that they will be able to utilize the system in the performance of their daily duties. This includes determining ability to access and perform the data entries and queries necessary to perform routine tasks, and, most importantly, to verify the data that was converted from ACIS/Pro-Files is accurate.

While it is very important that this testing be done, the process does not need to be time consuming. Throughout the testing phase, staff can periodically compare a few records from ACIS/Pro-Files to those in the OMIS application.

The September date was chosen for several reasons. It allows for enough time to input data from fiscal year 2008 and launches the new program in time for the 2009 legislative session. For legislative reports, the statistics unit will need to have all fiscal year end data entered into ACIS/Pro-Files by Sept. 10.

The deployment will begin Sept. 12 at noon. We will begin by shutting off access to ACIS/Pro-Files; we will take a snapshot of the database for data conversion and transfer the existing data from ACIS to OMIS. Any location that needs information from the system over that weekend, such as prison count sheets, will need to print multiple count sheets from Friday or determine how that will be best accomplished while the conversion takes place. Over the week of Sept. 12, the project team will be deploying the live OMIS application, which will be found on the Intranet site: http://mycor.cor.mt.gov/.

The next phase of OMIS has already started and will include implementation of the same features and functions for youth services programs. This phase will have a much shorter implementation time and then the work will begin on the Offender Management Plan phase of the project. That third phase will add information about offender treatment and progress in education courses while in prison.

If you have any questions or concerns, contact Anita Pisarsky at apisarsky@mt.gov.

Key OMIS Dates

Aug. 15 – Training and user acceptance testing starts
Sept. 10 – Last day to enter fiscal year-end data
Sept.12 – ACIS/PRO-Files disabled at noon
Sept. 15 – OMIS operational

Department hires Hannan as first ADA coordinator

Hannan

McKenzie Hannan has joined the Department of Corrections as its first Americans with Disabilities Act coordinator. The addition, made in March, comes as the department is publishing an updated ADA policy to address the increasing number of department issues involving employees and offenders who have disabilities.

Hannan's responsibilities include ensuring compliance with ADA requirements and the Montana Human Rights Act, and providing general human resource services to the central office staff.

The department is committed to providing equal opportunity opportunities to applicants for agency positions, existing employees, offenders, visitors and others with disabilities who use department services, said Steve Barry, Human Resources Division administrator. Hannan will ensure that commitment remains a part of the day-to-day operations, he added.

HANNAN, Page 32

Top DOC managers review division plans for improved communications

Top managers in the Department of Corrections gathered in Helena during June to review efforts begun last year to improve communications in the state's third largest agency.

Each division assessed the internal communications plan it drafted following a three-day workshop last spring to determine if each was meeting its goals.

Many of the initiatives developed by the divisions over the past year included references to existing or new meetings among staff to ensure communication filters down to all employees.

The plans are incorporated into a department-wide communications policy that deals with how information is conveyed within the agency's nine divisions.

Department of Corrections' top managers gather for a discussion about improving communications within the agency.

"The Department of Corrections is committed to establishment of an effective and strategically developed communications program in tune with individual division and facility culture and needs," the overall policy statement reads.

"The department encourages regular, open communication with employees, will keep employees apprises of department activities and provide them a means for two-way communication, including input and feedback," it states.

Department Director Mike Ferriter said the development of effective communications practices is critical to success of the agency. He noted that research has shown that employee job satisfaction is closely related to how workers feel they are involved in the flow of information.

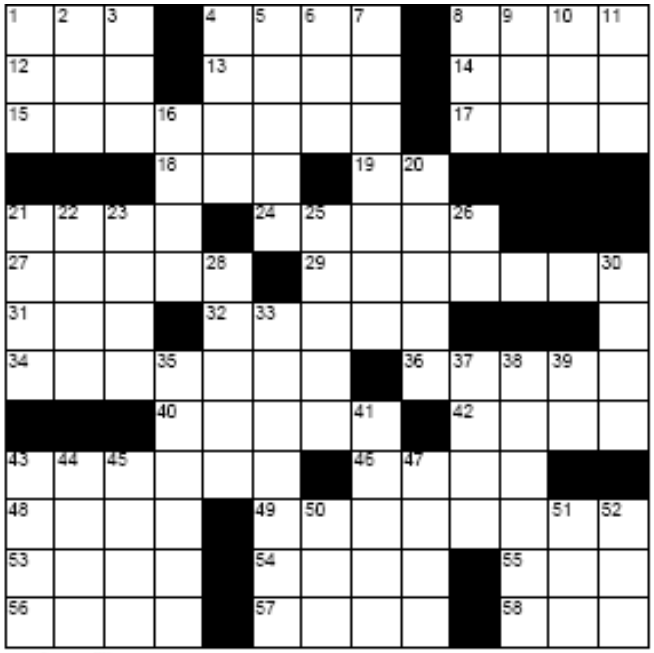
"What department managers and supervisors say and how they say it has a profound impact on employee morale, productivity and the department's bottom line in meeting and exceeding goals," the communications policy concludes.

The document mandates that division administrators provide employees with current information about department activities and to allow employees to ask questions and provide opinions about what is happening.

Ferriter said the department's mission statement and newsletter are two of the best tools to help employees understand what the department is doing.

"The mission statement spells out this agency's overriding philosophy and goals, and the newsletter explains how we turn that into reality," he said.

Corrections Crossword



www.CrosswordWeaver.com

ACROSS

1 Extremely high frequency (abbr.)
4 Eve's husband
8 Family ____
12 Booze
13 Merry
14 Animal group
15 Of England
17 Border
18 Incorporated (abbr.)
19 Commercial time
21 Footwear
24 Warden Jo
27 New to Lewistown
29 Adjective to describe particularly horrible crime
31 Be
32 Clean with bill
34 Hardy type flowers
36 Enterprising Lambert
40 Checks out
42 Turnip
43 Most tender
46 Food
48 Tel __ (Israel's capital)
49 Tops in corrections
53 DNA component
54 Exhort
55 It's extracted from rocks
56 Ceases
57 Dregs
58 Assn

DOWN

1 Epoch
2 European Nomad
3 Madagascar franc (abbr.)
4 Against
5 Capital of Bangladesh
6 Wing
7 Gentle sea giant
8 Well-used article
9 Scarlet-like hue
10 Uni t of energy
11 Netherlands city
16 In __ of
20 Performing
21 Take a picture
22 Goddess
23 Wagon pullers
25 Body part
26 LL, MM, ___
28 FBI employees
30 Mental health proposal on hold
33 Peaceful
35 Barry and Gibson
37 Opposed
38 "My answer is affirmative, also"
39 Footbal lineman
41 Woolen cloth
43 Sensible
44 Kiln
45 Layer
47 Greek god of war
50 Bard's before
51 Make a mistake
52 Not prem. gasoline

Answer on page 41

MWP inmates join fundraiser

They may be locked up, but that didn't prevent about a dozen inmates at Montana Women's Prison from participating in a fundraiser that involves covering long distances.

The inmates participated in the Rely for Life in Billings on July 11, volunteering to ride stationary bicycles, run or walk on treadmills or use other exercise equipment at the prison gym for 10 hours to benefit cancer research.

The women hoped to raise $500, collecting 10 cents a mile – with a nickel coming from an inmates' fund and a matching amount from the correctional officers' union.

Hannan

FROM Page 30

"She is a one-stop shop if there's an ADA or disabilities-type question," Barry said. "She is the go-to person."

Hannan, 26, is a graduate of Helena High School where she played soccer, and was a member of the student council, International Club and National Honor Society. She attended Colorado State and the University of Montana, where she earned a bachelor's degree in sociology with a criminology emphasis. She obtained her law degree from Hamline University School of Law in 2006.

Hannan worked for a Minneapolis law firm for three years before returning to Helena. She worked for Departments of Fish Wildlife and Parks and Public Health and Human Services before joining corrections.

Budget

FROM Page 1

In addition to Schaffer, the team consists of Kara Sperle, chief of the Budget Bureau; and budget analysts April Grady, Lena Havron, Marti Swarens and Cindy Trimp. Andrew Olcott, fiscal director for Montana Correctional Enterprises, also works on the project.

Like Olcott, the budget analysts are responsible for certain department operations. Grady focuses on community corrections; Havron has Montana State Prison and contracted beds; Swarens covers the director's office, Board of Pardons and Parole, Montana Women's prison, and the divisions for Administrative and Financial Services, Human Resources and Health, Planning and Information Services. Trimp is responsible for the Youth Services Division.

The goal is to craft a budget the both meets the needs of the department and the financial abilities of state government.

The effort got under way in January when the budget staff begins discussing the program and financial needs with division administrators. The staff reviews what was appropriated by the previous Legislature and the offender population projections.

Sperle says the process includes a discussion of how the proposals fit the goals of the department and its divisions. What emerges is a series of "wish lists."

"The more efficient you are in putting information together, the more effective managers can be in making decisions."

-Rhonda Schaffer

The budget staff assigns estimated costs to the proposals, although sometimes administrators will come up with figures after doing some research on their own.

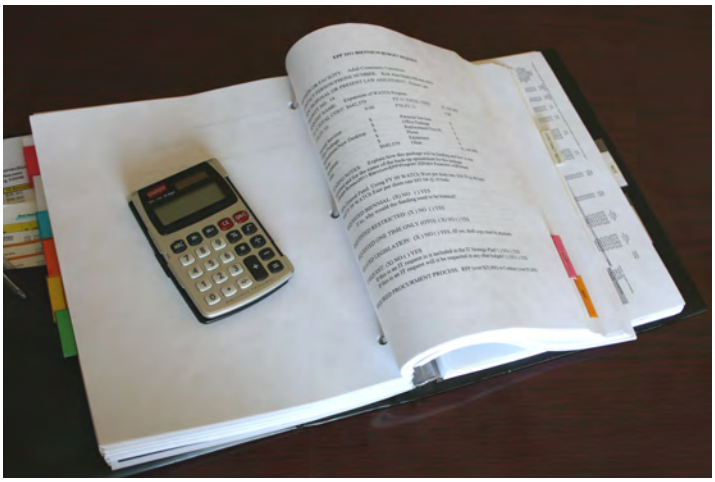
If a request is clearly unreasonable, the budget staff will advise an administrator to drop it or develop a strong justification.

This initial part of the process takes about two months.

What emerges is a budget book that contains the proposed spending plans. That document is reviewed by the department's management team in March, with the first consideration always what needs to be spent just to maintain existing programs and services.

"There's usually not a lot left over," Schaffer notes.

That budget book is a well-organized and crucial tool for action that department officials need to take, and Schaffer recognizes the value of providing an easy-to-read document for that purpose.



The initial budget book is more than two inches thick.

"The more efficient you are in putting information together, the more effective managers can be in making decisions," she says.

Sometimes the procedure can be frustrating for the budget staff when a lot of work is put into a new spending proposal and then it is rejected by the management team. The veterans realize that's just part of the process; the newer staffers learn quickly.

Once the management team has acted, discussions begin with staff in the governor's budget office to determine the administration's spending priorities and how much money is expected to be available. Then further cuts or other adjustments may have to be made by the department.

After the end of the fiscal year on June 30, the "base budget" – actual spending during the first year of the current two-year budget cycle – is known and further adjustments in projected state revenue are made. Additional budget tweaking in August may occur as a result.

The final revised department budget is submitted to the governor's budget office in October and the overall proposed budget for all of state government is finalized the following month. The legislative staff conducts a speedy analysis of the budget in time for the Legislature when it meets in January.

Schaffer notes that all this budget preparation work occurs even while her staff must constantly monitor the existing budget and spending trends of the agency, respond to legislative requests for information and prepare reports for interim legislative committees.

"It's like holding the reins in one hand while preparing for the next session," she says.

Schaffer, a 17-year veteran of the department, says she and her staff recognize the crucial role they play.

"If you miscalculate, it can drastically affect an entire division's future, department credibility and the department's ability to get necessary funding in the future," she says.

Health and Wellness

by April Grady

EDITOR'S NOTE: This new feature is an effort to make corrections employees more aware of a healthy lifestyle and ways to achieve it. Questions or comments can be submitted to April Grady, a budget analyst in the Administrative and Financial Services Division., at agrady@mt.gov.

QUARTERLY QUOTE- Things turn out best for the people who make the best out of the way things turn out. ~Art Linkletter

ECO TIP - Eliminate water bottle waste. Buying a stainless steel, reusable water bottle saves each person $550 per year. Buy one at Real Food in Helena for $15-$20.

EXERCISE - 12 Minutes to Fit with Gabrielle Reece

Equipment needed 3-5 pound hand weights, stability ball

Minutes	
0-1:30	Jog in Place
1:30-2:15	Squat, curl weights to shoulders then stand up while pressing weights overhead, repeat
3:15-3:00	Bend knees slightly, bend forward and do rows for 10 reps and tricep kickbacks for 10 reps, repeat
3:00-4:00	Lunge with right leg while pressing weights overhead, alternate legs
4:00-5:00	Holding a stability ball overhead and to the right chop down across body to left knee, switch sides after 30 seconds
5:00-6:00	Jog in Place
6:00-12:00	Repeat

Perform this workout 2 days per week, walk 30 minutes on alternating days.

Netflix is also a great source for workout DVDs. Add a few to your queue!

FOOD - Healthy and Yummy Snacks

FAGE (fa-yeh) Greek yogurt with strawberries, peaches or honey, 180 cal., 2.5 g fat, 10g protein, 10% calcium per serving. Also a good source of probiotics which aid digestion. Find at Real Food in Helena.

Haagen Dazs Frozen Yogurt-vanilla honey and granola. Find in the freezer section.

Quaker Dark Chocolate Cherry Granola Bars
90 cal., 2g fat/bar. Find at any grocery store.

Kraft LiveActive Natural Mozzarella Cheese Sticks
80 cal. 5 g fat/stick. Contain probiotics which aid digestion. Grocery stores.

Pringles Baked Wheat Pizza Stix 90 cal., 4 g fat/bag

Kellogg's All Bran Strawberry Drizzle Fiber Bar
120 cal., 3 g fat, 10 g fiber/bar. Tastes like a donut but is much better for you.

Eating Tips

- Eat small, frequent meals
- Allow one splurge per week
- Get in 3-5 daily servings of veggies and 2-3 servings of fruit
- Eat 25-35 grams of fiber daily
- 3 servings daily of low fat dairy
- Stick to lean protein like fish, chicken breasts, pork chops and sirloin or round steak
- Eat beans-they contain tons of fiber and are good for you!

Simple Stomach Soother

Add the juice of 1 lemon to a glass of water.

Simple Sore Throat Cure

Take 1 tsp pure honey as needed. Honey naturally reduces inflammation in the throat.

BOOKS - Summer Reads to Improve Wellbeing

"The Backdoor to Enlightenment: 8 Steps to Living Your Dreams and Changing Your World by Za Rinpoche and Ashley Nebelsieck. Rinpoche is a Tibetan monk who teaches readers how to reflect on their life's purpose and outsmart any troubles holding them back.

"Listography: Your Life in Lists" by Lisa Nola
This book encourages readers to record big accomplishments, acts of kindness, favorite places, music, etc. These lists allow readers to reflect on their past and promote making plans for the future.

Boot camp honored for supporting military

By Karen Vaughn
Administrative Assistant

Tony Heaton, Treasure State superintendent, accepts the award for support of the National Guard and Reserve from Betsy Pahut. (Photo by Karen Vaughn)

For the second time, Treasure State Correctional Training Center's commitment to employees called to serve military duty has earned national recognition.

The National Committee for Employer Support of the Guard and Reserve has presented the Deer Lodge boot camp with the "Patriotic Employer" award for supporting its employees called to active duty for several months at a time.

Betsy Pahut, incoming area chairwoman for the committee, presented the award to Tony Heaton, Treasure State superintendent.

A former Marine, Heaton said he understands the importance of supporting members of the Guard and Reserve.

"I am honored to receive this award, and I appreciate the sacrifices that our employees make in serving their country as reservists" he said.

He also said the award would not have been possible if not for all employees of the boot camp working together to cover shifts while employees serve in the armed forces. It is not uncommon for staff to receive last-minute requests to cover shifts, Heaton said.

Nominated by Serena Spotted Elk, a Treasure State employee who served on active duty in U.S. Army Reserve, the program was recognized for "never complaining when she was called to duty." She said in her nomination that she was able to give one day's notice on one occasion and an hour's notice in another instance, and the response each time was reassuringly the same – "no problem, you're covered."

"Treasure State is proud of all armed forces personnel, active and retired," Heaton said. "Treasure State Correctional Training Center is honored to receive this recognition and continues to value the importance of employees serving our country through their work with the National Guard and Reserves."

Twenty-one staff members have military backgrounds, common in boot camps with their military-style training as part of the program.

Crossroads gets temporary industries program

By Christine Timmerman
PIO, Crossroads

Crossroads Correctional Center in Shelby operated an industries program this spring that involved assembly of a product for the U.S. Department of Defense.

For about three months, about 24 inmates at the Corrections Corporation of America prison prepared portable, disposable, biodegradable human solid waste bags for use by troops deployed in Iraq and other countries. The program began in April in cooperation with Montana Correctional Enterprises (MCE) and Philips Environmental, a Belgrade-based company that has the contract with the Pentagon.

The assembly process includes adding biodegradable powder to biodegradable bags that are made of corn starch and can be buried or burned in the field. Toilet paper and hand sanitizer are then folded in the bag before it is placed in plastic bag and boxed for shipment. Each inmate produces about 106 bags per hour.

Because this is a federally certified prison industry program, the inmates are paid minimum wage and average 30 to 35 hours weekly at a rate of $6.25 an hour. Paychecks are subject to deductions for federal and state taxes, crime victim's compensation, family support and room and board.

"Overall, the offenders are required to agree to withholdings of up to 65 percent of their earnings, but most of them on average, still earn around two hundred dollars monthly" says Bryan Little, chief of unit management at the prison. "Offenders are provided with the necessary job skills to prepare them for work in the community. Also, it provides something they can include on their resumes."

Little said the prison, which houses about 500 state inmates, is working with MCE to find other industry programs.

WWII display at MSP

New memorial honors fallen soldiers

A 150-square-foot sign, made up of 22 panels dominated by an image of the U.S. flag, decorates the wall of a building at Montana State Prison in honor of Montanans killed in action during World War II.

The display covers most of the first floor wall on the north end of the support building that serves the low-security side of the Deer Lodge prison. It overlooks the prison's POW/MIA Memorial.

The concept for the sign came from a prison organization formed by incarcerated veterans. Buck Richardson, the veterans affairs coordinator at Ft. Harrison in Helena, did the research on those Montana soldiers who died in the war. Gerald Arneson, supervisor of the Montana Correctional Enterprises (MCE) furniture shop and a U.S. Marine Corps veteran, donated personal time to locate the World War II photographs incorporated onto six of the sign's 22 panels.

Dave Foster, former MCE sign shop supervisor and a U.S. Army veteran, embraced the project. He postponed it for almost a full year until his shop could obtain new computer graphic software and a new $40,000 printer used to produce the sign.

"This is going to be my legacy so I want it to look as good as it can be," said Foster, who retired several months before the project was completed. Craig Winters, MCE supervisor, oversaw the final printing.

Members of MSP Veterans' Association/Vietnam Veterans of America Chapter 699 spent almost a year designing the sign. They wanted it to be a tribute to all the members of America's greatest generation. Sixteen panels each have four columns of names, ranks and branches of service for all the 1,789 Montana servicemen killed in action.

The graphic design of each panel begins with a look like burnished aluminum/steel. This symbolizes America's commitment to fully support the troops through rationing, recycling, and the mass production of aircraft and naval vessels beginning right after Pearl Harbor and lasting through April 1945. Each panel is lined by faux rivets, honoring "Rosie the Riveter" and all the women who stepped up to fill the manufacturing void as the men went to fight overseas.

An American flag is superimposed over all 22 panels in recognition of the brave men who gave their lives for their country and fellow citizens. It symbolizes the diversity and unity that marked that generation of soldiers.

The five peripheral graphic images represent both the various branches of the service and the various theaters of operation during the war. The central graphic image, one of a lone soldier's silhouette as he stands his post, represents the eternal vigilance of service men and women as they watch over safety and liberty, much as he watches over the fallen Montana warriors whose names surround him.

They wanted it to be a tribute to all the members of America's greatest generation. Sixteen panels each have four columns of names, ranks and branches of service for all the 1,789 Montana servicemen killed in action.

The Training Times

Pacific Institute offers program

The Pacific Institute (TPI), a Seattle-based company that provides programs to both organizations and offenders based on cutting-edge cognitive and self-image psychology, has offered the Montana Department of Corrections a comprehensive proposal to help reduce recidivism in Montana.

Curt Swenson, DOC Staff Development and Training Bureau chief and a trained facilitator for TPI, presented the proposal at a recent meeting of the department's management team, along with some background information on the programs. The proposal includes a cultural assessment of the department, training for administration, management and staff, and pilot training programs for offenders at select sites.

When implementing programs such as this for other corrections departments around the country, TPI has seen recidivism rates reduced by as much as 32 percent and returns on

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Curt Swenson, Training Bureau chief, explains The Pacific Institute proposal to the management team.

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ACC Training

Left to right: Kathryn Forden, Kalispell; Jane LaMoure, Helena; and Carleen Holein, Polson, were among about three dozen administrative support staff for the Adult Community Corrections Division to attend three days of training in Helena during April.

Leadership conference focuses on work stress

By Rae Forseth
Professional Programs Manager

Stress and how to deal with it was the subject of the Department of Corrections' second annual leadership conference in June.

The two-day event again brought together the agency's 50 top managers and featured Dr. Leonard Mees, author of "Get a Life America" and prominent national speaker on the issue of stress and personal development.

Mees made it clear from the start that his goal for department staff to work as a team to identify, develop and implement a resolution to the problem of stress in the workplace. His task was not to create a map for employees to follow, but instead to let them design the map themselves, based on what they discovered during the two days.

The leadership team identified many issues and stress was in the top five. Topics of discussion included insights into the destructive nature of stress, preventive strategies, stress management and different techniques available to address the problem.

Here's some humorous stress-relieving advice:

- Accept that some days you're the pigeon, and some days you're the statue.
- Always keep your words soft and sweet, just in case you have to eat them.
- Never put both feet in your mouth at the same time, because then you won't have a leg to stand on.
- We could learn a lot from a box of crayons. Some are sharp, some are pretty and some are dull. Some have weird names, and all are different colors, but they all have to live in the same box.

Training Schedule

JULY		
11	Women in Corrections	DOCTC
29	Women in Corrections	DOCTC
AUGUST		
4	CDOB #91	MLEA
4	CPI –Refresher	DOCTC
6	Multi–Gen Work Force	MSP
11 – 15	Basic Instructor	TBD
13	Women in Corrections	DOCTC
14	Women in Corrections	DOCTC
SEPTEMBER		
4	Mechanics of CP&R	MSP
8	Probation & Parole Basic	MLEA
16 – 19	MCA Conference	Billings
23 – 26	Effective Communication	Missoula
23	Computer Basic I	MSP
24	Computer Basic II	MSP
OCTOBER		
6-8	CP&R Facilitator	MWP
9	Mechanics of CP&R	MWP
12	CDOB #92	MLEA
21	Computer Basic I	TBD
22	Computer Basic II	TBD
27 – 31	Investment in Excellence	MWP

Help available

Coping with correctional stress

By Tracy Napier
Training and Development Specialist

I recently had the opportunity to attend a conference on staff suicide and traumatic stress issues, and the result was an eye-opening and life-changing experience for me.

The Colorado conference was organized by the Desert Waters Correctional Outreach organization in a nature/spiritual retreat-type setting. Desert Waters is a non-profit organization founded in 2003 to promote wellness in correctional professionals and their families. It was created by an inspirational woman named, Caterina Spinaris, a caring, compassionate woman committed to helping corrections professionals deal with and manage the stress that inevitably comes with this line of work.

The conference focused on traumatic stress and the reality of staff suicide in corrections. Estimates are that correctional officers are 39 percent more likely than the general population to commit suicide. This statistic is absolutely breathtaking.

Corrections, as a culture, needs to take a proactive stance on this issue. Steps can be taken to manage the primary and secondary stress that officers are subjected to on a daily basis. We have to start taking care of ourselves and one another.

Desert Waters is an organization that is designed for this very purpose. It offers a "Ventline" where corrections employees or their family members can call and simply vent. Trained crisis counselors are available 24 hours a day, seven days a week, and are experienced in dealing with the stressors that we all face in corrections.

The fact is, corrections changes us as people, and sometimes it helps to have someone there to listen to issues that bother us at work. It helps the spouses of employees to voice frustrations and misunderstandings to someone that is not biased, yet understands both sides. Often times, spouses don't understand the kind of environment that we work in, and the events we deal with. So Ventline is there to help confused, upset or worried spouses and kids work through dealing with, and helping comfort, their stressed-out family member.

Napier

Ventline gives tips and advice on how to help the correctional employee, which creates a stronger support system. If you don't feel comfortable speaking to a live person, there is also an e-mail address and blog-posting system available to write about your gripes, worries, stressors or experiences. A trained crisis counselor will respond to e-mails.

I always knew that corrections is a difficult profession not suited to everyone, but I didn't realize the full impact it has on us. It truly changes who we are, if we don't take care of ourselves. I didn't realize how much working in corrections affected me, until I got out of uniform and then out of the prison entirely. I feel like I am the person I used to be, prior to starting in this field five years ago.

It doesn't take long to change us either. I can see a difference in employees as soon as six months after they start work. So, I encourage everyone to take advantage of this free service and to remember – you are not alone!

www.desertwaters.com
Corrections Ventline: 1-866-you-vent (866-968-8368)

Ventline e-mail: youvent@desertwaters.com

Two attend correctional officers memorial

Two members of the Department of Corrections training staff attended the annual Correctional Peace Officer National Memorial Service last month. Lisa Hunter, training manager, and Rae Forseth, professional programs manager, were among more than 700 people from across the country at the San Francisco event.

The service honored 21 correctional professionals and military officers killed in the line of duty and 35 correctional professionals who survived assaults or suffered other severe on-the-job traumatic incidents, accidents or injuries. They were inducted into the Correctional Peace Officer Foundation.

The events included a variety of training seminars.

The Correctional Peace Officer Foundation is a non-profit organization created in 1984 to assist correctional families in a time of need and to understand the unique and specific needs of the correctional families. The foundation's goals are to sustain, support and assist survivors of an officer killed in the line of duty and to promote and project a positive image of correctional officers to the general public and within the profession.

The foundation operates an extensive catastrophic assistance program to assist officers and families in times of emergency, personal crisis or other critical needs. Membership is voluntary and comprised of correctional peace officers and correctional staff. Supporting members who currently work for the Montana Department of Corrections are able to make monthly donations through automatic payroll deductions. Monthly, tax-deductible donations vary from $5 to $25. To join the organization, contact Lisa Hunter at 846-1320 x2483 or visit the foundation Web site at www.cpof.org.

Pacific

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investment as high as $2.80 for every dollar spent.

TPI guarantees a 15 percent reduction in recidivism among those who participate in the program, or the service will be free. No decision has yet been made on whether to accept the TPI proposal.

By applying TPI's education, people are able to develop their potential by changing their habits, attitudes, beliefs and expectations. This, in turn, allows individuals in an organizational setting to achieve higher levels of growth and productivity, as well as shifting the collective behavior. This shift leads to more constructive organizational cultures, and healthier, higher performing workplaces.

TPI, founded in 1971 by Lou Tice and his wife Dianne, offers programs on six continents and in more than 60 countries. The company has developed a reputation for offering the most practical and enlightening programs ever to come out of the fields of cognitive and social psychology.

The department has been offering TPI's "Investment in Excellence" curriculum to staff for three years and has seen excellent results. This holistic approach will allow the department to evaluate the current culture, offer the programs to more staff and extend a cadre of programs to the offender population.

For more information about The Pacific Institute, you can view their website at http://www.thepacificinstitute.com. More information on the proposal can be obtained from Swenson at 444-3909.

Staff adopts goals, training calendar

By Rae Forseth
Professional Programs Manager

The last week of June is always a tough time. It's the end of the fiscal year, budgets are being crunched and a last-minute rush to submit travel and other expenses.

During that hectic time, the entire Training Bureau staff met in Deer Lodge at the Training Center to revise its mission, vision and goals for the upcoming year. The staff also set the training calendar. The first part of this process was to identify personal goals and values and to ensure that they fit with the bureau's vision.

It was an interesting process when people with different backgrounds and expertise are able to develop a goal that impacts not only an individual but an entire state agency.

We are proud of the work we do and we are dedicated to supporting the department's mission through staff training, education, support and professional development based on laws and current correctional best practices.

We then took time to look at the needs of the department and set our six-month training calendar. The calendar can be found on the Internet at the Corrections home page, as well as through the department intranet site.

Take some time, take a peek, see what we are doing and attend a class.

We have a lot to offer and will be covering the state from one end to the other. We have new classes being developed all the time and have numerous opportunities for you to attend any class you need.

Comings

EDITOR'S NOTE: These lists of new and departing employees are for the period from March 22 through June 20. If you notice any errors or omissions, please call the *Signpost* editor at (406) 444-0409, or e-mail him at banez@mt.gov.

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McKenzie Hannan

Montana State Prison
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Erin Barkhoff
Keith Carpenter
Ricky Condon
David Daniels
Victor Felde
Mary Flanner
Dawn Goodard
Weston Green
William Hooper
Harold Horine
Britnie Horvath
Karen Horswill
Danny Hunter
David Josephson
Adam Kalous
Neal Knox
Nicholas Marsh
John May
Richard Merkle
Julie Merkle
Marvin Mongar
Carlos Monroy
Jennifer Mulske
James Pearson
Joseph Pennington
Jennifer Plettenberg
Brian Riley
Melanie Scheett
Zachary Shindurling
Glenn Simpson
Chad Taylor

Pine Hills
Della Jarrett
Michelle Shook

Probation and Parole
Daniel Blando, Kalispell
Jennifer Dargan, Helena
Brian Fulford, Kalispell
Tanner Gentry, Bozeman
Gina Gonstad, Kalispell
Tara Griffin, Butte
Lourie Helmer, Bozeman

Riverside
Ciana Roeber

Treasure State
Eric Diaz
Eric Justice

Youth Transition Center
Sarah Wallace

Goings

Joanna Aurand
Jessica Bagley
Loreen Barnaby
Matthew Bellon
Travis Black
Sean Brown
Sonya Buchanan
Dorothy Christensen
Becky Clark
Steven Collins
J.J. Cooper
Ryan Culshaw
Thomas Dawson
Aaron Frederick
Wendell Frojen
Rita Giebink-Carr
Mindy Gochis
David Hackman
Joseph Hartzfeld
William Hawk
Michelle Heald
Adam Hocking
Matthew Horvath
Shane Hungate
Douglas Jager
Edna Jensen
Mary Jo Kleineberg
Bill Lamach
Anita Larner
Terry LaValley
Carolyn Linden
Sandra Loch
Jean Malcom
Richard Merkle
Molly Miller
Colin Morrison
Matthew O'Brien
Michelle Ogrin
Russ Parker
Richard Randall
Henry Richter
Douglas Ross
Jodie Schiele
Christopher Scown
Debora Smith
Heath Smith
Serena Spotted Elk
Larry Tindal
Rhonda VonHagen
John Whitaker
Nancy Wikle
Joshua Wilcox
Cindy Winkley
Gregory Zieske

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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.

Next *Signpost* Deadline

Deadline	Edition
Sept. 30	Autumn

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