



# Montana Department of Corrections Correctional Signpost



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## Reentry: spotlighted at MCA

The key to reducing recidivism is to focus efforts where they will do the most good, providing more intensive treatment to those most likely to return to prison and emphasize on programming aimed at changing criminal behavior.

That's the advice from one of the nation's leading corrections experts speaking at the Montana Correctional Association's annual conference in August.

"Punishment alone doesn't equal a great decrease in recidivism," Ed Latessa said during opening remarks at the two-day conference that focused on statewide efforts to improve programs and services that prepare offenders for leaving prison and reentering communities.

"Punishment has less effect on recidivism than treatment," he said. "Punishment doesn't work on the highest-risk offender – those who we want it to work on the most."

Latessa is the director and a professor of the School of Criminal Justice at the University of Cincinnati. He has published more than 140 works on criminal justice, corrections and juvenile justice. He also has directed more than 150 funded research projects, including ones dealing with day-reporting centers, juvenile justice programs, drug courts, prison programs, intensive supervision programs, halfway houses and drug programs.

Latessa and his staff also have assessed more than 600 correctional programs throughout the United States. He also has provides assistance and workshops in more than 45 states.

His comments kicked off a conference devoted to the subject of reentry, a subject that has been a priority in the Montana Department of Corrections since it launched the Montana Reentry Initiative more than a year ago. The goal of the project is to enhance existing reentry services and improve coordination among programs and services, with a goal of reducing recidivism among a targeted population of offenders who represent the highest risk to return to prison.

The conference was highlighted by presentation of a gubernatorial citation in



DOC Director Mike Ferriter holds a citation from Gov. Brian Schweitzer recognizing the commitment of state agencies to the Montana Reentry Initiative. Also pictured are Kim Gillan, MSU Billings; Vickie Turner, Department of Public Health and Human Services; and Marie Sewell, Department of Labor and Industry.



Ed Latessa

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# Reentry

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which Gov. Brian Schweitzer praised the Montana university system and three agencies— Corrections, Public Health and Human Services, and Labor and Industry— for their efforts in promoting reentry.

“Your dedication to this initiative ensures that Montana’s correctional system provides the best possible quality of life for offenders, victims and all Montanans,” the citation read. “Through your efforts, the Montana Reentry Initiative will reduce criminal behavior and the number of crime victims, save taxpayers money by cutting criminal

*‘You people are just amazing in where you are, given your starting point.’*

*George Lombardi  
Missouri DOC Director*

justice costs and ensure Montanans have safer neighborhoods.”

Treatment, Latessa said, must be based on proven best practices and be directed toward altering offender behavior.

“Not everything we do in the name of treatment works,” he said. “In fact, we can do harm.”

Ineffective treatment can create in offenders a false sense that it will benefit them and then they become discouraged when it doesn’t, Latessa warned. The greater the risk of an offender recidivating, the greater the need for treatment, but studies have shown that too intensive intervention efforts among low-risk offenders can actually increase recidivism in that group, he said.

Research indicates treatment designed specifically to change behavior has the potential to cut recidivism by 30 percent, but other forms of treatment, such as “talk therapy” have no effect, he added.

The entire process must start with an effective way of assessing offenders’ risks, Latessa said. Measuring anti-social traits such as rage, anger, defiance, lack of empathy and negative attitudes about law enforcement, oneself, problem-solving, education and employment help identify high-risk offenders.

Offenders who are temperamental, impulsive and egocentric, with weak social skills, uncaring families, little education and a history of substance abuse also fall into the high-risk world, he said.

The timing of treatment is critical, Latessa said. The longer the treatment, the better; but low-risk offenders

staying in treatment too long can be detrimental to their progress, he advised. Generally, 100 hours of treatment programming is appropriate for low-risk offenders and at least double that for high-risk offenders, he said.

“One size does not fit all,” Latessa said. “You will have a lot of failures; you can’t save them all, but you may be able to reduce recidivism to 40 percent among the high risk.”

In prison, management must make sure programs are delivered to inmates as they are designed and that successes should be praised to reinforce positive behavior and progress, he added. In the community, probation and parole officers must remember that the number of visits with offenders under their supervision is less important than the quality of the time spent with offenders.

George Lombardi, director for the Missouri Department of Corrections, said one of the best tools his agency received for its reentry efforts was a directive from the governor requiring all executive branch agencies to get involved in the initiative because they all have a vested interest in trimming recidivism.

But the correctional staff also had to be educated, he said. Progress was seen “once staff understands it’s a critical part of their job and it is their responsibility – that it’s about public safety.” Getting the department employees’ support involves removing any lines separating prison from probation and parole, and having those groups visit each other’s world, Lombardi said.

“It’s all about leadership – demonstrating what you

## Montana Department of Corrections Mission

*The Montana  
Department of  
Corrections enhances  
public safety,  
promotes positive  
behavior in offender  
behavior, reintegrates  
offenders into the  
community and  
supports victims of  
crime.*



**George Lombardi**



Director Mike Ferriter talks about how stress affects corrections workers.

Much of the focus by corrections employees is on offenders. Not surprising. After all, that's the reason for a correctional system – to manage offenders sentenced by the courts.

But the message delivered to the Department of Corrections' 50 top leaders at a gathering in August was to not forget about each other and those with whom they work every day.

"Taking care of our staff – that's the key to our success," Director Mike Ferriter told the group that met in conjunction with the Montana Correctional

Association annual conference in Bozeman. "We provide the tangible resources. We have to be supportive to our employees."

He said decisions that corrections staffers sometimes have to make can be difficult and can take their toll on those workers. A probation and parole officer who is a father himself and must tell an offender he cannot visit his child because of travel restrictions is one example. Another is the officer who encounters an offender suicide.

The information technology staff, while far removed from daily dealings with offenders, can feel stress as department employees expect that computers and their programs work right every day and every time, he noted. Human resources workers have pressure when it comes to getting the right person hired for the right job, and those working in food service have to get weary of the jokes made about the quality of food produced in the cook-chill system.

"It's not always about handcuffs and following the rules and corrections," Ferriter said. "Stress is everywhere. We've got to work together. Remember, everybody has their own level of stress to deal with."

Rae Forseth, a member of the Professional Development Bureau staff, said all those at the meeting bring different qualities to the table. Individual members of the



Jo Acton, left, Kim Timm and Steve Barry watch a presentation on how to identify stress symptoms among staff.

group identified some of the attributes they saw in themselves and others.

They offered words such as stability, dedication, optimism, energy, tolerance, commitment, integrity, open-mindedness, caring, flexibility, ethical, organized, frankness, communicative, risk-taking, humor, decisiveness, passion and analytical as words to describe various leaders.

Forseth said those are the traits that affect those who leaders lead.

When it comes to stress, she said, corrections officials have to recognize it is a part of the job.

"No one who works in this profession escapes without some negative impacts," she said.



Anita Pisarsky and Ron Alsbury listen to a discussion about the need to be aware of staff needs.

# Passages program honored

*Culinary arts training prepares offenders for food service jobs*



Members of the Passages Women's Center Culinary Arts Program cheer as Keith Kelly, Montana Department of Labor commissioner, recognized them in an award ceremony for the program Tuesday. (Photo by James Woodcock, Billings Gazette)

**By Zach Benoit  
Billings Gazette**

On Tuesday morning at the Passages Women's Center, success was a loaf of made-from-scratch focaccia bread, homemade ricotta cheese, crab and avocado mix and strawberry-rhubarb filling.

Those were a handful of the ingredients of the dishes served up at a celebration of the pre-release center's Culinary Arts Program, a pre-apprenticeship program that teaches Montana Women's Prison inmates real-world food service industry skills.

"The intent behind CAP is to provide job skills combined with treatment and a gradual introduction into the community," said Megan Jessee, program manager.

At a Tuesday ceremony at Passages, 1001 S. 27th St., Montana Department of Labor and Industry Commissioner Keith Kelly presented the program with the national U.S. Department of Labor's Trailblazer and Innovator Award, given to a handful of programs nationwide for their success in training workers.

"The pre-apprenticeship program at Passages is the first of its kind, and to see it receive this kind of national recognition is a tribute to the women who complete the program and the mentors who work with them," he said.

The 18-month program requires inmates at the Montana Women's Prison who are in the pre-release program and have passed a rigorous screening and application process to complete 2,000 hours of hands-on training — from cooking for local events to working with local chefs and businesses — and another 280 hours of coursework study.

As of Tuesday, 32 women have enrolled in the program and 17 of them have graduated since it started in May 2009.

"They have to be motivated because they know it's difficult," Jessee said. "I'm very honest with them that there are extremely high expectations of them."

***'The pre-apprenticeship program at Passages is the first of its kind, and to see it receive this kind of national recognition is a tribute to the women who complete the program and the mentors who work with them.'***

***-Labor Commissioner Keith Kelly***

# Passages

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One of those graduates, Donita Auld, was given the opportunity to speak to the more than 50 people gathered at Passages about her experience with the program. She told them that before the CAP, she looked down on herself. The program helped her to want to recover, remain sober and be a part of the community, she said.

After her speech, Auld, who finished the program in February, talked about how far she's come in the last two years. She said that she'd had a little kitchen work in the past but had tendencies towards social anxiety and withdrawing into her old addiction habits when things got rough.

"As I started getting into (the CAP), I started realizing that I don't know everything and can't do everything on myself or ignore," she said. "I learned that I do need people to help and can't do it on my own all the time."

Auld, who is still at the pre-release center, now has a job as a line cook at the Billings Hotel and Convention Center. She hopes to someday open her own catering business. She credits the program with giving her the skills and confidence to get through her doubts and old, negative habits.

"Now I'm doing it for myself and not just lying about why I can't do it," she said. "Sometimes you just get frustrated with life. It happened to me just last week, even."

"I was scared but I realized I'm not going to have anybody to pick me up so I have to do it myself and dust myself off."

Through the state Labor Department's Apprenticeship and Training Program and the Department of Corrections, the women in the program are required to get jobs afterward, meaning it essentially has a 100 percent placement rate out of the gate.

Carl Kurokawa, head chef and owner of Juliano's, said he had a woman from the program at his restaurant for about a year and commended the skills she learned.

"We're always looking for people that are employable and that's what this is providing," he said. "It gives them the want and desire to go out and succeed and they're putting out people are employable."

As of Tuesday, there were 13 women in the program. For Tuesday's celebration, they whipped up bite-sized appetizers, which they served to guests on shiny metal platters.

Tasha Rainey walked around, doling out pastry shells brimming with baked brie cheese and strawberry-rhubarb filling. She's been in the program for five months and said she'd someday like to open her own bakery.

"This definitely helps open a door out there to employees and the community," she said. "I hope that this shows that I'm trying to give back, to do right, because I put a dark spot on the community before."

Jessee said Tuesday's award is the culmination of the hard work of all of the past students and staff since 2009.

"It's already a good program and we're well on our way to becoming a stellar program," she said.

*EDITOR'S NOTE: This article appeared in the Aug. 15 edition of the Billings Gazette. Reprinted with permission.*

## Verizon ups discount for state employees

Verizon now offers state employees an 18 percent discount on qualifying personal cell phone plans and 25 percent off on accessories.

This replaces the 15 percent state employee discount that was offered by the wireless company.

Verizon officials say the additional discount may not be reflected on bills automatically and advise that employees signing up for the discount on their personal service with Verizon should verify that their discount changed. Employees with a Verizon wireless account, who did not sign up for the state employee discount should contact Verizon at [www.verizonwireless.com/discounts](http://www.verizonwireless.com/discounts) or look for the "benefits" tab on the MINE website and look for the employee discounts. For those using AT&T service, that company offers a 17 percent discount to state employees.

The employee discount page updates regularly and lists a variety of other discounts ranging from AAA membership, Apple computer products, Dell computers, health club discounts, tax preparation and more.



Catey

## DOC hires PREA coordinator

The new standards for the 2003 Prison Rape Elimination Act (PREA) were published this summer by the U.S. Department of Justice and went into effect Aug. 20.

PREA was enacted in order to address the problem of sexual assault in all correctional facilities in the United States, and the standards represent the national regulations designed to ensure full implementation of the law and compliance by each state.

PREA applies to all federal, state and local prisons, jails, police lock-ups, private facilities and community correctional settings, including residential facilities. PREA has several major objectives, including:

- Establishment of a zero-tolerance standard for prison rape in the United States
- Elimination, reduction and prevention of sexual assault and rape within corrections systems
- Improving national data collection and reporting efforts
- Providing funding for program development and research
- Increasing the accountability of prison officials who fail to detect, prevent, reduce and punish prison rape
- Protecting the Eighth Amendment rights of federal, state and local prisoners
- Reducing the costs that prison rape imposes on public health and interstate commerce

Under the law, each state must hire a full-time PREA coordinator to oversee the process of implementation and to ensure compliance with PREA rules.

On July 30, the Department of Corrections hired Dr. Scott Catey for this position.

He says Montana is already ahead of the curve in moving toward PREA compliance, thanks to the diligence of department employees in Central Office and in facilities across the state. In order to make sure the agency stays on track, Catey is familiarizing himself with facilities and personnel across the state, as well as all the relevant laws, policies and procedures currently in effect. He will soon be contacting relevant staff to conduct a needs analysis and push forward DOC's status as PREA-compliant as quickly and efficiently as possible.

The department has a lot to look forward to as we improve an already excellent public service and ensure PREA compliance. Catey looks forward to hearing from any DOC employee or member of the public who has questions or concerns about PREA and what it means for Montana, the department, its staff and those in its custody.

Catey can be contacted at [scatey@mt.gov](mailto:scatey@mt.gov) or by phone at (406) 444-6583.

## ***\$1.2 million in grants to target recidivism***

The Montana Department of Corrections has received three grants totaling \$1.23 million that will help the agency focus on reducing offender recidivism rates. The grants will aid in the Montana Reentry Initiative's vision that every offender released from a facility will have the tools needed to succeed in the community.

The \$300,000 Second Chance Act Family-Based Offender Substance Abuse Treatment Program grant is a two-year award that will provide pre- and post release therapeutic family education and therapy to selected Montana Women's Prison participants.

The Second Chance Act Technology Careers Training Demonstration Projects for Incarcerated Adults and Juveniles Careers grant provides \$432,284 for one year and will be used to add an inmate network support program and a computer-aided design and drafting program at Montana State Prison, as well as a beginner's computer course at Pine Hills Youth Correctional Facility.

The SMART Probation Reducing Prison Populations grant focuses on reducing revocation rates (rather than recidivism rates), or reducing the number those terminated from probation and placed in a higher level of custody. It is a two-year, \$497,862 grant that will focus on building capacity of probation and parole through training and utilizing best case practices.

# FROM THE DIRECTOR

*Mike Reuter*



A few years ago, I accepted a large framed picture of a bridge, titled “Collaboration.” The gift was from one of DOC’s community partners and was given to us in appreciation of a mutually beneficial project.

The inscription under the bridge states: “Meeting people halfway is the most significant trip we can take.”

Last month’s Montana Correctional Association Annual Conference serves as one of the better examples of collaboration, bridge building and meeting people halfway that I have experienced. The efforts of the association’s leadership and their collaboration with the department and the many other non-DOC corrections, treatment and law enforcement professionals were a testimonial to bridge building.

The larger- than-normal gathering of professionals clearly indicated that many are willing and prepared to fulfill their role relative to the DOC’s reentry initiative. Our challenge is to inform, educate and convince those on the other side of the bridge about the importance and the value of reentry as it relates to public safety, restorative justice and creating more productive lives for those who have been convicted and been held accountable for their actions against our state.

You may ask who are the others on the far side of the bridge.

First and foremost, they are the corrections and law enforcement professionals who may not yet recognize the value of our reentry efforts and who may view this effort as offender-coddling, instead of a matter of public safety.

There’s also the offenders themselves, who might not recognize our efforts and the fact that most of us in corrections and law enforcement are here to promote positive change in their lives. Offenders and their families must recognize the opportunities raised by our reentry initiative and accept that our work is not “self-serving” or divisive.

Finally, we must continue to expand our network of employers, landlords, churches and social service agencies that are so critical to a successful reentry of offenders. The key word here is “expand,” as we already have with many in the community who work with us in these areas. But our network must be broadened.

My thanks to all who participated in the MCA conference and for all who have accepted the challenge of our reentry efforts. I wish all of you a safe trip across the bridge and am confident that when you meet the others near the middle of the bridge you will be prepared to assist them in taking the next step.



By Amy Holodnick  
HR Specialist

## ***Assistance available for job searchers***

Have you passed on a job for which you thought you were a perfect fit, just because the application process was lengthy and cumbersome or your fear of floundering through those “behavior-based” interviews? Put those anxieties behind you – help is available. The Montana Department of Labor & Industry’s Workforce Services Division has a multitude of tools available to help job seekers.

The Helena Job Service offers a “state application class” the first Thursday of every month at 6:30 p.m. and every other Thursday at 2:30 p.m. The classes are held at the Job Service located at 715 Front St. in Helena, behind Starbucks on Euclid.

The classes are 1-2 hours long, depending on the group size, course content and discussion. The purpose of the course is to provide detailed information to the job seeker on how to properly fill out a state application.

This course will walk a job seeker through the process from beginning to end. Qualified instructors teach applicants how to get started using the jobs.mt.gov website, enter information about employment, education, licenses and certifications, specialized skills and veterans status, and provide required application materials specific to each position for which an applicant applies.

Often, employers will require answers to supplemental questions in addition to the job application. This is to get a clear picture of an applicant’s knowledge and understanding of the position and to assess the individual’s specific skills in relation to the position. Supplemental questions often can be overwhelming for applicants, however, they are an opportunity for the candidate to set themselves apart from other applicants by providing specific examples on the skills he or she possesses and how those skills can be applied to the job and bring expertise to the employer.

The class provides tips on responding to supplemental questions. The class also addresses how to write a resume that works and offers effective interviewing skills. Instructors share information on ePass, online state government job application management service, along with tips on how to create a successful online application.

The Helena Job Service takes appointments to assist job seekers with the state application, resumes and mock interviewing on a one-to-one level. In a mock interview, questions that may be asked on an interview are developed, and candidates get feedback and advice.

The Helena Job Service also offers the WinWay resume maker. This system provides a template for entering work history and other critical information on a resume. The program is easy to use and Job Service staff is on site to assist with any questions an applicant may have.

Other services provided at the Helena Job Service are a web-based training that is self-paced and can be completed at specific computers in the office. It is best to reserve computer time to assure access. Topics range from customer service skills, specific computer application tutorials, communication and management, understanding sexual harassment, time management, stress management and problem solving.

Additional information is available from the Helena Job Service at 447-3200 or on the state website at <http://wsd.dli.mt.gov/jobshelptips.asp#employmenttab>. Those living in other communities across Montana may contact their local Job Service to ask about trainings and tools available.



Thorpe

# Montana State Prison honors two employees



Leaver

A correctional officer and a registered nurse are employees of the quarter at Montana State Prison.

Officer Richard Leaver was honored as a member of the security staff. He was cited for his efforts in stopping an offender from harming himself. His quick action and decisions prevented the inmate from hurting himself as well as preventing any other serious injuries from occurring.

Anita Thorpe, a registered nurse in the infirmary for nearly eight years, received the award for support staff. She is extremely dedicated to her job and spends countless hours ensuring all inmates receive their tuberculosis testing and checking that all appropriate documentation is in place and that all staff members have their TB test.

This is a tedious process in which Anita persistently forges forward to make everything is done correctly. Anita has found ways to overcome the obstacles she faces and to find a new, improved outlook related to her job. Anita's dedication and attention to detail are instrumental in the daily operations of the infirmary.

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

## Reentry

FROM Page 2



Sam Casey, Montana's reentry manager, addresses the MCA conference in Bozeman.

expect from others," he added.

Reentry has something for everyone across the political spectrum, because it benefits offenders, helps reduce correctional spending and saves money, and curbs victimization, Lombardi noted.

And reentry is a large tent, he said, with room for law enforcement, judges, prosecutors, busi-

ness leaders, colleges and universities and offender families.

"Relationships are critical," Lombardi said. "You have to choose the right people to do those things. Passion at every level is critical. They have to understand the long-term goal is public safety."

Later, following a panel presentation about reentry efforts in Montana, Lombardi acknowledged he was impressed and learned some new ideas he would take home to Missouri. "You people are just amazing in where you are, given your starting point," he said.

Education and public awareness are the keys to developing community partners in the reentry effort, he said. "They need to know about treatment, education programs — educate people about what inmates accomplish while incarcerated and that they can change.

"Make people understand we need to come together as a family to make a difference," Lombardi said.



# Spotlight

## *Wilson eager to make difference*



Tom Wilson

By Bob Anez  
Communication Director

Tom Wilson served as pastor in four churches and talks openly about his faith, but the conviction that he can help make a difference in offenders' lives is grounded in more than the religious beliefs of a former electrician.

"I'm not on a faith-based crusade," says the new associate warden for programs at Montana State Prison. "But I am part of a movement that is making corrections more effective and efficient. I am here to facilitate offender change using security, work, education, spirituality, and treatment.

"I want to be creative," he says. "What can we do to give real opportunity for offender change?"

Wilson never expected a career in corrections, let alone a position on the management team of the state's largest prison. But that doesn't mean it's not a good fit.

Born in Florida, Wilson was a teenager when his family moved to Montana where his father was an electrician working on the Colstrip power plants. He graduated from Billings Senior in 1977 and attended then-Eastern Montana College and then Yellowstone Baptist College.

"I limped into adulthood," Wilson recalls. "I had problems.

I was adrift with no plan. Then I found answers in faith. I discovered meaning for today and hope for tomorrow."

He followed in his father's footsteps and worked as an electrician. The job supported his pastoral work in South Carolina, Billings and Deer Lodge. But he tired of traveling to jobs; he missed time with his family.

Sixteen years ago, he got a job as electrician at the prison and did that work for a decade. Wilson then enrolled at the Helena College of Technology where he took an introduction to criminal justice course that discussed why society incarcerates offenders. "All of a sudden my juices were flowing," he remembers.

Then the job of religious activities coordinator opened up. Given his background, it was a logical move. It was a secular job in which Wilson was neither a pastor nor a caregiver—such work was in the hands of the scores of faith-based volunteers coming to the prison—but Wilson's experience gave him the right skill-set.

## Wilson

FROM Page 10

He remembers being surprised by the “negative culture” of corrections, but says that has changed dramatically in the intervening years. “We still have work to do, but people really get it as to the importance of the job we do,” he says.

When Ross Swanson retired as deputy warden in July, Warden Leroy Kirkegard decided to eliminate that position and add an associate warden for programs. Wilson was one of several applicants for the new job.

“I thought what a thrill it would be to help shape programs that will impact Montana for decades, to develop cutting-edge programs that will work,” he says of his decision to apply.

In his new position Wilson is responsible for the Religious Activities Center, sexual offender and chemical dependency treatment programs, library and participation in the administrative review process. He also serves on the reentry and sex offender task forces. Wilson also serves as liaison to institutional probation and parole officers and the department’s reentry manager.

Wilson says his job offers an opportunity to realize his desire to help shape the future, and he says he’s up for the challenge.

“I spent 10 years in the Army National Guard where I served as the tactical communications chief for an ar-

mored cavalry troop,” he says. “The experience taught me to balance the needs of personnel, supply, intelligence and operations in the context of a rapidly changing situation. You have to have a solid system, but you also need to be insightful. As associate warden, I understand the need to support what we’re already doing well and also to join others in discovering what we can do better.”

Wilson is an analytical thinker, but continues to believe in the power of simple faith and that faith has a place in prison because faith requires thinking about more than oneself. “If all we believe in is our own selfish agenda, where does that lead but to a life of crime?”

Offenders in prison need more than exposure to religion; they need practical skills for when they return to the community, he says. “I make the case that people are teachable. I bring to the table an approach that we are all equippers – we provide the tools to succeed on the outside.

“You don’t need an exclusively religious vocabulary to inspire and teach,” Wilson asserts, adding that the paths with which to influence others are plentiful: business, arts and entertainment, church, science and medicine, education, family, and government. That last avenue is where Wilson finds himself now.

As he begins his new job, Wilson recognizes the responsibility to help make a difference and working together as a team. But he also acknowledges that his faith will remain a part of how he tackles those responsibilities.

After all, he says, “You can’t leave your pastor’s heart at home.”

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## MT prison stay below other states in study

The average inmate in the United States spends almost three years in prison before being released, a recent study by the Pew Center on the States found.

But that is far longer than the average stay for an offender incarcerated in Montana.

The Pew Center report said the average prison stay – based on data it collected from only 34 states – increased from 2.1 years (about 25 months) to 2.9 years (about 35 months) from 1990 to 2009. While Montana does not have an estimated average length of stay for 1990, the time spent in prison for offenders released in 2009 was 20.5 months. That is a 40 percent shorter stay than the Pew study found in the surveyed states.

The report said criminal justice policy during the past 40 years was based on the philosophy that locking up offenders in prison – and doing it for long periods – was the best way to protect the public from crime. The authors acknowledge that approach is partly responsible for the decrease in crime in the past two decades and that many

citizens support long prison terms for serious, chronic and violent offenders.

But, the report said, experts are questioning whether longer imprisonment will have any additional effect on crime. It noted a shift toward prison alternatives for lower-risk offenders – something Montana has been doing for several years – and that such a trend can mean cost savings without sacrificing public safety.

The study estimated that the increase in time behind bars for offenders in the surveyed states carried a \$10 billion price tag. It noted that the change in prison time varied widely among the states, from a 166 percent increase in Florida to 25 percent decline in average stay in South Dakota.

Michigan had the longest average prison stay of 4.3 years, or 51.5 months, and South Dakota had the shortest average

# 14 receive governor awards

Fourteen Department of Corrections employees were among more than 200 state government workers honored with Governors Awards for Excellence in Performance in September.

The 10 members of the Pine Hills Youth Correctional Facility management team were cited for their efforts to have the Miles City program join the national Performance Based Standards (PbS) initiative sponsored by the Council of Juvenile Corrections Administrators.

This initiative requires uploading a great deal of data every six months, which is then compared to data from more than 100 youth correctional facilities around the country. During this first year, specific training was provided by a PbS coach and other national trainers to enhance staff skills specifically targeting interventions with youth and providing evidence-based programming.

The improvement in several key areas from the first six months data collection to the second six months has been significant and greatly enhanced the safety, security and effective programming at the facility.

The team members are Sandy Fogle, Jason Higgins, Jeff Holland, Teza Holland, Jodi Kirkwood, Brenda Kneeland, Jeff Lee, Steve Ray, Mark Schwarzkopf and Teri Young.

Cathy Gordon, who heads the Adult Interstate Compact Bureau in the Community Corrections Division, was recognized for what her colleagues described as being the “can-do employee of corrections.”

Her nomination said, “Her knowledge and experience is an asset to the corrections field. Cathy, over the years, has covered a variety of positions throughout the department. She is a valuable, selfless employee who is always willing to do what’s best for the department. Cathy is always willing to provide insight and knowledge wherever needed. She is driven to get the job done with efficiency, fairness and fiscal responsibility.”

Sam Casey, reentry manager for the department, was honored for his role in championing the agency’s reentry initiative.



Pine Hills management team, back row (left to right): Sandy Fogle, Teri Young, Gov. Schweitzer, Teza Holland, Jeff Holland, Lt. Gov. Bohlinger. Front row (left to right): Steve Ray, Jeff Lee, Brenda Kneeland, Jodi Kirkwood, Jason Higgins. Not pictured: Mark Schwarzkopf.



Cathy Gordon with Gov. Schweitzer and Lt. Gov. Bohlinger



Ken McElroy with Gov. Schweitzer and Lt. Gov. Bohlinger



Sam Casey with Gov. Schweitzer and Lt. Gov. Bohlinger

## Awards

FROM Page 12

“His dedication to the department, victims and offenders is evident every day as he works to educate state, private and local partners on the importance of the successful transition of offenders back to their communities,” his nomination said. “As the department’s reentry manager, Sam tirelessly works to build safer Montana communities and he creates a wave of enthusiasm that carries others along toward that goal.”

Ken McElroy, chief of the Human Resources Bureau, is a 25-year veteran in the field.

According to his nomination, “He is a consistent, reasonable and seasoned voice, guiding the management team and supervisors on difficult labor relations and sensitive personnel issues. Ken has developed a strong, competent and diverse HR staff through shared leadership, communication and commitment. His expertise is sought out both within the department and by HR supervisors and managers within state government.”

Karen Duncan, chief of the Youth Community Corrections Bureau, was among 12 members of the Interagency Coordinating Council for State Prevention receiving a governor’s award for their work.

## State giving campaign launched Sept. 24

The annual State Employee Giving Campaign kicked off Sept. 24. Employees able to give to charitable causes can do so through this campaign and win prizes along the way.

Here are some answers to common questions often heard from those not familiar with the campaign.

**Q: What nonprofits participate in the campaign?**

A: Any nonprofit has the ability to sign up and be on the giving list. A list of the nonprofits on the list can be accessed online at [www.secgc.mt.gov](http://www.secgc.mt.gov) or in campaign giving guides that are located in employee break rooms.

**Q: Once I have a nonprofit in mind for donation, how do I do it and what is the minimum I can donate?**

A: The Click-and-Give service at the website listed above is the easiest way to do it, and instantly enters an employee to win prize packages. Montana State Prison employees can fill out a donor sheet and contact the facility’s volunteer or email Carolyn Blasch, DOC’s campaign coordinator, for instructions at [cblasch@mt.gov](mailto:cblasch@mt.gov). Please note that employees interested in the early-bird prizes can ensure they are entered by doing a donation online. Donor sheets may not get to Helena in the time needed. For \$1 per paycheck you could win prize baskets and for \$2 a paycheck you could win grand prizes.

# Health & Wellness

By  
April Grady



“Eddie”

His name is Eddie. The big, tall maple that lived in our front yard. We named it Eddie because momma always said there was a refreshing eddy of a breeze that would come right around that tree in the sticky, hot summer. Eddie is in all our family photographs, the first day of school: “Go stand near Eddie so I can take a picture.” Easter: “Kids line up near Eddie. Quick, before you go get your church clothes all dirty!” Prom: “Why don’t you and George go stand over near Eddie? Ya’ll look so grownup!” Eddie was the home base for our massive neighborhood games of hide and seek “I gotcha ya!” “No way. I tagged Eddie first!” Eddie is still the first thing I see when I pull up to my parents’ house. A few less leaves, bending perhaps a bit more, but standing proud, delivering his cool breeze. *Anne Sawan – Reader’s Digest short story contest submission*

## **Eco Tip: Curbside Recycling**

Many of the larger cities in Montana are now offering curbside recycling pickup services. Services are available in Missoula, Helena, Great Falls, Billings, Livingston and Miles City, and include weekly or biweekly pickup for approximately \$15 per month with \$35 to \$60 start up fees. Accepted materials include newspaper, magazines, cardboard, paper bags, aluminum and tin cans, metal bottle caps and lids, plastics, and glass. Materials differ per company offering the service. Companies include:

- Earth First Aid Curbside Recycling Service, Billings, MT \$14/mo.

with glass. [earthfirstaid.com](http://earthfirstaid.com)

- Garden City Recycling, Missoula, MT \$20/month. [gardencityrecycling.com](http://gardencityrecycling.com)
- I.E. Recycling, Missoula, MT \$10-\$18/month depending on location. [iercycling.net](http://iercycling.net)
- Gone Green Curbside Recycling, Gallatin Valley \$15/month. [gonegreenmontana.com](http://gonegreenmontana.com)

- Reclaim MT, Livingston, MT \$15.50/month. [reclaimmt.com](http://reclaimmt.com)
- Helena Recycling, Helena, MT \$15/month. [helena-recycling.com](http://helena-recycling.com)
- Montana Waste Systems, Great Falls, MT \$2/month with residential sanitation service within city limits-no plastics or glass.



The State of Montana Department of Administration Health Care and Benefits Division’s (HCB D) website ([benefits.mt.gov](http://benefits.mt.gov)) provides state employees with access to benefits enrollment, health screening registration, newsletters, health coaching, resources for self-driven health, links to lunch and learn webinars, and tobacco cessation programs.

Through this website the HCB D also provides employees the opportunity to take part in the **Healthy for Life Weight Management Program**. Employees may choose to apply for a spot in the intensive option or complete the self-study option by following the program requirements found at <http://benefits.mt.gov/somhealthyforlifeprogram.mcp>.

The program’s purpose is to promote a successful lifestyle change. Applicants and self study participants must be prepared to devote 10 months to the program. The programs include educational webinars, weekly self-monitored physical activity, food and fitness logs, calorie counters, a create-a-meal guide, and links to recipes. For the intensive option, employees will have access to monthly one-on-one telephone consultations with a registered dietician and a registered nurse case manager.



The program cycle begins in August each year with applicant approval occurring in June. Self study participants can jump in anytime! The website also contains a resource document with alternative options for employees to get started on weight loss goals in the meantime.



**Office strength-building Ideas**

(Kelli Calabrese, MS, spokesman for the American Council on Exercise)

- Do one-legged squats (hold onto a wall or table for support) while waiting for a web page to load, the copier to spit out your reports, or faxes to slither out.
- Stand with one leg straight and try to kick your buttocks

with the other.

- Sitting in your chair, lift one leg off the seat, extend it out straight, hold for 2 seconds; then lower your foot (stop short of the floor) and hold for several seconds. Switch; do each leg 15 times.
- To work your chest and shoulders, place both hands on your chair arms and slowly lift your bottom off the chair. Lower yourself back down but stop short of the seat, hold for a few seconds. Do 15 times.
- To stretch your back and strengthen your biceps, place your hands on the desk and hang on. Slowly push your chair back until your head is between your arms and you're looking at the floor. Then slowly pull yourself back in. Again, 15 of these.
- Desk pushups can be a good strengthener. (First, make sure your desk is solid enough to support your weight.) Standing, put your hands on the desk. Walk backward, then do push-ups against the desk. Repeat 15 times.

**Quick and Healthy School Day Breakfast**

(WeCan! U.S. Dept. of Health & Human Services) Try **Oatmeal Pecan Waffles** for a tasty way for kids to main-

tain the energy balance required to survive the classroom and the playground.

**For waffles:**

- 1 C whole-wheat flour
- ½ C quick-cooking oats
- 2 tsp baking powder
- 1 tsp sugar
- ¼ C unsalted pecans, chopped
- 2 large eggs, separated (for pancakes, see note)
- 1½ C fat-free (skim) milk
- 1 Tbsp vegetable oil



**For fruit topping:**

- 2 C fresh strawberries, rinsed, stems removed, and cut in half (or substitute frozen strawberries, thawed)
- 1 C fresh blackberries, rinsed (or substitute frozen blackberries, thawed)
- 1 C fresh blueberries, rinsed (or substitute frozen blueberries, thawed)
- 1 tsp powdered sugar

**Directions:**

1. Combine flour, oats, baking powder, sugar, and pecans in large bowl.
2. Combine egg yolks, milk, and vegetable oil in a separate bowl, mix well.
3. Add liquid mixture to the dry ingredients and stir together. Mixture should be a bit lumpy.
4. Whip egg whites to medium peaks. Gently fold egg whites into batter.
5. Pour batter into preheated waffle iron and cook until the waffle iron light signals it is done or steam stops coming out of the iron.
6. Add fresh fruit and a light dusting of powdered sugar to each waffle and serve.
7. Freeze the leftover waffles in individual servings and reheat in a toaster for a quick healthy breakfast the kids can make themselves.

**Giving**

FROM Page 13

**Q: How does Click and Give work?**

A: Click and Give can be accessed directly through [www.secgc.mt.gov](http://www.secgc.mt.gov). It has an easy search engine that employees can use to by name or topics for a preferred non-profit. Employees can have deductions taken out of 24 pay checks or you can give in one lump sum via your credit card or checking account.

**Q: Where can I see the prize options and how will I know if I won?**

A: A full list of prizes is listed on the back of the giving guides. Please note that prizes will be delayed one week (so notifications won't be sent out beginning the first week of October.) Blasch will send an email announcing individuals who have won prizes.

**Q: If I have questions, who can I contact?**

A: Carolyn Blasch at 444-6432 or [cblasch@mt.gov](mailto:cblasch@mt.gov)

# Regional Roundup



*Items in the roundup are contributed by the regional probation and parole staffs.*



Participants in the intensive supervision program at Bozeman gathered for a barbecue with their families and some probation and parole staffers.

## Region 2

Some of the Bozeman staff members gathered for a summer barbecue. The event featured offenders in the intensive supervision program's sanction team and their families. The staffers arranged it all, from the food to the goodies for the kids. Some played volleyball, others chatted under an awning and some swam. Some offenders demonstrated their skills, including bongo playing and a poem recital. The offenders thanked their family members for all their love and support and some family members talked about how much the participant had changed and said they had become the person they always thought they should have been.

## Region 5

The region would like to introduce Cheyanne Gress, she has joined the team in Kalispell as the presentence investigation report writer. She is a former deputy sheriff from Palm Beach County, Fla., and spent her first two years as a drill instructor for at risk teens. The following six years were spent on road patrol, arresting offenders and wrestling alligators. She left a position she loved to move to

Montana to marry her husband, a native Montanan. She often visited the Flathead area for the past 15 years to hike and bike, so it was not a hard sell. She is enjoying probation and parole work and reports that her "Kalispell coworkers make it a lot of fun and I am glad to be a part of the team."

The Polson office has graduated the first participant from its Treatment Accountability Program and two offenders in the day-reporting program. These new options in Polson allow for programming and sanctions that were not available in this area. It has been rewarding to watch participants grow in this program

On July 31, staffers came together for the annual regional meeting and training in Kalispell. With Administrator Dave Castro preparing pulled pork (in three varieties) and a smorgasbord of side dishes, the office was able to endure a day of intense training. With policy review, updates and information on reentry, and firearms at the range, we were a busy crew. It was a great way to close out the summer and connect as a region.



Montana Women's Prison staffers gather for their annual awards barbecue in Billings.

## MWP honors employees with annual awards

Montana Women's Prison handed out its annual employee awards in July.

Staff members were recognized for excellence in work and length of service during a barbecue at a park in Billings.

Correctional Officers Joe Jones, Troy Hust and Lorie Witz, and Food Service Supervisor Jerry Adolf received excellence awards after being chosen by their co-workers.

Jones was cited by his colleagues as someone who "is always happy and positive. While working with other officers he is always there to talk about problems they may be having, be it personal or professional. Mr. Jones has what it takes to be a leader. Joe is always willing to help out. He has good communications skills with inmates."

"Officer Jones has been a pleasure to work with," they said. "He is truly dedicated to his job and those he works with. He is a hard worker, and has brought many new ideas to our shift that we have adopted in order to make our shift run smoother and more efficiently. Jones has done his best to keep spirits up, and is truly a team player."

Adolf was recognized for being "very consistent about serving great food. He is professional and courteous to all staff and inmates. Jerry demonstrates pride in the kitchen, as well as maintains a positive attitude."

Others said Adolf "can be depended on to get the everyday things done right, and is willing to take on special assignments such as Family Day and the Christmas get together every year. He takes pride in what he does and the results are in the pudding, salad bar and every meal he serves."

Hust was described as "an outstanding officer who goes above and beyond the call of duty.

He has worked here for almost 10 years and has been involved in all aspects of the field of corrections at MWP. He understands his job and the offenders he works with. He is an excellent trainer. Officer Hust has been a go-to person to get things done. He is willing to put forth the extra effort to help inmates prepare to re-enter the community and be successful."

Witz was praised by colleagues as someone who "does her job consistently without favoritism and is brutally honest with the inmates. You always know where you stand with Officer Witz."

She was described as someone who "will always tell you what is on her mind, and will personally let you know when you make a mistake." One co-worker recalled, "I have had inmates come up to me and ask for Officer Witz because she is an officer that will keep issues confidential and they like her bluntness. She is always willing to share in all her goodies that she brings, be it candy, chocolate covered coffee beans, licorice jelly beans, to pens and pencils. She is an officer that gets what needs to be done."

Lt. Marilyn Hammel was honored for her 15 years of work, while Officers Tricynda Russell, Hust, Bill Wong, Darlene McCracken, Martin Scheeler and Mike Mansfield were recognized for their 10 years of service.

## *Inmates raise \$6,300 against cancer*

Inmates at the Montana Women's Prison raised nearly \$6,300 for the annual Relay for Life, which raises money to fight cancer and celebrates cancer survivors. Montana Women of Conviction, the inmates' team, increased its fundraising goal to \$4,000, but exceeded that by more than 50 percent. About 100 inmates at the prison walked and ran to raise money for the cause. This was the women's sixth year of participation in the American Cancer Society's premiere fundraising event. To aid in their efforts, the prison had several events to raise money: a movie night, barbecue, balloon and pinwheel sales, shirt sales, quilt raffle, and three outdoor arts and craft sales, one of which was held at ZooMontana.

More changes to come

# DOC website gets makeover

The Department of Corrections has a new look... online.

The agency remodeled its Internet home page this summer, giving it a fresher, updated and more colorful look while improving its functionality.

The effort was led by Sarah Lyytinen, who began work as the department's webmaster in April.

"When I first looked at it, it was very confusing," she recalls. "The navigational structure at the top of the page was not clear for those who didn't already know their way around."

"We wanted to make information more easily accessed, especially for the most popular sites," Lyytinen added. "It's now less cluttered, more relevant with its colors and design."

The most obvious change is the addition of 10 colorful icons that act as links to the most important and most-used sites accessed through the DOC's home page.

The links are gateways to the department's Montana Reentry Initiative, victim programs, information for offender families and friends, money transfers and payments (such as victim restitution and supervision fees), offender locator, news, employment opportunities, inmate-made furniture purchasing, escapees and absconders and contact information for the department.

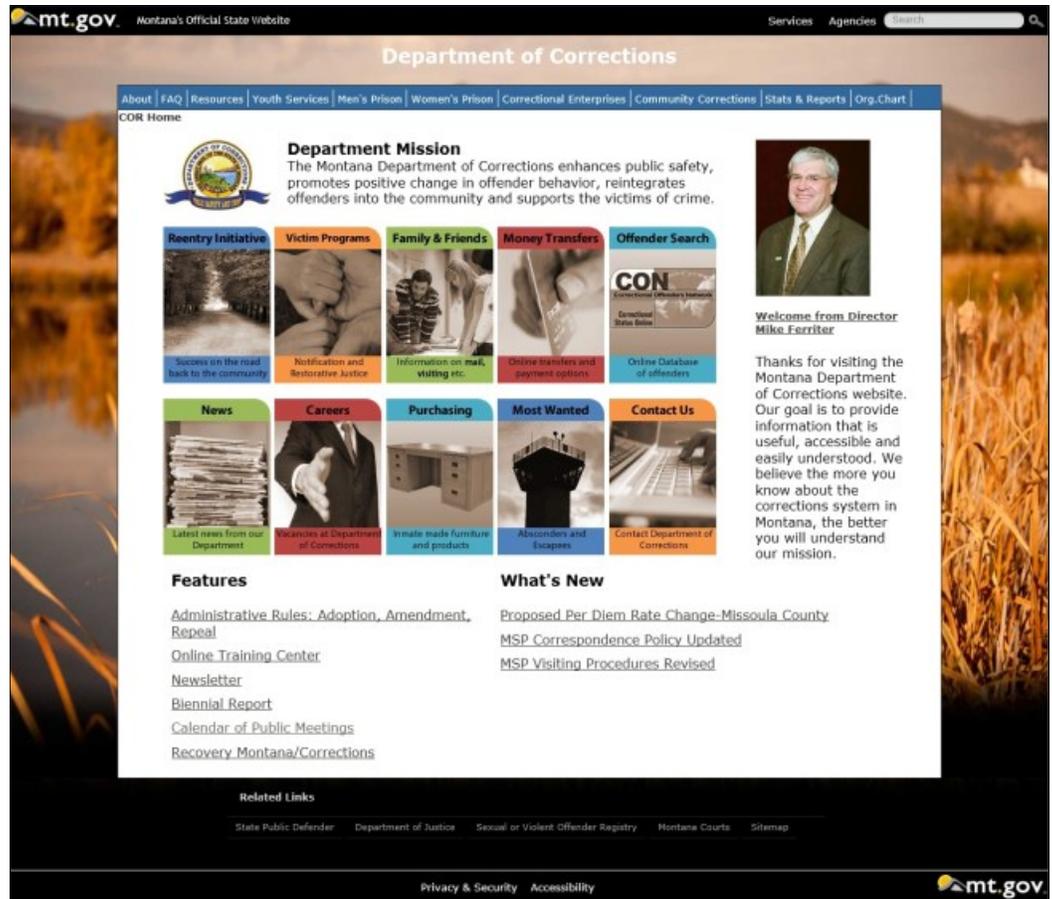
The new icons are large enough to be easily used by those accessing the site on mobile devices that utilize touch-screen technology. Lyytinen said such use is growing significantly. In fiscal 2012, about a third of the nearly 430,000 page views of the DOC home page were made from mobile devices.

The icons, as well as the division listings across the top of the page, provide access to the other sites maintained by the department. Lyytinen says she will work with representatives from each of the agency's eight divisions to begin redesigning and updating the other sites accessible through the DOC home page.

The home page also contains the department's mission statement and a list of featured links that provide quick access to key topics, such as administrative rules, the online training center, department newsletter and biennial report, and a calendar of public meetings. Recent developments in the department are highlighted under a "What's New" heading.

The department's home page, last given a facelift in about 2001, had almost 300,000 page views in fiscal 2012.

Lyytinen also plans to redesign the DOC intranet page, an internal site that provides information to department employees.



# Henry ‘Hank’ Burgess, 1929-2012



Henry “Hank” Burgess, who was a member of the Montana Board of Pardons and Parole for a quarter of a century and was its chairman for all but five of those years, died Aug. 28 from prostate cancer, in the comfort of his home, which he built 50 years ago.

He was 82.

His beautiful wife, Dorothy, and family were at his side.

One of his daughters, Kathleen Beccari, is a probation and parole supervisor in Missoula. She has worked for the Department of Corrections for more than 20 years.

Another daughter, Sarah Volesky, worked in the corrections field for a time and son Tom is a field representative for MEA-MFT, the union representing some Department of Corrections employees.

Beccari recalls her father’s dedication to his work on the board.

“I remember him receiving the ‘big black book’ in the mail every month, which contained all the material he needed to read up on an inmate before he conducted a hearing,” she says. “He read every word and knew these inmates, their crimes, personal situations, write ups, etc. before he met with them.

“He used to take me to the hearings when I was a teenager,” Beccari says. “I was always so impressed at how he treated them (offenders) with respect, while at the same time he talked straight to them without stepping around any issue.

“If he was going to parole them, he always gave them a speech with advice on how to stay out of trouble. If he was denying them parole he told them exactly why he made the decision and what they might do to get a parole next time they became eligible. It was a lot of fun attending these hearings with Dad and certainly influenced my decision to work in corrections.”

Hank was born in Anaconda on Nov. 27, 1929, to James and Loretta Burgess. His family lived on the corner of Birch and Seventh Street, in the area of Anaconda often referred to as “Goosetown.” He attended St. Peter’s Grade School and graduated from Anaconda Central High School in 1947.

Hank graduated from Carroll College in 1951 with a degree in philosophy. In January 1952 he enlisted in the U.S. Navy, and was called to serve during the Korean War. It was during this time that he would learn the art of boxing that later became one of his fondest memories. Upon completion of his service to his country, he went on to teach English and Latin at Prosser High School in Prosser, Wash. Along with teaching, he coached football, boxing and tennis. Two years later, he left Prosser and entered a graduate program in English literature at the University of Montana. He received his MA in British literature in 1957. After completing graduate school, he returned home to Anaconda and considered himself “lucky” to land a job “as the highest educated burial engineer (grave digger) in the country!” More importantly, a year as a grave digger allowed him to court “(his) friend, wife, the love and anchor of (his) life Dorothy Mehrens.”

Hank and Dorothy were married on June 28, 1958, at St. Peter’s Catholic Church in Anaconda. In spring 1958, while visiting his close and dear friend the Rev. Jack Flynn, a knock on the door proved to be the Rev. Dutch Huthausen, at that time the president of Carroll College and later the archbishop of Seattle. Upon finding out Hank had recently earned his MA in British literature, Dutchie invited him to teach in the English department at Carroll.

What started as a simple conversation between old friends turned into a long and distinguished career in the English department at Carroll College, including department chair for over 27 years. Thirty six years later, in 1995, he retired. The passion he had for Shakespeare, British literature and black literature was instilled in each and every student he taught. Hank went out of his way to help students through personal difficulty, found the humor in a grim situation, demanded some well needed discipline or cut them a much needed break.

In his early years at Carroll he also worked as a school bus driver. In summer months he worked at Helena Sand and Gravel, and spent two summers with his friend and colleague Al Murray as boat captains for the Gates

## Burgess

FROM Page 19

of the Mountains. More often than not, the “captain” would bring one of the kids with him. In 1974, Gov. Forest Anderson appointed him to serve on the Montana Board of Pardons and Parole. He served on the board under four different governors for the next 25 years, 20 as chairman.

Hank was awarded professor emeritus in 1997. Since retirement, he was inducted into the Carroll College Hall of Fame, Faculty Hall of Fame, Athletic Hall of Fame and received the Warren Nelson Award for his contributions to Saints athletics. Most recently he was awarded an endowed professorship, an award he cherished the most. His love for Carroll College, its faculty and staff, students, boxers and the entire Carroll community remained within his heart and now in his soul forever.

From 1995 to 2005 he was an active member of the Blackfoot Legacy, a conservation organization dedicated to preserving the Blackfoot River. Hank made it a lifetime commitment helping the underprivileged through charitable organizations such as Toys for Tots. In 2004, he received the Archbishop Alexander J. Burnett Medal for Social Justice, an award from the Thomas Francis Meagher Division of the Ancient Order of Hibernians.

He loved his wife, Dorothy, more than words could ever explain. He was an incredible husband, son, brother,

father, grandfather, great-grandfather, teacher, colleague, friend and neighbor. He was proud of his Irish Catholic heritage and his membership in the Ancient Order of Hibernians. His dedication to his Catholic faith and love for Carroll and Notre Dame football were without doubt.

Hank was dedicated to spending time with his children, their spouses and grandchildren, whether it be snowmobiling, attending sporting events, gardening, reading poetry or time at his cabin he built with his family and friends near Lincoln on Stemple Pass. He touched many lives along the way was loved by all.

Hank and Dorothy recently celebrated their 53rd wedding anniversary. Their life, commitment and love toward each other brought them eight children, 24 grandchildren and 13 great-grandchildren. He is survived by his wife, Dorothy (Mehrens); sisters, Ruth Radonich and Evelyn Niland of Anaconda and Rita Wilks of Cupertino, Calif. He is also survived his daughters, Jean (Dan) Gruber, Theresa (Mike) King, Kathleen (Dirk) Beccari, Mary Kay (Jon) Puckett, Judy (Mark), Margie (Tim) Dugan, Sarah (Mike) Volesky; and his son, Tom Burgess. His grandchildren include Pat, Jenni (Gruber), Maura Gruber; Ryan King, Maggie (Nelson); Dominic, Sarah, Jimmy Beccari; Shannon, Kyrstin, Sean Puckett; Danny, Michael, Amanda Schilling; Emily, Anna, Alicia, Connor Dugan; Matt, Erika, Brigett Burgess; and Colin, Alex, Thomas Volesky. Hank was preceded in death by his mother, Loretta (Gillespie); and father, James Burgess.

His funeral was Sept. 4 at the Cathedral of St. Helena.

more effective, less expensive ways to handle nonviolent offenders than lengthy spells of incarceration,” the report said.

Although Montana was excluded from the study because the Pew Center concluded the data provided by the Department of Corrections did not meet its format requirements, an analysis of Montana statistics shows nonviolent offenders, on average, spend considerably less time in prison than do violent and sexual offenders.

Nonviolent male offenders released from Montana prison in 2009 spent an average of 17.3 months incarcerated. Violent offenders spent an average of 23.4 months and sexual offenders left after 50.2 months. Among women, violent offenders logged 13 months and nonviolent offenders spent 12 months in prison.

Montana also has made greater use of prison alternatives. Since 2005, the population of such programs has doubled, while the prison population has increased just 5.7 percent.

*See related story on page 27*

## Stay

FROM Page 11

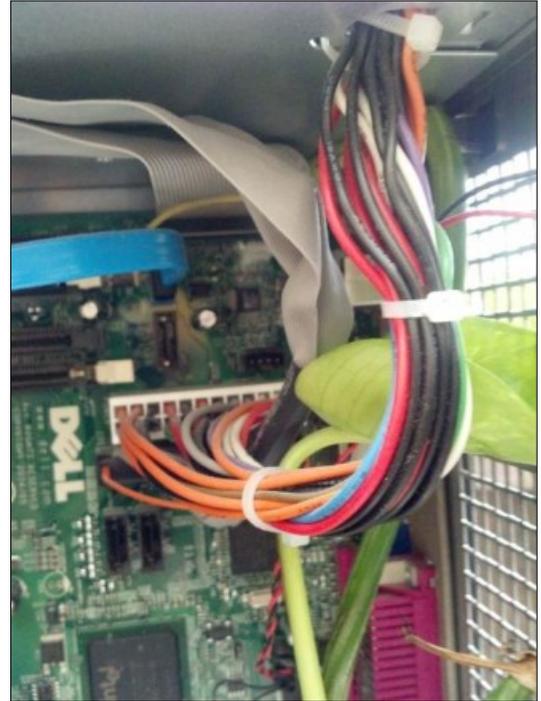
stay of 1.3 years, or about 15.5 months.

The report said that state policymakers can do something about prison stays with changes in sentencing and release practices. Some states already have taken steps, including:

- Raising the dollar amount that triggers determines when some property crimes become a felony
- Revising drug offense classifications to ensure the most serious offenders receive the most severe penalties
- Rolling back mandatory minimum sentencing
- Giving offenders more opportunities to earn reductions in time served by completing prison-based programs
- Changing parole eligibility standards

“The past five years have seen significant shifts in corrections policy across the nation, prompted both by tight budgets and by increasing understanding that there are

# PLANT INVADES MSP COMPUTER



Dear Diary,

Yesterday while I was roaming about Montana State Prison, I heard a comment that a computer was not working. I was a little early for my next meeting and thought I would take a look.

I looked at the back of the computer to make sure all of the connections were sound and noted an unusual green connection had been made to this computer. It was a pushy philodendron.

Being unfamiliar with this type of connection, I opened the computer to examine what it was connecting to.

I noted that it was penetrating a very small opening in the upper portion of the computer case right where the power supply was connected. Examining the invading vegetation, I noticed that it was indeed connected to the power supply of the computer.

Although the computer could not be revived, the trespasser survived.

I have the tendency to think I have seen it all, and yesterday learned that I have not. I even learned something new about green computing - chlorophyll does not provide adequate power to operate a PC.

John Daugherty  
Chief Information Officer  
Department of Corrections

## Annual training conference

# MCA honors award winners



Gerri Mason, professional development specialist, receives the MCA's support services award from Rae Forseth. Lisa Hunter, Professional Development Bureau chief, is on the right.



Rae Forseth, MCA president, accepts the correctional employee of the year award from Greg Bishop and Lisa Hunter.



Left: Chris Jones from the Gallatin County Detention Center accepts the MCS member of the year award from Rae Forseth.



LEFT: Don DeYott, who worked in corrections for 35 years, receives the John Paradis Lifetime Achievement Award from his daughter, Rae Forseth.



Karen Duncan, chief of the Youth Community Corrections Bureau, receives the administrative award from Rae Forseth. At right are juvenile parole officers Michelle Verbance and Mickey Roberts.



MCA Board of Governors (left to right): Cindy McKenzie, Chris Jones, Beth Richter, Greg Bishop, Lesa Tew, Carrie Beach, Mandie Carter, Mickey Roberts and Mandi Hurr



Janelle Barthel of Havre received the \$500 MCA college scholarship. Father Mike Barthel is a probation and Parole supervisor in Havre.



Andrea Lower, who works for the Gallatin County courts, receives the significant contribution award from Rae Forseth and Steve Ette.



Matt Michel of Gallatin County Detention Center, second from left, won a free trip to Reno for the national Correctional Peace Officers Foundation memorial service. Also, pictured, left to right are: Theresa Stevens administrative assistant for the foundation, Jamie, Michel's wife; and Bob Kahanic, Colorado foundation representative.



Kim Lahiff talks during a DOC leadership meeting at Bozeman.

## Lahiff ready for top regional P&P job

In the past five years, Kim Lahiff has seen five regional administrators come and go in the Missoula probation and parole office. Sam Lemaich, Tom Forsyth, Dave McCarthy, Amy Gault and Tanner Gentry held the job in that time.

As new regional administrator, Lahiff foresees continuity in the region, which is responsible for supervision of about 1,500 offenders in Missoula, Ravalli and Mineral counties.

She views regional staff as a major part of her duties.

"I can help people be the kind of persons they wanted to be when they got into corrections," Lahiff says. "Because I have been here for more than nine years, I think I have respect from the office. I don't have the hurdle of establishing a relationship with the staff."

She talks about a strong and passionate commitment to probation and parole, and expects that to translate into her relationship with employees.

"I live it, I breathe it, I believe in it," Lahiff says. "The same care and concern I had for offenders (as an officer), I have for staff. You can't have

it where you don't see officers as people. If you take care of your people, your staff, then offenders will be better served. Everybody wins."

Lahiff succeeds Gentry, who resigned earlier this year to move out of state. She oversees a staff of 41, including officers and administrative support personnel. The staff includes institutional probation and parole officers at Montana State Prison, Elkhorn Treatment Center, Treasure State Correctional Training Center, WATCH West (felony DUI treatment) and the Sanction, Treatment, Assessment, Revocation and Transition center.

A Butte native, she graduated from the University of Montana in 1996 with a bachelor's degree in sociology and criminology. She worked for Missoula Youth Homes for a time and began her corrections career in 1999 as a juvenile detention officer at the Missoula County Jail.

In 2000, Lahiff joined the Department of Corrections as a presentence investigation report writer and juvenile parole officer at Polson. She later moved to adult probation and parole, and transferred to the Missoula office in 2003. She had an intensive supervision (ISP) caseload for two years and then became a supervisor in 2006.

But she realized she missed working a caseload. "I was panicking because I thought I had made a bad decision" to become a supervisor. So she returned to being an officer and specialized in a mental health caseload for 4½ years before resuming an ISP position for a year. Then the administrator's job came open.

Now, Lahiff says, she's ready for a return to management. "I'm full-on ready this time for a leadership role. I'm a big-picture person."

For example, she says, she believes officers need more training so they trust their abilities, and as a regional administrator she can have an impact on that. Making a difference – that's one of the advantages of her new job.

"You have the ability to make changes," Lahiff says. "You have a bigger voice and you're expected to take on big challenges."

Ron Alsbury, chief of the Probation and Parole Bureau, says Lahiff has the credentials to do the job.

"Kim Lahiff brings a highly developed knowledge base for the gamut of offender challenges," he says. "She has a history of being amazing in working with offenders, family members and resource providers. As a new leader, we are finding she has an affinity for engaging with staff, a propensity for tireless energy and a passion for all aspects of our work."

***'If you take care of your people, your staff, then offenders will be better served. Everybody wins.'***

***-Kim Lahiff***

## *Succeeds Orand at women's prison*

# Joan Daly takes treatment post

For Joan Daly, her new job as deputy warden for treatment at Montana Women's Prison is a return engagement.

When the prison first moved to Billings in 1995, Daly worked at the local mental health center and it had a contract to provide services to the inmates. She was asked to provide therapy and work with the inmates when the previous person serving the prison left.

That began a three-year tenure as a contract worker at the prison.

"It's a familiar place," Daly says of the institution, although it had only 70 inmates in the 1990s and now has about 200. Still, "I'm very familiar with the corrections environment – the safety and security. We had a good working relationship," she recalls of her earlier years there.

"It's less stressful than (going to) an unknown environment," Daly says about her return.

Daly began her new position Sept. 10, replacing Sue Orand, who retired this summer after 34-year career in corrections.

The Butte native brings extensive experience in treatment to her job. Daly earned a bachelor's degree in extended psychology history from then-Eastern Montana College in 1990 and obtained a master's degree in rehabilitation counseling from Eastern two years later.

She joined the South Central Montana Mental Health Center in 1992 and her duties included being outpatient therapist for the women's prison. During that time, Daly also was director of clinical services at Youth Dynamics in Billings for about two years, helping the facility get licensed as a mental health center and then developed outpatient services.

In 2001, she started work as director of psychology at the Billings Clinic and continued in that role for almost seven years before moving to Riverstone Healthcare where she was director of the company's community crisis center. In early 2009, Daly left Billings to become associate administrator at Montana State Hospital in Warm Springs.

When the prison position became available, it was an ideal opportunity for Daly who wanted to return to Billings where her family lives. During her 3½ years at the state hospital, she had commuted the more than 200 miles to Billings every other weekend.

She says she enjoyed her time at the state hospital, but it was not without challenges.

"There's a lot of really good people there," Daly says. "It's somewhat isolated so that creates some challenges for recruiting and retaining staff. The patients are very challenging.

"I came away with a sense of amazement about people's ability to recover given the right tools and the right support," she adds. "You never know what it is that's going to turn the light on for them. This is not a profession for someone liking to be bored."

The move from a mental health facility to a corrections facility should be relatively smooth, Daly says. "I enjoyed working in corrections and a third of the population at the state hospital is forensic patients (sent to the facility by the courts). So I don't know if I really ever left corrections. The two fields are closely linked."

In her new position, Daly joins the women's prison management team of Warden Jo Acton and Bob Paul, deputy warden for security.



Daly

# MSP marks employee appreciation day



Eunice Cole laughs after receiving a certificate marking her 40 years of service as a state employee. She works as a licensed practical nurse in the prison infirmary. With her are Linda Moodry (left), public information officer, and daughter Anne Cole, who works for Montana Correctional Enterprises.



Lt. Sam Jovanoivch accepts the Employee of the Year award from Warden Leroy Kirkegard. The honor recognized the officer's quick response when problems occurred in a high-security housing unit.



Warden Leroy Kirkegard introduces to prison staff his management team. Left to right, Myron Beeson, associate warden for housing; Leonard Mihelich, associate warden for operations; Tom Wilson, associate warden for programs; Tom Wood, associate warden for security; Candyce Neubauer, chief of the Technical Correctional Services Bureau; and Cathy Redfern, chief of the Health Services Bueau. Not pictured: Pat Smith, chief of the Contracts Placement Bureau.



A large crowd gathered to honor fellow employees for their service.

## Compares well with national stats

# How Montana corrections fares

The Pew Center on the States released an unusual report recently. Rather than the usual lengthy document, this was a single-page graphic entitled “High Cost, Low Return.”

The national research organization said the document’s charts and graphs were intended to show that “despite the massive increase in the size and cost of America’s correctional system, the national recidivism rate remains stubbornly high.”

The document provides national statistics showing the rate at which offenders are incarcerated, the spending on corrections, employment in corrections and recidivism.

When compared to the national figures provided by Pew, Montana fares better in most categories.

- Pew says that one out of every 33 U.S. adults is under “correctional control.” In Montana, that number is one out of every 59.
- Pew says that one out of every 14 general fund dollars (7.1 percent) is spent on corrections. In Montana, the figure is 9.3 percent – an amount that probably reflects the small offender population preventing the state from taking advantage of the economy of scale available in states operating corrections systems with larger populations.
- Pew says that an average of one out of every eight state employees works in corrections. In Montana, the ratio is one out of every 19.
- Pew says that states spend on average of 88 percent of their corrections budget on prisons. Montana spends just 43.6 percent of its corrections budget on prisons.
- Pew says that states spend just 11.1 percent of their corrections budgets on community corrections. Montana’s commitment to providing community-based alternatives to prison has resulted in this state spending 34.1 percent of its corrections budget on such programs.
- Pew says that nationally one out of every 2.3 inmates (43.4 percent) return to prison within three years of release. In Montana, the recidivism rate is 39.2 percent.

While Montana corrections officials acknowledge that decreased spending and a reduced prison population are always the goal, they also note that Montana frequently demonstrates in studies that it bucks the national trend in most facets of corrections.

## Two staffers help at summer camp

Tom Pinsonneault, juvenile parole officer in Missoula, and Lisa Doherty, administrative assistant at the Missoula Assessment and Sanction Center (MASC), volunteered to work at the 47<sup>th</sup> Annual Law Enforcement Youth Camp at Seeley Lake.

Pinsonneault served as co-director with Jeff Rodrick of the Missoula County Detention Center, and Doherty worked in the kitchen with Barb Rodrick and fed more than 70 children three excellent square meals a day while supervising the kitchen crew in all its daily duties.

The camp is free for youths ages 10 and 11 in the Missoula and surrounding communities. The week was spent kayaking, fishing, swimming,



Three children attending the annual Law Enforcement Youth Camp show off their catch.

# Emergency

## *Drill prepares prison staff for disaster*

The call came in to the command post at Montana State Prison: An explosion at the food service building on the high-security side of the facility.

It was 7 p.m. on Aug. 12.

Infirmiry staff rushed to the scene. The incident commander dispatched other staff to the area immediately and on-scene medical and security supervisors provided instruction for new staff members as they arrived at the site.

But no damage was done and no one was injured. It was a drill.

This drill was designed by the prison's exercise planning team as a training opportunity for medical staff to respond, as directed by the shift/incident commander, to a simulated emergency medical critical incident and provide emergency medical care.

This drill also required MSP's emergency medical response staff and infirmiry staff to establish an emergency triage and pre-hospital treatment operation to deal with the make-believe crisis.

Tom Blaz, emergency preparedness coordinator for the prison, said all staff responded quickly and proficiently.

The scenario included a report that an inmate working in the food service had been severely injured with extensive burns and appeared to be unresponsive. Two other



Medical staff participate in a drill at Montana State Prison. (Photo by Linda Moody)

food service inmate workers were injured less severely in the explosion. All required professional treatment by the medical staff and the scene had to be secured by correctional officers.

Blaz said he considered the drill, one of several that the prison conducts each year, to be very successful.

## Special response team finishes fourth in training

Six members of the Montana State Prison special response team earlier this year completed Mountain State Tactical Officers Association training.

The MSP team placed fourth among the top 12 teams from throughout Montana and Idaho.

Commander Bruce Miller, Wes Raiha, Sam Short, Sam Jovanovich, Jonathan Carroll and Matt Mickelson attended the annual training and competition. The courses included urban sniper, advanced tactical pistol and carbine, and tactical leadership.

During the tactical pistol and carbine course taught by world champion pistol carbine shooter Benny Cooley, Short outshot all 15 competitors including Cooley. Carroll placed first in a shoot-off in the tactical leadership course.

During the competition on the sniper course, Raiha was the only participant to engage all three targets through a loop hole at unknown ranges.



# The Training Times



## Overcoming the drive to be super

By Rae Forseth  
Professional Development Specialist

If you would have asked me a few years ago to spend more time at work, do more work and do it faster I would have done it without hesitation.

I was a hard worker. Maybe too hard.

I gave a lot of time, energy and effort to my job. It was to the point that my life had become my job. I lost contact with friends, spent more time away from my kids so I could get things done at work and then took time off work to make it up to my kids.

My world became my children and my job. That was it. I lost my dreams along the way.

Now don't be sad – changes were made and I am more centered and balanced than ever before, But it took time and effort and insight.

I recently completed writing a class that truly helped me **OVERCOME THE SUPERWOMAN SYNDROM**. What I learned as I researched and developed this class is that I don't have to do it all. It's OK to not do it all and if I don't take care of me (which is isn't self-ish), I can't help others.

If I had stayed on that earlier path of trying doing it all, it would have had a negative impact on more than just me. I learned that the quality of my work would suffer, it takes huge toll on our lives, health and relationships, and we are even working more now – averaging more than 50 hours per week. That is not the life I wanted anymore.

When we are addicted to working, being busy, rushing around and taking care of other people, the only way that we can give ourselves permission to rest is by collapsing.

So I ask: Did you ever want to be Superwoman or Superman when you grew up? Do you feel some days that you are capable of supernatural powers and energy? More importantly, do you berate yourself many times when you fail to achieve super human status in your eyes or that of your family?

Overcoming the Superwoman Syndrome might be of help. Check the training calendar for dates and I'll see you in the classroom.

<http://www.cor.mt.gov/content/Resources/Training/TrainingSchedule.pdf>

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## Eleven participate in supervisor course

Eleven supervisors from Montana State Prison participated in a National Institute of Corrections “Mindful Supervisor” training course at the department’s Training Center in early September.

Hosted by the Professional Development Bureau, the course featured instructors Lisa Hunter, bureau chief, and Dave Garcia, training development specialist at the prison.

The goal of the course was to give seasoned supervisors time to deepen their self-awareness and ability to focus on the moment, and to improve effectiveness in interpersonal relationships by paying attention to mindfulness in their supervisory role.

They used mindfulness techniques to build their strengths and address challenges to be more effective supervisors; identified and addressed gaps between their personal values, beliefs and their workplace mission, vision and values; strengthened their interpersonal communication skills; and coached fellow team members on how to apply these techniques in the work place.

## *Youth Community Corrections Bureau staff has PREA training in*

The Youth Community Corrections Bureau recently underwent training regarding the Prison Rape Elimination Act (PREA) and in medic first aid.

Marwan Saba, detention licensing and quality assurance specialist in the Youth Services Division, not only provided this training for the bureau but also assists juvenile detention centers with PREA training.

Diana Koch, the department’s chief general counsel, provided training related to revocation hearings and waivers. She did a wonderful job and reminded the staff members that, in such hearings, they serve as prosecutors and judges.

Karen Duncan, bureau chief, said, “There is a lot of responsibility and authority that we don’t take lightly.”

She noted that the bureau is attempting to get a technical assistance grant to provide training to juvenile parole officers on effective practices in community supervision.

## Poll: 80% say training helped them

Eight out of every 10 Department of Corrections employees responding to a recent survey reported having taken some amount of training during their careers that improved their work performance.

The poll, taken by the Professional Development Bureau, found that those staffers believed the various leadership courses had the most significant impact on them. Those classes included Investment in Excellence, Street Survival, Verbal Judo and Motivational Interviewing.

The remaining 20 percent of employees surveyed said they had not participated in training because they were unable to attend, the training offered was not relevant to their jobs, training was too repetitive or they were too new to the job.

The survey also showed that two-thirds of respondents do not have an individualized training plan and had not discussed the matter with a supervisor. Of those who do have a plan, about two out of every three said they use it as a guide for their training.

In an effort to prioritize course offerings in the new fiscal year, the bureau’s poll asked staff members to rate themselves in the competencies used in job profiles and annual performance evaluations.

Seventy-seven percent considered commitment to be a personal strength and half of those responding cited communication as a strong point. Less than 1 percent said they need to improve their level of commitment and less than 5 percent said the same about communication.

Sixty percent believed initiative and accountability is a personal strength and 42 percent listed influence as strong trait. Two-thirds listed personal effectiveness and 53 percent mentioned thinking and problem solving as a strength.

To view these training announcements; or to view other additional training opportunities, you may go to the Intranet training page: <http://cor.mine.mt.gov/training/default.mcp.x>; or the Internet training page: <http://www.cor.mt.gov/Resources/Training/default.mcp.x>

# Training Schedule — October 2012

October 2012	Time	Course	Location	Post Agency/Instructor(s)	Hours	Cost
1-5	8am-5pm	Basic Instructor Development	DOCTC	Lisa Hunter & Tom Bolton	40	\$20,000
3	10am-12pm	SVOR Regional Training	Great Falls, Montana		2	Free
4	8:30am-12pm	Building Communication Skills: Customer Service	Helena, Montana	PDC	3.5	\$95
4	8:30am-4:30pm	Basic Purchasing	Helena, Montana	PDC	7	\$35
9	8:30am-4:30pm	Advanced PowerPoint 2010	Helena, Montana	PDC	7	\$123
10	8:30am-4:30pm	The State Budget Process	Helena, Montana	PDC	7	\$123
10	9am-3pm	Beginning Excel 2010	Helena, Montana	PDC	5	\$110
12	10am-12pm	Meetingful Minutes	On-Line	PDC	2	\$77
16	1pm-4:30pm	Building Communication Skills: On Becoming Assertive	Helena, Montana	PDC	3.5	\$95
16	8:30am-12pm	Building Communication Skills: Effective Communication Skills	Helena, Montana	PDC	3.5	\$95
16-18	8am-4pm	Enhancing Verbal Skills: Applications of Life Space Crisis Intervention	PHYCF	CPI	24	
16-19		Montana Violent Crime Investigator's Annual Conference	Missoula, Montana	MVCI Assoc	?	\$175
17	8:30am-12pm	Building Communication Skills: Win/Win Communications	Helena, Montana	PDC	3.5	\$95
17	10am-3pm	Defensive Driving	DOC Training Center – Deer Lodge	John Duezabou (RMTD)	4	Free
18	8:30am-4:30pm	Advanced Purchasing	Helena, Montana	PDC	7	\$35
22-25	8am-5pm	Montana Crime Prevention Conference	Billings, Montana	MBCC	?	Free
23-25	8am-5pm	Staff Supervision-Nuts & Bolts	Montana State Prison-Deer Lodge	DOC HR Staff	24	\$30
24	8:30am-4:30pm	Working with Difficult Colleagues	Helena, Montana	PDC	7	\$123
24-25	8am-5pm	Investment in Excellence-Phase II	DOCTC-Deer Lodge	Lisa Hunter	16	-----
25	8:30am-4:30pm	Initiating & Navigating the RFP Process	Helena, Montana	PDC	7	\$35
30	8:30am-4:30pm	Media Relations	Helena, Montana	PDC	7	\$123
31, Nov 1, 7, 15, 20 & 29	8:30am-4:30pm	Basics of Management	Helena, Montana	PDC	42	\$440

## Comings

These lists of new and departing employees cover the period from June 30 through Sept. 7. If you notice errors or omissions, please contact the *Signpost* editor at [banez@mt.gov](mailto:banez@mt.gov).

**Central Office**  
Andrew Catey  
Kathleen Gordon  
Dawn Lane

Shauna Stallings  
Jelly Chloe Thares

**Montana Correctional Enterprises**  
Henry Cobban

**Montana State Prison**  
Kenneth Arnold  
Monica Brassard  
Michelle Puerner  
Michael Rickman

Zachary Rush  
Leslie Thornton

**Montana Women's Prison**  
Megan Benn  
Robyn Lynn Cotton  
Jeri Lynn Cueller  
Carol McCracken

**Pine Hills**  
Keri Dusatko  
Chris Fetty

David Fox  
Brittney McNamara  
Shalane Tobler

**Probation and Parole**  
Mike Radakovich, Helena

**Riverside**  
Gregory Liedle  
Donald Sonsteng

## Goings

Stephen Antonich  
Claudia Barnett-Montgomery  
Linda Barney  
Juliane Beatty  
Kristy Boese  
Monica Brassard  
Paul Burnett  
Stephen Byrne  
Kevin Caudle  
Jeanette Diaz  
Karen Duncan-R  
Peg Fitsmaurice

Brant Flath  
Gayle Gaffney  
Robert Gibb-R  
Paul Gritz  
Kayla Giulio  
Tavin Haas  
Debra Hansen  
Aaron Harper  
Devin Hart  
James Howland  
Christian Hughes  
Kari Ihly

Sommer Korth  
Janet Lassen  
Kent McCormick  
Matt Mickelson  
Amanda Millan  
Erik Miller  
Jeremy Neff  
Eugene O'Donnell-R  
Ron Patch  
Peggy Rajacich  
Darryl Reichling  
Brandon Rice

Teryl Rouse-R  
Margaret Rutenbur  
Marvin Sletten-R  
Cody Smith  
Ross Swanson-R  
Keturah Umland  
Gary Willems-R  
Barbara Wolf  
Jeremy Young

R=retirement

## Camp

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playing basketball and capture the flag, leather-working, creating survival bracelets and tying flies in the arts and crafts cabin.

Each cabin also participates in the water and land olympics, a peanut carnival, a four-mile hike to a waterfall, a meal of roast pig is donated by District Judge John Larson of Missoula, and a presentation by the Seeley Lake Fire Department.

Michelle Verbance, another juvenile parole officer from Missoula; Karen Duncan, chief of the Youth Community Corrections Bureau; and Dan Maloughney, MASC administrator, attended midweek barbecue.

Doherty Lisa was presented with a Founders Day Award for devoting so much of her personal time to the camp project.

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