

DOC *Talk*



Newsletter by and for the employees of the Maine Department of Corrections

January/February 2015



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DOCTalk

is the employee newsletter for the Maine Department of Corrections (MDOC).

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May/June 2015 Issue:
Tuesday, July 7, 2015
July/August 2015 Issue:
Tuesday, September 8, 2015
September/October 2015 Issue:
Tuesday, November 3, 2015

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at Cheryl.Miller@maine.gov

Contributors

Our sincere thanks and appreciation to everyone who submitted articles and photos to DOCTalk. Their time and effort contribute significantly in producing a quality publication.

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From the Commissioner



Commissioner Dr. Joe Fitzpatrick

I know it is hard to image, but spring has arrived! It has been a long winter with record setting snow accumulations. I was officially sworn into office as Commissioner on February 18th and have been busy with the legislature ever since. The Criminal Justice and Public Safety Committee has toured a couple of the MDOC facilities and will be touring other facilities in the coming weeks. We met with Appropriations to present our FY15 and FY16 budget requests. This session, we have a lot in the pipeline and we are working diligently towards a proposed new Women's Pre-Release Center to be located in Windham. We are hosting community meetings in Windham to discuss this topic.

I am sure you are all aware by now, that Central Office has a new state of the art interactive touch screen smart board that connects to a projector or a computer and significantly improves the overall meeting and presentation experience. Central Office staff is in the process of being trained. This equipment is more sophisticated compared to what other states have and is located in the MDOC board room. The next time you're at Central Office check it out.

As we move forward this year, one of my plans after speaking with many of you is to put together a committee to take a look at our hiring, paying, and retention process. We struggle with getting staff on board, keeping them, and we need to look at this closer.

I am always so impressed with our staff's accomplishments and we have been recognizing many of you who have gone above and beyond your line of duties at work and outside of work at the monthly Correctional Administrators meetings. (See following pages.) Keep up the good work and thank you for representing the Department in such a professional manner.



Dr. Joe Fitzpatrick (right) was sworn in as Commissioner for the Maine Department of Corrections by Governor Le Page on February 18, 2015.

ON THE FRONT COVER Thanks to Mark Welch-Thompson for sharing his photo of the Southern Maine Re-entry Center's garden at Brothers which appears on the cover of this issue of DOCTalk. Share one of your photos and it might appear in a future issue of DOCTalk. (Email your photos to Cheryl.Miller@maine.gov)



Staff Recognitions - Job Well Done!

At the February Correctional Administrator's meeting several MDOC staff received plaques and certificates in recognition of their outstanding work for the Department. Congratulations to all and thank you for a job well done!



Mark Boger, Former Director of Juvenile Interstate Compact (center), was recognized with deepest gratitude for 36 years (1979 – 2015) of dedicated public service to the Department of Corrections and the citizens of the State of Maine. Also in the photo, Associate Commissioner Colin O'Neill (left) and Commissioner Fitzpatrick (right).



Probation Officer Jason Taylor (center) received a plaque in recognition for his exceptional commitment to the wellbeing of a client on January 7, 2015 which resulted in the client's life being saved. Also in the photo Regional Correctional Administrator Sue Gagnon (left) and Commissioner Fitzpatrick (right).



Dean Darien (center) who oversees the Maine Correctional Center (MCC) print shop received a plaque in recognition and appreciation for his excellence in delivering exemplary services throughout the Department of Corrections and his willingness to go above and beyond the call of duty. Also in the photo Commissioner Fitzpatrick (left) and MCC Warden Scott Landry (right).



Juvenile Program Specialist Chad Sturgis (center) received a plaque in for receiving the Maine 2014 Boys Basketball Coach of the Year Award and representing the Department of Corrections in such a positive light. Also in the photo Commissioner Fitzpatrick (left) and Long Creek Youth Development Superintendent Jeff Merrill (right). (See page 26.)

Recognitions continues on next page.

Staff Recognitions continued

Four Long Creek Youth Development Center staff receive a plaque in recognition and appreciation for their quick response to critical incidents which occurred at the facility on January 11 and 24, 2015.



Juvenile Program Specialist Kevin Drain (left) with Long Creek Youth Development Center (LCYDC) Superintendent Merrill.



Juvenile Program Specialist Elia Atkinson with LCYDC Superintendent Merrill.



Juvenile Program Worker Megan Harding with LCYDC Superintendent Jeff Merrill.



Juvenile Program Worker Jake Ricciardi (left) with LCYDC Superintendent Merrill.

Recognitions continues on next page.



Staff Recognitions continued



Region 1-Juvenile JCCO Diana Duff received a plaque in recognition of her outstanding performance in providing assistance to a community member in a life threatening situation on January 29, 2015. (See page 29.) Also in photo, Regional Correctional Administrator John Coyne (R1-J).



Correctional Officer Rob Thompson received a plaque in recognition and appreciation for implementing a successful physical fitness class for the women at the Southern Maine Re-entry Center. CO's Thompson's willingness to go above and beyond the call of duty is commendable. Also in photo, Amanda Woolford, Director of Women's Services.



Region 3-Adult Probation Officer Corey Day received a plaque for excellence in the delivery of Interactive Use of Force, better known as "SIMS" (Simulations) training and ongoing commitment to officer safety in the field of corrections. Also in photo (right), Regional Correctional Manager Matthew Magnusson (R3-A).

Several staff were recognize and received certificates for being nominated for "Manager or Employee of the Year" in 2014.



Probation Officer Michelle Dubay (right) was nominated for "Employee of the Year." Assigned to a busy office, PO Dubay currently manages a double caseload and is the drug court liaison. Michelle also works with new staff in a mentoring role. Her background in mental health allows her to effectively manage higher risk clients in the community. Also in photo Regional Correctional Administrator Sue Gagnon.

Recognitions continues on next page.

Staff Recognitions continued



Captain Charles Dame (left), was nominated for “Manager of the Year.” Captain Dame wears many hats at Maine Correctional Center (MCC) including Relief Captain. He assisted with the documentation for the initial Prison Rape Elimination Act (PREA) audit, helped with the implementation of and train staff on PowerDMS at MCC, and helped developed critical incident policies. He was extremely instrumental in the successful (99.6) rating of the recent American Correctional Association (ACA) Audit. Also in photo, MCC Warden Scott Landry.



Lieutenant Chris Coffin (left), Inner Perimeter Security (IPS) and K-9 Team Commander, was nominated for “Manager of the Year. Lt. Coffin’s IPS Team has significantly reduced the amount of drugs entering the facility. He was instrumental in the success of Maine Correctional Center’s (MCC) initial Prison Rape Elimination Act (PREA) audit. His take charge attitude and attention to detail led the way in MCC’s outstanding American Correctional Association (ACA) audit score of 99.6.

Lt. Coffin, was also nominated for “Employee of the Year.” First Lieutenant Coffin served as MCC’s chair person for the recognition committee for many years. You would not find someone more dedicated. He hasn’t used a sick day in many years. Also in photo, MCC Warden Scott Landry.



Jill Rush-Donohue, Unit II Clerk was nominated for “Employee of the Year.” Ms. Rush-Donohue exemplifies the power of positive attitude in the work place. Anyone who knows her can vouch that her unwavering positivity and team orientation infectiously raises the morale of those who work with and around her. She comes to work each day ready to complete her assigned job duties, problem-solve issues that arise, and volunteer for any extra duties that benefit the facility. Also in photo, MCC Warden Scott Landry.



Probation Officer Craig Ladd was nominated for “Employee of the Year.” PO Ladd is a Field Training Officer (FTO) and instructor for Mechanics of Arrest, Restraint and Control (MARC) and Maine Integrated Risk Reduction Model (MIRRM). He manages his double caseloads without incident or complaint. He is instrumental in the hiring and training of new staff. Staff rely on his expertise and he has been described as the “glue that holds the office together.” Also in photo, Regional Correctional Administrator Susan Gagnon.

Recognitions continues on next page.



Staff Recognitions continued



Regional Correctional Manager (RCM) John Lorenzen, was nominated for “Manager of the Year.” Mr. Lorenzen works diligently at ensuring the staff assigned to him is provided a balanced approach of coaching and accountability. His knowledge of the Department is immeasurable; he spends countless hours supporting the mission of the Department. In addition to his RCM duties, John is an Level of Service Inventory-Revised (LSI-R) and Maine Integrated Risk Reduction Model (MIRRM) Instructor. Also in photo, Regional Correctional Administrator Susan Gagnon.



Probation Officer Ashley Gaboury, (right) was nominated for “Employee of the Year.” PO Gaboury is the current liaison to the Criminogenic Addictions Recovery Academy (CARA)/ Co-Occurring Court in Augusta. Her dedication to the clients she serves is evident in her work and she fosters a team approach. Ms. Gaboury volunteers to assist other officers in completing home visits, assessments and other projects, such as Operation Hotspot. Also in photo, Regional Correctional Administrator Susan Gagnon.



Mae Worcester, Community Programs Coordinator, was nominated for “Employee of Year” for developing and maintaining job opportunities for more than 100 prisoners. Mae has facilitated programming that has helped prisoners to succeed in both community and facility. She remains positive with outside resources during high risk situations and is the consummate professional at all times with co-workers, prisoners, and the public. Also in the photo is Ben Beal, Facility Manager of Bolduc Correctional Facility.

Also nominated but not present at the Correctional Administrators meeting:

Sherri Black, Deputy Warden Secretary, was nominated for “Employee of the Year.” Ms. Black exceeds all performance expectations and consistently assists the Maine State Prison (MSP) administration in completing their goals. Ms. Black is responsible for implementing and managing Performance based Standards (PbS) at MSP. Ms. Black is the Team Leader for two Learning Teams. She has excellent job skills and is a valuable team player.

Michael Tausek, MSP Deputy Warden, was nominated for “Manager of the Year.” Mr. Tausek is a respected leader, manager, motivator, coach, and team builder. His commitment to the development and implementation of prisoner programs and case plan management has been instrumental to both risk management and risk reduction goals. Mr. Tausek demonstrates the highest level of professionalism, stewardship and judgment.

Department's Law Enforcement Officers Sworn In

Director of Security Larry Austin, Manager of Professional Review Michael Hicks and Manager of Intelligence/Fugitive Apprehension Dwight Fowles were sworn in as Law Enforcement Officers for the Department.

Congratulations to all three and we appreciate the roles they have taken on and the excellent work they have been doing for the Department.



Director of Security Larry Austin and Director of Operations Gary LaPlante.



Manager of Intelligence/Fugitive Apprehension Dwight Fowles with Kelene Barrows.



Manager of Professional Review Michael Hicks being sworn in by Kelene Barrows.



(Left to right) Gary LaPlante, Michael Hicks, Dwight Fowles, and Larry Austin.



Texas Thanks Maine Honor Guard for Their Loyalty and Support



Texas Department of Criminal Justice

Brad Livingston
Executive Director

February 4, 2015

Joseph Salisbury
Maine Department of Corrections
25 Tyson Drive, 3rd Floor
State House Station III
Augusta, ME 04333-0111

Dear Mr. Salisbury,

On behalf of the Texas Department of Criminal Justice-Correctional Institutions Division, I would like to personally express my sincere appreciation to you. I have great admiration for your outstanding display of loyalty and support while laying to rest Correctional Officer Christopher Davis, who lost his life during the tragic bus accident on January 14, 2015. Thank you for the respect you showed the family and the honor you gave them in this time of need. Your presence represented the support of correctional officers across the country who mourn the loss of one of their own. Our agency will remain grateful for your attendance.

Having you there was very uplifting to all who were in attendance. Thank you again for your commitment to a fellow correctional officer, and your expression of compassion during this time.

A handwritten signature in black ink that reads "W. Stephens".

William Stephens
Director
Correctional Institutions Division

Our mission is to provide public safety, promote positive change in offender behavior, reintegrate offenders into society, and assist victims of crime.

P.O. Box 99
Huntsville, Texas 77342-0099
(936) 437-6318
www.tdcj.texas.gov

On January 14, 2015 a prison bus skidded off an icy Texas highway, slid down an embankment and collided with a passing freight train, killing eight inmates and two corrections officers, including the bus driver.

The two correctional officers killed were Christopher Davis, 53, with 17 years, one month of service and Eligio Garcia, 45, with 22 years, 11 months of service.

Below is a letter forwarded by Maine Correctional Center Warden Scott Landry addressed to Maine IPS K9 Corporal Joseph Salisbury, from Director William Stephens of the Texas Department of Criminal Justice-Correctional Institutions Division.

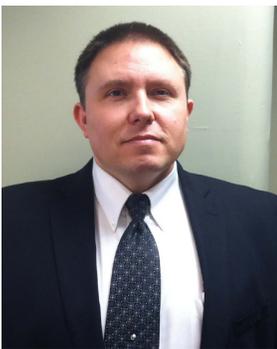
Welcome First Graduating Class of 2015



The Maine Department of Corrections welcomes members of the first Correctional Officers graduating class of 2015. (Back row, left to right) Troy Leavitt, Pierre Sinsmyr, Shane Thomas, Captain Shane Blakeley, Christopher Hubbard, Giovanni Sinclair, and Andrew Naum. (Front row, left to right) Corporal Justin Mohn, Austin-Lee Ellis, Michael Balcom, Sarah Myrick, Travis York, Lori Dessureault, and Corporal Joseph Theriault.

Fowles Selected as OPR/Intelligence/Fugitive Coordinator

Dwight Fowles has been selected as the OPR/Intelligence/Fugitive Coordinator for the Maine Department of Corrections.



Dwight Fowles.

This position is assigned to the Operations Division of Central Office, and reports to the Director of Security. In this role Dwight will be assisting the Manager of the Office of Professional review with coordinating and conducting employee misconduct investigations. Dwight will serve as the Intelligence Coordinator for the Department and will provide

oversight to the facility IPS teams, K-9 teams, as well as liaise with other agencies in developing and sharing intelligence information that affects the Department of Corrections. Additionally Dwight will oversee and conduct fugitive recovery operations. Dwight will also be re-

sponsible for oversight of some other department-wide systems such as the access to METRO/CJIS, and radio operations.

Dwight is a 22-year veteran of the Department and holds an Associates degree in Justice Studies from University of Maine at Augusta and is finalizing his Bachelor's degree this spring.

Dwight has held several positions for the Department over the years, including Corrections Officer, Sergeant, Investigator, Unit Manager, as well as serving in an acting role as the Deputy Warden. Additionally, Dwight served as the acting Director of Security, which resulted in him taking a leadership role in developing and implementing several policies.

Dwight also served our Country in the United State Air Force. His extensive knowledge, vast experience and understanding in the areas associated with this position will serve him well in this new role.



Director of Industries Delivers Keynote at Maine Wood Products Association Annual Meeting



(Above) A display of prisoner made items from MDOC's Wood Products Industry at the Maine Wood Products Association 2015 Annual Meeting held in February at Franco Center in Leviston.

(Left) MDOC Director of Industries Scott Reiff was the keynote speaker at the Maine Wood Products Associations 2015 Annual Meeting.

Central Office Staff Trained in CPR



The Department's Training Division instructed Central Office staff in cardiopulmonary resuscitation (CPR). CPR is a lifesaving technique useful in many emergencies, including heart attack or near drowning, in which someone's breathing or heartbeat has stopped.

SMRC Builds Community with Habitat for Humanity York County

For the past ten months, a team from the Southern Maine Women's Re-entry Center (SMRC) has been involved in every major project of [Habitat for Humanity York County \(HfHYC\)](#) and its Kennebunk ReStore. The women have participated in salvage operations, warehouse operations of the ReStore, weatherization projects, building projects, bathroom remodeling. The SMRC is committed to continuing this work with HfHYC.

While serving at HfHYC, participants have learned skills such as woodworking and power tool operation as well as valuable technical experience that can open up new career paths. Just as importantly, they have learned to work as a team and complete larger scale projects. Rikki White, a participant in the program, feels that she has grown from befitting her community.

"Volunteering at Habitat for Humanity has given me back self-confidence and self-respect, something I lost prior to becoming incarcerated," White said, "It feels so good to know we're a part of helping people. Not only am I bettering myself but the community itself."

Under the guidance of a correctional trades instructor and in conjunction with Habitat's staff, participants organize, repair, and clean the furniture, building materials and other donations that arrive at the Restore, HfHYC's discount home improvement store.

"They're a great organization to volunteer for. Everyone there is always willing to lend a hand," White said.

Ali Simpson, HfHYC's weatherization coordinator for Keep York County Warm!, and Steve Bolton, HfHYC's executive director, say that the team has made a big difference in their fledgling weatherization program. In the fall and spring, the team constructs storm windows and goes out into the community to complete projects such as insulating basements for low-income and elderly homeowners.

"The crew from the Re-entry Center has helped us make incredible strides in our mission to provide safe, affordable housing for those who need it most," Bolton said.

Don't Promise Me the Obvious

By Mark Welch-Thompson CTI Landscaping & Horticulture

It will be interesting to see what the snow has hidden in our garden over the past winter months. I've got cabin fever and am looking forward to another great garden this year. I've thought long and hard on a theme for my crew this year. Not only do I want to promote change in our residents, I want our residents to promote change in each other.

I was listening to Bishop T.D. Jakes and he was talking about "not promising the obvious." So I thought this was a good theme for our journey this summer "don't promise me the obvious."

Do ordinary things extraordinary; reach for the stars not the clouds, don't make excuses, face excuses. Do good things in a great way. Go above and beyond what is expected of us. Excel into excellence. It's better to take one step at a time then to get there before you're ready.

Yeah that's right—don't promise each other the obvious. When I leave my house in the morning, I don't promise my wife and boys that I will still love them when I get home—that's promising them the obvious. What I need to do as I come and go, is tell them that I will love them even more as everyday passes. To me the greatest of all things is love.

So this year we'll not only have another awesome garden, we are going to work on not promising the obvious and we are going to challenge each other to bring the best out of one another.

I see a glimmer of this among our residents, some of the most giving people I have ever met. It's a tall task for anyone to accomplish but so was putting a man on the moon.



Maine State Prison Staff Updates

Promotions

Congratulations to Vince Will who was promoted to Correctional Maintenance Mechanic and Garfield Grant who is our Correctional Cook Supervisor.

Welcome New Hires

- Christopher Hubbard, Correctional Officer (CO)
- Giovanni Sinclair, CO
- Travis York, CO
- Kory Schmidt, CO
- Andrew Naum, CO

- Lorie Dessureault, Correctional Care and Treatment Worker
- Jennifer Fancy join the medical team

Recognitions

- Congratulations to Officers Evan Touchette and Gabriel Millard who received awards for Recognition of Community Service!
- Kate Getz received the “Warden’s Coin” for excellence in education.
- Congratulations to Officer

Nathan Staples who received an “Effective Communications” Coin!

Farewell and Best Wishes

- Paul Whittaker retired with over 20 years of service.
- Thomas Richardson transferred to Maine Correctional Center.
- Jeremy Bolduc, Kate Dettmer, Amber Jeskey, Ron Monize, and Jared Lea accepted new job opportunities.

Maine State Prison Staff Weight Room-New and Improved



A huge thank you to Deputy Commissioner Breton, Corporal John Merrifield, Officer Nathan Staples, and Recreation Supervisor Joseph Chaplin for their efforts resulting in our new and improved staff weight room that is now up and running!

The Snowy View from Downeast Correctional Facility

By Maggie Smith

Got Snow?

Understanding where we live by no means excuses Mother Nature for inundating us with all of this snow. We know all too well that Mother Nature and Puxatawney Phil are in cahoots to keep us covered in what seems to be a never ending winter wonderland. Whenever the sun is out, even when it's still quite cold and blustery, it gives many the sense that spring is at the end of the tunnel; a tunnel dug in a tower of snow. From plowing, to keeping walkways and stairs clear, to finding new homes for mounds of snow by way of transporting them from one area of the facility to another, it is indeed a thankless, albeit necessary job. We give many thanks to those Downeast Correctional Facility (DCF) staff and their prisoner crews who were involved in the many aspects of snow removal this winter season. We are also very thankful to the 1961 Trojan Loader which was used in relocating several snow piles. The loader was pulled off a junk pile in 1988, repaired, and put back into year-round action. It had engine rebuilds in 2006 and again in 2013.

Restoring History

With the diligent efforts of DCF's Welding Instructor Craig Smith and his prisoner crew, it was an honor for them to restore a solid bronze cannon, nicknamed "Napoleon" after French Emperor Napoleon III, which boasts local history dating back to the Civil War. The cannon had been on display at Fort O'Brien Historical Park in the town of Machiasport until about 20 years ago. As the cannon's mount was falling apart, it was taken off of display and stored at Cobscook Bay State Park in Whiting, Maine. The Town of Machiasport wished to

have the cannon back on display at the historical site this Spring. Not only did Craig and his crew recondition the cannon, but they also built a steel mounting base that

continues



Downeast Correctional Facility Welding Instructor Craig Smith operates the 1961 Trojan Loader.

DCF Staff Updates

- Jamie Denbow and Allen Devericks were hired to fill night-shift Correctional Officer positions.
- Night-shift Unit Sergeant Darrell Daniels transferred to the day shift Master Scheduler position.
- Sergeant Peter Kjenstad transferred to the night-shift Unit Sergeant position.



View from Downeast continued



Before Restoration

After Restoration

DCF's Welding Instructor, Craig Smith (seen in the top, left photo) and his prisoner crew restored a solid bronze cannon, nicknamed "Napoleon" after French Emperor Napoleon III, which boasts local history dating back to the Civil War.

weighs 800 pounds which the cannon will be welded to in order to discourage anyone from taking it. The restoration work took 40 hours to complete. Some of our staff at DCF have fond memories playing on the cannon as children at Fort O'Brien Historical Park which is located next to Fort O'Brien Elementary School.

Based on local historical information, the restored bronze cannon was originally manufactured by Ames Manufacturing Company in Chicopee, Massachusetts in 1862. The cannon weighs 1,216 pounds and the original wooden carriage mount was 1,128 pounds. The cannon fired 12-pound cannonballs which could reach 1,600 yards in ideal conditions. This cannon was active at Fort O'Brien during the Civil War. Fort O'Brien itself was active during the Revolutionary War, the War of 1812, and the Civil War protecting the mouth of the Machias River. For additional information regarding Fort O'Brien Historical Park and other surrounding historical areas, go to <http://machiasport.org/points-of-interest/>.

Public Restitution Work

No matter how much snow there is, our work crews continue to stay busy until they are able to plow full steam ahead once the weather breaks. Correctional Trades Instructor (CTI) Jeremy Mason, CTI John Reynolds, and their respective prisoner crews had been working up at the Kitchen performing general repairs and upkeep. Crews also assisted at Fort O'Brien Elementary School in Machiasport with snow removal as well as here at DCF.

The Town of Lubec is bidding out for construction of a new seasonal docking system known as the Lubec Seasonal Docking Facility at the former Lubec Town Marina site. The marine grade docks are going to be built here at DCF which should take up to 9 weeks to complete. DCF has built similar marine docks for the Town of Machias and Town of Jonesport-Beals. This promises to be a big spring project.

Meet the Central Office Service Center Accounts Payable Team

By Scott Ferguson, Director Corrections Service Center

The accounts payable team is located in the Department of Corrections Central Office. The team processes internal and external vendor invoices, contracts, vendor update forms, and journals on the State accounting system, Advantage. The team prepares Accounts Payable monthly reports that they share with key department stakeholders. The report shows the status of the accounts as well as monthly reports.

Rob Manzo is the Senior Staff Accountant who manages the Accounting Technicians on the A/P team and has been with the Service Center since 2008. Rob's experiences working at the Natural Resources Service Center has made him a great fit managing the Departments Accounts.

Donna Boutin, Accounting Technician has brought years of accounting experience from the private sector and joined our team almost 2 years ago. Donna is responsible for various general fund central office accounts including Victim Services, Adult Community Corrections, Juvenile Community Corrections, Central Office Administration, Southern Maine Women's Re-Entry Center and the Parole Board.

Mary Garate, Accounting Technician has been with the team since 2013, and has many years of experience with the DHHS Service Center. Mary is responsible for monitoring the general fund accounts for the Maine Correctional Center, Charleston Correctional Facility and the Mountain View Youth Development Center.

Darlene Tarr, Accounting Technician has recently joined our Service Center. Darlene brings many valuable years of accounting experience from the General Government Service Center. Darlene is responsible for monitoring the

general and dedicated fund accounts for the Maine State Prison, Bolduc Facility and the Downeast Correctional Facility.

Brenda Baker is the Senior Staff Accountant who handles Federal Grants. Brenda's years of experience in General Government Service Center enabled her to hit the ground running in handling all of the financial aspects of the Departments Federal Grants when she came on board in 2012. Brenda ensures all of the grants follow proper financial reporting, fund drawdowns, and grant expense is paid timely, in addition to offering support to the Accounts Payable team.

Mitch Boynton, Assistant Director of Fiscal Operations, has been in Central Office since the end of 2003 and provides oversight and support to the A/P team members as well as other Central Office and Facility Service Center Staff members. Recently Mitch has been Product Owner on a Business Process Management Project with the goal of streamlining the Accounts Payable Process for all of the Service Centers and the State of Maine. A major goal of the project is to reduce paper and create transparency to the External Vendor invoice process. The first round of the project is quickly winding down and testing the product with the Office of State Controller will begin in March. The name of the new system is MainePays, a date of release to production has not been announced. (See diagram and information on page 19.)

The Accounts Payable Unit strives to give the best possible customer service to the Department of Corrections and the Departments external vendors. If you should ever be in Augusta, please stop by to say hello to place a face to your name!



MainePays: The Next Generation of Invoice Payments

Built to accommodate today's processes, yet agile enough to change quickly to meet tomorrow's needs.

MainePays-Benefits

Imagine a digital, transparent invoice process with a wide range of efficiencies gained from automation.

- Faster invoice processing
- Reduces interoffice mail
- Reduces missing paperwork
- Reduces Copying
- Process Transparency
- Ease of Workload Management
- Improved internal and external customer service
- Resources freed up to work on other forgotten tasks

What's Next?

The next phase of the accounts payable project will be user testing of the start to finish product and testing the interface to Advantage with the Office of State Controller. User experiences and feedback will be logged by the lead subject matter experts. User stories for enhancements of functionality will be created in the product backlog to be developed at a later time when the funding can be identified. Working with PEGA systems we can develop system enhancements to the product in small three week chunks, allowing you to see and act on positive change quickly. The Project Team Contacts are listed below.

Project Executive Sponsor Kimberly Smith, Associate Commissioner, DAFS

Project Product Owner Mitchell Boynton, Assistant Director Fiscal Op, DAFS CSC

Project Business Architect Steven Sutton, Project Management Office

Development Team PEGA Systems

Lead Subject Matter Experts

Bethany Perry - Corrections Service Center
Jennifer Lanphier - Corrections Service Center
Brandon Flint - Natural Resources Service Center
Seth Frasier - Health and Human Services Service Center
Kelly Curtis - Department of Health and Human Services
Betsy Laffin - General Government Service Center



1. Service Center receives invoice either email or postal mail.
2. Service Center scans invoice to Intake.
3. Validation of; Coding, backup, legitimate expense.
4. Department authorizes Invoice via Electronic approval, this is not required if signature is on scanned invoice.
5. Cash and Allotment are verified by Service Center.
6. Service Center approves proper backup, approvals and interfaced to Advantage.

Division of Quality Assurance

By Troy Varney, Director

In previous *DOCTalk* articles I've shared some of the projects QA was either responsible for or directly involved with. I'd like to follow up on some of that work and share a few other assignments we have been responsible for over the course of this winter:

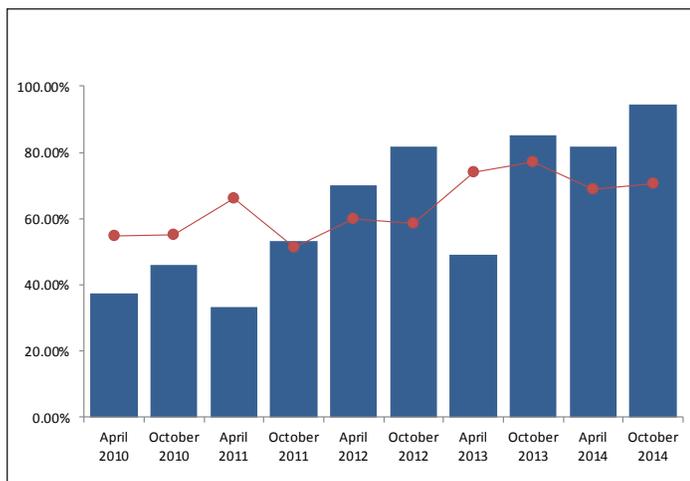
Performance-based Standards (PbS)

As mentioned in previous *DOCTalk* articles PbS' continuous improvement process audits data from all our sites; analyzes that information through numerous reports; and establishes identified Facility Improvement Plans (FIP)—developed and implemented by staff and residents/inmates—as a result of the analysis. The process is a continuous one, with draws in April and October which allows us to keep a strong pulse on the targeted FIP areas and to identify other improvement needs. Following are just a few examples of data from our sites and resulting FIP areas currently in progress.

1. Mountain View Youth Development Center (MV)

Below is a report on our “Order 10” standard which measures the percent of isolation, room confinement, and

Outcome Measure for Mountain View Youth Development Center - Order 10: Percent of isolation, room confinement, and segregation/special management unit cases terminated in four hours or less.



	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013	April 2014	October 2014
Mtn. View - Correction	37.50%	46.15%	33.33%	53.33%	70.10%	81.82%	49.02%	85.19%	81.82%	94.44%
Field Average	54.71%	54.99%	66.23%	51.47%	59.73%	58.64%	74.12%	77.16%	68.85%	70.46%

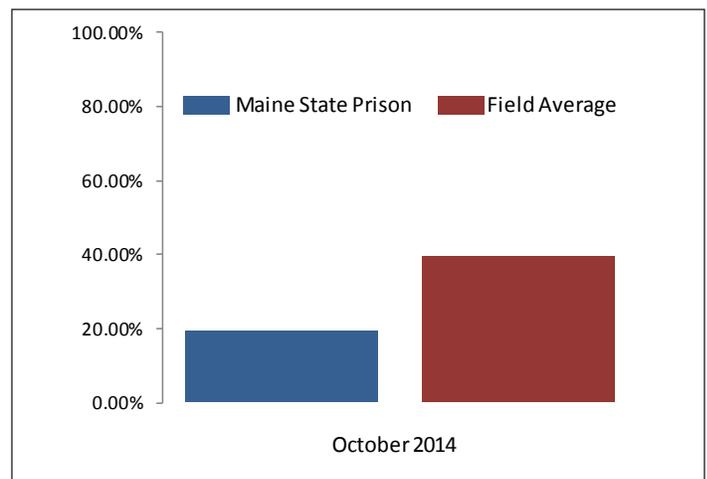
segregation/special management unit cases terminated in four hours or less. When looking at this report the blue bars represent MV's data results dating back to 2010 and the red line reflects the national field average, an average of all sites participating in PbS nationally, for that area. Even though we are performing very well on this standard, 94% of youth in room confinement for four hours or less, we feel we can improve so a FIP was established for Order 10 which depicts the true spirit of Continuous Quality Improvement.

2. Maine State Prison (MSP)

Below is a report on our “Reintegration 02” standard which measures the percent of clients confined for more than 60 days who have finalized and concrete written reentry plans within 30 days of release from the facility. When looking at this report the blue bar represent MSP's data results for their initial data draw and the red line reflects the field average, the average of Maine's three participating adult sites, for that area. We recognize the importance of inmates having solid reentry plans upon their release and as you can see in the results on this standard we have some improvement to make in this area. Consequently, a team made up of Prison staff (case workers and a Deputy Warden), the Departments

continues

Maine State Prison - Reintegration 02 Standard: Percent of clients confined for more than 60 days who have finalized and concrete written reentry plans within 30 days of release from the facility.



October 2014	
Maine State Prison	19.23%
Field Average	39.68%



Division of Quality Assurance continued

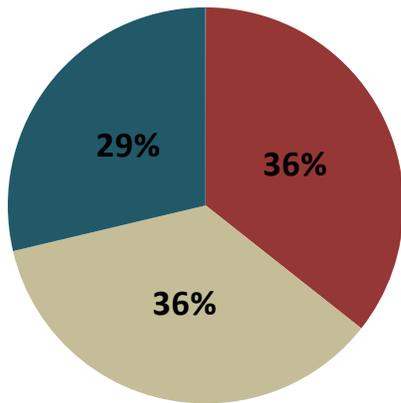
Director of Programming, a Regional Correctional Manager (Probation Officer supervisor) and myself began the improvement planning process on the week of March 9th.

3. Charleston Correctional Facility

Below is a report taken from our Staff Climate Survey which is targeting the level of communication between all areas (i.e., direct care, clinical, education, administration, health, food service and maintenance) at CCF. After analyzing this data in greater detail CCF realized there are needed improvements in transferred information between shifts. Consequently, a focus group has been pulled together to address that targeted area and it is currently in progress.

Charleston Correctional Facility - Staff Climate Survey which targets the level of communication between all areas (i.e., direct care, clinical, education, administration, health, food service and maintenance).

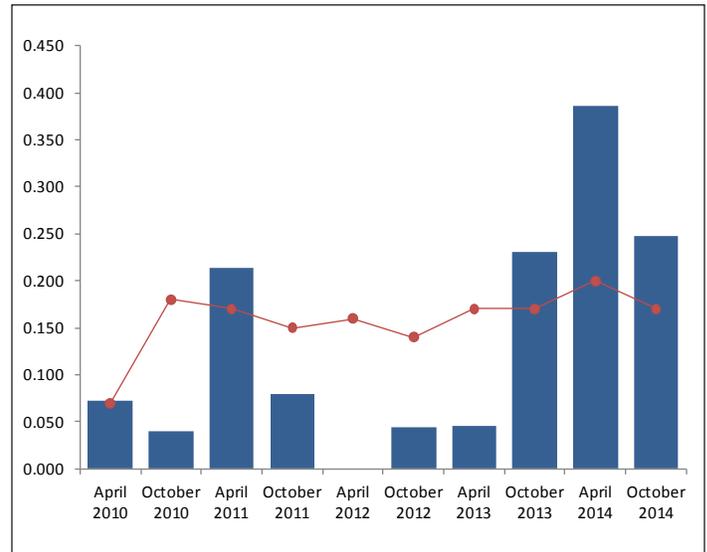
■ Excellent ■ Good ■ Fair ■ Poor ■ Not Recorded



4. Long Creek Youth Development Center

On the top, right is a report on our “Safety 04” standard which measures the injuries to youths by other youths per 100 person-days of youth confinement. After further analysis of the facilities’ performance on this measure, particularly the last three data draws, including the nature and types of injuries the youths are sustaining (e.g. fights and assaults vs. slips and falls), the locations, days of the week and the times of day the injuries are occurring the facility decided to create an improvement plan around ensuring residents and all staff have the opportunity to voice any concerns related to preventing injuries.

Long Creek Youth Development Center - Safety 04 Standard measures injuries to youths by other youths per 100 person-days of youth confinement.



	April 2010	October 2010	April 2011	October 2011	April 2012	October 2012	April 2013	October 2013	April 2014	October 2014
Long Creek Youth Development Center	0.073	0.040	0.214	0.080	0.000	0.044	0.046	0.231	0.386	0.248
Field Average	0.07	0.18	0.17	0.15	0.16	0.14	0.17	0.17	0.20	0.17

Division of Juvenile Services (DJS) Community-Based Contracts/ Programs

We are now in the midst of our busiest time of year with contracting as we manage current agreements all while gearing up for next fiscal year. In this process there are numerous considerations that come into play to ensure no balls are dropped and all aspects of service delivery occur as seamlessly as possible. One of those tasks is keeping up with our contracts that are under competitive bid whether they are for existing services or entirely new endeavors. Since the last issue of *DOCTalk QA* has been busy working on a couple different Requests for Proposals (RFP):

- In Region 1 we recently issued a “Transitions” RFP which targets necessary services for those youth transitioning into adulthood, particularly in the areas of education and work. After reviewing and scoring all submitted proposals this RFP was awarded to LearningWorks’ Youth Build Alternatives program.

continues

Division of Quality Assurance continued

Adult Program Enrollment (PE)

Facilities have been regularly using PE for several months now. As a result, the information on programs administered in facilities is being captured in CORIS for the first time. Case workers are regularly using PE to enroll/refer inmates to appropriate programs as well as manage wait lists for limited program slots. Once PE has been completed for an inmate, their name populates CORRAL reports run on the corresponding program. These reports can be run by individual facility and are customizable by name of program(s), wait lists, whether someone is active in a program(s) and/or closed out of a program(s). The chart below shows the currently active programs at Maine Correctional Center (MCC) with the highest number of inmates participating. As more and more staff use PE to track programming, our ability to capture and measure the great work being done in our facilities increases! Division of Quality Assurance is looking forward to sending out quarterly PE updates to each facility showing key programming information and to highlight efforts being made around the Department.

Maine Correctional Center (MCC) Highest Attended and Currently Active Programming



- As a result of work done by the DJS led Aroostook County Community Collaborative and collective efforts with QA we are in the final stages of developing an RFP that will address data driven needs pertaining to youth landing in our secure facilities. The goal of this

work is to keep youth in their communities which DJS and the collaborative are very committed to making happen. I will be able to share more detail on this RFP in the next *DOCTalk*.

Adult Community Reasoning and Rehabilitation 2

Adult Field Services is piloting a program, Reasoning and Rehabilitation 2, currently running in Adult Services Region 2. This program is a cognitive behavioral treatment program designed to change the criminogenic thinking of offenders. Cognitive skills are taught to enable offenders to react more appropriately to situations that trigger their criminal behavior. It also covers social skills, lateral thinking, critical thinking, values education, assertiveness training, negotiation skills, interpersonal training and social perspective taking. Two cohorts have completed this program so far, one in August 2014 and one in November 2014. Below are some examples of stats QA is collecting on these two groups. “Completed” means members attended and fully participated in the groups and were able to demonstrate new skills outlined in the program curriculum. The plan is to continue running this program and to track participating offenders post discharge.

- August Group: Eight completed the program. Of the 8 completers, 75 % have had no further violations, new charges or arrests to date (since August). Two of the participants have received technical violations (no new arrests).
- November Group: Seven completed the program. Of the 7, or 86% have had no further violations, new charges or arrests. One participant was arrested on new charges.

Continuous quality improvement strategies are in motion all around our Department and QA looks forward to ongoing partnerships on them with all divisions. I look forward to sharing other projects QA is involved with and directly responsible for in the next *DOCTalk*. If you would like to reach us to talk about any quality assurance /improvement ideas you may have, please email me at Troy.Varney@Maine.gov.



Division of Victim Services - 2014 Restitution

Submitted by Lynn Boynton, Victim Advocate

Restitution is collected in various ways by the Department of Corrections. Most clients mail payments to central office, in the form of a bank check or United States Postal Service money order. Clients may also drop off payments in person to central office or pay by credit card in person, cash is not accepted. A select few probation offices also accept credit card payments. A probationer can also be offered the option of a Voluntary Income Withholding Agreement, in which funds are sent directly to DOC by their employer. Offenders sentenced to serve time in a Department of Corrections facility who owe restitution are subject to a 25% or more withdrawal of deposits into their trust account to be applied to their restitution balance. Department of Corrections also requests and receives Maine State Revenue income tax returns for those offenders currently serving time or probation on a docket for which they were ordered to pay restitution. In calendar year 2014, Department of Corrections collected restitution of \$1,155,539.93.

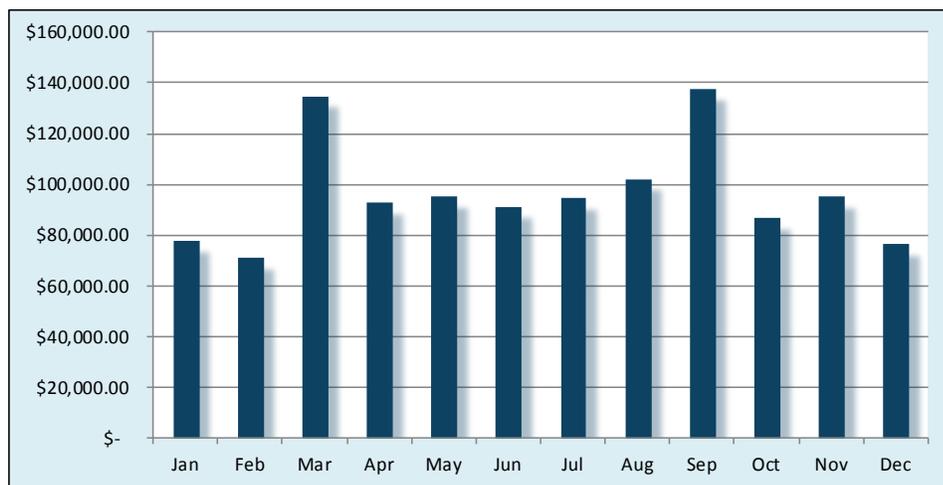
Once restitution is collected it is disbursed to victims by check issued by the MDOC finance office. Victim Services is active in this process by fielding victim inquiries regarding restitution and researching restitution cases for any reason that may cause delay in disbursement including insufficient addresses, insufficient case set up including unknown victims due the restitution, unknown co-defendant ordered to pay the restitution joint and several, mathematical errors including the

amount of restitution ordered not matching the amounts listed for disbursement. Any discrepancies must be resolved by Victim Services before the restitution can be disbursed to the victim(s). Victim Services also adjusts restitution cases in the event that an offender

District Attorney's Office then collects the balance.

Should an offender be incarcerated and owe restitution on an older docket that is inactive with DOC, we are able to collect 25% of deposits into client's trust account towards the

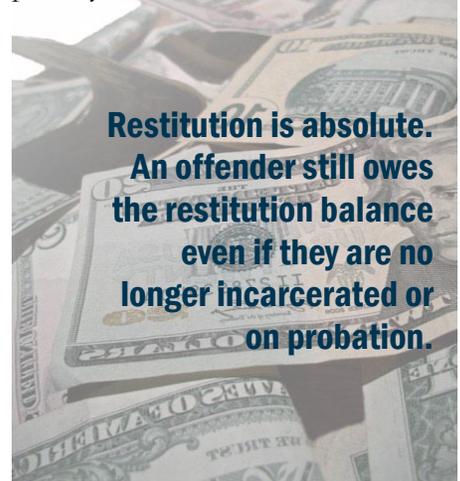
2014 Restitution Collected by the Maine Department of Corrections



who was ordered to pay restitution through DOC makes a payment at the District Attorney's Office.

Restitution is absolute. An offender still owes the restitution balance even if they are no longer incarcerated or on probation. Restitution not collected in full by the Department of Corrections prior to a client's release from incarceration or probation can be enforced by the prosecutor's office. Victim Services sends notice to the Prosecuting Attorney's Office of clients who still owe restitution who were recently released from incarceration or probation. Those offenders may be returned to court on a motion to enforce the restitution and the

order if we have an Order to Enforce Restitution signed by a judge. The restitution docket with the Order to Enforce can be collected at the same time as an active docket restitution order according to the collection priority list.



MDOC Inspections Division Report

By Ryan Andersen



Boyd Kronholm, Ryan Andersen and Glean Brown.

During the week of March 9-12, Boyd Kronholm (Deputy Superintendent for Mountain View Youth Development Center), Glean Brown (Deputy Warden for Maine Correctional Center), and Ryan Andersen (Operations Division in Central Office) participated in National Institute of Corrections (NIC) Security Audit Training at North Carolina DOC facilities. Unlike ACA audit practices, facility security audits focus strictly on staff and inmate safety protocols and less on programming, education, etc. Components of the training include policy and post order review, facility tours, interviews with staff/inmates and systems checks among others.

MDOC currently has six employees who have completed the training; however NIC has agreed to return to Maine to provide the training for up to 30 participants in August. The participant pool will include both MDOC and County Jail employees. The participating facilities will be Maine Correctional Center, Maine State Prison, and Two Bridges Regional Jail. With additional MDOC staff trained the framework will be in place for facilities to conduct future internal security audits for improved safety.

Maine Correctional Center Staff Updates

Welcome New Hires

- Sinclair, William – Correctional Plant Maintenance Engineer III
- Morin, Mike – CO/Cook
- Labonte, Robert – CO/Cook
- Lafrenaye, Joshua – CO/Cook
- Grant, Zachary - Correctional Officer
- White, Michael - Correctional Officer
- Severance, Frankie - Correctional Officer
- Tripp, Toby - Correctional Officer
- Stakely, Julian - Correctional Officer
- Austin-Lee Ellis - Correctional Officer
- Sarah Myrick - Correctional Officer
- Shane Thompson - Correctional Officer
- Pierre Sinsmyr – Correctional Officer
- Troy Leavitt - Correctional Officer
- Michael Balcom - Correctional Officer



(Left) Our condolences to the family and friends of Allen C. Young, Sr. who died on December 25, 2014.



Path through snow in the Maine Correctional Center yard.



Adult Community Corrections • Region 2

Submitted by Susan Gagnon, RCA

New Hires Get Trained and Graduate

January commenced with Probation Officer's Rafael Garza and Matt Kennedy starting their training at the Maine Criminal Justice Academy. They, along with other new hires from Region 1 and 3, participated in a seven-week Probation Officer Academy. Training topics included History of the Criminal Justice System, Maine Department of Corrections Organization, Structure and Mission, Domestic Violence, Ethics, Case Planning, and Basic Pistol Qualifications. The instruction provided to new hires was done by many dedicated Field Training Officers (FTO), Regional Correctional Managers, and other subject matter experts within the field of Corrections.

It was a hard winter with snow storms causing delays of some classes. Even the graduation needed to be rescheduled! On February 25th, the Probation Officer Academy held its graduation in the Central Office, with many family friends and colleagues in attendance. (See photos page 24-25.) The Field Training Officer's provided refreshments for the new hires and their guests. Probation Officer's Garza and Kennedy are currently assigned to the Skowhegan Probation Office and engaged in Field Training with Field Training Officer's Jodie Johnson and Craig Ladd.

As part of the graduation exercises, the class wanted to recognize a Field Training Officer, who in their eyes, went above and beyond what an FTO does. The class unanimously agreed that person was Don White. It was felt he provided them with not only instruction in class, but stopped by to see how classes were going, asked if they had any questions, and genuinely supported them and wanted to see them succeed. He was presented a plaque from the class by Probation Officer Jen Spoto.

Staff Recognition

On February 24th, several staff were asked to attend the Correctional Administrators meeting in Augusta to receive certificates for being nominated for "Employee and Manager of the Year." Nomination criteria for "Employee of the Year" includes service to the agency, work ethic, and demonstrates working as a team. Staff who were nominated include Probation Officer's Ashley Gaboury, Michelle Dubay, and Craig Ladd. (See pages 5-7.)

Qualities needed to be nominated for "Manager of Year" include demonstration of leadership, stewardship, coaching and effective problem solving. Regional Correctional Manager John Lorenzen was nominated from our region. (See page 7.) We can all agree that John exemplifies those qualities and the region is fortunate to have him.

Additionally, Probation Officer Jason Taylor received an "Award of Excellence" from the Commissioner for his "exceptional commitment to the wellbeing of a client." (See page 3.) Jason's dedication and understanding of his client's medical needs resulted in a home visit being conducted and the client's life being saved.

Resource Bulletin Boards

Probation Office Assistant (POA) Michelle Hutchings created a resource bulletin board in the Augusta office. The first board put up gives clients advice on employment in the area, how to prepare for a job interview, and other relevant topics. Many thanks to the work being done in the Rockland office providing resources to clients in that area. It was determined important to replicate what they're doing in other parts of the State. POA Hutchings has plans to create several other community type boards that will provide information on local services in the area.

Adult Community Corrections • Region 3

Submitted by Lisa Hall

Congratulations

Corey Day was presented with an "Award for Excellence" for his work on developing a "SIMS" program for Region 3-Adult. (See page 5.)

Welcome

New staff have all hit the ground running in their prospective offices with the support of assigned Field Training Officers. We welcome our new Probation Officers Shaun Guerette, John Lappin, Jenna Spoto, and Jeffrey Vance. (See graduation photos on pages 24-25.)

MDOC Probation Graduating Class

February 19, 2015



(Left) Regional Correctional Administrator Susan Gagnon and Sgt. Nate Thayer from the Maine Correctional Center Honor Guard posting colors.

(Below, left) The address to the class was given by Regional Correctional Manager Matthew Magnusson.

(Below, right) Region 2-A PO Don White (left) is congratulated by graduate Matt Kennedy after receiving an award from the graduates for this dedication to their class.



(Above, left) Class Speaker PO Jeffrey Vance.



PO Jenna Spoto giving a class award to PO Rafael Garza.



The Graduates

Region 1

- Charles A. Grenier - Probation Officer Assistant (POA)
- Irina Kladova - Probation Officer (PO)

Region 2

- Rafael Garza - PO
- Matthew Kennedy (PO)

Region 3

- Shaun Guerette - PO
- John Lappin - PO

- Jenna Spoto - PO
- Jeffrey Vance -PO

FTOs

The Training Division extends its appreciation to our Field Training Officers (FTO) for their assisted with the seven-week Probation Officer training:

Region 1-Adult

- Denis Clark
- Mike Lyon
- Danielle Pekin

Region 2-Adult

- Jodie Johnson
- Craig Ladd
- Robert Omiecinski
- Donald White

Region 3-Adult

- Amy Burnham-Garcia
- Robert Cartire
- Ruth Fethke
- Eric Legassie
- Scott Lewis

continues



Graduating Class continued



On February 25th, the Probation Officer (PO) Academy held its graduation in the Central Office. Graduating Class members are (left to right) Probation Officer Assistant Charles Grenier (R2), PO Rafael Garza (R2), PO Matt Kennedy (R2), PO John Lappin (R3), PO Irina Kladova (R1), PO Jenna Spoto (R3), PO Jeff Vance (R3), and PO Shaun Guerrette (R3).



(Top, left) Region 1-Adult new graduates: Probation Officer Assistant Charles Grenier (left) and Probation Officer Irina Kladova (right) with Regional Correctional Administrator Lisa Nash (center).

(Top, right) Region 2-Adult new graduates: Probation Officers Rafael Garza (left) and Matt Kennedy (left) with Regional Correctional Administrator Susan Gagnon (center).

(Left) Region 3-Adult new graduates Probation Officers (left to right) John Lappin, Jeff Vance, Shaun Guerrette, Jenna Spoto, with Regional Correctional Administrator Bill Goodwin (2nd from left).



MCC Work Crew Saves Falmouth Taxpayers \$16,000

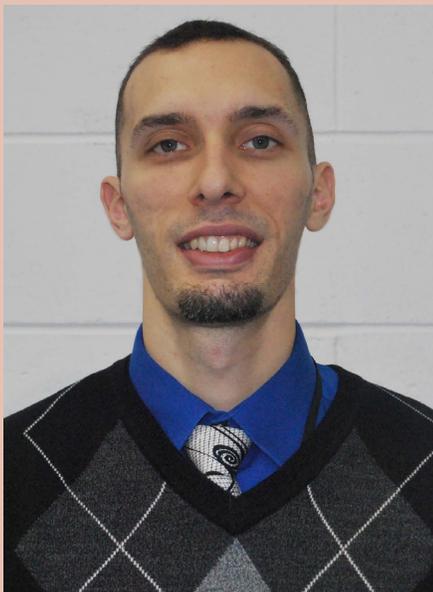
The Town of Falmouth Parks & Community Programs Director, Lucky D’Ascanio, wrote a March 1, 2015 letter to Maine Correctional Center’s (MCC) Correctional Sergeant William Towers “to let you know how happy we are with the painting work being done by Windham Correctional Center’s Work Force at our Mason-Motz Facility in Falmouth,” said Director D’Ascanio.

“We are anxiously awaiting our move to our new offices at the end of the month and are very appreciative of the fresh coats of paint and the impression that it creates of our newly renovated facility. They have helped to make us even more proud of the Mason-Motz Activity Center,” said Ms. D’Ascanio.

“This renovation project of an abandoned elementary school...built in the 1940’s was primarily a “Code Required Upgrade” with very minimal additional improvements. By utilizing the Windham Correctional Center Work Force, we have been able to paint the entire interior of the facility; giving it a much needed and refreshing facelift. And by doing so, we have saved the taxpayers approximately \$16,000.00,” D’Ascanio said.

“Myself and my entire staff have developed a great rapport with the crew and often times bring in coffee, snacks and pizza to say ‘Thank You’ and ‘You’re doing a great job.’ I am hoping that we are able to secure a crew to return during the warmer weather and tackle the task of painting the outside of the building,” said Director Lucky D’Ascanio.

Sturgis Receives 2014 Boys’ Basketball Coach of the Year for the State of Maine



*Long Creek Juvenile Program Specialist
Chad Sturgis.*

Congratulations to Juvenile Program Specialist Chad Sturgis for receiving the “2014 Boys’

Basketball Coach of the Year” for the State of Maine on behalf of the [The National Federation of State High School Associations](#) (NFHS). Chad has done a phenomenal job with the basketball program at Long Creek Youth Development Center for the past seven years and does a fantastic job working with our youth on and off the court. He continues to deliver a structured and comprehensive program so that students of *all* skill levels can be successful. His strength-based coaching style builds confidence in all athletes. He works tirelessly before, during, and after each session talking with players and helping them connect the lessons learned through participating on the basketball team to their

personal lives in order for them to see their full potential and become positive and productive members of society. Chad adjusts and adapts his practices and game plans on the fly so that no athlete feels left behind or discouraged, and the team can still progress. A unique quality Chad has is effectively demonstrating everything he expects the players to do, making athletes *believe* that it is possible for them to achieve. He is a great role model and mentor to all young men and women who have been fortunate to experience his coaching excellence on and off the court. This award is an honor for Chad, the Athletic Programs, the A.R. Gould School, and the Long Creek Youth Development Center.



The HiSET Prep Class for the Young Adult Offender Program

By William MacDonald, HiSET Prep Teacher

The HiSET Prep Class for the Young Adult Offender Program (YAOP) at Mountain View Youth Development Center has been in operation since April 2014. Students, whose CASAS scores in reading and mathematics suggest HiSET readiness, are provided with placement tests that determine preparedness for the official exams or for the class. After that, all students must take the official practice tests before meeting with the chief examiner, but they may also be required to attend the HiSET class to refresh their knowledge of the subtest disciplines before taking the official practice tests.

Mountain View utilizes Aztec© software for HiSET prep. The software is self-directed, with learning plans that include pre-and post-tests for each unit, and an Aztec©-generated practice test for each subject. My

job is to monitor student progress, to facilitate a safe, conducive learning environment, to tutor as needed, and to administer the official practice tests. Students are motivated to earn their HiSET Equivalency Diploma, so disciplinary issues are few. Steady progress is expected, but given the many distractions or stresses of life in a correctional facility, my goal is to make the learning experience as smooth as possible for my students, which sometimes means allowing them to take a break from active learning. Documentaries and historically-based films have been a great resource for those breaks.

Since the inception of the YAOP at Mountain View, more than two dozen men have completed their equivalency diplomas. Graduation ceremonies, such as the one held on February 13th, provide loved

ones and Mountain View employees the opportunity to celebrate students' accomplishments and to challenge them to take a better path for their lives. It is my privilege to work with these young men and to help them achieve this milestone.



One student tutors another (both adults) in math during a HiSET class.

Additional Mountain View Graduation Ceremonies

On February 13th, Mountain View Youth Development Center held two unscheduled graduations (in addition to the fall and late spring graduations) due to so many students earning their Hi-SETs—ten adults and seven juveniles. In addition, 14 young adults were recognized for completing Work Ready Courses and two juveniles were recognized for earning N.C.C.E.R Certificates (National Center for Construction Education & Research).

Both graduations were well attended and included many proud family members. We were also very fortunate to have as guest speakers for both graduations Representative Jim Davitt, member of the Legislative Criminal Justice & Public Safety Committee and Representative Paul Stearns, member of the Legislative Education Committee.

Mountain View Staff Updates

Congratulations

- Jason Goggin was promoted in January from Correctional Food Services Manager to Food Services Administrator in Central Office.
- Terry Gaudet was promoted in February from Juvenile Program Worker to Juvenile Program Specialist.

Mountain View's Young Adult Offender Program Sends WorkReady Graduates to Career Fair

Submitted by Pat Gillis, Employment Skills Instructor

For the first time since the Young Adult Offender Program (YAOP) began at Mountain View Youth Development Center (MVYDC) in April 2014, our young adult offenders were allowed to attend an off-grounds event. Seven eligible, minimum security inmates who had graduated and earned the state credential from WorkReady were selected to attend the largest career fair in Maine on February 11th at the University of Maine in Orono. With over 130 employers represented at the fair, the young adults from MVYDC had no trouble staying focused and busy by talking with prospective employers, dropping off resumes, and gathering information. At least two inmates came away with solid contacts for future job interviews.

Thanks to the dedicated staff at MVYDC who work hard to provide opportunities like this for inmates getting ready to re-enter society. This first trip was a resounding success.



Seven men from YAOP were able to attend the largest career fair in the State of Maine at the University of Maine, Orono. (Photo courtesy of University of Maine.)

Mountain View's Staff Weight Loss and Fitness Challenge

By Anne Miller, JPW

Mountain View is holding its second employee weight loss and fitness challenge coordinated by Anne Miller and Mike Larson. This challenge has 26 staff participating who each paid \$25 to enter the contest. There is a female and a male winner who will split the money collected. The winners are those staff who lose the most percentage of weight. Staff have been motivated. They are supporting and encouraging each other while some have been highly competitive. The challenge has been



The scale in front of the "Cupcake Wars" used by staff participating in Mountain View's weight loss and fitness challenge.

a great way to ease some of the stressors of work and everyday life! Once a week, participants step on the scale which is placed in front of the "Cupcake Wars" put on by Marsha Higgins to add a little fun to the competition. As of February 26th, staff have lost a combined total weight of 228.2 pounds with a percentage loss of 4%. Great job everyone—keep it going!



Region 1 • Juvenile Community Corrections

Submitted by John Coyne, Regional Correctional Administrator

Welcome to the Team

The Region 1-J staff would like to warmly welcome Brook Bowley to our team.

Brook comes to the Region I Juvenile Field Services team from the Region 1-Adult Community team. She will work in our York County Office and will supervise youth in the City of Biddeford along with Sean O'Keefe. Brook most recently held the position of Probation Officer Assistant in the Portland Office for Region 1. She held that position for one year and prior to that her work for the Department of Corrections was at the Long Creek Youth Development Center where she began her career in 2007. She worked as both a Juvenile Program Worker and Juvenile Program Specialist during her seven years at the facility.

Brook graduated from Bonny Eagle High School in Standish, ME and Salve Regina University with a degree in Administration of Justice.

JCCO Moore Keeps Youth in Court

JCCO Andrew Moore while attending a court proceeding in Portland District court stayed calm under a stressful situation and helped divert his client from becoming involved in an altercation that was happening in the courtroom. Andrew used his training and experience to talk to the client as his mother was attacked by someone in the court room. While the court marshals broke up the assault Andrew said his main focus was to talk with his client and focus all his attention on him to prevent him from jumping into the middle of the situation.



JCCO Andrew Moore.

JCCO Duff First Responder to Accident on I-295

On January 29th at 11:00 am while driving in to the Region 1 South Portland office on I-295, Juvenile Community Corrections Officer (JCCO) Diana Duff witnessed a car in front of her swerve into a snowbank, flipping over onto its roof. Diana was the first responder, immediately

pulling her car over to a safe area and wading through the snow to help the driver and any passengers.



JCCO Diana Duff.

The car was completely upside down and the young woman who was driving was able to exit the car. The woman had a head injury and was frantic because her baby was still inside the car.

Diana went into the vehicle and saw an infant hanging from a car seat upside down. She carefully took the child from the seat and held it as other drivers came over to the scene. Diana kept her cool directing other responders to call 911, telling them not to move the driver due to possibility of neck injury and, once a doctor arrived on scene, handed the baby over to the doctor.

Diana is to be commended for her quick response to an emergency situation, clear thinking in rescuing the baby and directing subsequent responders. It took Diana a little while to get the adrenaline out of her system after having helped save two lives before lunch!

Counterstrike Training

Officer Giusto On February 17th and 18th, Officer Alfred Giusto of South Portland PD conducted training in tactics for Law Enforcement Officers to surprise attacks called Counterstrike. Al is one of two School Resource Officers in the South Portland school system and works with Juvenile Community Corrections Officers (JCCOs) Neil MacLennan and Melissa Matthews-McVane on a regular basis. Officer Giusto frequently trains South Portland police officers in defensive tactics and control techniques. He offered the Counterstrike class to other Law Enforcement Officers including Juvenile Field Services. JCCOs Dave Clock, Diana Duff, Joann McDonald and Regional Correctional Manager Mike Mack participated in the four-hour class along with Federal Probation Officers and police officers from Biddeford, Bath and other local areas. SRO Giusto discussed the importance of maintaining situational awareness to detect potential attacks.

Juvenile Community Corrections • Region 3

Submitted by JCCO Darrin J. Constant

JCCO Mark Sellinger Retires

After 26 years of State service, Juvenile Community Corrections Officer (JCCO), Mark Sellinger, retired on January 31st. Mark spent his entire career working with juveniles in the communities within Somerset and Kennebec Counties. Mark's service to these communities and the passion and commitment he provided to the youth and families within these communities was outstanding. Mark was considered a strong advocate for the youth he worked with, typically utilizing all resources available to him to keep kids out of detention. Mark was also a leader amongst his peers and was known to be a strong supporter of the mission of the Department and the Maine Juvenile Code. Mark served as a member of Labor Management, advocating on behalf of his peers for the best practices to be implemented and utilized within Juvenile Community Corrections. Mark's departure leaves both a void within our division and high bar set for performance as a Juvenile Community Corrections Officer. He will be truly missed. Best wishes Mark.

Welcome JCCO Julie Bjelko

Julie Bjelko has recently transferred from the JCCO position covering Waterville in Region 2-J to the JCCO position vacated by the retirement of JCCO Mark Sellinger in Region 3-J. Julie will be covering Somerset County. Julie will be a great asset to Region 3-Juvenile services. Julie has been with MDOC for a little over 4 years. Prior to her work in Waterville she had also covered the Waldoboro and Augusta caseloads.

Julie earned her Master's Degree in Criminal Justice from Sacred Heart University and is a certified Behavioral Health Professional in Maine. Prior to her work for MDOC she was IAR (Intake Assessment & Referral) Intake Assistant for the Office of Adult Probation in Danbury, CT.

Congratulations JCCO Valerie Norman

Juvenile Community Corrections Officer (JCCO) Valerie Norman was sworn in by Kelene Barrows from Central Office. The ceremony was held in Bangor with RCA Galan Williamson, RCM Josh Ash, and RCM Roy Curtis also in attendance. Valerie will assume JCCO

responsibilities in Region 3-J out of the Lincoln/Millinocket office. Valerie comes to Region 3-J with a vast amount of training, knowledge, and experience in working with MDOC clientele.



Valerie Norman being sworn in by Kelene Barrows.



(Left to right) Regional Correctional Administrator Galan Williamson, Juvenile Community Corrections Officer Valerie Norman, Kelene Barrows (from Central Office), and Regional Correctional Manager Josh Ash.



“Dogs on the Inside”

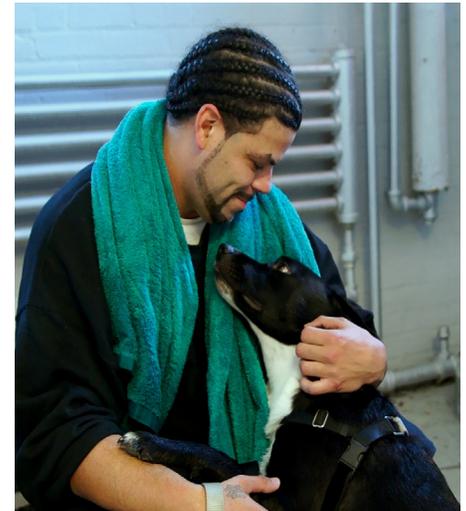
Dogs On the Inside - The Film

“Dogs on the Inside” follows the relationships between abused stray dogs and prison inmates working towards a second chance at a better life. In an attempt to re-build their confidence and prepare for a new life outside, these prisoners must first learn to handle and care for a group of neglected strays. This heart-warming story reconfirms the timeless connection between man and dog, showing the resiliency of a dogs’ trust and the generosity of the human spirit in the unlikely of places.

Watch the trailer: https://www.youtube.com/watch?feature=player_embedded&v=8SEiZSVfINU



Photos courtesy “Dogs on the Inside.”



Employee Service Anniversaries

Facility Key

- CO - Central Office
- CCF - Charleston Correctional Facility
- DCF - Downeast Correctional Facility
- LCYDC - Long Creek Youth Development Center
- MCC - Maine Correctional Center
- MSP - Maine State Prison
- MVYDC - Mountain View Youth Development Center
- R1-A - Region 1 Adult (R2-A, R3-A)
- R1-J - Region 1 Juvenile (R2-J, R3-J)
- SMRC - Southern Maine Re-entry Center

Starting with this issue of *DOCTalk* the anniversary dates below will be the “longevity” date provided by the Human Resources office. The longevity date is an employee’s most recent date of hire with no breaks in service/state employment. In the past, the employee’s original hire date was used, however this date doesn’t accurately depict an employee’s actual time working for state government on a continuous basis. The Department uses the longevity date when recognizing years of service each year. Please note that this date may differ from the date used to calculate

vacation benefits. Please contact your payroll contact person with any questions.

5 Years

- Scott Harvey MSP
- Ronald B McArthur MSP

10 Years

- Patrick S Doughty MCC
- Ian A Fish MSP
- Raymond H French R2-A
- Shawn M Hatt DCF
- Gayle R Holmes LCYDC
- John D Hoyt LCYDC
- Vincent P Will MSP

15 Years

- Robert J Lamarre R2-A
- Colin E O’Neill CO

20 Years

- Peter G Campbell MSP
- Curtiss R Doyle MSP
- Ryan E Fries BCF
- Gerald Hartley MSP

25 Years

- John R Coyne R1-J
- Ronald E Secord MSP
- Ilia D Stankov LCYDC

More Than 25 Years

- Wendell R Atkinson (1975) MSP
- Lawrence D Austin (1986) CO
- Michael J Barrett (1989) MCC
- Leo J Bissonnette (1988) BCF
- Judith V Blake (1989) MCC
- Sharon L Boynton (1988) BCF
- Carol E Carlow (1987) R1-A
- James L Case (1989) DCF
- Kevin E Chute (1974) R2-J
- Brian W Day (1986) DCF
- William Day (1989) DCF
- Jeffrey J Doiron (1986) LCYDC
- Susan R Finch (1987) LCYDC
- Mark R James (1987) MCC
- Michael K Mack (1985) R1-J
- Arthur R McCurdy (1988) DCF
- Scott A Norris (1985) MSP
- Craig S Riley (1988) MSP
- Randall N Thomas (1988) BCF
- Russell L Worcester Jr. (1984) ... BCF

Maine State Prison IPS Team Recognized For Outstanding Job



The Maine State Prison Inner Perimeter Security (IPS) Team was recognized for their outstanding work. The IPS Team has been involved in numerous drug interdictions and has come to the aid of both MDOC facility and community staff. (Above, left to right) Intelligence/Egitive Coordinator Dwight Fowles, Maine State Prison Warden Rodney Bouffard, Correctional Investigator Jason Benefield, IPS Corporal Phil Newth, Commissioner Joseph Fitzpatrick, IPS Lieutenant Lidia Burnham, Correctional Corporal David Miller, K9 Correctional Corporal Richard Greene, Director of Operations Gary LaPlante. (Below, 2nd from left) Corporal Mark Engstfeld (4th from left) Corporal John Merrifield (5th from left) K-9 Corporal Robert Bowen.

