DOC Talk

JULY ~ AUGUST 2013 EMPLOYEE NEWSLETTER

DEPARTMENT OF CORRECTIONS

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

DOC*Talk* is published 6 times a year: January/February, March/April, May/June, July/August, September/October, and November/December.

Submission Deadlines

September/October 2013 Issue:
Tuesday, November 5, 2013
November/December 2013 Issue:
Tuesday, January 7, 2014
January/February 2014 Issue:
Tuesday, March 4, 2014

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

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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 Joseph Ponte

As summer ends and we turn our attention to preparing for the next Maine winter, many changes have occurred in the Department since the last issue of *DOCTalk* was published.

The most substantial change for our Department, and specifically Maine State Prison (MSP), is the recent legislative approval and Governor's signing of LD 1515, "An Act To Increase the Availability of Mental Health Services." This bill allows DHHS to designate, in certain cases, clients to the Maine State Prison for mental health treatment. It also authorizes, with court approval, the Department's ability to declare a psychiatric emergency and administer medications, under specific conditions. While this will certainly add to the challenges faced by the Prison's staff, it will also give them more opportunity to treat effectively with medication—an option which did not exist prior to the enactment of this law. The Department will also be adding a significant number of clinical staff to the mental health unit as the new law takes effect in February 2014.

Ralph Nichols continues to work on security enhancements at both MSP and the Maine Correctional Center (MCC). This is a long-term project which aims to consolidate control rooms and improve camera quality, coverage, and recording capabilities. I believe we will begin to see these changes early in 2014.

The largest project underway in our Department is the proposed $100 million facilities bond for the construction of a new prison to replace the Maine Correctional Center. We will be hiring a vendor to perform a feasibility study which will be presented to the Legislature in January of 2014. The Legislature will decide if this proposal moves forward or not.

We continue to make progress toward developing a youthful offender program at Mountain View. The project will be ramping up in January 2014 and be fully operational by mid-year. Superintendent Morin and his staff continue to do a great job preparing for this major change.

On September 4th and 5th two consultants, Meg and Russ Savage, spent time at MSP training first line supervisors on a better approach to emergency response. This training will help us comply with the national model used to respond to major

Continued next page.

ON THE FRONT COVER *Thanks to Betsy Jaegerman for sharing her photo of Western Head in Destiny Bay, Cutler, ME. Share one of your photos and it might appear in a future issue of* DOCTalk. *(Email your photos to Cheryl.Miller@maine.gov)*

Commissioner continued

emergencies. The training was well received and will be rolled out to the rest of the Department over the next couple of months.

The Human Resource Department, under the leadership of Charlene Gamage, has really stepped up the pace and we're seeing first-rate new staff coming on board. The efforts of HR's staff will leave a positive impact on our Department for years to come.

I am grateful the new budget allows for the return of step raises for our staff; it certainly has been a long time. I know you work hard every day to carry out our mission and therefore deserve the compensation owed to you.

Thank you for your professionalism and hard work you do every day.

Stay safe.

Maine Legislators Pass Emergency Bill to Address State Psychiatric Hospital Problems

By Scott Thistle, Sun Journal

AUGUSTA, Maine — The Maine Legislature on Thursday took the first tentative steps toward solving overcrowding and understaffing problems at the state's Riverview Psychiatric Center.

Meanwhile, the federal government's Centers for Medicaid and Medicare Services approved a corrective action plan for the facility after it found patient and staff safety problems and treatment shortfalls during an inspection in March.

Lawmakers passed LD 1515, a bill first offered by Gov. Paul LePage in May, which expands the resources available, including adding 14 new mental health workers to a 32-bed mental health unit inside the state prison in Warren.

The House approved the bill on a vote of 115-8, while the Senate passed the measure 32-0.

Before those votes, legislators significantly amended the bill, limiting strictly who could be sent to the prison facility. The amended bill also creates a special legislative oversight committee that will continue to work on finding solutions to a host of patient and employee safety problems identified in a recent federal audit of the 92-bed Riverview facility in Augusta.

This article continues at: http://bangordailynews.com/2013/08/29/health/maine-legislators-continue-work-on-emergency-bill-to-address-state-psychiatric-hospital-problems/?ref=inline

Central Office Staff Update

Central Office welcomes Mary Lucia as our new Policy Coordinator for the Department. Mary has a Master's Degree in Public Administration and was previously employed by the Department of Public Safety where she was a Senior Planner for several years. In addition, she has ten years' experience with the Wyoming Department of Corrections working in Program Management and Classification.

Please introduce yourself to Mary and welcome her to the Department of Corrections team.

Employees Recognized for their Contributions

At the most recent Regional Correctional Administrators meeting, several staff were recognized for their contributions to the Department. (Above.) Commissioner Ponte recognizes Jennifer Needham and Mark Thompson-Welch (Correctional Trade Instructor/Landscaping and Horticulture) for making a difference for the women residents at the Southern Maine Reentry Center.

(Top, right.) RCA Lisa Nash is presented a certificate of appreciation by Associate Commissioner Cynthia Brann for representing the State of Maine at the American Probation and Parole Association Conference and contributing her expertise at a National Institute of Corrections panel discussion.

(Above, right.) Associate Commissioner Brann recognized and gave a certificate of appreciation to Probation Officer Denis Clark for exceptional work in managing his probation caseload and assuming the statewide interstate compact duties. His leadership in taking on ICOTs (Interstate Compact Offender Tracking System) responsibilities ensures clients across the country were supervised in accordance with the compact rules.

(Below.) Commissioner Ponte recognized and gave certificates of appreciation to Human Resources staff members (left to right) Brenda Hernandez, Charlene Gamage, Cynthia Shuman, Jeanne Fales, and Laurie Hayden. HR staff has gone above and beyond to recruit new hires at the Maine State Prison.

Victim Services

By Deborah McAllian, Victim Advocate

The Maine Department of Corrections (MDOC) Victim Services assists and advocates for crime victims whose offenders are either incarcerated, on probation and/or paying restitution. Victim Services continually strives to honor the rights of all victims of any crime plus notify victims, upon request, of an offender's release from incarceration, which include furlough requests, applications for the Supervised Community Confinement Program (SCCP) and/or any other early release program the Offender is eligible to apply for. Victim Services also makes every effort to contact victims of crimes even if they are not listed in victim notification, to request feedback about Furloughs and/or SCCPs plus asking them if they would like to be added to Victim Notification for any future release notices. The research to obtain victim information involves requesting the information from the District Attorney's Office, the Courts and/or Probation Office followed by a call and/or letter to the victim. Victim Services also assists victims in obtaining the restitution ordered by the Court including locating victim information, provide referrals and to advocate/assist as appropriate. In numerous circumstances, while trying to locate a victim for notification we find that there are problems in the restitution case which can be solved and the system updated.

The charts below note data collected from 2009 through 2013 for Furloughs and SCCPs and will show the increase in victim notification as well as responses from victims. Victim Services encourage victims to submit a Victim Impact Statement, even if it's only a paragraph. We stress

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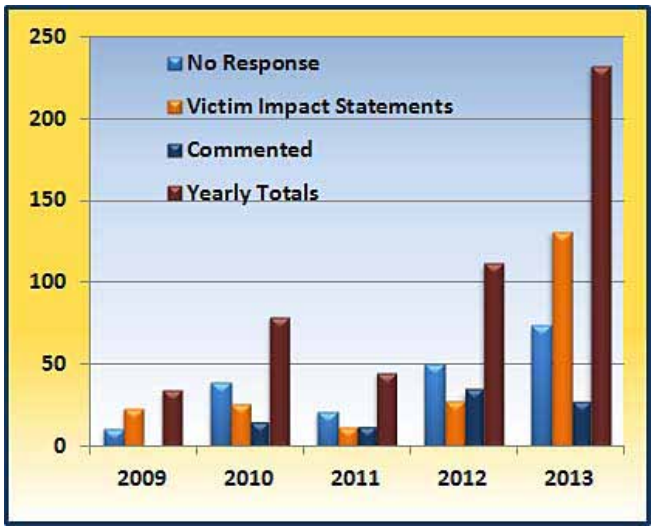
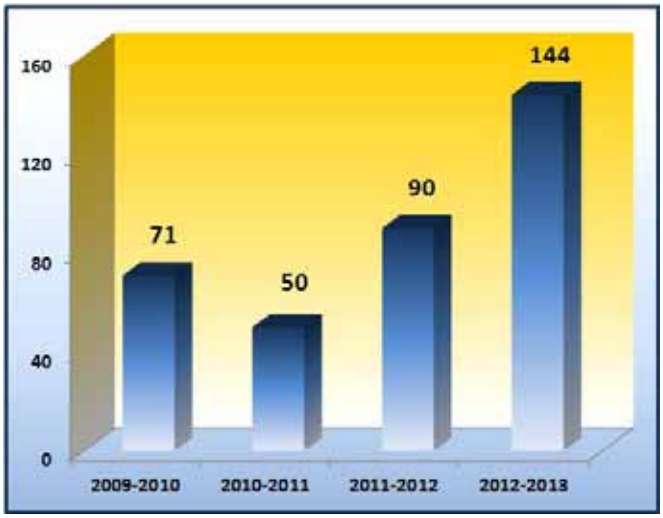
Supervised Community Confinement Program (SCCP)



	2009	2010	2011	2012	2013
No Response	11	39	21	50	74
Victim Impact Statements	23	26	12	28	131
Commented	0	14	12	34	27
Yearly Totals	34	79	45	112	232

Number of Victim Notifications for Furloughs



2009-2010 - Victim Notifications for Furloughs = 71

2010-2011 - Victim Notifications for Furloughs = 50

2011-2012 - Victim Notifications for Furloughs = 90

2012-2013 - Victim Notifications for Furloughs = 144

Victim Services continued

to victims that we feel it's important for them to have a voice and confirm that probation and the facility read and include their statements in their investigation reports. A victims' input does not determine the final decision to grant or not to grant a furlough and/or SCCP, although the impact and potential safety concerns are given strong consideration prior to a recommendation by the Probation Officer and the final decision by the facility. Some victims prefer to discuss the case in great detail without submitting a written victim impact statement or comment due to many reasons, which are all certainly understandable, and we honor their decision. Victim Services Advocates will try to get the victims statements, concerns and fears documented and, if the victim is comfortable, we will forward the impact statement and/or comments to the investigating officer. Under no circumstances is the information shared with the prisoner.

Please feel free to refer any crime victim to the Maine Department of Corrections Victim Services at 1-800-968-6909 for information, services, and referrals.

Staff Gains Valuable Information Attending PREA Conference

In July, Michelle Urbanek (Prison Rape Elimination Act Coordinator), Charlene Gamage (DOC HR Director) and Kathy Lincoln (Assistant State EEO Coordinator) attended a Prison Rape Elimination Act (PREA) conference in Washington D.C. This conference focused on the PREA requirements for Human Resources. The national PREA standards have multiple standards that will impact the manner in which human resources conducts business. By attending this conference, all three became better informed on the specific areas involved, as well as how to solve possible challenges associated with the mandatory standards implementation. Overall, they felt that the knowledge gained will prove to be useful to the Maine Department of Corrections and that the trip was productive.

L to R: Charlene Gamage (DOC HR Director), Kathy Lincoln (Assistant State EEO Coordinator), and Michelle Urbanek (Prison Rape Elimination Act Coordinator.)

Division of Quality Assurance & Professional Practices (QA)

By Troy Varney, Director

I'm pleased to announce the Division of Quality Assurance & Professional Practices recently hired Dave Simpson for its Contract Grant Specialist position. Dave's primary functions will be managing various contracts for Adult and Juvenile Services. He will also assume responsibilities under the Department's standardized grant management process which is currently being developed.

QA welcomes Dave Simpson.

Dave's background makes him ideally suited for his new role. Specifically, Dave's employment history includes directing residential treatment facilities and providing mental health case management for both adults and youth involved with MDOC. Additionally, Dave is a nationally credentialed High Fidelity Wraparound Coach, Trainer and Facilitator and used his expertise in this process to provide consultation to the State of Massachusetts as they implemented it throughout their State. Most recently, Dave worked for Detention Response, MDOC Juvenile Services' largest detention alternative contracted program, providing intensive case coordination for youth in detention where the primary function of this job was to work with the youths' teams in an expeditious manner and get the youth out of detention as quickly as possible. Throughout all this work over the last decade and a half, Dave has worked in close collaboration with Community Corrections and our juvenile facilities, giving him the experience and knowledge that he will bring to make a valuable contribution to the Department.

Research Corner

By Michael Rocque, Director of Research

Happy fall! As many of you are aware, for the past decade the DOC has worked with the Muskie School of Public Service at the University of Southern Maine on numerous research projects. This collaboration has resulted in important information for the department, including annual recidivism reports, data books detailing our client populations, program evaluations, and disproportionate minority contact analyses. Now that we are bringing research in house here at the DOC, we'd like to maintain as much continuity with this work as possible.

Muskie recently completed a round of recidivism reports for our juvenile population earlier this summer. We'll be presenting the results to the correctional administrators meeting later this month, but here are a few highlights:

- For this report, recidivism was analyzed separately for different groups (e.g., supervised, committed, diverted, and discharged)
- For each of the four groups, the number of youth declined from 2006 to 2011, while the proportion of minority youth increased
- The recidivism rate was lowest for the diverted group (8% within one year), followed by the discharged youth (19%), supervised youth (28%), and finally, youth who were previously committed had the highest rate (44%)
- Mirroring past findings, if a youth recidivated within two years, they were most likely to do so within 3 months
- In terms of counties, Androscoggin, Aroostook, and Kennebec Counties had the highest rates of recidivism and Knox, Oxford, and York had the lowest rates (excluding the committed youth)

We are just getting started with our internal research program here at the DOC and are excited to work with you moving forward. If you have research related questions, please don't hesitate to contact us via email or phone (217-2015)!

A Passion for Food at the Southern Maine Reentry Center

By Krista Okerholm, Southern Maine Re-Entry Center Culinary Arts Instructor

I have a passion for food. It started in high school in my vocational arts program. Then I went on to Baltimore International Culinary College, trained in Ireland with chefs from all over the world studying epicurean cooking. Then came my externship in Washington DC at the Capital Hilton. I cooked at events such as the Preakness at the Pimlico Raceway as well as for the House of Representatives, the Senate, and President Bill Clinton to name a few.

Lunch is served...by the woman residents at the Southern Maine Re-Entry Center.

What I try to do with the residents at SMRC is bring the same passion I have to them. Almost nothing is off limits for the gals to experiment with in our tiny kitchen in Alfred. We then feed all our creations to the staff and residents in hopes that we will pass on and create new flavors, textures, and aesthetics for our facility. We get our farm fresh vegetables and fruits from the Brothers of Christian Instruction, who allowed our CTI Mark Welch to farm the land, teach gardening, and supply our kitchen with the freshest seasonal produce.

My goal for our residents that work in food service is to broaden their horizons, improve food appreciation, and be able to work in the hospitality industry, providing nutritious meals for their families on a budget. They also get a chance to work on their math skills to cost everything out--from a catering event to a per-plate portion. I try to focus on planning, timing, quantities, food safety, alternatives, and plate presentation. Whenever possible, we focus on a particular food, which is where our catering takes us. I also instill assertiveness within the kitchen, and to teach the gals not to be afraid of experimenting.

Recently, we experimented with recipes for homemade Pennsylvania Dutch cinnamon buns we served at the York County Managers breakfast meeting. We tested different recipes until we all decided which one was best. Teaching the art of setting up the buffet table helped involve the entire community. Residents sewed basket liners and runners to color coordinate the tables, which made the display pop.

Our gals were filled with a sense of excitement, using their abilities to pull together the plan, execute it, and accomplish three catering jobs in a week, providing 75 meals three times a day to SMRC without an interruption.

This fall we will be catering events such as the 110th birthday of the Parsons Memorial Library, the Bi-Annual Adult & Juvenile Female Offenders Conference: *Waves of Change Oceans of Possibility*, making homemade favors of gourmet chocolate truffles and creating a Viennese sweets buffet.

If you are interested in having us cater an event, please call 490-5205, we will be happy to provide a menu of your liking and budget. If you are in York County, please stop in and have lunch with the staff and residents of Southern Maine Reentry Center.

The Women at the Southern Maine Re-entry Center Help a Garden Grow

By Mark Welch, Correctional Trades Instructor

Last fall the work crew I lead from the Southern Maine Re-entry Center (SMRC) volunteered at the Brothers on Shaker Hill in Alfred clearing brush and landscaping which opened the door for us to use their green house and a 32 ft. x 100 ft. garden for the center.

The work we do not only benefits the brothers, but also the York county shelter and the food pantry. It's been a miracle year here as far as I'm concerned. The ladies have represented SMRC to the highest of standards. Their willingness to give has been incredible and their work ethic is second to none.

I would like to personally thank all the ladies who volunteered for this project. Your hard work is inspiring and much appreciated. Life's a journey and for some reason we are all traveling together. If we don't learn from each other, this journey in life will have been wasted. One by one, your journey will take you from here to what I hope will be a full, rewarding, and successful life. In addition, the path you've paved here at SMRC is very important for the women who will follow in this journey. So we must pave it with the best of our ability—we must pave it with love, kindness and empathy.

Women from the Southern Maine Re-entry Center worked hard this year in the gardens at Brothers on Shaker Hill.

Happenings and Updates at Charleston

By Dyana White

Fall Apples

As fall approaches, we're gearing up to pick apples from our orchard along with harvesting the bounty of vegetables from our garden. It has been reported that Charleston Correctional Facility (CCF) has some of the best tomatoes around. Fresh veggies and apples are always a welcome change.

Work Crews

CCF's work crews kept busy all summer with local community projects and here on the CCF grounds. There is always plenty to do and never a short supply of projects.

Dorm Expansion and New Staff

Progress continues on the dorm expansion. We are ahead of schedule, so we will be ready at the end of the year to house more inmates. Due to the expansion and increase inmate population, we have hired two new Correctional Officers—Brittany Tata and John Houghton. Brittany is a Military Police Officer in the Maine National Guard and has recently returned from a tour in Afghanistan where she worked in security. John has a B.A. in Criminal Justice and has worked with Securitas Security Services and Penobscot County Jail where he still works part time. Both Brittany and John have proven themselves to be fantastic additions to the CCF team and we look forward to working with them for many years to come. We also welcome Adam Caldwel as our new Correctional Trades Instructor (CTI) for Agriculture. Adam has jumped right in and hit the ground running. Welcome Adam.

Farewell

CCF Vocational Trades Instructor Steve Conner will retire at the end of September.

At the end of September we will say farewell to Vocational Trades Instructor Steve Conner. Steve has been here for so long, I doubt you'd find anyone that remembers this place without him. He was hired as a Teacher's Aide in 1987, then transferred to the Wood Harvesting Program in 1994. Sure he is excited to get started on that "honey-do" list and spend more time with his wife Carol, who retired from Mountain View Youth Development Center a couple years ago. We wish him all the best and many happy years to enjoy retirement.

Downeast Correctional Facility Gets Involved

By Maggie Devericks

Greetings from Downeast Correctional Facility (DCF)! As one of the newer members of the DCF team, let me start by introducing myself. My name is Maggie Devericks, the new Secretary at DCF. I have worked for the State of Maine for over 12 years in varying positions with the Department of Health and Human Services. As I settle into my new home here at DCF, I look forward to sharing with you the latest and greatest from Down East!

DCF's Public Restitution work crews have been *wicked* busy with several projects in the surrounding communities. The four DCF CTI's (Correctional Trades Instructors) who head up the work crews are Jeremy Mason, John Reynolds, Toby Sawtelle, and JJ Tibbetts. Last year, these crews logged in 30,000 hours from all of the projects they were involved in. Here are some of the community projects these crews have been involved in this year:

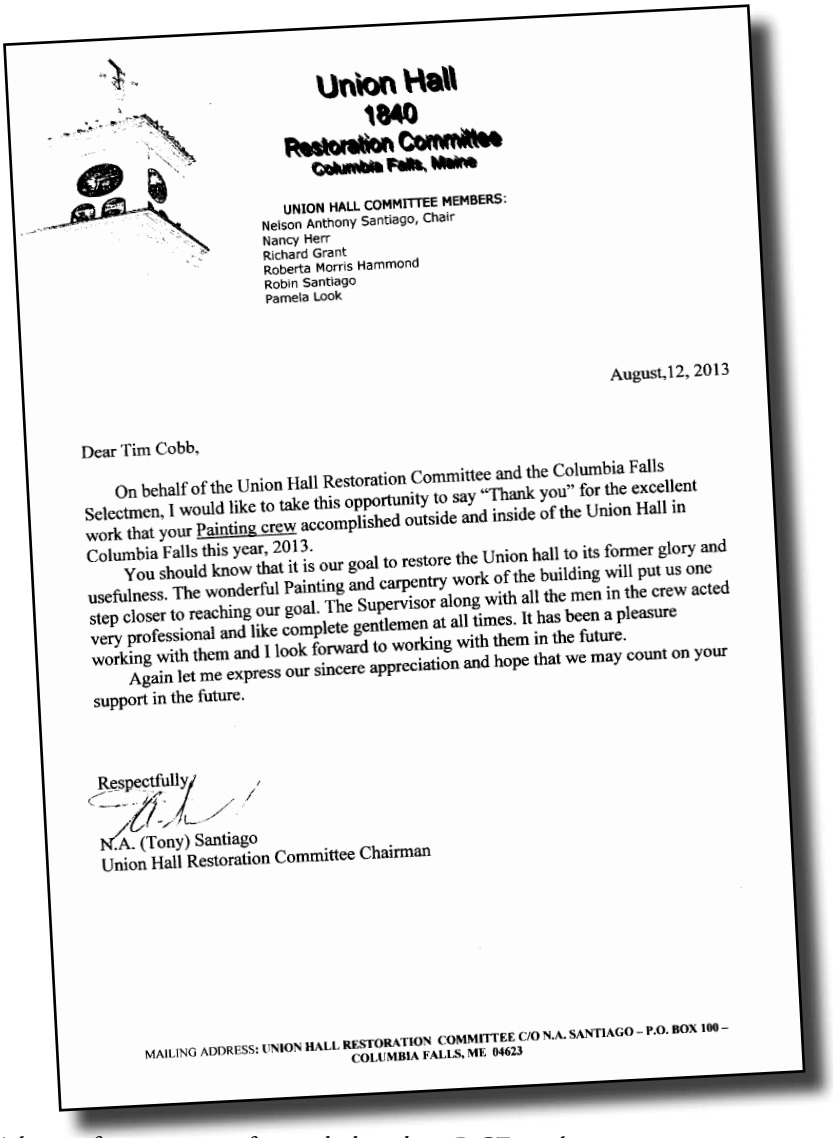
- Wesley Historical Society - building renovations
- Bay Ridge School in Cutler - painting
- Friends of the Church on the Hill in Addison - painting and replacing ply boards
- Fort O'Brien School in Machiasport - exterior painting

Continued next page.

Downeast continued

- Cutler Methodist Church - assisted with renovations for their 100-year celebration
- Union Hall in Columbia - painting, replacing trim, and window work
- Town of Lubec - road clean-up
- Narraguagus Nursing School - complete renovation of new building for school
- Veterans of Foreign Wars building in Harrington - re-shingled building
- Town of Machias - assisted with preparation for the town's annual Blueberry Festival

We are *wicked* proud to have our work crews represent DCF and applaud their efforts as a community and facility resource!



Union Hall
1840
Restoration Committee
Columbia Falls, Maine

UNION HALL COMMITTEE MEMBERS:
Nelson Anthony Santiago, Chair
Nancy Herr
Richard Grant
Roberta Morris Hammond
Robin Santiago
Pamela Look

August,12, 2013

Dear Tim Cobb,

On behalf of the Union Hall Restoration Committee and the Columbia Falls Selectmen, I would like to take this opportunity to say "Thank you" for the excellent work that your Painting crew accomplished outside and inside of the Union Hall in Columbia Falls this year, 2013.

You should know that it is our goal to restore the Union hall to its former glory and usefulness. The wonderful Painting and carpentry work of the building will put us one step closer to reaching our goal. The Supervisor along with all the men in the crew acted very professional and like complete gentlemen at all times. It has been a pleasure working with them and I look forward to working with them in the future.

Again let me express our sincere appreciation and hope that we may count on your support in the future.

Respectfully,

N.A. (Tony) Santiago
Union Hall Restoration Committee Chairman

MAILING ADDRESS: UNION HALL RESTORATION COMMITTEE C/O N.A. SANTIAGO – P.O. BOX 100 – COLUMBIA FALLS, ME 04623

A letter of appreciation for a job done by a DCF work crew.

Landscaping near the DCF Administration Building done by the prisoner grounds crew. The bird house in front of the power pole is a nice added touch!

Staff Updates at Downeast Correctional Facility

New Hires/Promotions

- Maggie Devericks has been selected as the facility Secretary.
- Cheryl Rackliff has been selected as the facility Classification Officer.
- David Daniels has been promoted from Chief of Security to Assistant Director.
- Shawn Hatt has been promoted from Correctional Officer to Correctional Sergeant, PM shift.

Maggie and Cheryl will attend the five and a half week Maine Department of Corrections New Hire Orientation at the Maine Criminal Justice Academy.

Farewells

Susan Knight, Correctional Caseworker and Debbie Day, Classification Officer. As we say a fond farewell to them both, we also extend our best wishes to them on their future endeavors!

Maine Correctional Center Staff Updates

Promotions

Scott Landry was promoted to the position of superintendent for the Maine Correctional Center. Landry brings nearly 15 years of experience working in Maine pretrial services, federal probation and state probation to the position. He has served as a regional correctional manager and administrator since 2005. Landry has a Master's degree in public policy and management from the Muskie School of Public Service.

Susan Carr has been promoted to the position of Deputy Superintendent Programs at the Maine Correctional Center. Susan currently serves as Regional Correctional Manager with Juvenile Community Corrections in Region 2. She has a great deal of experience within MDOC—both facility and field. Susan's leadership and expertise in evidence -base practices and case management will be an asset to the facility and to the Department. Susan began phasing into her new duties beginning September 16th.

Susan Carr was promoted to Deputy Superintendent Programs at the MCC.

Congratulations Scott and Sue!

New Women's Center Unit 3 Manager

Valerie Norman has been selected as the new Unit 3 Manager at the Women's Center. Valerie comes to us with 14 years of Correctional experience, as she started as a Correctional Officer at the Charleston Correctional Facility in 1997 and has held positions of Training Coordinator, Classification Officer, Sergeant and most recently as the Unit Manager of the Women's Re-Entry Center in Bangor before it was moved to Alfred.

Valerie is well versed in the Department's policies and practices and will make a great addition to the Women's Center team in Windham. Her first day will be September 23rd. Welcome Valerie!

Scott Landry was promoted to the position of Superintendent for the Maine Correctional Center.

Farewell and Best Wishes to Jim Howard

Jim Howard danced his wife and daughters out the door of the Maine Correctional Center and into retirement on July 31st. It was an impressive end to a distinguished career that spanned 34 years in corrections. Jim's passion, energy, and positive attitude have enriched a variety of the departments at MCC. As Deputy Superintendent for a total of 18 years, Jim was instrumental in the creation of three significant programs, CRA, an intensive substance abuse program, RULE, an innovative approach for the rehabilitation of sex offenders, and, notably, the Women's Center, a nationally recognized model for gender responsive programming for female offenders. Jim believed in the mission of the DOC to rehabilitate offenders and these programs continue to be an integral part of MCC's treatment plans. His legacy also includes leadership positions in classification, correctional social work, and, as a teacher in the School Department. His appointment as a teacher brought his career full circle, as he taught school in Falmouth, Massachusetts fresh out of college.

Continued next page.

Maine Correctional Center continued

Jim is a gifted mentor whose patient manner encourages new employees to advance at their own pace ensuring them success in the performance of their jobs. He also has many interests outside of his career, including home repair projects, community service as a volunteer firefighter, sailing, and, especially, enjoying his family life.

Best wishes, Jim, for a long and happy retirement and *may the wind be always at your back* when you set sail on these beautiful summer days.

Jim Howard (above) retired on July 31st. (Top, right) Mike Shannon fondly says goodbye to Jim. (Bottom, right) Dr. Joe Fitzpatrick presents Jim with a plague.

Paving for Parking at MCC

The Maine Correctional Center parking lot being repaved for the first time in more than 20 years.

Maine State Prison Staff Updates

Welcome New Hires

Maine State Prison is pleased to welcome our newest hires: David Philbrick, John Poirier, Natasha Braley, Christopher Antkowski, Daryl Springer, Alicia Gordon, and Kevin Masse. They graduated from the Maine Criminal Justice Academy on 8/13/2013. Welcome aboard!

Promotions

- John Howlett was promoted to Captain.
- Victoria Mathaiu, Christian Melquist, and Dale Tobey were all promoted to Sergeant rank.
- Cindy Shuman was promotion to Office Specialist I.
- Lidia Kozlowski was promoted to the rank of Correctional Lieutenant, effective July 8th. Lieutenant Kozlowski started her employment here as a Correctional Officer on August 9, 2004 and was promoted to the rank of Correctional Sergeant on November 21, 2010. Lieutenant Kozlowski is assigned as the IPS Team Commander. She is also an instructor for our Training Department.

Congratulations to John, Victoria, Christian, Dale, Cindy, and Lidia!

Deputy Warden Tausek

Maine State Prison recently welcomed Michael Tausek to the Department of Corrections. Mr. Tausek accepted the position of Deputy Warden of Programs and began his new duties on July 1st.

Mr. Tausek brings many years of experience in corrections at various administrative levels with governmental and non-governmental organizations. He has a strong background in correctional programming. His most current position was as the Executive Director for the Board of Corrections. He's described as a positive leader and role model, a creative and innovative thinker who excels in team work and goal setting. MSP and the Department is fortunate to have someone of his caliber join our team.

Fowles To Head Security at MSP

Unit Manager Dwight Fowles of the Maine State Prison will be filling in as the Director of Security for the Department during Director LaPlante' s reassignment to the Maine Correctional Center.

New K9 Officers

Richard Greene and Robert Bowen are MSP's newest K9 officers.

On the Move

- Unit Manager Russell Worcester moved from the Medium Unit at MSP to the minimum security level at Bolduc Correctional Facility. You are missed on the hill.
- Captain Troy Ross has been appointed to Acting Deputy Warden of Operations.
- Sergeant Anthony Cartlidge has been appointed as the Acting Shift Commander Captain on A-Shift Days.

Farewell and Best Wishes

- Corrections Officer Randy Hall transferred to the Maine State Police; Corrections Officer Kyle Sylvester went to the Knox County Sherriff's office, and Corrections Officer Colt Sleaster to Franklin County Sherriff's Office. Congratulations to all of you.
- Sgt. Carroll Gifford and Amy Rowland left for Delaware. Unit Manager Danny Picard also went to Delaware. MSP wishes all of them the best on their new adventures.
- Deputy Warden Bob George has resigned. Thank you Bob for working with us at MSP.

Swimming With Purpose

On August 17th, CO Reed Lowden was one of thirty-eight swimmers who swam the Islesboro Crossing to help raised funds and awareness for LifeFlight of Maine. Lowden finished the 3.1 miles from Lincolnville to Islesboro lifeflightmaine swim in 2 hours, 6 minutes. The event raised more than $23,000.

Dog Program at Maine State Prison

The Maine State Prison has started a dog program to train and socialize shelter dogs. The program will entail prisoner handlers and a backup handler for each dog. Handlers will be trained by the animal shelter staff. The dogs will have to pass a certification before they can be adopted and this will be the responsibility of the handlers. We presently have two dogs, Chip and Bandit.

Shelter dogs, Bandit and Chip, are currently being trained and socialized by inmates at MSP.

Correctional Industries Highlights

By Bob Walden, Industries Director

MSP's Fine Craftsmanship Program Marks 1st Year Anniversary

In August 2012, master craftsman Brian Reid, under sponsorship of the New Hampshire Institute of Furniture Making, brought the Fine Craftsmanship Program to Maine State Prison Industries. Reid shares weekly class duties with fellow instructors, Dylan Fuller, Howard Hatch, and Jeremy Gallant. Ten selected inmate students learn fine woodworking including hand-cut dovetails, mortise-and-tenon joinery, and hand finishing techniques. Students are learning to build cabinets, tables, chairs, chests, as well as contemporary product design.

Selected fine hand-crafted program products are available for viewing and purchase at "The Gallery at Somes Sound," 1112 Main Street, Somesville, ME.

Industries Passes Audit

The National Correctional Industries Association and the Bureau of Justice completed an on-site assessment of the Prison Industries PIECP (Prisoner Industry Enhancement Certification Program) in June and have recommended recertification. The audit found that our program operates in compliance with all federally mandated operational and documentation procedures which allows for prisoner manufactured cushions to be sold in interstate commerce.

Crafting Model Pontoon Boats

The Maine State Prison program has reached an agreement with Avalon & Tahoe Mfg. Inc. out of Lewiston, ME and Alma, MI to handcraft a series of model Pontoon Boats for corporate gifts and display at nationwide boat shows.

Correctional Industries at Windsor Fair

By Bob Walden, Industries Director

The Prison Showroom made its first vending booth appearance at the Windsor Fair this year (August 25 - September 2) with a great response of over $6,000 in sales (30% over projections) and a "Best of Show" award for our commercial booth display. The Correctional Industries Program's next scheduled appearance will be at the Fryeburg Fair (September 29 - October 6) in Expo Building #5.

Continued next page.

Prison Industries Manager Ken Lindsey tending the Maine State Prison Showroom booth at the Windsor Fair. Sales exceeded expectations!

Correctional Trade Shop Supervisor (CTSS) Chuck Thayer proudly holding the Maine State Prison Showroom's "Best in Show" certificate and ribbon at the Windsor Fair.

Windsor Fair attendees checking out the Prison Showroom booth.

Congratulations Graduation Class of 2013-03

We welcome to the Department our newest graduates (pictured above, and listed in alphabetical order below). A ceremony was held at the Maine Criminal Justice Academy on August 13th.

Graduating Officers

Christopher Antkowski, *Maine State Prison (MSP)*

Natasha Braley, *MSP*

Adam Caldwell, *Charleston Correctional Facility (CCF)*

Douglas Curtis, *Maine Correctional Center (MCC)*

Alicia Gordon, *MSP*

Michael Green, *MCC*

Megan Harding, *Long Creek Youth Development Center (LCYDC)*

John Houghton, *CCF*

Andrew Johnston, *Mountain View Youth Development Center (MVYDC)*

David Kauffman, *MCC*

Ashley Lester, *MCC*

Deborah Marshall, *MCC*

Kelly Masse, *MSP*

David McCabe, *LCYDC*

David Philbrick, *MSP*

John Poirier, *MSP*

Ashley Roberts, *MCC*

Nicholas Sindlinger, *MSP*

Mason Shepard, *MCC*

Alexander Shaw, *MCC*

Kenneth Shaw, *MCC*

Edmund Smith, *MVYDC*

Daryl Springer, *MSP*

Allison Stoddard, *MCC*

Daniel Swett, *MCC*

Brittany Tata, *CCF*

Carlos Taylor, *MCC*

Ryan Tuthill, *MVYDC*

Robert Wong, *MCC*

Brenda Wood, *LCYDC*

Non-Uniform Staff

Casey Riitano, *Investigator*

Erin Snell, *Caseworker*

Lytfi Volksmyth, *Day One*

Region 1 • Adult Community Corrections

By Carol Carlow

Gone fishing…
The closing moments of our September 11th staff meeting were set aside to honor and say farewell to PO Wayne Sturdivant as he concluded his career with the department on September 30th. Wayne's years of service covered 24 years beginning in 1989 as a Juvenile caseworker in the Augusta area until he moved into the adult PO position in the Oxford-South Paris area. Always professional and thorough in the performance of his duties, Wayne earned highest respect from other law enforcement agencies and was often affectionately referred to as the "General" because of this. All things do end and the time has come for Wayne to go fishing anytime he wants and to spoil the grandkids to his heart's content.

Wayne was presented with a plaque commemorating his years of service by RCA Nash.

PPO Wayne Sturdivant, RCA Lisa Nash, RCM Chris Arbour. Wayne receives a plaque of appreciation for his years of service with the Department.

Region 2 • Adult Community Corrections

By Donna Davis

Adult and Juvenile Community Corrections sent six attendees to the 2013 American Probation and Parole Association national conference in Baltimore, Maryland. From Region 2-Adult Community Corrections, Probation Officer Craig Ladd attended the conference held in July. He stated, "The conference was a great opportunity to network with agencies from other states and countries to learn the most current and best practices in our field." Each day of the conference was filled with workshops covering every aspect of our profession. The experience taught the importance of continuously striving to improve the way we deliver our services in order to achieve desired outcomes. Each of the attendees from Maine represented our state well and gathered information on a wide variety of topics. Valuable information, innovative ideas and new concepts will be shared by each of the officers who attended as Adult and Juvenile Community Corrections continues to strive for excellence.

In July, four Probation and Parole Officers (PPO) from Region 2 Probation completed the two-week *Methods of Instruction* (MOI) course at the Maine Criminal Justice Academy (MCJA). PPOs Adam Silberman (SOS), Robert Omiecinski, Bethany Crede, and Christopher Dumas will give Region 2-Adult Community Corrections a solid core of trainers to draw from. They will be a valuable asset to the Region and the Department as we continue to do more and more training through MCJA, and work to improve the quality of the training received by the field.

Change at the Top in Region 2 • Adult

By RCM John Lorenzen

The first week of August saw a huge change at the top of Region 2-Adult Community Corrections with Regional Correctional Administrator (RCA) Scott Landry moving to the position of Superintendent at the Maine Correctional Center (MCC), and RCA Susan Gagnon moving from Juvenile Community Corrections to fill the RCA position in Region 2-Adult.

We wish Scott all the best in his new position, and expect to hear from him, and/or his staff, regularly as continued coordination and cooperation between the facilities and the community becomes the norm.

RCA Susan Gagnon comes to us from a similar position—as an RCA from Region 2-Juvenile Community Corrections. Susan has a wealth of experience and has been with the Department for some time. Susan also possesses a wealth of knowledge in the application of evidence-based principles used for effective intervention with our clients.

We welcome Susan aboard, and look forward to the experiences and expertise she will bring to the table, to help us continue to improve our performance and outcomes.

Region 3 • Adult Community Corrections

By Mary Jones and Pat Delahanty

Veteran Officers Retire

On August 16th, Region 3 -Adult held a luncheon in honor of Betsy Jaegerman and Ron Sagner to celebrate and recognize their combined 75 years of State service as Probation & Parole Officers. Staff gathered to wish them a long and happy retirement and both were presented with a plaque commemorating their many years of dedicated service to the department (38 for Ron and 37 for Betsy). On their official last days of work—Ron's being August 16th and Betsy's being August

Continued next page.

Ron Sagner and RCA Bill Goodwin.

Region 3 • Adult continued

30th—each were presented with a gift purchased by monies generously donated by Region 3 staff. Region 3 wishes Betsy and Ron all the best and a long, healthy, and happy retirement. They both will be greatly missed!

Additional Staff Changes

In addition to having two veteran officers retire, Stefanie Trent recently resigned her position as Probation Officer Assistant. Stefanie decided to move on to the private sector. We wish Stefanie all the best in her new endeavors.

Amanda Sermersheim has recently been hired to fill the vacant Probation Officer position in the Calais area. Amanda comes to us with many years of experience in the case management and mental health field. She is anxiously looking forward to taking over responsibility for her case load in Washington County once her field and firearms training has been completed. Welcome to the region Amanda!

Betsy Jaegerman—the happy face of retirement!

Mountain View Welcomes New Hires

Mountain View is pleased to welcome our new Juvenile Program Workers (JPW) Andrew Johnston and Ryan Tuthill. For six weeks in July, Andrew and Ryan attended New Employee Orientation at the Maine Criminal Justice Academy four days a week and reported to Mountain View on Fridays for on-the-job training.

Also new to Mountain View...

...and currently in training are:

Sara Boucher (Personnel Clerk)

Chaz Gokas (Day One Counselor)

Kevin Booth (JPW/Cook)

Matthew Glenn Chalkley (Correctional Warehouse Superintendent)

Mountain View Residents Learn About Horses

Once again, residents from MV participated in an Equestrian Program held at Northern Maine Riding Adventures. We are nearing the end of the program for this year and the three residents who participated have learned a lot! Owner, Judy Cross instructs the residents in feeding and grooming of the horses, cleaning the stalls, proper use of the equipment and of course—riding horses!

Mountain View youth bond with horses at Northern Maine Riding Adventures.

Raising Voices at Mountain View

The Mainely Music Chorus treated residents at Mountain View Youth Devlopment Center to an afternoon of song and music. Shown in the forefront is Mountain View's own substitute teacher Bill MacDonald. The Mainely Music Chorus later performed for the inmates of Charleston Correctional Center.

Mountain View Residents Volunteer at YMCA Event

In July, residents from Mountain View Youth Development Center helped out during a triathlon sponsored by the Piscataquis YMCA. The residents helped with directing participants on the trails and cleanup after the event.

Kirlin's Son Graduates

Congratulations to Acting Juvenile Facility Operations Supervisor, Thomas Kirlin and his wife on the graduation of their son Private First Class Zachary J. Kirlin. Private Kirlin graduated from Parris Island Marine Corp. 3rd Recruit Training Battalion Platoon 3060 Kilo Co. Depot in South Carolina on August 16, 2013. Private Kirlin will continue his training at Camp Geiger in North Carolina and upon graduation he plans to return to Maine and finish his last year of college at Husson University and earn his degree in Criminal Justice. Kirlin's future plans entail Officer Candidate School to further his military career. We wish him success!

Private First Class Zachary J. Kirlin

Mountain View's Annual Field Day Fun for All

The annual Mountain View Youth Development Center Field Day held on August 14th was a fun time for everyone involved. Residents and staff were treated to a BBQ prepared by the Day One staff and there were plenty of activities for everyone to enjoy.

Our thanks to Day One staff Chaz Gokus, Sue Ackerman, Astrid Redmond and Heidi Weymouth for preparing BBQ for Field Day attendees.

Christine Conlogue participates in the "Bucket Game."

Chaplain Dunfee helps Deputy Superintendent of Mental Health Services Asia Serwik master walking on stilts.

Joe Combs and Superintendent Jeff Morin already have it conquered!

Long Creek & Navy SEAL's Program

SEALS-Fit, is a collaboration between the Portland Police Department and the Maine Leadership Institute (MLI). Led by retired Navy SEAL Hans Ruediger, who with mentors from local, county, and state law enforcement agencies, developed an intensive seven-week course, which enhanced anti-bullying and encouraged youth leadership. Each participant was challenged in areas that included physical training and interpersonal skills development. Ranging in age from 13-18, these participants were often seen on the Back Cove fitness trail, earning the spirit of team leadership while embodying the SEALS motto, "the only easy day was yesterday." The photo above includes Long Creek line staff JPS Augustine Hartmann, JPS Aaron Beaulieu, and JPW Chris Scott who participated in the program.

What's That Buzz at Long Creek?

By Bill Linnell

One recent summer afternoon at Long Creek, someone spotted what appeared to be an unruly gang of wasps gathered on the cedar fence in the courtyard between the "spine" and the Spruce Unit. Residents had to leave the area and our new maintenance man, Chris Maria, was dispatched to quell the disturbance. Upon closer inspection, Chris recognized that it was just a swarm of honey bees looking for a home. He relayed the information to Maintenance Supervisor Larry Fisher. Larry recalled that the soccer coach (the undersigned Bill Linnell) is a beekeeper, and immediately put out an AP*Bee* for Coach Linnell. Larry found yours truly in the gym and requested assistance. Chris Maria coordinated a rendezvous at the scene of the disturbance within the hour.

Some background: Healthy honey bee hives divide in the summer, increasing the chances of the species' survival. Typically, the queen takes off with one-half to two-thirds of the original hive, or with between 20,000 to 50,000 bees, in search of a new home. In scientific terms, the hive is considered a super organism, and swarming is a form of reproduction, as the hive is reproducing itself. In nature, if tragedy such as fire or other conditions doom a hive, at least one other hive has already been created.

But back to our story...the intrepid Chris Maria, in short-sleeved shirt, no less, met me at the gate. Into a pickup truck, we loaded a box for collecting the swarm, a smoker for calming the bees, protective headgear, a brush, and a sprayer filled with sugar syrup.

Before beginning the extraction, Chris Maria paused for a photo op (left)—sans headgear next to an estimated 25,000 bees.

Adhering to our collaborative problem-solving training, Chris and I sprayed the swarm with sugar water before gently brushing the swarm into the box. Once the leader (the Queen) was in the box, the others walked in without incident. All bees left the premises quietly, thanks in large part to the courage, patience, and skill of newly discovered "Bee Whisperer" Chris Maria.

Region 1 • Juvenile Community Services

Submitted by Joe Hansen, JCCO

Region 1 Welcomes New Staff

We welcome Stephonne Young to the York County office in his new position as a Juvenile Community Correction Officer (JCCO). Stephonne comes to us from Las Vegas where he was a Juvenile Probation Officer.

We also welcome Kelly Carr as our Office Associate in York County. She came from Windham and we are excited to have her. She is the first line of contact for families and guest to our York County office and her level of professional and caring attitude is second to none.

Community Service

JCCO Carol Large organized a community effort to help paint new space for DayOne Substance Abuse and Mental Health Services in Sanford. Carol was a driving force behind this service project. Thank you Carol.

Passing of Rod Paulette

Rodney Harold Paulette passed away at his home on August 20th, surrounded by his family. Rod worked at Long Creek Youth Development Center then went on to work as a Juvenile Community Corrections Officer. He was an avid sports fan and enjoyed coaching his sons in football and baseball. He also enjoyed camping and spending time with family and friends.

Rodney Harold Paulette passed away at his home on Aug. 20, 2013.

Our sincere condolences to Rod's family and friends.

JCCOs Take Youth to Little Sebago for a Day of Fun

Juvenile Community Correctional Officers (JCCO) Dana Fournier, Jenn Chon, and Sean O'Keefe took 12 juveniles from York County communities to Little Sebago Lake in June to participate in the *In His Wakes* program. This was the fourth year JCCO's have participated with our clients in this program which provides at-risk kids the chance for an experience of a lifetime. Staff and volunteers from *In His Wakes* come to Maine to provide an awesome day of fun by teaching kids to water ski and knee board accompanied by a message of hope for their future. These kids experience a victory by stepping off the dock (life) and doing something they have never tried or might never have the chance to. The message is by trying to do something they fear or challenging to them, each accomplishment will bring hope they can change their lives and move in the right direction. More of these victories brings increased self-esteem and greater self-respect and leads to accomplishing more positive things in their lives.

In His Wakes originated out of Florida with Kristi Overton Johnson, a professional water skier for over 20 years. The organization's staff and volunteers travel all over the country providing a message of hope and a day of fun in the sun for at-risk youth. Our sincere thanks to everyone from I*n His Wakes* who gave our kids a special day at the lake!

Region 2 • Juvenile Community Services

By Sue Carr

Region 2 has been very busy over the last several months and as summer turns to fall we don't anticipate any change in that arena. Here's some of what's been happening:

The City of Lewiston held its Annual Night Out in August. National Night Out is held each August to support crime and drug prevention and to provide a fun atmosphere for local law enforcement and other first responders to connect with their community. JCCO Jay Pennell attended as well as Acting RCA, Sue Smith. Night Out is a great opportunity to interact with the community. Thanks to Jay and Sue for attending. Read more about the event in the *Lewiston Sun Journal* (http://www.sunjournal.com/news/lewiston-auburn/2013/08/06/lewiston-police-unveil-armored-vehicle-national-ni/1404456).

In August, JCCO Jay Pennell also attended and participated in a panel interview aimed at educating Somali Bantu youth about the Juvenile Justice System. You can read about it in the *Lewiston Sun Journal* (http://www.sunjournal.com/news/lewiston-auburn/2013/08/13/somali-bantu-youth-learn-about-juvenile-justice/1407464). Thanks Jay for being such a proactive member and assisting the community with this endeavor.

Also in August, JCCO, Christopher Raymond attended and participated in an educational panel for the Sexual Assault Prevention and Response Services. The meeting took place at Bates College and the Sexual Assault Prevention and Response Services staff came together to learn about the Juvenile Justice System. Christopher attended with Melanie Portas, Juvenile Assistant District Attorney for Androscoggin County. The questions and responses addressed youth who commit sexual offenses and how the system deals with such matters. The information was well received, Thanks so much Christopher!

There was a Statewide call for staff who would like to participate in a "Train the Trainer" course for MOAB (Managing Offenders Aggressive Behaviors). Region 2 is pleased to announce that JCCO's Steve Labonte and Cheryl McKenney have become certified instructors. Thanks to both of you for taking this on!

Region 2 RCA Susan Gagnon accepted an Adult RCA position. She replaces Scott Landry who was promoted to Superintendent of the Maine Correctional Center. We will all miss her and were able to take some time to celebrate with her on her new adventure. Our annual summer barbecue was held and Susan was presented some farewell gifts. We wish her well. In the interim, Sue Smith was appointed to Acting Capacity RCA. Congratulations Sue, we will be in good hands!

Our summer barbecue was hosted by JCCO Denise Cross. She graciously invited us to her lovely home on Roxbury Pond and to take a ride on her pontoon boat where the views were lovely. Below are some shots of a lovely day in Maine!

Region 3 • Juvenile Community Services

By John Bennoch, JCCO

AMHC-MST Accepting New Referrals

Aroostook County JCCO's now have another evidence-based program for youths and families. Aroostook Mental Health Center (AMHC) began accepting referrals for Multi-Systemic Therapy (MST) on July 22nd. AMHC was selected by the Department of Corrections to provide MST for youthful offenders who exhibit serious, violent, and chronic criminal behavior. The goal of MST is to reduce youth criminal activity, substance abuse, and anti-social behavior through an integrative, cost effective, and family-based treatment.

American Probation and Parole Association's Annual Training

JCCO Roxann Austin attended the American Probation and Parole Association's 38th Annual Training Institute in Baltimore Maryland in July. Roxann said the workshops she attended were very informative and she enjoyed meeting officers from all over the country. Roxann was particularly impressed with one of the speakers, Tonier Cain, who suffered from drug addiction and was arrested numerous times for crimes committed to support her habit. Tonier is now a renowned speaker and advocate for female offenders that have experienced trauma. Roxann encourages everyone to research Tonier's story.

Region 3 Annual Staff Meeting

We held our annual summer staff meeting at the home of Chris and Glenn Ross on August 23rd. The weather cooperated, the food was great, and as usual—the Ross Estate was spectacular!

Smith & Wesson Academy

Smith & Wesson Academy hosted a three-day Firearms Instructor Update on Maine State Prison's range. Participating were Maine Marine Patrol, Game Warden, and Department of Corrections Firearms Instructors. Marty Driggs from Smith & Wesson delivered some first-rate training which participants now can share with other staff.

In addition to series of great live-fire drills, each participant received a well-organized manual that will serve as a valuable reference tool. Also, interagency doors were opened providing further resources to the participating agencies. Thanks to all who made this possible, including Sandy and Marty at Smith & Wesson!

In the News: Maine State Prison's Hospice Program

Portland Press Herald Video on Hospice at Maine State Prison

http://bcove.me/q59xygel

(Above.) Maine Public Broadcasting Network (MPBN) reporter Susan Sharon interviews Associate Commissioner Jody L. Breton about the Maine State Prison Hospice program. MPBN aired a three-part story on the hospice program at MSP. You can listen/read at this link: http://www.mpbn.net/Home/tabid/36/ctl/ViewItem/mid/3478/ItemId/28650/Default.aspx

Employees' Services Anniversaries

Facility Key:

CC-Community Corrections
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
SMRC-Southern Maine Re-Entry Center

This list represents an employee's anniversary date with the State of Maine hired in the months of July and August.

5 Years

John J Lebeda ..... MCC
Barry E Mahar ..... DCF
Kimberley J Robbins ..... CO
James G Shanks Jr. ..... MCC
Tyler W Wheeler ..... MCC
David Williams ..... MCC

10 Years

Kelly A Chartier CC
Christopher W Concannon ..... LCYDC
Robert B Crook ..... MCC
Michael A Frisone ..... MSP
Robert T Hibbard ..... MSP
Bertrand R Jalbert ..... MCC
Eric J Legassie CC
Dean A Leonard ..... MSP
Matthew A Magnusson CC
Troy A Roma ..... MCC
William A Rose Jr. ..... MSP

15 Years

Francine D Bowden ..... MCC
Robin L Chapman ..... MSP
Dennis E Dulisse ..... DCF
Tammylynn Grabofsky ..... LCYDC
Roy P Hooper ..... MSP
Julie L Leavitt CC
Matthew V Mitchell ..... DCF
Mark B Peters ..... MCC
John E Roberts ..... MVYDC
Peter J Turner Jr. ..... MCC

20 Years

Thomas F Irvine ..... MVYDC/CCF
Donn D Stauffer CC
Leiah L Workman CC

25 Years

Christopher H Gerard Sr. ..... MSP
Gary L LaPlante ..... CO
Scott W Lewis CC
Gerald H McNutt ..... MCC

More than 25 Years

Paul Burtchell (1985) ..... LCYDC
David C Clock (1987) CC
Robert Costigan (1970) ..... MSP
Carol T Cunningham (1987) ..... DCF
John W Dalzell (1987) ..... MVYDC/CCF
Daniel J Davis (1986) ..... MVYDC/CCF
Joel K Gilbert (1986) ..... CO
Lisa C Hall (1985) CC
Thomas N McLeod (1983) CC
Angie L Newhouse (1983) ..... CO
Eric J Reburn (1983) ..... MCC
William E Robinson (1986) ..... MSP
Jerry L Smith (1987) ..... MCC
Michael D Smith Sr. (1987) MVYDC/CCF

Department of Corrections Work Crews Out in Maine Communities and Hard at Work

(Above and left.) Butch Vickerson's Maine Correctional Center Work Crew at the Gray Animal Farm. The crew hand dug the old turtle pond out to make room for a new one. (Photos: Will Towers.)

(Right and below.) MDOC prisoners repair State Park HQ & Residence at Crescent Beach and Two Lights State Park, Cape Elizabeth, ME. (Photos by Dennis Winslow.)