

# DOCTalk



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

March/April 2015



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# DOCTalk

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

DOCTalk is published 6 times a year: January/February, March/April, May/June, July/August, September/October, and the November/December Year In Review Issue.

## Submission Deadlines

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July/August 2015 Issue:

**Tuesday, September 8, 2015**

September/October 2015 Issue:

**Tuesday, November 3, 2015**

November/December 2015 Issue:

**Tuesday, January 5, 2016**

Please send submissions and changes to the contributor list to Cheryl Miller in Central Office at [Cheryl.Miller@maine.gov](mailto: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 Dr. Joe Fitzpatrick*

The first week in May is “National Correctional Officer and Employees Week.” It is an ideal time for each of us to recognize and celebrate all correctional professionals for their devotion and commitment to making our Department and State a safer and better place to live. We have many vital staff members that fill essential roles inside our facilities and outside in our communities every day. Keep up the good work and take a moment to acknowledge one another.

In the “gardening” spotlight, the Department is now going to grow its own crops to be used in the kitchens at each of the facilities to help contain costs. Most of our harvest will be fresh and there is nothing better than fresh vegetables. We look forward to the implementation of this new self-sustaining effort.

The Commissioner’s office has been busy with the Legislature this session and I want to remind everyone to keep focusing on their jobs, even though we are getting pulled to assist with gathering information and going in front of Legislative committees.

In the next few weeks, we will begin to re-evaluate our priorities as we enter into our new fiscal 2016-2017 year. We will continue our efforts of implementing new programs, performing as a leader and a model State in the area of Corrections.



*The Maine Correctional Center garden being planted last spring.*

Enjoy the good weather and be sure to enjoy time with family and friends. Safe travels and I look forward to an active and productive summer.

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**ON THE FRONT COVER** Thanks to Jason Carey for sharing his photo of the Supporters of Victim Services 5K Team 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](mailto:Cheryl.Miller@maine.gov))



# National Crime Victims' Rights Week

April 19-25, 2015

By Debbie McAllian, Victim Advocate

The theme for the 2015 National Crime Victims' Rights Week (NCVRW) is *Engaging Communities – Empowering Victims*. Each year the Office for Victims of Crime of the U.S. Department of Justice and the National Center for Victims of Crime develop a theme and distribute their resource guides to victim services organizations and communities to help them with a campaign to inform communities, government leaders, organizations and local partners about the critical need to reach out and help victims of crimes. This week, set aside each year, is to reaffirm commitment to creating a victim service and criminal justice response that assists all victims of crime, not just this one week, but throughout the year. It's also a time to say thank you and convey appreciation for those community members, victim service providers, and criminal justice professionals who are committed to improving our response to all victims of crime so that they may find assistance, support, justice and peace.

April is also *Sexual Assault Awareness Month* and on April 26th, in conjunction with NCVRW, over 67 Maine Department of Corrections and Correct Care Solutions (CCS) staff, family, and friends participated in the Fourth Annual "One in Five" 5K race. Held at Thomas College, this fundraiser supports the Sexual Assault Crisis Center. Participants of the MDOC/CCS team, named "Supporters of Victim Services," volunteered their time because 1 in

5 people in Maine will experience sexual violence. Our team—*Supporters of Victim Services*—won the award for the most participants.

The Sexual Assault Crisis and Support Center sponsored the event with 100% of the proceeds

need. Hundreds of people every year utilize these important services. The MDOC had a victim services table providing information about MDOC victim services.

The Department of Correction's Victim Services Department



*The Supporters of Victim Services Team (in alphabetical order): Brady Alexander, Coe Alexander, Ian Alexander, Karen Alexander, Kristy Allen, Dan Bannish, Jane Bannish, Kelene Barrows, Nadia Boynton, Landon Boynton, Lynn Boynton, Mitchell Boynton, Jody Breton, Larry Breton, Harriet Bryant, Percival Carey, Gigi Chaulou, Robert Clinton, Joseph Couture, Kimberly Drummond, Karen Faust, Julia Fenton-Schnee, Hannah Foust, Charlene Gamage, Erica Gilbert, Joel Gilbert, Paul Goslin, Susan Gurney, Laurie Hayden, Thomas Jent, Katie Killam, Elisabeth Lamson, Kathleen Lombardo, Mary Lucia, Bea MacLean, Debbie McAllian, Scott McCaffery, Ellen McDermott, Sarah Miller, Tessa Mosher, Martin Murphy, Cameron Newby, John Newby, Marian Newby, Venus Newby, Shane Northrup, Collin O'Neill, Amanda Ouellette, Sharelyn Parker, Kimberly Partridge, Robert Partridge, Angela Pinkham, April Potvin, Kimberly Robbins, Cinder Savage, Adria Sawyer, Julie Schnee, Dave Simpson, Diane Sleek, Rick Smith, Jane Tower, Diane Tran, Phat Tran, and Rita Tran.*

to benefit the center and their services for survivors of sexual abuse. A fully staffed and highly trained sexual assault support line is available 24 hours a day, support groups, justice system advocacy, school-based prevention education and a children's advocacy center are all provided free of charge to the members of the Kennebec and Somerset counties' communities in

continually strives to better assist all victims. DOC Victim Advocates attend training to better understand and learn how to effectively communicate with individuals from different cultures, victims with impairments, elder abuse victims, members of the LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning) community, immigrant

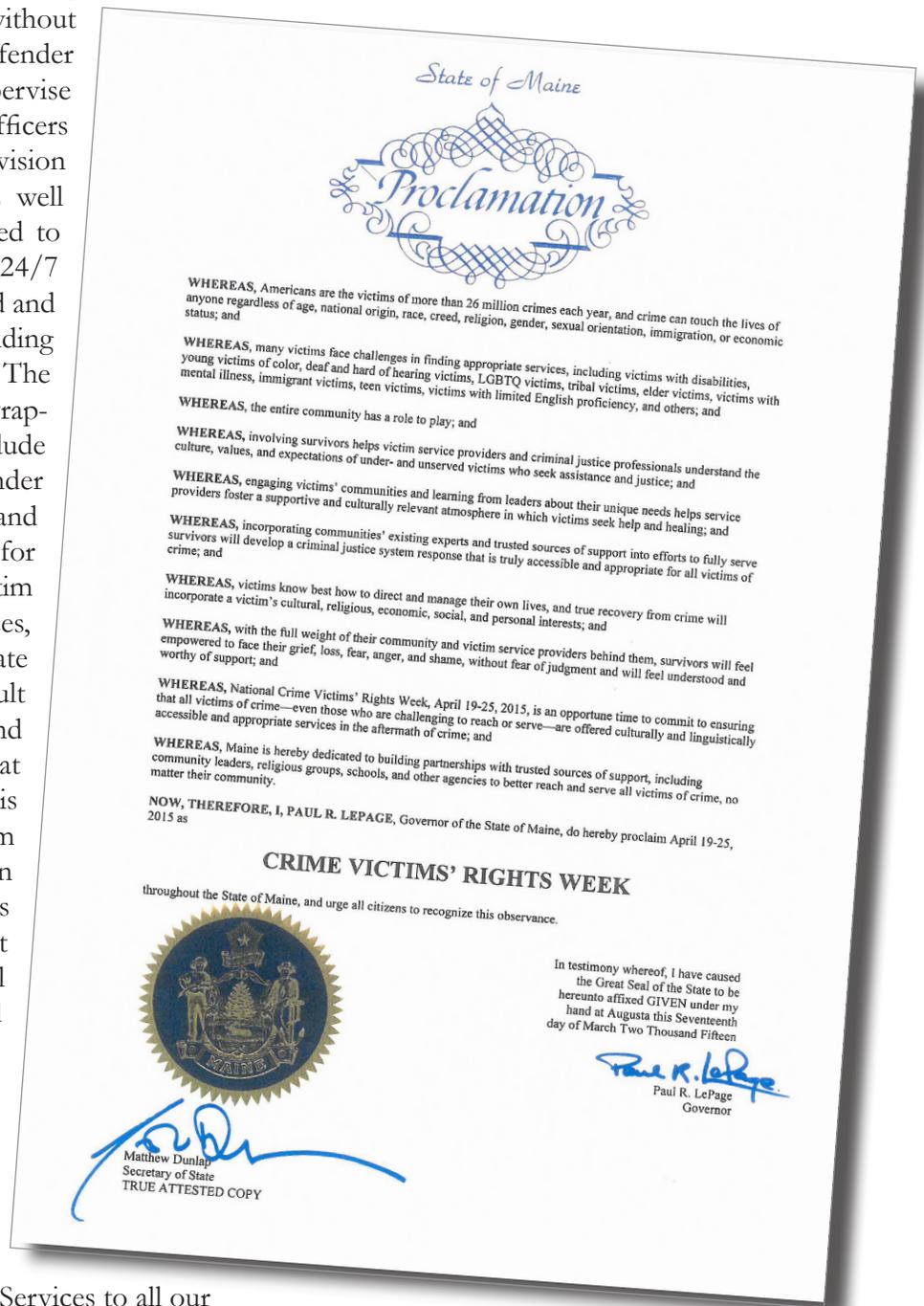
*Continues.*

# Victims' Rights Week continued

victims, individuals with limited English proficiency, and others.

Victims' Rights Week is a good opportunity to acknowledge just one of many collaborative team efforts to help victims of sexual assault and Domestic Violence. Victim Services offers Sexual Assault victims and Domestic Violence victims the opportunity to participate in a "wrap around" meeting. This meeting would not have as much substance without the dedication of all the Sex Offender Specialist Probation Officers who supervise only sex offenders and Probation Officers that are responsible for the supervision of Domestic Violence Offenders as well as all other offenders that are released to probation. These Officers are devoted 24/7 to supervising offenders when released and play a very important part when attending scheduled meetings with victims. The victim(s) control who will attend the wrap-around meetings but consistently include Victim Services Advocate, Sex Offender Specialist Probation Officers, and Probation Officers that are responsible for Domestic Violence offenders, the victim and their support system. Victim Services, if victims agree, will invite an advocate from a community-based Sexual Assault Center/Domestic Violence Center and any Law Enforcement Officer(s) that may be involved in any aspect of this particular crime. The feedback from victims and their family(s) has been overwhelmingly positive. Also it is very helpful to Victim Services to get victims' feedback on what is helpful and also what is not. Victims and family members are given as much time as needed to ask questions, obtain explanations for anything they don't understand, important contact names and phone numbers and any documents that are needed.

The theme this year, "Engaging Communities, Empowering Victims" is very appropriate. The mission of the National Center for Victims of Crime is to forge a national commitment to help victims of crime rebuild their lives. All Victim Advocates understand that this commitment involves partners in every community and that victims can best rebuild their lives when they are empowered to direct their own recovery. "Knowledge is Power."



A big thank you from MDOC Victim Services to all our Probation Officers for their dedication and commitment.

*Continues.*



# Victims' Rights Week continued



MDOC Deputy Commissioner Jody Breton, Correct Care Solutions (CCS) Regional Vice President John Newby, MSP-Health Services Administrator Elisabeth Lamson, and MSP/IMHU Charge Nurse Kimberly Drummond. John holds the award given to the Supporters of Victim Services Team for the most team participants.



(Left) Associate Commissioner for Juvenile Services Colin O'Neill displays the team Tee. (Above) Policy Development Coordinator Mary Lucia.



Jane Tower, Phat Tran, and Kelene Barrows experience the "runners high" from a rush of endorphins.



Correct Care Solutions Medical Director Dr. Robert Clinton, Assistant District Attorney Diane Sleek, and Director of Victim Services Tessa Mosher.



Approaching the finish line.

# Bring Your Daughters and Sons to Work Day is a Huge Success!



The first Department of Corrections “Bring Your Daughters and Sons to Work Day” was a huge success.

Due to the dynamics of our correctional system, we had to find a way for the children to learn about what their parents do without putting them in jeopardy inside the facilities. Therefore, two areas of the State were used to hold this function. Oak Haven Building Training room in Windham and the MDOC Board room at Central Office in Augusta.

At Windham, the kids and parents were welcomed by Warden Landry and presentations were made to the group by the Honor Guard, a Caseworker, Probation Officers, Industries, Food Service, Special Operations Group, Inner Perimeter

Security Team, and K-9 Tyson. A lunch and presentation was catered by our own Culinary Arts Instructor and her SMRC team. All was shown how to make cones and decorated their own cookies.

At Central Office, parents and children were welcomed by Laurie Hayden and took a bus across the river to the Maine State Museum. There they were greeted by the First Lady and a few were able to have a photo taken with her. After visiting the library and museum, they headed over to the State House for a tour and then back

*Continues.*

# Daughters and Sons continued

on the bus to come back to Central Office for a catered pizza luncheon. Presentations by Probation Officers, Inner Perimeter Security members and Special Operations Group member, was enjoyed by all, including other staff who spectated.

Both groups were provided with welcome packets containing trivia questions related to the material being presented, a Department of Corrections note pad, Triple A string back packs, safety items from DOT, a “get out of time-out free” shirt made by our own industries program, and best of all extra special memories to keep forever.

We are already in anticipation and in high hopes that more will participate next year and for years to come.



Participants in the “Bring Your Daughters and Sons to Work Day” watch a K9 demonstration in the Central Office board room.

## Bring Our Daughters and Sons to Work Day 2015 activities included:

- Welcome Warden Landry/Commissioner Fitzpatrick
- Honor Guard (Sgt. Nate Thayer and CPL Joseph Salisbury)
- Correctional Caseworker (Susan Deschambault)
- Probation Officers (Catherine Fisher and Michael Hulit Don White & Ray French)
- Roles of the Corrections Officer and Prison Industries (Andrea Sloan)
- Food Services (Matt D’Auteuil and Krista Okerholm)
- Special Operations Group (Sgt. Bret Smith and Sgt Mark Clevette)

## Thank You

A very special thanks to all of the folks that helped make this such a great success: Sgt. Nathan Thayer, Cpl. Joseph Salisbury; Susan Deschambault; Catherine Fisher; Michael Hulit; Andrea Sloan; Matthew D’Auteuil; Krista Okerholm; Sgt. Bret Smith; Lt. Chris Coffin; Donald White; Raymond French; Sgt. Lidia Burnham; Sgt. Mark Clevette; Paryse Thibodeau; Kristie Denner; Matthew Kirksey; Annette Amoroso; Warden Scott Landry; Laurie Hayden; Rene Smith; Carol Waig; Phat Tran; and Statewide coordinator Karen Morgan of DAFS; All of the administrators who made it possible for staff to attend and those folks who were able to attend with their children.

Thanks also to our photographers: Matthew Kirksey for Windham and Rene Smith for Augusta.



Jane Tower (with Commissioner Fitzpatrick) was recognized at the April 28th Correctional Administrator’s meeting for going above-and-beyond in planning the MDOC “Bring Your Daughters and Sons to Work Day.”

- Inner Perimeter Security Team & K9 (Lt. Chris Coffin, Cpl. Kevin Curtis, Cpl. Joseph Salisbury with K9 Tyson, and Sgt. Lidia Burnham)
- Tour State House
- Meet the First Lady
- Visit the Maine State Museum

# Robbins Elected to ACA Executive Committee

Kim Robbins, MDOC Health Services Coordinator, has been elected to the American Correctional Association (ACA) Executive Committee. She was nominated by Tennessee and seconded by Georgia. Kim was elected as a Commissioner this year for ACA and she is the first person in Maine to be on the Executive Committee. Congratulations Kim!

Kim also attended a three-day New Commissioners Training in Baltimore, Maryland. The American Correctional Association (ACA) workshop focused on teaching newly elected members of the ACA commission on accreditation for correctional facilities the panel hearing protocols and procedures. Kim will be an active member of the panel for the next four years and stated she found that the training provided “invaluable information on ACA standards which will be extremely helpful as we undergo MDOC facility reaccreditation audits this year.



*MDOC Health Services Coordinator  
Kim Robbins.*

## Fowles Selected as SITCON Commander

The Maine Department of Corrections is pleased to announce OPR/Intelligence/Fugitive Coordinator Dwight Fowles has been selected for the role of SITCON Commander. Dwight has a tremendous amount of experience that will be invaluable as we move forward with the SITCON team.



The primary function of the Situational Control Team (SITCON) is to stabilize and resolve critical incident situations without or prior to the use of force. The SITCON team is an available resource to all adult and juvenile facilities at the discretion of the commissioner of corrections.

Dwight has recently opened the posting seeking interested candidates for this voluntary, specialty team. The Department's intent is to have one SITCON team, which includes a Southern/Central Squad, as well as a Northern/Central Squad, who will train together. Those staff selected for the team will be sent to a 40-hour national certification program through the FBI, Crisis negotiations training program, as openings become available.



*Commissioner Fitzpatrick, Kelene Barrows, and Phat Tran ran a 5K on May 9th, for the 10th Annual Walk/5K to End Hunger. Over the past nine years, Maine State Credit Union's annual walk has raised more than \$150,000 for food pantries, soup kitchens and shelters in Kennebec and Somerset counties. Every penny has been returned to the community. This was the first year a 5K run was added to the event.*



# Meet Central Office Service Center Staff

Bethany Perry is the Resource Administrator for the Corrections Service Center. She is responsible for oversight of financial reporting, fiscal notes for LD's (Legislative Documents), OIT billing cleanup, Juvenile and Adult Community budgeting and just about anything else with a financial nature the Department needs. This includes the monthly reporting package, the bi-weekly overtime report, the budget status reports for adult and juvenile community and Central Office. Many times Bethany is called up to provide ad-hoc reporting requested by MDOC staff to provide further insight to published financial reports. With the Legislature in session, Bethany is spending most of her time researching for and preparing fiscal notes based on LD's which may impact the Department or the State Board of Corrections. Once identified, the bill is researched to determine the appropriate assumptions to calculate its fiscal impact. Depending on the proposed legislation the impact can take many forms. For example, a new law is proposed that would sentence offenders to a State correctional facility or a change is proposed to a current law that would reduce the penalties meaning those crimes would be served in a county jail. Once the information is compiled it is ready for review by the Department's Deputy Commissioner, Jody Breton, before it is approved and sent to the Legislature's Office of Fiscal Program and Review. As mentioned, the fiscal note assesses the fiscal impact of a legislative bill as it may impact revenues and expenditures prior to becoming law (or not). Sometimes a fiscal note will kill a

Meet some of the central office Service Center staff who help you with your purchasing requests, travel reimbursements and revenue processing to name but a few of their duties:

Roberta "Bobbie" Creamer has been with the Service Center since 2006. She is responsible for a variety of tasks: processing all in-state and out-of state travel documents which in fiscal year 2014 totaled 2,319 vouchers, for \$457,724. She processes all the invoices and contracts related to capital purchases, a total of \$3,257,294 last year. In addition, she logs all revenue received by the Department, last year just the restitution and supervision fees totaled \$1,516,493. Bobbie also does a wide variety of tasks behind the scenes from financial reports to bank deposits.

Mary Brochu has been with the Service Center since 2013. She is responsible for processing all purchase requisitions over \$5,000 and many items that are under master agreements with vendors by the state. She also posts the supervision fees that are received to CORIS. Last year \$263,336 was

## **Last year, Mary and Lois processed 1,683 procurement requests.**

processed to CORIS, and given the majority of fees are \$10.00 per month it's not a small task.

Lois Pollis has been with the Service Center since 2010. She is responsible for processing all purchasing delivery orders for Central Office, Adult Community and Juvenile Community. Last year, Mary and Lois processed 1,683 procurement requests. Lois is also responsible for processing payments to victims twice a week. Last year, she processed 11,519 individual checks totaling \$1,123,315.

These are just the highlights of the many duties Bobbie, Mary, and Lois perform for the Department. As the staff in Central Office and the regions continues to grow, they continue to strive to make sure all requests are processed in a timely fashion and to give the best customer service possible.

bill due to the cost associated with implementing it.

Bethany also oversees Jen Lanphier, a Management Analyst I who has worked for the Corrections Service Center for four years. Prior to her current position as Management Analyst I, Jen worked as an Accounting Technician for the Corrections Service Center and as a Staff Accountant at the Natural

Resources Service Center. Jen is responsible for pulling together the bi-weekly overtime reports, MDOC monthly reporting package and reporting of any other information that is requested by MDOC Staff. A new Interactive Report will be available soon which will provide an easier way to get to information for many financial areas that are of importance to the Department. If

*Continues.*

## Service Center Staff continued

there is any information that is not already being reported that would be of interest, contact Jen with the criteria you are looking for, and she will be happy to help.

Bethany and Jen are currently working on a BPM (Business Project Management) project called MainePays that will enable the Department and Service Center to

process invoices electronically, maybe even some day paperless. This will enable the Service Center to better track invoices, approvals and other related documents without stacks of paper. All documentation will be attached to the invoice record. It is our hope that this will make accounts payable faster, cut down on postage costs, provide greater visibility, provide better access to all records

of each invoice and also track where it is in the accounts payable process.

Please let either Jen or Bethany know if you need something special in the way of financial reporting. We are here to help you manage your programs with relevant financial information that enables you to make decisions quickly and accurately.

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## Maine State Armwrestling Championships

*By Nathan Gagnon, Compliance Monitor*

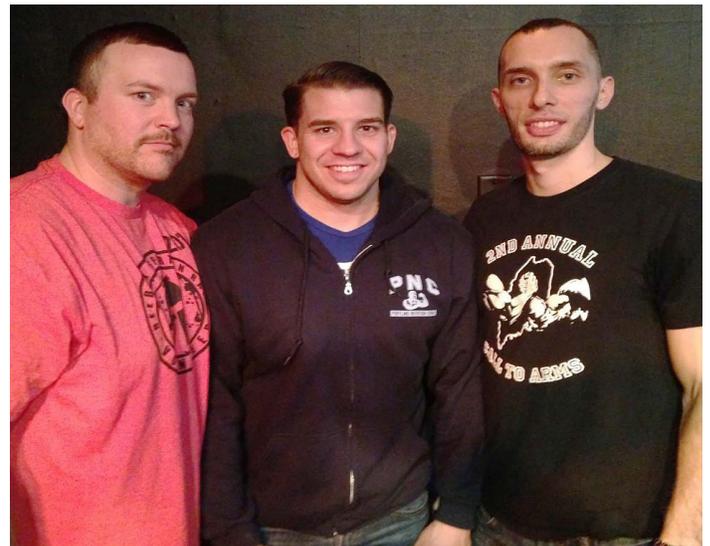
On March 7th, at Thatcher's Restaurant and Sports Pub in South Portland Maine, I hosted the 2015 Maine State Armwrestling Championships. In 2012, I became the State Director for all tournaments held in the State of Maine and formed the promotional organization "207Armsports", which became an affiliate organization of the Ultimate Armwrestling League in 2014.

To date, the 2015 Maine State Armwrestling Championships has been my biggest event with over 175 entries. Men's pro/amateur, women's pro/novice and kids classes were offered at the Maine State Championship. This tournament was open to competitors from all states and we had representation from the following states: ME NH MA VT CT RI NY. The event was covered by WCSH6 and a special aired on [Bill Green's Maine on Saturday April 4, 2015](#).

The skill level at this event ranged from first time amateurs to competitors whom have been multi-time WORLD champions. Double digit world champion, 74 year old Norm DeVio of MA won the 150lb weight class. Mark "The Giant Slayer" Vieira of Maine won the 165lb class. Rob Vigeant Jr of NH, the Ultimate Armwrestling League light-heavyweight champion, won the 205lb weight class. Seth Barnett of RI won the 235lb class. Tim Bresnan of CT, who is the #8 ranked Super-heavyweight in the WORLD won the 236+lb weight class, the Right Hand overall Championship and \$250 cash. Cathy Merrill of NH, a multi time national champion, won the

146lb+ class as well as the women's Right Hand Overall Championship and \$200 cash.

On June 6th, 2015 will be my 4th Annual Maine Call to Arms event held at Thatcher's Restaurant and Sports Pub in South Portland Maine. Details for this event can be found at [www.facebook.com/207armsports](http://www.facebook.com/207armsports)



*The 207Armsports Crew (left to right): EMCEE Jared Eaton (Community Reintegration Specialist at Long Creek Youth Development Center), Founder Nate Gagnon (Compliance Monitor in MDOC Central Office), Brackets Chad Sturgis (Juvenile Program Specialist at Long Creek).*



# Division of Quality Assurance

By Troy Varney, Director

As we begin to wind down on the current fiscal year this always means one thing for the Division of Quality Assurance & Professional Practices (QA): gearing up for the next one. This is especially true when it comes to all the contracts we oversee and the juvenile program budget we manage. With the fiscal year coming to a close we need to ensure our vendors are on track with regards to meeting their contractual obligations and that their outcomes are meeting their established thresholds, especially for those contracts that have a pay for performance funding structure. We need to be on top of all expenditures concerning fee for service contracts as it is essential to ensure there is sufficient funding in the accounts to support the treatment we have youth enrolled in through program completion. At the same time we need to be on the lookout for underutilized funds to make sure they get reallocated into contracts showing shortfalls or other identified need areas. While managing the existing contracts we are in daily negotiations with vendors and preparing contract drafts which need to be in place by July 1, the first day of our new fiscal year. The challenge with all of this is managing the magnitude of information coming in and going out while ensuring all the balls remain afloat.

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:

## Use of Force Audit

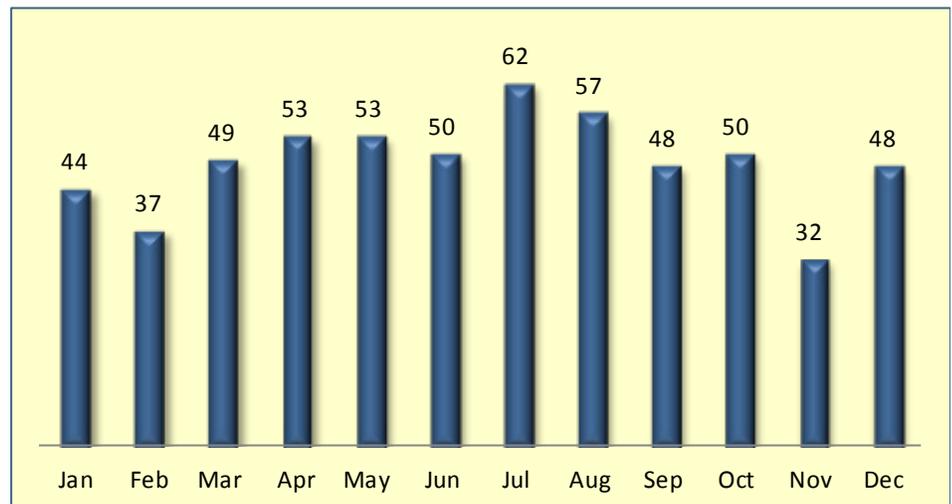
QA recently compiled a year's worth of data on DOC's use of force (UOF) in all of its facilities. The information covers all of 2014. Each facility is receiving a breakdown of stats individualized for their own use. Below are a couple charts from the statewide report.

The first chart represents the monthly total number of UOF forms submitted statewide during

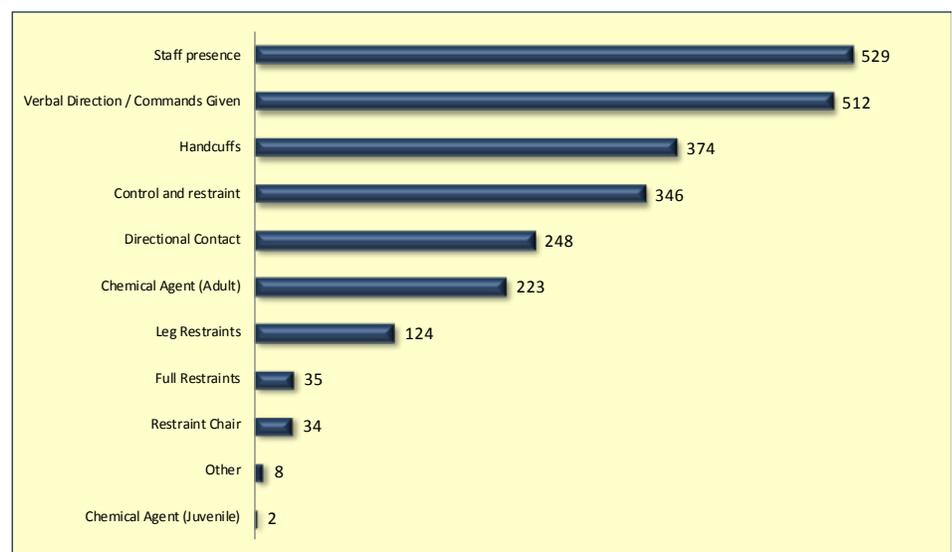
2014. Although overall individual incidents of UOF were 530, actual staff types of use of force (depicted next chart) can be much higher depending on the type of response needed to regain control of any given situation.

The second chart shows the types of actions used to regain control of an incident. Staff presence and verbal direction/commands are most commonly used in each

*Monthly total number of Use of Force forms submitted statewide during 2014.*



*Types of actions used to regain control of an incident.*



## Division of Quality Assurance continued

situation. There are four other categories (less than lethal munitions; K9; electronic weapons; and deadly force) not included in the chart because there were no instances of those types of UOF in 2014.

### Adult Program Enrollment

QA is currently working on a facility report on adult program enrollment that will be provided on an ongoing monthly basis outlining important statistics concerning inmate participation in programs, case planning, and corresponding risk/need as assessed by Level of Service Inventory (LSI score). A few examples of the data recently run on Maine Correctional Center contained in these reports:

- 83 or 12% of all current inmates at MCC are currently active in some type of substance abuse programming.
- 65 or 78% of all inmates active in substance abuse programming are moderate or higher risk as assessed by the LSI.
- 76 or 92% of all inmates active in substance abuse programming have a current case plan.

### Reason and Rehabilitation 2 (R&R2)

R&R2 is a multifaceted, cognitive-behavioral program

designed to teach adult (and juvenile) offenders cognitive skills and values that are essential for prosocial competence. Joyce Williams (Probation Officer) and Carol Carothers (clinician) have provided this program to three individual cohorts of adult probationers. Below are current performance outcomes of this ongoing work:

- Total participants - 23
- Of the 23 program participants, there have been 19 successful completers for a successful program completion rate of 83%.
- 2 individuals or 10.5% have recidivated which is being defined as the client receiving new charges resulting in arrest or the client receiving a technical violation resulting in incarceration.
- Timeframe from Program Completion to recidivism: 1 day and 15 days.
- 3 individuals or 16% have received technical violations, none of which resulted in revocation

As always, if you have any questions about any of the above information or anything else we are involved with please don't hesitate to reach to me or one of the other QA team members.

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## Six DOC Facilities Achieve PREA Compliance

*By Kathleen Mahoney, PREA Coordinator*

As of May 5, 2015 the Maine Department of Corrections has been informed that we have achieved PREA (Prison Rape Elimination ACT) compliance at the six DOC facilities that participated in a PREA audit.

In order to achieve PREA compliance a facility must prove that they have met all 181 of the required standards. This is more than just submitting documentation. The PREA audit is also accessing the attitude of the facility staff, contractors, and caseworkers around preventing sexual violence in a correctional facility.

One of auditors commented, "It's clear that Maine is committed to preventing sexual violence in all the facilities and has developed systems to help survivors of sexual violence receive the help they need to recover

from past sexual violence."

The facilities that have achieved 100% compliance with all PREA standards are:

- Charleston Correctional Facility
- Long Creek Youth Development Center
- Maine Correctional Center
- Mountain View Youth Development Center
- Mountain View Youth Development Center/Young Adult Offender Program
- South Maine Reentry Center

The staff at these facilities are to be congratulated on their commitment to addressing and preventing sexual violence at their facilities!



# The View from Downeast Correctional Facility

By Maggie Smith

## Craig Smith Retires

On April 29th, staff gathered for a farewell feast for one of the original fixtures of the Downeast Correctional Facility (DCF). Craig Smith, DCF's Welding Instructor, began his career with Downeast Correctional Facility in June 1986. He was hired to start up the welding program here and has taught welding and life skills to many hundreds of

prisoners. He was very involved with the forest fire fighting program and various other projects which assisted the surrounding communities. Craig served as a Sitcon team member, prisoner advocate, and took responsibility for installing and repairing facility cameras, and has been a huge help in installing and maintaining various other security systems throughout the facility. He

also served his country through the Maine Army National Guard having been activated in support of Desert Shield/Desert Storm during his career with DCF. He was also named MDOC 2014 Employee of the Year (see Nov/Dec 2014 issue of *DOCTalk*). We want to thank Craig for his service to the Maine Department of Corrections, as well

*Continues.*



# View from Downeast continued

as our community and country. We wish him all the best in his retirement.

## DCF Garment Shop

Larry Bosse, Correctional Trades Shop Supervisor and Garments Shop Guru, proudly displays some of the items he has for sale in his office which is also the home of the newly created DCF Showroom. From pet beds to utility aprons to a variety of jean bags, Larry's creativity and excitement is endless.

## Interviews

Three applicants were interviewed on April 29th for the vacant Vocational Trades Instructor/Welding Trades position here at



*Just a few of the items for sale from the DCF Garments Shop.*

DCF. The successful candidate is still going through the approval process.

*Continues.*



# View from Downeast continued

## Promotion

David Garrison was promoted from Operations Sergeant to Assistant Director. His official duties began April 12th. This position is actually combining the duties of both Unit Manager and Assistant Director. We wish him well in his new position.

## Public Restitution Work

Spring has sprung and so have our work crews. DCF is booking jobs for our crews on a daily basis. Here are some of the projects they have been working busily on:

- Sweeping the seasonal sand off of streets in several local towns.

- Working with the Department of Conservation getting local public landings ready for the season.
- Remodeling work at the Holmes Bay Baptist Church.
- Getting the grounds ready for campers at Greenland Point.
- Cleaning and mowing cemeteries in preparation for Memorial Day.
- Working at Cobscook Bay Park getting the park ready for visitors.

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# Maine State Prison Presents Theater Workshops

Maine State Prison (MSP) has presented two theater workshops and this spring's workshop was an excellent presentation of music and short vignettes from theater and stage performances. This is all made possible by teacher and director Jennifer Jenkins.

Ms. Jenkins currently teaches in the MSP Education Department. Jennifer holds a Master of Science degree in Education of the Deaf and Hard of Hearing. Previous to coming to Maine, Jennifer was a teacher at The American School for the Deaf, in West Hartford, CT, the first school for Deaf children in the United States.

Jennifer worked for 12 years in the PACES program which caters to deaf children with severe social and emotional disturbance.

Before earning her M.S., Jennifer earned a Bachelor of Fine Arts degree in Acting. Jennifer has played roles which include Anne Sullivan in the *Miracle Worker*, April March in *Talking With*, Nellie Windrod in *The Rhymers of Eldritch*,

Sandy Dumbrowski in *Grease*, and Charity Hope Valentine in *Sweet Charity*. Jennifer has also sung at several New York City venues including several Broadway night clubs and has acted on the Off-Broadway circuit. Jennifer is currently working on her Ph.D. in Public Service Leadership with a concentration in Criminal Justice.



Teacher Jennifer Jenkins leads a Maine State Prison theater workshops.

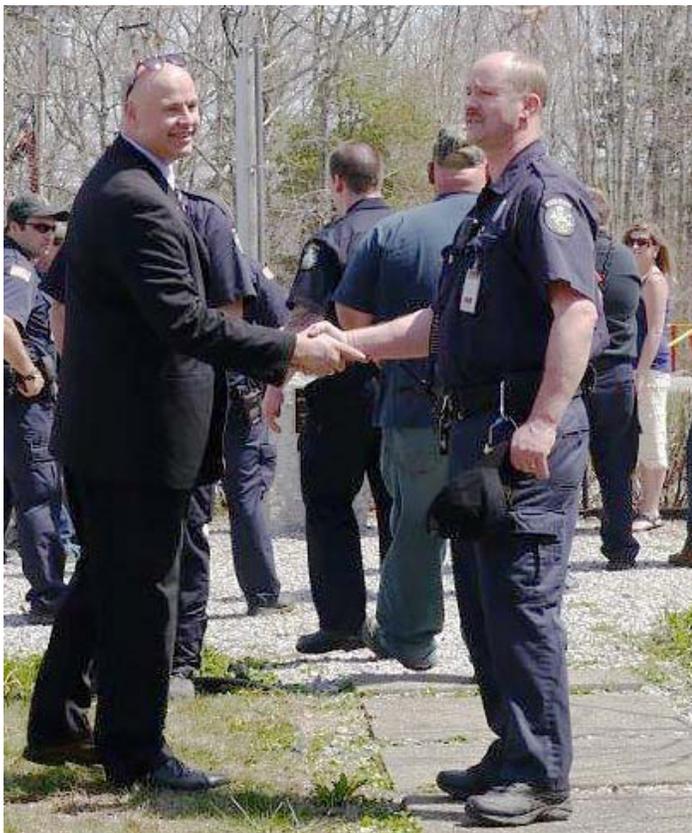
We are fortunate to have Jennifer and her caliber of teaching here at the Maine State Prison.

# Maine State Prison Memorial Garden

A memorial garden dedication was held on May 7th at Maine State Prison to honor Officer Richard Snodgrass (who died in December 2014—see the Nov/Dec 2014 issue of *DOCTalk*), Officer Noel Robinson (who died January 2015—see <http://www.bchfh.com/book-of-memories/2020950/Robinson-Noel/obituary.php>) and

Vocational Trades Instructor John Whitehouse (who died this past April—see text box this page).

There was a wonderful turnout of MDOC staff and family to honor the lives of these men.



*Chaplain Kevan Fortier (left) who gave the dedication shakes hands with CO Don Turner.*

## Condolences

John J. Whitehouse, 66, died peacefully, his wife by his side, following a brief illness, Sunday, April 12, 2015 at Central Maine Medical Center in Lewiston.

Moving to Maine as a young man, John was employed with Maine State Prison for 23 years. He was proud to teach an auto mechanics class there.

An online memorial book can be found at : <http://www.bchfh.com/book-of-memories/2113908/Whitehouse-John/obituary.php>



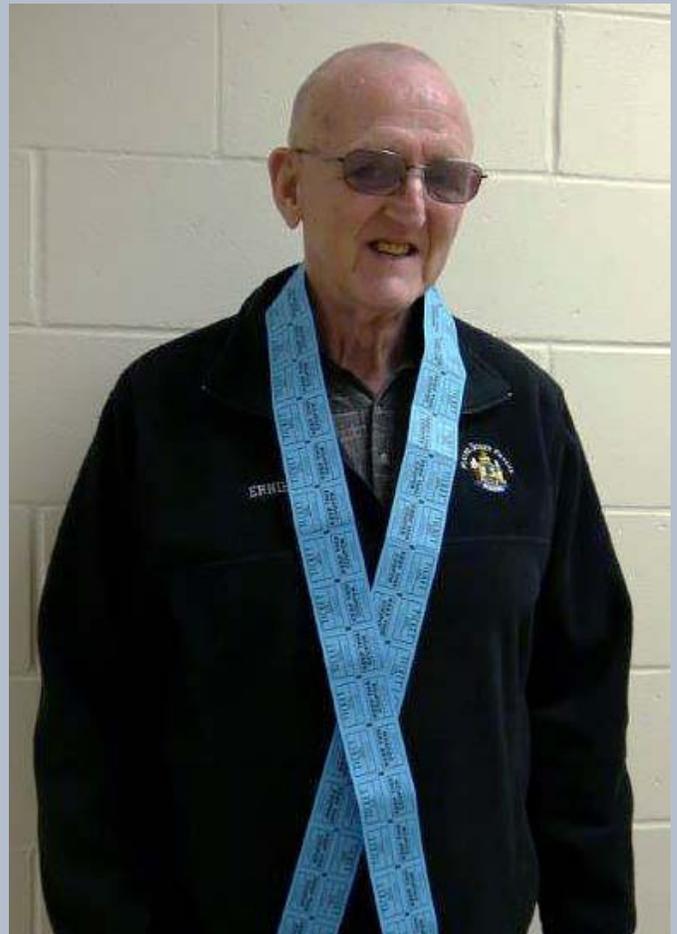
# Maine State Prison Staff Recognized for Assisting the Inner Perimeter Security Team



*The Inner Perimeter Security Team presented plaques to (left to right) Janice Peasley, Danielle Steward, and Phillip Hodgdon for their assistance.*

## Years of Service Honored

Maine State Prison staff recently received blue tickets representing their number of years of service. (Below) Valerie Miller received 16 tickets for 16 years of service, Brad Miller received 40 tickets and (right) Ernie Harrington received 45 tickets. The tickets are used for the Prison Showroom raffle drawing.



# Maine State Prison Celebrates the Arrival of Spring with BBQ for Staff

Administrative staff at Maine State Prison (MSP) fired up the grill to show their appreciation to staff with an all-shifts barbecue.



*Continues.*

# MSP BBQ continued



# Special Guests Visit Maine State Prison



*Sheila Raye Charles (daughter of Ray Charles) and her husband Michael "Tony" Steptoe visited Maine State Prison on April 10th to share their stories and perform. MSP Warden Rodney Bouffard is center in photo.*

To learn more about Sheila Raye Charles see: <http://www.bostonglobe.com/metro/regionals/south/2013/04/06/prisoners-dedham-hear-life-story-sheila-raye-charles/mz8v87yN4kuaT7LMlKmaP/story.html>

*(Bottom, right) Tony Steptoe, Sheila Raye Charles, Ken Hanley from Straight Ahead Ministries of Maine, and MSP Chaplain Kevan Fortier.*



*(Above) Maine State Prison Deputy Warden Troy Ross, Sheila Raye Charles, Deputy Warden Michael Tausek, Tony Steptoe, Warden Rodney Bouffard, and MSP Chaplain Kevan Fortier.*



## Maine State Prison Industries' Lean Opportunity

*By Ken Lindsey, Industries Manager, Maine State Prison*

Maine State Prison Industries had an exciting opportunity to work with MMEP (Maine Manufacturing Extension Partnership) in educating our prisoner workforce in Lean Manufacturing. The workers learned the principles of Lean manufacturing including standardized work, workplace organization, visual controls, set up and batch size reduction, pull systems to eliminate waste and how to apply them in an organization. The training was conducted over five days in eight-hour workshops that took place in the visiting room with a mixture of lecture time and hands on training; over 80 prisoners participated in the training and received certification in Lean 101. There will be follow up training to include Kaizen (Change for the better) and value stream mapping events within industries. A big thanks to Industries Director Scott Reiff for signing up with MMEP and Deputy

Warden Walden and Deputy Warden Ross for clearing the hurdles for the training in the visiting room. The classes were a huge success and received great reviews from the prisoners that attended and it was noted by the MMEP staff how professional and respectful the prisoners were.



*Over 80 MSP prisoners participated in training and received certification in Lean 101.*



# MSP Industries Builds Bird Houses for The First Bank

By Ken Lindsey, Industries Manager, Maine State Prison



Maine State Prison Industries was asked by The First Bank to build 750 Bird Hut Birdhouses for a promotion emphasizing a *Made in Maine* theme. When customers open new accounts they will receive a birdhouse as a gift. The 750 birdhouses were distributed by the Prison Showroom to all 16 bank locations throughout the State from Damariscotta to Calais. The bank's marketing director said the birdhouses were receiving rave reviews and they may want to order more items for next year. Under a tight production deadline CTSS Adam Robinson and his crew completed the project with time to spare, good job Adam!

# MCC Financial Fitness Fair

By Sue Carr

The People's Choice Credit Union held a "Financial Fitness Fair" in March at the Maine Correctional Center (MCC). Approximately 70 male inmates attended. The target inmates were those with release dates prior to September 30, 2015. The fair helps participants get financially fit, as well as, give a broader understanding of how to budget and how credit scores affect us. It's set up to be as fun as it is informative! Here's how it works: (1)inmates submit forms with their release dates as well as jobs they will pursue when released, (2)inmate receive packets relative to the jobs they will pursue with the wages for that occupation, (3)professionals who work in the financial field set up booths, and (4)participants go to those booths to "purchase" items that they'll need in life. Examples of booths include savings, clothing, credit, transportation, food, housing, home furnishings, fun stuff, wheel of life, etc.



MCC Inmates attend a Financial Fair sponsored by the People's Choice Credit Union to practice life skills they'll need upon their release.

# Maine Correctional Center Welcomes New Hires

- Gary Jarvis-Prison Librarian
- Justin Lipsky-Correctional Officer
- Timothy Lancaster-Correctional Officer/Cook
- Kevin Cloney-Correctional Officer
- Nicholas Kauffman-Correctional Officer
- Brandon Tiner-Correctional Officer
- Nathan Shink-Correctional Officer
- Aaron Damon-Correctional Officer
- Brian Moore-Correctional Officer
- Ali Mahini-Office Associate II



# Maine Correctional Center's New Incentive Based Program for Model Inmates

By MCC Recreation Supervisor David L. Gallant

The Maine Correctional Center (MCC) All Star Basketball team traveled to Maine State Prison (MSP) to play the MSP All Star team in what I believe is the first time anything like this has ever been done in this department.

Myself and Correctional Officer Joe Chaplin have been working together on combining the departments recreation programs, and adding incentive-based programs for model inmates, like the travel basketball teams, to show inmates

with behavioral issues that if they behave and stay discipline free, some great opportunities are available.

Since the game went so well without any issues we are planning on playing another game, this time at MCC.



Recently, the MCC and MSP All Star Basketball Teams had an opportunity to play each other.

## Bring Your Daughters or Sons to Work Day at Maine Correctional Center

The “Bring Your Daughters and Sons to Work Day” at MCC was the first of its kind and was a big success. As word gets out about the event, we anticipate more participation next year.

To start off the day, the kids and parents were welcomed by Warden Landry. Following were presentations from the Honor Guard, a Caseworker, a Probation Officer, Medical, Industries, SOG (Special Operations Group), IPS (Inner Perimeter Security) Team, K9, and Food Services. There was also a discussion about the role of

a Correctional Officer and how the Maine Criminal Justice Academy.

Lunch was catered by Southern Maine Re-Entry Center which also brought huge trays of cookies to be decorated by the kids and their parents.

MCC would like to recognize Jane Towers from Central Office who coordinate this event. We recognize the huge undertaking this was and believe it was a tremendous success. Thank you, Jane!

For more on this event, see page 6.



Participants in the “Bring Your Daughters and Sons to Work Day” listen to a presentation by Correctional Caseworker Susan Deschambault.



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# Adult Community Corrections • Region 1

By Carol Carlow

## Giving Probationers a Different Look at Life

Starting in February, Region 1-A was pleased to be host to a special 12-week group gathering called Probation Plus whose main focus was self-discovery, life skills and support. The originator of this class was Kathy Bouchard and a review of the program's overall content shows that a great deal of time and thought went into its creation. Each week featured a different topic that was discussed and quite often guest speakers were on hand to add their point of view as well. From self-discovery to healthy relationships and managing stress and emotions, each week was a different topic presented in an interesting and easy to understand manner. The Probation Plus program was well received by probationers and to show our appreciation for their participation, we will honor them with a graduation on April 29th.

## Law Enforcement Honored

The Hometown Heroes recognition day was held April 11th at Seadogs game at Hadlock Field in Portland. Various law enforcement agencies were represented including the Department of Corrections with Megan Entwistle, Steve Onacki and Mike Downs on hand from Region 1-A.

## A Fun Day for All

Take your sons and daughters to work day was held April 23rd at Maine Correctional Center. Part of the day's agenda included talks by Correctional Officers (CO) and Probation Officers (PO) describing their overall responsibilities and all the many other duties encountered every day in their job performance. Region 1-A was expertly represented by PO Michael Hult and PO Catherine Fisher.

## Discovers a Need and Takes Action

Because of a basic shift in population in Southern Maine, the sex offender treatment groups were bulging at the seams. After carefully analyzing the situation following discussions with her RCM and RCA, PO Kelly Prentice made the decision to add another early morning treatment group. And with everyone now on board and agreeing whole heartedly that the need was definitely there, the Tuesday morning 7:30 a.m. group was formed and is now up and running. Thinking outside the box comes to mind here.

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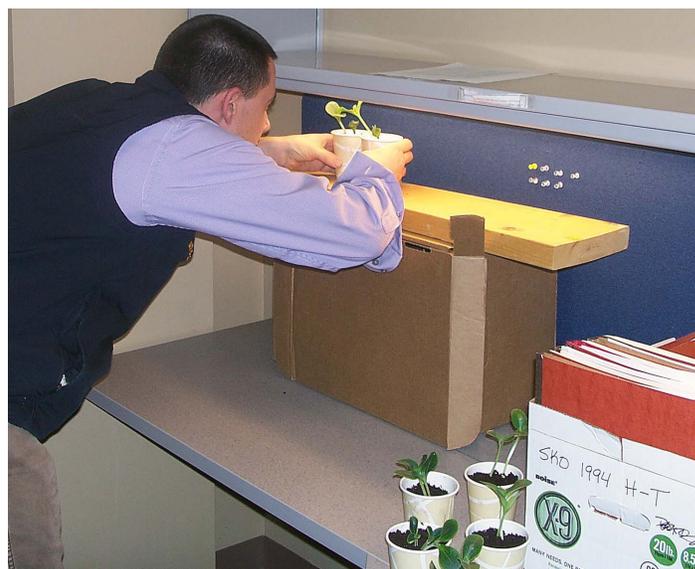
# Adult Community Corrections • Region 2

Submitted by Susan Gagnon, RCA

## Project Plant A Seed

In the Skowhegan probation office, a new project is being piloted called Project Plant a Seed. Somerset County does not have many choices for graduated sanctions and in the past finding appropriate places for clients to volunteer or pro socially structure time has been an issue. Probation Officer Assistant Cameron Dufour and Probation Officer Craig Ladd researched ways to fill this void and were able to collaborate with the Master Gardener Program offered through the Cooperative Extension in Somerset County. This collaboration will create a 100 foot long by 25 foot wide garden and grow a variety of vegetables. Probationers will be required to work in the garden as part of graduated sanctions, amended probation conditions, or to complete volunteer work requirements. Mem-

*Continues.*



*Project Plant a Seed is a collaboration with the Cooperative Extension in Somerset County and Region 2-Adult.*



*Cameron Dufour (Probation Officer Assistant from Skowhegan) checks on the progress of seedlings for the Master Gardener Program offered through the Cooperative Extension in Somerset County.*

bers of the Probation Office will also be present during the gardening sessions. All food grown in the garden will be donated to local food banks. This gardening initiative will not only lower risk by addressing 6 out of the 10 LSI (Level of Service Inventory) domains, it will teach priceless skills in the areas of team work, responsibility, and community service. A future component of this project is to explore establishing a scholarship for eligible probationers to attend the Master Gardener program taught at the University of Maine Cooperative Extension Office. The Skowhegan probation office extends their gratitude to Walter Hight, Fedco Seeds, The University of Maine Cooperative Extension, Bolduc Correctional Facility, Dufour Welding and Machine and the Somerset County Jail's outdoor work crew for their in-kind donations of equipment, time, materials and expertise.

### **Going to Court**

Regional Correctional Administrator Susan Gagnon and Regional Correctional Managers Adam Silberman and John Lorenzen recently attended a brown bag luncheon at Kennebec County Unified Court in Augusta. In attendance were local attorneys, judges and representatives

from the DA's Office and court clerks. The intent of the meeting was to discuss the new schedule of court and to address any issues that might come up. After the larger group meeting, the court clerk's and probation met to discuss their working relationship, discussing what is working well and areas needing improvement. It was a productive meeting with changes already being made at probation's request. RCA Gagnon was invited to participate in future Kennebec Unified Court meetings as a liaison from MDOC.

### **Addressing Domestic Violence**

As we are all aware, domestic violence is a huge issue within the State of Maine. The Governor has made combating domestic violence his personal cause. We are fortunate to have three domestic violence specialists (Probation Officers Jodie Johnson, Marshall McCamish and Tiffany Simoneau) in the region. They supervise approximately 161 clients that are on for domestic violence charges out of the total in the region of 297 domestic violence clients. In an effort to ensure the specialists are supervising the highest risk cases, criteria has been established around the assignment of cases. ODARA (Ontario Domestic Assault Risk Assessment) scores will be utilized and regular meetings will be held with Regional Correctional Manager Adam Silberman facilitating the group.

### **F.A.S.T. Training**

Regional Correctional Manager Robert LaPlante recently attended a training called Firearm Alternative Survival Tactics (F.A.S.T) sponsored by Combined Combative and South Portland Police Department. The course works to bridge the gap between empty-handed defensive tactics and use of the firearm. The techniques taught are utilized in situations where the officer is confronting multiple opponents and one or more of the assailants has or is like-

*Continues.*



## Adult • Region 2 continued

ly to have a weapon or going from non-deadly physical force in close quarters.

### Street Survival Training

Probation Officer Craig Ladd and Regional Correctional Manager Robert LaPlante recently attended two-day Street Survival training by Calibre Press. The goal and purpose of Street Survival is twofold: keep officers safe and give them the tools to enjoy a successful career in law enforcement. Also in attendance was Simunitions Instructor, Corey Day (R3-A) and Mechanics of Arrest, Restraint, and Control Instructors (M.A.R.C.) Regional Correctional Manager Matt Magnusson (R3-A) Probation Officers Danielle Craig (R1-A) Robert Cartier (R3-A) and Jen Mitcus (R3-A).

### Bring Your Daughter and Sons to Work

Probation Officer Assistant Ray French and Probation Officer Don White volunteered to share information about Community Corrections during the Department's Bring Your Kids to Work Day recently. This was a huge success and it was much appreciated that they gave time out of their busy schedules.

### Silberman to Serve on Commission

Regional Correctional Manager Adam Silberman was re-appointed by Attorney General Janet Mills to serve as a member of the Sex Offender Risk Assessment Advisory Commission. This is very important work that RCM Silberman has been involved with for many years.

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## Adult Community Corrections • Region 3

*Submitted by Lisa Hall*

### Staff Updates

We had a few Probation Officers transfer from office to office within the Region. PO Daniel Dickson transferred to Rockland. PO Lori Lamma transferred to Belfast and PO Scott Lewis transferred to Dover Foxcroft. These offices are now fully staffed.

Probation Officer interviews are completed for Houlton and the next steps in the hiring process are in progress.

Interviews are in the scheduling process for the Calais position. PO Amanda Sermersheim has transferred to the Machias office. She is covering Machais and the Calais caseload until that position is filled.

PO Scott Lewis is doing probation information classes at Charleston Correctional Facility and the Young Adult Offender Program at Mountain View for staff and inmates.



*Class participants in the 2015 adult probation 3-day mandatory training event recently held at Public Safety in Florian Hall.*

# Juvenile Issues and Procedures for Patrol Officers

One of the charges for the Juvenile Justice Advisory Group is to provide training and education on topics related to juvenile justice and delinquency prevention. The JJAG has provided Effective Police Interaction with Youth training to more than 100 officers as well as providing training on the adolescent brain and the developmental approach to working with youth.

The JJAG recently had the opportunity to update the Maine Criminal Justice Academy's two hour juvenile lesson, Juvenile Issues and Procedures.

The lesson is a basic overview of the special considerations needed when interacting with juvenile offenders. It is a 2015 mandatory law enforcement topic providing information on the biological differences between juveniles and adults, the factors that impact a youth's risk of becoming delinquent, common juvenile crimes/violations, special circumstances when interacting with juveniles and the process to identify when juveniles need protection or care.

The lesson was developed by JJAG members, Sgt. Jonathan Shapiro, Maine State Police and ADA Christine Thibeault, Cumberland County District Attorney's Office with contributions from Dr. Debra Baeder, Chief Forensic Psychologist, State Forensic Service; Sgt. David

Bucknam, Kennebec County Sheriff's Office; and Lisa Byers, Investigator, Maine Forest Service.

Juvenile Justice Systems are most effective when *all* participants have a clear understanding of how adolescents differ from adults and the unique legal processes that apply to juvenile offenders. This lesson is designed to provide law enforcement officers with a basic understanding of the biological differences between juveniles and adults as well as a working understanding of the unique Maine laws that govern the juvenile court process.

After receiving this instruction the officer will be able to accomplish the following objectives as outlined in this lesson:

1. Define common terms related to juvenile issues.
2. Identify major biological differences between juveniles and adults.
3. Identify the factors that impact a youth's risk of becoming delinquent.
4. Identify special considerations when responding to juvenile calls.
5. Identify common juvenile crimes/violations.
6. Identify circumstances when juveniles need protection or care
7. Identify special circumstances when dealing with juveniles in relation to:
  - a) Questioning Juveniles
  - b) Charging with a violation
  - c) Juvenile Summons v. USAC/VSAC
  - d) Juvenile Community Corrections Officer (JCCO)
  - e) Conditions of Release
  - f) Detention of Juveniles
  - g) Juvenile Court
  - h) Confidentiality of Juveniles
  - i) Court Dispositions



*JJAG members, Sgt. Jonathan Shapiro, Maine State Police and ADA Christine Thibeault, Cumberland County District Attorney's Office.*

For more information contact [kathryn.mcglain@maine.gov](mailto:kathryn.mcglain@maine.gov)



# Volunteer Appreciation Day at Long Creek

By Stephanie Netto and Melanie Cardus

On April 30th, Long Creek Youth Development Center (LCYDC) hosted a volunteer appreciation luncheon to celebrate and thank the more than 200 active volunteers who donate a combined 600-800 volunteer hours each month. Over 100 volunteers, residents, staff, and teachers gathered to enjoy a wonderful meal prepared and served by our fabulous *new* Culinary Arts Program. Folks enjoyed gourmet hors d'oeuvres, delicious entrées, and beautifully designed cakes.



*Over 100 volunteers, residents, staff, and teachers gathered to enjoy a wonderful meal prepared and served by Long Creek's new Culinary Arts Program.*



Residents we asked to write an essay, poem, or rap describing what a volunteer means to them. The residents worked really hard on their writing, often with the support of their teachers during school. Three winning essays were selected, and those residents shared during the luncheon what they had written.

Here are some excerpts from the residents' essays:

*A volunteer is someone who shows willingness and courage to help someone else change, while at the same time providing an ear to speak into when you need it. Without the volunteers, Long Creek would be a groggy and frustrating setting, and would have that "Debby Downer" feeling you get when you are in such a restrictive environment. Instead most moods are cheery, and reasonably happy, and the environment is much more normal because we have the volunteers to help us through.*

*Often in my life I haven't had an adult to talk to; Jim is that person here at Long Creek. Perhaps if I had had a Jim earlier in my life to guide me through all the hard times, I might not have made some of the poor choices I've made.*

*I have had two mentors, and both of them have helped me in different ways, both very beneficial and life changing. My first mentor, Hannab, directed me in the direction of what I want to do as a career. My current mentor, Jackie, comes in once per week to tutor me in Spanish.*

And some quotes from those in attendance:

*The superb food offerings were all prepared by Chef Steve and his new culinary program students. We had a selection of 7 or 8 delicious Italian hors d'oeuvres, and then a terrific Italian pasta meal, with three choices of pasta, plus a Caesar salad and garlic bread. Chef Steve was hovering over everything, in his chef's regalia, and the students were decked out in bright red waiter's jackets and chef's toques. Wow!*

*What a great gathering that was today - the food fabulous and didn't they look great in their culinary outfits? The whole thing was terrific!*

*I had a great time and I know my "posse" of boys did too. It was great to see the place packed with folks and the Culinary Arts program did a professional job with it. I also enjoyed that it was Italian food too!*

# New Employee Class at Long Creek

By Becky Killam, Staff Development Specialist IV

On April 6th, ten new staff were honored in a graduation ceremony at Long Creek Youth Development Center. Many of their families, friends, and co-workers were in attendance. Superintendent Jeffrey D. Merrill, JPS John Wise, and newly hired JPW Brian McGeever all spoke at this ceremony and wished the new employees long, safe, successful careers in the Department of Corrections.

Members of the graduating class are:

- Carrie Arsenaunt, Juvenile Program Worker (JPW)
- Paul Conner, JPW
- Hayley Fitzgerald, JPW
- Brandon Flynn, JPW
- Denise Goulet, Mathematics Teacher
- Chelsea Husson, JPW
- Amy Martino, Visual Arts Teacher
- Brian McGeever, JPW
- Jennifer Robichaud, JPW
- Nicole Speed, JPW



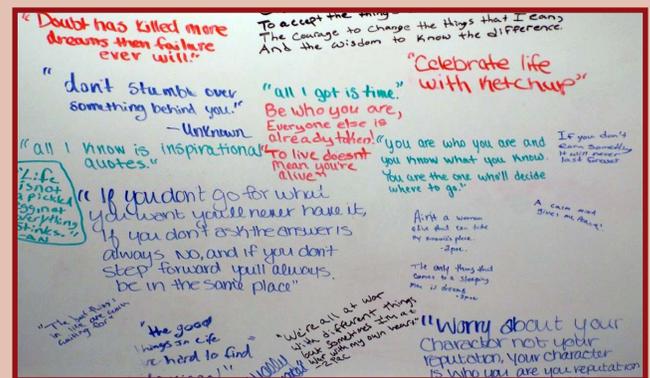
Long Creek Youth Development Center Superintendent Jeffrey Merrill with Juvenile Program Workers Chelsea Husson and Paul Conner.

# Voices and Choices

By Astrid Redmond, LSW, LADC, CCS, Day One

Residents who are receiving services with Day One at Long Creek Youth Development Center have an opportunity to share quotes, thoughts, and words of wisdom, on the “Voices and Choices” board. After each counseling session, residents have the opportunity to write anonymously on the board. This empowers the residents to express themselves without judgment and connects them with their peers. Most residents, when entering into the session, look at the board to read the quotes. When asked what residents thought about the board and if it should be continued (it does get wiped after the quotes are photographed), residents reported unanimously “Yes.” Their reasoning: “It helps me to realize that I am not the only one struggling,” or “It feels good to know that I can add something to the board and may be help someone.” Some of the quotes are created by their writers others are well known. The residents have learned to respect each other’s space as they cannot erase each other’s quotes to make room for their own.

Since starting this project, I have seen residents who didn’t want to add something initially, to write on it after each session. It’s amazing to see a resident take that step. It has given me insight into where the resident is, not only in the therapeutic process, but also at that moment in time and how it connects with their work in the Seven Challenges Program.



Residents at Long Creek share thoughts, quotes, and words of wisdom on a “Voices and Choices” board.



# Music at the Creek

By JPW Bob Murray

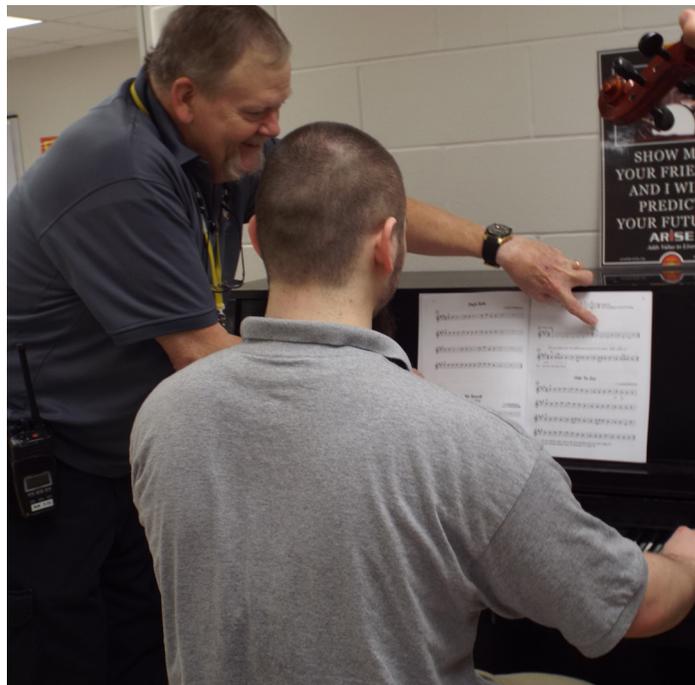
Last September, I began working with the volunteer coordinators to develop a music education program with private lessons at Long Creek Youth Development Center (LCYDC). Seeking donations of no longer used musical instruments, I reached out to various music-centered nonprofit organizations, staff, volunteers, and the “Friends of Long Creek” for support. To date, Long Creek has received two pianos (which were already at the facility), two acoustic guitars, one electric and one acoustic fiddle, two trumpets, two trombones, one Bb clarinet, one Eb alto sax, one tambourine, and two portable keyboards. The response has been wonderful from so many folks, but of course we are still in need of many more instruments, instrument supplies, sheet music, and music books.

The “Friends of Long Creek,” “Straight Ahead Ministries,” and a “special” friend from out of state (through a connection from our own special “angel” Ms. Emmy Brown) have generously provided funding for tuning the pianos and buying instruments and supplies! Although our funds have been very limited, the program has been consistently able to achieve its goals.

The music program began with 17 residents interested in 1 lesson, and 18 residents interested in 2, 3, and 4 lessons for a total of 62 requested lessons. After putting out a “call” for music instructors to all of the volunteers and staff, a Long Creek volunteer began teaching his first lesson on the piano on the 30th of March. The volunteer, who has previously mentored within a different field, enjoyed working with residents in the music field. The resident, thoroughly enjoying the lessons, has remained committed to practicing every day. Thus, soon the program will offer trombone lessons to one resident and violin to another with the hope of being able to be able to start some voice lessons as well in the very near future.

Finally I would like to express my thanks to our volunteer department for believing in the program and realizing the benefits the residents can reap, and helping to perpetuate the forward movement, our administration for listening to our pitch and their willingness to let us move forward, and our maintenance department for their support in moving pianos, setting up storage cabinets for the

instruments, etc., which without their support the music program and many of our needs would go unanswered.



*Thanks to the generous support of volunteers, music lessons are being offered to the residents of Long Creek Youth Development Center.*



# Mountain View Staff Attend 2015 WOW Conference

Seven clerical staff from Mountain View Youth Development Center (MVYDC) attended this year's annual WOW (Women of Worth) Conference. Held at Foxcroft Academy in Dover-Foxcroft and hosted by Penquis Resource Exchange, this is a truly tremendous conference which each year keeps getting better! Outstanding women in Maine business and community service provide empowering leadership presentations to a wide range of business and professional women. Their work and life experiences, accomplishments and the road blocks in their lives all become amazing witnesses for others.

This year the keynote speaker was Margo Walsh, owner of Maine Works, LLC, with the presentation theme, the "Unstoppable Woman." The best is that Ms. Walsh works with Corrections. She started Maine Works in 2006 by hiring eligible work release inmates from Cumberland County Jail, transporting them herself to her construction work sites. She was a truly awesome speaker. Participants then attended three of six available breakout sessions led by other speakers/instructors.

Our thanks go to our own Volunteer Coordinator Marsha Higgins who worked with Penquis organizers

Sheree Brown, Art Jette, James Macomber, and Penquis Resource Exchange staff, the staff and food service personnel of Foxcroft Academy, and especially Ms. Walsh for putting on this conference that is enjoyed so much by all. For more info check out <https://www.facebook.com/WOWMaine>



*(Left to right) WOW Keynote speaker Margo Walsh with Mountain View staff Doris Darling (sitting) Marsha Higgins, Priscilla McLellan, Barbara Atkinson, Penny Ames, Dawn Pratt, and Michelle Lawson.*



*(Left) Margo Walsh from MaineWorks LLC, Sheree Brown, and Art Jette. (Above) Participants in a WOW breakout session.*



# NYC Jail Staff Tours Mountain View

Approximately 16 staff from the New York City jail system visited Mountain View Youth Development Center (MVYDC) on April 28th to tour and discuss working with juveniles and young adult offenders. NYC is revamping their systems and are very interested in the way Maine has accomplished the new Young Adult Offender Program (YAOP) at Mountain View. After touring the MVYDC facility, the group traveled to Long Creek Youth Development Center and then on to Massachusetts for further study.

# Mountain View Staff Updates

Mountain Views welcomes to our new hires who began class on May 4th:

- Andrew Sarto, Ed Tech III
- Carli Peat, Ed Tech III
- Judy Keyser, Office Associate for Project Impact
- Wayne Lamore, Juvenile Program Worker
- Conner McFarland, Juvenile Program Worker

Also attending the new hire class for Charleston Correctional Facility are: Corey Hill, Correctional Trades Instructor; Jacob Dever, Correctional Officer; Matthew Reynolds, Correctional Officer.

# Training for Juvenile Field Services Staff

From May 5-8, the juvenile field services staff enjoyed their annual training while on the Kaplan University campus in Augusta.



## Region 1-Juvenile Field Services

*(Front Row) JCCO Maura Douglass, JCCO Brian MacDougall, CRS Rick LaFlamme, and RCA John Coyne.*

*(Middle Row) JCCO Sean O'Keefe, JCCO Andrew Moore, JCCO Deborah Reynolds, OA II Janet Fongemie, JCCO Jennifer Chon, JCCO David Clock, JCCO Stephonne Young, OA II Theresa Hall, JCCO Melanie St. Pierre, JCCO Melissa Matthews- MacVane and JCCO Joann McDonald.*

*(Back Row) RCM Michael Mack, JCCO Diana Duff, JCCO Dana Fournier, JCCO Scott McDonald, JCCO Neil MacLennan, OA II Kelly Carr, JCCO Brook Bowley, JCCO Beth Fawcett, JCCO Carol Large and RCM Joe Hansen.*

*Continues.*

# Juvenile Field Services continued



## Region 2-Juvenile Field Services

*(Front row) JCCO Scott Boyington, CRS Jared Eaton, and OA Jessica Peaselee.*

*(Middle row) JCCO Tara Ennis, JCCO Anne Miller, RCA Sue Smith, JCCO Kevin Chute, JCCO Denise Cross, JCCO Afton Sinclair, and JCCO Linda Elliott.*

*(Back row) RCM Nate Randall, JCCO Steve Labonte, JCCO Julio Martinez, JCCO Cheryl McKenney, JCCO Martha Takatsu, JCCO Eric Powell, JCCO Joan Dawson, OA Pauline Ayers, JCCO Roberta Ogborn, JCCO Jay Pennell, RCM Chris Raymond, and JCCO Chris Dillman.*



## Region 3-Juvenile Field Services

*(Front row) JCCO Julie Leavitt, JCCO Peter Griffin, JCCO Denise Deschaine, and JCCO Kelly Chartier.*

*(Middle row) JCCO Gary Sanfacon, JCCO Darrin Constant, RCA Galan Williamson, JCCO Russ McMabon, JCCO Julie Bjelko, JCCO Kelly Nightingale, OA Sue Colson, JCCO Valerie Norman, and JCCO John Bennoch.*

*(Back row) JCCO Bill Francis, JCCO Dan Delabanty, RCM Roy Curtis, JCCO Warren Brown, RCM Josh Ash, and JCCO Jason Greenlaw.*



# Juvenile Community Corrections • Region 1



Brook Bowley (2nd from left) is sworn in as a Juvenile Community Corrections Officer for Region 1 by Kelene Barrows, *Dedimus Justice*. Also in photo are Ann Miller and Associate Commissioner Colin O'Neill.



(Left to right) Regional Correctional Managers Mike Mack and Joe Hansen, newly sworn in JCCO for Region 1-Juvenile Brook Bowley, and Regional Correctional Administrator John Coyne.

## Region 2 • Juvenile Community Corrections

By Afton Sinclair

### Welcome Anne Miller

We are proud to announce that we are welcoming JCCO Anne Miller to our Region 2-J family! Anne will be based in Waterville. She has been a Juvenile Program Worker at Mountain View Youth Development Center for 14 years and has held several positions within the facility. Anne has her Bachelor's Degree of Science in Public Administration as well as an Associate of Science in Legal Technology. Anne has several training certifications such as Ed. Tech III, Methods of Instructions, Field Training Officer, Aggression Replacement Training and Batters Intervention Program Instructor and Motivational Interviewing. She began her Juvenile Basic training on March 30th. We are excited for all our Regions to get to know her during our May training together.

### Community Resources

Speaking of getting to know each other, Region 2-J has gotten to know some new community resources that have expressed an interest in reaching out to provide opportunities for DOC juveniles to complete meaningful community service. Examples of these are [Coastal Mountains Land Trust](#), [The Habitat for Humanity ReStore](#), and [Oceanswide](#). These three programs specifically are invested in mentoring our volunteers. The list of



(Left to right) Regional Correctional Manager Christopher Raymond, Regional Correctional Administrator Sue Smith, newly sworn in JCCO for Region 2-Juvenile Anne Miller, and Regional Correctional Manager Nate Randall.

organizations that was developed is lengthy, but many are also willing to provide service at low or no cost, such as voice or music lessons through [Bay Chamber Concerts](#). We have also had success with Juveniles working with Goodwill Workforce Solutions to obtain paid work experience, which has increased their ability to meet probation requirements. It is refreshing to see the community supporting the potential in the juveniles that we work with and working collaboratively with DOC to ensure their success!

# Juvenile Community Corrections • Region 3

*Submitted by JCCO Darrin J. Constant*

## **Chris Ross Retires after 34 Years of State Service**

Office Associate II Chris Ross is retiring after 34 years of service to the State of Maine. Chris had spent the last 26 years working out of the Region 3 Juvenile Services office in Bangor as a clerical staff. Prior to coming to Juvenile Services she had also served as clerical with DHHS for 8 years. Chris will be greatly missed by Region 3-J. We as a region would all like to thank you for your 34 years of service and would like to wish you all the best in retirement!

On April 17th a retirement party was held for Chris at the Olive Garden in Bangor. Chris was accompanied by many past and present co-workers, family, and friends. Chris was presented with several gifts that included landscape decorations, a one of a kind custom made bird bath and art work that matched her love of plants and animals. Many laughs and memories were shared as a fun night was had by all who attended!



*Regional Correctional Administrator Galan Williamson presents Chris Ross a plaque upon her retirement after 34 years of State service.*

## **Region 3 JCCOs recognized for State Service**

Six Region 3-Juvenile Community Corrections Officers (JCCO) were recognized and presented with a service pin at staff meeting for years of service to the State of Maine. JCCO Bill Francis was recognized for 25 years. JCCOs Julie Leavitt, Gary Sanfacon, Dan Delahanty,



*JCCOs Julie Leavitt (above) and Russ McMahon (below) were recently recognized for 15 years of State service.*



and Russ McMahon were recognized for 15 years. JCCO Warren Brown was recognized for 5 years of State service.

## **Restorative Justice Effort in Waldo County**

Region 3 RCM Roy Curtis, JCCO Dan Delahanty, and JCCO Peter Griffin were recently recognized for their collaboration with the Mid-Coast Restorative Justice Program in an article put out by Christine Parrish of “The Free Press.” The article chronicles the fostering of a true grassroots restorative justice effort taking place in Waldo County. Efforts are also being made to introduce a restorative justice approach to the Bangor Area.

To read the article you can visit [www.freepressonline.com](http://www.freepressonline.com) and search “Crime and Punishment.”

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## Juvenile • Region 3 continued

### CPR Training

Region 3-J staff were recently trained and re-certified in first aid and cardiopulmonary resuscitation (CPR) during a training provided during staff meeting on April 17th. The training was provided by Staff Development Coordinator Alan Gregory. The training was both interactive and informative.

*Region 3-J staff listens to instruction and prepare to practice 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.*



## RCA Galan Williamson Joins Applied Leadership Network

*By Josh Ash*

On March 19th, Regional Correctional Administrator (RCA) Galan Williamson and Erica King from the USM Muskie School, were recognized for their completion of the Juvenile Detention Alternative Initiative – Applied Leadership Network (ALN). The Annie Casey Foundation established the JDAI -Applied Leadership Network in 2007 to enhance the knowledge and skills of key individuals working with JDAI Strategies. As a two person team, Galan and Erica were nominated to participate after a rigorous application and interview process. Once selected, they made a significant commitment to this effort that required attention to detail as they refined their leadership skills around implementing reform, in regards to detained and committed youth. RCA Williamson is utilizing his ALN skill set as he works alongside key stakeholders in the development of the JDAI Aroostook Collaborative.

*Regional Correctional Administrator Galan Williamson (gray suit jacket and Erica King (maroon jacket) from the USM Muskie School, were recognized for their completion of the Juvenile Detention Alternative Initiative – Applied Leadership Network.*

Galan and Erica continue to support JDAI implementation across the State of Maine and join the ranks of only 53 other leaders from across the country as alumni in the well-respected Applied Leadership Network. Congratulations of this accomplishment!



# An Improved Police Response to Juveniles in Crisis

## Overview and Discussion-Five Year Trend Analysis(2010-2015)

*Sgt. Jonathan Shapiro M.A., JAGG Member*

### Introduction and Program

#### Overview

An Improved Police Response to Juveniles in Crisis was developed to address a growing local issue that mirrored a larger national issue of increased police contact/response to juveniles in mental health crisis and or displaying “out of control behavior.” In addition to this alarming trend, a concurrent trend also appeared which demonstrated a reduction in juvenile criminal behavior; again, this situation was



reflected both nationally and locally. At the time of development and implementation of this program, there was no nationally accepted program to address this serious development. The inverse trends of juvenile criminality and juvenile mental illness necessitated the juvenile justice system and the mental health system to work together in a manner that was yet

to be developed. The creation of An Improved Police Response to Juveniles in Crisis program addressed this ongoing trend in an elegant and pragmatic fashion.

The key components of the program are:

- Education/training of police officers
- Development of the Police Juvenile Reporting Form
- Partnering with mental health organizations
- Guaranteed follow up services
- Case Tracking to assure progress

The end result is a program that (1)recognizes juveniles at risk at the earliest possible stage, (2)captures relevant and useful information, (3)secures an appropriate referral network, and (4)tracks results for mutual accountability.

The process as developed created a seamless procedure between stakeholders and their respective organizations. The development of the Juvenile Police Reporting Form significantly improved the flow and usefulness of information.

The salient attribute of the Police Juvenile Reporting Form was that the form was developed from the perspective of the receiving organization not solely from the perspective of the person obtaining and referring the information. This innovative approach resulted in the receiving parties actually gaining actionable information that they could utilize immediately and to great effectiveness.

For a more in depth description and rationale for the program please see the following link:

[http://www.iacpyouth.org/Portals/0/Content\\_Files/An%20Improved%20Police%20Response%20to%20Juveniles%20in%20Crisis.pdf](http://www.iacpyouth.org/Portals/0/Content_Files/An%20Improved%20Police%20Response%20to%20Juveniles%20in%20Crisis.pdf)

The following will highlight the five years of data gained from An Improved Police Response to Juveniles in Crisis program. The data will help to identify trends which have policy and systems improvement significance. This information will also identify areas of interest for further research.

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# An Improved Police continued

## Demographics

The total number of police responses to juveniles in crisis during the five years of program implementation is 186. This number consists of 116 males and 70 females. The age range for these calls is 6-17. Two points of interest are the absence of crisis calls prior to the age of 6 and the apparent correlation of peak calls for service at ages 7, 10, 12, 14, and 17. Most notably is the 10 year old demographic due to its correlation with the Maine's Department of Public Safety arrest data which identifies the age of 10 as a tipping point for criminal justice system involvement. As far as the other age brackets the Maine Department of Public Safety arrest numbers follow a similar pattern. Further research should address why children younger than 6 are not reflected in the data and address how the state of Maine addresses the critical age of 10 for systems involvement. This data is neither in isolation nor without national significance; "The 8% Solution: Preventing Serious, Repeat Juvenile Crime" (M. Schumacher & G. A. Kurz 1999) examined juveniles in Orange County California and found results similar to Maine's. This research led to the conclusion that their juvenile system should

utilize significant resources at first identification of a child at risk instead of waiting for a history of crisis or delinquent behavior. This author has been informed by local mental health stakeholders that there are few resources for younger children unless they have been diagnosed with pervasive developmental disorders. Older children have access to more services however only if they are able to obtain Maine Care. This information poses the following questions: is the availability of early childhood and adolescent services dependent on specific diagnoses and the family's ability to access Maine Care, and if so, to what degree do these factors contribute to police involvement with children? Determining the reason for this trend would be beneficial to improve long term outcomes for juvenile success and avoidance of the juvenile justice system. Another area of interest is the correlation between juvenile brain development and the apparent spikes in calls for service at certain ages.

Continuing this line of inquiry, the data demonstrates that Autism may be under represented as a diagnosis among these youth. Only one youth in the 2014-2015 data had a diagnosis of Autism.

This situation is similar to prior years of program implementation. The most represented diagnoses



were Attention Deficit and Hyperactivity, Post Traumatic Stress, Oppositional Defiant Disorder, and Reactive Attachment Disorders, and Depression. Mental health stakeholders suggested that a diagnosis of Autism usually assures a high level of accessible services. If this is in fact the case, it raises the question, is it the lack of services associated with other diagnoses that lead to increased crisis calls and police/JV system involvement?

## Substance Abuse

During the five years of program

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# An Improved Police continued

implementation, a consistent percentage of program involved juveniles indicated substance abuse. On average 30% of the juveniles recorded by the program were abusing one or more substances. The percentages ranged from a low of 15% to a high of 44%. The high of 44% was for the last year of 2014-2015. The following are the percentages by year, 2010-2011 (33%), 2011-2012 (37%), 2012-2013 (15%), 2013-2014 (29%), 2014-2015 (44%). This data point will require careful monitoring to determine if increased substance abuse remains an issue and whether the trend increases over time.

## Prior Treatment

A consistent pattern regarding prior service involvement is alarmingly clear. Approximately half the crisis calls received identified that the juvenile had no pre-existing services in place. This is of particular note because it demonstrates the critical need for the responding officer to accurately identify the juvenile in crisis and assure that a connection to appropriate services take place. Without that identification and referral the child and parent will have a delayed access to services. Anecdotal information presented by parents indicates that often

times they have waited five to seven years for a stakeholder to take their concerns seriously and to obtain appropriate services for their child. During this time the child is at continued risk of juvenile justice system involvement, expulsion and/or suspension from school and violent or self-harming behavior.

Also of significance is the trend which highlights that once services are provided, the vast majority of these families/juveniles do not call again for police intervention. Again, this signifies the criticality of linking families to appropriate services at first stakeholder involvement. This also signifies the importance of working collaboratively with mental health organizations who will educate the involved parties when it is appropriate to call crisis versus calling the police. Follow up data indicates that once persons are informed the appropriateness of calling mental health versus the police, calls to the police are reduced and crisis services are utilized to a larger extent.

The five year data continues to identify three types of families; families that have no prior services (almost half), families with services that are ineffective (almost half), and families that refuse or are

unable to obtain services (2+%). The 2014-2015 year was particularly challenging in regard to families that needed appropriate services but were unable to obtain those services. Information gained from mental health stakeholders indicate the barriers to applying for Maine Care was the primary reason for a delay in obtaining services. The delay was worrisome due to the fact continued



police involvement was required and in two cases the juvenile was criminally charged, in large part so the juvenile could obtain higher level services. This circumstance is problematic and counterintuitive to professional standards all of which recommend NOT utilizing the juvenile justice system to obtain mental health services. Further research to examine the degree of the problem should be conducted.

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# An Improved Police continued

One note of optimism is the fact that without the thorough documentation contained in the Police Juvenile Reporting Form, the juvenile's efforts to obtain appropriate services would have been further delayed. The continued and universal praise for the Police Juvenile Reporting Form from all stake holders is a credit to its collaborative conception. One cannot stress enough the usefulness of this form for developing a common language for stakeholders, capturing critical information useful to all stakeholders, and as a tracking and accountability mechanism. Parents of juveniles in crisis praise the form as a useful tool to help them convey their concerns and record problem behavior when meeting with mental health professionals. The information is also utilized with parental consent to inform the school of the child's situation. This is beneficial for the child so that upon entering school a caring person can address any carry over issues that may present themselves. Therefore, the school is much better prepared to respond to the juvenile in an informed and caring manner.

## **Breaking the Cycle - Reducing the Number of Repetitive Crisis Calls**

The five year data review indicates that a small number of families per year (4 to 7) required repetitive calls for service. The families in this category usually required only two responses before adequate services were secured, a vast improvement over preprogram implementation. However, some families in this group required three to five responses before appropriate services were obtained. These are the most difficult families with juveniles at high risk for juvenile justice system involvement. The most compelling information was that the majority of families (86%) only required one response to secure the appropriate resources that ultimately may preclude further police response.

## **Success of the Program**

Success of the program is two pronged: the reduction of the repetitive nature of these calls and therefore the reduction of police involvement and the connection of families and juveniles to appropriate services. On both counts this program is a success. This is demonstrated by the ebb and flow of calls for service over the five years. When this program was

first implemented the Maine State Police and a county police agency switched patrol areas monthly. The county police agency also had several towns solely in their control. Therefore, this program was utilized in half the towns covered by the Maine State Police, half of the time. Even under this problematic arrangement, juvenile crisis calls dropped by 40% from the first year of implementation to the second year (48 cases to 29 cases). The third year of implementation the Maine State Police and the county agency decided to divide the patrol area into static patrols with the Maine State Police taking over several towns that they had been precluded from for several years. The result was a substantial increase in mental health calls especially in the communities that the Maine State Police had not patrolled in recent history and therefore had no exposure to the program (2012/29 cases to 2013/45 cases to 2014/49 cases). However, after the second year of program exposure there was a dramatic decrease in mental health calls not only in the towns that had no earlier program exposure, but also in the towns that only experienced a half time benefit from the program (2014/49 cases to 2015/27

*Continues.*

# An Improved Police continued

cases). Stakeholders previously unfamiliar with this program were at first skeptical of the program's usefulness, however after a short period of time their skepticism turned to whole hearted support as the juvenile crisis calls diminished.

## Topics for Further Research and Discussion

Based on the State of Maine's juvenile crime statistics, Maine does not have a significant juvenile crime problem. The State of Maine does have a challenge in responding to juveniles with mental illness. Unfortunately, juveniles with challenging behavior are not always identified quickly enough, are not always provided adequate services in a timely manner, and are therefore at higher risk of entering the juvenile justice system. Conservative estimates indicate that 30+ % of juveniles in Maine's juvenile corrections would be better served in a mental health environment. An Improved Police Response to Juveniles in Crisis is a successful program, however, despite the program's best efforts, one to three juveniles each year suffer from delayed services. Two juveniles for this past year 2014/15 were charged with a criminal offence in large part due to social services unable to provide timely, appropriate services.

This delay led to ongoing challenging and public safety behavior that necessitated the department of corrections involvement.

Two gaps in the system have been clearly identified, the parent's ability to obtain Maine Care in order to receive higher level services, and the system's propensity to utilize a failure based progression of services. In other words, the initial service provided must fail before progressing to more intensive services. There is logic to this method however, it is appropriate to argue that in some cases there is an abundant need for intensive services at first contact with the system. When this circumstance presents itself the juvenile should be able to obtain intensive services immediately without having to exhaust or fail at lower level treatment.

If in fact children with specific diagnoses and at certain ages receive more services and more timely services than other children then further research should examine age and diagnosis as limiting factors for receiving appropriate services.

The Police Juvenile Reporting Form has proven its worth throughout the program's implementation. The

amount of information captured on the form is rich for data mining and analysis. There is no other data collection tool within the state that provides such a global overview of at risk juveniles and that also provides a tracking mechanism to demonstrate systems successes and failures. This form provides the only pre-arrest screening tool within the State of Maine. More in depth research and analysis of the data contained within the form would yield valuable information for further systems improvement

## Conclusion

The cost of incarcerating our youth is astronomical. The cost of incarcerating our youth due to mental illness is inexcusable. An Improved Police Response to Juveniles in Crisis has successfully addressed this concern in all but the most egregious cases. The State of Maine is a leader in progressive juvenile justice and has markedly reduced incarcerating juveniles for any other reason than to protect the public safety. This last hurdle is within grasp. With the information as outlined above and a concerted effort by stakeholders, incarceration of our juveniles due to mental illness can be eliminated.



# Needed: Used Suitcases and Large Cloth/Duffle Bags

The Southern Maine Re-entry Center (SMRC) located in York is in need of used suitcases and large cloth/duffle bags for women who are preparing to return to society. Currently these women are given a plastic trash bag for packing their belongings.

Please consider donating any used suitcases/duffle bags to SMRC. The women would greatly appreciate it.

Please contact Wendy Kellman at SMRC with questions or for more details: (207) 490-5205 or [Wendy.Kellman@maine.gov](mailto:Wendy.Kellman@maine.gov)



## 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

The anniversary dates below are 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

- Corrine M Bailey ..... MCC
- Charles E Bean ..... SMRC
- Robert Boulter ..... MVYDC
- David P Bourque.....LCYDC
- Michael R Burns..... MSP
- Donald M Carter.....CCF/MVYDC
- Casey L Chadwick..... MSP
- Parker B Heal..... CCF
- Philip Hodgdon..... MSP
- Andrew Robb ..... MVYDC
- Victoria A Sheehan ..... MSP
- Garrick E Strout..... MVYDC
- Marian A Zimmerman ..... MCC

### 10 Years

- Vinan Meas .....LCYDC
- Devin R Plummer.....LCYDC
- Margarett L Smith.....DCF

### 15 Years

- Lawrence G Hooper..... MVYDC
- Mark Kalinuk..... MCC
- Michael J Mullaney..... MVYDC

### 25 Years

- Russell E Ames..... MVYDC
- Christopher E Dillman..... R2J
- Beverly E Grant.....LCYDC
- Kevin R Mayo..... MVYDC

### More Than 25 Years

- Gail B Allen (1982) ..... MSP
- Brenda Baker (1988) ..... CO
- Robyn L Egan (1982) ..... MCC
- Lawrence S Fisher (1985).....LCYDC
- Lisa K Nash (1983).....R1A
- Tim Nichols (1988)...CCF/MVYDC
- Steven J Onacki (1985).....R1A
- Thomas A Sands (1982)..... CCF
- Arthur Strout (1977).....LCYDC
- Paryse Thibodeau (1985) ..... MCC

# Did you know ...



## DOCTalk

the newsletter by and for the employees of the Maine Department of Corrections is available online!

You can access the current issue as well as back issues!

Maine.gov Agencies | Online Services | Help | Search Maine.gov

STATE OF MAINE  
**Department of Corrections**

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For Victims of Crimes  
Doing Business with DOC  
Quality Assurance  
Administration  
Career Opportunities  
Contact Us

Welcome to the Award Winning  
Maine Department of Corrections

**CONSIDERING A CAREER IN CORRECTIONS?**

New Items

- How do I report sexual misconduct on behalf of a prisoner or resident in a DOC facility? [Click here](#)

Upcoming Meetings:

- ALL BOC MEETINGS WILL BE POSTPONED UNTIL FURTHER NOTICE.

Where Can I Find

- [Adult Search Service?](#)
- [Money Deposit Service?](#)
- [facility information?](#)
- [directions?](#)
- [our policies?](#)
- [an inmate?](#)
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